

SHIELDS OF SHAME

PUBLIC RECORDS / EDITORIAL EVIDENCE EDITION

JOSHUA STEVEN BELDEN

CARTERSVILLE POLICE PERSONNEL FILE

REDACTED PUBLIC EVIDENCE EDITION

A curated selection of original pages 52-59 from a 60-page personnel packet. Pages 1-51 and 60 are omitted because they principally contain application, background screening, identity, family, contact, education or administrative data not necessary to evaluate the reported allegations.

WHAT THE RECORDS SHOW

01 CONDITIONAL HIRE OFFER | ORIGINAL PAGE 52

August 6, 2020: Cartersville Police Chief Frank L. McCann extended Belden a conditional offer of employment at \$40,380 annually.

02 FIREARM TRANSACTION ALLEGATIONS | PAGES 53-57

September 2, 2020: Officer M. J. Roth forwarded allegations involving transactions at a prior retail employer. These are allegations and accounts attributed to Roth, not independent findings by Shields of Shame.

03 WORKPLACE COMPLAINT | PAGE 58

September 2, 2020: Lauren Salone wrote that Belden had displayed disrespectful behavior toward coworkers. This is her account; the file does not show an adjudicated finding.

04 RESIGNATION | PAGE 59

September 2, 2020: Belden wrote that he was resigning due to apparent circumstances arising from his background check. The letter does not identify a specific proven cause.

SHIELDS OF SHAME

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READ THIS BEFORE SHARING

ALLEGATION IS NOT A FINDING

The allegations on original pages 54-58 are attributed to identified Cartersville Police employees. The records supplied do not independently establish fraud, a criminal offense, or a disciplinary finding.

SEPARATION REASON NOT FULLY RESOLVED

Belden's own resignation memorandum refers to apparent circumstances arising from a background check. It does not say which allegation or information, if any, caused his resignation. A separate POST employment classification must be read alongside, not substituted for, this letter.

PUBLICATION REDACTIONS

Personal email addresses, telephone numbers, private third-party identifiers and other incidental contact details are masked. Original pages 1-51 and 60 are omitted. This is not a complete reproduction of the original personnel file.

ORIGINAL PAGE NUMBERS RETAINED

Each reproduced page has a bottom banner identifying its page number in the original 60-page file. Highlighting and editorial callouts are additions by Shields of Shame; the underlying reproduced pages are agency records.



City of Cartersville

P O L I C E D E P A R T M E N T

08.06.20
a.4a

August 06, 2020

Mr. Joshua Belden

Mr. Belden:

On behalf of the Cartersville Police Department, I would like to extend a conditional offer of employment to join us as a police officer with the Cartersville Police Department. This offer is conditional upon successful completion of a polygraph exam, physical exam, psychological exam, drug screen, and background check.

Your annual salary will be \$40,380.00 in addition to any educational incentives that may apply.

Respectfully,

A handwritten signature in black ink, appearing to read "F. L. McCann", is written over the typed name of the Chief of Police.

Chief Frank L. McCann
Chief of Police
195 Cassville Road
Cartersville, Georgia 30120
Phone- (770)382-2526
Fax- (770)387-7410



Date Wed 9/2/2020 2:01 PM
To L.D. Satterfield <ldsatterfield@cartersvillepolice.com>

Please file in Belden's personnel file.

From: T.E. Ellis
Sent: Wednesday, September 2, 2020 11:33 AM
To: F.L. McCann <flmccann@cartersvillepolice.com >
Subject: FW: [External]Fwd: employee firearm sale

Fyi...

Respectfully,

Major T.E. Ellis

Uniform Patrol Division Commander

Cartersville Police Department

195 Cassville Rd SE, Cartersville, Georgia 30120

Desk: 770-606-6987

Fax: 770-387-7410

"Making Life Better Through Quality Service"



From: S.N. Sullivan
Sent: Wednesday, September 2, 2020 11:02 AM
To: T.E. Ellis <teellis@cartersvillepolice.com>
Subject: FW: [External]Fwd: employee firearm sale

From: M.J. Roth
Sent: Wednesday, September 2, 2020 10:57 AM
To: S.N. Sullivan <sullivan116@cartersvillepolice.com>
Subject: Fw: [External]Fwd: employee firearm sale

Lt. Sullivan,

This email is from a separate incident that took place after the trade-in abuse incident. In short, Josh and this other associate Carson, were buddies and continued to defraud and break the policies of the company for their gain on multiple occasions. Shortly after this incident Josh transfer to another store location, so they stopped investigating it further because he was now, someone else's problem.

Respectfully,

Officer M.J. Roth

Cartersville Police Department

Uniform Patrol Division

195 Cassville Road

Cartersville, GA 30120

770-382-2526 - Phone

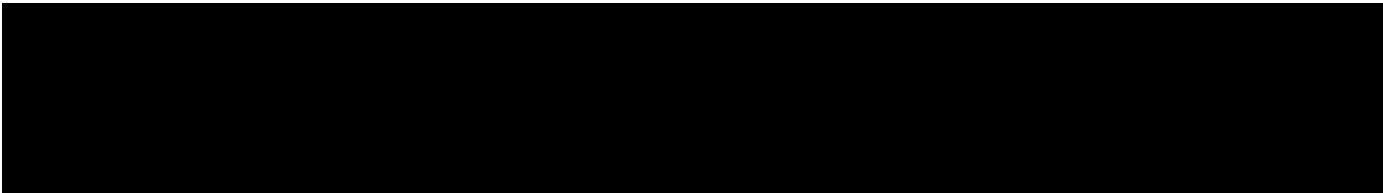
770-387-5651 Fax

From: Mike Roth <michael.j.roth89@gmail.com>

Sent: Wednesday, September 2, 2020 10:50 AM

To: M.J. Roth

Subject: [External]Fwd: employee firearm sale



----- Forwarded message -----

From: Mike Roth <michael.j.roth89@gmail.com>

Date: Fri, Feb 9, 2018 at 8:51 PM

Subject: employee firearm sale

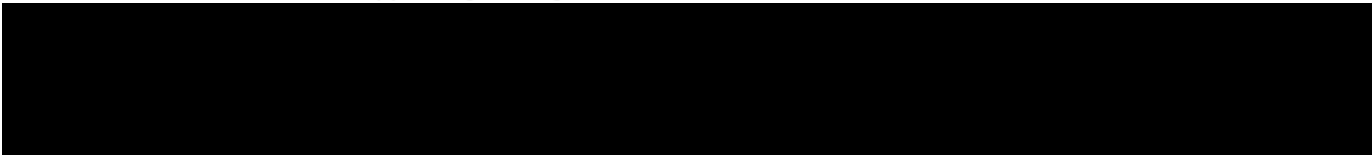
To: <jack.king@dcsg.com>

hey jack here this is. let me know if you need more.

While reviewing 4473s I found an employee sale that took place on 02/02/2018. DSG Employee JOSHUA BELDEN, purchased a firearm for 47.98 (40% off the UPC value). Upon further investigation, I determined that the item purchased (UPC: 011356969019) was a clearance item that should have rung up as \$79.97 with org. price of \$349.99.

Carson is the associate who completed the 4473: DKS# 0364050

Richard B. was the approving Manager of the 4473: DKS# 0186987



Either way I will be investigating this matter further. Josh's employee numbers were also not entered, possibly to not flag the system for multiple-discount abuse.



City of Cartersville

P O L I C E D E P A R T M E N T

Memorandum

To : Maj. Ellis
From : Officer Roth, M.J.
Date : September 2, 2020
Ref : Josh Beldon

Major Ellis,

I previously worked with Josh Beldon at the Field & Stream/Dicks Sporting Goods Retail Store in Kennesaw in 2017-2018. During this time, I was the Firearms Lead in charge of the firearm sales department. I discovered that Josh attempted to "trade-in" one of his personal firearms to the store one night with the assistance of another department lead. During this transaction, Josh and the associate successfully exchanged his firearm for store credit which he used towards another purchase.

It was determined that the credit Josh received was more than the retail price of the firearm. Also it was discovered that he had purchased the firearm as a clearance item at another Dicks Sporting goods a few days prior. Also Josh had attempted to cover up the fact that it was a clearance item by attempting to deface the UPC Label still on the box and the other associate discarded it in the trash inside the firearms vault that I found the next morning. It was determined that Josh and the associate had attempted to defraud the company and abuse the trade-in policy.

I reported this incident to the store management and the store LP manager. An investigation was conducted, Josh and the other Associate were interviewed. I was advised by the store LP manager at the time that the issue was being handled with-in the company, Josh would be required to buy back the firearm he traded in, and I was no longer to allow Josh to be behind the firearms counter unsupervised going forward.

Respectfully,

Officer Roth, M.J. #1101



City of Cartersville

P O L I C E D E P A R T M E N T

Memorandum

To : Lieutenant S. Sullivan
From : Lauren Salono
Date : 9/2/2020
Ref : Joshua Belden

In reference to our conversation earlier, I want to document several incidents involving disrespect. Primarily, the duties assigned by you, that have been continuously complained about. Josh was unhappy regarding our assignment to remove a box from outside of Chief McCann's office stating "What kind of leadership makes you take out their fucking trash?", to which I responded that I know he is frustrated but it wasn't a big deal and we need to respect the leadership because they have earned their position. Another incident involved him complaining about having to clean the equipment room, and then subsequently not cleaning the equipment room while I, Anders, Bohannon and Kimmons cleaned and organized. He has also been unhappy about errands where we have taken vehicles and retrieved vehicles.

He has "corrected" the way in which Captain Bettikofer has tried to instruct me to shoot and has told me that I would do just as well just going to shoot with him outside of work. On another occasion was mocking me for not being great at shooting stating how "Salono shot two damn bullets at the ground" and opening laughing at me. Josh also has called several men "girls", insinuating that they were weak.

Lauren Salono



City of Cartersville

P O L I C E D E P A R T M E N T

Memorandum

To : CHIEF MCCANN
From : JOSHUA BELDEN
Date : 09/02/2020
Ref : RESIGNATION

I AM RESIGNING MY POSITION OF POLICE OFFICER DUE TO APPARENT CIRCUMSTANCES THAT ARROSE FROM MY BACKGROUND CHECK. I AM SENCERELY SORRY THAT ANY OF THIS HAPPENED AND THANK YOU FOR THE OPPORTUNITY HERE.

A handwritten signature in black ink, appearing to read "JLB", is written across the bottom of the page.