



SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
P.O. BOX 191  
COLUMBIA, S.C. 29202

April 11, 1991

RE: Case Number B-29-91

Reverend Franklin C. Reaves, Ph.D.  
[REDACTED]

**CONFIDENTIAL**  
SOUTH CAROLINA HIGHWAY PATROL  
INTERNAL AFFAIRS DIVISION

Dear Reverend Reaves:

This correspondence is in regards to your letter of March 25, 1991 on behalf of Mr. Richard N. Reaves.

Please be advised that Trooper First Class C. D. Causey misread the issue date of Mr. Reaves' driver's license and issued him summons Q650008 for having an expired driver's license. This summons was issued in error and has since been voided. Magistrate W. L. [REDACTED]'s office will refund the bond posted for this summons ticket.

Thank you for bringing this matter to our attention and for the opportunity to develop the facts concerning this case.

Sincerely,

Signature Redacted

Captain G. M. Pierce  
Commander, Internal Affairs Unit  
South Carolina Highway Patrol

/vl

cc: Captain J. C. Garrison  
TFC C. D. Causey



SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
P.O. BOX 750  
FLORENCE, S.C. 29503

Highway Patrol  
District #5

APRIL 10, 1991

Telephone: 661-4700

From: Captain J. C. Garrison  
To: Captain G. M. Pierce  
Subject: Complaint - Case #B-29-91 - Rev. Franklin C. Reaves  
[REDACTED]  
[REDACTED]

Trooper 1/C C. D. Causey

Attached you will find investigative report as conducted by Lieutenant J. L. Streater on this complaint. You will note, that Lieutenant Streater recommends no further action, and I concur with his recommendation.

Signature Redacted

J. C. Garrison

JCG/rs

Attachs.



SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
P.O. BOX 750  
FLORENCE, S.C. 29503

Highway Patrol  
District #5

Telephone: 661-4700

APRIL 10, 1991

From: Lieutenant J. L. Streater  
To: Captain J. C. Garrison  
Subject: Complaint - Case #B-29-91 - Rev. Franklin C. Reaves  
[REDACTED]  
Trooper 1/C C. D. Causey

Reference the above complaint, I have talked to Trooper Causey and he did issue a summons to Mr. Donald Nance Reaves of [REDACTED] [REDACTED] for 'Expired Driver License'. Trooper Causey indicated to me he misread the issue date of the license and in turn issued a summons for 'Expired Driver License'. This summons has since been voided and Mr. Reaves' bond will be returned to him by the magistrate's office.

This complaint was sent in by Rev. Franklin C. Reaves who is not the subject arrested.

Mr. Reaves is being prosecuted for 'DUI', 'Defective Tire' and 'Violation of the ABC Law'. I believe Officer Causey did make an honest mistake and recommend no action be taken against him.

Signature Redacted

J. L. Streater

JLS/rs

Attach.



SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
P O. BOX 750  
FLORENCE, S.C. 29503

Highway Patrol  
District #5

Telephone: 661-4700

APRIL 10, 1991

From: Trooper 1/C C. D. Causey  
To: Captain J. C. Garrison  
Subject: Complaint - Case #B-29-91 - Rev. Franklin C. Reaves  
[REDACTED]

On March 23, 1991, I was on routine patrol in Marion County on Mayers Street in the City of Mullins. I observed a 1972 Chevrolet pickup driving on the wrong side of the road. I stopped this vehicle and determined the driver was highly intoxicated. I arrested him for DUI and took him to the Mullins Police Department for breathalyzer test which read .22 percent. He was also charged with 'Defective Tire', 'Violation ABC Law', and 'Expired Driver License'. He was then incarcerated in the Marion County Jail.

Back to the summons I issued on 'Expired Driver License', I misread the issue date of this subject, Donald Nance Reaves, which was the reason I issued this ticket. I did not realize I had misread the issue date of Mr. Reaves driver license until Lieutenant Streater talked to me about this complaint on April 7. I have since voided this summons. Magistrate W. L. Hubbard's office will refund bond Mr. Reaves posted for Summons #Q-650008 which was for 'Expired Driver License'.

Signature Redacted

C. D. Causey

CDC/rs



SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
P.O. BOX 191  
COLUMBIA, S.C. 29202

March 29, 1991

To: Captain J. C. Garrison  
From: Director, Highway Patrol  
Subject: Enclosed Complaint - Case Number B-29-91

Please review the enclosed complaint and conduct the proper investigation.

The Internal Affairs Unit has assigned the above case number for their files to insure proper documentation and disposition of the case.

Upon completion of your investigation, please provide this office with a detailed investigative report. Your timely response would be appreciated.

Signature Redacted

Colonel R. N. Alford  
S.C. Highway Patrol

RNA/GMP/v1

cc: Internal Affairs



POST OFFICE BOX 534

MULLINS, SOUTH CAROLINA 29574

March 25, 1991

Law Enforcement Division Director  
Highways And Transportation  
S. C. Department Of  
955 Park Street  
Box 191  
Columbia, SC 29202

Dear Sir:

Re: South Carolina State Highway Patrol Uniform Traffic Ticket  
Q 650008

This comes to file a complaint against South Carolina Highway Patrolman (Rank) TFC C. D. Causey. The complaint relates to traffic violation Q 650008 written by Officer Causey against Donald Nance Reaves of [REDACTED], South Carolina Driver's License No. [REDACTED].

Officer Causey charged Reaves with operating a motor vehicle in violation of Section No. 56-1-20, Expired Driver's License and assessed Reaves a fine of \$60.00 which Reaves paid. However, according to Section 56-1-210 which I am sure Officer Causey knew states that "Every license expires on the licensee's birth date on the fourth calendar year after the calendar year in which it is issued. Every license is renewable on or before its expiration date..." Reaves license was issued on 02/23/87; his birth date is [REDACTED]. According to this law Reaves license does not expire until [REDACTED].

I am requesting that your office investigate this complaint, if it is not within your jurisdiction, please forward it to the proper agency.

Yours in Christ,

Signature Redacted

Reverend Franklin C. Reaves, Ph.D.

cc: Senator Frank Gilbert

Marion COUNTY, S.C.

2613

MAGISTRATE'S RECEIPT

E 554335

TICKET (OR)  
WARRANT (OR)  
CIVIL CASE NO. (S) 654/006

DATE 3/24 1991

TITLE OF CASE DONALD WATKINS RETIRED

PURPOSE OF PAYMENT LOAN DEF TILES - EX DL

RECEIVED DDE PRINCE - TWENTY DOLLARS DOLLARS

\$ 1200

W. L. Holladay

Signature Redacted

Signature Redacted

SIGNATURE OF PAYOR

SIGNATURE OF MAGISTRATE OR AUTHORIZED PERSON ACCEPTING MONEY

SOUTH CAROLINA STATE HIGHWAY PATROL  
UNIFORM TRAFFIC TICKET

STATE OF SOUTH CAROLINA VERSUS

FIRST NAME Donald MIDDLE NAME Nance LAST NAME Reeves  
STREET AND NO. CITY STATE

STATE LICENSED SC DRIVER'S LICENSE NO. [REDACTED] DRI. LIC. CLASS 1

VEH. LIC. NO. [REDACTED] STATE SC MAKE OF VEH. Chev YEAR 72 COMM VEH. ☐ AUTO ☒ TRUCK ☐ COMB. ☐  
HAZ. MT. ☐ MOPED ☐ MTRCYCL. ☐ OTHER ☐

YOU ARE SUMMONED TO APPEAR BEFORE THE TRIAL OFFICER

NAME OF TRIAL OFFICER W.L. Hubbard STREET AND NO. Court St

DATE OF TRIAL 4/11/91 TIME OF TRIAL 0900 CITY Marion STATE SC ZIP CODE 29571

VIOLATION - COURT APPEARANCE REQUIRED YES ☒ NO ☐ VIOLATION SECTION NO. 56-1-20

OWNER OF VEHICLE Donald N Reeves DATE OF ARREST 3/23/91

ADDRESS OF OWNER [REDACTED] DATE OF VIOLATION 3/23/91

BAIL DEPOSITED Tail NAME OF ARRESTING OFFICER C.D. Causey RANK TFC

PRESENT THIS SUMMONS TO THE  
TRIAL OFFICER SHOWN ABOVE

Be sure you understand from the arresting officer the exact time and before whom you are to appear. IF THIS TICKET IS WRITTEN FOR A TRAFFIC VIOLATION AND YOU FORFEIT BAIL, PLEAD GUILTY OR NOLO CONTENDERE OR ARE CONVICTED AFTER A TRIAL, THIS VIOLATION WILL BE PLACED AGAINST YOUR DRIVING RECORD, OR FORWARDED TO YOUR HOME STATE. FAILURE TO COMPLY WITH THE TERMS OF THIS SUMMONS MAY RESULT IN THE SUSPENSION OF YOUR DRIVERS LICENSE BY YOUR HOME STATE. YOU ARE REQUIRED BY LAW TO APPEAR IN COURT FOR CERTAIN OFFENSES.

COUNTY <u>Marion</u>		NUMBER <u>34</u>	
BADGE <u>361</u>		DISTRICT <u>5</u>	
D A Y	S M T W T F S	TIME OF VIOLATION A.M.-1 P.M.-2	
1	2 3 4 5 6 7	<u>2320</u> <u>CIR</u>	
I 1	U 2	P 3	S 4
O 5	HWY. NO. <u>Mayhew St</u>		
MILES <u>-</u>		N 2	E 3
CITY <u>Mullins</u>		S 4	W 5
OFFENSE CODE <u>87</u>		B.A. LEVEL <u>2</u>	

SEE IMPORTANT INFORMATION ON  
THE REVERSE SIDE OF THIS TICKET

Q 650008

VIOLATOR'S COPY

*#6007*



STATE OF SOUTH CAROLINA  
DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION  
COLUMBIA  
SOUTH CAROLINA 29202

March 29, 1991

To: Captain J. C. Garrison  
From: Director, Highway Patrol  
Subject: Enclosed Complaint - Case Number B-29-91

Please review the enclosed complaint and conduct the proper investigation.

The Internal Affairs Unit has assigned the above case number for their files to insure proper documentation and disposition of the case.

Upon completion of your investigation, please provide this office with a detailed investigative report. Your timely response would be appreciated.

Signature Redacted

Colonel R. N. Alford  
S.C. Highway Patrol

RNA/GHE/v1

cc: Internal Affairs



POST OFFICE BOX 534

MULLINS, SOUTH CAROLINA 29574

March 25, 1991

Law Enforcement Division Director  
Highways And Transportation  
S. C. Department Of  
955 Park Street  
Box 191  
Columbia, SC 29202

Dear Sir:

Re: South Carolina State Highway Patrol Uniform Traffic Ticket  
Q 650008

This comes to file a complaint against South Carolina Highway Patrolman (Rank) TFC C. D. Causey. The complaint relates to traffic violation Q 650008 written by Officer Causey against Donald Nance Reaves of [REDACTED], South Carolina, South Carolina Driver's License No. [REDACTED].

Officer Causey charged Reaves with operating a motor vehicle in violation of Section No. 56-1-20, Expired Driver's License and assessed Reaves a fine of \$60.00 which Reaves paid. However, according to Section 56-1-210 which I am sure Officer Causey knew states that "Every license expires on the licensee's birth date on the fourth calendar year after the calendar year in which it is issued. Every license is renewable on or before its expiration date..." Reaves license was issued on 02/23/87; his birth date is [REDACTED]. According to this law Reaves license does not expire until [REDACTED].

I am requesting that your office investigate this complaint, if it is not within your jurisdiction, please forward it to the proper agency.

Yours in Christ,

Signature Redacted

Reverend Franklin C. Reaves, Ph.D.

cc: Senator Frank Gilbert

Wayne COUNTY, S.C. 263

MAGISTRATE'S RECEIPT

E 554335

TICKET (OR)  
WARRANT (OR)  
CIVIL CASE NO.

654056  
654056

DATE

3/29 1991

TITLE OF CASE

DONALD W. WATTS - REVENUE

PURPOSE OF PAYMENT

PAID DEF. TAXES - EX DL

RECEIVED

ONE THOUSAND TWENTY DOLLARS DOLLARS

\$

120.00

W. L. Holladay  
NAME OF MAGISTRATE

Signature Redacted

SIGNATURE OF PAIDOR

Signature Redacted

SIGNATURE OF MAGISTRATE OR AUTHORIZED PERSON ACCEPTING MONEY

SOUTH CAROLINA STATE HIGHWAY PATROL  
UNIFORM TRAFFIC TICKET

STATE OF SOUTH CAROLINA VERSUS

FIRST NAME Donald MIDDLE NAME Nance LAST NAME Reeves  
STREET AND NO. CITY STATE

STATE LICENSED SC DRIVER'S LICENSE NO. [REDACTED] DRI. LIC. CLASS 1

VEH. LIC. NO. [REDACTED] STATE SC MAKE OF VEH Chev YEAR 72 COMM VEH [X] AUTO [X] TRUCK [X] COMB. [X]  
HAZ MT. [X] MOPED [X] MTRCYCL. [X] OTHER [X]

YOU ARE SUMMONED TO APPEAR BEFORE THE TRIAL OFFICER

NAME OF TRIAL OFFICER W.L. Hubbard STREET AND NO. Court St  
DATE OF TRIAL 4/11/91 TIME OF TRIAL 0900 CITY Marion STATE SC ZIP CODE 29571

VIOLATION - COURT APPEARANCE REQUIRED YES (NO) VIOLATION SECTION NO. 56-1-20

OWNER OF VEHICLE Donald N Reeves DATE OF ARREST 3/23/91

ADDRESS OF OWNER [REDACTED] DATE OF VIOLATION 3/23/91

BAIL DEPOSITED Tail NAME OF ARRESTING OFFICER C.D. Causey RANK TFC

PRESENT THIS SUMMONS TO THE  
TRIAL OFFICER SHOWN ABOVE

Be sure you understand from the arresting officer the exact time and before whom you are to appear. IF THIS TICKET IS WRITTEN FOR A TRAFFIC VIOLATION AND YOU FORFEIT BAIL, PLEAD GUILTY OR NOLO CONTENDERE OR ARE CONVICTED AFTER A TRIAL, THIS VIOLATION WILL BE PLACED AGAINST YOUR DRIVING RECORD, OR FORWARDED TO YOUR HOME STATE. FAILURE TO COMPLY WITH THE TERMS OF THIS SUMMONS MAY RESULT IN THE SUSPENSION OF YOUR DRIVERS LICENSE BY YOUR HOME STATE. YOU ARE REQUIRED BY LAW TO APPEAR IN COURT FOR CERTAIN OFFENSES.

COUNTY		RANK	
<u>Marion</u>		<u>TFC</u>	
BADGE		NUMBER	
<u>361</u>		<u>34</u>	
DISTRICT		DISTRICT	
<u>5</u>		<u>5</u>	
TIME OF VIOLATION		WEATHER	
<u>2320</u>		<u>CLR</u>	
A.M.-1		P.M.-2	
<u>2320</u>		<u>2320</u>	
MILES		HWY. NO.	
<u>1</u>		<u>54</u>	
CITY		CODE	
<u>Mullins</u>		<u>2</u>	
OFFENSE CODE		B.A. LEVEL	
<u>87</u>		<u>2</u>	

SEE IMPORTANT INFORMATION ON  
THE REVERSE SIDE OF THIS TICKET

Q 650008

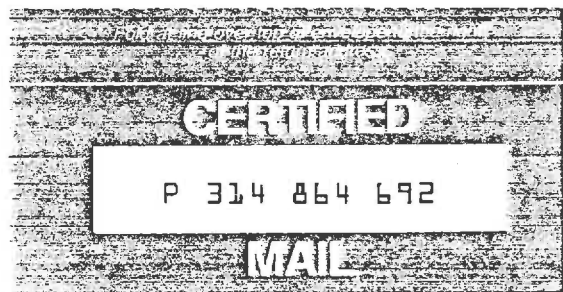
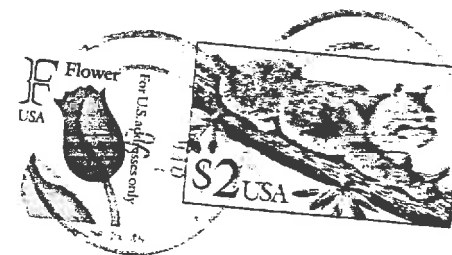
CLERK'S COPY

#6007

OPERATION H.E.L.P.

POST OFFICE BOX 534

MULLINS, SC 29574



Director  
S.C. Highways and Transportation -  
Law Enforcement Division  
455 Park Street, Box 171  
Columbia, SC 29202







# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R. L. Mobley - Commander

RECEIVED

OPR

DEC 27 AM 9:45

## MEMORANDUM

TO: Chief Inspector Phil Grimes

FROM: Colonel R.L. Mobley Initials [REDACTED]

DATE: December 20, 2000

SUBJECT: Corporal C.D. Causey (Alleged Traffic Enforcement Policy)  
OPR File #DI-2105-01-0032

Please find the enclosed results of the above subject investigation that was conducted by Lieutenant M.L. Howard. Lt. Howard has determined that Corporal Causey did not violate department rules, regulations or policies during this incident.

After reviewing this file, I concur with Lieutenant Howard that no disciplinary action should be taken and I recommend that the file should be closed.

RLM/vmp

Enclosures

*Courtesy - Efficiency - Service*

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29212-3540



# SOUTH CAROLINA HIGHWAY PATROL

## ACTION MEMORANDUM



<b>SUBJECT:</b> Complaint		<b>DATE:</b> December 8, 2000	
<b>TO:</b> LTC Kelley	<b>THROUGH:</b>		<b>FROM:</b> Major Hood
<b>ACTION REQUIRED:</b> Review and Forward to OPR		<b>PRIORITY:</b> <input type="checkbox"/> Low <input checked="" type="checkbox"/> Normal <input type="checkbox"/> High <b>RESPONSE BY:</b>	

**SUMMARY:** Attached is a complaint against Cpl. Causey, which was not substantiated. After reviewing the attached information, I concur with the findings.

### CONCURRENCES: (ENFORCEMENT OPERATIONS)

Req. Signoff (X)	LTC	MAJ	MAJ	D-1	D-2	D-3	D-4	D-5	D-6	D-7	ACE	TC			
Initials	Initials														
Date	12-13														

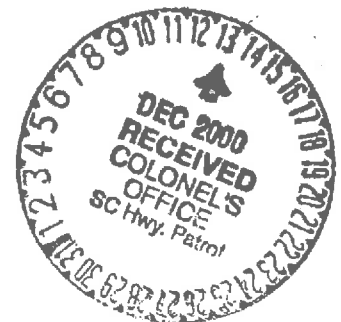
### COMMENTS:

*To Chief*

### CONCURRENCES: (SUPPORT OPERATIONS)

Req. Signoff (X)	MAJ	SS	SP	SO	TNG	MAIT	EP	GD	ER	POL	PER	REC	R&D	ARM	IT
Initials															
Date															

### COMMENTS:



COMMENTS:

\_\_\_\_\_ Approved

\_\_\_\_\_ Not Approved


\_\_\_\_\_  
Signature and Date:



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R. L. Mobley - Commander

December 6, 2000

To: Major J. H. Hood  
From: Lieutenant M. L. Howard   
Subject: Complaint  
OPR File # DI-2105-01-0032

As directed, I have investigated the above referenced complaint involving Corporal C. D. Causey.

Corporal Causey stated that on September 30, 2000 at approximately 11:30 p.m., he, along with the Highway Patrol SPEER team and officers from the Horry County Police Department were conducting a driver-vehicle safety checkpoint on the old Myrtle Beach Air Force Base.

Causey further stated that Mr. Andre Darby approached the checkpoint and stopped at his (Causey's) position. Mr. Darby was not wearing a seatbelt. When asked why not, Causey stated that Mr. Darby replied "I just didn't". Causey stated he then instructed Mr. Darby to park on the shoulder of the roadway.

Causey stated that he began to explain the summons to Mr. Darby, when he (Darby) asked, "why am I getting a ticket when other people aren't?" Corporal Causey stated he replied to Mr. Darby that he (Causey) had no knowledge of such incidents.

After learning of Mr. Darby's further complaints, Corporal Causey stated he questioned each member of the SPEER team. Each indicated that no drivers (or passengers) were allowed to proceed without a citation if violations were found. Corporal Causey stated he had no control of the Horry County Police Officers and did not know what actions they took (or did not take) while at the checkpoint.

I called Mr. Darby's residence on three different occasions for the purpose of arranging an interview. On the first two occasions I left a message on his answering machine, giving my name, telephone number, pager number and the reason for my call. On the third occasion, I spoke to an individual who stated that she was Mr. Darby's wife. Again, I left my name, phone number and the reason for my call. To date, I have not received a return phone call from Mr. Darby. On the three occasions I called his residence, I also emphasized that it was very important that I speak with him.

*Courtesy - Efficiency - Service*

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29212-3540



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R. L. Mobley - Commander

Wednesday, December 06, 2000

To: Lieutenant M.L. Howard  
From: Corporal C.D. Causey  
Re: Complaint from Andre Derrick Darby

Lieutenant Howard,

On September 30, 2000 around 2330 hours, the S.P.E.E.R. Team and I were holding a drivers license and registration check point on Phyllis Boulevard. This is the road that goes into the old Myrtle Beach Airbase from US-17 Bypass. Several members of the Horry County Police Department were also at this checkpoint, assisting with traffic stops.

Mr. Darby approached the position where I was standing and I asked for his driver's license and registration, which he presented. He was not wearing his seatbelt and I asked him why wasn't he wearing his seat belt and he stated he just wasn't. I asked him to pull to the shoulder and I issued him a traffic ticket for violation of the seat belt law.

When I approached his vehicle to explain the ticket to him, he asked why he got a ticket and he saw someone else come through the check and they did not get a ticket. I explained to him that I have no knowledge of what he was talking about, that I did not witness anything of that nature.

To my knowledge, no one was allowed to pass through the checkpoint that was in violation of the South Carolina seat belt law that did not receive a traffic ticket for that violation.

The court date on this citation has passed and Mr. Darby forfeited bond.

Respectfully;

Signature Redacted

C.D. Causey

*Courtesy - Efficiency - Service*

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29212-3540

MLH  
11/16/00



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R. L. Mobley - Commander

## MEMORANDUM

TO: Captain J.L. Streater

FROM: Colonel R.L. Mobley Initials

DATE: November 3, 2000

SUBJECT: Corporal C.D. Causey  
Alleged Traffic Enforcement Policy  
OPR File #DI-2105-01-0032

Please find the enclosed correspondence regarding a citizen's complaint submitted by Mr. Andre D. Darby against Corporal C.D. Causey.

I am requesting that you investigate this complaint and return your findings to my office by December 8, 2000. If there is a video tape of this incident, please forward a copy in the investigative packet.

As always, your immediate attention to this matter is appreciated.

RLM/vmp

Enclosures

Courtesy - Efficiency - Service

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29212-3540



South Carolina Department of Public Safety  
Office of Professional Responsibility

MEMORANDUM



**TO:** Colonel R. L. Mobley, Deputy Director  
South Carolina Highway Patrol

**FROM:** D. Phil Grimes, Chief Inspector Initials

**DATE:** October 19, 2000

**SUBJECT:** Alleged Traffic Enforcement Policy  
OPR File #DI-2105-01-0032

In accordance with Department guidelines, the attached complaint regarding alleged traffic enforcement policy by Cpl. C. D. Causey is forwarded for your review.

On October 18, 2000, the Office of Professional Responsibility (OPR) received a complaint, through your office, from Mr. Andre D. Darby. In his complaint, Mr. Darby alleged that on September 30, 2000, Corporal Causey issued him an Uniform Traffic Ticket for "No Seatbelt". Mr. Darby stated that, "I feel as if this was an injustice to me and others that were in my position."

Please refer to the attached correspondence which details the events concerning the complaint. **If there is a video tape of this incident, please forward a copy in the investigative packet.**

The OPR will suspense a copy of this complaint. Please contact the OPR at the conclusion of your investigation for final report review and coordination of any recommended disciplinary action. If this office can be of any further assistance, please do not hesitate to contact me at 896-8240.

DPG/ss

Attachments



# South Carolina Department of Public Safety

## Office of Professional Responsibility

October 19, 2000

Cpl. C. D. Causey  
SC Highway Patrol  
4195 701 North  
Conway, SC 29526

**RE: OPR File #DI-2105-01-0032**

Dear Corporal Causey:

The Office of Professional Responsibility has received a complaint alleging traffic enforcement policy against you as a result of a September 30, 2000 incident. As you know, the Department is committed to providing law enforcement and other services that are fair, effective, and impartially applied. The Department also strives to provide citizens with a fair and effective avenue for redress of their legitimate grievances against Department employees, and by the same token, to protect those same employees from false allegations of misconduct or wrongdoing.

This complaint has been referred to your District Commander for investigation. You may contact your Captain or the OPR if you have any questions. Be aware that you may receive this letter before your Captain receives the complaint information.

This letter is to notify you that an investigation into the complaint has been initiated. This office has the responsibility to conduct all investigations of alleged misconduct by Department employees and to uncover, fully develop, and objectively report all facts and circumstances surrounding allegations or complaints of misconduct to the Director. As part of the investigation, you will be interviewed. Until that time, if you have any questions, please feel free to contact our office. Additionally, South Carolina Department of Public Safety Policy Directive 122 may provide relevant information to you.

Sincerely,

Signature Redacted

D. Phil Grimes  
Chief Inspector

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. L. Mobley  
SC Highway Patrol



South Carolina Department of Public Safety  
Office of Professional Responsibility

October 19, 2000

Mr. Andre D. Darby  
[REDACTED]  
[REDACTED]

RE: OPR File #DI-2105-01-0032

Dear Mr. Darby:

This letter will acknowledge receipt of the information you provided in your October 5, 2000 correspondence to the South Carolina Department of Public Safety (DPS). The DPS will conduct a thorough inquiry into your complaint.

As part of the Department's commitment to providing law enforcement services that are fair, effective, and impartially applied, the Office of Professional Responsibility was established to provide citizens with a fair and effective avenue for redress of their legitimate grievances against employees, and, by the same token, to protect employees from false charges of misconduct or wrongdoing.

**PLEASE BE AWARE THAT** due to the confidentiality of administrative investigations regarding personnel matters and requirements relating to employee rights of privacy, the Department will not be authorized to divulge the findings of any investigation involving an employee nor any actions taken by the DPS as a result of an investigation.

You can be assured that the Department takes these matters seriously and you can have confidence that the Department will take appropriate action and will notify you when the inquiry is completed.

If I can be of any further assistance, please do not hesitate to contact me at 896-8240.

Sincerely,

Signature Redacted

D. Phil Grimes  
Chief Inspector

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. L. Mobley  
SC Highway Patrol



South Carolina Department of Public Safety

S.C. Highway Patrol

Colonel R. L. Mobley - Commander

RECEIVED

OPR

00 OCT 18 AM 9:20

MEMORANDUM

TO: Chief Inspector Phil Grimes

FROM: Colonel R.L. Mobley Initials

DATE: October 12, 2000

SUBJECT: Citizen's Complaint – Andre' Derrick Darby

Please find the enclosed citizen's complaint from Mr. Andre' Derrick Darby against Corporal C.D. Causey. This complaint is being forwarded to you for whatever action you deem necessary.

As always, if this office can be of assistance, please advise.

RLM/vmp

Enclosures

Courtesy - Efficiency - Service

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29212-3540

### SOUTH CAROLINA HIGHWAY PATROL CITIZEN'S COMPLAINT FORM

Name Andre' Derrick Darby Phone (home) [REDACTED]

Date of Birth [REDACTED] (work) [REDACTED]

Address [REDACTED]

Date/Time of Occurrence 09-30-00/23:55 Date of Complaint 10-05-00

Location of Occurrence Myrtle Beach Air Force Base

Driver's License # [REDACTED] State S.C. SS# [REDACTED]

Names and Badge Numbers of Trooper(s) Involved (if known)

C. D. Causey

Details - (Please relate your complaint, including names, times, locations, witnesses and any other factual, supporting information.)

The complaint I have is with the way I  
was given my seatbelt ticket. On the night in question I  
had already passed through this check point while leaving  
my community. I received no resistance from the first  
officer I encountered. I proceeded to the gas station and  
purchased those items I needed. Then, I returned back to  
my community where I was confronted with this check point  
for a second time. The first time I approached the  
check point I removed my seatbelt to obtain my wallet which  
contained my driver's license that was located in the glove  
compartment of my car. There was no problem with me

Date 10-05-00

Signature

Signature Redacted

doing this action. On the second, time, I approached the check point I followed the same procedure I removed my seatbelt as the trooper was approaching my vehicle. I did this so that could obtained my wallet that contained my driver's license to present to the officer (C. D. Causey). Upon obtaining my wallet and presenting the trooper (C. D. Causey) my license I was asked "why I did not have on my seatbelt." Before I could reply, Trooper C. D. Causey instructed me to pull over on the shoulder, which I did. While on the road's shoulder, I observed two young Caucasian males that pulled up into the check point be asked why they were not wearing their seatbelts and heard the trooper receive no reply. C. D. Causey fellow trooper instructed them to put on their seatbelts. There was no verbal warning, written warning, or citation given to those two individuals. I feel as if this was an injustice to me and others that were in my position. I questioned ~~and explained~~ why I was written and they were not, and I was told by Trooper C. D. Causey that he had nothing to do with that situation. He then added that I should appear in court on 10-17-00. I made a verbal complaint to the superior with no merit. So, I decided to make it official by filling out this complaint form. The ticket is not the issue it is the principal of the situation. I should not have received a citation when others did not. The State Troopers all operate under the same rules, and one should not get an unfair advantage for no reason.

Date 10-05-00

Signature

Signature Redacted



# South Carolina Department of Public Safety

## Office of Professional Responsibility

December 29, 2000

Mr. Andre D. Darby  
[Redacted]

**RE: OPR File #DI-2105-01-0032**

Dear Mr. Darby:

As a result of the information you provided the South Carolina Department of Public Safety on October 5, 2000, an investigation has been completed.

The Department is committed to providing law enforcement services that are fair, effective, and impartially applied. You can have confidence that the Department has taken the appropriate actions, as deemed necessary from the findings of its investigation.

Due to the confidentiality of administrative investigations regarding personnel matters and requirements relating to employee rights of privacy, the Department is not authorized to divulge the findings of any investigation involving an employee nor any actions taken by the Department as a result of an investigation.

Thank you for your interest in helping us better serve the public.

Sincerely,

**Signature Redacted**

D. Phil Grimes  
Chief Inspector

DPG/ss

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. L. Mobley  
SC Highway Patrol

Capt. J. L. Streater  
SC Highway Patrol



# South Carolina Department of Public Safety

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## Office of Professional Responsibility

December 29, 2000

Cpl. C. D. Causey  
SC Highway Patrol  
4195 701 North  
Conway, SC 29526

**RE: OPR File #DI-2105-01-0032**

Dear Corporal Causey:

The Department's administrative investigation into a citizen's complaint against you has been completed. The Director has determined that no further action is required and that the file should be closed. We have taken the appropriate action to close the file.

Thank you for your cooperation in this matter.

Sincerely,

Signature Redacted

D. Phil Grimes  
Chief Inspector

DPG/ss

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. L. Mobley  
SC Highway Patrol

Capt. J. L. Streater  
SC Highway Patrol



**Date:** 10-28-05

**To:** File

**Re:**

NO ADDITIONAL INFORMATION  
IS AVAILABLE ON THE STATUS  
OF THIS CASE.  
IT'S TOO OLD TO  
TRACE.

**D. Phil Grimes**

CHIEF INSPECTOR - OFFICE OF PROFESSIONAL RESPONSIBILITY  
South Carolina Department of Public Safety





South Carolina Department of Public Safety  
Office of Professional Responsibility

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**MEMORANDUM**

**TO:** Colonel R. F. Roark III, Deputy Director  
South Carolina Highway Patrol

**FROM:** Karl L. McClary, Acting Chief Inspector Initials

**DATE:** July 22, 2003

**SUBJECT:** Alleged Improper Accident Investigation  
OPR File #DI-2105-03-0045

In accordance with Department guidelines, the attached complaint regarding alleged improper accident investigation by Cpl. C. D. Causey is forwarded for your review.

On July 16, 2003, the Office of Professional Responsibility (OPR) received a complaint, through your office, from Mr. Lamont D. Krimminger. In his complaint, Mr. Krimminger alleged that on June 15, 2003, Corporal Causey improperly investigated an accident that he was involved in.

Please refer to the attached correspondence which details the events concerning the complaint. **If there is a video tape of this incident, please forward a copy in the investigative packet.**

The OPR will suspense a copy of this complaint. Please contact the OPR at the conclusion of your investigation for final report review and coordination of any recommended disciplinary action. If this office can be of any further assistance, please do not hesitate to contact me at 896-8240.

KLM/ss

Attachments





South Carolina Department of Public Safety  
Office of Professional Responsibility

July 22, 2003

Mr. Lamont D. Krimminger  
[REDACTED]  
[REDACTED]

**RE: OPR File #DI-2105-03-0045**

Dear Mr. Krimminger:

This letter will acknowledge receipt of the information you provided in your July 5, 2003 correspondence to the South Carolina Department of Public Safety (DPS). The DPS will conduct a thorough inquiry into your complaint.

As part of the Department's commitment to providing law enforcement services that are fair, effective, and impartially applied, the Office of Professional Responsibility (OPR) was established to provide citizens with a fair and effective avenue for redress of their legitimate grievances against employees, and, by the same token, to protect employees from false charges of misconduct or wrongdoing.

**PLEASE BE AWARE THAT** due to the confidentiality of administrative investigations regarding personnel matters and requirements relating to employee rights of privacy, the Department will not be authorized to divulge the findings of any investigation involving an employee nor any actions taken by the DPS as a result of an investigation.

You can be assured that the Department takes these matters seriously and you can have confidence that the Department will take appropriate action and will notify you when the inquiry is completed.

If I can be of any further assistance, please do not hesitate to contact me at 896-8240.

Sincerely,

Signature Redacted

Karl L. McClary /  
Acting Chief Inspector

KLM/ss

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. F. Roark III  
SC Highway Patrol



South Carolina Department of Public Safety  
S.C. Highway Patrol

RECEIVED  
OPR

03 JUL 16 PM 3:35

MEMORANDUM

TO: Captain K. L. McClary  
Acting Chief, OPR

FROM: R. F. Roark, III  
Colonel

DATE: July 14, 2003

SUBJECT: Complaint – Lamont D. Krimminger

Initials

Please find the enclosed correspondence which is being submitted by Mr. Lamont D. Krimminger. This information is being forwarded to you for numbering and whatever action you deem necessary.

If this office can assist you with this matter, please advise.

RFR/vmp

Enclosures

Courtesy - Efficiency - Service

POST OFFICE BOX 1993, 10311 WILSON BLVD., BLYTHEWOOD, SOUTH CAROLINA 29016



July 5, 2003

Dear Colonel Roark:

On June 15, 2003 I was involved in an accident in Murrells Inlet, S. C. I had been at Home Depot and was crossing Hwy. 17 Bypass when I was struck by a northbound car who was going through a red light. My car was total lost and if my wife had been in the car, she could have easily been killed.

The accident was covered by Cpl. Causey out of the Conway office of the highway patrol. I had three witnesses and two of them remained until the officer arrived. A driver's license for the other driver was not listed on the report and as far as my friends at the N.C. Highway Patrol can determine he has none. They did trace the tag number for me and the car that hit me was a 1985 Oldsmobile. Cpl. Causey did not give the other driver a violation of any kind.

When I asked him via a recorded telephone conversation why he did not he said that he just did not have the heart to do so. Upon my investigation, this man was in the hospital only four hours. I asked him to give him a violation now. He said that he did not know where he was. I told him he is at the address on his report. Then he said that he had no way to get there! I told him that I would get him a way. The N. C. Highway Patrol has agreed to take him there. He said that he would like a little vacation!

If these people are ~~not~~ reprimanded in some way, they will feel free to come back and violate the law and destroy other people's property again. I do not think that the people of South Carolina deserve this.

My question to you is this: Do you call this law enforcement, the business that you are supposed to be in? If, not just what do you call it?

RECEIVED

COLONEL'S OFFICE

TRACKING NUMBER: 9609

REFERRED TO: EPN

DATE REFERRED: \_\_\_\_\_

ATION: \_\_\_\_\_

BY: \_\_\_\_\_

Sincerely,

Signature Redacted

Damont D. Kriminger

## CAR WRECKS

# Patrolmen discriminate in issuing tickets

By ANGELA C. RABON

**T**his is a letter that should be read by all motorists in South Carolina. On July 9, I was rear-ended while stopped at a stoplight on U.S. 501 by a car driven by a 19-year-old woman. She was traveling at a speed of approximately 55 mph. My car was totaled, and I was transported by ambulance to Conway Medical Center. The trooper who worked the accident wrote the accident report stating the 19-year old driver was 100 percent at fault. However, he did not issue a ticket for any reason (i.e. reckless driving, too fast for conditions).

I recently found out this information and

believe the public should know how the state trooper's superior officers responded to the question of why she was not issued a ticket. The superior officer in Conway said, "Our job is to not to issue tickets but to work accident scenes; we give tickets if we feel like it." The superior officer in Florence said, "No comment." The superior officer in Columbia said he would investigate the issue personally and get back to me. I have not heard from him yet. A person at the S.C. Department of Public Safety [the Highway Patrol's parent agency] said she would investigate, but I have not heard from her yet. The last two people mentioned will not return my calls.

My problem is that I was discriminated against because the state trooper made himself the judge and jury at the scene. This woman destroyed my health and property without even a fine or penalty. How can an officer of the law pick and choose who gets a ticket for a crime where property and physical damage occurs? This is not a speeding ticket or seat belt violation. This is a serious offense. If anybody who reads this has caused an accident and were 100 percent at fault, consider that you, too, were discriminated against, because I am proof that not all people who cause accidents receive tickets.

*The writer lives in Conway.*

## LETTERS TO THE EDITOR

Re: CPR file # D1-2105-03-0045

Dear Mr. McClary:

The enclosed article appeared in this  
Week's Sun News in Myrtle Beach. The  
Complaint here is very similar to mine.

According to the Conway office "Our job is to  
work accident scenes - we give tickets  
if we feel like it" !!!

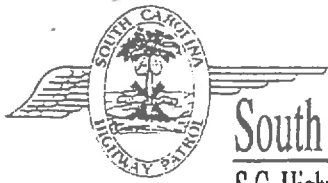
I suggest it would be much cheaper for  
the state of South Carolina if newspaper  
reporters were used instead to work the  
accident scenes!! No perks including  
retirement would be involved.

Sincerely,

Signature Redacted



Signature Redacted



South Carolina Department of Public Safety  
S.C. Highway Patrol    Colonel R.W. Luther - Commander

RECEIVED  
1999

SECTION 1-111-01

March 9, 1999

TO:            Chief Inspector W. Peter Langehans  
FROM:        Major J.H. Hood    Initials  
SUBJECT: Complaint - Cpl. C.D. Causey  
                 DI-2105-99-0030

Attached is information concerning the above complaint. After conducting an investigation it was determine that the above Trooper did not violate rules or regulations. Therefore, we request that this file be closed.

If more information is needed, please do not hesitate to contact me.

JHH/rs

attachment

Courtesy - Efficiency - Service

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29210-4088





# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R.W. Luther - Commander

## MEMORANDUM

TO: Colonel R. W. Luther  
FROM: Captain W. H. Allen  
DATE: March 8, 1999  
RE: Complaint - DI-2105-99-0030

Lieutenant M. L. Howard has investigated the above complaint and his findings are attached. Also attached is a statement from Corporal C. D. Causey. In concur with Lieutenant Howard's findings and feel no further action is warranted in this complaint.

Signature Redacted

Captain W. H. Allen

WHA/lf

Attachs.

*Courtesy - Efficiency - Service*

5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29210-4088



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R.W. Luther - Commander

## M E M O R A N D U M

TO: Captain W. H. Allen  
FROM: Lieutenant M. L. Howard Initials  
DATE: February 22, 1999  
RE: Complaint - Cpl. C. D. Causey  
DI - 2105-99-0030

As requested, I have investigated the above referenced complaint.

Mr. Raymond Ramsey complained that Corporal Causey failed to take action regarding his ( Ramsey's ) complaint that four-wheelers were riding continuously on Duck Cove Road ( a dirt road ).

On each occasion Mr. Ramsey complained, Corporal Causey stated that he instructed a Trooper to investigate. Causey states that at no time did he fail to investigate, despite the fact that Mr. Ramsey called each time he ( Ramsey ) saw or heard a four-wheeler ( almost daily ).

Corporal Causey also contacted officers from the Department of Natural Resources and set up road checks on Duck Cove Road in response to Mr. Ramsey's complaint. ( See attached statement ).

Corporal Causey responded to Mr. Ramsey's complaint in a manner expected of a patrol supervisor, and I can find no instance where he failed in his duty to promptly investigate safety complaints, or otherwise neglect his duty. In fact, after contacting Corporal Causey, Mr. Ramsey would have no way of knowing what actions the Corporal took.

In my opinion, the above complaint is groundless, and totally without merit. I therefore recommend, that no disciplinary, or action of any type be taken against Corporal Causey.

*Courtesy - Efficiency - Service*



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R.W. Luther - Commander

## MEMORANDUM

TO: Lieutenant M. L. Howard  
FROM: Corporal C. D. Causey  
DATE: February 23, 1999  
RE: Complaint

A few days prior to October 18, 1998, I received a call while at the Conway Patrol Office from Mr. Ray Ramsay concerning four wheelers on the road he lives on. I told Mr. Ramsay I would come out to see him and I did. I went to his residence on Mallard Lane off of Duck Cove Road. Sometime that afternoon, I pulled up in Mr. Ramsay's drive and he and I went inside of his residence and he began telling me about the four wheelers. He stated his mail box was near Highway 905 and when he would go to get his mail the four wheelers would intentionally try to run him down. He stated the four wheelers were constantly running up and down the dirt road in front of his residence. He stated someone named Hardee, who owns a convenience store, would hide the four wheelers until the police left the scene. Mr Ramsay also said a Deputy, who lived in a mobile home on the corner of Highway 90 and Duck Cove Road, threatened him about reporting the four wheelers. He complained he could not get any help from the county police or from the Sheriff's Department.

I advised Mr. Ramsay we would try to do what we could and we would have to catch the four wheelers on the roadway before we could make any charges. I asked Mr. Ramsay if there was any time we would be more likely to catch the four wheelers and he said on the weekends. I left Mr. Ramsay my personal business card and gave him my personal cellular number. I told him if he felt he was in danger to call me and I would send someone over.

During the next few days, I contacted Captain Joe McIntyre with the SCDNR and asked if we could get a couple of his officers and their four wheelers to help us apprehend any of the four wheelers we may encounter. Captain McIntyre was most eager to assist and I was contacted later by F/Sgt. Stan Woodell with SCDNR. I set it up so L/Cpl. M. T. Cochran would handle this assignment. He met with F/Sgt. Woodell and SCDNR

*Courtesy - Efficiency - Service*

Officers Mike Prosser and Kep Miller in the area of the complaint on October 18, 1998 from 1500 until 1800 hours. L/Cpl. Cochran made two cases, one for reckless driving on an automobile and one case for operating an uninsured vehicle on a four wheeler.

During the next few weeks, I received numerous calls on my cell phone from Mr. Ramsay. Each time he would say the four wheelers just came by his house. Each time, I would either call a trooper directly or have the radio room call them to go to the scene. I recall sending Trp. R. B. Pope, L/Cpl. C. G. Nolan, L/Cpl. R. C. Smith, and L/Cpl. S. B. James on several occasions to investigate his complaints. Each time the troopers would ride through the area and no four wheelers would be found. On November 29, 1998, L/Cpl. R. C. Smith drove through the area at 1120, 1150, 1310 1340 and 1405 hours and saw one four wheeler on private property being ridden by a child. L/Cpl. Smith spoke to the child's father and the father stated the child had not been on the road. He went on to say there was a track for him to ride on and that every time he rode his four wheeler on private property the law would show up.

While in a county supervisors meeting with Sgt. McGuire and Cpl. Rogers near the end of November, Mr. Ramsay called me twice at the Conway Patrol Office on my personal cellular phone. I again told him we would send someone to check the area, which I did. As soon as I left the office, Mr. Ramsay called again and I explained it would be better for him to call the patrol office with his complaints so it would be recorded and also if I was off, response would be quicker. Mr. Ramsay seemed angry and stated if anything happened to him, I would be responsible. I told him we were doing everything we could to catch the four wheelers.

Mr. Ramsay states in his complaint that Mike Hardee is a personal friend of mine. I do not know Mike Hardee, nor to my knowledge have I ever seen him. Nor have I ever been in the store Mr. Ramsay says Mr. Hardee owns.

With the help of the SCDNR and the Horry County Troopers, we have made a strong effort to apprehend illegal four wheelers in the Duck Cove Road area. Though we have made several attempts, only one four wheeler case has been made.

I have made every effort to assist Mr. Ramsay with his complaint.

Signature Redacted

Cpl. C. D. Causey



# South Carolina Department of Public Safety

S.C. Highway Patrol Colonel R.W. Luther - Commander

January 4, 1999

TO: Captain W.H. Allen  
FROM: Major J.H. Hood Initials  
SUBJECT: Complaint - Cpl. C.D. Causey  
DI-2105-99-0030

Attached is a complaint. Please investigate this complaint making every effort to contact the complainant. Return your findings to my office by February 8, 1999.

If additional information is needed, please do not hesitate to contact me.

/rs

attachments

Courtesy - Efficiency - Service


5400 BROAD RIVER ROAD, COLUMBIA, SOUTH CAROLINA 29210-4088



South Carolina Department of Public Safety  
Office of Professional Responsibility

**MEMORANDUM**

**TO:** Colonel R. W. Luther  
SC Highway Patrol

**FROM:** W. Peter Langehans, Chief Inspector  Initials

**DATE:** December 7, 1998

**SUBJECT:** Alleged Improper Procedures  
OPR File #DI-2105-99-0030

In accordance with Department guidelines the attached complaint regarding alleged improper procedures by Cpl. C. D. Causey is forwarded for your review.

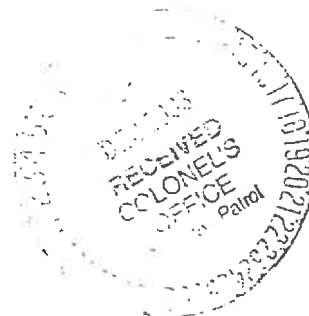
On December 2, 1998, the Office of Professional Responsibility (OPR) received a complaint from Mr. Raymond A. Ramsay. In his complaint, Mr. Ramsay alleges that he has contacted Cpl. C. D. Causey numerous times concerning people riding their four wheelers up and down the street where he can not get to his mailbox.

Please refer to the attached correspondence which details the events concerning the complaint.

The OPR will suspense a copy of this complaint. Please contact the OPR at the conclusion of your investigation for final report review and coordination of any recommended disciplinary action. If this office can be of any further assistance, please do not hesitate to contact me at 896-8240.

WPL/ss

Attachments





# South Carolina Department of Public Safety

## Office of Professional Responsibility

December 7, 1998

Cpl. C. D. Causey  
SC Highway Patrol  
4195 Highway 701 North  
Conway, SC 29526

**RE: OPR File #DI-2105-99-0030**

Dear Corporal Causey:

The Office of Professional Responsibility has received a complaint alleging improper procedures against you as a result of failing to take proper enforcement actions pursuant to a complaint. As you know, the Department is committed to providing law enforcement and other services that are fair, effective, and impartially applied. The Department also strives to provide citizens with a fair and effective avenue for redress of their legitimate grievances against Department employees, and by the same token, to protect those same employees from false allegations of misconduct or wrongdoing.

This letter is to notify you that an investigation into the complaint has been initiated. This office has the responsibility to conduct all investigations of alleged misconduct by Department employees and to uncover, fully develop, and objectively report all facts and circumstances surrounding allegations or complaints of misconduct to the Director. As part of the investigation, you will be interviewed. Until that time, if you have any questions, please feel free to contact our office. Additionally, South Carolina Department of Public Safety Policy Directive 122 may provide relevant information to you.

Sincerely,

Signature Redacted

W. Peter Langehans  
Chief Inspector

WPL/ss

cc: Colonel R. W. Luther  
South Carolina Highway Patrol

Capt. W. H. Allen  
South Carolina Highway Patrol



South Carolina Department of Public Safety  
Office of Professional Responsibility

---

December 7, 1998

Mr. Raymond A. Ramsay  
[REDACTED]  
[REDACTED]

RE: OPR File #DI-2105-99-0030

Dear Mr. Ramsay:

This letter will acknowledge receipt of the information you provided in your November 30, 1998 correspondence to the South Carolina Department of Public Safety (DPS). The DPS will conduct a thorough inquiry into your complaint.

You can have confidence that the Department will take appropriate action and will notify you when the inquiry is completed.

If I can be of any further assistance, please do not hesitate to contact me at 896-8240.

Sincerely,

[REDACTED]  
Signature Redacted

W. Peter Langehans  
Chief Inspector

WPL/ss

cc: Colonel R. W. Luther  
South Carolina Highway Patrol





# South Carolina Department of Public Safety

## Citizen's Complaint Form

Name RAYMOND A. RAMSAY Phone (home) [REDACTED]  
Complainant

Date of Birth [REDACTED] (work) \_\_\_\_\_

Address [REDACTED] Apt # \_\_\_\_\_

Date/Time of Occurrence \_\_\_\_\_ Date of Complaint 11-30-98  
Date Time

Location of Occurrence DUCK COVE ROAD off of 905 Conway SC.

Driver's License No. [REDACTED] State SC. SSN [REDACTED]

Name(s) of Employee(s) and Employing Agency Involved (if known)

Employee(s):

RETIRED \_\_\_\_\_  
Name Name

Witnesses:

DALLAS MOONEY GIRLY'S Home REPAIR  
Name Name

Details - (Please relate your complaint, including names, times, locations, and any other factual, supporting information.)

DURING The MONTH of Oct. & Nov, 1998, I called  
officer C. D. CAUSEY of SCDP so many times  
I got Tired of Him Hanging up the Phone. He  
would SAY "QUOTE" (is This Life Threatening) UNQUOTE"

Signature [REDACTED] Signature Redacted Date 11-30-98

South Carolina Department of Public Safety  
Citizen's Complaint Form  
(Continuation)

Page 2 of     

Name: RAYMOND A. RAMSAY

Date: 11-30-98

MY MAIL BOX IS ON DUCK COVE RD., AND  
I CAN NOT PICK-UP MY MAIL ON AFTER-NOONS  
OR SAT OR SUN BECAUSE THE SCLP CAN NOT  
PROTECT ME FROM 4 WHEELERS RUNNING UP AND  
DOWN DUCK COVE RD.

ON THREE <sup>(3)</sup> DIFFERENT TIMES IN JUNE & JULY-98  
I WAS NEARLY RUN OVER BY 4 WHEELERS  
RUNNING SIDE BY SIDE (2) AHEADST COMING STRAIT  
AT ME, RUNNING WIDE OPEN, DOWN DUCK COVE  
RD NEAR MY MAIL BOX.

NOW OFFICER C.D. CAUSEY KNOWS WHO THE  
PEOPLE ARE, THAT OWNS THE 4 WHEELERS, BUT DOES  
NOTHING ABOUT TELLING THEM THAT IT IS UNLAWFUL  
TO RUN 4 WHEELER DOWN A STATE OR COUNTY RD.

I SAY AND STAND BY MY COMPLAINT THAT C.D. CAUSEY  
IS A PERSONAL FRIEND OF MIKE HARDY WHO HAS  
A STORAGE BUILDING'S AT [REDACTED]

AND OPENS THE DOORS AS SOON AS THE SCHOOL  
BUS DROPS OFF HIS KIDS & FRIENDS. <sup>P</sup>

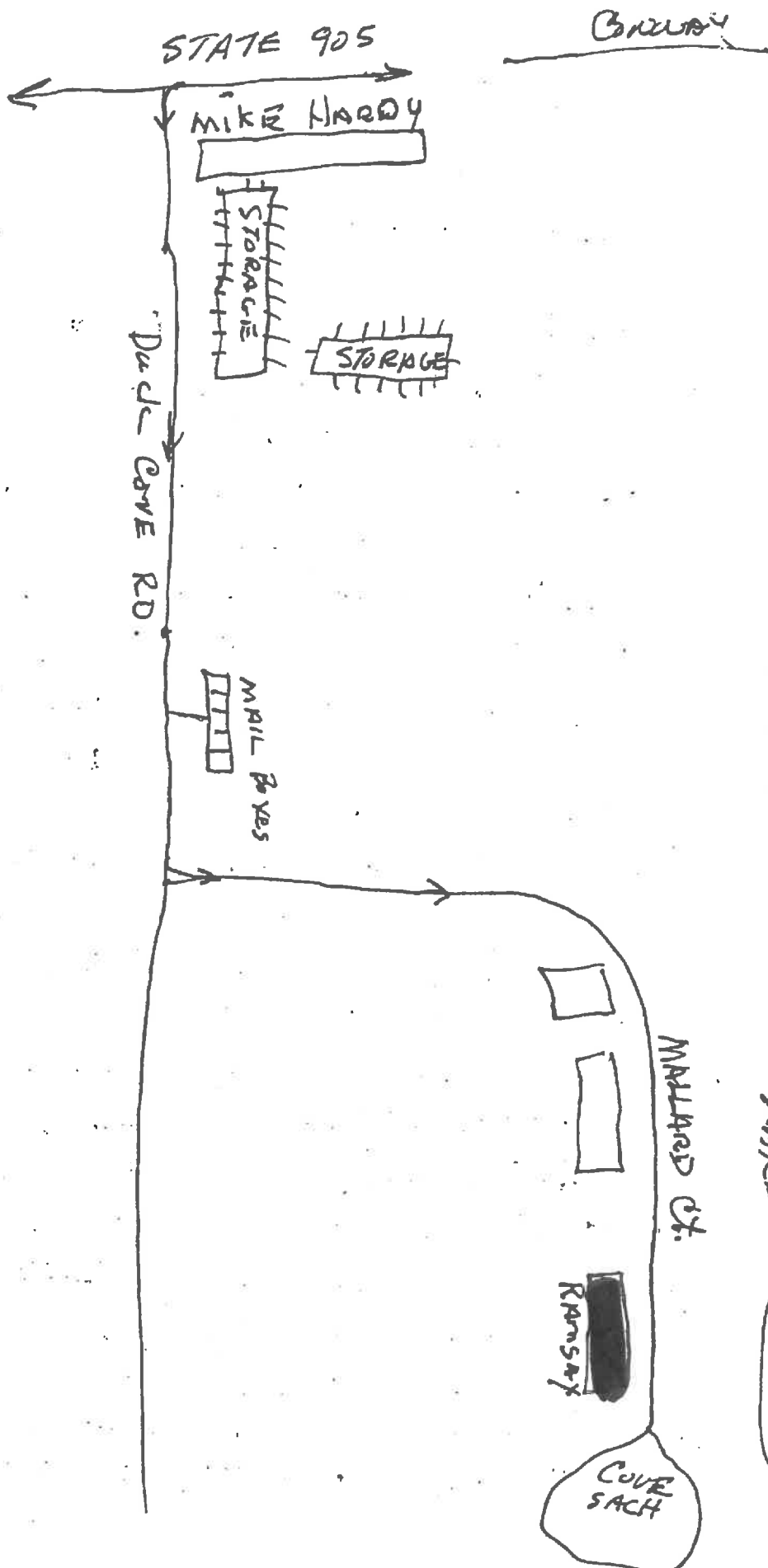
NOW C.D. CAUSEY IS NOT GOING TO ANYTHING  
TO STOP THIS THREAT TO ME.

THE 4 WHEELER ARE STILL RUNNING AT WILL DOWN  
DUCK COVE RD. (7 DAYS A WEEK) TILL 12<sup>00</sup> MIDNITE

Signature

Signature Redacted

LORIS





South Carolina Department of Public Safety  
Office of Professional Responsibility

---

March 16, 1999

Mr. Raymond A. Ramsay  
[REDACTED]  
[REDACTED]

RE: OPR File #DI-2105-99-0030

Dear Mr. Ramsay:

As a result of the information you provided the South Carolina Department of Public Safety (DPS) on November 30, 1998, an investigation has been completed.

The Department is committed to providing law enforcement services that are fair, effective, and impartially applied. You can have confidence that the Department has taken the appropriate actions, as deemed necessary from the findings of its investigation.

Due to the confidentiality of administrative investigations regarding personnel matters and requirements relating to employee rights of privacy, the Department is not authorized to divulge the findings of any investigation involving an employee nor any actions taken by the Department against an employee as a result of an investigation.

Thank you for your interest in helping us better serve the public.

Sincerely,

[REDACTED]  
Signature Redacted

W. Peter Langenhans  
Chief Inspector

WPL/ss

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. W. Luther  
SC Highway Patrol

Capt. W. H. Allen  
SC Highway Patrol



South Carolina Department of Public Safety  
Office of Professional Responsibility

---

March 16, 1999

Cpl. C. D. Causey  
SC Highway Patrol  
4195 Highway 701 North  
Conway, SC 29526

**RE: OPR File #DI-2105-99-0030**

Dear Corporal Causey:

The Department's administrative investigation into a citizen's complaint against you has been completed. The Director has determined that no further action is required and that the file should be closed. We have taken the appropriate action to close the file.

Thank you for your cooperation in this matter.

Sincerely,

Signature Redacted

W. Peter Langehans  
Chief Inspector

WPL/ss

cc: Director B. Boykin Rose  
SC Department of Public Safety

Colonel R. W. Luther  
SC Highway Patrol

Capt. W. H. Allen  
SC Highway Patrol





**OFFICE  
OF  
PROFESSIONAL RESPONSIBILITY**

**OPR FILE #PR-2105-07-0005**

**Investigator C. Lee Carter III**

**CASE NUMBER: PR-2105-07-0005**

**EVIDENCE LIST**

**ITEM**

**LOCATION**

Affidavit/Buck  
Affidavit/Causey  
Photographs of BB Pistol

OPR File #PR-2105-07-0005



**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>Report Of:</b>	<b>Investigator C. Lee Carter III</b>	
<b>Date of Report:</b>	<b>April 24, 2007</b>	
<b>Case Number:</b>	<b>PR-2105-07-0005</b>	<b>Status: Active</b>
<b>Subject:</b>	Trp. J. E. Buck Cpl. C. D. Causey	W/M [REDACTED] W/M [REDACTED]
<b>Category:</b>	Internal Investigation	
<b>Location:</b>	SCHP-Troop 5	
<b>Date:</b>	January 14, 2007	

**SYNOPSIS OF INVESTIGATION:**

On Sunday, January 14, 2007, Lt. Col. H. A. Stubblefield contacted Investigator Carter and advised him of a possible violation of the SCDPS Evidence Policy #300.15. On Friday, January 12, 2007, Trooper Buck arrested Anton Winstedt for DUI in Horry County. During the arrest, Trooper Buck seized a rifle, ammunition, a sophisticated BB pistol and an altered hand grenade. This action was taken because Buck was told Winstedt was a convicted felon and could not possess a firearm or ammunition. Winstedt's charges were pending at the time this report was prepared.

Lieutenant Colonel Stubblefield was concerned that contrary to policy, Corporal Causey told Trooper Buck to keep the rifle and the altered hand grenade in his patrol vehicle well after his shift ended. Lieutenant Colonel Stubblefield was also concerned that Trooper Buck reportedly allowed the tow truck driver (James Gause) to remove items from Winstedt's vehicle and place them in the patrol vehicle without Buck knowing what they were. Trooper Buck and Gause differed on who found the hand grenade and who put it in the patrol vehicle. Although Trooper Buck acknowledged that Gause may have helped place some items in his patrol vehicle, Trooper Buck knew what these items were.

This investigation determined that Corporal Causey told Trooper Buck to keep the seized items with him until they could be given to an evidence technician. The next day, after Trooper Buck told another supervisor (Sgt. J. A. Love) about the rifle and altered hand grenade, he was instructed to park his patrol vehicle and wait for the Horry County Police Department's Bomb Squad to arrive. The bomb squad arrived and subsequently destroyed the improvised explosive device. The bomb squad commander explained that after removing powder from several ammunition rounds, Winstedt poured it in the hand grenade and then affixed a firecracker with a long fuse to the device. The commander said the hand grenade could have possibly exploded by itself.

As supported by Gause, while at the scene, Trooper Buck called Corporal Causey and asked him about the altered hand grenade. Corporal Causey was not alarmed when Trooper Buck showed it to him later that night because it looked like an Army-Navy store replica. The rifle would not fit inside the after hours drop box so Corporal Causey told Trooper Buck to keep all of the items with him so they could be turned in simultaneously to F/Sgt. F. O. Scott or Sgt. S. T. Cockfield. First Sergeant Scott has told all county supervisors to call him or Sergeant Cockfield in the advent that evidence needs to be secured after hours. Corporal Causey's instructions to Trooper Buck were contrary to policy and First Sergeant Scott's directive.

Information collected during this investigation supports the allegation that Trooper Buck and Corporal Causey violated the Evidence Policy. The arresting officer is responsible for the safekeeping of evidence and submitting it to a technician at the end of his shift. Firearms are specifically mentioned as an item requiring extra security. Although Trooper Buck followed Corporal Causey's instructions, he kept sensitive items and an improvised explosive device in his patrol vehicle well after the end of his shift.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

**CASE NUMBER:** PR-2105-07-0005  
**INTERVIEWEE:** Lt. Col. H. A. Stubblefield-SCHP [REDACTED]  
L/Cpl. Jeff Hamilton-HCPD [REDACTED]  
**DATE:** January 14, 2007  
**LOCATION:** Via Telephone  
**INVESTIGATOR:** C. Lee Carter III  
**DATE TRANSCRIBED:** January 16, 2007

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On Sunday, January 14, 2007, at 4:35 p.m., Lt. Col. H. A. Stubblefield contacted Investigator C. Lee Carter III and advised him of an incident in Horry County. According to Lieutenant Colonel Stubblefield, on Friday, January 12, 2007, Trp. J. E. Buck (SCHP-Horry) arrested a violator [Anton A. Winstedt] for an undisclosed offense. The violator had two firearms in his possession and Trooper Buck seized them and the arrest was without incident. However, Trooper Buck contacted Cpl. D. A. Rogers and asked him what to do with the firearms. Cpl. C. D. Causey was the on duty supervisor and it was later determined that Corporal Rogers had nothing to do with this incident. Lieutenant Colonel Stubblefield said Corporal Causey instructed Trooper Buck to store the items in the trunk of his patrol vehicle until they could be turned over to a supervisor.

On Saturday, January 13, 2007, Trooper Buck contacted an unknown supervisor and stated that he thought he had a hand grenade in the trunk of his patrol vehicle. Lieutenant Colonel Stubblefield was unsure how the grenade ended up in the trunk but he understood that Trooper Buck claimed the tow truck driver put it there after Winstedt was arrested. After following a supervisor's instruction to move the vehicle to a safe location, the Horry County Police Department (HCPD) arrived and detonated the hand grenade. Lieutenant Colonel Stubblefield was concerned that (1) Trooper Buck allowed the tow truck driver to place an item in his patrol vehicle without knowing what it was. He was also concerned that (2) Corporal Causey instructed him to secure the firearms in his car until a supervisor could take them. Lieutenant Colonel Stubblefield said he would make arrangements for Trooper Buck's videotape to be forwarded to the OPR. Investigator Carter learned that Winstedt's arrest was the result of a traffic accident investigation and Trooper Buck did not activate his video camera. Lieutenant Colonel Stubblefield concluded that this information was forwarded by several SCHP supervisors and he was not certain of its accuracy.

Also on January 14, Investigator Carter spoke with L/Cpl. Jeff Hamilton, the HCPD Bomb Squad Commander, to obtain additional information. According to Lance Corporal Hamilton, Winstedt possessed an improvised explosive device that was an altered military training hand grenade. Winstedt admitted removing an unknown amount of black powder from several ammunition rounds and pouring it in the grenade. Winstedt also affixed a crude detonation system that consisted of a common firecracker with a long fuse. Lance Corporal Hamilton's attempts to x-ray and disassemble the device were unsuccessful and this resulted in the HCPD destroying it. Lance Corporal Hamilton was unsure if the item exploded by itself or if it was destroyed by the HCPD's detonation equipment. After the detonation, there was not enough of the material left to gather for examination purposes. Although unsure, Lance Corporal Hamilton said Winstedt's modifications could have enabled the device to explode by itself.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>Trp. J. E. Buck</b> [REDACTED]
<b>DATE:</b>	<b>March 5, 2007</b>
<b>LOCATION:</b>	<b>Conway Patrol Office</b>
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>March 7, 2007</b>

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The following is a transcription of Trooper Buck's March 5, 2007, Affidavit:

I was dispatched to the traffic accident involving Anton Winstedt and another vehicle. When I arrived I gave Winstedt several field sobriety tests and his performance indicated to me that he was intoxicated. I then placed him under arrest for DUI. I took Winstedt to the hospital after the datamaster test I administered at the Horry County Jail indicated that he did not have any alcohol in his system. The other driver was a teenager. He was not intoxicated and was uninjured. I just received the results of Winstedt's blood tests today. There was no alcohol but he did have [REDACTED] in his system. Winstedt was cooperative during his arrest and the charges are still pending. The weapons charges were forwarded to the ATF. The teenager called Gause's towing and they were also the next on rotation. Therefore, they towed both vehicles. After I arrested Winstedt, the tow truck driver, the owner, Mr. Gause, told me there was a fake hand grenade and some weapons in Winstedt's vehicle. The grenade was in the lower door panel pocket. I assumed that Gause was formerly in the service and knew about the grenade. There was no pin to pull and it looked like some kind of replica. I then inventoried the rest of the truck and found a rifle, 8mm ammunition and a high powered BB gun. I set these items on the hood of my patrol vehicle and after I ran a criminal history check I learned that Winstedt was a convicted felon and could not carry a firearm. To the best of my recollection Winstedt's convictions concerned a burglary charge and one for throwing an explosive into a crowd. I later learned that he threw some kind of explosive at some of his family members and then struck one of his relatives with his car when he was fleeing the scene. I then started putting the items in the trunk of my patrol vehicle and I believe Gause helped me. I think Gause is the one who put the grenade in my trunk. When I asked him, Winstedt said it was a replica and that he bought it. I noticed that it had a firecracker glued to the bottom and about half of it was still sticking out. I then transported Winstedt to jail and went back to the Conway Office. I did not know that the pistol was a BB gun until I got back to the office. When I approached Winstedt's vehicle I saw it lying on the driver's side floorboard. I then took it in my possession thinking at that time that it was a firearm.

Upon inspection I found out that the rifle was loaded and also had one round in the chamber. Corporal Causey was in the office and I explained the situation to him. When I asked him what to do with the items he said to keep them with me because we did not have anyone available to take it from me. We discussed the fact that the rifle would not fit in the evidence locker at the Conway Office. Based on Corporal Causey's instructions, I just held onto the items until the next day when I could meet with Sergeant Love and give it to him. First Sergeant Scott and Sergeant Cockfield are the only ones who have a key to the evidence closet and neither was available that night. I could not place the BB gun in the locker and did not feel comfortable placing the hand grenade in the evidence locker without someone knowing about it. To me it did not matter if the grenade was real or not I just did not think I should place it in the evidence locker. When I returned to work the next day I called Sergeant Love and explained the situation to him. I intended to hand the items over to him so he could at some point give them to either First Sergeant Scott or Sergeant Cockfield. I knew Sergeant Love would be in the office more than me and would have a better opportunity to give it to First Sergeant Scott or Sergeant Cockfield. After I told Sergeant Love about the situation he told me to pull over when I found a good spot and that someone would be called to take the grenade from me. I did as instructed. The rifle and BB gun were still in my patrol vehicle. I have been on the patrol for five years and this is the first time I have ever seized a long gun. I have never been involved in a situation like this before and I did what I was told to do.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>Cpl. C. D. Causey</b> [REDACTED]
<b>DATE:</b>	<b>March 5, 2007</b>
<b>LOCATION:</b>	<b>Conway Patrol Office</b>
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>March 7, 2007</b>


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The following is a transcription of Corporal Causey's March 5, 2007, Affidavit:

On the night of the incident, Trooper Buck called me on the telephone and told me about the arrest of Anton Winstedt and that he took possession of a pistol and a long rifle. I do not recall us really discussing the long rifle. However, Trooper Buck knows that we do not have an area in the Conway Office that can store a long gun. If I was asked about it I would have told him to keep it until he could give it to Sergeant Cockfield or First Sergeant Scott. To the best of my knowledge they were both unavailable when the arrest was made. First Sergeant Scott and Sergeant Cockfield are the only ones who have a key to the evidence closet. This would be the place we would store it until we could take it to Florence. We have an evidence box in the office that smaller items can fit inside. These evidence boxes are not big enough to store a long gun. I rarely have a situation where someone on my shift seizes a long gun.

I did not go to the scene of Winstedt's arrest. I also did not go to the scene where Trooper Buck found the hand grenade in the trunk of his patrol vehicle.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>Cpl. C. D. Causey</b> 
<b>DATE:</b>	<b>March 6, 2007</b>
<b>LOCATION:</b>	<b>Via Telephone</b>
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>April 16, 2007</b>

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On March 6, 2007, Investigator Carter spoke via telephone with Corporal Causey regarding the improvised explosive device that Trp. J. E. Buck confiscated during a DUI arrest. According to Corporal Causey, Trooper Buck showed the device to him later in the evening of the arrest. Corporal Causey said he had seen hundreds of this type of novelty hand grenade in Army-Navy stores and he did not pay it much attention. Corporal Causey explained that his instructions to Trooper Buck were for him to keep all of the confiscated items (rifle, ammunition, hand grenade) together and turn them in to someone who could place them in the patrol office's evidence closet.



**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>James Gause</b> [REDACTED]
<b>DATE:</b>	<b>March 6, 2007</b>
<b>LOCATION:</b>	[REDACTED]
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>April 16, 2007</b>

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On March 6, 2007, Investigator Carter met with James Gause at his business in Horry County. Gause operates a towing service and he responded to the accident scene and towed both vehicles. Gause towed both vehicles because he was the rotation service for one vehicle and the owner's request for the other. Gause stated that he did not search Anton Winstedt's vehicle and continued that Winstedt was already handcuffed when he arrived at the accident scene.

Gause spent eight (8) years in the US Army and recognized the hand grenade that Tmp. J. E. Buck found in Winstedt's vehicle as an old military training grenade. Gause said the grenade had a hole drilled in it and was capped with putty. Gause added that after Trooper Buck found the hand grenade he put it in his patrol vehicle. Gause further added that he assisted Trooper Buck by carrying the rifle from Winstedt's vehicle to Buck's patrol vehicle. According to Gause, Trooper Buck was on the telephone a considerable amount of time and he thought he was talking to his supervisor. Gause said Trooper Buck was trying to figure out what to do with the hand grenade.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>F/Sgt. F. O. Scott</b> [REDACTED]
<b>DATE:</b>	<b>March 6, 2007</b>
<b>LOCATION:</b>	<b>Conway Patrol Office</b>
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>April 16, 2007</b>

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On March 6, 2007, Investigator Carter met with First Sergeant Scott in regards to the rifle, ammunition and improvised explosive device that Trp. J. E. Buck confiscated during a DUI arrest. First Sergeant Scott and Sgt. S. T. Cockfield are the two evidence custodians in Horry County and are the only ones with access to the patrol office's evidence closet. According to First Sergeant Scott, for a long time he has told the Horry County Supervisors to call him or Sergeant Cockfield if they are needed after hours to secure evidence in the evidence closet. The Conway Patrol Office has an after hours drop box and First Sergeant Scott said the supervisors know to call him or Sergeant Cockfield if they seize something that is too big to fit in the drop box. First Sergeant Scott said all Cpl. C. D. Causey had to do was call him and he would have taken care of it.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

<b>CASE NUMBER:</b>	<b>PR-2105-07-0005</b>
<b>INTERVIEWEE:</b>	<b>Sgt. D. E. Branham, SCHP-CEF</b> <b>L/Cpl. A. J. Spence, STP-CEF</b>
<b>DATE:</b>	<b>February 26, 2007</b>
<b>LOCATION:</b>	<b>CEF, Columbia, SC</b>
<b>INVESTIGATOR:</b>	<b>C. Lee Carter III</b>
<b>DATE TRANSCRIBED:</b>	<b>March 1, 2007</b>

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On February 26, 2007, Investigator Carter met with Sergeant Branham and Lance Corporal Spence (CEF) and inquired about the two firearms Trp. J. E. Buck (SCHP-Horry) seized from Anton Winstedt. Investigator Carter then obtained a copy of the chain of custody indicating that Trooper Buck seized the items on January 12, 2007, and turned them over to Sgt. J. A. Love on January 14.

The items were briefly removed from the gun locker so Investigator Carter could see them. One was a Turkish 8mm long rifle. The other was a Walther BB pistol. This weapon is black in color and the material closely resembles that of a Glock. The BB pistol was equipped with a laser sight, mounted flashlight and a silencer. Even at close inspection this weapon resembles a pistol that would be used by the military or a police tactical unit. The small barrel diameter is the only indicator that the Walther is a BB pistol and not a firearm.

When Investigator Carter asked why Trooper Buck seized a BB gun, Sergeant Branham and Lance Corporal Spence said they were under the impression that this action was taken because Winstedt is a convicted felon and cannot carry any firearms.

**SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF PROFESSIONAL RESPONSIBILITY  
ACTIVITY REPORT**

**CASE NUMBER:** PR-2105-07-0005  
**INTERVIEWEE:** Agent Richard Brown-ATF [REDACTED]  
**DATE:** April 10, 2007  
**LOCATION:** CEF, Columbia, SC  
**INVESTIGATOR:** C. Lee Carter III  
**DATE TRANSCRIBED:** April 16, 2007

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On April 10, 2007, Investigator Carter met with Agent Brown at the SCDPS Central Evidence Facility (CEF) in order to allow him the opportunity to inspect the Walther BB gun that Trp. J. E. Buck seized from Anton Winstedt during a DUI arrest. A few days earlier, Investigator Carter and Agent Brown had a meeting regarding an unrelated matter and they discussed Winstedt's sophisticated BB pistol.

Agent Brown stated that unlike a firearm, a convicted felon can possess a BB gun. After inspecting the BB gun, Agent Brown stated that the firing mechanism had not been altered and although it closely resembled a firearm, it was nothing more than a BB gun.



South Carolina Department of Public Safety  
Office of Professional Responsibility

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**MEMORANDUM**

**TO:** OPR File # PR-2105-07-0005  
**FROM:** Investigator C. Lee Carter III **Signature Redacted**  
**DATE:** August 24, 2007  
**SUBJECT:** Case Closing  
Former Trooper J. E. Buck  
Cpl. C. D. Causey (SCHP-Troop 5)

The appropriate Deputy Director and the Office of General Counsel reviewed the above referenced investigative file. The Director or his designee approved the final action to close the case.

The case folder has been reviewed and all copies of the final reports, exhibits and investigative notes are contained within the files of the OPR. The case disposition is included in the 01 file. Evidence, if any, associated with the case is stored in the OPR's Evidence Room. All administrative matters are now complete and it is recommended that the case be closed.

Evidence Stored: No

Closing Letters Sent: Employees: No

Complainant: No

**REVIEWED & CONCURRED BY:**

Charles H. Sheppard **Signature Redacted**  
Date: 8/27/07  
General Counsel

# CASE DISPOSITION



CASE FILE # PR-2105-07-0005

Former Trooper J. E. Buck (Troop 5)

Signature Redacted

Charles H. Sheppard, Jr.  
General Counsel

8/8/07  
Date

Signature Redacted

8-1-07

Deputy Director/Department Head

Date

Sustained-Employee's action violated Department policy, procedures or guidelines  
*The above does not require justification since disciplinary action should result.*

**REVIEWER: CHECK CONCLUSION & SUBMIT WRITTEN JUSTIFICATION FOR CLOSURE**

Not Sustained-Insufficient evidence exists to either prove or disprove allegation

Unfounded-Alleged misconduct did not occur

☒ Exonerated-Employee's action occurred as alleged, but was within policy and authorized by law

COMMENTS:

\_\_\_\_\_  
Administrator: Office of Human Resources

\_\_\_\_\_  
Date

**FINAL ACTION: AUTHORITY TO CLOSE CASE**

Signature Redacted

James K. Schweitzer  
Director

8/15/07

CASE CLOSED: Charles H. Sheppard, Jr.

\_\_\_\_\_  
Date:





## South Carolina Department of Public Safety

### Office of Professional Responsibility

TO: Director Smith DATE: March 23, 2015  
FROM: Susanne CASE #: PR-2105-13-0094-D  
THRU: Chief Phelps SUBJECT: Case Closing

- |   |  |
|---|--|
| <input type="checkbox"/> Correct and Return   | <input type="checkbox"/> Take Appropriate Action |
| <input type="checkbox"/> Complaint Intake     | <input type="checkbox"/> Case Assignment         |
| <input type="checkbox"/> For Your Information | <input checked="" type="checkbox"/> For Approval |

The attached case on F/Sgt. C. D. Causey, SCHP, Troop 5, has been returned for closing. The allegation against First Sergeant Causey was "Sustained" and he received a Counseling Session.

If you approve the case is ready to be closed.

RECEIVED  
DIRECTOR'S OFFICE  
(5/158)  
MAR 23 2015

Ref:                       
Action:                       
Final Action:                     

Initials





SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OPR INVESTIGATION CLOSING FORM

CASE FILE #PR-2105-13-0094-D

NAME: First Sergeant C.D. Causey

Signature Redacted

Kenneth D. Phelps  
Chief

2-11-2015

Date

Leroy Smith  
Director

03/09/15

Date

Signature Redacted

Deputy Director/ Department Head

3/11/15

Date

☒ Sustained-Employee's action violated Department Policy, procedures or guidelines.  
*The above does not require justifications since disciplinary action should result.*

**REVIEWER: CHECK CONCLUSION & SUBMIT WRITTEN JUSTIFICATION FOR CLOSURE**

☐ Not Sustained-Insufficient evidence exists to either prove or disprove allegation.

☐ Unfounded-Alleged misconduct did not occur.

☐ Exonerated-Employee's action occurred as alleged, but was within policy and authorized by law.

Comments: \_\_\_\_\_

Comments: *Concur 3/12/15*

Signature Redacted

Administrator: Office of Human Resources

*First Sergeant Clarence D. Causey received a counseling session on March 20, 2015 for Reference in following Rules, Regulations, Policies or Procedures.*

3/20/15

Date

**FINAL ACTION: AUTHORITY TO CLOSE CASE**

Signature Redacted

Kenneth D. Phelps  
Chief

3-23-2015

Date

Leroy Smith  
Director

Signature Redacted

03/23/15

Date

# ACTION MEMORANDUM



<b>SUBJECT:</b> Review & Close-out of OPR Investigation # <b>PR-2105-13-0094-D</b> First Sergeant Clarence D. Causey Highway Patrol – Troop #5					<b>DATE:</b> March 20, 2015											
<b>TO:</b> Leroy Smith Director			<b>THROUGH:</b> Kenneth Phelps Chief, Office of Professional Responsibility			<b>FROM:</b> Tosha L. Autry Director, Office of Human Resources			Initials							
<b>ACTION REQUIRED:</b> Review and Approve Close-out of Investigation #PR-2105-13-0094-D																
<b>FINAL ACTION BY:</b> Director: XXX					<b>DUE DATE:</b> At your convenience.											
<p><b>SUMMARY:</b> An internal investigation conducted by the Department's Office of Professional Responsibility ("OPR") revealed that First Sergeant Causey allowed an unauthorized person access to the Horry County evidence room on several occasions. The investigation revealed that the first instance was in 2013, when his wife, Mrs. Causey, accompanied him to the scene of a fatal traffic collision. First Sergeant Causey acknowledged that he allowed Mrs. Causey to be present in the Patrol Office while the drugs and money collected at the scene of the collision were logged into evidence. He also stated that, while he currently had assigned a designee to inventory evidence, he previously would conduct an evidence inventory once a month on his scheduled day off. During these times, Mrs. Causey would often be present and would assist First Sergeant Causey with some of the functions around the office to include reading off numbers during First Sergeant Causey's evidence inventories.</p> <p>Please note: There was insufficient evidence to confirm Lance Corporal Phillip's allegation of having been subjected to harassment and discrimination by First Sergeant Causey. While Lance Corporal Phillips and Lance Corporal Webb gave some instances of what they felt had been harassment or discrimination, the actions by First Sergeant Causey in these incidents were entirely within First Sergeant Causey's authority as the Post Commander. Additionally, Sergeant Trevathan, Corporal Gibson, and Corporal Costa confirmed they had never observed First Sergeant Causey harass or discriminate against Lance Corporal Phillips or Lance Corporal Webb.</p> <p>First Sergeant Causey was counseled for violation of SCDPS Policy #400.08 (<i>Disciplinary Action</i>) and #400.08G (<i>Guidelines for Progressive Discipline</i>) for <b>Negligence in Following Rules, Regulations, Policies and Procedures</b>. A copy of the counseling session is attached. It is recommended that the OPR investigation be closed at this time. If you concur, please initial this action memorandum.</p>																
AD    BPS    CJA    FAC    HP    OHR    IT    MV    OCS    OFM    OGC    OPR    OSG    PO    RMO    STP																
Initials						JB						Initials				
Date						3/20/15						3-23-15				

A: CLOSEFIL.MEM



South Carolina Department of Public Safety  
Office of Human Resources

000050968

MEMORANDUM

TO: Colonel Michael R. Oliver  
South Carolina Highway Patrol

FROM: Tosha Autry, Director Initials  
Human Resources Office

DATE: March 18, 2015

SUBJECT: First Sergeant Clarence D. Causey

Based on a disciplinary report, you have determined that First Sergeant Clarence D. Causey should be counseled for Negligence in Following Rules, Regulations, Policies or Procedures for allowing an unauthorized person access to the Horry County evidence room on several occasions. The investigation revealed that the first instance was in 2013, when his wife, Mrs. Causey, accompanied him to the scene of a fatal traffic collision. First Sergeant Causey acknowledged that he allowed Mrs. Causey to be present in the Patrol Office while the drugs and money collected at the scene of the collision were logged into evidence. He also stated that, while he currently had assigned a designee to inventory evidence, he previously would conduct an evidence inventory once a month on his scheduled day off. During these times, Mrs. Causey would often be present and would assist First Sergeant Causey with some of the functions around the office to include reading off numbers during First Sergeant Causey's evidence inventories.

Please note: There was insufficient evidence to confirm Lance Corporal Phillip's allegation of having been subjected to harassment and discrimination by First Sergeant Causey. While Lance Corporal Phillips and Lance Corporal Webb gave some instances of what they felt had been harassment or discrimination, the actions by First Sergeant Causey in these incidents were entirely within First Sergeant Causey's authority as the Post Commander. Additionally, Sergeant Trevathan, Corporal Gibson, and Corporal Costa confirmed they had never observed First Sergeant Causey harass or discriminate against Lance Corporal Phillips or Lance Corporal Webb.

We would appreciate it if you or a designee would conduct the counseling session with First Sergeant Causey advising him that allowing Mrs. Causey this access placed her in the immediate vicinity of unsecured evidence, despite her not being sworn SCDPS personnel.

Please forward a copy of the documented counseling session to our office for closure of this matter.

TA/jb

10311 Wilson Blvd., Blythewood, SC – US Mail: P.O. Box 1993, Blythewood, SC 29016



## SOUTH CAROLINA HIGHWAY PATROL COUNSELING SESSION

On 03/20/2015 at 1244 I met with F/Sgt. Clarence D. Causey

to discuss department policy/procedure in an effort to improve performance. Indicated below are my reasons for this meeting and recommendations for improvement.

### Reasons for session:

In 2013 and on several occasions, you allowed an unauthorized person access to the Horry County evidence room. During these times, Mrs. Causey would often be present and would assist you with some of the functions around the office to include reading off numbers during evidence inventories.

### Recommendations for improving performance:

This counseling session is being administered based on the above mentioned reasons and is being utilized as a form of taking corrective action to ensure the importance of following Department policies and procedures associated with not allowing unauthorized persons access to the Horry County evidence room. Your actions were determined to be negligent in following rules, regulations, policies or procedures established by the department.

Signature Redacted

Employee's Signature

Signature Redacted

Supervisor's Signature

Witness

This meeting is a matter of record and was conducted to assist the employee in improving his job performance.

COPY TO: 1-Employee 2-Supervisor 3-Troop Headquarters

South Carolina Department  
of Public Safety



000050968

FILE TRANSFER

**TO:** Tosha Autry, Director  
Office of Human Resources

**THRU:** Colonel Michael R. Oliver  
SC Highway Patrol

**FROM:** Leroy Smith, Director  
SC Department of Public Safety

**DATE:** February 11, 2015

**SUBJECT:** OPR File #PR-2105-13-0094-D  
First Sergeant C.D. Causey, Troop 5

Initials

This is acknowledgement of receipt of the below listed portion or copy of the above referenced case file. We request that you review the file and forward it, along with your recommendation for any personnel action, to the Office of Human Resources for their review and action. We request that the recommendations and action be recorded on the Case Disposition Form attached to the inside cover of the report. We also request that the file be returned to the Office of Professional Responsibility once all actions have been concluded. Please be advised that these files are confidential and must not be copied, distributed, or retained.

1. OPR File #PR-2105-13-0094-D
2. CD - Audio Interviews of Phillips, Webb, Gibson, Costa, Trevathan, Causey

Delivered by:	Signature Redacted	Date:	3/10/15
Received by:	Signature Redacted	Date:	3/10/15
Forwarded by:	Signature Redacted	Date:	3/12/15
Forwarded to:	DHR	Date:	3/12/15
Received by:	Signature Redacted	Date:	3/12/15
Returned by:		Date:	



**OFFICE  
OF  
PROFESSIONAL RESPONSIBILITY**

**OPR File #PR-2105-13-0094-D**

**Investigated by: Inv. Supervisor John J. Boehm** **Initials**

**Reviewed by: Chief K. D. Phelps** **Initials**

**Date: 2-11-2015**



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## **INVESTIGATIVE REPORT**

**Case Number: PR-2105-13-0094-D**

**SUBJECT:** First Sergeant C.D. Causey  
South Carolina Highway Patrol (SCHP)

**COMPLAINANTS:** Lance Corporal T.L. Phillips  
Lance Corporal M.S. Webb  
South Carolina Highway Patrol (SCHP)

**INVESTIGATOR:** Inv. Supervisor John J. Boehm  
Office of Professional Responsibility (OPR)

**ALLEGATION:** First Sergeant Causey displayed improper conduct when he harassed and racially discriminated against his subordinate, Lance Corporal Phillips.

**ALLEGATION:** First Sergeant Causey allowed an unauthorized person access to the Horry County evidence room on several occasions.

### **INVESTIGATIVE PREDICATE**

Lance Corporal Phillips submitted a complaint to Major M. Warren dated December 5, 2013, which indicated that he had been the victim of harassment and discrimination by First Sergeant Causey. Lance Corporal Webb also submitted a complaint against First Sergeant Causey that was received by OPR on April 30, 2014. In his complaint, Lance Corporal Webb also indicated that he had been a victim of similar harassment by First Sergeant Causey. Lance Corporal Webb also stated that he had observed Lance Corporal Causey improperly allow his wife, Mrs. Causey, in and around the Horry County evidence room on two separate occasions. Due to the similar nature of these harassment complaints, an investigation was initiated by OPR. This case was assigned to Inv. Supervisor John J. Boehm on January 6, 2015.

### **INVESTIGATION**

As part of this investigation, Inv. Supervisor Boehm reviewed a copy of the complaint from Lance Corporal Phillips (**Exhibit 1**), a copy of the complaint from Lance Corporal Webb



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(Exhibit 2), a copy of a SCHP Counseling Session form (Exhibit 3), and copies of two pages from an ALPR report (Exhibit 4).

The aforementioned documents revealed the following:

#### **Copy of the Complaint from Lance Corporal Phillips**

Inv. Supervisor Boehm reviewed a copy of the complaint from Lance Corporal Phillips to Major Warren that was dated December 5, 2013 (Exhibit 1). In the complaint, Lance Corporal Phillips stated that he had been the victim of harassment and discrimination by First Sergeant Causey for over a year. Lance Corporal Phillips stated First Sergeant Causey regularly spoke to him in an unprofessional manner and assigned him to work in particular zones due to a general dislike of Lance Corporal Phillips. According to Lance Corporal Phillips, he was being singled out and other troopers in the post were not subject to First Sergeant Causey's discriminatory treatment.

Lance Corporal Phillips gave a particular example in which he notified his supervisor at the time, Sergeant Trevathan, on the evening of November 19, 2013, that he needed to take sick leave on November 20, 2013. Lance Corporal Phillips alleged that Sergeant Trevathan contacted him at approximately 0700 hours on November 20, 2013, and advised that First Sergeant Causey was "furious" that Lance Corporal Phillips had called in sick. According to Lance Corporal Phillips, Sergeant Trevathan stated that First Sergeant Causey had directed that Lance Corporal Phillips would need to either come in to work sick, or bring a doctor's excuse on November 21, 2013, which was Lance Corporal Phillips's scheduled rest day.

Lance Corporal Phillips also stated that he had been directed not to use an Automatic License Plate Reader (ALPR) by First Sergeant Causey. Lance Corporal Phillips stated that he then sought permission to use the ALPR from Captain Nell and this permission was granted. Lance Corporal Phillips stated that he was later using the ALPR and, after First Sergeant Causey became aware of this, Lance Corporal Phillips was written up for insubordination. According to Lance Corporal Phillips, this was an example of being harassed by First Sergeant Causey.

#### **Copy of the Complaint from Lance Corporal Webb**

Inv. Supervisor Boehm reviewed a copy of the complaint from Lance Corporal Webb that was received by OPR on April 30, 2014.

In his complaint, Lance Corporal Webb stated that he had been the victim of harassment by First Sergeant Causey. This harassment included First Sergeant Causey regularly speaking to Lance Corporal Webb in an unprofessional manner and assigning him to designated work zones knowing that Lance Corporal Webb did not prefer them. Being that Lance Corporal Webb is a Caucasian male, he did not allege that he had been subjected to any racial discrimination. Instead, Lance Corporal Webb's allegations focused on his dislike of the way he was supervised by First Sergeant Causey. Lance Corporal Webb also mentioned in his complaint that he had





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observed First Sergeant Causey improperly allow his wife, Mrs. Causey, in and around the evidence room on two separate occasions (**Exhibit 2**). On the first occasion, Lance Corporal Webb stated that he worked a wreck on a weekend in Horry County sometime in 2013 which involved a fatality. First Sergeant Causey responded to the scene and Mrs. Causey was in First Sergeant Causey's vehicle. Lance Corporal Webb stated that Mrs. Causey remained inside of the vehicle throughout the collision investigation. During this time, it was discovered that drugs and money were present in the subject's vehicle. After the collision investigation was completed, Lance Corporal Webb and First Sergeant Causey traveled back to the Horry County Patrol Office to log the drugs and money into evidence. Lance Corporal Webb stated that Mrs. Causey remained present while Lance Corporal Webb and First Sergeant Causey tallied the amounts and completed the necessary evidence paperwork. Lance Corporal Webb stated that, while Mrs. Causey did not handle any of the evidence or gain entrance to the evidence room during this time, he believed that it was inappropriate for her to be present.

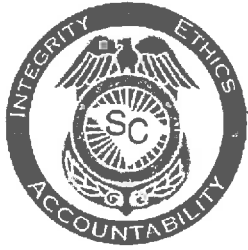
On the second occasion, Lance Corporal Webb stated that sometime in 2014, he went inside the Horry County Patrol Office and observed First Sergeant Causey and Mrs. Causey inside of the evidence room. According to Lance Corporal Webb, Mrs. Causey was holding a manila envelope and appeared to be reading an evidence number to First Sergeant Causey. Lance Corporal Webb stated that First Sergeant Causey indicated that he and Mrs. Causey were organizing the evidence room. Lance Corporal Webb believed that it was inappropriate for an unauthorized person who was not employed by SCDPS to be inside of the evidence room but stated that he did not mention the incident to anyone at that time.

#### **Copy of a SCHP Counseling Session Form**

Inv. Supervisor Boehm reviewed a copy of a SCHP Counseling Session form that was dated November 27, 2013, at 1000 hours (**Exhibit 3**). The form indicated that First Sergeant Causey met with Lance Corporal Phillips on the above date and time in an effort to improve performance. In the Reasons for Session box, First Sergeant Causey wrote:

"Several months ago you were seen by me, First Sergeant Causey, parked inside the city limits of Myrtle Beach near the ALPR (tag reader). It was around 0800 hours on a weekday morning. I called you and asked you to meet with me at the Myrtle Beach Magistrates Office on 21<sup>st</sup> Avenue. Upon your arrival, we discussed the fact that during the morning hours, numerous people are traveling to work and school and our responsibility is to patrol the roadways, especially during that peak time. You were also instructed that you should not be patrolling inside the city limits under normal circumstances. You were instructed at that meeting not to sit near the ALPR and also to get outside of the city limits to patrol your area.

On November 3, 2013, you were again working in the area of the ALPR and inside the city limits of Myrtle Beach after being instructed not to.



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Failure to carry out your duties is insubordination and is unacceptable behavior.”

Recommendations for improving performance:

“You are to follow instructions as given. You are to concentrate your enforcement efforts outside the city limits and you are not to sit stationary, or concentrate your time near the ALPR. You are to remain focused on DUI enforcement, speeding enforcement and seatbelt enforcement.

Any further infractions of this nature will be forwarded with a request for disciplinary action.”

“Refused to Sign” was written on the line for the employee’s signature.

#### **Copies of Two Pages from an ALPR Report**

Inv. Supervisor Boehm reviewed a 700-page Automatic License Plate Reader (ALPR) report that was provided by SLED (**Exhibit 4**). ALPR’s are maintained and positioned in their locations by SLED and are available for use by law enforcement agencies throughout the state. The date range of the report was October 1, 2013, at 0000 hours through November 3, 2013, at 2359 hours. Due to the report being 700 pages in length, only the pages relevant to this investigation were included as an exhibit. Pages 668 and 669 showed an activity breakdown of Lance Corporal Phillips’s utilization of the ALPR. The report showed that Lance Corporal Phillips had been logged into the ALPR system on numerous dates throughout the report’s duration beginning on October 1, 2013, and ending on November 3, 2013.

#### **INTERVIEW OF COMPLAINANT**

#### **Lance Corporal T.L. Phillips, SCHP**

On January 10, 2014, Chief K.D. Phelps obtained a sworn statement from Lance Corporal Phillips. The following is a synopsis of his statement which contains paraphrasing:

Lance Corporal Phillips stated that he had been the victim of harassment and discrimination by First Sergeant Causey. Lance Corporal Phillips stated First Sergeant Causey regularly “talked down” to him in an unprofessional manner and assigned him to work in particular zones due to a general dislike of Lance Corporal Phillips. Lance Corporal Phillips also alleged that this unfair treatment was due to his race since Lance Corporal Phillips is African-American and First



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Sergeant Causey is Caucasian. Lance Corporal Phillips did clarify that First Sergeant Causey had never used profanity during any of their interactions but that his speech and tone were wholly unprofessional.

Lance Corporal Phillips gave a particular example in which he notified his supervisor at the time, Sergeant Trevathan, on the evening of November 19, 2013, that he needed to take sick leave on November 20, 2013. Lance Corporal Phillips stated that Sergeant Trevathan contacted him at approximately 0700 hours on November 20, 2013, and advised that First Sergeant Causey was "furious" that Lance Corporal Phillips had called in sick. According to Lance Corporal Phillips, Sergeant Trevathan stated that First Sergeant Causey had directed that Lance Corporal Phillips would need to either come in to work sick, or bring a doctor's excuse on November 21, 2013, which was Lance Corporal Phillips's scheduled rest day. Lance Corporal Phillips stated that First Sergeant Causey did not apply similar directives to other troopers and that this was an example of racial discrimination.

Lance Corporal Phillips also stated that he had been directed not to use an Automatic License Plate Reader (ALPR) by First Sergeant Causey. Lance Corporal Phillips stated that he was directed by First Sergeant Causey not to use the ALPR since it was located in the city of Myrtle Beach. Lance Corporal Phillips stated that he then sought permission to use the ALPR from Captain Nell and this permission was granted. Lance Corporal Phillips stated that he was later using the ALPR and, after First Sergeant Causey became aware of this, Lance Corporal Phillips was written up for insubordination (**Exhibit 3**). According to Lance Corporal Phillips, this was an example of being harassed by First Sergeant Causey. Lance Corporal Phillips stated that he refused to sign the Counseling Session form.

#### **Lance Corporal M.S. Webb, SCHP**

On January 13, 2015, Inv. Supervisor Boehm obtained a sworn statement from Lance Corporal Webb. The following is a synopsis of his statement which contains paraphrasing:

Lance Corporal Webb submitted a complaint that was received by OPR on April 30, 2014. In his complaint, Lance Corporal Webb stated that he had been the victim of harassment by First Sergeant Causey. This harassment included First Sergeant Causey regularly speaking to Lance Corporal Webb in an unprofessional manner and assigning him to work in specific zones knowing that Lance Corporal Webb did not prefer them. Lance Corporal Webb also alleged that he had observed First Sergeant Causey improperly allow his wife, Mrs. Causey, in and around the evidence room. Lance Corporal Webb stated that he worked a wreck on a weekend in Horry County sometime in 2013 which involved a fatality. A supervisor was notified and First Sergeant Causey came out to the scene. Mrs. Causey was in First Sergeant Causey's vehicle and remained inside of the vehicle throughout the collision investigation. During this time, it was discovered that drugs and money were present in the subject's vehicle. After the collision investigation was completed, First Sergeant Causey directed Lance Corporal Webb to meet with him back at the Horry County Patrol Office to log the drugs and money into evidence. Lance Corporal Webb



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traveled to the office and arranged the seized money and drugs on a table. First Sergeant Causey and Mrs. Causey then arrived and Mrs. Causey remained present while Lance Corporal Webb and First Sergeant Causey tallied the amounts and completed the necessary evidence paperwork. Lance Corporal Webb stated that, while Mrs. Causey did not handle any of the evidence or gain entrance to the evidence room during this time, he believed that it was inappropriate for her to be present.

Lance Corporal Webb stated that on another occasion in 2014, he went inside the Horry County Patrol Office and observed First Sergeant Causey and Mrs. Causey inside of the evidence room. Mrs. Causey was holding a manila envelope and appeared to be reading an evidence number to First Sergeant Causey. According to Lance Corporal Webb, First Sergeant Causey indicated that he and Mrs. Causey were organizing the evidence room. Lance Corporal Webb believed that it was inappropriate for an unauthorized person who was not employed by SCDPS to be inside of the evidence room but stated that he did not mention the incident to anyone at that time.

#### INTERVIEW OF WITNESS

##### **Captain J.N. Nell, SCHP**

On April 9, 2014, Chief K.D. Phelps obtained a sworn statement from Captain Nell. The following is a synopsis of his statement which contains paraphrasing:

Captain Nell confirmed that Lance Corporal Phillips had asked him about using the Automatic License Plate Reader (ALPR) to apprehend violators. Captain Nell stated that he advised Lance Corporal Phillips that he did not have an issue with troopers using the ALPR as long as it was positioned on Interstate 95 or other locations outside of the city limits. Additionally, Captain Nell stated that he made clear to Lance Corporal Phillips that First Sergeant Causey made the supervisory decisions in Horry County and that Lance Corporal Phillips should follow any directives given by First Sergeant Causey, including decisions on using the ALPR or working in specific zones. Captain Nell stated that he wanted troopers to remain on patrol in the county, regardless of where the ALPR was positioned, and that he had effectively communicated this directive to First Sergeant Causey.

Captain Nell stated that Lance Corporal Phillips was concerned that he was being harassed by First Sergeant Causey and came to meet with Captain Nell sometime in early 2014. While Captain Nell could not recall the exact date of this meeting, he recalled that Lance Corporal Phillips alleged that First Sergeant Causey had prohibited him from working in particular zones and prohibited him from using the ALPR. Captain Nell stated that these zone assignments were entirely reasonable and were utilized to encourage troopers to maintain a high level of activity. After several minutes, Lance Corporal Phillips made the allegation that he had been racially



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discriminated against by First Sergeant Causey. Captain Nell then stopped the meeting and immediately contacted Major Warren to advise him of the allegation of discrimination that had been made.

Captain Nell acknowledged that, after he received this complaint from Lance Corporal Phillips, he received a similar complaint from Lance Corporal Webb against First Sergeant Causey regarding harassment and work zone assignments. Captain Nell stated that, before these complaints, he had not received any previous complaints in reference to First Sergeant Causey displaying harassment or discrimination towards his subordinates.

#### **Sergeant R.D. Trevathan, SCHP**

On August 22, 2014, Inv. Supervisor Boehm obtained a sworn statement from Sergeant Trevathan. The following is a synopsis of his statement which contains paraphrasing:

Sergeant Trevathan stated that he recalled that Lance Corporal Phillips sent him a text message sometime during the night of November 19, 2013, indicating that Lance Corporal Phillips would be taking sick leave for the following day. When Sergeant Trevathan woke up on November 20, 2013, he observed the text message and called Lance Corporal Phillips at approximately 0700 hours. After confirming that Lance Corporal Phillips would be out sick on November 20, 2013, Sergeant Trevathan texted the other supervisors to keep them informed of the shortage in shift personnel which, according to Sergeant Trevathan, was a common practice. First Sergeant Causey called Sergeant Trevathan shortly afterwards to ask about Lance Corporal Phillips having called in sick. According to Sergeant Trevathan, First Sergeant Causey instructed him to call Lance Corporal Phillips back and inform him that he would need to bring a doctor's excuse when he came back to work. According to Sergeant Trevathan, this directive was due to First Sergeant Causey and himself being concerned that Lance Corporal Phillips could possibly be misusing sick leave since he had been increasingly missing work lately. Sergeant Trevathan stated that he called Lance Corporal Phillips back and informed him of First Sergeant Causey's directive. Sergeant Trevathan stated that he did not direct Lance Corporal Phillips to come into work despite being sick or direct him to bring in the doctor's excuse on his day off.

Sergeant Trevathan stated that he had previously been Lance Corporal Phillips's immediate supervisor for several years and that he had not observed First Sergeant Causey ever harass or treat Lance Corporal Phillips differently than any other trooper.

#### **Corporal S.C. Gibson, SCHP**

On January 13, 2015, Inv. Supervisor Boehm obtained a sworn statement from Corporal Gibson. The following is a synopsis of his statement which contains paraphrasing:

Corporal Gibson stated that he had worked under First Sergeant Causey for a number of years and that he was currently Lance Corporal Webb's immediate supervisor. Corporal Gibson stated



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that he had never observed First Sergeant Causey demonstrate improper harassment, discrimination, or use profanity towards any troopers. Corporal Gibson also stated that he had never observed First Sergeant Causey discriminate against any person due to their race. Corporal Gibson was asked if he ever observed First Sergeant Causey allow Mrs. Causey in or around the Horry County evidence room. Corporal Gibson responded that, while he had heard rumors that Mrs. Causey had been allowed such access, he had never observed it personally.

#### **Corporal C.F Costa, SCHP**

On January 13, 2015, Inv. Supervisor Boehm obtained a sworn statement from Corporal Costa. The following is a synopsis of his statement which contains paraphrasing:

Corporal Costa stated that he had worked under First Sergeant Causey for approximately 12 years and had never observed First Sergeant Causey demonstrate improper harassment or discrimination towards any troopers. Corporal Costa stated that he had previously been Lance Corporal Phillips's immediate supervisor and that he had never observed First Sergeant Causey harass or discriminate against Lance Corporal Phillips or discriminate against any person due to their race. Corporal Costa also stated that he had never observed First Sergeant Causey use profanity. While Corporal Costa acknowledged that First Sergeant Causey was particular in the way that Horry County was supervised, Corporal Costa stated that none of First Sergeant Causey's directives or assignments were unfair or unreasonable.

Corporal Costa was asked if he ever observed First Sergeant Causey allow Mrs. Causey in or around the Horry County evidence room. Corporal Costa stated that, while he had heard rumors that Mrs. Causey had been allowed such access, he had never observed it personally.

#### **INTERVIEW OF SUBJECT**

#### **First Sergeant C.D. Causey, SCHP**

On January 13, 2015, Inv. Supervisor Boehm obtained a sworn statement from First Sergeant Causey. The following is a synopsis of his statement which contains paraphrasing:

First Sergeant Causey recalled the incident during November 2013 in which Lance Corporal Phillips had been requested to bring in a doctor's excuse for his sick leave. First Sergeant Causey stated that Lance Corporal Phillips had developed a pattern of calling in sick and he had become concerned that Lance Corporal Phillips could possibly be misusing sick leave. With this concern in mind, First Sergeant Causey instructed Sergeant Trevathan to inform Lance Corporal Phillips that he would need to bring in a doctor's excuse when he returned to work. First Sergeant Causey denied giving Lance Corporal Phillips an ultimatum that he would need to come to work despite



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being sick or that a doctor's excuse would need to be delivered on Lance Corporal Phillips's day off.

First Sergeant Causey also recalled that, one morning during mid-2013, he was driving through the city limits of Myrtle Beach and observed Lance Corporal Phillips in his patrol vehicle sitting stationary near an Automatic License Plate Reader (ALPR). First Sergeant Causey stated that the time was approximately 0830 hours and that, since Myrtle Beach has their own police department and the ALPR was inside of their jurisdiction, he wanted Lance Corporal Phillips to focus his enforcement efforts outside of the city limits. First Sergeant Causey called Lance Corporal Phillips and instructed him to meet at the nearby magistrate's office. During this meeting, First Sergeant Causey explained to Lance Corporal Phillips that it was the morning rush hour and, "We've got people going to work, we've got people going to school and I need you riding the roads, I don't need you sitting up under that tag reader." According to First Sergeant Causey, Lance Corporal Phillips became offended by this directive and began to argue with First Sergeant Causey. First Sergeant Causey stated that he made it clear to Lance Corporal Phillips during that meeting that he should avoid sitting stationary inside of the city limits near the ALPR and should focus his enforcement efforts in the county.

First Sergeant Causey stated that Lance Corporal Phillips ignored this directive and continued to focus his enforcement efforts in the area of the ALPR. To confirm this, First Sergeant Causey obtained a printout from SLED (**Exhibit 4**) which showed that Lance Corporal Phillips had continued to utilize the ALPR throughout October and early November 2013. On November 27, 2013, First Sergeant Causey conducted a Counseling Session with Lance Corporal Phillips and reiterated his directive to stay away from the ALPR and focus on DUI enforcement, speeding enforcement, and seatbelt enforcement within the county. First Sergeant Causey denied having displayed any harassment or discrimination towards Lance Corporal Phillips and stated that he had always treated Lance Corporal Phillips fairly. First Sergeant Causey acknowledged that Lance Corporal Phillips and Lance Corporal Webb had been assigned to work in particular zone areas throughout the county, which was not uncommon, and that he expected all troopers to remain in the zones to which they were assigned unless otherwise authorized by a supervisor.

First Sergeant Causey was asked about the allegation made by Lance Corporal Webb regarding Mrs. Causey being allowed around SCHP evidence and inside of the Horry County evidence room. First Sergeant Causey stated that he recalled that his wife had accompanied him to the scene of a fatal traffic collision sometime in 2013. First Sergeant Causey explained that he was notified of the situation on a Sunday while he was off duty and, since there was no other supervisor available at the time, he responded and his wife happened to be with him. First Sergeant Causey clarified that his wife stayed in the vehicle and did not get out at the scene at any point. However, First Sergeant Causey did acknowledge that he had allowed his wife to be present in the Patrol Office while the drugs and money collected at the scene of the collision were logged into evidence.



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First Sergeant Causey stated that, while he currently had assigned a designee to inventory evidence, he previously would conduct an evidence inventory once a month on his scheduled day off. During these times, Mrs. Causey would often be present and would assist First Sergeant Causey with some of the functions around the office to include reading off numbers during First Sergeant Causey's evidence inventories. First Sergeant Causey acknowledged that this assistance had placed Mrs. Causey in the immediate vicinity of unsecured evidence despite her not being sworn SCDPS personnel.

#### CONCLUSION

This investigation was initiated due to complaints filed by Lance Corporal Phillips and Lance Corporal Webb. Lance Corporal Phillips stated that he had been the victim of harassment and discrimination by First Sergeant Causey and that First Sergeant Causey regularly spoke to Lance Corporal Phillips in an unprofessional manner. Lance Corporal Phillips alleged that First Sergeant Causey would assign him to work in particular zones due to a general dislike of Lance Corporal Phillips and that this unfair treatment was due to his race since Lance Corporal Phillips is African-American and First Sergeant Causey is Caucasian. Lance Corporal Webb's complaint echoed Lance Corporal Phillips's allegations of harassment and his work zone assignments. However, Lance Corporal Webb, who is a Caucasian male, did not allege that he had been subjected to any racial discrimination. Lance Corporal Webb's allegations focused on his dislike of the way he was supervised by First Sergeant Causey.

One particular example given by Lance Corporal Phillips was when he notified his supervisor at the time, Sergeant Trevathan, on the evening of November 19, 2013, that he needed to take sick leave on November 20, 2013. Lance Corporal Phillips alleged that Sergeant Trevathan contacted him at approximately 0700 hours on November 20, 2013, and advised that First Sergeant Causey was "furious" that Lance Corporal Phillips had called in sick. According to Lance Corporal Phillips, Sergeant Trevathan stated that First Sergeant Causey had directed that Lance Corporal Phillips would need to either come in to work sick, or bring a doctor's excuse on November 21, 2013, which was Lance Corporal Phillips's scheduled rest day. Lance Corporal Phillips stated that First Sergeant Causey did not apply similar directives to other troopers and that this was an example of racial discrimination.

Lance Corporal Phillips gave another example of harassment in which he stated that he had been directed not to use an Automatic License Plate Reader (ALPR) by First Sergeant Causey. Lance Corporal Phillips stated that he then sought permission to use the ALPR from Captain Nell and this permission was granted. Lance Corporal Phillips stated that he was later using the ALPR and, after First Sergeant Causey became aware of this, Lance Corporal Phillips was written up for insubordination on November 27, 2013 (**Exhibit 3**). Lance Corporal Phillips stated that he





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refused to sign the Counseling Session form since he had been given permission to use the ALPR by Captain Nell.

First Sergeant Causey was asked about these incidents and did recall the November 20, 2013, incident in which Lance Corporal Phillips had been requested to bring in a doctor's excuse for his sick leave. First Sergeant Causey stated that Lance Corporal Phillips had developed a pattern of calling in sick and he had become concerned that Lance Corporal Phillips could possibly be misusing sick leave. According to First Sergeant Causey, it was with this concern in mind that he instructed Sergeant Trevathan to inform Lance Corporal Phillips that he would need to bring in a doctor's excuse when he returned to work. First Sergeant Causey denied advising Sergeant Trevathan that Lance Corporal Phillips would need to come to work despite being sick or that a doctor's excuse would need to be delivered on Lance Corporal Phillips's day off. First Sergeant Causey's version of the incident was corroborated by Sergeant Trevathan.

First Sergeant Causey also recalled the incident in which he instructed Lance Corporal Phillips to refrain from working around the ALPR. According to First Sergeant Causey, he was driving through the city limits of Myrtle Beach one morning during mid-2013 and observed Lance Corporal Phillips in his patrol vehicle sitting stationary near the ALPR. First Sergeant Causey stated that the time was approximately 0830 hours and that, since Myrtle Beach has their own police department and the ALPR was inside of their jurisdiction, he wanted Lance Corporal Phillips to focus his enforcement efforts outside of the city limits. First Sergeant Causey stated that he called Lance Corporal Phillips and instructed him to meet at the nearby magistrate's office. During this meeting, First Sergeant Causey explained to Lance Corporal Phillips that it was the morning rush hour and, "We've got people going to work, we've got people going to school and I need you riding the roads, I don't need you sitting up under that tag reader." According to First Sergeant Causey, Lance Corporal Phillips became offended by this directive and began to argue with First Sergeant Causey. First Sergeant Causey stated that he made it clear to Lance Corporal Phillips during that meeting that he should avoid sitting stationary inside of the city limits near the ALPR and should focus his enforcement efforts in the county.

According to First Sergeant Causey, Lance Corporal Phillips ignored this directive and continued to focus his enforcement efforts in the area of the ALPR. To confirm this, First Sergeant Causey obtained a printout from SLED (**Exhibit 4**) which showed that Lance Corporal Phillips had continued to utilize the ALPR throughout October and early November 2013. First Sergeant Causey stated that on November 27, 2013, he conducted a Counseling Session with Lance Corporal Phillips and reiterated his directive to stay away from the ALPR and focus on DUI enforcement, speeding enforcement, and seatbelt enforcement within the county.

Captain Nell, who was the Troop 5 Commander, was asked if he recalled ever giving permission to Lance Corporal Phillips to make use of the ALPR. Captain Nell stated that Lance Corporal Phillips had asked him about using the ALPR and Captain Nell had advised Lance Corporal Phillips that he did not have an issue with troopers using the ALPR as long as it was positioned



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on Interstate 95 or other locations outside of the city limits. Additionally, Captain Nell stated that he made clear to Lance Corporal Phillips that First Sergeant Causey made the supervisory decisions in Horry County and that Lance Corporal Phillips should follow any directives given by First Sergeant Causey, including directives on utilizing the ALPR. Captain Nell stated that he wanted troopers to remain on patrol in the county, regardless of where the ALPR was positioned, and that he had effectively communicated this directive to First Sergeant Causey.

First Sergeant Causey denied having displayed any harassment or discrimination towards Lance Corporal Phillips or Lance Corporal Webb and stated that he had always treated his subordinates fairly. First Sergeant Causey acknowledged that Lance Corporal Phillips and Lance Corporal Webb had been assigned to work in particular zone areas throughout the county, which was not uncommon, and that he expected all troopers to remain in the zones to which they were assigned unless otherwise authorized by a supervisor. Captain Nell concurred that assigning troopers to work in particular zones was entirely reasonable and was utilized to encourage troopers to maintain a high level of activity.

Sergeant Trevathan, Corporal Gibson, and Corporal Costa were interviewed due to their having served as the direct supervisors of Lance Corporal Phillips and Lance Corporal Webb. All three of these supervisors had worked for First Sergeant Causey for a number of years and each stated that they had never observed First Sergeant Causey demonstrate improper harassment or discrimination towards any troopers and had never observed First Sergeant Causey treat anyone differently due to their race.

Lance Corporal Webb's complaint against First Sergeant Causey also indicated that he had observed First Sergeant Causey improperly allow his wife, Mrs. Causey, in and around the evidence room on two separate occasions. On the first occasion, Lance Corporal Webb stated that he worked a wreck on a weekend in Horry County sometime in 2013 which involved a fatality. First Sergeant Causey responded to the scene and Mrs. Causey was in First Sergeant Causey's vehicle. Lance Corporal Webb stated that Mrs. Causey remained inside of the vehicle throughout the collision investigation. During this time, it was discovered that drugs and money were present in the subject's vehicle. After the collision investigation was completed, Lance Corporal Webb and First Sergeant Causey traveled back to the Horry County Patrol Office to log the drugs and money into evidence. Lance Corporal Webb stated that Mrs. Causey remained present at a table where Lance Corporal Webb and First Sergeant Causey tallied the amounts and completed the necessary evidence paperwork. Lance Corporal Webb stated that, while Mrs. Causey did not handle any of the evidence or gain entrance to the evidence room during this time, he believed that it was inappropriate for her to be present. On the second occasion, Lance Corporal Webb stated that sometime in 2014, he went inside the Horry County Patrol Office and observed First Sergeant Causey and Mrs. Causey inside of the evidence room. According to Lance Corporal Webb, Mrs. Causey was holding a manila envelope and appeared to be reading an evidence number to First Sergeant Causey. Lance Corporal Webb stated that First Sergeant Causey indicated that he and Mrs. Causey were organizing the evidence room. Lance Corporal



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Webb believed that it was inappropriate for an unauthorized person who was not employed by SCDPS to be inside of the evidence room but stated that he did not mention the incident to anyone at that time.

First Sergeant Causey stated that he recalled that his wife had accompanied him to the scene of a fatal traffic collision sometime in 2013. First Sergeant Causey explained that he was notified of the situation on a Sunday while he was off duty and, since there was no other supervisor available at the time, he responded and his wife happened to be with him. First Sergeant Causey clarified that his wife stayed in the vehicle and did not get out at the scene at any point. However, First Sergeant Causey did acknowledge that he had allowed his wife to be present in the Patrol Office while the drugs and money collected at the scene of the collision were logged into evidence. First Sergeant Causey also stated that, while he currently had assigned a designee to inventory evidence, he previously would conduct an evidence inventory once a month on his scheduled day off. During these times, Mrs. Causey would often be present and would assist First Sergeant Causey with some of the functions around the office to include reading off numbers during First Sergeant Causey's evidence inventories. First Sergeant Causey acknowledged that this assistance had placed Mrs. Causey in the immediate vicinity of unsecured evidence despite her not being sworn SCDPS personnel.

In summary, it can be concluded that there was no evidence to confirm Lance Corporal Phillips's allegation of having been subjected to harassment and discrimination by First Sergeant Causey. While Lance Corporal Phillips and Lance Corporal Webb gave some instances of what they felt had been harassment or discrimination, the actions by First Sergeant Causey in these incidents were entirely within First Sergeant Causey's authority as the Post Commander. Additionally, Sergeant Trevathan, Corporal Gibson, and Corporal Costa confirmed that they had never observed First Sergeant Causey harass or discriminate against Lance Corporal Phillips or Lance Corporal Webb. However, First Sergeant Causey did acknowledge that he had regularly allowed his wife, Mrs. Causey, to be in and around the Horry County evidence room and within the immediate vicinity of unsecured evidence, albeit under his supervision. Mrs. Causey was not sworn SCDPS personnel and First Sergeant Causey allowing Mrs. Causey this access was improper.



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#### CLASSIFICATION

**ALLEGATION:**

First Sergeant Causey displayed improper conduct when he harassed and racially discriminated against his subordinate, Lance Corporal Phillips - **UNFOUNDED.**

**ALLEGATION:**

First Sergeant Causey allowed an unauthorized person access to the Horry County evidence room on several occasions - **SUSTAINED.**

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- Exhibit 1.... Copy of the Complaint from Lance Corporal Phillips
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South Carolina Department of Public Safety  
S.C. Highway Patrol

MEMORANDUM

To: Major M. Warren  
From: Lance Corporal T. L. Phillips  
Date: December 05, 2013  
Subject: Formal Discrimination/ Harassment Complaint

**Request for Investigation;**

Please accept this letter as a formal complaint for employee discrimination and harassment which I have been subjected to for over one (1) year to-date. Accordingly, I am hereby requesting a prompt and thorough investigation by you, and all other appropriate parties, into all the facts and circumstances pertaining to this matter and also request that the appropriate action be taken promptly once said investigation has been completed. I am also requesting a complete copy of your file for said investigation, including without limitation all letters, memorandums, notes, photographs, transcripts, recordings, and electronic communications, including emails, faxes, and text messages.

After a review of the facts and circumstances surrounding this complaint which was based upon my own personal, first-hand knowledge, it is my position, that First Sergeant C. D. Causey's actions violated various DPS policies and procedures and that his treatment of me may be unlawful. I am filing this complaint against First Sergeant C.D. Causey of Troop-5, Post-D (Horry County). The following is a brief, but not complete, outline of some of the significant events of which this complaint is based upon:

1) Sick Leave Incident:

On November 19<sup>th</sup> 2013, I had advised my supervisor Corporal D. Trevathan, I needed to take a sick leave day on Wednesday the 20<sup>th</sup>, due to illness. Corporal Trevathan called me at approximately 0700 hours Wednesday, stating that First Sergeant Causey was furious and had given me an ultimatum; either I come into work today SICK (Wednesday the 20<sup>th</sup>) or I better come in tomorrow, (Thursday the 21<sup>st</sup>) with a doctors excuse. Thursday the 21<sup>st</sup> was my scheduled day off since I was scheduled to work the football game on Saturday the 23rd. I chose to come in on my scheduled day off, Thursday and bring the doctors note. I feared if I came into work on Wednesday, I would have put my safety and the public's safety at risk. The doctor had decided, I needed 5 days off to recover from my illness. I can only remember utilizing 3 nonconsecutive days this past year for sick leave. If you were to check my file you will find that there is no pattern, nor any signs of abuse of sick leave. Upon talking with my co-workers, First Sgt Causey has not asked them for a doctor's excuse, nor has he given them an ultimatum when they have called in sick. If you pull Horry County sick leave

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records and talk with Horry county Corporals about who First Sgt Causey requires a doctor excuse from, and I am certain it would only be me. I requested to meet with the Capt. Nell Again and it was ignored.

2) ALPR Incident:

Since 2012, troopers have been given access to the ALPR, (Automatic License Plate Reader) I was using the APLR as a tool to aide in the apprehension of 'hit and runs', suspended vehicle licenses, driver's operating uninsured vehicles, and stolen vehicles as they are BOLO. The ALPR is a valuable enforcement tool. I was having tremendous success with it. I had cited and towed several vehicles for operating uninsured and DUS. I also had recovered a stolen vehicle. One day in the office, Corporal Costa was praising my success with the ALPR; this was over heard by First Sgt Causey. A short time thereafter, First Sgt Causey radioed me to the magistrate office on 21<sup>st</sup> avenue in Myrtle Beach. He had taken me outside, were no one was around, in an extremely unprofessional, aggressive manner and told me not to use the ALPR. I tried to have a conversation with him about the ALPR but it just increased his anger. I advised Corporal Costa of what had happened and he stated that he had a feeling First Sgt Causey was going 'to mess with me, after I was bragging about you at the office.' Shortly thereafter we had a Colonels meeting. Several other troopers and I were standing outside talking about the ALPR. First Sgt Causey approached us and clearly stated "Yea, the ALPR is a good tool, and we need to start utilizing it more in Horry County." Several guys that had heard him make this statement could not believe he would say that after he just banned me from using the ALPR. I am the only trooper in Horry County that is banned from using the ALPR. A short time after First Sgt Causey banned me from the ALPR I had an unrelated meeting with Capt. Nell. He asked me about the tag reader. After I explained the situation and the location of the ALPR, he stated that he didn't have a problem with me using it, I asked him to make sure he tells First Sgt Causey that you approved me to use the ALPR he state he would have a talk with him. A short time after that Capt. Nell approved me and another trooper to have the ALPR system put on our patrol cars. On November 3, 2013 I had just finished up a DUI at Myrtle Beach Jail. On my way Down U.S 501 I got an alert for a vehicle with suspended tags. I was able to locate the vehicle and attempted a traffic stop. The driver of the vehicle failed to stop and a short chase ensued. The Vehicle license was suspended for cancelation of insurance. I later was notified by Corporal Trevathan that Causey was upset I was using the ALPR. I advised him the Capt. Nell approved my use of the ALPR. He told me First Sgt Causey wants me in his office on November 20<sup>th</sup> (See the copy of the emails). First Sgt Causey history of being unreasonable and a bullying me, so I requested a meeting with the Capt. On November the 11<sup>th</sup> to discuss the personal issues he has with me because he is continuously harassing me. I was advised by Corporal Trevathan by email. He forwarded my request to First Sgt Causey and his response was you can meet with the Capt. After your meeting with me if you feel like you are being treated unfairly. The meeting with First Sgt. Causey was rescheduled for November 27. On November 27<sup>th</sup>, I had a meeting with Lt Caulder, First Sgt Causey, Corporal Trevathan and Sgt. Bethea. At the start of the Meeting First Sgt Causey Stated First Sgt Causey asked didn't I tell you not to use the ALPR? I asked First Sgt Causey what date he was referring to. Then Lt Caulder Chimed in stating that it doesn't matter when he told you. I advised Lt Caulder that Capt Nell gave me permission to use the ALPR. Lt Caulder advised me that it doesn't matter what Capt Nell says First Sgt Causey is my supervisor. I then for the 3<sup>rd</sup> time I

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requested a meeting with the Capt. Nell. Lt Caulder stated, I will make sure you get your meeting with Capt Nell. Then First Sgt. Causey criticize my activity to justify his actions, I pointed out that my activity is better than 60% of the other Horry County troopers. I tried to explain to them how I use the ALPR and how I got several operating uninsured motorist off the road I was advised that it is not our job, our job is to focus on DUI, Seatbelt, Speeding and that's it. First Sgt Causey handed me a write up for insubordination. I refuse to sign the write up, because Capt. Nell gave me permission and I feel this was retaliation for requesting a meeting with the Capt Nell and the counseling session was inaccurate.

3) Jury Court Incident:

I was at the office one day doing paperwork. Corporal Hodge had advised me that I was needed at Jury Court. In response, I asked Corporal Hodge if he was aware what they may need, so that I could come prepared, but he was unaware. I then called Jury Court to inquire, so if I did need to bring anything I could grab it while at the office. The Jury Court clerk advised me they needed me to sign off my tickets. I got my tickets and proceeded to Jury Court. On the way, Corporal Hodge called advising me that First Sgt Causey was angry and wanted me to meet with him upon arrival to Jury Court. So I did. First Sgt Causey then led me to a backroom. First Sgt Causey was again, extremely unprofessional and again, had approached me in a very aggressive manner. He was furious because I called to see what jury court needed, stating, and I quote "When someone tells you to do something, you do it, and don't ask any questions." I tried to explain that I had called Jury Court to make sure I had what they needed before I drove there. He stated, and again I quote, "The state pays for your gas, and it doesn't matter how many trips it takes you, do as you are told and that's it!" I tried to reason with him, but the more I tried, the more furious he got, so I just sat there and let him verbally abuse me.

4) Evidence Incident:

One day I was told by Corporal Costa to meet First Sgt Causey at the office to take evidence to Columbia. At the time, I was in the Surfside Beach area of Horry County. I headed straight to the office. Traffic on 701 was very congested due to a collision. I made it to the office approximately ten minutes late. First Sgt Causey was furious because I was ten minutes late. He again talked to me in a horrible, aggressive, unprofessional manner. I tried to explain the situation and he did not want to hear it. To keep him from getting more aggressive, I just let him finish his tirade. Although, I was ten minutes late, I then had to wait another thirty minutes because he did not even have the evidence ready for me to take. In turn, I was terribly berated for not being there on time and he did not even have the evidence ready for me to take. I feel like I am being bullied.

5) Schedule Incident:

I am also attaching a copy of our schedule from the patrol office. If you will look at our call numbers and rank, you will notice everyone is in correct order, except for me. This has been like this for almost a year now. I feel like this is more than just a simple oversight, but more like an attempt to undermine me. Why is this? Why is he singling me out?

6) Counseling Session Incident:

On November 27<sup>th</sup> 2013 I was giving a counseling session for using the ALPR. The whole counseling session is inaccurate and I feel its a cover up of his wrong doing. It states that "I was parked inside the city limits of Myrtle Beach, near the ALPR(tag reader)". That day I was just inside the city limits using the WIFI from Myrtle Beach Chevy doing paper work. I

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explained that to First Sgt Causey that day. But he didn't want to hear it. He states in the counseling session he discussed varies things. This is untrue; the only thing he discussed was his demand for me not to us the ALPR that's it. None of what he stated counseling session is accurate description of what happen that day. The last statement states that I was working around the ALPR. This is also inaccurate. If you check the radio logs, I had just arrested a DUI and transported her to Myrtle Beach Jail on my way back up 501, I got an alert and from the ALPR and spotted the vehicle and stopped it, as I would stop any violation of the law I see on duty (e.g. DUI, SPEEDING).

There are many troopers in Horry County that have been subjected to harassment by First Sergeant Causey. They have not come forward due to the fear of retaliation. I am asking that you interview troopers as well as past and present supervisors in Horry County on an individual basis. Some Horry County troopers have first-hand knowledge of the facts, circumstances, events, and allegations complained of herein and such knowledge can enhance your investigation, while also giving you some insight into his character and other matters. I have been taking this discrimination and bullying for awhile now. I submitted a transfer request, and then later withdrew it. Simply because I do not feel I should be shunned from the county I have resided and worked for several years now. I enjoy working in Horry County. I should not transferred due the harassment and other unethical, discriminatory and potentially illegal behavior. I have not come forward prior to this, due to fear of retaliation but hereby state that any delay to do so by me does not constitute any waiver of my rights or condemnation of the actions and behavior complained of. As you can see from stated above, none of my actions in any of these events are a violation of DPS policy and procedure. I feel this mistreatment should not be tolerated. I love and enjoy my job as a South Carolina State Trooper. However, due to this harassment my morale is at an all time low. I want to get back to enjoying my job, and serving the people of South Carolina in a healthy work environment.

Very Truly Yours,

Lance Corporal T.L. Phillips

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**South Carolina Department of Public Safety  
Citizen's Complaint Form  
(Continuation)**

Page \_\_\_\_\_ of \_\_\_\_\_

Name: Marshall Scott Webb

Date: 04/28/2014

Please see attached

Signature: \_\_\_\_\_

Signature Redacted

I have always felt that 1<sup>st</sup> SGT Don Causey was someone whom I could go to if I had a problem or needed help. However, over the past years I felt I have been ostracized. I cannot give the date because at the time I never thought I would need to record the incident. I believe this is where it all started. 1<sup>st</sup> SGT set up a meeting with the employees of PTI. Everyone on my shift was taken off the road during work hours to hear a presentation given by Mary Powel and Causey's daughter. Powel explained that she would be at our court dates trying to get people to sign up for TEP and PTI and told us how the program worked. The first court date that I had with Powel, she told the people in the court room that they had to sign up for PTI if they wanted a reduction in fines and points. I was shocked to hear her saying this because this was not the norm and it was the opposite of what I told people on the side of the road. I always tell the people that I stop I am trooper Webb with the South Carolina Highway Patrol the reason I am stopping you is \_\_\_\_\_. May I hold your Driver License registration and insurance? After the ticket is written I explain to violators that they have a court date and they can pay the ticket or appear and have a bench trial or jury trial. I then tell them if they come to court the judge has the authority to reduce their fine and points if applicable. Now here was Powel telling people they had to take advantage of TEP and the judge was not reducing fines. This was not true. The court was still reducing fines and PTI or TEP were just other options people could take advantage of. I did not say anything to anyone initially. Days later my next door neighbor told me he had received a speeding ticket and he signed up for TEP. I asked him why he decided to go that route and he told me that Mary Powel told him he had to do TEP and he could not get a reduction from the judge. I told my neighbor I was not sure why she told him that because my understanding was the courts were still giving reduction. So he went back to court and pled guilty and as I suspected his ticket was reduced. He dropped out of TEP. I thought that Causey needed to hear about this. Again I cannot recall the date because at the time I thought Causey would be receptive and address the problem. I walked into Causey's office and told him my concerns and he lashed out at me and told me I was making accusations about people and did not have any proof that this was going on. I was shocked that was being so obtuse. He told me I had no business telling people that the courts gave reductions and furthermore the courts may not be given reduction anymore. Causey knew good and well the court was still giving reductions yet he kept speaking to me as if I did something wrong. I told him thank you for your time and walked out. Again I have to guess because I am not sure on the date but I would say maybe a week later I was called to the office. Causey told me to sit down he needed to speak with me. He reached for a piece of paper and told me I did not turn in a collision report on time. I told him I was holding the report because I was waiting on some more information. There was some confusion about one of the driver's insurance and I was waiting to get the information correct before I turned it in. He told me that reports needed to be turned in on time and if I don't have what I need turn it in anyway. So what he is saying is even if the investigation is not complete turn it in. Ok I said. I was Shocked that this was even going on. He told me to sign the write up and don't worry about it. He then told me you're not the only one we are making sure this stuff gets done on time for now on. I said ok signed the paper and walked out. I then asked several other troopers about their reports. One trooper told me he had one out for a week. Nobody else was written up even though several other troopers had done the same thing I did. However I let it go. Several other troopers told me what an immoral and vindictive man Causey is but I took up for him saying there is no way the write up had to do with me complaining about the PTI program. Everyone I spoke to warned me saying Causey is gunning for you now. I just laughed it off and thought how ridiculously that was. Later I noticed Causey seemed very strange around me. It is difficult to describe but he always talked to people like they were children but he had gotten even worse. Later I was involved in a chase and even though I broke no policy, laws or rules he once again called me in the office and told me that I was to stay out of certain areas. Every area he mentions was predominately black areas. I feel like all people deserve police protection but apparently he doesn't. What was ironic was the chase did not begin in the area he mentioned it began on a major highway. It only ended up in in one of the neighborhoods he spoke

about. I told him I couldn't control where criminals fled to but apparently he felt I could. He went through every aspect of the chase and like I said I didn't break any laws, policy, or rules yet he told me about several mistakes I made and told me I was no longer permitted to work in zone 2. He told me that he watched the video and while I was out of the car the violator spit in my seat. I didn't understand why that was problem. As if somehow I could prevent someone from spitting. He told me I was not watching the prisoner properly, however, the prisoner was safely secured in the vehicle and was not in any danger nor was he anyway a danger to me. He then said I allowed the prisoner to use his cell phone which was another distortion of the truth. The prisoner was very thin and able to pull his hands around at pull his cell phone out and start texting. I knew the cell phone was in his pocket and when I realized he was using it I took it from him. Then he proceeded to tell me that I was at the scene too long. I conducted a vehicle search and had to write a tow slip as I am required to do and he told me that I should have just drove off and left Trooper Bailey to handle those things. Now here is trooper Bailey 22 year's old fresh off FTO and he suggested that the best course action would have been to leave him by himself in a known drug area with several known gang members and a hostel ground forming. Moreover the subject I had just chased was a known drug dealer and had marijuana in his vehicle. I thought that DEU would like to speak with the subject and possibly take over the drug case. This is a very common practice in Horry County and it is encouraged by Don Causey. As I suspected DEU did want the case and ask to meet me. I told them to meet me at our office. The reason I suggested our office is because Causey had us bring a prisoner to the office before to sign for thier money. Nevertheless now it was a problem. I only did what he had me do before and by the way I had seen other troopers do it when they had to do a DEU evaluation. He once again stated I allowed a prisoner to walk all around the office even though he never walked anywhere and never took one step in the office. Again another lie and again a double standard. I was beginning to see that this was personal and it had nothing to do with safety or policy. It was just plain personal.

I did as I was told and began working zone 4. Months later on 4<sup>th</sup> of July 2013 I was working on 31 and dispatch gave out a call to service. The call was four-wheelers in the road way on long aches and Freemont road. Our post recently had a meeting and one of the topics was bolos. Don said make sure we are answer up for BOLOS. The Zone two trooper was busy and I was the next closest. I answered the call for service. When I arrived I drove around the area looking for the four wheelers. While I was driving around a car passed me at 75mph in a 40mph zone. It was 4<sup>th</sup> of July people where everywhere and I could not simply ignore the violation. I began to make a traffic stop on the vehicle and the driver fled. Even though I called off the chase and no longer made any attempt to apprehend the suspect I was criticized for working in Freemont. I was told that I was to stay out of Freemont. So basically I am suppose to ignore violations because Don Causey doesn't think the citizens in Freemont deserve police protection or maybe he thinks they don't need it. I am not sure what his reasoning. Moreover I was only doing what I am required to do. The vehicle crashed and the driver had several wounds on his head. He was bleeding profusely and I chose not to put him in my patrol because I couldn't watch him and the large crowd and I knew the ambulance would take him anyway. Not to mention I didn't want all that blood in my car. That would be a risk to me and I would have to clean all that out. Causey told me I should have put him in the car and just drove off. Power lines are down, the car is on fire, and the passenger is lying lifeless in a ditch and I am supposed to drive off. I should have done this or should have done that, so much I couldn't even remember it all. One thing I will never forget is he said I embarrassed this agency and I just didn't get it. The topic he concentrated on the most was me saying "these people down here don't like me" on the radio. Then he started saying stuff about the way I talk to people and my extra chatter on the radio. I am very to the point on the radio matter of fact I said very little considering I was surrounded by 100 people and 35 of them wanted to fight me. If anything I stood my ground and controlled an uncontrollable situation. Again this was not a critique or an attempt to help me this was him just nit picking anything he could find to try and make things difficult for me

because he was mad because he told me to stay out of an area and now I was back in it. That's how he looked at it and he was angry because he felt he had been defied. The thing that makes me the angriest is the week before another trooper on my shift got into a chase and nothing was said to him other than good job. Prior to this incident Causey spoke to a lady that told him I was rude to her daughter on a traffic stop. Rather than question me about it he told me I had to learn how to speak to people and he told me I was too harsh to people. I had no idea who this was but after some investigation I found out that I wrote her daughter two tickets on SC 905 and her daughter never said one bad thing about me but she was upset because she got a speeding ticket. The mother complaining to Don was not even in the car when I made the stop and the daughter is in her late 30's and I would think can handle her own problems. Apparently, Don, felt I did something wrong and questioned me because of an assumption made by a friend of his. So basically he took a complaint from someone that never saw me or spoke to me in their life but seems to know how I conducted business during a traffic stop. Don entertained this person and requested my video. The video did not work so Don made me tell all about the stop. To be fair to him there was another complaint that week on me and that stop was on the same DVD that didn't work. Both complaints were ridiculous and had no merit and Don did seem to somewhat agree both parties were making false accusations. My problem however is that there was no complaint from the female. Yet he told me that the woman I stopped was complaining. That was a lie. She never complained. I know because she is a friend of Michael Hodge and Hodge called her and she said her mother was a friend of Don's and she didn't complain either she just said I upset her daughter. Why did he even entertain that? Simply because it was me and he was looking for something to bust me on. Later on we had a meeting. He showed other troopers videos or told stories about different troopers and pointed out their mistakes. Of course he used me in two examples in two different meetings. One example was a lie but to be fair he never mentioned me by name. He said I did something I never did and the other was the Freemont chase. I understand that this was a tool he was using for training and is a common practice but my complaint is why was his wife allowed to be in our meeting? What business is this of hers? She sits in on all our meetings? Not only was I embarrassed in front of my colleagues but now a person that is not a DPS employee is listening to my supervisor criticize me. I can don't mind instruction but to call me out in front of his wife was degrading. That's not the first time she has been around our office. She is in there constantly and has access to more than most troopers do. I'm wrong for bringing a violator to the office but his wife has access to our entire office. I am willing to take a Polygraph to back up my next statements. Don Causey brought his wife to a fatality scene. In fairness she never got out of his car but she was inside the investigation area. I have other troopers that can back this up. Later Don met me at the office to help me with my paper work. I had a large amount of cash and some drugs on the scene and Don was meeting me at the office to do the necessary paper work. When we got to the office his wife was around all the evidence and was even helping him get evidence bags, in fairness I never saw her actually touch anything other than the bag prior to me putting the evidence in. However, she should not have been there. This was, however, the second time I had seen her dealing with our evidence. The other time I saw it she was actually in our evidence room holding a manila envelope and was reading a number off to Don. I said you guys organizing the evidence room and Don said yea. I knew it was wrong but I just walked away. After the chase I have received almost daily calls from Cpl Gibson. I was being told to watch what I say on radio because Don is listening. Cpl Gibson told me one night I know you have been writing a lot of tickets in the city of Myrtle beach but Don said that has to stop. You can't go into the city. I explained I couldn't see seatbelts unless I had bright lights at night. Gibson told me yea I know but Don doesn't want you to write seatbelts in the city. Do night time seatbelt enforcement on 544, 501, and 31 if you can. So now once again I am told I can't patrol an area. Shortly after this I realized all I can do is work collisions and write minor tickets and I wouldn't be bothered. I continued to work quietly trying to avoid Don anyway I could. However, he was just waiting to find something else to get me on and he did. Trooper Harmon was working zone two and a collision



came out at sc 90 and Mount Zion rd. around 1620 with injuries and I knew trooper Harmon was getting off at 1700. After he was dispatch to the collision I told him I would work it since I was on 31 and not too far away. I worked the collision and a few days after I had to turn in my DVD and I was given no explanation as to why only thing that was said to me was that I was not permitted to work a collision in zone two unless Don gave me permission. A couple days later Sean told me I could work a collision in two as long as I called him first and got permission. I just wanted out of the county at this point so I applied for the recruiter position. I was on night shift the day I was suppose to go for the recruiter interview so I asked Cpl Sean Gibson the day before I went did he want me just to work 12 to 12 because the interview was in the morning. He told me that would be fine and to go ahead. Wednesday rolled around and I signed on at 1200. I left the house stopped a violator at 9 and 57. After I wrote that ticket I stopped another violator and issued another ticket. I then drove to zone four and began enforcement on 544, 31, and 616. Not sure but I think it was around 1430 or 1500 Cpl Gibson called me and asked me my 10 20. At the time I was on 31 at 544. Then he said why you are working zone two. I laughed and said I'm not what are talking about. He said Don said you were working zone two and he didn't give you permission to work zone two. I said ok and explained what had happened. He said ok but Don said you cannot go to the interview tomorrow because he wasn't made aware of it. You were supposed to send him an email. I responded by saying I told you Cpl and you have known about it for two weeks now I don't think it's not my job to send the 1<sup>st</sup> SGT an email. After several minutes Sean told me I could not go to the meeting unless 1<sup>st</sup> SGT got an email from me saying that is where I am suppose to be. Don was mad he wasn't made aware of the interview. My understanding is human resources sends that 10 14 to the post office and then it is sent down to the troop office. However, once again it is put on me as if I had done something wrong or if I was not doing what I was supposed to.

So now it's clear no matter how serious the violation or no matter what I see. As a South Carolina state trooper I am just suppose to look the other way. Sometime before the recruiter incident I arrested a person for DUI and simple position. I want to be honest Don has made it very clear how he feels about evidence and has gone through a tremendous amount to make sure they we all known how evidence is suppose to be handled. Prior to our falling out he has had to talk to me before about evidence. My first time doing a B E S T kit I didn't do it properly. Here we are 4 year later and many drug cases later and I forgot to write HP in front of my CAD I just wrote 26 and the cad #. It should have read HP26 cad# I was wrong. However, Sgt Bethea sent me an email, told me he needed it fixed I drove to the office and corrected it on my day off. It took 2 seconds to write in HP but anyway I didn't do it. So even though Sgt Bethea already spoke to me about it guess what? I had another meeting with Don. Don was in there that day Chuck spoke to me and he was standing 5 feet away and he couldn't walk in an address the matter then? No he had to have me back in the office once again. Fortunately I was on leave when we wanted to have the meeting so it never happened. The truth was Bailey was in the office and I was helping him with his DUI paper work and trying to help Rooney with some of his stuff and neglected my own work. Therefore I forgot to write on the broad HP. 0400 in the morning and if anything it was just lack of sleep and a small mistake. His wife can count our evidence but I get a meeting because I forget two letters. Not to mention we have changed the way we do evidence so many times it gets confusing sometimes. Another incident that happened recently that was beyond my control had to do with report beam. After completing a report I attempted to send the report. However, the report failed to send. After several attempts I called dispatch to ask them check the CAD #. They said it was right so I called my supervisor. Apparently the report had already been sent by me. Which was odd. So I called dispatch back and they gave me a new CAD#. I changed the CAD # and found out later that the CAD I sent was wrong. Report Beam had duplicated the report. I wasn't even aware that report beam was able to do this. Don was very upset over this because LT Conley was involved. I called the LT and explained what happened and he told me it wasn't a problem that it has happened before. I asked him if I did anything to cause the problem because I didn't want it to happen again. He said when the

computer is shut improperly sometimes this happens. Reports duplicate but no you really didn't cause it but when you changed the CAD it caused a little bit of a problem but I am going to reject the report all you need to do is delete the second report. Well I knew Don was upset so I called him. I can't remember much about the conversation other than him telling me he was tired of me wily neelying things. I need to do better. So I asked him how I could have prevented this action and he just got frustrated and would not answer the question. He just repeated himself as he often does and hung up the phone.

I want to go back to the first chase I had and Don told me I could no longer work zone two. Just before this chase occurred my wife was the victim of [REDACTED]. Not to get into too much detail I went to Don and shared a very personal experience with him. Told him how difficult things were for my wife and how upset she had been. He knew that she was going through a lot and yet he would not allow me to be close to her while I was on night shift. He knew the man that did this was living 300 yards away from me. He knew that I had been part of an arrest that involved that man's brother before. He knew the other two men living there were under investigation by DEU and he knew that those men had both been in prison. He also knew that the person that [REDACTED] had an arrest record. Yet he made me work zone four. My 9 year old and my 11 year old could not go outside without me there because this had scared them so bad. My wife knew I could not work near the house or at least within 15 minutes so she had difficulty sleeping and was constantly up all night and then had to be at work the next morning. None of this seemed to matter to Don he could have cared less. It would have been a big help if I could at least been able to check on my family during the night while this was going on. Thank goodness the people our gone now. However, my family lived with this for months and all it would have taken was Don saying I don't want you assigned to zone 2 but if you need to check on your family that's fine. Never once has he asked about my wife or was there anything he could do. No he was more concerned with me writing seatbelt tickets in the city than he was about the well being of my children or my wife. Other troopers are allowed to go to their kids programs or ball games during work hours but I can't even check on my family.

Recently the county police found an IED on 544. I am not sure the details of the case. The county asked for assistance from highway patrol. They needed HP to shut down SC 544 at SC 31. This takes a lot of man power. We did as the county requested and we shut down the road. Sometime during the incident a BOLO came out for a possible 10 55 on US 17 business near the city of Surfside and I informed dispatch that all the troopers including myself were busy with 10 54 please pass that BOLO onto Surfside PD because that location is in the city. I also informed dispatch to please pass the information onto the County police department because we were tied up. This is a common practice many trooper pass on BOLOs when they are not in the area. Shortly after that transmission I received a call from Cpl Gibson. Cpl Gibson told me 1<sup>st</sup> SGT had just called him and said I need to leave my post and go find that possible drunk driver. This type of thing was not suppressing I get calls like this daily however the seriousness of this incents was such that I would have thought that 1<sup>st</sup> SGT would be more concerned with keeping passing motorist safe form a possible explosion. I was in the infantry 101<sup>st</sup> Airborne for five years. I spent Two years in Iraq and I know full well the devastation an improvised explosive device can cause. I was greatly concerned however I did as I was told and left the road open. Trooper Trotta was left by himself and he told me Shortly after I left a car went straight in the shut off area. After doing I was told I failed to locate the possible drunk driver and returned to the post which I was previously assigned. Thank God know one was hurt. The county used explosives and destroyed the bomb and I returned to duty. I requested a meeting with the Captain after the second chase and 1<sup>st</sup> SGT said I had to speak with him first and in fairness I was allowed to speak to the LT. After speaking with the LT I asked 1<sup>st</sup> SGT again to speak with the Captain and he said speak to me first then you can go talk to the Captain. After meeting with 1<sup>st</sup> SGT I never heard a word about my request and I never got a meeting with the Captain. On March 4 2014 I sent this email. (Cpl back on January 29, 2014 I requested a meeting with Captain Nell about several concerns I have. I told you I did not wish to speak with 1<sup>st</sup> SG Causey because my issues

were with him. However, after you sent the request up the chain of command you told me that 1<sup>st</sup> SGT Causey told you that I could not speak with the Captain until I spoke with him and the LT. I have been very patient nevertheless it is now March 4, 2014 and I have not received any word concerning a meeting. Can you please let me know if you hear anything this month?

Thank you!

I can't recall the date but I called 1<sup>st</sup> SGT myself a once again made another request. 1<sup>st</sup> SGT offered me an explanation for the delay and told me he would call the LT. He was respectful to me and in fairness to him his explanation was weather conditions had caused problems with organizing things like that.

I did however get to speak to the LT on March 18, 2014. I told the LT I felt that I needed to speak with the Captain and he was very respectful to me and told me he would set that meeting up. Meanwhile prior to the meeting with the LT another issue arose concerning a collision I investigated back in September 2013. The same day I called 1<sup>st</sup> SGT I was written up by Cpl Gibson. Cpl Gibson told me 1<sup>st</sup> SGT told me I had to write you up. He explained the write up and I refused to sign it. Earlier that day I was in a meeting with 1<sup>st</sup> SGT, Cpl Gibson, and SGT Trevathan. 1<sup>st</sup> SGT explained why he felt I was wrong and I attempted to give an explanation. After only maybe 3 minutes I realized I just needed to keep my mouth shut because no matter what I said it was going to be wrong. I was given specific instructions by 1<sup>st</sup> SGT and followed them to a T. I informed Cpl Gibson on all my investigation activates and findings so he could relay the message to 1<sup>st</sup> SGT. The investigation was difficult and yielded no arrest only warrants. Once the collision report was rejected back to me by 1<sup>st</sup> SGT I made the corrections. He rejected the report on Monday after I had signed off of work. His rejection was that I didn't have warrant numbers on the report. At that time I didn't have warrants. The next day after getting the warrants I was unable to locate the violator. When I added the warrant numbers I held off on sending the report because I thought if I sent the report before I arrested the violator something would be said. I feared anything I did not do to 1<sup>st</sup> SGT liking would cause me more grief. The next day I went to work at me second Job. I received a text from Cpl Gibson around 730 AM. I am not sure if I have the correct time but it was around then. The text read call me when you get this. I did as I was told and called Cpl Gibson. He began to ask me why I didn't send the report up and I explained why. I became frustrated and told Cpl Gibson I did what I was told and I am done talking about and I hung up the phone. Later I thought about what I did and called Cpl Gibson back and told him I sent the report up and I apologized for hanging up the phone. He told me that he didn't get to tell me but 1<sup>st</sup> SGT wanted me to come into work and complete an assignment by 1500. I said ok and then Cpl Gibson said don't worry about it now 1<sup>st</sup> SGT said he will deal with you on Friday when you come to work. I then called 1<sup>st</sup> SGT but he never picked up the phone or called me back. I called the LT and told him what happened and asked him if I needed to come into work and he explained policy and never gave me a straight answer really. He told me he felt like I needed to come in if I was told but if 1<sup>st</sup> SGT doesn't call me back don't worry about it. I didn't receive a call until around 19:14 hours. I was finally granted a meeting with our captain which I was told would be held at 10:00 hours in the Florence office March 31 2014. I was happy to hear the news and felt like there might be some relief. Thursday March 27 I was in court and 1<sup>st</sup> SGT stopped by he asked if I would be done with court by 15:00 hours and I said yes sir I should be. He then told me to come by the office and see him when I am done. As court went on it was obvious that I would not make it by 15:00 and I did not bring my cell phone into court. I was worried he would be angry if I was late. I was in the middle of preparing for a bench trail so I asked 1<sup>st</sup> SGT daughter Tiffany if she would mind calling her father and tell him I am running behind if she didn't mind. She said no problem. After court was over I made to the office a little after 16:00 I walked in and 1<sup>st</sup> SGT told me he thought I had a lot of

potential but I need to get my head in the right place. I didn't respond and then he said I am giving you some advice when you have your meeting with the Captain you need to eat humble pie. He repeated his self. I felt like this was a threat and just said ok. He then said you better never have my daughter make a phone call for you again. I explained to him why I asked her to call and he said alright. He looked at me and I looked at him and I said sir I got nothing negative to say and walked out. I felt this was a threat. That night I called the LT and he didn't return my call. So the next morning I called him again. He was unable to speak so he returned my call. I told him I was threatened Thursday and I thought that my meeting was with the Captain only. I told him at this point I think I should call OPR. The LT asked me to call the Captain and speak to him. When I called the Captain I told him I was confused, I thought that the meeting was suppose to be just me and him. I told him I felt threaten by 1<sup>st</sup> SGT and he asked how were you threaten, so I told him the story and he didn't say anything either way. He told me the meeting was about me hanging up on Cpl Gibson and if I wanted to talk to him afterwards that was fine but his priority was me hanging up the phone. I said yes sir and now I feel I have exhausted all my options.

I have tried to bring these issues forward and it appears I am not being taken seriously. I have practically begged for a meeting and I get one now only to find out it is a meeting about me not about the harassment I have been dealing with at work. Monday I will meet the Captain, LT, Cpl Gibson, and 1<sup>st</sup> SGT I am hoping I will be well received, however, it seems that the verdict is in and I have no one to turn to. So I am asking for someone to please look into this so I can return to work free of harassment. Moreover non DPS employees having access to the Conway evidence closet is something I am deeply concerned with and I am hoping that none of the cases have been ruined because of this. Thank you for your time and consideration.

I did not send this letter as planed because I was assured that the problems brought forward would be addressed. I was told during the meeting if I would allow the command staff to handle the problems that the issues I highlighted would be addressed. I was told give us until after the Darlington race and we will look into the problems. I promised that I would not go forward and send this letter and I would be patient and let the command staff handle this problem. I was told that they would bring me back up to Florence and we could further discuss any issues I had. I agreed and gave Captain this very letter I am sending now. It is now 4-28-2014 and I have heard nothing regarding my complaint. Additionally I know that 1st SGT Causey keeps a file on every trooper in Horry County. I have requested a copy of my personal file and I have gotten no response. I sent this email on 4-20-2014. {Back on 4-2-2014 I made this request. Cpl, I was wondering if I can have a copy of my personal file when it is convenient for you. If I am able to have that information I am not familiar with the process as far as the necessary paper work I need to have completed. When you return to work on Friday if you have a chance will you let me know what I need to do to get a copy if possible? Thank you!

Just checking the status. Thank You! }

Also other problems have accrued recently as I knew they would. What I am about to write can be confirmed by simply looking at the CAD. During night shift on Friday and Saturday I am told to answer up for all calls and other troopers are not permitted to respond to the following calls. Debris in the roadway, collisions, down traffic lights, and road obstructions. I spend those nights responding to call after call. This is not the fault of the troopers on my shift they are ordered only to look for drunk drivers while I respond to everything. This is not rotated this happens every Friday and Saturday I work. In some cases collisions wait over hour and roads are blocked because the other troopers working my zone have been told they will face repercussions if they focus on anything other than DUI enforcement. Look

back on 3-7-2014 and the amount of calls and collisions I responded to. I want to be fair that I am not the only trooper that is responding to calls however I don't understand why we are told that some troopers are to work collisions and answer call while others are to just simply stop violations. Are we not all supposed to be responding to collisions? Further more If I am required to have all my paper work in within 24 hours how is it reasonable that a trooper working my not arrest one DUI and I may have five collisions and additional arrest to report? The point being we should all be answering up for calls and we should all be looking for violations. These are not special events or holidays these are simply normal weekends and this strategy has not deterred drunk driving. Troopers who are assigned to DUI enforcement have been called into the office and chastised for not making enough DUI arrest. My understanding this is not practiced in any other county. Why is this allowed? I am not sure perhaps this is ok and is considered a good idea. If so I will continue to respond to calls as I am required to do. However I would like to know if other counties practice this or if policy permits trooper to not respond to call they are minutes from.

I am begging for some explanations, clarification, and some response to these complaints. I am embarrassed and upset that I even had to write this letter. There are several other issues not all concerning me. Nevertheless so much goes on down here in regards to 1<sup>st</sup> SGT Causey's practices that I am shocked that he is has gotten anyway with this for so long.





## **SOUTH CAROLINA HIGHWAY PATROL COUNSELING SESSION**

On 11/27/2013 at 12:00pm I met with Lance Corporal T. L. Phillips

to discuss department policy/procedure in an effort to improve performance. Indicated below are my reasons for this meeting and recommendations for improvement.

### Reasons for session:

Several months ago, you were seen by me, First Sergeant C. D. Causey parked inside the city limits of Myrtle Beach, near the ALPR, (tag reader). It was around 0800 hours on a weekday morning. I called you and asked you to meet with me at the Myrtle Beach Magistrates Office on 21<sup>st</sup> Avenue. Upon your arrival, we discussed the fact that during the morning hours, numerous people are traveling to work and school and our responsibility is to patrol the roadways, especially during that peak time. You were also instructed that you should not be patrolling inside the city limits under normal circumstances. You were instructed at that meeting not to sit near the ALPR and also to get outside of the city limits to patrol your area.

On November 3, 2013, you were again working in the area of the ALPR and inside the city limits of Myrtle Beach after being instructed not to.

Failure to carry out your duties as instructed in insubordination and is unacceptable behavior.

### Recommendations for improving performance:

You are to follow instructions as given. You are to concentrate your enforcement efforts outside the city limits and you are not to sit stationary, or concentrate your time near the ALPR. You are to remain focused on DUI enforcement, speeding enforcement and seatbelt enforcement.

Any further infractions of this nature will be forwarded with a request for disciplinary action.

**Signature Redacted**

Employee's Signature

**Signature Redacted**

Supervisor's Signature

**Signature Redacted**

Witness

This meeting is a matter of record and was conducted to assist the employee in improving his job performance.

COPY TO: 1-Employee 2-Supervisor 3-Troop Headquarters





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10/29/2013 10:09:04PM	10.210.80.201	Loading Status
10/30/2013 5:06:15PM	10.210.80.201	Logged in
10/30/2013 5:06:46PM	10.210.80.201	Loading Status
10/30/2013 5:07:52PM	10.210.80.201	Logged Out
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**User Name: tracey.phillips**

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**User Name: tracie.milligan**

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Organization: ; Direction: ; Lane: ;

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## South Carolina Department of Public Safety

### Office of Professional Responsibility

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TO: Director Smith                      DATE: March 23, 2015  
FROM: Susanne                              CASE #: PR-2105-15-0008-D  
THRU: Chief Phelps                      SUBJECT: Case Closing

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- |   |  |
|---|--|
| <input type="checkbox"/> Correct and Return   | <input type="checkbox"/> Take Appropriate Action |
| <input type="checkbox"/> Complaint Intake     | <input type="checkbox"/> Case Assignment         |
| <input type="checkbox"/> For Your Information | <input checked="" type="checkbox"/> For Approval |
- 

The attached case on F/Sgt. C. D. Causey, SCHP, Troop 5, has been returned for closing. The allegation against First Sergeant Causey was "Sustained" and he received a Level I Reprimand.

If you approve the case is ready to be closed.

RECEIVED  
DIRECTOR'S OFFICE  
1511580  
MAR 23 2015

Ref'd \_\_\_\_\_  
Action Required \_\_\_\_\_  
Final Action \_\_\_\_\_



SOUTH CAROLINA DEPARTMENT OF PUBLIC SAFETY  
OPR INVESTIGATION CLOSING FORM

CASE FILE # PR-2105-15-0008-D

NAME: First Sergeant C.D. Causey

Signature Redacted

Kenneth D. Phelps  
Chief

2-11-2015

Date

Signature Redacted

Leroy Smith  
Director

03/09/15

Date

Signature Redacted

Deputy Director/ Department Head

3/11/15

Date

Sustained-Employee's action violated Department Policy, procedures or guidelines.  
The above does not require justifications since disciplinary action should result.

**REVIEWER: CHECK CONCLUSION & SUBMIT WRITTEN JUSTIFICATION FOR CLOSURE**

Not Sustained-Insufficient evidence exists to either prove or disprove allegation.

Unfounded-Alleged misconduct did not occur.

Exonerated-Employee's action occurred as alleged, but was within policy and authorized by law.

Comments: \_\_\_\_\_

Comments:

*Concur. 3/12/15 First Sergeant Clarence D. Causey received a Level I Reprimand for Improper Conduct/Unbecoming*

Signature Redacted

Administrator: Office of Human Resources

RECEIVED  
MAR 12 2015  
Office of Human Resources  
Dept. of Public Safety

3/20/15

Date

**FINAL ACTION: AUTHORITY TO CLOSE CASE**

Signature Redacted

Kenneth D. Phelps  
Chief

3-23-2015

Date

Signature Redacted

Leroy Smith  
Director

03/23/15

Date

# ACTION MEMORANDUM



<b>SUBJECT:</b> Review & Close-out of OPR Investigation # <b>PR-2105-15-0008-D</b> First Sergeant Clarence D. Causey Highway Patrol – Troop #5	<b>DATE:</b> March 20, 2015
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<b>TO:</b> Leroy Smith Director	<b>THROUGH:</b> Kenneth Phelps Chief, Office of Professional Responsibility	<b>FROM:</b> Tosha L. Autry Director, Office of Human Resources	<b>Initials</b>
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<b>ACTION REQUIRED:</b> Review and Approve Close-out of Investigation #PR-2105-13-0008-D
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<b>FINAL ACTION BY:</b> Director: XXX	<b>DUE DATE:</b> At your convenience.
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**SUMMARY:** An internal investigation conducted by the Department's Office of Professional Responsibility ("OPR") revealed that First Sergeant Causey made inappropriate comments to Lance Corporal Page when Lance Corporal Page contacted him by telephone to call in sick. According to Lance Corporal Page, during two separate occasions when he had called in sick, First Sergeant Causey made the comment that Lance Corporal Page needed to "grow some balls and grow up and be a man." Lance Corporal Page stated that First Sergeant Causey made this comment on July 2, 2014, and the other occasion had been one to two months prior. On July 2, 2014, Lance Corporal Page filed his complaint in writing with OPR at 1313 hours. At 1415 hours, that same day, Lance Corporal Page contacted OPR via telephone and asked to withdraw his complaint. Lance Corporal Page was advised to withdraw his complaint in writing, which he did via email to OPR on July 7, 2014.

When asked why he had filed a complaint and then requested to withdraw it shortly afterwards, Lance Corporal Page stated that he believed he had taken First Sergeant Causey's comments "out of context" and he realized that First Sergeant Causey had been talking to him as a "friend trying to help me" instead of as a supervisor to a subordinate. According to Lance Corporal Page, based on their long standing friendship, he believed that First Sergeant Causey had been making an effort to encourage him to overcome his depressed state and had not been attempting to insult him.

However, Lance Corporal Page had made contact with First Sergeant Causey in regards to a work-related issue and not as from one friend to another. Due to First Sergeant Causey performing his role of a supervisor at the time, the comments were inappropriate and inconsistent with the method in which a supervisor should respond when contacted by his subordinate.

First Sergeant Causey was issued a **Level I Reprimand** for violation of South Carolina Department of Public Safety ("SCDPS" or "Department") Policy #400.08 (*Disciplinary Action*) and #400.08G (*Guidelines for Progressive Discipline*) for **Improper Conduct/Conduct Unbecoming a State Employee**. A copy of the letter of discipline is attached. It is recommended that the OPR investigation be closed at this time. If you concur, please initial this action memorandum.

	AD	BPS	CJA	FAC	HP	OHR	IT	MV	OCS	OFM	OGC	OPR	OSG	PO	RMO	STP
Initials						JB						Initials				
Date						3/20/15						3-23-15				



South Carolina Department of Public Safety  
Office of Human Resources

000050969

MEMORANDUM

TO: First Sergeant Clarence D. Causey  
SC Highway Patrol – Troop Five

FROM: Colonel Michael Oliver  
SC Highway Patrol, Headquarters

DATE: March 19, 2015

SUBJECT: Level I Reprimand

You are being issued a **Level I Reprimand** for violation of South Carolina Department of Public Safety ("SCDPS" or "Department") Policy #400.08 (*Disciplinary Action*) and #400.03G (*Guidelines for Progressive Discipline*) for **Improper Conduct/Conduct Unbecoming a State Employee** by making inappropriate comments on two separate occasions when you were contacted by a subordinate that was calling in sick.

An investigation by the Department's Office of Professional Responsibility ("OPR") revealed that you made inappropriate comments to Lance Corporal Page when Lance Corporal Page contacted you by telephone to call in sick. According to Lance Corporal Page, during two separate occasions when he had called in sick, you made the comment that Lance Corporal Page needed to "grow some balls and grow up and be a man." Lance Corporal Page stated that you made this comment on July 2, 2014, and the other occasion had been one to two months prior. On July 2, 2014, Lance Corporal Page filed his complaint in writing with OPR at 1313 hours. At 1415 hours, that same day, Lance Corporal Page contacted OPR via telephone and asked to withdraw his complaint. Lance Corporal Page was advised to withdraw his complaint in writing, which he did via email to OPR on July 7, 2014.

When asked why he had filed a complaint and then requested to withdraw it shortly afterwards, Lance Corporal Page stated that he believed he had taken your comments "out of context" and he realized that you had been talking to him as a "friend trying to help me" instead of as a supervisor to a subordinate. According to Lance Corporal Page, based on your long standing friendship, he believed that you had been making an effort to encourage him to overcome his depressed state and had not been attempting to insult him.

However, Lance Corporal Page had made contact with you in regards to a work-related issue and not as from one friend to another. Due to you performing your role of a supervisor at the time, the comments were inappropriate and inconsistent with the method in which a supervisor should respond when contacted by his subordinate.

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 Melvin Warren.

cc: Lieutenant Colonel Christopher N. Williamson  
Major Melvin Warren

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

First Sergeant Clarence D. Causey  
March 18, 2015  
Page 2

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

Employee Signature Signature Redacted Date 3/20/15

**THIS DOCUMENT WILL BECOME PART OF YOUR PERSONNEL FILE**

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





000050969

## FILE TRANSFER

**TO:** Tosha Autry, Director  
Office of Human Resources

**THRU:** Colonel Michael R. Oliver  
SC Highway Patrol

**FROM:** Leroy Smith, Director  
SC Department of Public Safety

**DATE:** February 6, 2015

**SUBJECT:** OPR File #PR-2105-15-0008-D  
First Sergeant C.D. Causey, Troop 5

Initials

This is acknowledgement of receipt of the below listed portion or copy of the above referenced case file. We request that you review the file and forward it, along with your recommendation for any personnel action, to the Office of Human Resources for their review and action. We request that the recommendations and action be recorded on the Case Disposition Form attached to the inside cover of the report. We also request that the file be returned to the Office of Professional Responsibility once all actions have been concluded. Please be advised that these files are confidential and must not be copied, distributed, or retained.

1. OPR File #PR-2105-15-0008-D
2. CD - Audio Interviews of Causey and Page

Delivered by:	Signature Redacted	Date:	3/10/15
Received by:	Signature Redacted	Date:	3/10/15
Forwarded by:	Signature Redacted	Date:	3/12/15
Forwarded to:	DHR	Date:	3/12/15
Received by:	Signature Redacted	Date:	3/12/15
Returned by:		Date:	



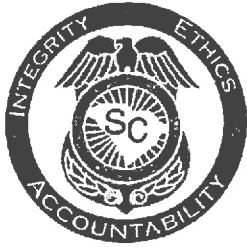
**OFFICE  
OF  
PROFESSIONAL RESPONSIBILITY**

**OPR File #PR-2105-15-0008-D**

**Investigated by: Inv. Supervisor John J. Boehm** **Initials**

**Reviewed by: Chief K. D. Phelps** **Initials**

**Date:** 2-11-2015



South Carolina Department of Public Safety  
Office of Professional Responsibility

## **INVESTIGATIVE REPORT**

**Case Number: PR-2105-15-0008-D**

**SUBJECT:** First Sergeant C.D. Causey  
South Carolina Highway Patrol (SCHP)

**COMPLAINANT:** Lance Corporal K.D. Page  
South Carolina Highway Patrol (SCHP)

**INVESTIGATOR:** Inv. Supervisor John J. Boehm  
Office of Professional Responsibility (OPR)

**ALLEGATION:** First Sergeant Causey made inappropriate comments on two separate occasions when he was contacted by a subordinate that was calling in sick.

### **INVESTIGATIVE PREDICATE**

Lance Corporal Page contacted OPR via telephone on the morning of July 2, 2014, and stated that he wanted to file a complaint against First Sergeant Causey. At 1313 hours, OPR received the written complaint from Lance Corporal Page via email. At 1415 hours, Lance Corporal Page contacted OPR via telephone and asked to withdraw his complaint. Lance Corporal Page later submitted this request to withdraw via email. Due to the uncommon nature of Lance Corporal Page filing a complaint and then suddenly requesting to rescind it approximately one hour later, Inv. Supervisor Boehm met with Lance Corporal Page on August 22, 2014, in an effort to discuss the complaint and the subsequent request to withdraw. An investigation was initiated and this case was assigned to Inv. Supervisor Boehm on January 6, 2015.

### **INVESTIGATION**

As part of this investigation, Inv. Supervisor Boehm reviewed a copy of Lance Corporal Page's email complaint (**Exhibit 1**) and a copy of Lance Corporal Page's request to withdraw his complaint (**Exhibit 2**).

The aforementioned documents revealed the following:



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#### **Copy of Lance Corporal Page's Email Complaint**

On the morning of July 2, 2014, Lance Corporal Page contacted OPR and stated that he would like to file a complaint against First Sergeant Causey. Inv. Supervisor Boehm advised Lance Corporal Page to put his complaint into written format. At 1313 hours, Inv. Supervisor Boehm received an email from Lance Corporal Page with his complaint attached (**Exhibit 1**). In the complaint, Lance Corporal Page stated that he had been experiencing some issues in his personal life which had caused him to "miss a lot of work." Lance Corporal Page alleged that, on the past two occasions that he had called in sick, First Sergeant Causey had told him that he should "grow some balls and grow up and be a man" on both occasions.

#### **Copy of Lance Corporal Page's Request to Withdraw His Complaint**

On July 2, 2014, at 1415 hours, Lance Corporal Page contacted Inv. Supervisor Boehm via telephone and requested to withdraw the complaint that he had sent in approximately one hour earlier. Inv. Supervisor Boehm acknowledged this and advised Lance Corporal Page to put the request to withdraw his complaint into written format. On July 7, 2014 at 0955 hours, Lance Corporal Page sent an email to Inv. Supervisor Boehm (**Exhibit 2**). The email stated, "I am requesting to withdraw my complaint that I previously sent in. Thank you."

#### INTERVIEW OF COMPLAINANT

#### **Lance Corporal K.D. Page, SCHP**

On August 22, 2014, Inv. Supervisor Boehm obtained a sworn statement from Lance Corporal Page. The following is a synopsis of his statement which contains paraphrasing:

Lance Corporal Page stated that he had been [REDACTED] [REDACTED] This turmoil in his personal life led Lance Corporal Page to [REDACTED] call in sick more frequently than normal. According to Lance Corporal Page, during two separate occasions when he had called in sick, First Sergeant Causey made the comment that Lance Corporal Page needed to "grow some balls and grow up and be a man." Lance Corporal Page stated that First Sergeant Causey made this comment on July 2, 2014, and the other occasion had been one to two months prior. When asked why he had filed a complaint and then requested to withdraw it shortly afterwards, Lance Corporal Page stated that he believed he had taken First Sergeant Causey's comments "out of context" and he realized that First Sergeant Causey had been talking to him as a "friend trying to help me" instead of as a supervisor to a subordinate. Lance Corporal Page stated that, when he filed the complaint, "It had just happened and I was upset", but he had then thought it over and realized that First Sergeant Causey had been trying to help him. Lance Corporal Page indicated



## South Carolina Department of Public Safety

### Office of Professional Responsibility

that he and First Sergeant Causey had a friendship that had existed since long before he had become a trooper. Lance Corporal Page apparently shared numerous details of his personal life with First Sergeant Causey, to include his [REDACTED] and he believed that First Sergeant Causey had been making an effort to motivate him to [REDACTED] rather than insult him.

#### INTERVIEW OF SUBJECT

##### **First Sergeant C.D. Causey, SCHP**

On January 13, 2015, Inv. Supervisor Boehm obtained a sworn statement from First Sergeant Causey. The following is a synopsis of his statement which contains paraphrasing:

First Sergeant Causey was asked whether or not he had made a comment to Lance Corporal Page that Lance Corporal Page needed to "grow some balls and grow up and be a man" on two separate occasions. First Sergeant Causey acknowledged that he did indeed make comments of that nature and, while he was unsure of the exact dates that they had occurred on, First Sergeant Causey stated that they had "probably" occurred when Lance Corporal Page had been calling in sick due to his personal life. First Sergeant Causey stated, "I did tell him he needed to be a man, he needed to grow a pair." When asked to further clarify the context in which these comments were made, First Sergeant Causey stated, "I've known Kevin since he was a young child", and indicated that he had observed Lance Corporal Page go through [REDACTED]. First Sergeant Causey stated that, while Lance Corporal Page was a good person, he tended to allow the people in his personal life to take advantage of him. First Sergeant Causey indicated that Lance Corporal Page had discussed [REDACTED] and other personal issues with him in the past. First Sergeant Causey stated that he was aware that Lance Corporal Page [REDACTED] was leading him to call in sick. According to First Sergeant Causey, these comments were made as from one friend to another and not from his position as a supervisor to a subordinate. First Sergeant Causey stated that his comments had been part of an attempt to motivate Lance Corporal Page to [REDACTED], to get his personal life back on track, and to stop allowing people to take advantage of him.

#### CONCLUSION

On the morning of July 2, 2014, Lance Corporal Page contacted OPR via telephone and stated that he wanted to file a complaint against First Sergeant Causey. During this conversation, Inv. Supervisor Boehm advised Lance Corporal Page to put his complaint into written format. At



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1313 hours, OPR received the written complaint from Lance Corporal Page via email. In the complaint, Lance Corporal Page stated that he had been experiencing some issues in his personal life which had caused him to "miss a lot of work." Lance Corporal Page alleged that, on the past two occasions that he had called in sick, First Sergeant Causey had told him that he should "grow some balls and grow up and be a man." At 1415 hours, Lance Corporal Page contacted OPR via telephone and asked to withdraw his complaint. After being advised to submit the request to withdraw his complaint in written format, Lance Corporal Page sent an email to OPR on July 7, 2014, and requested to withdraw his complaint.

Due to the uncommon nature of Lance Corporal Page having filed a complaint with OPR and then suddenly requesting to rescind the complaint approximately one hour later, Inv. Supervisor Boehm met with Lance Corporal Page on August 22, 2014, to discuss the complaint and the subsequent request to withdraw. During his interview, Lance Corporal Page stated that he had been going through a divorce and had been experiencing depression and other emotional issues as a result. This turmoil in his personal life led Lance Corporal Page to seek counseling assistance and to call in sick more frequently than normal. Although Lance Corporal Page would not always be necessarily physically sick, he would call in sick due to being depressed and distraught about issues in his personal life. According to Lance Corporal Page, during two separate occasions when he had called in sick, First Sergeant Causey made the comment that Lance Corporal Page needed to "grow some balls and grow up and be a man." Lance Corporal Page stated that First Sergeant Causey made this comment on July 2, 2014, and the other occasion had been one to two months prior. When asked why he had filed a complaint and then requested to withdraw it shortly afterwards, Lance Corporal Page stated that he believed he had taken First Sergeant Causey's comments "out of context" and he realized that First Sergeant Causey had been talking to him as a "friend trying to help me" instead of as a supervisor to a subordinate. Lance Corporal Page stated that, when he filed the complaint, "It had just happened and I was upset", but he had then thought it over and realized that First Sergeant Causey had been trying to help him. Lance Corporal Page indicated that he and First Sergeant Causey had a friendship that had existed since long before he had become a trooper. Lance Corporal Page apparently shared numerous details of his personal life with First Sergeant Causey and First Sergeant Causey was well aware of Lance Corporal Page's situation. According to Lance Corporal Page, he believed that First Sergeant Causey had been making an effort to encourage him to overcome his depressed state and had not been attempting to insult him.

When First Sergeant Causey was asked about making these comments to Lance Corporal Page, he acknowledged that he did indeed make comments of that nature. While he was unsure of the exact dates that they had occurred on, First Sergeant Causey stated that they had "probably" occurred when Lance Corporal Page had been calling in sick due to his personal life. First Sergeant Causey stated, "I did tell him he needed to be a man, he needed to grow a pair." When asked to further clarify the context in which these comments were made, First Sergeant Causey stated, "I've known Kevin since he was a young child", and indicated that he had observed



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Lance Corporal Page go through [REDACTED] First Sergeant Causey stated that, while Lance Corporal Page was a good person, he tended to allow the people in his personal life to take advantage of him. First Sergeant Causey indicated that Lance Corporal Page had discussed [REDACTED] and other personal issues with him in the past. First Sergeant Causey stated that he was aware that Lance Corporal Page [REDACTED] [REDACTED] was leading him to call in sick. According to First Sergeant Causey, these comments were made as one friend to another and not from his position as a supervisor to a subordinate. First Sergeant Causey stated that his comments had been part of an attempt to motivate Lance Corporal Page to [REDACTED] [REDACTED] to get his personal life back on track, and to stop allowing people to take advantage of him.

In summary, it can be concluded that First Sergeant Causey did make inappropriate comments to Lance Corporal Page when Lance Corporal Page contacted him by telephone to call in sick. Lance Corporal Page and First Sergeant Causey both ultimately indicated that the comments were made in the context of coming from one friend to another and not made in the context of a supervisor to a subordinate. However, Lance Corporal Page had been making contact with First Sergeant Causey in regards to a work-related issue and not as from one friend to another. Due to First Sergeant Causey performing his role of a supervisor at the time, the comments were inappropriate and inconsistent with the method in which a supervisor should respond when contacted by his subordinate.

#### CLASSIFICATION

#### ALLEGATION:

First Sergeant Causey made inappropriate comments on two separate occasions when he was contacted by a subordinate that was calling in sick - **SUSTAINED**.

**TABLE OF CONTENTS**  
**OPR FILE #PR-2105-15-0008-D**

Exhibit 1.... Copy of Lance Corporal Page's Email Complaint

Exhibit 2.... Copy of Lance Corporal Page's Request to Withdraw His Complaint







## South Carolina Department of Public Safety

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To Whom It May Concern,

My name is Kevin Page. I have been employed with the Highway Patrol since 2006. This past year I have had many problems. I have been going through [REDACTED] which has caused me to miss a lot of work. I currently am assigned to Horry County but I live in Marion County since [REDACTED]. The past two times I have called in sick I have been talked to in a way that I don't think is very professional considering what I've been going through and I have been honest with my supervisors and made them aware of my situation. The past two times I have called in sick with a doctors excuse My First Sergeant C.D. Causey has told me that I need to "grow some balls and grow up and be a man". I then called my Lt. after the second time and advised him of what was said but nothing has been said. I have even ask to talk to the Captain about a transfer to Marion County because I think it would benefit me during this time and its also where I live but I was told no from C.D. Causey. First Sergeant C.D. Causey has now told me to work the Myrtle Beach area of Horry County which is about an hour from my residence. I feel that he has done this because I called the Lt. and told him what happened. I just feel that someone in the position of C.D. Causey should be there for someone in time of need that works under him and support them instead of talking to and treating them the way I have been talked too.

Second Email:

Im sorry I also forgot to advise that the [REDACTED] because of everything that has been going on and C.D. Causey is aware of that. Please let me know that you got this message



**Phelps, Kenneth D.**

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**From:** Boehm, John J.  
**Sent:** Monday, July 07, 2014 9:55 AM  
**To:** Phelps, Kenneth D.  
**Subject:** Fwd: Complaint

----- Original Message -----

Subject: RE: Complaint  
From: "Page, Kevin D." <[KevinPage@SCDPS.GOV](mailto:KevinPage@SCDPS.GOV)>  
To: "Boehm, John J." <[JohnBoehm@SCDPS.GOV](mailto:JohnBoehm@SCDPS.GOV)>  
CC:

I am asking to withdraw my complaint that I previously sent in. Thank you

-----Original Message-----

From: Boehm, John J.  
Sent: Sunday, July 06, 2014 6:49 AM  
To: Page, Kevin D.  
Subject: RE: Complaint

I still have not received a request to withdraw from you. Please advise.

---

From: Boehm, John J.  
Sent: Wednesday, July 02, 2014 3:52 PM  
To: Page, Kevin D.  
Subject: RE: Complaint

L/Cpl. Page,

If you still wish to withdraw your complaint, please document it in writing or via email. Thank you.

Investigator John Boehm  
South Carolina Department of Public Safety Office of Professional Responsibility  
10311 Wilson Blvd.  
Blythewood, SC 29016  
803-896-8247 Office  
803-896-4668 Fax  
[JohnBoehm@scdps.gov](mailto:JohnBoehm@scdps.gov)  
[www.scdps.gov](http://www.scdps.gov)

From: Page, Kevin D.  
Sent: Wednesday, July 02, 2014 1:13 PM  
To: Boehm, John J.  
Subject: Complaint