



Sheriff Richard A. Reigenborn

sheriffreigenborn@adcogov.org

MEMORANDUM

TO: Deputy James Daugherty III
FROM: Undersheriff Tommie McLallen
DATE: 10/1/2019
SUBJECT: Final Determination Hearing Memorandum
Internal Affairs Case #IA2019-0018

You were formally charged with the following violation(s) of the Adams County Sheriff's Office Standards of Conduct:

ALLEGATION #1 – Sustained

Adams County Sheriff's Office Policy, Standards of Conduct, 201.2.11 CONFORMANCE TO LAW

Sheriff's employees shall obey all laws of the United States and of any state or local jurisdiction in which they are present. When an employee is arrested or issued a criminal or traffic summons for which 8 points or more may be assessed, the employee's immediate supervisor must be notified when it is practically possible. A conviction for the violation of any law shall be "prima facie" evidence of a violation of this section. The dismissal or other disposition of any criminal offense shall not preclude the charging of a Sheriff's employee with violating these Standards of Conduct. The material elements constituting a violation of these Standards to be proven shall be based upon the elements of the law, statute or ordinance alleged to have been violated through a preponderance of evidence. If an employee is found guilty by a judge or jury, or pleads guilty or nolo contendere to any charge or violation of law, the Sheriff's Office need not reestablish that the violation of law occurred.

ALLEGATION #2 – Sustained

Adams County Sheriff's Office Policy, Standards of Conduct, 201.1.6 PROFESSIONAL CONDUCT

A Sheriff's employee is a conspicuous representative of government; and to the majority of the people, the employee is a symbol of stability and authority upon whom they can rely. An employee's conduct is closely scrutinized; and when actions are found to be excessive, unwarranted or unjustified, they are criticized far more severely than comparable conduct of persons in other walks of life. Since the conduct of an employee, on- or off-duty, may reflect directly upon the Sheriff and the County, employees must at all times conduct themselves in a manner that does not bring discredit to themselves, the Sheriff's Office, the Sheriff or the County.

HEADQUARTERS
332 North 19th Ave.
Brighton, CO 80601
303.654.1850

**DETECTIVE AND
PATROL DIVISION**
4201 East 72nd Ave. Suite C
Commerce City, CO 80022
720.322.1313

JAIL DIVISION
150 North 19th Ave.
Brighton, CO 80601
303.654.1850

FLATROCK TRAINING
23600 East 128th Ave.
Commerce City, CO 80022
720.523.7500



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Additional evidence presented? Yes No

UNDERSTAND CONDUCT WAS UNBECOMING & APLOGIZE

NOT MAKING EXCUSES - OWNING HIS BEHAVIOR.

Based on the additional evidence, I find:

Pre-Determination findings sustained. The Pre-determination Hearing Memorandum will serve as the final disposition notice for this case.

Final Determination hearing rescheduled for: _____

Pre-Determination findings modified to:

[REDACTED]

Do you wish to appeal my decision?

JMI Yes No No appeal permitted based on this sanction

By signing you are acknowledging receipt of this Final Hearing Determination Memorandum.

Employee Signature: [Signature] Date: 10-1-2019

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