

CONFIDENTIAL INVESTIGATION REPORT

To: Tallulah Falls Town Council
c/o Warren Tillery, Esq., Town Attorney, Town of Tallulah Falls, Georgia
From: G. Grant Greenwood
Date: May 11, 2026
Re: Town of Tallulah Falls Investigation – Complaint made by Officer Chris Sullivan (“Officer Sullivan”) against Tallulah Falls Police Department Chief of Police Tonya Elrod (“Chief Elrod”).

I. Introduction:

This Investigation Report summarizes the investigation conducted at the request of the Town Attorney for the Town of Tallulah Falls, Georgia, Mr. Warren Tillery, Esq. on behalf of the Mayor and Town Council for the Town of Tallulah Falls, Georgia into allegations related to the use of resources of the Tallulah Falls Police Department by Chief Elrod. This report concludes with my recommendations and opinions regarding issues uncovered during the investigation.

II. Pertinent Authority:

- Tallulah Falls Police Department Policies & Procedures Manual (as of February 2019);
- Tallulah Falls Police Department Policies & Procedures General Order Number 5.05 – *Secondary Employment* (issued February 2019);
- Tallulah Falls Employee Handbook (as of December 6, 2018); and
- Town of Tallulah Falls March 12, 2020 Regular Council Meeting Minutes.

III. Summary of the Investigation Materials and Interviews:

A. Documentary Evidence (in addition to the Relevant Authority) Reviewed by the Investigator:

In addition to information provided during witness interviews (which are summarized below), the undersigned reviewed the following documents provided to the undersigned during the investigation:

- Police Department Time Records from October – December, 2025;
- Citations Issued by Officer Sullivan in 2025;
- T&T payroll data from October – December, 2025;
- Time sheets submitted by Chief Elrod to T&T from September 29, 2025 – January 4, 2026; and

- Statement from Bran Christian with T&T.
B. Summary of Witness Interviews:

1. Officer Sullivan, Police Officer with the Tallulah Falls Police Department; interview conducted on Monday, February 2, 2026 at the Tallulah Gorge State Park. Officer Sullivan’s legal counsel, Ken W. Davis, was present for the interview.

Officer Sullivan is a full-time police officer with the Town of Tallulah Falls Police Department (the “Police Department”). He has worked for the Police Department for approximately five (5) years and reports directly to Chief Elrod. Chief Elrod and Officer Sullivan are the only full-time police officers with the Police Department.¹ The first two (2) years, Officer Sullivan worked part-time, but for the last three (3) years he has been full-time. Prior to working for the Police Department, Officer Sullivan worked for the Stephens County Sheriff’s Office in Toccoa, Georgia, for about ten (10) years. Officer Sullivan described himself as a highly trained officer and supervisor.

Officer Sullivan has known Chief Elrod for about twenty-five (25) years. They met for the first time when Chief Elrod pulled Officer Sullivan over (for a moving violation) at seventeen (17) years old². Chief Elrod recruited Officer Sullivan to work at the Police Department after they worked together at off-hours private security event (such types of off-duty employment being referred to herein throughout as an “extra job” or “secondary employment”) in Atlanta.

According to Officer Sullivan, since September 30, 2024, Chief Elrod has: (1) engaged in a pattern of using Town-owned equipment, vehicles, and payroll for extra jobs being performed by other part-time employees of the Police Department; (2) systematically failed to report for duty at the Police Department; (3) also used Town-owned equipment and vehicles for extra jobs for personal gain; (4) failed to properly maintain an inventory of Police Department equipment or allowed such equipment to be used for improper purposes; and (5) generally engaged conduct unbecoming of her status as Chief of the Police Department.

Officer Sullivan provided some context related to these allegations. A little over a year ago, the Police Department purchased and installed new software from Axon. Officer Sullivan assisted with setting this software up in the Police Department’s patrol cars. Chief Elrod is the primary administrator for this software. Officer Sullivan and Ms. Linda Lapeyrouse, the Clerk (“Ms. Lapeyrouse”), are also administrators, but with more restricted access. Officer Sullivan has used the Axon software to substantiate some of his allegations. With Officer Sullivan’s access credentials, he can locate Chief Elrod’s patrol car.

Officer Sullivan also explained that Chief Elrod is the area coordinator for Tovey and Tumlin Security (“T&T”), a private security company in Villa Rica, Georgia. T&T provides

¹ There are usually eight (8) to nine (9) officers who work part-time schedules. These part-time days occur every other weekend (both Saturday and Sunday). Chief Elrod coordinates the part-time officer schedules.

² Obviously, this happened before Chief Elrod became Chief of the Police Department in Tallulah Falls and before Officer Sullivan became a police officer.

security for Georgia Power.³ T&T is the source of the specific extra jobs and secondary work being performed by Police Department employees (including part-time employees) and Chief Elrod at issue in Officer Sullivan's complaint. As area coordinator, Chief Elrod is responsible for scheduling extra jobs and invoicing. Officer Sullivan said that when he has worked extra jobs for T&T, he typically reports his hours to Chief Elrod and then receives a direct deposit from T&T.

Officer Sullivan previously worked kayaking events hosted in the Tallulah Falls, which are sponsored by Georgia Power. These typically occur twice a year. In the last year or so, Officer Sullivan has also worked on an extra job with Chief Elrod at a Georgia Power site on Tallulah Road in Habersham County on three (3) occasions. That job ended on May 28, 2025. Since then, Chief Elrod has told him that the extra work has "all dried up" and there are no more extra T&T jobs in Tallulah Falls. Officer Sullivan does not believe that to be the case, and he believes that Chief Elrod is using Town-owned equipment, vehicles, and payroll for extra jobs being performed by other part-time employees of the Police Department.

Officer Sullivan provided several examples related to his suspicions. Specifically, Officer Sullivan provided information surrounding three (3) extra jobs on November 1-2, 2025, November 8-9, 2025, and November 15-16, 2025, involving four (4) part-time Police Department employees.

The first example (in terms of the timeline of relevant issues surrounding extra jobs raised by Officer Sullivan) occurred sometime at or near a Georgia Power-sponsored kayaking event on November 1 and 2, 2025 in Tallulah Falls. Officer Floyd Canup ("Officer Canup"), a part-time officer for the Police Department and full-time officer for the Habersham County Sheriff's Office, worked the event. Officer Sullivan does not know if Officer Canup was engaged by T&T to work the event as an extra job, but he knows that Officer Canup was not on duty for the Police Department that weekend. However, Officer Canup turned in a timesheet to the Police Department. Officer Sullivan saw this timesheet on a desk at the Police Department but did not pay attention to the number of hours listed by Officer Canup on the timesheet. Officer Sullivan said that it is not uncommon to see timesheets left on a desk for Chief Elrod to sign and submit. Timesheets are turned in every two (2) weeks on Monday and paid Friday of the same week.

Officer Sullivan explained that timesheets are appropriate if an officer is on duty for the Town, but not when an officer is working an extra job. Extra jobs are paid by the private security vendor. Officer Sullivan did not discuss the timesheet with Officer Canup or Chief Elrod.

The second example occurred at or near November 8-9, 2025, involving a Georgia Power-sponsored kayaking event worked by Officer Justin Askey ("Officer Askey"). Officer Askey is part-time with the Police Department and full-time with Habersham County Sheriff's Office. Officer Askey is a three-time combat veteran in Iraq and former Marine. Officer Askey was not on duty with the Police Department that weekend and had not worked an extra job before. Officer Sullivan explained his duties to him. After that weekend, Officer Sullivan noticed that Officer Askey had turned in a timesheet. Officer Sullivan asked Officer Askey if he had gotten his "extra Christmas money" working the extra job detail. Officer Askey replied that he did not know what

³ As of the date of this report, the undersigned understands that T&T has ended its relationship with Chief Elrod. However, the undersigned does not know the circumstances surrounding T&T's decision, nor is the same particularly relevant for the purposes of this investigation.

Officer Sullivan was talking about; that he did not work for T&T or any other private security detail; and that he was told to turn in a timesheet. Officer Sullivan was troubled that Officer Askey might have been paid regular part-time wages through the Police Department instead of the higher hourly wage for extra jobs. Officer Sullivan was also concerned about whether an invoice to T&T was submitted for these wages that were not paid to Officer Askey.

The third example occurred at or near November 15-16, 2025, and involved both Officer Canup and Casey Brown, the security officer at Tallulah Falls School (“Mr. Brown”). Officer Canup worked the extra job shift for another kayaking event on the 15th, and again, Officer Sullivan saw a timesheet turned in by Officer Canup.

Mr. Brown covered the November 16th extra job shift. Mr. Brown is a private security officer for the local private high school and middle school and has never worked a shift for the Police Department. Officer Sullivan described Mr. Brown as an “interesting character” but also stated that he does not know him very well. Chief Elrod has purportedly said that Mr. Brown will never work a shift for the Police Department.

On November 16, Mr. Brown provided security at the shuttle pick-up point. Mr. Brown’s primary responsibility was to ensure that no one parks at the pick-up point. Officer Sullivan asked Mr. Brown why he didn’t turn in a timesheet and Mr. Brown stated that his wages were sent to him via Venmo. According to Officer Sullivan, this is normal when officers are not direct employees or contractors of T&T.

Of concern to Officer Sullivan was that on November 16, 2025, Mr. Brown performed his extra job details using a 2019 Tahoe owned by the Police Department. This 2019 Tahoe is one of two (2) vehicles for part-time officers’ use. The other is a Dodge Charger. Officer Sullivan and Chief Elrod both have a 2024 Tahoe as their patrol cars. It is Officer Sullivan’s understanding, which originated from a conversation with Chief Elrod, that they are not allowed to use their patrol cars for extra jobs. Chief Elrod said that the Mayor Mike Early (“Mayor Early”) instituted this prohibition. Accordingly, Officer Sullivan uses his personal vehicle on extra jobs. Officer Sullivan has since asked Mayor Early about this, and Mayor Early said that he will allow the use of Police Department patrol cars for extra jobs, but that there is a process that must be followed first. This process requires permission from the Mayor and Town Council, after specific information is provided and approved (such as location, hours, insurance coverage, financial agreement for utilizing Town equipment/gas/maintenance). Officer Sullivan has never been through the process and assumes that Chief Elrod has not either but does not know.

According to Officer Sullivan, the use by Mr. Brown of the 2019 Tahoe on November 16, 2025, is not the only time Mr. Brown has used the 2019 Tahoe patrol car for an extra job. Officer Sullivan stated that on the documentation he provided that there are additional dates noted where Mr. Brown has used the patrol car for some unknown purpose. Further, Officer Sullivan has reviewed City Hall camera footage showing Mr. Brown’s car in the parking lot and the patrol car missing. According to Officer Sullivan, Mr. Brown stated that he did some “extra-job” work in Atlanta, and Officer Sullivan also believes that Mr. Brown is using the patrol car for extra job security details at Tallulah Falls School. Notably, Officer Sullivan admitted that on at least three (3) occasions, he has also performed outside work for Tallulah Falls School while also being on

duty for the Town and been paid for these by the Town of Tallulah Falls. Officer Sullivan did not give dates for these examples. Officer Sullivan stated that Chief Elrod has told him to do this because the school needed security coverage and that if Chief Elrod “told you to do something, you better go do it.”

Officer Sullivan observed that, following his complaint to Mayor Early on December 7, 2025, he believes Mr. Brown has stopped using the 2019 Tahoe. However, the computer, internet, and GPS have not been working in the patrol car used by Mr. Brown; so, Officer Sullivan has only been able to “keep an eye on it” using GPS since the end of January 2026, when Chief Elrod changed out the SIM card in the vehicle.

Officer Sullivan further reported that about a month ago, Mr. Brown borrowed the Police Department’s part-time officer tactical vest. This vest is used by any part-time employee on duty. According to Officer Sullivan, Mr. Brown has not returned the vest.

According to Officer Sullivan, while he has been keeping tabs on Chief Elrod since September of 2024, the situation with Officer Askey in November of 2025 prompted Officer Sullivan to make his report to Mayor Early.

Officer Sullivan further reported to the undersigned another situation that took place on April 12-13, 2025, this time involving him. Chief Elrod called him on April 12, 2025, and told him that there was a Georgia Power sponsored kayaking event that weekend that she was not aware of. Chief Elrod said that she could not find anyone to take an extra job that weekend. Officer Sullivan told her that he was on duty and that, due to the event being in Town, he could make routine laps around the event to check on it. Chief Elrod agreed with this plan. Thereafter, Officer Sullivan began to suspect he would not get paid by T&T for his effort as an extra job. Officer Sullivan reportedly told Chief Elrod that she should charge T&T for ten (10) hours of his time and ten (10) hours of Chief Elrod’s time. Officer Sullivan said that he was paid by T&T for ten (10) hours, which “proved” to him that invoices were still being submitted for time also spent by Police Department officers on duty.

During the interview with the undersigned, Officer Sullivan made additional allegations against Chief Elrod, including her failure to report for duty and Chief Elrod’s use of Town-owned equipment and vehicles for her personal gain. The facts presented by Officer Sullivan supporting these two allegations are intertwined and are presented together below.

Officer Sullivan stated that the chief complaint from local citizenry is that Chief Elrod is never “here.” Officer Sullivan reported that he has been tracking Chief Elrod’s patrol car through the Police Department’s Axon software, which includes GPS information. This tracking information dates from September 30, 2024, forward. Chief Elrod is not aware that he has been tracking her patrol car’s location. Officer Sullivan alleged that Chief Elrod is either absent or working extra jobs in lieu of reporting for duty.

The first example of this occurred sometime at or near the installation of the Police Department’s new Axon software. Officer Sullivan and Ms. Lapeyrouse were in an office in City Hall working with the software when Ms. Lapeyrouse asked Officer Sullivan the purpose of the

“Respond” tab on the software. Officer Sullivan explained that by triggering this tab, the user can see the current location of all of the Police Department’s patrol cars. Ms. Lapeyrouse clicked the tab, which then showed that Chief Elrod’s patrol car was located in Atlanta. Ms. Lapeyrouse expressed concern about this and asked Officer Sullivan why Chief Elrod was in Atlanta. Officer Sullivan responded that he did not know, but that Chief Elrod might be picking up supplies. Officer Sullivan still does not know what Chief Elrod was doing in Atlanta that day.

The next day, Officer Sullivan advised Chief Elrod that three people – Chief Elrod, Officer Sullivan, and Ms. Lapeyrouse – had access to the Police Department’s GPS systems through the Axon software and could see where the Police Department’s patrol cars were, including Chief Elrod’s. The following day, neither Officer Sullivan nor Ms. Lapeyrouse could trigger the Respond tab. Chief Elrod informed Officer Sullivan that she had removed their permission to do so.

Another example is the GPS location information from Chief Elrod’s patrol car. Unbeknownst to Chief Elrod, Officer Sullivan still has access to see where Chief Elrod’s patrol car is located. While troubleshooting a separate issue with Axon, Officer Sullivan discovered that he could pull an audit trail for the “hub” located in each patrol car. Officer Sullivan described the hub to be like the “brain box” of the patrol car, and the audit tab includes live GPS tracking.

A further example was Chief Elrod’s use of Officer Sullivan’s patrol car, a 2024 Tahoe, on January 28, 2025. Officer Sullivan’s patrol car was having some camera issues and Chief Elrod drove it to Atlanta to be fixed. The Axon software later alerted Officer Sullivan that the blue lights on his patrol car had turned on. Officer Sullivan explained that when an officer turns on his or her blue lights, this triggers the Axon software to begin recording video evidence. Officer Sullivan does not know whether Chief Elrod was aware of this, because the software was still new to them at the time.

Officer Sullivan reviewed the evidence and learned that his patrol car was at the T&T location that day. However, as shown by Officer Sullivan to the investigator, this evidence no longer exists on the Axon website. Instead, it appears to have been deleted. The only remaining information available is a log showing who viewed the evidence. Officer Sullivan’s name appears at a later date as a viewer. However, Officer Sullivan also took a screen shot of his patrol car with the blue lights on at the T&T extra job location.

Officer Sullivan stated that the only person with permission to permanently delete evidence on the Axon website is Chief Elrod. Officer Sullivan believes that he can request evidence be deleted but that this request is subject to Chief Elrod’s approval or requires another step.

Following this incident, Officer Sullivan states that he decided to start documenting Chief Elrod’s whereabouts. Officer Sullivan did not talk to Chief Elrod about this incident and Chief Elrod has not used his patrol car since this event.

Officer Sullivan reported that he generally looks at Chief Elrod’s GPS locations on Monday through Thursday and some weekends, or otherwise at random. When he does so, Chief Elrod is usually at home (about 25 minutes away from Town Hall), a local veterinary clinic (in Alta,

Georgia, also about 25 minutes away from Town Hall), the doctor's office (located in Gainesville, Georgia, about 45 minutes away for Town Hall), or on extra jobs.

With respect to the veterinary visits, Officer Sullivan explained that Chief Elrod has a limited liability company, through which she breeds and raises bulldogs. Officer Sullivan further explained that Chief Elrod has a heart condition, but he does not know any specifics about same.

Officer Sullivan reported that Chief Elrod has been doing extra jobs at three Georgia Power sites located at Tallulah Road in Habersham County (about 15 minutes away), Lake Rabun Road in Rabun County (known as the Nacoochee Dam project, about 25-30 minutes away), and at Day Lily Lane in Rabun County (distance unspecified). The extra job at Tallulah Falls ended around May 28, 2025, and the other two jobs are more recent. Officer Sullivan assisted with the extra job at Tallulah Falls on three (3) occasions and saw Chief Elrod's patrol car at this extra job. Officer Sullivan reported that Chief Elrod has continued to work at the Nacoochee Dam and Day Lily Lane sites on Mondays, Tuesdays, Thursdays, and occasionally on weekends. Chief Elrod has told him that the hours for these extra jobs are 5 p.m. to 5 a.m., but Chief Elrod also told Officer Sullivan that no one notices if someone leaves early. Based on GPS data, Chief Elrod has only stayed until 5 a.m. a couple of times. However, Officer Sullivan also stated that he does not know the terms of her agreement with T&T and has not talked to anyone at T&T concerning same. He does not believe that Chief Elrod is aware that he knows she still regularly works for T&T.

Officer Sullivan also offered several examples of what he believed to be Chief Elrod falsely reporting her whereabouts.

One example involved Chief Elrod purportedly reporting to the Mayor and Town Council that Officer Sullivan routinely attends NET meetings and that she routinely attends police chief peer meetings. Officer Sullivan said that when he first started at the Police Department, he would attend these meetings. At some point, these meetings were located in Gwinnett and Elberton, and he told Chief Elrod he did not want to drive the long distance for one-hour of learning credit. Chief Elrod did not have an issue with this, and he has not been to a NET meeting in about a year and a half. Officer Sullivan has been questioned by the Mayor and Ms. Lapeyrouse about his attendance at these meetings, as Chief Elrod's reports to the Mayor and Town Council indicate that he is still attending these monthly meetings. Officer Sullivan said that, based on GPS information, Chief Elrod is not going to her police chief peer meetings either, but reporting to the Mayor and Town Council that she is attending. Officer Sullivan stated that there was a police chief peer meeting on January 20, 2026, and he thinks it was in Gwinnett. Chief Elrod's patrol car GPS data does not show her in Gwinnett that day.

Another example was the November 16, 2025, kayaking event previously described herein. Officer Sullivan said that participants park for this kayaking event at a specific parking lot, where they are then picked up by shuttle, and taken to the event. The parking lot is located on a hill at or near Officer Sullivan's personal residence. Officer Sullivan said that approximately 50-75 cars park in this lot for the event. Officer Sullivan described the parking lot area on November 16, 2025, as a particularly "crazy" day, with dog fights, drinking, the presence of marijuana. Someone also ran over his Starlink satellite. Two DNR officers were present, as well as a trooper, but Officer Sullivan still clocked in to help control the parking lot area. Officer Sullivan believes that he

worked about an eight-hour shift that day. During that shift, Officer Sullivan wrote a ticket for criminal trespass on state property for the owner of one of the disorderly dogs.

When Officer Sullivan reported for duty the following Monday, Ms. Lapeyrouse told him that Chief Elrod told her that she had to work on November 16, 2025, because she could not find anyone to cover the Town. Officer Sullivan checked Chief Elrod's patrol car location on November 16, 2025, and found that her patrol car never left her personal residence. At some point, he told Ms. Lapeyrouse that he had worked that day but did not tell Chief Elrod that he had worked on November 16, 2025. Officer Sullivan said that he was "worried" that Chief Elrod would know that he was at work and she was not. Instead, Officer Sullivan kept quiet about this and did not submit a timesheet for the hours.

Officer Sullivan said that, since December 28, 2025, he has also started documenting dates that Chief Elrod reports for duty. Since receiving the investigator's January 21, 2026, email, Chief Elrod has purportedly been at City Hall more often.

A final example involved Chief Elrod's whereabouts on January 26, 2026. Officer Sullivan stated that this was the Monday after the recent ice storm. Officer Sullivan was on duty doing road-clearing with a chain saw. Chief Elrod reported for duty around 9:00 a.m. and drove around the Town for about a half an hour. Officer Sullivan claimed that Chief Elrod was not around thereafter. Officer Sullivan checked Chief Elrod's location and claims that she was on the extra job at Lake Rabun Road. That evening, a CAD dispatch came in, and Officer Sullivan looked at it. Officer Sullivan claimed that Chief Elrod had clocked in around 9:00 a.m. and clocked out around 8:00 or 8:30 p.m.

Based on all the foregoing, Officer Sullivan believes that the local citizenry's complaints about Chief Elrod never being in Town appears to be valid, and he believes that Chief Elrod is inappropriately using Town-owned equipment and vehicles for her personal benefit.

Officer Sullivan also alleged that Chief Elrod has failed to properly maintain an inventory of Police Department equipment or allowed such equipment to be used for improper purposes. Officer Sullivan further reported that he receives complaints from local citizens and administration that the Police Department does not maintain an inventory. Officer Sullivan provided several examples that he believes supports these claims.

Officer Sullivan stated that when he first joined the Police Department on a part-time status, there was no official Police Department firearm for use by part-time officers. When he was hired on a full-time basis, he told Chief Elrod that he would not use his personal firearm for official duty. Chief Elrod stated that there was another firearm that could be used but bought him a new one instead. Officer Sullivan said that the rumor is that the missing firearm is being used by Officer Matthew Arnold, an officer with the Cornelia Police Department, and Chief Elrod's girlfriend's brother-in-law. Officer Arnold appears on the part-time roster for the Police Department, but Officer Sullivan claims he has never worked a shift for the Police Department. This rumor comes from conversations with the officers that have worked for the Police Department.

Another example involved two (2) AR-10s ordered and purchased for the Police Department. Officer Sullivan claims that he was present at the armory when Chief Elrod ordered these guns but does not remember when this took place. Officer Sullivan claims that he has not seen the purchased guns until they “showed up” shortly after filing his complaint.

Officer Sullivan further claimed that Chief Elrod had used Police Department funds to purchase a dog hair seat protector for personal use. Officer Sullivan stated that after both he and Chief Elrod had gotten their new patrol cars, Chief Elrod asked if there was anything not otherwise readily available that he needed for his patrol car. Officer Sullivan requested weather tech mats to ensure his police-issued shoes did not rip car’s flooring. On or about August 21, 2024, Chief Elrod texted him to tell him that the floor mats were at the office and to go get them. He opened the box with his mats and put them in his car. Officer Sullivan also opened a second box, which contained the dog hair seat protector. Officer Sullivan did not know what it was at first, so he looked up the invoice and SKU number. Officer Sullivan said that Chief Elrod does not have a dog cage in her car. Officer Sullivan texted her that the seat protector had come in, that he did not know if she had ordered it, but that she could have it as he did not need it for “bad guys.” Chief Elrod purportedly texted him thank you. This incident made Officer Sullivan feel uncomfortable.

Officer Sullivan also detailed other incidents that took place which he believes demonstrate conduct unbecoming an officer and/or shows that Chief Elrod is a “hard woman to work for.”

One such incident took place in October 2024. Officer Sullivan’s wife was imminently expecting a child, and Officer Sullivan said that “everyone” knew about this pregnancy. Chief Elrod was preparing to go on vacation around this time and asked if he was able to work the week of Halloween. Officer Sullivan replied in the affirmative but informed her that his wife was set to be induced on Halloween and he could not work that day. Chief Elrod said that was not an issue, but that she also would not be coming in. According to Officer Sullivan, Chief Elrod commented “the hell with Tallulah Falls, I’ll figure it out.” Officer Sullivan also told Mayor Early that his wife was expecting a baby on Halloween and that he would be out for a few weeks.

Officer Sullivan stated that a couple of weeks later, he came into the office to fill out time sheets. Ms. Lapeyrouse told him that he needed to talk to Chief Elrod because she was “pissed” and claimed that she didn’t know Officer Sullivan’s wife was pregnant. Officer Sullivan talked to Chief Elrod, who also told him that she didn’t know he was having a baby. However, Officer Sullivan claims that this conversation did not end the matter. Officer Sullivan came into possession of an email dated November 6, 2024, from the Mayor to Chief Elrod related to his employment. A copy of this email was provided to the investigator. Ms. Lapeyrouse, a Town Council member, and the Town Attorney were copied on the email. Officer Sullivan’s understanding of the email was that Mayor Early had been told that Chief Elrod had a problem with Officer Sullivan and was planning to fire him and Mayor Early informed her that she did not have the authority to do so. Officer Sullivan called Chief Elrod after reading the email and asked if she was planning to fire him. Chief Elrod said no, but that she had said some things she should not have. To Officer Sullivan’s knowledge, Chief Elrod has not threatened to fire him nor made any statements about firing him since this incident.

Officer Sullivan also alleged that Chief Elrod has acted suspiciously with respect to use of City Hall master keys. Officer Sullivan explained that Chief Elrod provides officers with a master

key to City Hall upon employment. He has a master key, which he thinks opens all City Hall offices, but was not completely certain. On November 7, 2025, while Officer Sullivan and Chief Elrod were at the rifle range, Chief Elrod asked if he had a master key, to which he responded affirmatively. Chief Elrod replied that this was her key and she gave him the wrong one. Officer Sullivan said that Chief Elrod seemed upset about this, so he volunteered to give the key back to her. He did not have it in his possession at the time.

On November 10, 2025, Officer Sullivan said that Chief Elrod “cornered” him at City Hall and demanded the key. Officer Sullivan again informed her that he did not have it on him, but that he could go home to look for it. Officer Sullivan claimed that Chief Elrod seemed irritated; so, he asked her about the urgency to get the key back. Chief Elrod purportedly replied that she needed to get into Mayor Early’s office. This was a “red flag” to him and he felt uncomfortable. According to Officer Sullivan, Chief Elrod then quickly realized what she had said and qualified that she needed the key in case the server went down. The server is located in Mayor Early’s office. Officer Sullivan informed the investigator that the server does consistently go down, and Mayor Early has to go to City Hall and reset it. Officer Sullivan gave the key to Mayor Early that same day.

On November 12, 2025, Chief Elrod purportedly bought new locks to rekey all of City Hall. Officer Sullivan said that the locks were not changed, but he does not know why. On December 3, 2025, Chief Elrod again asked how he was getting into all the Town Hall offices and he told her that he had returned his key. On December 4, 2025, Chief Elrod changed Ms. Lapeyrouse’s office door lock. Officer Sullivan stated that he documented all of this due to his feelings of discomfort following the November 10, 2025, conversation with Chief Elrod.

Another example given by Officer Sullivan involved Chief Elrod making negative public comments about Mayor Early. Officer Sullivan said that it is “no secret” that the Mayor and Chief Elrod do not get along. After the Police Department ordered new patrol cars, Chief Elrod and Officer Sullivan went to Mayor Early’s office to pick up the purchase checks. Mayor Early handed Chief Elrod a copy of some Georgia statutes that he had highlighted and told her that he wanted white light bars on the top of the vehicles and normal (not ghosted) font on the patrol cars. According to Officer Sullivan, Mayor Early wanted citizens to know police were present. Officer Sullivan’s patrol car has “ghosted” font and Chief Elrod’s patrol car does not have any markings at all. The part-time patrol car also has ghosted font on it, with no white bar light along the top. Officer Sullivan alleged that when he and Chief Elrod got into the car to go pick up the first new patrol car, Chief Elrod said, “I’m the fucking chief and I’ll do what the fuck I want to do.” Officer Sullivan said that he encouraged her to order at least one car with the white light bars and normal font. Chief Elrod did not do this.

Officer Sullivan further reported that Chief Elrod has made public comments about moving a friend to Tallulah Falls to “run this mayor off and to clean up the Town.” He has also been present for a conversation between Chief Elrod and a local landowner about purchasing some land, in which she repeated her statement about “running off” Mayor Early and “cleaning up” the Town. Officer Sullivan claimed that Chief Elrod was in uniform at the time. Officer Sullivan said that he was trained not to make negative public comments while in uniform and believes Chief Elrod acted inappropriately by doing so.

By way of general commentary, Officer Sullivan also observed that he thinks that Chief Elrod is trying to start up her own private security company. Officer Sullivan claims that Chief Elrod has completed all the requirements to receive a private security company certification and that Chief Elrod has stated her intent to contract directly with Georgia Power in lieu of working with T&T. She purportedly believed that she would receive the contract because she is gay and a diverse business owner and declared that she would “get hers.”

Officer Sullivan stated that he does not know the name of Chief Elrod’s private security company but has tried to look up her license. At one point, Chief Elrod purportedly told him that the State of Georgia would not grant her a license because she is the chief of police; so, she intended to try and put the license in Officer Arnold’s name instead. Officer Sullivan has screen shots from the Secretary of State’s website showing her private security license and Officer Arnold’s as “lapsed,” but he has learned from another officer that the Secretary of State does not always update these statuses in real time and they could actually be active.

Officer Sullivan stated that he did not originally volunteer this information because it is “useless” except to “perhaps show what [Chief Elrod] is trying to do.” Officer Sullivan believes that the expense of the private security licensing process is one of the reasons Chief Elrod is working extra jobs. Officer Sullivan believes that Georgia Power declined her offer of services.

Officer Sullivan did not file an official written complaint with the Town. On December 7, 2025, Officer Sullivan met with Mayor Early in his office at City Hall to express his concerns. This was not a scheduled meeting. Officer Sullivan said that incident involving Officer Askey’s wages for the extra job on November 8, 9, 2025, was the focal point of his conversation with Mayor Early. Officer Sullivan also said that Mayor Early was familiar with complaints about Chief Elrod failing to report for duty and working extra jobs. Mayor Early asked Officer Sullivan if he had proof of the allegations, and Officer Sullivan gave him a nine-page document on a USB fob that showed the location of Chief Elrod’s patrol car since September 20, 2024, with dates and times of Chief Elrod working extra job details. Officer Sullivan recalls Mayor Early being shocked and saying “I believe I’m going to throw up” in response to Officer Sullivan’s complaint, and that he thought Mayor Early acknowledged that it didn’t look good, even if he didn’t yet know if Chief Elrod had done something wrong.

During his meeting with Mayor Early on December 7, 2025, Officer Sullivan sent an email from his Police Department account to Mayor Early to formally document his report in writing. A copy of that email was provided to the investigator. That email states that Officer Sullivan is documenting for the record his complaint but also states that it was not a “request for action” but rather to confirm that the information was reported to the proper authority. Officer Sullivan said that he also wanted to be sure that he provided something in writing so that if the GBI was brought in, there was a clear reporting trail.

Officer Sullivan cannot recall having any specific conversations with Mayor Early following the December 7, 2025, meeting. Officer Sullivan reported that he has not had any direct conversations with Chief Elrod about his report. Chief Elrod “cornered” him after they both received the investigator’s email informing them of the investigation, but Chief Elrod has told Officer Sullivan that she suspects that a former, disgruntled officer with the Police Department,

Officer Matt Nall, triggered the investigation. Chief Elrod also told him during the recent ice storm that she believed the investigation was about her and that she contacted the Town Attorney and the investigator's office. Chief Elrod also informed him that she was going to get an attorney and file a harassment claim against the Town. When she asked him if he planned to hire counsel, he responded that he was not going to, being under the impression at that time that this was an internal audit and he would not be allowed separate counsel.

Officer Sullivan said that Ms. Lapeyrouse is a personal friend and he tries to draw the proper lines on what personal versus professional communications. Officer Sullivan believes that he told Ms. Lapeyrouse that he had provided Mayor Early with information, but that was the extent of their communication on the subject. Officer Sullivan thinks that Ms. Lapeyrouse knows what has been submitted, but he is not sure. Officer Sullivan said that Ms. Lapeyrouse is aware that Chief Elrod is never at the office and will not be surprised by the investigation.

During the interview, Officer Sullivan provided the investigator with a USB fob that included documentation of dates, times, and GPS locations of Chief Elrod's patrol car, as well as screen shots (such as the one taken of Officer Sullivan's car at T&T on January 28, 2025). This documentation includes the audit trail from Axon of the "hub" of Chief Elrod's patrol car. Officer Sullivan explained that the entries on this audit trail are created when a patrol car turns off and on and when its blue lights are on. This also demonstrates how long a car is stationary. The audit trail, however, does not say where a vehicle is located. Officer Sullivan created a document that he submitted to the investigator with dates and times where he suspected Chief Elrod's patrol car was at an extra job and highlighted dates that matched taken screen shots. The USB also contains information related to T&T, including typical shift hours, the owner's contact information, other employee information, the names of officers known for working extra jobs for Chief Elrod, and a list of officers who worked and got paid by the Town rather than a private security company.

When asked what he expected or hoped would happen following his complaint, Officer Sullivan said that he anticipated that "this day" would come but did not otherwise have a specific expectation of a result.

2. Linda Lapeyrouse, Tallulah Falls Town Clerk; interview conducted on Monday, February 2, 2026 at the Tallulah Falls Town Hall.

Ms. Lapeyrouse began working with the Town of Tallulah Falls in October 2018 and was hired as Town Clerk. She stated that the Town does not have a City Manager and, as a result, Ms. Lapeyrouse handles administration, human resources, finance, court, and zoning administration — "all the hats" other than police and fire.

Payroll for the Police Department (the "Police Department") is administered such that the police chief is supposed to review and approve handwritten timesheets submitted by the officers and then turn them in to Ms. Lapeyrouse. Ms. Lapeyrouse then sends payroll to an outside accounting firm (Mixon & Mixon), which processes the payroll. The outside accounting firm then sends the payroll back to Ms. Lapeyrouse for review and approval, at which point she makes any necessary changes and returns it to the accounting firm to send to ADP (a national company providing payroll and HR services to employers).

Chief Elrod is responsible for ensuring the accuracy of the officers' timesheets. Ms. Lapeyrouse stated there was a period when Chief Elrod was not signing the timesheets to show review and approval, noting this as the biggest issue she has had with Chief Elrod in relation to payroll. Ms. Lapeyrouse said there has never been an audit of payroll for the Police Department.

When asked whether there have been questions regarding payroll or timesheet accuracy, Ms. Lapeyrouse stated that she has personally questioned Chief Elrod's timesheets, as there are many days reflected on the timesheets when she has not seen Chief Elrod. She noted that Chief Elrod has a reputation for not always being in the office, but that Chief Elrod usually has "her days marked." Ms. Lapeyrouse stated that she works Monday through Thursday and typically sees Chief Elrod in the office two to three times per week, noting that Chief Elrod may come in briefly and then not return that day. Ms. Lapeyrouse also stated that Chief Elrod handles camera tickets and reviews and approves them remotely. In Ms. Lapeyrouse's view, this explains the time on Chief Elrod's timesheets when she is not in the office, as the Town would be required to pay her for such work given her exempt status.

When asked about part-time officers' timesheets, Ms. Lapeyrouse noted that Chief Elrod's brother-in-law (Matthew Arnold) appeared on payroll a few times, but she had no way to verify whether he was working, particularly before cameras were installed. She stated that she questioned whether he was working. Ms. Lapeyrouse also stated that she received a direct deposit change form for Officer Arnold that did not appear to have the same signature as the original form, although she confirmed with the bank that the account was in Officer Arnold's name.

The Town has never contracted with a private company for police or security services. Ms. Lapeyrouse stated that Chief Elrod coordinates officers to work Tallulah Falls School ("TFS") ballgames, sometimes working them herself and sometimes assigning others. Ms. Lapeyrouse stated that TFS pays the officers directly, and this is not processed through the Town. She stated that during a TFS security detail, the working officer should only be paid by TFS; however, if an incident occurs requiring on-duty officers to respond, those officers would be paid by the Town in that emergency situation. Ms. Lapeyrouse stated that she knows that Chief Elrod sometimes walks through the school and does so on the Police Department's (the Town's) time. However, she explained that Chief Elrod's role with TFS is primarily coordinating coverage for sporting events, which is paid by TFS.

Ms. Lapeyrouse noted that TFS has its own security officer on campus, Mr. Brown. She stated that Mr. Brown is also listed on the Police Department's roster, even though he has never worked for the Police Department. Ms. Lapeyrouse further noted that she knows that Mr. Brown has used a Police Department vehicle even though he has never been on duty for the Police Department. When asked about any policy governing this, Ms. Lapeyrouse stated she was not aware of one and suggested it may relate to his being on the roster through POST. She added that the Town has not had any incidents, and she does not know where liability would lie.

Ms. Lapeyrouse stated that Town Council has approved a requirement that full-time officers obtain permission to perform security work for other entities and provide proof of insurance showing that the other entity covers them. Depending on the situation, use of a Police Department vehicle may be approved. Ms. Lapeyrouse stated that she was not aware of Town

Council addressing the use of Police Department vehicles by individuals who are never on duty with the Police Department but who are on the Police Department's roster.

Ms. Lapeyrouse stated that there are only two full-time officers — Chief Elrod and Officer Sullivan. She stated there is a larger roster of part-time individuals, including some who have never worked for the Police Department but work security details elsewhere. She noted that Chief Elrod has recently tried to clean “some of that up.” Ms. Lapeyrouse stated that some individuals may need to be affiliated with a police department through POST to work certain security jobs, and Elrod may add them to the roster with the expectation they could also work for the Town, although they may not do so.

Ms. Lapeyrouse stated that Chief Elrod recently removed some individuals from the Police Department' roster, including Mitchell Pharris, who was let go on January 5, 2026 and was not happy about it. Chief Elrod told Pharris she was cleaning up the roster and could not continue paying PTSD insurance for individuals who never actually worked for the Police Department. Chris Mobley was reportedly told the same thing, although Ms. Lapeyrouse was not certain of his termination date and indicated he may have been allowed to remain longer. Neither individual received a separation notice, because they were both part-time employees. Ms. Lapeyrouse noted that Pharris is now unable to work his private security job and is unhappy about it.

Ms. Lapeyrouse is aware of T&T, which provides security for Georgia Power, and believes both Chief Elrod and Officer Sullivan have worked for T&T, with Chief Elrod doing more and coordinating the work. When asked whether a Police Department employee/officer had ever been paid by both the Town and T&T for the same time, Ms. Lapeyrouse stated Officer Sullivan recently told her of such a situation involving a kayak event, where an individual working for Georgia Power (through T&T) appeared to also be reflected on Town payroll. She stated she has no way of verifying whether that individual was working for the Police Department or Georgia Power (through T&T) at that time.

Ms. Lapeyrouse stated that there has more recently been tracking placed on the Police Department vehicles. She no longer has access to this tracking but noted it was useful for determining who was working, as officers do not always come into the office. Ms. Lapeyrouse also noted that the Mayor, Mike Early, can request dispatch records for verification purposes and recently did so to determine whether Chief Elrod reported being on duty during an ice storm. Ms. Lapeyrouse did not know the result of Mayor Early's dispatch record request and review, also noting that Chief Elrod has not yet submitted timesheets for that period.

Ms. Lapeyrouse stated that payroll records are retained for several years. In addition to the Chief Elrod's verification of the officer's timesheets, dispatch records from Habersham County 911 Dispatch would reflect when officers report being on duty.

Ms. Lapeyrouse stated that, other than the Chief, there is usually only one officer on duty, although there may be occasions where a part-time officer is also on duty, such as during special events. She stated there is nothing prohibiting multiple officers from being on duty. Lapeyrouse stated that Officer Sullivan typically works a 40-hour week but works every other weekend, so the

schedule varies. She also noted that Chief Elrod does not really work traffic and has probably written a handful of tickets since she has worked for the Police Department.

Ms. Lapeyrouse stated that the relationship between Chief Elrod and the Mayor Early is strained and has been for some time, noting that Chief Elrod was hired under the prior mayor. She also noted that there was pressure on the Mayor Early to terminate Chief Elrod when he took office, but he did not do so. Ms. Lapeyrouse stated that criticism of Chief Elrod generally centers on her not being present in the office and working for other entities such as Georgia Power (through T&T). Ms. Lapeyrouse does not think the criticism of Chief Elrod specifically involves complaints that Chief Elrod is being paid by the Town when she is working for Georgia Power (through T&T). Because Chief Elrod is an exempt employee, Ms. Lapeyrouse is uncertain of what her minimum hours are and would have to review the employee handbook to see if this it provides a minimum number of hours for Chief Elrod. Ms. Lapeyrouse again noted that she knows that Chief Elrod puts in a lot of time on the camera tickets, especially when the cameras were running all day.

Ms. Lapeyrouse stated she has not personally received formal complaints from within the Police Department but has heard informally that Chris Carter had issues with Chief Elrod and may have resigned. She stated Chris Carter covered security details for Chief Elrod in addition to his regular job, and Mr. Carter thinks Chief Elrod retaliated against him because he was not able to work when Chief Elrod wanted him to work (even though this was not necessary for the Police Department). Ms. Lapeyrouse also stated that Officer Sullivan expected to receive more moonlighting security work but has not done as much as anticipated. She stated Officer Sullivan had raised concerns to Mayor Early about whether he was working for the Police Department or for Georgia Power (through T&T) at certain times. She noted that Officer Sullivan can track Chief Elrod's vehicle location and has discussed it with Mayor Early.

Ms. Lapeyrouse stated that Officer Sullivan has expressed interest in attending chief training, which requires rank, and that Chief Elrod has indicated he will not be given rank. Ms. Lapeyrouse stated she believes this reflects Chief Elrod's concern about job security and distrust between Chief Elrod and Officer Sullivan. Ms. Lapeyrouse noted that Chief Elrod knows that Officer Sullivan is friendly with Mayor Early, and Chief Elrod does not like it. However, she noted Officer Sullivan and Chief Elrod are generally friendly, while Mayor Early and Chief Elrod are more "civil."

Ms. Lapeyrouse stated she is not aware of Officer Sullivan attending certain meetings that would be compensable, although she believes he may have in the past. She stated Chief Elrod includes chief's meetings in her monthly report to Town Council, which is typically placed on the consent agenda and not discussed.

3. Chief Tonya Elrod, Tallulah Falls Chief of Police; interview conducted on Wednesday, February 18, 2026 at the Tallulah Falls Town Hall. Interview was conducted with Chief Elrod's legal counsel, Allyn Stockton, present.

Chief Elrod is the Chief of the Town of Tallulah Falls Police Department (the "Police Department"). She began working for the Police Department in 2019 and has served as Chief since her start date. Prior to working for the Police Department, she graduated from North Georgia

College and State University with a teaching degree. She then went to work for the Habersham County Sheriff's Office. She went to the police academy while employed by the Habersham County Sheriff's Office, graduating from the police academy in 1999. She was employed with the Habersham County Sheriff's until 2016 (when she decided to run for Sheriff and then did not return to her prior position).

When questioned about her relationship with Mayor Early (who is also Chief of the Town of Tallulah Falls Fire Department), Chief Elrod stated that she does not speak with Mayor Early and that he does not come to her to discuss matters related to the Police Department. She agreed that their relationship was professional only.

Chief Elrod stated her primary duties as Chief are administrative. In addition to "paperwork," the following are her biggest duties as Chief of the Police Department: (1) making sure elderly citizens are okay and checked on; (2) monitoring traffic generally as well as the traffic flow at Tallulah Falls School ("TFS"); (3) keeping an eye on TFS; and (4) helping the Tallulah Gorge State Park when needed. Essentially, she tries to help the citizens in any way she can.

Chief Elrod agreed that her position as Chief also involves responsibility for the traffic cameras on the main road. Specifically, the company that has the cameras will send the information (*i.e.*, photograph showing tag, vehicle description, and the individual's information) to Chief Elrod, and Chief Elrod is responsible for verifying the car tag and checking the speed and time. Chief Elrod stated there are a lot of camera tickets to process, with the number per month fluctuating, noting having received 30,000 (early on), 7,000, 4,000, and 800 a month. She agreed the numbers are dependent on the time of the year. She did not have knowledge of the amount of revenue generated by the camera tickets.

When asked to provide a rough estimate of how much of her time she spends on camera tickets, she noted it would initially take about 95% of her time. However, since the beginning of this school year (approximately August 2025), the cameras' runtime has been reduced to 2 hours in the morning and 2 hours in the afternoon. As a result, Chief Elrod estimated the tickets now take up about 25% of her time.

Chief Elrod stated that the Police Department has two (2) full-time employees – Chief Elrod and Officer Sullivan. She stated she had a good working relationship with Officer Sullivan and no problems.

Chief Elrod stated that there are part-time employees on the Police Department's roster. Some of the part-time employees are employed with another police force or sheriff's office. She stated that the part-time employees are W-2 employees and are not independent contractors.

Chief Elrod, who is responsible for scheduling part-time employees, stated that the schedule for part-time employees varies because they are used for fill-in work only. Specifically, part-time employees are placed on the schedule when Officer Sullivan, Chief Elrod, or both, are off duty. She noted there could be days when a part-time employee would be working when she and/or Officer Sullivan were also on duty. When explaining when this could happen, she noted that using a part-time employee when she is on duty is different than using one when Officer

Sullivan is on duty, because, unlike Officer Sullivan, Chief Elrod does not work traffic. Her duties are usually administrative. That is, Chief Elrod is “kind of in and out or gone to either a class or something.” Chief Elrod also noted that she would be around when a part-time employee was new.

As it concerns the scheduling procedure, Chief Elrod explained that she will contact the part-time employees to see who wants to work when she has a day that needs coverage. The part-time employees will often ask how many hours will be involved, noting that she is flexible and often lets the part-time employee choose the hours as long as the hours are within reasonable range.

Chief Elrod stated there is a set rate for the part-time employees; however, she could not recall the present rate during the interview and would need to ask Ms. Lapeyrouse. Chief Elrod explained that the part-time employees’ time is tracked by the employee logging in with Habersham County’s 911 dispatch center when they begin a shift. Chief Elrod stated that the part-time employees are also required to keep a written timesheet that they must turn into the Town Clerk. When asked about the verification process on the time worked by the part-time employees, Chief Elrod stated that, considering the part-time employees are all police officers, she tries to take their word for it instead of calling the Habersham County 911 dispatch center to every time verify exact times worked.

When questioned about use of the Police Department’s equipment, Chief Elrod confirmed that she and Officer Sullivan both have assigned Police Department vehicles. She also stated that part-time employees also use a Police Department vehicle when on duty. Chief Elrod was uncertain whether the City has a written policy limiting the use of Police Department vehicles to when an officer is on duty, but she recalled a Town Council meeting where the Town Council discussed allowing Police Department vehicles to be used when an officer was “helping do details,” which the undersigned understood as being synonymous with extra job(s), as long as approved by the Town Council.

Chief Elrod stated that the Police Department does not supply part-time employees with a gun. Rather, the part-time employees that are employed with other police agencies have permission through their agencies to use their guns when on duty for the Police Department.

Chief Elrod confirmed that TFS has its own security officer, Mr. Brown. Chief Elrod stated that Mr. Brown is a full-time employee of TFS but also does part-time work for the Police Department. Chief Elrod believes that the Police Department and TFS have a good relationship. She explained that employees of the Police Department will work security detail for the sporting events of TFS that require a certified officer (*i.e.*, varsity boys and girls basketball and soccer). TFS will contact Chief Elrod and request coverage. Chief Elrod stated that Mr. Brown works at some of the TFS events, because he is a mandated (certified) officer.

When an employee for the Police Department works security detail for TFS, TFS pays that employee/officer directly (as opposed to paying the Police Department). Chief Elrod stated that Police Department vehicles are used when a Police Department employee/officer works security detail for TFS, nothing that use of the Police Department vehicle is authorized because “they” want people to know that security is present.

When asked about whether the Town of Tallulah Falls has a policy that would prohibit Chief Elrod or Officer Sullivan from “moonlighting,” Chief Elrod stated that Town Council has authorized them to moonlight (work security details for other entities/companies) within reason. She further stated that Town Council has authorized them to use their Police Department vehicles if the moonlighting detail is near the Town. However, if the moonlighting detail is not close by, Town Council approval is needed. Chief Elrod also stated that she would be authorized to use her Police Department vehicle to go to training in Forsyth, Georgia or to pick up supplies or equipment from different areas.

Chief Elrod acknowledged that she moonlights for T&T, a private security company that provides security coverage for Georgia Power sites and whitewater (kayaking) events in the area. She does not moonlight for any other company. She noted that she does have her own security company, Flashpoint Defense, but that she has never performed work for it. Rather, she got a license for this business for a security detail that she ended up not doing.

As it concerns coverage at the several Georgia Power sites located in the area, Chief Elrod stated Georgia Power requires security coverage at these sites when Georgia Power employees are not present. She stated that the moonlighting security detail for these Georgia Power sites (through T&T) would be outside of regular work hours. T&T also provides security coverage for the whitewater events in Tallulah Falls that are sponsored by Georgia Power. Chief Elrod believes that Officer Sullivan has also moonlighted for T&T for a Georgia Power security detail “once or twice,” noting that it is possible that Officer Sullivan also does other non-Georgia Power security details and extra job(s) work for T&T.

As it concerns the whitewater events for which Georgia Power requests security coverage from T&T, Georgia Power will call Chief Elrod (rather than T&T) usually the day before the event to request coverage. Chief Elrod explained that Georgia Power knows that the coverage is being provided through T&T and not the Police Department. Further, the individual who provides security coverage at the event is paid by T&T (as a 1099 contractor) and not by the Police Department. Chief Elrod stated that either she will cover the event or she will see if Officer Sullivan or one of the part-time employees of the Police Department can cover it. She stated that Town Council has approved use of Police Department vehicles when moonlighting to cover a Georgia Power whitewater event, with these events taking place within the Town. However, Georgia Power does not require that the individual be in a Police Department vehicle.

As it concerns security coverage at one of the Georgia Power sites, Chief Elrod stated that Georgia Power will usually contact T&T directly to request coverage, noting that Georgia Power has different coordinators who will reach out to her to help coordinate coverage if they are having issues. The individual who provides the requested coverage at the site is paid by T&T as a 1099 contractor. Chief Elrod stated that Town Council has approved use of a Police Department vehicle when moonlighting to cover a Georgia Power site for T&T, noting that there are 4 or 5 Georgia Power sites within the Town limits and two sites just outside of the Town limits. Again, Georgia Power does not require that the individual be in a Police Department vehicle, so Chief Elrod personally will use her Police Department vehicle or her personal vehicle when moonlighting to cover a Georgia Power site for T&T.

Chief Elrod agreed that Police Department employees/officers are paid only by TFS or T&T when moonlighting for TFS or T&T and that Police Department employees/officers are paid only by the Town when on duty for the Police Department. She has no reason to believe otherwise.

When questioned about Matt Nall, Chief Elrod stated that Matt Nall was employed with the Police Department when she became the Chief but was not there very long after she started. She believes he is still in the area, but she tries not to interact with him. Chief Elrod noted that during her most recent in-person contact with Matt Nall (at a time when he was still helping the fire department), Matt Nall responded to her request on the status of providing a list needed for a safety grant with the comment that she would get it when she got it. She also stated that Matt Nall had posted comments on Facebook to start rumors and had said “nasty things” about her, including that she was not qualified, was not certified, and was crooked.

Chief Elrod was not aware of any specific reason why Matt Nall would call her crooked, further stating that she had always been in good standing and had never done anything she should not have done. Chief Elrod believes that Matt Nall assumes she got the Chief position because she knew people. She noted that the Town was a small town and that her being a female was problematic to some people. She also stated people have put her down and tried to get her to leave since she first started. Even though she has lived in the area all of her life (outside of the town), she is still seen as an outsider.

Chief Elrod believes that Matt Nall and Paul Marsteller (who also used to work for the fire department) wanted her out of the position of Chief of the Police Department so that Matt Nall could become Chief. Chief Elrod noted an incident where Paul Marsteller screamed at her in the parking lot that she had no business doing the job and was too scared to do it. She stated that Matt Nall and Bruce Vickers may have been responsible for a letter posted in the post office that degraded the Police Department and stated that Officer Sullivan and Chief Elrod should be removed. She also stated that she was told that Chief Goatcher, the prior Chief of the Police Department, would not take her application when he put it in, because he wanted Matt Nall to get the position. Chief Elrod stated that Chief Goatcher has apologized to her.

4. Mayor Mike Early, Mayor of Tallulah Falls; interview conducted on Wednesday, February 18, 2026 at the Tallulah Falls Town Hall.

Mayor Early admitted he had heard lots of allegations since he took over as Mayor in 2020, but he did not have any clear evidence. He explained that the issues regarding the allegations of misuse of funds and personnel against Chief Elrod were first brought to his attention by Officer Sullivan. Officer Sullivan mentioned that he had gathered some information that he wanted Mayor Early to review and determine if there was anything actionable. After reviewing the information from Officer Sullivan, Mayor Early said it looked like it could be criminal in nature, so he reached out to Attorney Warren Tillery within a day or two and forwarded the information to his office. Mayor Early said that it appeared that Chief Elrod would be sitting somewhere outside of the Town limits, while supposedly on payroll, but she was allegedly working security duty for Georgia Power and receiving pay for both.

Chief Elrod became the Chief in 2018 or 2019. Mayor Early reported that his first bit of information came from an extremely upset former employee, Matt Nall, that Chief Elrod had replaced. Matt Nall worked in law enforcement and worked security and was listening on the radio. Mayor Early also knew he had ulterior motives and was going to try to make everything look like she was evil. Mayor Early would listen to him but knew that he could not serve as a reliable source. This did prompt Mayor Early to look at her patterns through the CAD reports from dispatch from 2021/2022. She would come on shift, “radio-in,” and then instantly be “busy” the rest of the day. A lot of times this could happen when doing clerical/administrative work because the hourly check is not required like when on the highway. Maybe she was just parking somewhere, but if she is in the town he has no way to track that. A lot of times, she would “come back on,” respond to dispatch, but then go back on “busy.” Mayor Early did not ask Chief Elrod about this. He further noted that at that time the speed cameras had not yet been installed.

Once the speed cameras were installed in August or September there were around 30,000 or 40,000 warnings. The following month had around 10,000 citations and then it tapered off to about 3,000 - 3,500 citations at which it stayed steady while the cameras ran all day from 7:00 am – 4:00 pm. The camera hours changed in November or December of 2025 as agreed upon in a council meeting and at TFS’ request. There would be roughly 3,000 citations a month to make sure the tag is readable and matches the image and if it was within the camera hours. Mayor Early has not reviewed her activity patterns since the camera hours were reduced, or again more recently, which was about the time that other evidence was being collected. However, Mayor Early did review information which indicated that Chief Elrod had only issued one citation (not related to the school cameras) all of 2025, but most of 2025 she would have been reviewing school zone citations. Historically, the Police Department has brought in enough money to cover the operational costs of their department, which is approximately \$150,000 a year in citations, but if citations aren’t written then the department can’t afford to keep Chief Elrod employed. Mayor Early agreed to collect the dispatch records from October – December 2025.

Mayor Early mentioned prior statements made regarding Chief Elrod’s activity including reports that people were seeing her vehicle in Cleveland or at the vet when she was supposed to be on duty. Mayor Early reported he started making connections with her activity when she requested extra security work and the council approved that to happen. Mayor Early indicated that a lot of people have questioned what Chief Elrod does because they never see her. Mayor Early didn’t have anything to support suspicions, until her vehicle was seen sitting at a Georgia Power site during working hours while reportedly being “radioed-in” and on the clock for the Town.

Additionally, Mayor Early described a day after the ice storm in early 2026 when she radioed in in the morning (which is how they clock-in), but then Mayor Early was shown an image of her vehicle sitting in the security spot for Georgia Power, but she hadn’t radioed off until after 9:00 p.m. that evening. Mayor Early called dispatch to get prints of those few days after the storm to put together a list of resources used to report to FEMA, that was when he noticed the time in which she “radioed-out.”

There were allegations that she was using another part-time employee that was clocked-in for the Town but was working an outside security job. Mayor Early could not recall who the employee was. Chief Elrod reportedly padded her personnel roster by keeping people on her part

time list to use on security jobs. There was one particular guy that was upset that he couldn't work security jobs anymore. Mayor Early recalls speculation that she was using other officers to work security. One guy mentioned he didn't get paid by the security company. He reportedly didn't even know he was working for another company, just that he was to work a security job.

Mayor Early explained that Officer Sullivan was frustrated with Chief Elrod. For example, he would request equipment and never get it after being told he would get it like new boots. Mayor Early also believes that he was having to use his own personal weapon but was supposed to be using a Town-issued weapon. Allegations that Chief Elrod had purchased from AR style weapons, but Officer Sullivan reported that he never saw them in the locker. Just about the time they were launching the investigation, the guns showed back up. Officer Sullivan believes that she is making purchases for herself and her partner, for personal use. In fact, Mayor Early saw that she used funds to purchase a Sams Club membership for which she later paid (reimbursed to the Town). Mayor Early said it seemed like she was covering her tracks, but he also said that he did not believe she knew of the investigation at that point.

Mayor Early generally looks through bank statements on a regular basis and most of it seems to be law enforcement related. Some appeared questionable, like a specific kind of boot and there was an order which included two pairs of shoes, but one was not her size. Ms. Lapeyrouse accidentally opened the package and noticed it. Ms. Lapeyrouse prints and initials the statements, then Mayor Early looks over them so there are two sets of eyes reviewing the statements.

Mayor Early reiterated that he was aware there might be something going on, but without concrete evidence he didn't want to "jump." Mayor Early stated there is enough of pattern to raise questions. As for his relationship with Chief Elrod, Mayor Early described it as "strained," but with no animosity and is professional and cordial. She does not contact him about when she is going on vacation, but he also acknowledged that he has not really had employee reviews with her. He holds many jobs and finds it hard to carve out time for reviews. Mayor Early reported a time when he heard rumors that Chief Elrod was going to fire Officer Sullivan (he didn't know why). Mayor Early had to remind her by email or text that she couldn't do that. His interpretation what that since the Chief must have council approval to hire someone, then she must have approval to fire someone. Mayor Early doesn't remember if she responded. Mayor Early recalled maybe three or four instances in the past six months in which he reached out to her.

V. Findings and Conclusions from Investigation:

The following are findings of fact/conclusions and recommendations resulting from the information gleaned during the investigation:

A. Officer Sullivan's issues raised in his verbal complaints regarding Chief Elrod:

In his verbal complaints, Officer Sullivan complained that Chief Elrod: (1) used Town-owned equipment, vehicles, and payroll for extra jobs that were performed by other part-time employees; (2) Chief Elrod failed to report for duty; (3) Chief Elrod used Town-owned equipment and vehicles for personal use (going to the doctor and going to the veterinarian on several occasions); (4) Chief Elrod failed to properly maintain inventory (this was specifically related to

two (2) separate occasions regarding a firearm and a tactical vest); and (5) Chief Elrod generally displayed “conduct unbecoming” of a peace officer.

Specifically, on the complaints about Chief Elrod failing to properly maintain an inventory and Chief Elrod generally demonstrating conduct that was unbecoming of a peace officer, it is impossible for the undersigned to determine whether Chief Elrod is properly maintaining the inventory in the Police Department. Outside of two specific instances noted by Officer Sullivan, there were no other issues raised against Chief Elrod in this regard. However, it is noted that pursuant to General Order 3.01, Chief Elrod is responsible for maintaining uniforms and equipment in a secure area in the Police Department and “will maintain a written record of all items issued, received, or returned” to “ensure that all items issued or returned are signed for by the receiving or returning officer.” Thus, one of Chief Elrod’s duties is to ensure the safe storage and return of equipment, which is tantamount to keeping a proper inventory. Regardless, the undersigned is unable to conclude that Chief Elrod is failing in her duties to properly maintain inventory in the Police Department. However, the undersigned recommends that, to the extent that there are not “sign-in/sign-out sheets” for the Police Department equipment, this is something that can be implemented in the future to ensure that proper inventory is maintained, and/or regular (i.e., monthly or bi-monthly) inventories of equipment can be conducted and maintained to ensure that equipment is being properly accounted for in order to ensure compliance with General Order 3.01.

As for the “conduct unbecoming” allegation, the undersigned believes that this is a general statement that is related to the other complaints made against Chief Elrod by Officer Sullivan – leaving aside the statements that Officer Sullivan attributed to Chief Elrod while Chief Elrod was in uniform.⁴ Therefore, the undersigned addresses this general (and subjective) complaint with the other allegations that have been raised by Officer Sullivan against Chief Elrod.

On the allegation that Chief Elrod uses or allows others to use Town-owned equipment on extra jobs that were performed by other part-time employees, the undersigned notes that General Order 5.05 (as of February 2019), which was adopted, as modified by the Town Council on March 12, 2020, specifically permits employees to engage in “secondary employment” (defined as “engaging in off-duty or extra-duty work, business, or activity for profit, or profit-making enterprise, as a principle, employee, or agent, other than that which is assigned by the Tallulah Falls Police Department”) or “extra-duty employment” (defined as “[e]mployment wherein the actual or potential use of law enforcement powers is anticipated and the employee is functioning in the capacity of a law enforcement employee of the Tallulah Falls Police Department, although not on-duty and not being paid from the Tallulah Falls Police Department’s payroll. In such an instance, the employee is considered to be working as an employee of the secondary employer, or as an independent contractor, although his/her law enforcement authority arises out of his/her position within the Tallulah Falls Police Department jurisdiction. Extra-duty employment is classified as a Type II or Type III job type.”). For Type II and Type III jobs (a “Type II” job is defined as “[p]olice related off-duty secondary employment that are onetime events when citizens or businesses call the department looking for assistance for traffic control or other police related functions.” A “Type III” job is defined as “[l]ong-term off-duty secondary police related

⁴ The isolated statements reported by Officer Sullivan, even if they were made, do not amount to some breach or violation of general standards relating to police officer conduct. While the language used and the context of the statements is not condoned by the undersigned, these statements alone do not rise to the level of actionable conduct.

employment in which an officer is needed on a regular basis for police related duties. Examples of Type III jobs are security, traffic control, etc.”). The policy specifically states: “Employees are permitted to use their Town-issued vehicle and equipment, including lethal and less lethal weapons, for Type II and Type III jobs. Location of the jobs where the vehicle and equipment is used is left to the discretion of the Chief of Police.” Furthermore, “[t]he Duty Uniform will be worn while engaged in Type II and Type III jobs.” Therefore, under the terms of this policy, for all intents and purposes, it is very easy to see how an employee (full-time or part-time) could be performing a secondary or extra-duty employment and be viewed as being on-the-clock for Tallulah Falls (or vice versa). Indeed, from the undersigned’s perspective, without looking at time records⁵, it is impossible to know whether an individual is working a secondary/extra duty job or whether they are working for the Town based on appearances alone.

The undersigned was provided with time and payroll records from both Tallulah Falls and T&T from October through December 2025. Officer Sullivan also provided the undersigned with vehicle tracking information related to Chief Elrod’s car dating back to 2024, which included the relevant period of this investigation in 2025. The only officers shown on the T&T payroll information were Matthew Arnold, Casey Brown, Joseph Chapman, Sterling Cole, Chief Elrod, Michael Gravley, Ryan Hunt, and Heidi Lass running security at the Plant Nacoochee and Plant Burton locations and Chief Elrod providing security for three (3) whitewater kayak events in November of 2025⁶. From the information provided by Officer Sullivan, there is no indication that Chief Elrod used her Tallulah Falls police vehicle on the kayak event security jobs. Furthermore, the only date of overlap between Tallulah Falls payroll and T&T payroll for Chief Elrod on the kayak event dates was November 16, 2025, when Chief Elrod was paid by T&T for 8 hours (from 9am to 5pm) and was also listed as being on duty for Tallulah Falls. The vehicle tracking information reflects that she was in Tugaloo that day.⁷ No other officer was identified as working for Tallulah Falls on November 16, 2025. Therefore, the undersigned understands how a question could be raised about whether Chief Elrod was working for T&T or Tallulah Falls on November 16, 2025. Questions about whether Chief Elrod could have given Floyd Canup the higher paying T&T assignment on November 15th are, frankly, immaterial to this investigation. Likewise, there is no conflict with Chief Elrod using her Tallulah Falls police vehicle while performing the extra-duty assignment for T&T pursuant to General Order Number 5.05.⁸

Other issues raised by Officer Sullivan were Chief Elrod’s “work” or “failure to report for duty” and using Tallulah Falls vehicles to run some, occasional, personal errands to the doctor or vet. General Order Number 3.17 states: “The citizens of Tallulah Falls have an expectation that public property will not be abused and will be used to conduct official [Town] business and to provide timely law enforcement services.” Certainly, this can be reasonably interpreted as meaning

⁵ As Officer Sullivan has demonstrated, even those are not reliable if the reporting Officer does not accurately record his/her time. Moreover, these are not helpful when applied to an exempt employee like Chief Elrod.

⁶ The dates of these events were November 1 and 2, 2025; November 8 and 9, 2025; and November 15 and 16, 2025.

⁷ It is also noted that the vehicle tracking information provided by Officer Sullivan reflected that Chief Elrod used her Tallulah Falls Police Department vehicle while working the white-water kayak event on November 15, 2025, but Chief Elrod’s time sheet did not reflect any work performed for Tallulah Falls on that date. Floyd Canup’s time sheet shows 8 hours worked for Tallulah Falls from 8am to 5pm on November 15, 2025.

⁸ This is also true of the extensive instances documented by Officer Sullivan of Chief Elrod using her Tallulah Falls police vehicle while working private security at Tugaloo Village Dam and Nacoochee Dam as General Order Number 5.05 **does not** prohibit this.

that Police Department vehicles should only be used for official Police Department functions or, at least, not for personal errands and uses. While the limited instances that were documented by Officer Sullivan do not indicate a flagrant abuse by Chief Elrod of the Police Department vehicle issued to her, Chief Elrod should be instructed that using the Tallulah Falls Police Department vehicle for personal trips to the doctor or vet should cease, and the Tallulah Falls Police Department vehicle issued to her should only be used for purposes that are consistent with the Tallulah Falls Police Department Policy & Procedures Manual and the Employee Handbook if, for no other reason, than to not raise public suspicion and to ensure that the Town does not incur liability if the vehicle is being used for something that is purely personal.

The undersigned further suspects that part of Officer Sullivan's concerns regarding Chief Elrod stem from Officer Sullivan's lack of appreciation for the "exempt" status of Chief Elrod. Under the Fair Labor Standards Act ("FLSA"), Chief Elrod is properly classified as an "exempt" employee. "Exempt" Employees are not required to be paid minimum wage and are not eligible to receive overtime compensation for work in excess of 40 hours per week. Therefore, such employees are not required to keep time or punch a clock to track the time that they are working for their employer. In other words, with an exempt employee it is impossible to track when they are working for the employer and when they are not because their compensation does not change whether they work 30 hours a week or whether they work 50 hours a week. This is particularly true when Chief Elrod was doing various other tasks related to processing camera tickets and other administrative functions in her role as Chief that were not necessarily tied to her patrolling or engaging in other "traditional" law enforcement activities.

In summary, the undersigned does not believe that Chief Elrod's approval of Town-owned equipment and vehicles for extra jobs (which appear to fall under the Type II and Type III jobs that are outlined in General Order Number 5.05) is inconsistent with the policy that has been approved by the Town Council. Of course, the Town Council is free to review and amend (or even eliminate) General Order Number 5.05 if it so chooses. This is something that the undersigned believes should be done given the issues that have been identified in this investigation.

Officer Sullivan raised an issue regarding the overlap between extra work that was performed by Chief Elrod and part-time officers and duty for the Town of Tallulah Falls. While it certainly appears that Chief Elrod might put herself on the T&T jobs and give part-time officers the Town of Tallulah Falls work, this does not appear to violate any Town policy. Furthermore, the undersigned clearly sees how it can be very confusing, if not outright ambiguous, to determine when someone is working for the Town of Tallulah Falls versus extra duty work given the way that General Order Number 5.05 is drafted and operates in practice. It is in the Town's best interests to provide as much clarity and definition to make it abundantly clear when someone is working private security as opposed to working for the Town, and there really should not be any bleed over between the two (unless this is what the Town wants to do). That is clearly not what is currently in place based on the plain language of General Order Number 5.05.

The undersigned takes no position regarding Chief Elrod's allocation of duties and assignments since this does not appear to violate General Order Number 5.05.⁹ Furthermore, the

⁹ If the Town Council has concerns regarding the Chief of Police having the ability to assign part-time officers duties with the Town of Tallulah Falls while the Chief of Police works extra duty jobs, the quick and easy fix for this is to

undersigned does not believe that Chief Elrod has had the Town pay for work that should properly be paid by T&T or vice versa. At the same time, given the nature of the current rules, it becomes extremely difficult to clearly delineate this. The undersigned has reviewed payroll from T&T and time sheets from Tallulah Falls and only found one potential instance of overlap (namely that Chief Elrod reflected that she worked for the Town of Tallulah Falls on November 16th, when she also worked for T&T from 9am – 5pm at a kayak event). However, again, given the language of General Order Number 5.05, this **does not** violate current policy. At the same time, the undersigned recommends a review of General Order Number 5.05 to provide more definitive clarity regarding when an individual is working for the Town of Tallulah Falls as opposed to “extra duty” would be in the Town’s best interests and potentially prevent the confusion that has clearly been raised with Officer Sullivan’s complaints.

The undersigned believes that there are a few isolated incidents where Chief Elrod has used her Town of Tallulah Falls vehicle for personal reasons to go to a vet appointment and, potentially, a doctor’s appointment – although, the undersigned also notes that if the doctor’s appointment relates to issues or injuries that Chief Elrod sustained while at work, then Chief Elrod’s use of the vehicle to go to the doctor would be “work-related.” From a liability standpoint, Town of Tallulah Falls vehicles should only be used for work-related reasons. Therefore, Chief Elrod should be reminded of this policy to ensure that future uses of the Town-owned vehicles are consistent with work needs or other Town policy.¹⁰

Finally, the undersigned finds no evidence that Chief Elrod maintained Police Department equipment and inventory in a manner that is inconsistent with any stated Town policy. Likewise, the undersigned does not find that Chief Elrod has behaved in a manner that is inconsistent with her role as Chief of Police or a sworn police officer as alleged by Officer Sullivan.

B. Damaged working relationship between Chief Elrod and Officer Sullivan:

It goes without saying that Tallulah Falls is a very small community and the Police Department is only made up of two employees. Officer Sullivan’s (1) extensive surveillance activities (tracking and monitoring of Chief Elrod’s every movement); (2) questioning of Chief Elrod’s actions and motives; and (3) report to Mayor Early are going to have negative, and potentially disastrous, impacts on the working relationship between Chief Elrod and Officer Sullivan. The revelation that Chief Elrod’s movements have been tracked and monitored for over a year and a half to the level and extent that they have been by Officer Sullivan is going to, logically, make Chief Elrod distrustful of Officer Sullivan, which is very difficult in a law enforcement setting. The undersigned is not sure how the relationship between the two can or will be repaired, but if it is repaired, this is clearly not a process that will happen quickly.

In addition, the undersigned questions Officer Sullivan’s motives for tracking Chief Elrod’s comings and goings beginning in September of 2024, and yet, waiting until December of 2025 (over a year and 3 months later) to make his report to Mayor Early. Officer Sullivan stated that it

eliminate the ability of the Chief of Police from being able to work any extra duty jobs, which is not currently the standard. Of course, the negative consequence of making this change would be that it may dissuade qualified candidates from seeking to become Chief of Police for the Town of Tallulah Falls.

¹⁰ Noting, again, the language of General Order Number 5.05.

was the situation with Officer Askey and the incident involving Officer Sullivan's car being used by Chief Elrod in January of 2025 that precipitated his monitoring of Chief Elrod's movements and his report. However, the undersigned believes that these are factors, but not all of the factors that have motivated Officer Sullivan's actions. The undersigned is aware of various personality differences between Chief Elrod and others in and around Tallulah Falls and believes that these issues are a factor in this situation. In short, the undersigned believes that Officer Sullivan's motivations are mixed. This complaint likely includes voices from others in the community that are aligned against Chief Elrod, which voices – along with Officer Sullivan – appear to be unfamiliar with the language of General Order Number 5.05.

To this point, Officer Sullivan's questionable act of "clocking in" on November 16th and writing a citation seems like a "gotcha" moment. To this point, Officer Sullivan signed his time sheet on November 17, 2025, and represented to Chief Elrod and the Town that he did not work on November 16th. This representation was false when it was made by Officer Sullivan. Officer Sullivan worked on November 16, 2025, including issuing a citation. The Town needs to go back and correct this time sheet, pay Officer Sullivan for the time that he spent working on November 16, 2025 and pay Officer Sullivan overtime that he is owed since his work on November 16, 2025 would take him over 80 hours in a two-week period, and Officer Sullivan is owed overtime. If Officer Sullivan was not working on November 16, 2025, then the validity of the citation that he issued on that date would be, rightly, called into question.

Given these findings, the undersigned believes that there is/will be significant damage done to the working relationship between Chief Elrod and Officer Sullivan. Where their professional relationship goes from here will depend entirely upon their individual conduct. However, it is clear that Officer Sullivan has trust issues with Chief Elrod, and the undersigned is sure that Chief Elrod will have trust issues with Officer Sullivan when this report becomes public for the two of them. What cannot happen is that the residents of Tallulah Falls become negatively impacted as a result.

In summary, the undersigned's recommendations are: (1) review General Order Number 5.05 to ensure clarity between when an individual is working a private job as opposed to working for the Town; (2) remind Chief Elrod and the officers in the Police Department that vehicles cannot and should not be used for personal errands inconsistent with established Town policy (here, again, a review of General Order Number 5.05 is in order because under the current policy vehicles can be used on Type II or Type III private jobs); (3) correct Officer Sullivan's time records and remit any back pay owed as a result of the time that he worked on November 16, 2025, including paying him for overtime owed; (4) counsel Chief Elrod and Officer Sullivan regarding proper professional conduct in their interactions – and potentially consider the use of a counselor to work on the professional relationship between the two of them.

Should you have any questions regarding this report, please do not hesitate to contact me.

Respectfully Submitted,

/s/ G. Grant Greenwood, Esq.

G. GRANT GREENWOOD