



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal William Lee
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 14, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated January 2, 2013, containing your information and name printed as "W.M. Lee" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. On May 19, 2014, you stated that you have issued speeding citations using your speed measuring device since your recertification with Lance Corporal Bethea.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Jimmy King
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated December 19, 2012, containing your information and name printed as "J.B. King" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since December 19, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Samuel Ingram
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated October 8, 2012, containing your information and name printed as "S. Ingram" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since October 8, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Victor Hardin
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated February 13, 2013, containing your information and name printed as "V. Hardin" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since February 13, 2013.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Richard Gannon
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated January 9, 2014, containing your information and name printed as "R.J. Gannon" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since January 9, 2014.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Walton Flowers
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated December 28, 2012, containing your information and name printed as "W. Flowers" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since December 28, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Bobby Faircloth
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated December 19, 2012, containing your information and name printed as "B. Faircloth" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since December 19, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Leslie Byrd
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on May 14, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated September 23, 2012, containing your information and signature in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since September 23, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Joseph Bell
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 14, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated November 21, 2012, containing your information and name printed as "J.D. Bell" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since November 21, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Kevin Bazen
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated September 13, 2012, containing your information and name printed as "K. Bazin" in the space provided for student signature. You stated that the signature shown was not your signature and your last name was misspelled. You also stated that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since September 13, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Corporal James Roberts
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on September 23, 2012, you signed the Speed Measuring Device ('SMD') Field Proficiency Test Form. You stated that the signature was yours, but that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea as indicated in 2012. You also stated that you have issued speeding citations using your speed measuring device since September 23, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you signed the form, indicating that you completed the test, when you in fact did not.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Corporal Charles Lowder
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated November 18, 2012, containing your information and name printed as "C.H. Lowder" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since November 18, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Corporal David Dean
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 15, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated November 18, 2012, containing your information and name printed as "D.A. Dean" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not recall completing a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated in 2012. You stated that you have issued speeding citations using your speed measuring device since November 18, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Corporal Frank Cherry
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated December 19, 2012, containing your information and name printed as "F. Cherry" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since December 19, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Sergeant David Whatley
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated February 12, 2013, containing your information and name printed as "D. Whatley" in the space provided for student signature. You stated that the signature written was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since February 12, 2013.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Sergeant James Segars
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on September 11, 2012, you signed the Speed Measuring Device ('SMD') Field Proficiency Test Form. You stated that the signature was yours, but that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea as indicated. You also stated that you have issued speeding citations using your speed measuring device since September 11, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you signed the form, indicating that you completed the test, when you in fact did not.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Trooper First Class Michael McKenzie
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures**.

A district investigation revealed that on July 4, 2012, you signed the Speed Measuring Device ('SMD') Field Proficiency Test Form. You stated that the signature was yours, but that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea as indicated. You also stated that you have issued speeding citations using your speed measuring device since July 4, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you signed the form, indicating that you completed the test, when you in fact did not.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal James Hicks
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 20, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated November 2, 2012, containing your information and name printed as "J.T. Hicks" in the space provided for student signature. You stated that the signature written was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since November 2, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Trooper First Class Paul Morrison
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 14, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated July 4, 2012, containing your information and signature in the space provided for student signature. You stated that you contacted Lance Corporal Bethea about completing the field proficiency test and Lance Corporal Bethea told you that the forms were in his box at the office and he only needed to sign the forms, which he did. You stated that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. On May 19, 2014, you stated that you have issued speeding citations using your speed measuring device since July 4, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Trooper First Class Jason Jones
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 19, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated July 4, 2012, containing your information and signature in the space provided for student signature. You stated that the signature shown was your signature. You also stated that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. This testing was your original certification as you previously were not a certified RADAR operator. You stated that you have issued speeding citations using your speed measuring device since July 4, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Senior Trooper William McInville
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated September 13, 2012, containing your information and name printed as "W. McInville" in the space provided for student signature. You stated that the signature written was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since September 13, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Senior Trooper Norman McDaniel
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 14, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated September 1, 2012, containing your information and name printed as "C. McDaniel" in the space provided for student signature. You stated that the signature written was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. On May 19, 2014, you stated that you have issued speeding citations using your speed measuring device since September 1, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Senior Trooper Lawrence Floyd
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated January 31, 2013, containing your information and name printed as "L.B. Floyd" in the space provided for student signature. You stated that the signature written was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since January 31, 2013.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Senior Trooper Whitney Benton
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 15, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated November 21, 2012, containing your information and name printed as "W. Benton" in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since November 21, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal John Ellis
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on September 3, 2012, you signed the Speed Measuring Device ("SMD") Field Proficiency Test Form. You stated that the signature was yours, but the name written in print "J.W. Ellis" was not done by you. You stated that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea as indicated. You also stated that you have issued speeding citations using your speed measuring device since September 3, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you signed the form, indicating that you completed the test, when you in fact did not.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE



South Carolina Department of Public Safety
Office of Human Resources

MEMORANDUM

TO: Lance Corporal Larry Poston
Highway Patrol, Troop Five

FROM: Colonel Michael Oliver
Highway Patrol, Headquarters

DATE: August 5, 2014

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of SCDPS Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Negligence in Following Rules, Regulations, Policies and Procedures.**

A district investigation revealed that on May 16, 2014, you were shown the Speed Measuring Device ('SMD') Proficiency Test Form dated September 1, 2012, containing your information and name printed as "Larry Poston" along with your signature beside your printed name in the space provided for student signature. You stated that the signature shown was not your signature and that you did not complete a field proficiency test using the speed measuring device with Lance Corporal Bethea, as indicated. You stated that you have issued speeding citations using your speed measuring device since September 1, 2012.

As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. You were aware of this requirement and failed to follow-up with the instructor, Lance Corporal Bethea, to ensure your field proficiency test was scheduled and completed. Furthermore, you proceeded to use your speed measuring device without completing the field proficiency portion.

You should be aware that any further infractions will result in additional disciplinary action up to and including termination. Any questions regarding this matter should be directed to Major Warren.

cc: Lt. Colonel Christopher Williamson
Major Melvin Warren

My signature acknowledges that I received this document and the contents were discussed with me.

Employee Signature _____ Date _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE

10311 Wilson Boulevard, Blythewood, South Carolina 29016
Post Office Box 1993, Blythewood, South Carolina 29016



South Carolina Department of Public Safety

August 1, 2014

HAND-DELIVERED

First Sergeant Robert W. Castles
810 Sequoia Road
Lake City, SC 29560

Dear First Sergeant Castles:

This letter is to officially inform you that you are hereby suspended without pay for one (1) day (8 hours), effective Friday, August 8, 2014, for **Negligence in the Performance of Supervisory Responsibilities** in violation of South Carolina Department of Public Safety ("SCDPS") Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Disciplinary Action*).

On June 30, 2014, the SCDPS Office of Professional Responsibility's investigation revealed that Lance Corporal Preston Bethea was not properly conducting speed measuring device ("SMD") field proficiency tests for his students, despite his being responsible for doing so as an SMD instructor. As part of the SMD recertification, students are required to take an online course and satisfactorily pass an exam at the end of the course. Students are made aware during the SMD course that the field proficiency must be completed with an instructor within two (2) weeks of completing the online test. The investigation also confirmed Lance Corporal Bethea falsified official training documents and fraudulently certified 33 officers (27 of whom were troopers) in the use of RADAR and/or LIDAR. The investigation further revealed that you, the Post Commander, had also obtained your RADAR recertification with Lance Corporal Bethea on November 7, 2012.

According to the investigation, you acknowledged that you were responsible for not assuring that the troopers under your command were properly completing the proficiency portion of the SMD training. You explained that as part of the recertification for RADAR/LIDAR, an online course and test must be completed and a certificate printed out to show successful completion. You stated that after you and the other troopers printed your certificates, you would place that certificate inside Lance Corporal Bethea's mailbox at the patrol office as an indicator that the troopers needed to complete a field proficiency to conclude their recertification. Even after you placed your certificate in Lance Corporal Bethea's mailbox, you neglected to follow up with him to check the status of your own RADAR certification. You did not actively take part in scheduling troopers to do the field proficiency with Lance Corporal Bethea, but you allowed each trooper to coordinate this training on an individual basis. You stated that you were not aware that troopers under your command were not completing field proficiencies, but that you should have realized when your proficiency was never performed that it was probable that other troopers were not completing their proficiencies with Lance Corporal Bethea either.

First Sergeant Robert W. Castles

August 1, 2014

Page 2

In addition to the foregoing offense, you also violated the Department's Disciplinary Action Policy and Guidelines for **Negligence in Following Rules, Regulations, Policies or Procedures** for neglecting to detect that proper protocol was not being followed by Lance Corporal Bethea when he failed to schedule a specific time for you to conduct a field proficiency test. Had you taken appropriate supervisory action, you could have stopped others from being improperly certified. Specifically, the investigation showed that thirteen of the twenty-seven troopers who engaged in this conduct did so after you had participated in this practice yourself. These violations demonstrate behavior that fell below SCDPS standards, as supervisory personnel are expected to set an example for their subordinates. It is troubling that as a law enforcement officer in a supervisory position you conducted yourself in such a manner.

You should be aware that any further violations will result in additional disciplinary action, up to and including termination. If you wish to appeal this action, you should do so in accordance with the enclosed grievance procedure policy. Any questions regarding this matter should be directed to Major Warren.

Sincerely,

Leroy Smith
Director

Enclosure: DPS Grievance Policy

cc: Colonel Michael R. Oliver
Lt. Col. Christopher N. Williamson
Major Melvin Warren

My signature acknowledges that I received this document and its contents were discussed with me.

Employee Signature _____ **Date** _____

THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE