



Terry L. Enoch  
CHIEF OF POLICE

**BOARD OF EDUCATION CAMPUS POLICE DEPARTMENT**  
Savannah-Chatham County Public School System  
507 S. Coastal Highway  
Port Wentworth, Georgia 31407

**Notice of Violation(s) / Charges**

To: Officer Todd Desautels

From: Sergeant Kevin Elleby  
Deputy Chief of Police

Date: February 28, 2023

Reference: Internal Affairs Investigation, IA230201079

**I. Violation(s) of Policies and Procedures:**

Based upon the your arrest on February 1, 2023, and information obtained from the investigation of the Chatham County Police Department, it was determined that you were found to be in violation of the following SCCPSS Board and Departmental Policies:

**1. S.O.P. 5-2, Rules of Conduct, Section III, Paragraph (A). Page1.**

SCCBOEPD employees will conduct their private and professional lives in such a manner as to avoid negative reflection upon themselves, the department or their chosen profession. Unacceptable conduct, whether on duty or off duty, includes, but is not limited to, arrest or conviction of any felony, arrest or conviction of any misdemeanor involving moral turpitude, or violation of any statute, law or official regulation, rule or order or commission of any act which compromise the public trust necessary for employment. To further the principle of professional law enforcement, SCCBOEPD employees will adhere to the following rules.

On February 1, 2023, Officer Desautels was arrested by the Chatham County Police Department on one count of Public Indecency (Misdemeanor), O.C.G.A. 16-6-8. Officer Desautels' arrest stemmed from an investigation where Officer Desautels exposed his penis, in public on January 28, 2023. This incident was captured on video. Your arrest is in direct violation of departmental policies and procedures.

**2. S.O.P. 5-2, Rules of Conduct, Conduct Unbecoming, Section III, Paragraph (A) (1). Page1.**

The conduct of a public employee, on or off duty, reflects upon the Savannah-Chatham County Board of Education. The SCCBOEPD shall investigate complaints and/or a circumstance suggesting an employee has engaged in conduct unbecoming and shall impose disciplinary action when appropriate.

On February 1, 2023, Officer Desautels was arrested by the Chatham County Police Department on one count of Public Indecency (Misdemeanor), O.C.G.A. 16-6-8. Officer Desautels' arrest stemmed from an investigation where Officer Desautels exposed his penis, in public on January 28, 2023. This incident was captured on video. Your arrest is in direct violation of departmental policies and procedures.

The evidence in this incident is clear that Officer Desautels not only violated the laws of the State of Georgia, but violated department policy when he removed his penis from his clothing while in public. Additionally, this incident was captured on video and clearly shows Officer Desautels under the influence of alcohol and exposing his penis to a female.

**II. Disciplinary Action:**

Based upon the egregiousness of your actions and the findings of this investigation, it is recommended that this investigation be forwarded to the Office of the Chief of Police for disciplinary action consideration up to and including termination of your employment.

**III. Rebuttal:**

Upon review of this Notice of Violation(s)/Charge(s), you will have five days to respond in writing to the Chief of Police outlining your rebuttal to these charges.

**IV. Receipt of this Notice:**

My signature below certifies and attests to the fact I am aware of the violation(s)/ charge(s) that have been made against me and I have received a copy of this notice. Additionally, I understand my right to offer a rebuttal to these charges.

\_\_\_\_\_  
Officer Todd Desautels

\_\_\_\_\_  
Date

\_\_\_\_\_  
Sergeant Kevin Elleby

\_\_\_\_\_  
Date

# SAVANNAH-CHATHAM BOE POLICE DEPARTMENT INTERNAL AFFAIRS COMPLAINT - EXHIBIT LIST

## ***INTERNAL AFFAIRS CASE NUMBER: IA 2302010079***

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1. Chatham County Police Department Internal Report (Copy Document)
2. Arrest Warrant for Officer Desautels (Copy Document)
3. Departmental Complaint (Copy Document)
4. Notice of Administrative Investigation SRO Todd Desautels (Copy Document)
5. Sergeant Mervin Investigator report (Copy Document)
6. Garrity Warning/Notification of Administrative Investigation (Copy Document)
7. Notice of Administrative Leave (Copy Document)
8. GA P.O.S.T. Council Notification (Copy Document)
9. SCCBOEPD GENERAL ORDER SOP 5-1 (Copy Document)
10. SCCBOEPD GENERAL ORDER SOP 5-2 (Copy Document)
11. SCCBOEPD GENERAL ORDER SOP 5-3 (Copy Document)
12. Email from Officer Desautels with Resignation (Copy Document)
13. Email from Officer Desautels to Deputy Chief Graves (Copy Document)
14. Email from Officer Desautels with Open Record Request (Copy Document)
15. Email from Lanae LeBlanc to Dana Jackson (Copy Document)
16. Images from social media of Officer Desautels (Copy Document)
17. DVD containing surveillance footage from Snub Pub and still Images (Copy Document)

GA GA025010

CHATHAM COUNTY POLICE DEPARTMENT INCIDENT REPORT

Case # CC230201004

Internal Copy

**EVENT**

INCIDENT TYPE \_\_\_\_\_ COUNTS \_\_\_\_\_ INCIDENT CODE \_\_\_\_\_ PREMISE TYPE 5 COMMERCIAL

INCIDENT LOCATION 216 #C JOHNNY MERCER BLVD., UNINCORPORATED, GA 31410 LOCATION NAME COLOR GEEK SALON LOC CODE \_\_\_\_\_ WEAPON TYPE \_\_\_\_\_

INCIDENT DATE 01/28/2023 INCIDENT TIME 15:30 TO DATE 02/01/2023 TIME 11:10 STRANGER TO STRANGER YES  NO  UNK

COMPLAINANT \_\_\_\_\_ ADDRESS \_\_\_\_\_ PHONE NUMBER \_\_\_\_\_

**VICTIM**

VICTIMS NAME \_\_\_\_\_ RACE W SEX F AGE \_\_\_\_\_ DOB \_\_\_\_\_1993 RESIDENCE PHONE \_\_\_\_\_ BUSINESS PHONE \_\_\_\_\_

ADDRESS \_\_\_\_\_ CENSUS TRACT \_\_\_\_\_ EMPLOYER OR OCCUPATION MANAGER OF COLOR GEEK SALON

STUDENT?  YES  NO IF YES, NAME VICTIM'S SCHOOL \_\_\_\_\_

VICTIMS NAME \_\_\_\_\_ RACE U SEX F AGE \_\_\_\_\_ DOB \_\_\_\_\_ RESIDENCE PHONE \_\_\_\_\_ BUSINESS PHONE \_\_\_\_\_

ADDRESS UNKNOWN, SAVANNAH, GA 31401 CENSUS TRACT \_\_\_\_\_ EMPLOYER OR OCCUPATION \_\_\_\_\_

STUDENT?  YES  NO IF YES, NAME VICTIM'S SCHOOL \_\_\_\_\_

VICTIMS NAME \_\_\_\_\_ RACE U SEX F AGE \_\_\_\_\_ DOB \_\_\_\_\_ RESIDENCE PHONE \_\_\_\_\_ BUSINESS PHONE \_\_\_\_\_

ADDRESS UNKNOWN, SAVANNAH, GA 31401 CENSUS TRACT \_\_\_\_\_ EMPLOYER OR OCCUPATION \_\_\_\_\_

STUDENT?  YES  NO IF YES, NAME VICTIM'S SCHOOL \_\_\_\_\_

**OFFENDER**

NAME \_\_\_\_\_ RACE \_\_\_\_\_ SEX \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_ AGE \_\_\_\_\_

ADDRESS \_\_\_\_\_ CENSUS TRACT \_\_\_\_\_ HEIGHT \_\_\_\_\_ WEIGHT \_\_\_\_\_ HAIR \_\_\_\_\_ EYES \_\_\_\_\_

WANTED  WARRANT  ARREST

CHARGES \_\_\_\_\_ COUNTS \_\_\_\_\_ OFFENSE CODE \_\_\_\_\_ OFFENSE / ARREST \_\_\_\_\_ JURISDICTION \_\_\_\_\_

CI = CITY  
CO = COUNTY  
ST = STATE  
OU = OUT OF STATE  
UN = UNKNOWN

**VEHICLE**

TOTAL NUMBER ARRESTED 0 ARREST AT OR NEAR OFFENSE SCENE YES  NO  UNK  DATE OF OFFENSE \_\_\_\_\_

TAG NUMBER \_\_\_\_\_ STATE \_\_\_\_\_ YEAR \_\_\_\_\_ V.I.N. \_\_\_\_\_ PLATE ONLY \_\_\_\_\_ VIN PLATE ONLY \_\_\_\_\_

STOLEN  RECOVD  SUSPECTS  IMPOUND

YEAR \_\_\_\_\_ MAKE \_\_\_\_\_ MODEL \_\_\_\_\_ STYLE \_\_\_\_\_ COLOR \_\_\_\_\_

MOTOR SIZE (CID) \_\_\_\_\_ AUTO \_\_\_\_\_ MAN \_\_\_\_\_ SPD \_\_\_\_\_ INSURED BY \_\_\_\_\_

TRANS. \_\_\_\_\_ ADDRESS \_\_\_\_\_ PHONE NUMBER \_\_\_\_\_

**WITNESS**

NAMES \_\_\_\_\_ ADDRESS \_\_\_\_\_ PHONE NUMBER \_\_\_\_\_

**PROPERTY**

VEHICLES	CURRENCY, NOTES, ETC.	JEWELRY, PREC. METALS	FURS	PROPERTY RECOVERY INFO ONLY	JURIS. CODES
STOLEN _____	_____	_____	_____	THEFT/RECOVERY	1 = CITY
RECOVERED _____	_____	_____	_____	<input type="checkbox"/> <input type="checkbox"/>	2 = COUNTY
CLOTHING	OFFICE EQUIP.	TV, RADIO, ETC.	HOUSEHOLD GOODS	DATE OF THEFT	3 = STATE
STOLEN _____	_____	_____	_____	_____	4 = OUT OF STATE
RECOVERED _____	_____	_____	_____	_____	5 = UNKNOWN
FIREARMS	CONSUMABLE GOODS	LIVESTOCK	OTHER	TOTAL	
STOLEN _____	_____	_____	_____	_____	
RECOVERED _____	_____	_____	_____	_____	

**CLEAR ADM**

GCIC ENTRY  WARRANT  MISSING PERSONS  VEHICLE  ARTICLE  BOAT  GUN  SECURITIES

VICTIM WILL PROSECUTE  UNIF. FOLLOW UP  PHOTO TAKEN?  VIDEOAUDIO  CID NOTIFIED?  FORWARDED TO CID

REQUIRED DATA FIELDS FOR CLEARANCE REPORT  CLEARED BY ARREST  EXCEPTIONALLY CLEARED  UNFOUNDED

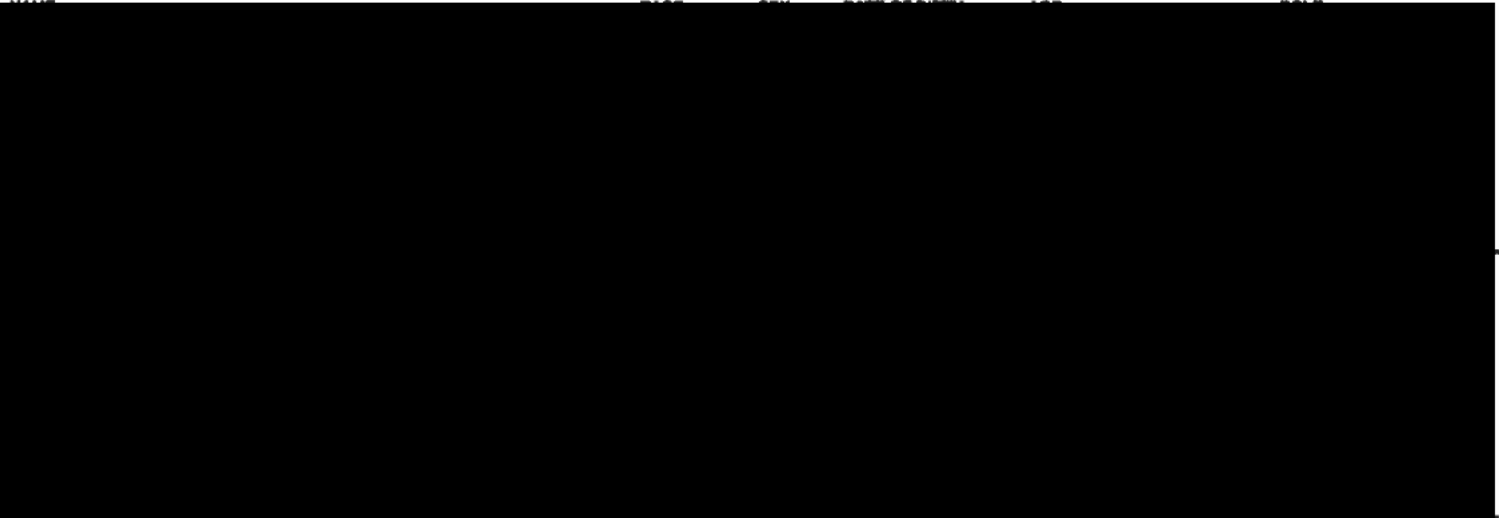
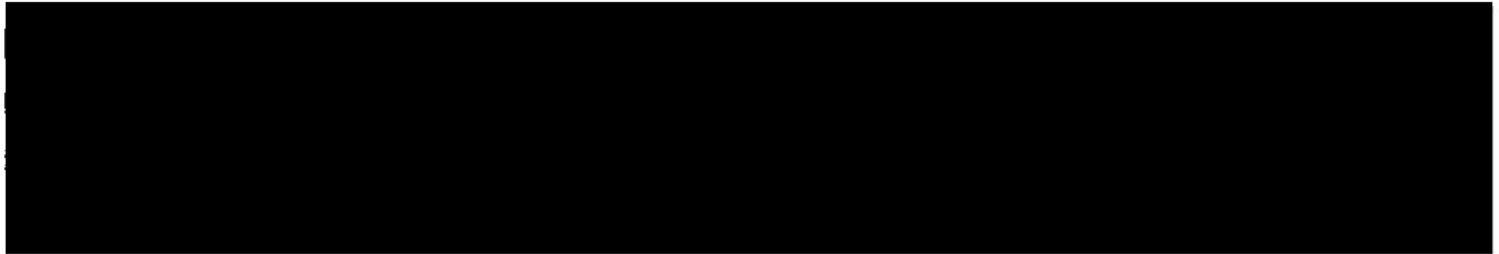
DATE OF CLEARANCE \_\_\_\_\_  ADULT  JUVENILE  CASE  ACTIVE  INACTIVE

REPORT DATE 02/01/2023

PERSONS DETAILS

NAME	DESAUTELS, TODD MICHAEL	RACE	W	SEX	M	DATE OF BIRTH	12/25/1972	AGE	50
ADDRESS	121 PENN STA, SAVANNAH, GA 31410	HEIGHT	508	WEIGHT	197	HAIR	BRN	EYES	HAZ
EMPLOYER ADDRESS	EMP / OCCUP								
SSN	DL St.	DL Number	Phone	Cell Phone	Student ID				
	GA	045572291							

ROLE	
<input type="checkbox"/> Complainant	<input type="checkbox"/> Victim
<input type="checkbox"/> Witness	<input type="checkbox"/> Offender
<input type="checkbox"/> Prim Aggressor	<input checked="" type="checkbox"/> Suspect
<input type="checkbox"/> Wanted	<input type="checkbox"/> Unknown



DRUG  
NARRATIVE

DID INVESTIGATION INDICATE THAT THIS INCIDENT WAS DRUG RELATED?  
IF YES, INDICATE THE TYPE OF DRUG(S) USED BY OFFENDER

YES  NO

1-AMPHETAMINE

2-BA JRATE

3-COCAINE

4-HEROIN

5-HEROIN

6-MARIJUANA

7-METHAMPHETAMINE

8-OPIUM

9-SYNTHETIC NARCOTIC

U-UNKNOWN

On February 1<sup>st</sup>, 2023, at approximately 1107 hours Chatham County Police Department (CCPD) was dispatched to Color Geek Salon, 216 #C Johnny Mercer Blvd. regarding a miscellaneous report. There were no call notes advising any information on the matter.

REPORTING OFFICER	NUMBER	APPROVING OFFICER	NUMBER	ASSIGNED INVESTIGATOR	NUMBER
KNEZEVICH, SANDRA	10217				

Officer Supplementals – Case No. CC230201004

Officer Name / Badge: KNEZEVICH, SANDRA / 10217

Entry Date / Time: 02/01/2023 12:37

On February 1<sup>st</sup>, 2023, at approximately 1107 hours Chatham County Police Department (CCPD) was dispatched to Color Geek Salon, 216 #C Johnny Mercer Blvd. regarding a miscellaneous report. There were no call notes advising any information on the matter.

On scene I made contact with complainant, Susanne Knight. We stepped outside of the salon to speak. She advised the incident occurred on Saturday, January 28<sup>th</sup>, 2023, at approximately 1530 hours (time retrieved from video evidence). She was working in the salon when a male and female subject walked from next door (Snug Pub) to their truck parked in front of the salons glass door.

Susanne recorded the following incident: The swaying, possibly intoxicated male feeling up on the possibly intoxicated female who's leaned up against what's likely his truck. The male then unzips his pants and exposes his penis to the female. Susanne then walks to the door, opens it, and tells the subjects they need to leave.

In addition to Susanne Knight being in the salon it was also occupied by Evelyn Darling, and Jennifer Lancaster.

When I asked Susanne why she waited to report it. She advised that she didn't think much of it at the time. She told her colleagues in the plaza. They saw the video and identified the male subject as Todd Desautels. Susanne was further advised that he's allegedly a school security officer, and she expressed her concern for this man's future actions around children.

While on scene Patrick Murphy, the manager of Snug Pub stepped outside. He advised that one of his employees were able to identify Todd. The day of the incident Todd, and the female subject came into the Pub. They each had two drinks. He noted that they both used the restroom frequently. After their drinks they both left the Pub. Patrick was able to pull the debit card batch for the female who paid for the drinks. The name Laura E. Warzynski along with her email (see peoples tab) came up. Patrick's family owns the plaza and wants Todd banned.

CRN cards were given. Susanne had to crop the video to just the incident, and her encounter with him. She emailed the video and it was forwarded to CID. I will put in a technical service request for the entire video.

I notified my supervisor, and CID of the incident. The CAD call was changed from a miscellaneous complaint to a sex offense.

My Body Worn Camera was activated. For CID only.

Nothing further at this time.



Officer Name / Badge: STAPLETON, SHAWN /

Entry Date / Time: 02/01/2023 15:15

On 02/01/2023, I was directed to meet detectives at the Port Wentworth Elementary School to assist with an arrest.

On arrival, I met with Detective Cox and Sgt. Dennis who directed me to transport their arrestee to CCDC. I searched his person and placed him in the back of my patrol car where he was transported to the CCDC and released back to Detective Cox's custody with his belongings.

I was called shortly after and advised Todd needed to be transported to Memorial Hospital for elevated blood pressure. I returned to CCDC and transported him to the hospital where he was medically cleared and returned to jail.

My BWC was active.

CRIMINAL WARRANT  
Recorders Court of Chatham County  
STATE OF GEORGIA, CHATHAM

COPY

Personally came Jennie Cox who on oath says that to the best of his/her knowledge and belief Todd Michael Desautels on or between 01-28-2023 15:33 did commit against Susanne Knight the offense of 1 Count(s) of 16-6-8- Public Indecency-- (Misdemeanor) at 216 Johnny Mercer Blvd Suite C-1 in Chatham, Georgia by:

Todd Desautels exposed his sexual organs in a lewd manner in a public place by pulling out his penis while engaging with a female in front of Color Geck Salon with multiple witnesses inside the establishment.

and this deponent makes this affidavit that a warrant may issue for the arrest of said defendant.

Subscribed and sworn to before me on this  
01 day of Feb, 2023.

*Jennie Cox*

*Claire Cornwall Williams*

Jennie Cox  
Affiant

Claire Williams  
Recorders Court of Chatham County  
State of Georgia

STATE OF GEORGIA, CHATHAM

To the Sheriff of Chatham and his lawful Deputies, all and singular the Sheriffs of this State and their lawful Deputies, lawful Constables of this State, the Officers of the Chatham County Police Department, and other municipalities in Chatham, the State Patrol and all other Law Enforcement Officers and Agents of this State; Greetings:

Jennie Cox makes oath before me that on or between 01-28-2023 in the county aforesaid, Todd Michael Desautels did commit the offense of 1 Count(s) of 16-6-8- Public Indecency-- (Misdemeanor) in said county, on the above named date, against the laws of this State.

You are therefore commanded to arrest the body of the said Todd Michael Desautels and bring him/her before me or some other Judicial Officer of this State, to be dealt with as the law directs. Herein fail not.

I have this day executed the foregoing warrant Feb 1, 2023 at 1:00 (A.M.)(P.M.)

*Claire Cornwall Williams*

*DET - COX*  
(Name/Title of Officer)

Claire Williams  
Recorders Court of Chatham County  
State of Georgia, Chatham

STATE OF GEORGIA, CHATHAM

Todd Michael Desautels having been arrested for the offense of \_\_\_\_\_ and brought before me, after hearing evidence it is ordered that he be committed for trial for the offense of \_\_\_\_\_

And the jailer of said County is required to receive and safely keep him until discharged by due process of law.

It is further ordered that said defendant be allowed to bind himself with sufficient securities in a bond of \_\_\_\_\_ dollars for his appearance at the present term or succeeding term or terms thereafter of the State Court of Chatham and/or the Superior Court of Chatham, Georgia to be held in and for said County until the matter shall be finally disposed of as provided by law, in which event he shall be released from being held in jail to answer the said charge.

Given under my official signature, this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_

Recorders Court of Chatham County  
State of Georgia





# Savannah - Chatham Board of Education Police Department

101 PRISCILLA D. THOMAS WAY | GARDEN CITY, GEORGIA 31408

OFFICE - 912.395.1512 | FAX - 912.395.1123

SCCPSS.COM

**CHIEF TERRY L. ENOCH**

**TO: Officer Todd Desautels**

**FROM: Sergeant Kevin Elleby**

**DATE: February 28, 2023**

**SUBJECT: IA230201079**

Officer. Todd Desautels

You are hereby notified that an internal investigation is being conducted about a complaint received on January 28, 2023. The complainant has been entered into the Complainant database.

You can respond to the allegation(s) and be informed of the outcome upon completion. If you disagree with the result, you have the right to appeal. You are entitled to obtain a copy of the completed case file after the case is closed.

**Sergeant Kevin Elleby**

**Savannah-Chatham B.O.E Police Department**  
**Internal Affairs Complaint - Investigative Summary**

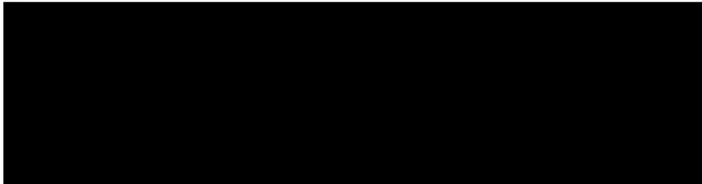
**Case Number: IA 230201079**

**Background**

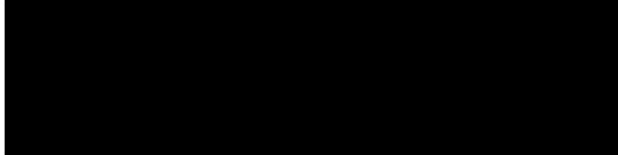
Complainant:                      Name: Sergeant Keith Dennis  
    Phone: (912) 652-6920  
    Address: 295 Police Memorial Drive  
    Savannah, GA 31405

Witness:                              Name: CCPD Detective Jennie Cox  
    Phone: (912) 652-6920  
    Address: 295 Police Memorial Drive  
    Savannah, GA 31410

Witness:



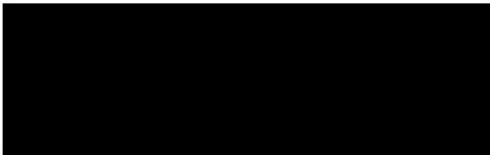
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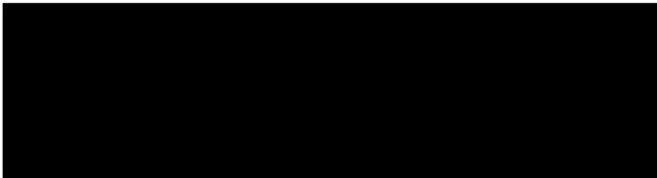
Witness:



Witness:

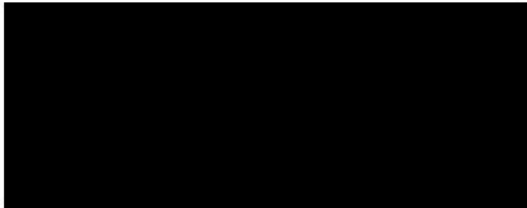


Witness:



Officer Involved:                      Name: Todd Michael Desautels  
    Phone: [REDACTED]  
    Address: 101 Priscilla D Thomas Way  
    Savannah, GA 31410

Sergeant:



## **Incident:**

Wednesday, February 1, 2023, at approximately 1200 hours, Sergeant Kevin Elleby received a phone call from Sergeant Keith Dennis from the Chatham County Police Department (CCPD); he advised that his department received a complaint about one (1) of our (Board of Education Police Department (BOEPD)) Ofc. Todd Desautels exposed himself on Saturday, January 28, 2023, in front of the Color Geek Salon, which is located in The Island Mall Shopping Center, 216 Johnny Mercer Blvd. Suite C-1, Savannah, GA 31410 Sgt. Dennis said three (3) witnesses advised that they saw Desautels and an unidentified white female walk from the Snug Pub Bar next door to the Color Greek Salon. They said that Ofc. Desautels and the unknown female stood in front of the salon next to a truck (identified as Ofc. Desautels's vehicle); he unzipped his pants, pulled out his penis, and showed it to the female. Ofc. Desautels then attempted to put the female's hand on his penis and stopped when the salon owner went to the door and told him that people were inside the salon. Sgt. Dennis also stated that Det. Cox had investigated this case and would be securing a warrant for Ofc. Desautels arrest.

Considering the alleged allegations of Ofc. Desautels, Sgt. Elleby, requested the CCPD investigators meet with them at the BOEPD's headquarters building located at 507 Coastal Highway in Port Wentworth, GA, which they agreed to do. Upon arrival, Sgt. Dennis and Det. Cox presented Sgt. Elleby with a copy of the CCPD Case Report (CRN - CC230201004) and video evidence of the incident.

Det. Cox said Ms. Jennifer Lancaster (witness) captured the incident on video. Upon reviewing the video Sgt. Elleby observed Ofc. Desautels and an unknown female are standing in the third parking spot from the far left in front of the salon. The two were located outside, centered in front of the salon's right side's two-way clear window, which spanned almost entirely from the floor to the roof. At the time of the incident, the salon's customers and staff were located in the stations on the right side of the salon behind the window where Ofc. Desautels and the female were positioned.

Ofc. Desautels removed his penis from his pants, placing it outside in plain sight of the public; then, he stepped forward and pressed his penis against the female. At this point, Ms. Knight walked to the salon's front door and instructed the two (2) to leave the property. They began to laugh but did comply. Ofc. Desautels places his penis back into his pants and closes the fly, and then both subjects enter the vehicle. Ofc. Desautels then drove away from the shopping center.

Sgt. Elleby then informed Lieutenant Devin Guilford about the allegation involving Ofc. Desautels. Lt. Guilford was then instructed to call Ofc. Desautels and have him report to headquarters upon Ofc. Desautels arrival Deputy Chief Rob Rodriguez advised him about the alleged allegations that the county police were investigating involving him.

Deputy Chief Rodriguez advised him that he was being placed on Administrative Leave. Ofc. Desautels surrendered his weapon, duty belt, keys, vehicle, and police identification. Sgt. Dennis and Det. Cox then arrested Ofc. Desautels on the charges of Indecent Exposure. He was transported to the Chatham County Jail without incident.

### **Possible Policy Violations:**

- (1) Rules of Conduct, Section III Paragraph (A) Page 1
- (2) Rules of Conduct, Conduct Unbecoming, Section III Paragraph (A) (1)

(See initial report of complaint for complete details regarding the allegations)

On February 16, 2023, I was assigned this case. I then scheduled interviews with all of the witnesses identified with this case. I then scheduled interviews with all witnesses identified in CCPD's case report. Witnesses included Ms. Jennifer Lancaster, Ms. Susanne Knight, Ms. Evenly Darling, Mr. Patrick Murphy, and Daniel Merritt.

### **Interviews:**

On Thursday, February 28, 2023, at approximately 0945 hours, Sgt. Elleby and I went to The Island Shopping Center, to interview all the above-listed witnesses at both Snug Pub and Color Geek Hair Salon (216 Johnny Mercer Blvd. Suite C-1 and C-2). Interviews were audio-recorded and surveillance footage from within Sung Pub was recovered. Video surveillance shows Ofc. Desautels and his unidentified female companion prior to the cell phone footage that was provided by Ms. Lancaster.

**Daniel Merritt:** Although Mr. Merritt was not present on the day of the incident, he asked if he could comment on Ofc. Desautels' character. I asked how he knew the Ofc. and what kind of relationship they had. Although Ofc. Desautels was not a friend or family member, Mr. Merritt had known him from their children's karate classes and from frequenting the Sung Pub. According to Mr. Merritt, he has never seen Ofc. Desautels was drinking/drank outside the Snug Pub property. Mr. Merritt believes Ofc. Desautels has "more of a drinking problem than a pulling out his dick problem." Mr. Merritt knew that Ofc. Desautels had been involved in "some situations" outside the pub, in the parking lot. Several years ago, when their children were enrolled in karate, he always seemed to have his personal life in order and was a good person. Mr. Merritt also stated that the Snug Pub bartenders feel uncomfortable with Ofc. Desautels's behavior and persistence in his sexual advances. Ofc. Desautels asked them to spend time with him outside of the bar/their place of employment and "hits on them" even after he had been asked to stop.

**Susanne Knight:** Ms. Knight stated that she is the Manager of the Color Geek Salon, and when Ofc. Desautels and his female companion arrived, they parked in one of her reserved parking spots near the hair salon's front door. Ms. Knight said that these reserved spots feature a floor-to-ceiling bay window. Ms. Knight said that she did not pay much attention to their behavior initially because it was regular public displays of affection, such as standing very close and some light touching. However, when Ofc. Desautels removed his penis from his pants, and she stepped outside to tell them they were in public, and clients inside could see them through the window, so they had to leave. Ofc. Desautels chuckled, and they entered the vehicle they arrived in and left without further incident.

**Jennifer Lancaster:** Ms. Lancaster stated that the unidentified female appeared to be highly intoxicated and had trouble standing up without the support of the truck. Ms. Lancaster pulled out her cell phone and started recording Ofc. Desautels and the woman because she felt he was making unwanted advances toward the female. Ms. Lancaster said that after Ofc. Desautels pulled out his penis, Ms. Knight went to the door and told them that they had to leave.

**Patrick Murphy:** Mr. Murphy stated that he was the General Manager of the Snug Pub Bar and Restaurant. On the incident date, he did not know anything had happened outside in the parking lot until after Ofc. Desautels and the female had left. Mr. Murphy states that besides Ofc. Desautels making unwanted advances at the bartenders and arriving at the Snug Pub already partially intoxicated, he did not notice any behavior he would note as out of the ordinary for a bar. I inquired how he knew Ofc. Desautels was already drinking. He said that his experience and training in the bar industry and Ofc. Desautels's body language and speech indicated he may have had "a few" drinks before he arrived at the bar. Mr. Murphy then stated that the footage from the bar's surveillance cameras showed Ofc. Desautels and the female interactions while they were inside the establishment. Sgt. Elleby and I watched the video and downloaded it to a USB jump drive.

**Evenly Darling:** Darling was present when Lancaster proved her statement and stated she had not witnessed anything beyond what Lancaster had just said during her interview moments earlier. Darling stated Knight and Lancaster were the more involved witnesses from within the salon, however, I requested that she nonetheless provide a statement. Darling said she was working at her station in front of the large bay window when Ofc. Desautels and the unidentified female arrived and left. Though Darling did not recall any specific details about his arrival, she did observe the couple when they left. Darling noticed Ofc. Desautels and the unidentified woman in the parking lot near Ofc. Desautels' car as they began their public displays of affection outside the salon. In the salon, Darling's colleagues observed the couple (both looked intoxicated). Intoxicated, the female appeared to struggle to maintain her balance; their public displays of affection continued to increase. Lancaster began recording the incident on her cell phone as the incident escalated. Darling continued, upon Ofc. Desautels removing his penis from his pants, Knight immediately opened the salon's front door and instructed the couple to leave. As a result of Knight's directive, during which she noted that the employees/clients could see them, the couple chuckled amongst themselves, Ofc. Desautels repositioned his genitals into his pants and zipped his fly, then both entered Ofc. Desautels's vehicle and left the shopping center.

Throughout the morning I, Administrative Assistant Ms. Washington, and Sgt. Elleby attempted to reach Ofc. Desautels numerous times via phone and email to schedule his follow-up interview. Ofc. Desautels was not responsive to the phone calls or emails, till approximately 1200 hours. At that time Ofc. Desautels returned the call by way of Ms. Washington, who then transferred the call to Sgt. Elleby. Ofc. Desautels agreed to meet and stated he could be at the police department in approximately 30 to 45 minutes.

However, at approximately 1214 hours, Sgt. Elleby received and notified Sgt. Mervin of an email from Ofc. Desautels. Ofc. Desautels stated that he wanted to forgo the scheduled meeting and resigned, effective immediately.



**Findings of fact:**

On January 28, 2023, Ofc. Desautels and an unknown female walked from the Snug Pub Bar next door to the Color Geek Salon. While in the salon's parking lot, Ofc. Desautels pulled out his penis, attempted to put the female's hand on his penis, and stopped when the salon owner went to the door and told him that people were inside the salon.

Ms. Knight, Ms. Lancaster, and Ms. Darling stated that Ofc. Desautels pulled out his penis in the salon's parking lot and attempted to place the female hand on it that he was with.

There is video footage of Ofc. Desautels pulled out his penis in the salon's parking lot and showed it to the unknown female he was with.

**Conclusion:**

Based Upon all information obtained during this investigation, the evidence collected, and the statements during this investigation- sufficient evidence is present to sustain this complaint.

(1) The complaint regarding Ofc. T. Desautels's actions are **SUSTAINED**.

The policy violations sections outline any possible violations of the policies discovered during this investigation and regarding the complaint.

(1) Rules of Conduct, Section III Paragraph (A) Page 1

SCCBOEPD employees will conduct their private and professional lives in such a manner as to avoid negative reflection upon themselves, the department, or their chosen profession. Unacceptable conduct, whether on duty or off duty, includes, but is not limited to, arrest or conviction of any felony, arrest or conviction of any misdemeanor involving moral turpitude, or violation of any statute, law or official regulation, rule or order or commission of any act which compromises the public trust necessary for employment. Similarly, unwarranted interference in the private business of others, when not in the interest of justice, is unprofessional conduct and prohibited.

(2) Rules of Conduct, Conduct Unbecoming, Section III Paragraph (A) (1) Impartiality - SCCBOEPD employees, while charged with consistent and practical enforcement of the law, must remain completely impartial toward all persons coming to the attention of the SCCBOEPD. Exhibiting partiality for or against a person because of race, creed, or influence is unprofessional conduct. Similarly, unwarranted interference in the private business of others, when not in the interest of justice, is unprofessional conduct and prohibited.

**Attachments:**

**See attached Exhibit List**

**Investigating Ofc. Desautels**

**Sergeant Jessica Mervin**

**Report prepared on April 3, 2023**

**Report prepared by Sergeant Jessica Mervin**





Savannah-Chatham County Public Schools  
Police Department

Chief Terry L. Enoch

**NOTIFICATION OF ADMINISTRATIVE INVESTIGATION**

TO: Officer Todd Desautels

FROM: Sgt. Kevin Elleby

DATE/TIME: 02/28/2023

RE: IA230201079

You are hereby notified that an administrative investigation is being conducted to determine if your actions in the incident outlined below constitute a violation of Department Police and/or Procedures.

COMPLAINANT'S NAME: Susane Knight

LOCATION OF INCIDENT: 216 Johnny Mercer Blvd. Building C

DATE OF INCIDENT: January 28, 2023

ALLEGATIONS(S): (1) Rules of Conduct, Section III Paragraph (A) Page 1

(2) Rules of Conduct, Conduct Unbecoming, Section III Paragraph (A) (1)

**GARRITY WARNING**

You are being questioned as part of an official administrative investigation by the Savannah-Chatham County Public Schools Police Department. You will be asked questions specifically, directly, and narrowly related to the performance of your official duties or fitness for duty. You are entitled to all the rights and privileges guaranteed by the laws and the Constitution of this State and the Constitution of the United States, including the right not to be compelled to incriminate yourself. If you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you will be subject to departmental discipline that could result in the termination of your employment. If you do answer questions, neither your statement nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings regarding the matter being investigated. However, if you provide false or misleading statements or information in this investigation, such evidence may be used against you in any subsequent criminal proceeding. All statements may be used against you in relation to any subsequent disciplinary action.

I have read and understand the information above. My statement is being given pursuant to a Departmental administrative investigation.

SIGNATURE: RESIGNED DATE: 02/28/2023 TIME: 12:14PM


WITNESS: \_\_\_\_\_ DATE: \_\_\_\_\_ TIME: \_\_\_\_\_



Terry L. Enoch  
CHIEF OF POLICE

**BOARD OF EDUCATION CAMPUS POLICE DEPARTMENT**  
Savannah-Chatham County Public School System  
507 South Coastal Highway  
Port Wentworth, Georgia 31407

To: Officer Todd Desautels  
SRO – West Sector

From: Captain Rob Rodriguez   
Administration Division Commander

Date: February 1, 2023

Reference: Notice of Administrative Leave

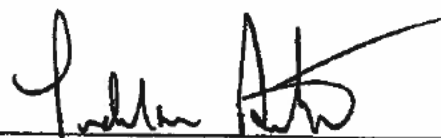
**COPY**

An internal affairs investigation has been initiated into your off-duty conduct on Saturday, January 28, 2023. You are hereby placed on administrative leave pending the outcome of the internal affairs investigation.

Additionally, you are hereby directed to surrender your badge, department identification, weapon, gun belt, and vehicle to the department's Quartermaster or his designee until such time as this internal investigation is completed. You may be required to submit to an inventory of all your departmental equipment by Sgt. Elleby.

During your assignment to administrative leave you are not to present yourself as a police officer and any communication regarding this investigation will be limited to the Sgt. K. Elleby, Capt. R. Rodriguez, Deputy Chief A. Graves, and Chief T. Enoch.

Your signature below indicates that you have been informed of the internal investigation and the instructions and responsibilities associated with it. In addition, you are to make yourself available for the current internal affairs investigation.

  
\_\_\_\_\_  
Officer Todd Desautels  
SRO – West Sector

# Georgia P.O.S.T. Council

**COPY**

## Report Arrest of an Officer Receipt

*Created: 02-01-2023 03:23*

*Requested by: ROBERT RODRIGUEZ*

Officer Key	0063381
Officer Name	TODD M DESAUTELS
Agency	SAVANNAH-CHATHAM COUNTY BOARD OF EDUCATION P.D.
Arrest Type	Misdemeanor Arrest
Reported by	ROBERT ELLIS RODRIGUEZ, [REDACTED]
Arresting Agency	CHATHAM COUNTY POLICE DEPARTMENT
Location	507 South Coastal Highway, Port Wentworth, GA 31407
Basic Allegations	On Saturday, January 28, 2023, while standing outside of the Color Geek Salon, Officer Todd Desautel, who was off-duty, pulled his penis out of his pants and presented it to an unknown female. This incident was witnessed by several patrons of the salon and videoed the incident as it happened.

Chatham County Police Department secured warrant number 230201004, charging Desautel with Public Indecency, 16-6-8. Desautel was arrested and transported to the Chatham County Jail on 02/01/2023.



**SAVANNAH-CHATHAM COUNTY  
BOARD OF EDUCATION POLICE DEPARTMENT**

**STANDARD OPERATING PROCEDURES**

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**S.O.P: 5-1 Code of Ethics**

**EFFECTIVE DATE: 4/1/2021**

**NUMBER OF PAGES: 3**

**REVISED DATE:**

**DISTRIBUTION: All Personnel**

**SPECIAL INSTRUCTIONS:**

**STANDARD COVERED: 1.3**

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**I. PURPOSE**

To establish a code of ethics for members of the SCCBOEPD.

**II. POLICY**

**A.** The sworn members of the SCCBOEPD shall comply with the International Association of Chiefs of Police Law Enforcement Code of Ethics which reads as follows:

1. As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.
  
2. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.
  
3. I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never Policy #3.03 - Code of Ethics Revised 5/15/2019 Page 5 of 5 employing unnecessary force or violence and never accepting gratuities.

4. I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

5. I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

6. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

**B. The civilian members of the SCCBOEPD will abide by the Code of Ethics below as adopted by the SCCBOEPD.**

I recognize I am a valuable member of the SCCBOEPD as a civilian employee. As such, I acknowledge and agree to do the following:

1. I will exhibit pride and loyalty in all matters to the Savannah-Chatham County Board of Education; Shall not knowingly be a party to any illegal or improper activity and not knowingly engage in acts or activities that are dishonorable or unbecoming to a BOE Employee.

2. I will not do anything which may be in conflict with the interests of the BOE or which would hurt my ability to do my job; will not accept gifts, goods, services, or materials of value from a customer, supplier, vendor representative, or other individual.

3. I will be careful in the use of information acquired in the course of my duties; will not use confidential information for any personal gain nor in any manner, which would be against the law or damaging to the Board of Education's welfare.

4. I will maintain high standards of competence, dignity, and fairness. I acknowledge respect for human life and recognize diversity among the members of the communities I serve.

5. I will follow the rules and procedures of the SCCBOEPD, the State of Georgia and the United States of America.

6. I recognize that I am a public servant, and that ultimately I am responsible to the public. I will give the most efficient, impartial and courteous service, of which I am capable, at all times; will regard my fellow employees with the same standards as I maintain myself.

7. I will accept responsibility for my actions; will not, in the performance of my duty, work for personal advantage or profit. I will do only those

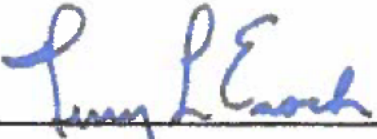


things that will reflect honor on me, my fellow employees, my supervisors and this department.

C. The SCCBOEPD will conduct annual ethics training for all personnel.

**This policy supersedes all other policies**

**By the order of**



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**Chief of Police**



# SAVANNAH-CHATHAM COUNTY BOARD OF EDUCATION POLICE DEPARTMENT

## STANDARD OPERATING PROCEDURES

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**S.O.P: 5-2 Code of Conduct**

**EFFECTIVE DATE: 4/1/2021**

**NUMBER OF PAGES: 11**

**REVISED DATE:**

**DISTRIBUTION: All Personnel**

**SPECIAL INSTRUCTIONS:**

**STANDARD COVERED: 1.4**

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### **I. PURPOSE**

It is the purpose of this policy to provide guidelines of conduct for members of the SCCBOEPD. These rules are not intended to restrict the privileges of the members of the department, but to assist all members of the department in achieving a higher standard of professionalism and fairness throughout the department.

### **II. POLICY**

It is the Policy of the SCCBOEPD to establish and uphold a code of conduct applicable to all employees of this department. The code of conduct shall govern the actions of employees in on and off duty conduct that may compromise the integrity of the SCCBOEPD. Any violation of these rules will be subject to disciplinary action.

### **III. RULES OF CONDUCT**

**A. SCCBOEPD employees will conduct their private and professional lives in such a manner as to avoid negative reflection upon themselves, the department or their chosen profession. Unacceptable conduct, whether on duty or off duty, includes, but is not limited to, arrest or conviction of any felony, arrest or conviction of any misdemeanor involving moral turpitude, or violation of any statute, law or official regulation, rule or order or commission of any act which compromise the public trust necessary for employment. To further the principle of professional law enforcement, SCCBOEPD employees will adhere to the following rules. [Standard 1.4]**

- 1. Conduct Unbecoming** - The conduct of a public employee, on or off duty, reflects upon the Savannah-Chatham County Board of Education. The SCCBOEPD shall investigate complaints and/or a circumstance suggesting an employee has engaged in conduct unbecoming and shall impose disciplinary action when appropriate.
- 2. Incompetence** - SCCBOEPD employees shall maintain sufficient competency to properly perform their duties and to assume the responsibilities of their position. Employees shall perform their duties in a

manner which will tend to maintain standards and establish efficiency in carrying out the functions and objectives of the Department. Incompetence may be demonstrated by repeated poor evaluations or a written record of repeated infractions of the rules, regulations, manuals or directives.

3. **Impartiality** - SCCBOEPD employees, while charged with consistent and practical enforcement of the law, must remain completely impartial toward all persons coming to the attention of the SCCBOEPD. Exhibiting partiality for or against a person because of race, creed, or influence is unprofessional conduct. Similarly, unwarranted interference in the private business of others, when not in the interest of justice, is unprofessional conduct and prohibited.
4. **Truthfulness/Honesty**: Employees shall not willfully, intentionally, or knowingly depart from the truth OR in any way be deceptive, provide misrepresentations, falsification, deliberately or intentionally omit or misrepresent material facts when giving testimony, providing information (orally or in writing), or reporting in connection with any official duties. This includes the submission of fictitious or inaccurate reports or the falsification or misrepresentation of any facts or circumstance in official agency records. Upon the order of a superior, employees shall truthfully answer all questions specifically directed and narrowly related to the scope of employment and operations of the agency.
5. **Treatment of Others** - Employees shall treat citizens, superiors, subordinates and associates with respect. They shall be courteous and civil at all times in their relationships with one another and in the presence of the public; employees will be referred to by rank.
  - a. Employees shall not engage in offensive or harassing conduct, verbal or physical, towards fellow employees, supervisors or the public during work hours or off-duty hours.
  - b. No employee will speak disrespectfully of any nationality, race, sex, or religion.
  - c. No employee will engage in grossly indecent or vulgar talk which would detract from the efficient operation of the SCCBOEPD or create an uncomfortable work environment.
  - d. No employee will create, or pass on either verbally or electronically any malicious rumors concerning other employees that is knowingly false or designed to speak disparagingly of others or department operations.
  - e. When answering telephone calls on department phones or in response to your duties, you shall be courteous, respect and attentive throughout the interaction. If requested, your name will be given to requester in a courteous manner.
6. **Insubordination** - SCCBOEPD employees will perform their duties as

required or directed by law, Department rule, policy, order, and directive or by a verbal order of a superior officer. The willful disobedience of a lawful order issued by any commanding officer or disrespectful, mutinous, rebellious, insolent, or abusive language or action toward any commanding officer will be considered insubordination and subject to discipline.

7. **Chain of Command** - No employee will bypass any supervisor within their Chain of Command in routine matters. Should the employee have a grievance or wishes to report illegal or improper conduct involving their immediate supervisor they may go directly to the next person in line. This does not apply to immediate emergency notifications.
8. **Cooperation** - Cooperation is essential to effective law enforcement. Therefore, all employees are strictly charged with establishing and maintaining a high spirit of cooperation.
9. **Questions of Citizens** - All employees will answer questions posed by citizens in a courteous manner or if unable to supply an answer, will make every effort to secure the answer. If requested, your name will be given to requester in a courteous manner and department identification displayed. This precludes officers working in an undercover capacity from revealing their identity when it would jeopardize their mission.
10. **Divulging Information** - Employees shall not divulge police information to which they have access or which may come to their attention, nor shall they make available any information contained in police records, radio communications, photographs, computers, teletypes or other files or information in any form whatsoever. For purpose of this section, all department information is to be considered confidential unless otherwise provided by current directives or directed by a supervisor. This section does not apply to orders that are of such a nature that they must be communicated to others.
11. **Uniform Requirements** - No employee of the SCCBOEPD will wear the department uniforms at any time except when on active duty or on special occasions or assignments, including approved extra-duty employment. No employees will allow anyone beyond sworn members of the department to wear any uniform items.
12. **Duty Time**- Employees will report for work on time and ready to perform their job. They will remain at their work station or assignment until relieved appropriately.
  - a. Employees will not devote any of their "on duty" time to any activity other than that which relates to police work unless permission is granted by competent authority.
  - b. Employees will not read magazines, papers books, etc. in public view that are not within the scope of their assigned duties.
  - c. Employees will not conduct personal business to include operating a

private business during duty hours

- 13. Misappropriation of Property** - No employees of the SCCBOEPD will appropriate for their own use any lost, found, or stolen property. No employees will convert to their own use any property of the Savannah-Chatham County Board of Education, or property held by the SCCBOEPD.
- 14. Absent Without Leave (AWOL)** - SCCBOEPD employees will not be absent from duty without first submitting the appropriate paperwork or making the proper notification. Arriving late without authorization will be considered tardiness and will subject the employee to possible discipline. Failing to respond to a call-back is subject for disciplinary action. Leaving an assigned beat or duty post without permission or proper assignment will be considered AWOL.
- 15. Address And Telephone Numbers** - Employees will ensure that the Department has their correct residence address and telephone number. Employees are required to have a telephone (or cell phone) in the place where they reside. Changes in address or telephone number will be reported to the Office Manager under the Administrative Division within 24 hours of the change.
  - a. SCCBOEPD employees will not release to the public or any public agency the restricted home telephone number of any other employee of the Department without authorization from a superior Officer of the rank of Sergeant or higher. They will also not release the cell phone number without the same permission.
  - b. SCCBOEPD employees will not use the Department address on any motor vehicle registration or operator's license.
- 16. Conflicts of Interest**
  - a. **Contribution** - No employee will seek or be obliged to make contributions in money, service, or otherwise for any political purpose.
  - b. **Political Activity** - No sworn employee, while on duty or in uniform, will engage in political activity or discussion on behalf of, or against, any candidate or political question. This does not mean that employees are prohibited from exercising their legal voting right.
  - c. **Interfering with the Course of Justice** - Employees will not take part in, or be concerned with, either directly or indirectly, any compromise or arrangement with any person for the purpose of permitting an accused person to escape penalty for their wrong doing. No employees will seek to interfere with the course of justice for the purpose of obstructing justice. Information of any negotiation between an accused or their representative and the accuser or any witness will be disclosed to the proper superior or to the presiding officer of a

court or hearing.

- d. Recommendation for Disposition of Cases** - Employees will not make recommendations for the disposition of any case pending in the courts without the consent of the Chief of Police.
- e. Gifts and Favors** - Employees of the SCCBOEPD will not seek, directly or indirectly, or accept any gift, present, or gratuity from any person, firm, group of persons, or relatives, friends, or employees of the same, on the basis of their employment with the SCCBOEPD.
- f. Games of Chance** - Participating in games of chance, card playing, or gambling, including the purchase of lottery tickets is prohibited while on duty or in a police uniform. This excludes activities that are part of a legitimate criminal investigation.
- g. Associating with Criminals** - SCCBOEPD employees shall avoid regular associations with persons who are known to engage in criminal activity where such associations will undermine the public trust and confidence in them or the SCCBOEPD. This rule does not prohibit those associations that are necessary to the performance of official duties, or where such associations are unavoidable because of the SCCBOEPD employee's personal or family relationships.
- h. Nepotism** - No employee will supervise either directly or indirectly any person to whom they are related to.

- B. Commanders and supervisors shall insure that employees under their command perform their duties appropriately**
  - 1. Commanders and supervisors will provide efficient, effective and meaningful direction to subordinates and assist and instruct subordinates in the performance of their duties.
  - 2. Commanders and supervisors who overlook condone or fail to take actions on incompetence or misconduct on the part of their employees shall be guilty of neglect of duty and subject to discipline.

### **III. FITNESS FOR DUTY STANDARDS**

- A. SCCBOEPD employees will not at any time be intoxicated while on duty.**
  - 1. Employees will not consume intoxicants while off duty to the extent that evidence of such consumption is apparent when reporting for duty or to the extent that their ability to perform their duty is impaired. Employees will not consume intoxicants while on duty, unless necessary in the performance of a police task and then only with the specific permission and supervision of a commissioned officer and never in uniform.
  - 2. SCCBOEPD employees will not use controlled substances, narcotics or

hallucinogens, except when prescribed in the treatment of the employee by a licensed physician or dentist.

3. SCCBOEPD employees will not bring, place, or permit to be brought or placed, or allow to be kept in any building, location, or vehicle within or under the control of the SCCBOEPD any intoxicant, exhilarant, hypnotic, hallucinogen, or narcotic except in the performance of police duties as required by regulations or orders or when it is needed for prompt administration by orders of a licensed physician.

**B.** Civilian employees are prohibited from bringing firearms into any building operated by the Savannah-Chatham County Board of Education.

**C.** SCCBOEPD employees are prohibited from sleeping while on duty

**D.** SCCBOEPD employees will not conduct private business to include operating a privately owned business during duty hours.

**E. Smoking-** Employees will not smoke or use tobacco products in view of the public, in any office operated by the Savannah-Chatham County Board of Education, or in any police vehicle.

**F. Sickness -** SCCBOEPD employees who are unable to report for duty due to their illness, or that of an immediate family member or other reason will either personally or through a representative, report the fact immediately to their immediate supervisor, to the Dispatch office and their individual school, if assigned to a school, no less than one (3) hours prior to their assigned reporting time.

1. While absent from duty due to sickness or disability, the employee will remain at their residence or place of confinement unless otherwise authorized by a physician or their superior officer. No employee will feign sickness or injury or deceive a representative of the Department as to their actual condition.

2. Employees who become ill while on duty will notify their supervisor of the fact prior to leaving their assignment.

3. SCCBOEPD employees who have checked off sick may not work off duty or outside employment until they have returned to duty.

**G.** Employees will report any injury on duty to their supervisor in accordance with requirements set by Risk Management.

#### **IV. PROFESSIONAL LIFE STANDARDS**

**A. General Responsibilities -** Within the jurisdictionally limits of the Savannah-Chatham County Board of Education, SCCBOEPD Officers shall at all times take appropriate action to:

1. Protect life and property.
2. Preserve the peace.
3. Prevent crime.
4. Detect and arrest violators of the law.
5. Enforce all Federal, State, and local laws and ordinances within the jurisdiction of the SCCBOEPD.

**B. Taking Police Action** - SCCBOEPD employees are required to take appropriate police action toward aiding fellow police officers and members of the public exposed to danger or in a situation where danger might be impending. Based on the facts of the situation, the failure to take appropriate police action may be considered neglect of duty which is a serious offense in the realm of discipline and could result in termination.

**C. Arresting and Dealing with Law Violators** - SCCBOEPD Officers shall use powers of arrest strictly in accordance with the law and with due regard for the rights of the citizen concerned.

**D. Police Action Based on Legal Authority** - The requirement that legal justification be present imposes a limitation on an Officer's actions. An Officer must act reasonably within the limits of authority as defined by statute and judicial interpretation.

**E. Who Is to Take Action** - The administrative delegation of the enforcement of certain laws and ordinances to particular units of the Department does not relieve employees of other units from the responsibility of taking prompt, effective police action within the scope of those laws and ordinances when the occasion so requires. Employees assigned to special duties are not relieved from taking proper action outside the scope of their specialized assignment when necessary.

**F. Responding to Calls** - SCCBOEPD employees will respond without delay to all calls for police assistance from citizens or other employees. Emergency calls take precedence; however, all calls will be answered as soon as possible, consistent with normal safety precautions and traffic laws. Failure to answer a call for police assistance promptly, without justification, is misconduct. Except under the most extraordinary circumstances, or when otherwise directed by competent authority, no employee will fail to answer any telephone or radio call directed to him.

**G. Rendering Medical Aid** - SCCBOEPD Officers will immediately summon the assistance of Emergency Medical Services for any person that an officer encounters as sick or injured to include use of force incidents. No request for EMS by a citizen will be denied.

**H. Officer Availability** - SCCBOEPD employees on duty will not conceal themselves, except when necessary to perform an assigned duty. They will be immediately and readily available during duty hours.

**I. Reporting Accidents** - Accidents involving SCCBOEPD personnel, property,



and/or equipment must be reported as soon as possible.

**J. SCCBOEPD Property and Equipment** - SCCBOEPD employees are responsible for the proper care of Department property and equipment assigned to them. Damaged or lost property may subject the responsible individual to reimbursement charges and appropriate disciplinary action. SCCBOEPD employees shall not use Department equipment or property except as assigned.

**K. Damaged/Inoperative Property or Equipment** - SCCBOEPD employees shall immediately report any loss of or damage to Department property assigned to or used by them to their immediate supervisor. The immediate supervisor shall be notified of any defects or hazardous conditions existing to any Department equipment or property.

**L. Presumption of Responsibility** - In the event that SCCBOEPD property is found bearing obvious evidence of damage that has not been reported, it shall be prima facie evidence that the last person using the property or vehicle was responsible. This presumption shall also apply to lost or missing property.

**M. Identification** - Except when impractical or unfeasible, or where the identity is obvious, Officers will identify themselves by displaying their badge before taking police action. Officers will provide their name and rank and display their department issued identification whenever requested.

**N. Orders** - Orders from a superior to a subordinate will be in clear and understandable language, civil in tone, and issued in pursuit of SCCBOEPD business.

**1. Inappropriate Orders** - No command or supervisory Officer will knowingly issue an order which is in violation of any law, ordinance, or Department rule. Employees who are given orders they feel to be unjust or contrary to rules and regulations must first obey the order to the best of their ability and then may proceed to appeal as provided below.

**2. Unlawful Orders** - Obedience to an unlawful order is never a defense to an unlawful action. Therefore, no employee is required to obey any order which is contrary to Federal or State, law or local ordinance. Responsibility for refusal to obey an order rests with the employee. Employees will be strictly required to justify their actions.

**3. Action upon receiving unlawful Orders** - SCCBOEPD employees receiving an unlawful, unjust, or improper order will, at the first opportunity, report in writing to the Chief of Police through official channels. This report will contain the facts of the incident and the action taken. Appeals for relief from such orders may be made at the same time.

**4. Conflicting Orders** - Upon receipt of an order conflicting with any previous order or instruction, the employee should advise the individual

giving the second of the conflicting instruction. If so directed, the latter command will be obeyed first. Orders will be countermanded, or conflicting orders will be issued only when reasonably necessary for the good of the Department.

**O. Conflict of Policy** - If an occasion arises where a SCCBOEPD policy and a Savannah-Chatham County Public School policy are in direct conflict the Savannah- Chatham County Public School policy shall supersede the Department.

**P. Reporting Violations of Laws, Ordinances, Rules or Orders** - Any employee who becomes aware of possible misconduct by another employee of SCCBOEPD will immediately report the incident to a supervisor or directly to the Office of Professional Standards.

1. Any employee that observes serious misconduct will take appropriate action to cause the misconduct to immediately cease regardless of rank.
2. Any employee who is determined to have had such knowledge mentioned above and failed to report or attempt to prevent the conduct is subject to disciplinary action.
3. Retaliation against any other employee or member of the public, who reports, discloses, divulges or otherwise brings to the attention of appropriate authority any facts or information relative to the alleged violation of any law, ordinance or rule or regulation is strictly prohibited.

**Q. Medical Care** - Employees shall ensure that any injured or ill person is given the opportunity for medical care.

**R. Payment of Debts** - All employees of the SCCBOEPD will promptly pay their legal debts. Failure to do so will subject the offender to SCCBOEPD disciplinary action.

**S. Testimony in Civil Cases** - No sworn employee of the SCCBOEPD will testify in any civil case in court unless legally summoned to do so or unless they have received permission or order from the Chief of Police.

**T. Use of Private Vehicles** - Sworn employees will not patrol their zone or cover their shift with a private vehicle unless they have been authorized to do so by competent authority.

**U. False Information on Records** - Employees of the SCCBOEPD will not make false official reports or knowingly or willingly enter or cause to be entered into any SCCBOEPD books, records, or reports any inaccurate, false, or improper police information or material matter.

**V. Loitering** -During their tour of duty, employees of the SCCBOEPD will not loiter in cafes, bars, restaurants, theaters, service stations, or other public businesses, unless the employee is working undercover.

**W. Withholding Evidence** - Employees of the SCCBOEPD will not fabricate, withhold, or destroy any evidence of any kind.

**X. Soliciting Petitions for Promotion or Change of Duty** - No employees of the SCCBOEPD will solicit a petition supporting the promotion or demotion or a change in duty status, of any SCCBOEPD employee. This excludes letters of endorsement by individuals for employment.

**Y. Distribution of Cards, Buttons, Etc.** - Employees of the SCCBOEPD, individually or representing police organizations, are prohibited from issuing to persons other than employees of the SCCBOEPD, any identification card, button or other device which assumes or implies to grant the person any special privilege or consideration in their business of the SCCBOEPD.

**Z. Gifts and Favors** - No employees of the SCCBOEPD will seek or accept, under any circumstances, directly or indirectly, any gift, reward, present, money, gratuity, or any form of compensation from any person, based on their employment as an SCCBOEPD employee or for any service rendered.

1. The Chief of Police is authorized to allow employees to accept and participate in publicly presented acts of recognition.

## **V. DISCIPLINARY SYSTEM**

**A.** SCCBOEPD reserves the right to administer appropriate disciplinary actions for all forms of disruptive and/or inappropriate behavior, performance concerns or other issues for which discipline is deemed appropriate including, Georgia law or federal rules and regulations relating to GCIC/NCIC Criminal Justice Information System (GCIC Rule 140-2-09). Each situation is dealt with on an individual basis.

**B.** Employees violating their oath and trust by committing an offense punishable under the laws or statutes of the United States, the State of Georgia, or who violates any provision of the Rules and Regulations of the Department, or who disobeys any lawful order, or who is incompetent to perform their duties is subject to appropriate disciplinary action.

**C.** Final Department disciplinary authority and responsibility rests with the Chief of Police. In some instances, final disciplinary action may rest with the Superintendent.

1. For disciplinary purposes, the Chief of Police has the authority to reprimand, suspend up to 60 days, or recommend for termination from the Board of Education.

**D.** Supervisory personnel may take the following measures in the course of discipline in accordance with Board Regulation-GAM-R:

1. Assign an officer to either new training or remedial training

2. Verbal Counseling
3. Written Counseling
4. Written Reprimand
5. Suspension (recommendation to the Chief of Police)
6. Demotion (recommendation to the Chief of Police)
7. Termination (recommendation to the Chief of Police)

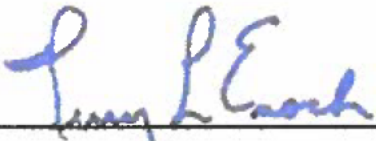
**Note: These actions are not a sequential list**

**E. Whenever disciplinary action is to be taken or recommended, a written report documented on the Citizen Complaint Form, must be submitted immediately, containing the following information:**

1. The name, ranks, and present assignment of the person being disciplined.
2. The date(s) and time(s) of the misconduct and the location.
3. The section number(s) of the policy violated and wording.
4. A complete statement of the facts of the misconduct.
5. The punishment recommended, if any.
6. The written signature and rank of the preparing officer and their position in relation to the person being disciplined.

**This policy supersedes all other policies**

**By the order of**

  
\_\_\_\_\_  
**Chief of Police**



**SAVANNAH-CHATHAM COUNTY  
BOARD OF EDUCATION POLICE DEPARTMENT**

**STANDARD OPERATING PROCEDURES**

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**S.O.P: 5-3 Internal Affairs Investigations & Complaints**

**EFFECTIVE DATE: 4/1/2021**

**NUMBER OF PAGES: 10**

**REVISED DATE:**

**DISTRIBUTION: All Personnel**

**SPECIAL INSTRUCTIONS:**

**STANDARD COVERED: 3.7**

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**I. PURPOSE**

- A. The Department's reputation within the community and its integrity as a professional law enforcement agency are dependent to a large degree on our ability to effectively respond to citizen complaints regarding the services rendered by the Department and/or the conduct of its personnel. No such complaint can be ignored; regardless of the apparent lack of validity of the complaint, the mere existence of the complaint indicates dissatisfaction with the Department by a member of the public to which we are responsible for the provision of effective services.
- B. The processes outlined in this directive are designed to insure (1) that the Department responds appropriately to any public disapproval of its services and/or activities, and (2) that the personal rights and professional interests of Department personnel are adequately protected in the investigation of allegations of misconduct.
- C. Department personnel are required to fully cooperate in Department investigations of complaints, to respond fully and truthfully to all inquiries directed to them in the context of a complaint investigation, and to comply with all lawful orders for participation in investigative procedures. No employee will intervene or participate in any complaint investigation without specific authorization from the assigned investigator.
- D. The procedures which follow address complaints filed by private citizens. Complaints regarding the conduct of Department personnel which originate

within the Department will be processed and investigated by the same procedures as if the complaint originated outside the Department. Suggestions for improvements in Department operations or services which originate within the Department are encouraged and will be directed through the normal chain-of-command internal communications processes.

- E. An annual review of all complaints received by the Department, during the applicable school year, will be conducted by the Chief of Police or assigned designee.

## **II. POLICY**

- A. To ensure that the services rendered to the community meet all reasonable expectations for performance of the Department.
- B. To protect the professional integrity and public reputation of the Department.
- C. To protect the rights and interests of Department personnel and to ensure that Department personnel are not negatively impacted by unfounded allegations of misconduct.
- D. To insure the maintenance of a competent, effective, and professional workforce.

## **III. PROCEDURES**

### **A. Internal Affairs**

1. The Internal Affairs Office (IA) is organized under the Office of the Chief of Police. The IA Investigator reports directly to the Chief of Police.
2. IA serves as the SCCBOEPD's control agent in all citizen complaints; recording complaints when received, reviewing completed investigations for thoroughness, objectivity, and accuracy, and establishing and maintaining a complete case file on each complainant.
3. IA shall be responsible for recording, registering, and controlling all alleged or suspected policy violations and misconduct complaints against the employees of the SCCBOEPD. The internal investigation files shall be maintained in accordance with public records law.
4. The IA Investigator shall be directly responsible for the Internal Affairs function and shall report all complaints involving violations of the law, use of incidents involving serious injury or death, and conduct involving moral turpitude directly to the Chief of Police, or designee, without delay.
5. IA shall have the authority to interview any employee, use facilities and

equipment, and review any record or report of the SCCBOEPD in order to facilitate the just resolution of all complaint investigations.

6. Recognizing that complaint investigations are conducted under the immediate authority of the Chief of Police, SCCBOEPD personnel shall cooperate with and assist IA during investigations.
7. The IA Investigators will be knowledgeable of all processes involved in the investigation of complaints, administering of discipline, and all applicable rules, orders, directives, and procedures.
8. IA will develop and maintain a database of all SCCBOEPD complaints. Disciplinary Actions taken as a result of an Administrative Investigation or a Citizen Complaint will be entered into the IA database/computer file. A copy of the Disciplinary Action Record, (DAR) notification letters, and all other associated documentation will be filed with the completed case file. All discipline records will be maintained in accordance with the State of Georgia records retention laws.
9. IA will make observations or recommendations to the Chief of Police concerning any modification or improvement in disciplinary procedures, legislative updates or practices, as well as needed training based upon trends and tendencies that have been identified.
10. IA will monitor sensitive cases that may affect future policies or actions and will make appropriate recommendations for change.
11. IA investigates complaints against the SCCBOEPD employees. IA investigators are responsible for the investigation. They are strictly fact finders. They DO NOT make recommendations regarding findings or penalty.

**B. Classification of Complaints and Discipline Files**

1. **Supervisory Discipline:** This type of discipline is usually generated through the first line supervisor, and depending on the violation or misconduct, may require a formal investigation.
2. **Citizen Complaints:** Depending upon these verities of the allegation, such complaints may require a formal investigation. Should a citizen's complaint be so severe as to merit a formal investigation, it will then be labeled as an Internal Investigation.

3. **Internal Investigations:** The more serious allegations usually require a formal investigation and may include the advisement of rights pertaining to an administrative investigation which is known as the Garrity Warning.
- C. **Supervisory personnel are authorized to investigate violations involving:**
1. **Minor violations of policy and procedure;**
  2. **Allegations of rudeness to citizens;**
  3. **Insubordination;**
  4. **Tardiness or abuse of leave.**
- D. **A comprehensive investigative report shall be prepared on all investigations.**  
This report will include:
1. **A summary of the complaint or alleged act of misconduct.**
  2. **A description of the incident, physical evidence, and other pertinent information.**
  3. **Non-edited investigative statements.**
  4. **Evaluation of the complaint with a statement indicating what can or cannot be substantiated.**
- E. **Internal Affairs Investigators shall conduct investigations into:**
1. **Civil liability suits against members of the Department.**
  2. **Allegations of corruption.**
  3. **Gross misconduct.**
  4. **Allegations of the use of excessive force or brutality.**
  5. **Use of deadly force and firearms.**
  6. **Violations of civil rights.**
  7. **Allegations of criminal misconduct.**
  8. **Incidents requiring investigation that are extremely lengthy, time consuming, involve multiple units or divisions, or when other investigative resources are unavailable.**
  9. **All other Administrative Investigations assigned by the Chief of Police.**

#### **IV. COMPLAINT PROCESS**

- A. **Allegations of police misconduct are received as complaints from both citizens and SCCBOEPD personnel. All complaints against the SCCBOEPD and its personnel will be documented and investigated, including anonymous complaints.**



- B. Citizens wishing to register a complaint will be referred to the employee's immediate supervisor. If the immediate supervisor is unavailable, a supervisor within the employee's division shall be notified.
- C. The supervisor processing the complaint will record pertinent information regarding the complaint on the SCCBOEPD Complaint Form.
- D. All complaints will be investigated, including complaints where the complainant is unwilling to complete or sign the complaint form.
- E. The complainant shall be documented and, as soon as practical, the supervisor must telephone or e-mail IA for a control/tracking number.
- F. Upon receipt of a complaint the IA Investigator will provide the complainant with documentation that states that the complaint was received and provide a description of the process.
- G. Once a tracking number has been assigned and a brief synopsis given to the IA Investigator, it will be determined by the Deputy Chief of Police if the investigation will be conducted by a supervisor of this Department or by an IA Investigator.
- H. The person recording the complaint shall provide the complainant with a copy of the Complaint Form.
- I. When an employee is notified that they have become the subject of an IA investigation, the employee shall be issued a written or electronic notice of the allegation and the employee's rights and responsibilities relative to the investigation.
- J. The Internal Affairs Investigator will have thirty (30) days to complete investigations upon receipt of the complaint. The Chief of Police may grant an extension whenever extenuating circumstances exist.

**V. INTERNAL AFFAIRS INVESTIGATIVE TECHNIQUES**

- A. The complainant shall be interviewed as soon as practical regarding the complaint. The recorded complaint interview will be retained in the same manner as established for the internal file from which it was taken.
- B. The Complainant shall be asked to read and sign the Complaint Form.
- C. The Complainant shall write the complaint on the approved Complaint Form.
- D. The supervisor shall conduct a preliminary investigation, including interviewing the complainant and any witnesses readily available in person. The supervisor

- shall also advise the subject employee of the complaint, when appropriate.
- E. An effort will be made to locate and interview each person who may be a witness or have information relevant to the incident.
  - F. When an employee is under investigation and subject to a formal interview, the interview shall be conducted under the following conditions:
    - 1. The interview should be scheduled during the employee's normal duty hours, when practical.
    - 2. Employees being interviewed or writing a statement concerning an internal investigation may not have an attorney, supervisor, or Commander present.
    - 3. The employee will be informed of the name and rank of the interviewer and all other persons present during the interview.
    - 4. The employee will be informed of the nature of the investigation before the interview begins.
    - 5. The employee will be informed of all the complaint(s), unless there is a compelling reason not to do so.
    - 6. The interview should be audio/digital recorded by the interviewer.
    - 7. Questions asked during the interview should be relevant to the investigation and should be within the area of knowledge the employee is thought to possess.
    - 8. If an interview extends into a normal mealtime, the interview should be suspended while the employee has a meal period.
    - 9. If the interview continues beyond the normal tour of duty, the employee should be allowed to make phone calls to notify such persons as necessary.
    - 10. Employees will be allowed to use toilet facilities as necessary.
  - G. In addition, an employee may be required to:
    - 1. Be photographed, to participate in a lineup, and/or to submit a financial disclosure statement when the actions are material to a particular IA investigation being conducted by the SCCBOEPD.
    - 2. Submit to a medical or laboratory examination, at the expense of the SCCBOEPD, when the examination is specifically directed and narrowly related to a particular IA investigation being conducted by the

SCCBOEPD.

3. Submit to a polygraph examination in the course of an IA investigation. The use of the polygraph will be restricted to those issues narrowly related to a particular internal investigation. Generally, the citizen or witness must submit to and pass the polygraph examination before such examination will be considered for the employee.
  4. An employee shall be ordered not to divulge any information about the interview until the disposition of the investigation, if the progress of the investigation would be otherwise hampered.
  5. Employees may not refuse to provide a statement to IA.
- H. All complaint investigations will be completed, regardless if the employee retires or resigns prior to the conclusion of the investigation.

#### **VI. INVESTIGATIVE FINDINGS**

- A. When the investigation is completed, a report will be completed by the assigned investigator.
- B. This report will contain all information pertinent to the investigation and will also contain a conclusion concerning the merits of the allegations and any evidence that corroborates or refutes the allegation.
- C. The internal affairs investigator will not make any disposition regarding the investigation.
- D. The report will be forwarded to the Chief of Police who will have responsibility for convening a meeting of the Professional Standards Committee (Command Staff).
- E. This committee will review the content of the investigation, decide whether the allegation(s) are sustained, not sustained, unfounded, policy failure or that the employee shall be exonerated. In addition, a recommendation for appropriate disciplinary action will be made.
- F. The Chief of Police and the Committee will use discretion in considering aggravating or mitigating circumstances, as well as discipline history, in arriving at their recommendation.
- G. Once a finding is reached, the subject officer will be notified by the investigating Division Commander, or designee. The subject officer shall receive a complete copy of the investigative file.
- H. If the complaint is sustained and the penalty is above a written reprimand, the

subject officer can respond, either verbally or in writing, within 3 days, to the allegations (Cleveland Board of Education v Loudermill).

- I. When discipline is issued the employee will be notified of their right to appeal.
- J. If the employee fails to appeal to the Chief, this non-response will constitute a waiver of the right to appeal and the discipline will be imposed.
- K. Final disciplinary action reports (DAR) shall be forwarded to IA for recordkeeping purposes.

## **VII. DISPOSITION**

- A. Investigations into allegations of policy violations or employee misconduct will conclude with one of the following findings:
  1. **EXONERATED** - The investigation supported the conclusion that the incident did occur, but the employee's actions were legal, proper, and reasonable.
  2. **UNFOUNDED** - The investigation supported the conclusion that the employee did not engage in the alleged conduct and did not violate a rule by doing so.
  3. **POLICY FAILURE** - Policy or procedure does not properly address the allegation or procedure which led to the alleged conduct and the investigation reveals recommended policy or procedural changes.
  4. **NOT SUSTAINED** - The investigation didn't prove or disprove the alleged conduct.
  5. **SUSTAINED** - The investigation supported the conclusion that the employee engaged in the alleged conduct and violated a rule by doing so.
- B. Appropriate disciplinary action will be taken, when warranted, and a complete file maintained by the SCCBOEPD IA Office.
- C. Investigative findings for those employees that have since retired or resigned will be forwarded to the Chief of Police or designee. Depending upon the final disposition of the investigation the Chief of Police or designee will change the former employee's separation status accordingly.
- D. Upon conclusion of the investigation, the involved employee(s) will receive, in writing, notification of the results of the investigation.
  1. This will also include those employees that have retired or are no longer employed with the SCCBOEPD.

2. This notification will be done by certified mail and with a return/receipt.

#### **VIII. OFFICE OF INTERNAL AFFAIRS ROLE IN CRIMINAL INVESTIGATIONS**

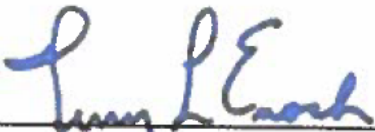
- A. If during an Internal Administrative Investigation there appears that there is, or that there may have been, a violation of criminal law, the investigation by IA may be suspended and the Chief of Police promptly notified.
- B. No further administrative investigative effort will normally be made until after the Chief of Police has determined whether to assign the matter for criminal investigation.
- C. Employees under investigation for alleged criminal law violations will be afforded those rights guaranteed by the Constitution of the United States and the policies and procedures of the SCCBOEPD.
- D. Generally, criminal investigations will be conducted by the appropriate investigative unit or agency unless IA is directed by the Chief of Police to conduct the criminal investigation.
- E. Deadly force cases will be investigated in accordance with the SCCBOEPD's Use of Force policy.

#### **IX. ADMINISTRATIVE INVESTIGATION FILES**

- A. The Internal Affairs Investigator shall be responsible for maintaining all records regarding internal investigations.
- B. The Internal Affairs Investigator shall take all proper precautions to ensure the security of these records. These records shall be stored separate and apart from personnel records.
- C. All complaints received by any member of the Department, against the Department or an employee, shall be assigned a complaint control number. IA will assign control numbers and will enter them into a computer data base.
- D. IA shall prepare a file for every complaint assigned. The file shall contain the original report, audio tapes of IA interviews, incident reports, photographs, and other pertinent documentation.
- E. Folders shall be filed numerically by control number and kept secure while in the custody and control of IA.
- F. No one may access the files without the permission from the Chief of Police.
- G. No portion of the file shall be copied or reproduced by anyone other than IA personnel.

**This policy supersedes all other policies**

**By the order of**



A handwritten signature in blue ink, appearing to read "Terry L. Enock", is written over a horizontal line.

**Chief of Police**

## Arron Graves

---

**From:** Terry Enoch  
**Sent:** Thursday, March 30, 2023 1:47 PM  
**To:** David Dennison; Ramon Ray; Deanna Hall  
**Cc:** Jacqueline Xavier; Arron Graves; Monsia Washington  
**Subject:** RE: Open Records Request/Desautels

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Flagged

Received...Deputy Chief Graves will provide you the requested information.

Chief

**From:** David Dennison <David.Dennison@sccpss.com>  
**Sent:** Thursday, March 30, 2023 1:21 PM  
**To:** Terry Enoch <Terry.Enoch@sccpss.com>; Ramon Ray <Ramon.Ray@sccpss.com>; Deanna Hall <Deanna.Hall@sccpss.com>  
**Cc:** Jacqueline Xavier <Jacqueline.Xavier@sccpss.com>  
**Subject:** FW: Open Records Request/Desautels

Attorney-Client Communication:

I received the below open records request today.

Initial response is due on Tuesday of next week.

-Brian

**From:** Todd Desautels <[REDACTED]>  
**Sent:** Thursday, March 30, 2023 11:00 AM  
**To:** David Dennison <[David.Dennison@sccpss.com](mailto:David.Dennison@sccpss.com)>; [lester.johnson@sccpss.com](mailto:lester.johnson@sccpss.com)  
**Subject:** Open Records Request/Desautels

**WARNING:** This email originated outside SCCPSS's email system. Unless you recognize the sender or are expecting an attachment, **DO NOT CLICK** links or **OPEN FILES** as they may contain malicious malware. Use the **"Report Message"** or **"Junk"** option in Outlook to report SPAM to Microsoft and District Technology. Please do not forward suspicious messages.

Mr. Dennison,

My name is Todd Desautels, I was an employee of the BOE Police Department from September of 2022 until my resignation effective February 28th, 2023.

I am requesting:

## Arron Graves

---

**From:** Terry Enoch  
**Sent:** Thursday, March 30, 2023 1:21 PM  
**To:** Todd Desautels  
**Cc:** Arron Graves; Monsia Washington  
**Subject:** RE: Admin leave, missed pay, Desautels

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Received, I forwarded your email to Deputy Chief Graves to address your request through our Human Resources Department.

He is copied on this email. Deputy Chief Graves will reach out to you shortly with a response.

Chief Enoch

**From:** Todd Desautels <[REDACTED]>  
**Sent:** Thursday, March 30, 2023 1:09 PM  
**To:** Terry Enoch <Terry.Enoch@sccpss.com>  
**Subject:** Admin leave, missed pay, Desautels

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Chief Enoch,

When I was placed on administrative leave I was not informed in writing or verbally this administrative leave would be without pay.

In my experience, individuals placed on administrative leave pending investigation are compensated until the investigation is concluded and employment status has ceased.

I submitted my resignation, effective February 28, 2023 however I did not receive pay for the periods of 2.1.23 through 2.15.23 and 2.16.23 through 2.28.23.

Thank you for your attention to this error.

Todd Desautels



**TO:** Chief T. Enoch  
**CC:** Assistant Chief A. Graves  
Captain R. Rodriguez  
**From:** Todd M. Desautels  
**Date:** February 28<sup>th</sup>, 2023

Chief Enoch.

Thank you for the opportunity for employment with the SCCPSS Board of Education Police. Please consider this my official notice of resignation from the position of School Resource Officer with the BOE PD. effective February 28<sup>th</sup>, 2023.

Respectfully submitted,



Todd M. Desautels

**Arron Graves**

---

**From:** Todd Desautels <[REDACTED]>  
**Sent:** Tuesday, February 28, 2023 12:14 PM  
**To:** Robert Rodriguez; Arron Graves; Terry Enoch; Kevin Elleby  
**Subject:** Fwd: resignation  
**Attachments:** resignation from boe.docx

**WARNING:** This email originated outside SCCPSS's email system. Unless you recognize the sender or are expecting an attachment, **DO NOT CLICK** links or **OPEN FILES** as they may contain malicious malware. Use the "Report Message" or "Junk" option in Outlook to report SPAM to Microsoft and District Technology. Please do not forward suspicious messages.

This morning, about 1130, I reviewed a voice-mail. left an hour earlier about scheduling an interview with IA. A few minutes ago, I received a call and spoke to Sgt. Elleby about coming to HQ for an interview.

I am going to forego this procedure and the additional time I'll be waiting for a IA conclusion. Please see the attached resignation letter.

Todd Desautels

----- Forwarded message -----

**From:** Todd Desautels <[REDACTED]>  
**Date:** Tue, Feb 28, 2023, 7:46 AM  
**Subject:** resignation  
**To:** Todd Desautels <[REDACTED]>

Administrative Secretary

Savannah-Chatham Board of Education Police Department

507 S. Coastal Hwy

Port Wentworth, GA 31407

912-395-1161 Office

912-395-1123 Fax

[nana.leblanc@sccpss.com](mailto:nana.leblanc@sccpss.com)



**"Tell me and I forget, teach me and I may remember, involve me and I learn" -Benjamin Franklin**

FW: Todd Desautels 36605

Dana Jackson <Dana.Jackson@sccpss.com>

Thu 3/2/2023 4:24 PM

To: Vashti Nelson <Vashti.Nelson@sccpss.com>; Kathy Stewart <Kathy.Stewart@sccpss.com>; Rodmetra Murvin <Rodmetra.Murvin@sccpss.com>

Cc: Monsia Washington <Monsia.Washington@sccpss.com>; Nana Leblanc <Nana.Leblanc@sccpss.com>; Terry Enoch <Terry.Enoch@sccpss.com>; Kami Mace <Kami.Mace@sccpss.com>

Good afternoon,

Please place Mr. Desautels on LWOP effective 02/28/2023, per the email below.

Your attention to this matter is much appreciated

Thank you

Respectfully

Dana L Jackson  
Payroll Accounting Technician  
10 Interchange Court  
Savannah, Ga. 31415  
(912) 395-5568 Office  
(912) 201-5343 Fax

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---

From: Nana Leblanc <Nana.Leblanc@sccpss.com>  
Sent: Wednesday, March 1, 2023 4:14 PM  
To: Dana Jackson <Dana.Jackson@sccpss.com>  
Cc: Monsia Washington <Monsia.Washington@sccpss.com>  
Subject: T. Desautels

Good afternoon Dana,

I was informed that T. Desautels is no longer with us as of 2/28.

Thank you,

N. Lanae LeBlanc

A copy of the BOD PD's written policy(s) governing "administrative leave", including but not limited to, pay and/or lack of, suspension of benefits, etc.

A copy of the BOE PD's written policy(s) governing all aspects "Internal Affairs", including but not limited to, timely investigations, administrative leave awaiting investigation conclusion, etc.

A copy of any and all email threads to/from BOE Chief Enoch, Assistant Chief Graves, Captain Rodriguez, Sgt. Elleby, or any others amongst themselves or to any member of the BOE PD, HR, payroll, etc. regarding my administrative leave and/or the decision for me not to be paid during the time I was on administrative leave.

Who determined I would not be paid during my administrative leave.

Any other policy of the BOE PD or SCCPSS which indicates an employee does or does not receive pay while employed and awaiting disposition of an Internal Affairs or HR investigation.

Does SCCPSS still do this all through paper and mail or can I pay for or supply an external hard drive for digital records?

Thank you for your assistance in this matter. I can be reached at this email address or 912.484.5856 if you have any questions.

Todd Desautels

**Arron Graves**

---

**From:** Terry Enoch  
**Sent:** Thursday, March 30, 2023 1:47 PM  
**To:** David Dennison; Ramon Ray; Deanna Hall  
**Cc:** Jacqueline Xavier; Arron Graves; Monsia Washington  
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**Follow Up Flag:** Flag for follow up  
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**Sent:** Thursday, March 30, 2023 1:21 PM  
**To:** Terry Enoch <Terry.Enoch@sccpss.com>; Ramon Ray <Ramon.Ray@sccpss.com>; Deanna Hall <Deanna.Hall@sccpss.com>  
**Cc:** Jacqueline Xavier <Jacqueline.Xavier@sccpss.com>  
**Subject:** FW: Open Records Request/Desautels

Attorney-Client Communication:

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Initial response is due on Tuesday of next week.

-Brian

**From:** Todd Desautels <[REDACTED]>  
**Sent:** Thursday, March 30, 2023 11:00 AM  
**To:** David Dennison <David.Dennison@sccpss.com>; lester.johnson@sccpss.com  
**Subject:** Open Records Request/Desautels

**WARNING:** This email originated outside SCCPSS's email system. Unless you recognize the sender or are expecting an attachment, **DO NOT CLICK** links or **OPEN FILES** as they may contain malicious malware. Use the "Report Message" or "Junk" option in Outlook to report SPAM to Microsoft and District Technology. Please do not forward suspicious messages.

Mr. Dennison,

My name is Todd Desautels, I was an employee of the BOE Police Department from September of 2022 until my resignation effective February 28th, 2023.

I am requesting:







5:30



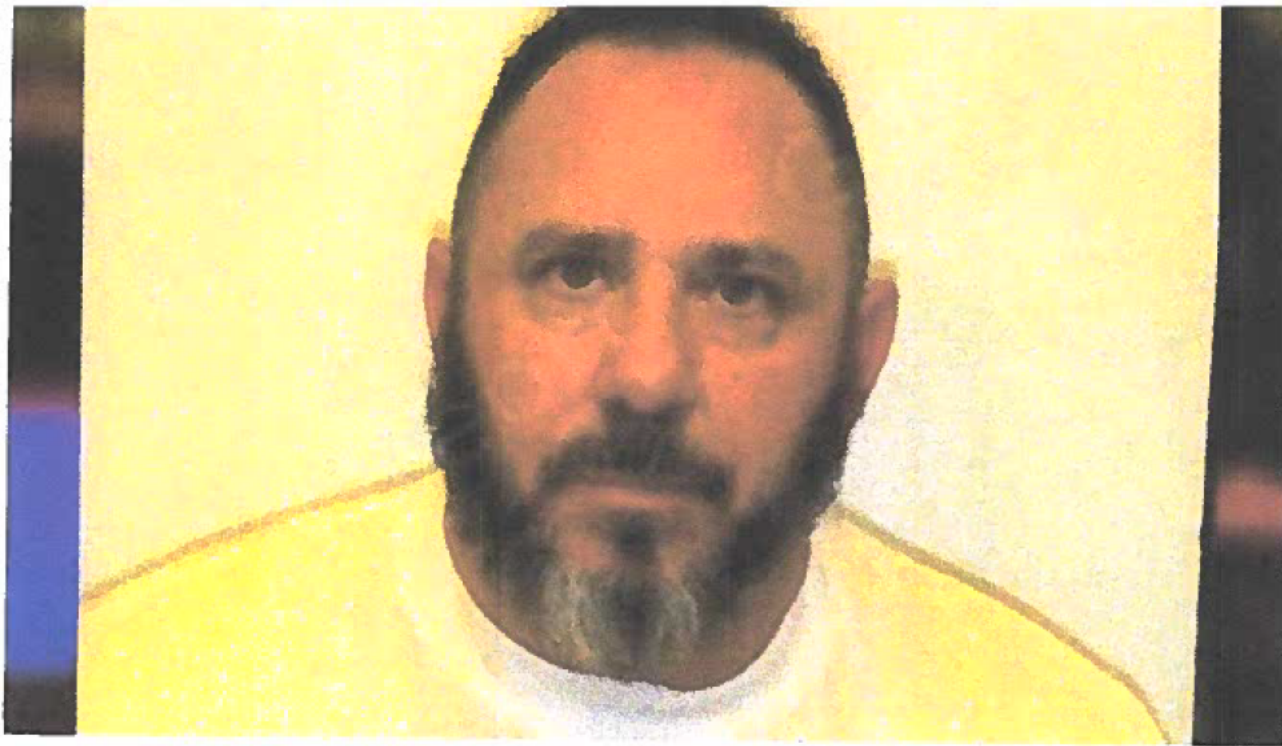
**Jon Martin** is with **Joshua Wyatt Davis** and **5 others**.



12h · 👥

When a drunk douche spits on you and it takes every ounce not to take his head off!





 Like

 Comment

 Share

  4

3 Shares



**C'port Georgia**

Tony Soprano k so you were downtown in City  
Market with your bag of peanuts 🥜 on display?  
Emergency Make Over  
Courtesy of: Seaports Finest