Dwayne Bedminster – Internal Affairs File

Part 1

DEKALB COUNTY POLICE DEPARTMENT

BACKGROUND INVESTIGATION PROFILE

	CONTINGENT APPROVAL	DISAPPROVED	REASON
CHIEF OF POLICE			
	RECOMMENDED	NOT RECOMMENDED	REASON
UNIT COMMANDER			

FINAL APPROVAL IS GRANTED UPON SUCCESSFULLY COMPLETING THE HIRING PROCESS

[redacted]

Dwayne Evariste Bedminster

(Continued)

BEDMINSTER, DWAYNE E

EMP: 4/22/2019 POLICE

Person Reviewing File	*Reason*	*Date*	*What items were copied and for whom?*

Employee Equipment Return Exit Form

Employee Name: DWAYNE BEDMINSTER ID# 058612

Bureau/Division: POLICE SERVICES / UNIFORM Exit Date: 7-15-21

Immediate Supervisor: LT Date: 7-28-21

Supply: M. Ryans $ 132.75 Date: 7/28/2021
2842 H.F. Shepherd Drive Decatur 30034 (404) 286-3200

Property Room: SGT Date: 7/29/2021
3630 Camp Circle, Decatur, 30034 2nd Floor Burgess Building (404) 294-2528

Training: SGT #2057 Date: 7/28/21
2484 Bruce Street, Lithonia 30058 (770) 482-0350

Range/Firearms: SGT #2121 Date: 7/28/2021
3905 N. Goddard Rd. Lithonia, 30038 (770) 484-3045

Internal Affairs: SGT #2218 Date: 7/29/21
1960 W. Exchange Place, 2nd Floor Police HQ (770) 724-7910

ATU: #3133 BWC-0549 Date: 7/29/21
1960 W. Exchange Place, 2nd Floor Police HQ (404) 724-7470

Financial Services: Date:
1960 W. Exchange Place, 2nd Floor Police HQ (770) 724-7548

Computer Support: Date: 7-29-21
1950 W. Exchange Place, 1st Floor Fire Bldg (404) 360-4451 IT Office

Communications: Date: 7.29.21
1960 W. Exchange Place, 5th Floor Police HQ (678) 406-7929

Fleet Management: SGT #1629 Date: 7-28-2021
3630 Camp Circle, Decatur, 30034 (Fleet Office Sergeant Supervisor) (404) 294-2298

Department Head: Date:
1960 W. Exchange Place, 4th Floor (Chief of Police) (770) 724-7440

ACKNOWLEDGEMENT

I hereby certify that I have surrendered possession of, or have otherwise accounted for all County property issued to me during my employment including, but not limited to, all equipment, any and all documents prepared for use in my capacity as employee or agent of the County, and employee of Police Services.

Exiting Employee Signature: _____

Check box if you intend to apply for either of the following: ☐ Retro/Reserve ☐ Part Time

For Internal Use Only Item	For Personnel Use Only Serial Number	Damaged/Lost Equipment or Supplies Replacement Cost

Total Employment Repayment: _____

_____ DPS ID Card
_____ DeKalb County ID Card
_____ Parking Permit

Reason for Exiting: _____
DPS Employee Manual Number/Flash Drive _____
Other _____

Disbursement of Paycheck Method: _____ Mail _____ Direct Deposit _____ Pick-Up

Approved By _____

DeKalb County Police Department
Internal Affairs Unit

Confidential Investigative Report

IA Case #: 21-0205

Employee(s): Officer D.E. Bedminster #3550
Uniform Division/East Precinct

Return to Internal Affairs After Final Review

Captain A.W. Ford
Commander
Internal Affairs Unit

DeKalb County Police Department Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(Main 770.724.7910 - Fax 770.724.7916)

CONFIDENTIAL

INVESTIGATIVE REPORT # 21-0205

(PLEASE INITIAL AND FORWARD THROUGH THE CHAIN OF COMMAND)

[X] **Chief Mirtha V. Ramos** (Review Date / Initial 4-12-21 MVR)
[X] **Captain A.W. Ford** (Review Date / Initial 3-12-21 AWF)

[X] **Assistant Chief Uniform Division** (Review Date / Initial 6/9/21 KSB)

[ ] ____ North Central [ ] ____ South [X] ____ East [ ] ____ Tucker

[✓] **Supervisor completing DAR if required** (Print Name / Badge# Lt. S. Harris #2038)

[ ] **Assistant Chief Criminal Investigations Division** (Review Date / Initial _____)

[ ] ____ Special Investigations [ ] ____ Robbery [ ] ____ Special Victims [ ] ____ Auto Theft

[ ] ____ Homicide [ ] ____ ILP [ ] ____ Crime Scene [ ] ____ Other Unit (specify) _____

[ ] **Supervisor completing DAR if required** (Print Name / Badge# _____)

[ ] **Assistant Chief Support Services Division** (Review Date / Initial _____)

Support Services Section:

[ ] ____ Central Records [ ] ____ Academy [ ] ____ Property Room [ ] ____ Taxi /Permits

[ ] ____ Background / Recruiting [ ] ____ Other Unit (specify) _____

[ ] **Supervisor completing DAR if required** (Print Name / Badge# _____)

[ ] **Assistant Chief Special Operations Division:**

[ ] ____ STEP [ ] ____ SWAT [ ] ____ STAR [ ] ____ Other Unit (specify) _____

[ ] **Supervisor completing DAR if required** (Print Name / Badge# _____)

Upon final review, this investigative report must be returned to the Internal Affairs Unit.

DEKALB COUNTY POLICE DEPARTMENT
INTERNAL AFFAIRS UNIT

CONFIDENTIAL INVESTIGATIVE REPORT

I. A. Case #: 21-0205

Employees: Officer D.E. Bedminster #3550
Uniform Division/East Precinct

Complainant: DeKalb Police Department

Departmental Rules and Regulations Investigated:

Truthfulness 2-2.17 (3 counts)

Illness/Condition (Physical/Mental) Sick Leave 2-2.26

Witnesses: Lt. G.L. Miller #1892
East Precinct/Administrative Lieutenant

Stephanie Fowler
East Precinct/Administrative Assistant

Katherine Corona
Receptionist
Center for Orthopaedic & Sports Medicine

Lt. S.L. Harris #2038
East Precinct/Morning Watch Commander

Findings: See Conclusion
Report prepared by: Sgt. T.L. Rucker #1900
Date Completed: March 2, 2021/Revised April 30, 2021

Exhibits:

A. Timeline of Off. Bedminster's injuries and absence

B. Doctor's Task Appraisal Forms & Initial Authorization to Treat & Work Reports

C. Email submitted by Stephanie Fowler to Capt. R.C. Hughes

D. Work Release Documents from the Medical Office
- Original work release sent to Risk Management – Dated 10/15/20.
- Copy of work release information from the medical office indicating the surgery date.
- Fax from medical office with work restrictions – Dated 11/10/20.
- Fax sent to Risk Management from medical office with Bedminster's work release information – Dated 01/11/21.
- Copy of the original document of work release information – Dated 01/11/21.
- Copy of the forged document of work release submitted by Off. Bedminster.

E. Stephanie Fowler – Administrative Specialist
- Employee Rights Form
- Typed Statement
- Typed IA Statement

F. Lt. G.L. Miller – Admin. Duty Lt.
- Typed Statement
- Body Worn conversation of a phone call with Bedminster **(R.I.F.)**
- Body Worn conversation with receptionist Katherine Corona **(R.I.F.)**

G. Officer D. E. Bedminster #3550
- Employee Rights Form
- Typed Statement
- Audio Recorded Interview **(R.I.F.)**

H. Katherine Corona – The Center for Orthopaedics & Sports Medicine.
- Written Statement
- Emailed Statement

- Documentation of phone calls received in the office by Off. Bedminster

I. Lt. S.L. Harris #2038 – East Precinct - M/W Commander
   - Typed Statement

Investigative Summary:

On February 17, 2021, the Internal Affairs Unit was notified of possible employee misconduct involving Officer D.E. Bedminster #3550 from East Precinct. The allegations of misconduct involve Officer Bedminster providing false medical documents related to an on-the-job injury to his chain of command.. Original medical paperwork with work restrictions was submitted to Human Resources-Risk Management as well as East Precinct's administrative staff, indicating the following:

> "Released to light duty with the following restrictions: Date of release – 01-11-2021. No use of injured arm. No field patrol duty. Limited to desk duty or office duty. No restraint situations. No defensive tactics situations."

Stephanie Fowler, the East Precinct administrative aide, and Adrianne Lamar with the Risk Management department then discovered a discrepancy. Ms. Lamar provided paperwork to Ms. Fowler that was different from the original documents. The paperwork showed an addition to the restrictions that stated the following:

> "Released to light duty with the following restrictions: Date of release – 01-11-2021 No use of injured arm. No field Patrol duty. Limited to desk duty or office duty. "Nt6fo" restraint situations. No defensive tactics situations. No Driving"

With the wording listed in the second document, there were obvious punctuation issues, misspelling, and other wording issues that were different from the original document. Other issues observed within the document were that the second page was a different shade of color than the first page, the doctor's signature was forged and appeared to have been traced, and in the footer of the page, there was a misspelling in the website domain name. The spelling was listed as http://www.artroscopy.com. The correct spelling is "arthroscopy."

After reviewing the documents that were submitted, I began investigating the facts of the case. During the investigation, the following information was revealed:

Officer Involved:

Officer D.E. Bedminster #3550
Uniform Division/East Precinct

On February 19, 2021, an interview was conducted with Officer Bedminster to clarify the discrepancies observed in the medical paperwork. The following is a detailed account of the interview:

Officer Bedminster started the interview by explaining the original cause of his injury, which occurred during an arrest. Bedminster initially stated that once his shoulder "popped" out, it was put back in, but he did not receive immediate medical attention. Bedminster went to the doctor's office a week later and was referred to a specialist. Bedminster eventually had surgery to repair the damage to his left shoulder, and according to paperwork submitted regarding his duty restrictions, he was released to light duty as of January 11, 2021. Bedminster was asked what the restrictions were of his light-duty status. He mentioned that it involved no using his left arm, no lifting the left arm over his head, and no driving. When I asked Bedminster about "no driving" and who advised him of that, he stated that it was on the paper. He then quickly attempted to deflect the question and stated that he was being cared for by his family members. He also stated that he was "bed-ridden" the entire time. When he was asked if there were any other paperwork restrictions, he stated that the restriction included light exercises. *(The original document further stated that he should not use his injured arm, no field patrol duty, be limited to desk duty or office duty, no restraint situations, and no defensive tactics. There was no indication on this original paperwork that stated "no driving.")* Bedminster was asked specifically who authorized that "no driving" was a restriction, and he said "Dr. Wilder." The correct name of the Doctor at the facility is Dr. Weil. Officer Bedminster stated that the medication also displayed "no driving" on the label. At several points in the interview, Officer Bedminster would not directly answer specific questions; instead, he would explain his actions. Officer Bedminster was shown the original paperwork from the doctor's office sent to Stephanie Fowler by the Risk Management representative, Adrianne Lamar. He initially stated that this was the paperwork he turned in and stated that it was the original paperwork. I then showed him the forged document, and he asked if it was the same paperwork. I asked him to look through the paperwork and to tell me if it was the same. He looked through the second document briefly and then stated that this document was not original. Bedminster also said that the second document, which was the forged copy, was the document he turned over to Lt. S.L. Harris. When he was asked who would put "no driving" on the restrictions, he stated that he did not know. At the start of the interview, he stated that Dr. Wilder (Weil) put the "no driving" indication on his restrictions.

As the interview continued, Officer Bedminster displayed deception as he continued to speak. After being asked who would forge the document sent to the

precinct, Bedminster stated that he thinks he knows who forged it. He stated that his fifteen-year-old sister, [redacted] was the only one in the household who was "tech-savvy" enough to do something like this. When asked what would be her motivation to forge the paperwork, he stated because she did not want him to be in law enforcement. Bedminster went on to say that she was concerned for his safety and continued by saying that she was a troubled teenager and his parents had trouble controlling her as she had previously caused other problems. I asked Bedminster for his sister's phone number, and he said his sister does not have a phone. He then backtracked and stated that his sister has a new phone and new phone number, but he did not know the number. Bedminster then said that he knew it was his sister who forged the documents because she was with him at his doctor visits and when he was on the phone with the doctor's office. Bedminster also said that when his sister "drops him off at the clinic," she knows about the issues he is having with the "no driving" being added as a work restriction. At one point during the interview, he said that his entire family had come to Georgia to take care of him because he was "bed-ridden." He then later stated Ms. Fowler told him that he needed to have the "no driving" placed on his medical paperwork from his doctor's office. Bedminster was asked the timeframe that he called the orthopedics office, and he stated that it was sometime around the first week in February. He started by saying that he called them because Ms. Fowler needed some paperwork requiring "no driving" for his restrictions. He then later said that this stipulation was requested by "HR" and then changed his statement to say that "administration" said that "no driving" should be added to his paperwork. When asked who specifically told him that "no driving" should be added to his paperwork, Bedminster stated that it was his doctor.

During a phone conversation recorded by Lt. G.L. Miller, Officer Bedminster can be heard telling Ms. Fowler that he was seeing his private doctor for treatment. I asked Officer Bedminster if he had followed up with his private doctor, and he stated that he does not have a private doctor. I asked Bedminster the reason for telling Ms. Fowler that he was seeing his private doctor regarding his shoulder. I explained to Bedminster that he was captured on audio/video telling Ms. Fowler that he had seen his private doctor, who told him that he should not be driving due to the medication. Bedminster initially tried to deny that he stated this to Ms. Fowler, but then later stated that he "most likely" did tell Ms. Fowler that he had a private doctor. Bedminster then asked if the phone call took place in the morning. He stated that the medication he is taking causes him to be "out of it." He stated that he takes oxycodone in the mornings to help him sleep, and he was "most likely out of it" when he was on the phone with her. Officer Bedminster continued to be deceptive during the interview, even after telling him that there were written statements provided by the doctor's office, risk management personnel, and the administrative assistant, Stephanie Fowler. After explaining to Officer Bedminster that his deceptive statement was captured on body camera, he stated that he understood but offered no other explanation as to why he would make such a statement.

Officer Bedminster was then released from the initial interview to complete his written statement. In his completed initial written statement, he made no mention that his fifteen-year-old sister was the person responsible for forging the medical document. He was then asked to explain and document, in his written statement, what he said while in the initial interview regarding his sister. As he documented the information in the first statement, he stated, "possibly a family member forged the document." Officer Bedminster was asked to clarify why it was "possibly a family member" instead of his sister, whom he previously implicated. Based on the inconsistency, Officer Bedminster was given a second interview to clarify more information which was inconsistent with what he wrote in his initial statement.

During the second interview, on the same day, Officer Bedminster was allowed to clarify statements made during the initial interview and the subsequent submission of his initial written statement. Officer Bedminster was asked if there was anything different that he wished to explain or correct. Bedminster stated that he had nothing else to add or clarify as he would stay with his original story given in the first interview. Bedminster continued to provide conflicting statements about how the forged document was submitted. I asked him to clarify why he would tell Ms. Fowler that he went to a personal doctor to modify his light-duty restrictions. Officer Bedminster continued to say that it was most likely due to the medication that he was taking. Officer Bedminster was then asked to clarify the phone call he made to the orthopedic office, telling them that he needed "no driving" added to his restrictions. He stated that it was in reference to the "administration chief's office." I asked him to explain what that was, and he stated it was the "administration office." He then stated during the interview that human resources also called him and told him that he would need the added restriction of "no driving" placed on his light-duty paperwork. I asked Officer Bedminster what was the medical office's response when he mentioned that no driving needs to be added to his restrictions. Bedminster stated that he spoke to a nurse that he could not remember the name of, and she told him that the information would be relayed to the doctor. Officer Bedminster stated he called again, but this time, the doctor's office told him that it was not up to their office, but instead, it was up to his employer to have no driving placed as a restriction on his light-duty paperwork. Bedminster did admit that he turned the forged document from the doctor's office over to Lt. Harris, but he did not look at the paperwork before turning it in. Shortly after, the second interview was concluded with Officer Bedminster.

Employees Involved:

Stephanie Fowler
Administrative Specialist/East Precinct

On March 23, 2021, I interviewed Stephanie Fowler in the East Precinct's conference room. The followed are detailed statements obtained from the interview regarding Officer Bedminster and his work status. Stephanie Fowler was asked to follow up with the work status of Officer Bedminster in order to provide an update to the Chief's Office pertaining to the on-the-job injury. After Ms. Fowler was contacted by the Risk Management department on February 9, 2021, and received the work status of Officer Bedminster, she notified Officer Bedminster to inform him that he was scheduled to return to work on January 11, 2021. Part of his work restrictions indicated that he was able to perform light office work. Officer Bedminster told Ms. Fowler that the medication he was taking stated that he could not drive and he would be contacting his doctor's office to inform them that "no driving" was to be added to his work restrictions. At no time during this conversation did Ms. Fowler tell him or indicate that he should call his doctor, instead, the information was volunteered by Officer Bedminster.

On February 11, 2021, Ms. Fowler received the work status update of Officer Bedminster from Lt. S.L. Harris (Morning Watch Commander/East Precinct), and the copy that she received showed the restriction of "No Driving" added as a condition. Ms. Fowler then faxed this copy over to Ms. Adrianne Lamar of Risk Management. Later that same day, Ms. Fowler was notified by Ms. Lamar that there was an issue with the work restrictions. While speaking with Ms. Lamar, Stephanie Fowler stated that she was informed that contact was made with the doctor's office, and they did not authorize "No Driving" as a condition of work release. Ms. Lamar also pointed out other irregularities that were documented in the release. *(Those irregularities were later discovered to be grammatical errors and different font sizes in the documentation turned in by Officer Bedminster.)*

On the afternoon of February 12, 2021, Ms. Fowler was asked by then Captain Hughes to follow up again with Officer Bedminster to determine his medical status. As Ms. Fowler spoke with Officer Bedminster on the phone, the incident was recorded via body-worn camera by Lt. G.L. Miller. Ms. Fowler asked Bedminster if he had gone to the doctor's office, and they did not give him the "no driving" restriction, and he stated "yes." Ms. Fowler then stated that Officer Bedminster tried to say that she told him that he needed that restriction added to his light-duty status. Ms. Fowler quickly corrected him and informed Bedminster that she did not tell him that, instead that decision was up to his doctor. Bedminster then informed Ms. Fowler that he went back to the doctor's office, and they informed him that they could not add the restriction, instead, it would be up to his job if he could not drive on the medication. Ms. Fowler was also told by Officer Bedminster that he had gone back to the doctor because his shoulder had

popped out during his sleep. When Ms. Fowler asked if this was the workman's compensation doctor (Dr. Weill), Officer Bedminster indicated that it was not. Ms. Fowler asked Officer Bedminster if this was a personal doctor that he visited, and he stated that it was. Ms. Fowler then asked Officer Bedminster if his personal doctor contacted the workman's compensation doctor to inform them of the changes to his work restrictions, and Officer Bedminster replied by saying, "there you go." The phone conversation then ended, and Ms. Fowler reported this information to then Captain Hughes.

Additional Information:

On April 14, 2021, [redacted] came to Internal Affairs to provide information regarding the medical paperwork that was submitted by Officer Bedminster back in February 2021. Dwayne Bedminster is the guardian of [redacted], and he brought her to the Internal Affairs Unit to explain that she was the person that forged the documentation that was submitted to Lt. Harris. [redacted] was asked how she forged the documents, and she stated that she used a scanner and scanned the document onto the computer. Once on the computer, [redacted] stated that she then typed in "No Driving" on the documentation from her computer. [redacted] stated that this was the only information that she typed on the paperwork. *(Note: Other information was inserted on the paperwork provided, and it was typed rather than scanned.)* When she was told that this was not how the paperwork was forged, she initially insisted that this was the way it was done. [redacted] also later stated that "No Driving" was written on the paperwork. [redacted] was asked if she was truthful, and she later admitted that she did not forge any paperwork. [redacted] also stated that Dwayne Bedminster did not forge the paperwork, and she did not know who forged the medical documents. [redacted] stated that she only thought she would be helping her guardian by admitting that it was her that created the false document.

On April 27, 2021, at approximately 1335 hours, I spoke with Officer Bedminster on the telephone to schedule a follow-up interview with Internal Affairs. Officer Bedminster stated that he was in St. Thomas visiting his father as he was sick. I asked Officer Bedminster if he was aware that he was still on administrative leave and also asked him if he obtained permission from his chain of command prior to leaving the States. Officer Bedminster stated that he asked his Sergeant for permission. When I asked him for the Sergeant's name, he then stated that he asked his Lieutenant for permission. Bedminster then quickly hung the phone up. I immediately called him back but he did not answer. Approximately five minutes later, Bedminster called back and stated that he lost connection. Bedminster then stated that he notified Lt. Harris that his father was sick and he was traveling to St. Thomas to visit with him. I asked him when did he arrive in St. Thomas, and he stated "yesterday" (April 26, 2021). Bedminster further stated that he would return back home on Friday (April 30, 2021). I then explained to Bedminster to arrive at the Internal Affairs Unit on Friday, April 30, 2021, at 1300 hours. Once I ended the phone call with Officer Bedminster, I

immediately made contact with Lt. Harris by telephone. I asked Lt. Harris if he spoke with Officer Bedminster and he stated that he had just ended a phone conversation with him less than five minutes ago. Lt. Harris stated that Officer Bedminster told him that he was preparing to fly to St. Thomas to visit with his sick father and he would be returning on Thursday (April 29, 2021).

On April 30, 2021, Officer Bedminster was given a follow-up interview in response to [redacted] providing information to Internal Affairs on April 14, 2021. Officer Bedminster was asked if he could provide any explanation as to why Ms. [redacted] would want to respond to the Internal Affairs Unit to give a statement. Officer Bedminster is the legal guardian of [redacted], and he stated that he let her come to Internal Affairs to clarify that she was the person that forged the medical paperwork that was given to his chain of command. Bedminster also stated that [redacted] wanted to clear her conscience and come clean by admitting that she typed over the paperwork. When I asked Bedminster how [redacted] re-created the document, he stated that she told him that it was typed on her computer. This was in total contradiction to what was stated during the interview with [redacted]. Bedminster was asked to clarify how it was typed, and he stated that he did not get all of the details from [redacted]. Later on during the interview, I again asked Officer Bedminster how [redacted] re-created the document, and he stated that she went on Microsoft Word and re-typed the information and later printed it out. Bedminster further continued to make inconsistent statements and maintained the fact that [redacted] forged the document.

I later asked Officer Bedminster about his administrative leave status and whether he obtained permission from his supervisors to travel to St. Thomas. Officer Bedminster admitted that he arrived in St. Thomas on Monday, April 26, 2021, and he returned home on Thursday, April 29, 2021. He initially stated that he obtained permission from Sgt. Cloudt to leave and retracted that statement and said that he obtained permission from Lt. Harris. I asked Officer Bedminster the date that he received permission from Lt. Harris to travel to St. Thomas. Although Bedminster was already in St. Thomas, he stated that he called Lt. Harris on Tuesday (April 27th) to inform him that he was leaving to go to St. Thomas. *(Note: See Lt. Harris' typed statement regarding Officer Bedminster contacting him about travel plans.)*

Conclusion:

The documentation provided to the Internal Affairs Unit indicated that Officer Bedminster provided a forged copy of work restrictions to his chain of command. Further documents provided to me included a timeline of Officer Bedminster's injuries and typed statements from Lt. G.L. Miller and Administrative Specialist Stephanie Fowler, typed and emailed statements from Katherine Corona (The Center for Orthopaedics & Sports Medicine), the original work release from the

doctor's office, and the forged copy of the work release submitted to the staff at the precinct. After viewing the documents and statements from all parties involved, the following information was established:

- After initial treatment for the on-the-job injury on October 9, 2020, Bedminster was assigned to light duty the following day (October 10, 2020) after his release from the Doctor's office.
- Bedminster was treated at Caduceus Occupational Medicine on October 12, 2020, and was later referred to a specialist on October 15, 2020.
- After being seen by the specialist, Bedminster was released to light duty until his next follow-up appointment, scheduled for November 10, 2020.
- During the visit on November 10, 2020, Officer Bedminster was released with the following restrictions.
  - No use of injured arm
  - No restraint situations
  - No defensive tactics
- When Officer Bedminster arrived home with the follow-up paperwork, he later called the doctor's office to have them add "no driving" to the list of restrictions. A fax was then sent by a receptionist *(Olivia Walker)* who added the "no driving" restriction to the November 10, 2020, paperwork. I called the office on February 26, 2021, to inquire about the change of status regarding the addition of "no driving". I spoke with Calista Sewell, who advised that it was an unusual occurrence to have that added and the status would only apply until the next visit. The doctor would then re-evaluate the restrictions and would also be the ultimate authority of adding no driving as a condition of the light duty status.
- Officer Bedminster then had one follow-up appointment (November 19, 2020) before his surgery which was scheduled for December 4, 2020. Officer Bedminster submitted no further paperwork at this time.
- On February 9, 2021, Stephanie Fowler was asked to follow up with the work status of Officer Bedminster. After contact with Risk Management, paperwork was sent to Ms. Fowler noting restrictions that placed Officer Bedminster on light duty as of January 11, 2021.
- Officer Bedminster had a follow-up appointment on January 11, 2021, and was released to light duty with the following restrictions:
  - No use of injured arm
  - No field patrol duty
  - Limited to desk duty or office duty
  - No restraint situations
  - No defensive tactic situations.
- Officer Bedminster neglected to turn this paperwork over to his chain of command immediately and further failed to report to work after his January 11th follow-up appointment. Once contact was made with Officer Bedminster by Stephanie Fowler, he advised her that he had to go back to the doctor's office because his shoulder "popped out" again, and the doctor gave him medication that indicated he should not operate

machinery. He further told Ms. Fowler that he would contact the doctor's office to obtain an updated work status and provide it to her.

- On February 11, 2021, Officer Bedminster provided work release information to Lt. S.L. Harris. The work release information provided to Lt. Harris showed several discrepancies compared to the work release that was provided to Risk Management from the doctor's office. The paperwork provided by Officer Bedminster appeared forged due to the tracing of the doctor's name, and numerous spelling and grammatical errors.
- On February 12, 2021, a follow-up phone call was conducted with Officer Bedminster by Stephanie Fowler. Captain Hughes directed Ms. Fowler to conduct the follow-up phone call to clarify Bedminster's injury status, and the call was captured on a body-worn camera by Lt. Miller. During the phone call, Officer Bedminster was asked if the Doctor's office put "no driving" on his work restrictions. Officer Bedminster said that they did not put that on his work restrictions, but the medications he took stated that on the bottles. He then went on to say that he went back to the doctor after January 11th because his shoulder "popped out" while he was sleeping. When he was asked about the timeframe this occurred, Officer Bedminster stated that it was not Doctor Weil, the workman's compensation doctor, which he visited. He instead stated that he went to his personal doctor and was told to ice the shoulder and not sleep on the affected area.
- On February 16, 2021, Lt. G.L. Miller met with Katherine Corona, the receptionist at The Center for Orthopaedics & Sports Medicine. This meeting was captured via a body-worn camera by Lt. Miller. Ms. Corona was shown the paperwork that Officer Bedminster submitted to his chain of command and immediately spotted several inconsistencies within the document. Ms. Corona pointed out that this was not the paperwork that originated from their office. Ms. Corona further stated that "no driving" is not a common restriction that would be added to any of their patient's work release status. Ms. Katherine Corona provided Lt. Miller with a written statement while at the office and later emailed a statement documenting the work release information was not from their office.

Findings:

Officer Bedminster neglected to report to work once he was released to light-duty, nor did he notify his immediate supervisors that he was released to light duty after his follow-up appointment on January 11, 2021. This action necessitated his absence from work to be coded as sick leave *(as defined in the Employee Manual Personnel Procedures Section 3-2-22)*. Officer Bedminster did have an on-the-job injury that required surgery to repair. After the follow-up appointment on January 11, 2021, several weeks after his surgery, his actions caused his chain of command to remain unaware of his medical status. Bedminster was to report to work, but he did not. DeKalb County Police Department Policy and Procedures states, ***"Failure to notify a superior officer/supervisor when one becomes ill or injured and cannot report for work, or if there is any change in one's physical/mental health that could disqualify the individual from being employed by the Department or impair one's abilities to carry out his job assignment is prohibited. Additionally, the use of sick leave without just cause, false statement, or the furnishing of any false information with reference thereto by any member or employee of the Department is strictly prohibited."*** Therefore a violation of 2-2.26 – Illness/Condition (Physical/Mental) Sick Leave is ***SUSTAINED.***

Officer Bedminster stated that Dr. Weil wrote the "no driving" restriction on his paperwork as part of his work restrictions. This information later turned out to be false once contact was made with the doctor's office. Officer Bedminster later blamed his sister, [redacted], for forging the medical documentation. He stated that she was the only person in the house who was "tech-savvy" enough to create that document. The paperwork presented was re-created with several misspellings and grammatical errors. The doctor's signature was forged as it appeared to be traced. Bedminster admitted to giving the forged document to his chain of command to be submitted as part of his documented records for his workman's compensation claim. DeKalb County Police Department Policy and Procedures states, ***"Employees shall not willfully or knowingly make an untruthful statement (verbally or written), to include electronic transmissions, knowingly omit pertinent information or conduct business in a less than truthful manner."*** Therefore a violation of 2-2.17 – Truthfulness is ***SUSTAINED.***

During a recorded phone conversation with East Precinct's Administrative Specialist - Stephanie Fowler, Bedminster stated that he had visited his private doctor after his initial visit to the county's doctor. Ms. Fowler confirmed with Officer Bedminster that he had seen his private doctor, and he stated, "There you go." During the Internal Affairs interview, Bedminster initially stated that he does not have a private doctor. Bedminster also stated that he did not tell Ms. Fowler that he had seen a private doctor.

Officer Bedminster also called the orthopedic center numerous times to request adding the restriction of "no driving" on the work release. When Bedminster was asked who told him to do that, he stated that Stephanie Fowler told him to request that status from the doctor's office. Ms. Fowler advised that she did not tell Officer Bedminster to have the restriction of "no driving" on his work release documentation. DeKalb County Police Department Policy and Procedures states, ***"Employees shall not willfully or knowingly make an untruthful statement (verbally or written), to include electronic transmissions, knowingly omit pertinent information or conduct business in a less than truthful manner."*** Therefore a second violation of 2-2.17 – Truthfulness is ***SUSTAINED.***

While on administrative leave, Officer Bedminster was asked to respond to Internal Affairs for follow-up questions regarding his open administrative investigation. Once contacted, Officer Bedminster was out of the country in St. Thomas and did not receive permission to travel until after Internal Affairs contacted him. Bedminster was untruthful when he stated that he contacted his supervisors before leaving for St. Thomas. There is sufficient information that Officer Bedminster knowingly provided false statements
DeKalb County Police Department Policy and Procedures states, ***"Employees shall not willfully or knowingly make an untruthful statement (verbally or written), to include electronic transmissions, knowingly omit pertinent information or conduct business in a less than truthful manner."*** Therefore a third violation of 2-2.17 – Truthfulness is ***SUSTAINED.***

Time Line regarding Bedminster's injury and absence.

- Bedminster – Use of Force injury during an arrest on 10/9/2020. Rpt **20-078879**
- Received initial treatment at Emory Hillandale 10/9/20 assigned to Light Duty 10/10/20
- Received treatment at Caduceus 10/12/2020 assigned to Light Duty 10/10/20
- Received treatment at The Center for Orthopedics & Sports Medicine 10/15/2020
- Admin requested documentation regarding Bedminster's status 11/3/2020
- Bedminster was assigned to screening 11/4/2020
- Bedminster provided documents which restricted him from operating a vehicle 11/12/2021
- Bedminster underwent surgery 12/4/2020
- Bedminster submitted documents to Lt. Harris. Harris submitted documents to Admin on 2/11/21. Paperwork showed inconsistencies from the doctor's office and what the officer provided.
- Documents were forwarded to Risk Management/HR on 2/11/21
- Risk Management called East Admin/S. Fowler regarding potential issue with Bedminster's paperwork 2/11/2021
- Lt. Miller met with Katherine Corona at 1211 Johnson Ferry Rd NE, Marietta, GA (The Center for Orthopedics & Sports Medicine). BWC available **2/16/21 @11:04:20**
  - Ms. Corona provided a written statement along with an additional email statement.
  - The original work excuse document from 1/11/2021 was assigned to Light Duty. No documents were provided to the precinct and he never reported to work.
  - Two memos describing phone conversation with Bedminster on 2/10 – 2/11, 2021.
  - Additional notes from contact with Bedminster via the phone.

DeKalb County Government

Department of Police Services

1960 W Exchange Place, Tucker, Georgia 30084

(770) 724-7500 office - (770) 724-7510 fax

DOCTOR'S TASK APPRAISAL FORM

To: The Attending Physician of: D. Bedminster # 3550
(Employee's Name)

From: Shelia R. Grayson, Payroll Personnel Supervisor

Subject: Task Appraisal of Job Description and Physical Requirements for the Position/Rank of: Police Officer

Date of Treatment 10 / 09 / 20 On the Job Injury: ☒

Enclosed are the actual job description and physical requirements of the above employee's current job classification (primary function). Note: Dekalb Police Services will provide temporary light duty for employees with on the job injuries. Please review the information and advise the following:

To be completed by Physician: (please check all that may be applicable)

☐ The employee MAY perform their regular duties as described WITHOUT restrictions effective: _____

☐ The employee MAY NOT perform their regular duties and is REFRAINED from work until: _____
Follow-Up Visit: _____

☒ The employee MAY NOT perform their regular duties BUT MAY return to work with following restrictions:
light duty / not using left arm

Effective: _____ Follow- Up Visit: _____

☐ The employee is currently on the following medications. In my opinion, this will not affect the employee from performing his/her duties as outlined: N/A

☐ The employee's expected time of recovery and/or return to full duty status is: 1 wk

Physician's Signature

404 501 8197
Phone

Thank you for your assistance in this matter.

SRG/smn

DeKalb County Government
Department of Police Services
1960 W Exchange Place Tucker Georgia 30084

DOCTOR'S TASK APPRAISAL FORM

To: **The Attending Physician of:** DE Redmaster #3550
(Employee's Name)

From: **Shelia R. Grayson, Payroll Personnel Supervisor**

Subject: **Task Appraisal of Job Description and Physical Requirements for the Position/Rank of:** Police Officer

Date of Treatment 10 / 09 / 20 **On the Job Injury:** ☒

Enclosed are the actual job description and physical requirements of the above employee's current job classification (primary function). Note: Dekalb Police Services will provide temporary light duty for employees with on the job injuries. Please review the information and advise the following:

To be completed by Physician: (please check all that may be applicable)

☐ The employee MAY perform their regular duties as described WITHOUT restrictions effective: _____

☑ The employee MAY NOT perform their regular duties and is REFRAINED from work until: 10/10/20
Follow-Up Visit: _____

☐ The employee MAY NOT perform their regular duties BUT MAY return to work with following restrictions:

_____

Effective: _____ Follow- Up Visit: _____

☐ The employee is currently on the following medications. In my opinion, this will not affect the employee from performing his/her duties as outlined: _____

_____

☐ The employee's expected time of recovery and/or return to full duty status is: _____

_____ _____
Physician's Signature Phone

Thank you for your assistance in this matter.

SRG/smn

DeKalb County Government
Risk Management & Employee Services Division
Maloof Administration Center
1300 Commerce Drive, 4th Floor
Decatur, GA 30030
404-371-4991
404-371-6320 FAX

WORK RELATED INJURY
INITIAL AUTHORIZATION TO TREAT AND WORK STATUS REPORT

(THIS DOES NOT REPLACE THE G.A. WORKERS COMPENSATION FIRST REPORT OF INJURY WC-1)

EMPLOYEE INFORMATION:

EMPLOYEE NAME	DATE OF BIRTH	HOME TELEPHONE NUMBER	CELLULAR TELEPHONE #	☒ MALE ☐ FEMALE
Dwayn E. Redminster #3550	[redacted] 995	[redacted]		

HOME ADDRESS	CITY STATE ZIP

EMPLOYER: (Human Resource/Payroll address – Please do not alter)

EMPLOYER NAME	DEPARTMENT	EMPLOYEE'S JOB TITLE
DeKalb County Government	DKPD	Police Officer
EMPLOYERS ADDRESS	**CITY STATE ZIP**	**CONTACT NUMBER FAX NUMBER**
1300 Commerce Drive 4th Floor	Decatur, Georgia 30030	404-371-4991 Opt. #5 / 404-371-6320
SUPERVISOR'S NAME	**PHONE #**	**SIGNATURE**
Sgt MS Cloud #2237	770-482-0300	Sgt MS Cloud #2237

ACCIDENT/INJURY INFORMATION:

DATE OF INJURY INCIDENT	TIME OF INJURY INCIDENT	BODY PARTS(S) INJURED
10-09-20	0314	Left Shoulder

BRIEF DETAILS OF INCIDENT (WHAT HAPPENED) "EMPLOYEES DESCRIPTION"

Ofc. Redminster #3550 fell on his left shoulder trying to arrest a suspect

NAME OF PHYSICIAN FACILITY THE EMPLOYEE CHOSE FROM POSTED PANEL

Caduceus Occupational Medicine - Tucker

DRUG SCREEN REQUIRED: ☐ YES ☒ NO | ALCOHOL SCREEN REQUIRED: ☐ YES ☒ NO | MODIFIED DUTY AVAILABLE: ☒ YES ☐ NO

PHYSICIANS DIAGNOSIS / TREATMENT PLAN / WORK STATUS REPORT (TO BE COMPLETED BY PHYSICIAN)

DIAGNOSIS: Subluxation Lt Shoulder. Lt Shoulder Impingement

TREATMENT PLAN: Pain management, Rest Lt Shoulder

MEDS PRESCRIBED GENERIC IF POSSIBLE:

WORK STATUS

☒ MAY RETURN TO WORK ON 10 10 20 (DATE)

☐ RETURN TO WORK REGULAR DUTY

☒ RETURN TO WORK WITH THE FOLLOWING LIMITATIONS RESTRICTIONS

- ☐ STANDING OR WALKING NO MORE THAN: ☐ 1-2 HRS ☐ 2-4 HRS ☐ 4-6 HRS ☐ 6-8 HRS
- ☒ LIMITED USE OF ~~RIGHT~~ LEFT HAND ARM (CIRCLE ONE) X 2 days
- ☐ NO WORK NEAR MOVING MACHINERY
- ☐ SITTING NO MORE THAN: ☐ 1-2 HRS ☐ 2-4 HRS ☐ 4-6 HRS ☐ 6-8 HRS
- ☐ NO LIFTING PUSHING PULLING MORE THAN: ☐ 0-20 LBS ☐ 25-40 LBS ☐ 42-75 LBS
- ☐ NO BENDING, CLIMBING, STOOPING OR SQUATTING
- ☒ OTHER N/C overhead work X 2 for 2 days

☒ FOLLOW-UP APPOINTMENT WITH _____ ON _____ (DATE)

☐ REFERRED TO FOR _____

MEDICAL PROVIDER NAME AND PHONE # _____ DATE _____

SIGNATURE OF MEDICAL PROVIDER _____ EMPLOYEE SIGNATURE _____

PLEASE FAX COPY TO 404-371-6320 AND PROVIDE A COPY TO THE EMPLOYEE
PLEASE SUBMIT MEDICAL BILL W/ NOTES TO DEKALB COUNTY RISK MANAGEMENT ADDRESS ABOVE

Reverse - Work Comp Panel of Physicians

DeKalb County Government
Risk Management & Employee Services Division
Maloof Administration Center
1300 Commerce Drive, 4th Floor
Decatur, GA 30030
404-371-4991
404-371-6320 FAX

WORK RELATED INJURY
INITIAL AUTHORIZATION TO TREAT AND WORK STATUS REPORT

(THIS DOES NOT REPLACE THE G.A. WORKERS COMPENSATION FIRST REPORT OF INJURY WC-1)

EMPLOYEE INFORMATION:

EMPLOYEE NAME	DATE OF BIRTH	HOME TELEPHONE NUMBER	CELLULAR TELEPHONE # / M MALE / FEMALE
Dwayne Bedminister	[redacted]		[redacted]

HOME ADDRESS	CITY / STATE / ZIP
[redacted]	[redacted]

EMPLOYER: (Human Resource/Payroll address - Please do not alter)

EMPLOYER NAME	DEPARTMENT	EMPLOYEE'S JOB TITLE
DeKalb County Government	DeKalb PD	Police Officer
EMPLOYERS ADDRESS	**CITY STATE ZIP**	**CONTACT NUMBER / FAX NUMBER**
1300 Commerce Drive 4th Floor	Decatur, Georgia 30030	404-371-4991 Opt. #5 / 404-371-6320
SUPERVISOR'S NAME	**PHONE #**	**SIGNATURE**
Sgt MS Cloudt #2237	770-482-0300	Sgt MS Cloudt #2237

ACCIDENT / INJURY INFORMATION:

DATE OF INJURY/INCIDENT	TIME OF INJURY/INCIDENT	BODY PART(S) INJURED
10-09-20	0330 hrs	Left Shoulder

BRIEF DETAILS OF INCIDENT (WHAT HAPPENED) "EMPLOYEES DESCRIPTION"
Officer was attempting to arrest suspect and fell on his left shoulder

NAME OF PHYSICIAN / FACILITY THE EMPLOYEE CHOSE FROM POSTED PANEL
Emory Hillandale.

DRUG SCREEN REQUIRED: ☐ YES ☒ NO | ALCOHOL SCREEN REQUIRED: ☐ YES ☒ NO | MODIFIED DUTY AVAILABLE: ☐ YES ☐ NO

PHYSICIANS DIAGNOSIS / TREATMENT PLAN / WORK STATUS REPORT (TO BE COMPLETED BY PHYSICIAN)

DIAGNOSIS: Shoulder dislocation

TREATMENT PLAN: Immobilization

MEDS PRESCRIBED GENERIC IF POSSIBLE

WORK STATUS

☐ MAY RETURN TO WORK ON 10 / 10 / 20 (DATE) — light duty

☐ RETURN TO WORK REGULAR DUTY

☐ RETURN TO WORK WITH THE FOLLOWING LIMITATIONS RESTRICTIONS

- ☐ STANDING OR WALKING NO MORE THAN ☐ 1-2 HRS ☐ 2-4 HRS ☐ 4-6 HRS ☐ 6-8 HRS
- ☒ LIMITED USE OF RIGHT/LEFT HAND/ARM (CIRCLE ONE)
- ☐ NO WORK NEAR MOVING MACHINERY
- ☐ SITTING NO MORE THAN ☐ 1-2 HRS ☐ 2-4 HRS ☐ 4-6 HRS ☐ 6-8 HRS
- ☒ NO LIFTING/PUSHING/PULLING MORE THAN ☒ 0-20 LBS ☐ 25-40 LBS ☐ 42-75 LBS
- ☐ NO BENDING, CLIMBING, STOOPING OR SQUATTING
- ☐ OTHER: _____

☐ FOLLOW-UP APPOINTMENT WITH _____ ON ___/___/___ (DATE)

☐ REFERRED TO FOR _____

MEDICAL PROVIDER NAME AND PHONE # Sara Poole 404 501 8797 DATE 10/9/20

SIGNATURE OF MEDICAL PROVIDER [signature] EMPLOYEE SIGNATURE _____

PLEASE FAX COPY TO 404-371-6320 AND PROVIDE A COPY TO THE EMPLOYEE
PLEASE SUBMIT MEDICAL BILL W/ NOTES TO DEKALB COUNTY RISK MANAGEMENT ADDRESS ABOVE

Reverse - Work Comp Panel of Physicians

DWAYNE BEDMINSTER

CADUCEUS USA - TUCKER: 3985 LAWRENCEVILLE HWY TUCKER,GA 30084
PHONE: 770-270-8112, FAX: 770-270-6841

USER INFORMATION

Patient Name:	DWAYNE BEDMINSTER
Date of Service:	10/12/2020
SSN:	[redacted]
Employee ID:	NA
Date Of Injury:	10/09/2020
Time In:	10/12/20 2:07:00 PM
Time Out:	10/12/20 4:07:00 PM
Office Location:	Tucker
Company:	DEKALB COUNTY GOVERNMENT - W/C
Company Branch:	POLICE

PHYSICIAN

Name: Jerakhine Mills

Digital Signature:

DIAGNOSIS

Diagnosis Code One New:	S43.302 - SUBLUXATION OF UNSPECIFIED PARTS OF LEFT SHOULDER GIRDLE
Diagnosis Code Two New:	M75.42 - IMPINGEMENT SYNDROME OF LEFT SHOULDER
Diagnosis Code Three New:	NA
Diagnosis Code Four New:	NA
MA Subjective:	NA
Work Status:	Restricted Work
WS Details:	Lifting: NA Pushing/Pulling: NA Overhead Work: No overhead work Bending/Stooping: NA Standing/Walking: NA Repetitive Use: NA
Follow up Appointment Info:	Date/Time: 10/16/2020 [02:00 PM - 02:15 PM] Reason for Visit: Workers Comp Location: CADUCEUS USA - TUCKER Comments: NA

Hughes, Romaldo C

From: Fowler, Stephanie
Sent: Friday, February 12, 2021 3:03 PM
To: Hughes, Romaldo C
Subject: FW: Dwayne Bedminster - Work Status

Sir, see below response in reference to Officer Bedminster.

Stephanie L. Fowler
Administrative Specialist
DeKalb County Police – East Precinct
770-482-0317

-----Original Message-----
From: Lamar, Adriane L.
Sent: Friday, February 12, 2021 10:59 AM
To: Fowler, Stephanie <slfowler@dekalbcountyga.gov>
Subject: RE: Dwayne Bedminster - Work Status

The doctor's office called me this morning and confirmed they did not issue the document he gave you. They are going to send their statement to me in writing today. I will forward to you as soon as I get it. Thank you.

-----Original Message-----
From: Fowler, Stephanie <slfowler@dekalbcountyga.gov>
Sent: Friday, February 12, 2021 10:57 AM
To: Lamar, Adriane L. <ALLAMAR@dekalbcountyga.gov>
Subject: RE: Dwayne Bedminster - Work Status

Any updates? Captain is anxious to hear.

Stephanie L. Fowler
Administrative Specialist
DeKalb County Police – East Precinct
770-482-0317

-----Original Message-----
From: Lamar, Adriane L.
Sent: Thursday, February 11, 2021 11:19 AM
To: Fowler, Stephanie <slfowler@dekalbcountyga.gov>
Subject: Dwayne Bedminster - Work Status

Your message is ready to be sent with the following file or link attachments:

Bedminster Dwayne- Sport Medicine (1).pdf

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD

Eric S. Steenlage, MD

WORK RELEASE INFORMATION

Time In: **Time Out:**

Next Appointment / Time:

Date: 10/15/2020

Employer: DeKalb County (Police Department).
Employee: DWAYNE BEDMINSTER **Date of Injury:** On 10-09-2020.

Diagnosis - Left Shoulder / Arm:
Shoulder pain (M25.512).
Stiffness of left shoulder, not elsewhere classified (M25.612).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012A).
Contusion shoulder (S40.012A).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).
Possible tear of the rotator cuff (M25.512).

Prescriptions:
Diclofenac sodium 75 mg tablet. Take 1 tablet By Mouth BID.
Dispense 60. Refills 1.

Plan Left Shoulder / Arm:
Return Appointment: Patient instructed to return to office after tests.

Plan Left Shoulder / Arm:
Diagnostic Tests: MRI (without contrast) - Left Shoulder.

Plan Left Shoulder / Arm:
Left Shoulder Physical Therapy/Occupational Therapy: Apply ice pack to the affected area 2-3 times per day for 15 minutes.

Plan Left Shoulder / Arm:
Splint/Brace/Cast Application: Sling (L3650).

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

Release to light duty with the following restrictions: Date of Release - 10-15-2020.
No field patrol duty. No restraint situations. No defensive tactic situations.

Craig Weil MD

Craig E. Weil, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

* Surgery 12/4/20 *

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD

Eric S. Steenlage, MD

WORK RELEASE INFORMATION

Time In: 10:37 Am **Time Out:** 11:25 Am

Next Appointment / Time: 11/19/2020 @10:00Am

Date: 11/10/2020

Employer: DeKalb County (Police Department).
Employee: DWAYNE BEDMINSTER **Date of Injury:** On 10-09-2020.

Diagnosis - Left Shoulder / Arm:
Hill-Sachs lesion
Bankhart lesion.
Shoulder pain (M25.512).
Stiffness of left shoulder, not elsewhere classified (M25.612).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012D).
Anterior Glenoid Rim Fracture (S42.145D).
Contusion shoulder (S40.012D).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).

Plan Left Shoulder / Arm:
Return Appointment: No scheduled appointment. Surgery to be scheduled.

Plan Left Shoulder / Arm:
Shoulder Surgery Recommended: Arthroscopy with arthroscopic Bankhart repair, distal clavicle excision and debridement. Procedures as needed. Subacromial decompression.

Plan Left Shoulder / Arm:
Left Shoulder Physical Therapy/Occupational Therapy: Apply ice pack to the affected area 2-3 times per day for 15 minutes.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

Release to light duty with the following restrictions: Date of Release - 11-10-2020.
No use of injured arm. No restraint situations. No defensive tactic situations.

Release to light duty with the following restrictions: Date of Release - 11-10-2020.
No use of injured arm. No restraint situations. No defensive tactic situations.

UnStable dislocation

- Ice Swelling
- No Sudden movement

Craig Weil MD

Craig E. Weil, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Fax

To:		**From:**	Olivia Walker
Fax:	7704820323	**Pages:**	0
Phone:		**Date:**	11/10/2020
Re:		**cc:**	

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD

Eric S. Steenlage, MD

WORK RELEASE INFORMATION

Time In:

Time Out:

Next Appointment / Time:

Date: 11/10/2020

Employee: DWAYNE BEDMINSTER

Date of Injury:

Diagnosis - Left Shoulder / Arm:
Hill-Sachs lesion
Bankhart lesion.
Shoulder pain (M25.512).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012D).
Anterior Glenoid Rim Fracture (S42.145D).
Contusion shoulder (S40.012D).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).

Release to light duty with the following restrictions: Date of Release - 11-10-2020.
No use of injured arm. No driving. No restraint situations. No defensive tactic situations.

Craig Weil MD

Craig E. Weil, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy.com

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD

Eric S. Steenlage, MD

WORK RELEASE INFORMATION

Time In: 9:50 AM

Time Out: 10:11 AM

Next Appointment / Time: 02/25/2021 @ 10:00 am

Date: 01/11/2021

Employer: DeKalb County (Police Department)

Employee: DWAYNE BEDMINSTER

Date of Injury: On 10-09-2020.

Diagnosis - Left Shoulder / Arm:
Shoulder pain (M25.512).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012D).
Anterior Glenoid Rim Fracture (S42.145D).
Contusion shoulder (S40.012D).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).
Date of Surgery:
(12-04-2020). Arthroscopic Bankhart repair. Bursectomy. (Weil).

Prescriptions:
Diclofenac sodium 75 mg tablet. Take 1 tablet By Mouth BID.
Dispense 60. Refills 1.

Plan Left Shoulder / Arm:
Return Appointment: Patient instructed to return in 4-6 weeks. Instructed to call the office, or return sooner, if the problem gets worse or if there are any additional concerns.

Plan Left Shoulder / Arm:
Left Shoulder Physical Therapy/Occupational Therapy: Rotator cuff strengthening protocol. Rotator cuff stretching protocol. Apply ice pack to the affected area 2-3 times per day for 15 minutes. Supervised PT 2 times per week. Supervised PT for 4 weeks.

Plan Left Shoulder / Arm:
Splint/Brace/Cast - Discontinue Recommendations: Sling (L3650).

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy.com

Release to light duty with the following restrictions: Date of Release - 01-11-2021. No use of injured arm. No field patrol duty. Limited to desk duty or office duty. No restraint situations. No defensive tactic situations.

Craig E Weir M D

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD | Eric S. Steenlage, MD

WORK RELEASE INFORMATION

Time In: 9:50 AM **Time Out: 10:11 AM**

Next Appointment / Time: 02/25/2021 @ 10:00 am

Date: 01/11/2021

Employer: DeKalb County (Police Department).
Employee: DWAYNE BEDMINSTER **Date of Injury:** On 10-09-2020.

Diagnosis - Left Shoulder / Arm:
Shoulder pain (M25.512).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012D).
Anterior Glenoid Rim Fracture (S42.145D).
Contusion shoulder (S40.012D).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).
Date of Surgery:
(12-04-2020). Arthroscopic Bankhart repair. Bursectomy. (Weil).

Prescriptions:
Diclofenac sodium 75 mg tablet. Take 1 tablet By Mouth BID.
Dispense 60. Refills 1.

ORIGINAL

Plan Left Shoulder / Arm:
Return Appointment: Patient instructed to return in 4-6 weeks. Instructed to call the office, or return sooner, if the problem gets worse or if there are any additional concerns.

Plan Left Shoulder / Arm:
Left Shoulder Physical Therapy/Occupational Therapy: Rotator cuff strengthening protocol. Rotator cuff stretching protocol. Apply ice pack to the affected area 2-3 times per day for 15 minutes. Supervised PT 2 times per week. Supervised PT for 4 weeks.

Plan Left Shoulder / Arm:
Splint/Brace/Cast - Discontinue Recommendations: Sling (L3650).

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

Release to light duty with the following restrictions: Date of Release - 01-11-2021. No use of injured arm. No field patrol duty. Limited to desk duty or office duty. No restraint situations. No defensive tactic situations.

Craig Weil MD

Craig E. Weil, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Craig Weil, MD

Eric S. Steenlage, MD

OFC TURNED IN

WORK RELEASE INFORMATION

Time In:

Time Out:

Next Appointment / Time:

Date: 01/11/2021

Employer: DeKalb County (Police Department).
Employee: DWAYNE BEDMINSTER

Date of Injury: On 10-09-2020.

Diagnosis - Left Shoulder / Arm:
Shoulder pain (M25.512).
Recurrent dislocation, left shoulder (M24.412).
Strain of muscle(s) and tendon(s) of the rotator cuff of left shoulder (S46.012D).
Anterior Glenoid Rim Fracture (S42.145D).
Contusion shoulder (S40.012D).
Recurrent Anterior Shoulder Dislocation (M24.412).
Rotator cuff tendonitis (M75.82).
Date of Surgery:
(12-04-2020). Arthroscopic Bankhart repair. Bursectomy. (Weil).

Prescriptions:
Diclofenac sodium 75 mg tablet. Take 1 tablet By Mouth BID.
Dispense 60. Refills 1.

Plan Left Shoulder / Arm:
Return Appointment: Patient instructed to return in 4-6 weeks. Instructed to call the office, or return sooner, if the problem gets worse or if there are any additional concerns.

Plan Left Shoulder / Arm:
Left Shoulder Physical Therapy/Occupational Therapy: Rotator cuff strengthening protocol. Rotator cuff stretching protocol. Apply ice pack to the affected area 2-3 times per day for 15 minutes. Supervised PT 2 times per week. Supervised PT for 4 weeks.

Plan Left Shoulder / Arm:
Splint/Brace/Cast - Discontinue Recommendations: Sling (L3650).

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

Release to light duty with the following restrictions: Date of Release – 1-11-2021
No use of injured arm. No field Patrol duty. Limited to desk duty or office duty. Nt6fo restraint situations. No defensive tactic situations. No Driving

Craig Weil MD

Craig E. Weil, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone: (770) 565-0011 Fax: (770) 565-9866
http://www.artroscopy.com

DeKalb County Police

Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
Office (770)724-7910 Fax: (770)724-7916

EMPLOYEE RIGHTS FORM

Name Stephanie L Fowler Assignment East Precinct I.A.Case# 21-0205

You are hereby notified that the Internal Affairs Unit is conducting an Administrative Investigation regarding a possible policy violation(s).

The Internal Affairs Unit is a fact-finding unit and is not involved in recommending disciplinary action(s).

I. Allegations of employee misconduct investigated by the Internal Affairs Unit are taken seriously by all concerned. All complainants are warned that knowingly making false statements may result in their prosecution. Employees are under the same legal duty to be truthful. Employees who refuse to cooperate or who willfully omit material facts from their statements are subject to disciplinary action, up to and including termination.

II. Employee manual 3-8.10 Administrative Questioning Rights, (Garrity vs. New Jersey 1967)

a. The employee has no right to remain silent and must answer all questions truthfully.

b. No statements or admissions made by the employee during these administrative proceedings will be used against them in a criminal proceeding.

c. The department will advise the employee when and if the administrative proceedings have ceased and criminal proceedings have begun. The employee will be advised of their rights under criminal law and procedure at that time.

d. The employee has no right to counsel during an administrative investigation. This includes, but is not limited to, any interview, interrogation, questioning, voice stress examination, or any chemical or scientific test.

e. Admissions can be used as a basis for disciplinary action.

III. At the discretion of the Internal Affairs Unit, you may be required to submit to a Computer Voice Stress Examination or psychological evaluation during the course of this investigation.

IV. Internal Affairs investigations are confidential in nature. As such, all information will be deemed confidential during the investigation and **will not** be discussed with persons outside the department or departmental personnel without approval from the Internal Affairs Commander.

I have read and understand the above.

Signature | Date & Time 3/23/21 11:57 Am | Witness #1900

DeKalb County Police

Uniform Division - East Precinct

2184 Brice Street
Lithonia, Georgia 30058
(770) 1824-0300

To: Capt. RC Hughes #1693

From: SL Fowler, Admin Specialist

Subject: DE Bedminster #3550 - OJI

Date: Friday, February 12, 2021

Summary:

I received an email from Capt Hughes on Tuesday, February 9, 2021 in reference to obtaining updated OJI work status paperwork for the Chief's office on Officers E Jenkins and DE Bedminster. I contacted Risk Management, Adrian Lamar, to see if she could email her latest paperwork and also called Officer Bedminster to see if he had it as well so I could get it ASAP. Ms. Lamar emailed me his latest paperwork with his restrictions that placed him on light duty. I contacted Officer Bedminster and informed him that as of January 11, 2021 he was placed on light duty and he stated that he had a "no driving restriction" and I informed him that the paperwork we received did not state "no driving." He said that since 1/11/21, he had to go back to the doctor b/c his arm had popped out of socket and they prescribed him some medication and that he could not drive on the medication and he would contact the dr's office to get an updated status to provide to us. When I arrived to work on the morning of Thursday, February 11, 2021, Lt. Harris gave me a work status update and it stated "no driving" as a restriction. I did not look too closely at the paperwork but I did email it to Adrian Lamar. Later that same day I received a message to call Ms. Lamar and when I did she was pointing out some odd issues with the paperwork and also stated she had called Dr. Weil's office and the office stated that they did not update their work status and they recalled him calling the office to add the no driving restriction and stated that Officer Bedminster was very adamant and demanding that the restriction be added saying that our office required it. Additionally, there were two other workman's comp employees that were not there currently and they would verify with them on Friday to ensure they had not updated the paperwork and would follow up with Ms. Lamar on Friday to confirm. At that time, I looked more closely at the paperwork which was two pages. You can tell that the shade/color of both pages is different. The font on the second page (which is where the work restrictions are documented) is different from the font on the first page. Lastly, the doctor signature on the second page does not match the original document. It appears someone tried to forge the signature. I passed all of this information along to Capt. Hughes.

On Friday, February 12, 2021 I followed up with Ms. Lamar and she stated she did follow up with the workman's comp office and they confirmed that the updated work status of "no driving" was not updated by their office. Capt. Hughes asked me to follow up with Officer Bedminster in reference to the second doctors visit mentioned in my previous conversation with him. I called Officer Bedminster at approximately 12:50 pm on 2/12/21. I asked him to confirm that he did in fact go to the doctor on 1/11/21 and at that time he did not have a "no driving" status and he yes. He then went on to say that I told him that if he was on medication he could not be driving to work. That statement is not factual. He then proceeded to say he went back up there and the office told him they could not change anything on the paperwork and it would be up to his job if he could drive on medication and he also stated

Summary:

it would be common sense to put that on there because the medication bottle says not to drive. I reiterated to him that he told me previously that he had gone back to the doctor after 1/11/21 and he said yes b/c the shoulder popped out. He said the doctor told him yes, it would pop out and just to ice it and do not sleep on his shoulder. I said "ok so when did you go back to the doctor" and then informed me it wasn't Dr. Weil (his workman's comp dr) he went to so I asked "but was it a workman's comp doctor" and said "no." I then asked did you go to your personal doctor and he stated yes. I then asked "so the only time you went to the workman's comp doctor was January 11?" and stated "yes." I followed up by saying "so then you just called them (the workmans comp doctor) and told them your other doctor prescribed you medication?" and he replied "yes" and I said "and that is when they (workmans comp) updated the form for you" and he replied "there you go." He then went back saying there was confusion that the workman's comp doctor didn't know he was taking medication.

Signature Stephanie L. Fowler Digitally signed by Stephanie L. Fowler
Date: 2021.02.12 13:44:47 -05'00'

DeKalb County Police
Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

EMPLOYEE STATEMENT FORM

ATTENTION

The following statement is being taken in the course of an Administrative Investigation. The employee making this statement is protected from having this statement used against them in a criminal proceeding. (Garrity vs. State of New Jersey, 385 U.S. 493)

INTERNAL AFFAIRS CASE#: **21-0205**

STATEMENT OF: **Stephanie L. Fowler**

CURRENT ASSIGNMENT: **East Precinct, Administrative Specialist**

STATEMENT TAKEN BY: **Sgt. TL Rucker #1900**

DATE: **3/23/21** **TIME:** **1229**

I was interviewed today by Internal Affairs Sgt. TL Rucker and Sgt. McBride in reference to the question "Did I advise Officer Bedminster to contact his doctor and have a "NO DRIVING" restriction added to his work status paperwork". My statement is as follows:

When Officer Bedminster was out on OJI before his surgery, we had received paperwork with an appointment date of 11/10/2020 which stated that he was able to return to work with restrictions. The precinct was able to accommodate the restrictions, therefore he was informed that he would need to report to work. He advised that he could not drive because his shoulder kept coming out of socket and that he was prescribed medication that impaired his driving. I reached out to Adriane Lamar to call me in reference to his situation. She called me and I told her what he had stated and

Signature: _____ ***Date:*** 3/23/21

DeKalb County Police
Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

she said that the doctor paperwork does not say he cannot drive and therefore he would have to come to work if the precinct could accommodate the current status. I relayed this information to Officer Bedminster and he stated he would contact the doctor to have this information added. He was not told at ANY TIME that he HAD to have the restriction added, only that since it was not on the paperwork it was not a current restriction. I received another email with an updated work status that included a "No Driving" restriction that I forwarded to Ms. Lamar on the morning of November 12, 2020. Therefore, Officer Bedminster was advised not to report to work due to the no driving restriction.

Forward to 2/9/21 – Chief's office was inquiring about the light duty status of two of our employees, one being Officer Bedminster. I called and left a message for him to call me to see if he had any updated paperwork. In the meantime, I reached out to Adrian Lamar who sent me a work status update on Officer Bedminster dated January 11, 2021. The work status stated that he was able to return to work with restrictions – the precinct was able to accommodate the restrictions. That same afternoon Officer Bedminster returned my call and I informed him that he was placed on light duty effective 1/11/21 and he would need to return to work. He replied that he had a "No Driving" restriction and I informed him that the paperwork we received did not state he couldn't drive. He replied by saying that since that appointment on 1/11/21 he had to go back to the doctor (I was assuming it was his workman's comp doctor because he never informed he had seen his personal doctor) because his arm, again, kept popping out of socket and they had prescribed him medication that prohibited him from driving and he would contact the doctor to have his paperwork updated. Again, he WAS NOT informed that he had to call the doctor. He stated that on his own. When I arrived to work on 2/11/21, Lt. Harris gave me a work status update and it stated "No Driving" as a restriction. I scanned and emailed the paperwork to Adrian Lamar. Later that same day I received an email message from Ms. Lamar for me to call her. During the conversation she pointed out that there were some odd things about the updated work status. She also informed me that she had called Dr. Weil's office and they had stated that they did not update his work status. Capt. (now Major) Hughes asked to follow up with Officer Bedminster in reference to the second doctor's visit he mentioned in our previous conversation. I called Officer Bedminster on 2/12/21 (with Lt. Miller in my presence and on speakerphone, additionally the conversation was recorded on bodycam). I asked him if he did in fact go to the doctor on 1/11/21 and at that time he

Signature: _____ ***Date:*** 3/23/21

DeKalb County Police
Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

was not given a "No Driving" status and he replied yes. He then said that I told him that if he was on medication he could not be driving to work. I told him that I did not inform him he could not drive to work on medication, that was up to the doctor. He then proceeded to say he went back up there and the office told him they could not change anything on the work status and it would be up to his job if he could drive on medication and he also stated it would be common sense to put that on there because the medication bottle says not to drive. I reiterated to him that he told me in our previous conversation that he had gone back to the doctor after 1/11/21 (again I am assuming workman's comp doctor) and he said yes because the shoulder had popped out. He said the doctor advised him the shoulder would pop out and to ice it and not sleep on it. I asked him "so when did you go back to the doctor" and then he informed me it wasn't Dr. Weil (the workman's comp doctor) he had visited so I asked "so was it a workman's comp doctor" and said "no". I then asked him if he had gone to his personal doctor and he stated yes. I said "so the only time you went to the workman's comp doctor was January 11" and he stated "yes". I followed up by saying "so then you just called them (the workman's comp doctor) and told them your other doctor prescribed you the medication?" and he replied "yes" and I replied "and that is when they (workman's comp) updated the form for you" and he replied "there you go." He then stated there was some confusion that the workman's comp doctor didn't know he was taking the medication.

He was never told he had to have his paperwork updated, he was never told that he could not be driving to work if he was on medication. He has only been informed that we have to go by what restrictions the doctor sets which is reflected on his work status.

Signature: _____ ***Date:*** 3/23/21

DeKalb County Police
Uniform Division - Tucker Precinct
1151 Lawrenceville Highway
Tucker, Georgia 30084
(678) 937-5301

To: Sgt. TL Rucker

From: Lt. GL Miller

Subject: Bedminster's OJI Light Duty

Date: Friday, February 19, 2021

Summary:
Officer Bedminster was injured during an use of force incident on October 09, 2021. This office received initial treatment forms regarding Officer Bedminster's injury days later (Unknown date when documents were actually received). On or around November 4, 2020, it was determined by the medical provider that Officer Bedminster was available to report to work in a Light Duty capacity. On or around November 12, It was determined by the medical provider that Officer Bedminster was unable to perform in a Light Duty capacity due to a "no driving" restriction listed on medical evaluation documents. Officer Bedminster underwent shoulder surgery on 12/4/2021. According to medical documents and testimony from a staff member at The Center for Orthopedics & Sports Medicine (1211 Johnson Ferry Rd NE Marietta, GA) Officer Bedminster visited the Marietta location on January 11, 2021 for a follow-up visit.

On or around February 9, 2021, the Chief's Office contacted the precinct regarding the status of the officers being carried on OJI at the precinct (Bedminster & Jenkins). On February 9, 2021, Admin Assistant (S. Fowler) made contact with Officer Bedminster via the phone. On the same date, Ms. Fowler emailed HR/Risk Management for any updated information regarding Officer Bedminster's injury status. Adriane Lamar-HR/RM/DeKalb County representative forwarded Ms. Fowler a copy of Officer Bedminster's work release information document. The document shows that Officer Bedminster was cleared to return to work in a Light Duty capacity. February 9, 2021 was the first time this office had been made aware of any change to Officer Bedminster's work status.

On February 11, 2021, Lt. Harris emailed Ms. S. Fowler to advise her that he had placed Bedminster's medical documents in her mailbox. The medical paperwork that Lt. Harris received from Officer Bedminster looked different from original documents email from HR/Risk Management and also had a "no driving" restriction listed. Ms. S. Fowler emailed the documents (Bedminster's medical paperwork) she received from Lt. Harris to Adriane Lamar that same morning. Adriane Lamar and Ms. Fowler later spoke about the documents received. Ms. Lamar advised Ms. Fowler that she had spoken with personnel from The Center for Orthopedics & Sports Medicine and they assured her that Officer Bedminster's paperwork did not list a "no driving" restriction. The medical representative also advised that the documents had not been generated from their office. Capt. Hughes was made aware of these inconsistencies with these documents.

TL Rucker 1992
021921

Summary:

On February 12, 2021, Capt. Hughes directed S. Fowler to reach out to Officer Bedminster via the phone to seek some clarity regarding the inconsistencies of the two medical documents received. This conversation was captured on my BWC 02/12/2021@12:42:06. On the video recording, Officer Bedminster states that he only visited the Sports Medicine facility in Marietta on January 11, 2021. Officer Bedminster seems to advise that he visited his personal doctor on an unknown date after January 11, 2021. He seems to state that the Sports Medicine facility did not give him a "no driving" restriction. He then talks about his medicine label which apparently reads no driving. Officer Bedminster seems very uncertain of his actions during phone conversation with Ms. Fowler.

On February 16, 2021, I visited the Center for Orthopedic & Sports Medicine in Marietta, GA. This interaction was captured on my BWC 02/16/2021@11:04:21. I spoke with Ms. K. Corona (receptionist) prior to my arrival at the facility. I met with Ms. Corona at the facility upon my arrival. I presented Ms. Corona with a copy of the medical paperwork emailed to Ms. Fowler from Adriane Lamar. I also presented her with a copy of the medical paperwork submitted to Lt. Harris by Officer Bedminster. Ms. Corona immediately advised the documents submitted to Lt. Harris by Officer Bedminster had not been generated at their office. Ms. Corona pointed out several discrepancies on the paperwork including several typos, font differences, and the doctor's signatures. Ms. Corona provided me with a written statement and later provided an addition email statement. Ms. Corona provided the original doctor's work release letter was given to Officer Bedminster during his January 11, 2021 office visit. Ms. Corona provided me with two memos describing phone calls they had received from Officer Bedminster on February 10th, and February 11th, 2021. Officer Corona also provided me with copies of notes taken by the office personnel regarding Officer Bedminster's contact with the office via the phone.

Signature

02492(

DeKalb County Police

EMPLOYEE RIGHTS FORM

Name Dwayne Bedminster Assignment Uniform Division I.A.Case# 21-0205

You are hereby notified that the Internal Affairs Unit is conducting an Administrative Investigation regarding a possible policy violation(s).

The Internal Affairs Unit is a fact-finding unit and is not involved in recommending disciplinary action(s).

I. Allegations of employee misconduct investigated by the Internal Affairs Unit are taken seriously by all concerned. All complainants are warned that knowingly making false statements may result in their prosecution. Employees are under the same legal duty to be truthful. Employees who refuse to cooperate or who willfully omit material facts from their statements are subject to disciplinary action, up to and including termination.

II. Employee manual 3-8.10 Administrative Questioning Rights, (Garrity vs. New Jersey 1967)

a. The employee has no right to remain silent and must answer all questions truthfully.

b. No statements or admissions made by the employee during these administrative proceedings will be used against them in a criminal proceeding.

c. The department will advise the employee when and if the administrative proceedings have ceased and criminal proceedings have begun. The employee will be advised of their rights under criminal law and procedure at that time.

d. The employee has no right to counsel during an administrative investigation. This includes, but is not limited to, any interview, interrogation, questioning, voice stress examination, or any chemical or scientific test.

e. Admissions can be used as a basis for disciplinary action.

III. At the discretion of the Internal Affairs Unit, you may be required to submit to a Computer Voice Stress Examination or psychological evaluation during the course of this investigation.

IV. Internal Affairs investigations are confidential in nature. As such, all information will be deemed confidential during the investigation and **will not** be discussed with persons outside the department or departmental personnel without approval from the Internal Affairs Commander.

I have read and understand the above.

Signature — Date & Time: 2/19/2021 — Witness: Sgt # 1900

DeKalb County Police
Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

EMPLOYEE STATEMENT FORM

ATTENTION

The following statement is being taken in the course of an Administrative Investigation. The employee making this statement is protected from having this statement used against them in a criminal proceeding. (Garrity vs. State of New Jersey, 385 U.S. 493)

INTERNAL AFFAIRS CASE#: 21-0205

STATEMENT OF: Officer D.E. Bedminster #3550

CURRENT ASSIGNMENT: East Precinct/Morning Watch

STATEMENT TAKEN BY: Sgt. T.L. Rucker #1900

DATE: February 19, 2021

On December 4, 2021 I had surgery on my left shoulder. Due to an on duty altercation with a subject on October 9, 2020. Being bed ridden since surgery, I had a follow up appointment on January 11, 2021. I received paper work stating that I was on light duty at the time 1 month after surgery. Due to the fact that I was still on medication (Oxycodone etc.), I was unable to drive. I was told by administration "Ms. Stephanie Fowler" that if there is no documentation of no driving due to medication that I would have to drive to work. So I called my doctor's (Dr.Wilding) office on the first week of February to have that noted on my light duty sheet saying "no driving". After multiple calls to have that done a nurse said that it would be your job that would have to state if you can drive or not. But she will ask the doctor and fax the rest of the paper work to my job. After getting the run around, the paper was fax to my job stating the same thing that was sent before. Which stated everything except the notes I told the nurse specifically stating no driving. Just as

Signature: _____ ***Date:*** 2/19/2021

DeKalb County Police
Internal Affairs Unit
1900 West Exchange Place
Tucker, Georgia 30084
(770) 724-7010

the other paper work that was stating that there was nothing about no driving due to medication on the first form there was a form that I personally gave to my supervisor saying no driving, which I received from my doctor which was forged without my knowledge. Possible a family member that forged the document and I didn't do anything in that nature to any documents. Possibly my younger sister who is tech savvy but not for sure who possible could have forged my light duty documentation which state no driving. Due to the paper work not saying no driving Ms. Fowler stated that if u are on any type of medication that hinders you from driving, your doctor should state that in the paper work sent to the office. No further conversation was taking place after she told me about what I needed on my paper work.

Signature: _____ ***Date:*** 2/19/2021

DEKALB COUNTY POLICE DEPARTMENT
STATEMENT FORM

CASE NUMBER: _____

STATEMENT OF: Katherine Corona SOC. SEC. # _____

DOB: _____ SEX: _____ HEIGHT: _____ WEIGHT: _____ RACE: _____

ADDRESS: _____ APT: ____ CITY/STATE/ZIP: Marietta Ga

ALTERNATE ADDRESS: _____ EMPLOYER: _____

PHONE #S: HOME: _____ WORK: 770-565-0011 CELL: _____

STATEMENT TAKEN BY: E. E. Miller 1892 DATE: 02/16/21

TIME: BEGAN: 1114hrs ENDED: 1120hrs LOCATION: 1211 Johnson Ferry Road Marietta Ga 30068

The document (work status) provided today does not match the document created by our office. and it is clear the document has been edited on page 2 to change the work restrictions to "no driving" and the doctor's signature has been traced.

Signed: _____ Page 1 / 1 Witnessed: E. E. Miller 1892

Miller, George L.

From: Liz <liz@arthroscopy.com>
Sent: Tuesday, February 16, 2021 12:46 PM
To: Miller, George L.

** **WARNING:** The sender of this email could not be validated and may not match the person in the "From" field. **

I provided a copy of the original work status document created by our office on 01/11/2021. It can be seen that on the version brought in today, "No Driving" has been added, several spelling and grammatical errors were made, and the signature had been traced. This is different from what the patient stated to me on the phone when discussing this, he insisted that one of our nurses "hand wrote" on his work status on 01/11/21 changing the work status guidelines. It can be seen that the document was not hand written on, it was edited via computer. If these "no driving" changes were made on computer by our office, we would have this documented and typed correctly, there is absolutely no documentation of us agreeing or changing these conditions for the patient on/before/or after 01/11/2021.

Katherine Corona
02/16/2021
Center For Orthopaedic and Sports Medicine
1211 Johnson Ferry Rd.
Marietta, Ga 30068
Ph: 770-565-0011
Fx: 770-565-9866

RECEIVED 022621 12:49pm

Patient Name: Bedminster, Dwayne
Chart Number: [redacted]
DOB: [redacted]1995 **Age:** 25 Years

Date of Visit: 02-11-2021
Attending Physician: Eric Steenlage, M.D.

Evaluation Type:

The patient called and stated "there is an issue between your office and HR." He asked for his most recent dates of service, and asked about the work statuses for each visit. He then stated that on a certain visit, one of our nurse's hand revised a work status for him with revisions for "no driving." He could not tell me when this happened or which employee did this. I let him know that we have strict policy not to do this, that we have no evidence of this in our system. I asked him if he had a copy of this, he said yes, I asked him to fax it over for us to review and he then hung up the phone.

Front Office Receptionist: Katherine Corona

Eric S. Steenlage, MD

Eric S. Steenlage, M.D.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

Patient Memo

Patient: **Bedminster, Dwayne**
DOB: [redacted]/1995
Chart #: [redacted]
Chart Tab: Messages

02/12/2021 12:47
*** FILED *** by Tchou, Patty
Comments: spoke with the adjustor and she will handle this

02/11/2021 12:12
Tchou, Patty said:

02/11/2021 12:10
Tchou, Patty said:

02/11/2021 08:06
Sewell, Calista said:
Call Reason: ROUTINE OFFICE MESSAGE
For:
From: DWAYNE BEDMINSTER
Phone: [redacted]
Pt Name: DWAYNE BEDMINSTER
Pt DOB: [redacted]/1995
Primary Dr.: NOT SURE
Message: NEED TO HAVE A WORK STATUS FOR JOB, PLS CALL AGAIN MISSD CAL
MISSED CALL PLEASE CALL AGAIN

Taken By: DEB 02/10/2021 04:55 PM
Relayed By: RACH 02/10/2021 05:09 PM To: OFFICE

,434136280006546BKU2883415

Patient Memo

Patient: **Bedminster, Dwayne**
DOB: [redacted]1995
Chart #: [redacted]
Chart Tab: Messages

02/10/2021 04:46
*** FILED *** by Tchou, Patty
Comments: spoke with patient ..... he is requesting we change his work restrictions to NO DRIVING per his chief..... i told him we wouldnt normally do that and if his chief is wanting this we will gladly speak with him

---

02/10/2021 08:23
Delamora, Steffanie said: Ask Dr. Steenlage

02/09/2021 03:14
Corona, Katherine said: ***patient called to ask if his work status could be revised to say no driving, he says he is having problems w this at work

THE CENTER FOR ORTHOPAEDICS & SPORTS MEDICINE

Patient Name: Bedminster, Dwayne
Chart Number: [redacted]
DOB: [redacted]-1995 **Age:** 25 Years

Date of Visit: 02-10-2021
Attending Physician: Craig E. Weil, M.D.

Evaluation Type:

The patient called the office today requesting we change his work restrictions to say no driving. I informed him that Dr. Weil would not normally do this based on his diagnosis. He insisted that his chief was requesting this, so I advised him it would be best to have the chief call our office to discuss this.

Craig Weil MD

Craig E. Weil, M.D.

Send Copy of Report to: Dekalb County
404-371-6320.

Medical Personnel: Patty Tchou - ROT.

1211 Johnson Ferry Road NE Marietta, Georgia 30068
Telephone (770) 565-0011 Fax: (770) 565-9866
http://www.arthroscopy .com

DeKalb County Police
Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

EMPLOYEE STATEMENT FORM

ATTENTION

The following statement is being taken in the course of an Administrative Investigation. The employee making this statement is protected from having this statement used against them in a criminal proceeding. (Garrity vs. State of New Jersey, 385 U.S. 493)

INTERNAL AFFAIRS CASE#: 21-0205

STATEMENT OF: Lt. S.L. Harris #2038

CURRENT ASSIGNMENT: East Precinct/Morning Watch Commander

STATEMENT TAKEN BY: Sgt. T.L. Rucker #1900

DATE: April 30, 2021

On April 27, 2021 at 1337 hours I received a phone call from Officer Bedminster. He advised that he has to go home to St Thomas because his father is having surgery. I asked, "When are you leaving?" He advised he is either at the airport now or he is leaving now. I stated okay. I then immediately call Major Hughes and advised him because I know Officer Bedminster is on Administrative Leave due to an investigation. Shortly after I spoke to Major Hughes, I received a phone call from Sgt Rucker. I advised him of what Officer Bedminster told me.

On April 29, 2021 at 1811 hours, I received a text message from Officer Bedminster advising that he has returned. I sent a text message to Sgt Rucker advising of what Officer Bedminster communicated to me.

Signature: Lt S L Harris 2038 *Date:* 4-30-21

DeKalb County Police Department
Disciplinary Action Recommendation Form

Date Prepared: 06/12/2021

Date of Incident (Range): 01/11/2021 - 04/30/2021

Proposed Adverse Action: TERMINATION

Internal Affairs No: (if applicable) 21-0205

	First Name	MI	Last Name		
Employee Name:	Dwayne	E	Bedminster	Badge #	3550

Division:	Uniform	Precinct:	East	Watch:	Morning	Number of Violations	4

Rules/ Regulations Violation

	Violation	Count	Previous Offenses	Code Section
Violation1	Illness/Condition (Physical/Mental) Sick Leave - 2-2.26	1	-	2-2.26
Violation2	Truthfulness/Cooperation 2-2.17	1	-	2-2.17
Violation3	Truthfulness/Cooperation 2-2.17	1	-	2-2.17
Violation4	Truthfulness/Cooperation 2-2.17	1	-	2-2.17

Brief Synopsis of Incident

An I.A. investigation found Ofc. Bedminster failed to notify his chain of command that he was released to light-duty concerning a medical condition which is a violation of Illness/Condition Sick Leave 2-2.26. The same investigation revealed (1) Ofc. Bedminster admitted giving a forged doctor's note to his chain of command, (2) was untruthful when stating Administrative Specialist Stephanie Fowler told him to request a restriction of "no driving" on his work release paperwork, and (3) was untruthful in reference as to who authorized him to travel while on Administrative Leave. These are three separate violations of the Truthfulness policy 2-2.17.

(All documentations should be included with this form)

Note: Each employee's supervisor, up to and including the Chief of Police, should sign the action recommendation form.

The employee should then sign the action recommendation form and be given a copy of the completed action recommendation form.

Initiating Supervisor's Recommendation

	Violation	Recommended Action(s)	Hours	Approved Hours
Violation1	Illness/Condition (Physical/Mental) Sick Leave - 2-2.26	WRITTEN COUNSELING	0	0
Violation2	Truthfulness/Cooperation 2-2.17	TERMINATION	0	0
Violation3	Truthfulness/Cooperation 2-2.17	TERMINATION	0	0
Violation4	Truthfulness/Cooperation 2-2.17	TERMINATION	0	0
	Approved Action(s); This Total is for Suspension Hours only!		Total	0

Initiating Supervisor's Signature: Lieutenant S.L. Harris #2038 Digitally signed by Lieutenant S.L. Harris #2038 Date: 2021.06.12 02:44:03 -04'00' Date: 06/12/2021

Review and Approved by:	Date	Violation Number	Recommendation	Violation Hours	Approved Action(s)	Comments
Next Level Supervisor: Capt. A. Toledo #1942 Digitally signed by Capt. A. Toledo #1942 Date: 2021.06.17 12:37:13 -04'00'	06/17/2021	1	Concur Increase	-	Termination	Based on the Internal Affairs findings, I recommend increasing from written counseling to Termination.
		2	Concur	-	Termination	
		3	Concur	-	Termination	
		4	Concur	-	Termination	
Next Level Supervisor: Major RC Hughes #1693 Digitally signed by Major RC Hughes #1693 Date: 2021.06.22 11:46:49 -04'00'	06/22/2021	1	Concur Increase	-	Termination	
		2	Concur	-	Termination	
		3	Concur	-	Termination	
		4	Concur	-	Termination	

Next Level Supervisor:		1	-	-	-	
		2	-	-	-	
		3	-	-	-	
		4	-	-	-	
Next Level Supervisor:		1	-	-	-	
		2	-	-	-	
		3	-	-	-	
		4	-	-	-	
Assistant Chief: Asst. Chief K.D. Banks (Digitally signed by Asst. Chief K.D. Banks Date: 2021.07.01 15:10:29 -04'00')	07/01/2021	1	Concur Increase	-	Termination	
		2	Concur	-	Termination	
		3	Concur	-	Termination	
		4	Concur	-	Termination	
Chief: Chief Mirtha V. Ramos (Digitally signed by Chief Mirtha V. Ramos Date: 2021.07.15 10:18:07 -04'00')	07/15/2021	1	Concur	-	Termination	
		2	Concur	-	Termination	
		3	Concur	-	Termination	
		4	Concur	-	Termination	

Receipt Acknowledged: Date: 6/15/21 Employee's Signature:

DeKalb County Police Department
Office of the Chief
Mirna V. Ramos

July 2, 2021

Officer Dwayne Bedminster
DeKalb County Police Department
Uniform Division/East Precinct
1960 West Exchange Place
Tucker, Georgia 30084

Dear Officer Dwayne Bedminster:

Pursuant to the DeKalb County Code, Chapter 20, Article IX, Section 20-190, you are hereby notified of your termination from the DeKalb County Police Department. This action is taken in accordance with the DeKalb County Code, Chapter 20, Article IX, Section 20-191, specifically paragraph (10) "Violation of Departmental Rules"; "Illness/Condition Sick Leave 2-2.26" and "Truthfulness 2-2.17", as cause for disciplinary action. Therefore, your termination is effective on ***July 15, 2021***.

An Internal Affairs investigation found that you failed to notify your chain of command that you were released to light-duty after a follow up appointment on January 11, 2021, concerning a medical condition which is a violation of Illness/Condition Sick Leave 2-2.26. The same investigation revealed (1) that you admitted giving a forged doctor's note to your chain of command, (2) were untruthful when stating Administrative Specialist Stephanie Fowler told you to request a restriction of "no driving" on your work release paperwork, and (3) were untruthful in reference as to who authorized you to travel while on Administrative Leave. These are three separate violations of the Truthfulness policy 2-2.17.

You have the right to appeal this action to the Human Resources and Merit System Department by filing a written request for appeal with the Human Resources and Merit System Director.

The written request for appeal must be received by the Human Resources and Merit System Department within ten (10) business days, starting the day after the effective date of your disciplinary action. You may also submit your appeal request via e-mail or facsimile. E-mailed appeal request should be sent to tdrakeford@dekalbcountyga.gov and faxed appeal request should be sent to 404-371-2444. All documents (email, fax and/or regular mail) must reflect a sent date not later than 11:59 p.m. on the 10th business day.

Sincerely,

Mirtha V. Ramos
Chief of Police

cc: Departmental Personnel File
Human Resources Personnel File

I acknowledge receipt of this Letter of Termination on July 15, 2021

Employee

Witness

DeKalb County Police Department
Office of the Chief
Mirtha V. Ramos

July 2, 2021

Officer Dwayne E. Bedminster #3550
DeKalb County Police Department
Uniform Division/East Precinct
1960 West Exchange Place
Tucker, Georgia 30084

Dear Officer Dwayne Bedminster:

Pursuant to the DeKalb County Code, Chapter 20, Article IX, Section 20-190, you are hereby notified of the police department's intent to terminate your employment from the DeKalb County Police Department. This action is taken in accordance with the DeKalb County Code, Chapter 20, Article IX, Section 20-191, specifically paragraph (10) "Violation of Departmental Rules"; "Illness/Condition Sick Leave 2-2.26" and "Truthfulness 2-2.17" as cause for disciplinary action. Therefore, your termination is effective on or following ***July 15, 2021***.

An Internal Affairs investigation found that you failed to notify your chain of command that you were released to light-duty after a follow up appointment on January 11, 2021, concerning a medical condition which is a violation of Illness/Condition Sick Leave 2-2.26. The same investigation revealed (1) that you admitted giving a forged doctor's note to your chain of command, (2) were untruthful when stating Administrative Specialist Stephanie Fowler told you to request a restriction of "no driving" on your work release paperwork, and (3) were untruthful in reference as to who authorized you to travel while on Administrative Leave. These are three separate violations of the Truthfulness policy 2-2.17.

You have the right to respond to this charge in writing, and/or appear before me, or my designee at an agreed upon time to refute the charges against you. Your written response must be received within six (6) business days, starting the day after you receive the Letter of Intent (LOI). If the LOI has to be forwarded by mail, your response must be received within (6) business days, starting the day after the final attempt is made to deliver the certified mail containing the LOI. The certified mail will be forwarded to your last known address, as indicated in your personnel file. If you do not respond to the charge(s) during the response period, the proposed action will become effective without further notice.

Should this action become effective, you have the right to appeal to the Human Resources and Merit System Department by filing a written request for appeal with the Human Resources and Merit System Director. The written request for appeal must be received by the Human Resources and Merit System Department within ten (10) business days, starting the day after the effective date of your disciplinary action. You may also submit your appeal request via e-mail or facsimile. E-mailed appeal request should be sent to tdrakeford@dekalbcountyga.gov and faxed appeal request should be sent to 404-371-2444. All documents (email, fax and/or regular mail) must reflect a sent date not later than 11:59 p.m. on the 10th business day.

Sincerely,

Mirtha V. Ramos
Chief of Police

cc: Departmental Personnel File
Human Resources Personnel File

I acknowledge receipt of this Letter of Intent to Terminate on 7/2/2021.

Employee

Lt E. McCown 2722
Witness

Sharpe, Tara Sinha

From: Fowler, Stephanie
Sent: Wednesday, December 09, 2020 10:36 AM
To: Sharpe, Tara Sinha
Cc: Miller, George L.; Hughes, Romaldo C; Lavigne, Mark F.
Subject: BEDMINSTER DAR

I received this pkg via interoffice to be served. I just want to inform you that it will be in a holding status until he returns. He is out on OJI and had surgery on 12/4/20 – we are not sure when he will be back. Thank you.

Stephanie L. Fowler
Administrative Specialist
DeKalb County Police – East Precinct
770-482-0317

12/4/20

DeKalb County Police Department
Disciplinary Action Recommendation Form

Date Prepared: 11/19/2020

Date of Incident (Range): 10/09/2020 - 10/09/2020

Proposed Adverse Action: SUSPENSION

Internal Affairs No. (if applicable)

	First Name	MI	Last Name		
Employee Name:	Dwayne	E	Bedminster	Badge #	3550

Division:	Uniform	Precinct:	East	Watch:	Morning	Number of Violations:	1

Rules/ Regulations Violation

	Violation	Count	Previous Offenses	Code Section
Violation1	Professional Image 2-2.12	1	-	2-2.12

Brief Synopsis of Incident

Officer Bedminster #3550 encountered a suspect who he previously encountered for threatening a store manager at 7225 Rockbridge Rd. Upon approaching the suspect, Officer Bedminster used a racially derogatory slur while addressing the suspect. He stated to the suspect, "What I told you nigga?" This was a violation of Departmental Policy 2-2.12(B) Professional Image, unnecessary shouting or using obscene language. The incident was captured on Officer Bedminster's body worn camera.

(All documentations should be included with this form)

Note: Each employee's supervisor, up to and including the Chief of Police, should sign the action recommendation form.

The employee should then sign the action recommendation form and be given a copy of the completed action recommendation form.

Initiating Supervisor's Recommendation

	Violation	Recommended Action(s)	Hours	Approved Hours
Violation1	Professional Image 2-2.12	WRITTEN COUNSELING	0	16
	Approved Action(s); This Total is for Suspension Hours only!		Total	16

Initiating Supervisor's Signature: SGT BL BASS #2060 Digitally signed by SGT BL BASS #2060 Date: 2020.11.19 01:41:29 -05'00' Date: 11/19/2020

Review and Approved by:	Date	Violation Number	Recommendation	Violation Hours	Approved Action(s)	Comments
Next Level Supervisor: Lieutenant S.L. Harris #2038 Digitally signed by Lieutenant S.L. Harris #2038 Date: 2020.11.20 00:30:45 -05'00'	11/20/2020	1	Concur	-	Written Counseling	
Next Level Supervisor: Capt. R.C. Hughes #1693 Digitally signed by Capt. R.C. Hughes #1693 Date: 2020.11.20 13:28:27 -05'00'	11/20/2020	1	Concur	-	Written Counseling	
Next Level Supervisor:		1	-	-	-	
Next Level Supervisor: Major D. L. Jordan #1967 Digitally signed by Major D. L. Jordan #1967 Date: 2020.11.20 13:34:33 -05'00'	11/20/2020	1	Concur	-	Written Counseling	
Assistant Chief: A/C G. A. Padrick #1896 Digitally signed by A/C G. A. Padrick #1896 Date: [illegible]	11/30/2020	1	Concur Increase	16	Suspension	This type of language, directed at anyone, cannot be tolerated.
Chief: Chief Mirtha V. Ramos Digitally signed by Chief Mirtha V. Ramos Date: 2020.12.03 07:24:56 -05'00'	12/03/2020	1	Concur Increase	16	Suspension	

Receipt Acknowledged: Date: Employee's Signature:

DeKalb County Police
Uniform Division - East Precinct
2181 Bruce Street
Lithonia, Georgia 30058
(770) 482-0300

To: Lt SL Harris #2038

From: Sgt BL Bass #2060

Subject: Obscene Language

Date: Thursday, November 19, 2020

Summary:
On Oct 09, 2020 Officer Bedminster #3550 was dispatched to 7225 Rockbridge Rd, QT, in reference to a suspect who was harassing customers and making threats to the store manager. Upon his arrival he saw the suspect on the property and attempted to confront the subject. However, once the suspect saw Officer Bedminster he began to walk away and off the property. Officer Bedminster then spoke with the store manager.

Officer Bedminster learned that the suspect was possibly intoxicated and threating to assault the store manager after he was refused a job application by the store manager. Officer Bedminster later encountered the suspect back on the property. After exiting his police unit and approaching the suspect, Officer Bedminster stated, "What I told you nigga?" The encounter was captured on Officer Bedminster's body worn camera.

Officer Bedminster advised me that he believed that he was in a hostile situation and failed to control his emotions which lead to him using a derogatory slur. This was a violation of Departmental Policy 2-2.12(B) Professional Image, unnecessary shouting or using obscene language. According to Officer Bedminster's three year history, this is his first violation or Professional Image. I recommend that he receives a written counseling.

Signature SGT BL BASS #2060 Digitally signed by SGT BL BASS #2060 Date: 2020.11.19 01:32:35 -05'00'

DeKalb County Police
Uniform Division - East Precinct
2181 Bruce Street
Lithonia, Georgia 30058
(770) 482-6300

To: Sgt BL Bass #2060

From: Officer DE Bedminster #3550

Subject: Inappropriate Language

Date: Thursday, November 19, 2020

Summary:
On 10/ 09/2020 at 0006 hours I was placed on a suspicious person call at 6577 Rockbridge Rd (QT gas station) in reference to a black male with a black hoodie and gray pants harassing customers.

When I arrive on scene the suspect fitting the description was on the property walking away from the location. I then tried to make contact but he did not complied with my orders. Due to me not having any charges on the suspect I allowed him to leave and then I talked with the store manager. He advised that the suspect was inside of the location and appeared to have been drinking. The suspect asked the manager for an application but was then refused due to him being intoxicated. The suspect then told the manger "that he will beat his ass" and constantly repeating it. I advised the manager that if the suspect does come back to call 911.

At approximately 0312 hours I was patrolling the area of the QT gas station and saw the same suspect back at the location. I then drove up to him and he verbally said "I ain't scared of the police; I fought police before." That is when I realized that the suspect was already in a hostile mode when it comes to law enforcement. I then came out of my vehicle with the mindset that he will fight with me due to the fact that I am a police officer. I believed that I was in an aggressive situation and the word "nigga" did slip out of my mouth. At no point did I want to demean the suspect in any way. I just wanted to control the situation in a manner to the point he knew that I was serious. I do know that the word has a lot of demeaning qualities to it. In a professional job those words should never be used.

In the future I know that I have to control the words that are coming out of my mouth and in every situation be professional at all times.

Signature Officer DE Bedminster #3550 Digitally signed by Officer DE Bedminster #3550 Date: 2020.11.19 00:52:01 -05'00'

According to the Personnel chapter of the DeKalb County Code, employees may not accumulate more than 30 days of suspension without pay within a twelve-month period.

DEKALB POLICE SCHEDULE OF PENALTIES AND DEFINTIONS

2-2.12 PROFESSIONAL IMAGE

Failure to work diligently or with a bearing consistent with the image of a professional employee is prohibited. Examples may include but not be necessarily limited to:

A) Any use of tobacco or chewing gum in uniform when in plain view of the public;
B) Unnecessary shouting or using obscene language;
C) Leaning on walls, posts, cars, etc.;
D) Tardiness in reporting for work;
E) Conducting personal business while on duty;
F) Taking excessively long meals or refreshment breaks;
G) Failure to respond promptly or render aid/assistance or furnish information upon a request for Public Safety service;
H) Failure to return promptly to service after finishing or handling a call or assignment for Public Safety service;
I) Lack of courtesy to an individual, either on the phone or in person;
J) Gambling, except when off-duty and at licensed premises.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	2 days suspension
4th offense	Demotion to Dismissal

2-2.13 NEGLECT OF DUTY

Neglect of duty is prohibited. To this end, there shall be no failure to give suitable attention to the performance of duty. Examples include, but are not limited to: failure to take appropriate action on the occasion of a crime scene, disorder, fire or other act or condition deserving attention; absence without leave, failure to report to duty at the time and place designated; unnecessary absence from one's assignment during a tour of duty; failure to perform duties or comply with any rule or regulation, general or special order; or failure to conform to department operating policies and/or procedures, and in the case of a superior/supervisor, the failure to properly supervise.

1st offense	1 day suspension
2nd offense	3 days suspension
3rd offense	1 work week suspension
4th offense	Demotion to Dismissal

2-2.14 PHYSICAL/ MENTAL CONDITION

Lack of maintenance of good physical/mental/emotional condition, which interferes with the proper handling of departmental business, or demonstrates unfitness to perform job duties, is prohibited.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	Demotion to Dismissal

2-2.15 PROMPT PERFORMANCE OF DUTY

Failure to promptly perform as directed all lawful duties required by constituted authority, notwithstanding the general assignment of duties and responsibilities, is prohibited.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	Demotion to Dismissal

DEKALB COUNTY POLICE DEPARTMENT
GA0440200
INCIDENT REPORT

Case #
20-078879

EVENT

Incident Type	Counts	Incident Code	Offense Jurisdiction	Prosecution Jurisdiction
16-7-21 CRIMINAL TRESPASS		90J		
16-10-24(B) OBSTRUCTION OF AN OFFICER - FELONY	1	90Z		

Premise Type | Weapon Type | Forcible | Stranger To Stranger | Hate Motivated | Loc Code

Date Report	Incident Start	Incident End	Incident Location
10/9/2020 3:13:00 AM	10/9/2020 3:13:00 AM	10/9/2020 3:30:00 AM	7225 Rockbridge Rd UNINCORPORATED DEKALB COUNTY G

VICTIM

Name (Last First Middle) | Moniker | DOB | Age | Sex | Race | Ethnicity

Address | Home # | Work # | Cell # | Email

SSN | Resident Status | HGT | WGT | Hair Color | Hair Style | Hair Length | Eye Color | OLN # | State

Occupation | Employer | Address | Employer Phone

Victim Type | Student: Yes No | If Yes Name of Victim's School | LEOKA Activity Type | LEOKA Assignment Type

Injuries: None Minor Internal Teeth Unconscious Lacerations Bones Other | Used Drugs Alcohol Computer

SMTs:

Relationship To Offenders: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

Offenses Involved: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

OFFENDER

Name	Moniker	DOB	Age	Sex	Race	Ethnicity
Veal, Levert		[redacted]1974	45	M	B	N

Address	Home Phone	Work Phone	Cell Phone	Email
392 Arbor Ridge Dr STONE MOUNTAIN GA 30087	404-903-4640			

SSN	Resident Status	HGT	WGT	Hair Color	Hair Style	Hair Length	Eye Color	OLN #	State
	RESIDENT	600	209	BLACK	OTHER	SHORT	BROWN	[redacted]	GA

Occupation: UNKNOWN OR NOT STAT | Employer | Address | Employer Phone

SMTs:

Offenses Involved
(1) (2)
(3) (4)
(5) (6)
(7) (8)
(9) (10)

WANTED: ☐ WARRANT ☐ ARREST ☒ SUSPECT ARMED: WEAPON: Used: ☐ Drugs ☐ Alcohol ☐ Computer

TOTAL NUMBER ARRESTED: 1 ARREST AT OR NEAR OFFENSE SCENE: Yes: ☐ No ☒

PROPERTY

	VEHICLES	CURRENCY, NOTES, ETC	JEWELRY, PREC. METALS	FURS
STOLEN	$0.00	$0.00	$0.00	$0.00
RECOVERED	$0.00	$0.00	$0.00	$0.00

	CLOTHING	OFFICE EQUIP.	TV, RADIO, ETC	HOUSEHOLD GOODS
STOLEN	$0.00	$0.00	$0.00	$0.00
RECOVERED	$0.00	$0.00	$0.00	$0.00

	FIREARMS	CONSUMABLE GOODS	LIVESTOCK	OTHER	TOTAL
STOLEN	$0.00	$0.00	$0.00	$0.00	$0.00
RECOVERED	$0.00	$0.00	$0.00	$0.00	$0.00

ADM.

GCIC ENTRY ☐ WARRANT ☐ MISSING PERSONS ☐ VEHICLE ☐ ARTICLE ☐ BOAT ☐ GUN ☐ SECURITIES

DRUG

DID INVESTIGATION INDICATE THAT THIS INCIDENT WAS DRUG-RELATED? IF YES, PLEASE INDICATE THE TYPE OF DRUG(S) USED BY OFFENDER ☐ YES ☒ NO

☐ 1 - Amphetamine ☐ 2 - Barbiturate ☐ 3 - Cocaine ☐ 4 - Hallucinogen ☐ 5 - Heroin
☐ 6 - Marijuana ☐ 7 - Methamphetamine ☐ 8 - Opium ☐ 9 - Synthetic Narcotic ☐ U - Unknown

CLEAR

REQUIRED DATA FIELDS FOR CLEARANCE REPORT ☐ CLEARED BY ARREST ☐ EXCEPTIONALLY CLEARED ☐ UNFOUNDED DATE OF CLEARANCE ☐ ADULT ☐ JUVENILE

REPORTING OFFICER	NUMBER	APPROVING OFFICER	NUMBER
MORRIS, S L 3343	3343	CLOUDT, M S 2237	2237

DEKALB COUNTY POLICE DEPARTMENT
GA0440200
OTHER PERSONS

Case #
20-078879

Involvement Type	Name (Last First Middle)	Moniker	SSN
REPORTEE	Bueno Jaimes		

Address	Home #	Cell #	Work #
7225 Rockbridge Rd STONE MOUNTAIN GA 30087		[redacted]	

DOB	Age	Sex	Race	Ethnicity	Resident Status	Hair Color	Eye Color	HGT	WGT
[redacted]1990	30	M	U	U					

SMTs:

Email	OLN #	State	Used
	[redacted]	GA	☐ Drugs ☐ Alcohol ☐ Computer

Occupation:	Employer/School	Address	Employer Phone

Involvement Type	Name (Last First Middle)	Moniker	SSN

Address	Home #	Cell #	Work #

DOB	Age	Sex	Race	Ethnicity	Resident Status	Hair Color	Eye Color	HGT	WGT

SMTs:

Email	OLN #	State	Used
			☐ Drugs ☐ Alcohol ☐ Computer

Occupation:	Employer/School	Address	Employer Phone

Involvement Type	Name (Last First Middle)	Moniker	SSN

Address	Home #	Cell #	Work #

DOB:	Age	Sex	Race	Ethnicity	Resident Status	Hair Color	Eye Color	HGT	WGT

SMTs:

Email:	OLN #	State	Used
			☐ Drugs ☐ Alcohol ☐ Computer

Occupation:	Employer/School	Address	Employer Phone

Involvement Type	Name (Last First Middle)	Moniker	SSN

Address	Home #	Cell #	Work #

DOB:	Age	Sex	Race:	Ethnicity	Resident Status:	Hair Color	Eye Color	HGT	WGT

SMTs:

Email:	OLN #	State	Used
			☐ Drugs ☐ Alcohol ☐ Computer

Occupation:	Employer/School	Address:	Employer Phone:

DEKALB COUNTY POLICE DEPARTMENT
GA0440200
NARRATIVE

Case #: 20-078879

Officer ID/Name		Date	Approving Officer ID/Name	Date
3343	MORRIS, S L 3343	10/9/2020 5:35:19 AM		

Title: INITIAL REPORT

On 10/09/2020 at approximately 0000 Officer Bedminister #3550 was dispatched to 7225 Rockbridge Road in reference to a suspicious person call at the Quicktrip. Officer Bedminister made contact with Mr. Jaimes Bueno, the manager of the Quicktrip, and he advised that a Mr. Levert Veal had been harassing customers for money while drinking alcohol on property. Officer Bedminister made contact with Mr. Veal and advised him he needed to leave the property. Mr. Veal left without incident.
At approximately 0313 hours, Officer Bedminister was patrolling near the Quicktrip, and observed Mr. Veal on the property again. Officer Bedminister made contact with Mr. Veal, stating he had already been warned about being on property and he needed to leave. Officer Bedminister made contact with Mr. Bueno again, and Mr. Bueno stated that Veal had been inside the store with his private areas showing, asking people for money. He requested that Mr. Veal be removed and was no longer allowed on property. Officer Bedminister told Mr. Veal he needed to leave or he would be arrested and Mr. Veal began yelling "fuck the police, I've fought them before". While walking towards the intersection of Rockbridge Road and South Deshon Road, Mr. Veal stopped at the pumps before leaving the property, speaking to a patron. Officer Bedminister advised Mr. Veal he would be detained due to his incompliance. Mr. Veal then walked away from the patron and the gas pumps. He walked to the intersection of S. Deshon Rd. and Rockbridge Rd. Officer Bedminister grabbed Mr. Veal on the arm, and Mr. Veal began swinging at him. Officer Bedminister grabbed Mr. Veal and took him to the ground. Mr. Veal was holding onto Officer Bedminister which made him fall as well, causing him to land on and dislocate his left shoulder. Mr. Veal managed to get on top of Officer Bedminister, holding him on the ground. At some point during the altercation, Mr. Veal managed to get up, and then rushed back towards Officer Bedminister getting on top of him again. Officer Bedminister deployed his taser onto Mr. Veal's chest, knocking him off of him. Mr. Veal pulled one prong from his shirt and Ofc. Bedminster attempted to tase him again. Another cycle was applied and Mr. Veal got up and ran. Ofc. Bedminster got up with a dislocated left shoulder and chased after Mr. Veal. He was able to reload another cartridge and fire his taser at Mr. Veal. He struck Mr. Veal in his back and it caused him to fall to the ground. Mr. Veal was attempting to get the probe from his back by reaching and rolling on the ground. Ofc. Bedminster then applied three more cycles to Mr. Veal before Mr. Veal stopped fighting. Mr. Veal finally complied and allowed Ofc. Bedminster to handcuff him.
E25 and AMR58 responded to the scene and checked both Mr. Veal and Officer Bedminister for injuries. I, Officer Morris #3343, transported Officer Bedminister to DeKalb Medical Emory Hillandale.
Mr. Veal was transported and lodged in DeKalb County Intake by Officer Gallop. Warrants were obtained for Felony Obstruction (20-W-15222) and Criminal Trespass (20-W-015223).
BWC was activated.

DEKALB COUNTY POLICE DEPARTMENT GA0440200 NARRATIVE	Case # 20-078879

Officer ID/Name	Date	Approving Officer ID/Name	Date

Title: Additional Agency Information

Start: IncidentEvent Id: 9a8bafeb-9b64-cbce-363c-08d86c415a1b
ActualCity2:
End: IncidentEvent Id: 9a8bafeb-9b64-cbce-363c-08d86c415a1b
Start: IncidentPersonSuspect Id: c60993c7-8d7e-c4cf-fb4d-08d86c415a1f
SocMed1:
SocMed1Info:
SocMed2:
SocMed2Info:
End: IncidentPersonSuspect Id: c60993c7-8d7e-c4cf-fb4d-08d86c415a1f

Report Criteria: Individual Officer; Bedminster, Dwayne Everiste / Personnel Action: Disciplinary Action / Action Between: 11/18/2017 AND 11/18/2020

Officer's Action Report #A-5

DeKalb County Police

Officer Personnel Actions With Notes / Details

This Report Includes Only Officers With Personnel Actions

Officer	ID No.	Current Division	Current Rank	Date of Rank	Status	Date Hired	Years
Bedminster, Dwayne Everiste	3550	East	Officer I		Active	4/22/2019	1

Action Date	Personnel Actions	Description	Number	Division At The Time	Rank At The Time
9/27/2020	Disciplinary Action	16 Hours Suspension		East	Officer I
	Notes/Details: Department Property - Loss/Damage Negligence/Inattention 2-2.47 (vehicle accident)				
8/28/2020	Disciplinary Action	Written Counseling		East	Officer I
	Notes/Details: Duty to Read/Understand/Comply with Orders 2-2.39 (Social Media Policy)				
7/10/2020	Disciplinary Action	Written Counseling		East	Officer I
	Notes/Details: Department Property - Loss/Damage Negligence/Inattention 2-2.47 (vehicle accident)				
7/9/2020	Disciplinary Action	Written Counseling		East	Officer I
	Notes/Details: Body Worn Camera 2-2.74				

4 Total Personnel Actions For Bedminster, Dwayne Everiste.

1 Different Officers	1 Different Personnel Actions	4 Total Personnel Actions