



WHITFIELD COUNTY



RECORD OF COACHING

Employee Name: Nathan Styles

Department: Whitfield County Sheriff's Office

Employee ID No.: S0705

Date of Counseling: 10/5/2020

Date of Employment: 11/01/2010

Time in Position: 04/01/2018

Job Title: Detention Officer

ACTION: Verbal Counseling

DATE OF INCIDENT: 9/30/20

STATE REASON FOR ACTION:

Violation of Policy (Policy Violated):

**Whitfield County Sheriff's Office Policy and Procedure Section 11.12 Competent Performance (9)
Whitfield County Merit Policy 1-1-33 (6) Careless, negligent, or improper use of County property or equipment**

FACTS OF THE SITUATION:

Overview:

The Command Staff became aware of an accidental discharge by Officer Styles when he informed Sgt. Almon about the incident as soon as the incident has occurred.

Details of Incident:

On September 30, 2020 a highly inebriated individual was not being cooperative with giving up his belongings during the initial pat down. Officer Styles then moved him from the booking counter to the padded cell to remove the individual's shoes since he refused to comply with instructions to do so while being patted down. While in the padded cell Officer Styles went to move his Taser from his strong hand to his non-dominant hand to grab a hold of Inmate Darryn Fray's wrist to move his hand to the top of his head. While switching the Taser in his hands an accidental discharge of the Taser occurred striking Inmate Fray's hoodie, but there was no contact of the prongs to the inmate's skin which did not cause incapacitation.

Findings

Officer Styles was questioned about the incident and he did confirm that he had an accidental discharge of his Taser while dealing with an inmate in the padded cell. Officer Styles stated that he should have holstered before grabbing Inmate Fray's wrist and that with him doing so the accidental discharge would have never happened. Officer Styles stated that there were a lot of different things he could have done that would have prevented the accidental discharge from occurring.

Policy Violations:

Section 11.12 Competent Performance

Members are hired to achieve results; and if a member brings about an acceptable performance result, he or she has displayed the ability to apply his or her combination of knowledge, skill, and attitude within the context of the situation to bring about a useful achievement for the Office.

9. Failing to satisfy performance standards on any assigned or assumed duty or task after receiving comparable training and experience as the typical member.

Section 1-1-33 Disciplinary Action

6. Careless, negligent, or improper use of County property or equipment

Officer Styles has been trained in the usage of the Taser and failed to use the equipment properly. Failing to perform proper Taser standards violates the competent performance standard.

Previous Counseling and Date(s) for Same Infraction: None

Changes in Performance or Conduct Since Last Counseling: N/A

FUTURE CONDUCT OR PERFORMANCE REQUIREMENTS:

1. Good communication with another officer that is present during the incident.
2. The employee will meet with a Taser instructor within the next 90 days for additional training.
3. Keep finger off the trigger and out of the trigger guard until you have decided to fire.
4. Be mindful of sympathetic squeezing which can occur when you have an item in each hand.

CONSEQUENCES:

Consequences of Failure to Correct or Improve Conduct/Performance:

Progressive discipline up to and including possible demotion or termination.

TIME PERIOD FOR IMPROVEMENT AND FOLLOW-UP:

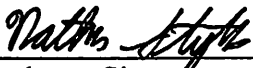
1. Time period for improvement: Immediately as the standard is known
2. Follow-up date(s): The employee will ensure that proper handling of Tasers is followed so no further negligence is committed.
3. Officer Styles will re-holster the Taser if the situation permits for him to before going hands on with an inmate.
4. A Taser instructor will follow up with Officer Styles

EMPLOYEE COMMENTS:

(Attach additional sheets if necessary)

This written reprimand along with any other related documents shall be filed with the Human Resources Director. At your request, you shall be entitled to a review of this written reprimand to be conducted by the Human Resources Director. Three written reprimands within a twelve (12) month period shall be grounds for dismissal pursuant to Section 1-1-33(a)(4) of the Merit Policy.

I have read and understand the contents of this document, and understand that it will be part of my personnel record. My signature confirms that the content has been reviewed with me.



Employee Signature

10/5/20


Date



Supervisor/Manager Signature

10/5/20

Date



Department Head Signature

10-7-20

Date

Human Resources Signature

Date