

MEMORANDUM

TO: Undersheriff T. McLallen
FROM: Division Chief P. Gregory
DATE: 8/25/2021
SUBJECT: Final Determination Hearing Memorandum
Internal Affairs Case #2021-0004

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, 201.2.1 Adherence to Standards

The Standards of Conduct contained herein are applicable to all employees of the Adams County Sheriff's Office, whether acting in an official or unofficial capacity. Sheriff's employees shall not commit any act or fail to perform any act that violates these Standards of Conduct - or any of the policies, procedures, rules, orders or directives, whether verbal or written, of the Adams County Sheriff's Office.

ALLEGATION #2 – Sustained

Adams County Sheriff's Office Policy, Standards of Conduct, 201.2.24 Insubordination

Sheriff's employees shall promptly obey any lawful orders of a supervisor. This includes orders relayed from a supervisory employee to an employee of the same or lesser rank or position.

ALLEGATION #3 – ^{Not} Sustained

Adams County Sheriff's Office Policy, Standards of Conduct, 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:

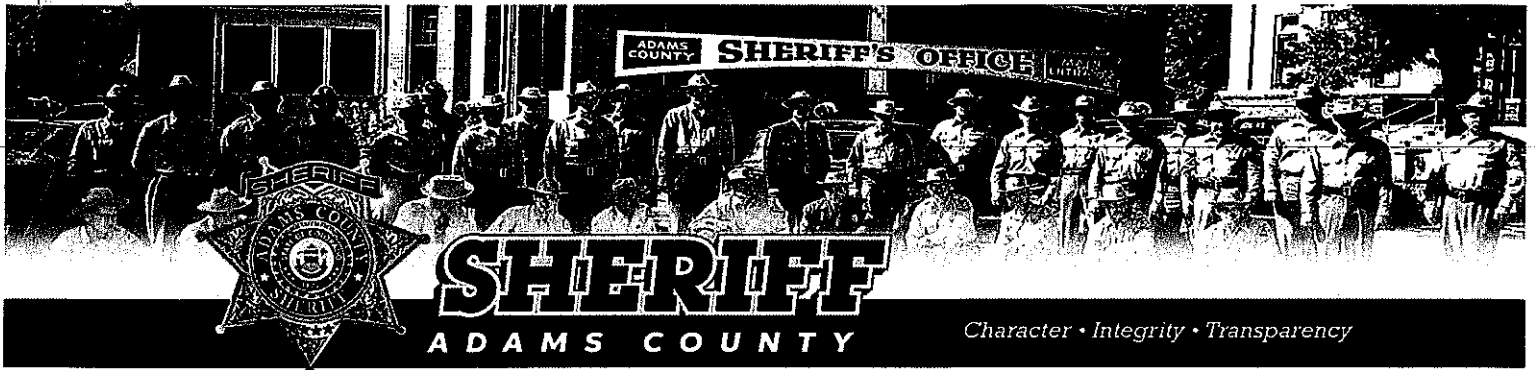
- *A lack of knowledge of the application of laws required to be enforced*
- *An unwillingness or inability to perform assigned tasks*
- *Excessive use of sick leave*
- *The failure to conform to work standards or performance standards established for the*

HEADQUARTERS
4430 S. Adams County Parkway
1st 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



Character • Integrity • Transparency

Sheriff Richard A. Reigenborn

sheriffreigenborn@adcogov.org

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*

Additional evidence presented? Yes No

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.

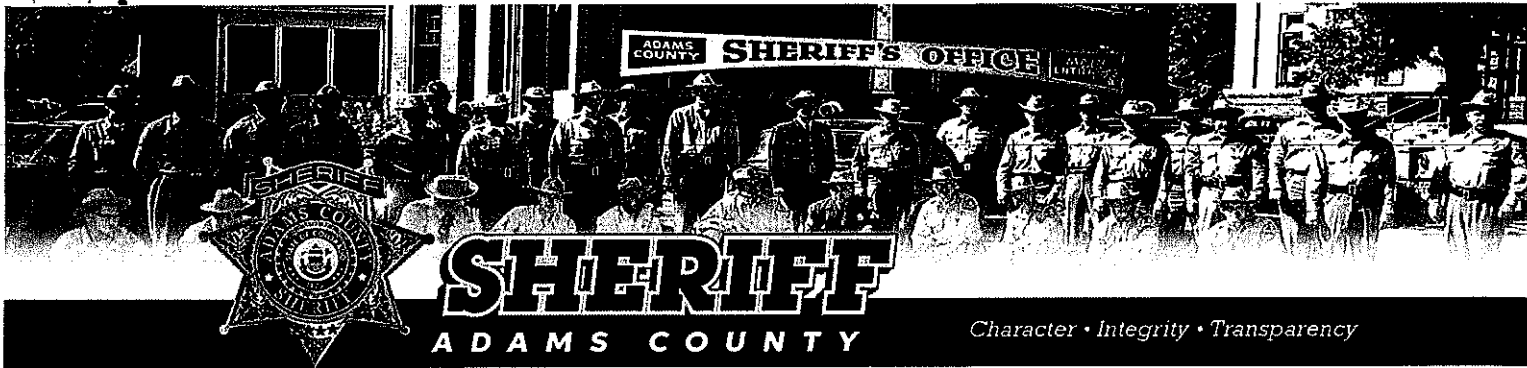
Final Determination hearing rescheduled for: _____

HEADQUARTERS
4430 S. Adams County Parkway
1st 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
23500 East 128th Ave.
Commerce City, CO 80022
720.523.7500



Sheriff Richard A. Reigenborn

Character • Integrity • Transparency

sheriffreigenborn@adcogov.org

Pre-Determination findings modified to:

N/A

Do you wish to appeal my decision to the Sheriff?

Yes No X No appeal permitted based on this sanction

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

Employee Signature: [Signature] Date: 9/16/21

HEADQUARTERS
4430 S. Adams County Parkway
1st Floor, Suite W5400
Brighton, CO 80601
303.654.1850

DEFECTIVE 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