



OFFICE OF THE SHERIFF MORGAN COUNTY, COLORADO

"Integrity and Professionalism – Our Foundation for Service"

MORGAN COUNTY SHERIFF'S OFFICE

801 E. Beaver Avenue
Fort Morgan, CO 80701

EMERGENCY Call 911

DISPATCH (24 hrs)
970-867-2461

www.morgansheriff.net

Dave Martin
SHERIFF
970-542-3448
dmartin@co.morgan.co.us

Jon Horton
UNDERSHERIFF
970-542-3450
jhorton@co.morgan.co.us

VICTIM SERVICES
970-542-3449
mcva@co.morgan.co.us

ADMINISTRATION
970-542-3445
FAX 970-542-3453

ADMINISTRATIVE SERVICES
(Civil/Records/Property)
970-542-3447

CIVIL PROCESS
devans@co.morgan.co.us

RECORDS/PROPERTY
kabkiewich@co.morgan.co.us

FIELD OPERATIONS
(Patrol and Investigations)
970-867-2461

DIVISION COMMANDER
Cmd. Jon Holt
970-542-3434
jholt@co.morgan.co.us

JAIL OPERATIONS
JAIL 970-542-3455
FAX 970-542-3456

DIVISION COMMANDER
Cmd. Darin Sagel
970-542-3451
dsagel@co.morgan.co.us

JAIL ACCOUNTING/
WORK RELEASE
970-542-3433
acastrup@co.morgan.co.us

Date: August 8th, 2022

To: Deputy Leotis Johnson
From: Undersheriff Jon Horton

Ref: Disciplinary Action

On August 5th 2022, I was advised that Commander Holt had placed you on paid administrative leave by phone based on a complaint received. On August 8th 2022 I had you sign the administrative leave form. The complaint that I received from Commander Holt that had several complaints. Policies; 319.5.2(g) Ethics, 319.5.4(a) Relationships, 319.5.9(m) Conduct and 319.5.7 Sleeping on Duty.

During Commander Holt's investigation he learned the following. On July 21, 2022 he was given information that you had been texting Deputy [REDACTED] from the Morgan County Jail. The messages she believed were approaching inappropriate. On July 25, 2022 Commander Holt and Sergeant Skiles met with you about these messages. You told them that you needed to get off social media. On August 1 2022, Sergeant Skiles reported to Commander Holt an incident of texting with a clerk from the east 7-11. He said that it was questionable and that he had been told of the incident by Deputy Bruntz. He had been texting with a clerk from 7-11. The clerk had sent an bag to Deputy Johnson with ids and other stuff in it. She had given it to a jail deputy and told them that she had been texting with Deputy Johnson. You told us that you knew the clerk from when you worked for Pepsi and that you had given her your phone number then. You told us that she had PTSD and that you were trying to help her. When Commander Holt talked to [REDACTED], the clerk at 7-11 she told him that she had only been there three months and had been trying to help you with PTSD. She also said she had just met you. When we were talking to you, you had taken a piece of paper out of your pocket with [REDACTED] phone number on it. You told us that she was reporting a problem at the camp ground she was living in but did not respond to the camp ground. Deputy Bruntz reported besides this incident Deputy had been talked to several times about texting and driving. He also reported you falling asleep when you were driving. There are many other items listed out in Commander Holt's report. You have been given a chance to review the report.

Deputy Johnson's reply to the complaint. On August 8th 2022 I met with Deputy Johnson and Commander Holt. I wanted to give Deputy Johnson the chance to clear his name. He told me about several issues that he had with Deputy Bruntz and said that Deputy Bruntz had lied in his DOR's. When asked if he had reported this he said that he had talked to Sergeant Skiles and Deputy Del Campo about the problems. When he was asked if he had signed the DOR's he said he did because he just



OFFICE OF THE SHERIFF MORGAN COUNTY, COLORADO

"Integrity and Professionalism – Our Foundation for Service"

MORGAN COUNTY SHERIFF'S OFFICE

801 E. Beaver Avenue
Fort Morgan, CO 80701

EMERGENCY Call 911

DISPATCH (24 hrs)
970-867-2461

www.morgansheriff.net

Dave Martin
SHERIFF
970-542-3448

dmartin@co.morgan.co.us

Jon Horton
UNDERSHERIFF
970-542-3450

jhorton@co.morgan.co.us

VICTIM SERVICES
970-542-3449

mcva@co.morgan.co.us

ADMINISTRATION
970-542-3445
FAX 970-542-3453

ADMINISTRATIVE SERVICES
(Civil/Records/Property)
970-542-3447

CIVIL PROCESS
devans@co.morgan.co.us

RECORDS/PROPERTY
kbabkiewich@co.morgan.co.us

FIELD OPERATIONS
(Patrol and Investigations)
970-867-2461

DIVISION COMMANDER
Cmd. Jon Holt
970-542-3434
jholt@co.morgan.co.us

JAIL OPERATIONS
JAIL 970-542-3455
FAX 970-542-3456

DIVISION COMMANDER
Cmd. Darin Sagel
970-542-3451
dsagel@co.morgan.co.us

JAIL ACCOUNTING/
WORK RELEASE
970-542-3433
acastrup@co.morgan.co.us

wanted to finish the FTO program. Deputy Johnson admitted to falling asleep on duty. He did not have an answer for the difference in the story that he told and that [REDACTED] had told. He did not see the messages with Deputy [REDACTED] as a problem. This is the true issue that we are having. I see this as the same problem that he had at Washington County. I do not see this as a problem that we will be able to fix.

Below are a list of the polices that have been violated:

Policies that were violated:

1. 319.5.2(g) Ethics
2. 319.5.4(a) Relationships
3. 319.5.9(m) Conduct
4. 319.5.7 Sleeping on Duty

This complaint is founded. Based upon the findings in this matter, your position with this agency is hereby terminated. You are not eligible for rehire at the Morgan County Sheriff's Office. The pending criminal charges are separate from this internal disciplinarian action that you are receiving.

You have the right to appeal this decision to Sheriff Martin. Your appeal needs to be submitted to me, in writing, within 72 hours. Your appeal should state the factual basis for the appeal. I will then schedule a meeting with the Sheriff and notify you in writing of the date and time for your meeting with the Sheriff.

Respectfully,

Undersheriff Jon Horton

Witness,

Commander Jon Holt

Recipient

Deputy Leotis Johnson



MORGAN COUNTY SHERIFF'S OFFICE

Dave Martin, Sheriff

"Integrity and Professionalism- Our Foundation For Service"

www.morgansheriff.net

Commander Jon Holt

801 East Beaver Ave.

Fort Morgan, CO 80701

(970) 542-3434

FAX 970-542-3453

jholt@co.morgan.co.us

MEMORANDUM

DATE: August 4, 2022
TO: Undersheriff Jon Horton
FROM: Commander Jon Holt
RE: Deputy Leotis Johnson

In 2019, after being terminated from the Washington County Sheriff's Office; Leotis Johnson applied with our agency. A background investigation, at that time, indicated that he may be facing criminal charges related to the basis for his termination. Our agency determined that we would not proceed with the hiring process, based on the basis of potential criminal charges

On April 18, 2022 Leotis Johnson submitted a new Employment Application to our agency. I was able to conform that he was never charged, by the 13th Judicial District Attorney's Office and they had no records of any referral to consider criminal charges. Based on that information, we elected to proceed with a background investigation.

Washington County provided copies of their Internal Investigation that resulted in his termination in 2019. The termination was based on inappropriate interactions with female citizens through text messages and social media. During the background investigation, Leotis Johnson provided plausible explanations surrounding the incidents that he was terminated for.

Based on his claims that his actions were misrepresented and not thoroughly investigation by the Washington County Sheriff's Office; we arranged for him to participate in a Truth Verification, via CVSA, on May 9, 2022, with Lieutenant [REDACTED] from the Logan County Sheriff's Office. After being briefed by Undersheriff Horton about the issues to be explored; Lt. [REDACTED] created a line of questioning to evaluate Leotis Johnson's answers. The CVSA did not detect any untruthful answers during the examination.

After meeting with Sheriff Dave Martin and Undersheriff Jon Horton; Leotis Johnson was given a Conditional Offer of Employment. Based on my discussions with Undersheriff Horton; he and Sheriff Martin extensively discussed the allegations, from Washington County, and felt that they made it clear that his documented actions were on the border of inappropriate and that our agency would not tolerate that kind of behavior.

Leotis Johnson became a full time Patrol Deputy Trainee on May 18, 2022.

On or about July 21, 2022 Commander Darin Sagel notified us that Deputy [REDACTED] had shown him some messages that she received from Deputy Leotis Johnson. Her interpretation was that the messages were approaching an inappropriate level and that she did not want to participate in that

Dispatch (24 hours)
970-867-2461

Detention Division
970-542-3455 - FAX 970-542-3456

Investigations
970-542-3450 - FAX 970-542-3453

Administration
970-542-3445 - FAX 970-542-3453

activity. Commander Sagel expressed that he agreed the messages were borderline inappropriate, but had not crossed any lines.

On July 25, 2022; Sergeant Nick Skiles and I met with Deputy Leotis Johnson. We informed that his messages to Deputy [REDACTED] were not welcome. I made it clear to him that, based on what had been described, he had not crossed a line, but he was very close to a line that he had been previously warned not to cross. I informed him that any new future hints of questionable messaging with females would result in termination from the Morgan County Sheriff's Office. Deputy Leotis Johnson acknowledged that he understood and made a statement to the effect that he needed to stop using social media.

On August 1, 2022 I received an email (attached) from Sergeant Skiles. The email described an incident that Deputy Leotis Johnson's Field Training Officer, [REDACTED] brought to his attention. The content of the information was classified, by Sergeant Skiles, as "questionable" and involved possibly inappropriate messaging with a clerk at the East 7-11 store, identified only as [REDACTED].

On August 1st, Undersheriff Horton and I met with Deputy Bruntz to get his first hand description of the events described in the email. During this discussion, we learned that Deputy Leotis Johnson has been counseled, several times about texting and driving. Deputy Bruntz described that his phone is constantly going off with incoming messages. He described Deputy L. Johnson as distracted; missing radio calls and driving past addresses.

I reviewed Deputy L. Johnson's F.T.O. Daily Observation Reports (DORs) that document his Field Training progress. The DORs support the information from Deputy Bruntz. Specifically:

- DOR #22 on 07/12/2022 The least satisfactory area of performance of the day was Driving Skill: Normal Conditions:
 - Today Deputy Johnson was seen several times on his cell phone while driving. He also needs to watch the stop signs. We never disregarded a stop sign but he likes to apply the brakes fast right before the sign. In regards to the cell phone we are under a watchful eye of the public and we need to set the example but not being on our phones. Finally I found Deputy Johnson traveling 65 down MCR Y while patrolling. After it was pointed out that he will stop people for 10 over then we should again set the example.
- DOR #27 on 07/24/2022 The least satisfactory area of performance of the day was Driving Skill: Normal Conditions:
 - While driving back to the jail with an arrest in the back seat of the patrol vehicle Deputy Johnson was seen getting his phone out and looked to be reading messages. We have talked about this before and have talked about pulling over when we look to our phones, this especially looks bad when we have a party in custody and sitting behind us watching our every move.
 - I watched the BodyWorn camera that was recorded during this transport. I could hear a cell phone going off multiple times and watched as Deputy L. Johnson diverted his attention from driving to reading messages on his cell phone.
- DOR #27 on 07/24/2022 The least satisfactory area of performance of the day was Driving

Skill: Normal Conditions:

- Today we were driving around after taking a trespass/theft call. While looking in the area I was watching the ditch on the side of the roadway. I started to notice more and more road on my side of the vehicle. I looked up and seen that we were driving at an angle across the roadway and were driving towards the field. I looked over and saw that Deputy Johnson had his eyes closed. I asked if he were sleeping, to which he stated that he was not sleeping but that he was deep in thought. Whether sleeping or "deep in thought" had I not said something our vehicle would have gone off the roadway. We also were in an area with a lot of hills in the roadway. After this I asked that he go back to the office. Also while driving around looking for a roadway to speak with a witness of our theft call we drove past the road that was described to deputy Johnson. I looked over and he was looking at his cell phone. Again I will note that he needs to leave his cell phone down while he is operating a motor vehicle. Not only is the illegal, but it also sets a poor public image to the public. Finally while patrolling it distracts you from what is going on around you.
- I observed numerous events that were documented about Deputy L. Johnson driving past call locations and not paying attention to where he is.
- As of DOR # 32 on 08/02/2022 Deputy L. Johnson is still below an average score of 3.5 on 14 out of 31 categories that are measured.
- Deputy L. Johnson was in Phase 1 for 5 weeks. He has completed Week 5 of Phase 2 and is not ready to progress to Phase 3 yet. He is currently 2 weeks behind where we would expect an experienced officer to be. We have attributed that to the length of time that he was not employed in law enforcement.

On August 1, 2022; Undersheriff Horton contacted Deputy [REDACTED], by telephone, and we inquired about the messages that she received from Deputy L. Johnson. Deputy [REDACTED] stated that Deputy L. Johnson began messaging her and she had no idea who he was. Deputy [REDACTED] expressed concern about some of the messages that she read to us. She felt that Deputy L. Johnson was asking for personal details about her that she was not comfortable providing. Deputy [REDACTED] agreed to forward screen shots of the messages to us. The screenshots are in an email that is attached to this memo.

On August 1, 2022; Undersheriff Horton and I met with Deputy L. Johnson to get his input about our concerns. He stated that everything was very innocent and not intended to be offensive to anyone. He said that he messaged Deputy [REDACTED] because the Facebook algorithms suggested her a possible friend, based on them commenting on the same post. He denied any flirtatious messages and stated that his wife is fully aware of the messages that he send to other females and his wife is comfortable with that. Deputy L. Johnson stated that he has deleted the messages that he exchanged with Deputy [REDACTED].

Deputy L. Johnson stated that the 7-11 clerk, [REDACTED] had his personal cell phone number from when he was a delivery driver for Pepsi. He said that they had been messaging because [REDACTED] suffers from PTSD and he is trying to help her through that. Deputy L. Johnson stated that he had deleted all of his messages between himself and [REDACTED], because they discussed her PTSD and he felt that information was too personal to keep a record of it. He voluntarily consented to show me his contacts and

demonstrate that he did not have [REDACTED] phone number in his contacts. After further questioning, Deputy L. Johnson stated that he gave [REDACTED] his personal cell phone number because he has that number memorized. He said that he gave her his phone number to follow up on some people squatting at the Emerald RV Park. During further questioning; Deputy L. Johnson retrieved a note (Attached) from his shirt pocket with the number [REDACTED], followed by [REDACTED] Lot J- and "Emerald RV Park" in different handwriting. He stated that Jamie provided the note to him so he could contact her about her complaint.

I searched the phone number [REDACTED] in our records management system and found that a female, [REDACTED] used that number to call for a welfare check on a person at the East 7-11 store.

I called the phone number and spoke with a female who identified herself as [REDACTED]. Ms. [REDACTED] was very cooperative about discussing the bag of ID cards that she turned in. When I asked her how she got Deputy L. Johnson's cell phone number, she became evasive and never gave me an answer. She repeatedly asked me why I was asking. I explained that Deputy L. Johnson told us that she has his cell phone number when he was a delivery driver for Pepsi and when she saw him, recently, she contacted him about the problem at Emerald RV Park. Ms. [REDACTED] stated that she never knew him a Pepsi delivery driver. She stated that she has only been working at the East 7-11 for 3 or 4 months. She said that she only recently met Deputy L. Johnson, within the past few weeks, because he was a frequent customer at the East 7-11. She said that they Deputy L. Johnson suffers from PTSD and she is trying to help him deal with that. I asked if the messages they exchanged were still on her phone. She stated that she had deleted them. I asked why she deleted the messages. She became defensive and never answered my question. I asked her if she had talked to Deputy L. Johnson since last night and if he asked her to delete the messages. Ms. [REDACTED] was obviously offended and stated, NO.

I recently learned that while Deputy L. Johnson was in FTO with Deputy [REDACTED], from 06/2022 to 06/30/2022, his FTO observed him on his cell phone on the Tinder website. Tinder is an internet based dating community. At the time, Deputy L. Johnson was not investigating any case that would require him to view that webpage.

While Deputy L. Johnson is behind in his FTO Program, we would probably make accommodations for a similarly situated trainee who worked for a short time at a smaller agency and has been out of Law Enforcement for about 3 years.

But my concerns go beyond his obvious shortcomings in the FTO program.

Based on the thorough discussions about the appearance of inappropriate messaging with females, it is apparent that Deputy L. Johnson does not find his actions inappropriate. Based on the incidents, that have occurred during his short 32 days of training and 78 days of employment, I find his behavior to be Unbecoming of a Peace Officer in Colorado and reflects a negative image of the Morgan County Sheriff's Office. Based on the numerous, frank and upfront discussions about this issue, with Deputy L. Johnson, he is fully aware of our position on this issue. We gave him an opportunity to save his POST accreditation and clear his reputation. He has wasted that opportunity and I recommend that we immediately terminate his employment with the Morgan County Sheriff's Office. At a minimum, he should be placed on Administrative Leave, effective August 5th, 2022, pending a decision about how to proceed.



Jon Holt <jholt@co.morgan.co.us>

Leotis Johnson

Mon, Aug 1, 2022 at 2:16 AM

To: Jon Holt <jholt@co.morgan.co.us>

Sir,

This issue was brought up to me today by Deputy Bruntz:

"So this morning I was sitting in the squad room with Deputy Johnson. Deputy Del Campo came over and asked to speak with me. We went over to Brenda's desk and met with Deputy Banks. Here Deputy Banks had in his possession a small purse-like item as well as a stack of cards. Deputy Banks stated that he went to the East 7-11 and was provided this item from the clerk. When she gave the item to him she informed Deputy Banks that she had been texting Deputy Johnson about this all morning.

After this I took the item and went to speak with Deputy Johnson. I asked what was going on with the clerk (as we had stopped earlier at the gas station and Deputy Johnson ran in to get a drink while I waited in the vehicle.) Deputy Johnson seemed confused as I asked him about her texting him all morning and now I am holding onto a bag with a bunch of Colorado ID's for different people. Deputy Johnson stated that they were texting about her having PTSD but she never said anything about the ID's. I asked which phone they were messaging on, which he stated his personal number and flipped his phone upside down. I asked why he gave his personal number to her, which he stated that he did not know as now she won't leave him alone and he may have to block her. I asked the name of the clerk, which he stated was [REDACTED]"

It appears the talk we had last week did not seem to work. I don't know what was said between Deputy L. Johnson and the gas station lady but it just seems to be questionable.

I have not spoken to him about this issue since but wanted to bring it up to you first. Unfortunately I feel this behavior will not stop and will only get worse when he is on his own.

The next issue was brought up about Deputy Johnson falling asleep while driving, which was addressed in his DOR on 7/30.

I am looking to you for guidance on how to proceed with this.

Thank you.

--
Nicholas Skiles
Patrol Sergeant #16-06
Morgan County Sheriff's Office
[801 E Beaver Ave](#)
[Fort Morgan, CO 80701](#)



Jon Holt <jholt@co.morgan.co.us>

Fwd:

Jon Horton <jhorton@co.morgan.co.us>
To: Jon Holt <jholt@co.morgan.co.us>

Tue, Aug 2, 2022 at 7:57 AM

From: 
Date: Tue, Aug 2, 2022 at 7:26 AM
Subject:
To: Jon Horton <jhorton@co.morgan.co.us>

11:34



Leotis Blake Johnson Iii



Leotis Blake Johnson Iii

Facebook

You're friends on Facebook

Lives in Greeley, Colorado

JUL 15, 10:41 PM



Why haven't I seen you in the jail yet?

I'm on transports!

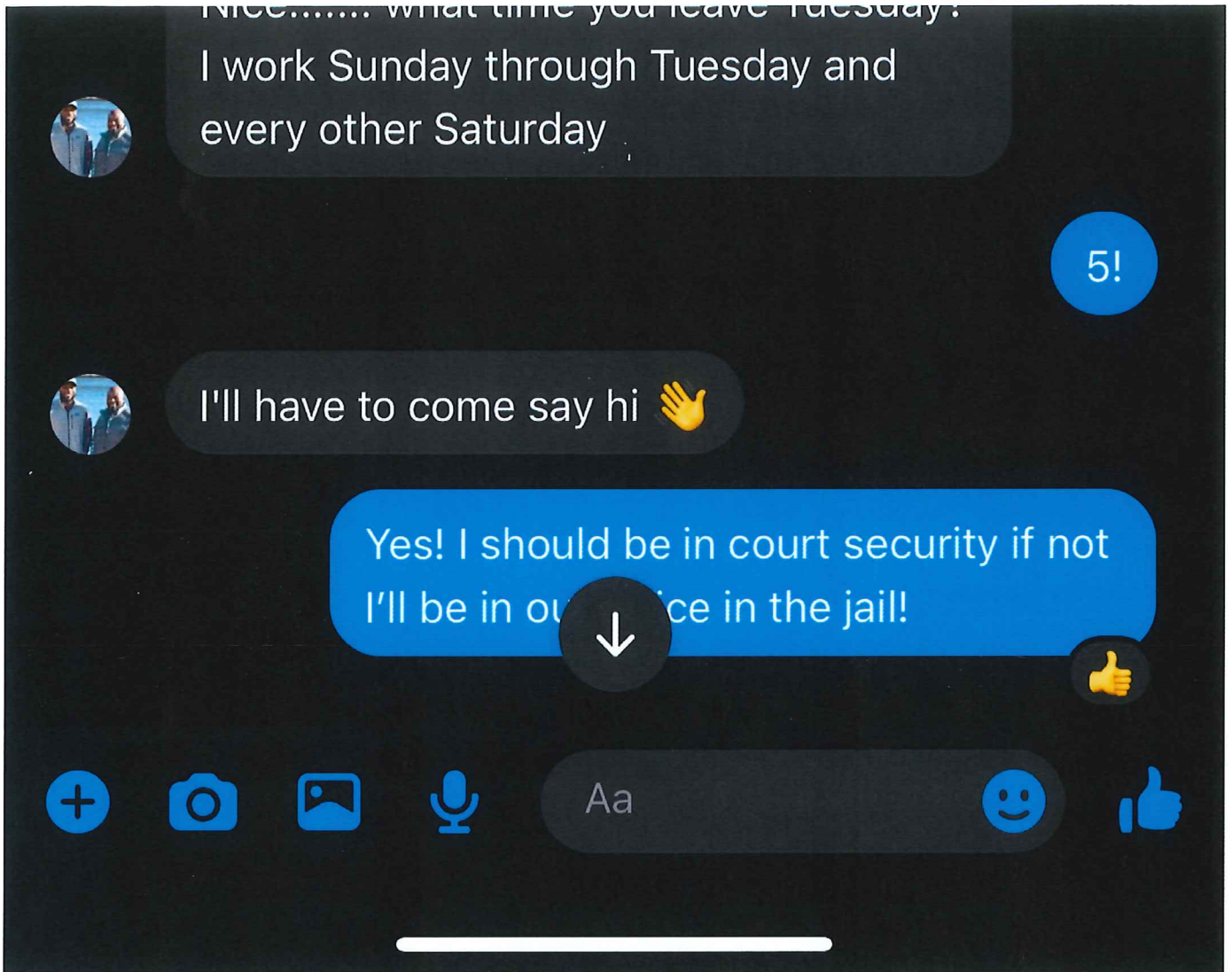
I see. What days you run transports?



I like to meet everyone 😊

I work Tuesday- Friday 7-5!

Nice... what time you leave Tuesday?



11:34



Leotis Blake Johnson Iii



Sweet

JUL 16, 5:31 PM



Will you come kidnap me please 🙏
I wanna go home 😭

😂😂 aren't you almost done?!



About 30min left 😂



Leaving early could be a good thing.....
I don't wanna get a call before I leave
😞

Are you west or east?



East today and west tomorrow

Want me to go call something in? 😂



I may have to fight you for that 😏

Just to brush not that far 😂

Brush is far enough 😏



What do you drive?

Noooo I know that trick 😂



C'mon..... I'm curious



Aa



11:34



Leotis Blake Johnson III



C'mon..... I'm curious

I used to have a wrangler but now I drive a mom car



Plate number? 😂

I don't have one yet 😂



I'll get ya



I'm never leaving my house now 😂



Just wanted to escort you to work....
make sure you get there safely

😂😂😂 yeah, and put me in

work release

 I would never write you a ticket



I'd let you break the law..... I'd look the other way



It's 4min past 6 and I'm still here 

Thank you! Lol and why?



Aa



11:34



Leotis Blake Johnson Iii



It's 4min past 6 and I'm still here 😞

That's nice of you! Lol and why?



You seem pretty kool..... but we'll find out for sure

I'm the coolest person that works in the jail/transport



That's up for debate 😏



I'm pretty sure I'm the coolest guy in the building

I'd believe it



I'm finally going home

Oh good



Whatcha doin the rest of the day

JUL 16, 6:57 PM

Gonna pick up the inside of my house,
worked outside all morning



Enjoy your day and ↴ arass you
tomorrow 😊



Aa



11:35



Leotis Blake Johnson III



Whatcha doin the rest of the day

JUL 16, 6:57 PM

Gonna pick up the inside of my house, worked outside all morning



Enjoy your day and I'll harass you tomorrow 😏

Sounds like a plan 😂



SUN 8:24 AM



I'm done with today.... I wanna go home so bad right now 😞

Busy day?



Yeah, and it's only gonna get busier and hotter



Think I'm gonna runaway

It's Sunday, the Lords day why are people out being crazy

😂 they're atheist 😂



You live in Brush or Fort Morgan?



Oh well that would explain it



Aa



11:35



Leotis Blake Johnson III



so bad right now 😞

Busy day?



Yeah, and it's only gonna get busier and hotter



Think I'm gonna runaway

It's Sunday, the Lords day why are people out being crazy

😂 they're atheist 😂



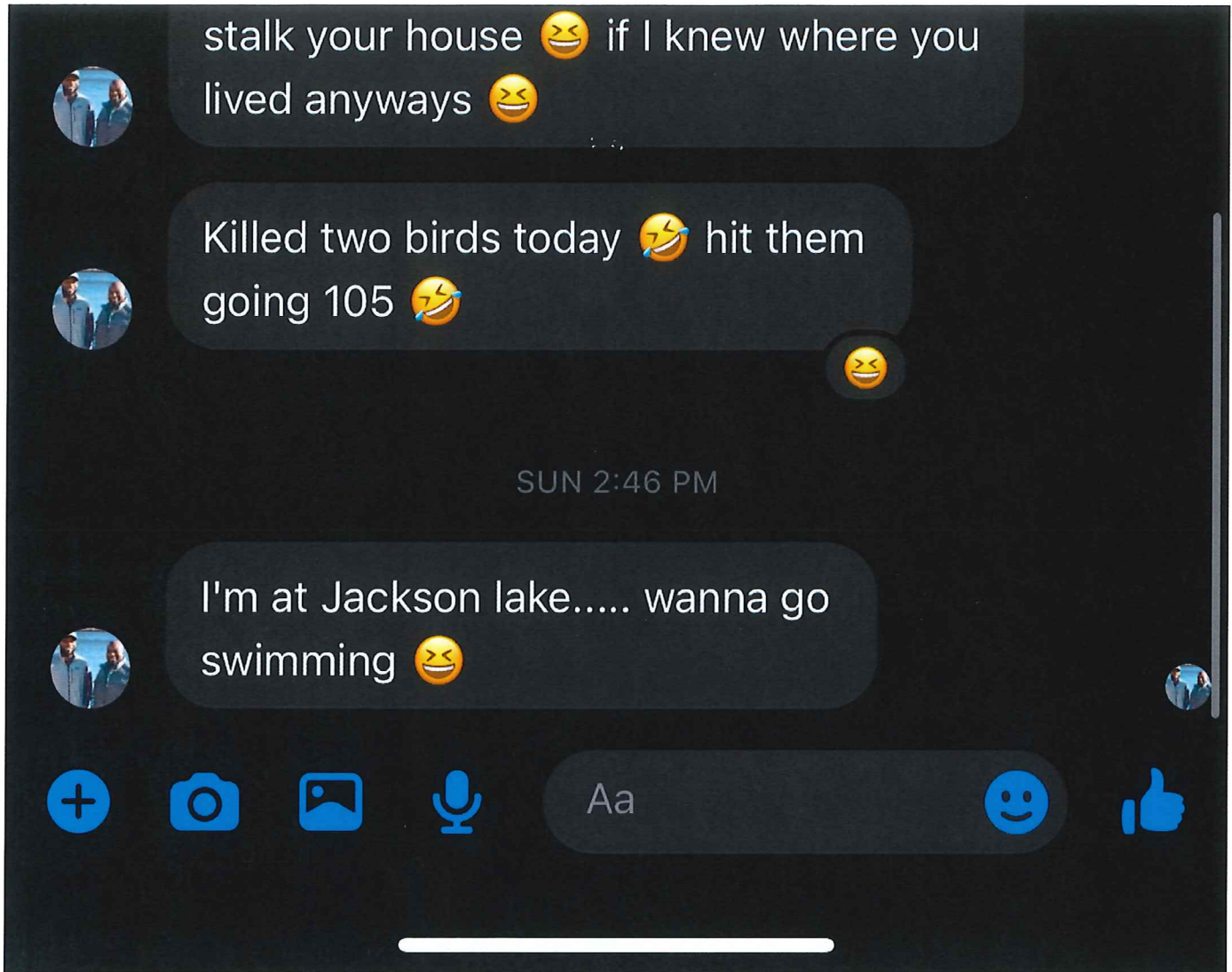
You live in Brush or Fort Morgan?

Oh well that would explain it



Brush

You're lucky I'm West car today..... I'd



Deputy [REDACTED]
Morgan County Sheriff's Office
Court Services / OC Instructor
801 E. Beaver Avenue
Fort Morgan, CO 80701
970-542-3455 or fax 970-542-3456

Morgan County Sheriff's Office
Undersheriff Jon Horton
Office (970)542-3445
Fax (970)542-3453
Cell (970)768-6701
E-Mail jhorton@co.morgan.co.us

This communication, along with any attachments, is covered by federal and state law governing electronic communications and may contain confidential and legally privileged information, and may be legally protected or otherwise exempt from disclosure. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, use or copying of this message is strictly prohibited. If you receive this message in error, please reply immediately to the sender and delete this message. Under Colorado's Open Records Act (CORA), all e-mails sent by or to me on this county's e-mail account may be subject to public disclosure.

CALL FOR SERVICE

08/01/2022

Agency: Fort Morgan Police Departmen Incident #: 202200014709 Case #:

Activity: 03100 Welfare Check Priority: Urgent Common Place: E 7-11

CALL LOCATION

Location: 703 E Platte Av
Apartment #:
City: Fort Morgan

Complainant Name:
Caller Address:
Caller Type: Reporting Party
City: CO 80701
Telephone #: 7207139046

Dispatcher #: 00000602 Time Reported: 7/14/22 10:23

Call Received By: 00000623 How Call Was Received: 911 Call Shift: 0800-1159

Officer Disposition: 6 Adj./checks Ok

Blotter

black male party wearing long sleeved lime green shirt and khaki pants

running back and forth from 711 to the dollar general and back acting paranoid - could possibly be under the influence of something

male party fell and then walked toward family vision

623

Log

Table with columns: Date/Time, Officer Id, Log Entry, Agency-Incident, TimeChanged, Status, Dispatcher, UnitID, Officer1, Officer2, Officer3. Contains log entries for incident 202200014709.

Standards of Conduct

319.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Morgan County Sheriff's Office and are expected of all office members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning member conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual as well as any additional guidance on conduct that may be disseminated by this office or a member's supervisors.

319.2 POLICY

The continued employment or appointment of every member of the Morgan County Sheriff's Office shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

319.3 DIRECTIVES AND ORDERS

Members shall comply with lawful directives and orders from any office supervisor or person in a position of authority, absent a reasonable and bona fide justification.

319.3.1 UNLAWFUL OR CONFLICTING ORDERS

Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or office policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, office policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict, will not be held accountable for disobedience of the lawful order or directive that was initially issued.

Morgan County Sheriff's Office

MCSO Policy Manual

Standards of Conduct

319.5.2 ETHICS

- (a) Using or disclosing one's status as a member of the Morgan County Sheriff's Office in any way that could reasonably be perceived as an attempt to gain influence or authority for non-office business or activity.
- (b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.
- (c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member's duties (lawful subpoena fees and authorized work permits excepted).
- (d) Acceptance of fees, gifts or money contrary to the rules of this office and/or laws of the state.
- (e) Offer or acceptance of a bribe or gratuity.
- (f) Misappropriation or misuse of public funds, property, personnel or services.
- (g) Any other failure to abide by the standards of ethical conduct.

319.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

319.5.4 RELATIONSHIPS

- (a) Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one's official capacity.
- (b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.
- (c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.
- (d) Associating with or joining a criminal gang, organized crime and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this office.
- (e) Associating on a personal, rather than official basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this office.

Morgan County Sheriff's Office

MCSO Policy Manual

Standards of Conduct

319.5.8 PERFORMANCE

- (a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.
- (b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any office record, public record, book, paper or document.
- (c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any office-related business.
- (d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this office or its members.
- (e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this office or subverts the good order, efficiency and discipline of this office or that would tend to discredit any of its members.
- (f) Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
 - 1. While on office premises.
 - 2. At any work site, while on-duty or while in uniform, or while using any office equipment or system.
 - 3. Gambling activity undertaken as part of a deputy's official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.
- (g) Improper political activity including:
 - 1. Unauthorized attendance while on-duty at official legislative or political sessions.
 - 2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while on-duty or, on office property except as expressly authorized by County policy, the collective bargaining agreement or contract, or the Sheriff.
- (h) Engaging in political activities during assigned working hours except as expressly authorized by County policy, the collective bargaining agreement or contract, or the Sheriff.
- (i) Any act on- or off-duty that brings discredit to this office.

319.5.9 CONDUCT

- (a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.

Standards of Conduct

- (g) Any personal action contributing to a preventable traffic accident.
- (h) Concealing or knowingly failing to report any on-the-job or work-related disease, injury or death as soon as practicable but no later than 24 hours (CRS § 8-43-102).

319.5.11 INTOXICANTS

- (a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.
- (b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.
- (c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.



OFFICE OF THE SHERIFF MORGAN COUNTY, COLORADO

"Integrity and Professionalism – Our Foundation for Service"

MORGAN COUNTY SHERIFF'S OFFICE

801 E. Beaver Avenue
Fort Morgan, CO 80701

EMERGENCY Call 911

DISPATCH (24 hrs)
970-867-2461

www.morgansheriff.net

Dave Martin
SHERIFF
970-542-3448

dmartin@co.morgan.co.us

Jon Horton
UNDERSHERIFF
970-542-3450

jhorton@co.morgan.co.us

VICTIM SERVICES
970-542-3449

mcva@co.morgan.co.us

ADMINISTRATION
970-542-3445

FAX 970-542-3453

ADMINISTRATIVE SERVICES
Records/Property
970-542-3447

CIVIL PROCESS
970 542-3482

devans@co.morgan.co.us

RECORDS/PROPERTY

records@co.morgan.co.us

FIELD OPERATIONS
(Patrol and Investigations)
970-867-2461

DIVISION COMMANDER
Cmd. Jon Holt
970-542-3434

jholt@co.morgan.co.us

JAIL OPERATIONS
JAIL 970-542-3455
FAX 970-542-3456

DIVISION COMMANDER
Cmd. Darin Sagel
970-542-3451

dsagel@co.morgan.co.us

JAIL ACCOUNTING
970-542-3433

acastrup@co.morgan.co.us

Date: August 5th 2022
To: Deputy Leotis Johnson
From: Undersheriff Jon Horton
Re: Notice of Administrative leave

Deputy Leotis Johnson, pursuant to our policies; 319.5.2(g) Ethics, 319.5.4(a) Relationships, 319.5.9(m) Conduct and 319.5.7 Sleeping on duty, you are hereby notified that you are the subject of an internal investigation regarding policy violations within the sheriff's office. This investigation is pertaining to the issues talked with you by Commander Holt and myself.

As of today, August 5th 2022, you have been placed on administrative leave without pay.


During the administrative leave, you will be relieved of your duties as a deputy sheriff. You are to take no law enforcement action as a deputy sheriff. You are expected to be available upon request by this agency. You will turn in all weapons issued to you by any law enforcement agency as well as your commission cards, badge and keys.

You are to have no further contact with the party involved.

You will be notified once the internal investigation is complete.


Leotis Johnson 08/05/2022
08 J.H


Commander Jon Holt


Undersheriff Jon Horton



Jon Horton <jhorton@co.morgan.co.us>

Fwd: Leotis Johnson

1 message

Jon Holt <jholt@co.morgan.co.us>
To: Jon Horton <jhorton@co.morgan.co.us>

Mon, Aug 1, 2022 at 8:13 AM

----- Forwarded message -----

From: **Nicholas Skiles** <nskiles@co.morgan.co.us>
Date: Mon, Aug 1, 2022 at 2:16 AM
Subject: Leotis Johnson
To: Jon Holt <jholt@co.morgan.co.us>

Sir,

This issue was brought up to me today by Deputy Bruntz:

"So this morning I was sitting in the squad room with Deputy Johnson. Deputy Del Campo came over and asked to speak with me. We went over to Brenda's desk and met with Deputy Banks. Here Deputy Banks had in his possession a small purse-like item as well as a stack of cards. Deputy Banks stated that he went to the East 7-11 and was provided this item from the clerk. When she gave the item to him she informed Deputy Banks that she had been texting Deputy Johnson about this all morning.

After this I took the item and went to speak with Deputy Johnson. I asked what was going on with the clerk (as we had stopped earlier at the gas station and Deputy Johnson ran in to get a drink while I waited in the vehicle.) Deputy Johnson seemed confused as I asked him about her texting him all morning and now I am holding onto a bag with a bunch of Colorado ID's for different people. Deputy Johnson stated that they were texting about her having PTSD but she never said anything about the ID's. I asked which phone they were messaging on, which he stated his personal number and flipped his phone upside down. I asked why he gave his personal number to her, which he stated that he did not know as now she won't leave him alone and he may have to block her. I asked the name of the clerk, which he stated was [REDACTED]."

It appears the talk we had last week did not seem to work. I don't know what was said between Deputy L. Johnson and the gas station lady but it just seems to be questionable.

I have not spoken to him about this issue since but wanted to bring it up to you first. Unfortunately I feel this behavior will not stop and will only get worse when he is on his own.

The next issue was brought up about Deputy Johnson falling asleep while driving, which was addressed in his DOR on 7/30.

I am looking to you for guidance on how to proceed with this.

Thank you.

--
Nicholas Skiles
Patrol Sergeant #16-06
Morgan County Sheriff's Office
801 E Beaver Ave
Fort Morgan, CO 80701

--

 Jon B. Holt

Operations Commander

Morgan County Sheriff's Office

801 East Beaver Ave.

Fort Morgan, CO 80701

(970) 542-3445

www.morgansheriff.net

Facebook Icon [Facebook](#)

This communication, along with any attachments, is covered by federal and state law governing electronic communications and may contain confidential and legally privileged information, and may be legally protected or otherwise exempt from disclosure. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, use or copying of this message is strictly prohibited. If you received this message in error, please reply immediately to the sender and delete this message. Under Colorado's Open Records Act (CORA), all e-mails sent by or to me on this county's e-mail account may be subject to public disclosure.