

EL PASO  **COUNTY**
COLORADO

COMMISSIONERS
DENNIS HISEY (CHAIR)
AMY LATHEN (VICE CHAIR)

SALLIE CLARK
DARRYL GLENN
PEGGY LITTLETON

May 14, 2014

Sheriff Terry Maketa
Office of the El Paso County Sheriff
27 E. Vermijo
Colorado Springs, CO 80903

Dear Sheriff Maketa:

On May 12, 2014, members of the Board of County Commissioners (Board) received a letter from three County employees which requested that the Board initiate an investigation into activities at the Sheriff's Office. The letter specifically included a request for an investigation by the Board into complaints surrounding hostile and threatening work environment and sexual discrimination in the workplace. The Board also received information that the employees had filed complaints with the Equal Employment Opportunity Commission.

This letter clearly defines the intent and direction of the Board of County Commissioners with respect to these allegations.

First and foremost, the public and all County employees must be reassured that County policies and practices expressly prohibit workplace discrimination, harassment and hostility, and such activities are not tolerated in the workplace. Allegations of such conduct made by County employees—especially those which may result in lawsuits that could cost the taxpayers tens of thousands of dollars to defend—must be taken seriously.

Second, and equally important, County procedures contemplate that once allegations are made which may be contrary to County policies, a swift and thorough investigation of the facts at the direction of the County must take place. Consistent with the customary practices and in order to avoid any appearance of partiality, the Board has directed the County Attorney's office to immediately engage the services of an "outside" counsel or independent agency to investigate the employment related claims. Your cooperation and that of your staff to bring this matter to quick resolution are both anticipated and appreciated.





According to media reports on May 13 2014, the employees who filed the complaints have been placed on administrative leave for alleged violation of EPSO policies. The Board respects your role as an Elected Official and the laws which allow sworn personnel to serve "at the pleasure of the Sheriff." However, to the extent that you become aware that any member of your command staff is alleged to have violated EPSO policies, the Board strongly encourages you to apply the EPSO administrative leave policy consistently pending further investigation.

Again, thank you in advance for your cooperation in these important matters.

Regards,

Dennis Hisey – Chair
Commissioner, District 4

Amy Lathen – Vice Chair
Commissioner, District 2

Sallie Clark
Commissioner, District 3

Darryl Glenn
Commissioner, District 1

Peggy Littleton
Commissioner, District 5