John Clough Complaint by in Charleston 12/09/2014 at 5:48pm

On December 9 th at approximately 5:48pm I (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of which is stated that Deputy Clough that was news to him. Sheriff Rankin) was contacted by the manager of which is stated that Deputy Clough that was news to him. Sheriff Rankin) was contacted by the manager of which is place of employment while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of which is place of employment while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of which is place of employment while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while in uniform and stated he herd that (Sheriff Rankin) was contacted by the manager of while it was contacted by the manage
advised me that he was sick at his stomach when Deputy Clough came in and told him this information. also stated that he has had personal issues with Deputy Clough and that he had some reservations about contacting me because he feels Deputy Clough would retaliate in some way.
I advised that I never advised anyone that would be losing our business.
about losing business because it's his livelihood.
stated he did not want to file a formal complaint but thought I (Sheriff Rankin) needed to know what Deputy Clough is saying about our department.
I advised Chief Freezeland of the complaint and advised him to advise Lt. Huston, and place in evaluations.
On and Off Duty Conduct/ Administrative Rules of Conduct-Pg. 138 This behavior adversely affected the was concerned that their business had lost business with the Sheriff's Department. also felt he had done something wrong during his conversation with Deputy Clough.
Nothing Further
Sheriff Rankin
01/19/2015
01/21/2015
02/27/2015

5/19/2015 leaf getting office demonstrated and putting not necessary by the natural deputting and necessary by the natural deputting and necessary by the natural deputting and the natural deputting an

anyone with the first black of the first black of the cost side was by your with the cost sid

Departy of the second of the s

Was later on an author fire papern.

Was adding the means and the case is using Mr. Batter of the thing beginning to where the thing are part of the things of the things

5/22/15 | Tomation Reserved and 200 all agree the tell 200 per served and the tell 200

6/11/2015 I was eduised by Detective Sec. Stephen that she was made aware of a gun case, "Deputy Clough" was working dream failed to seport on the pertinent information. Sec. Stephen will be forwarding me a report of Deputy Clough's failure to report information.

9/01/2015 I was driving south on 18th street in Charleston at 2:18pm in a school zone when I observed a county squad car driven by deputy John Clough veer off the roadway and over the curb. Deputy Cough was traveling north on 18th. Deputy Clough then veered back onto the road traveling north on 18th.

When I returned to the department I went down stairs and Deputy Clough was laughing outside of Lt. Huston's office. He stated "did you see that?" (Laughing) Deputy Clough then stated, "I dropped my spit cup and drove off the road." I did not reply to him or make any comment. I then returned to my office and called Lt. Huston to my office. I advised Lt. Huston what I observed and to address it with Deputy Clough. I advised Lt. Huston that there is to be no tobacco products in the Coles County Squad cars. I also advised Lt. Huston to address Deputy Cloughs driving habits & to NOT have tobacco products in his county vehicle. This incident was in a school zone and it was unbecoming of a deputy.

Lt. Huston was advised to council Deputy Clough & put this incident in his evaluation.

Section:

Administration

Title:

Smoking Control/Smokeless Tobacco

10-01-08 Administration page 1 of 1

Violation of Coles County Policy

An employee will not use smokeless tobacco when in the presence of the public. The use of smokeless tobacco is strictly prohibited in all county owned vehicles at all times.

Nothing further

Deputy John Clough called in sick at 7:00am

9/30/15 I arrived back at the department from lunch at approximately 1:05pm and observed Deputy Clough county assigned patrol car was parked in my parking spot. At 1:10pm Deputy Clough was walking from the corrections section and I opened the door to the front Office and stated to Deputy Clough "please do not park in my parking spot anymore". Deputy Clough laughed and stated "Okay" rolling his eyes, then walked out the front door. I was very polite and made this an order.

I had previously requested Deputy Clough not park in my parking spot but did not document it at the time. It is now documented.

Section:

Administration

Title:

Courtesy/Disobedience to Orders

10-01-08 Administration page 3 of 10 & 4 of 10

Violation of Coles County Policy Courtesy/Disobedience to a direct order

10/06/2015 5:55 am Deputy Steep 10/07/2015 6:55 am Deputy Stee

Doputy Clough man has and limping town of the most of the many control of the many control of the most of the most of the many clough to the most of t

10/08/15 1:35pm I was asked to speak to a fine the front window of the Sheriff's Office) in reference an accident he and his wife was involved in on 09/25/15. Mr. advised me (Sheriff Rankin) that Deputy Clough had taken an accident report and was supposed to send him a copy of the final report. The also advised me that he was reading the newspaper and observed that the suspect for was not issued a citation for no insurance. It is stated that Deputy Clough advised him that Mr. Dunn had no insurance at the time of the accident. I requested that Mr. Dunn be patient and I will contact his supervisor to find out what had transpired and have the supervisor contact him.

I asked Salisa to print off all the information on the incident such as. Incident Report, Accident Report & Booking Sheet. I took this information and addressed the incomplete accident report & requested a full report from Lt. Huston on the entire incident.

Lt. Huston advised the accident report has been completed in full. Lt. Huston stated that Deputy Clough did not issue a "No Insurance" citation. I advised Lt. Huston that in the future Deputy Clough and all Deputies will issue a no insurance citation if during any contact with a driver on a stop or accident, if no insurance is presented or expired. No Exceptions, it's the law.

Nothing follows



12/04/2015 Deputy Clough arrived in late to work 8:04am, Lt Fluston was advised

[that Deputy Clough was late for duty and to counsel Deputy Clough to be on time

for duty.

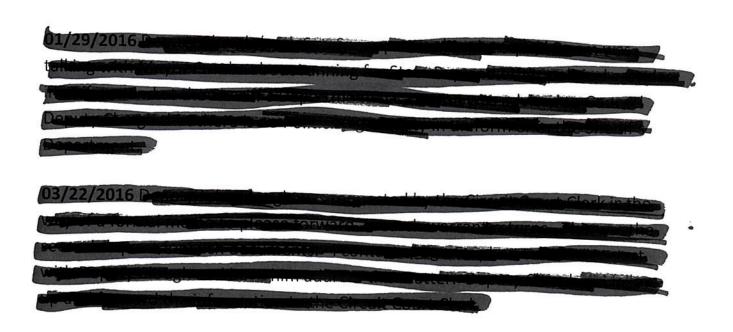
middle of the walk way and Lacked him if he was busy? Deputy Glough
responded "I'm busy standing here!" in a smart elect tone. I want to the squadfrom to retrieve some civil papers that needed to be served and Deputy Clough

12/31/2015 Egouis Charge Called In Side Confant

101/05/2016 I requested from Sgt. Spear to see the east and west side packets and its earlies are me that beputy care nad the West side and he would have to retrieve the East side packet I observing that a plenary order of protection has not been attempted in the last couple of days. I however did observe the east side people at the department for over 2 hours having soffee, sitting in different sections not morking. Ladvised Sgt. Spear to be have Deputy Clough return to work. Tobserved Sgt. Spear speak to Deputy.

Clough in the parking lot & Deputy Clough left the Department of the People of the

01/06/2016 Deputy Clough Called in sick at 6:17em 01/18/2016 Deputy Clough Called in sick at 6:27am 01/21/2016 Deputy Clough Called in sick at 6:41am 01/22/2016 Deputy Clough Called in sick at 6:31am



3/30/2016 Deputy Clough called in sick at 4:52am

3/31/16 On March 31st 2016 Ce Com had a call for the east side deputy. Ce Com called over the air for the East Side Deputy and Deputy John Clough in a harsh tone stated "Just give us the call". Ce Com advised the nature of the call. I called the squad room and Deputy Clough answered and I asked who was the East Side Officer and Deputy Clough stated, "Clough". Deputy Clough then responded to the Call. Deputy Clough is the acting supervisor on this day, and as the acting supervisor he was to advise Ce Com at the beginning of the shift of side assignments. Deputy Clough failed to do so causing Ce Com to request the assignments. Failure to notify Ce Com of side assignments/rude and unprofessional behavior.

Section: Administration

Title: Courtesy/Disobedience to Orders

10-01-08 Administration page 3 of 10 & 4 of 10

Violation of Coles County Policy, Courtesy

On 3/31/2016 Deputy John Clough called out 213 on portable at 12:22pm not giving a location.

Sgt. Spear has been advised on multiple occasions that deputies are to call out a location when exiting there vehicle. We need to know where the Deputies are at all times in case of an emergency.

Section: Administration

Title: Courtesy/disobedience to orders

10-01-08 Administration 3 of 10 & 4 of 10

Violation of Coles County Courtesy Policy/failing to obey orders

On 4/01/2016 Deputy John Clough called out 213 on portable at 11:41 am, <u>not</u> giving his location.

Sgt. Spear has been advised on multiple occasions that deputies are to call out a location when exiting there vehicle. We need to know where the Deputies are at all times in case of an emergency.

Section: Administration

Title: Courtesy/disobedience to orders

10-01-08 Administration 3 of 10 & 4 of 10

Violation of Coles County Courtesy Policy/failing to obey orders

On 5/10/2016 Deputy John Clough called in sick at 6:51am

On 5/13/2016 at 8:32am Sheriff Rankin observed Deputy Cloughs car in the parking lot without a computer in it. Sheriff Rankin then went to the squad room and observed Deputy Clough picking up the civil packet. Deputy Haughee also present. Sheriff Rankin asked who was in charge of the shift and Deputy Clough stated "That would be me, what up?" Sheriff Rankin asked if side assignments were called in to CeCom and Deputy Clough stated "No, I am going through the

packet." Sheriff Rankin is aware that Deputy Clough has been previously ordered to dock and log on to his MDC prior to 8:30am by Sgt. Spear.

Date of infraction: 5/13/2016

Official Charge: #137 Disobedience to orders
Type of Action Taken/required: Oral Reprimand

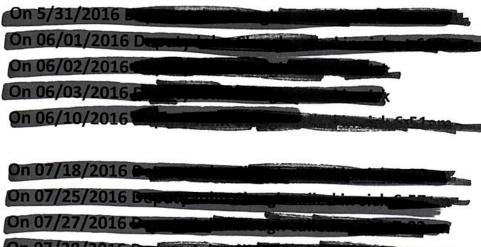
5/18/2016 at **8:32am** on the above date Sheriff Rankin observed that Deputy Clough had not docked or logged on to his computer in his squad car as ordered by Sgt. Spear.

Date of infraction: 5/18/2016

Official Charge: #137 Disobedience to orders

Type of Action Taken/required: Written Reprimand





On 07/29/2016 Beputy John Clough called in sick at 0.47 am

In 08/03/2016 Deputy John Georgia Called In State at Austain On 08/03/2016 | Sheriff Re STEPRING SOUR STORES The extrement in the time of the series of t CHEMISTREE PROPERTY OF THE BUSINESS On 08/15/2016 Deput

the Depties he implicated in the "to



On December 22, 2016 I went down to the Squad room at the Sheriff's Department at approximately 10:45am to drop off civil papers and warrants when I observed Deputy Reinhart, and Deputy Clough sitting in the squad room. I also observed Officer Easterday from Charleston PD sitting in the squad room as well. Officer Easterday stated to Deputy Clough that Officer Joel from CPD tested for Sargent, Deputy Clough stated that Joel was a "fucking idiot and has no business supervising anyone". I continued on out of the Squad room at that point. I did contact Chief Deputy Freezeland and report the incident at 10:53am.