



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL Investigations Division

		Officer Status:	File Review Required
Case Number:	009-353-02-23	Officer Name:	Birchfield, Kareemah S.
Is the Officer on POST Probation?	☐ YES ☒ NO	Officer Certification:	Basic Jailer
If Yes, Case Number:		Is the Probation History Included?	☐ YES ☒ NO
Is there a companion case?	☐ YES ☒ NO		
If Yes, Case Number(s):			
Did Parent Agency Complete Internal Investigation?	☒ YES ☐ NO		
Was there a Criminal Investigation?	☒ YES ☐ NO		
If Yes, agency responsible for criminal case:	Cobb County SO		
Is criminal case included?	☒ YES ☐ NO		
Is criminal case concluded?	☒ YES ☐ NO		
Is Officer Currently Employed?	☐ YES ☒ NO		
If Yes, Current Agency:			
Did Officer submit a response to POST?	☐ YES ☒ NO		
If arrested: Did Officer self-report?	☐ YES ☐ NO		
Polygraph/Voice Stress Administered?	☐ YES ☒ NO		
Results of Polygraph/Voice Stress:	Please select:		
Is a juvenile involved?	☐ YES ☒ NO		

Executive Summary

On 02/09/2023, a POST investigation was initiated on Deputy Kareemah S. Birchfield after she was terminated on 02/02/23 from the Cobb County Sheriff's Office.

The criminal investigation was closed as "unsubstantiated" and the alleged misconduct was investigated by Internal Affairs. The Conduct Review Board (CRB) recommended termination and the Sheriff terminated Birchfield's employment.

This case involved Birchfield violating policy with regard to inappropriate behavior with inmates, as well as having a convicted felon as a boyfriend (LaUrantz McMullen).

On 11/17/2023, I spoke with Deputy Birchfield and she said she did not know McMullen was a convicted felon, until investigators told her during the internal investigation.

Deputy Birchfield did not submit a response letter to POST. This summary is based on the following facts and events detailed in the narrative summary.



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL Investigations Division

CASE NO. 009-353-02-23

Deputy Kareemah S. Birchfield
Administrative
Cobb County Sheriff's Office

The following is a synopsis of the information provided to POST regarding Deputy Kareemah S. Birchfield's employment termination from the Cobb County Sheriff's Office.

Several Cobb County Jail inmates complained of Deputy Birchfield's unprofessional behavior towards inmates and her comments to them of a sexual nature. An internal and criminal investigation were ordered. The criminal investigation was found to be unsubstantiated. The alleged misconduct was investigated by Internal Affairs.

The internal investigation (case #: 22-30494) found that Deputy Birchfield, while off duty responded to a traffic stop by Cobb County PD, while wearing her Cobb County SO uniform. The traffic stop and arrest involved a Mr. LaUrantz McMullen. Birchfield convinced the arresting officer that she would rectify the vehicle's insurance and registration status, so the officer release McMullen on scene. McMullen was the boyfriend of Birchfield at this time, shared a residence with her, was listed as the emergency contact in her personnel file, and he was a convicted felon from the state of Florida. Birchfield would later pay to have McMullen bonded out of jail and never told her chain of command anything about this incident.

The investigation sustained the following policy violations: general conduct, conduct unbecoming, conflict of interest, inspectional services, and inappropriate staff & offender relations. The Conduct Review Board (CRB) recommended termination and the Sheriff terminated Birchfield's employment on 02/08/23.

On 11/17/2023, I attempted to contact Deputy Birchfield by phone and email. I also emailed her on 02/09/23 that resulted in no contact. After electronically submitting this case, Deputy Birchfield called me. I explained the POST process and answered her questions. Our conversation was very professional.

Deputy Birchfield said that she met McMullen and had no idea that he had a criminal background and history (felon). She said he had a good job and it never entered her mind. She said she found out his past during the internal investigation when Cobb County Sheriff Investigators told her. She also said that she did not know he did not have insurance on his vehicle until he told her the night of his arrest from a traffic stop. Birchfield said she did go to the scene as she was already on her way to work and that is why she was in uniform. She said she did not try to persuade the officer in any way, but that the officer decided to remove the handcuffs and release McMullen on citations. Birchfield said that she tried to explain, but the Chief Deputy already had her mind made up to terminate her employment.

The termination letter and other adverse action documents, internal investigation, POST interview, various emails, and other agency documents are located in the case file.



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL Investigations Division

CASE NO. 009-353-02-23

Deputy Kareemah S. Birchfield
Administrative
Cobb County Sheriff's Office

DISCIPLINARY HISTORY

None.

CRIMINAL HISTORY

None.

VIOLATION

It is hereby asserted this individual is in violation of the following sections of O.C.G.A. 35-8-7.1 (a)(7),(8),(11) as attached:

In accordance with O.C.G.A. 35-8-7.1 (b) (1), the Probable Cause Committee makes the following recommendations to the Council:

_____	_____
_____	_____
_____	_____

Chairman, Probable Cause Committee
Date:

Chairman, P.O.S.T. Council
Date: