

January 3, 2017

Attn: Mr. Brian J. Bolchoz,
Office of the SCDC Inspector General

I, Rufus L. Griffin (Lead Lieutenant, McCormick Correctional Institution) am contacting you regarding a recent written statement and other information that was submitted to Director Bryan Stirling on 11/17/16, by and through my attorney, Katherine N. Willett, Esq., who is representing me in this matter. I have since been contacted by phone on 12/12/16 and again on 12/28/16 by a gentleman who presented himself as Agent Scott of Police Services, on assignment by the Inspector General's office. I am contacting you directly out of concern and to verify that this individual has been assigned by your office, as his communication has been somewhat sporadic. I have checked the list of State Employees through the SCEIS database and found no one with his last name working as an agent in either Police Services or your office. Agent Scott called my home and left a message on 12/12/16. I returned his call the next morning and, as he did not answer, left a voicemail message. I did not receive another call from him until 16 days later, on 12/28/16, when after a brief conversation, he delayed in scheduling to meet with me and said he would just call the first week in Jan 2017 to make arrangements.

My additional concern with this 'Agent Scott' was that in his request to meet with me he indicated that I needed to prove the allegations that I reported in order for him to follow up on them. I found it questionable how any agent assigned to this case, who would surely have my report/allegations and all the supporting documentation I included upon its submission, would still ask me if I could provide proof of my allegations. The documentation that I provided included copies of incident reports submitted by not only myself but other staff members. These statements by myself and others encompassed a 6 month time period and contained accounts witnessed by approximately 15 other people. These reports were submitted by me personally in a timely manner through my supervisory chain of command at McCormick Correctional Institution. (Many of those enclosed incident reports were electronically scanned into my employee/state email account and forwarded to my superiors to ensure that there was an electronic tracking of delivery to the appropriate persons). Regardless of my efforts, no corrective measures were taken at any time. Instead, I was threatened with demotion by Major Joseph Stevens on 10/20/16, whereby he verbalized his annoyance from my ongoing submission of incident reports on my subordinate, Lt. Patricia Moss, and informed me that his resolution to that problem was to have me demoted and Lt. Moss promoted, with me working under her supervision.

However, I did not submit a 50 page document to Director Stirling to in some way bring about a belated disciplinary action against Lt. Patricia Moss. Lt. Moss and her reported dereliction of duty, over a period of 6 months, with no correction by upper level management, is of itself the direct evidence of the blatant disregard for the adherence of SCDC policy and procedures by those in charge at MCCI. Lt. Moss was, and is currently, under her probationary period as it relates to her promotion to the rank of Lieutenant, yet the many reported offences were continually ignored and went unchecked. The dismissal of my concerns regarding Lt. Moss's performance, from the early stages of her promotion to many months later, resulted in her substandard performance becoming a regular routine observed by her subordinates. Therefore, making it all the more difficult to train and expect others to follow proper procedure when their supervisor sets such a poor example. Our shift, as a result, has lost numerous employees who subsequently resigned. Lt. Moss obviously believed that she was untouchable while committing these policy infractions. Unfortunately, she has been proven to be correct. After all, she is only doing what upper management is allowing her to do. My question is why? How many other staff enjoy her privilege?

Also in my former report was noted an Officer Whitney Thurmond, who had reported an incident of Workplace Violence Adm 11-37 perpetrated by Lt. Moss. My concern for the process of fairness and justice was alerted when I was informed that Warden Cartledge had resorted to coercing Ofc. Thurmond, into pointing the finger of blame, for Lt. Moss's action, on me, by pressuring Ofc. Thurmond to fabricate a complaint against me, which she apparently refused to do. (page 9 of my original report). If this indeed occurred, it places a shadow over Warden Cartledge's judgement and it shines a beacon on his possible abuse of power.

Since my report was submitted in November 2016, I've learned that Lt. Patricia Moss has been removed from the D2 (12-hour) night shift where she and I have been assigned. One might think that perhaps this was a belated effort by management to show good faith in trying to rectify the problems that have been occurring for months on our shift. I happen to believe differently. This change in duty assignment of Lt. Moss has actually been the same as a promotion of sorts. Lt. Moss had expected to have this entire Christmas Holidays off, even with our shift already being understaffed. As I was out on FMLA at the time, she would have had to report for duty. Thanks to her favored status with Major Joseph Stevens and Warden Cartledge, Lt. Moss was moved to the 8-hour day shift (8 AM to 4 PM), where in that position, she is allowed ALL holidays off. Another person was removed from that spot to accommodate Lt. Moss and that person is now taking her place on the night shift. Also, this leaves Lt. Moss and Mj. Stevens no

longer having to coordinate their schedules to meet and talk, as both now work the same 8AM-4PM day shift. Lt. Moss, with the reported work ethic that I've witnessed for not only months, but years, has also been given more responsibilities of serving as head of the Step Down program and works in an area which requires more heightened security than where she was on night shift. With all the history of questions of Lt. Moss' lack of attention to safety and procedures, I find this move perplexing.

I find the McCormick Correctional Institution management's favoritism of those who take short-cuts and who are openly negligent in their duties, compared to rejection of those who sacrifice and go above and beyond to perform their duties to be highly troubling. For the record, I have been employed by SCDC for approximately 24 years. Lt. Moss has been with the institution for approximately 15 years. I have spent the majority of my employment in a supervisory level position (approximately 14 years) being assigned to night shift. When I was promoted to Lieutenant on 8/17/2013, this position was already set as a 5 day/40 hr work week (day shift). Three months later, while serving in my new position as Lieutenant on a day shift, I witnessed a young sergeant, Joey Tutt, who was already on a 5 day/40 hr day shift, be promoted also to Lieutenant after only approximately 9 yrs of employment. By Jan 2014, my superiors moved me from the day shift to return once again to the 12-hr night shift, which then made room for Lt. Joey Tutt to remain on his 8 hr day shift position which he had formerly enjoyed. Joey Tutt, who had half the years of experience as I have, and was the youngest lieutenant at the institution was favored over me for a day shift position. In May 2015, I scheduled to meet with Warden Cartledge to request a move to the day shift (after my request to then Major Mursier in Nov 2014, and again to then Assoc. Warden Lewis in Feb 2015 had been unsuccessful). Needless to say, my request was denied, as it is now 2017, and my 12 hr night shift position remains intact.

Also, I am the MCCI SitCon Team Leader. Because of the grueling 12 hour (which normally becomes 13-14 hr) night shift, it has made my service to the SitCon Team difficult, as their activities generally take place during the days. Colonel Terri Wallace (head of all state SitCon Teams) also requested to Warden Cartledge that I be moved to a day shift to make my availability to the team more convenient. I was present when Col. Wallace asked, and when Warden Cartledge refused. It is now obvious to me that Warden Cartledge, because he knows that a change to day shift is something I desire and have requested in the past, he will not satisfy me by granting it. And now, to show the blatant favoritism and discrimination that is clearly evident by management's new move, Lt. Patricia Moss and Lt. Joey Tutt are both assigned together on the same 8hr day shift.

If Agent Scott has been assigned by your office to conduct an investigation of me and my report for validity, through interview, I know of nothing additional that I need to provide.

I don't know why my superior, Major Joseph Stevens, would call to the institution 3 to 4 times late at night when we (Lt. Patricia Moss & I) were working, to talk specifically to Lt. Moss, which became a normal occurrence.

I can't explain why on 2 occasions (once at 2:00 AM) Major Stevens, who was not at the institution, would call and direct Lt. Moss to report to Leath CI to get medication. (The RN on duty, Nurse Hatfield, commented to me that the Medication pickup was not requested by them).

I also cannot explain why Major Stevens, off duty, would drive to the institution on numerous nights and bring dinner for Lt. Moss....

...or, why Major Stevens and Lt. Moss would sit in her car in the parking lot during work hours at night (as Major Stevens works during the day, and Lt. Moss is supposed to be on duty at night).

I can comfortably say that official institution business is not conducted in this way.

Maybe someone can explain why Lt. Patricia Moss has now been more conveniently stationed on the same shift with her superior, Major Joseph Stevens, and now reports to him directly.

I find that the treatment I've received after the many years of dedicated work I've contributed to SCDC to be a literal 'slap in the face'. In my role as Lead Lieutenant, since Sept. 2015, I have sacrificed many hours of overtime and personal time from my home to serve in this capacity. This role of Lead Lieutenant in essence involves the same duties of 'Captain', as all captains were removed from the shifts and certain Lieutenants were moved into those positions to act in every way as shift supervisors: Scheduling and managing work/leave time for all officers, assigning post duties nightly, corresponding with appropriate authorities upon any elevated incidents, handling all disciplinary reports etc. Many times, this D2 night shift would consist of only 10-11 staff members total (responsible for ensuring the safety and security of a total inmate population of nearly 1100) while trying to best discern which area to best assign each officer. I have also been on duty while at home, accepting phone calls from the control room informing me on which staff member called in sick, or which inmate was being transported to the hospital, and requesting my input on which officer should be assigned to travel with each inmate and who should remain on duty... all of this as I tried to get a few hours of sleep during the day from my previous night on duty. When I accepted this title and the responsibilities it entailed, I was promised an increase in salary (which I expected to be

commensurate with that of a Captain's), as I was expected to fully serve in that capacity, and I have. To this date, I have not been compensated in any way for my service in this position which I've served over a year. Furthermore, from Sept 2015 to Feb 2016, I worked continually, taking no time off, in order to properly supervise and train a lieutenant who was newly promoted, as I was directed by former Major Mursier that I could not take time off (even missing a scheduled training that I was expected to attend). By the end of the year, I had lost 159 hours of annual leave, which receives no compensation.

Since my original document was mailed to Director Stirling, the heinous murder of MCCI Inmate Ricco Welch has been committed. Were any staff available to witness or intervene?

On 12/7/16 MCCI Inmate Michael Williamson escaped and was able to travel 75 miles on a food truck to Columbia SC, where, while in possession of a weapon, he later attacked and attempted to murder a police officer. Newspaper reports state that he was not discovered missing from the prison until 8:50 PM that night. From my many years of experience and observation, I can say that the food truck normally leaves around noon on Wednesdays for its trip back to Columbia.

Did any security staff escort and stay with the truck while it was being loaded or unloaded by Inmates?

Before exit, the said truck should have been thoroughly inspected and cleared by a 2nd security staff member who did not ride or observe it while being loaded or unloaded.

Was this done?

Three separate Inmate counts of the entire institution should have been performed and cleared between the hours of 12 noon and 6:00 PM that day. The 6:00 PM count is a formal count where the Inmates faces and names should be matched with their photo id cards they carry on their person.

How was this Inmate's absence not discovered timely?

...Or were those counts conducted the way that Lt. Moss has been observed and reported as conducting count in Oct. 2016, by knocking on the Inmate's cell door and asking the Inmate to tell her how many are in the room? (Inmates are housed 2 per room in the dorms).

During the daytime hours between 8:00 AM and 4:00 PM on weekdays, the entire daytime workforce is scheduled to work. This includes all members of the executive staff up to Warden Cartledge, Unit Managers and Counselors and all support staff.

How, with all the available staff present, does an Inmate, with a life sentence, escape in broad daylight and go undetected for 9 hours?

Also, it is questionable how this inmate, Michael Williamson, could not only escape from McCI without notice, but also how he arrived at the Broad River Complex, in Columbia, (SCDC Headquarters), in that same truck (owned and operated by SCDC, not an outside vendor), which reentered the grounds of a 'secured area', yet the inmate was able to then disembark the truck without anyone there seeing him either, and to escape a 2nd time from the SCDC guarded grounds, this time from headquarters, in order to make it to a Columbia area Walmart where his attack on a police officer was later carried out.

There must have been a breakdown in the adherence to the policies and operating procedures.

I am reminded of a meeting in August 2016 where I was present, when Warden Cartledge stated (when discussing an employee that had made a report to Columbia), " I don't care what anybody reports to Columbia on me. I will be alright. All I want is a copy first so that when the phone rings it is not a surprise." Was he correct?

I know that my reports and concern about the lapse in security at my Institution has not been welcomed by anyone.

In closing, I am regrettably of the conclusion that had my November 2016 report to Director Stirling been taken seriously and acted upon in a timely manner, the recent escape on December 7th, and subsequent attempted murder of a Columbia SC Police officer, by Inmate Williams, would have never occurred.

Your attention to this matter and my concerns, written within this letter and in the previously submitted report, is graciously appreciated.

Cordially,



Rufus L. Griffin

CC: The Honorable Nikki Haley, Governor & Bryan Stirling, SCDC Director