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*LARIMER COUNTY SHERIFF'S OFFICE
PROFESSIONAL STANDARDS UNIT*

**Investigative Report and Findings
Internal Affairs Case # IA 2020-00035
Prepared By Sergeant Matthew Cherry**

Date/Time of Incident: December, 2018 through January, 2020

Location of Incident: Various

Case Report Number: N/A

Complainant: [REDACTED]

Involved Employees: Deputy Geoffrey Preece

Witness: Deputy [REDACTED]

Case Origin

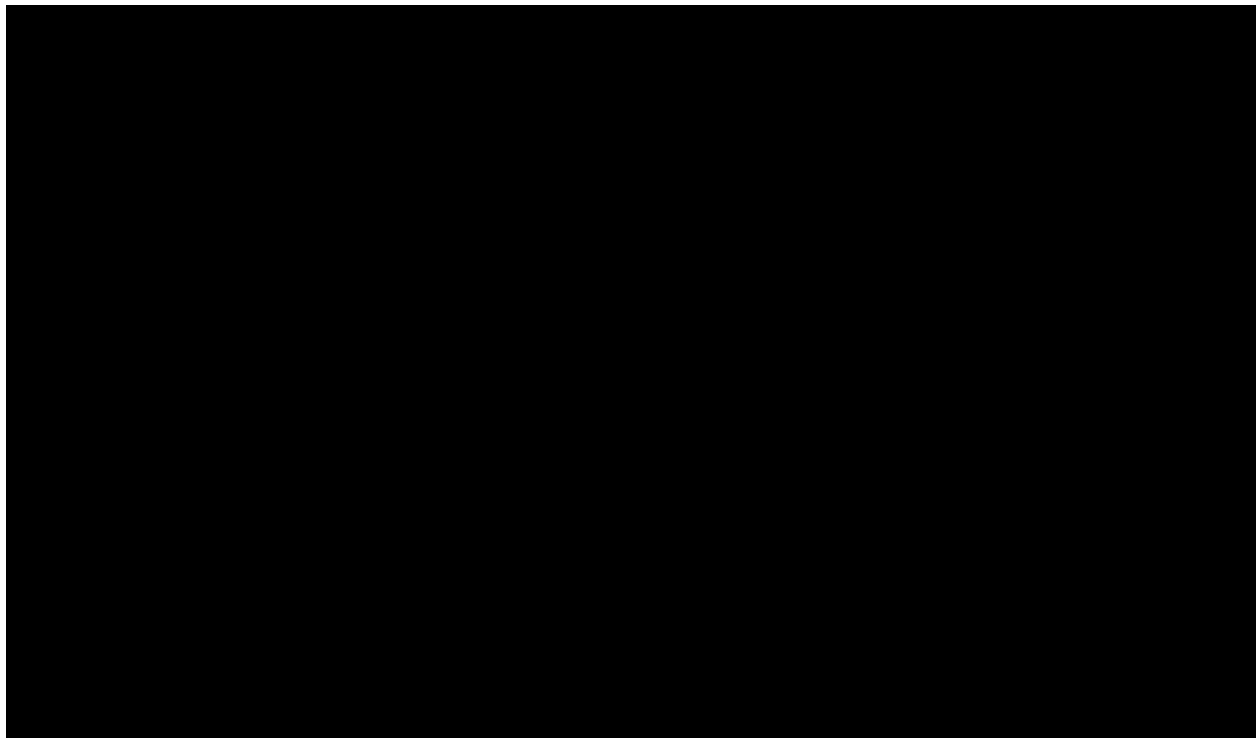
On 052120 at 1600 hours, Deputy [REDACTED] was being interviewed by me regarding an unrelated Internal Affairs investigation [REDACTED] in which he was a reported witness. At the end of the interview, Deputy [REDACTED] stated he had been provided information from several women regarding inappropriate behavior on the part of Deputy Geoffrey Preece. Although he wasn't a witness to this behavior, Deputy [REDACTED] stated that several women had approached him and told him that Deputy Preece had made inappropriate comments to them during separate, unrelated encounters. After receiving this information, Deputy [REDACTED] expressed extreme displeasure and disappointment in Deputy Preece's alleged conduct, to the extent he came forward to report it to me.

Since these women had reported this information to Deputy [REDACTED] and not directly to the Professional Standards Unit, I instructed him to speak with these women and to encourage them to report those allegations to me. He agreed to do so.

Complaint

[REDACTED] – On May 26, 2020, [REDACTED] a Nurse in the Emergency Room [REDACTED] contacted me and reported that while Deputy Preece was handling a case in the Emergency Room, he told her something to the effect of "my butt is little and cute" as he

compared her to the buttocks of another female Nurse. He reportedly also made hand gestures of him “slapping a butt.”



Notification of Investigation

After consulting with my supervision regarding the allegations made against Deputy Preece up until May 26, 2020, the decision was made to initiate an Internal Affairs investigation into those allegations.

On June 9, 2020, I met with Deputy Preece in my office at the Larimer County Sheriff’s Office and informed him of the pending administrative investigation. I served him with a Notice of Internal Investigation and Confidentiality Warning, identifying four alleged policy or rule violations, which was identified by the allegations made thus far. Deputy Preece told me that his impression was that he had already been investigated for those alleged violations; however, when I informed him that potentially four unrelated complainants were coming forward to provide new allegations against him, he became visibly upset and angry. I further explained to him my concern about his mental welfare given this new investigation and the still pending outcome of two Supervisor Inquiries. If he chose to do so, I encouraged him to speak with a member of the Peer Support Team or our department psychologist for support during this investigation. After providing his copy of the written notification to him, he stormed out of my office.





Administrative Leave

On June 16, 2020 and at the direction of my supervision, I contacted Deputy Preece via telephone and advised him that he was being placed on paid administrative leave for the remainder of this investigation or until further notice. I directed him to meet with me at the Larimer County Sheriff's Office where he provided me with the items listed on the memorandum that I submitted to him. At that time, I told him that I would be in contact with him to arrange an interview. He asked if he needed to have legal counsel present during that future interview. I told him that he could have legal counsel present during that interview, but to provide me with sufficient notice if he chose to do so.

Documentation Review




Supervisory Inquiry #IA2019-00053: In June of 2019, Deputy Preece was the subject of a Supervisory Inquiry when it was reported that he may have inappropriately touched the arm of Deputy Emily Reed and that he allegedly made unprofessional statements about a sexual assault victim in the presence of Deputy Reed (A trainee at the time), several other employees, and within earshot of the victim. The complainants alleged that Deputy Preece said something to the effect that the victim "was getting fucked in her car" or that she was "fucking" other men inside of her car. The employees who witnessed the incident described Deputy Preece's derogatory language as "unprofessional" and that it "shocked the conscious" of one of them. Although it was determined that Deputy Preece's physical contact with Deputy Reed was likely not sexual or inappropriate, the findings of that investigation were Unfounded Complaint for *PP-10000.2.9: Rules of Conduct – Conduct Towards Other Employees*, Improper Conduct for *PP-10000.2.5: Rules of Conduct – Standard of Conduct*, and Improper Conduct for *PP-10000.2.6: Rules of*


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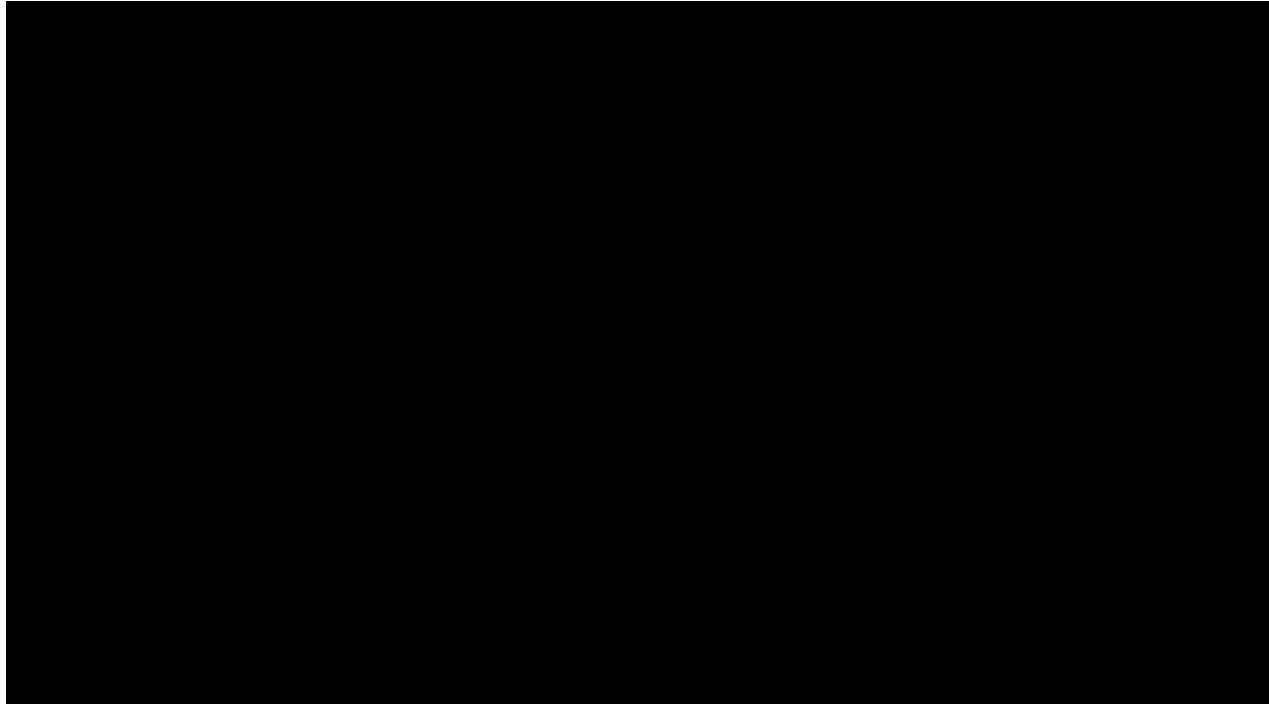
Conduct – Courtesy. As a consequence of his conduct, Deputy Preece received a Written Reprimand and was required to attend Crisis Intervention Team training.

NOTE Performance Entry: In August of 2019, the following entry was made by Sgt. Rafael Sanchez to Deputy Preece's performance log... *On July 4th, 2019, I initiated a Supervisor's Inquiry on actions and discussions that Deputy Preece had with three other Deputies including a trainee. My investigation revealed that Deputy Preece's interpersonal skills and communication are unnecessarily blunt, coarse, and do not take into account his audience nor the environment that he is in. I issued Deputy Preece a written letter of reprimand over the issue. To his credit, he was honest and up front concerning his actions and accepted the disciplinary action fully. As part of the outcome, he has been enrolled in a CIT course in mid August to provide training on his interpersonal skills and communication. A copy of the letter has been added to his personnel file.*



Supervisor Inquiry #IA2020-00018: In February of 2020, Deputy Preece was the subject of a Supervisory Inquiry when it was reported that he failed to locate a baggie of controlled substances in his patrol car. During the investigation, it was learned that Deputy Preece had not secured the window outside the prisoner partition, both off and on-duty, and that he may have failed to search the passenger and prisoner area of his patrol vehicle. The preliminary findings of the investigation were Improper Conduct for *PP-40500: Assigned Vehicle and Vehicle Use, Section 8 – Off Duty Vehicle Use* and Improper Conduct for *PP-61305: Custody and Transport of Arrestees, Section 2 – Vehicle Requirements*. At the time of this report, the preliminary findings are still in the review process by Deputy Preece's chain of command.





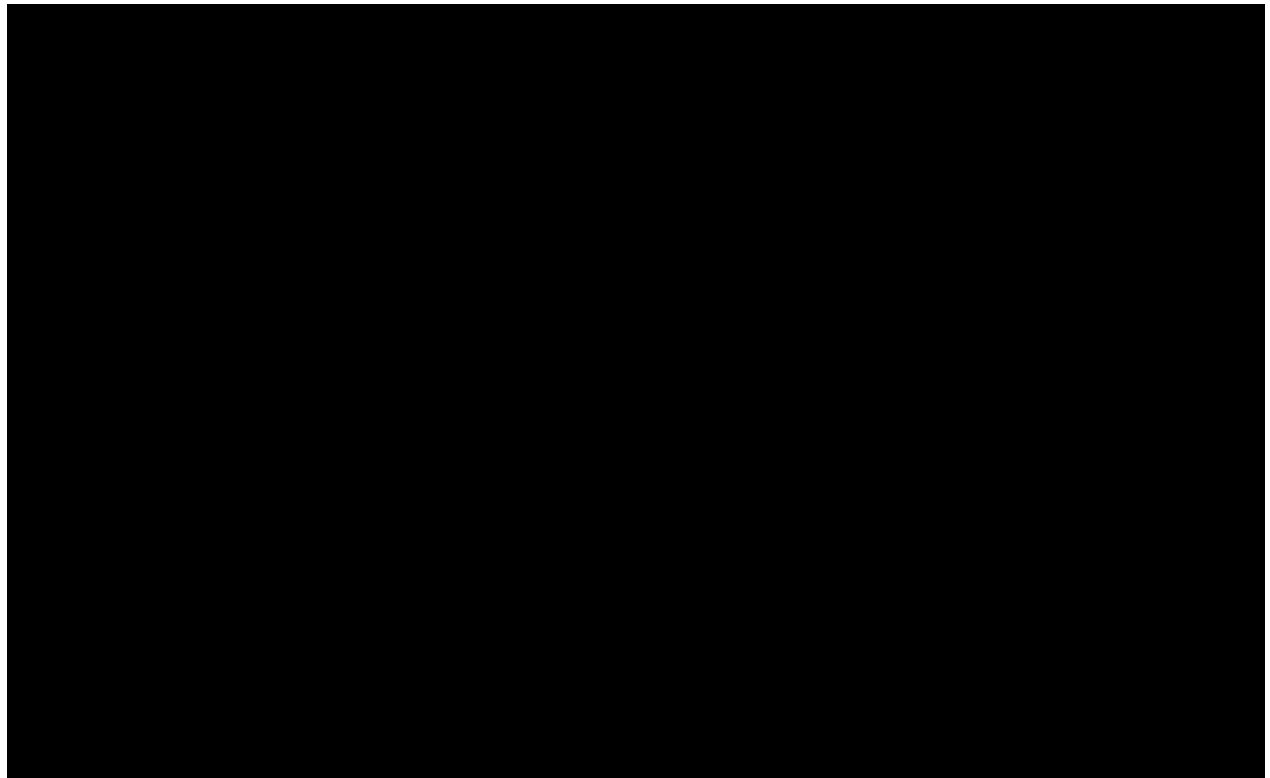
PowerDMS Signatures: I reviewed PowerDMS online, which digitally stores all LCSO rules, policies, procedures, responsibilities, instructions or orders. It also tracks which employees have digitally signed their receipt and acknowledgement of those policies, procedures, responsibilities, instructions or orders. According to Deputy Preece’s digital signatures, he signed his receipt and acknowledgement of the alleged policies and/or rules being violated within this investigation on October 19, 2018.

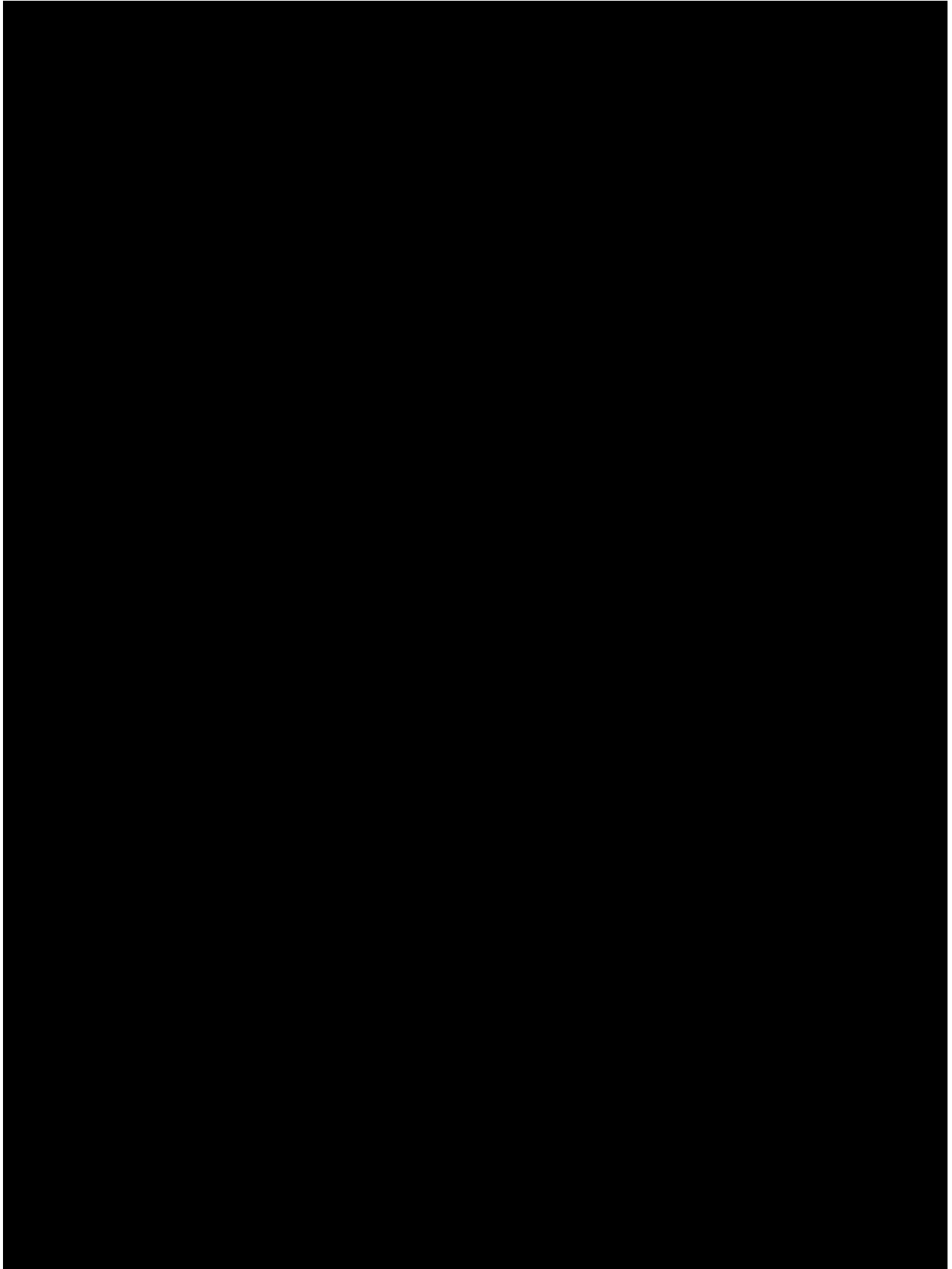
Written Statement from [REDACTED]: During my telephone conversation with [REDACTED] on May 26, 2020, I requested she email me a detailed written statement regarding her allegations against Deputy Preece. I received her written statement on May 28, 2020. In her written statement, she details that in January of 2020, around 2300 hours to Midnight, she was working in the Emergency Department [REDACTED] when Deputy Preece came in on duty and was waiting for a minor suspect’s parents to arrive. While waiting, Deputy Preece shared with her details of a sexual assault investigation he was working of a female teenager. Apparently, he further detailed having to look at nude photographs of the teenager while her father was standing next to him. During this conversation, Deputy Preece commented something to the effect of [REDACTED] “butt” being “little and cute,” while making hand gestures of him “slapping a butt.” Deputy Preece was allegedly comparing [REDACTED] “butt” to another co-worker’s “bigger butt.” Although this made her feel “uncomfortable and awkward,” she just laughed at his comments. After 10 minutes after leaving the hospital, Deputy Preece sent [REDACTED] a “Friend Request” via the social networking site, Facebook. [REDACTED] accepted the request and during a later conversation, he asked for pictures of her, specifically of her “butt.” She stated they had “short, passive conversations, from January until April” when she blocked him from all social media, “deleting” all of their Facebook messages. [REDACTED] stated she felt Deputy Preece preyed on her as she was insecure and that “Everything felt gross and

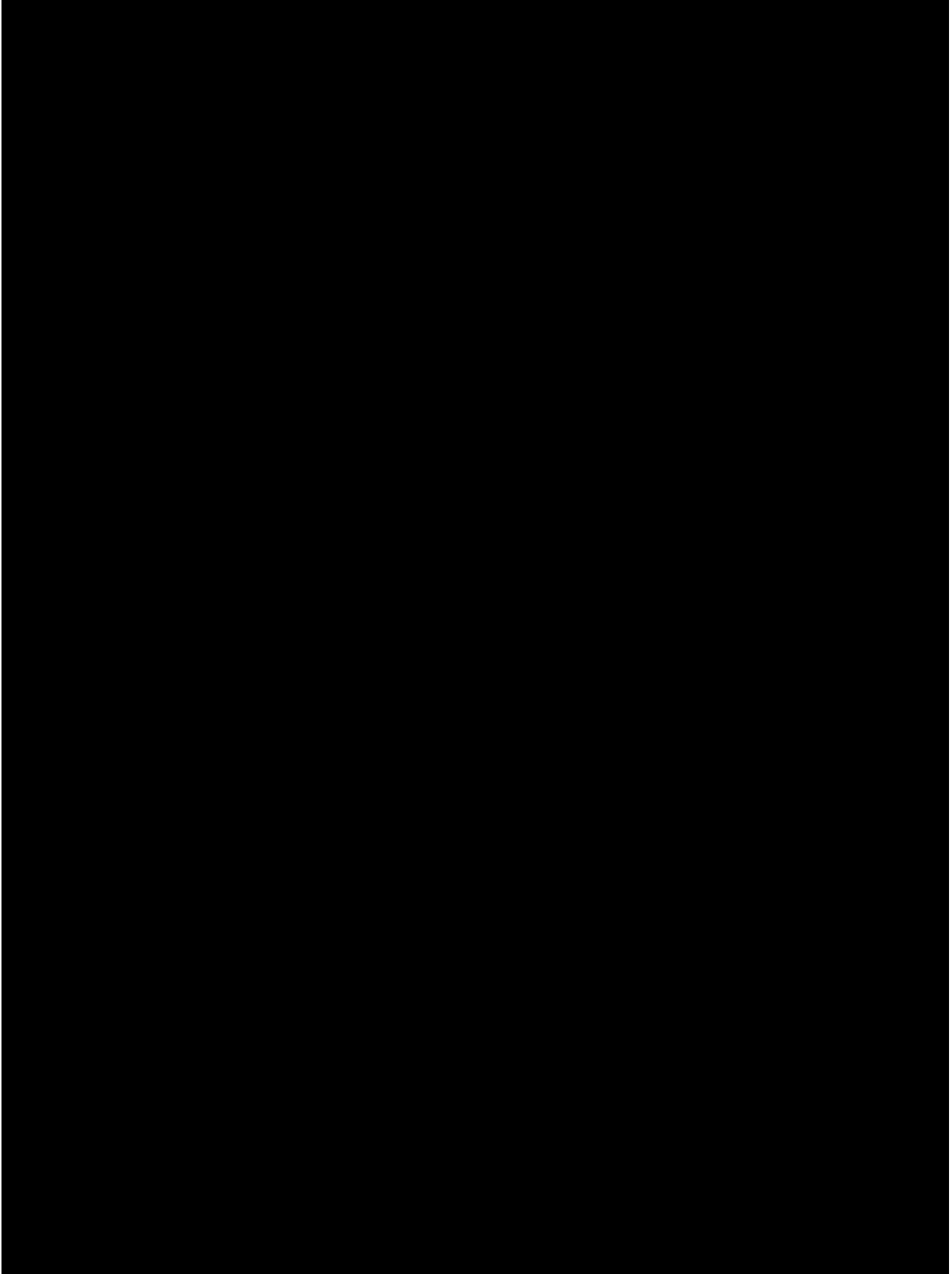
uncomfortable.” – *This is a summary of [REDACTED] written statement.* [REDACTED]
[REDACTED]

Larimer County Sheriff’s Office Report #20-885: To corroborate the date and time of [REDACTED] encounter with Deputy Preece in January of 2020, I reviewed written reports prepared by Deputy Preece during that time period and located a case of interest under Larimer County Sheriff’s Office Report #20-885. In that investigation, initiated on January 29, 2020, Deputy Preece investigated two teenage females whose male employer was harassing them with sexual questions. During that investigation, Deputy Preece learned that there were nude photographs of one of the teenagers that she had reportedly sent to the male employer. Given the details of this investigation, it appears more than likely that this was the same investigation relayed to [REDACTED] by Deputy Preece on the night she identified.

Larimer County Sheriff’s Office Report #20-929: To further corroborate the date and time of [REDACTED] encounter with Deputy Preece in January of 2020, I reviewed written reports prepared by Deputy Preece during that time period and located a case of interest under Larimer County Sheriff’s Office Report #20-929. In that investigation, initiated on January 30, 2020, Deputy Preece contacted a male juvenile during a traffic stop and later followed him to [REDACTED] as the juvenile was transported via ambulance following medical complications. While in the Emergency Room between 0043 hours and 0210 hours on January 31, 2020, Deputy Preece waited until the arrival of the male juvenile’s father. Given the time frames and description of events, this incident likely identifies the date and time when [REDACTED] encountered Deputy Preece. According to CAD notes, Deputy Preece cleared this call at 0210 hours and went out of service at 0218 hours.







[REDACTED]

Text Messages Between Deputy [REDACTED] and [REDACTED]: During an interview with Deputy [REDACTED] he advised me that there had been multiple text messages between him and [REDACTED] in which she shared her concerns about Deputy Preece. At my request, Deputy [REDACTED] forwarded those text messages to me via email [REDACTED]. In reviewing the text messages, [REDACTED] initially reached out to Deputy [REDACTED] (*April 28, 2020 – Thread 1*) in which she told him, referring to Deputy Preece, “Again, this has to stay between you and I, but he seems to just be kind of a creep. I feel like he kinds of preys on vulnerable people.” She refers to Deputy Preece as being “manipulative” and that is when she initially talks to him about her encounter with Deputy Preece in the Emergency Room. [REDACTED] notes, “Within 5 minutes of him leaving the ED he friended me on FB. Which I’m friends with a lot of you guys so not a big deal, but he immediately was telling me about how he and his wife have an open relationship and there was some chick who got him in trouble.”

On May 4, 2020, Deputy [REDACTED] tells [REDACTED] via text message about how to file a complaint about Deputy Preece and provides her with the phone number to the Office comment line. [REDACTED]

[REDACTED]

On May 25, 2020 [REDACTED] describes to Deputy [REDACTED] how Deputy Preece made a comment to her about her “butt being cute, but not stopping at one comment, like he kept going.” [REDACTED] confirmed that Deputy Preece was on duty at the time while she was working at the nurses station. On May 26, 2020 [REDACTED] mentions to Deputy [REDACTED] “I also shouldn’t have deleted everything he sent me.”

On June 16, 2020 [REDACTED] tells Deputy [REDACTED] “So there’s something that’s been really eating at me, which I don’t want to bring up to Matt (*Sgt. Cherry*), just because I’m not sure if it happened or not. This sounds bad to someone who doesn’t know I almost died and the stuff surrounding it. I didn’t want to have everything else discredited. I can’t remember the night before I was found at all. Still zero memory. And the days prior I have little to no real memory. I’m not sure if this was part of my hallucinations from the hospital or if it really happened. I think Preece slept with me. I have blurs of memory and the feeling I get with it is overwhelming and scary. It’s really been messing with me and I can’t get it out of my head. I didn’t even know how to say it to you, because it should be something someone remembers. I don’t want you to say anything to Matt, I just felt like I needed to tell someone. I was afraid to say anything because of what the Loveland detective thought. I don’t know, it’s just all messy and I really just

want to forget about all of it. Do I sound crazy?" On June 17, 2020, Deputy [REDACTED] asks [REDACTED] what she remembered from her flash backs and she responded, "One of him on top of me. The other him looking through my house, making sure no one else was there?" When Deputy [REDACTED] asks her if it was consensual, she replies, "Well I'd like to think I wouldn't voluntarily sleep with him. But I honestly can say just because I don't remember other than the two main flashbacks I keep getting. Cant*."

The remainder of the text messages between [REDACTED] and Deputy [REDACTED] consist of conversations about her mental well-being and the administrative process with Deputy Preece.

Text/Facebook Messages Between Deputy Preece and [REDACTED]; On July 1, 2020, I was contacted by Sgt. Kevin Maul who told me he received information from Sgt. Aaron Belk with the Loveland Police Department about some text messages involving Deputy Preece. When I contacted Sgt. Belk, he told me that during the execution of a search warrant of [REDACTED] [REDACTED] electronic devices, they discovered a string of text and Facebook messages between [REDACTED] and Deputy Preece. [REDACTED]

[REDACTED] On July 2, 2020, I met with Sgt. Belk and Loveland Police Detective Jenn Pfoff. They explained to me that although the text messages between [REDACTED] and Deputy Preece appeared to be unrelated to their investigation, they felt our agency might want to know about them as they had heard an administrative investigation may be conducted on Deputy Preece. Without going into the details of my investigation, I told them the text messages they recovered may be related to my investigation and requested the release of said text messages. I specified that I did not need any other data from the electronics in which they had searched via the search warrant. They granted me those text and Facebook messages, [REDACTED]

In reviewing the Facebook messages, the initially start on January 31, 2020 at approximately 09:08:22 UTC, or 0208 hours (*According to the CAD notes, Deputy Preece cleared from [REDACTED] at 0210 hours following his investigation with the minor driver under Report #20-929. He went out of service at 0218 hours*) and appear to end on or about May 1, 2020. Although the messages appear to be between [REDACTED] and [REDACTED] it clear from the context of the messaging that they are between [REDACTED] and Deputy Preece, as Deputy Preece shares a text message he received from a reported domestic violence victim at 10:38:00 UTC, or 0338 hours and the text message starts, "Deputy Preece,". Although he attempts to cover the case number the victim references in the text message, it can be seen through the highlighting. The victims name can be identified though. [REDACTED]

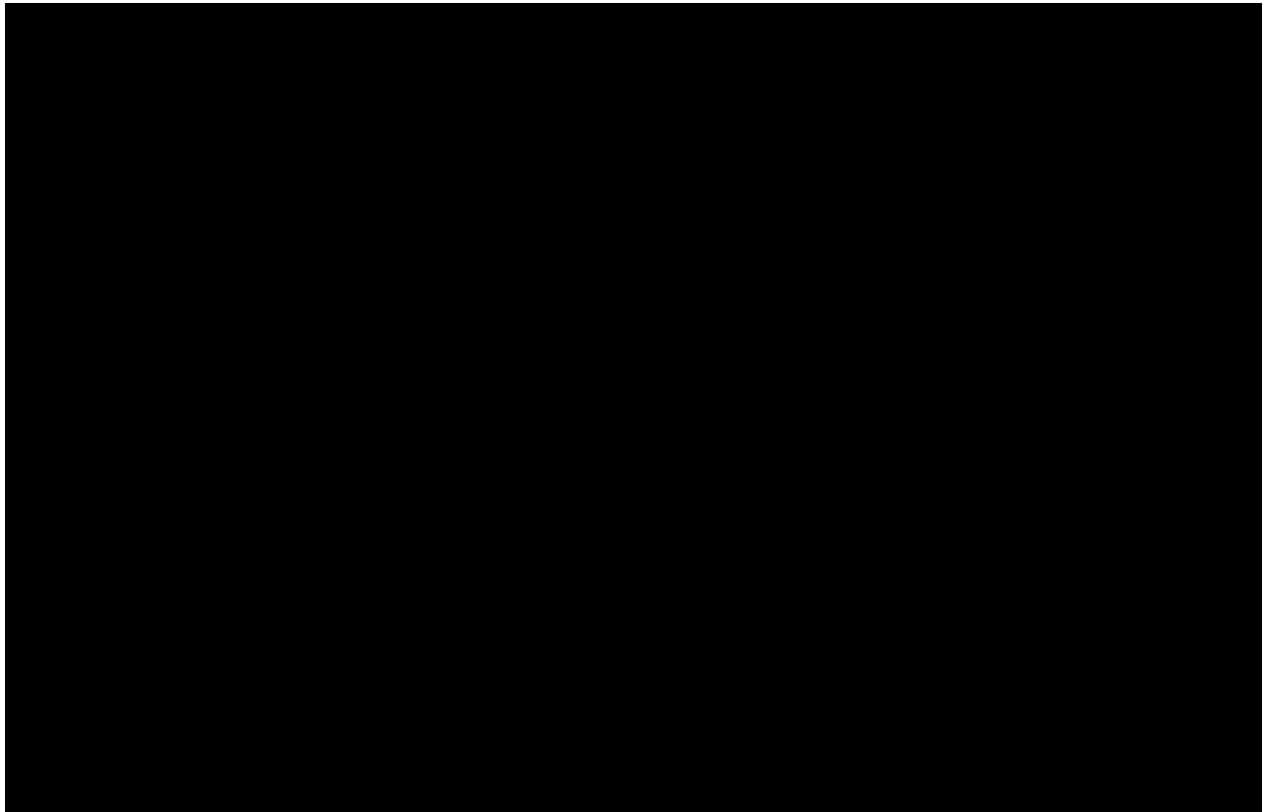
[REDACTED] It's appears throughout these Facebook messages that both Deputy Preece and [REDACTED] are equally flirtatious and there doesn't appear to be any attempts at coercion or manipulation on Deputy Preece's part. The have a variety of different conversations [REDACTED]

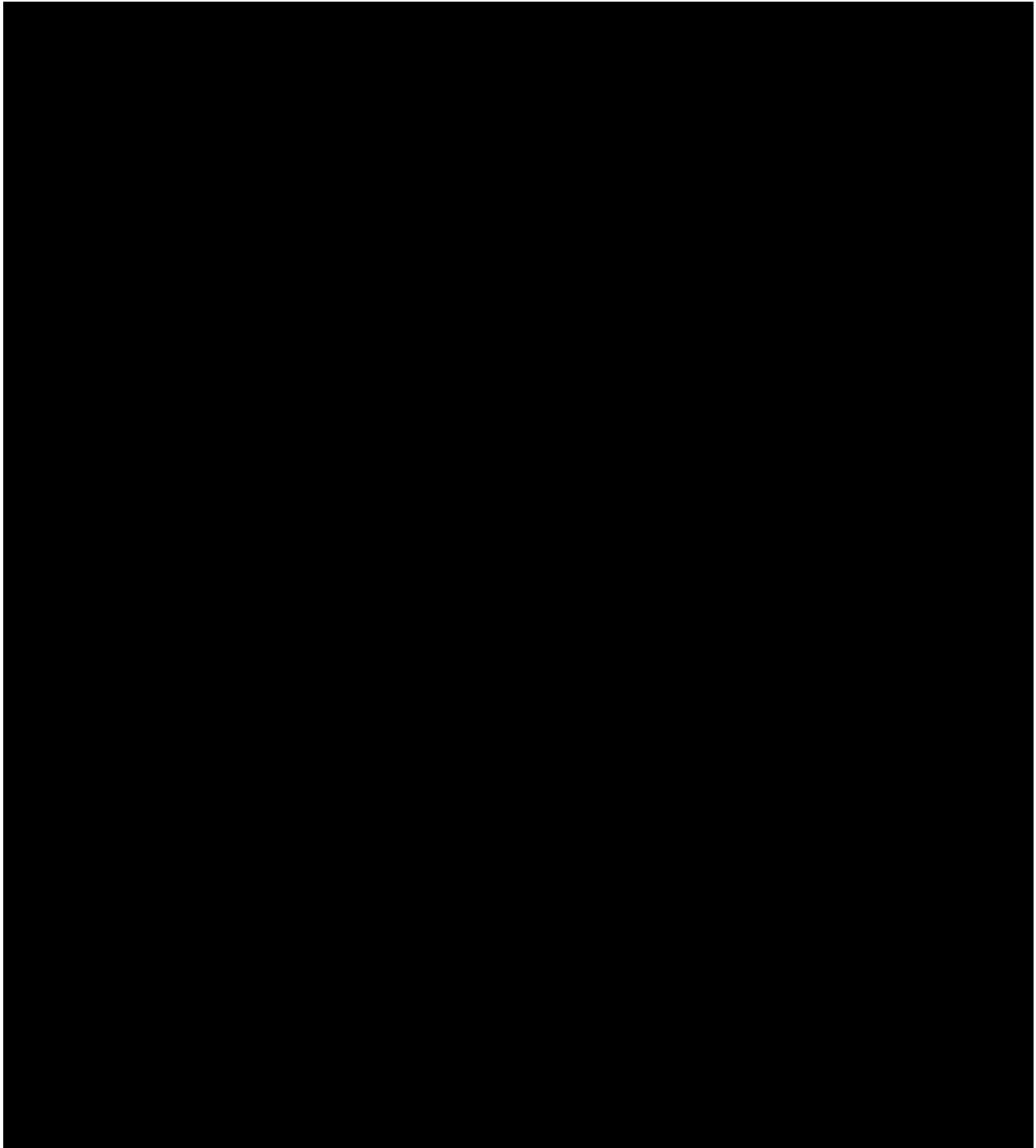
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On April 27 2020 at 21:21:39 UTC, or 1421 hours, ██████████ invited Deputy Preece to come see her. There is a string of messages back and forth which eventually leads into various sexually explicit messages between both parties talking about having sex between them, known as sexting. On April 28, 2020 at 03:27:15 UTC, or April 27, 2020 at 2027 hours, Deputy Preece and ██████████ agree to meet. There is no indication in the messages that Deputy Preece is exerting any type of pressure on ██████████ and she seems welcoming to him. In the following messages, it appears they did meet as approximately an hour later, she sends him a message, "I hope that was ok" in which he apologizes for having to leave as he was short on time. They later discuss how she's feeling and although he appears supportive of her, she makes comments such as, "I guess I just have a low self esteem" and "I'm just dumb." The Facebook communication between them appears to stop on April 28, 2020 at 22:23:08 UTC, or 1523 hours.

In reviewing the messages between ██████████ and Deputy Preece via the downloads from her iPad and iPhone, I saw nothing that would corroborate the information she provided in her written statement. All of the messages seemed consensual and conversational. ██████████ messages to Deputy Preece seem to stop on April 19, 2020. On May 2, 2020, Deputy Preece sends a message to ██████████ "Hey...did you block me on everything? If so, why? What's going on?" On May 3, 2020, he asks, "So, I'm not sure what's going through your head but this really isn't cool. An explanation would be nice." There is no further communication as this point between them.

Interviews

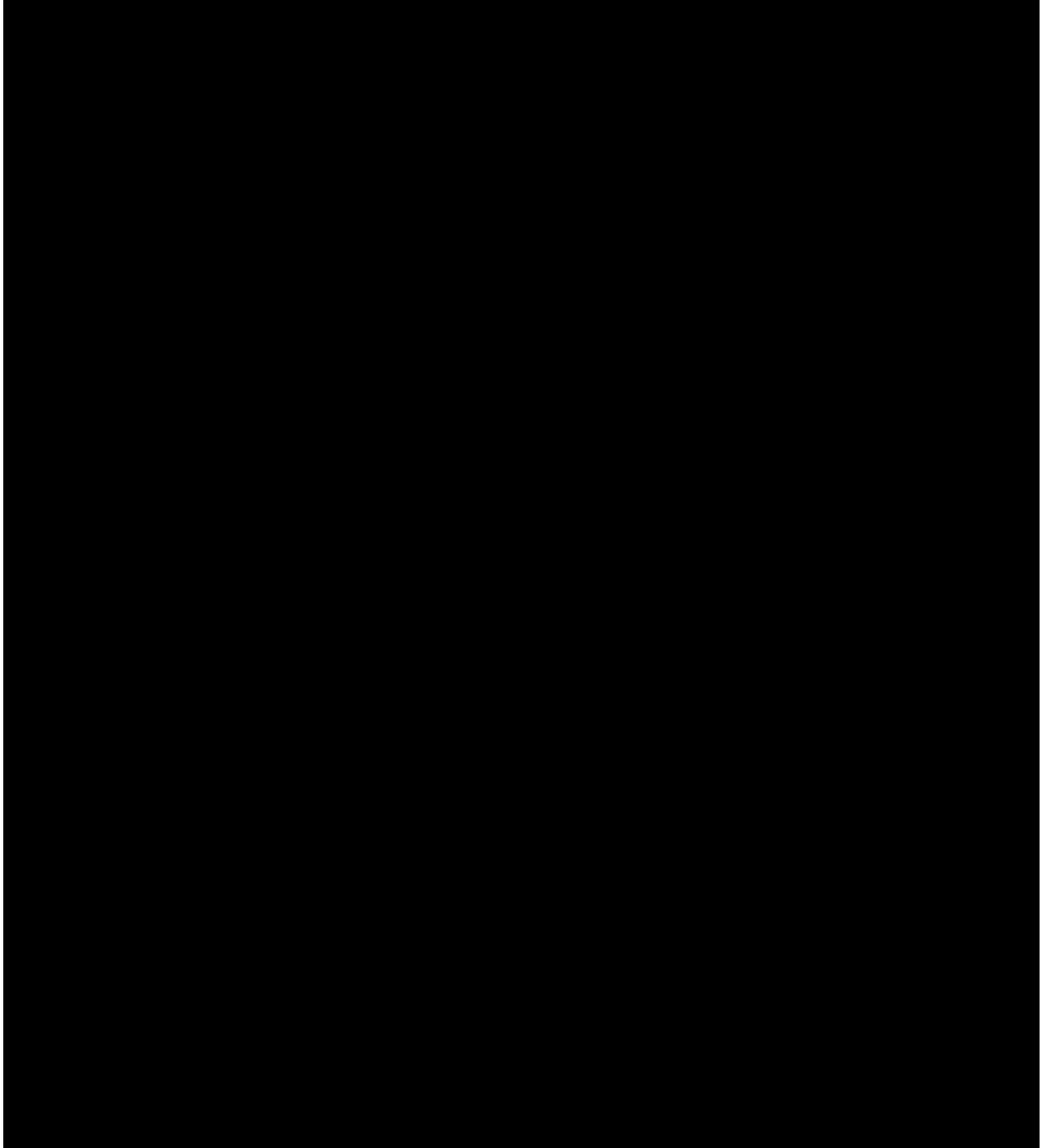




Deputy Geoffrey Preece: On June 26, 2020 at approximately 0830 hours and with at least 2 days advance notice with his attorney, Nicholas Cummings, I met with Deputy Preece to interview him regarding the allegations against him. I had previously informed Mr. Cummings of the allegations by the 4 separate complainants of inappropriate comments made by Deputy Preece. As we met and before any questioning, I provided the case summary to them with the reported allegations from each complainant. After asking Deputy Preece to establish what his relationship with [REDACTED] was and prior to asking him any additional questions, I realized

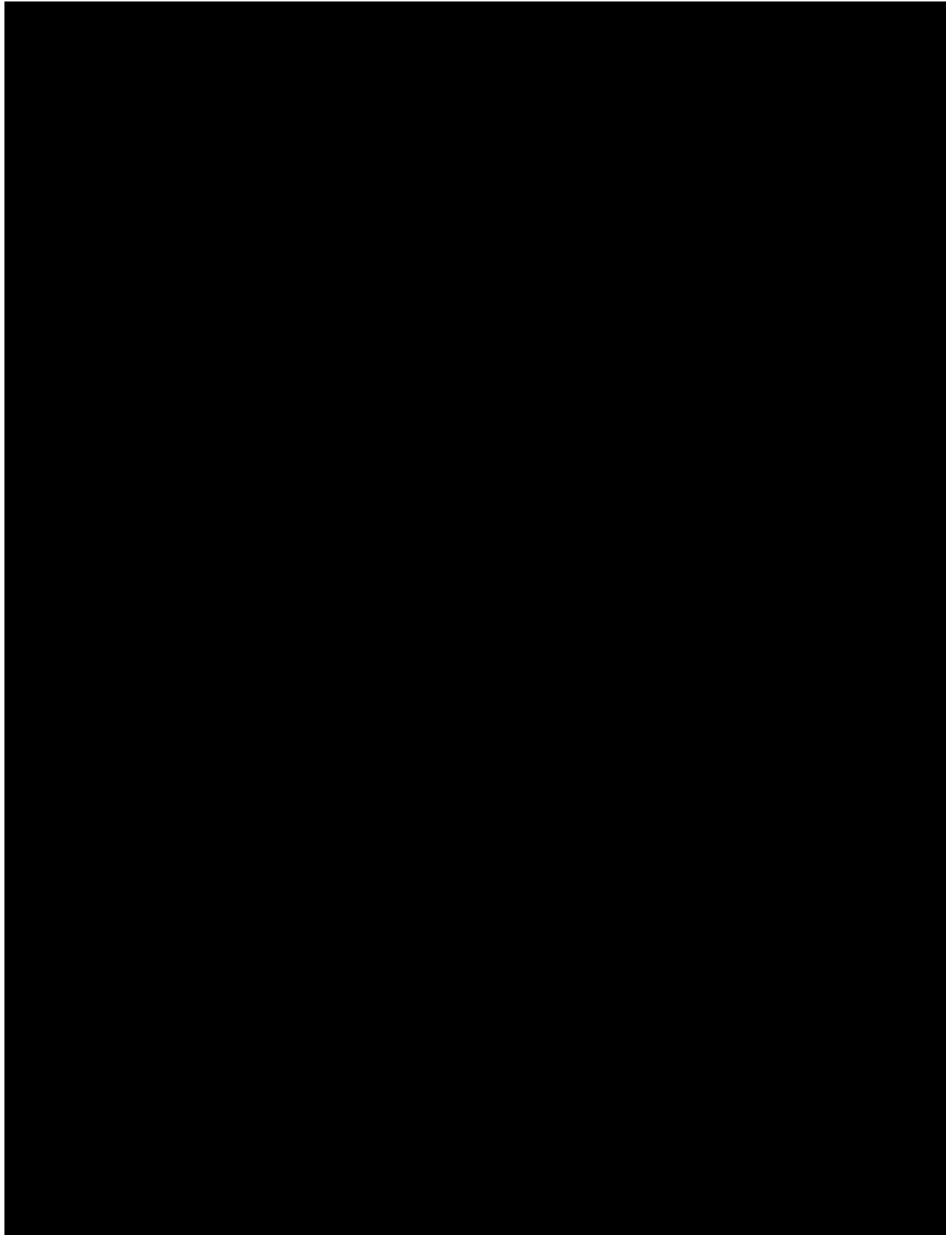
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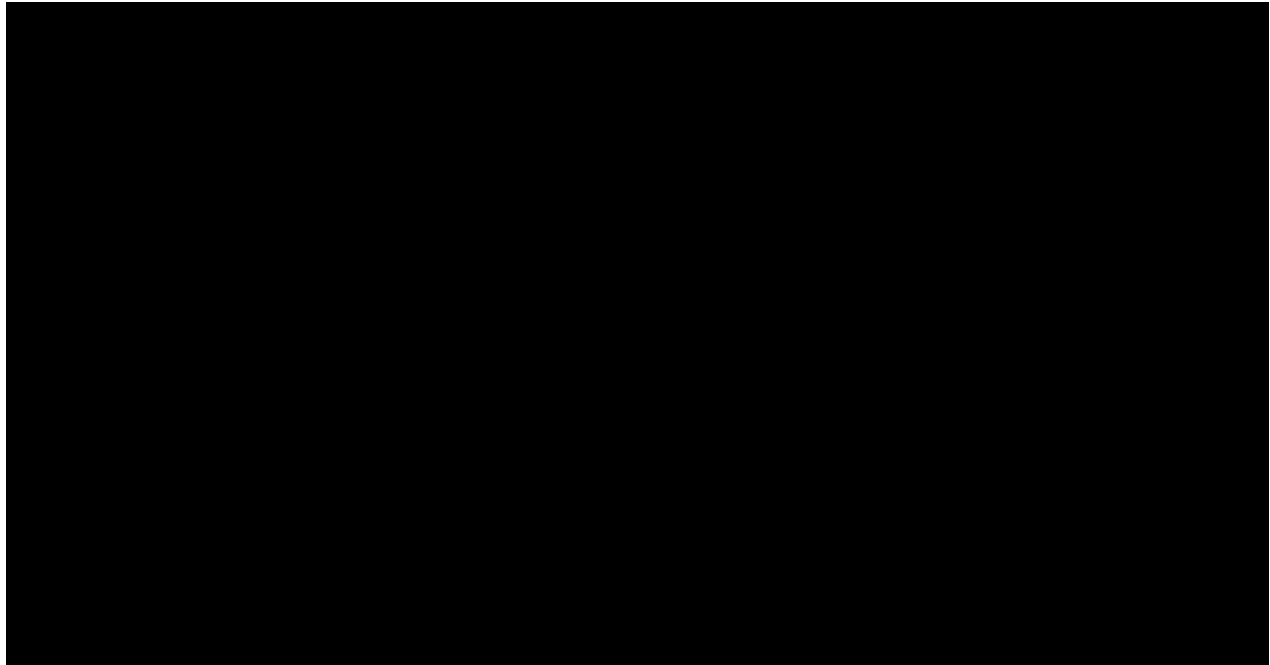
that I had neglected to advise him of his Garrity Rights (*Garrity Notice*). This was approximately two minutes after he had started talking about that relationship that I paused him to provide him with those rights. I read the advisement verbatim to Deputy Preece and then provided him and his attorney the form to review as well. He then signed his acknowledgement that he had read and received his copy of the document.




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I questioned Deputy Preece (28:00) about the allegations made by [REDACTED]. When I asked Deputy Preece about how he met [REDACTED], he told me he had seen her on multiple occasions, some of which were simply in passing. I asked him (30:24) if he recalled having a conversation with [REDACTED] about a sexual assault investigation he was conducting of a juvenile female. He replied, "No." I explained to him that [REDACTED] described details that he had allegedly provided to her about having had to look at nude photographs of this girl while standing next to her father. When I asked him if he remembered that conversation, he replied, "No." I asked him if it was possible that he had. He told me, "I would more than likely say, no. That's not something I would talk to something about that I didn't know." I asked Deputy Preece how many times he had had an in-person conversation with [REDACTED] at [REDACTED]. He asked, "Define in-person conversation, like passing by?" I explained to him what I meant by in-person and he replied, "5 to 10 times." I again questioned Deputy Preece about the explicit photographs he had discussed with [REDACTED] regarding a teenager. He again told me that he wouldn't have discussed something like that with someone he didn't know. At this point, Deputy Preece seemed more focused on the possibility that he had released information regarding a case he was working with someone outside of law enforcement. I explained to him that I wasn't asking him about that because I had concerns about it, but simply to corroborate what [REDACTED] said he told her. He again replied that he wouldn't have told someone this information if he didn't know them. I asked Deputy Preece if he recalled being at [REDACTED] for a minor that he had contacted for a traffic contact. He stated he recalled that incident as it was related to an assist to the Drug Task Force. I asked him if he was there waiting for the minor's father, which he stated he was. I asked him if he recalled having a conversation with [REDACTED] at that time. He stated she may have been sitting at the nurse's station. He stated, "I don't entirely recall. There's a lot of nurses. Like, I could've spoken to her, but I was also talking to DTF a majority of the time as well." I explained to him that I was still waiting for video from the cameras from that date, but asked him if he recalled having a conversation with [REDACTED]. He told me that he could've had a conversation and that he normally stands outside of the nurse's station, unless he has a report to write; however, he didn't remember talking to her. I asked Deputy Preece (41:30) if he recalled a conversation with [REDACTED] comparing her figure to that of her co-worker. He replied, "No." I asked him if he recalled making any comments about her appearance. He told me (42:03) that other than commenting about a black eye that she had at one time, that's the only comment that he had made about her appearance. I asked him if he had ever made a comment to [REDACTED] other than about her black eye, about her appearance such as her body shape. He replied, "during these conversations? No." I asked him he had ever made a comment to [REDACTED] about her figure. He replied, "Yes, we both have." I asked him if it was reciprocal and he stated it was. I asked if, during this initial conversation, he had commented on [REDACTED] butt being "little and cute." He replied, "No." I asked him if he had made any hand gestures of "slapping a butt" in front of her. He replied, "No, I do talk with my hands a lot, but no." I asked Deputy Preece if he ever communicated with [REDACTED] outside of work and he stated he had; however, he couldn't remember the specifics of how they initiated that communication. I asked Deputy Preece if he had sent [REDACTED] a "friend request" via Facebook about 10 minutes after he left the hospital. He told me he remembered sending her a request, but didn't think it was on the same day. I asked him if he ever communicated with her via Snapchat, which he stated he had. - *This is a summary of this part of the interview.* [REDACTED]
[REDACTED]

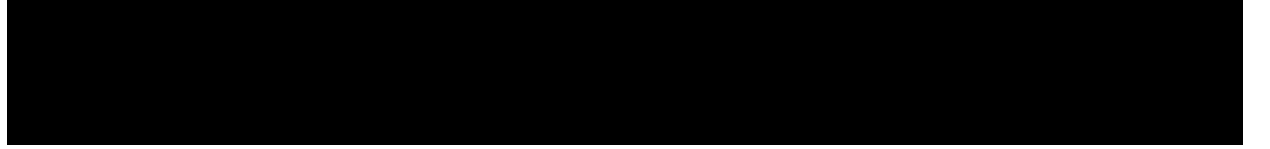


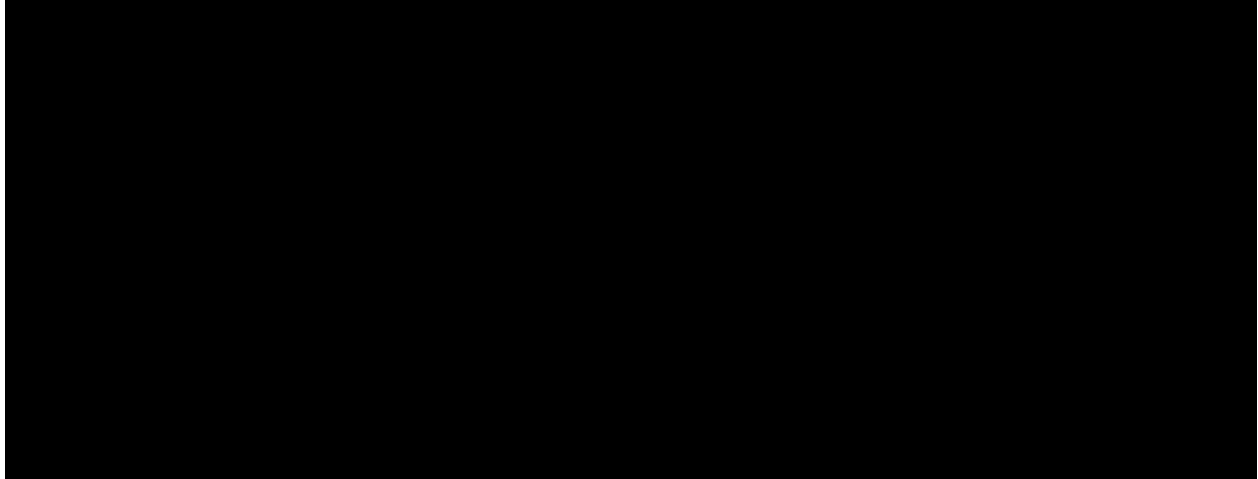


After about an hour break, Mr. Cummings, Deputy Preece and I met again to finish the interview. I questioned Deputy Preece about some allegations that had been made about him possibly using a criminal justice database to perform a criminal history on his wife, which he denied. I questioned him about using any type of criminal justice database to look up information for his own personal use, which he denied.



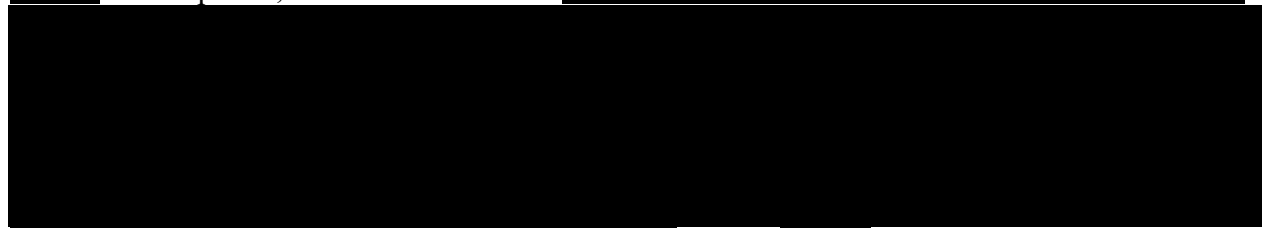
I questioned Deputy Preece about how he answered some of my questions. I had noticed that despite the severity of the allegations against him, he never seemed to show any emotion or become defensive against things that he didn't believe were true about him. He sometimes seemed non-committal in his answers and appeared to give himself some wiggle room in how he answered my questions. Deputy Preece responded that he did give direct answers because he remembered those incidents, but he explained that there were some things he couldn't specifically remember so he couldn't give a definitive answer. I asked him to confirm whether or not he made the comment about   butt or made the "slapping motion." Deputy Preece replied, "I did not say that." He added that he talks with his hands, but he denied deliberately make any slapping motions. 





██████████: On June 30, 2020 at approximately 1643 hours, I contacted and spoke with ██████████ via telephone and recorded our conversation. I asked ██████████ about statements made by Deputy Preece in which he had had multiple conversations with her at ██████████. ██████████ replied, "Not that I remember." ██████████ stated that she only remembered seeing him once before, at least a year prior to this incident in January. I asked her about any statements he had made to her through messaging after he left the hospital that she felt was inappropriate. She stated, "Other than sharing way too much information, things that were unsolicited, like about his relationships and stuff...I mean, I kind of think that's inappropriate, but nothing like inappropriate...that I remember." I asked her if she remembered Deputy Preece making any comments about her appearance through messaging after he left the hospital. She replied, "I don't think so, but I honestly can't remember." I asked ██████████ if she had any contact information for the other nurse that she described as being upset with things Deputy Preece had said. ██████████ told me that since that was a traveling nurse, she had no contact information for her. - *This is a summary of the nearly 24-minute interview.* ██████████

Deputy ██████████: On July 5, 2020 at approximately 1230 hours, I spoke with Deputy ██████████ via telephone, which was recorded. ██████████



Deputy ██████████ added that he had later been contacted by ██████████ who had previously sent him a friend request on Facebook to talk about a subpoena she had received on one of Deputy ██████████ DUI cases. Since she already had his contact information via Facebook, she reached out to him to ask about Deputy Preece, which is when she relayed her concerns about him to Deputy ██████████. I asked Deputy ██████████ if he had ever witnessed Deputy Preece being inappropriate. He told me that he has previously seen Deputy Preece standing outside of his patrol vehicle and talking with two women. Although he wasn't on a call at the time, Deputy Preece later told Deputy ██████████ that the women were his

“informants.” Deputy [REDACTED] also stated that he has also seen Deputy Preece’s patrol vehicle parked in a driveway off of Highway 1. Since Deputy [REDACTED] was already suspicious of Deputy Preece, he was monitoring his location and although Deputy Preece wasn’t on a call, he was parked in a driveway behind a tree. Deputy [REDACTED] added that the vehicle was unoccupied and that he had been there for approximately 30 minutes. - *This is a summary of the nearly 28-minute interview.* [REDACTED]

Video Evidence

After receiving consent from the Risk Management and Legal Departments of [REDACTED], I received a flashdrive containing video from the surveillance video camera above the nurse’s station in the Emergency Department on January 31, 2020 between 0127 and 0156 hours. The video shows Deputy Preece entering the area and subsequently sitting down in the nurse’s station with [REDACTED]. Although there’s no audio from this video, at 01:54:14 hours, Deputy Preece is seen exiting the nurse’s station and standing directly in front of [REDACTED]. It appears he makes several gestures with his hands, but nothing definitive to identify a “slapping motion” with his hands. [REDACTED]

Review of Personnel Files

A review of Deputy Preece’s personnel files revealed two Letters of Reprimand:

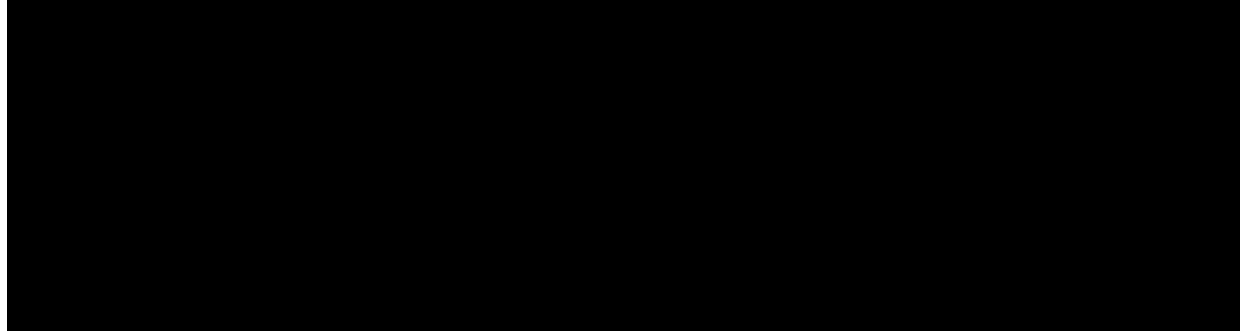
[REDACTED]

The second was the result of Supervisory Inquiry #IA2019-00053 with findings of *Unfounded Complaint* for PP-10000.2.9: Rules of Conduct – Conduct Towards Other Employees, *Improper Conduct* for PP-10000.2.6: Rules of Conduct – Standard of Conduct, and *Improper Conduct* for PP-10000.2.6: Rules of Conduct – Courtesy. The Written Reprimand was dated July 16, 2019. It is noted, “Further incidents of this nature may result in more serious adverse actions including suspension, demotion and termination.”

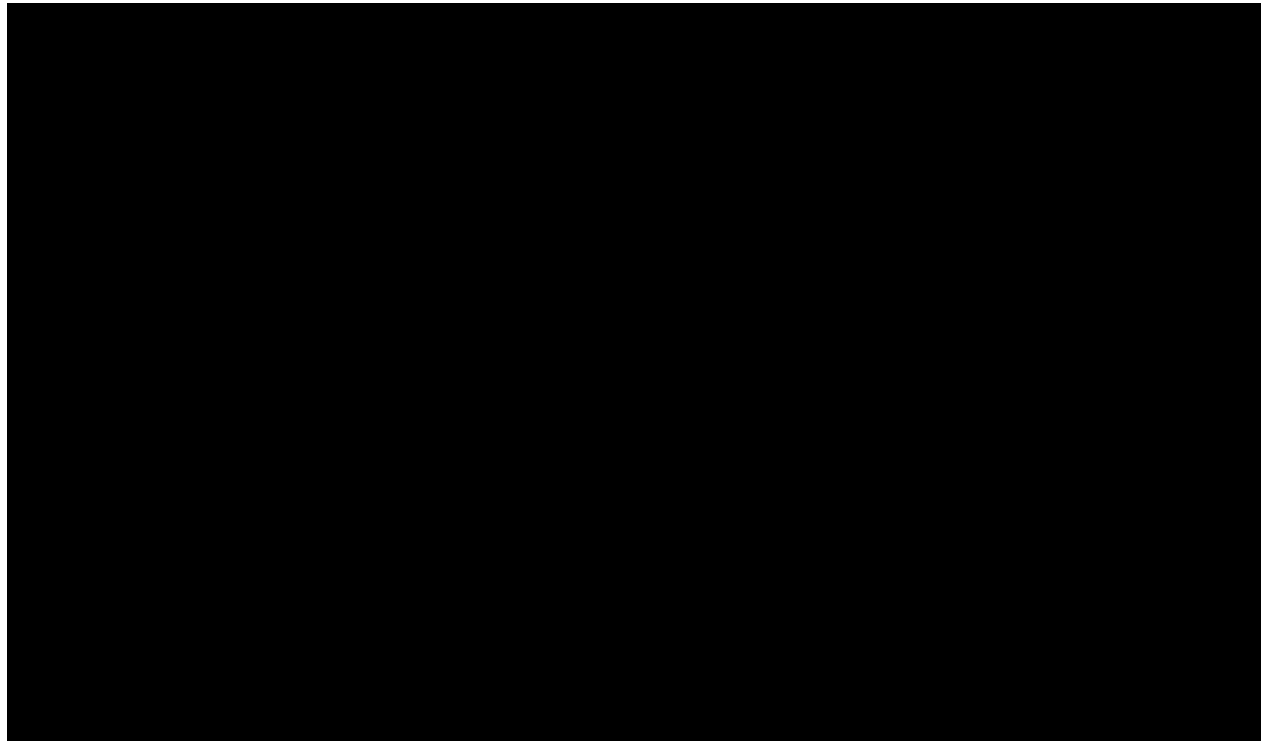
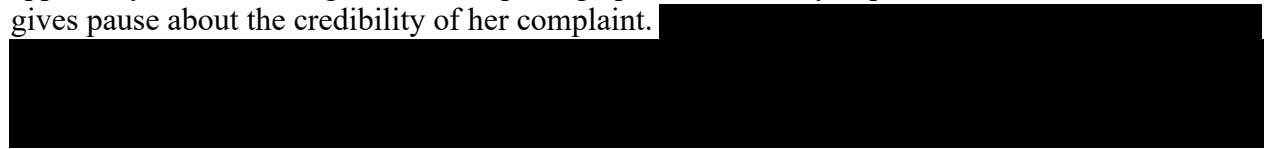
Summary

[REDACTED]

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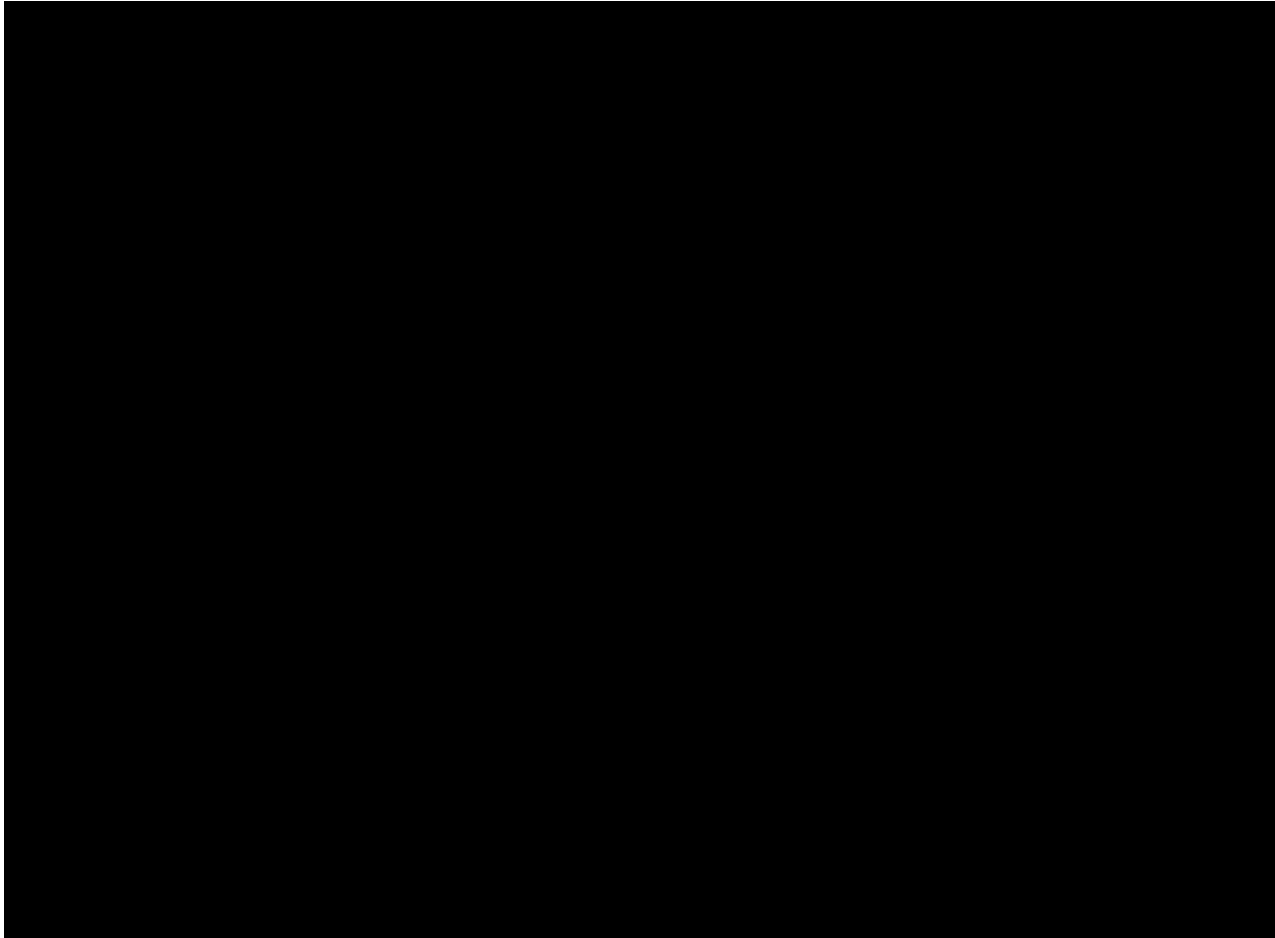


Despite the allegations made by [REDACTED] of inappropriate comments being made towards her by Deputy Preece at [REDACTED], her continued involvement with him, apparently mutual flirting, and shared photographs of a sexually explicit nature between them gives pause about the credibility of her complaint. [REDACTED]



Deputy Preece has access to the on-line Rules of Conduct, Policy, and Procedures handbook and should know what is expected of him as an employee. These rules and policies are relevant to the public trust we hold, as well as operational goals of the agency. I conducted a thorough and adequate investigation which was fair and objective for all parties involved. All investigative leads have been looked at and all evidence is presented. This investigation has followed all established policy and procedures.

Findings Pertaining to the Investigation for Internal Affairs Case #2020-00035

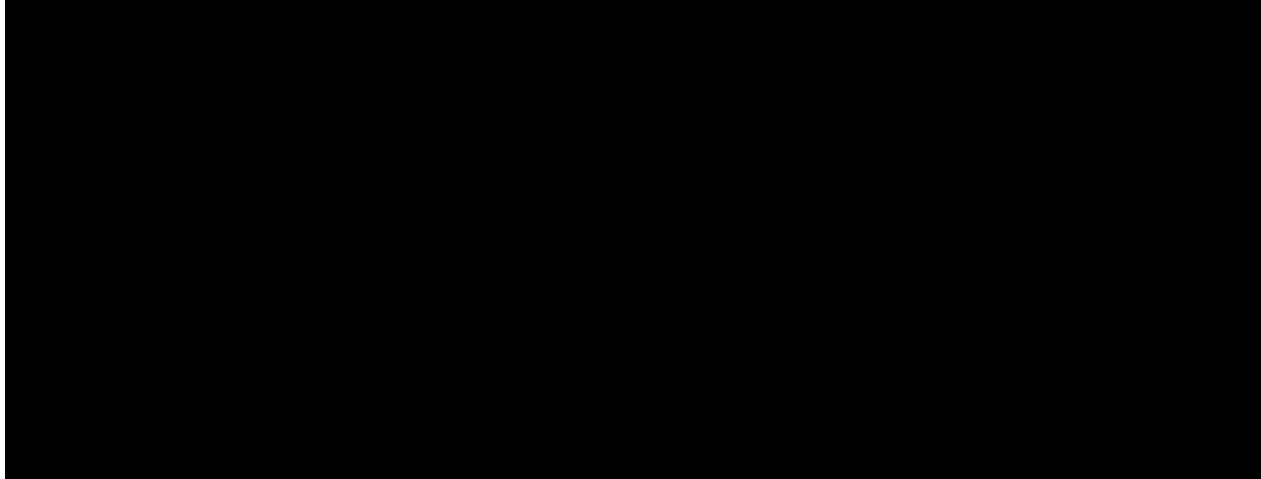


Complaint: That Deputy Preece made inappropriate comments to [REDACTED]
[REDACTED] Nurse [REDACTED]

10000.2.5: STANDARD OF CONDUCT

Employees will conduct their private and professional lives in such a manner as to avoid bringing discredit upon the Office or impairing its effective operation.

During this investigation, [REDACTED]
[REDACTED] Nurse [REDACTED] provided separate, unrelated statements regarding unprofessional and inappropriate comments made by Deputy Preece.



█ Nurse █ alleged that Deputy Preece made inappropriate comments about her physical appearance and made inappropriate hand gestures of “slapping a butt”; however, the credibility of █ is a genuine concern.

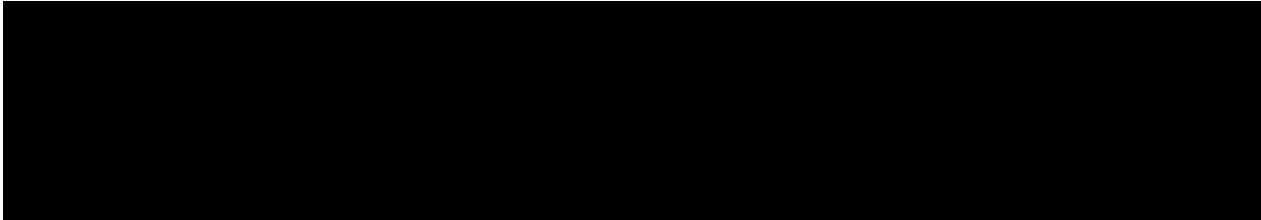
Although Deputy Preece denied the allegations made by █ the totality of the circumstances demonstrate that he has brought discredit to the Sheriff’s Office and negatively impacted the effective operations of the Sheriff’s Office. Therefore, I recommend this violation be found as *Improper Conduct*.

Complaint: That Deputy Preece made inappropriate comments to █
█ Nurse █

10000.2.6: COURTESY

Employees will be courteous to the public and fellow employees. Employees will control their tempers and avoid arguments. They will not inappropriately use derogatory, violent, profane, or insolent language or gestures.

During this investigation, █
█ Nurse █ provided separate, unrelated statements regarding unprofessional and inappropriate comments made by Deputy Preece.



[REDACTED]

[REDACTED] Nurse [REDACTED] alleged that Deputy Preece made inappropriate comments about her physical appearance and made inappropriate hand gestures of “slapping a butt”; however, the credibility of [REDACTED] is a genuine concern.

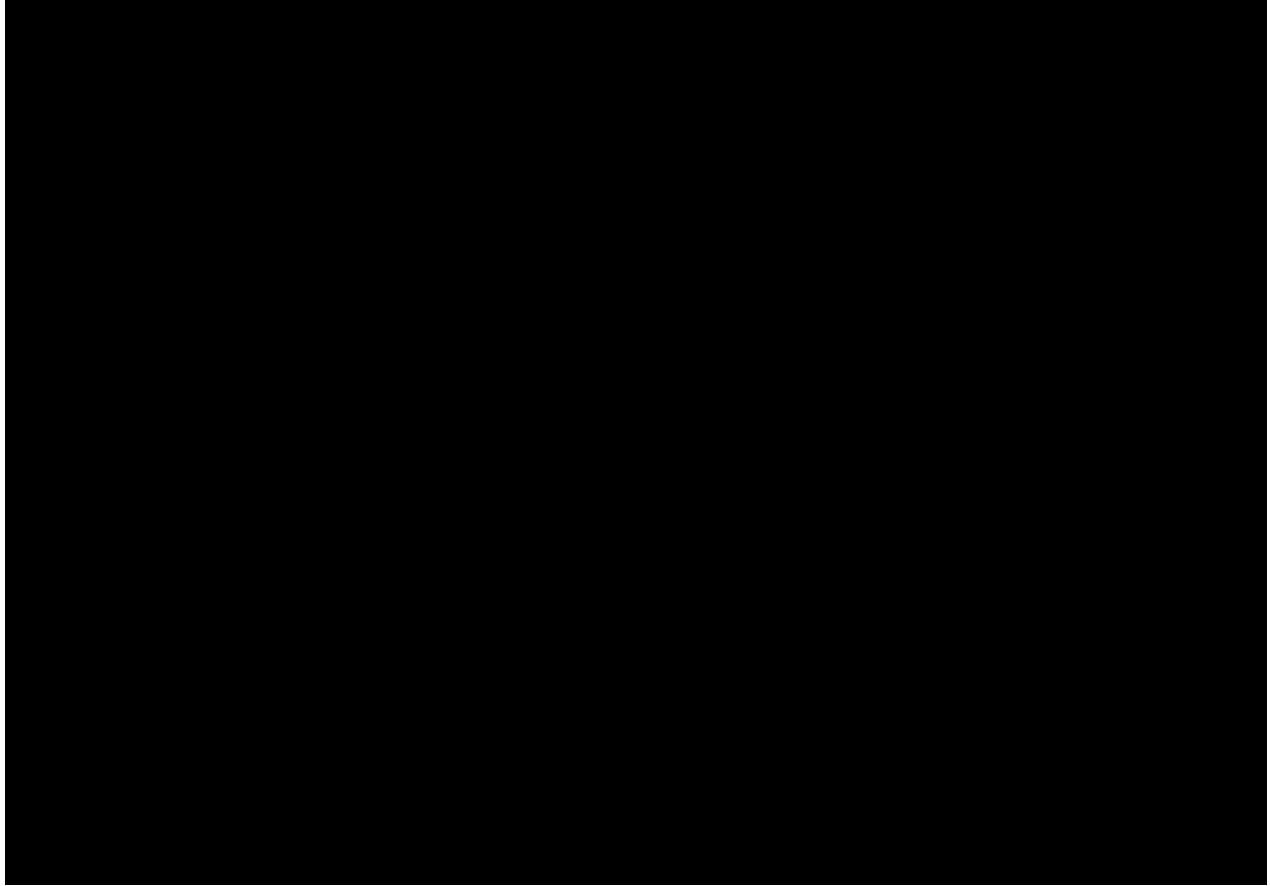
Although Deputy Preece denied the allegations made by [REDACTED] the totality of the circumstances demonstrates Deputy Preece’s lack of courtesy and respect towards his fellow employees and a citizen. Therefore, I recommend this violation be found as ***Improper Conduct***.

Complaint: That Deputy Preece violated department rules and policies and that he committed acts which he knew or should have known were contrary to the good order and discipline of the agency.

10000.2.1: VIOLATION OF RULES

Employees will not commit nor omit any act which constitutes a violation of any department rule, policy, procedure, responsibility, instruction, or order. In the event of improper action or breach of discipline, it will be presumed that the employee was familiar with the rules, policies, procedures, responsibilities, instructions or orders. Any other act or omission which the employee knew or should have known was contrary to good order and discipline of the department can be also considered as a rule violation.

Office rules, policies, procedures, responsibilities, instructions, and orders are listed online via PowerDMS, which digitally records the signature of acknowledgment of each employee. Deputy Preece digitally signed his receipt and understanding of the rules and policies allegedly being violated in this investigation on October 19, 2018. Given the results of this investigation, the preponderance of the evidence shows Deputy Preece violated several Office policies and rules. Therefore, I recommend this violation be found as ***Improper Conduct***.



Respectfully submitted,

Matthew Cherry, Sergeant
Professional Standards Section

July 16, 2020
Date

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