



**Police Department**

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**TO: LPD Executive Staff**  
**FROM: Sergeant Brandon Johnson**  
**DATE: March 23<sup>rd</sup>, 2024**  
**RE: PSU 2024-056 – Executive Summary**

**Initial Complaint**

**January 30<sup>th</sup>, 2024** – The Professional Standards unit was made aware of allegations that Officer Greg Harris initiated and pursued an inappropriate personal relationship with the adult victim of sexual assault.

**Allegations & Findings**

**LPD Policy 1.03 – Code of Ethics – Off-duty Conduct – SUSTAINED**

**LPD Policy 3.01 – Employee Conduct – General Rules of Conduct – SUSTAINED**

**LPD Policy 3.14 – Nepotism – SUSTAINED**

**City of Loveland AR-00012 – Conduct, Performance and Discipline – SUSTAINED**

**LPD Policy 8.02 – Records Release – SUSTAINED**

**Investigative Summary**

While Officer Harris was on-duty and responding to calls for service, he developed or attempted to develop personal dating relationships with ten women by initially providing his work cell phone number and then offering his personal cell phone number. Officer Harris used his department-issued cell phone to send flirtatious text messages to each woman and even offered for some of the victims to stay at his residence. He also used CCIC to run one of the women, who was his girlfriend at the time.





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- One woman was contacted by Officer Harris during a family disturbance call. Officer Harris developed a personal and intimate dating relationship with the woman, she moved into his home, and she was subsequently arrested for Domestic Violence against Officer Harris. Officer Harris ran this woman 12 times, many of them while he was in a relationship with her, at her request to see if she had warrants.
- Four women were contacted by Officer Harris after they reported crimes of Domestic Violence and/or Violation of a Protection Order and a criminal case was generated either by Officer Harris arresting the offender or drafting an arrest warrant. One of these women reported Officer Harris came to her home in [REDACTED] while off-duty to check her welfare, and she alleged Officer Harris sent her a photograph of his genitals.
- One woman, [REDACTED], was contacted by Officer Harris while he was working a Community Engagement Detail.
- One woman was contacted by Officer Harris on a Transient call when he was working a Community Engagement Detail.
- One woman was contacted by Officer Harris when she called to report a Violation of a Protection Order, however, probable cause was not met and a case report was not generated. Officer Harris eventually met the woman while he was off duty for drinks, but a relationship was not established.
- One woman was contacted by Officer Harris when she reported Harassment and Domestic Violence that had already been reported to another officer.
- One woman was contacted by Officer Harris when she reported Harassment by an ex-boyfriend. Officer Harris warned the ex-boyfriend via phone.

The trend and grooming behavior that appeared in this investigation included:

- Officer Harris meeting each woman while he was on duty.
- Nearly all of the women were vulnerable victims of crime and one was transient.
- Officer Harris began his advancements by extending compliments, calling them “gorgeous” and “sexy”, and inviting them to coffee or drinks.
- Officer Harris eventually asked the women to contact him on his personal cell phone.



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Officer Harris was cooperative and forthcoming during the investigation although he minimized some of his interactions. He acknowledged his behavior was inappropriate, relayed he had [REDACTED] and he asked for forgiveness.

### **Relevant Discipline History**

Officer Harris received a Final Warning in 2014 after an Internal Affairs investigation revealed he developed an intimate relationship with a woman he contacted in a domestic violence case where both parties were arrested. In this investigation, Officer Harris was placed on unpaid leave for 60 hours, with 20 of those hours held in abeyance.

### **Recommendation**

This investigation and the subsequent findings were reviewed by Officer Harris' chain of command and their unanimous recommendations were for serious discipline, up to and including termination.



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According to a CCIC report I ran, Officer Harris ran [REDACTED] through CCIC 12 times between September 25<sup>th</sup> 2023 and February 4<sup>th</sup> 2024. The first query appeared the day after a call for service Officer Harris responded to at [REDACTED] home, but Officer Harris wasn't assigned to an incident involving [REDACTED] at the time he ran her.

The preliminary information in the complaint suggested that [REDACTED] lived with Officer Harris at some point. Through my investigation, and after obtaining police reports from the Johnstown Police Department, I discovered [REDACTED] was arrested for domestic violence against Officer Harris following a disturbance at Officer Harris' residence in Johnstown on May 26<sup>th</sup>, 2023. In summary, Officer Harris called the Johnstown Police Department to report his intimate girlfriend of 6-months, [REDACTED], was intoxicated, shoved him, and took his phone when he was trying to call 911. This timeline would put the time their relationship began at approximately November of 2022, two months after he responded to her residence for the family problem call. The report also mentioned that [REDACTED] took one of Officer Harris' rifles and moved it from a closet to a bedroom. Officer Harris located the rifle and when unloading it in the hallway, [REDACTED] reportedly shoved Officer Harris into a door frame. [REDACTED] left the home after the disturbance, but returned and was arrested for several charges, including domestic violence and DUI. There was no allegation that Officer Harris committed any crimes during this incident.

A Mandatory Protection Order was issued protecting Officer Harris from [REDACTED]. In the order, [REDACTED] was restrained from making any communication with the Harris. As of February 20<sup>th</sup>, the protection order was still active.

I called [REDACTED] on February 14<sup>th</sup>, 2024 to set up an interview. She indicated she was sick, but we set up an interview time for the following Friday. [REDACTED] spoke rapidly and tangentially but described Officer Harris as a "good guy." [REDACTED] relayed she was aware of the active protection order with Officer Harris, and she didn't want to get in trouble, which I assured her she would not. Later that evening, [REDACTED] left me a voice message that upon the advice of her father, she would not come to the police department but would talk over the phone.

I interviewed [REDACTED] over the phone on February 15<sup>th</sup>, 2024 and recorded the interview (audio). [REDACTED] was hesitant to provide me with much information because she didn't want to get Officer Harris in trouble and she didn't trust me. [REDACTED] initially described Officer Harris as a "good cop" and said he took the time to listen to what she had to say. She said there was nothing Officer Harris did to get in trouble. [REDACTED] confirmed she first met Officer Harris on a call for service at her home (previously determined to be August 23<sup>rd</sup>, 2022).



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█ couldn't remember how that initial contact progressed into them communicating with each other. █ said she never felt coerced or intimidated by Officer Harris and he didn't assist her financially. █ said Officer Harris never visited her home when he was off-duty and never visited her home when he was on-duty outside of the calls for service. █ said she and Officer Harris have never been intimate when he was on-duty.

I asked █ why Officer Harris ran her name through CCIC several times between September of 2022 and February of 2024 and she told me she asked him to so she could see if she had a warrant as she was concerned that she did. She estimated asking him to run her name 3 – 4 times but was not surprised when I told her it was 12 times. She said the last time she asked him was a couple of weeks ago, which coincides with the entry on February 4<sup>th</sup> of 2024. █ would not answer all of my questions and several times told me my questions were something I should ask Officer Harris. She concluded the telephone interview saying she wanted to consult with an attorney.

During Officer Harris' interview with me on February 21<sup>st</sup>, 2024, Officer Harris confirmed he initially met █ when he was on-duty and responded to a family problem call at her home. He said a month later, she called again (CAD incidents support this), and she talked "forever." Officer Harris said it was during this telephone conversation where he provided his personal cell phone because "...no one ever listens to her" and they then began a relationship. When asked how their relationship developed, Officer Harris said █ called him a lot, they met for coffee a couple months after the incident, and eventually went to Officer Harris' residence and established an intimate relationship. Officer Harris said he thought █ was, "cute."

Regarding the domestic violence incident with █, Officer Harris said he didn't know if the protection order he had with █ was still active – I relayed to him that it was active. Officer Harris admitted to running █ through CCIC because she was concerned she had warrants. Officer Harris did not remember how many times he ran █ in CCIC. I asked Officer Harris if he thought it was a conflict for him to run █ through CCIC since he was in a personal relationship with her, he replied, "I guess since you're asking, yes." Officer Harris described his current relationship with █ as an "on and off relationship" and said he last saw her in person 4 days prior and talked with her on the phone the day of his interview.

Officer Harris felt his relationship with █ was "appropriate" because he didn't have any criminal cases involving her. He confirmed they were never intimate when he was on-duty.



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Between February 23<sup>rd</sup> 2023 and July 18<sup>th</sup> 2023, Officer Harris exchanged 188 text messages with [REDACTED] on Officer Harris' work cell phone.

### Ofc. Harris text messages examples:

- "Have two drinks for me this weekend."
- [REDACTED] "I'll have some lemonade..6 more months and I'll be LEGAL!"
- [REDACTED] "MY 21<sup>ST</sup> ON YOUR BOAT?!!"
- "Oh boy, that sounds like trouble. When is your bday"
- "You are so cute and you are out of his league"
- "If I was younger. [heart emojis] Not being a creeper tho."
- "Don't tell anyone that I think you are cute and sexy."
- "Ya know you can always ask me for coffee. Just as friends cause I'm not that sick Old guy."
- "Here is my personal # in case something is said that is inappropriate. Not saying it will but I'm joking [REDACTED]"

During Officer Harris' interview on February 21<sup>st</sup> 2024, Officer Harris didn't remember the original purpose of providing his work cell phone number to [REDACTED] but said she was fun to talk to. Officer Harris admitted to sending flirtatious text messages and providing [REDACTED] with his personal cell phone number. Officer Harris said he never met [REDACTED] while he was off-duty and he has never been intimate with her. Officer Harris felt his relationship with [REDACTED] was professional because they "became friends" and he had no "cases" with her.

I conducted a recorded telephone interview with [REDACTED] on February 22<sup>nd</sup>, 2024. She confirmed she met Officer Harris initially during a harassment call involving her ex-boyfriend, and he also conducted extra patrols and calls for service at the [REDACTED]. [REDACTED] estimated she had around seven interactions with Officer Harris, but they were always while Officer Harris was on-duty and she was at work. [REDACTED] said Officer Harris provided his personal cell phone number to her, but she didn't know why. [REDACTED] considered some of Officer Harris' text messages flirtatious. [REDACTED] said she "blew it off" the comments but felt some of the messages were unprofessional. [REDACTED] said Officer Harris has never assisted her financially and they have never been intimate, outside of [REDACTED] hugging Officer Harris when he leaves. [REDACTED] said she has not attempted to file a complaint with the police department regarding the incident.

[REDACTED] – Officer Harris met [REDACTED] when he investigated a protection order violation that [REDACTED] was the victim of on February 1<sup>st</sup>, 2023 [REDACTED]. Officer Harris took the report over the phone and eventually wrote an arrest warrant for the suspect, [REDACTED].



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██████████ – Officer Harris’ text conversation on his work cell phone began on June 9<sup>th</sup>, 2023. I researched all incidents Officer Harris was assigned to on June 9<sup>th</sup> (he was assigned to a Community Engagement Overtime detail) but none of them had any connection to ██████████. Lt. Hurr and I each attempted to contact ██████████. She did not answer our calls and her voice mailbox was full, so we were unable to leave a message.

Officer Harris exchanged 229 messages with ██████████ between June 9<sup>th</sup>, 2023 and July 11<sup>th</sup>, 2023 on his department-issued cell phone:

### Ofc. Harris text messages examples:

- ██████████ “Hi this is ██████████. It was nice meeting you today”
- “Because, you are cute and very interesting”
- (Referring to ██████████ tattoos): “I’m sure they look sexy on you”
- “If you are free next week, I’ll take you out if you want.”
- “Can you text me at ██████████. That is my personal cell”

During my interview with Officer Harris on February 21<sup>st</sup>, ██████████ who works at the ██████████ that he “hit it off” with. Officer Harris said it was not regarding a call or anyone they were dealing with. Officer Harris remembered sending flirtatious messages back and forth with ██████████ but said they never met in-person after their initial meeting at the ██████████. Officer Harris agreed that it would have been better for him to provide ██████████ with his personal cell phone up-front instead of his work phone, but he felt his interaction with ██████████ was appropriate.

██████████ – Officer Harris first met ██████████ on a Domestic Violence / Menacing case he investigated on August 22<sup>nd</sup> of 2022 ██████████. From the best I can determine, Officer Harris took this report entirely over the phone. Officer Harris wrote a warrant for the suspect, ██████████, and eventually arrested him.

Between August 22<sup>nd</sup> of 2022 and September 23<sup>rd</sup> of 2022, Officer Harris and ██████████ exchanged 425 text messages on Officer Harris’ work cell phone.

### Ofc. Harris text messages examples:

- Day after incident, with video of his dog playing with a toy: “Good morning ██████████ hope you slept well. This is my morning, me killing the weights while my dog Paul kills the egg.”
- August 24<sup>th</sup>, 2022:
  - “You can take over my house. Lol. It’s just me and my dog. jk”
  - ██████████ responds with a smiley-face emoji and “ok”



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- Harris replies, “Was that a serious ok??”
- “Yes, we should have coffee. That would be awesome”
- “Here is my personal [REDACTED]”

During a recorded interview with Officer Harris on February 21<sup>st</sup>, 2024, Harris confirmed he met [REDACTED] on a call for service, confirmed he provided his work cell phone number to her, and confirmed he provided his personal cell phone number to her. When asked why he invited [REDACTED] to his home, Officer Harris said it was for “safety reasons” as she was scared the suspect would kill her. I asked Officer Harris if he had other options to ensure safety for victims, and he responded that he has previously tried other options, but they are never open.

Officer Harris said he never met with [REDACTED] face-to-face and has never been intimate with her. Officer Harris acknowledged his interactions with [REDACTED] created a conflict of interest.

Attempts to reach [REDACTED] by phone were not successful – Lt. Hurr left a message and I left another message on 3/4/2024 that was not returned.

On March 5<sup>th</sup>, I received information from Sgt. Aaron Belk that he was aware Officer Harris was under investigation and some rumors had circulated in patrol. Sgt. Belk told me one of the SummitStone co-responders told Sgt. Belk that they were aware Officer Harris sent flowers to [REDACTED] at some point.

I conducted a follow-up interview with Officer Harris on March 13<sup>th</sup>, 2024 in the presence of his attorney, Ms. Taylor Frandsen. The interview was recorded via BWC and transcribed. Officer Harris confirmed he delivered flowers to [REDACTED] employer [REDACTED] a couple weeks after the initial domestic violence because she was distraught and he wanted to calm her down. Officer Harris couldn't recall if there was a card or note attached and said he was pretty sure he was off-duty when he delivered them. When I asked him further about his intentions, he admitted there was “attraction there” because she is a “gorgeous woman” and said “if it [criminal case] was all over”, I would definitely go out with her.” Officer Harris told me he and [REDACTED] were still friends.

[REDACTED] – Officer Harris first met due to frequent calls for service at the [REDACTED], where [REDACTED] works. On March 20<sup>th</sup>, 2023, he responded to a Harassment call at the [REDACTED] after [REDACTED] co-workers called LPD reporting [REDACTED] was being harassed by an ex-boyfriend. Officer Harris responded to the [REDACTED] in person, contacted the suspect by telephone, and cleared the call with the disposition of “verbal warning.”



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Between February 2<sup>nd</sup>, 2023 and February 17<sup>th</sup>, 2023, Officer Harris and [REDACTED] exchanged 93 text messages on Officer Harris' work cell phone.

### Ofc. Harris text messages examples:

- "Go out and have a drink"
- "Let me know sometime and I'll buy you thank drink"
- "Do you feel safe at your house"
- "Just something to think about, if you need a safe place I have two extra beds. Only because you work for [REDACTED] and you're not crazy."
- "Anytime, You might owe me a drink lol"

During his interview on February 21<sup>st</sup> of 2024, Officer Harris remembered the above case. [REDACTED] works for [REDACTED] and Officer Harris said he met [REDACTED] on a medical call, although he doesn't know if he would recognize her. Officer Harris didn't remember inviting [REDACTED] out for drinks on his work cell phone through text nor did he remember inviting her to stay at his house until I refreshed his memory by reading the texts to him. Officer Harris said he never met [REDACTED] outside of work and had never been intimate with her.

Lt. Hurr left a message for [REDACTED] requested to speak with her and she didn't return the call. I left her another message on March 4<sup>th</sup> of 2024 and [REDACTED] did not return my call.

[REDACTED] – Officer Harris met [REDACTED] when he investigated a protection order violation [REDACTED] reported on 9/6/2022. Officer Harris did not create an offense report and cleared the incident with the disposition of "handled by officer." Officer Harris investigated the incident over the phone. Between September 9<sup>th</sup>, 2022 and October 4<sup>th</sup>, 2022 Officer Harris and [REDACTED] exchanged 68 text messages through Officer Harris' work cell phone. [REDACTED] responds to many of the text messages in a flirtatious manner. On one of the text messages (October 3<sup>rd</sup>, 2022), Officer Harris tells [REDACTED], "you have no warrants."

### Ofc. Harris text messages examples:

- "...know that you are a pretty woman and you deserve better."
- "You can text me on my personal if you want to talk. [REDACTED]" (on September 8<sup>th</sup>, two days after the original incident)
- [REDACTED] asked Officer Harris to come to her house and ask her out.
  - Harris responded, "I'll just come over in uniform and ask you then I'll go home get dressed or kidnap you, get dressed, come back and get you"
  - [REDACTED]: "I won't tell you the entire fetish"
  - Harris: "You make me tingle. Really Weird"



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During his interview on February 21<sup>st</sup>, 2024, Officer Harris didn't remember when or why he provided [REDACTED] with his work cell phone number, but according to the text messages, it appears he initiated the conversation on September 8<sup>th</sup>, 2022, by sending [REDACTED] a text message from his work cell phone number.

I discovered through CCIC records that Officer Harris ran [REDACTED] through CCIC on October 3<sup>rd</sup>, 2022, which coincides with the text conversation and Officer Harris' response to [REDACTED] that she didn't have any warrants. Officer Harris thought he may have run [REDACTED] through CCIC to get the suspect's date of birth and said he didn't run her personally for warrants but didn't remember if [REDACTED] asked her to run her for warrants. Officer Harris admitted he and [REDACTED] exchanged flirtatious text messages and admitted that he eventually met up with her for drinks, although he couldn't remember when that occurred. Officer Harris denied having an intimate relationship with [REDACTED] and said she had never been to his home.

[REDACTED] – Officer Harris met [REDACTED] on May 31<sup>st</sup>, 2022 when he investigated a domestic violence case that [REDACTED] was the victim of [REDACTED]. Officer Harris eventually wrote an arrest warrant for the suspect, [REDACTED]. Officer Harris exchanged 61 messages with [REDACTED] on his work cell phone between June 2<sup>nd</sup>, 2022 and June 6<sup>th</sup>, 2022.

### Ofc. Harris text messages examples:

- “The only thing you could do is just not be there. You could hang out with me. Just kidding anyway if it was me that’s what I would don”
- “You seem very nice and cute. If you want to just text me tomorrow if you get an urge to hang out.”
- “I’m divorced. Long story. Yes, I’m off until Sunday”
- “I’m all alone with my dog,” “Were you just curious if I lived alone?”
- (After [REDACTED] sent a bikini photo to Officer Harris) “Is that you!!! Omg you are sexy”
- June 3<sup>rd</sup>, 2022 “I’m going to text you on my personal phone. [REDACTED] [REDACTED]”

During an interview with Officer Harris on February 21<sup>st</sup> 2024, Officer Harris recalled meeting [REDACTED] on a domestic violence call, but didn't remember why he gave her his work cell phone number and initially didn't remember inviting her to hang out. Officer Harris remembered giving [REDACTED] his personal cell phone number and remembered exchanging flirtatious messages. Officer Harris denied being intimate with [REDACTED] but admitted this relationship was not appropriate due to him investigating a domestic violence case she was the victim of.



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I conducted a recorded telephone interview with [REDACTED] on March 4<sup>th</sup>, 2024. [REDACTED] said her first interaction with Officer Harris was in-person when he responded to the initial call. [REDACTED] said that was when it “went south” as Officer Harris made phone calls that overstepped his boundaries. [REDACTED] said Officer Harris was nice and helpful at first, which she found comforting and reassuring as a domestic violence victim, but he then became “creepy” and started “hitting” on her, eventually sending nudes and “dick pictures.” [REDACTED] said she initially had Officer Harris’ work cell phone number, but he asked her to switch over to his personal cell phone number. [REDACTED] said Harris also called her on the phone and talked about case details, but then the conversations turned personal when he discussed his ex-wife, Officer Harris being single, and Officer Harris wanting to take her on a date. [REDACTED] admitted she initially reciprocated some of the flirtatious message but felt violated when he came to her house in [REDACTED].

[REDACTED] described an incident in early June of 2022 where Officer Harris, who was off-duty and driving his personal vehicle described as a white Jeep Rubicon, came to her home in [REDACTED] with the [REDACTED] for a welfare check because Officer Harris couldn’t get ahold of her. [REDACTED] said she was inside her home, but didn’t answer because Officer Harris was being, “psycho, crazy, and stalker-ish.” [REDACTED] felt Officer Harris used his position as a police officer to further his attempt at a personal relationship with her. However, she did not feel Officer Harris harassed or threatened her.

[REDACTED] said she did not have any continued contact with Officer Harris after he came to her house with [REDACTED] because she felt he was “psycho and obsessive.” [REDACTED] said she has never met with Officer Harris for a date, has never been to his house, he never offered for her to stay at his home, he has never assisted her financially, and she has never been intimate with him. Officer Harris never coerced [REDACTED] or offered her any leniency.

[REDACTED] said she was initially impressed with Officer Harris, so she called his supervisor to compliment him. She said she did not call to file a complaint on Officer Harris after his advances.

[REDACTED] said she felt re-victimized, uncomfortable, and dehumanized by Officer Harris as she called for help in a domestic violence situation, and he moved from being supportive to hitting on her and sexually advancing on her when she was in a vulnerable state.

[REDACTED] wasn’t sure if she still had the inappropriate text messages and said she was going to check her Verizon cloud account and call me back with the results, but she was open to sharing them. [REDACTED] did not call back with the results of the messages and didn’t return two additional calls from me with a message left seeking the results and a callback.



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I contacted the [REDACTED] to attempt to locate any CAD records associated with this incident. They were unable to locate any records associated with Officer Harris calling them for a welfare check.

During a follow-up interview with Officer Harris on March 13<sup>th</sup> 2024, Officer Harris told me he had been to [REDACTED] home in [REDACTED] a couple days after he took the initial report because he was concerned after receiving a text message from her. Officer Harris couldn't remember the context of the text message but said it sounded like she was "in trouble." Officer Harris told me he initially reported the incident as a welfare check to [REDACTED] by phone, but they indicated they were busy, so he drove his personal Jeep to her home. Officer Harris said he was off-duty at the time. Officer Harris said [REDACTED] didn't answer the door. Officer Harris said he eventually received a text from [REDACTED] that she was okay, so he canceled the call to [REDACTED]. Officer Harris acknowledged this was inappropriate and he should have waited for [REDACTED] to conduct the welfare check.

When I asked Officer Harris if he ever sent any intimate photographs to [REDACTED], specifically of his penis, he denied that he did and said he doesn't "usually" send anything like that. I asked him if it was possible he sent a photograph and he said it was, especially since I was asking him about it, but he didn't remember it specifically. He said he sent a shirtless photograph of his torso while he was off-duty in response to a bikini photograph she sent him and his intention was to show how good of shape he was in. Officer Harris said there was "an attraction there" and admitted he would potentially pursue a relationship with her. He acknowledged this was inappropriate, and acknowledged victims of domestic violence cases are especially vulnerable.

I later asked Officer Harris if [REDACTED] would be lying to us if she told us he sent her a "dick pick" and he responded with, "If you're asking me that, probably she's not lying to you." Officer Harris said it was possibly for some "stupidity" reason he did. Officer Harris allowed me to view his phone, which he had with him, and he had no text messages on his phone between them. However, it should be noted their conversation occurred on a prior phone with a different provider.

[REDACTED] – Officer Harris met [REDACTED] when she came to the police department lobby with her children to report harassment with her ex-husband on November 27<sup>th</sup>, 2022. The incident had been previously investigated by Officer Shawn Gladu, and Officer Harris resolved his interaction with a "counseling session for both".



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### Ofc. Harris text messages examples:

- “You are not crazy. He is making you out to be the crazy person so it doesn’t look like any of it is his fault.”
- “I would take you out for a drink so you can get your mind together but that might not look good lol”

I conducted a recorded telephone interview with [REDACTED] on February 22<sup>nd</sup>, 2024. [REDACTED] said she saved the text messages from Officer Harris because the last text message to her was “off”, referring to the message about him taking her out for a drink. [REDACTED] said Officer Harris was “nice” as she texted him about what she should do and texted him screen shots from her ex-husband. [REDACTED] said Officer Harris accompanied her to her residence so she could gather belongings to stay at a hotel (according to the report this was actually Officer Gladu). [REDACTED] said she had no further contact with Officer Harris following the night she reported the incident and had no further text conversations with him after he offered to take her for a drink.

[REDACTED] did not believe Officer Harris provided her with his personal cell phone number. [REDACTED] told me she has never met with Officer Harris outside of his work for a non-police matter, he never offered her to stay at her house, never gave her any money, and they were never intimate. Lastly, [REDACTED] never contacted LPD to file a complaint – she was very busy trying to figure out where she and her children would be staying. [REDACTED] said she felt slightly uncomfortable by Officer Harris’ text about the drinks, but she brushed it off.

I questioned Officer Harris about his interaction with [REDACTED] during his interview on February 21<sup>st</sup>, 2024. Officer Harris had little recollection of [REDACTED], even after I showed him some of their text messages.

[REDACTED] – [REDACTED] contacted [REDACTED] to report they received information from [REDACTED] that Officer Harris had initiated an inappropriate relationship with her and was potentially propositioning her for sex.

[REDACTED] provided a written statement they drafted on February 14<sup>th</sup>, 2024 and I conducted a telephone interview with the staff member on February 22<sup>nd</sup>, 2024. In summary, I learned [REDACTED] reported to staff that she was initially contacted by Officer Harris in the summer of 2023 near “the river” and she opened up to him about ongoing issues with her family and past traumas. Following this contact, [REDACTED] staff reported she and Officer Harris began communicating via text message and planned to have relations, including going to a “BDSM” (Bondage, Discipline, Dominance, Submission, Sadomasochism) club in Denver.



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I located a CAD incident from August 10<sup>th</sup> 2023 where Officer Harris, who was on-duty and working a community engagement detail, contacted █████ near Kings Crossing. Officer Harris spoke with █████ for approximately 30 minutes before connecting her with a SummitStone co-responder (Sue Jones), who took over the contact. I reviewed the body worn camera (BWC) associated with this contact.

Lt. Hurr conducted a telephone interview with █████ on February 29<sup>th</sup>, 2024. She confirmed the above incident where Officer Harris contacted her by the bike path. █████ said Officer Harris gave her his card and \$20.00, and he didn't say what the money was for. She later emailed him a thank you with "no intentions" and Officer Harris offered to take her out for coffee. █████ reported that after that meeting near the bike path, she and Officer Harris never met in person and never went out for coffee. █████ said Officer Harris provided her with his personal cell phone number at some point after she sent the email to him, she believes in an email response, and she also provided her cell phone number. █████ said the first time she talked to Officer Harris over the phone he referred to her as "little girl" and she took offence to that. █████ said she and Officer Harris texted and the content quickly turned sexual. Eventually, █████ said one of the last messages she received from Officer Harris was something along the lines of, "I wish we could have just done it once." █████ felt she was being "stalked" by Officer Harris and immediately put in fear, but he didn't threaten her or offer her a place to stay.

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I reviewed all saved images (2078) and videos (246) on Officer Harris' work cell phone. I didn't locate any photographs depicting a male penis. I did locate sexual suggestive screenshots. Further investigation of the screenshot (digital penetration of a vagina) revealed it was sent to him as an attachment to a text message from a person reporting a fraudulent social media profile [REDACTED].

**March 13<sup>th</sup>, 2024** – I conducted a follow-up interview with Officer Harris. Details from the interview that pertain to a specific person have been included in their respective sections.

I asked Officer Harris if he remembered sending intimate photographs of his genitals to any of the women in this investigation and he said he didn't remember but didn't think he did, possibly [REDACTED] as she was very "sexual" and [REDACTED] since they were in a relationship.

During the interview (roughly 52:20), Officer Harris became somewhat defensive and said officers meet people often while they are "on a call" and they "get interested." He said many officers have done what he did, we can't "throw" that all on him, and we would "get rid of half of the department" if we did an investigation. He mentioned an officer that sent his ex-wife nude photographs, but he didn't want to throw him or others "under the bus." Officer Harris said what he did was wrong (referring to the victims of criminal cases), he would take his punishment, and said it will never happen again. Officer Harris said he was seeking [REDACTED]. He went on to say, "Even if you guys get rid of me, which, that's the intent here," he said he would still seek [REDACTED]. Officer Harris said, "Everyone says that this department is planning on getting rid of as many people as they can to show...anyway...I won't go there."



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The conversation jumped to January 5<sup>th</sup>, 2024 with [REDACTED] asking if he was related to someone who had been calling her. [REDACTED] then confronted Officer Harris for being hateful and disrespectful, and accusing Officer Harris of having one of his friends “get on the rackrooms website” and harass her. Officer Harris told [REDACTED] he had “no clue” what she was talking about. Solano said, “Oh, but you wanted to fuck me right?” and Officer Harris responded, “I think you wanted to also.” Officer Harris asked [REDACTED] not to text him anymore and the conversation concluded. At the conclusion of the interview, [REDACTED] showed us the screenshot of the male from The R.A.C.K. Room that she suspected was a Loveland Police Officer, but it was definitely not an LPD officer.

I obtained access to Officer Harris’ email archive and located an email string that begin when [REDACTED] emailed Officer Harris on Saturday, August 19<sup>th</sup> 2023 thanking him for their initial interaction. Officer Harris responded that he was there for her, even a cup of coffee. [REDACTED] accepted but says she doesn’t want to interfere with Officer Harris’ significant other, to which Officer Harris replied that he doesn’t have a significant other and provided his personal cell phone number. I did not locate any text message conversation on Officer Harris’ work phone with [REDACTED].

During a follow-up interview with Officer Harris on March 13<sup>th</sup>, 2024, he recalled meeting [REDACTED] in the circumstances previously described and remembered giving her \$25, but said it was because she was down on her luck, and it was common practice for him to give money out to [REDACTED]. Officer Harris told me adamantly it was not for offering “services.” Officer Harris remembered providing her with his work cell phone number “if she wanted to talk.” Officer Harris initially thought he gave his personal number to her over text on his work cell phone. He didn’t remember any email conversations.

Officer Harris said he never met with [REDACTED] in-person, had never been intimate with her and said he may have offered her a place to stay. Officer Harris remembered the conversation initially being flirtations with [REDACTED] but turning very “sour.” Officer Harris confirmed that [REDACTED] mentioned the R.A.C.K. room and turned “devilish” but said he didn’t know what it was. Officer Harris confirmed his intentions were for a sexual relationship with [REDACTED] but this concluded when it got “weird.”

Officer Harris didn’t remember if he sent any intimate images to [REDACTED] but said it was possible. Officer Harris allowed me to briefly view his text conversation with [REDACTED] and I didn’t see any obvious graphic photographs. However, upon the advice of his attorney, Officer Harris would not permit me to photograph the entire text conversation.

When I asked Officer Harris if he felt [REDACTED] was in a vulnerable state, he eventually agreed that the circumstances did reflect her being vulnerable.



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Officer Harris could not recall sending flowers or providing gifts of affection to anyone else and had never conducted an off-duty welfare check on anyone.

I asked Officer Harris if he had spoken to any of the women involved in this investigation since the investigation was initiated. He confirmed he spoke with [REDACTED] as she was still in his life. He also relayed [REDACTED] called him asking what was going on (likely a response from my attempts to speak with her) and he told her he couldn't give her any advice. Lastly, he said he spoke with [REDACTED] because they are "good friends" and he asked how she was doing, but she didn't mention the investigation.

### History

Officer Harris was issued a Final Warning on 4/8/2014 following an Internal Affairs investigation with circumstances similar to the allegations in this case. In the previous investigation, Officer Harris investigated a domestic violence incident where both the male and female participant were arrested. Officer Harris developed a sexual relationship with the female participant, reportedly after her charges were dismissed, but while the criminal case for the male participant was still ongoing.

The final warning listed the below policy violations and resulted in unpaid leave for 60 hours, 20 of those hours held in abeyance:

- AR-0012: Standards of Conduct and Performance, 2. "Conduct detrimental to customer service or City operation."
- Police Department Directive: Code of Conduct. "Shall not engage in any conduct which constitutes conduct unbecoming of a Police Officer or neglect of duty."

### District Attorney's Office Consultation

On March 13<sup>th</sup>, 2024, I consulted with Assistant District Attorney Matthew Maillaro regarding the intimate relationship Officer Harris established with [REDACTED] stemming from Officer Harris' initial interaction with [REDACTED] being a call for service. ADA Maillaro did not feel criminal charges were appropriate.

### Conclusion

March 13th, 2024 – I turned this investigation over to Assistant Chief Mike Trombley.



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I conducted a recorded telephone interview with [REDACTED] on March 4<sup>th</sup>, 2024. [REDACTED] said her first interaction with Officer Harris was in-person when he responded to the initial call. [REDACTED] said that was when it “went south” as Officer Harris made phone calls that overstepped his boundaries. [REDACTED] said Officer Harris was nice and helpful at first, which she found comforting and reassuring as a domestic violence victim, but he then became “creepy” and started “hitting” on her, eventually sending nudes and “dick pictures.” [REDACTED] said she initially had Officer Harris’ work cell phone number, but he asked her to switch over to his personal cell phone number. [REDACTED] said Harris also called her on the phone and talked about case details, but then the conversations turned personal when he discussed his ex-wife, Officer Harris being single, and Officer Harris wanting to take her on a date. [REDACTED] admitted she initially reciprocated some of the flirtatious message but felt violated when he came to her house in [REDACTED].

[REDACTED] described an incident in early June of 2022 where Officer Harris, who was off-duty and driving his personal vehicle described as a white Jeep Rubicon, came to her home in [REDACTED] with the [REDACTED] for a welfare check because Officer Harris couldn’t get ahold of her. [REDACTED] said she was inside her home, but didn’t answer because Officer Harris was being, “psycho, crazy, and stalker-ish.” [REDACTED] felt Officer Harris used his position as a police officer to further his attempt at a personal relationship with her. However, she did not feel Officer Harris harassed or threatened her.

[REDACTED] said she did not have any continued contact with Officer Harris after he came to her house with [REDACTED] because she felt he was “psycho and obsessive.” [REDACTED] said she has never met with Officer Harris for a date, has never been to his house, he never offered for her to stay at his home, he has never assisted her financially, and she has never been intimate with him. Officer Harris never coerced [REDACTED] or offered her any leniency.

[REDACTED] said she was initially impressed with Officer Harris, so she called his supervisor to compliment him. She said she did not call to file a complaint on Officer Harris after his advances.

[REDACTED] said she felt re-victimized, uncomfortable, and dehumanized by Officer Harris as she called for help in a domestic violence situation, and he moved from being supportive to hitting on her and sexually advancing on her when she was in a vulnerable state.

[REDACTED] wasn’t sure if she still had the inappropriate text messages and said she was going to check her Verizon cloud account and call me back with the results, but she was open to sharing them. [REDACTED] did not call back with the results of the messages and didn’t return two additional calls from me with a message left seeking the results and a callback.



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I contacted the [REDACTED] to attempt to locate any CAD records associated with this incident. They were unable to locate any records associated with Officer Harris calling them for a welfare check.

During a follow-up interview with Officer Harris on March 13<sup>th</sup> 2024, Officer Harris told me he had been to [REDACTED] home in [REDACTED] a couple days after he took the initial report because he was concerned after receiving a text message from her. Officer Harris couldn't remember the context of the text message but said it sounded like she was "in trouble." Officer Harris told me he initially reported the incident as a welfare check to [REDACTED] by phone, but they indicated they were busy, so he drove his personal Jeep to her home. Officer Harris said he was off-duty at the time. Officer Harris said [REDACTED] didn't answer the door. Officer Harris said he eventually received a text from [REDACTED] that she was okay, so he canceled the call to [REDACTED]. Officer Harris acknowledged this was inappropriate and he should have waited for [REDACTED] to conduct the welfare check.

When I asked Officer Harris if he ever sent any intimate photographs to [REDACTED], specifically of his penis, he denied that he did and said he doesn't "usually" send anything like that. I asked him if it was possible he sent a photograph and he said it was, especially since I was asking him about it, but he didn't remember it specifically. He said he sent a shirtless photograph of his torso while he was off-duty in response to a bikini photograph she sent him and his intention was to show how good of shape he was in. Officer Harris said there was "an attraction there" and admitted he would potentially pursue a relationship with her. He acknowledged this was inappropriate, and acknowledged victims of domestic violence cases are especially vulnerable.

I later asked Officer Harris if [REDACTED] would be lying to us if she told us he sent her a "dick pick" and he responded with, "If you're asking me that, probably she's not lying to you." Officer Harris said it was possibly for some "stupidity" reason he did. Officer Harris allowed me to view his phone, which he had with him, and he had no text messages on his phone between them. However, it should be noted their conversation occurred on a prior phone with a different provider.

[REDACTED] – Officer Harris met [REDACTED] when she came to the police department lobby with her children to report harassment with her ex-husband on November 27<sup>th</sup>, 2022. The incident had been previously investigated by Officer Shawn Gladu, and Officer Harris resolved his interaction with a "counseling session for both".



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I obtained access to Officer Harris’ email archive and located an email string that begin when [REDACTED] emailed Officer Harris on Saturday, August 19<sup>th</sup> 2023 thanking him for their initial interaction. Officer Harris responded that he was there for her, even a cup of coffee. [REDACTED] accepted but says she doesn’t want to interfere with Officer Harris’ significant other, to which Officer Harris replied that he doesn’t have a significant other and provided his personal cell phone number. I did not locate any text message conversation on Officer Harris’ work phone with [REDACTED].

During a follow-up interview with Officer Harris on March 13<sup>th</sup>, 2024, he recalled meeting [REDACTED] in the circumstances previously described and remembered giving her \$25, but said it was because she was down on her luck, and it was common practice for him to give money out to [REDACTED]. Officer Harris told me adamantly it was not for offering “services.” Officer Harris remembered providing her with his work cell phone number “if she wanted to talk.” Officer Harris initially thought he gave his personal number to her over text on his work cell phone. He didn’t remember any email conversations.

Officer Harris said he never met with [REDACTED] in-person, had never been intimate with her and said he may have offered her a place to stay. Officer Harris remembered the conversation initially being flirtations with [REDACTED] but turning very “sour.” Officer Harris confirmed that [REDACTED] mentioned the R.A.C.K. room and turned “devilish” but said he didn’t know what it was. Officer Harris confirmed his intentions were for a sexual relationship with [REDACTED] but this concluded when it got “weird.”

Officer Harris didn’t remember if he sent any intimate images to [REDACTED] but said it was possible. Officer Harris allowed me to briefly view his text conversation with [REDACTED] and I didn’t see any obvious graphic photographs. However, upon the advice of his attorney, Officer Harris would not permit me to photograph the entire text conversation.

When I asked Officer Harris if he felt [REDACTED] was in a vulnerable state, he eventually agreed that the circumstances did reflect her being vulnerable.



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## Police Department

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Officer Harris could not recall sending flowers or providing gifts of affection to anyone else and had never conducted an off-duty welfare check on anyone.

I asked Officer Harris if he had spoken to any of the women involved in this investigation since the investigation was initiated. He confirmed he spoke with [REDACTED] as she was still in his life. He also relayed [REDACTED] called him asking what was going on (likely a response from my attempts to speak with her) and he told her he couldn't give her any advice. Lastly, he said he spoke with [REDACTED] because they are "good friends" and he asked how she was doing, but she didn't mention the investigation.

### History

Officer Harris was issued a Final Warning on 4/8/2014 following an Internal Affairs investigation with circumstances similar to the allegations in this case. In the previous investigation, Officer Harris investigated a domestic violence incident where both the male and female participant were arrested. Officer Harris developed a sexual relationship with the female participant, reportedly after her charges were dismissed, but while the criminal case for the male participant was still ongoing.

The final warning listed the below policy violations and resulted in unpaid leave for 60 hours, 20 of those hours held in abeyance:

- AR-0012: Standards of Conduct and Performance, 2. "Conduct detrimental to customer service or City operation."
- Police Department Directive: Code of Conduct. "Shall not engage in any conduct which constitutes conduct unbecoming of a Police Officer or neglect of duty."

### District Attorney's Office Consultation

On March 13<sup>th</sup>, 2024, I consulted with Assistant District Attorney Matthew Maillaro regarding the intimate relationship Officer Harris established with [REDACTED] stemming from Officer Harris' initial interaction with [REDACTED] being a call for service. ADA Maillaro did not feel criminal charges were appropriate.

### Conclusion

March 13th, 2024 – I turned this investigation over to Assistant Chief Mike Trombley.



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