



Hall County Personnel Action Form

Current Status: HR Approved

Payroll Effective Date:

08/09/2026



First Name:

Justin

Middle Name:

Keith

Last Name:

Brown

Employee #:

10868

Department:

Sheriff - Investigations - 144



Leave Information

Type of Leave:

Admin Leave w/ Pay



Leave Start Date:

08/18/2026



Leave End Date:

08/19/2026



Notes: Until further notice

mbollinger 2026-08-18 16:23 - dfranklin 2026-08-19 10:30 - mbollinger 2026-08-19 10:39 - mbollinger 2026-08-19 16:06 -
mbollinger 2026-08-19 16:06 - mbollinger 2026-08-19 16:07 - mbollinger 2026-08-19 16:07 - jturk 2026-08-20 11:37 - Irjones 2026-
08-20 11:55 -



GERALD COUCH
Sheriff

OFFICE OF THE SHERIFF HALL COUNTY, GEORGIA

2859 Browns Bridge Road
Gainesville, Georgia 30504
Phone: 770-531-6900 Fax: 770-531-7150

August 18, 2020

Justin Brown

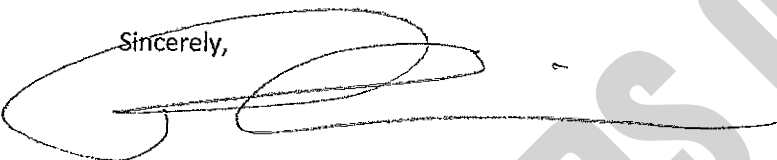
RE: Notice of Administrative Leave with Pay

Investigator Brown,

Effective immediately, you are being placed on **Administrative Leave with Pay** pursuant to an internal investigation. While on administrative leave you are NOT to take any action as a law enforcement officer, nor are you permitted to engage in extra duty employment that utilizes your law enforcement authority.

Should you have any questions, feel free to contact me.

Sincerely,


Captain Dan Franklin
Commander, Criminal Investigations



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August 19, 2026

Justin Keith Brown

Investigator Brown:

This letter shall serve as notice of pending disciplinary action, up to and including termination, as a result of your unauthorized use of the Flock Safety System beginning January 2, 2026 extending through July 30, 2026.

During that six-month time period you accessed the Flock Safety System approximately 250 times for personal use.

We will meet to discuss your pending disciplinary action at 3:00 PM, Wednesday, August 19, 2026. Our meeting shall serve as a pre-termination hearing, at which time you will be given the opportunity to respond before a decision is made whether or not to terminate your employment with the Hall County Sheriff's Office.

Respectfully,

Major Bradley Parks
Commander, Criminal Investigations Bureau

CC: Sheriff Gerald Couch
Chief Deputy Kevin Head
Personnel File



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Employee #:

10868

Department:

Sheriff - Investigations - 144

Termination Information

Position: 144-9855-18

Termination Type:

Involuntary

Termination Reason:

Misconduct

Position Title:

Investigator

Pay Rate:

31.88

Vacation due:

103.57

Gave how much notice?

N/A (involuntary termination)

Would you rehire?

No

Explain:

Misconduct / Policy Violations

Last Day Worked?

08/18/2026



Explain:

N/A

Notes:

None

mbollinger 2026-08-20 13:20 - dfranklin 2026-08-20 13:30 - mbollinger 2026-08-20 13:32 - adover 2026-08-20 16:24 - mbollinger 2026-08-21 08:52 - mbollinger 2026-08-21 08:52 - mbollinger 2026-08-21 08:52 - jturk 2026-08-21 10:50 - lrjones 2026-08-24 16:59



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Phone: 770-531-6900 Fax: 770-531-7150

August 19, 2026

Justin Keith Brown

Investigator Brown:

This letter serves as official notification that your employment with the Hall County Sheriff's Office is terminated, effective immediately.

After careful consideration of all the information presented, including the facts discussed during your pre-termination hearing held today, I have decided to terminate your employment with the Hall County Sheriff's Office.

This decision is based on your unauthorized access to the Flock Safety System, which was discovered during an audit and subsequent Internal Investigation. The investigation determined that you accessed the Flock Safety System approximately 250 times between January 2, 2026, and July 30, 2026. The information you accessed was for your personal use and was unrelated to any legitimate law enforcement purpose or authorized job function.

Your actions constitute unauthorized use of the Flock Safety System and violate multiple Hall County Sheriff's Office Standard Operating Procedures, including Chapter 5-1, Code of Conduct, your Oath of Office, and applicable Georgia law.

Your employment is terminated effective immediately. You are required to return all Hall County Sheriff's Office property in your possession in accordance with Sheriff's Office procedures.

You may appeal this decision by submitting a written request to Chief Deputy Kevin Head within ten (10) calendar days of receiving this letter. Failure to submit a written appeal within the required time will result in the loss of your right to appeal, and this decision will become final. For complete details regarding the appeals process, please refer to the Hall County Sheriff's Office Operations Manual.

Respectfully,

Major Bradley Parks
Commander, Criminal Investigations Bureau

CC: Sheriff Gerald Couch
Chief Deputy Kevin Head
Personnel File