

On January 26, 2019, I, Undersheriff Furrow was off duty and at home when I received a text message from Kristin Thompson, a probation officer for Washington County. Kristin told me that one of her clients, Hailee Atwood, had been pulled over by Deputy Leotis Johnson, and then he requested to be Hailee's friend on Facebook. Kristin stated that Hailee received a message from Johnson asking if she had a boyfriend. I asked Kristin to have Hailee send me a screenshot of the conversation.

A short time later I received a screenshot from Hailee that said "Are you single?" and a second one that said "Sorry, I was just curious". Hailee then told me that she didn't want to get anyone in trouble.

I know Hailee from a previous incident involving another employee who was subsequently terminated from employment in September of 2018.

On January 28, 2019 Sheriff Stivers, Lt. Gerard O'Halloran, Johnson, and myself met in the sheriff's office to discuss the information I found out. Sheriff Stivers told Johnson that this sort of behavior was not permissible by this office and it was not to happen again. Johnson stated that he understood and stated that he was going to delete Facebook. Johnson was told that he didn't have to delete Facebook, but he was currently on FTO with Sgt. Laverenz and should be concentrating on learning the job, and not hooking up on Facebook. Again, Johnson agreed and apologized for the incident. We then left the sheriff's office.

Nothing further to report.

On 5/16/19, I, Undersheriff Furrow was informed by Sheriff Jon Stivers that he had received a message from a concerned citizen about the conduct of one of our deputies. Sheriff Stivers said that the message stated that Deputy Leotis Johnson had written a ticket to a young girl, later identified as Jaiden Severin, and then messaged her on Facebook saying that she was cute. Sheriff Stivers stated that he looked through our system and could not find a ticket issued to Jaiden.

I told Sheriff Stivers that I would look through day logs from Deputy Johnson and see if I could find out when this happened. Sheriff Stivers stated that he would message Jaiden and ask her to call the sheriff's office so we could talk to her directly.

While looking through the day logs I was unable to find a contact with Jaiden initially and continued to look through them dated as far back as March.

Sheriff Stivers told me that he was going to go and speak with Jaiden's mom, Tracy Severin, and have her tell Jaiden to give me a call.

At approximately 1130hrs I spoke with Jaiden who stated that last Thursday or Friday she was on her way home from Akron when she was pulled over for speeding. Jaiden said that she was unsure of the Deputies name, but thought it was Leotis Johnson. Jaiden stated that she did not get a ticket, and later that night she received a Facebook friend request from Leotis. Jaiden stated that she accepted the friend request and then he sent her a message on messenger telling her that she didn't get a ticket because she was cute. Jaiden stated that she was kind of weirded out by the whole thing, and deleted Leotis as a friend from her Facebook. Jaiden went on to say that she told her friend who is friends with Leotis's fiancé, about the whole thing. I asked Jaiden if she had any contact with Leotis prior to this encounter, and she stated no. I asked Jaiden how old she is, and she stated that she is 19 and lives in Sterling. I asked Jaiden if she still had the message on messenger, and she stated that she did. I asked Jaiden if she could email me a screenshot of the message, and she stated that she would after she returned home. I thanked Jaiden for her information and apologized for Deputy Johnson's actions.

Next, I informed Sheriff Stivers of what I was told by Jaiden, and showed him the screenshot message sent to me by Jaiden.

Washington County Sheriff's Office

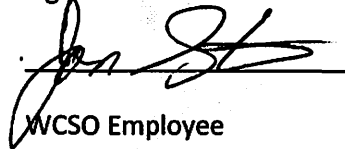
26861 Hwy. 34 • Akron, Colorado 80720 • (970) 345-6865 • Fax (970) 345-2419

Date May 21, 2019

I, Leotis B. Johnson, give the Washington County Sheriff's Office permission to view my Facebook account for the purpose of investigation. This is not ongoing permission.

Leotis B. Johnson

Signed



WCSO Employee

Viaero LTE

11:49 AM

42%



Leotis III Johnson
Messenger



Leotis III Johnson



19 mutual friends including Kimberly Mcmahill Guy and Emmanuel Vega

FRI 11:27 PM



No more speeding lol

SAT 11:11 AM

Using cruise control from now on lol



SAT 11:42 AM



lol



Lucky you are cute that's why you got a warning LOL



Aa







LTE 8% 8:50 PM

←  Leotis



 Are you single?

8:28 PM

 Sorry, I was just curious





Jon Stivers <jstivers@co.washington.co.us>

concern

1 message

Regan M. Benson <quadb2@aol.com>
To: jstivers@co.washington.co.us

Wed, May 15, 2019 at 11:00 PM

Sheriff Stivers-

I am writing to you because of something Brock told me tonight and it's my obligation to bring it to your attention. While this is rumored, I suspect you will be able to wade through any truth that may come to light given the history with deputies that come to Akron to prey on kids and destroy their lives.

Apparently, a young lady by the name of Jayden Severn (sp) received a speeding ticket in the town of Akron (don't know when) from one of your deputies: Loetis Johnson. Apparently, this young lady **posted** on Facebook that this deputy **messed** her on Facebook after giving her the ticket and told her she's lucky she's so cute or the ticket would've been more.

If screenshots get produced, I will send them to you. Hopefully you've already heard about this but if not I certainly hope it will be taken serious and investigated thoroughly.

Regards

Regan M. Benson

"The further society drifts from the truth, the more it will hate those that speak it." ~George Orwell

CONFIDENTIALITY NOTICE: This email message, including any attachments, is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged or otherwise confidential. If you are not the intended recipient(s), or the employee or agent responsible for delivery of this message to the intended recipient(s), you are hereby notified that dissemination, disclosure, forwarding, or other use of this message is strictly prohibited. If you received this email message in error, please notify the sender immediately by phone (970-571-4835) or by email (quadb2@aol.com), and delete this message from any computer system or media where the message is stored. Thank you.

To: Undersheriff Furrow

From: Sheriff Jon Stivers

Date: 05/21/2019

RE: Leotis Johnson

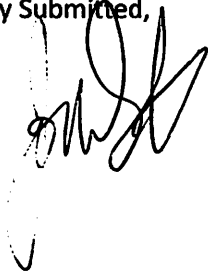
On 05/21/2019 I spoke with Leotis Johnson in reference to his appeal. Mr. Johnson advised me that he did not make contact with Jaiden and told me that Jaiden contacted him on facebook. Mr. Johnson advised that there was more to the conversation than what we had. I asked Mr. Johnson to provide me with the information, which he told me that he deleted all of it.

I told Mr. Johnson that Jaiden sent us the conversation that they had and told him that making contact with someone he stopped was inappropriate. I also told him that I felt it was a violation of the law using information that he received on a traffic stop to gain access to them in a private setting in what looked like an attempt to be more than friends.

Mr. Johnson did give me permission to look at his facebook to see if I could locate any correspondence with Jaiden, however I was unable to locate any, as everything had been deleted like he said. After looking at his facebook I e-mailed him to change his password as I told him I would do.

Based on the information that was given to me by Undersheriff Furrow, it is clear to me that Mr. Johnson violated policy as stated in Undersheriff Furrow's report. I also believe we need to send the case to the District Attorney's office for a filing decision as to whether Mr. Johnson violated the crime of 18-8-404(a) First Degree Official Misconduct.

Respectfully Submitted,



TERMINATION LETTER

Date: 5/17/19

Employee: Leotis Johnson

Position: Patrol Deputy

Supervisor: Undersheriff Furrow

This letter is to inform you that I am terminating your employment with the Washington County Sheriff's Office. The reasons for the termination are as follows;

On May 16, 2019, I, Undersheriff Furrow was notified by Sheriff Jon Stivers of an email he had received from a citizen of Washington County. In the email a situation was described as Deputy Johnson writing a traffic citation to a young female, later identified as Jaiden Severin, and then messaged her on Facebook saying that she was cute. Sheriff Stivers stated that he looked through our system and could not find a ticket issued to Jaiden.

Sheriff Stivers stated that he would message Jaiden and ask her to call the sheriff's office so we could talk to her directly.

At approximately 1130hrs I spoke with Jaiden who stated that last Thursday or Friday she was on her way home from Akron when she was pulled over for speeding. Jaiden said that she was unsure of your exact name, but thought it was Leotis Johnson. Jaiden stated that she did not get a ticket, and later that night she received a Facebook friend request from you. Jaiden stated that she accepted the friend request and then you sent her a message on messenger telling her that she didn't get a ticket because she was cute. Jaiden stated that she was kind of weirded out by the whole thing, and deleted you as a friend from her Facebook. Jaiden went on to say that she told her friend who is friends with your fiancé, about the whole thing. I asked Jaiden if she had any contact with you prior to this encounter, and she stated no. I asked Jaiden how old she is, and she stated that she is 19 and lives in Sterling. I asked Jaiden if she still had the message on messenger, and she stated that she did. I asked Jaiden if she could email me a screenshot of the message, and she stated that she would after she returned home. I thanked Jaiden for her information and apologized for Deputy Johnson's actions.

A short time later I received an email from Jaiden with a screenshot of a conversation with you sending a message at 11:27pm on Friday (May 10th) saying "No more speeding lol" On Saturday at 11:11 am Jaiden responded by saying "Using cruise control from now on lol" at 11:42 am you responded with "lol" and "Lucky you are cute that's why you got a warning LOL".

I then found your day log from May 10, 2019 and at 1735hrs you made a traffic stop with Jaiden on Hwy 63 and CR 45.

In review of your file I remembered that you had a conversation with Sheriff Stivers, Lt. O'Halloran, and me in January of this year about this same thing with another female. During that meeting Sheriff Stivers told you that this was not a dating service and you were not to contact anyone on Facebook that you had just had contact with in your official capacity. In that meeting you stated that you were going to

delete Facebook and that you understood you were not to do that again. You were told that any other violation like this, you would be terminated. Again, you stated that you understood.

I have determined that your actions warrant termination of your employment with the Washington County Sheriff's Office. The following policies, without limitation have been violated.

320.4 GENERAL STANDARDS

Best Practice

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and Colorado Constitutions and all applicable laws, ordinances and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

320.5.3 DISCRIMINATION, OPPRESSION OR FAVORITISM

Best Practice

❑.Discriminating against, oppressing or providing favoritism to any person because of age, race, color, creed, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, marital status, physical or mental disability, medical condition or other classification 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.

320.5.1 LAWS, RULES AND ORDERS

- c. Violation of federal, state, local or administrative laws, rules or regulations.

320.5.4 RELATIONSHIPS

Best Practice

- a. ❑.Unwelcome solicitation of a personal or sexual relationship while on duty or through the use of one's official capacity.

320.5.9 CONDUCT

- m. Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this office, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this office or its members.

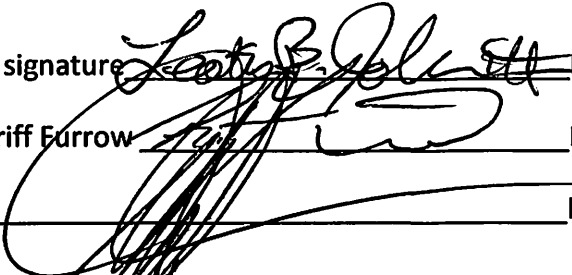
320.5.8 PERFORMANCE

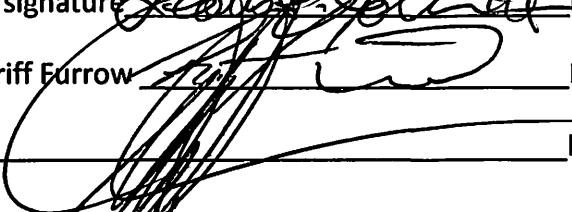
e. Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this office or subverts the good order, efficiency and discipline of this office or that would tend to discredit any of its members.


i. Any act on- or off-duty that brings discredit to this office.

You have 5 days from today's date to appeal my decision to Sheriff Stivers either orally, or in written form. Sheriff Stivers will then review the matter, and make a determination as to your status. Sheriff Stivers's decision will be final. If you do not appeal my decision, your employment will be deemed terminated on May 22, 2019.

Employee remarks

Employee signature  Date 5/17/19

Undersheriff Furrow  Date 5/17/19

Witness  Date 05/17/19



Jon Stivers <jstivers@co.washington.co.us>

(no subject)

5 messages

Jon Stivers <jstivers@co.washington.co.us>
To: leotisbjohnson@yahoo.com

Tue, May 21, 2019 at 9:08 AM

Thank you for sending me your appeal letter, please provide me the following information.

Facebook friend request, From Jaiden.

A copy of the message conversation you are claiming you had with her in its entirety.

Thanks

Sheriff Jon Stivers**Washington County Sheriff Office****Office: 970-345-6865****Cell: 970-554-0388**

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.

Jon Stivers <jstivers@co.washington.co.us>
To: leotisbjohnson@yahoo.com

Tue, May 21, 2019 at 9:48 AM

The account you gave me shows it doesn't exist.

[Quoted text hidden]

[Quoted text hidden]

Leotis Johnson <leotisbjohnson@yahoo.com>
To: Jon Stivers <jstivers@co.washington.co.us>

Tue, May 21, 2019 at 10:00 AM

Login: leotisbjohnson@yahoo.com

Password: Hernandez23\$

[Quoted text hidden]

Jon Stivers <jstivers@co.washington.co.us>

Tue, May 21, 2019 at 10:07 AM

5/21/2019

Washington County Mail - (no subject)

To: leotisbjohnson@yahoo.com

I was able to get into the account you can change your password. It is clear that you have deleted everything to do with Jaiden and the post that you claimed happened. thanks.

[Quoted text hidden]

[Quoted text hidden]

Leotis Johnson <leotisbjohnson@yahoo.com>

Tue, May 21, 2019 at 10:11 AM

To: Jon Stivers <jstivers@co.washington.co.us>

She was deleted because Hernandez wanted her deleted. I erased the messages the day they were sent. I was told by Hernandez to block her on Facebook. She posted the screen shots on snapchat.

[Quoted text hidden]

To: Sheriff Stivers

First, I would like to thank you for the opportunity of fulfilling a lifelong goal in becoming a Sheriff's Deputy. Next, I would like to appeal the decision to terminate my employment at the Washington County Sheriff's Office. I understand that what I did was wrong, and does not show professionalism on my part. I understand that we have talked about something similar to this before. I did not intend for the message to be took out of context the way it was. I did receive a friend request from Jaiden Servin and I initially declined the invitation. Then I received it again and I declined that one. She then sent me a message stating that she was thankful for the warning and it was not every day you get pulled over by a hot cop. That message was removed from the original version. I did respond with "Stop Speeding". I only made the final statement as my way of complimenting her in return for the first message. I never gave her a warning based on looks. I gave the warning because; I was completely out of tickets in my vehicle. I returned to the sheriff's office after the traffic stop to sign out more tickets. I realize how the messages look when someone outside is looking at them. I never intended the message to misconstrue the real reason she was given a warning.

I work tirelessly every day I am on duty and I do it all with a smile on my face. If, you were to ask any citizen of the county I have ever made contact with, they would be able to say that I was always polite and fair. I understand that you are very angry and disappointed with me about this entire incident. I never received a write up for anything the entire time during my employment at Washington County. This has embarrassed me, embarrassed the Department, and most of all my family.

I am pleading for reversal of the decision to terminate me. It can come with a suspension without pay. Extra duty assignments or anything that I need to do to ensure I can continue serving Washington County as a Road Deputy. I work extremely hard every day and I am always there when needed. I am always willing to work on my days off to help with jail operations. You have invested a lot of time and money into training me please let me show how beneficial I can really be. I have a great report with everyone I work with and treat everyone with respect they deserve. I truly love working for this department and want to continue a long career right here in Washington County. I will log every move I make and person I contact. I will record every conversation; give passwords to any of my social media accounts or anything that may need monitored.

During my time, here at Washington County other departments in hopes I would transfer have approached me. I told them all the same thing, "NO". The pay was better than what I make here at Washington County. However, I have a duty and loyalty to this department for making a dream possible. I enjoy the community and the people I work with. I will do anything to stay employed here at Washington County.

I understand the point you are making because of what happened with another Deputy. I am not that deputy; I am not that type of person. I only responded to the message I received first. I never knew she would be angry I did not want to be friends with her. I never knew she would save herself because her boyfriend found out she messaged me. When I am working, I am not trying to use this career as a dating site. I understand the severity of my actions and I hope you can give me one final opportunity to prove to everyone that I am dedicated to this office. People have thrown snakes into pods and still kept their jobs. People were hired with Domestic Violence on their records. All I am

asking is for one final chance to prove myself to you. This has really hit home with me and I never want to feel like this again. I feel so low and defeated that I could actually lose my career for a message that was intended to be funny. I never wanted to creep anyone out or make him or her feel weirded out as what was said. Please check the ticket logs and it will show I was out of tickets and needed more. I never even got to tell my side of the story before I was terminated. The termination paper was already written up before I entered the office. I feel as if my side of the story was never asked, before determining my future with the department. Please reconsider the decision to terminate me based on evidence that was clearly not all there. I will accept any decision you make from this point forward and thank you for your time and consideration.

Sincerely, Leotis B Johnson III

Washington County Sheriff's Office

26861 Hwy. 34 • Akron, Colorado 80720 • (970) 345-6865 • Fax (970) 345-2419

**Washington County Sheriff's Office
Employee Appeal Review
Sheriff Jon Stivers
May 21, 2019**

Appellant: Leotis Johnson iii

Dear Leotis,

I received your e-mail in regards to enlighten me on you recent termination from the Washington County Sheriff's Office. I have talked with Undersheriff Furrow and all of the individuals involved in regards to what happened and noted several violations of Policy, IE: 320.5.3 DISCRIMINATION, OPRESSION OR FAVORITISM, 320.5.1 LAWS, RULES AND ORDERS, 320.5.9 CONDUCT, 320.5.8 PERFORMANCE. There is also a possibility that you have violated Colorado State Law 18-8-404(a) First Degree Official Misconduct.

Using social media to contact a person you have stopped in your official capacity is unacceptable and unethical. This was done even after you were talked to in January of this year about contacting a female party on Facebook messenger after you had contact with her while doing your job as a sheriff's deputy and asking her if she had a boyfriend. In that meeting you were advised by me that working for the Washington County Sheriff's office was not a dating service and I told you then you were not to contact anyone on Facebook that you had been in contact with in your official capacity as a deputy with the Washington County Sheriff's Office. You advised me then that you understood and would not do this again. At the end of that conversation you were told that this kind of action would not be tolerated and any other violations of this nature, you would be terminated.

On May 16, 2019, I received an e-mail from a concerned citizen, which stated that they had heard a rumor that you had stopped Jaiden Severin and issued her a ticket. They claimed that you then sent her a Facebook friend request, which she accepted. They went on to say that you told her that she was lucky she was cute or it would have been a much worse ticket. The e-mail did say that this was only a rumor.

I then asked Undersheriff Furrow to try and get a hold of Jaiden to see if the rumor was true as I couldn't find any ticket in our system. Undersheriff Furrow advised that he did find a contact for Jaiden, however a ticket was not written.

Washington County Sheriff's Office

26861 Hwy. 34 • Akron, Colorado 80720 • (970) 345-6865 • Fax (970) 345-2419

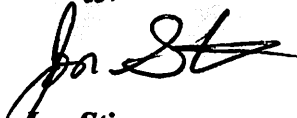
Later that morning I was advised that Jaiden did call Undersheriff Furrow. Undersheriff Furrow advised that Jaiden was contacted by you for speeding. She advised that she did not receive a ticket but later received a friend request for you on Facebook, which she accepted. You then sent her a message saying that she didn't get a ticket because she was cute. Jaiden then sent Undersheriff Furrow a screen shot of the messages sent by you.

The first message was on May 10th saying, "No more speeding lol" Jaiden didn't respond to your message until the May 11th at 11:11 am saying, "Using cruise control from now on lol" you then responded at 11:42 am, with "lol" and "Lucky you were cute that's why you got a warning LOL".

I find this is a lack of professionalism disregard for any type of job ethics. It is also determined that you clearly used information you gained from a lawful traffic stop to become acquainted with someone you thought was cute and used the information for your own personal gain.

After reviewing all of the information provided to me I feel that your actions were unethical and a total disgrace to the law enforcement profession. Therefore do to total lack of respect for job responsibility and the unethical actions on your part that the termination is upheld and justified.

Sheriff,



Jon Stivers