



# RICHMOND COUNTY SHERIFF'S OFFICE

**Sheriff Richard Roundtree**  
Law Enforcement Center  
400 Walton Way  
Augusta, GA 30901  
Phone: 706.821.1000 Fax: 706.821.1064

19-10-26

**DEPUTY:** Jeremiah Welch **EMPLOYEE ID:** 13148  
**DATE OF VIOLATION:** 09/21/19  
**VIOLATION OF S.O.P. #:** Unsatisfactory Performance 4.26 ( BWC 5.3-7)

On 092119 Cpl. Welch was assisting with a Federal Marshal in attempt to locate a wanted subject (Tony Darby) at 2127 Hillsinger Rd. While on scene and talking with a Ms. Breonna Harris, Cpl. Welch failed to have his BWC on. Cpl. Welch advised he left his BWC in his vehicle when he got into the vehicle with the Federal Marshal. Cpl. Welch advised that the other deputies on scene did have their BWC on. Ms. Harris was charged with Harboring a Fugitive, Possession of Firearm, and several felony drug charges.

Cpl. Welch was advised on the importance of wearing his BWC while on calls. This is Cpl. Welch's first infraction.

**DISCIPLINARY ACTION INITIATED BY:** Lt. Paul Johnson

**DATE:** 100819

**PROPOSED ACTION:** Written Warning

**REVIEWED BY: (IF APPLICABLE)**

**Recommendation**

<b>CORPORAL:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>SERGEANT:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>LIEUTENANT:</b>	<u>Paul Johnson</u>	<b>DATE:</b> <u>100819</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>CAPTAIN:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>MAJOR:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>COLONEL:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>CHIEF DEPUTY:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
<b>SHERIFF:</b>	_____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____

**FINAL DISPOSITION:**  
\_\_\_\_\_  
\_\_\_\_\_

**EMPLOYEE'S SIGNATURE:** Jeremiah Welch 09/21/19



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16-02-17

**DEPUTY:** Jeremiah Welch **EMPLOYEE ID:** jw13148

**DATE OF VIOLATION:** February 2, 2016

**VIOLATION OF S.O.P. #:** 5.3-7

On February 2, 2016 you and several units responded to assist with a call for service in River Glen. The incident led to the review of all cameras that had responded to River Glen. The policy states that cameras should be active during calls for service and when deputies deem appropriate. It was observed that you had not activated your camera per the Policy guidelines on calls for service. On February 5, 2016 you were provided with a copy of the Policy for your review.

**DISCIPLINARY ACTION INITIATED BY:** Cpl. Jeffrey Burdick

**DATE:** February 15, 2016

**PROPOSED ACTION:** Letter of Reprimand

**REVIEWED BY: (IF APPLICABLE)**

<b>CORPORAL:</b> <u>J Burdick</u>	<b>DATE:</b> <u>020216</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>SERGEANT:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>LIEUTENANT:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>CAPTAIN:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>MAJOR:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>COLONEL:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>CHIEF DEPUTY:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>SHERIFF:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

**SHERIFF'S OR DESIGNEE RECOMMENDATION:**

**EMPLOYEE'S SIGNATURE:** 



# RICHMOND COUNTY SHERIFF'S OFFICE

**Sheriff Richard Roberts**  
Law Enforcement Center  
400 Walton Way  
Augusta, GA 30901  
Phone: 706.821.1000 Fax: 706.821.1064

**DEPUTY:** Deputy Jeremiah Welch **EMPLOYEE ID:** B703  
**DATE OF VIOLATION:** 010115-021515  
**VIOLATION OF S.O.P. #:** Conduct Unbecoming 3.7-1

On February 22nd, 2015 Deputy Jeremiah Welch attended a Charity Event in Burke County with his friend, [REDACTED]. Upon leaving the event the two listed parties had a dispute while traveling in his vehicle. The vehicle was pulled to the side of the road and they continued to argue until Sabo's mother came to the scene and took [REDACTED] home. During the argument Welch's car keys were misplaced and he was locked out of his vehicle. According to the incident report 15-013299 Waynesboro Police were contacted about a vehicle on the side of the road and dispatched a unit. Burke County Sheriff's Office also responded to the scene. During their investigation and upon speaking with Deputy Welch it was discovered that there was an open container with a small amount of alcohol in the vehicle and Welch had been drinking. Officer R. Clewis administered an Alco-Sensor test and Welch blew a 0.124. Before the test was given Deputy Welch inquired if he needed to submit to one because he had not been driving. Officer Clewis advised it was to determine if he was safe to drive after getting his vehicle unlocked. Officer Clewis spoke with [REDACTED] while others were trying to gain access to the vehicle. During that conversation [REDACTED] indicated she was fine and that Deputy Welch had been driving the vehicle. Deputy Welch did admit to driving, and having an open container. The officers spoke with each other and a supervisor. It was determined not to make an arrest because they did not observe Welch driving and did not witness a moving violation.

On 2/24, Deputy Jeremiah Welch met with Lieutenant Lewis Blanchard and Sergeant Hal Hitchcock regarding an incident that occurred over the weekend. Deputy Welch was brought in and asked to explain everything that happened relevant to the issue involving the Waynesboro PD and Burke County Sheriff's Office over the weekend.

During the conversation, I noted three discrepancies between the incident report and what Deputy Welch had informed us.

1. Deputy Welch advised Lt. Blanchard and Sergeant Hitchcock that he never told the officer that he was not driving. On the video, when first speaking to the Deputy about his keys, Deputy Welch advised that "he got out of the car on the passenger side, hit the lock button and closed the door". Additionally, when asked to blow in the alco-sensor, Deputy Welch asks "Even though I wasn't driving, do I need to do this?" Deputy Welch is advised he is being asked to take the test to see if he is OK to drive, he takes the test and blows a .12 and is advised he can't drive. The Officer then states that he does recall Deputy Welch telling him he got out on the passenger side and got his keys so he will give him the benefit of the doubt in regards to that. Later in the video, Deputy Welch's girlfriend stated that they were in an altercation and that he slammed on the brakes and dragged her out of the car. The Officer hearing this statement on the speaker phone then states to Deputy Welch "So you were driving" and at that time, Deputy Welch takes the phone off of speaker and when speaking to his girlfriend states that the Police are now going to try to charge him with a DUI because they just spoke with Rodriguez, a Deputy with Burke County whom Deputy Welch's



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girlfriend previously dated. The phone is eventually placed back on the speaker and Deputy Welch's girlfriend then states on at least two other occasions that Deputy Welch was driving when he slammed on brakes and according to the officer, it left at least 70' of skid marks.

On 3/9, Deputy Welch met with Lt. Blanchard, Sergeant Rahn and Sergeant Hitchcock. He advised that he was not lying to us when he made this statement but that he meant he was not driving when they arrived and was not driving while intoxicated.

2. Deputy Welch advised that there was not an open container in the vehicle but that there was a cup on the floorboard that didn't have any alcohol in it and that it was from something previous. However, in the video, the officer finds the cup in the driver's seat and states on video that it contains alcohol. Deputy Welch on video then states that it was from earlier and it got knocked from the center console when they stopped. Later in the video, Deputy Welch admits that he was drinking and driving from the open container on his way home.

On 3/9, Deputy Welch in the presence of Lt. Blanchard, Sergeant Rahn and Sergeant Hitchcock stated that the reason he informed myself and Sergeant Hitchcock that there wasn't an open container in his vehicle is because he knew it was from earlier and that he didn't think there was any alcohol in it and therefore he didn't think it was an open container.

3. Deputy Welch advised Lt. Blanchard and Sergeant Hitchcock that he had consumed alcohol from a bottle of wine that was in the back of his truck since he had to wait an hour or so to get his keys from the vehicle. The report makes no mention of this nor is it discussed on the video. Deputy Welch does admit that he had been drinking wine. Additionally, Deputy Welch was not forthcoming with Lt. Blanchard or Sergeant Hitchcock regarding the fact that he had consumed 4 glasses of wine and had taken a shot at an event prior to driving as he informed Internal Affairs. Furthermore, later in the video he does admit to the officer that he had been drinking, was driving and had been drinking from the open container in the car on the way home. He states he knew he was going to blow hot but he never states that he had been drinking from a wine bottle after stopping and while waiting to find his keys. Additionally, he tells the officer that he "tainted the case" by calling Rodriquez.

On February 27th, 2015 Deputy Welch was interviewed by Sgt. Glen Rahn and Sgt. Monica Belser after being read Garrity. Deputy Welch admitted he had been the driver, and did have an open container. Deputy Welch stated he had 4 small glasses of wine, and 1 shot of Tequila in about a 4 hour period. Welch advised that he had an argument with [REDACTED] about getting lost and he slammed on the brakes after she struck him in the face with her hand. Welch stated after [REDACTED] was picked up, he called USAA to get his vehicle towed because he believed he lost the keys. While waiting for USAA, Welch began to drink wine (Sutter Home Moscato) that he had secured in the bed of his truck. Welch stated after he was told that it would be an hour and a half, he called 911 to have a deputy come to the scene and unlock his vehicle. Welch advised that he was upset about the fight and threw the wine bottle in the ditch. Welch stated that the deputies first assumed [REDACTED] was driving and he went along with that notion.



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Welch also stated he did tell the officer he was not driving because he was scared but later on admitted to being the driver. Welch advised he believes he blew over the legal limit because he had drank wine waiting for the tow truck.

Sgt. Rahn requested Welch show Sgt. Belser how he had secured the wine in the bed of the truck, which he did. Sgt. Belser noted the wine could have been secured in the vehicle as Welch had described. Also in the bed of the vehicle was a Sutter Home wine cork. Sgt. Rahn went to the incident location and found the empty Sutter Home wine bottle lying in the ditch also as Welch had described. Sgt. Rahn requested to see Welch's call logs from his phone but Welch advised he deletes them. Sgt. Rahn instructed Welch to retrieve his call logs from the computer. Sgt. Rahn noted that Deputy Welch had contacted USAA and 911.

Deputy Welch you are found to be in violation of Conduct Unbecoming. Regardless that you were not charged with DUI, you admitted to drinking and driving, an open container and having an altercation with your friend. Additionally, you were not forthcoming in your conversation with Lt. Blanchard and Sergeant Hitchcock. Your actions bring discredit to yourself and the RCSO.

Lieutenant Lewis Blanchard

**DISCIPLINARY ACTION INITIATED BY:** \_\_\_\_\_

**DATE:** 030315

**PROPOSED ACTION:** Termination

**REVIEWED BY: (IF APPLICABLE)**

<b>MAJOR:</b> _____	<b>DATE:</b> _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>COLONEL:</b> <u>Robert Patterson</u>	<b>DATE:</b> <u>3/11/2015</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>CHIEF DEPUTY:</b> <u>John Clayton</u>	<b>DATE:</b> <u>3-11-15</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
<b>SHERIFF:</b> <u>[Signature]</u>	<b>DATE:</b> <u>031415</u>	<input type="checkbox"/> Agree	<input checked="" type="checkbox"/> Disagree

**SHERIFF'S OR DESIGNEE RECOMMENDATION:**

8 days susp. / 1 year probation /  
Transfer to Road Patrol

**EMPLOYEE'S SIGNATURE:** [Signature]

# RICHMOND COUNTY SHERIFF'S DEPARTMENT

## EMPLOYEE COUNSEL RECORD

EMPLOYEE'S NAME: Welch III, Jeremich (B703) DIVISION: Road Patrol "D" N. Precinct

VIOLATION TITLE AND CODE: Duty to Care for County Property 4.14

DATE OF VIOLATION: 12/28/2009 DATE OF COUNSEL: 12/29/2009

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S DEPARTMENT, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

1) On Monday, December 28, 2009 at 1700 hrs. Cpl. Mike Louge advised that he had a in car DVD turned in that was listed as not working from Sept. 2009. No supervisor signature was on the evidence sheet before being  
2) turned in. Upon checking with the assigned driver of Car403 Deputy J. Welch, he stated that he was unfamiliar with the sheet needing to be signed or a supervisor being notified of a problem with the video equipment. This  
3) is covered as part of policy & procedures Chapter 13.2 as revised March 6,2008 under sub-section 3.2 deputies' Responsibilities .01 thru .04 Any further violation of this policy will result in additional disciplinary action being taken. You are further required to read this section and familiarized your self with same.

EMPLOYEE RESPONSE:

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I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

 12/27/09  
(EMPLOYEE'S SIGNATURE) Jeremich Welch III (DATE)

 12/29/09  
(SUPERVISOR'S SIGNATURE) (DATE)  
Sgt. Derek A. Harris (A062/B17)

- DISTRIBUTION:
- INTERNAL AFFAIRS
  - IMMEDIATE SUPERVISOR
  - EMPLOYEE
  - EMPLOYEE'S FILE

**RICHMOND COUNTY SHERIFF'S OFFICE  
EMPLOYEE COUNSEL RECORD**

EMPLOYEE'S NAME: Welch, Jeremiah DIVISION: A-Shift South Road Patrol

VIOLATION AND CODE: Reporting For Duty 3.5c

DATE OF VIOLATION: 031009 DATE OF COUNSEL: 031009

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S OFFICE, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

Deputy Welch failed to show up on time for roll call (0545hrs.). Deputy Welch called at 0525hrs. and he stated he had overslept. Deputy Welch went in service at 0610hrs. Deputy Welch was advised on the importance of being at work on time.

EMPLOYEE RESPONSE:

I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

  
EMPLOYEE'S SIGNATURE

031009  
DATE

  
SUPERVISOR'S SIGNATURE

031009  
DATE

DISTRIBUTION:

- INTERNAL AFFAIRS
- IMMEDIATE SUPERVISOR
- EMPLOYEE
- EMPLOYEE'S FILE

ORIGINAL

# RICHMOND COUNTY SHERIFF'S DEPARTMENT

## EMPLOYEE COUNSEL RECORD

EMPLOYEE'S NAME: Jeremiah Welch DIVISION: Uniform

VIOLATION TITLE AND CODE: Unsatisfactory Performance

DATE OF VIOLATION: November 7, 2008 DATE OF COUNSEL: November 9, 2008

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S DEPARTMENT, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

On the date of violation you and Deputy E. Norman spent at a minimum of two hours together  
at Fire Station #1 on Reynolds. From at least 11:50 a.m until shortly after 2:00 p.m. neither  
of you patrolled your beat. This behavior is unacceptable and unsatisfactory. You know the  
importance of patrolling your assigned area, and I assure you that should this type of behavior  
occur again at this location or any other, a more aggressive punishment will follow.

I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

  
(EMPLOYEE'S SIGNATURE)

11/25/08  
(DATE)

Lt. Jimmy Wylds  
(SUPERVISOR'S SIGNATURE)

11/23/08  
(DATE)

DISTRIBUTION:

- INTERNAL AFFAIRS
- IMMEDIATE SUPERVISOR
- EMPLOYEE
- EMPLOYEE'S FILE



RICHMOND COUNTY SHERIFF'S DEPARTMENT

EMPLOYEE WRITTEN WARNING

EMPLOYEE'S NAME: Welch, Jeremiah DIVISION: A-Shift South Road

VIOLATION TITLE AND CODE: Reporting For Duty 3.5

DATE OF VIOLATION: 072607 DATE OF WARNING: 072607

LOCATION OF VIOLATION: Southgate Substation

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S DEPARTMENT, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

Deputy Welch failed to show up on time for roll call (0545hrs.). Deputy Welch was called by Lt. Wylds at 0550hrs with no answer. Deputy Welch was called again at 0605hrs. by the officer and a message was left on voice mail. Deputy Welch returned the call at 0607hrs. and stated he just woke up and is on the way. Deputy Welch went 10-8 at 0630hrs.  
Deputy Welch was advised on the importance of being at work on time. Deputy Welch was given a counsel letter on 061807 for the same reason. Deputy Welch was advised if late again disciplinary action will be taken.

EMPLOYEE RESPONSE:

I HAVE READ AND UNDERSTAND THE ABOVE WRITTEN WARNING.

*Jeremiah Welch* 072607  
(EMPLOYEE'S SIGNATURE) (DATE)

*[Signature]* 072607  
(SUPERVISOR'S SIGNATURE) (DATE)

- DISTRIBUTION:  
INTERNAL AFFAIRS  
IMMEDIATE SUPERVISOR  
EMPLOYEE  
EMPLOYEE'S FILE

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# RICHMOND COUNTY SHERIFF'S OFFICE EMPLOYEE COUNSEL RECORD

EMPLOYEE'S NAME: Welch, Jeremiah DIVISION: A-Shift South Road Patrol

VIOLATION AND CODE: Reporting For Duty 3.5


DATE OF VIOLATION: 061807 DATE OF COUNSEL: 061807

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S OFFICE, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

Deputy Welch failed to show up on time for roll call (0545hrs.). Deputy Welch was called at 0605hrs. and he stated he did not hear the alarm. Deputy Welch went in service at 0710hrs. Deputy Welch was advised on the importance of being at work on time.

EMPLOYEE RESPONSE:

I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

 061907  
EMPLOYEE'S SIGNATURE DATE

 061807  
SUPERVISOR'S SIGNATURE DATE

DISTRIBUTION:

- INTERNAL AFFAIRS
- IMMEDIATE SUPERVISOR
- EMPLOYEE
- EMPLOYEE'S FILE