

Chief Deputy Campbell:

This correspondence shall serve as notice, as required under *Loudermill*, that I will be recommending to the General Government Committee that you be suspended from duty without pay for three days for violations of Department Policies 315.3.5 and 1004.3. The reasons for this decision are explained below. You will be given the opportunity to present your side of the story, correct any factual mistakes, and address my recommendation with me.

In addition to the above recommendation, I will be taking the following action:

- You will also be receiving a written reprimand, permanently entered into your personnel file.
- You will be required to undergo an approved remedial management training (at the county's expense) within six months unless a suitable course cannot be found within that time.
- You will undergo performance reviews - the first will be approximately six months after receipt of this notice, the second six months after that, and then annually from there unless circumstances change.
- You will temporarily be assigned to patrol duty for four full months (approved release time does not count towards the four months) on the Pittman Schedule, under the following conditions:
 - You will remain at 75 hours per pay period (Example: Five 11-hour shifts and two 10-hour shifts = 75.0 hours)
 - Shifts typically start at 2:00 PM (subject to reasonable changes)
 - You will wear your full duty uniform and used a marked patrol vehicle
 - You will be referred to as "Deputy Sheriff" during the four months on patrol
 - You will use Badge #27 during your four months on patrol
 - You will work with the duty supervisor [or OIC], but directly report to Lieutenant Crume
- Finally, this notice shall serve as the formal warning that any further violation of department policy will be grounds for more severe action, including demotion, suspension or termination and that if you violate the enumerated policies again I will recommend immediate termination.

Notice of Charges

You were placed on administrative leave on January 20, 2023, pursuant to a complaint from former [REDACTED]. In her complaint, a copy of which was provided to you on January 31, 2023, [REDACTED] alleges that during a private conversation in your office you made statements that she alleges violate department policies on harassment and retaliation. Specifically, she states that you made comments about her support for my opponent in the recent sheriff's election. While you may have intended this to be a productive discussion

regarding comments you allege overhearing [REDACTED] making about me, she reports feeling harassed, intimidated, and retaliated against for her support of my opponent. Additionally, [REDACTED] alleges that you made statements regarding the investigation which occurred last year, including accusing her of sharing private appointments from your calendar. As a result of this interaction, [REDACTED] indicated she would no longer be comfortable being alone with you and would want another staff member present if ever there was a need for you to have such a conversation again. After this incident, [REDACTED] departed the department, though it is not clear how much of her decision was impacted by this event.

The above incident is a violation of Sections 1004.3 and 315.3.5 of the Policy Manual, which you received on March 27, 2016. The meeting, subsequent interactions and [REDACTED] reported reactions to them shows that you engaged in an act of intimidation against her due to her perceived participation in an investigation against you and for engaging in a protected activity; specifically the perceived support of a political candidate.

It is acknowledged that aside from the meeting itself no adverse action against [REDACTED] was reported.

Explanation of Evidence

In developing my recommendation, I reviewed the following evidence or undertook the following investigations:

1. Reviewed the complaint of [REDACTED]
2. Reviewed office video from the date of the incident
3. Interviewed Chief Deputy Nathan Campbell
4. Interviewed [REDACTED]
5. Interviewed [REDACTED]
6. Interviewed [REDACTED]
7. Interviewed Vicky Inman

I look forward to a swift resolution of this matter so that we can put it behind us.

Sincerely,



Roy Torgerson
Vernon County Sheriff

03-09-2023