



## PULASKI COUNTY

Office of the Sheriff

Doc Holladay, Sheriff

Regional Detention Facility

3201 W. Roosevelt Road, Little Rock, AR 72204

Tel. 501-340-7000

December 7, 2009

Deputy Mildred Champion  
Pulaski County Sheriff's Office  
Detention Branch – Satellite Unit  
Little Rock, AR 72204

**Re: Letter of Demotion**

Dear Deputy Champion:

On November 25, 2009, Captain Paxson met with you regarding the escape that occurred on November 22<sup>nd</sup> at the Satellite Unit. You allegedly stated that it was common practice to start vans and leave them running unattended, but you didn't authorize it.

**Violation (s) and Meeting:**

This allegation indicates that you may be in violation of the **Pulaski County Sheriff's Office Uniform Standards of Conduct**, in particular;

**Standard 06...Committing Unsafe Acts or Endangering Self or Others**

**Standard 12...Displaying Competent Performances and Achieving Competent Performance Results**

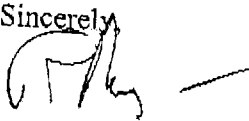
**Standard 17...Knowing, Observing and Obeying All Directives, Rules, Policies, Procedures, Practices and Traditions**

On the above date, a meeting was held in my office concerning these matters. At the conclusion of this meeting, you were found to be in violation of the aforementioned Standards. As a result of this finding, you are hereby demoted from Sergeant to Deputy. You will need to contact Captain Paxson tomorrow at 8:30 a.m. for your new assignment.

Sergeant Mildred Champion  
Page 2

Although not expected, any future violations of a similar nature will result in more severe sanctions.

Sincerely,

A handwritten signature in black ink, appearing to read "Randy Morgan", followed by a horizontal line.

Randy Morgan  
Chief of Detention

cc: Sheriff Holladay, Major Smith, Professional Standards, Personnel

Office of the  
Pulaski  
County  
Sheriff

Official Memorandum

**To:** Chief Morgan via Chain of Command  
**From:** Captain Paxson #725 *MP #725*  
**Re:** Escape (Watkins, Marlon #14438-09)  
**Date:** 30 November, 2009

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On Wednesday, November 25<sup>th</sup> at approximately 0815 hours I met with Sergeant Champion to discuss the incident that occurred at the Satellite Unit on the morning of November 22<sup>nd</sup>. Sergeant Champion was the Satellite Unit supervisor when inmate Watkins escaped driving van #757 through the gate. Deputy Wainwright had left the van running unattended near the door of the Satellite Unit.

I asked Sergeant Champion if this was a common practice to allow the deputies transporting inmates to the main facility to start the vans and leave them running unattended. Sergeant Champion stated, "It was a common practice, but she did not authorize it." I advised Sergeant Champion that leaving a county vehicle running and unattended was in violation of Post Order #28 and General Policy 04-001.

I also met with Deputy Herron at approximately 0900 hours to discuss the same incident. Deputy Herron was escorting the eleven inmates out of the Satellite Unit to the van for transport to the main facility. Deputy Herron stated that he assumed that Deputy Wainwright was assisting him in the escort. Deputy Herron was in the front of the inmates leading them to the side door of the van so they could be loaded. When he unlocked the side door was when he heard the engine, like someone was pressing on the gas pedal. He looked and observed an inmate in the driver's seat. Deputy Herron also stated that he knew inmate Watkins was the last inmate in line when they were preparing them for transport. I asked Deputy Herron if he noticed the van was already running when he was taking the inmates out of the Satellite Unit. Deputy Herron stated that he wasn't sure, but it must have been since he didn't hear the engine start up while he was loading the inmates. I asked Deputy Herron if he knew it was against Policy and Procedure to leave a vehicle running and unattended, he stated that yes he knew this should not occur.

*C alt*

Based upon the additional information obtained after talking with Sergeant Champion and Deputy Herron, I find that Sergeant Champion was aware of the deputies leaving the Satellite Unit vehicles running and unattended, thus violating Post Order #28 and General Policy 04-001. I am requesting an Administrative Meeting be conducted with Sergeant Champion for the possible violations of the below listed Standards of Conduct:

- #06 **Committing Unsafe Acts or Endangering Self or Others**
- #12 **Displaying Competent Performance and Achieving Competent Performance Results**
- #17 **Knowing, Observing, and Obeying All Directives, Rules, Policies, Procedures, Practices and Traditions**

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Office of the  
Pulaski  
County  
Sheriff

Official Memorandum

**To:** Chief Morgan via Chain of Command  
**From:** Captain Paxson #725 <sup>2009/11/25</sup>  
**Re:** Escape (Watkins, Marlon #14438-09)  
**Date:** 24 November, 2009

After reviewing all written documentation concerning the incident (Escape) that occurred on November 22, 2009 I find that violations of Standards of Conduct, Post Orders and General Policies did occur.

Deputy Wainwright, who was assigned to the Satellite Unit, left Van #757 running and unattended. The van was parked inside the secured fenced area near the entrance door of the Satellite Unit. Deputy Wainwright after starting the van returned inside of the Satellite Unit to assist with getting inmates ready for transport to the main facility.

Deputy Herron states that with the assistance of Deputy Wainwright, eleven inmates were escorted outside of the Satellite Unit for transport to the main facility. Deputy Herron was on the right side of the van unlocking the door so the inmates could be loaded into the van for transport. Inmate Watkins was the last inmate in the line according to Deputy Herron. Deputy Herron was leading the eleven inmates and apparently assumed that Deputy Wainwright was trailing the inmates providing in essence rear security. This however did not occur.

Deputy Wainwright states that she was securing the supply closet doors while the inmates were being taken out of the Satellite Unit. These supply closet doors are located in the laundry room and are a considerable distance from the door where the inmates were being escorted out. Deputy Wainwright further states that when she exited the Satellite Unit she observed inmate Watkins in the driver's seat of the van, backing the van up.

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Deputy Wainwright violated Post Order #28 (Transportation of Inmates) and General Policy 04-001 (Vehicle Operations), as well as, not providing proper security while escorting eleven inmates out of the secured Satellite Unit.

I am requesting an Administrative Meeting be conducted with Deputy Wainwright for the possible violations of the below listed Standards of Conduct:

- #06 **Committing Unsafe Acts or Endangering Self or Others**
- #12 **Displaying Competent Performance and Achieving Competent Performance Results**
- #17 **Knowing, Observing, and Obeying All Directives, Rules, Policies, Procedures, Practices and Traditions**
- #21 **Use and Care of Property and Equipment**

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