



Sheriff Richard A. Reigenborn

Character • Integrity • Transparency

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MEMORANDUM

TO: Division Chief Gregory
FROM: Sergeant Timothy Jungclaus
DATE: 03/10/2022
SUBJ: Executive Summary IA2022-0006

LOCATION OF OCCURRENCE: 7321 Birch Street, Commerce City, CO 80022

DATE OF OCCURRENCE: 02/04/2022

EMPLOYEE(S) INVOLVED: Deputy Sheriff Stanley Joseph Watson

EMPLOYEE(S) SUPERVISOR: Sergeant R. Eckhardt

BACKGROUND:

On 02/04/2022, at about 1914 hours, Deputy Stanley Watson called Adams County Communications Center (ADCOM) and engaged in an angry conversation with Dispatcher [REDACTED] on a recorded line. During the course of this argument Deputy Watson cursed several times at [REDACTED] and referred to a co-worker's voice as being, "[F]aggot ass[ed]." Dispatcher [REDACTED] then attempted to deescalate the phone call, to which Deputy Watson replied that he didn't care and wanted her to take a break and call him despite the fact she had been at work for about 14 minutes. The language that Deputy Watson used was crass, commanding, and potentially intimidating considering his stature. In all, the call was one minute and nine seconds.

Deputy Watson again called ADCOM on 02/05/22 at about 0052. In this instance, Deputy Watson asked to be transferred to Channel 1. Upon being transferred, he spoke with Dispatcher [REDACTED] and demanded to speak with Dispatcher [REDACTED]. Dispatcher [REDACTED] advised Deputy Watson that Ms. [REDACTED] was not available. Deputy Watson very curtly and indirectly accused her of lying and demanded that [REDACTED] be placed on the phone. [REDACTED] advised Deputy Watson that [REDACTED] was not in the room and ended the phone call. This phone call lasted 21 seconds.

On 02/10/2022 Deputy Watson engaged in heavy radio traffic during a vehicle pursuit that was ended by Sergeant [REDACTED]. It was the determination by ADCOM staff that this radio traffic was designed to intentionally fluster Dispatcher [REDACTED] by addressing ADCOM at a pace she could not keep up with. According to [REDACTED] supervisor, [REDACTED] the interaction with Deputy Watson left [REDACTED] upset to the point where she had to have a change in her duty post.

Deputy Stanley Watson and Dispatcher [REDACTED] both admit they have had an intimate relationship in the past. Both parties have ended the relationship previously, to include in a sometimes-public fashion (*See internet screen shots in Addendum*).

Due to the nature of the phone calls and the fact that they took place during duty hours, a meeting was held at ADCOM regarding the incident. As a result of this meeting, a formal complaint was made by ADCOM to the Adams County Sheriff's Office regarding Deputy Watson's actions on that day. Also, a report was made to Commerce City Police Department regarding the incident. As of 03/15/2022 Commerce City Police Department was still waiting on a response to their filing of Harassment/Domestic Violence from the District Attorney's Office.

ALLEGATION 1.

201.1.4 COURTESY

Effective law enforcement depends on a high degree of cooperation between Sheriff's employees, the public they serve, and other public agencies. The practice of courtesy in all public contacts encourages understanding and appreciation; discourtesy breeds contempt and resistance. The majority of the public are law-abiding citizens who rightfully expect fair and courteous treatment by Sheriff's employees. While the urgency of a situation might preclude the ordinary social amenities, discourtesy under any circumstances is indefensible. The practice of courtesy by an employee is not a manifestation of weakness; it is, on the contrary, entirely consistent with the firmness and impartiality that characterizes a professional law enforcement employee.

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.

INVESTIGATION:

WITNESS: Adams County Communications Dispatcher [REDACTED]

On 03/03/2022 at 1704 hours, I conducted an interview with Dispatcher [REDACTED] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor, Suite W5400 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.

[REDACTED] told me that she has been a Dispatcher for Adams County Communications Center (ADCOM) for about 2.5 years. She advised me that she works all the police channels and that she was working on February the 4th.

Dispatcher [REDACTED] told me that she remembered very little of the incident associated with the events of 02/04/2022. She did remember speaking with Deputy Watson and that they did date. Dispatcher [REDACTED] repeatedly told me, in several different ways that she did not want to talk about Deputy Watson and that the incident was being turned into a bigger deal than it was.

Additionally, Dispatcher [REDACTED] did admit that the phone call (bringing their relationship into the workplace) was unprofessional. She did admit to dating with Deputy Watson and that they still talk even now. Dispatcher [REDACTED] said she was not offended by Deputy Watson calling her at work about personal matters. She said that his phone call did not interfere with her ability to do her job and that although she did hang up on Deputy Watson it was because she felt their personal business should not be handled in that way.

Dispatcher [REDACTED] did not think that [REDACTED] removed her from Channel 1 on that day due to her being upset. She also held that it was on a different day rather than the day in question (*see Watson DFAR on 02/10/2022*). Dispatcher [REDACTED] admitted that Watson cursed at her and that she had done "things" to make him intentionally angry. Dispatcher [REDACTED] did not know why Deputy Watson seemed angry at Deputy [REDACTED] but didn't feel as though the way that Watson spoke to her was unprofessional due to their relationship, and that it wasn't discourteous for the same reason. She did say that if another deputy had spoken to her in that way that it would have been discourteous.

Dispatcher ██████ told me that she does not have any sense of fear from Deputy Watson and that if Deputy Watson returned to work, she would be able to have a professional relationship. She also did not feel as though another incident like this would occur. She also told me that although other law enforcement had been rude or discourteous to her, those calls are not recorded whereas this one was. She also felt like the situation was, "Ridiculous," and that Deputy Watson is a, "Great cop."

WITNESS: Adams County Communications Center Supervisor ██████

On 03/03/2022 at 1904 hours, I conducted an interview with Adams County Communications Center (ADCOM) Supervisor ██████ the conference room of ADCOM at 7321 Birch St., Commerce City, CO 80022. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

█████ has worked for ADCOM for about 21 years. She is currently an operations supervisor of the dispatch floor and supervises both ██████ and ██████ She was working on 02/04/22. Prior to this incident, ██████ was aware that ██████ and Stanley Watson had been dating. ██████ did not recall anything on 2/4/22 when Deputy Watson made the phone call to ADCOM. She did say that she was alerted to the issues with Deputy Watson on a later date that she wasn't sure of.

█████ said that on the day in question (*see Watson's DFAR on 02/10/2022*), ██████ was working on Channel 1 and Deputy Watson began creating very fast radio traffic during a chase. He also wanted the call placed back in pending after his Sergeant discontinued the chase and proceeded immediately to another call issuing plate information. ██████ believes that this was done intentionally to upset ██████ because she could not keep up. ██████ also said that she wasn't sure whether Watson was doing this to provoke ██████ or not. ██████ told ██████ earlier that day she had taken a box of things to Watson's house and left them on his doorstep indicating they'd had trouble before work that day. ██████ told ██████ that she could read about their relationship problems online (*see screen shots 1 – 11*) as it was posted to Reddit.com in October of 2021 (*timeline said at 17:53*). ██████ co-worker did have to take Channel 1 and that ██████ hadn't even been able to issue back plate numbers. ██████ was able to finish out her shift (*at 15:19*) and duties after she was removed from Channel 1.

█████ told me that she did not want to interfere in ██████ and Deputy Watson's relationship, but that she felt like she had to due to it interfering with ██████ job and that there is no policy against fraternization. It was during that conversation that ██████ learned about Deputy Watson calling ██████ at work. ██████ said that phone call shocked, upset, and stunned at the aggressive and angry tone Deputy Watson used on the recorded line. She also said that Deputy Watson's demand of ██████ interfered with her job as she had to leave the channel.

█████ told me that Adams County Sheriff's Office employees do not usually speak to dispatchers in the fashion that Deputy Watson spoke to Dispatcher ██████ She said that if a dispatcher engaged in the same behavior, they would likely receive a write-up unless it proved to be an ongoing problem. ██████ is not aware of any additional problems occurring between Deputy Watson and ██████

after the night of the heavy radio traffic (02/10/2022). ██████ said that ██████ told her that Deputy Watson would never hurt her, and that she was not sure if Deputy Watson and ██████ were still talking.

██████ said that ██████ (██████ partner) has not expressed any issues associated with the incident other than Deputy Watson acting in accordance with his own normal behavior.

WITNESS: Adams County Communications Dispatcher ██████

On 03/03/2022 1933 hours, I conducted an interview with Adams County Communications Center (ADCOM) Dispatcher ██████ in the conference room of ADCOM at 7321 Birch St., Commerce City, CO 80022. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

██████ is a Dispatcher for ADCOM and has been for about four years. She works with Dispatcher ██████ and works with her, “[E]very shift.” ██████ feels like she knows ██████ very well. ██████ was working on the night of 02/04/2022, she was giving breaks to other employees. ██████ also said that they are friends who spend time together outside work (at 03:13).

██████ said that she remembered a phone call between ██████ and Deputy Stanley Watson and that ██████ had to leave the room for a little while. She did not hear anything that was said. She said that Deputy Watson’s radio traffic leading up to the time of the phone call was very busy and he was speaking fast, but that it could have been adrenaline. ██████ told me that speaking quickly on the radio channel and that it can be stressful when that occurs and that it makes relaying information slow to law enforcement.

██████ told me that ██████ and Deputy Watson have a, “Deep personal relationship,” and that they have dated. She also said that they “fight” like anyone in a relationship but haven’t ever been physical. She said that their relationship is on-again, off-again with both parties having ended the relationship at one time or another. ██████ told me that ██████ does “push buttons” and then she waits for Deputy Watson to, “[B]low up.” ██████ said that neither she nor ██████ thought the phone call with Deputy Watson was a, “[B]ig deal,” and that, “They can both say awful things to each other.” ██████ also said that both parties’ “gaslight” each other intentionally pushing each other’s buttons until the other person is enraged.

As far as ██████ is aware this is the first time this has been an issue between ██████ and Deputy Watson. Other than ██████ expressing that she wished the incident hadn’t gone as far as it did, ██████ didn’t talk much about the incident. ██████ did feel like ██████ had been crying that night.

██████ told me that when Deputy Watson called in at 0052 on 02/05/22 that Deputy Watson wanted to talk to ██████ ██████ said that Stanley confronted her as a liar and then hung up before she could. ██████ said that she was going to hang up because the matter was not work related. ██████ said that Deputy Watson was rude to her on the line. ██████ said that she has had cops be “assholes” to her before, but this was “weird” because it was personal. ██████ said that she did not feel like Deputy Watson was not going to try to hurt

██████████ or her and that she knows them well. ██████████ said that she felt like this situation was ridiculous and that she didn't think Deputy Watson should be fired.

SUBJECT: Deputy Stanley Watson

On 03/09/2022 at 1635 hours, I conducted an interview with Deputy Stanley Watson in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor, Suite W5400 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 Watson has worked for the Adams County Sheriff's Office for 8 years. He has been assigned to the Patrol Division for the last 3 years. His current supervisor is Sergeant ██████████ He was working on 02/04/2022 and 02/05/2022.

Deputy Watson told me that he did remember calling ██████████ on the dates in question. Deputy Watson told me that he called Adams County Communications (ADCOM) Dispatcher ██████████ and was trying to resolve issues that occurred earlier in the day in his, "Angry tone." He has known her for about a year and a half and describes her as a person with whom he has had an intimate relationship, but the relationship ended due to his marriage and they remained friends to the time of the interview. He told me (at 09:48) that prior to arriving at work, ██████████ had threatened to tell Deputy Watson's wife about matters between Watson and ██████████ Deputy Watson said that since he's gotten married ██████████ has been upset that Watson didn't choose her. Specifically, prior to coming on duty ██████████ had been attempting to contact him and he hadn't responded, so she threatened to tell his wife. Deputy Watson told me (at 23:38) that ██████████ had previously sent his wife screen shots of his messages to his wife and posted it on the internet. Watson said (at 26:41) that on the day of the argument (02/04/2022) ██████████ had called him and said that she was going to tell his wife that they had still been talking in an attempt to ruin his marriage. Watson said that ██████████ had been texting him and messaged him several times without him responding (due to him being busy) and that in response to him not texting her back she told him that she would just contact his wife. I asked Deputy Watson (at 28:13) if he thought that ██████████ did that because it would force him to call her and he said, "Absolutely." Watson said that he was trying to put the issue aside to focus on work, but he heard ██████████ laugh at Deputy ██████████ and he lost his patience.

Deputy Watson told me (at 21:07) that he started dating ██████████ in February of 2021. He started dating her after he had already proposed to his wife. He ended the relationship in October of 2021 because of his decision to get married. Specifically, it was within weeks of the marriage.

Deputy Watson said that he did call ADCOM and he was angry. Watson told me that he does not normally talk to dispatchers when he calls ADCOM. He told me that he did also speak with ██████████ He does not believe that he was being courteous and that the recorded lines are not for personal matters.

Deputy Watson told me (at 11:56) that he felt like it was normal for couples to curse at each other depending upon how angry they are.

Deputy Watson told me that he did seem upset about Deputy ██████ in the phone call. Deputy Watson did not believe that Deputy ██████ is a homosexual but called him a “faggot” without intending to relate to his sexual preference as it is a term he uses when he is angry at someone. He said that he also did not intend to be discriminatory in his language.

Deputy Watson said that he “never” intentionally circled ADCOM. He said that he usually works district 4 and that it is not a large district. He also went on to explain that he would not benefit from circling ADCOM as there is no opportunity for him to see ██████ He also explained that they continue to talk every day and that they have talked about the case. He said that ██████ has been keeping him updated about what has been going on procedurally with the case. Deputy Watson said that he has not talked about the case and has not issued any instructions to ██████

Deputy Watson said he did not realize the night of the chase (02/10/2022) that ██████ was working. He said that it was because he was busy and the traffic on the radio was due to the circumstances of what was occurring. He said that it was just because he was trying to do his job.

Deputy Watson told me that he did not believe his behavior on 02/04/2022 rose to the level of domestic violence. He said that Commerce City Police have only contact him one time and it was on 03/03/22 by Detective ██████ The conversation ended with Deputy Watson referring the detective to his attorney.

Deputy Watson feels as though he feels he has learned something from this incident. He said that he does not feel as though ██████ is a danger to him and that he believes they can carry on in a professional manner in the future.

End of Interviews