



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

21-01-11

DEPUTY: Dep. Richard Russell **EMPLOYEE ID:** C366/17144

DATE OF VIOLATION: 012621

VIOLATION OF S.O.P. #: 4.26 Unsatisfactory Performance,

See attached letter

DISCIPLINARY ACTION INITIATED

BY: Lt. Robbie Silas A964 / A-1

DATE: 01/26/21

PROPOSED ACTION: 16 hours SWOP, Complete on-line De-escalation courses offered by Post.

REVIEWED BY: (IF APPLICABLE)

CORPORAL: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:

 C. Silas

On 010621 Deputy Russell was working Pro-Active Patrol when he assisted Deputy Cheillada on a traffic stop @ Wrightsboro Road and Pine Needle Road. The violator was stopped for a State Move-Over Law violation. Deputy Cheillada begins the conversation with the driver [REDACTED] and then Deputy Russell is observed asking him questions about the stop. During the video, you could see that [REDACTED] was unsure of the law and possibly was becoming irritated. Deputy Russell asks him for his license and sees that [REDACTED] had a concealed weapons permit. After asking him if he had a gun, Russell retrieved the weapon and took it to his car. Due to a K-9 alerting on the vehicle Deputy Russell placed [REDACTED] in handcuffs while the vehicle was searched. There were no drugs found in the vehicle and [REDACTED] was released without any citations. Prior to doing this Deputy Russell field stripped the weapon, unloaded the magazine and placed all of the items in a bag and placed them on the front passenger seat. Deputy Russell advised he did this because of [REDACTED] See attached statement.

012621

21-0024038/1103

On 012621 Deputy Richard Russell conducted a traffic stop on a 2000 GMC Jimmy driven by [REDACTED] [REDACTED] for Failure To Maintain lane 40-6-48 while she was travelling East on Gordon Hwy @ Molly Pond Road. The driver stopped in the parking lot of the Exmark on the corner of Molly Pond Rd/Gordon Hwy. Once stopped Deputy Russell approached the vehicle from the passenger side and began talking with the driver. At this point Deputy Russell should have been able to see that the driver was an older person. Deputy Russell was very adamant about having the driver roll her window down so he could talk with her. The driver unlocked her passenger door and Deputy Russell opened it and began talking with her. Deputy Russell advised who he was and that he needed to see her driver's license. At no point did he explain why he stopped her. During this conversation, the driver asked Deputy Russell to come to her side of the vehicle because she didn't want him in her car and that she didn't want to hand it to him through the car due to the COVID issue. She also made the statement that Deputy Russell did not have a mask on. During the incident, the driver exited the vehicle and refused to sit back down in the car as directed by Deputy Russell. She stated to him that she wanted to make sure she was in view of the cameras from the business as she was also recording the incident with her cell phone. Deputy Russell advised her that he was going to take her to jail if she didn't comply and continued to talk with her from the passenger side. She asked him to call his supervisor and he told her he was not doing so. Deputy Russell then told her she was under arrest and placed her in handcuffs and put her in his car. He then notified Cpl. Green who went to the scene and spoke with the driver about the incident. Cpl. Green advised me of the incident and stated that Deputy Russell wrote her two citations and released her. I then proceeded to review the incident.

During the video, all of the above was recorded and after the initial encounter with the driver Deputy Russell should have been able to see that the driver did have some hearing issues. She even asked him could she get her hearing aids from her car as he placed her in his patrol car. He told her no about retrieving her hearing aids.

Deputy Russell made a legitimate traffic stop but should have realized that his encounter was involving an older person and that he should have made adjustments in his stop to rectify the situation. Deputy Russell was not wearing a mask as directed by Sheriff Roundtree and this caused even more issues. Deputy Russell has very good intentions but needs to learn how to De-escalate things to his advantage.

On 012621 @2230 hours Deputy Russell was working extra hours with the Pro-Active team when he transported a subject to the CBWDC. Deputy Russell entered the facility without wearing a mask which is mandated by the Sheriff. Deputy Anthony Gist observed this and immediately ask Deputy Russell to

put one on but he refused. Due to the refusal, Deputy Gist asked Lt. David Griffin to assist with getting Deputy Russell to comply. Lt. Griffin advised Deputy Russell to put one on and he took the mask and put it on but left his mouth uncovered. Lt. Griffin then asked Deputy Russell who is supervisor was and notified him. (Sgt. Godden). Deputy Russell continued to get the subject entered into the jail but inadvertently left \$100.00 of the subject's money on the counter that was found by Jailer Richard Sanchez. Deputy Russell filled out the attached property form and put the money total as \$492.00. If the \$100.00 was not found the subject would have been missing it once released from jail.

Deputy Russell has been advised that any future violations of this nature could result in more serious violations being taken against him.



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Rouleau

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

20-09-30

DEPUTY: Richard Russell

EMPLOYEE ID: 17144

DATE OF

VIOLATION: 082020

VIOLATION OF S.O.P.

#: 4.26 Unsatisfactory Performance / 5.2 - 10 PATROL OPERATIONS SO VEHICLES

On 082120 I Lt. Silas received a text from Cpl. Trimmingham in reference to finding Deputy Russell's assigned patrol car (1312) car unsecure. My further investigation found that during muster on 0817/20, it was reiterated that per policy, no patrol vehicle should be left running/unsecured when Deputies were not in close proximity to the vehicle. On 082020 at approximately 2035 hrs, Cpl. Eard Trimmingham was off duty in his POV at the Circle K gas station at 2916 Washington Road when he observed Deputy Russell's patrol vehicle (1312) parked with it's engine running.

Cpl. Trimmingham went inside the store to look for Deputy Russell but did not see him. He made his purchase and went back to his vehicle and waited for Deputy Russell to return to his patrol car however, after about ten minutes, no one showed. Cpl. Trimmingham then checked the door to see if it was unsecure and found both the driver's and passenger's door unlocked and his shotgun/Ar 15 and magazines were unsecure in the passenger seat. He then moved the patrol car from where it was and secured it.

Approximately twenty minutes later Deputy Russell came outside and asked about his vehicle. Cpl. Trimmingham asked where he was and he said in the restroom. Deputy Russell was just written up in July 2020 for the same type of violation and received 8 hours SWOP. Deputy Russell has been advised that any further violations of this nature may result in more severe disciplinary actions being taken against him.

DISCIPLINARY ACTION INITIATED

BY: Lt. Robert Silas A1

DATE: 090120

PROPOSED

ACTION: 16 hours SWOP

REVIEWED BY: (IF APPLICABLE)

CORPORAL: <u>[Signature]</u>	DATE: <u>9/11/20</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF: _____	DATE: _____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree



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Sheriff Richard Roundtree

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Phone: 706.821.1000 Fax: 706.821.1064

20-07-25

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: 07/02/20
VIOLATION OF S.O.P. #: Patrol Vehicle Operations of a Motor Vehicle 5.2-10.1

On 07/02/20 at 1749 hours Dep. Richard Russell backed spare car 2003 into the parking spot in front of the roll up doors for purchasing at 400 Walton Way. Dep. Russell left the vehicle running and entered the building to drop off paperwork. Dep. Russell then returned to the vehicle a few minutes later and discovered that the vehicle rolled backward causing the driver's side rear to strike a metal pole and the building. This caused slight damage to spare 2003 and no damage to the building. Dep. Russell, by leaving unit 2003 running and unattended violated Richmond County Sheriff's Office Policy 5.2-10 for Sheriff's Office assigned vehicle guidelines. Dep. Russell was involved in at fault crash on 04/24/20 and issued a written warning and Defensive Driving Course.

DISCIPLINARY ACTION INITIATED BY: Lt. William Adams

DATE: 07/02/20

PROPOSED ACTION: 8 hours Suspension Loss of take home and Special duty vehicle for 30 days

REVIEWED BY: (IF APPLICABLE)

Recommendation

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
SERGEANT:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
LIEUTENANT:	<u>W.B. Adams</u>	DATE:	<u>07/14/20</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
CAPTAIN:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
MAJOR:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
COLONEL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
CHIEF DEPUTY:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____
SHERIFF:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	_____

FINAL DISPOSITION:

EMPLOYEE'S SIGNATURE: *Richard Russell* C366



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20-04-24

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: 04/24/20
VIOLATION OF S.O.P. #: Patrol Vehicle Operations of a Motor Vehicle 5.2-10.1

On 04/24/20 at 1428 hours Dep. Richard Russell was traveling north on Troupe St approaching the intersection with Lee St. in Richmond County Patrol Car 2114 Asset# 218095. Dep. Russell stated that due to the glare from the sun he was unable to see vehicle 2 slow in front of his vehicle. This caused the front of Dep. Russell's vehicle to strike the rear of vehicle 2, causing slight damage to both vehicles. This is Dep. Russell's first at fault crash since the new Accident/Good driver policy was enacted. Dep. Russell was warned that future accidents would result in more severe disciplinary action.

DISCIPLINARY ACTION INITIATED BY: ,Lt. William Adams

DATE: 04/27/20

PROPOSED ACTION: Written Warning and Driver Refresher training

REVIEWED BY: (IF APPLICABLE)

	DATE:	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<u>Recommendation</u>
CORPORAL:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
SERGEANT:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
LIEUTENANT:	<u>W.B. Adams</u>	<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
CAPTAIN:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
MAJOR:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
COLONEL:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
CHIEF DEPUTY:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
SHERIFF:	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____

FINAL DISPOSITION:

EMPLOYEE'S SIGNATURE: 



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400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

17-07-11

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: June 21, 2017
VIOLATION OF S.O.P. #: 3.7-1 Neglect of Duty

On Wednesday, June 21, 2017 you fail to verify the amount of money that was confiscated from Inmate [REDACTED] as he was being processed into the jail. His property sheet indicated that he had \$870.00. When Inmate [REDACTED] checked his account balance, it indicated that he had \$850.00. Twenty dollars (\$20.00) was missing from his account. After watching the video, it was obvious that you did not check the contents of his wallet. This type of negligence is unexpectable.

It is advisable that you adhere to your duties and responsibilities while handling inmates proerty and be cognizant of training . Any further mistakes may result into disciplinary action.

DISCIPLINARY ACTION INITIATED BY: Sgt. Terersa A. Wills

DATE: June 27, 2017

PROPOSED ACTION: Employee Counseling

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
SERGEANT:	<u>Sgt. Teresa A. Wills</u>	DATE: <u>6-27-17</u>	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
LIEUTENANT:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
CAPTAIN:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
MAJOR:	<u>Robert J. [Signature]</u>	DATE: <u>6-27-17</u>	<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree
COLONEL:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
CHIEF DEPUTY:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
SHERIFF:	_____	DATE: _____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree

Pay the \$20.00 (PL)

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: [Signature]



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17-06-05

DEPUTY: Richard A. Russell EMPLOYEE ID: 17144
 DATE OF VIOLATION: 5/30/2017
 VIOLATION OF S.O.P. #: Unsatisfactory Performance 4.26

On the above date Captain Reeves received a phone call from Lt. Robbie Silas (Road Patrol) that you were involved in a heated discussion with several supervisors with the Columbia County Fire Department. The subject of the discussion was about you wearing your personal firearm in your sheriff's office uniform and entering the firehouse.

The fact you have a civilian carry permit does not allow you to carry a firearm while wearing any clothing representing the Richmond Co. Sheriff's Office. Any future incidents will result in further disciplinary action to include suspension.

DISCIPLINARY ACTION INITIATED BY: Lt. John W. Whitaker IV

DATE: 5/30/2017

PROPOSED ACTION: Written Counselling

REVIEWED BY: (IF APPLICABLE)

	DATE:	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	<u>Recommendation</u>
CORPORAL: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
SERGEANT: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
LIEUTENANT: <u>[Signature]</u>	<u>5/30/17</u>	<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
CAPTAIN: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
MAJOR: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
COLONEL: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
CHIEF DEPUTY: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____
SHERIFF: _____	_____	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree	_____

FINAL DISPOSITION: _____

EMPLOYEE'S SIGNATURE: [Signature]



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16-09-43

DEPUTY: Deputy Richard Russell EMPLOYEE ID: 17144

DATE OF

VIOLATION: September 1, 2016

VIOLATION OF S.O.P. #: 4.4.2 Conduct Unbecoming

Deputy Russell began to yell profanities at Deputy Powell from the Intake slider in the presence of inmates, other deputies, and other supervisors. Deputy Russell said he was upset when Deputy Powell started to close the slider while he had combative inmates in the slider. This is unacceptable behavior and will not be tolerated.

DISCIPLINARY ACTION INITIATED BY: Sgt. Elizabeth Whittle


DATE: September 1, 2016

PROPOSED ACTION: Written Counseling

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT:	<u>Sgt Elizabeth Whittle B145</u>	DATE:	<u>9/11/16</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT:	<u>E. Whittle</u>	DATE:	<u>9/11/16</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: 



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

16-08-24

DEPUTY: Richard Russell EMPLOYEE ID: 17144

DATE OF VIOLATION: August 14, 2016

VIOLATION OF S.O.P. #: 4.26 Unsatisfactory Performance

It was discovered you had taken a set of keys home on August 14, 2016. You returned them on August 15, 2016 after Captain Reeves called to inform me the keys were unaccounted for. This is not acceptable key control. Any other violation could result in further disciplinary action.

DISCIPLINARY ACTION INITIATED BY: Sgt. Elizabeth Whittle

DATE: August 17, 2016

PROPOSED ACTION: Written Counseling

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT:	<u>Sgt Elizabeth Whittle</u>	DATE:	<u>08/18/16</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: *Richard Roundtree*

RICHMOND COUNTY SHERIFF'S OFFICE



Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

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Phone: 706.821.1000 Fax: 706.821.1064

15-07-46

July 26, 2015

Deputy Richard Russell

Re: **Counseling Session**

Deputy Russell on 07/16/15 you were in a verbal altercation with an inmate on G-Pod, C-Block at which time you locked him down and did not inform your supervisor, Sgt. Gwen Johnson of the incident. When I came on the Pod, the inmate stated to me that they are constantly being lockdown for insignificant incidents.

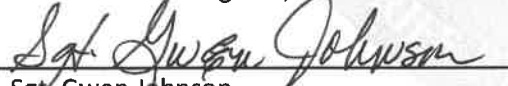
On 07/25/15 when you were serving lunch trays, you became angry that the inmates had taken an extra tray and immediately ordered Deputy Exum to turn off the phones and the television even though some inmates were using the phone and had nothing to do with what was happening with the lunch trays.


On 07/26/15 [REDACTED] a Trinity Worker in the kitchen came to the office and stated to me that you were yelling at her and made a jester with your hands, saying in a loud voice "I need four more trays" She stated to you that the count was right and that she and Deputy Wylds had counted the trays. When I asked you why did you need four extra trays since the count was right, you then replied to me. "The count is right, I miss counted. Deputy Russell if the trays are not correct, you are to inform your supervisor and the Deputy that's working in the kitchen. You are not to confront the Trinity workers in the kitchen. You were not even suppose to be in the kitchen. You are to stand in the Hallway, count the trays and if there are any discrepancies about the trays, inform your supervisor.

Deputy Russell, in the future you are not to take any privileges from the inmates until you have informed your supervisor of the incidents that happening at that time.

You are asked to sign this document as acknowledgement of receipt and understanding of its content.

With Warmest Regards,


Sgt. Gwen Johnson


Deputy Richard Russell

C366/17144
07/04/15



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

21-12-24

DEPUTY: Richard Russell EMPLOYEE ID: 17144

DATE OF VIOLATION: 10/31/2021

VIOLATION OF S.O.P. #: Conduct Unbecoming an Employee 4.0 B

A complaint was brought to Lt. Danko's attention that on Sunday, October 31, 2021, between the hours of 0200 and 0230 hrs., that Inv. Richard Russell was off duty in plain clothes at Garden City Social Club located at 1157 Broad St. as a patron and was not conducting himself appropriately. Inv. Russell, by his own admission, was consuming alcoholic beverages at the establishment, to the point that he did not feel safe driving. It was after the club had closed, that Inv. Russell allowed a female patron back into the bar to use the restroom, which was after the hours for the club to be closed and everyone should have exited the business already according to the County Ordinance that govern the business. Inv. Russell was accused of trying to give an alcoholic beverage to a female patron, who turned out to be 20 yoa. Inv. Russell refuted that accusation stating he did not offer her a drink. Inv. Russell stated he did take alcohol from the establishment outside. He also stayed outside of the establishment, until approximately 0500 hrs., consuming alcoholic beverages with some of the employees from there which also conflicts with the County Ordinance governing the establishment. Everyone there at the time knew that Inv. Russell was a deputy/investigator with the Richmond County Sheriff's Office. His behavior that morning is unbecoming of a certified deputy with this agency. This is the fifth written counseling or higher write-up within the last six months.

DISCIPLINARY ACTION INITIATED

BY: Lt. Joel Danko

DATE: 11/18/2021

PROPOSED

ACTION: Demotion and re-assignment to the Road Patrol

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT:	<u>Sgt. Alonzo Bell B5</u>	DATE:	<u>11/18/2021</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT:	<u>Lt. Joel Danko A17</u>	DATE:	<u>11/18/2021</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN:	<u>Capt. Brandon Beckman</u>	DATE:	<u>11/23/2021</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR:	<u>[Signature]</u>	DATE:	<u>11/30/21</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL:	<u>[Signature]</u>	DATE:	<u>11/30/21</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY:	<u>[Signature]</u>	DATE:	<u>11/30/21</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF:	<u>[Signature]</u>	DATE:	<u>12/1/21</u>	<input type="checkbox"/> Agree	<input checked="" type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

Demotion / Re-assignment to Road Patrol
6 Month Probation



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

EMPLOYEE'S SIGNATURE: _____

[Handwritten signature]



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Phone: 706.821.1000 Fax: 706.821.1064

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: 07/16/2021
VIOLATION OF S.O.P. #: 4.26 c Unsatisfactory Work Performance

On July 16, 2021, Sgt. Alonzo Bell conducted a work station check at the narcotics office. During a search of Inv. Richard Russell's work area, Sgt. Bell located an AR15 rifle, serial number MT50410 in the overhead cabinet which was seized on July 09, 2021 under case number 21-195911.

During a search of his desk drawer, Sgt. Bell located \$980.00 in currency which was seized on June 17, 2021 (pending Case). All property was unsecured and improperly stored. The currency was turned back over to the owner on July 16, 2021.

Inv. Russell is aware of the Richmond County Sheriff's Office policy for evidence collecting, handling and storage. Inv. Bell informed Inv. Russell that a gross violation of this type is unacceptable. Inv. Russell was also informed that another violation of this type will not be tolerated and grounds for further enforcement actions.

Lt. Danko's recommendation along with this written counseling, is that Inv. Russell ride with a senior investigator (Inv. Hegg) for a minimum of thirty days. Inv. Brown and Inv. Russell have been working together recently and all supervisors agree that they will require some additional training to avoid these types of problems. We will reevaluate this situation on August 31, 2021, to see if Inv. Russell will require any additional guidance.

-SEE PAGE 2-



RICHMOND COUNTY SHERIFF'S OFFICE

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DISCIPLINARY ACTION INITIATED

BY:

Sgt. Alonzo Bell B116 / B5

DATE: 07/16/2021

PROPOSED

ACTION:

Written Council

REVIEWED BY: (IF APPLICABLE)

CORPORAL:

DATE:

Agree Disagree

SERGEANT:

Sgt. Alonzo Bell

DATE:

7-21-21

Agree Disagree

LIEUTENANT:

Lt. Joel Danko

DATE:

07/21/2021

Agree Disagree

CAPTAIN:

DATE:

Agree Disagree

MAJOR:

DATE:

Agree Disagree

COLONEL:

DATE:

Agree Disagree

CHIEF DEPUTY:

DATE:

Agree Disagree

SHERIFF:

DATE:

Agree Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:

 C366



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144

DATE OF

VIOLATION: 09/30/2021

VIOLATION OF S.O.P.

#: 4.26 c Unsatisfactory Work Performance

On September 30, 2021 at approximately 2047 hours; Inv. Richard Russell conducted a narcotics investigation at 3034 Washington Rd. During this investigation, (4) persons were charged with narcotic related offenses and a false information offense. These persons were booked into the County Jail on these offenses. After this investigation, Inv. Russell completed the necessary documentations.

On October 15, 2021; Inv. Russell was contacted by the District Attorney's Office via email requesting original documents which should have been turned over to the narcotics secretary the day the narcotics investigation ended and charges were made.

On October 16, 2021, Inv. Russell replied to the email stating "I will have this taken care of when I return to work. The warrants are on my desk".

On October 21, 2021, a second requested email was sent to the Inv. Russell from the District Attorney's Office asking for the original documentation with no reply from Inv. Russell.

On October 25, 2021, Inv. Russell submitted the original documentation to Sgt. Alonzo Bell which will be forwarded to the District Attorney's Office.

Since Inv. Russell's has been assigned to the Narcotics Division, he has been verbally warned numerous times by Sgt. Bell, Sgt. Julio Concepcion and Lt. Joel Danko about submitting documents for review in a timely manner. Inv. Russell has also received written councils in reference to this issue however this gross violation still continues.

Inv. Russell is well aware of the Richmond County Sheriff's Office policy about documenting investigations and submitting documents and case files in a timely manner.



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DISCIPLINARY ACTION INITIATED BY:



Sgt. Alonzo Bell B116 / B5

DATE: 10/27/2021

PROPOSED ACTION:

The recommendation is one day suspension (8 hours)

REVIEWED BY: (IF APPLICABLE)

CORPORAL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SERGEANT:	<u>Sgt. Alonzo Bell</u> 	DATE:	<u>10/27/2021</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
LIEUTENANT:	<u>Lt. Joel Danko</u> 	DATE:	<u>10/27/2021</u>	<input checked="" type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CAPTAIN:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
MAJOR:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
COLONEL:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
CHIEF DEPUTY:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree
SHERIFF:	_____	DATE:	_____	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:





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Law Enforcement Center
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Augusta, GA 30901
Phone: 706.821.1000 Fax: 706.821.1064

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: 10/11/2021
VIOLATION OF S.O.P. #: 4.26 c Unsatisfactory Work Performance

Upon review of Inv. Richard Russell's Body Worn Camera (BWC), the following infractions were observed:

On October 4th, 2021, Inv. Russell and Inv. Christopher Brown mistakenly switched issued Body Worn Cameras. This error was not discovered until October 11, 2021. It was also discovered that Inv. Russell's camera contained thirty-three videos that had not been downloaded from (October 4th, 2021- October 11th, 2021).

1st Video - During this period of time, Inv. Richard Russell was attempting to conduct a controlled purchase of narcotics utilizing a newly acquired confidential informant (CI). The informant was not following directions, and it was obvious that Inv. Russell was becoming frustrated with the CI. Inv. Russell is heard using unprofessional and foul language several times towards the CI.

2nd Video - Inv. Russell was involved in a justified use of force situation (Taser deployment). Inv. Russell was heard telling a subject that he would "electrocute him". Inv. Russell realized what he said, and then he changed his terminology. Inv. Russell told the suspect he will "reenergize him". The suspect was later taken to the hospital. Inv. Russell failed to contact his direct line supervisor, Sgt. Alonzo Bell of this incident. It was later discovered that Inv. Chris Brown did contact Sgt. Julio Concepcion of the Taser deployment, but neither of the investigators informed any of their supervisors that the suspect was taken to the hospital.

Inv. Russell is well aware of the proper procedure for using and maintaining equipment that is assigned to him from the Sheriff's Office along with the proper procedure for downloading the Body Worn Camera to the server in a timely manner.

Inv. Russell is aware that while acting within his official capacity with the Richmond County Sheriff's Office, he is to maintain a calm and professional manner while speaking to the general public. Inv. Russell will also choose his words wisely when involved in high stress (Use of Force) situations.

Inv. Russell has been reminded on different occasions that he will inform his direct line supervisor of any incidents involving a Use of Force, damaged government property, or injuries related to this job.

Inv. Russell was informed that any further violations of this manner will not be tolerated and further enforcement / correction actions will be taken.



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DISCIPLINARY ACTION INITIATED

BY:

Lt. Joel Danko

DATE: 10/27/2021

PROPOSED

ACTION:

Written Council

REVIEWED BY: (IF APPLICABLE)

CORPORAL:

DATE:

Agree Disagree

SERGEANT:

Sgt. Alonzo Bell

DATE:

10/27/2021

Agree Disagree

LIEUTENANT:

Lt. Joel Danko A17

DATE:

10/27/2021

Agree Disagree

CAPTAIN:

DATE:

Agree Disagree

MAJOR:

DATE:

Agree Disagree

COLONEL:

DATE:

Agree Disagree

CHIEF DEPUTY:

DATE:

Agree Disagree

SHERIFF:

DATE:

Agree Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: 



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Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

DEPUTY: Richard Russell **EMPLOYEE ID:** 17144
DATE OF VIOLATION: 11/01/2021
VIOLATION OF S.O.P. #: 4.26 c Unsatisfactory Work Performance

On Monday, November 1, 2021, Inv. Richard Russell arrived at the Richmond County Sheriff's Office Range for his scheduled in-service training. Inv. Russell was completing his annual physical fitness testing. Lt. Everett Jenkins and Sgt. Michael Humphreys had the students running the 100 meter sprint. Sgt. Humphreys stated that while observing Inv. Russell completing his sprint, a loaded .357 revolver flew out of Inv. Russell's pants and hit the ground. Sgt. Humphreys stated that the gun skid across the ground and stopped approximately five yards from the location that Inv. Russell originally dropped it. Sgt. Humphreys addressed the safety issue with Inv. Russell and explained to him that he endangered himself, everyone that was attending the training, and the instructors.

On November 1, 2021, Lt. Danko was made aware of the safety infraction and spoke to Inv. Russell. Inv. Russell stated that he always wears the ankle holster with the .357, and it has never come out before. Lt. Danko stressed the importance of safety regarding secondary firearms. It was also explained to Inv. Russell that the firearm should not be worn all of the time, especially not during a physical fitness testing.

Inv. Russell was informed that any further safety violations of this manner will not be tolerated and further enforcement / correction actions will be taken.



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DISCIPLINARY ACTION INITIATED

BY:

Lt. Joel Danko

DATE: 11/03/2021

PROPOSED

ACTION:

Written Reprimand

REVIEWED BY: (IF APPLICABLE)

CORPORAL:

DATE:

Agree Disagree

SERGEANT:

Sgt. Alonzo Bell B5

DATE:

11/03/2021

Agree Disagree

LIEUTENANT:

Lt. Joel Danko A17

DATE:

11/03/2021

Agree Disagree

CAPTAIN:

DATE:

Agree Disagree

MAJOR:

DATE:

Agree Disagree

COLONEL:

DATE:

Agree Disagree

CHIEF DEPUTY:

DATE:

Agree Disagree

SHERIFF:

DATE:

Agree Disagree

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE:



APPEAL RIGHTS

DATE: Dec. 3rd, 2021

EMPLOYEE: RICHARD RUSSELL

DISCIPLINARY ACTION IN ACCORDANCE WITH APPLICABLE PROVISION OF THE PERSONNEL POLICIES AND PROCEDURES MANUAL ARE BEING TAKEN AGAINST YOU FOR VIOLATION OF RULE

4.0 B
(CODE)

CONDUCT UNBECOMING AN EMPLOYEE
(TITLE)

AS STATED IN THE RICHMOND COUNTY SHERIFF'S OFFICE'S POLICIES AND PROCEDURES MANUAL, A **PERMANENT** EMPLOYEE WHO IS SUSPENDED, APPEALS OF DISCIPLINARY ACTION MAY BE APPEALED DIRECTLY TO THE SHERIFF. EMPLOYEES WHO ARE DISMISSED FROM EMPLOYMENT BY THE SHERIFF MAY APPEAL THAT DECISION TO THE SHERIFF'S MERIT BOARD BASED UPON THE PROVISIONS OF THE CHARTER, SECTIONS, 1-108 through 1-117.

RIGHTS ADVISED BY Sgt. Caleb Lee B34 / B937

(REVISED 05/10/2011)

 C366 12/03/2021

Richmond County Sheriff's Merit System Board Grievance Report

Employee's Name: _____

Division: _____

Name of Immediate Supervisor: _____

Name of Division Supervisor: _____

Date of Aggrieved Action: _____

Type of Disciplinary Action Aggrieved: _____

Employee's Summary of Grievance: _____

Date Presented to the Sheriff's Merit Board _____