

MARICOPA COUNTY SHERIFF'S OFFICE

Written Reprimand

Name of Employee Deputy C. Butts

Serial Number S1923

District: Six

Division Patrol Bureau

Date of Report August 17, 2010

Deputy Butts, on June 20, 2010, you were given a direct order by your supervisor, Sergeant A. Romer, to remain in your patrol beat while on duty in District VI in the Town of Queen Creek. You were given this order after it was learned you had left the town on a number of occasion to attend to personal business without permission. On June 21, 2010 your supervisor learned you again left your beat and District VI to eat breakfast at Phoenix Gateway Airport in Mesa. Afterwards, you and your supervisor met with Captain D. Proto, the District Commander, regarding your conduct and insubordination. You were again directed to stay in your beat with the understanding there would be consequences for leaving again without permission or a legitimate purpose.

While patrolling your beat on the morning of July 4th, 2010, you made a traffic stop and issued a warning to a female motorist for a criminal speeding violation. Coincidentally, you ran into the same woman and engaged her in personal conversation during your lunch break. Later in the day, you took the initiative to abandon your beat and seek contact with this same female at her home. You admitted to being out of your beat during this contact for approximately twenty minutes while you talked to her in her driveway. The complainant stated you visited with her for approximately an hour and initiated uncomfortable, private conversation which led to her making a formal complaint. While investigating this complaint, it was determined that between July 4th and July 5th, you abandoned your beat four additional times while on patrol in attempts to re-contact the complainant. By ignoring the directives given to you by both your supervisor and commander, multiple times, you have been grossly insubordinate.

During your contact with the complainant at her home on July 4th, you asked her intrusive, non-law enforcement related questions and engaged in personal conversation beyond a professional level. She stated her trust in you was violated by this contact. You admitted your conversation may have left her the impression you intended to join her after duty for socialization, specifically to watch fireworks. You conducted no legitimate business while at her residence. You also admitted you were flirtatious, as was she, and realize that you should not have gone to her house. Yet you returned to her home numerous times during the next two days, including three occasions in your personal vehicle. Your actions include parking on her street waiting for her, driving the neighborhood looking for her, and knocking on her door/ringing her doorbell while she was hiding inside. On one occasion you looked into her home through a window, which in her words, caused her to feel "violated." These actions reflected very negatively on yourself and the Maricopa County Sheriff's Office.

On August 9, 2010, you once again left your beat to meet and have a personal conversation with Deputy Trinka in District I. You drove to a location six miles outside the Town of Queen Creek. Despite your assertion that you were in close proximity to the District during this meeting, the fact is your response time to any potential emergency in the Town of Queen Creek was severely compromised by another unauthorized absence from your assigned area of responsibility. Furthermore, you discussed details of the administrative investigation concerning the complaint against you despite being served with Notice of Investigation/Garrrity Warnings by Sergeant Romer that you signed on July 26, 2010. Once again, you willfully ignored orders.

Deputy Butts, you failed to weigh the consequences of your actions. At the Maricopa County Sheriff's Office, when you are issued orders, verbal or written you are expected to carry or follow those orders. You

are also expected to follow Critical Policies as they relate to your conduct and performance. You **have not**.

You have attempted to mitigate your actions due to your marital issues, stating that being temporarily separated from your wife caused you to have a lapse in judgment. This is an understatement. Your **actions** concerning this matter are quite simply, unacceptable under any conditions. They are grounds for **discipline** and possible termination.

Consequently, you are being issued this Written Reprimand for violation of the following policies. They are as follows:

CP-2.3.A- Unbecoming Conduct and Public Demeanor: *Employees shall conduct themselves at all times, both on- and off-duty, in such a manner as to reflect favorably on the Office. Unbecoming conduct shall include disorderly conduct, and activities that conflict with, or have the potential to conflict with, Office duties; tend to bring the office into disrepute; reflect discredit upon employees as members of the office; or tend to impair the operation and efficiency of the Office or any of its employees.*

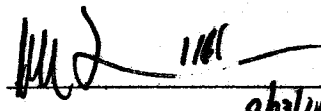
CP-2.11.C- Performance or Dereliction of Duty: *While on duty, employees shall not engage in any activities or personal business, including personal phone calls, which would cause them to neglect or be inattentive to duty.*

CP-2.29.B.7- Incompetence/failure to Meet Standards: *Unauthorized absence from the assigned area of responsibility during a tour of duty*

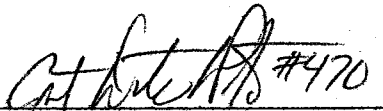
CP-2.30- Insubordination- *the willful refusal to obey a reasonable and lawful order. A reasonable and lawful order given to a subordinate will be followed regardless of the method of conveyance, as governed by Policy GB-2, Command Responsibility. The willful failure to obey orders constitutes grounds for discipline, and possible termination.*

In addition to this reprimand, your off-duty work privileges are suspended for the next 60 consecutive days.

Future similar conduct may result major disciplinary action.


Sgt. A. Romer #1161
8/23/10 09/11/10

Patrol Supervisor


Captain D. Proto #470

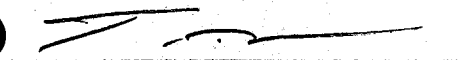
District/Division Commander

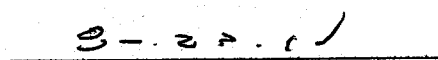


Deputy Chief F. Munnell #696

Bureau Commander

I acknowledge receipt of this written reprimand and understand that it will be placed in my Personnel File.


Employee


Date