



**Sheriff Richard A. Reigenborn**

*Character • Integrity • Transparency*

sheriffreigenborn@adcogov.org

## MEMORANDUM

**TO: Sr. Deputy Robert Mesch**  
**FROM: Division Chief Mark Toth**  
**DATE: 4/24/2020**  
**SUBJECT: Final Determination Hearing Memorandum**  
**Internal Affairs Case #2019-0035**

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

### **ALLEGATION #1 – Sustained**

Adams County Sheriff's Office Policy, Standards of Conduct, 201.1.6 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 #2 – Sustained**

Adams County Sheriff's Office Policy, Standards of Conduct, 201.2.54 Use of Force

Sheriff's deputies shall not discharge their weapons while in the performance of their official duties except as provided by Sheriff's Office procedures. Employees shall not use or handle weapons in a careless or imprudent manner. Employees shall use weapons in accordance with law and established procedures.

### **SANCTION**

I am imposing a 40 hour suspension without pay to be served April 26, 2020 through April 29, 2020. In addition, I am imposing the following training: De-escalation training, which will be conducted by the staff at FLATROCK. Contact Sgt. Cordova to schedule the training.

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

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

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

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



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Additional evidence presented?  Yes  No

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**Based on the additional evidence, I find:**

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

Final Determination hearing rescheduled for: \_\_\_\_\_

**Pre-Determination findings modified to:**

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Do you wish to appeal my decision to the Sheriff?

Yes  No  No appeal permitted based on this sanction

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

Employee Signature:  / MESA 0411 Date: 4/24/2020

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