



Sheriff Richard A. Reigenborn

sheriffreigenborn@adcogov.org

## MEMORANDUM

**TO: IA File 2021-24**  
**FROM: Undersheriff Paul Gregory**  
**DATE: 4/21/2022**  
**SUBJECT: Closing out Internal Affairs Case #2021-24**

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Robert Mesch was formally charged with the following violation(s) of the Adams County Sheriff's Office Standards of Conduct:

### ALLEGATION #1

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

Adams County Sheriff's Office Policy, Standards of Conduct, 201.2.48 Truthfulness

*Upon the order of the Sheriff, his designee or a supervisor, employees shall truthfully answer all questions specifically directed and narrowly related to the scope of employment and operations of the Sheriff's Office that may be asked of them.*

### ALLEGATION #3

Adams County Sheriff's Office Policy, Standards of Conduct, 201.2.10 Courtesy

*Sheriff's employees shall be courteous to the public and shall be tactful in the performance of their duties. Employees shall control their tempers, exercise the utmost patience and discretion, and shall not engage in argumentative discussions - even in the face of extreme provocation. In the performance of their duties, employees shall not use coarse, violent, profane or insolent language or gestures and shall not express any prejudice concerning race, religion, sex, national origin, lifestyle or similar personal characteristics*

**HEADQUARTERS**  
4430 S. Adams County Parkway  
1<sup>st</sup> Floor, Suite W5400  
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

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



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After reviewing all contents of this completed internal affairs case file, I believe a preponderance of evidence (more likely than not) exists to show you failed to conduct yourself to the standards and performance expectations of the Adams County Sheriff's Office. Therefore, I make the following findings:

**ALLEGATION #1: Sustained**

**ALLEGATION #2: Sustained**

**ALLEGATION #3: Sustained**

On 4/21/2022, while still under investigation, Mr. Mesch waived the predetermination and final hearings and tendered a letter of retirement with the Adams County Sheriff's Office which was effective immediately.

My recommended sanction in this case is termination of employment. This sanction will not be imposed due to Mr. Mesch's retirement on 4/21/2022.

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