



ADAMS COUNTY SHERIFF

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MEMORANDUM

TO: Division Chief Gene Claps
FROM: Commander Susan Nielsen
DATE: September 14, 2018
SUBJ: Executive Summary IA2018-032

LOCATION OF OCCURRENCE: 150 N. 19th Ave. Brighton, CO 80601

DATE OF OCCURRENCE: September 4, 2018

EMPLOYEE(S) INVOLVED: Sergeant Michael Benson

EMPLOYEE(S) SUPERVISOR: Commander James Gerdeman

BACKGROUND:

On September 6, 2018 Deputy [REDACTED] met with Internal Affairs and reported that Sergeant Michael Benson made her uncomfortable as she worked in the [REDACTED] the jail. She reported that Sergeant Benson spent approximately one hour with her while her partner was at lunch and made inappropriate comments during that time. After further investigation, IA determined that Sergeant Benson had a second encounter with another female employee, DS [REDACTED]. In that encounter, there were alleged inappropriate comments as well as unwanted sexual contact.

ALLEGATION 1

201.1.3 INTEGRITY

The public demands the integrity of its law enforcement employees to be above reproach and the dishonesty of a single Sheriff's employee may impair public confidence and cast suspicion upon the entire Sheriff's Office. Succumbing to even minor temptation can be the genesis of a malignancy that may ultimately destroy an individual's effectiveness and may contribute to the corruption of countless others. Sheriff's employees must scrupulously avoid any conduct that might compromise the integrity of themselves, their fellow employees or the Sheriff office and have the obligation to report the dishonesty of others.

ALLEGATION #2

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.

ALLEGATION #3

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 #4

201.2.59 *UNSATISFACTORY PERFORMANCE*

Sheriff's employees shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. They shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out the functions and objectives of the Sheriff. Unsatisfactory performance may include, but is not limited to:

- A lack of knowledge of the application of laws required to be enforced
- An unwillingness or inability to perform assigned tasks
- Excessive use of sick leave
- The failure to conform to work standards or performance standards established for the employee's rank, grade or position
- The failure to take appropriate action on the occasion of a crime, disorder or other condition deserving law enforcement attention
- Absence without leave.

In addition to other indications of unsatisfactory performance, the following will be considered "prima facie" evidence of unsatisfactory performance:

- Repeated poor evaluations or a written record of excessive use of sick leave
- Repeated infractions of rules, regulations, directives or orders of the Sheriff.

ALLEGATION #5

201.2.62 **SEXUAL HARASSMENT**

Sheriff's employees shall not sexually harass other employees. Commissioned or Non-Commissioned personnel shall not allow employees to be sexually harassed, either verbally or physically by co-workers or non-employees (to include sexually offensive pictures, calendars, and post cards). Sheriff's employees shall be expected to strictly adhere to the Sheriff's sexual harassment procedures.

Complainant: Deputy [REDACTED]

On September 7 at approximately 0720 hours, I conducted an interview with Deputy [REDACTED] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the conversation. I recorded the interview both by audio and video. The information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] said that she transferred from the Patrol Division to the Jail Division in [REDACTED]. She is currently assigned to the [REDACTED]. Prior to working in the jail, Deputy [REDACTED] attended the Adams County Sheriff's Academy [REDACTED]. After graduating from the academy, she transferred directly to patrol, assigned to [REDACTED]. After a couple of months, she transferred [REDACTED], where she worked on patrol until she transferred to the jail. During her tenure on patrol, Deputy [REDACTED] was placed on light duty and had the opportunity to work at the [REDACTED].

Deputy [REDACTED] confirmed that she spoke to me the morning of September 6, 2018 after she got off of graveyard shift at the jail. Deputy [REDACTED] did provide a ten page document in which she provided details about an incident that occurred involving herself and Sergeant Michael Benson. Deputy [REDACTED] did refer to her documentation as she went through the events.

Deputy [REDACTED] said that on September 15, 2018 meaning September 5, 2018, she was working her assigned post, the [REDACTED] at the Adams County jail. She said that that post is typically assigned two deputies. That night, it was her and Deputy [REDACTED] working. At approximately 0015 hours, Deputy [REDACTED] was at lunch. He told her later that night, that as he was leaving for lunch, he saw Sergeant Benson inside of the F2 control booth. She said that it was typical for a jail sergeant to stop the [REDACTED] as well as the [REDACTED] during a shift. The sergeants are required to sign tier sheets every shift in both locations. She explained that the tier sheets document the reason that inmates are housed in those areas. Occasionally the sergeants do go to the units more than one time during a shift, depending on the activity that is occurring.

While Deputy [REDACTED] was at lunch, Deputy [REDACTED] was in the [REDACTED] alone, which is not uncommon. Deputy [REDACTED] completed a row check at approximately 0015 hours. Sergeant Benson arrived in the unit. She asked him to stand by while she used the restroom. He signed the necessary tier sheets and jokingly told her to hurry back.

Deputy [REDACTED] diagrammed the lay out of the deputy office and miscellaneous hallways in the [REDACTED] when she spoke to me the day before. During this interview she referred to it again. She said that she

went to the back hallway to use the bathroom. When she exited the bathroom, Sergeant Benson was completing his tier sheet inspection. When he finished, they both went into the deputy office. She indicated that she typically sits near the computer screen and camera monitors within the office where she can watch the inmates that reside within the unit. As she sat down, Sergeant Benson also sat down in a chair and was facing her. They spoke about Deputy [REDACTED] and his readiness for patrol, as he was schedule to transfer there [REDACTED]. They both had been working with Deputy [REDACTED] to help him prepare for patrol. Sergeant Benson had spent a lot of time in the [REDACTED] with Deputy [REDACTED] the night before, talking to him about patrol. Deputy [REDACTED] said that Sergeant Benson told her that he had spoken to members of patrol and told them that Deputy [REDACTED] was not ready for patrol and that they should take Deputy [REDACTED] because he felt like she was ready. He said that she was not on the list, but he was trying to get patrol to get her on the list so she could go out instead. Deputy [REDACTED] said that the conversation lasted for a while. They completed two row checks during the conversation. She said that Sergeant Benson helped with the row checks, which is something that he has not done before is. She said that usually, Sergeant Benson leaves when the time arrives for a row check. Sergeant [REDACTED] does the same thing. Deputy [REDACTED] told me that she could not remember if she had been in the [REDACTED] alone before when Sergeant Benson was visiting and the time arose for a row check. She said that it probably has occurred because it is not uncommon for her to be alone in the [REDACTED]

Deputy [REDACTED] explained to me that she had recently broken up with her boyfriend, Deputy [REDACTED] after living together for two years. She said that on approximately August 5, 2018, she called Sergeant Benson and explained that she needed to take some time off to deal with the break up. She asked him not to talk about it to anyone because she did not want anyone “hitting” on her because she has experienced that in the past. Sergeant Benson told her to take the time and he would speak with HR to make sure she could use the time as FMLA time. She said that after she told Sergeant Benson about the break up, their interactions changed. He became flirtatious and punched her softly in the arm occasionally.

Deputy [REDACTED] said that she has known Sergeant Benson since she was in the academy and has interactions with him on patrol and around the agency since that time. He assisted as an FTO when she was in training on patrol. He spent “an extensive amount of time” helping her acclimate to using a long gun when doing a building search. He has spent a lot of time with her training with her and coaching her and has always been professional and she has not had any issue with him. Deputy [REDACTED] said that Sergeant Benson never did or said anything that she thought was inappropriate.

Deputy [REDACTED] transferred to Sergeant Benson’s shift at the jail and initially, she felt like everything was professional and appropriate between them. She said that she was comfortable in talking with him or with Sergeant [REDACTED] about any issues. It was not “odd” for Sergeant Benson to go to the [REDACTED] and talk to her because she feels like she is open with both of her sergeants. She repeated that after she and Deputy [REDACTED] broke up, she felt like her relationship with Sergeant Benson changed. She thought that he was more flirtatious. She said that when he passed her in the hallway, sometimes he would “pretend punch” her or “stuff like that”. She said the behavior was “weird” and had not happened before. She said that on one occasion, she took the ‘count” to the sergeant’s office. She stood in the back of the room near Sergeant Benson’s desk talking to Sergeant [REDACTED]. Deputy Benson walked into the office and walked behind her. As doing so, he pushed into her and joked that she was in his way. She asked him why he bumped into her again because she was having surgery again for a [REDACTED]. She said that she thought that he didn’t care about others being around to witness the incident so she didn’t think “anything of it” and thought that maybe he acts that way with everybody, although she does not see him interact with others much.

Deputy ██████ continued speaking about September 5th, 2018. She said that after having the conversation about Deputy ██████ ability to go to patrol, Sergeant Benson asked her how she was doing and referred to her as “█████”. She told him that she was fine. He asked her how everything was in her personal life and her relationship. She told him that she and Deputy ██████ were still friends and that everything was going well. Sergeant Benson told her that she should not allow her boys to be around Deputy ██████ because he might start drinking and saying things to them, such as she did not “put out” enough and that is why he was no longer with her. Sergeant Benson told her that she would not want that to come up in a conversation so it would be best for her to cut off all contact with Deputy ██████. She told him that she did not think that Deputy ██████ would say anything like that and that she trusted him. Deputy ██████ told me that when Sergeant Benson said, “Put out”, she took the phrase to mean that she was not having sexual relations with Deputy ██████ enough. Sergeant Benson then asked her if she had moved on from Deputy ██████ and if she was seeing other people.

Deputy ██████ told Sergeant Benson that she had not moved on and that she was “content” with the way things currently were in her life. She told him that she was not going to get out of one relationship and “jump into” another one. He told her that he wasn’t asking about another relationship and inferred that there was more than long term relationships, it could be a one night stand. She said he referred to it as, “Not serious hook ups.” She told him that she was not interested in that. Sergeant Benson told her that she still has needs to fulfill. She interpreted what he was saying as sexual needs because he had taken the conversation in that direction when he was talking about “hook ups and all of that”.

Deputy ██████ told me that she shut the conversation down because she felt uncomfortable due to Sergeant Benson talking to her in the manner that he was. He asked her if he knew a ██████ who worked at ██████. She told him that the woman sounded familiar from when she worked in ██████. Sergeant Benson told her that the woman always says that the best way to get over a man is to get under another one. After this statement was made, it was time for another row check in the ██████. She said that she was uncomfortable with the statement so she laughed because she was uncomfortable. She thought that she became uncomfortable with the statement because they had never spoken about sexual relationships before and Sergeant Benson was a supervisor. She said that hearing from a supervisor, that she should go and have sex with people was “very strange and odd” to her and she did not think it was professional or typical of a conversation that she would have, especially with a supervisor.

Deputy ██████ could not recall exactly when, but at one point during their conversation, as they sat across from each other, he put his foot on her chair and rested it between her legs. She demonstrated how it occurred. She explained that she thought she was leaning back in the chair and her legs were apart. When he put his foot on her chair, Sergeant Benson asked her if it was okay. She said that she was uncomfortable with it and she told him that there video cameras all over the ██████ and his action was on camera. She said that she thought that he looked surprised and did not know that his action was on camera. She said that in the rest of the jail, ██████ is not recorded by camera. She thought that there was one camera that viewed a lot of the ██████. Deputy ██████ said that he confirmed that he was on camera and she said that he was and that everything in the ██████ is on camera.

Deputy ██████ showed Sergeant Benson the monitors that displayed the cameras’ view throughout the ██████. She showed him what she could but told him that she wasn’t sure on how to work all of them. Sergeant Benson started clicking buttons on the camera system and could not find an option to find the different camera views. They looked at numerous camera views and she pointed out herself and him on the monitor to demonstrate how far the camera back the camera could view. Sergeant Benson was able to look at the day space view and enlarge it for better viewing. She pointed out, “There’s you and there’s me.” She said that she was sure to point out that they could be seen in the ██████.

Deputy ██████ told Sergeant Benson that everything was on camera, including the other side of the ██████. She said that she wanted him to be aware that everything was on camera. They talked about the different camera views within the ██████ and she demonstrated them to him. She said that within the ██████ there is only a small area that can't be seen by the camera. Sergeant Benson moved his chair back to the area that he would not be seen by the camera. Deputy ██████ remained in an area that she could be seen on camera. She said that she told him that there weren't cameras in the ██████ ██████. She said that those two places were the only areas that were out of the camera's view. Sergeant Benson asked her about the area near ██████ in that area. Deputy ██████ explained to me that the ██████ he asked about has multiple doorways in it. There is one camera in the area that the deputies can't access. She also explained the purpose of the ██████ and what it accesses. She said Sergeant Benson asked her if the ██████ was on camera. She told him that the ██████ were on camera, but was unsure about another ██████ in that area. He told her that it was on camera and he would show her after they completed a row check.

Deputy ██████ and Sergeant Benson completed a row check and they walked to the ██████. Sergeant Benson entered and Deputy ██████ stood in the ██████. She told him that she was not allowed to leave the ██████ unattended. She told me, "I wasn't gonna go back in that ██████ with him." I asked her why and she said that it was off camera and she did not trust him. She said that this was because of their previous conversation when he was talking "very sexual". She was also nervous because of all of his questions about where the cameras were located. She said that she felt like he was trying to get her out of camera view. She said, "I did not want to be off camera with him. I wanted to stay in the camera view." She said that she was unsure if the camera in the ██████ was hooked up, so she stayed near the door and held it open. Sergeant Benson walked into the ██████ and looked around. He pointed to the camera above the ██████ and she told him that she does not have access to it. He walked to some ██████ and looked inside. She thought he was looking for video cameras as he was talking about here there were none within the ██████. He told her that it was against the law to monitor the outside of the bathrooms, so the whole area would be someplace that she could go. He again asked her to look inside the rooms to verify that there were no cameras. She told him that she was going to remain where she was, and that she could not leave her unit unattended. Sergeant Benson continued to look inside of the ██████. When he came out, he told her that if she ever wanted to do anything with Deputy ██████ they could do it in that room. He told her that if she ever wanted to do anything off camera, that was the place to go. She said that she had joked earlier about not having a place to pick her nose so she could do so on camera. After his statement, she brought up being able to pick her nose by saying, "So I can come back here and pick my nose." She said that Sergeant Benson "clarified" and told her that if she ever wanted to do something "sexual" with ██████ that would be the place to do it. She said that she told him that she would never do it and when she did, she probably accompanied her statement with a nervous laugh.

Deputy ██████ told me that she will be going on light duty in ██████. Around the time she learned about this, there was an announcement to fill a vacancy in the ██████. She had discussed the fact that she was going to have surgery with a few people, then a lot of the people at the jail knew. She said that people assumed that she was pregnant and that is why there was an opening in the ██████. She said that people joked about her "baby" being Deputy ██████. When Sergeant Benson mentioned that she should have sex with Deputy ██████ she told him that it was funny because people were saying that they were together but that would not ever happen. She said that Deputy ██████ has a girlfriend, (██████) is happy and would not do anything with Deputy ██████. They are friends and partners in the ██████ ██████.

Deputy ██████ said that she and Sergeant Benson left the hallway area as someone was trying to reach him on the radio. He had that person call him in the ██████ Sergeant Benson handled the phone call and Deputy ██████ believes that she completed another row check.

Sergeant Benson finished the phone call and told Deputy ██████ that an inmate named ██████ had returned to the jail. She said that ██████ was initially housed in ██████ She explained that ██████ has been assaultive in the past. She had been away from ██████ for training and when she returned, he was still housed there. She was able to build rapport with him and get him to do things that other deputies were not able to, such as come out of his cell to shower. At one time, ██████ told her that he recognized her from the time she worked the road. He provided details to her about her, that she was not comfortable with and information about her that she did not provide to him. He also told her that he had seen her in public in civilian clothing. When Sergeant Benson told her that ██████ was back in the jail, she volunteered to go to booking and speak with him. They also talked about her going on light duty and about where she would go. She said that they currently have two people on light duty on their shift and that is all that is typically allowed. Sergeant Benson told her that if he could have her, he would. He told her that he did not just mean on light duty. She said she did not “dig into” the comment any further but it made her “very uncomfortable”. She said that she thought he was talking sexually again because of all of the sexual comments he had made to her and by putting his foot in between her legs. She said that she could have misinterpreted his statement and he could have meant that he wanted to continue to be her sergeant, but he already had her working for him. She said that she asked him about the possibility of being assigned to a light duty position outside of the jail was. She told him about her experience with ██████ and told him that he does not want inmates to know what she looks like while she is off duty. She explained that when she is working, she looks like a different person than she does when she is not working. Sergeant Benson told her that if he had a body like hers, he would not want to work light duty in the jail either. She said she “skimmed” past the statement that he had just made to her and asked him what possibilities there were for her to work someplace else. She said that she is aware that he doesn’t make that decision and she told him that Sergeant ██████ told her that he would like to have her back at the ██████. She asked him what he thought the possibility was for her going someplace out of the jail and asked about going to Flat Rock and jokingly told him that he could talk to ██████, and see if she could go there. Sergeant Benson laughed and looked at her and smiled. He asked her, “So what if I got you a really good position off light duty? What would you do for me?” She asked him what he meant by what she would do for him.

Deputy ██████ said that she questioned Sergeant Benson after he asked her what she would do for him if he was able to get her a good light duty assignment. She asked him what he meant by the statement. Sergeant Benson said that he was asking her what she would do for her if he could get her a good light duty assignment. She asked him if he meant a “bribe” or something. He told her that she was a lady and that he was a man. He said that he was sure that she could think of something that a man would want. Deputy ██████ said that Sergeant Benson brought the topic up a couple of times and she could not remember exactly when the first time was that he made a statement like that. She said that he mixed the wording up a couple of times and said, “Well I’m a man, what could you really give a man, that a man would like?” She said that when he made those statements, she thought that he wanted something sexual because he referenced something between a “lady and a man”. Deputy ██████ said that she attempted to learn exactly what Sergeant Benson meant by the statement. She asked him to clarify what he said and during the conversation, Deputy ██████ returned from lunch. The topic of conversation was changed and it was time for a row check.

Deputy ██████ told Sergeant Benson earlier in their conversation, that she had been “pretend dispatching” Deputy ██████ to calls in the ██████ all night, so he dispatched Deputy ██████ to do

a row check when he returned from lunch. When Deputy [REDACTED] left for the row check, Sergeant Benson again brought up the topic of him being a man and Deputy [REDACTED] being a woman. She told him that Deputy [REDACTED] is a man and that maybe she should just ask him. She said what she did because usually the conversations in the deputy area can be heard outside of the area. She said that Deputy [REDACTED] had a head cold that night and she did not think that he heard anything she was saying. Sergeant Benson told her that he and Deputy [REDACTED] are two completely different types of men and he would not know what he, (Sergeant Benson), would want. She said, "That's right, you and [REDACTED] are completely different." She asked him if he was talking about a football, or her cooking for him. He told her that he would not want her to spend any money. She offered an autographed football and he told her that it was too much and that he was talking about something that a man would really want. He said, "What could a lady give a man?" Deputy [REDACTED] returned from the row check and asked what they were talking about. He later told Deputy [REDACTED] that he thought they were talking about him. When Deputy [REDACTED] asked what they were talking about, Sergeant Benson told him not to worry about it. The conversation continued after Sergeant Benson changed the topic. Sergeant [REDACTED] called and Deputy [REDACTED] put him on the speaker. He asked for Sergeant Benson and told him that he was back from lunch. He asked Sergeant Benson if he was taking his lunch.

Deputy [REDACTED] said that Sergeant Benson talked about what he was going to do for lunch. He said that he did not bring any food and that he did not know what was open or if he was going to go out. She told him that she thought that Walmart was open and he asked her what she was doing for lunch. She told him that she already ate her food. He asked her if she needed more food and if she wanted to go out for lunch. She declined the lunch offer and he offered her food from his desk. She told him that she had food in the freezer and asked if that was what he was talking about her giving to him for a good light duty spot. She told me that Deputy [REDACTED] was listening to the conversation. Sergeant Benson said, "No, no, no. That's not what I mean." She felt like he put a "squash" on the conversation and was not open to continue talking about it the same way that he talked when Deputy [REDACTED] was not listening. She said that his reaction clarified more that if he did not want an item or something similar, he wanted something sexual from her. She said that his actions solidified her thoughts, especially since he was uncomfortable with her talking about it in front of Deputy [REDACTED]. She said that it was obvious to her that Sergeant Benson was uncomfortable with her talking about it in front of Deputy [REDACTED]. She said that she was unable to clarify that Sergeant Benson wanted sex, but she came to that conclusion. She said, "Whether it was right, wrong or indifferent, that's how I felt."

Deputy [REDACTED] said that Sergeant Benson remained in the [REDACTED] and Deputy [REDACTED] did another row check, which are done every fifteen minutes for some inmates. She said she was waiting for Sergeant Benson to leave because he had been there for an hour or longer. She wanted to go to lunch but did not want to go with Sergeant Benson. She left the unit and Sergeant left at the same time. As they walked out, Sergeant Benson told her that he knew she was "weird" and they joked about it. She told him that she was proud of who she is. He responded by telling her that he has never heard anyone talk bad about her and they talked about who would fill Deputy [REDACTED] vacancy when he went to patrol and that no one had put in for it. Sergeant Benson told her that she was awesome to work with and it is awesome to have her work for him. They exited the [REDACTED] hallway and stopped near the [REDACTED] control booth.

Deputy [REDACTED] began to talk to Deputy [REDACTED] and Deputy [REDACTED] who were both in the [REDACTED] booth. She said that she did not want Sergeant Benson to continue walking with her. Sergeant Benson went into the booth and spoke with Deputy [REDACTED]. Deputy [REDACTED] asked Deputy [REDACTED] to "pop" her upstairs. Deputy [REDACTED] opened the elevator. Deputy [REDACTED] said that Deputy [REDACTED] told her later that night that she could tell that she was uncomfortable. She went up the elevator and stopped at [REDACTED] to speak with Deputy [REDACTED] for a short time, after that, she left the building for lunch after changing into her civilian clothes. She did not think that Sergeant Benson followed her.

Deputy ██████ went to her vehicle in the jail parking lot and thought about what happened. She said that she felt uncomfortable and did not feel comfortable with returning to work that night. She said that she did return because she knew that she would be working with Deputy ██████. She said that she decided that she was going to talk to Deputy ██████ about what happened. She said she was trying to figure out what else to do because Sergeant Benson did not directly say that he was talking about something sexual that he wanted in exchange for the light duty assignment. She said that she knows that Sergeant Benson does not control her light duty assignment, but she did not want him to try to keep pushing it. She said that from the rumors she has heard about Sergeant Benson, she feels like he would continue to push it with her. She said that she has been told that he has a “track record” with stuff like that. She was unsure about what the rumors were except for an incident that occurred at the Love’s Truck Stop.

Deputy ██████ returned to the jail and when she got back inside, Deputy ██████ asked her what was wrong. She told him that she was “super pissed”. She told him to remember the conversation that occurred before she went to lunch. He asked her what was going on and told her that she seemed like something was up. She told Deputy ██████ what happened while he was at lunch. He asked her what she was going to do and told her that he would remember the conversation before her lunch break. He told her that when he returned from lunch, he could tell that something was wrong with her because she was acting different than she normally does.

Deputy ██████ said that after her lunch break, Deputy ██████ called her on the phone and asked her what was going on. She told Deputy ██████ that she was “super pissed”. Deputy ██████ asked her if it was Benson and asked, “Did he try to touch you?” Deputy ██████ said she was not sure what Deputy ██████ meant with when she asked that question. Deputy ██████ told her that she had noticed that Sergeant Benson was kind of poking at her and fake punching her recently. Deputy ██████ told her that they could talk about it later. Deputy ██████ checked on her after shift and wanted to know what was going on. Deputy ██████ told Deputy ██████ what happened. Deputy ██████ asked her what she was going to do about it and Deputy ██████ was not sure at that time. She told Deputy ██████ that she did not know if she was going to report it or if she needed more documentation. Deputy ██████ went home after her shift and slept.

Deputy ██████ is an ██████ for the Adams County Sheriff’s Office and the ██████ were scheduled for training the night of ██████. When she woke up, she decided to go to their training. She was told that training was at headquarters, but when she got there that night, she discovered that it was not there. She decided she was not going to go to training and was going to get some food. She received a text message from Deputy ██████ asking how her night was. She said she had a terrible night and he offered to talk to her about it. She drove to the Burger King in Brighton and received a telephone call from Deputy ██████. She started to talk to Deputy ██████ and broke down crying because she was “so nervous to go back to work that night”. She said that she did not want to be alone in the ██████ again. She told me that she was in tears and “just bawling over there in the parking lot before shift started”. Deputy ██████ told her to report the incident and that he believed what she was saying. She said that Deputy ██████ was supportive and told her that she should not be treated that way at work and she should feel safe at work. He also told her that she should call into work if she needed to. She did not call in because she knew the shift was going to be “short”.

Deputy ██████ said that night when she reported for duty, she was “completely disheveled”. She is usually professional looking and prepared when she gets to work. She said that it was obvious that she had been crying. When she got to her work post, she told Deputy ██████ not to leave her alone and that she would take the first lunch. She went to lunch with Deputy ██████ because Sergeant ██████ usually takes first lunch. She did not want to be in the ██████ when Sergeant ██████ was at lunch. She said that she had someone telephone the Sergeant ██████ desk to let him know that she was leaving the

building instead of airing it over the radio because she did not want Sergeant Benson to know when she was taking her lunch. She said that no sergeant went to the [REDACTED] during her shift that night. She said that Deputy [REDACTED] was sick that night, but she asked him to stay because she needed a partner to be present that night because she did not want to be there alone. After that shift ended at 7:00 A.M., Deputy [REDACTED] responded to headquarters and reported the incident to Internal Affairs.

Deputy [REDACTED] added that during the incident the morning of September 5 when Sergeant Benson was in the [REDACTED] they were having a conversation. The conversation did not contain any sexual innuendos. Sergeant Benson winked at her and gave her an odd smile during the conversation. With his actions, he said, "[REDACTED] I know you're not easy." She said that the statement fit into the conversation, but she could not recall how. She said that she told him, "No I'm not easy at all." She said that a lot of times, people refer to "easy" as easy to get into someone's pants and have sex with them. She said that she was uncomfortable with the comment. She said that she remembered that Sergeant Benson put his foot between her legs two times. The second time was when Deputy [REDACTED] went out to do a row check. When he did so, he said, "This probably looks really bad." She told him, "Yeah, it probably does." He removed his foot from her chair. She said that she thought that it was upsetting that he did it a second time, knowing that his action was on camera and he didn't care.

I asked Deputy [REDACTED] if Sergeant Benson put his foot or leg on any part of her body. She said that he did not. I asked her what door Sergeant Benson used when he first came into the unit. She said that she did not know, she assumed that he used the hallway from the [REDACTED] but she did not see him come in. She said that the first time he put his foot between her legs, she thought she pulled a chair towards him so he could use it for his feet instead of on her chair. She told him that his actions were on video but she did not say that it was not okay when he asked if it was okay. She said that if she made any body movements when he put his foot up, they were subconscious. She could not remember if she actually did move. She said, "I know internally I felt very uncomfortable." She said, "I was shocked that he did it, so I may not have done anything. I wasn't really expecting it. I was really thrown off by it."

Deputy [REDACTED] confirmed that she has known Sergeant Benson since she began in the academy, but she has never worked with him until they started working together at the jail. There has never been any similar experiences with him regarding sexual harassment. Everything has been "normal conversations" with him the entire time that she has known him.

Deputy [REDACTED] said that during the conversations in the [REDACTED] she could not walk away because there was nowhere for her to go. She said she has to remain in the unit and she did not think about it until she reported for her next shift. She told Deputy [REDACTED] the next day, that if anything like that happened again, she would leave and Sergeant Benson could work the post. She said that she told Deputy [REDACTED] "I can leave my post. I'm not leaving it unsupervised. He's down here. He can fucking figure it out!" She said that while the incident was occurring the previous shift, she didn't think about that. She just thought that she could not leave her post. She said that Sergeant Benson's ability to work the post didn't "click" until she was away from the situation and able to think about it. She said that there were only so many places that she could have gone. She said she could have left the deputy area and went out by the inmates, but Sergeant Benson probably would have gotten up and gone with her. When she did row checks, he accompanied her and when she left the post, he left as well. She said that she also thought about staying in the [REDACTED] would allow her to remain on camera. If she got up to leave, she would be off of camera. She said that she did not tell Sergeant Benson to change the topic of his conversation because she was uncomfortable.

Deputy [REDACTED] said that during the time that Sergeant Benson was in the [REDACTED] she thought that the conversation was "normal" at first. She said that it got to a point where she felt very uncomfortable

and she did not want to continue the conversations. Sergeant Benson is her supervisor and she had some doubt as to whether or not he meant what she was interpreting he was saying. She said that Sergeant Benson is in charge of her reviews and getting cover to the [REDACTED] when there is an incident that requires some assistance. She said, "He is in charge of my safety. He is in charge of my paycheck, essentially because he can say whatever he wants to say for the most part. He can make things positive, or make things very negative for me if he chose to." She said that he has not made anything negative for her but she felt like he was crossing the line of being a supervisor that night. She said that he was doing things that a supervisor should not do and saying things that a supervisor should not say. Deputy [REDACTED] felt like if she said anything to him, it would negatively impact her regarding her job.

Deputy [REDACTED] said she talked to Deputy [REDACTED] about why she asked her if Sergeant Benson touched her. Deputy [REDACTED] did not say why she asked her that question, except that she had noticed Sergeant Benson being more flirtatious towards her. Deputy [REDACTED] said that Deputy [REDACTED] and Deputy [REDACTED] are among the few people that she told about her break up with Deputy [REDACTED]. Deputy [REDACTED] told Deputy [REDACTED] that she noticed Sergeant Benson's interactions with her had changed since the breakup. When they went to lunch the next day, they didn't talk much more about the situation. She said that she did talk to Deputy [REDACTED] but did not provide the same details that she was providing during her interview.

Deputy [REDACTED] said that on the morning of September 6, 2018 she was hesitating about visiting with Internal Affairs. She called DS [REDACTED] and spoke to her about it. DS [REDACTED] told her that she had two choices. She could confront Sergeant Benson, or report it. Deputy [REDACTED] determined that reporting it would be the best option. DS [REDACTED] told Deputy [REDACTED] that she DS [REDACTED] told her that she was "sick" of looking for Sergeant Benson in the [REDACTED] or [REDACTED] every time that someone needed to find him. She said that Sergeant Benson does spend a lot of time in the [REDACTED] and she thinks that it is because there are a lot of [REDACTED] there. During her shift on September 6th, Deputy [REDACTED] alerted Deputy [REDACTED] when Sergeant Benson was in [REDACTED] in case his next stop was [REDACTED].

The day that this interview was conducted, approximately three days had passed since the incident. During the interview, Deputy [REDACTED] described herself as angry and emotional about the situation. Deputy [REDACTED] said that she was nervous being interviewed and talking about it but knew she was doing the right thing. She wonders what will happen after the interview. She asked if he would be on her shift and was told that he would not be. She said that when people find out about what happened, she is in fear of how that will affect her in the terms of her relationships with her coworkers. She said that she has been down the path before and people have said that they don't trust her and they treat her different. She said that she does not feel that Sergeant Benson should be a sergeant. She said a supervisor should never ask for something in return when they do something for them. She said that she would expect a supervisor to acknowledge that she doesn't feel safe in plain clothes having contact with inmates. The supervisor should do something to help her remedy the situation. She said that playing the "little game of what are you going to do to benefit me" is not something a supervisor should do. Deputy [REDACTED] asked what Sergeant Benson was going to be like if he ever became a permanent supervisor instead of a temporary supervisor as he was when the incident occurred. She said that she did not think he would stop and would become more "bold".

I asked Deputy [REDACTED] who she had been referring to when she initially reported the incident to me, and said that there was a female employee at the academy who had issues with Sergeant Benson. She said that she did not know many details, but she heard that there was a rumor about Cadet [REDACTED] having issues with him, maybe over Facebook. Cadet [REDACTED] was a DS when this occurred. Deputy [REDACTED] said she does not know Cadet [REDACTED] very well and had not heard about it until she talked to some other people about it. She said she heard about it from Deputy [REDACTED] and Deputy [REDACTED]. She was unsure if DS

██████████ mentioned it or not. There were no specific details, and Deputy ██████████ told her that she had heard about it “through the grapevine.” She also said that there had been encounters between Sergeant Benson and some ██████████ but she did not know any additional details.

WITNESS: Deputy ██████████

On September 7, 2018 at approximately 1110 hours, I conducted an interview with Deputy ██████████ in the Internal Affairs interview room at the Adams County Sheriff’s Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy ██████████ is currently assigned to the jail and has been assigned there since 2016. He was scheduled to transfer to the Patrol Division ██████████ Deputy ██████████ recent assignment at the jail was in the ██████████ Deputy ██████████ was working in the ██████████ the night of September 4, 2018. He was partnered with Deputy ██████████ They were working the grave yard shift from 7:00 PM until 7:00 AM.

Deputy ██████████ said that the shift on September 4th was a pretty quiet night. He took lunch first and on grave yards, the deputies are allowed to take an hour and a half lunch. He thought that he took lunch around 11:30 PM and returned at about 1:00 AM (September 5, 2018).

When Deputy ██████████ returned to the ██████████ from lunch, he saw that Sergeant Benson was there with Deputy ██████████ He did not think that was abnormal because the sergeant is supposed to sign the tier sheets on a daily basis. Sergeant Benson was the “David 20” all week so he was doing all of the sergeant responsibilities. Deputy ██████████ said that he went into the deputy office and he heard Sergeant Benson say something about finding something to eat. He was trying to figure out where he could go in Brighton that was open. Deputy ██████████ and Sergeant Benson began to quiz him to prepare him for patrol. Deputy ██████████ said that Sergeant Benson stayed in the ██████████ for approximately fifteen or twenty minutes longer, then both Sergeant Benson and Deputy ██████████ left.

Deputy ██████████ returned to the ██████████ after lunch and told him that she was uncomfortable when Sergeant Benson was there. He asked her why and she told him that she was talking to Sergeant Benson about her upcoming surgery and not wanting to stay in the jail for light duty. She told him this was because she does not want the inmates to see what she looks like in street clothes. She told Deputy ██████████ that she asked him if he could help her out with her light duty assignment. She told him that Sergeant Benson responding by telling her that he is a male and she is a female. Deputy ██████████ thought that Deputy ██████████ was shocked by what Sergeant Benson. Deputy ██████████ said that she told him that she offered to make him food for a light duty assignment, but she knew what he was “implying” by his statement. She said she did not want it to go that way so she commented about the food. He said that she told him that this conversation was occurring as he walked in from his lunch break.

Deputy ██████████ said that Deputy ██████████ told him that Sergeant Benson’s behavior was inappropriate because he was a supervisor. He thought that Deputy ██████████ was bothered because she has a medical issue and she asked her sergeant for help and he turned it into something that could benefit himself.

Deputy ██████████ said that when he returned from lunch and Sergeant Benson was talking about lunch, he thought that Deputy ██████████ was talking about going to Walmart or take a nap in her car. He was unsure about where Sergeant Benson was going to go. He said that Deputy ██████████ told him that when she and Sergeant Benson left, they stopped at the ██████████ control booth to talk to the deputies there. When he was involved in a conversation, she had the opportunity to leave, “like run away from him.” Deputy ██████████ said

that he thought that Deputy ██████ and Sergeant Benson were going to lunch together, which would not be odd because “everyone goes to lunch together.” He said that after his conversation with Deputy ██████ he believes that the conversation was more about sexual comments towards her. He said that he understands why she is frustrated. He did not hear anything that he interpreted as sexual, he learned about it after Deputy ██████ returned from her break.

Deputy ██████ has worked for Sergeant Benson for approximately eight or nine months. He has worked with Deputy ██████ since she came to the jail. He said that they are close friends and they trust each other. He said that if she has something bothering her, she would talk to him about it. He said that if she didn't trust him, he does not think that she would talk to him about being sexually harassed. He said that he is familiar with Deputy ██████ mannerisms and when she returned from lunch, she appeared to be “sickened” or very irritated. She had a lack of motivation and normally, she is more motivated than he is. He said, “She kind of was just in a daze.” He said that he noticed her appearance after she told him what had occurred.

On September 6, 2018 Deputy ██████ again worked with Deputy ██████ in the ██████. That shift, she was still very irritated. They spoke about the situation again that night and Deputy ██████ told him that what had occurred was “quid pro quo”. She told him that she was going to go to “IA” about it. He said that Deputy ██████ has had issues with things like this occurring in the past and nothing has happened. He said that he feels like Deputy ██████ is scared of being disappointed. She has mentioned what has happened before but did not give him any details.

Deputy ██████ said he has spoken to Deputy ██████ since their last shift on September 6, 2015. She called him and asked him how he was feeling because he went home sick during their last shift. She told him that she did report the incident to IA and that he would be called as a witness. He told her that he was fine with it. Deputy ██████ said that it is a consensus about Sergeant Benson is, “He's a good cop, but a shitty person.” He said that Sergeant Benson knows how to be a cop but when it comes to being respectful and being a gentleman, he's not that way. He said that by consensus he meant that Deputy ██████ has mentioned it before and that is his personality from patrol. Deputy ██████ said he has never had a problem with Sergeant Benson and he is a good guy. He said that Sergeant Benson plays favorites with people, specifically ██████. He thinks he likes the males but he is rough on them. Sergeant Benson is “super nice” to the females. He said that Sergeant Benson teaches his employees based on his own experience as a cop. He described Sergeant Benson as “super, super nice to females”. He said that he could do something and a female can do the exact same thing. He said that he would get the criticism for it, not the female. Deputy ██████ said that he said he has never seen him criticize a female employee. He could not recall any specific incidents but thought that he would remember something if he thought about it. He said that there are so many things that happen in the jail, that it is easy to get yelled at by a sergeant. He said that maybe Sergeant Benson thinks that guys can take getting yelled at and females can't, so he addresses the females in private. Deputy ██████ could not say if Sergeant Benson favored any one female.

I asked Deputy ██████ what he thought that Deputy ██████ meant when she told him that Sergeant Benson was not a good person. He said that Sergeant Benson is a “good cop” and he has learned a lot from him. He said, “He knows cop stuff.” When Deputy ██████ talks about Sergeant Benson being a bad person, she refers to his personal life as being a “little haywire”. He said that his morals and ethics aren't the same as a person who doesn't make comments towards females.

Deputy ██████ told me that one day when he was googling addresses in Adams County, Sergeant Benson spoke with him about how he should act on patrol as a “new guy”. Sergeant Benson showed him where to park at the substation and an area that he could run. He pointed out ADCOM and told him to stay away from Adcom if he likes his relationship with his girlfriend. Deputy ██████ thought that Sergeant Benson's

statement was odd and thought that he might have had a problem with ADCOM. Deputy ██████ told him that Sergeant Benson met his current wife at ADCOM.

WITNESS: Cadet ██████

On September 7, 2018 at approximately 1220 hours I conducted an interview with Cadet ██████ in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview both by audio and video. The length of the interview was excessive so it was transcribed instead of summarized. Please see the attached transcription for the contents of the interview.

WITNESS: Deputy ██████

On September 7, 2018 at 1622 hours, I conducted an interview with Deputy ██████ in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy ██████ has worked for the Adams County Sheriff's Office since January of 2017. She is currently assigned to the Jail Division. She is currently working on "A" Platoon and is on night shift, 7:00 PM until 7:00 AM. She is supervised by Sergeant ██████ and Sergeant Michael Benson.

Deputy ██████ said that she works on the same shift as Deputy ██████ and prior to the interview being recorded, she mentioned that she thought she was being interviewed because of incident involving Deputy ██████

Deputy ██████ said that sometime during the week before, possibly Tuesday night, Deputy ██████ told her that she was uncomfortable with the way that Sergeant Benson was being towards her. She said that they had a long conversation and during the conversation, Deputy ██████ told her that Sergeant Benson had visited her at her work space and while doing so, he put his leg on her chair. She said that Deputy ██████ works in the ██████ and the night she was talking about, Sergeant Benson and Deputy ██████ were sitting across from each other in the ██████. She explained that there is an ██████. She said it is the deputy office. She explained that there are two chairs. Deputy ██████ was sitting in one chair and Sergeant Benson arrived and sat in the second chair. After sitting across from Deputy ██████ Sergeant Benson put his leg on her chair in between her legs. He proceeded to engage in a conversation with her. Deputy ██████ said that she could not recall what they talked about exactly. She said that they were talking about Deputy ██████ upcoming light duty assignment and where she might go for that.

Deputy ██████ said that Deputy ██████ told her that when she was talking to Sergeant Benson about her light duty assignment, he asked her what she would do for him. Deputy ██████ asked him what he meant by his question. Sergeant Benson asked her what favor she would do for him for a good light duty assignment. Deputy ██████ told her that she continued to ask Sergeant Benson to clarify what it was that he was talking about. Deputy ██████ could not recall how their conversation ended, but she knew that Deputy ██████ told him that there were cameras in the ██████. Sergeant Benson showed Deputy ██████ areas that there were no cameras and asked her to go there with him. Deputy ██████

said she did not witness any of their conversation. She learned about it when Deputy ██████ told her shortly after it had occurred. She said she did see that Deputy ██████ was upset.

Deputy ██████ said that she and Deputy ██████ car pool to the jail because they live near each other. She said that she could see that Deputy ██████ was upset. She said that the night that the incident occurred, she was working in the booth in ██████. She normally is assigned to ██████ so she sees Deputy ██████ frequently as her post is near the ██████. Deputy ██████ often gives the ██████ control booth operator a break. She said there are cameras that view the ██████ in the control booth so when she is in there, she can see who is in the ██████.

Deputy ██████ said that the night that Sergeant visited Deputy ██████ she saw that he spent “quite a while” in the ██████ with Deputy ██████. She said that she could see “little bits” of him so she asked Deputy ██████ what was going on when she walked out of the unit with Sergeant Benson. She knew by Deputy ██████ facial expression that something was going on. She said that deputies do a row check every half hour in the ██████ and Sergeant Benson stayed there for two row checks. Deputy ██████ did not see anything that she thought was inappropriate. She said that it is typically not normal for a sergeant to spend an hour at one post, unless they are working on a specific incident. She said she has not seen a sergeant spend that amount of time alone with an employee at one post.

When Deputy ██████ exited the ██████ she was accompanied by Sergeant Benson. After they came out, Deputy ██████ went to lunch and Sergeant Benson came into the F1 booth where Deputy ██████ and Deputy ██████ were. Deputy ██████ said she wasn't paying attention what Sergeant Benson was talking about. She said it was about “nothing really”, but he was speaking mostly with Deputy ██████. When Deputy ██████ exited, she gave Deputy ██████ a look, looked at Sergeant Benson and walked away quickly. She said that she asked Deputy ██████ what was wrong, and said, “Is it Benson?” She said she asked the question because Sergeant Benson had been in the ██████ for a while. She said that she asked Deputy ██████ if Sergeant Benson touched her. She said she asked the question because she noticed that he was going to see Deputy ██████ more often. She said she thought that something might be wrong. She said that she had heard that Sergeant Benson had been inappropriate in the past and she noticed how he could be with “some of the others.” She said he flirts with the nurses and likes to “touch” a lot. She said it is more of “touching the arm” by both parties.

Deputy ██████ said that she likes working for Sergeant ██████. She said her relationship with Sergeant Benson is different than Deputy ██████. She said that her first interaction with Sergeant Benson was negative because she got into trouble. She said she didn't like him when she first met him because he was upset with her for a mistake. She said that he yelled at her and she did not like it. She has tried to erase her negative opinion of him and start fresh. She said she has not interacted with him the way that Deputy ██████ has. She said that she feels like her opinion of him is based on the fact that that she got into trouble with him. She said that Sergeant Benson has been friendly to her after the incident, but she thought he was insincere. She said that he has checked in on her due to an illness that she had while at work. When she got sick, Sergeant Benson was the first person there and he rode with her in the ambulance to the hospital. She said, “He's seen me very vulnerable.” She said that after her illness, Sergeant Benson texted her to check up on her and she thought that it was, “You know.” Deputy ██████ thought that he rode in the ambulance so he could update the chief about her condition. She said that she tried to trust him after her illness, but she has not been able to do so since their first interaction.

Deputy ██████ could not give a specific incident that occurred to cause her lack of trust. She said that he has “space issues”. She said that he gets closer to her than she is comfortable with. She said that he sits close to her and bumps into her. She said that she does not see any other sergeants doing that. When it occurs, she said that she is not upset about it but she feels like there should be more respect for her personal

space. She said that his body will touch hers when he sits next to her. She said this has happened a couple of times. He has not said anything to her when he sits next to her and there has not much other touching, except that he has touched her arm. She said that she thought the arm touching could be “trivial”. She said when he touched her arm, he brushed it with his hand and acted like he did not meant to do it. Deputy ██████ said she thought that he touched her on purpose because there was no one else nearby and he did not have to touch her. She said that this occurred the same day that he came into the booth after spending time with Deputy ██████. She said that he could have touched her in an attempt to annoy her because she feels like their relationship is at a place where he would want to annoy her.

Deputy ██████ said that Sergeant Benson has been helpful to her, especially with report writing. She thinks that he is trying to be a good leader but she feels like she should be able to trust her supervisor. She said Sergeant Benson has not done anything to her like put his leg on her chair, but she was uncomfortable when he touched her because Deputy ██████ was there.

Deputy ██████ said she did not know if Deputy ██████ wanted her to talk about certain things, but she told me that Deputy ██████ has been through things in her past and it makes her feel more protective of her. She said that Sergeant Benson’s acts hurt Deputy ██████ quite a bit and since they have worked together in the past, she trusted him and did not think that he would say inappropriate things to her. Deputy ██████ said she is very upset with him for doing what he did because he took advantage of her trust. She said that Deputy ██████ has not talked with her about any other incident except for the current one.

I asked Deputy ██████ if there was anyone else that I should talk to and she told me that there is a lot of “gossip” at the jail but there is a detention specialist (DS) that didn’t want to be alone with him. She identified the DS as ██████. She said that DS ██████ is currently in the academy. She said that DS ██████ talked to Deputy ██████ about it and Deputy ██████ told her. Deputy ██████ told her that DS ██████ did not want to be alone with Sergeant Benson, but she did not say why. Deputy ██████ said that she thought that it might be because he was “getting close” to DS ██████ like he did to her. She said that she also thought that he was trying to “see” DS ██████. Deputy ██████ said that she did tell Deputy ██████ about what she had heard from Deputy ██████.

HR Manager Baessler asked Deputy ██████ about the text messages she received from Sergeant Benson after her illness. Deputy ██████ said that the messages were asking how she was feeling and she received approximately five of them when she was off of work for a couple of days. He usually texted her when she missed work for an appointment. He asked her questions about what her doctor said and she ignored those questions.

WITNESS: Sergeant ██████

On September 20, 2017 at approximately 0533 hours, Brighton Sergeant Monce Portillo and Commerce City Detective Rich Rodriguez conducted an interview with Sergeant ██████ in the Internal Affairs Office at the Adams County Sheriff’s Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. The interview was video recorded and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Sergeant ██████ said he has been employed with the sheriff’s office since 2012 and is assigned to the jail. Sergeant ██████ said he worked with Sergeant ██████ for eight to ten months and Sergeant Michael Benson after that. He could not say how long he worked with Sergeant Benson. He has not heard any complaints or information about female employees feeling uncomfortable. During the past six months, Sergeant ██████ has not noticed any odd behavior by his partners, or them spending an excessive amount

of time in the towers. Neither Sergeant [REDACTED] nor Sergeant Benson have talked to him about having any type of relationship with any of the female employees. He has not seen any unprofessional behavior by either sergeant. He said that he is aware that the questioning is about Sergeant Benson and he is “100% blindsided by this entire thing.”

Sergeant [REDACTED] said he has not seen Sergeant Benson act unprofessional and no one has complained to him about it. He has not seen anything regarding Sergeant Benson that has concerned him. He explained that during any shift, the sergeant is required to check in at four locations every shift. They have to sign tier sheets when they check these locations. He said that the sergeant is also required to mentor their employees and part of that would require spending time in the towers. He said that he is not good at going to the towers because being a permanent sergeant requires him to complete most of the personnel paperwork. He said that he spends a lot of time at his desk because of this.

Sergeant [REDACTED] said that going to a post to sign tier sheets requires approximately ten minutes and “hanging out” with the employees can add some time to that. He said that if we were go up to the tower, he would spend about fifteen minutes unless the employee wants to talk for a while, it could last up to two hours, depending on the situation. He said that in his experience, the sergeants don’t spend a lot of time in the towers.

Sergeant [REDACTED] said that within the past year, he has not seen a female having an issue that required Sergeant [REDACTED] or Sergeant Benson to spend extra time with them. He said he has not seen either sergeant play favoritism with either men or women. He said that Deputy [REDACTED] recently separated from her male partner and she talked to him and Sergeant Benson about it. She took a week off and returned the next week. She did not talk about with him any further. He said that he and Sergeant Benson did talk about it and Sergeant Benson told him that Deputy [REDACTED] ex-boyfriend isn’t a great guy. He could not recall any detention specialist talking to him about any personal problems. He said that Sergeant Benson would have spent time with Deputy [REDACTED] because the [REDACTED] is part of their daily checks. He said that there is usually a male and a female deputy working in the [REDACTED] and it is possible for a sergeant to relieve the male deputy to be alone with the female. He said it would be unusual for that to occur, but it would be possible. He said that if one of the partners was at lunch, the sergeant could go to the unit and have up to an hour and a half to spend there. He said that a sergeant could tell another employee that they would take care of a row check that was due, but it is not common for it to happen.

Sergeant [REDACTED] said that when he is working alone for a shift, he is busy and would not have time to “hang out” unless it was a “super slow” night. He said he has more work to do than an acting sergeant so they would have more time to run around and spend with the employees. Sergeant [REDACTED] reiterated that he is not aware of any employees complaining to him about Sergeant Benson. He said that he did remember DS [REDACTED] talking to him about her boyfriend but it was a long time ago. He said that he spoke to her about her goal in becoming a deputy and how relationships can affect that. He said that she broke up with her boyfriend and eventually got back together with him. Sergeant Benson and Sergeant [REDACTED] did not talk to him about her situation. He said that both he and Sergeant Benson were working with her to assist her in getting to the academy. He said he ran with her and Sergeant Benson “prepped” her by talking to her about what to expect from the academy. He could not say how much time he spent with DS [REDACTED]. He said that if he saw Sergeant Benson in her tower, he would “logically guess” that he was there helping her prepare for the academy. He said that after DS [REDACTED] broke up with her boyfriend, she stayed with Deputy [REDACTED] for a short time.

On October 2, 2018 at 0603 hours, I conducted an interview with Sergeant [REDACTED] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording

I explained to Sergeant [REDACTED] that I wanted to clarify some things from his last interview. Sergeant [REDACTED] explained that in the past year, he has worked with Sergeant [REDACTED], Sergeant [REDACTED] and Sergeant Benson. He worked with Sergeant Benson for approximately six months. He explained that he is a permanent sergeant so he does all of the paperwork while the temporary sergeant goes throughout the jail and signs tier sheets and talks to the troops. He said that Sergeant Benson was familiar with the employees' likes and dislikes of modules and which employees did and did not get along.

Sergeant [REDACTED] explained that a jail sergeant is responsible for insuring that certain modules are visited because of segregation and disciplinary issues. A sergeant is required to visit all of the modules daily, but they try to do it once a week, and they approve reports. He said that "checking in with modules" requires the sergeant just to stop in and see the deputies that work there. He said that sometimes he goes to the module tower, but not often. When he visits the module floor, he spends five to fifteen minutes there. He said that at times, they start talking and the time can be longer. He said that the same amount of time is spent in the tower when he makes it up there. Sergeant [REDACTED] said that he and Sergeant Benson had a good working relationship. He handled the administrative work and Sergeant Benson handled the boots on the ground work.

Sergeant [REDACTED] said that he did recall Deputy [REDACTED] speaking to them about a break up that she was going through. Deputy [REDACTED] told them that her boyfriend broke up with her and she needed to take a week off to handle the aftermath of it. He could not recall many of the details but he said that he did offer any kind of assistance that she might need. He did not know where the conversation occurred, but he thought that both he and Sergeant Benson were present for it. He said that they talked about it after Deputy [REDACTED] told them about what happened. Sergeant Benson told him that Deputy [REDACTED] (Deputy [REDACTED] boyfriend) had a history of that type of behavior. He said that he did not notice if Sergeant Benson's behavior towards Deputy [REDACTED] changed after she told them about her break up. He did not see anything that might have concerned him.

Sergeant [REDACTED] said that Deputy [REDACTED] is friendly in general but he did not see anything between them. He said that he and Sergeant Benson interact with the [REDACTED] but he has not seen anything unprofessional occur with Sergeant Benson.

Sergeant [REDACTED] was able to recall parts of a conversation that DS [REDACTED] had with him and Sergeant Benson. He said that DS [REDACTED] break up was "complicated" and was a "bunch of drama". He told DS [REDACTED] that she needed to get out of the relationship with her boyfriend, based on what she told him about the boyfriend. He thought there might be upcoming domestic violence issues if she did not leave him. He said that she broke up with her boyfriend and stayed with Deputy [REDACTED] for a short time. He tried to stay out of it. He thought that DS [REDACTED] talked to Sergeant Benson as well, but her "drama" could have occurred prior to Sergeant Benson arriving as a sergeant.

Sergeant [REDACTED] did not notice any type of different behavior between DS [REDACTED] and Sergeant Benson. He said that he would not try to protect Sergeant Benson and he was upset to think about something happening between someone on his shift and Sergeant Benson.

WITNESS: Deputy [REDACTED]

On September 20, 2018 at 1317 hours, Detective Rich Rodriguez and Sergeant Monce Portillo interviewed Deputy [REDACTED] at the Brighton Police Department located at 3401 E. Bromley Lane in Brighton, Colorado. The audio recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has been with the Adams County Sheriff's Office for approximately two years. He was in the patrol FTO training program at the time of the interview. He told Detective Rodriguez that he thought he was being interviewed because of something to do with Sergeant Benson. Deputy [REDACTED] said that since January of 2018, he worked for Sergeant Benson and Sergeant [REDACTED] while he worked at the jail. He said that his relationship with Sergeant Benson was good and they got along well; however his relationship with Sergeant [REDACTED] was a bit rocky but Sergeant [REDACTED] was always nice, cordial and helpful.

Detective Rodriguez asked Deputy [REDACTED] if anyone ever made him aware that they were uncomfortable working with Sergeant Benson. Deputy [REDACTED] said that no deputies informed him of that, but [REDACTED] told him that she felt "a little uneasy" around him, "to put it lightly". [REDACTED] is the only person that told him that. Everyone else on his shift was fine with him and seemed to enjoy having him around. He said that DS [REDACTED] told him that Sergeant Benson spent a lot time in her tower talking to her. He said that he did not know what they talked about when Sergeant Benson was with her in the tower. He said that he did not ask her what they talked about.

Deputy [REDACTED] said that he talked to Sergeant Benson and told him that DS [REDACTED] thought that he was in her tower a lot and said that he told him, "I wouldn't be doing that." He thought that Sergeant Benson's response was "pretty much, thank you." He did not think his response was any more than thanking him for bringing it to his attention and he didn't want to make anyone "feel that way". Deputy [REDACTED] said their conversation was not long.

Deputy [REDACTED] described his relationship with [REDACTED] as "friends". He said that he helped her fix her truck once at the jail, but there was not much more to it. He said he was friends with Sergeant Benson as well. He said that he and Sergeant Benson talked outside of work but it was never work related and was usually about hunting or something like that. He said that he purchased some gym equipment from Sergeant Benson. He said that he sees him primarily at work but he did go see him at the hospital after his baby was born. He said he has not seen him since he left the jail to go to patrol, but has talked to him on the telephone a couple of times. The last time he spoke to him was the week before when he called him to see if he was doing okay and they talked about his FTO training on patrol. He said that he did hear that Sergeant Benson was being investigated for sexual assault but he did not talk about it with him when they spoke. When he heard the rumor, he did not hear who the alleged victim was.

Sergeant Portillo asked Deputy [REDACTED] how many times DS [REDACTED] spoke to him about being uncomfortable around Sergeant Benson. He said that he thought that she talked to him once or twice. The last time they talked about it was within the last couple of months that he was in the jail. He transferred out in June, 2018. Deputy [REDACTED] said that DS [REDACTED] did not give him any details about why she felt uncomfortable around Sergeant Benson. He said that when they talked about it, he would shut the conversation down and tell her that he would let Sergeant Benson know how she was feeling. He was not sure if DS [REDACTED] was trying to talk further about it, he just shut it down before she could. When she spoke to him, it was always over the telephone, so he could not speak about her demeanor when she talked to him. He said he was David70 at the jail since he was getting ready to go to patrol and that is when they spoke on the phone about it. He never saw Sergeant Benson in her tower with her, but he did not go to the modules much as David70.

Detective Rodriguez told Deputy [REDACTED] that he knew that he was close with Sergeant Benson and that he should be completely honest in the interview. He asked Deputy [REDACTED] how often Sergeant Benson went to the towers. Deputy [REDACTED] said that there were times that Sergeant Benson would “wander off” and he did not know where he was. He said that he conducted his own job and was not concerned about what Sergeant Benson was doing. He could not say how many times this occurred. He said there were a number of times that he heard someone call for Sergeant Benson over the radio and he would indicate via the radio that he was in [REDACTED] tower. Deputy [REDACTED] could not say how much time that Sergeant Benson spent in [REDACTED] tower.

Sergeant Portillo told Deputy [REDACTED] that he thought it was significant that Sergeant Benson was called over the radio and Sergeant Benson would indicate that he was in [REDACTED] tower. He asked Deputy [REDACTED] if that “stuck out” in his mind. Deputy [REDACTED] said that it did a few times and that he could not give an exact number of times that it occurred. He could not say which DS was working in that tower the times that Sergeant Benson indicated via the radio that he was there. He said that DS [REDACTED] did not call him while Sergeant Benson was in [REDACTED] tower with her. Detective Rodriguez asked him when DS [REDACTED] actually called him. Deputy [REDACTED] said it when Sergeant Benson was not in the tower, but it was during their shift hours. Deputy [REDACTED] said that when DS [REDACTED] called him, she asked him why “Benson” went to her tower to talk to her. He said that she asked him the question because she knew that he was friends with Sergeant Benson and he was friends with her. Deputy [REDACTED] did not identify any other people that Sergeant Benson “gravitated” towards while at work. He said he was not around Sergeant Benson at all times but he could not identify anyone else that Sergeant Benson would be around. He said that Sergeant Benson liked to spend time in each post with his people. He went all over the jail and made his rounds to be with his group. He was not aware of him spending time at one post more than another. He thought that he spent approximately fifteen or twenty minutes per post and it would be “slightly unusual” for him to spend more than that anywhere because he moved around a lot.

Deputy [REDACTED] said that there were times that Sergeant Benson spent time with him to help him prepare for his transfer to patrol. During these times, Sergeant Benson would spend an extended period of time with him. He said there were a lot of deputies preparing for patrol so Sergeant Benson spent time with all of them. Deputy [REDACTED] thought it would be unusual for Sergeant Benson to spend more than thirty minutes in a tower unless he was reviewing patrol information with a deputy or helping someone who was applying to be a cadet.

Sergeant Portillo asked Deputy [REDACTED] about Sergeant Benson’s demeanor when he spoke to him about how DS [REDACTED] was feeling. Deputy [REDACTED] said that Sergeant Benson told him that he was glad that it was brought to his attention and he did not realize that he was making her uncomfortable. They did not talk about it any other times, except for at work. He said that the first time he talked to Sergeant Benson about it, his response was that he was just making his rounds to be with his people. He said that he has only told Sergeant Benson about DS [REDACTED] feelings a couple of times, so that could have been his reaction either time. He said that the first time DS [REDACTED] talked to him, she asked him why Sergeant Benson goes to her tower and sits with her and he told Sergeant Benson something similar to what she told him. He said that the second time he talked with Sergeant Benson, he thought that it was similar to the first time, both the information that he relayed and Sergeant Benson’s reaction. Deputy [REDACTED] thought that it was “weird” that DS [REDACTED] asked him to speak with Sergeant Benson and wondered why she didn’t talk to Sergeant Benson directly instead of putting him into it. He said that he wondered why Sergeant Benson made DS [REDACTED] feel “creepy.”

Detective Rodriguez asked Deputy [REDACTED] about the second time he talked to Sergeant Benson and told him that he was married and just had a baby. Deputy [REDACTED] said that he did not tell Sergeant Benson that, nor did he say anything similar. He told Deputy Rodriguez that he could not tell him exactly what their conversation was. Deputy [REDACTED] said that he can’t stand people that cheat, and he could have said

something similar to Sergeant Benson but he did not recall saying it. Sergeant Benson has not talked to him about any other female employees in the jail that he can recall. He said he doesn't really have those conversations with people.

Sergeant Portillo asked Deputy [REDACTED] about what he meant when he told Sergeant Benson, "I wouldn't be doing that." Deputy [REDACTED] said that when he was talking about making DS [REDACTED] feel uncomfortable and "possibly hitting on her." He said that DS [REDACTED] did not tell him that Sergeant Benson was "hitting" on her. Sergeant Portillo told him that he felt like he knew that Sergeant Benson was hitting on DS [REDACTED]. Deputy [REDACTED] said, "Honestly, I couldn't tell you if she said yes or no." He said that was more of his assumption that it was occurring. He assumed that because DS [REDACTED] is flirtatious and he thought that is what was occurring, and he thought that is what made him assume that Sergeant Benson was "up there hitting on her." He thought that his subconscious came out and he told Sergeant Benson, "Hey man, don't be stupid" or something along those lines.

Deputy [REDACTED] said that if he heard that Sergeant Benson was hitting on women at the jail, it would not be hard to believe maybe due to his past. He explained that he has heard that Sergeant Benson has been unfaithful to his wife in the past. He said that when he learned about Sergeant Benson being investigated for sex assault, he was shocked and he would be shocked with any other sexual allegation. He said that it wasn't as shocking about Sergeant Benson because DS [REDACTED] told him about being uncomfortable with Sergeant Benson. He said that when he heard about it, he called Sergeant Benson and told him that he was available if needed anything, as a friend. Sergeant Benson told him that he did not know what was going on. He told him that he was asked to leave the jail and had not heard anything since. Deputy [REDACTED] said he did hear that he was being investigated for sex assault. He told Sergeant Benson about what he had heard and Sergeant Benson told him that he did not have any idea what was going on and no names were mentioned.

Deputy [REDACTED] told Detective Rodriguez that as far as he was concerned, his friendship with Sergeant Benson was over because his career was more important. He said that after Sergeant Benson told him that he did not know what was going on, they talked about Deputy [REDACTED] being in the patrol FTO program. Their conversation ended shortly after that. He has not had any contact with Sergeant Benson since then.

Sergeant Portillo asked Deputy [REDACTED] to explain what the David 70 post entailed. Deputy [REDACTED] said that D70 is a rover for the jail. D70 fills in where needed and provides breaks. He called it the "handyman" of the shift. The position is held for senior deputies. He said there is often a list of tasks that need to be completed and never do. When he was D70, he was not required to fill in for Sergeant Benson and complete his assigned tasks while he was unavailable. He said that Sergeant Benson and Sergeant [REDACTED] worked well together and were able to fill for the other. Deputy [REDACTED] said that a lot of the sergeants at the jail do not go to the towers during a shift. He said that it did occur occasionally, but it was not common. For his sergeants, it was not uncommon for them to go to the towers and spend thirty minutes or less. When Sergeant Benson was alone on the shift, it would be uncommon for him to spend a lot of time in a tower. He did not know if he did spend time in the tower when he was working alone on the shift. He said that when Sergeant Benson went to lunch, the David 70 did cover for him. He did not know of any time when Sergeant Benson took his lunch hour in a tower. Deputy [REDACTED] did not know if Sergeant Benson was working alone the day that DS [REDACTED] called him on the telephone and talked to him about her situation.

On October 23, 2018 at 1023 hours, I interviewed Deputy [REDACTED] in my office at headquarters. 332 N 19th Ave Brighton, Colorado 80601. I recorded the interview and below is a synopsis of that interview. For the complete interview, please see the attached recording.

I asked Deputy [REDACTED] what his friendship with Sergeant Benson was like. He said, "Just a friendship." He said that they spoke "here and there" outside of work. They attempted to make plans to fish or hunt but

nothing ever happened. He said he bought some weight equipment from him. I asked Deputy [REDACTED] if he has seen DS [REDACTED] outside of work. He said, "Not once." He said that he was invited to have coffee with her and declined. He then changed his mind and said that he has attended a couple of going away parties and has seen her.

I told Deputy [REDACTED] that DS [REDACTED] said that she spoke to him twice about Sergeant Benson making her uncomfortable. He confirmed that this did occur. He said that she did not talk about details with him. She questioned why he went to her tower and told Deputy [REDACTED] that it made her uncomfortable. He said that he did not ask her questions about why, but he probably should have. Deputy [REDACTED] could not say how long ago DS [REDACTED] talked to him but he thought the first time was between January and March of 2018 and they were on night shift at the time. He said that the second time was during the same time frame but he could not say when it was. I asked him if he spoke with Sergeant Benson after the first time DS [REDACTED] talked to him. Deputy [REDACTED] could not recall if he spoke to Sergeant Benson in person or on the phone but he told him that he did not what was going on but DS [REDACTED] had called him and said that she did not like Sergeant Benson in the tower. He told Sergeant Benson that he was making DS [REDACTED] uncomfortable. He said that he was confident that he got the "gist" across. Sergeant Benson told him that he was unaware of that situation and that he goes to all of the towers and meets with all of his people. Deputy [REDACTED] said that the second time she spoke to him, it was "almost the exact same encounter." He said that he thought it was odd that DS [REDACTED] was uncomfortable with a sergeant in the tower.

I asked Deputy [REDACTED] if he ever told Sergeant Benson to stay away from DS [REDACTED] because she kisses people. Deputy [REDACTED] said that she attempted to kiss him and he diverted her attention. He said that he could have told Sergeant Benson, but he would guess that he did. He said that he did not which conversation he said it and maybe it was the second conversation. He said that he could not say for sure if he told Sergeant Benson about it or not. He said he could see him saying it to him.

Deputy [REDACTED] said he thought that the first conversation he had with Sergeant Benson occurred when they were walking out to their trucks after shift. He said that during one of his two conversations with Sergeant Benson did have talk about DS [REDACTED] trying to kiss him.

I asked Deputy [REDACTED] if he could remember Sergeant Benson's reaction when he told him that DS [REDACTED] tried to kiss him. He said that he did not and that he did not know if he told Sergeant Benson when he was walking away from him. I asked him why he told Sergeant Benson about it. He said, "Just in case it was one of those things that, it was outside of work but, it happened. So just, so he's aware that, that's what happened. Not as a supervisor, because it's outside of work but as a person. Um, maybe that that's why she was feeling uncomfortable. Not that incident, or maybe something else was going on. I couldn't tell ya."

I asked Deputy [REDACTED] if he ever spoke with Sergeant Benson about is anatomy. He said that he did not. I asked him if he knew that Sergeant Benson's penis was pierced and he said that he did not. He said he learned about it the other day when he spoke with him. I asked him what Sergeant Benson told him. Deputy [REDACTED] said they were talking about something and Sergeant Benson said something about a pierced penis. Deputy [REDACTED] told him that it was nasty and Sergeant Benson told him that his penis was pierced. I asked him why he thought that Sergeant Benson would tell him that. Deputy [REDACTED] said that he did not know and he could not remember what they were talking about, but it was about other stuff. I asked him what that was and he said that it was possibly hunting related. I asked him if they talked about the investigation. Deputy [REDACTED] told him that he had an interview and did not say anything else. He thought the conversation occurred approximately a week and a half ago. He checked his phone and determined that the conversation could have occurred on October 9, 2018. I told him that after I watched his interview in Brighton, I thought

he was done with him. Deputy ██████ said that he determined that Sergeant Benson needed a fair shot so he contacted him. He said that he has talked to him twice, October 3 and October 9, 2018.

WITNESS: Deputy ██████

On September 20, 2018 at 1533 hours, Detective Rich Rodriguez and Sergeant Monce Portillo conducted an interview with Deputy ██████ at the Brighton Police Department located at 3401 E. Bromley Lane Brighton, CO 80601. The interview was videotaped. Below is a synopsis of that interview. For the complete interview, please see the attached interview.

Deputy ██████ has worked for the Adams County Sheriff's Office since 2006. She is currently assigned to the jail as a ██████. She works Wednesday through Saturday at the jail.

Deputy ██████ explained that she went to the Adams County Sheriff's Office Human Resource Office to tell them about a situation involving Deputy ██████. She said she did not know Deputy ██████ well, but Deputy ██████ told her that she was called in to work the jail for an overtime shift. Deputy ██████ said she was working the same day and she is usually scheduled to leave work at 3:00 PM. Deputy ██████ was working in a different dorm than Deputy ██████ that day. As she was preparing to leave, Deputy ██████ asked her to accompany her to her dorm. She told Deputy ██████ no, and Deputy ██████ insisted.

Deputy ██████ told the detectives that Deputy ██████ conversation "felt weird" so she said she would accompany her. She followed Deputy ██████ to her module and asked her what was going on. Deputy ██████ told her that she had "an incident" with Sergeant Benson. She asked Deputy ██████ what happened. Deputy ██████ told her that he approached her car while she was in it. Deputy ██████ did not know if the time frame was Deputy ██████ lunch break or shift change. Sergeant Benson tapped on her window, so she rolled it down. He leaned into her car "over his waist" and did not say anything to her. Deputy ██████ told her there was an "awkward silence". She said that she tried to make light conversation with him. Sergeant Benson said, "Oh, you brought your gun tonight." Deputy ██████ told him that she always brings her gun. Deputy ██████ said that she told Deputy ██████ that she thought Sergeant Benson's behavior was "kinda weird". Deputy ██████ told her that it was and that similar incidents had occurred four times in a row when he followed her to the parking lot.

Deputy ██████ said that she went home after Deputy ██████ spoke with her. She said that she was concerned that she should report the incident because Deputy ██████ was fairly new at the time. She decided that she should go to Human Resources and report the incident. She said the more she thought about it, the more she was confused about if she was asking her for help or not. Deputy ██████ explained that Deputy ██████ told her that she felt like Sergeant Benson was following her, she did not that he was for sure but he showed up at her vehicle several times and then would lean "awkwardly" into her car. The only time he spoke to her was when he asked her if she brought her gun with her.

Deputy ██████ said that she does not work with Sergeant Benson because he worked on the other side of the week. She said that no one else has talked to her about being uncomfortable around him. She said that she did not know if Deputy ██████ wanted to tell her anything else that day because she went home.

Detective Rodriguez asked Deputy ██████ what rumors she has heard about Sergeant Benson. She said that she has heard that he was on administrative leave. She also saw a Facebook post by an ex-employee that mentioned sexual misconduct. She said that she has not heard anything else. She said that her impression of the situation is "Yeah, it figures, it's not a surprise." She said the rumors could be true, but she has not heard anything official to confirm them. Detective Rodriguez asked her why she felt the way she did.

Deputy ██████ told him that she knows about incidents involving Sergeant Benson that occurred “way back.” The patrol deputies talked about the incident when she was at ██████. She has not heard of any other rumors about Sergeant Benson.

Deputy ██████ said that when Deputy ██████ spoke to her, she did not tell her at what time of the night or day the incidents occurred. Deputy ██████ said that she did not ask her a lot of questions about it. She said she did not plan on it turning into anything.

WITNESS: Detention Specialist ██████

On October 2, 2018 I conducted an interview with Detention Specialist, ██████ in the Internal Affairs Office at the Adams County Sheriff’s Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

DS ██████ has worked for the Adams County Sheriff’s Office for approximately five years and has been assigned to the Jail Division during that time. DS ██████ is currently assigned to Sergeant ██████ and Sergeant Hernandez, prior to that, it was Sergeant Benson and Sergeant ██████. He worked for Sergeant Benson and Sergeant ██████ for approximately five or six months.

During the time that he works with Sergeant Benson, his main assignment was Master Control and occasionally Booking Control. While in Master Control, he supervised the movement in the hallways and secured access into the jail portion of the facility. He watches the front lobby via camera as well as A, B, C, D modules’ upper hallways and the outside perimeter. Master Control is located in the main portion of the jail. From that post, he does not actively watch the upper hallways of the modules because it is generally staff members who use the hallways.

DS ██████ said that Sergeant ██████ occasionally goes to the towers to watch the floor deputies without them knowing about it. He said that he does not think that Sergeant Benson spent a lot of time going up and down. He said that his experience is that Sergeant Benson uses the main door to go into a module and walks upstairs to the tower from the floor of the module. He said he has not seen Sergeant Benson use the upper hallway to access ██████ tower. He said that he assumes that Sergeant Benson went to ██████ Module to sign off on tier sheets. He said that Sergeant Benson is “fairly straight forward” and he does not spend a lot of time in any specific post. He has seen Sergeant Benson interact with female employees but he has not noticed any odd or different behaviors towards them. He said that he feels like Sergeant Benson is easier to read than Sergeant ██████ but they are both “great sergeants”.

WITNESS: Deputy Detention Specialist ██████

On October 2, 2018 at 0730 hours, I conducted an interview with Detention Specialist ██████ in the Internal Affairs Office at the Adams County Sheriff’s Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

DS ██████ started at the Sheriff’s Office on March 23, 2018 and began at the jail. She is currently assigned to “A” graves. She did remember parts of a conversation that she had with Deputy ██████ about a situation with Sergeant Benson.

DS [REDACTED] said that around the morning of September 6, 2018 Deputy [REDACTED] called her after chow was served in the jail. They were both working at the jail. Deputy [REDACTED] asked her if she could tell her something and DS [REDACTED] agreed to listen. Deputy [REDACTED] insured that she was alone in the tower and proceeded to tell her that there was an incident involving someone that she felt was inappropriate. She wanted to tell DS [REDACTED] about it to see if she was thinking clearly.

Deputy [REDACTED] told DS [REDACTED] that while she was working, a male employee put his foot on her chair between her legs. She thought it was inappropriate and wanted to know what DS [REDACTED] thought about it and confirm that she was thinking correctly about the action that she wanted to take. DS [REDACTED] said that Deputy [REDACTED] was "super vague" at first and did not provide a name for the male employee. She told DS [REDACTED] that it occurred in the [REDACTED]. The employee knew that Deputy [REDACTED] was preparing to go on light duty and he could make sure that she got into a good position to work temporary restricted duty. For him to help her out, she had to sleep with him. DS [REDACTED] said that the conversation between them was short because someone was near her.

Deputy [REDACTED] called her back and told her that she did not know what to do because she had something happen before and when she tried to go up the chain of command, nothing happened. DS [REDACTED] told her that she could report the incident, say something to him or say nothing. She told her that she would not make the decision for her. DS [REDACTED] said that she felt like Deputy [REDACTED] wanted to report it so she encouraged her to do so.

After they left work, Deputy [REDACTED] called DS [REDACTED] again and repeated her story to her. She told her that she thought the employee's behavior was inappropriate because he was making advances on her. She also told her that the employee was Sergeant Benson. DS [REDACTED] said that she felt like Deputy [REDACTED] was trying to avoid telling her who the employee was. Deputy [REDACTED] told her that she has heard rumors about him and that he has had incidents in the past. DS [REDACTED] told me that she was shocked and would not have initially thought he would do anything like that. After talking with some of her fellow employees, she does not know what to think. She said based on her interactions with him, she would be shocked if the accusations were true. Deputy [REDACTED] told her that other people have complained about Sergeant Benson but she did not give her any details about those complaints.

WITNESS: Deputy [REDACTED]

On October 2, 2018 at 0920 hours, I conducted an interview with Deputy [REDACTED] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has been employed with the Adams County Sheriff's Office since 2009 and is currently assigned to the [REDACTED]. Deputy [REDACTED] knows Deputy [REDACTED] because they were in "relationship" for approximately two years. He said that when they broke up, Deputy [REDACTED] took some time off of work. Their break up was amicable.

On September 6, 2018 he communicated with Deputy [REDACTED] through text message. She told him that she had an issue with her sergeant and wanted to talk to him, but not over text message. Later that day, they spoke over the telephone.

Deputy [REDACTED] told him that during her last work shift the night before, her sergeant, Michael Benson, came into the [REDACTED] where she was working. He started talking with her about her relationship

with Deputy [REDACTED] Sergeant Benson asked her if she was over Deputy [REDACTED] and told her that the easiest way to get over a guy is to get under another guy. Deputy [REDACTED] said that he was not sure if Deputy [REDACTED] was standing or seated, but during her conversation with Sergeant Benson, he placed his foot between her legs. She told Deputy [REDACTED] that she told Deputy Benson that there were cameras around. Sergeant Benson talked about places that there were no cameras. Deputy [REDACTED] said he did not know if the cameras were a conversation, or they walked to where there were no cameras. He said that Deputy [REDACTED] told him that she talked with Sergeant Benson about her upcoming light duty assignment. She said that he told her if he got her the light duty assignment she wanted, what it that she would do for him is. Deputy [REDACTED] told him that she did not understand and Sergeant Benson told her that he was a male and she was a female. She asked him if he wanted her to cook her something. Sergeant Benson continued to say that he was a male and she was a female. Eventually, Deputy [REDACTED] arrived so the conversation stopped. Deputy [REDACTED] told Deputy [REDACTED] that she brought the subject back up when Deputy [REDACTED] was there, but Sergeant Benson would not talk about it anymore.

Deputy [REDACTED] said that when he first spoke to Deputy [REDACTED] she was fine, but she did start to cry "pretty heavily" during the conversation and as she progressed through the story. He said that she definitely did not want to go to work that night. He said that he thought that Deputy [REDACTED] felt "violated". He said, "She didn't seem good while we were talking." Deputy [REDACTED] said that he told her to report the incident because he could have victimized other people and "quid pro quo" stuff is not appropriate at work. He said that their conversation was all over the phone and he did not see her. He has spoken to her since that night. She did tell him that she reported the incident to Internal Affairs.

Deputy [REDACTED] that since he talked to Deputy [REDACTED] that day, he has spoken to her and she told him that she did report the incident. I asked him if Deputy [REDACTED] was an emotional person. He said that she can be but she is typically not emotional about things. He said that she is not a "huge cryer" and he could tell when he spoke to her over the phone, that this incident really did bother her. He said that she was very emotional about what happened when she was telling him about it.

WITNESS: Deputy [REDACTED]

On September 7, 2018 at 1622 hours, I conducted an interview with Deputy [REDACTED] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has worked for the Adams County Sheriff's Office for approximately two years. He has been assigned to the Jail Division for the entire time. He has worked for Sergeant [REDACTED] and Sergeant Benson for approximately the last six months. He described Sergeant Benson as a "Kelly Sergeant". He said that whenever a new sergeant arrives at the jail, there is an adjustment period but he does get along with Sergeant Benson.

Deputy [REDACTED] said that he has not had any personal conversations with Sergeant Benson and has seen him outside of work three times. The first time was at the fairgrounds and the second time was at the Christmas party and the third was at a get together at another deputy's house.

Deputy ██████ said he knows Detention Specialist ██████. She was his DS when he worked in ██████ Module. He said that she did “alright” and he felt like she was younger and immature. He said that she would do well and then blow things out of proportion. He said that it was nothing major that he ever had to address. He said there were occasions that he had to calm an inmate down after he interacted with DS ██████ because at times she could agitate them. He said that he worked with her sometime during 2017 and did not think that he worked with her in 2018. He said that he thought that when Sergeant Benson arrived at the jail, he no longer was working with DS ██████.

I asked Deputy ██████ if DS ██████ was at the party that he had seen Sergeant Benson at. He said that she was not. He said that he has not ever spoken with Sergeant Benson about DS ██████. He said that he did speak with Sergeant Benson after he was suspended from the sheriff’s office. He said that he was at Deputy ██████ house with Deputy ██████ and Deputy ██████. Sergeant Benson had been drinking at his own house and wanted to come to Deputy ██████ house. Deputy ██████ said that he and his girlfriend went to Sergeant Benson’s house to pick him up and drive him to Deputy ██████ house. AS they were in route, Sergeant Benson talked to him about what he had been doing when he was not working. I asked him if DS ██████ came up in that conversation. He said that her name had been brought up a few times with deputies. He said that they all knew her and they talked about how she was doing in training. He said that one of his friends thought that Sergeant Benson’s situation might have something to do with DS ██████ or another deputy. He could not recall when that conversation took place, or any other details about it. He said that he could not recall who implicated DS ██████ or if it was Sergeant Benson that said it, because he was drinking during the conversation.

Deputy ██████ said there were four or five of them at Deputy ██████ house. They went and picked Sergeant Benson up and took him there and they all drank together. They dropped Sergeant Benson off and then he went home. This occurred on September 29, 2018. He said that they didn’t talk about Sergeant Benson’s IA in depth. The conversation that they did have with him was mostly about how he was doing. He said that he heard later that the criminal investigation was dropped. He said that everything he has heard is “rumor” so he does not pay much attention to it.

I asked Deputy ██████ if he ever told Sergeant Benson to stay away from DS ██████ because she was dangerous. He said he did not. He said that DS ██████ is friends with his girlfriend so he occasionally saw DS ██████ off duty. That relationship ended because DS ██████ boyfriend did not like him. When they did see each other, DS ██████ did not talk to Deputy ██████ about Sergeant Benson making her uncomfortable. He said that DS ██████ might have talked to him about Sergeant Benson reaching out to her on Facebook, but he could not be 100% sure that occurred. She did not tell him that she was uncomfortable, or there was anything “bad” about it.

I asked Deputy ██████ if he and Sergeant Benson talked about anything personal and he said, “No.” He said that he does not text him, or call him. He said the only time he has talked to him was after he was suspended and they were hanging out at Deputy ██████ house. I asked him if Sergeant Benson told him that he had a pierced penis and he said that he did not. I asked him if it could have come out in a conversation. He said that a bunch of guy deputies talk about a lot of stuff and he does not remember that conversation. He said that he did not know that Sergeant Benson’s penis is pierced and it is news to him.

WITNESS: Deputy [REDACTED]

On October 23, 2018 at 0950 hours, I conducted an interview with Deputy [REDACTED] in my office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has been employed by the Adams County Sheriff's Office for approximately one year. He is assigned to the jail, "A" day shift. For the last six months, he has worked for Sergeant [REDACTED], Sergeant [REDACTED], Sergeant [REDACTED] and Sergeant Benson.

I asked Deputy [REDACTED] what his relationship with Sergeant Benson was like. He told me that he thought it was "pretty good". He said that Sergeant Benson has helped him with arrest control and in preparing to go to patrol. They have hung out together outside of work a couple of times. The last time was about a month and a half ago in Deputy [REDACTED] garage.

When Deputy [REDACTED] worked for Sergeant Benson in the jail, he was assigned to [REDACTED] Module. He worked with Deputy [REDACTED] and DS [REDACTED] worked in the tower. I asked him how DS [REDACTED] was and he said, "We had some struggles." I asked him to elaborate and he told me that there were safety struggles because as they attempted to talk to agitated inmates, DS [REDACTED] would open the door. He said he talked to DS [REDACTED] about it but when it didn't work out, he spoke to Sergeant Benson about it. He said he did not ask Sergeant Benson to move her out of the module, he just asked him to speak with her because she might listen to him. At that point, she was preparing to leave the jail to attend the academy. He thought that she might not care as much and was checked out in preparation to leave for the academy.

I asked Deputy [REDACTED] if he saw Sergeant Benson working with DS [REDACTED]. He said that he knew that Sergeant Benson went to the tower and talked to her. DS [REDACTED] called them and asked them questions about CRS and about what kind of gun to buy. He said that Sergeant Benson came to [REDACTED] Module every day. He spoke to them for twenty to thirty minutes then would go to the tower to check on DS [REDACTED]. He thought that he spent twenty to thirty minutes in the tower and there were times that he and Deputy [REDACTED] did not know Sergeant Benson was in the tower because they heard laughing. I asked him if DS [REDACTED] ever told him that Sergeant Benson was bothering her. He said that she did not and he thought that he was helping her like he helped them to prepare for patrol.

I asked Deputy [REDACTED] if he ever told Sergeant Benson to stay away from DS [REDACTED]. He said he did not and that he was shocked when he heard that Sergeant Benson was on admin leave. He thought that something had happened on SWAT.

I asked Deputy [REDACTED] if he attended a party at Deputy [REDACTED] house on September 29, 2018. He said that he had along with Deputy [REDACTED], Deputy [REDACTED], Deputy [REDACTED] and Deputy [REDACTED] wife. Sergeant Benson showed up later in the evening after they went and picked him up. They spoke on the phone and Sergeant Benson had been drinking and could not drive, so they went to get him.

After Sergeant Benson arrived at the party, they hung out and he asked them how they had been. Deputy [REDACTED] said he asked him generic questions knowing he was not supposed to talk about the investigation. Sergeant Benson told them that they did not know who was accusing him, or what he had done. Deputy [REDACTED] said that they just listened. Sergeant Benson mentioned that no matter how the election goes, he feels like he is a "political pawn". He did not say why he felt that way. Deputy [REDACTED] said he did not ask any questions but Sergeant Benson was his sergeant so he was not going to ignore him.

I asked Deputy [REDACTED] if Sergeant Benson told him that he had a pierced penis. He said that he did tell him and he thought that it was at the party on the 29th. I asked him why Sergeant Benson told him that. Deputy [REDACTED] laughed and said, "I have no idea." He said that he made the statement "pretty much" out of the blue. Sergeant Benson was drinking alcohol at the time. Deputy [REDACTED] said he did not know how the conversation came up, but it was shocking. He said that he has not talked with anyone else about it, except for the deputies that were there. He did not tell DS [REDACTED] about it because that is a "weird" thing to talk about.

I asked Deputy [REDACTED] if he thought that Sergeant Benson spent more time in [REDACTED] towers than he did in the others. He said that he could not say, but he knew that DS [REDACTED] was preparing for the academy and he thought that Sergeant Benson was helping her do that.

WITNESS: Administrative Assistant [REDACTED]

On October 19, 2018 at 1300 hours, I conducted an interview with Administrative Assistant [REDACTED] in my office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

I told Administrative Assistant [REDACTED] that I had interviewed Cadet [REDACTED] AKA DS [REDACTED] on [REDACTED]. I told her that a few days after the interview, I heard that she ([REDACTED] had a conversation with Cadet [REDACTED] and that I needed to know what happened during that conversation.

Ms. [REDACTED] told me that Cadet [REDACTED] handed in her FOP application and appeared to be upset and crying. Ms. [REDACTED] said that Cadet [REDACTED] told her that she couldn't take it anymore and she was about to "erupt". Ms. [REDACTED] suggested that they go in the back and talk about what was bothering her. She asked Cadet [REDACTED] if she was ok and Cadet [REDACTED] said she was not. Ms. [REDACTED] took her into the back and they went into a storage closet to talk.

Ms. [REDACTED] told her to calm down and Cadet [REDACTED] told her that she could not shoot or meet a lot of the requirements for the academy. She told Ms. [REDACTED] that there was a range instructor that reminded her of Mike Benson. Ms. [REDACTED] counseled her and told her to concentrate on graduating. Cadet [REDACTED] told her that she was involved in an investigation and her portion was the main investigation. She was upset because she was she did not feel like she could talk to anyone about it, including her "hunny" at home. Ms. [REDACTED] said that she offered her counseling resources and was supposed to provide a counselor's information to Cadet [REDACTED]. She did not provide that information because her supervisor interrupted their conversation.

I asked Ms. [REDACTED] what Cadet [REDACTED] told her. She said that she was told that Mike Benson had "bothered" her while she was at the jail and that she didn't want anything to do with it. Cadet [REDACTED] told her that she asked other deputies to help her out so she did not have to be alone with him. Ms. [REDACTED] said that Cadet [REDACTED] told her something about a badge on a dashboard, but she did not have any additional information. She said that she told Cadet [REDACTED] to concentrate on the academy and has not talked to her since. Since then, she was told that she supposedly told Cadet [REDACTED] that she had issues.

WITNESS: Deputy [REDACTED]

On October 17, 2018 at 1330 hours, I conducted an interview with Deputy [REDACTED] in my at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has worked for he Adams County Sheriff's Office for approximately a year and a half. He has been assigned to the jail the entire time. From February of 2018 until approximately June of 2018 he was assigned to [REDACTED] Module. He was working with Deputy [REDACTED] and DS [REDACTED] as well as DS [REDACTED] after DS [REDACTED] left for the academy.

Deputy [REDACTED] said that he, Deputy [REDACTED] and DS [REDACTED] all got along fine with no issues. He said that they were good at predicting each other and bouncing decisions off of each other. He said that DS [REDACTED] could be inattentive at times and open doors without letting them know. He said that they did complain to a sergeant about it because she let an assaultive inmate out without letting them know. He said that DS [REDACTED] did not open doors timely occasionally towards the end of her time at the jail. He said that he thought that they did ask the sergeant to move her out of [REDACTED] Module because of her mistakes. He said that they talked to both Sergeant [REDACTED] and Sergeant Benson about it.

I asked Deputy [REDACTED] if DS [REDACTED] ever talked to him about Sergeant Benson spending time in her tower. He said that she did not, but they noticed him in the tower. He didn't think anything of it because he knew that she was trying to go to the academy. He said that Sergeant Benson wandered around all over so he didn't think anything of it. DS [REDACTED] did not ever bring anything up to him. He said that he thought that Sergeant Benson went to [REDACTED] tower once or twice a shift every day. He did not notice how long he stayed in the tower, but thought it was longer than other sergeants would spend. Deputy [REDACTED] estimated that he spent 30-45 minutes there. He said that when Sergeant Benson went to the tower, he would go across the top and go up from the floor. I asked him if DS [REDACTED] ever asked them to call her while Sergeant Benson was in the tower. He said that he did not recall that. He said that when he and Deputy [REDACTED] noticed Sergeant Benson spending time in [REDACTED] Tower, they thought it was a little odd because they did not see it happening in other towers. He said that they gave Sergeant "crap" behind his back about what was going on. He said that they joked around about those two together. I asked him if he suspected that they were seeing each other and he said that he did not. He said that he did not interact with DS [REDACTED] any of the times after Sergeant Benson left the tower, so he could not say what her demeanor was like. He said that DS [REDACTED] did not bring anything about Sergeant Benson to his attention. Sergeant Benson did not talk to him about why he was spending time in [REDACTED] Tower. He said that he thought that Sergeant Benson visited DS [REDACTED] while she was in [REDACTED] Tower, but he did not spend as much time there.

On October 23, 2018 I again met with Deputy [REDACTED] in my office. I asked Deputy [REDACTED] if he had ever had any conversations with Sergeant Benson. He said that they talked about patrol stuff and about what to expect when he went there. He said that they did not have any "super personal" conversations. I asked him if he ever spoke to Sergeant Benson about staying away from DS [REDACTED] because she was dangerous and he said that he never told him that.

I asked Deputy [REDACTED] if Sergeant Benson told him that he has a pierced penis. He said that he did tell him that. He said Deputy [REDACTED] and Deputy [REDACTED] were present when Sergeant Benson told him. They did not talk about it afterwards. I asked him why Sergeant Benson told him and he said that he did not know and it could have been "locker talk". Deputy [REDACTED] said that he did not tell anyone else about it and he did not tell DS [REDACTED] about it.

WITNESS: Deputy [REDACTED]

On October 23, 2018 at 0914 hours, I conducted an interview with Deputy [REDACTED] in my office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Deputy [REDACTED] has worked for the Adams County Sheriff's Office since January 6, 2015. He is currently assigned to the jail. He teaches firearms, CIT and is on the JSOG Unit at the jail. Deputy [REDACTED] was currently on "A" Platoon, day shift. He currently works for Sergeant [REDACTED] and Sergeant [REDACTED] before Sergeant [REDACTED] he worked with Sergeant Benson.

I asked Deputy [REDACTED] to describe his relationship with Sergeant Benson. He said that he knew Sergeant Benson prior to becoming employed with the Adams County Sheriff's Office. He met him at an ex-coworker's picnic. Sergeant Benson "pushed" him to apply with the sheriff's office. He said that their working relationship was good. Sergeant Benson was good at mentoring him and teaching him about what he should prepare for transferring to patrol.

Deputy [REDACTED] said that he does know DS [REDACTED]. She worked in his tower for three to six months. Her permanent post was [REDACTED] Module. He said that she was a good DS. She was young and somewhat immature. He said that DS [REDACTED] was not great at following directions without questioning them. He said that DS [REDACTED] did fall victim to "tower rage" but overall they had a good working relationship. He said that he has not worked with DS [REDACTED] since approximately 2017, March to June.

I asked Deputy [REDACTED] if he ever talked to Sergeant Benson about DS [REDACTED]. He said, "Not really". He said that Sergeant Benson was mentoring DS [REDACTED] to get into the academy so they talked a little about helping her out. Sergeant [REDACTED] asked him to mentor her in the gym. He said that while Sergeant Benson was on the shift, they were all a "tight knit group". Sergeant Benson did ask him to mentor DS [REDACTED] in report writing.

Deputy [REDACTED] said that he has seen DS [REDACTED] at off duty gatherings that involved the sheriff's office, such as the Christmas party. He does not see her off duty. I asked him if he told Sergeant Benson to stay away from DS [REDACTED] because she has kissed people at parties. Deputy [REDACTED] said that he has not and he had not heard anything like that about her. He has only heard that she is immature. He said that he is kind of "CYA" around immature people. She had been open about a struggling relationship that she was in, but he thought that it worked out for her. He did not think that she had dated anyone on the shift.

I asked Deputy [REDACTED] if he talked with Sergeant Benson on September 29, 2018 when he had a get together at his house. He said that they did not talk about Sergeant Benson's case in detail. He said that when they are on night shift, they have a get together on Saturday nights. He said that he, along with deputies [REDACTED] and [REDACTED] stay up on Saturday nights so they can start their Sunday shift rested. He said that Sergeant Benson did come over one Saturday night, he was not positive about the date. They did ask him how he and his wife were doing. Sergeant Benson did not talk about the case details, but he did tell him that he thought he was going to get "screwed". He said that Sergeant Benson was pretty confident that he was not going to have a job. He said that there were things in his past that would probably affect what would happen with the current investigation. He said at the beginning of the night, Sergeant Benson said he was fine but towards the end of the night, Sergeant Benson was a bit more negative and thought he would lose his job. He said Sergeant was not detailed about why he felt that way. I asked Sergeant [REDACTED] if Sergeant Benson told him that his penis was pierced and he said, "Yes." He said that he was not sure when

he learned that his penis was pierced. That night Sergeant Benson brought it up, but the conversation did not go far. He said has not told anyone else about it, but he has joked about it with the guys that were there. He said that Deputy ██████████ and Deputy ██████████ were present for the conversation. He was not sure if Deputy ██████████ was still there or not. He said that he did not tell DS ██████████ that Sergeant Benson's penis was pierced.

Deputy ██████████ said that when he was given notice about his involvement in the investigation, he was confused. He said that he has not witnessed Sergeant Benson misbehave on shift. He said he has not seen him sexually harass anyone.

WITNESS: Deputy ██████████

On September 20, 2018 at 1759 hours, Sergeant Monce Portillo and Detective Rich Rodriguez conducted an interview with Deputy ██████████ at the Brighton Police Department. The interview was recorded and I observed it. That interview is attached to this investigation. Below is a summary of that interview.

Deputy ██████████ has been employed by the Adams County Sheriff's Office for approximately five years and is assigned to the jail. Since January of 2018, Deputy ██████████ has been supervised by Sergeant ██████████ Sergeant ██████████ and Sergeant Benson. During the past year, Deputy ██████████ was a rover (David70) in the jail. His responsibilities included the daily perimeter check and giving breaks to various posts. His desk was located in the sergeants' office during the shift.

Deputy ██████████ said that while he worked for Sergeants ██████████ and Benson, he did not hear any female employees complaining. He did not remember if any female employee ever said that they were uncomfortable around either sergeant. He said that there were several times that he was in the sergeants' office and was asked to leave because one of the sergeants was going to review an appraisal with an employee. He could not remember if he was asked to leave a tower or any other post. He said that if he is in a tower or other post, it is usually because he is running it because the assigned person is on break. Detective Rodriguez asked him if he had ever entered a tower to find Sergeant Benson alone with a female. Deputy ██████████ said, "Maybe". He said that he didn't know and that usually the sergeants go around the jail and sign off on papers and he was not aware of any "individual time" that they spent with staff. He said that he "had no idea" if he had seen anything like that in a tower. He said that as a rover, he would go to a tower to see what was going on and to see if the employee needed anything. He said that the Operator's Booth and Master Control are the people that he gives breaks to. He said that over the last four or five months, DS ██████████ worked in Master Control and the sergeants and other various employees hung out in there all of the time. He said that everyone likes DS ██████████ so her work area is a popular place. Sergeant Portillo asked specifically about ██████████ Tower and Deputy ██████████ said he could not recall finding a sergeant in there with any employee.

Sergeant Portillo asked Deputy ██████████ about his sergeants' demeanor when working with the employees. He said that their demeanor was good. Sergeant ██████████ replaced Sergeant ██████████ and the shift was happy with his knowledge base. He said that Sergeant ██████████ was good as well, while he was there. Sergeant Benson was a knowledgeable SWAT guy and was able to help people study for patrol. Deputy ██████████ said that he did not see any of the sergeants behave inappropriately with the female employees. He said he probably did see Sergeant Benson alone with female employees, especially when he went into Master Control to give DS ██████████ a break. He said that it was not unusual for a sergeant to

spend an extended amount of time at a post during night shift because there was nothing going on and they would go visit. Deputy ██████ said he has not heard of Sergeant Benson having any issue with any female employee, or vice versa.

Deputy ██████ said that approximately two weeks ago, Sergeant ██████ told him that Sergeant Benson was on admin leave and he did not know why. He said he was concerned when he was asked to go to the Brighton Police Department for an interview. Deputy ██████ told Detective Rodriguez that he could not recall any time that Sergeant Benson directed him to do anything that was not within his normal duty assignment. He said that his duties as rover require him to be attentive and to accomplish them on time. Deputy ██████ said that in the ██████ it would not be unusual for a sergeant to spend an extended amount of time there because it gets “crazy”. He said that he did not notice any sergeant spending extra time with any female employee. He said that there are several posts that have tier sheets that need signed so the sergeants sign them and tend to talk with the employees after they finish. He thought that the sergeants have to visit about 80% of the posts each shift. They typically run the shift from whatever location they are at the time. He said that on day shift, the sergeants are lucky to leave their office or the commander’s office because it is much busier.

WITNESS: Cadet ██████

On November 8, 2018 at 1406 hours, I conducted an interview with Cadet ██████ at the Flat Rock Training Academy, ██████ 23600 E. 128th Ave. Commerce City, CO. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Cadet ██████ is currently a cadet in the Adams County Sheriff’s academy; however she is employed by the Longmont Police Department. Cadet ██████ is academy mates with Cadet ██████. They began the academy ██████. Cadet ██████ remembered having a conversation with Cadet ██████ about Sergeant Michael Benson.

Cadet ██████ said that when they started the firearms portion of the academy, ██████, she noticed “Deputy” Benson in the class room. She said that she told Cadet ██████ that she thought it was cool that ██████ worked at the academy. Cadet ██████ told her that he was a newly promoted sergeant and he had been her sergeant when she was working at the jail. She said that after class was over, Cadet ██████ told her that Sergeant Benson had inappropriately placed his hand around her shoulder and the back of her neck. He had also put his arm around her. Cadet ██████ said that Cadet ██████ told her that she told him several times to stop what he was doing and that she told him that he had a wife and to leave her alone because the contact was unwanted.

Cadet ██████ said that she thought she had a two conversations with Cadet ██████ about the situation. The conversations were about a month apart. She said that when Cadet ██████ spoke with her, she seemed “a bit frazzled about it.” She said that Cadet ██████ seemed to be upset that Sergeant Benson was at the academy and instructing her in firearms. Cadet ██████ thought that Cadet ██████ did not want contact with Sergeant Benson, or even to make eye contact with him. She said that while they were learning to assemble and disassemble their weapons, Cadet ██████ told her that it was “awkward” that Sergeant Benson was there. During the process, the instructors got close to the cadets. Cadet ██████ told her that she did not want him near her because he was the sergeant that put his hands on her.

I asked Cadet ██████ if Cadet ██████ told her if Sergeant Benson actually “massaged” her or touched her. Cadet ██████ said that Cadet ██████ told her that he massaged her upper neck area and placed his arm around her shoulder area. She did not talk about him touching her anywhere else. Cadet ██████ said that on one occasion they were partnered in the DT building and Sergeant Benson’s wife was instructing. Cadet

██████ told her that the woman was Sergeant Benson's wife and that she felt awkward. She said that she told her not to go near her. This occurred after they spoke about him touching her at the jail, she thought that it occurred sometime in the middle of September.

Cadet ██████ said that she has had experience in supervising people so she told Cadet ██████ that she should be documenting what happened. She said that she knew Cadet ██████ was younger so she wanted to be her "guiding light." Cadet ██████ said she did not tell anyone what she was told by Cadet ██████. She said that she had actually stopped another cadet from gossiping about it. She said that the cadet knew about it because of how rumors circulate. The cadet, ██████, was talking about inappropriate touching between Sergeant Benson and Cadet ██████. She said she thought that that conversation occurred around the time that the investigation began, possibly the day after Cadet ██████ Internal Affairs interview. She told me that a lot of the cadets were aware of the situation. Cadet ██████ had not talked to Cadet ██████ about the situation recently.

SUBJECT: Sergeant Michael Benson

On September 7, 2018 at approximately 1220 hours I conducted an interview with Sergeant Michael Benson in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 332 N. 19th Avenue Brighton, CO 80601. Human Resource Manager, Jennifer Baessler was also present for the interview. I recorded the interview both by audio and video. The length of the interview was excessive so it was transcribed instead of summarized. Please see the attached transcription for the contents of the interview.

End of Interviews