It is the policy of the Sheriff’s Office to investigate complaints and allegations of misconduct made against Sheriff’s Office employees in a timely manner, thoroughly and impartially, with the goal of reaching an appropriate resolution in every case. Allegations are categorized and assigned for investigation based on 1) the seriousness of the allegation, and 2) the potential for the dispensation of major discipline versus a milder form of corrective action.

An Accident Review (AR) investigates damage to county vehicles. Minor misconduct allegations are designated as a Supervisory Review (SR). Typically, the involved employee’s direct supervisor investigates and determines the resolution of SR investigations. Corrective action for minor misconduct cases most often involves coaching, counseling, retraining and/or an official reprimand. Serious allegations are designated Internal Affairs (IA) investigations. Serious disciplinary action can take many forms, but typically involves a letter of reprimand, suspension without pay, or termination.

2018 In Review

72 Investigations

164,080 calls answered by dispatch staff
56,469 patrol contacts
1,179 cases assigned to detectives
215,432 court security visitors screened
8,722 bookings at the Boulder County Jail
4,007 record requests
It is the policy of the Boulder County Sheriff’s Office to maintain a process for investigating allegations of employee misconduct with the goal of reaching an appropriate resolution to every complaint.

Investigations By Division

Dispositions

A disposition, or investigation outcome, is reached upon investigation conclusion, and executive review.

**Exonerated:** The facts of the allegation(s) is/are not in dispute; however, the employee’s conduct was reasonable and appropriate given the circumstances.

**Inconclusive:** The investigation did not produce sufficient evidence to either prove or disprove the allegation(s).

**Substantiated:** The investigation supports the allegation(s) in full, or in part.

**Unfounded:** The allegation was false, disproved and/or unsupported by the evidence.

Accident Reviews dispositions are:

- **At Fault, Preventable - Referred for Disciplinary Action**
- **At Fault, Preventable - No Disciplinary Action**
- **At Fault, Non-Preventable**
- **Not At Fault**
District Attorney Notifications

None required.
DA notification is required when an allegation of deputy untruthfulness is substantiated.

Investigation Origins

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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<tbody>
<tr>
<td>Accident Reviews</td>
<td>19</td>
</tr>
<tr>
<td>Externally Sourced Allegations</td>
<td>20</td>
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<tr>
<td>Work Performance Complaints</td>
<td>33</td>
</tr>
</tbody>
</table>

Accident Reviews 19

Dispositions
12 - At fault, preventable. No disciplinary action.
5 - Not at fault.
2 - At fault, non-preventable.

Externally Sourced Allegations

<table>
<thead>
<tr>
<th>Status</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>Void</td>
<td>1</td>
</tr>
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<td>9</td>
</tr>
<tr>
<td>Substantiated</td>
<td>4</td>
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<tr>
<td>Inconclusive</td>
<td>1</td>
</tr>
<tr>
<td>Exonerated</td>
<td>4</td>
</tr>
</tbody>
</table>

Substantiated allegations resulted in the following outcomes:

Two instances of performance notations in employee working files for inclusion in the annual employee evaluation.

One resignation prior to the imposition of discipline.

One termination.
Work performance related investigations accounted for the largest portion of investigations. Examples of performance investigations include: inaccurate recording of hours worked, accidental discharge of a Taser or firearm, failure to report for duty, failure to maintain required certifications, inability to perform assigned duties, and workplace behavior beyond the boundaries of professional conduct.

**Work Performance Dispositions**

- **Exonerated** indicates the allegation is not in question, but the action is deemed reasonable under the circumstance.
- **Inconclusive**
- **Substantiated**
- **Unfounded**
- **Ongoing investigations**

**Discipline of Substantiated Performance Allegations**

13 - **Performance notations** remain in an employee’s working file for one year, and are incorporated into the employee’s annual performance evaluation.

7 - A **letter of reprimand** remains part of an employee’s personnel file for the duration of employment, and generally prevents an employee from applying for promotion, or for an internal job posting for up to 12 months from the date of the reprimand.

6 - **Termination**.

2 - **Exonerated** indicates the allegation is not in question, but the action is deemed reasonable under the circumstance.

2 - **Resignation**.

1 - **Suspension** is a disciplinary action of involuntary time off without pay.

1 - **Unfounded** indicates the allegation was false, disproved, or not supported by the evidence.

1 - **Ongoing investigation**.