



MOUNTAIN VIEW POLICE DEPARTMENT

Steve Davis
Chief of Police

4176 Benton Street
Mountain View, CO 80212
Business (303) 425-1748
Fax (303) 420-2011

To: Benjamin Muir

From: Steven Davis, Chief of Police, Mountain View CO

Date:

Re: Termination from Mountain View Police Department

This notice is to inform you that your employment with Mountain View Police Department (The Town of Mountain View) will end as of November 3, 2022. After reviewing the Internal Investigation Report commenced on October 11, 2022, referred to as I.A. 22-3315, and your written response dated October 24, 2022, I have determined that termination of employment is appropriate for the following reasons:

1. Through your own admission, you entered a private locker of your superior, Lieutenant Michael Nesbitt, without permission.
2. You entered the locker almost one hour prior to calling a supervisor asking for the item that was locked inside this locker. Through that conversation, you deceitfully asked Lieutenant Michael Nesbitt if you could obtain your personnel file, knowing you already had it in your possession for over 45 minutes.
3. In your October 24, 2022, response, you made statements that simply were not made by me or the Lieutenant regarding removal of your PIP from your personnel folder.

Your conduct has violated the Mountain View Police Department Polices 319.3, 319.4, 319.5.2(f), 319.5.8(c), 319.5.6(c) and 319.5.9(i) & (j). Such allegations are Sustained.

This investigation occurred after a series of previous instances of misconduct by you. On February 8, 2021, you signed and swore to a criminal affidavit that included inaccurate information and received a verbal reprimand for these actions. On June 5, 2021, you were found to have violated Polices 319.5.9(m) & (i), after you were found to have taken photographs at the DEA Investigators Conference on October 4, 2021, through October 6, 2021, in which the subjects in the photograph became uncomfortable. You were more recently placed on a performance improvement plan based on your poor performance that included: (1) a lack of traffic enforcement productivity; (2) a lack of self-initiated activity; (3) failure to submit completed reports in a timely manner; and (4) a failure to provide pertinent information in summons, including fine amounts and required court appearance dates.

I simply have lost trust in you Ben, as have others, and feel you can no longer be a productive employee of the town.

Respectfully,

A handwritten signature in black ink, appearing to read 'S. R. Davis', with a long, sweeping horizontal stroke at the end.

Steven R. Davis, Chief of Police