

## CORRECTIVE INTERVIEW

This form is to be filled in by supervisor when an employee has failed to conform to policies or procedures, when his/her work is not up to acceptable standards, or when the employee's conduct warrants attention. Constructive criticism can be very valuable in helping an employee perform efficiently.

NAME Ashdown, Christopher Daniel	DATE 6/17/2024
UNIT Post 11-Hinesville	POSITION Trooper First Class 2
CHECK ONE: <input checked="" type="checkbox"/> LETTER OF CONCERN <input type="checkbox"/> LETTER OF REPRIMAND	
SUBJECT(S) DISCUSSED: DPS Policy 3.01 and O.C.G.A. 50-18-72	
<p><b>Issue:</b> On June 6, 2024, at approximately 2106 hours, you were assisting Tpr. Austin Byers #358 with a crash investigation on GA 38 near Meloney Drive in Liberty County. A motorcyclist was being pursued by members of the Liberty County Sheriff's Office and eventually collided with another vehicle. At some point after the crash, SFC John Snipe #492 was contacted by Major Quincy Melvin of the Liberty County Sheriff's Office. Major Melvin asked SFC Snipe about a video of the crash that had appeared on social media/news outlets recently after the crash. The video appeared to be a recording of the pursuit and crash footage from a deputy's in-car camera that was taken using a cell phone. Major Melvin was able to ascertain the source of the video after speaking with Deputy Davis. SFC Snipe then informed Capt. J.K. Crews #19 of the incident. On June 10, 2024, I was asked by Capt. Crews to meet with you and investigate the matter.</p> <p>On June 11, 2024, at approximately 1300 hours, I met with you at Post 11-Hinesville. Prior to your interview, I provided you with a copy of the Garrity Warning and you signed stating you understood your rights. When asked about the incident, you were very candid and forthcoming. You stated that while speaking with the driver of vehicle #2, the driver was confused about how the crash occurred and wanted to make sure they were not at fault. You then stated that you recorded a portion of the crash sequence from Deputy Davis' in-car camera using driver #2's cell phone. You then showed driver #2 the video in an attempt to help them better understand what occurred. My investigation revealed that the crash footage was never deleted from driver #2's cell phone and he was allowed to leave the scene with evidence from the investigation. You took full responsibility for your actions and were embarrassed about the issues they had caused for all that were involved.</p> <p>TFC2 Ashdown, you have violated DPS Policy Code of Conduct 3.01. It states in part, Members will treat the official business, evidence, documents, and photographs of the Department as confidential. Information regarding official business will be disseminated in accordance with the Open Records Act, other state laws requiring disclosure and established procedures. Your actions also violate O.C.G.A. 50-18-72 which states records of law enforcement, prosecution, or regulatory agencies in any pending investigation or prosecution of criminal or unlawful activity, other than initial police arrest reports and initial incident reports may not be disseminated.</p>	
<b>RESULTS OF INTERVIEW</b>	
DID THE EMPLOYEE UNDERSTAND WHAT IS EXPECTED OF HIM (HER)?	
Yes	
DO YOU FEEL THAT THE EMPLOYEE DESIRES TO MAKE THE REQUIRED IMPROVEMENTS?	
Yes	
DO YOU FEEL THAT THE EMPLOYEE HAS ABILITY TO MAKE REQUIRED IMPROVEMENTS?	
Yes	

RECEIVED  
*June 6, 2024*  
 JUN 20 2024

HUMAN RESOURCES  
 DIRECTOR

**COMMENTS BY SUPERVISOR**

(Please include specific standards of improvement which must be met)

This Letter of Concern is being issued with the expectation that we can correct actions and improve decision making. While your intent was to assist the motorist, your actions violated DPS Policy and state law. It is my belief that this was an isolated incident and one that you can both grow and learn from. You are directed to become familiar with state law and DPS Policy concerning both Open Records and evidence. Any future violations of DPS Policy will result in more severe disciplinary action.

Signed:

Steph M. Dine #472 Lt. CG Diney #51  
Supervisor or Post Commander      Section head or Troop Commander

[Signature]  
Employee and Social Security Number

THIS FORM IS TO BE MADE IN (4) FOUR COPIES: 1 - EMPLOYEE, 1 - UNIT FILES, 1 - PERSONNEL, 1 - COMMANDING OFFICER