



**DOUGLAS COUNTY SHERIFF'S OFFICE
INTERNAL AFFAIRS**



NOTIFICATION OF FINDINGS / 22IA-011

State of Colorado, County of Douglas
Certified to be a full, true, and correct
copy of the original in my custody
Darren M. Weekly
Sheriff of Douglas County

DATE: 08/22/2022
TO: Carley Jackson
FROM: Sergeant Michael Joachim
SUBJ: **DISPOSITION**

By EAguiar 1733 Digitally signed by EAguiar 1733
Date: 2023.06.29 13:34:46 -06'00'
5 Pages

You are hereby notified that the investigation of alleged misconduct has been completed. The final disposition is shown below.

Summary

Deputy Carley Jackson, while employed at the Douglas County Sheriff's Office (DCSO) engaged in improper relationships with inmates, fostering a romantic relationship with former inmate, Bryan Wegman and communicating through written correspondence with Inmate Domenic Perea. Deputy Jackson also brought in contraband and gave it to Inmate Perea.

While on duty and assigned to a pod and the care of the inmates therein, Deputy Jackson engaged in personal phone calls with Mr. Wegman for up to twenty minutes at a time and also viewed social media and shopped online while working.

<u>SECTION #</u>	<u>NATURE OF VIOLATION</u>	<u>DISPOSITION</u>
P&P-C-101(I)(B)	Conformance to Law	Sustained
P&P-C-101(III)(A)	Commission of a Deceptive Act	Sustained
P&P-C-101(III)(F)	Fraternization and Transactions	Sustained
P&P-C-101(II)(HH)	Unsatisfactory Performance	Sustained

Standard of Conduct / Policy

1. P&P-C-101(I)(B) – Conformance to law

Office employees shall obey all laws of the United States and of any State or local jurisdiction in which they are present.

Any member of this office, whether on or off duty, who is arrested, charged or convicted of any crime, or detained by any law enforcement agency or criminal justice agency regarding a criminal offense, shall notify their supervisor of that fact immediately. Within the following eight hours such members must forward a memo detailing their arrest or detention, through their chain of command, to the Sheriff. If the member is unable to generate a memo then it shall become the responsibility of their supervisor.

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When an employee is arrested, issued a criminal summons or a traffic summons (not including penalty assessment citations) or is the subject of a restraining order the member must notify their supervisor immediately. Members cited for any traffic violation while operating a County-owned vehicle are bound by the same reporting requirements.

The dismissal or other disposition of any criminal offense shall not prevent the Administration from bringing charges against the affected employee.

A conviction for the violation of any law shall be prima facie evidence of a violation of this policy. The material elements constituting a violation of these policies to be proven shall be based upon the elements of law, statute or ordinance alleged to have been violated and through a preponderance of evidence. If a member is found guilty by a judge or jury or pleads guilty or nolo contendere to any charge or violation of law, the Office need not reestablish that a violation of law occurred.

Evidence Supporting the Disposition

- Deputy Jackson was arrested for C.R.S. 18-8-302 – Bribery (F3), CRS 18-8-204(1)(a) – 2nd Degree Introducing Contraband (M2), CRS 18-2-201 – Conspiracy (M2), CRS 18-8-404 – 1st Degree Official Misconduct (M1) and CRS 18-8-306 – Attempt to Influence a Public Servant (F4) on 05/31/2022 and booking into the Douglas County Jail.
- Deputy Jackson appeared in court on 06/01/2022 before Magistrate Fields who determined during the hearing that there was probable cause for the above charges.
- Det. ██████ submitted a felony case filing to the District Attorney's Office on 06/27/2022. The District Attorney's Office accepted the filing and is pursuing all of the charges against Deputy Jackson except the Bribery charge.
- I heard Deputy Jackson repeatedly state that she brought a lighter into the jail and gave it to an inmate during the pretext phone call with Deputy ██████

Evidence Refuting the Disposition

- Deputy Jackson denied any wrongdoing during an interview with Lt. ██████ and Det. ██████

Conclusion

This allegation against Carley Jackson is SUSTAINED. Carley Jackson did violate policy or procedure by clear and convincing evidence.

2. P&P-C-101(III)(A) – Commission of a Deceptive Act

Members shall not knowingly make a misleading or inaccurate statement relating to their official duties. Members shall not willfully, intentionally, or knowingly commit

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a materially deceptive act, including but not limited to verbally departing from the truth, making a false report, or intentionally omitting information. This applies to untruthfulness violations that are made to a supervisor or command officer, that impact an official investigation or other proceeding, or that amount to a willful disregard of the Office's core values of honesty, integrity, and accountability.

Any member who commits a deceptive act is subject to termination. A factor that may be considered in mitigation is that the untruthfulness would or may not have been discovered had not the member come forward and made truthful the statement. However, the reverse will be true for a member who knowingly withholds information they knew should have been disclosed. The commission of a deceptive act will justifiably raise questions of the integrity and trustworthiness of any member. Further, in the case of commissioned personnel, such instances may also have to be disclosed to the District Attorney's Office in order for prosecutors to meet their discovery obligations.

Nothing in this section shall be construed to prohibit sworn members from using deception as a bona fide investigative technique during the course of an active criminal investigation.

Evidence Supporting the Disposition

- Deputy Jackson verbally departed from the truth when she denied bringing in contraband to Lt. [REDACTED] and Det. [REDACTED] during an official investigation into allegations regarding Deputy Jackson's conduct.
- During a conversation with Det. [REDACTED] Deputy Jackson disclosed that she was involved in a romantic relationship with a former inmate, but gave details that they met prior to his incarceration through Deputy Jackson's mom.
- Phone calls between Deputy Jackson and Mr. Wegman disclose they met while she was working as a deputy and he was incarcerated in the jail.

Evidence Refuting

- Deputy Jackson told Det. [REDACTED] and Deputy [REDACTED] she met Mr. Wegman prior to his incarceration and ended the relationship when he was incarcerated.

Conclusion

This allegation against Carley Jackson is SUSTAINED. Carley Jackson did violate policy or procedure by clear and convincing evidence.

3. P&P-C-101(III)(F) – Fraternalization and Transactions

Except as permitted by authority of the Sheriff, members shall not knowingly

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fraternize with, engage in the services of, accept services from, or do favors for any person in the custody of this Office or recently released from custody of this Office or any other agency.

Members shall not knowingly fraternize or socialize with the spouse of any person in the custody of this Office, or victim of a crime investigated by this agency. Any member contacted by, or on behalf of, a recently discharged prisoner shall immediately report this to his supervisor.

Members shall immediately notify their supervisor or on-call watch commander if a relative is arrested and booked into the Douglas County Jail. The supervisor or watch commander shall then immediately notify their respective chain of command or oncall commander. The jail commander shall be notified of the inmate's relationship to the member.

Members are prohibited from buying or selling anything of value from or to any complainant, suspect, witness, defendant, prisoner, or other person involved in any pending case which has come to their attention or which arose out of their employment with the Sheriff's Office.

Members shall avoid association or dealings with persons or businesses who they know, or should know, are persons under criminal investigation or indictment or who have a reputation in the community or in the Office for present involvement in criminal behavior, except as necessary in the performance of official duties.

Evidence Supporting the Disposition

- Deputy Jackson fraternized with an inmate (Mr. Wegman) of the Douglas County Jail while he was incarcerated in the jail as she was working as a Deputy. She fostered a romantic relationship with him after he was transferred to CDOC and stated in her phone calls many times that she wanted to marry him and have his children.
- Deputy Jackson never disclosed this relationship to her supervisor.
- Deputy Jackson fraternized with Inmate Perea when she was exchanging letters with him per the pretext phone call.

Evidence Refuting

- None

Conclusion

This allegation against Carley Jackson is SUSTAINED. Carley Jackson did violate policy or procedure by clear and convincing evidence.

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4. P&P-C-101(II)(HH) – Unsatisfactory Performance

Members shall perform their duties efficiently and to the satisfaction of the Administration. 'Unsatisfactory performance' may be established when a member:

4. Performs at a level significantly below the standard achieved by others in the member's rank, grade unit or position.
5. Violates Sheriff's Office directives, rules, policies or procedures as set out in this manual or elsewhere
8. Otherwise fails to meet Sheriff's Office standards.

Evidence Supporting the Disposition

- Deputy Jackson violated several jail directives and policy (P&P-B-119 – Use of Communication Technologies) when she received personal phone calls and engaged in extended personal conversations while working into the jail and was assigned to a Pod, overseeing the welfare of the inmates.
- Deputy Jackson also exchanged personal letters with Inmate Perea which led to her smuggling in and providing contraband to Inmate Perea.
- Deputy Jackson also fostered a romantic relationship with Mr. Wegman while he was incarcerated in the Douglas County Jail.

Evidence Refuting

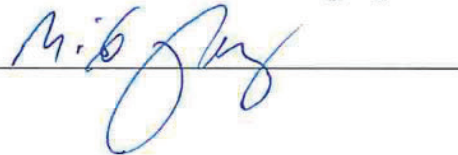
- None

Conclusion

This allegation against Carley Jackson is SUSTAINED. Carley Jackson did violate policy or procedure by clear and convincing evidence.

Member was sent a copy of this **Notification of Findings** by mail on 08/23/2022.

Server signature and OSN



Member is to receive a copy of this **Notification of Finding** and copy to be retained with the Internal Affairs investigation folder.

The Internal Affairs Section is an investigative entity and does not impose corrective or disciplinary sanctions on members whose allegations of misconduct have been sustained.