



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

18-02-10

DEPUTY: Cpl. Aaron C. Phillips **EMPLOYEE ID:** 13860

DATE OF VIOLATION: 01/11/18

VIOLATION OF S.O.P. #: Body Worn Cameras 5.3-7

On Jan. 11th, 2018 Cpl. Phillips responded to a call for service and upon reviewing his video from the incident due to a complaint it was found that the incident was not recorded. Cpl. Phillips stated his body worn camera battery was dead and not working during the call and that was why the incident did not record. Cpl. Phillips further stated he did not fully charge the battery before returning to work from the shift before due to him not having a charging cord for the issued equipment. Cpl. Phillips stated he was attempting to charge the battery between calls on this date using a borrowed charging cord from another deputy on shift.

Due to the sequence of events it is my belief that Cpl. Phillips did not properly follow standard operating procedures in charging is issued body worn camera and failed to have it recording while on a call for service. Deputy Ivey has been advised of proper procedures on this date and any further violations of this manor will be handled accordingly.

DISCIPLINARY ACTION INITIATED BY: Lt. Elijah Parker, A-6

DATE: 01/11/18

PROPOSED ACTION: Written Counsel and Remediate on BWC Policy

REVIEWED BY: (IF APPLICABLE)

CORPORAL: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
SERGEANT: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
LIEUTENANT: <u>Steph M. Parker</u>	DATE: <u>1/26/18</u>	<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree
CAPTAIN: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
MAJOR: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
COLONEL: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
CHIEF DEPUTY: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
SHERIFF: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:



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16-11-04

DEPUTY: Aaron Phillips EMPLOYEE ID: B823/13860

DATE OF VIOLATION: 11/01/16

VIOLATION OF S.O.P. #: 4.26 Unsatisfactory Performance / General Order 15-004

Dep. Phillips was dispatched to an accident on 11/01/16 on I520 WB @ Wheeler Road. The driver of V2 was transported to the hospital and the passenger (wife) of V2 was left at the scene. Mr. Adams (V2 driver) stated that he informed Dep. Phillips that his car wouldn't start and that it needed to be towed. Mr. Adams stated that Dep. Phillips said that the car was drivable and that Mrs. Adams could drive the vehicle from the scene. After the ambulance and Dep. Phillips left the scene, Mrs. Adams was stranded because her vehicle wouldn't start. Dep. Phillips was reminded that as a representative of our agency, no one should be left stranded on the side of the highway after the accident scene has been cleared. His actions left the driver and passenger of this vehicle with a negative impression of our agency. Pursuant to General Order 15-004, Dep. Phillips MUVI footage wasn't available because he didn't activate his body worn camera. I met with Dep. Phillips and we discussed how he violated our S.O.P. Dep. Phillips was advised that future violations will have a more severe disciplinary action.

DISCIPLINARY ACTION INITIATED BY: Sgt. Michael Lewis

DATE: 11/03/16

PROPOSED ACTION: Written Warning

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT:	<u>[Signature]</u>	DATE:	<u>11/3/2016</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: [Signature]

ORIGINAL



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16-04-30

DEPUTY: Aaron Phillips **EMPLOYEE ID:** B823/13860

DATE OF VIOLATION: 04/10/16

VIOLATION OF S.O.P. #: 3.0 Professional Responsibilities / 3.5 Reporting for Duty

Dep. Phillips was assigned to the Masters Traffic Detail. Dep. Phillips called in sick for duty on 04/08/16 and left after reporting to work on 04/09/16 stating that his stomach hurt. On 04/10/16 Dep. Phillips failed to report for duty and did not call any supervisor working to report that he would be absent from duty. When asked about this incident Dep. Phillips stated that it was a miscommunication. Dep. Phillips stated that on Saturday 04/09/16, when he reported to work and left sick, he understood Cpl. Bracken as saying that if he was sick he should not come to work. Dep. Phillips thought this also applied to Sunday when he did not report for duty or call anyone. On 04/12/16, Dep. Phillips produced a note from MEDNOW stating that he was able to return to work on 04/10/16, the date that he was AWOL. Dep. Phillips and Cpl. Bracken had a meeting and the policy on this matter was discussed.

DISCIPLINARY ACTION INITIATED BY: Cpl. Larry Bracken C-16

DATE: 04/12/16

PROPOSED ACTION: Written Warning

REVIEWED BY: (IF APPLICABLE)

CORPORAL: <u>Jay Smith</u>	DATE: <u>042616</u>	<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree
SERGEANT: <u>Mark Chestnut</u>	DATE: <u>042616</u>	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
LIEUTENANT: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
CAPTAIN: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
MAJOR: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
COLONEL: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
CHIEF DEPUTY: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
SHERIFF: _____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:

ORIGINAL



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Phone: 706.821.1000 Fax: 706.821.1064

DEPUTY: Aaron Phillips

Employee #: B823 / 13860

DATE OF VIOLATION: Sunday, December 14th, 2014

VIOLATION OF S.O.P. #: 10.3 Failure to Operate a Vehicle in Compliance with Office Policy and State Law

On Sunday, December 14th, 2014 Dep. Aaron Phillips parked his marked RCSO patrol unit T-10 in a handicapped parking space located at the Promenade of the Augusta Mall (3450 Wrightsboro Rd.) while responding to assist another deputy with detaining 5-6 suspects that were spitting on and throwing objects at other customers. Traffic was heavy due to holiday shopping and to avoid blocking traffic and respond quickly, he parked in the closest available space. The incident was brought to the attention of this Office today (03/04/15) by a local media outlet. The media had been provided with pictures of the vehicle in the space today. Dep. Phillips stated he was unaware it was a handicapped parking space until the incident was brought to his attention today and only parked there due to the urgency of the situation.

DISCIPLINARY ACTION INITIATED BY: Cpl. Michael Pletcher B152 / C-16

DATE: March 4, 2015

PROPOSED ACTION: Written Warning and counseling regarding the perception of the public even though we may be responding to a call for service. The mitigating circumstances surrounding this event justify this action whereas more serious actions would be appropriate had the situation not necessitated quick action.

REVIEWED BY: (IF APPLICABLE) _____

MAJOR: _____ DATE: _____ Agree or Disagree

COLONEL: _____ DATE: _____ Agree or Disagree

CHIEF DEPUTY: _____ DATE: _____ Agree or Disagree

SHERIFF: _____ DATE: _____ Agree or Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION: _____

EMPLOYEE'S SIGNATURE: _____

SUPERVISOR'S SIGNATURE: _____

[Handwritten signatures]

[Handwritten signature] B152 / C-16

RICHMOND COUNTY SHERIFF'S OFFICE

DISCIPLINARY REPORT

EMPLOYEE'S NAME: Aaron Phillips-B823 DATE: DEC 14th 2012

DIVISION: D- South Road Patrol RANK: Private

IMMEDIATE SUPERVISOR: Lt. Tracy Carter A-13

VIOLATION TITLE AND CODE: 3.6B Absent From Assignment

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESS (ES), FACTS)
Dep. Phillips failed to attend a mandatory in- service training on Dec.13th @ 1300 hours at the Richmond County Sheriff's Office training facility. Dep. Phillips was advised of this training, along with the rest of the shift, on several occasions during shift briefings leading up to the training. Dep. Phillips stated he didn't wake up until 3 o'clock that afternoon and by then it was to late to attend training.

PREVIOUS VIOLATION(S), TITLE, CODE AND DATE: _____

DISCIPLINARY ACTION: SENT TO DISCIPLINARY REVIEW BOARD
 DISMISSAL
 SUSPENDED FOR _____ DAY(S)
 WRITTEN WARNING/COUNSELING (ATTACH COPY) 12/17/12
 ORAL REPRIMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

Kenneth McCormick B-29
(SUPERVISOR'S SIGNATURE)


(EMPLOYEE'S SIGNATURE)

Sergant
(RANK)

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

RICHMOND COUNTY SHERIFF'S OFFICE

DISCIPLINARY REPORT

NAME OF EMPLOYEE: Aaron Phillips, comp #: B823 DATE: 07/07/2011

DIVISION: Road Patrol - Uniform Division RANK: private

IMMEDIATE SUPERVISOR: Lt. Mike D'Amico

ORIGINAL

VIOLATION TITLE AND CODE: 4.26 - Unsatisfactory Performance

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESSES, FACTS)

On Wednesday, 7/6/2011 at appx. 2345 hrs. Dep. Phillips responded to a disturbance call at 320 Telfiar Street [REDACTED]. Upon his arrival and speaking with the involved parties Dep. Phillips cleared from the call with no action taken. The complainant on the call claimed to have been assaulted by her neighbor from an adjoining apartment. The complainant said she was involved in a "discussion" with one neighbor that became heated regarding a bill she claimed was owed to her when the roommate of the neighbor attacked her, pushed her to the floor, and caused injury to her (bruising). That complainant then called the police for assistance and wishing to pursue charges against who she claimed attacked her. The complainant was told by Dep. Phillips that if he did a report he was "going to prosecute both of you, so if you don't want this to happen, you need to squash this right now." This statement was corroborated by both Dep. Phillips and the other parties involved in the disorder.

From all appearances, it seems Dep. Phillips' main goal was to be able to clear from the call without having to complete any paperwork, not so much as even identifying the involved parties. The report was completed the following day by another officer. Additionally, "threatening" the complainant with prosecution should she continue to pursue the case is completely unacceptable.

PREVIOUS VIOLATION(S), TITLE, CODE AND DATE:

Unsatisfactory Performance, sec. 4.26, 03/18/2010	Vehicle Operations, sec. 10.4, 09/07/2010
Unsatisfactory Performance, sec. 4.26, 10/29/2010	Unsatisfactory Performance, sec. 4.26, 11/02/2010

DISCIPLINARY ACTION: SENT TO DISCIPLINARY REVIEW BOARD | 072011
 DISMISSAL
 SUSPENDED FOR _____ DAY(S)
 WRITTEN WARNING/COUSLING (ATTACH COPY) | 072211
 ORAL REPRIMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

[Signature] Lieutenant
(SUPERVISOR'S SIGNATURE) (RANK)

[Signature]
EMPLOYEE'S SIGNATURE

DISTRIBUTION:

INTERNAL AFFAIRS
IMMEDIATE SUPERVISOR
EMPLOYEE

RICHMOND COUNTY SHERIFF'S OFFICE

DISCIPLINARY REPORT

ORIGINAL

NAME OF EMPLOYEE: Aaron Phillips comp #: B823 DATE: 11/05/2010

DIVISION: Uniform, Road Patrol RANK: Private

IMMEDIATE SUPERVISOR: Lt. Mike D'Amico

VIOLATION TITLE AND CODE: 4.26(b) Unsatisfactory Performance

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESSES, FACTS)

On Tuesday, 11/2/2010 at 2356 hrs. Dep. Phillips e-mailed a completed Family Violence incident report to the e-mail group: 49 Pension Employees [REDACTED] The report was received by an unknown number of individuals with said report containing all the personal information of the victim in the incident to include her name, date of birth, and social security number thereby potentially compromising her identity.

This personal information is not for public dissemination and was most certainly received by persons outside of Law Enforcement.

PREVIOUS VIOLATION(S), TITLE, CODE AND DATE:

10.4	Vehicle Operations	09/07/2010
4.26	Unsatisfactory Performance	03/18/2010

DISCIPLINARY ACTION: SENT TO DISCIPLINARY REVIEW BOARD | 1120910
 DISMISSAL
 SUSPENDED FOR _____ DAY(S)
 WRITTEN WARNING/COUSELING (ATTACH COPY)
 ORAL REPRIMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

[Signature]
(SUPERVISOR'S SIGNATURE)

Lieutenant
(RANK)

NAT
010411

[Signature]
EMPLOYEE'S SIGNATURE

DISTRIBUTION:

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

RICHM AND COUNTY SHERIFF OFFICE

DISCIPLINARY REPORT

ORIGINAL

NAME OF EMPLOYEE: Aaron Phillips comp #: B823 DATE: 09/08/2010

DIVISION: Uniform, Road Patrol RANK: Private

IMMEDIATE SUPERVISOR: Lt. Mike D'Amico

VIOLATION TITLE AND CODE: Vehicle Operations, sec. 10.4

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESSES, FACTS)

On Tuesday, 9/7/2010 at appx. 2300 hours Dep. Phillips became involved in a vehicle pursuit after having been advised to not become involved by Cpl. Charles Benson, T9.

At the time there were already two marked vehicles in the pursuit. In keeping with Sheriff's Office Policy, and absent exigent circumstances, a third patrol unit was not warranted and not authorized.

Deputy Phillips became involved in the pursuit and at the termination of the pursuit became involved in an at fault accident with another patrol unit. Had Dep. Phillips not become directly involved, the accident and damage to the two Sheriff's Office vehicles could have been avoided.

Dep. Phillips acted in violation of Sheriff's Office Policy Chapter 13 section 3.0 subsection 3.4.4 limiting pursuits to a primary and secondary vehicle absent supervisory approval.

PREVIOUS VIOLATION(S), TITLE, CODE AND DATE:

4.26 Unsatisfactory Performance 03/18/2010

- DISCIPLINARY ACTION: [X] SENT TO DISCIPLINARY REVIEW BOARD 10911610
[] DISMISSAL
[X] SUSPENDED FOR 1 DAY(S) 8 hrs
[] WRITTEN WARNING/COUSELING (ATTACH COPY)
[] ORAL REPRIMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

[Signature] (SUPERVISOR'S SIGNATURE)

Lieutenant (RANK)

[Signature] EMPLOYEE'S SIGNATURE

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

RICHMOND COUNTY SHERIFF'S OFFICE

ORIGINAL

EMPLOYEE COUNSEL FORM

EMPLOYEE'S NAME: Dep. Aaron Phillips #B823 DIVISION: Road Patrol

VIOLATION TITLE AND CODE: 4.26 - Unsatisfactory Performance

DATE OF VIOLATION: 03/18/2010 DATE OF COUNSEL: 05/04/2010

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:

- 1 On March 18, 2010 you issued a traffic citation and failed to submit that paperwork at the end of your tour of duty. The individual you charged arrived in court today as directed by the citation copy you supplied him. The court was unable to find the citation in question to properly adjudicate the case. An internal
 - 2 check by our department concluded the original traffic citation had not been turned in - which then was confirmed upon your locating the traffic citation in your ticket book.
 - 3 It is important that all paperwork be submitted everyday unless an exception has been granted by a supervisor.
- Your failure in this case has most assuredly resulted in a dismissal of the charges against the individual and brought some level of embarrassment to the Sheriff's Office.
- You are cautioned against this failure and advised to take more care in the future to ensure all paperwork is submitted and submitted without unnecessary delay.

EMPLOYEE RESPONSE:

I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

Aaron Phillips #B823 050410
EMPLOYEE'S SIGNATURE DATE

Nick ... #A2 050410
SUPERVISORS'S SIGNATURE DATE

DISTRIBUTION:

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