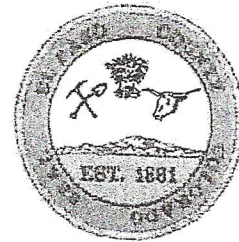


# El Paso County Sheriff's Office



## INTRA-OFFICE MEMORANDUM

**TO:** Lieutenant William Huffor #04046  
**FROM:** Commander Rob King #88010  
**DATE:** 01/20/17  
**SUBJECT:** Letter of Counseling / Personnel Investigation: PS2016-107

After a review of this personnel investigation, it was determined by your chain of command you have violated El Paso County Sheriff's Office Policy as indicated below:

**313 (IV)(A)(15): Conduct Unbecoming**

**Sustained**


Your conduct during interactions with Deputy [REDACTED] while well intentioned, ultimately did not reflect favorably on the Sheriff's Office. It was not appropriate to privately counsel a visibly angry and upset female subordinate. While you feel it was bold leadership, in hindsight I hope you would agree you have subjected yourself and the Office to unnecessary and avoidable challenges and potential liability. The statement you made to Deputy [REDACTED] "People might think we are doing something in here" implies immoral, indecent or lewd behavior regardless of whether it was true or meant as a joke. It was not proper to call a young female deputy out of her assigned ward to your office leaving another deputy to work two wards when the reason you wanted to see her had nothing to do with work. You should not have shared your personal opinions regarding Deputy [REDACTED] with Deputy [REDACTED]. In doing so, you have failed to afford Deputy [REDACTED] the courtesy and respect he is entitled as a member of our Office. Your statements about Deputy [REDACTED] were disrespectful and subversive and had no bearing on the matter. While I applaud your eagerness and willingness to engage and mentor your subordinates, I can't support some of your decisions in handling this situation.

This is a serious violation of El Paso County Sheriff's Office Policy and not what we expect of a mid level manager. Please do not allow similar events to occur in the future.

A copy of this Letter of Counseling will be placed in your Professional Standards and Personnel Files. You will also be required to attend training specific to supervisor roles and responsibilities.

Future events of a similar nature will be dealt with in the spirit of progressive discipline which could range from another letter of counseling up to and including termination.

RWK/rk

  
Member's Acknowledgement

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719-520-7144



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