

WHITFIELD COUNTY



WRITTEN REPRIMAND

Employee Name: Sgt. Nathan Brett Styles

Department: Whitfield County Sheriff's Office

Employee ID No.: #0705

Date of Counseling: 11/30/2015

Date of Employment: 11/01/2010

Time in Position: 4 yrs and 2 mo

Job Title: Detention Sgt.

DATE OF INCIDENT: November 6, 2015

STATE REASON FOR ACTION:

- Violation of Conduct Rule: _____
- Violation of Policy and Procedure manual of the Whitfield County Sheriff's Office Section 11.12 C- 9, Competent Performance.
- Performance or Procedure Violation: _____
- Other: _____

FACTS OF THE SITUATION:

On November 11th, 2015, at or around 0900, an investigation began an into the circumstances concerning the charges brought against Inmate Richard Haddock, inmate #154428 of contraband found in his cell. Inmate Haddock had been placed in this location because he had been involved in an incident in general population where he and two other inmates had assaulted another inmate by tying the inmates hands and feet, placing a ligature around the inmates neck and then putting the inmate inside a mattress cover and striking the inmate several times. The contraband which was found in Inmate Haddocks cell would lead any prudent person to know the items were for the purpose of escape. The following is the sequence of events.

On November 9th, 2015, between the hours of 0700-1100, Inmate Haddock told jail staff that the toilet in his cell has been stopped up since Saturday, November 7th, 2015. At or around 1359.

Sgt. Nadia Curtis sent e-mails to Sgt. Tenille Czerneski and Sgt. Nathanael Styles and asked if anything had been reported to them concerning the toilet being torn up since Saturday, November 7th. They both replied that nothing had been said to them concerning this. (A copy of the e-mails can be found in the case file).

On November 11th, 2015, at or around 1120-1121, Sgt. Curtis furnished a video that shows Inmate Haddock entering the shower area, then leaving the shower area and returning to his cell with what appears to be the outline of a tennis shoe bottom in his laundry net bag. (A copy of the video can be found in the case file).

On November 10th, 2015, at or around 1409, Lee Fields with maintenance entered Observation Cell #1 to check the toilet. At or around 1413, Mr. Fields re-entered the cell to fix the toilet. Mr. Fields found a green clothing bag that had been torn in half and flushed down the toilet. Mr. Fields then notified jail staff of what he found.

A cell search was then conducted by Officer Jessica Brewer, Officer Chris Cline, and Deputy Nicolas Souther. They found a wooden stick and a metal hook, which was a part of the clothing bag. The metal hook had been sharpened to a point. Also found was a pair of white tennis shoes.

wer room. (A complete copy of the incident report can be found in the case file).

On November 11th, Sgt. Nadia Curtis furnished pictures of the contraband found inside the cell which were taken by Sgt. Curtis. (Copies of the photographs can be found in the case file).

On November 11th, 2015, the video of Inmate Haddock was reviewed, it showed Inmate Haddock entering the shower in intake on November 6th, 2015, at or around 1920, and exiting the shower area at or around 1938. When the inmate entered the shower area he was unescorted and only had his inmate uniform on and a towel over his shoulder upon entering the shower area.

Inmate Haddock can be seen removing a clothing property bag from the area where the bags are stored, when he exits the shower area again he is unescorted. In the video you can see he has what appears to be his towel in his hands but is has something under his uniform shirt he is trying to conceal, this is evident by the way he is adjusting the item and protecting it from being seen with his arm and towel. (A copy of the video can be found in the case file).

In reviewing the video it shows three staff members on duty in the Intake area. Sgt. Nathan Styles who is listing information in the Jail Book and two of his staff who appear to be doing nothing. Sgt. Styles is the person who removed this inmate from his holding cell and allowed this inmate to go to the shower area unescorted. It was also Sgt. Styles who placed this inmate back into his holding cell but did not notice the items the inmate was concealing.

It is quite evident this inmate had a plan to attempt an escape, he needed the tennis shoes which he acquired on A shift November 9, 2015 from the same shower area because he only had flip flops, and he needed a weapon to either hold a person hostage or to use it to force someone to let him out and this item was taken on D shift November 6, 2015. The failure to properly monitor the inmate and the laps in security procedures could have brought harm to a staff member, allow an inmate to circumvent the security procedures of this facility and could have placed the public at risk.

(Attach additional sheets if necessary)

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. Always follow correct safety and security procedures.
2. Monitor inmate movements in the Intake area.
3. Always be alert when dealing with any inmate.

Make certain inmates in observation do not access contraband and bring it back to their area of confinement.

(Attach additional sheets if necessary)

CONSEQUENCES:

Consequences of Failure to Correct or Improve Conduct/Performance:

Progressive disciplinary action up to and including termination.

TIME PERIOD FOR IMPROVEMENT AND FOLLOW-UP:

1. Time period for improvement: Immediately _____
2. Follow-up date(s):

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 have been reviewed with me.



 Employee Signature

11/30/15


 Date



 Supervisor/Manager Signature

11-30-15

 Date



 Department Head Signature

11-30-15

 Date

 Human Resources Signature

 Date