



Sheridan Police Department

4101 South Federal Boulevard
Sheridan, CO 80110-5399

Jeffrey A. Martinez, Chief of Police

TO: Jeffrey A. Martinez, Chief of Police

FROM: John Macdonald, Commander

DATE: October 1, 2021

SUBJECT: IA 21-04

Introduction:

On August 23, 2021, the Sheridan Police Department was contacted through email by Arapahoe County Sheriff's Department, [REDACTED] regarding a potential complaint against Sheridan Police Sergeant Richard Isnetto. The follow-up was assigned to Commander John Macdonald.

[REDACTED] shared information with Commander Macdonald that pointed to a possible Sheridan Police Department Standards of Conduct policy and / or law violation involving Sgt. Isnetto and an Arapahoe County Explorer.

Synopsis:

Based on the complaint, the Sheridan Police Department conducted an in-depth investigation which included contacting multiple witnesses from several agencies. Information was gained that Sergeant Richard Isnetto, as an Explorer Advisor, had interacted with Explorers from several posts and had made inappropriate comments. Please see below for full details.

Investigation:

August 23, 2021

Commander Macdonald received an email from [REDACTED] in which information was shared that during the previous weekend, one of their Explorers, [REDACTED] had been on a ride along with Sgt. Isnetto. After the ride, Sgt. Isnetto had changed into civilian clothes and had met [REDACTED] at Parry's Pizza for dinner and drinks. The allegation specified that Sgt. Isnetto had consumed two drinks and had offered to buy [REDACTED] who is underage, an alcoholic beverage. The email continued by relating another incident which allegedly occurred a couple days later, in which, Sgt. Isnetto picked [REDACTED] up at her apartment, brought her on a coffee date before returning her home. During both this encounter and the dinner, [REDACTED] had

divulged some personal issues she was having. Allegedly, after the coffee meeting, Sgt Isnetto had texted [REDACTED] and asked her, "do you like to cuddle?" [REDACTED] had expressed [REDACTED] that she thought "things had gone too far."

[REDACTED] forwarded a copy of a taped interview of his interview with [REDACTED]

During this telephone interview between [REDACTED] [REDACTED], she related that she had gone on a ride along on Tuesday, August 17, 2021, with Sgt. Isnetto. In addition to the information already shared in the email sent by [REDACTED], [REDACTED] related the following:

- Sgt. Isnetto had made comments during the ride along that some of the women they were observing on patrol were wearing shorts that were too short.
- Touched her on the shoulder and back while on calls for police service.
- Hugged her before she left.
- Drove in separate cars to dinner at Parry's.
- Texted her the following day from his personal phone.
- Had a coffee date the following Thursday, August 19th
- Picked her up at her apartment [REDACTED] and had coffee on [REDACTED] Street.
- Continued to text her that day and the following.

[REDACTED] provided the names of two advisors with their program, [REDACTED] dispatcher, and [REDACTED].

August 23, 2021

Sgt. Isnetto was provided a Chief's Order which prohibited any further contact with [REDACTED] any Explorer associated with the Arapahoe County Sheriff's Department, and the two advisors to the program, [REDACTED]. The order was emailed at 7:00 a.m. to Sgt. Isnetto who acknowledged receipt.

Sgt. Isnetto was also provided a Complaint Notification Form noting two possible policy violations: Law Violation and 319 Standards of Conduct.

Commander Macdonald sent an email to [REDACTED] sharing that he was assigned to follow up on a complaint involving Sgt. Isnetto's interaction with [REDACTED] and the Arapahoe County Explorer program and requested that both provide a written account of any interaction they had with [REDACTED] or other Explorers that involved any possible concerns with Sgt. Isnetto.

August 24, 2021

[REDACTED] sent an email with an attached statement. Within the statement, [REDACTED] shared:

- In late July she had a conversation with Sgt. Isnetto about the advisor's role supervising Explorers after she became aware of some text messaging between Sgt. Isnetto and one of their Explorers, [REDACTED]. She had notified her command, [REDACTED].

of the conversation.

- On August 6, 2021, [REDACTED] had received a call from [REDACTED] with the Arvada Police Department who expressed her concern with how Sgt. Isnetto was bad mouthing Explorer Advisors with the Arvada Police. Allegedly, Sgt. Isnetto had called their advisors, "fat and lazy." There were no other issues with the messages. [REDACTED] shared this information with her command and was advised to tell the Arvada Explorer Advisors that if they wanted, they should make a direct formal complaint to the Sheridan Police Department.
- [REDACTED] spoke with [REDACTED] on August 18th at which time, she did not make any outcry.
- On August 21st, [REDACTED] received a phone call from her peer Explorer Advisor, [REDACTED] who related that there might be a possible situation between [REDACTED] and Sgt. Isnetto. Her command was once again notified.
- Over the course of the next couple days, conversations were held with other Arapahoe County Explorers and no information regarding any inappropriate behavior with Sgt. Isnetto or any other Sheridan Police Department Officer was gained.
- As of the date of her statement, August 24th [REDACTED] stated, that [REDACTED] never reported any misconduct or inappropriate behavior by Sgt. Isnetto.
- On August 23^d, [REDACTED] sent a text to [REDACTED] asking to be informed whenever Sgt. Isnetto might take part in a training or meeting so she could elect not to go.

August 25, 2021

Arapahoe County Dispatcher and Explorer Advisor [REDACTED] sent an email documenting her involvement with [REDACTED] and Sgt. Isnetto. [REDACTED] related that she knows [REDACTED] as both an Explorer Advisor and through Peer Support.

- [REDACTED] contacted [REDACTED] by text on August 21, 2021, expressing concerns of what was referred to as "potential inappropriate behavior."
- [REDACTED] was initially hesitant to share information, but [REDACTED] was able to determine that [REDACTED] was speaking about Sgt. Isnetto.
- In reference to the possible inappropriate behavior, [REDACTED] stated, "It's just strange comments and maybe a little too hands on but that's all. It's probably just "miscommunication," and went on to say that she knew "when things are inappropriate or not. But right now, it is just borderline. Nothing to go on. I'll just be careful."
- [REDACTED] shared that subsequent events of that evening, Saturday August 21, 2021, she could not share because of Peer Support confidentiality. [REDACTED]
- On August 22, 2021, [REDACTED] met with [REDACTED] at work and learned that she and Sgt. Isnetto had gone to coffee, he had texted her asking her if she "liked cuddling?" [REDACTED] had advised that she had deleted the texts.
- [REDACTED] advised her Explorer Command, [REDACTED] of the conversations.

August 26, 2021

Based on information received from Arapahoe County [REDACTED] Commander Macdonald contacted Arvada Police Officer [REDACTED] and spoke to her about her possible concerns she had about Sgt. Isnetto. [REDACTED] who is an Arvada Police Explorer Advisor related she

had concerns regarding some text messages that appeared to discredit their program and were insulting to their advisors. She agreed to follow-up with an email describing her concerns.

██████████ sent an email with the contact information for their Explorer Post Command, ██████████
██████████

August 27, 2021

Commander Macdonald received an email from ██████████ Within the email, ██████████ related the following:

- In early July 2021, Arvada Officers ██████████ attended an Explorer Conference in Gunnison, Colorado with two of their Explorers, ██████████
- Sgt. Isnetto was also at the conference with a post from Arapahoe County and the two posts participated in events together.
- On July 7th ██████████ told ██████████ that he saw one of their Explorers tell Isnetto that she was going to text him about something later. That raised concern as Arvada Explorer Advisors do not give out their personal numbers to Explorers. ██████████ approached Isnetto and asked him to forward any text messages to him to keep everyone involved advised. Isnetto agreed but never followed through.
- ██████████ learned of an Internal Affairs complaint that the Explorers had filed against them. This complaint was not sustained.
- However, during the investigation, ██████████ who oversees the Explorer Post informed her that there had been text messages between Isnetto and ██████████ and between Isnetto ██████████.
- One of the messages that had been exchanged between Isnetto ██████████ had Isnetto asking ██████████ if "he could speak freely with her?" ██████████ stated that "this was concerning and although ██████████ years old, it reminded me of a grooming question."
- ██████████ ended her statement by relating, "What it comes down to is that I thought it was inappropriate and unprofessional for Rich to be talking bad about us to our own Explorers and messaging them after the conference."

August 30, 2021

Commander Macdonald spoke with ██████████ of the Arvada Police Department's Internal Affairs Unit and learned that they had conducted a separate investigation that centered around allegations that several Arvada Explorers had made against their advisors during an Explorer conference held weeks earlier. Sgt. Isnetto had been at the conference, and as part of their investigation, it had come to light that there were possible allegations of misconduct by Sgt. Isnetto during the conference. ██████████ advised that their investigation was complete, there were no recommended sustained violations against their advisors, and that their case was being reviewed by their command. Once approved, a copy of their investigation could be forwarded to the Sheridan Police Department for review of any possible

policy violations committed by Sgt. Isnetto. The names of the Arvada Explorers would be redacted.

August 31, 2021

The Chief's Direct Order was updated to include [REDACTED] and all Explorers associated with the Arvada Police Department Post. A copy of this order was provided to [REDACTED] of the Arvada Police Department's Internal Affairs Unit.

A copy of the amended order was emailed to Sgt. Isnetto.

September 2, 2021

Commander Macdonald met with [REDACTED] at Denver Police District Three where an audio taped interview was conducted. Victims Advocate [REDACTED] was present in the room. [REDACTED] agreed to have the interview taped. During the interview [REDACTED] confirmed the statements she had previously shared with [REDACTED]. She clarified the following:

- She met Sgt. Isnetto approximately three months ago.
- She has worked a couple of events where Sgt. Isnetto was present.
- She set up ride by texting Sgt. Isnetto which was on 8/17/21 at 0700.
- Sgt. Isnetto was really friendly. "Is touchy." He touched her back and shoulder. No place inappropriate she felt was inappropriate.
- Sgt. Isnetto asked her verbally if she liked to cuddle half-way during the shift during a conversation where Sgt. Isnetto had shared his wife does not like to cuddle.
- Sgt Isnetto asked her again later by text if she liked to cuddle.
- Sgt. Isnetto asked her to point out girls wearing yoga pants or short shorts during ride along.
- During other ride alongs, Arapahoe County Deputies were more professional.
- She remembers other factual events of ride along including arrest of person with narcotics.
- She has been an Explorer for six years.
- She is now [REDACTED]
- They ate lunch from Qdoba's at station
- » The shift ended at 7:00 p.m.
- Sgt Isnetto asked her to dinner at end of shift.
- They initially planned to go to Buffalo Wild Wings, but it looked busy, so they changed to Parry's Pizza
- Both ordered Salads.
- Sgt. Isnetto had two beers.
- While at dinner Sgt Isnetto offered to let her have some of his beer.
- Stated Sgt. Isnetto did not offer to buy her a drink while at Parry's.
- The following day or so, Sgt. Isnetto offered to buy her alcohol after she expressed, she wanted to drink

- Dinner was done by 8:00 p.m.
- Walked her to car, which was parked next his, and gave her hug.
- Described the hug lasting a "couple seconds."
- Never had previous ride along officer give a hug at end of shift.
- Sgt. Isnetto began to text her the next day; Wednesday.
- Sgt. Isnetto texted from personal cell. He asked her to lunch after he showed up at Arapahoe County Sheriff*s Department.
- They did not go to lunch but possibly some additional texting. Sgt. Isnetto sent pictures of his dogs.
- Coffee on the 20th Friday, Sgt. Isnetto asked her to coffee on Thursday.
- Sgt. Isnetto had expressed that he was a Peer Support person. She took the coffee meeting was centered around Peer Support.
- They had coffee at Keith's Coffee Bar on Downing Street.
- Sgt. Isnetto picked her up at [REDACTED] in front of her apartment.
- Sgt. Isnetto is not in uniform but was wearing a gun and shorts. He drove a grey sedan.
- They had coffee inside for approximately 20 minutes. She opened up to him about issues and he provided advice. Felt like Peer Support help.
- At time of coffee felt peer support. By following day, she began to feel uncomfortable after he texted her about if she liked to cuddle.
- At that point, now Saturday, she felt that she had missed his true intentions, which felt much more like he was pursuing a relationship and combined with thinking about all his previous statements and actions, began to feel uncomfortable.
- He was asking where she was, and other questions. Added up to being "weird."
- [REDACTED] including feeling uncomfortable regarding Sgt. Isnetto, sharing her feelings with other advisors and the fear that she got Isnetto in trouble.
- [REDACTED]
- [REDACTED]
- When questioned directly about any inappropriate touching, she denied.
- She denied Sgt. Isnetto made any kissing attempts.
- No other inappropriate texts other than the cuddling text.

At conclusion of interview, [REDACTED] provided contact and assistance information to [REDACTED]

Commander Macdonald obtained a consent to search from [REDACTED] which allowed the Sheridan Police Department to download information from her phone. [REDACTED] agreed. [REDACTED] provided [REDACTED] The phone was brought to Denver office of the United Secret Service, where along with a consent to search was provided to technicians at the location.

Once the data was recovered from the phone, her phone was returned to [REDACTED] by approximately 2:00 p.m. at the Arapahoe County Sheriff's Department.

- At one point, Sgt. Isnetto took [REDACTED] to McDonald's. They brought food back for everyone. They were gone at McDonald's for between 30 minutes and one hour.
- She believes he took [REDACTED] on foot to the car show area.
- Neither [REDACTED] made any type of outcry to her.
- She had heard that at conference there were a lot of inappropriate jokes but could not remember anything specific. She related that possibly Sgt. Isnetto was being called "sugar daddy" by the female Explorers.
- She does not have any texts from Sgt. Isnetto that were anything but of a professional nature. She believes they were all part of a group text.
- When she left the car show, Sgt. Isnetto called her "baby doll" and rubbed her back. "I thought that was awkward." "That's something my boyfriend would do," not him. She felt his touch was more on the intimate side than just a friendly pat goodbye.

At the end of the interview, [REDACTED] agreed to share Commander Macdonald's contact information with [REDACTED] with a request to have them contact him.

Commander Macdonald also notified [REDACTED] of the two additional witnesses that he wanted to interview.

September 7, 2021

Commander Macdonald received an USB drive from the United States Secret Service which contained the downloaded call and text history from her phone.

The download contains thousands of texts and call records. After conducting a lengthy search, Commander Macdonald located what appeared to be group and individual texts associated with Sgt. Isnetto's work and cell phones but was unable to locate any specific text narratives. The reports contain hundreds of pages of data.

Based on the specific allegations regarding texts that have been documented through screen shot captures (see Arvada Police IA case later), further analysis of the downloaded data was not attempted. The USB drive containing the data will be saved with the case file.

September 9, 2021

Commander Macdonald conducted a taped recorded interview with [REDACTED]. During the telephone interview which lasted approximately 20 minutes, [REDACTED] related the following:

- She has been an Arapahoe County Explorer for approximately seven months.
- She has done several ride alongs with Arapahoe County Deputies
- « She has done two ride alongs with Sgt. Isnetto, one in July and one in August.
- » During her first ride along, Sgt. Isnetto made a comment regarding women's butts.

- During her second ride along, Sgt. Isnetto commented that [REDACTED]
- « Sgt. Isnetto gave her a hug hello and goodbye each time. The hug length of each hug was somewhere between friendly and intimate feeling.
- During her second ride along, she participated in self-defense training in the Sheridan Police Briefing Room. Others were present in the room.
- Has been called “baby doll” by Sgt. Isnetto. Has heard him refer to other Explorers, both male and female by the same name.
- Sgt. Isnetto has called her “sweet princess.”
- She attended the Explorer Conference and while there, heard Sgt. Isnetto refer to a Loveland Police Officers as “deputy beautiful.”
- Has received and sent text messages to Sgt. Isnetto’s personal cell phone. Texts were related to Explorer activities or Sgt. Isnetto sharing details of his shift and day. Nothing she felt inappropriate.

Commander Macdonald conducted a telephone interview with [REDACTED] and related the following:

- She has been an Explorer since April 2021
- Did her first ride along with Sgt. Isnetto on July 3, 2021.
- Was able to provide information regarding calls for service.
- Sgt. Isnetto was a very “respectful guy.” “Caught himself before making comments. Would say, you’re not of age.”
- When specifically asked if she felt as though Sgt. Isnetto was “coming on to her”, she replied “no.”
- At one point, after she had answered a law question, Sgt. Isnetto patted her on her left shoulder. She advised him that she was not a “touchy” person, and he did not touch her again except for hugs goodbye.
- She described the hugs goodbye a little longer than a friend hug but not inappropriate. “Two seconds long.”
- At the conference, she heard Sgt. Isnetto refer to a Loveland Police Officer as “oh gosh, Deputy Beautiful.”
- She rode with [REDACTED] back from the conference with Sgt. Isnetto. There were no other Explorers in the car.
- She feels that he treats male and female Explorers the same. Calls them all “beautiful.”
- She worked the car show and did go with Sgt. Isnetto to get McDonalds. She estimates they were gone approximately 20 minutes. She stated nothing inappropriate occurred.
- Her single concern regarding if Sgt. Isnetto “crossed the line,” was the fact he provided her his personal cell phone number and began to text her asking her about her family. [REDACTED] and he would text to check on her. She did state that no other Explorer Advisor had ever provided their personal cell phone number or had texted her in such a manner.

September 14, 2021

Commander received a redacted copy of the Arvada Police Department Internal Affairs Case CIR21-27 mentioned earlier in this report.

The report details an investigation that was initiated by several Arvada Police Explorers against two Arvada Police Officers who act as advisors for their program for their actions during an Explorer conference in early July that was held in Gunnison, Colorado. The names of the Arvada Explorers are redacted. The primary focus of the investigation centered around allegations made by their Explorers against Arvada Police personnel. All allegations against Arvada Police were deemed to be not sustained. However, as part of their investigation, information was gained that involved Sheridan Police Sergeant, Richard Isnetto including the following:

- Sgt. Isnetto was actively involved in the activities at the conference and had daily contact with Arvada Police Explorers as an advisor and leader.
- As the relationship between the Arvada Police Advisors and their Explorers became stressed during the conference, Sgt. Isnetto became more involved with daily interaction and communication with their Explorers. His action caused concern among the Arvada Police Advisors as they felt his involvement began to foster an environment where the Arvada Police Explorers could “advisor shop.”
- The Arvada Police Advisors noted that Sgt. Isnetto’s actions might have been based on lack of experience versus a purposeful attempt to destabilize their own leadership of their team.
- There was some concern among Arvada Police Advisors regarding how Sgt. Isnetto was touching the Explorers during training exercises but concluded that his method was different but not inappropriate.
- At one point, Arvada Police Advisors learned that Sgt. Isnetto was texting their Explorers. ██████████ discussed the issue with Sgt. Isnetto and requested that he forward all texts to the Arvada advisors. Sgt. Isnetto agreed to failed to send the texts.
- ██████████ considered at one point filing a complaint against Sgt. Isnetto with the L.E.E.P.A.C. Board but held off. This was before he learned that Sgt. Isnetto was texting the Explorers, or he would have filed the complaint. He does not want Sgt. Isnetto at any future Explorer event.

Within the case file from the Arvada Police, there are several pictures that capture screenshots of texts messages. Because the names of the Explorers are redacted, positive confirmation who the texts are between can’t be confirmed. However, a reasonable person can reasonably conclude that the below conversation is between Sgt. Isnetto and one of the Arvada Police Explorers and helps corroborate what has been previously documented in witness statements.

██████████ noted in her statement that she was aware of a text string between Sgt. Isnetto and one of the ██████████ in which he asks if he “can speak freely.”

The first series of text messages between two individuals appear to be Sgt. Isnetto and one of the two Arvada Explorers. It reads:

Isnetto

Yea, I just walked in my door. Just a heads up your advisor came to me saying that they didn't know why you were upset, and they are under the impression you were going to tell me. They asked if I would relay. I have no reason to give them any info you tell me in confidence just so ya know.

Explorer

To be 100% honest we were tired of their lack of support for us and the lack of communication. There was many instances of which we wanted to be with you guys during the course of the week and we weren't allowed to because our advisors were petty and didn't want us to be around you guys. I felt like their actions were petty and childish. Of which is something that I don't want to be a part of. From you and your team we had felt welcomed, wanted and appreciated for the first time. Which is why I would have considered leaving Arvada to join your post. However, I am moving to Kansas in a few weeks so I cannot do that.

Isnetto

I'm assuming I can talk freely with you.

Explorer

Yes sir

Isnetto

I was not impressed with your advisors. They completely left you guys without support of guidance. They were snobby with us and kinda rude. I was pissed that they didn't (unknow) guys to do the flag ceremony with us then to see you guys having to do burpees. I was just super disappointed on them. I would love to have you keep in contact with me and have you attend everything you want. Can I ask why they didn't want you guys around us?

Explorer

That is interesting that you noticed their behavior too. Thank you so much for letting me be able to still be around. I have no idea myself. I thought that was very childish of them. May I ask which advisor?

Isnetto

I don't know their names and don't want to be rude. But the fat guy..... And just so you know I have no interest in telling them anything.

Explorer

Got it. Thank you for keeping it between us.

Isnetto

Cool, I'm sorry that the last day turned into what it did. You guys really didn't deserve that.

The remainder of the texts appear to be between Arvada Police Advisors, their command, or their Explorers and are related to their **Internal Affairs** case. No further texts can be attributed to Sgt. Isnetto.

The entire Arvada Police Department Internal Affairs case file is included in this case file.

September 27, 2021

Commander Macdonald conducted an interview with Sgt. Isnetto. He was provided an Advisement Pursuant to Internal Investigation he read and then indicated he understood by signing the form. Sgt. Isnetto elected to have his F.O.P. appointed attorney, Donald Sisson act as his observer during the interview. During the interview which began at approximately 9:30 a.m. and lasted more than one hour, Sgt. Isnetto took two breaks.

The format of the interview included providing Sgt. Isnetto with 86 written questions derived from information gained during the investigation. Commander Macdonald remained present during in the room while Sgt. Isnetto completed his written responses and, on several occasions, clarified questions asked.

His written responses are attached to this case file below for full review:



SHERIDAN POLICE DEPARTMENT

4101 South Federal Blvd., Sheridan, CO 80110-5399
303-762-2211

Jeffrey A. Martinez, Chief Of Police

Statement Form

Date September 27, 2021

IAB Number IA21--02

Name Isnetto, Rich

1. Were you provided An Advisement Pursuant to Internal Investigation and do you understand the requirements and your Officer Bill of Rights? *Yes*
2. Do you wish to have an observer present? *Yes* Who? *Don't know*
3. Were you previously been assigned as the Sheridan Police Department's Police Explorer advisor?
Yes

4. What were your duties and role as an Explorer Advisor?
LEAD ADVISOR

5. What formal training did you receive before or after becoming an Explorer Advisor?
BOY SCOUTS OF AMERICA ONLINE

6. Do you know an Arapahoe County Explorer [redacted] *Yes*
7. Has she ever been on a ride-along with you? *Yes*
8. How many? *1*
9. Do you remember the dates? *NO*

10. On August 17, 2021, did [redacted] ride along with you? *UNKNOWN*

11. What were the approximate hours of the ride along? *FULL SUSPT*

12. During that ride along, did you make any comments in her presence regarding female pedestrians that were observed? *DONT RECALL BUT WAS CONTACTED MULT. PPL. SO*

13. Specifically, did you make any remarks regarding women's shorts being to "short?" *NO*
I DO NOT RECALL, BUT POSSIBLY

14. During the ride along, did you eat lunch or dinner? *Yes*

15. Where? *PD / PARKS*

16. At the conclusion of the ride along and off duty, did you meet for dinner? *Yes*

17. Where? *PARK*

18. Did you take separate cars to dinner? *Yes*

19. Were you still in uniform or had you changed into civilian attire? *CIVILIAN*

20. During that dinner, did you consume any alcoholic beverages? *Yes*

21. If yes, what, and how many? *BEER UNSURE 1-2*

22. Did [REDACTED] have any alcoholic beverages? *NO*

23. Did you offer to purchase [REDACTED] any alcoholic beverages? *NO*

24. Did you ask her verbally at any time if she liked to "cuddle?" *Yes*

25. Did you ever text her for non-police or explorer reasons? If yes, explain.

*Yes TALKED ABOUT HER [REDACTED] ISSUES
+ NORMAL CONVERSATIONAL THINGS*

26. Did you ever text her, "Do you like the cuddle?" *Yes*

*TO PROVIDE CONTEXT, SHE WAS TELLING
ME ABOUT [REDACTED] AND I WAS
TRYING TO HAVE HER THINK OF WAYS
TO OVERCOME IT. SHE MENTIONED THAT
SHE WERE CUBBLED HER DOGS.*

27. Did you ever meet [REDACTED] for coffee? *Yes*

28. Who set that meeting up? *BOTH*

29. Where did the coffee meeting occur? *COFFEE SHOP NEAR PORTER*

30. What was discussed? *How SHE WAS DEPRESSED AND NORMAL CONVERSATIONAL*

31. How did [REDACTED] get to and from the coffee meeting? *SHE ASKED ME TO PICK HER UP*

32. How long did this coffee meeting last? *1 HR ISM*

33. How did you know where [REDACTED] lived? *I DON'T SHE GAVE ME A CESS STREET*

34. Was your text communication with [REDACTED] from your Department issued phone?

YES

35. Was your text communication with [REDACTED] from your personal phone?

YES

36. Approximately how many times have you texted [REDACTED] from your personal phone?

UNKNOWN

37. What were those conversations related to?

- EXPLORER PROGRAM - CONVERSATION
- MET [REDACTED]

38. Did you have any physical contact with [REDACTED] that could be considered inappropriate?

NO

39. Have you had any type of consensual sexual relations with [REDACTED]

NO

40. Did you ever hug her? If yes, please describe the circumstances.

NO, NOT THAT I RECALL. PUT AN ARM AROUND HER SHOULDER TO COMFORT

41. Did you ever attempt to kiss her?

NO

42. Is there anything further you want to share about your interaction with [REDACTED]

NO

43. Do you know Explorer [REDACTED]?

YES

44. During an Explorer meeting held at the Arapahoe County Sheriff's did you conduct self-defense training?

YES

45. If yes, was this part of the scheduled training for that meeting?

46. Were there other advisors in the room? YES

YES [REDACTED]

47. Were there male Explorers also part of that training? YES

48. Who played the "bad guy" during the training?

MYSELF AND EXPLORERS

49. Did you ever call [REDACTED] "Baby Girl?"

I DONT BELIEVE SO BUT MAYBE

50. Did you ever call any Explorer Baby Girl?

YES, IT IS A COMMON PHRASE I USE

51. Did you ever refer to yourself as "Sugar Daddy" in front of [REDACTED] or other Explorers?

NO, NOT THAT I RECALL

52. Do you know Explorer [REDACTED] YES

53. Did she ride along with you on or about July 3rd? YES

54. Did you state to her during the ride, "you are not of age?" NO, NOT THAT I RECALL

55. If yes, what was the context of statement?

I DONT RECALL THAT STATEMENT

56. Did you have physical contact with [REDACTED]? NO OTHER THAN SELF DEFENSE TRAINING

57. Did you conduct any self-defense type of training with [REDACTED]? YES

58. Describe that training and where it was held? Were others present?

YES ACSO, POSITIVELY ADAPT TO WORK IN-SERVICE AT SPD.

59. Did you hug her hello or goodbye?

UNKNOWN, MAYBE

60. Did you provide her your personal phone number?

YES

61. If yes, why?

PROVIDE IT TO EVERYONE

62. Did you ever text her from your personal phone before or after her ride along?

YES

63. If yes, what was the nature of the texts?

- CONVERSATIONAL

- EXPLORERS

64. Did [REDACTED] work the Auto Show with you and other Explorers? *Yes*
65. At one point during the Auto Show, did you leave with just [REDACTED] to go to McDonalds?

Yes

66. How long do you estimate you were gone?

15 MIN

67. Did you have any physical contact with [REDACTED] while you were going to or from the McDonald's food run?

NO

68. Do you know Explorer [REDACTED]? *Yes*

69. Did she ever do a ride along with you? If yes, how many times? *Yes* *2-3*

70. During the ride along or at other times, did you ever tell her that "her mom was pretty?"

Yes

71. During the ride along did you ever comment about "other women's butts?"

NO, NOT THAT I RECALL

72. Did you provide your personal cell phone to [REDACTED]? *Yes*

73. Did you ever text from your personal phone, [REDACTED]? *Yes*

74. What was the nature of the texts?

- EXPLORER

- CONVERSATIONAL

75. While at the Explorer conference did you refer to a Loveland Police Officer as "Deputy Beautiful" in front of Explorers? *Yes*

76. While at the Explorer conference did you text Arvada Explorers from your personal phone?

Yes

77. What was the nature of those texts?

- EXPLORER

- CONVERSATIONAL

78. Did you ever refer to the Arvada Police Explorer advisors, either by text or in person, as "fat and lazy?"

DO NOT RECALL, BUT POSSIBLY. I DO REMEMBER A TEXT WHERE I WAS DESCRIBING ONE ADVISOR BY "FAT" DUE TO NOT KNOWING THEIR NAMES.

79. During your interaction with the Explorers from the Arvada Police, were you attempting to recruit them to the Sheridan / Arapahoe County Post? If yes, why?

NO, BUT THEY WERE ASKING IF THEY COULD JOIN THE POST SO I PROVIDED BASIC INFO.

80. During your texts to either Arvada Explorer, were you using your personal or department phone?

YES PERSONAL UNKNOWN DEPT

81. During your texts to either, did you infer that they could speak to you in confidence?

UNKNOWN. THEY WERE COMPLAINTS ABOUT THE ADVISOR AND I INFERRED I WOULD NOT TELL THEM.

82. During your texts to either, did you tell them, "I have no interest in telling them anything?"

YES

83. During texts to either, did you make the comment, "I'm assuming I can talk freely with you?"

YES

84. For either of the two previous questions, if you answered yes, please explain further what the intent was?

THEY WERE VENTING ABOUT THEIR ADVISORS. IN MINDSIGHT I SHOULD HAVE CLARIFIED WHAT IT DEPENDS ON ~~FOR~~ WHAT I WAS TOLD. THEIR COMPLAINTS WERE MINOR, AND A ADVISOR FOR ARVADA ASKED ME IF THEY WERE UPSET. I SAID YES. I GAVE THEM MY NUMBER AND TOLD THEM TO CALL ME, HE NEVER DID.

85. What else do you want to share about your interactions with any Explorer mentioned or others?

NO

86. What else would you want me to know?

NO

Policy violations to consider:

319.1.0 Law Violation: CRS 44-3-901 Unlawful Acts

To sell, serve, give away, dispose of, exchange, or deliver or permit the sale, serving, giving, or procuring of any alcohol beverage to or for any person under the age of twenty-one years.

319.5.8 Performance:

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

319.5.9 Conduct :

Discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of this department or the City.

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