

Sergeant [REDACTED]  
Division of Patrol  
North County Precinct

Sergeant [REDACTED]:

I have determined that cause exists for me to consider whether you should be discharged as an employee of the St. Louis County Police Department. The basis and reasons I believe discharge may be warranted are as follows:

On February 9, 2012, during your tour of duty, you responded to the Village of Hanley Hills Court where you came into contact with the records clerk identified as [REDACTED]. During your interaction with Ms [REDACTED] she alleged you engaged in unprofessional conduct; specifically "rubbing" her arm and soliciting information regarding her personal life. The encounter made her feel uncomfortable and was subsequently reported to employees of this Department resulting in a complaint of misconduct.

On February 21, 2012, you responded to the Bureau of Professional Standards for an interview in response to the allegations. You were interviewed by the Bureau Commander, Lieutenant M. O'Neill, DSN 2499 and Bureau Investigator, Sergeant L. Tate, DSN 2421. During the interview, you adamantly denied any physical contact with Ms [REDACTED]. You also indicated in an Inter Office Memorandum addressed to your Division Commanding Officer that "In no manner did I touch [REDACTED] as stated in Sergeant [REDACTED]'s complaint against me. I had no reason to touch [REDACTED]." Taking into account the severity of the complaint and the discrepancies in your version of events, you were ordered to participate in a polygraph examination.

On March 13, 2012, you responded to the office of the Department Polygraph Examiner. During the pre-test phase of the examination you changed your statement as to your previous denials; namely, acknowledging "touching" Ms [REDACTED] on her arm. You admitted you lied during the Bureau of Professional Standards interview.

Your employment is subject to the St. Louis County Police Department Code of Conduct and Discipline.

#### **PRE-TERMINATION LETTER**

The Bureau of Professional Standards has recommended termination based on the information herein stated. I believe that termination may be warranted under these circumstances. Accordingly, this letter is a pre-termination letter. However, before I make a final decision in this matter, you shall have five days in which to reply to this matter, either orally or in writing. Your reply should set forth the reason why termination should not be considered. You may meet with me to make your reply. At that time, you may have legal counsel present.

After I have reviewed all of the information provided to me, including your response, if you take advantage of the opportunity to respond, I will either; terminate you, or refer the matter back to the Bureau of Professional Standards for further review.

Colonel Timothy E. Fitch  
Chief of Police

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*Acknowledgment of Receipt*