



# CITY OF GUYTON

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*Working Together to Make a Difference*

City Manager,  
Daniel Hofman  
City Clerk,  
Alison Bruton

**TO:** Joseph Coppola, Interim Police Chief  
**FROM:** Jeff Lariscy, Mayor and Daneil Hofman, City Manager  
**DATE:** 25 June 2019  
**RE:** Letter of Reprimand, Demotion and Probation

Subsequent to a complaint against the police department, an investigation was initiated to determine the merits of the complaint. Pursuant to the investigation, a number of affidavits have been received from citizens involved in the response by yourself and Officer Hester. A number of issues arose during the investigation that have led to this reprimand.

- 1. Initial Response.** While the complainant claimed that the initial response failed to address the fact that marijuana had been identified and reported to the homeowner, the investigation and review of the evidence was inconclusive regarding this matter. However, in reviewing the body camera video of the response, it was evident that a “blunt” was found. While this was not formally identified as marijuana by any further testing, it is reasonable to conclude that marijuana, albeit a small amount, was found during the response. You reported to Mr. Collins and me that no marijuana had been found during the response.
- 2. Inadequacy of Report.** The complainant further claimed that the police report did not contain enough information regarding the damage to the residence to allow for the recovery of the cost of the damages. A review of the evidence in addition to consultation with legal counsel and other law enforcement indicate that the report was adequate, with receipts, to pursue recovery of the cost of the repairs. However, in the video recording, the complainant was assured that the damages would be listed in the report and damages were noted during the walkthrough. It would be a reasonable expectation for the complainant to find a list of the damages promised within the report.
- 3. Disrespect during Open Meeting.** The demeanor in which you addressed me during the regularly scheduled meeting in June was extremely disrespectful at which time you accused me of directing you to act in an unethical manner. Nothing is further from the truth. I directed you to provide evidence to be reviewed during an investigation to which you refused to provide; this action, indeed, would have been considered unethical.

In addition to the activity related to the complaint, further issues have raised serious concern.

1. **Personnel File Status.** In reviewing your personnel file, Mr. Hofman found no reprimands. However, prior to former Public Safety Director McDonald's resignation, I was made aware of at least two (2) incidents that were reported to have been documented in your file; one for punctuality and one for insubordination. It is rather concerning that these are not in the file at this time.
2. **Failure to Provide Requested Information.** On several occasions I have asked for either departmental schedules to review or for patrol logs to review. On March 24th, you were directed to provide a weekly schedule. I received exactly one schedule from you for this request. On April 3rd, I requested another schedule which was never provided. Additionally, any requests I have made for shift logs have gone without an actual shift log, which could have easily been redacted if you had concerns about the confidentiality of the information. As it is my job to provide oversight (especially in the absence of a city manager), your refusal to provide such information was insubordinate behavior. Mr. Hofman has also indicated that he has yet to receive a departmental schedule; he requested one on June 07.
3. **Failure to Attend Scheduled Meeting.** In a discussion with Mr. Hofman, he indicated that he had invited you (via email) to attend a meeting with a citizen on June 17th, 2019, and that you had accepted the invitation (meaning it would have populated to your calendar). Mr. Hofman fully expected you to attend the meeting. However, as the meeting time arrived, he contacted you and discovered that you were out of town and not available for the meeting.
4. **Failure to Adequately Address Personnel Issues.** I have been informed that you have approached Councilman Collins about Officer Hester's computer activity during work hours which you demonstrated showed long periods of browsing the Internet that included pornographic material. A subsequent review of Officer Hester's personnel file did not include any action regarding this. As his supervisor, this incident should have been addressed by you.
5. **Integrity, Leadership Recruitment and General Direction of the Police Department.** As has been detailed above in the report provided to the complainant, your response to Mr. Collins and me during the interview and your refusal to provide documentation in the form of schedules and patrol logs demonstrate questionable integrity. Additionally, the number of applicants to the posting for police officer demonstrate an issue with the department's ability to recruit officers under your leadership.


Due to the issues enumerated above, you are hereby relieved of your interim assignment of Police Chief and are demoted to patrol officer at the highest compensation you previously received for this position. Additionally, you shall be placed on probationary status for a period of six (6) months. Sheriff McDuffie has agreed to serve as Interim Police Chief until a suitable replacement can be appointed.

**Employee Acknowledgement.** I acknowledge receipt of this written reprimand but am not necessarily in agreement with its content. I understand that a copy of this written reprimand will be placed in my official personnel file and that I have the right to prepare a letter of rebuttal to be attached to the written reprimand. The rebuttal should be submitted to the City Manager in accordance with personnel policy.

  
Employee Signature


06/25/2019  
Date

**City Manager Acknowledgement.**

  
Employee Signature

6/25/19  
Date

**Mayoral Acknowledgement.**

  
Mayor's Signature

25 June 2019  
Date