

2017 BOULDER COUNTY SHERIFF'S OFFICE

INTERNAL INVESTIGATIONS



**SINCE 1861,
SERVING THE
PUBLIC SAFETY
NEEDS OF
BOULDER COUNTY,
COLORADO
RESIDENTS AND
VISITORS.**

**3 ACCIDENT
REVIEWS**

**36 SUPERVISORY
REVIEWS**

**9 INTERNAL
AFFAIRS**

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.

2017 In Review

48 Investigations

165,162 calls handled by dispatch staff

60,000 patrol and animal control contacts

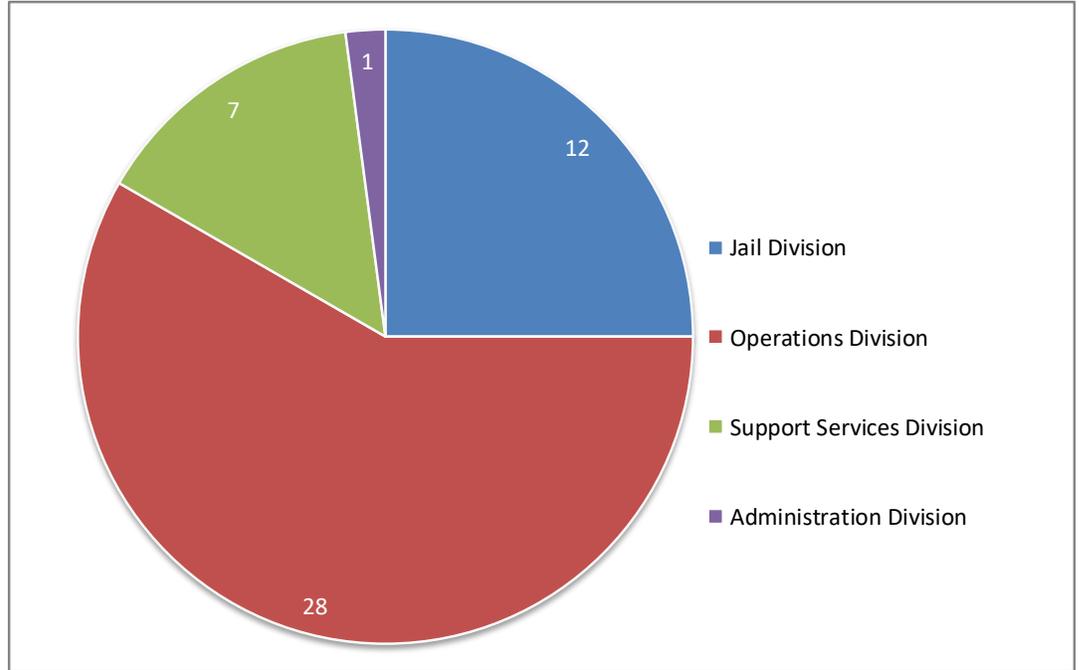
968 cases assigned to detectives

218,980 court security visitors screened

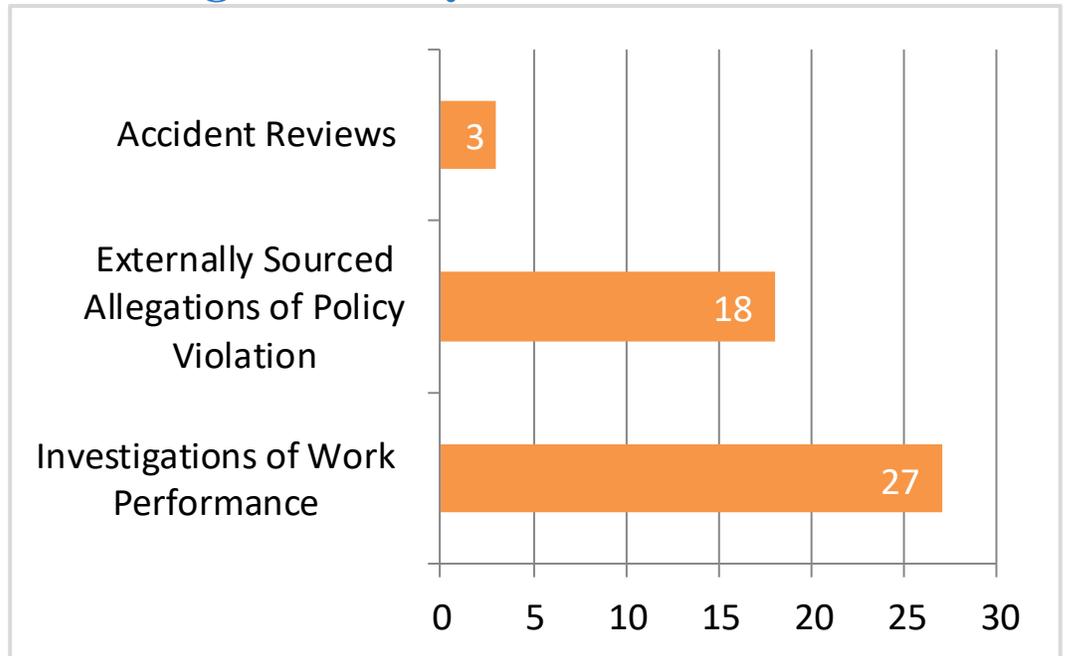
8,540 bookings at the Boulder County Jail

Investigations By Division

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 Source



Work performance related investigations accounted for the largest portion of investigations. Examples of performance investigation include: failure to properly record hours worked, neglecting duties through excessive cellphone use, insubordination, accidental discharge of a Taser (3) or firearm (2), failure to report for duty, and workplace behavior beyond the boundaries of professional conduct.

Investigation Results

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

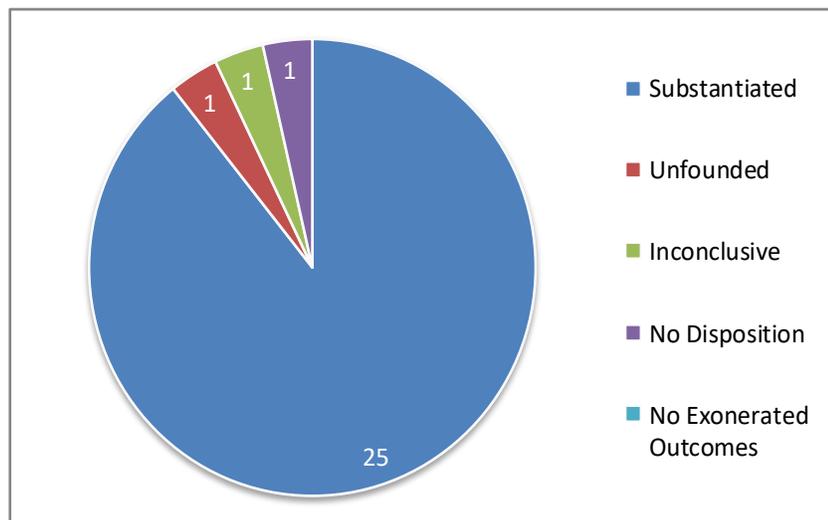
Exonerated: The facts of the allegation(s) is/are not in dispute; however, the employee's conduct was reasonable and appropriate given the circumstances.

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.

Performance Investigations- 27

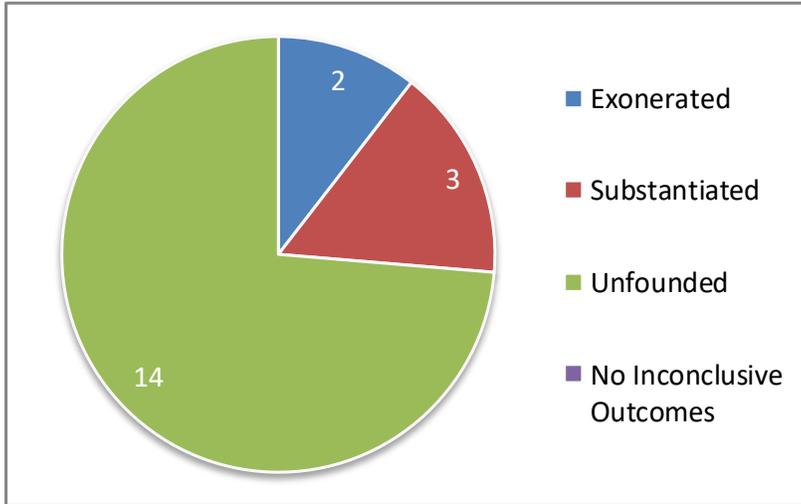


Consequences of Investigation Outcomes

- 1 Termination
- 4 Resignations
- 7 Letters of reprimand
- 2 Performance agreements
- 1 Probation status
- 6 Notations for annual evaluations
- 7 Coaching
- 2 Requirements for additional training
- 1 No discipline (unfounded)

One investigation was substantiated in part, and unfounded in part. Discipline may involve multiple approaches.

Externally Sourced Investigations - 18



One investigation substantiated in part, and unfounded in part.

Consequences of Substantiated Allegations

- 2 Performance notations for annual evaluation.
- 1 Supervisor coaching.

ACCIDENT REVIEWS - 3

Investigation Outcomes

- 1 Substantiated disposition resulting in a letter of reprimand.
- 2 Other driver at fault, no discipline.

District Attorney Notifications

None required