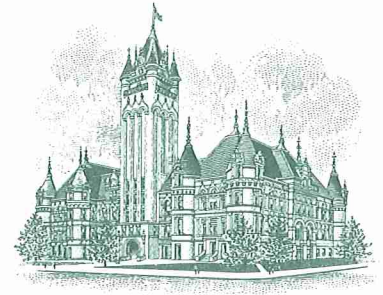




## Spokane County Sheriff's Office

### Ozzie D. Knezovich, Sheriff



*"In partnership with the community - Dedicated to your safety"*

Memo: Sex on Duty and Falsification of Official Records

To: All Sheriff's Office Personnel

Date: June 2, 2014

As much as I dislike shotgun memos and I know that the vast majority of you do not need to be told this, I have been advised by my legal advisor that it is necessary to deal with the following two topics in light of the recent arbitration decision. This memo is to ensure that there is no possibility that the situations involving both of these issues will ever be seen as precedent setting.

Contrary to the arbitrator's view and the view of some in our agency that sex on duty is a minor rule violation, sex on duty is a breach of not only the public trust but also it is a breach of our code of ethics, core values, officer safety, etc. Therefore, anyone found through an investigation and as provided for in the Deputy Sheriff's Bill of Rights, to have violated office policies regarding engaging in sexual relations on duty will be terminated.

In regard to the intentional falsification of official records and/ or intentionally providing false information of material fact in an official law enforcement process to including but not limited to reports, investigations, interviews, IA investigations, etc., this conduct will not be tolerated in the Spokane County Sheriff's Office. Anyone found through the same process mentioned above to have committed this type of conduct is subject to termination from employment.

I know and understand that the vast majority of you do not think this type of conduct should be tolerated at our agency. The majority of us entered our profession because we believed we were fulfilling an important role in our society, the protection of our citizens. We are looked up to and known as the County's finest because we hold ourselves to and acknowledge that we are to be held to higher standards. Most of us believe this, and it is for those who wish to wear their badges with honor that I am stating what for most is obvious, sex on duty and providing false information commonly known as lying will not be tolerated.

For those of you who do the job right and represent our agency and citizens well I thank you for your efforts.

A handwritten signature in black ink, appearing to read "Ozzie D. Knezovich".

Sheriff Ozzie Knezovich