

Florence Police Department

600 W 3rd, Florence, CO 81226



ACCESS RESTRICTIONS

SEALED INTERNAL INV

ACCESS RESTRICTIONS

SEALED INTERNAL INV

Offense / Incident Report

Report Date 09/01/2021 1139	Type of Incident STALKING 18-3-602	Complaint No. 2021-1177	Case Status ARREST
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Occurred on **07/22/2019 0000** to **09/01/2021 0000**

Incident Location

Street Address	City FLORENCE	State CO	Zip Code 81226
Sector	Precinct	Geo	Ward
Neighborhood	Jurisdiction	Latitude	Longitude
			Primary Location
			Secondary Location

Dispatch Information

Received Date / Time	Call Received Via	Dispatched Date / Time	Call Dispatched As
Arrived Date / Time	Departed Date / Time	Offense Category OFFENSES AGAINST PERSON	TTY Ref.#
			TeleType Operator

Officers

ID	Name	Role	Primary	Arrived Scene	Departed Scene
FPD52	Det Jeff Worley	REPORTING	<input checked="" type="checkbox"/>		
FPD52	Det Jeff Worley	INVESTIGATOR	<input type="checkbox"/>		
FPD33	Det Alex Wold	INVESTIGATOR	<input type="checkbox"/>		
FPD52	Det Jeff Worley	BOOKING	<input type="checkbox"/>		

Offenses

Charge	Cause Number	Local Code	Jurisdiction	State Statute Type/Class	State Charge Code	Category
STALKING 18-3-602		18-3-602	CITY OF FLORENCE	18-3-602		OFFENSES AGAINST PERSON
UNLAWFUL ACTS			CITY OF FLORENCE	44-3-901(1)(B)(
SEXUAL CONTACT-UNLAWFUL 18-3-404		18-3-404	CITY OF FLORENCE	18-3-404		UNLAWFUL SEXUAL BEHAVI

Offense / Incident Narrative



2021-1177.a52_pdf.pdf

Property

Quantity	Description	Make	Model	S/N	Ref. No.	Prop Status	Recovered ID/Date	Disposition	Value
1.00	INTERVIEW WITH					OTHER			

Reporting Officer **FPD52 Det Jeff Worley**

Approving Officer (1) **FPD03 Chief Shane Prickett**
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Quantity	Description	Make	Model	S/N	Ref. No.	Prop Status	Recovered ID/Date	Disposition	Value
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
	9/8/21								
1.00	INTERVIEW WITH					OTHER			
	9/8/21								
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
	9/9/21								
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
	9/14/21								
2.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
	9/14/21								
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
1.00	INTERVIEW WITH					OTHER			
	9/22/21								
1.00	INTERVIEW WITH					OTHER			
	10/11/21								
1.00	INTERVIEW WITH					OTHER			
	10/13/21								
1.00	INTERVIEW WITH					OTHER			
	10/19/21								
28.00	PATTERSON WORK					OTHER			
	NOTEBOOKS								
	DOCUMENTS FROM					OTHER			

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Quantity	Description	Make	Model	S/N	Ref. No.	Prop Status	Recovered ID/Date	Disposition	Value
1.00	TEXTS TO CELL EXTRACTION IN EXCEL SPRDSHT					OTHER			
1.00	TEXTS TO SCREENSHOTS					OTHER			
1.00	TEXTS TO - SCREENSHOTS					OTHER			
1.00	TEXTS TO SCREENSHOTS					OTHER			
1.00	TEXTS TO - PHOTOS					OTHER			
1.00	1ST PRETEXT BETWEEN AND PATTERSON					OTHER			
1.00	2ND PRETEXT BETWEEN AND PATTERSON					OTHER			
1.00	PHOTO OF FLORENCE 4TH OF JULY T-SHIRT					OTHER			
1.00	INTERVIEW WITH 11/22/21					OTHER			
1,123.00	PATTERSON FB ACCOUNT RECORDS 11/17/2021					SEIZED			

Number of Line Items	29		Total Value	0.00
Number of Recov. Items	0		Total Recov. Value	0.00

Victim / Person

Name (Last First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F		36	N	[REDACTED]	
<input type="checkbox"/> Injured	Medical Care Sought	Treatment Location	Treatment Disposition	<input type="checkbox"/> Willing to Prosecute	Relation to Suspect EMPLOYEE		
	Other Injury						

Addresses

Type	Street Address	City	State	Zip Code	Country
		FLORENCE	CO	81226	USA

Email Addresses

Type	Email Address
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Drivers License	Type	State	Expires	Restrictions	Marital Status DIVORCED	Resident Status R	Ethnicity N	Language
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Victim / Person

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
<input type="checkbox"/> Injured	Medical Care Sought	Treatment Location	Treatment Disposition	<input type="checkbox"/> Willing to Prosecute	Relation to Suspect EMPLOYEE		
Other Injury							

Addresses

Type	Street Address	City FLORENCE	State CO	Zip Code	Country USA
------	----------------	-------------------------	--------------------	----------	-----------------------

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
------	---------------

Drivers License	Type	State	Expires	Restrictions	Marital Status DIVORCED	Resident Status R	Ethnicity U	Language
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Victim / Person

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
<input type="checkbox"/> Injured	Medical Care Sought	Treatment Location	Treatment Disposition	<input type="checkbox"/> Willing to Prosecute	Relation to Suspect EMPLOYEE		
Other Injury							

Addresses

Type	Street Address	City FLORENCE	State CO	Zip Code 81226	Country USA
------	----------------	-------------------------	--------------------	--------------------------	-----------------------

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
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Drivers License	Type	State CO	Expires [REDACTED]	Restrictions	Marital Status	Resident Status	Ethnicity	Language ENGLISH
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Physical Description

Height	Weight	Build	Skin Color	Complexion	Eyes	Type of Eyewear	Place of Birth	State
							City	State

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Hair	Hair Length	Hair Style	Beard	Mustache	Side Burns	Mannerisms	Country

Victim / Person

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
<input type="checkbox"/> Injured	Medical Care Sought	Treatment Location	Treatment Disposition	<input type="checkbox"/> Willing to Prosecute	Relation to Suspect EMPLOYEE		
Other Injury							

Addresses

Type	Street Address	City	State	Zip Code	Country
		CANON CITY	CO	81212	USA

Phone Numbers			Email Addresses					
Type	Phone	Ext/PIN	Type	Email Address				
CELL								
Drivers License	Type DRIVERS	State CO	Expires [REDACTED]	Restrictions	Marital Status DIVORCED	Resident Status R	Ethnicity N	Language ENGLISH

Physical Description

Height	Weight	Build AVERAGE	Skin Color WHITE	Complexion FAIR	Eyes	Type of Eyewear	Place of Birth	
							City	State
Hair	Hair Length	Hair Style	Beard	Mustache	Side Burns	Mannerisms	Country	

Employment

Company Name	Job Title	Schedule
Street Address		
	City FLORENCE	State CO
	Zip Code 81226	Phone No.
		Ext

Victim / Person

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
<input type="checkbox"/> Injured	Medical Care Sought	Treatment Location	Treatment Disposition	<input type="checkbox"/> Willing to Prosecute	Relation to Suspect		
Other Injury							

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Addresses

Type	Street Address	City	State	Zip Code	Country
		CANON CITY	CO	81212	FREMONT

Phone Numbers

Type	Phone	Ext/PIN
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Email Addresses

Type	Email Address
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Aliases

Last Name	First Name	Middle Name	Suffix	SSN	DOB
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Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
		CO			WIDOWED	N	N	ENGLISH

Physical Description

Height	Weight	Build	Skin Color	Complexion	Eyes	Type of Eyewear	Place of Birth	
			WHITE	FAIR			City	State
Hair	Hair Length	Hair Style	Beard	Mustache	Side Burns	Mannerisms	Country	
			NA	NA	NA	CALM	USA	

Education

Read/ Write	Institution	Last Grade Completed	Status
<input checked="" type="checkbox"/>			

Identification Numbers

Local PD #	Local SO #	State #	Military ID #	Branch	Rank
FBI #	NCIC #	DOC #	Passport ID #	Type	Issued By
			Alien Req.	Type	Issued By
					Exp. Date

Employment

Company Name	Job Title	Schedule
Street Address	City	State
	CANON CITY	CO
		Zip Code
		81212
		Phone No.
		Ext

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Witness

Name (Last First Middle Suffix)	Race U	Sex M	DOB	Age	Juvenile	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
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Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
						N	U	

Witness

Name (Last, First Middle Suffix)	Race	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State	Zip Code	Country
		FLORENCE	CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
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Drivers License	Type	State CO	Expires	Restrictions	Marital Status MARRIED	Resident Status R	Ethnicity N	Language ENGLISH
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Witness

Name (Last, First Middle Suffix)	Race	Sex F	DOB	Age	Juvenile	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
------	---------------

Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status U	Ethnicity U	Language
-----------------	------	-------	---------	--------------	----------------	----------------------	----------------	----------

Witness

Name (Last First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

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Phone Numbers					Email Addresses				
Type	Phone	Ext/PIN			Type	Email Address			
CELL									
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language	
						U	N		

Witness									
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker		
	W	F			N				

Addresses									
Type	Street Address			City	State	Zip Code	Country		
				FLORENCE	CO		USA		

Phone Numbers					Email Addresses				
Type	Phone	Ext/PIN			Type	Email Address			
CELL									
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language	
					MARRIED	N			

Witness									
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker		
	W	F			N				

Addresses									
Type	Street Address			City	State	Zip Code	Country		
				FLORENCE	CO		USA		

Phone Numbers					Email Addresses				
Type	Phone	Ext/PIN			Type	Email Address			
CELL									
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language	
						R		ENGLISH	

Witness									
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker		
	W	F			N				

Addresses									
Type	Street Address			City	State	Zip Code	Country		
					CO		USA		
HOME						CO			

Phone Numbers									
Type	Phone	Ext/PIN							
CELL									
WORK									

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Email Addresses

Type	Email Address
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Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
		CO	06/15/2014			N	U	ENGLISH

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	U	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
------	---------------

Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
	DRIVERS	CO			MARRIED	R	U	ENGLISH

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
		FLORENCE	CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
------	---------------

Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
		CO				R	N	

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers

Type	Phone	Ext/PIN
CELL		

Email Addresses

Type	Email Address
------	---------------

Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
		CO			MARRIED	N	N	ENGLISH

Witness

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Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
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Addresses				Phone Numbers				Email Addresses				
Type	Street Address	City		State	Zip Code	Country		Type	Phone	Ext/PIN	Type	Email Address
				CO		USA		CELL				
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language				
	DRIVERS	CO		00		R	N	ENGLISH				

Witness												
Name (Last, First Middle Suffix)												
Race W Sex F DOB Age Juvenile N SSN [REDACTED] Moniker												

Addresses												
Type	Street Address	City		State	Zip Code	Country						
				CO		USA						

Phone Numbers				Email Addresses								
Type	Phone	Ext/PIN	Type	Email Address								
CELL												
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language				
	DRIVERS	CO		00		R	N	ENGLISH				

Witness												
Name (Last, First Middle Suffix)												
Race W Sex F DOB Age Juvenile N SSN [REDACTED] Moniker												

Addresses												
Type	Street Address	City		State	Zip Code	Country						
				CO		USA						

Phone Numbers				Email Addresses								
Type	Phone	Ext/PIN	Type	Email Address								
CELL												
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language				
	DRIVERS	CO			MARRIED	R	N	ENGLISH				

Witness												
Name (Last, First Middle Suffix)												
Race W Sex F DOB Age Juvenile N SSN [REDACTED] Moniker												

Addresses												
Type	Street Address	City		State	Zip Code	Country						
				CO		USA						

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Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
					MARRIED	R	N	

Witness								
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker	
	W	F			N	[REDACTED]		

Addresses								
Type	Street Address			City	State	Zip Code	Country	
					CO		FREMON T	

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
		CO			SINGLE	R	N	ENGLISH

Witness								
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker	
	U	F			N	[REDACTED]		

Addresses								
Type	Street Address			City	State	Zip Code	Country	
					CO		USA	

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
	DRIVERS	CO				R	U	ENGLISH

Witness								
Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker	
	W	F			N	[REDACTED]		

Addresses								
Type	Street Address			City	State	Zip Code	Country	
					CO		USA	

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
					SINGLE	N	N	

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Witness

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Addresses

Type	Street Address	City	State CO	Zip Code	Country USA
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Phone Numbers	Email Addresses
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Type CELL	Phone	Ext/PIN	Type	Email Address
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Drivers License	Type DRIVERS	State CO	Expires [REDACTED]	Restrictions	Marital Status	Resident Status R	Ethnicity N	Language ENGLISH
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Witness

Name (Last, First Middle Suffix)	Race W	Sex M	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State CO	Zip Code	Country USA
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Phone Numbers	Email Addresses
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Type CELL	Phone	Ext/PIN	Type	Email Address
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Drivers License	Type	State	Expires	Restrictions	Marital Status MARRIED	Resident Status R	Ethnicity N	Language ENGLISH
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Witness

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
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Addresses

Type	Street Address	City	State CO	Zip Code	Country USA
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Phone Numbers	Email Addresses
----------------------	------------------------

Type WORK	Phone	Ext/PIN	Type	Email Address
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Drivers License	Type	State CO	Expires	Restrictions	Marital Status MARRIED	Resident Status N	Ethnicity N	Language ENGLISH
-----------------	------	--------------------	---------	--------------	----------------------------------	-----------------------------	-----------------------	----------------------------

Witness

Name (Last, First Middle Suffix)	Race W	Sex F	DOB	Age	Juvenile N	SSN [REDACTED]	Moniker
----------------------------------	------------------	-----------------	-----	-----	----------------------	-------------------	---------

Addresses

Type	Street Address	City	State CO	Zip Code	Country USA
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Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
					MARRIED	N	N	

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
		FLORENCE	CO		USA

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
	DRIVERS	CO				R	N	ENGLISH

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
WORK								

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers					Email Addresses			
Type	Phone	Ext/PIN			Type	Email Address		
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
						N	N	

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	F			N	[REDACTED]	

Reporting Officer FPD52 Det Jeff Worley	Approving Officer (I) FPD03 Chief Shane Prickett
	(Cover Pages Only)

Florence Police Department

600 W 3rd, Florence, CO 81226



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Offense / Incident Report

Report Date 09/01/2021 1139	Type of Incident STALKING 18-3-602	Complaint No. 2021-1177	Case Status ARREST
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Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers			Email Addresses					
Type	Phone	Ext/PIN	Type	Email Address				
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
						N	N	

Witness

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker
	W	M			N	[REDACTED]	

Addresses

Type	Street Address	City	State	Zip Code	Country
			CO		USA

Phone Numbers			Email Addresses					
Type	Phone	Ext/PIN	Type	Email Address				
CELL								
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
						N	H	

Suspect Information

Name (Last, First Middle Suffix)	Race	Sex	DOB	Age	Juvenile	SSN	Moniker	
PATTERSON, MICHAEL THOMAS	W	M			N			
Drivers License	Type	State	Expires	Restrictions	Marital Status	Resident Status	Ethnicity	Language
[REDACTED]	DRIVERS	CO	[REDACTED]	GLASSES / CONTACTS	MARRIED	R	N	ENGLISH

Physical Description							Place of Birth	
Height	Weight	Build	Skin Color	Complexion	Eyes	Type of Eyewear	City	State
509	170	AVERAGE	WHITE	FAIR	HAZEL	CONTACTS		
Hair	Hair Length	Hair Style	Beard	Mustache	Side Burns	Mannerisms	Country	
BROWN	SHORT	STRAIGHT					USA	
Voice	Teeth	Deformities						
	NORMAL							

Drugs
 Alcohol
 Suspect Identified
 Suspect Located
 Suspect Near Scene
 Serious Repeat Offender

Employment

Company Name	Job Title	Schedule
CITY OF FLORENCE	CITY MANAGER	

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Offense / Incident Report

Report Date 09/01/2021 1139	Type of Incident STALKING 18-3-602	Complaint No. 2021-1177	Case Status ARREST
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Street Address 600 W 3RD	City FLORENCE	State CO	Zip Code 81226	Phone No. (719) 240-4869	Ext
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Arrestee

Name (Last, First Middle Suffix) PATTERSON, MICHAEL THOMAS W	Race W	Sex M	DOB [REDACTED]	Age 52	Juvenile N	SSN [REDACTED]	Moniker
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Addresses

Type HOME	Street Address [REDACTED]	City COLORADO SPRINGS	State CO	Zip Code	Country USA
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Phone Numbers

Type CELL	Phone [REDACTED]	Ext/PIN	Email Addresses
			Type Email Address

Drivers License [REDACTED]	Type DRIVERS	State CO	Expires [REDACTED]	Restrictions GLASSES / CONTACTS	Marital Status MARRIED	Resident Status R	Ethnicity N	Language ENGLISH
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Physical Description

Height 509	Weight 170	Build AVERAGE	Skin Color WHITE	Complexion FAIR	Eyes HAZEL	Type of Eyewear CONTACTS	Place of Birth	City	State
							Country USA		
Hair BROWN	Hair Length SHORT	Hair Style STRAIGHT	Beard	Mustache	Side Burns	Mannerisms			

Employment

Company Name CITY OF FLORENCE	Job Title CITY MANAGER	Schedule
Street Address 600 W 3RD	City FLORENCE	State CO
	Zip Code 81226	Phone No. [REDACTED]
		Ext

Charges

Charge	Type Class	Jurisdiction
STALKING 18-3-602		CITY OF FLORENCE
SEXUAL CONTACT-UNLAWFUL 18-3-404		CITY OF FLORENCE
UNLAWFUL ACTS		CITY OF FLORENCE

Arrest Information

Arrest No. 2021-1177A	Arrest Date / Time 11/15/2021 2000	Arresting Officer ID - Name FPD52 - Det Jeff Worley	Booking Date / Time 11/15/2021 0000	Booking Officer ID - Name FPD52 - Det Jeff Worley
Agency Held For	Department FLORENCE POLICE	Arrest Classification WARRANT	Reference Number	
CCH Record N	Hold Order <input type="checkbox"/>			

Reporting Officer FPD52 Det Jeff Worley	Approving Officer (I) FPD03 Chief Shane Prickett
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Alerts

Caution Under Watch Reason for Watch Under Medication Type of Medication

Miranda

1st Miranda Date / Time Officer ID - Name Location
-
2nd Miranda Date / Time Officer ID - Name Location
-

Fingerprints

State / NCIC Search Fingerprint Class

Transported

Transported By Transported To
-

Attorney Information

Public Defender Name Address Phone No.

Release Information

Released Date / Time Releasing Officer ID - Name Released To How Released Surety Name
 - ,

Reporting Officer **FPD52 Det Jeff Worley**

Approving Officer (I) **FPD03 Chief Shane Prickett**
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Supplemental Report

Supp. No. 0001	Date / Time 11/4/2021 8:12 AM	ID FPD52	Officer Name Det Jeff Worley
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B REPORT - WORLEY

2021-1177.b52

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON [REDACTED] had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee a sexually inappropriate text message.

Arrest Warrant

I requested that the DA's Office review my report, and DDA Stacey Turner agreed to do so.

On November 3, 2021, DDA Turner contacted me and stated that, after she had notified DA Linda Stanley of the investigation, she approved me going forth with an arrest warrant for PATTERSON.

On the same date, I submitted the arrest affidavit to the Court, and the Honorable Michael Meyrick signed the arrest warrant.

Case Status

Open pending arrest.

eor

Reporting Officer **FPD52 Det Jeff Worley**

Approving Officer (1) **FPD03 Chief Shane Prickett**

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Supplemental Report

Supp. No. 0002	Date / Time 11/4/2021 2:10 PM	ID FPD52	Officer Name Det Jeff Worley
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C REPORT - WORLEY

2021-1177.c52

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON [REDACTED] had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee a sexually inappropriate text message.

Search Warrant for PATTERSON's Facebook Account Obtained

During the investigation, I learned that PATTERSON had a Facebook account with the vanity name "Mike Patterson." After conducting a Facebook search with this profile name, I found PATTERSON's account; it had the user ID number 1392367126 and the URL <https://www.facebook.com/mike.patterson.7777>.

On November 4, 2021, I authored a search warrant affidavit for PATTERSON's Facebook account for the purpose of corroborating his electronic communication with [REDACTED] via Messenger during the time that she was employed with Oak Creek Grill and Tavern, August through October 2020.

On the same date, I submitted the affidavit to the Court, and the Honorable Michael Meyrick signed the search warrant. I subsequently executed the warrant by sending the order to Facebook via its legal process portal.

Case Status

Open pending arrest.

eor

Reporting Officer FPD52 Det Jeff Worley

Approving Officer (I) FPD03 Chief Shane Prickett
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Offense / Incident Report

Report Date: 09/01/2021 1139 Type of Incident: STALKING 18-3-602 Complaint No.: 2021-1177 Case Status: ARREST

Supplemental Report

Supp. No.: 0003 Date / Time: 11/16/2021 10:42 AM ID: FPD52 Officer Name: Det Jeff Worley

D REPORT - WORLEY

2021-1177.d52

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee a sexually inappropriate text message.

Tips Concerning PATTERSON's Location

Following the issuance of the arrest warrant for PATTERSON, a number of tips were provided to the Florence Police Department regarding his whereabouts. One of the tips was that his [REDACTED] was working for a [REDACTED] in Canon City, at the time that PATTERSON was dismissed from his city manager position, and that she might have left a forwarding address with the

As such, on November 11, 2021 I spoke with [REDACTED] the office manager for [REDACTED] told me the following:

- [REDACTED] had just been hired at the [REDACTED] office shortly before her husband was fired from the city of Florence.
- In fact, on [REDACTED] first day, she notified [REDACTED] about an hour into work that she was no longer able to remain employed there.
- [REDACTED] explained that her husband had been dismissed from his city manager position and that the couple would be moving immediately.
- [REDACTED] convinced her to remain for another hour until she got into the office.
- A few days later, [REDACTED] called [REDACTED] and requested to be paid for the two hours she worked.
- [REDACTED] agreed and asked [REDACTED] for a forwarding address to which she could send the paycheck.
- [REDACTED] would not give [REDACTED] an address and hung up on her.
- As a result, [REDACTED] was never able to get [REDACTED] a check for the two hours she worked.

Another caller identified PATTERSON's new address as [REDACTED] a trailer house located in the north end of Colorado Springs.

One of the tips suggested that PATTERSON was considering leaving the country. Because of this, on November

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11, 2021 I made a request to the Department of Homeland Security (DHS) to flag any attempts by PATTERSON to depart from the United States. The agent I spoke with later told me that PATTERSON did in fact have a valid passport. He further related that PATTERSON had flown to Ft Lauderdale, Florida, the week of November 7th. PATTERSON's airline ticket showed that he was to return to Colorado via Denver International Airport (DIA) on November 15, 2021. The agent stated that he had alerted Denver Police Department of PATTERSON's intended arrival.

On the same date, [redacted] called me. [redacted] identified herself as PATTERSON's employer. She related the following to me:

- [redacted] manages [redacted] an [redacted] business in south Colorado Springs, and she hired PATTERSON on October 27, 2021 as a shop helper apprentice.
- This week she received a phone call from him.
- During the call, PATTERSON told [redacted] that he was the PATTERSON for whom the police were looking.
- He further stated that he had flown to Florida for vacation and, when he returned on Monday (the 15th), he was going to turn himself into the police.
- PATTERSON added that he would be back to work after he bonded out, sometime around Tuesday the 16th.
- The only address PATTERSON provided on his application was a PO box in [redacted] CO.

PATTERSON Arrested

On November 15, 2021 at about 8:00 PM, an agent with DHS notified me that Denver PD had just arrested PATTERSON at DIA.

Case Status

Closed by arrest.

eor

Reporting Officer FPD52 Det Jeff Worley

Approving Officer (I) FPD03 Chief Shane Prickett

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Offense / Incident Report

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Supplemental Report

Supp. No. 0004	Date / Time 12/1/2021 3:01 PM	ID FPD52	Officer Name Det Jeff Worley
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E REPORT - WORLEY

2021-1177.e52

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON [REDACTED] had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee a sexually inappropriate text message.

Interview with

On November 17, 2021 at about 3:11 PM, [REDACTED] contacted me. [REDACTED] identified herself as someone who had briefly dated PATTERSON several years ago. She added that after she discontinued seeing him, PATTERSON stalked her for about two months.

[REDACTED] agreed to meet for a more detailed interview. She also forwarded me a photo of herself that she stated that PATTERSON had taken of her on their second date at the Mona Lisa Restaurant in Manitou Springs, CO.

On November 22, 2021 at about 3:10 PM I met with [REDACTED]. She related the following to me:

- In 2005, [REDACTED] divorced after an abusive relationship with her husband.
- Her daughter encouraged her to start dating during the ensuing years.
- [REDACTED] finally gave in and started using a dating app called Plenty of Fish.
- She dated a couple guys she had met on that site.
- One of these was Mike PATTERSON.
- He claimed to be a Florence city council member, so she thought he had to be an upstanding man.
- After PATTERSON and she talked via the app for a short time, they met on their first date in April 2014.
- Prior to the date, PATTERSON said he wanted to pick her up "to be a gentleman," but [REDACTED] did not want a stranger to know where she lived.
- They met at Salt Grass Steak House in Colorado Springs.
- They chatted, and he seemed pleasant enough, but it was a brief date.
- PATTERSON wanted to take her out again the next night to a restaurant called the Mona Lisa, and she agreed even though she thought he was moving a little fast.
- During the date, he told [REDACTED]: he had a lot of money and that they could travel together.
- He ordered wine, and, while they were talking, he leaned toward her and moved her hair away from her

Reporting Officer FPD52 Det Jeff Worley

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face.

- "It was too much too fast."
- He was taking lots of pictures of her with his cell phone, and so she asked him to take a photo of her with her phone. (This was the photo she sent me.)
- noted that in the photo she was leaning away from him because of his tendency to lean toward her and get too close.
- After the meal, PATTERSON and she went outside of the restaurant and it was snowing; he said it was a sign that he was falling in love with her
- Her gut instinct told her to "run" from this guy.
- When she got home, decided to check up on him PATTERSON because he said he had been part of the city government in Redmond, OR.
- She googled him, and the first thing that popped up was a photo of PATTERSON in a red jumpsuit; he had been arrested for beating his wife, and he had gotten a "golden parachute" of \$134,000 (when he departed from the city).
- In the meantime, PATTERSON called wanting to take her on a date to a murder-mystery for the third night in a row.
- She confronted him with what she learned, and he asked her if she thought the city really would have paid me a year's salary if he had done something wrong.
- PATTERSON denied hurting his wife, saying she was going to hurt herself so he had carried her downstairs and laid her on the floor.
- He further asked if Florence would have hired him if he had abused his wife.
- was beat a lot in her marriage and her red flags were being raised with PATTERSON.
- To preclude the possibility of PATTERSON finding her, moved to Denver ; she started dating a man () who was in a motorcycle club with police officers and judges.
- Nonetheless, PATTERSON continued to call her repeatedly, sometimes at two or three o'clock in the morning.
- During those early calls, felt that he might have had too much to drink.
- PATTERSON would tell her he was in love with her and that she was breaking his heart.
- He continued to deny having done anything to his ex-wife and that needed to hear his side of the story.
- When would tell him that she did not believe it, he would get irritated with her.
- further told PATTERSON that he could not be in love after two dates, and this proved to her that he was "psychopath."
- She told him that he did not know what love was, and he would reply that he did and that he had a lot of money and could offer her a great life.
- Finally, told PATTERSON to leave her alone or she would call the police and file a restraining order.
- PATTERSON got very angry, asking her who the police would believe, a city council person or a person on disability.

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- During those two months, [redacted] received four to five calls a week from him, and she continually told him to stop calling her.
- She was frightened of PATTERSON finding her.
- During this time, [redacted] had her move with him into the Breakers Resort.
- [redacted] told [redacted] about PATTERSON, and [redacted] called and told PATTERSON to leave her alone.
- [redacted] further put [redacted] on his phone plan and she changed her number.
- PATTERSON finally stopped contacting her.
- Then, the other day [redacted] saw the news story concerning PATTERSON's arrest, and the story prompted her to call the Florence Police Department.
- [redacted] was convinced that she was not the first person PATTERSON stalked.

I showed [redacted] PATTERSON's wanted poster photo from Facebook, and she positively identified him as the man she had dated and who had stalked her.

Interview with

On December 1, 2021, I found [redacted] on Facebook and messaged him, explaining my purpose for contacting him. He replied and provided me his cell number.

At about 12:18 AM, I called him. [redacted] stated the following:

- [redacted] verified he knew [redacted]
- He met her on a date in Colorado Springs around 2015.
- [redacted] asked [redacted] to move in with him fairly quickly after meeting her because he was "worried about her."
- When asked why he was worried about her, [redacted] said he could not recall the reason.
- He remembered that she had recently dated someone before him, but he did not know the man's name or anything about him.
- [redacted] further recalled that [redacted] changed her cell number at the time they were together and he had her get on his cellular plan.
- He did not remember [redacted] telling him about a man stalking her or that he made a phone call to warn the stalker to leave her alone, even though he did not deny the possibility that she had.
- [redacted] indicated it was possible that he might have just told [redacted] that he called the man to make her feel better, but he was not sure one way or the other that he had said such a thing to her.
- He and [redacted] broke up about six months later and he moved to another city.

During our conversation, it was obvious that [redacted] was concerned that he was in trouble for having made a threatening phone call, as he made several statements to this effect. I reassured him more than once that he was not suspected of having done anything wrong.

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Case Status

Closed by arrest.

eor

Supplemental Report

Supp. No.	Date / Time	ID	Officer Name
0005	12/14/2021 1:43 PM	FPD52	Det Jeff Worley

F REPORT - WORLEY

2021-1177.f52

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON [REDACTED] had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee a sexually inappropriate text message.

Facebook Messenger Results

On November 17, 2021 I received the results from the search warrant of PATTERSON's Facebook Messenger account. The results did not confirm conversations between PATTERSON and

The results were placed in evidence.

Case Status

Closed by arrest.

eor

Reporting Officer FPD52 Det Jeff Worley

Approving Officer (I) FPD03 Chief Shane Prickett
(Cover Pages Only)

Case Background

On August 30, 2021 I (Detective Jeffrey Worley) learned that Florence City Manager Michael PATTERSON (██████████) had been barred from entering city facilities and had been placed on involuntary administrative leave from his municipal duties. (He was shortly thereafter terminated from city employment.) I further learned that this move on the part of the Florence city council was based on an allegation that PATTERSON had sent a subordinate city employee (later identified as ██████████) a sexually inappropriate text message.

Initial Statement by ██████████

On September 1, 2021 at about 9:00 AM, ██████████ and ██████████ ██████████ met with Detective Alex Wold and me at the police department concerning a possible sexual assault that was indirectly associated with PATTERSON's suspension. In the brief, initial conversation, ██████████ who was tearful at times, told us:

- PATTERSON had recently sexually assaulted ██████████
- On one occasion toward the end of the work day, ██████████ was meeting with PATTERSON in his office.
- When the meeting concluded, PATTERSON came from around his desk as if to walk ██████████ out.
- However, he shut the door before she exited and "cornered" her.
- PATTERSON then attempted to kiss ██████████ on her mouth, and he put a hand down her shorts, touching the top of her vaginal area with his hand.
- On another occasion, PATTERSON texted ██████████, suggesting a sexual "threesome" between ██████████ PATTERSON, and his ██████████
- ██████████ never reported the incidents until now because she feared the loss of her job; PATTERSON always made her feel that the security of her position was tenuous and he was the only one protecting her from losing it.
- During her time with the city, ██████████ was aware of PATTERSON pushing "boundaries" when it came to other female employees, as well.
- For example, PATTERSON had recently texted ██████████, another female employee.
- In the text, he sexually propositioned ██████████ in a manner that was similar to the one in which he had suggested to ██████████ a "threesome" with his ██████████
- It was for his text message to ██████████ that PATTERSON was suspended.

██████████ remarked that other people had suggested to her that she should pursue civil litigation against the city, but she was not certain what she would do in that regard. However, she advised us that she wished to pursue criminal charges against PATTERSON.

Because ██████████ stated she had text messages from PATTERSON that were inappropriate, I told her I would like to have her texts digitally extracted. She agreed to allow PATTERSON's texts to be downloaded, and I said I would make arrangements to have this done with Detective ██████████ (FCSO), a certified Cellebrite investigator.

Case Assignment

Following this conversation, Det. Wold and I met with Chief Shane Prickett and Deputy Chief Vinelli. The chiefs directed Det. Wold and me to investigate this matter rather than having another agency do so.

Second Meeting with [REDACTED] / First Pretext Call

Because of the formal assignment, Det. Wold and I met briefly with [REDACTED] again. We talked about conducting a formal interview with her and asked about potential witnesses that we might speak with. [REDACTED] suggested the names of several women, including:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED] remarked that [REDACTED] was a former Florence city clerk who had successfully sued the city regarding a sexual harassment that involved PATTERSON.

During our discussion about next steps in the investigation, we recommended to [REDACTED] that she place a recorded phone call to PATTERSON for the purpose of gaining truthful and relevant information from him concerning this matter.

[REDACTED] stated that she believed that PATTERSON would be less suspicious of her starting with text messaging than a phone call. We conversed about how she could initially text PATTERSON as a reply to an earlier text he had sent her; she would then ultimately call him and talk about the incident during which he tried to kiss her and placed his place inside her shorts, as well as his text message soliciting a “threesome.”

Because PATTERSON was only initially replying to [REDACTED] via text messaging, I provided her with a DVR device to record any phone conversations she might have with him in the event they spoke when I was not available.

[REDACTED] later reported to me that she had successfully contacted PATTERSON via a phone call that she recorded. She stated that on September 1, 2021 at about 7:30 PM [REDACTED] texted PATTERSON ([REDACTED]) and asked him if she could call him, as she had heard more about why he might have been suspended. At approximately 7:53 PM, [REDACTED] called PATTERSON and recorded the call. The following is a synopsis of their conversation:

- PATTERSON asked, “So you heard some stuff?” (A woman’s voice could be heard in the background, and PATTERSON indicated his [REDACTED] was present with him.)

- ██████ told him that she had heard he had been placed on leave over a sexual text message, and she wondered if it was the text message he showed her that he had sent to ██████
- PATTERSON replied that it could be, but “they” (city officials) did not tell him anything.
- He went on to suggest that ██████ ██████) had “orchestrated that,” and PATTERSON advised ██████ “[not to] trust him at all.”
- He added that he was stunned, as he had not been told of what he was being accused.
- PATTERSON talked about the city failing to honor his severance package even though it was stipulated in his contract, and he suggested that ██████ was using his severance package as a “bargaining chip.”
- He added that he had talked to a lawyer today about possibly suing.
- PATTERSON remarked that he felt he was defending ██████ and himself.
- He said he now realized that ██████ ██████ and ██████ were not on their “side” even though they had acted like it.
- ██████ expressed that she felt she was also “next” (to be let go).
- They talked about who might be next city manager, but he felt it would be determined in some way by ██████
- PATTERSON talked about pursuing a legal action; he said he did not want to sue, as he would be “the loser” because of having to spend money and be “dragged through the mud.”
- He added that he just wants his severance check and a non-disclosure and to “go work at Amazon.”
- PATTERSON further speculated that his suspension was a result of “████████ plotting.”
- He contended that he “was so nice to everybody” (in the city, evidently).
- PATTERSON went on to talk about him inevitably getting back into city management, “hang on,” and he promised ██████ a job as she was only department head who had stuck by him.
- PATTERSON remarked, “Let’s face it, a year ago I was single and probably made mistakes,” and he suggested it was probably something from that time that was “coming back to bite” him.
- He talked again about suing and going after ██████ and he added that he was willing to be a “witness” for ██████
- PATTERSON told ██████ that ██████ “absolutely” called her a “whore” and ██████ (████████ – a former employee) a “slut.”
- PATTERSON noted that the problem (in the city) is we have council members who do not even understand what a city manager should do.
- He further talked about some things he accomplished for the city, for example concerning water billing.
- ██████ told PATTERSON that something had been on her mind, one thing he did that had really upset her.

- She went on to identify this as the day PATTERSON kissed her in his office and put his hand down her shorts.
- PATTERSON's tone became more subdued and he replied, "Yeah, uh, I, yeah, I'm sorry about that."
- After a pause, he asked, "That never came out?"
- ██████ said she would never share that with anyone, and he stated, "You know I won't."
- She promised that she never told anyone about the incident.
- ██████ went on to tell him that she had his back but she was just she was just worried about "them" coming after her next.
- PATTERSON replied, "Yeah but they have no way of knowing that."
- He added, "That one, that one, no one, no one knows about that."
- PATTERSON promised he never told anyone either, and he went on to say he would expect "them" to come after her, but "just because of ██████ crap."
- He stated that ██████ wanted him to come to dinner and he would talk with her tomorrow
- PATTERSON ended the conversation, telling ██████ not to "worry about that. It'll only hurt me more."

Second Pretext Call

Because ██████ had not addressed PATTERSON's proposition concerning a threesome, she wished to attempt a second pretext call. She subsequently told me that at about 6:05 AM on September 2, 2021, PATTERSON texted her and asked if she could talk with him again. ██████ said she replied that she would call him later. At about 3:49 PM, she called PATTERSON and recorded the call. The following is a synopsis of the conversation:

- PATTERSON noted that he was driving back from Pueblo and that he had a "command order" to be at city hall at 4 o'clock to pick up his stuff (from his office).
- PATTERSON broached the subject of the office incident they had spoken about the previous night.
- He said that there was "one thing" he wanted to say (unintelligible – a lot of external noise drowned out his voice, likely from ██████ moving around).
- PATTERSON continued, saying that "when it was happening, I felt like we, I remembered saying, 'Are you OK with this?' or something like that, but I wanted to make sure I did not hurt you" because she was his best friend at work.
- He further asked her if from her perspective he did something bad there.
- ██████ replied that what PATTERSON did "freaked her out," especially when the door was shut.
- She added that it was a "struggle," that he was her boss.
- PATTERSON replied that he realized he should not have (done what he did) but that it "felt like it was both of us (unintelligible)."
- He again stated that he remembered asking her if (unintelligible).
- ██████ then asked PATTERSON if she could ask him a question now that he was no longer her boss.

- When he responded in the affirmative, ██████ asked PATTERSON what he really thought about her.
- He replied that she was “very pretty” and that he always thought she was smart and sweet.
- PATTERSON added that he “tried really hard to be (unintelligible).”
- He sought ██████ assurance that she and he really were “allies,” and ██████ assured him of this.
- PATTERSON went on to ask her, now that he was not her boss, what she thought about him.
- At this point, ██████ broached his suggestion of the “threesome” with ██████ and him.
- PATTERSON replied, “Do you like that idea?”
- She responded that she was “flattered” but that she had never thought of doing something like that in her life until he sent her the text message.
- ██████ added that “██████ is gorgeous” but wondered if she was “OK” with a threesome.
- PATTERSON replied that he was “pretty sure,” but it was “not something we ever (talked about)” and “(unintelligible) fantasy stuff.”
- He went on to indicate that he did not know (if ██████ was OK with the idea), and “in reality” he would have to (unintelligible), adding that if he asked ██████ today (about the threesome) she would probably “smack” him in the face.
- PATTERSON clarified that he was no longer ██████ boss and because he was not “there’s nothing over us.”
- He again asked if she really was interested in a threesome.
- ██████ answered, “It’s definitely been on my mind since you sent me that text.”
- She went on to ask him she was the only one he has ever invited to their bedroom, and PATTERSON replied, “Oh, definitely.”
- PATTERSON assured ██████ that ██████ thought that ██████ was “really cute” and likes her.
- ██████ expressed to PATTERSON that she hoped she did not get him in any trouble (with ██████) by bringing up the office incident during last night’s call.
- He replied softly and unintelligibly. (██████ later told me that PATTERSON had stated that ██████ was in the room when they were talking about the office incident.)
- Much of the rest of the conversation concerned mutual expressions of support for one another.

Note: The conversation on PATTERSON’s part was difficult to understand at times, and ██████ later told me that she had mistakenly talked to him with the phone speaker on during the second pretext call.

Interview with ██████

On September 2, 2021 at approximately 2:25 PM, Det. Wold and I met with ██████ (DOB ██████) at her residence, ██████. During our interview with her, ██████ told us that she was employed for a time as the ██████ in Florence and PATTERSON was the

city manager at the time. During her employment there, PATTERSON was never sexually inappropriate with her, ██████ said. However, she believed he was trying to “hook up” with ██████ another employee. The most memorable thing about him, ██████ recalled, was his bad temper. She explained that PATTERSON had “anger issues” that caused him to have emotional outbursts with other employees that intimidated them.

Contact with ██████

On September 2, 2021 I called ██████ with the intention of scheduling an interview with her. ██████ replied that she would like to speak with me but was prohibited from speaking about her suit against the city, as she had signed a non-disclosure agreement as part of the settlement.

Contact with ██████

On about the same date, I contacted ██████. After I advised her of the reason for my call, she replied that she did not know what I was talking about and denied having worked for the city of Florence.

Interview with ██████

On September 8, 2021 at about 7:44 AM, Det. Wold and I met with ██████ at the police department. ██████ started her employment with the city on ██████ and began working as ██████ on ██████. We interviewed her concerning the report she had made the previous week.

██████ related the following to us:

- ██████ worked for city since January ██████, and she was hired by PATTERSON.
- She was hired initially to be the ██████
- After ██████ put in her resignation, ██████ was hired but she was only with the city for a short time.
- PATTERSON fired ██████ who sued him for sexual harassment.
- Before she left the city, ██████ once told ██████ that PATTERSON had told her that he was thinking about discontinuing “dress-down” days on Fridays; however, because ██████ “butt looked good” in jeans, he was going to allow casual wear on Fridays to continue.
- ██████ also knew that PATTERSON had made ██████ so uncomfortable that she would work from home on occasion.
- Additionally, there were rumors of PATTERSON and ██████ having had an extramarital affair.
- ██████ the former ██████ once said he caught PATTERSON and ██████ in an office in “loving embrace.”
- There were times when ██████ would stand in the hall and scream at PATTERSON; this seemed odd for an employee to do to their boss.
- It was no surprise then when ██████ started at the city, as she and ██████ looked very much alike.

- After [REDACTED] departure, [REDACTED] became the [REDACTED].
- It was during her time as [REDACTED] that “issues” started with PATTERSON.
- For example, one day in June 2019 PATTERSON asked for [REDACTED] help with the computer in his office.
- She went in to his office to assist him.
- At the time, PATTERSON was seated at his desk and she was standing behind him, manipulating the mouse, and two other employees ([REDACTED] and another employee) came in and were evidently “shocked.”
- PATTERSON later texted [REDACTED] that he did not want people to “think badly” of her being behind his desk, and so he promised that next time he would move away when she worked on his computer.
- [REDACTED] thought it was strange that anyone should think badly of her because of that situation.
- She also did not know how anyone might have been “shocked” but thought PATTERSON said this either because she was found alone with him in his office or because she was behind his desk.
- There followed brief text messages saying she looked pretty or that her hair looked nice, and she would reply with a thank you.
- PATTERSON only complimented her via texting and refrained from doing so in person.
- She got a “creepy” feeling from him.
- Sometimes she would catch him staring (at her chest), for instance, while he and she were in meetings with other employees.
- Frequently he would even text her in those meetings, commenting negatively about other employees or complimenting her.
- For example, PATTERSON might express how “boring” the person speaking was, or tell [REDACTED] how nice she looked or how her jeans “looked amazing” on her.
- [REDACTED] time as the city clerk never felt comfortable.
- PATTERSON would text her comments that made her feel unsafe concerning the security of her job; he would state that she was not qualified for the position, and if a certain person became the mayor that person would fire her.
- During June of this year, he started texting even more with her.
- One of the more concerning texts from PATTERSON involved him telling [REDACTED] about a fantasy he and [REDACTED] shared in engaging in a “threesome” with another woman, of bringing her into their bedroom.
- [REDACTED] replied that she was “flattered” and that [REDACTED] was “very pretty.”
- PATTERSON talked about [REDACTED] all the time, mentioning that the outfits she was wore did not cover very much.
- This was ironic, as PATTERSON had reprimanded [REDACTED] for a time when she had shown him and [REDACTED] a tattoo she had gotten on her stomach after five employees had complained to him about the incident.
- The write-up stated that [REDACTED] was sharing inappropriate photos with subordinates.

- As to why he wrote her up, ██████ speculated that it was another way for PATTERSON to express he “had [her] back,” as he told her that he had to do something since several employees had come forth but that he would protect her nevertheless.
- ██████ also felt that part of the write-up was motivated by his jealousy of ██████ friendship with the deputy chief of police. (The five women had further alleged in the complaint that the deputy chief and she were having an affair.)
- There were many other inappropriate texts:
 - PATTERSON asked if ██████ ever had crush on him.
 - He once texted her a good night, calling her “beautiful lady” and suggesting that she should just take him to her house.
 - PATTERSON told her that her smile “melts him” and asked her for a picture (to which she sent him random picture).
 - In another, he wrote, “Damn you’re hot,” and remarked that they had to be careful at work and then said he intended to kiss her at work tomorrow. (She said she replied that “we can’t do that, Mike.”)
 - He would tell her she was “too cute” for other men; he would say it jokingly but he was jealous of her relationships with those men.
- ██████ was always scared if she disagreed with him, she would lose her job.
- As to whether her behavior or responses to PATTERSON could have indicated a reciprocation of his attention, ██████ said she “never flat told him no,” as she felt he would fire her if she did, so she “played along” but did not feel that she took it too far.
- His attention made her feel “sick to [her] stomach.”
- In 2019, ██████ was interviewed by an investigator concerning ██████ lawsuit.
- She was honest with the investigation regarding what ██████ had told her; however, she did not say anything about herself personally, as most of PATTERSON’s attention toward her was just in the form of compliments at that point.
- But things changed in January of 2020 when ██████ got a divorce and, later in October 2020, when ██████ left PATTERSON; he became more attentive to her.
- He would complain to ██████ frequently about ██████
- PATTERSON would talk very negatively about his ██████ in ways that were not appropriate for work, e.g. accusing her of having cheated on him.
- In the context of his ██████ “sleeping around” with other men, he would tell ██████ that he wanted to be there to protect ██████ but was unsure how much more he could take (indicating he might seek another job somewhere else).
- After the “threesome” text, PATTERSON texted assurances to ██████ that he had her back, supposedly protecting her against the council which he claimed was “coming after him.”
- In particular, he expressed that ██████, one of the council members, was after him
- She felt he used these “threats” to their jobs to make her dependent on him, to act as her protector.
- These kinds of texts made no sense to ██████ other than he was manipulating her.
- PATTERSON always wanted to be talked into staying (as city manager).

- For three years, he also made ██████ feel like what she did was not good enough and that she was only remaining in her position because of his efforts to keep her there by protecting her.
- Several times she personally told PATTERSON that his advances were inappropriate and made her uncomfortable.
- She never told him this by text but in person.
- PATTERSON would reply, "I know it was wrong, but you're just so beautiful. I've always had a crush on you."
- In texts, PATTERSON acknowledged that he needed to be professional with ██████ yet asked if she liked to flirt.
- ██████ admitted she is a flirt, but that did not mean she wanted to have sex with him in his office.
- Flirtation is not necessarily sexual to her; she is a "social butterfly" and as such she is outgoing, happy, and bubbly – it is part of who she is.
- On the other hand, flirtation for PATTERSON was "purely sexual."
- In fact, he explicitly told ██████ that she had "great hair, boobs, and a smile that melted him."
- When he asked if she was attracted to him, ██████ replied that she did because she would lose her job if she did not say so.
- One day between early and mid-August 2021, PATTERSON met with ██████ in his office concerning an employer council issue and other city topics.
- When they finished their discussion, PATTERSON got up when she did.
- She thought he was going to walk her out.
- Instead, PATTERSON shut the office door before she could exit.
- Her back was against the door, and he placed his hands on either side of her against the door.
- He then kissed her and put one hand down her pants, touching the top of her bare pubic area, low enough to know if she did or did not shave.
- PATTERSON stated that he always wondered if she shaved "down there" and always wanted to lick her down there.
- ██████ wiggled away PATTERSON and told him that he knew that what he was doing was not right.
- He replied that he knew it was not right, that he knew they were friends, and that he had crossed a line, acknowledging that it could not happen again.
- At the time this occurred, PATTERSON was married to ██████ his new wife.
- After her rejection of him, PATTERSON did not talk to ██████ for two days.
- However, he started texting her again, asking her to drop by his office.
- But ██████ made sure she was never alone in his office after that.
- She never told anyone about this incident until the issue with ██████ came out, when ██████ realized that PATTERSON had sent ██████ the same text message she had received from him.

- When she learned of the text PATTERSON had sent ██████ heart immediately sank, as she thought he would believe that it was her who turned him in.
- Because the city council did not get rid of PATTERSON in 2019 following the ██████ complaint, ██████ did not believe there was anyone to whom she could report what happened to her, and she was afraid that she was going to lose her job.
- She finally disclosed what PATTERSON had been doing to her by telling ██████ together they reported this to the mayor.
- The mayor promised ██████ that she would not lose her job over her report.

Concerning PATTERSON's behavior with other women, ██████ stated:

- One day, ██████ was in the office with PATTERSON and ██████ talking about ██████.
- PATTERSON remarked that he did not think there was anything he sent her that she could use against him.
- As he said this, he was going through his text messages on his phone.
- PATTERSON suddenly exclaimed, "Oh God," to which the women asked him if he had sent ██████ something inappropriate.
- He then revealed he had sent a text to ██████ that essentially said that ██████ had counted her orgasms and she had 115 "this week."
- PATTERSON showed the phone to ██████ and she saw the text.
- He claimed he must have been drunk, otherwise he did not know why he would have sent the text to ██████.
- PATTERSON often spoke badly of ██████, asserting she was spreading rumors about ██████ and ██████ and other employees.
- But ██████ suspected that PATTERSON had something going on with ██████.
- This same kind of pattern occurred with other female employees, where he would speak highly of them and then suddenly be derogatory about them.
- For example, PATTERSON always touted ██████ as a great employee, but then unexpectedly two weeks ago he was against her.
- Another pattern he exhibited was to hire women he liked outside the hiring process.
- ██████ saw him give undue attention to ██████ who he had come to his office a lot.

██████ told us that she loved her job and knew if she told PATTERSON no, or pissed him off, she would lose her job, as she saw him do it to ██████ and ██████. PATTERSON used employees against one another as a way to manipulate them, as well, she remarked. Despite her flirtatious response to him, ██████ did not like PATTERSON that way; she was only replied in kind because she feared that he would fire her, she said.

██████ provided us with some documents, the write-up she received from PATTERSON and photocopies of screenshots of that concerned the suggestion to ██████ of a threesome with PATTERSON and ██████.

██████ voluntarily agreed to allow us to extract the text messages between her and PATTERSON from her phone. I told her I would make arrangements with the sheriff's office to have this completed.

Review of PATTERSON's Work Notebooks

During the week of September 6, 2021, ██████ advised me that during the clean-up of PATTERSON's former office space, employees had found a stack of his notebooks in which he jotted notes concerning meeting items and other business-related topics. She added that there were some strange notations. I looked through the notebooks and noticed that in numerous places in the tablets PATTERSON had listed the first names of women (several of whom are named in this report), citing their heights and/or apparently their ages. The women were not always listed in the same order and there were some with different names added.

Interview with ██████

On September 8, 2021 at about 9:10 AM, Det. Wold and I met with ██████ (DOB ██████), a former city hall employee. ██████ told us the following:

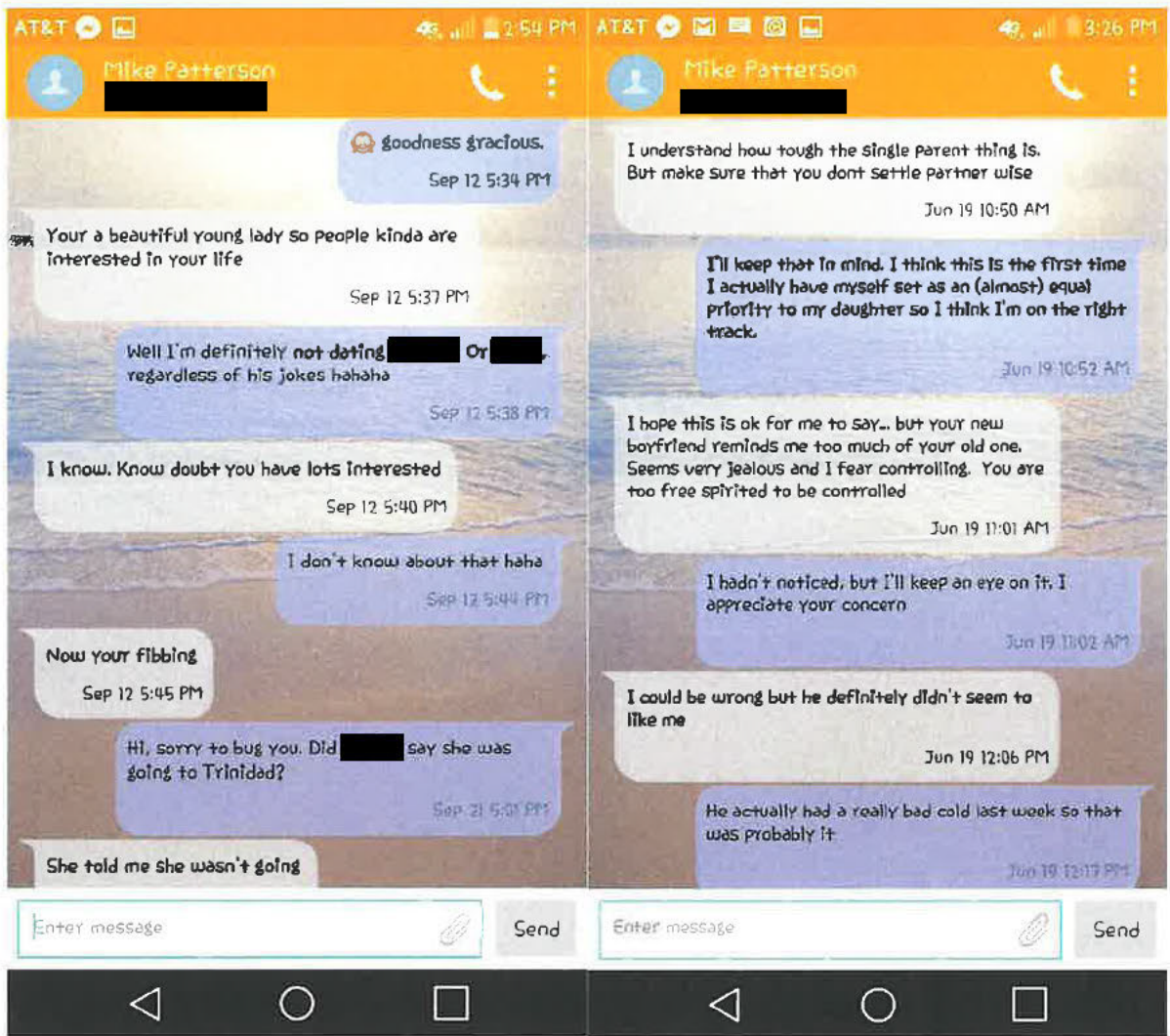
- ██████ was employed with the city from ██████ to ██████.
- She was hired to work in the police department in the records department.
- In September, PATTERSON modified her position to take on some non-██████
- During her time at the city, PATTERSON texted her messages that were not normal boss-to-subordinate communication.
- In fact, his texts were inappropriate, but she tried to deflect his comments with humor.
- His initial interactions with ██████ by text, however, were not necessarily inappropriate.
- But she was aware that PATTERSON was targeting ██████ in a sexual way and also ██████
- At the Monday morning staff meetings, PATTERSON targeted ██████ and ██████ with jokes that suggested that the two women were more than friends and had a sexual relationship.
- The jokes implied "nudity and alcohol."
- Although the jokes were embarrassing, the two women seemed like they brushed off the comments.
- Present at the Monday meetings were department heads and ██████
- Although ██████ (the water treatment department head) sometimes made borderline inappropriate jokes, they were not directed at anyone, unlike those PATTERSON made.
- In fact, ██████ was generally uncomfortable when PATTERSON and others made such targeted comments; on a couple occasions, ██████ came up to ██████ afterwards and apologized for not saying something about the inappropriateness of the jokes.
- It seemed that everyone just "catered" to PATTERSON's humor; if someone did not laugh at his jokes, he would have a bad day, and if he had a bad day everyone else would as well.

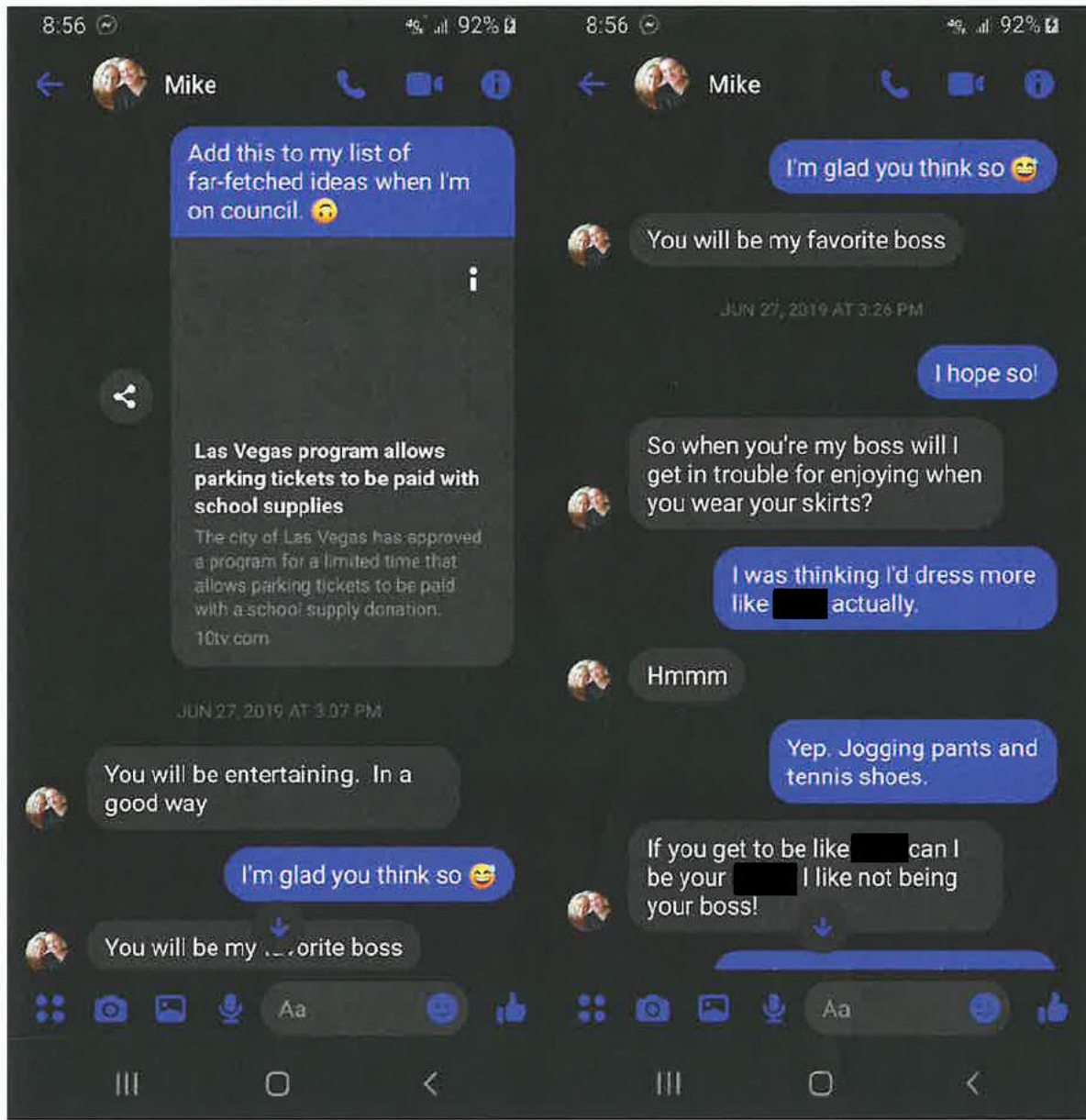
- Those meetings were not productive; ██████ attended the 90 minute sessions every Monday for two years, during which she had to put up with PATTERSON's sexually-laced humor.
- Also, if there was ever an innocent touch that occurred between the women in the office, PATTERSON's imagination went "off the scale."
- For example, a couple times ██████ tucked in a tag on ██████ shirt or fix something on her dress, as women do for one another, and PATTERSON would begin making verbal sexual innuendos.
- He also pitted ██████ and ██████ against each other.
- PATTERSON used his position over women to intimidate them.
- He would start rumors to scandalize others.
- For example, he would say that ██████ would be upset about him and ██████ carpooling together when ██████ did not know they were carpooling together.
- Another scandalous rumor involved him saying to ██████ that "now there are rumors that you and I are sleeping together," when in fact no such rumors were going around the office.
- PATTERSON said this like it was a joke but his comments really upset ██████
- ██████ believed he was "testing the waters," that is, grooming the women he worked with.
- Frequently PATTERSON made such comments in group settings in the office (primarily to the female employees) and would watch whomever it was directed to see her reactions.
- He did not like the women in the office wearing casual clothes on Friday, but when ██████ one day wore jeans he made the statement that they would reinstate casual Friday after seeing her in them.
- ██████ did not hear this comment personally but was told this by ██████
- Concerning his texts to her, PATTERSON always used his personal cell to contact ██████
- He never came onto her in person, and his inappropriate interactions with her were primarily suggestive jokes and texts.
- She thought he was "fishing" but never went any further with her as PATTERSON knew ██████ father, with whom she has a great relationship.
- His inappropriate texting continued after she resigned from the city.
- On first day of her new job with the ██████ (whose local office was located in the same facility as city hall) after she left the city, ██████ had to walk by PATTERSON's window.
- He texted her that he liked not being her boss because now he could enjoy her wearing skirts.
- While she was working for Florence, ██████ avoided going into PATTERSON's office not just to protect herself from him but also from rumors.
- She would talk to him from the hallway outside his office.
- It always felt like PATTERSON wanted control.
- He was narcissistic and had a "hero complex."
- ██████ believed that PATTERSON wanted the women who worked for him to feel like they were indebted to him.

- In addition to his improper sexual behavior, PATTERSON had anger issues.
- She heard that once he threw a chair at a former employee, [REDACTED]
- [REDACTED] witnessed him exhibit big mood swings; he would get angry over a lot of things.
- PATTERSON was emotional in his decision-making and took out his anger on employees, sometimes yelling but more often expressing a tone that was angry and spiteful.

[REDACTED] Text Messages

[REDACTED] forwarded me screenshots of several texts that PATTERSON had sent her and her replies. Below are some samples. In the first (dated September 12), PATTERSON compliments [REDACTED] as a “beautiful young lady” and in the second he offers some personal advice concerning her boyfriend, noting that she is “too free spirited to be controlled.” The third and fourth texts concern [REDACTED] intent to run for city council and PATTERSON’s expression that she will be his “favorite boss” and wondered if he would get in trouble for enjoying her wearing skirts:





Interview with [redacted]

On September 8, 2021 at about 10:50 AM, Det. Wold and I met with [redacted] (DOB [redacted]) at the police department where we conducted an interview with her. [redacted] was employed with the city from [redacted] until [redacted] and started working specifically in city hall on [redacted]. [redacted] reported the following:

- PATTERSON is “very inappropriate” and not professional at all,
- [redacted] was called to his office many times, where he made sexual advances on her.
- Before she was hired by the city, she worked at [redacted].
- PATTERSON would come into the restaurant, and, like other patrons who drank, would make inappropriate comments.

- Then he started messaging ██████ by Facebook.
- Initially, his Messenger texts were “random stuff,” mostly about her appearance, but she never engaged him in conversation.
- When ██████ quit ██████ PATTERSON contacted her and offered her a position with the city
- But before she started at the city, he told he was moving out of his house and needed someone to paint and do other work at the house as he and ██████ were divorcing.
- During that time, she and PATTERSON drank alcohol together at the house.
- Once, while she was under the influence, she engaged in consensual sexual intercourse with PATTERSON at the house
- There was no coercion by PATTERSON, and she took responsibility for having sex with him.
- However, after she was hired, ██████ told PATTERSON she was not interested in him, but he persisted in pursuing her.
- He even sent her videos of himself masturbating.
- ██████ kept the videos on her prior cell phone, but the phone had “blown up.”
- One video showed that he was looking at a phone on his leg that had a picture of a blond woman while he was videoing with another phone the fact that he was masturbating to the picture.
- PATTERSON told ██████ that if she would send pictures of herself to him he would not have to masturbate to the blond woman on the phone.
- He also texted her during work on many occasions to come to his office.
- Once there, PATTERSON would talk about ██████, for example bragging that he and ██████ had had sex in the city chambers, and about different sexual interactions he had with other people in the office.
- To intimidate or control her, he would bring out her personnel file that contained the background investigation done on her and would suggest that she had the “biggest file” of any employee and that she did not even have a write-up.
- He would constantly belittle her about choices she had made in her life (concerning her familial relationships with Federal inmates and the reason for which a thorough background was completed).
- ██████ would always tell him no to his sexual advances but he did not take no as answer.
- As a way to deter him, ██████ told PATTERSON she was dating someone (even though she was not), but that did not stop him.
- He would drive by her house as well.
- PATTERSON suggested he and ██████ could go to ██████ house to have sex because it was a “safe place” to do so.
- On another occasion, ██████ was downstairs working out in the city gym when he called and asked her where she was.
- After letting him know she was downstairs, PATTERSON told her to come out to the hall, and when she did he led her to the boiler room.

- PATTERSON told her that they could have sex in that room and no one would even know.
- [REDACTED] was appalled by this, asking him how cheap she thought she was and why he even thought she would say yes to something like that.
- He replied that she was right, that it was “probably inappropriate.”
- Her “no’s were never no” to PATTERSON.
- Another time, PATTERSON offered to get jobs for her sons through a company doing construction and said that while the boys were at work her house would be free for them to go to have sex.
- Because of the constant pressure from him to have sex with him as well as the belittling of her character, [REDACTED] ultimately quit a job she loved.
- On a daily basis, PATTERSON called her into his office, frequently pressuring her to have sex with him.
- PATTERSON also talked about the “bad” things [REDACTED] did to him during their marriage, playing on [REDACTED] compassion as a means to manipulate her.
- When she stopped being sympathetic with him, PATTERSON claimed that all he had ever done was to back her, even though the city had hired an “undercover neo-Nazi,” as he referred to her.
- Despite the fact that the city had done a thorough background on her, PATTERSON still used her past history as leverage against her.
- She believed that PATTERSON used the threat of the file to try and make her attracted to him based on his “power” and to suggest she owed him for her job with the city.
- PATTERSON proposed that since so many other people were having sex in city hall, it justified them doing so as well.
- Her rejections of him were often explicit, verbal “no’s,” but he never stopped regardless.
- Once, PATTERSON to kiss her, and other times he touched her butt with his hand in a caress or pat when she walked past him.
- [REDACTED] documented the times [REDACTED] was called to PATTERSON’s office, and this was turned into Employee Council during an internal investigation.
- But the investigation by the council was evidently discredited because no one ever interviewed her and nothing happened.

[REDACTED] later contacted me. She stated that she checked but determined she no longer had the old phone that had contained the lewd videos PATTERSON sent her.

Interview with [REDACTED]

On September 8, 2021 at about 5:05 PM, I spoke with [REDACTED], a former [REDACTED]. [REDACTED] stated that while she had initially worked for city hall during her employment with Florence, she did not personally experience any interactions with PATTERSON that were of concern.

However, [REDACTED] stated, some of her female co-workers in city hall complained to her about unwanted or questionable attention from PATTERSON. She recalled, for example, that [REDACTED]

██████████ had confided to her that he had sent her sex-related texts. Another young woman, ██████████, told ██████████ that PATTERSON had brought wine into the office and had given it to her. ██████████ noted that ██████████ was underage at the time he did this.

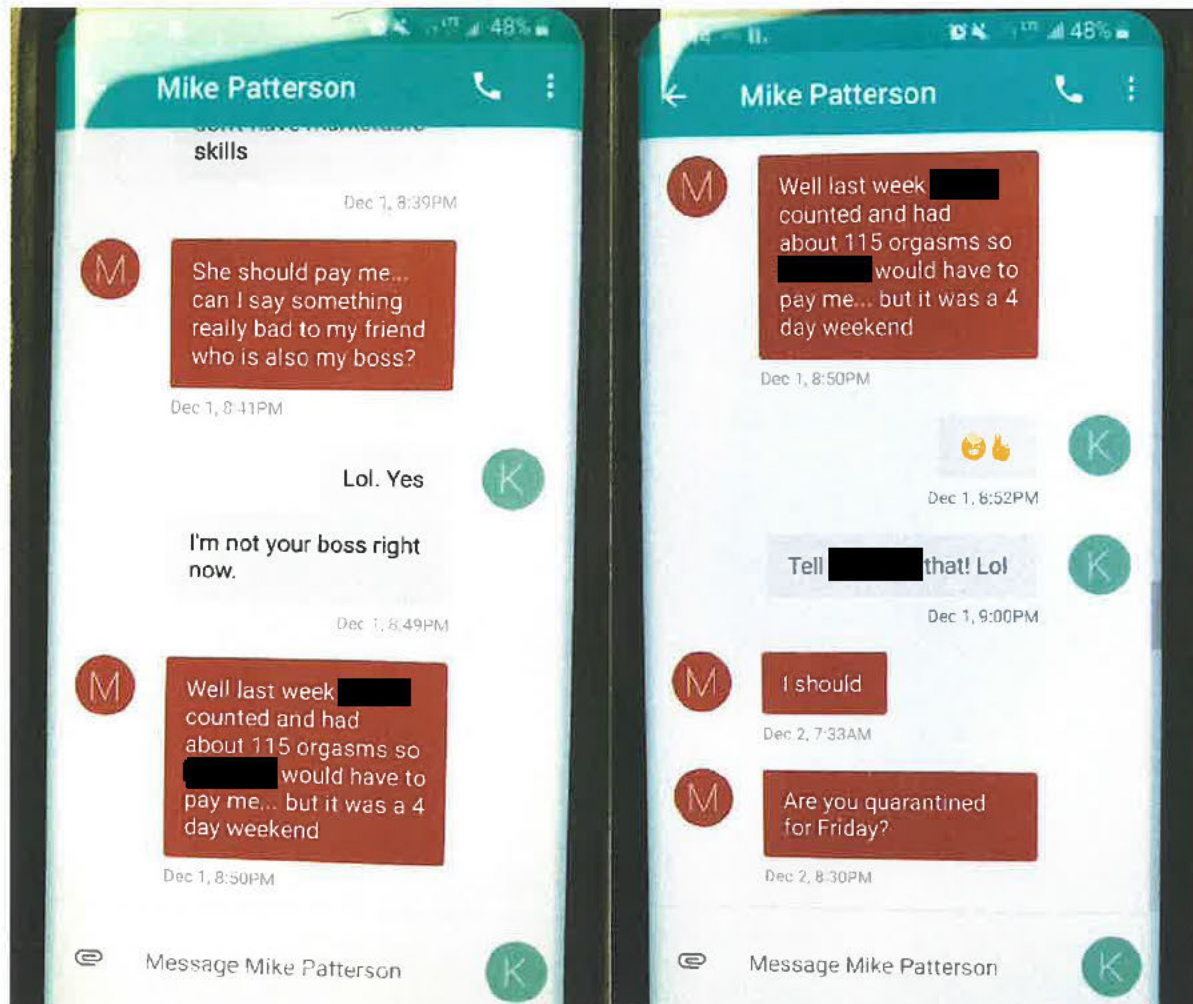
Interview with ██████████

On September 8, 2021 at about 6:00 PM, ██████████ (██████████) and I met at the police department. I spoke with her concerning her relationship with PATTERSON. ██████████ told me the following:

- ██████████ has been on the ██████████ for about a year and a half.
- During her time as a ██████████, she heard from ██████████ that PATTERSON had “boundary issues.”
- ██████████ may have had a consensual sexual relationship with him, however.
- During the early summer of 2019, ██████████ met with ██████████ and ██████████ after ██████████ had been offered the ██████████ position.
- During their conversation, ██████████ told ██████████ that her husband had problems with PATTERSON, and ██████████ suggested this may have indicated attention PATTERSON was giving ██████████
- Toward end of conversation, ██████████ asked ██████████ what lipstick or lip gloss she used.
- ██████████ explained that PATTERSON wanted her to find out and wear the same kind. (Note: I later asked ██████████ about this conversation. She stated she recalled the particular night. ██████████ stated she recalled the incident. She was at Louie’s Place having drinks with ██████████ and ██████████ joined them. ██████████ was asking ██████████ about the duties of ██████████ as she had just been named the interim. ██████████ admitted it was possible that she had asked ██████████ about her lip stick. She noted that PATTERSON had told her so many odd things that it was possible he said something like him wanting her to ask ██████████ such a question; she just did not recall for certain if she had asked ██████████ about her lip stick, acknowledging she had been drinking that night.)
- ██████████ felt this was a “really weird” request by an employer to make to his employee.
- She, too, had an unusual experience with PATTERSON.
- A few months ago, ██████████ received an inappropriate text from PATTERSON.
- In the text, he described an incident with his ██████████
- PATTERSON elaborated that his ██████████ had contacted him, asking for more money in ██████████ support.
- According to him, she wanted to trade sex with him for the money.
- ██████████ replied, asking PATTERSON if he did it.
- He said did not but then asserted that what he had with ██████████ (his current ██████████ was really great.
- PATTERSON went on to text ██████████ how many times ██████████ had an orgasm one weekend.
- ██████████ and husband wanted to have good relations with city government at the time she was elected to the ██████████

- However, her husband had warned about her about PATTERSON's behavior, and advised her never be alone with him.
- Even though PATTERSON and she knew each other reasonably well, the text was surprising, "kind of out of the blue."
- She actually received this text when she was with her husband enjoying some time off.
- ██████ showed the text to him after she received it, and he agreed it was not alright to send such a text.
- Another time, PATTERSON made a comment to ██████ that if he was younger he would pursue her ██████ ██████, who had worked for city.
- ██████ felt like he stated these kinds of things to see her reaction.
- PATTERSON tended to pursue women with large breasts.
- His physical "type" fit ██████ ██████ and ██████
- Once PATTERSON told ██████ that he was looking forward to going to a certain conference as he was anticipating seeing a woman he had met before who had "nice big breasts."
- Once, ██████ introduced him to her friend ██████
- ██████ had recently separated, and she could be described as very much the type of woman he likes.
- PATTERSON kept trying to ██████ number from her, but she kept saying no.
- He then started bugging ██████ for ██████ number, but she told him to get it himself.
- PATTERSON even made up a "BS excuse" to approach ██████ husband and asked for his wife's number, saying he needed to talk about some city-related topic.
- PATTERSON ultimately started a rumor about ██████, claiming that they had gone on a date but he did not want to keep dating her because she was "too needy."
- He even claimed they slept together.
- ██████ was very angry with PATTERSON for this and told ██████ that if she ran into him she would scream at him.
- PATTERSON started making derogatory assertions about ██████ saying that she had called certain employees pejorative names, for example that ██████ was a "slut."
- ██████ thought he was planting seeds with his staff to cause division or discredit her with others in the city.
- PATTERSON never made advances on ██████ but he seemed to like the "shock value" he caused her with such things as the text.

While we were speaking, ██████ found the text concerning his ██████ orgasms. I photographed the conversational thread, the last two of which are pictured below:



Interview with [redacted]

On September 9, 2021 at 7:00 AM, I arrived at [redacted], the residence of [redacted] (DOB [redacted]). [redacted] was formerly a [redacted] with the city of Florence.

[redacted] told me the following:

- PATTERSON was [redacted] boss and he hired her.
- During her employment of over a little more than two years, she observed that he had a lot of anger issues.
- He liked to slam doors and yell; he used his anger to intimidate his employees.
- However, [redacted] was not intimidated by PATTERSON, and she told him so after one outburst during which he slammed a door in a meeting.
- PATTERSON was unethical, making questionable actions as city manager.
- [redacted] noticed that PATTERSON paid undue attention to female employees, such as [redacted]

- There was always tension between [REDACTED] and [REDACTED]; [REDACTED] would get mad because [REDACTED] so cute.
- [REDACTED] and [REDACTED] had been friends prior to [REDACTED] being hired at city.
- [REDACTED] and other employees speculated there was an extramarital relationship going on between PATTERSON and [REDACTED].
- He hired people with no qualifications for the positions for which he hired them.
- PATTERSON's trend was predominantly to hire pretty women in positions that they were not qualified for.
- After she left, [REDACTED] heard a story that he threw a chair at the [REDACTED], [REDACTED].

Contact with [REDACTED]

On September 9, 2021 at about 10:26 AM, [REDACTED], an attorney whose law firm had represented [REDACTED] in her lawsuit against the city, returned my phone call to him. I requested a copy of the complaint that [REDACTED] had made against PATTERSON. We further discussed whether there was the need for law enforcement to seek a court order for the documents to be produced. [REDACTED] replied that he would consult with the city of Florence to review the request and advise me how best to access the complaint documentation.

Interview with [REDACTED]

On September 9, 2021 at approximately 11:00 AM, I met with [REDACTED] ([REDACTED]), a former city hall employee, at the police department. In her interview with me, [REDACTED] related the following:

- [REDACTED] was employed at the city for two years where she worked in [REDACTED] and as [REDACTED].
- She departed on [REDACTED] because the work environment was hostile.
- [REDACTED] was having problems with [REDACTED] and [REDACTED].
- While she knew of PATTERSON's inappropriate behavior with female employees, she was never on the receiving end of PATTERSON's attention.
- He would leer at breasts of women, and [REDACTED] saw him looking at [REDACTED], [REDACTED], and [REDACTED] in this way.
- He would indiscreetly look "up and down" female employees.
- [REDACTED] knew PATTERSON had a "type" and it was "creepy" that she knew this about her boss.
- His type was usually a lean, athletic woman with a build like a runner.
- She could see this type in the women he hired or married.
- [REDACTED] used to work with youth in residential treatment at [REDACTED], and her duties included training staff in sexual assault prevention and grooming behaviors.
- [REDACTED] saw a lot of grooming behaviors between PATTERSON and [REDACTED].
- The grooming behaviors she observed, for example, were his regular compliments to female staff about their appearance.

- He would also make offhand comments, such as once telling [REDACTED] that his [REDACTED] did not do her hair like [REDACTED] did but that it was OK.
- Regarding [REDACTED] she worked for the city when she was [REDACTED] and [REDACTED] years old.
- PATTERSON had a wine subscription, and he used to bring bottles of wine to [REDACTED]
- [REDACTED] recalled that PATTERSON asked [REDACTED] if she liked wine, and she said, "I guess so."
- Since then, PATTERSON regularly gave [REDACTED] wine.
- On one occasion, to conceal the fact that it was for her, PATTERSON told [REDACTED] that "that thing for [REDACTED]" was in his office and that she could go get it.
- Later, [REDACTED] told [REDACTED] she was going to get her wine from PATTERSON's office.
- Another time, [REDACTED] talked with [REDACTED] about PATTERSON giving her wine and not understanding why.
- [REDACTED] asked [REDACTED] not to say anything to anyone about it.
- PATTERSON knew [REDACTED] was underage because he hired her.
- Regarding other inappropriate behaviors he demonstrated around the office, PATTERSON used to show her pictures of [REDACTED] to employees.
- [REDACTED] did not know why but guessed he was "just showing off."
- When he did this, there was no prompting conversation, he just did it "randomly."
- For example, PATTERSON would be showing [REDACTED] pictures on his phone of a code violation.
- As he went by a certain picture, he would say something like, "Oops!" as he scrolled past a picture of his [REDACTED]; but then he would say, "Oh, here's what that was" and go back to the picture of [REDACTED].
- On another occasion, PATTERSON told [REDACTED] about how he had walked in on [REDACTED] having sex with another man [REDACTED] and he went into great detail about what they were doing.
- [REDACTED] felt like PATTERSON was trying to get a reaction from her.
- It is possible he was grooming her, but he was "acutely aware" of [REDACTED] background in this area.
- PATTERSON was "fixated" on employees dressing professionally, that is, unless their shirt was "plunging" (so as to display cleavage).
- [REDACTED] even addressed this dichotomy with him.
- PATTERSON ironically replied that he would not know about that because he only looks at his [REDACTED]
- [REDACTED] noticed PATTERSON was contacting [REDACTED] a lot by text.
- When [REDACTED] received a text from him, she would leave to go see him and be gone for about 20 minutes at a time.
- When she returned she would apologize for being gone
- Given her position, there would not be the need to meet so frequently with the city manager

- When PATTERSON would walk into the room, [REDACTED] could tell that [REDACTED] would often immediately get busy with work apparently so as not to have to interact with him – there was a notable discomfort in her body language.
- That some point PATTERSON announced he was going to modify some positions and make a personal assistant for himself (a new position), and he stated that person was going to be [REDACTED].
- This was weird as she was a new employee.
- After she quit the city but before [REDACTED] did, [REDACTED] confided to [REDACTED] that she had slept with Mike before she had been hired at the city and she was very ashamed of having done so.
- She felt that PATTERSON was trying to hold this over [REDACTED] head, and [REDACTED] had expressed the same thing, believing that he was insinuating he had done something for her and that he owed her.
- One day, PATTERSON offered to get [REDACTED] a job at [REDACTED] and [REDACTED] thought this was to win her favor, have her owe him, and to allow a place for them to have sex.
- PATTERSON also had a temper.
- If the women made a mistake, they immediately tried to hide it from PATTERSON as he would get angry with them.
- When he got angry he would slam doors and then get loud with people in a tone not appropriate to the workplace.

[REDACTED] provided me with a formal grievance she had filed against PATTERSON with [REDACTED]
[REDACTED]

Interview with [REDACTED]

On September 9, 2021 at approximately 2:35 PM, I met with [REDACTED] ([REDACTED]) at her workplace. She was previously a city hall employee with Florence from [REDACTED] until [REDACTED]. [REDACTED] related the following to me:

- [REDACTED] worked for Florence for a year and a half, starting in July [REDACTED] and leaving in December [REDACTED].
- She left employment with the city because she did not feel like a valued employee.
- [REDACTED] described her experience with PATTERSON as “mostly awkward.”
- While he never “did” anything to her, he gave her wine without explanation.
- PATTERSON put wine in her work mailbox, placed a bottle once or twice in her car, and once brought a bottle to her house, leaving it in her mailbox.
- Because they live on opposite sides of the city, PATTERSON had to go out of his way to bring it to her home.
- [REDACTED] knew it was PATTERSON who left in her box, as he texted her and said he had left it there.
- She felt he was flirting with her.
- The bottles of wine were real alcoholic beverages.

- [REDACTED] was [REDACTED] at the time PATTERSON gave her the bottles of wine, and he was well aware of her age.
- Sometimes PATTERSON said he he was leaving it for [REDACTED] her [REDACTED] who also worked for the city, but PATTERSON knew she was drinking it as she had told him so, but he still brought it to her.
- [REDACTED] admitted she was drinking the wine.
- Altogether, PATTERSON gave her bottles of wine on five or six separate occasions; apparently he had a standing-order of wine from a wine club.
- [REDACTED] was the only other employee to whom [REDACTED] saw PATTERSON give wine.
- He gave [REDACTED] a bottle, probably the same day he first gave [REDACTED] a bottle.
- [REDACTED] thought he offered a bottle to [REDACTED] so that it would not look weird that he gave one to [REDACTED]
- Whatever PATTERSON's intentions, [REDACTED] enjoyed getting it because she liked to drink wine.
- She never felt she had to reciprocate, although he may have thought so.
- The wine was pretty good alcohol, but she could not recall the brand name.
- The last time she received wine was November 2020 or shortly before, and she did not turn [REDACTED] until February 2021.
- On subsequent occasions when [REDACTED] received a bottle from PATTERSON, she would later tell [REDACTED] and then learn that [REDACTED] did not receive a bottle.
- Regarding other interactions she had with PATTERSON, sometime he would text [REDACTED] for no particular reason at times that were not during work hours.
- For instance, PATTERSON texted her after seeing her out one night, asking her about a link for obtaining a marriage license.
- It was odd to [REDACTED] that he would text her for a link because PATTERSON could have just looked up Fremont County licensing online.
- Regarding his behavior with other employees, [REDACTED] never really saw things from PATTERSON that concerned her.
- About a couple months after she started, [REDACTED] heard third-hand that PATTERSON had thrown a chair at [REDACTED] because she did not agree to sleep with him.
- The council supposedly had cut PATTERSON's pay or something similar as a repercussion for that act.
- PATTERSON "one hundred percent" came off "creepy" to [REDACTED], and he was a "crappy boss."
- At one point [REDACTED] made a mistake for which PATTERSON said that [REDACTED] and [REDACTED] wanted her fired, but he assured her that he had convinced them against firing her (although he was the person who fired).
- [REDACTED] was "almost written up" but the reprimand was not "a real write-up," according to [REDACTED] and [REDACTED]
- While [REDACTED] never saw PATTERSON yelling and slamming doors, but he would shake and get red when he learned of problems.
- PATTERSON exhibited controlling behavior with the staff.

- In particular, he would tell [REDACTED] that he was trying to protect employees' jobs, like hers, and he suggested [REDACTED] could lose his job.
- [REDACTED] believed that PATTERSON would tell her this to manipulate her.

[REDACTED] sent me text messages that PATTERSON had sent her. I reviewed these, and it was clear that PATTERSON knew [REDACTED] was drinking the wine he was giving her. It was also implicit from the texts that PATTERSON knew she was underage, as she joked about getting her mother's permission to drink the wine.

Interview with [REDACTED]

On September 14, 2021 at about 10:30 AM, I arrived at [REDACTED] the residence of [REDACTED] ([REDACTED]). During our interview, [REDACTED] told me the following concerns about PATTERSON:

- [REDACTED] worked for city hall from [REDACTED] until [REDACTED]
- During that time, she observed behavior from PATTERSON that was unfitting for the city manager.
- When internal city matters were brought to his attention, for instance, PATTERSON did not seem to be disturbed by them (e.g. an alleged affair between the [REDACTED] and a [REDACTED] and possible missing money in water billing).
- Also, PATTERSON was bringing wine to [REDACTED] when she was underage.
- He knew she was underage because the staff gave [REDACTED] got a lot of "flack" s about being so young.
- PATTERSON would place the wine in [REDACTED] mailbox, or he would put it in her truck.
- He even discussed the fact that he was giving wine to [REDACTED] in front of [REDACTED]
- For example, he would say, "This is for [REDACTED]" and then literally wink at [REDACTED]
- He would also flirt with [REDACTED], and it was weird that he did so with someone so young.
- PATTERSON also thought [REDACTED] ([REDACTED]) was cute, and he made this statement one time in front of [REDACTED] at the time he was hiring [REDACTED]
- He had a preferred "type," that is, a woman who was thin, dark haired, and sometimes "scrappy" ("not too delicate").
- Another employee, [REDACTED], told [REDACTED] that PATTERSON would text her inappropriate comments.
- [REDACTED] further observed PATTERSON personally come to talk to female customers at the public reception window, and, after they left, he would ask the female employees in general if they noticed if the woman was wearing a ring on her finger, indicating his interest in the women.
- Sometimes after-hours, PATTERSON would talk with other male employees, such as [REDACTED] that some actress was "really hot," and he openly said this in front of female employees.
- If a "gay guy" was mentioned in a conversation, PATTERSON would call them "fairies" and act like he was "flitting" around.

- PATTERSON would talk about employees, suggesting they were involved in intimate relationships.
- He said this of [REDACTED] and [REDACTED], both of whom were married to other people.
- PATTERSON's behavior was not professional.
- He never made sexually advances toward [REDACTED]
- Rather, she felt threatened by him because she had suggested she was going to the city council about all the "stuff" (scandalous or unethical behavior) going on in the city.
- The work environment became hostile for her at work, and though she reported this to PATTERSON, he apparently did nothing to address the situation.

Second Meeting with [REDACTED]

On September 14, 2021 at about 1:20 PM, [REDACTED] came to the police department and brought a packet of papers that she stated documented her reasons for leaving the city (the majority of which was not pertinent to this investigation). [REDACTED] also had a T-shirt with her. She identified this as one of the official Florence city's Fourth of July celebration T-shirt.

Concerning the shirt, [REDACTED] went on to say:

- One day, several of the city hall employees, including [REDACTED], [REDACTED], [REDACTED], [REDACTED] and [REDACTED] were looking at the new T-shirt, which had just been printed.
- When PATTERSON came through the office, he remarked, "I just can't unsee something about this shirt."
- He then held up the shirt to himself and began to tell about a time that he judged a wet T-shirt contest.
- PATTERSON instructed all of the women present that they had to wear this shirt on Fridays.

I took a photograph of the shirt, pictured below:



Interview with [REDACTED]

On September 14, 2021 at about 1:31 PM, I met with [REDACTED] (DOB [REDACTED]), the city [REDACTED], at her office. (Earlier, [REDACTED] had indicated that she had some knowledge that she wished to share with me.) [REDACTED] related the following:

- [REDACTED] has worked for the city since February [REDACTED] and she started out in code enforcement.
- She noted that PATTERSON was overly concerned about [REDACTED] and [REDACTED] relationship with the [REDACTED]
- [REDACTED] always thought this was strange because she believed it involved jealousy.
- PATTERSON frequently told [REDACTED] that he was protecting “them” (the employees, especially [REDACTED] and [REDACTED] because no one would protect them like he would.
- He asserted that if a new council came in they would all get fired.
- As such, [REDACTED] always believed that the council was not accessible and PATTERSON was the only person in the city to whom employees could turn.
- At times, PATTERSON would suggest to [REDACTED] that her job was somewhat tenuous because she did not have a [REDACTED] degree, but at the same time he said that because she had experience he job was safe.
- On the other hand, PATTERSON said he had to protect [REDACTED] as she would never get another job like her [REDACTED] position.
- However, [REDACTED] thought that PATTERSON’s claim to have to protect [REDACTED] was nonsensical, as [REDACTED] did her job.
- Instead, [REDACTED] felt like PATTERSON was saying such things as leverage with [REDACTED]
- As to why he hired [REDACTED] in the first place if she had no degree or experience, he did not explain.
- However, he would say he would be “attacked” for taking the risk of hiring [REDACTED]
- Shortly before he was suspended, PATTERSON, [REDACTED] and [REDACTED] were all present in [REDACTED] office one day.
- They were talking about matters involving [REDACTED], and he was going through his phone to see if he had any inappropriate texts with [REDACTED]
- As he was scrolling through the phone, PATTERSON voiced an expletive.
- He said something about “Oh, that one,” and he “freaked out.”
- He further stated that he hoped “that” did not come back to “bite” him.
- PATTERSON said that the text he sent to [REDACTED] concerned “orgasms.”
- [REDACTED] had earlier concerns about PATTERSON’s behavior.
- He “pushed boundaries” and was “on the line” all the time.
- For example, he composed personal texts to employees regularly and often outside work hours.
- In person, he talked about his [REDACTED] all the time and was a topic of a lot of conversations.
- PATTERSON did not text [REDACTED] much, however, as she did not fit his “type” and he knew where she stood on issues such as professionalism and marriage.

- On the other hand, [REDACTED] [REDACTED] and [REDACTED] all fit the kind of woman he liked.
- PATTERSON could also be erratic and immature with his emotions “all over the place.”
- If he got angry, he would slam doors or put on sad music.
- Once, [REDACTED] heard [REDACTED] scream at him in the hallway, and her thought was how inappropriate that an employee could interact with an employer like that.
- After PATTERSON was suspended, [REDACTED] came to [REDACTED] to report her incidents with PATTERSON.
- On the day of the executive session concerning PATTERSON’s suspension, [REDACTED] asked [REDACTED] to carry an envelope containing documents concerning the complaint (by [REDACTED] [REDACTED] against PATTERSON to [REDACTED]
- [REDACTED] had seemed out of sorts most of the day, but then they all were because it was a “crazy” day.
- Within moments of leaving [REDACTED] office, [REDACTED] returned and told [REDACTED] that “the same thing” happened to her.
- She explained that she knew she was not supposed to look at what was inside the envelope, but she did and realized that same thing happened to her.
- [REDACTED] expressed that she was scared that she was going to get fired.
- To [REDACTED] she was visibly frightened.
- [REDACTED] was afraid PATTERSON was going to suspect it was her who reported (that he had texted her).
- [REDACTED] tried to assuage her fears and convinced her to tell the [REDACTED]
- [REDACTED] then drove with [REDACTED] to see the [REDACTED] and reported [REDACTED] disclosure to him.
- During this time, [REDACTED] was again crying and sad.
- She told the [REDACTED] that she had been receiving text messages like [REDACTED] had received, and the [REDACTED] assured her she was not going to lose her job.
- [REDACTED] had disclosed PATTERSON’s improper behavior to [REDACTED] as well.
- One day, [REDACTED] and [REDACTED] [REDACTED] supervisor, were in [REDACTED] office
- [REDACTED] and [REDACTED] were talking about benefits, and [REDACTED] was pacing around the office.
- [REDACTED] asked which [REDACTED] which benefits she wanted, to which [REDACTED] exclaimed, “I’m not staying!”
- [REDACTED] went on to say that she would work another day with PATTERSON.
- [REDACTED] shut her door and questioned [REDACTED] as what was wrong.
- [REDACTED] revealed what PATTERSON had been doing to her.
- [REDACTED] showed [REDACTED] several text messages, one in which PATTERSON wrote that he wanted to kiss [REDACTED] and another that was really graphic about wanting to lick her.
- [REDACTED] told [REDACTED] and [REDACTED] that they had to report this.
- However, [REDACTED] was worried about PATTERSON’s close relationship with the council.
- Because PATTERSON kept his employees from council, they did not know to whom to report.
- [REDACTED] took a few days off, but then [REDACTED] reported [REDACTED] experience to a couple of the council members, after which the council called an executive session.

- At time the city hired ██████████ PATTERSON had personally sought her out and recruited her to be the ██████████
- However, ██████████ made it clear that she wanted to be an ██████████ not ██████████ although the city did not have an ██████████ available. (██████████ did not have a background as a ██████████
- However, there was an applicant that had the qualifications to be a ██████████, but PATTERSON would not hire her.
- When ██████████ discussed this with PATTERSON, this was the only time he raised his voice with re.
- ██████████ told him that ██████████ was not qualified but that they had an applicant who had worked as a county clerk and who was qualified and who could “step into the role”
- PATTERSON replied emotionally, saying that he was not hiring the qualified applicant, that he was hiring who he wanted, and that ██████████ needed to get over it.
- The qualified applicant was 40ish and did not fit the body “type” PATTERSON liked.

I showed the T-shirt from ██████████ and asked if she recalled PATTERSON making a statement about the shirt and that he had judged a wet T-shirt contest. ██████████ replied that she did not think she was part of the conversation, as she would have been offended by such a comment.

After I concluded the interview, ██████████ stated there was something else she needed to tell me. She elaborated:

- ██████████ was hired after PATTERSON contacted her on Facebook.
- After he hired her, he really lauded ██████████ (and she was good), avowing that they needed to make sure the city kept her, that she should be the HR director, and calling her the “perfect employee.”
- Then suddenly (after a few weeks) she was no longer great in PATTERSON’s eyes.
- ██████████ on the other hand, never said anything good bad or indifferent about him.
- ██████████ first noticed something amiss when PATTERSON asked ██████████ to back-date some form that she had to sign off on, but she refused to do that.

Interview with ██████████

On September 14, 2021 at about 2:50 PM, I met with ██████████ (DOB ██████████) at her office. ██████████ who had worked for the city for six months and whose husband is a ██████████ ██████████ had little relevant to report. She stated her experiences with PATTERSON were pretty positive. ██████████ went on to say:

- ██████████ was initially hired to work on the ██████████ but within a short time PATTERSON moved her over to the city hall side.
- He was never inappropriate with her, but then she thought he was afraid of her husband ██████████ who she was dating at the time.
- She believed this because at a city party once, PATTERSON introduced ██████████ as someone who had a “big, mean” boyfriend.
- ██████████ seemed to intimidate him.

- ██████ had heard some rumors about ██████ and PATTERSON having a relationship.
- She observed that at the time ██████ was leaving employment with the city, PATTERSON locked himself in his office for two days and “blasted” 80’s love ballads, which ██████ thought that was weird,
- When ██████ left, PATTERSON really pushed ██████ to take her position as the ██████
- However, ██████ did not have a degree and she did not have the skills for the position.
- When she told him this, PATTERSON assured ██████ that they would train her, but ██████ was adamant with him that she did not want to take the job.
- This was the only occasion she felt PATTERSON was “pushy” with her.

Cellebrite Extraction of Text Messages from ██████ Phone

On September 15, 2021 Detective ██████ of the Fremont County Sheriff’s Office met with ██████ for the purpose of retrieving the text messages between PATTERSON and her from her phone. After this was done, Det. ██████ told me that he would provide me with a report documenting the text exchanges.

Interview with ██████

On September 16, 2021 at about 4:00 PM, I met with ██████ (DOB ██████). ██████ stated that due to her work, she had a nexus with the city and thereby came into contact with PATTERSON. She related the following:

- PATTERSON never “came onto” ██████ but she felt he was the kind of guy who might and so she kept it very professional with him.
- Nonetheless, PATTERSON repeatedly asked ██████ about her “hot” friend, ██████
- He expressed to ██████ that he wished to get together with ██████ even though she was sure PATTERSON was married at the time.

Review of Text Messages from ██████ Phone

On September 20, 2021, Detective ██████ provided me with a digital report of the text messages between PATTERSON and ██████ as extracted from her cell phone. I reviewed the text exchanges, of which there were hundreds of messages between February 2018 and September 2021. Most of the texts were business-related, in particular the beginning texts. As time progressed, PATTERSON’s communications became more personal and he began complimenting ██████. By 2021, PATTERSON’s messages were more “edgy” and sexually suggestive. On a number of occasions during this period, ██████ texts reciprocated this kind of communication, even indicating a willingness to engage in sexual touching.

Interview with ██████

On September 20, 2021 at about 4:13 PM, I interviewed ██████ (DOB ██████) at the police department. ██████ was employed with the city from ██████ until ██████. ██████, another city employee, sat in with her, as she wanted him to be present for support.

██████████, who was quite emotional and crying during the interview, reported the following:

- When PATTERSON first approached her to work for the city, he was friendly and inviting.
- He was “friendly-flirtatious” with her when she first started (██████████), and he seemed genuinely concerned about her as an employee.
- She thought he was going to be a great boss.
- Soon, PATTERSON started complimenting her, saying such things as “Oh, you look beautiful today” or “I thought you looked great today.”
- His typical “banter” was mostly about ██████████ or occasionally about ██████████
- However, his communication with her became more and more inappropriate and more persistent.
- For instance, PATTERSON would talk about his then ██████████ saying that when she first met ██████████ that ██████████ wanted to kiss her.
- Most of his inappropriate communications occurred over texting.
- Sometimes if she did not answer back to these kinds of texts, PATTERSON would be insistent for an answer.
- ██████████ wondered, “How do you not answer your boss?”
- Around time of his wedding, he was even more persistent.
- PATTERSON tried to get ██████████ to go to his and ██████████ wedding, even asking her to be the photographer (even though ██████████ is not a photographer).
- When ██████████ did not attend the wedding, he was an “absolute ass” at work for a time.
- On numerous occasions, she would tell PATTERSON she was not trying to “provoke” him (i.e. attract him to her), but he would say, “But there it is.”
- Another inappropriate thing he stated, as an example, was the proposal that he and his wife would like to sleep with ██████████
- Or he would tell ██████████ that when he thought about her at home, it would make for great sexual experience for him and ██████████
- As to how she handled these advances, ██████████ tried to re-direct PATTERSON’s behavior.
- In retrospect, she should have been a “nastier” person with him than she was.
- Even when PATTERSON acknowledged he was crossing a line and would say he would not push her, he continued to do so nevertheless.
- On top of the texts, one time PATTERSON tried to hug and kiss ██████████ in his office.
- She turned head, but he kissed her cheek, and then she pushed him away.
- Possibly as a result of her rejections of his advances, PATTERSON started getting irritated with her over little things at work.
- He tried to push her into things she did not want to do, such as backdating a record that would have her name on it.
- PATTERSON frequently made inappropriate comments even after city personnel had attended sexual harassment training.
- For example, he would talk about sex swings and wanted to show pictures of these devices to staff members that included ██████████

- When they objected, he tried to make a joke, saying “Oh, I’m sorry were not supposed to say things like that. I apologize, we had training on that.”
- On another occasion, PATTERSON initiated a joke directed at [REDACTED]
- He told her there was a new massage parlor in Florence and that the place “specialized in happy endings.”
- Again, he apologized after making the joke, acknowledging that he knew he was not supposed to say things like that.
- When she receive his texts, [REDACTED] felt terrible, as she was afraid of making him angry and of losing her job.
- [REDACTED] received texts from PATTERSON daily for the first month or more that she was employed.
- Following the time she did not go to his wedding and he was angry with her, PATTERSON rarely spoke to [REDACTED] and he stopped texting her.
- [REDACTED] was dreading coming to work.
- Sometime afterwards, PATTERSON made a new position announcement that [REDACTED] was going to be the head of human resources (HR).
- [REDACTED] had remained with the city and only felt safe because [REDACTED] was there, and PATTERSON had to go by [REDACTED] office to go to her office.
- Because [REDACTED] had confided to [REDACTED], who she trusted, about PATTERSON’s unwanted sexual advances, if PATTERSON came to her office, [REDACTED] would come in.
- Also, if she had to go to PATTERSON’s office, [REDACTED] would go with her.
- However, at the time PATTERSON made the announcement that [REDACTED] was going to HR, he went to [REDACTED] saying he was going to “steal” [REDACTED] away from him, that she was promoting to HR.
- He made it clear that it would mean a pay raise as well as a new office for [REDACTED]
- PATTERSON had not discussed his decision to make [REDACTED] the HR director with either her or her supervisor.
- The practical result of going to HR meant [REDACTED] would no longer be in her office or near [REDACTED] but would be closer to PATTERSON’s office.
- After [REDACTED] confided to him about PATTERSON’s behavior toward her, [REDACTED] wanted to report it right away, but she did not want him to.
- [REDACTED] debated with herself what to do for weeks.
- She was reluctant to report PATTERSON, as she had overheard many conversations between him, the city attorney, and council members, so she felt it was not safe to report to them.
- [REDACTED] was finally prompted because [REDACTED] was going to be absent from the office at a certain time and she felt had to do something to protect herself without [REDACTED] to intercede for her.
- Yet she was still fearful PATTERSON would find out she had reported.
- [REDACTED] eventually departed from employment with the city on [REDACTED] 2021.
- She was hurt and angry that she had to leave a job she enjoyed and for which she had high aspirations.

- In retrospect, ██████ recognized PATTERSON's initial friendliness toward her was not genuine care for her, but he was grooming her and breaking down her barriers.

█████ stated she would allow me to download her text messages next time she was in the area. In the meantime, she agreed to send me a number of screenshots of texts between PATTERSON and her that illustrated his inappropriate attention toward her.

Interview with ██████

On September 20, 2021 at about 5:15 PM I met with ██████ (DOB ██████) at the police department. During our conversation, ██████ told me the following:

- From ██████ to ██████ worked on the city's planning commission.
- Her interactions with PATTERSON were fairly neutral, but then she had "set boundaries" right away.
- When she first met PATTERSON, ██████ was married and her husband worked for the city.
- Rather soon after she joined the planning commission, PATTERSON asked her to take the chair of the commission; as she was newest member and so young, this struck ██████ as odd and he was "very pushy" to get her to do this.
- ██████ felt that PATTERSON believed she could be manipulated, based on her impending divorce with her husband, ██████.
- PATTERSON knew the details of her and ██████ divorce; he knew about her husband's unfaithfulness, and he even paid for his rehabilitation for drugs and alcohol. (█████ would get drunk and high at work.)
- As to why ██████ felt she had to set boundaries up with PATTERSON, "it's no secret" how he acted toward women.
- For example, she had been advised never to be alone in a room with him.
- There were several people who said PATTERSON would try to have a relationship with other women and if the women he pursued were not reciprocative, he could be malicious.
- ██████ learned that PATTERSON made comments to other people about how attractive she looked and of his desire to be with her, saying if he was younger he would already be with her.
- PATTERSON made such comments in front of ██████.
- Based on PATTERSON's marital history and her own ex-husband's abusive behavior, ██████ saw a lot of similarities between the two men.
- As such, she was not alone with PATTERSON much for that reason.
- When the city had plans to turn the old St Joseph Manor into apartments, PATTERSON was really pushing for her to move into one of the units, but it was a "good question" why he was pushing her.
- He asked ██████ to pick out colors, fabrics, etc, for the renovation.
- Initially, she was planning on moving into one of the apartments until she heard about comments he made about her; then she was uncomfortable to do so.
- PATTERSON was never directly inappropriate with her.

- He just gave her weird looks, staring at her and making her uncomfortable; he was “creepy.”
- Also, PATTERSON followed her on Instagram and was viewing her “stuff” on social media, so she edited her settings to exclude him from doing so.
- His following of her on social media made her uneasy in light of his comments and the fact that he was inserting himself into her divorce.
- PATTERSON tended to seek out easily manipulated women, such as women with low self-esteem and women who exhibited “sexually aggressive behavior.”
- He was motivated by being the “hero” and helping out the “damsel in distress.”
- PATTERSON saw ██████ in this way, as a damsel in distress because of the divorce she was going through.

Interview with ██████

On September 20, 2021 at about 800 PM, I met with ██████ (DOB ██████) for an interview. ██████ told me the following:

- Regarding the investigation that was going on, ██████ knew PATTERSON had sent ██████ a sexting message, and she knew this because ██████ had told her so.
- PATTERSON was not just doing it to ██████ but to other women as well.
- She felt that the closed and locked officer door sessions with him, for example, was to afford him the potential opportunity of accessing her personal life.
- About half the time, the closed-door sessions he held with her in his office were business-related, but frequently the conversations moved into personal areas.
- He would ask such things as what she did after work and who she was spending her time with, and he would talk about intimate details concerning his ██████
- For instance, PATTERSON told ██████ about how ██████ and he liked to dress up in role play and about their desire to add another person to their fantasy life.
- ██████ believed that PATTERSON’s odd comments were a “hook” to see if she would grab onto it.
- He was testing her boundaries.
- ██████ would respond to such conversation by changing the subject and re-directing the talk back to the reason for which they were meeting.
- Nonetheless, PATTERSON would bring up personal topics again, and so the talks were “cyclical,” evidently meant to “test the waters.”
- Given the nature of the business-related topics, sometimes it was important to have a closed-door session, but not all the time.
- These sessions happened a couple times a month.
- ██████ also received texts from PATTERSON but nothing like what ██████ was receiving.
- His communications to ██████ were business-related by and large, but they could be strange as well.

- Once he texted her, telling her he was going to Montrose (for another city manager position) and added that “we are moving.”
- When ██████ asked what PATTERSON meant by “we,” he replied that if he was going she was “obviously” going with him.
- Concerning ██████ texts, ██████ knew about them before PATTERSON’s dismissal and before ██████ resigned from the city to begin her ██████ job.
- During a casual conversation, ██████ mentioned the fact that she was receiving odd texts from PATTERSON.
- As she told ██████ about the texts, ██████ was “kind of joking about it” but, she was concerned and told ██████ not to tell anyone.
- ██████ added that if PATTERSON ever did anything, “I’ve got him.”
- ██████ never actually saw ██████ texts.
- She also later heard about ██████ texts but never saw these either.
- When ██████ worked at the city, PATTERSON was always pulling her into his office for closed door meetings.
- Sometimes when ██████ came out of his office her demeanor was OK, but other times she was “closed down” and would not talk with anyone.
- PATTERSON made inappropriate jokes to the women in the office; for example, he would joke about ██████ weight and talk about how sexually unappealing she was.
- He would “sexualize” many of the female visitors to city hall, commenting on their physical appearance as if judging their sex-appeal.
- He would remark about their breasts, butts, weight, and whether they were pretty or not, and he made these comments in front of the women in the front office.
- PATTERSON was not professional at all.
- While he never did anything to her, ██████ could see how PATTERSON could have “gone further” if she had been receptive to his comments.
- He was very upset when ██████ announced she was leaving
- She “one hundred percent” left her employment with the city because PATTERSON was “getting weird” with ██████ and she did not want to be part of it.
- ██████ did not believe ██████ like PATTERSON’s attention but just played along with it.

Review of Documents Concerning ██████ Lawsuit against the City of Florence

On September 22, 2021 ██████ emailed me with documents pertaining to ██████ lawsuit against Florence city.

I reviewed the paperwork, which consisted of:

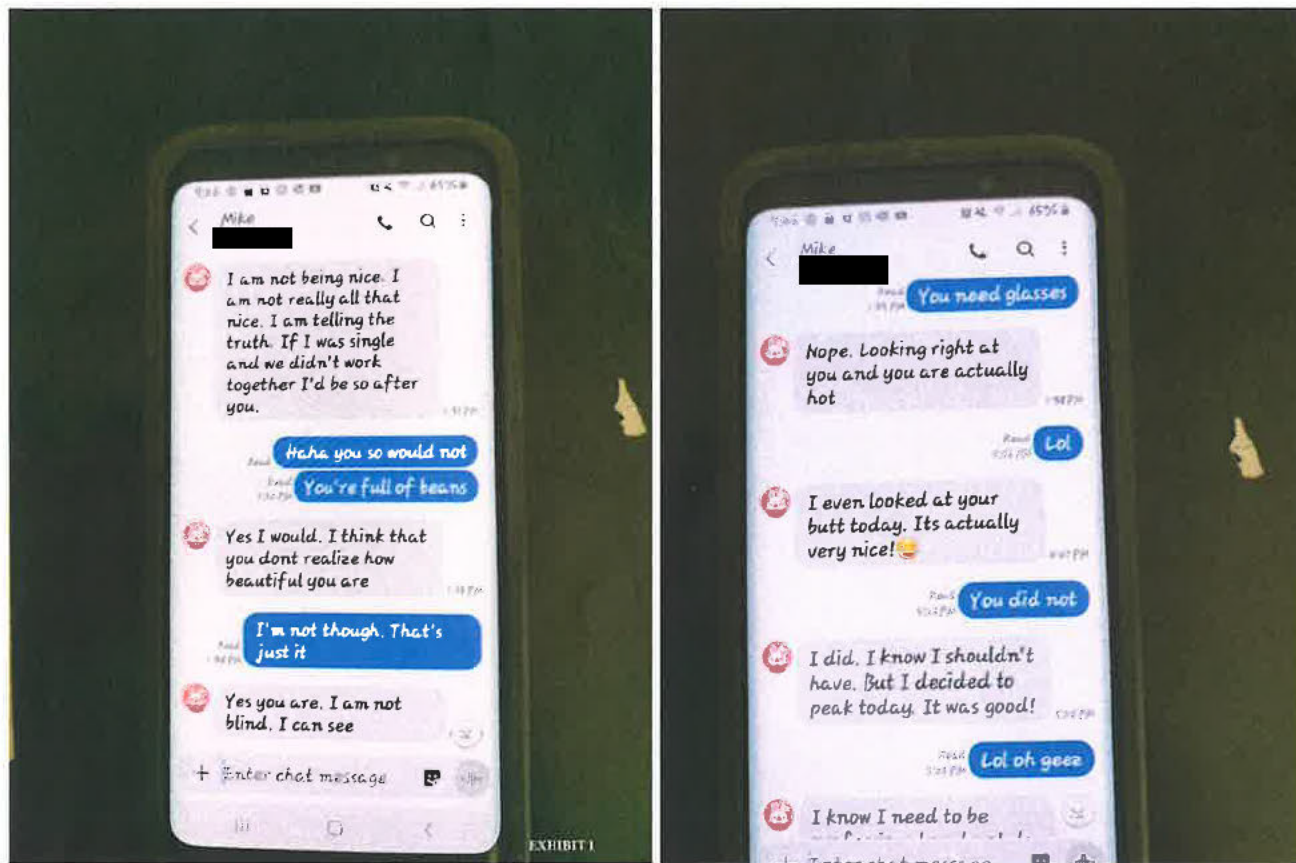
- A letter requesting a monetary settlement from the law firm of Lewis, Kuhn, Swan, dated June 12, 2019, and addressed to Mayor Keith Ore, which outlines the complaints made by ██████ concerning her employment with the city of Florence

- Copies of photographs purported to be text messages to [REDACTED] from PATTERSON (“Mike [REDACTED]”), titled “EXHIBIT 1” and referenced in the letter to Mayor Ore dated June 12, 2019
- A follow-up letter from the law firm of Lewis, Kuhn, Swan (Colorado Governmental Immunity Act Notice), dated July 23, 2019, and addressed to Mayor Keith Ore, identifying the amount in damages being sought by [REDACTED] as [REDACTED]
- A document titled “Release,” which is the signed settlement agreement and which indicated the city’s agreement to a monetary settlement [REDACTED] awarded to [REDACTED] [REDACTED] dated [REDACTED]

In the letter dated June 12, 2019, [REDACTED] (who is the signee) identifies [REDACTED] claims pertinent to this investigation as follows:

- PATTERSON “frequently sexually harassed” [REDACTED]
- He “sent lewd text messages via his work cell phone to [REDACTED] work cell phone.”
- The text message referred to was “only one of the many disgusting remarks” PATTERSON made to [REDACTED] and he “targeted” other female employees by making “unwanted sexual advances” toward them, as well.

The images below are those that were identified as constituting “EXHIBIT 1” and concern an occasion of PATTERSON’s sexually-related compliments of [REDACTED] during which he admitted to have taken a “peak” [sic] at her “butt,” at the same time acknowledging that he knew he should not have done so:



Attempted Interview with [REDACTED]

During the investigation, I contacted [REDACTED]. [REDACTED] had indicated a willingness to meet with me concerning this case. We scheduled a time to meet for an interview on September 20, 2021. However, at the appointed time on that day, [REDACTED] failed to show.

After I tried to re-contact her on September 22, 2021, an attorney identifying himself as [REDACTED] called me. [REDACTED] stated that he "guessed" he represented [REDACTED] and that she did not wish to speak with me concerning the PATTERSON investigation.

Interview with [REDACTED]

On September 22, 2021 at about 9:09 AM, I spoke with [REDACTED] about the wine [REDACTED] received from PATTERSON. ([REDACTED] used to have a relationship.) [REDACTED] related the following:

- [REDACTED] knew [REDACTED] was receiving wine from PATTERSON, and she told [REDACTED] as much.
- PATTERSON would leave it in their mailbox.
- He drank the wine and believed [REDACTED] did also.
- There was no arrangement between [REDACTED] and PATTERSON that the city manager was going to leave it for him.
- In fact, they had very little interaction with one another.
- While they were cordial, [REDACTED] and PATTERSON were not friends.

- █████ spent no off-duty socializing with him, either, so there was no reason for PATTERSON to give him a gift.
- In addition, █████ and PATTERSON never had a conversation during which PATTERSON said he was going to give him or leave him wine.
- █████ indicated to █████ that the wine was for him and said this with a “wink, wink,” meaning it really was something PATTERSON was giving to █████ as a gift.
- However, █████ was “not a fan” of PATTERSON, as she believed he was corrupt, dishonest, unfair, and prone to favoritism.
- She had also told █████ that PATTERSON was a “very sexist person,” but she never gave an example of this to █████.
- While PATTERSON seemed nice to him, █████ had so few interactions that he could not judge PATTERSON’s real character.

Interview with █████

On September 22, 2021 at approximately 10:04 PM, I spoke with █████ the water treatment plant department head. He stated:

- █████ never witnessed “physical” inappropriateness by PATTERSON with female employees.
- However, he had heard rumors about him and █████
- Because he was at water plant, █████ was isolated from city administration and therefore ignorant to events going on at city hall.
- Regarding staff meetings, █████ confirmed PATTERSON was inappropriate in his jokes and conversation about women.
- For instance, PATTERSON talked about █████ weight in front of her, indicating an unattractiveness about her weight, and █████ seemed offended by hi comments.
- Because of her background in HR, █████ warned PATTERSON a number of times that he could not talk “like that,” and PATTERSON subsequently made fewer sexually-related comments as time went on.
- Concerning what PATTERSON would say, he would talk about certain body parts of women, such as some citizen or a celebrity or a new woman he was dating (i.e. █████).
- Often the comments were less public, more of a whisper to █████ such as, “She’s got big boobs!”
- PATTERSON would show █████ pictures of █████, for instance, in a Wonder Woman costume, or he would talk about his “dress up time” with his █████ in sexy, revealing clothing.
- While the topic might have been acceptable between friends, it was not so appropriate with █████ in that it was during work time and they did not spend social time together.
- There were definitely times during department meetings, for example, that PATTERSON made inappropriate jokes, and █████ could see by facial expressions that the women and some of the men present were uncomfortable.

- ██████ admitted that he would chuckle sometimes but then feel bad given how PATTERSON's comments were taken by the people in the room.
- At times, ██████ apologized to ██████ or ██████ for laughing about the joke or for taking any part in it.
- He recalled one time where he apologized to ██████ for laughing at his jokes, and when he had made some joke about what she was wearing.
- ██████ recalled ██████ looking offended at times in meetings.
- ██████ had a conversation with ██████ about the time of PATTERSON's dismissal.
- During their conversation she said PATTERSON was a "predator" and it was good that he was no longer with the city; she indicated he had done something to her.

Follow-up Statement by ██████

On September 22, 2021 at about 11:10 AM, ██████ called me. She stated that she had recalled something she wished to share. ██████ told me that PATTERSON had told her co-workers and her that if a certain mayoral candidate was elected to the city position, they would all lose their jobs. ██████ indicated that the significance of this was that PATTERSON was suggesting that he their only security.

Attempt to Interview ██████

During investigation, I attempted to meet with ██████ on several occasions, but we were evidently never able to make our schedules work. Finally, on September 22, 2021 at about 4:25 PM, she texted me as she claimed to be too busy to meet. ██████ replied that she "never had a full conversation" with PATTERSON. She added that anything she heard or experienced is "more hearsay."

Interview with ██████

On September 28, 2021 at about 10:05 AM, I met with Florence Police Officer ██████. ██████ had commented to me that she might have some relevant information regarding the investigation. She told me the following:

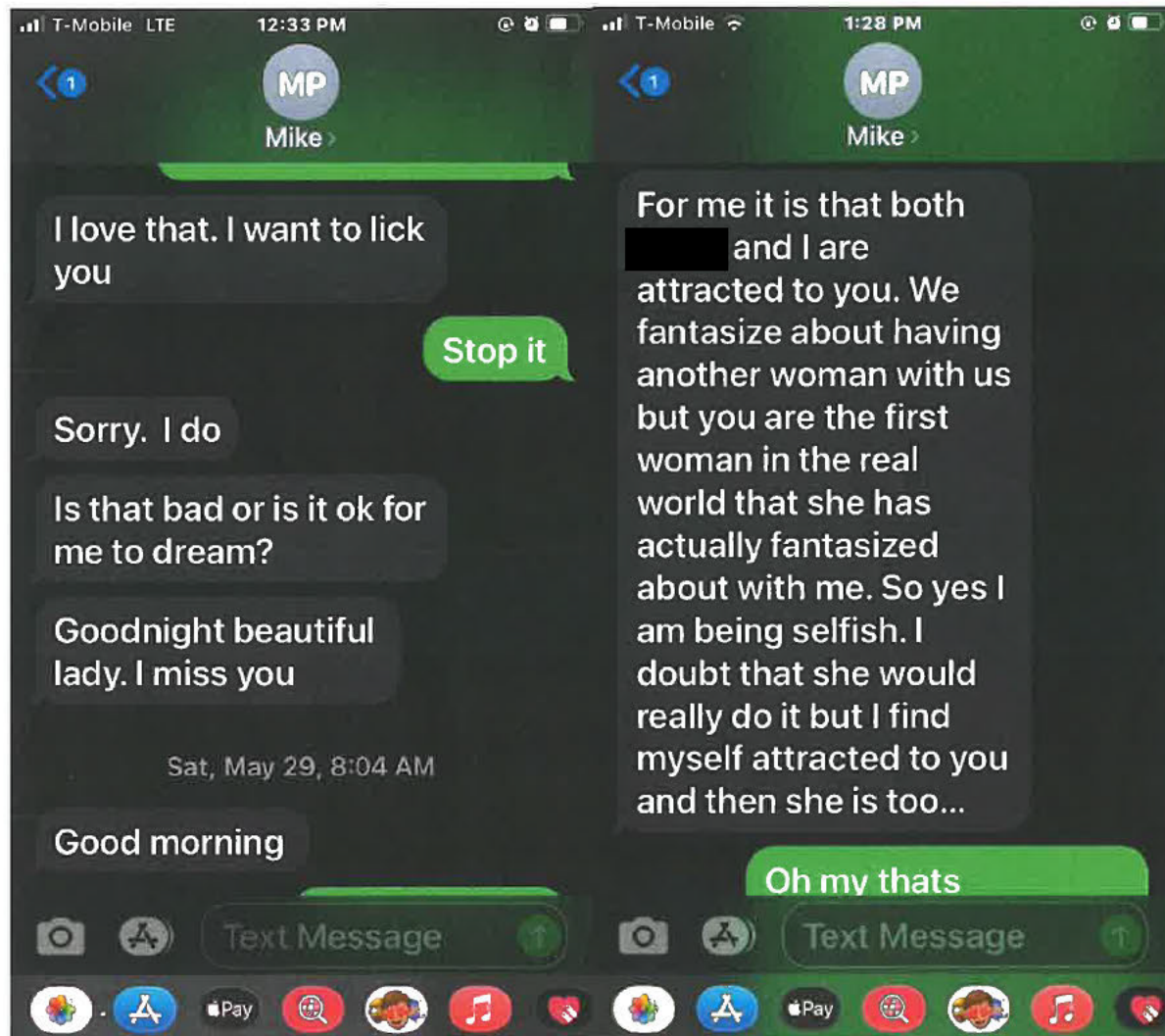
- On August 14, 2021, ██████ confided to ██████ during a lunch break together some things concerning PATTERSON.
- ██████ asked ██████ how things were going on the city hall side of the building, as ██████ had previously alluded to problems in the office.
- ██████ replied that things were "okay," but then she added, "I have my insurance."
- When questioned what she meant, ██████ replied that PATTERSON had been sending her text messages that were inappropriate.
- Although the conversation they were having was casual, ██████ had "great concern" on her face during this talk.
- She went on to say that PATTERSON had sent her a text saying he and ██████ were looking to have a "threesome" and invited her to join them.
- ██████ told ██████ that she had replied that "that was not happening."

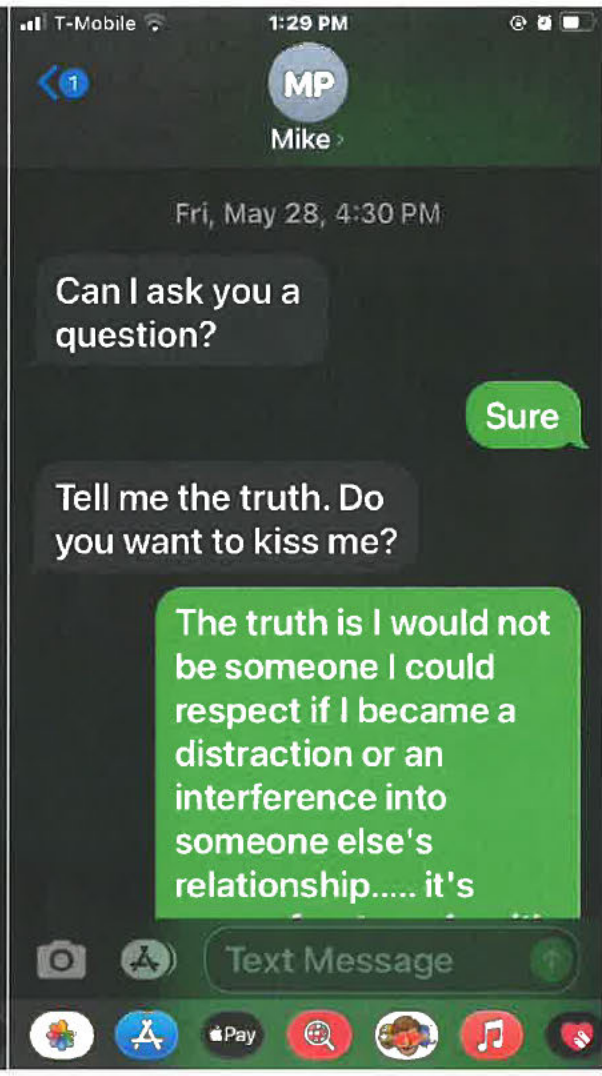
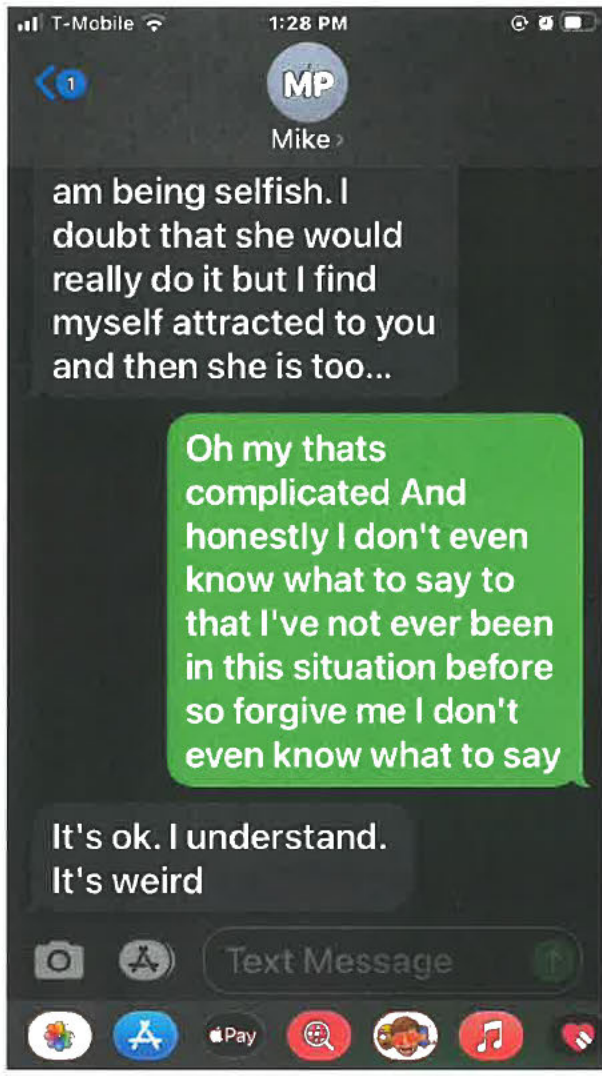
- She further affirmed that she did not want to do anything about his texts at that time, such as make a report.
- ██████ stated that the texts were her “safety net,” and she was waiting to see how things went.
- ██████ did not get the impression that ██████ was intending to use the texts to manipulate PATTERSON but rather to protect herself and show that “her no was no.”

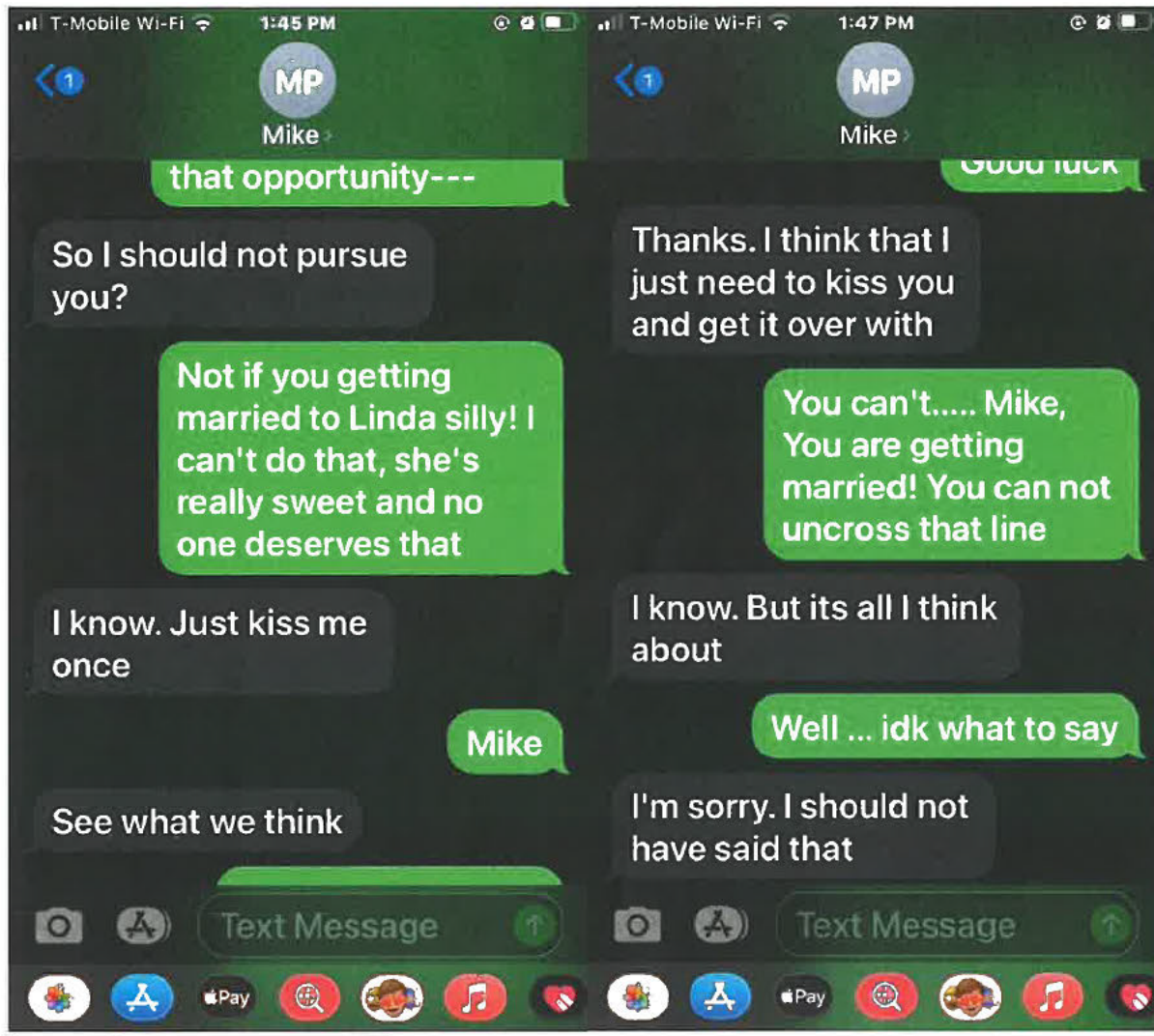
██████ further noted that she had occasionally observed ██████ behavior around PATTERSON and recognized that her demeanor communicated that she did not want to be alone with him.

Screenshots from ██████ Phone

On October 5, 2021, ██████ texted me a series of screenshots of text messaging between PATTERSON and herself. Below are some samples, not necessarily ordered contextually:







Attempts to Contact Mike PATTERSON for an Interview

On October 5, 2021 at about 1:13 PM, I called PATTERSON's personal cell number [REDACTED]. The automated reply stated that the number was no longer a working number. I verified the number as PATTERSON's and called once more but was met with the same automated greeting.

I then texted PATTERSON on Facebook Messenger with the below message:

Hi, Mike, this is Jeff Worley with Florence PD. I hope you're ok. I'm sure you've heard that there's an investigation concerning you. Alex and I were assigned the investigation. As such, we'd like to meet with you for an interview. Would you be open to speaking with us? My cell is [REDACTED] or you can Message me back. Thanks.

On October 6, 2021 I re-sent the Messenger message. (**Note:** As of October 20, 2021, I had not received either a reply as a text message or a call from PATTERSON.)

Interview with [REDACTED]

On October 11, 2021 at about 11:00 AM I met with [REDACTED] (DOB [REDACTED]), a former employee with the city of Florence. During our conversation, Stacey related the following:

- [REDACTED] knew that PATTERSON had been dismissed and had heard it concerned sexual harassment or manipulating city funds.
- [REDACTED] was employed by the city on three separate occasions, the most recent of which was from [REDACTED] through [REDACTED] as the [REDACTED]
- She also briefly assisted the city for a few weeks in 2019, but because her mother's health took a turn for the worse, she terminated her work voluntarily.
- PATTERSON started working with the city during her third time of being employed by Florence.
- [REDACTED] felt that PATTERSON was not really faithful in his marriage, as he seemed to have a "weakness" for attractive women.
- He paid some attention to her, but she never felt that if she did not reciprocate that she would lose her job.
- PATTERSON would compliment her on her looks, telling her that she was pretty; or he would say things like a certain councilman would come and talk to her because she was attractive.
- [REDACTED] believed his comments were a backhand way of him saying that it was really him found her her attractive and not the councilman.
- She also observed a lot of flirtation between PATTERSON and [REDACTED], but she did not know if there was an inappropriate relationship going on between them.
- PATTERSON also had a very bad temper.
- In 2017, for example, [REDACTED] made a significant error in a water report she submitted to PATTERSON.
- When she realized the mistake, [REDACTED] reported it to him.
- PATTERSON responded by striking the desk top and then getting up and storming into an adjacent room.
- He yelled and she heard a loud clatter of chairs.
- Contrary to the rumor, he did not throw a chair at her, but he definitely shoved chairs around in anger.
- A short time later, [REDACTED] was at her desk when PATTERSON approached her.
- He admonished her in a very angry tone.
- The experience was so bad that she was shaking a crying, and the next day she quit her job.
- [REDACTED] only took the work with Florence in 2019 because of the nature of the task she would have little to no interaction with PATTERSON.

Follow-up Conversation with [REDACTED] about Her Text Messages

On October 12, 2021 about 2:45 PM, I met with [REDACTED] to talk about the texts extracted from her phone. I pointed out what I considered to be potentially problematic texts, i.e. those where she

seemed to liberally reciprocate PATTERSON's sexual communications. About those texts, ██████ replied that she only knew that if she did not play along she was certain she was going to lose her job. She cited her knowledge of what ██████ went through with PATTERSON. During the time ██████ was still employed by the city, ██████ explained, she confided to ██████ that PATTERSON was making sexual overtures toward her, trying to cross the line with her, and she was "shutting him down." Within two weeks of that conversation, PATTERSON was telling ██████ that ██████ was the "worst ██████ in the world" and that they were going to have to fire her. ██████ was certain that this would be her fate as well if she rejected him.

The following day, ██████ approached me with a typed statement in which she reiterated what she told me the day before concerning the tone of her replies to PATTERSON's texts. She added that she was also fearful of "physical harm," citing his "well known" bad temper. ██████ noted that PATTERSON's actions intimidated her, and so she felt "immense pressure" to tell him what he wanted to hear.

Her statement was placed in the digital file.

Second Follow-up with ██████

On October 12, 2021, at approximately 2:50 PM, I contacted ██████ concerning the wine PATTERSON had provided to ██████ and asked whether he had given it to her or anyone else.

██████ told me the following:

- PATTERSON gave ██████ a bottle only one time.
- On that day, PATTERSON was telling ██████ about his wine subscription when ██████ had just gotten off the phone and heard part of the conversation.
- ██████ believed he offered her (██████) a bottle "so it wouldn't seem weird" or like he was favoring ██████
- PATTERSON then gave both ██████ and ██████ a bottle each.
- However, he continued to give wine to ██████
- As far as ██████ knew, none of the other employees received wine from PATTERSON.

██████ stated that she recalled something else. She explained:

- There were "some weird things" between a ██████ who was renting space from the city and PATTERSON.
- The ██████ (who owned ██████) did not pay rent for several months or would make partial payments.
- Eventually, ██████ told ██████ and the other women in the office that only PATTERSON could talk to ██████ about the rent.
- It seemed like PATTERSON "had a thing" for ██████ also.

Interview with ██████

On October 13, 2021 at about 4:00 PM, I met with ██████ (DOB ██████) at her shop at ██████ I interviewed ██████ who related the following:

- Regarding [REDACTED] interactions with PATTERSON, there were “questionable things” that happened during the time she knew him.
- They met before he went through his divorce and when [REDACTED] was dating her now-husband.
- They met after PATTERSON sent her a direct message via Instagram in May 2019, saying he heard about her and asking her to come to Florence to set up her business.
- When she agreed, PATTERSON personally helped [REDACTED] move her business from [REDACTED] to Florence.
- Florence did not charge [REDACTED] rent for her shop in the city hall building for the first few months.
- This allowed her to make it through the financial hardships caused by COVID.
- PATTERSON began sending [REDACTED] some “questionable “texts in 2019, even before she moved in, though he knew she was married.
- Whenever she turned down his advances, PATTERSON suggested that “they” were going to have raise [REDACTED] rent or “they” were trying to get her out.
- He indicated that he was the one keeping her in the space and said that she could thank him by spending some “alone time” with him.
- PATTERSON’s texts were a mixture of compliments and of explicit content, and he also made sexual advances toward her in person.
- PATTERSON took advantage of the fact that she was on probation, and he would “get hostile” if she turned him down.
- Once when she threatened to tell someone, PATTERSON replied that he could resign for three months and then she could just deal with the person who replaced him.
- While she did not know if he would “lash out” regarding her probation, [REDACTED] did not want to risk it.
- To deflect PATTERSON’s advances, [REDACTED] often interjected her husband in the conversation.
- When she moved in to the city hall building, she felt safe because she was right next to the police department.
- On top of that, PATTERSON promised the city would do all the work to get her shop ready.
- However, when she brought [REDACTED] with her at a meeting with him, PATTERSON changed his tune.
- Even though PATTERSON knew she was married, he acted jealous as perhaps he was aware that she was not as available as he would like.
- [REDACTED] husband got a “weird vibe” off him.
- Initially, PATTERSON was going to charge \$200 per month for the space rental from the city for her shop, but then he raised it to \$900 when she indicated a rejection of him, again blaming it on “them.”
- However, [REDACTED] and her husband were in a financial situation such that they needed PATTERSON’s support and the space he was providing for their shop.
- As such, she felt somewhat obligated to “entertain his games.”

- The texts upset ██████ but she did not know what to say to him after a time.
- Some of the texts were sexually explicit, and some included photos of his “parts” and of him “playing with himself.”
- ██████ did not want to lash out at PATTERSON, as he was going through divorce at the time.
- She mostly ignored his texts until he started to threaten her business, which represented a threat to her family’s well-being.
- PATTERSON would call her a lot but she would not answer, as she wanted a written trail of his communications with her.
- ██████ kept the texts and pictures PATTERSON sent her, and they were still on her old phone.

Initially, ██████ was reluctant to provide the texts and photos but ultimately said she would cooperate by allowing a download of her old phone. She explained that her reluctance stemmed from the fact that PATTERSON helped to save her business.

Message from ██████ about Refusing to Cooperate

On October 14, 2021, ██████ texted me in response to a text I sent requesting to meet with her to obtain her cell phone. Her text read:

I don't know that I can do this. For a couple reasons. One I have to locate the phone two it was reset when I changed phones three Mike is my friend though he has made some poor choices he did more good than bad in my opinion. We had our differences but ultimately I value the things he excelled at and I can't betray a friend. Mike is a good man and honestly the messages and such were pretty standard in today society yes I understand he is held to higher moral standards because of his position. But we use flirting pretty much all day every day in hopes it will benefit us in some way it's human nature. Integrity tells me betrayal is not an option. I apologize for not being able to help you in your investigation and if he was wrong in anyway it will be brought to light with or without any information I may or may not have. Justice will find him if there is in fact something to find. I have to protect my family and focus on keeping my business open. With everything that has happened I am on the brink Of losing it all in fact I am unable to pay my rent this month so I really don't need another distraction or I will lose everything I work my whole life for a sacrifice I won't make and loyal friends are rare and loyalty is almost impossible. Again I apologize and best of luck.

Interview with ██████

On October 19, 2021 at about 2:00 PM, I met with ██████ (DOB ██████) at the Florence Police Department. During our conversation, ██████ related the following:

- ██████ works at the Florence Brewery, and she met PATTERSON when he would patronize the restaurant as a customer.
- Shortly after meeting her, PATTERSON began texting ██████

- The texts he sent were never egregious; they were primarily compliments from concerning how beautiful she was and how he would like to date her.
- [REDACTED] responded by turning down his advances, and he finally stopped texting her.
- At the time he was texting [REDACTED], PATTERSON was married to [REDACTED].
- [REDACTED] knew this because when he came into the brewery, he would talk with her about his troubled relationship with his then-wife.

Case Status

I will be meeting with a representative from the District Attorney's Office to review this case for possible charges. Case remains open.

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City of Florence Police Department

600 West 3rd St | Florence, CO 81226 | 719-784-3411 | bill.vinelli@pd.florencecolorado.org |

1. HR position appointed to, not posted or offered (personally, more experience) HR should be an outside firm, with no ties to employees personally. There are so many pay discrepancies with in the city, time to be fair and equitable to all employees.
2. Pay issues for Officers, 2% a slap in the face, Finance Officer / Interim HR should not be able to make decisions for the PD Officers work 24/7 365 should not be treated better than other City Departments, but we are different.
3. Police budget is our budget, shouldn't have to justify to finance why we are spending our budgeted money
4. Our lowest level newest staff should not and does not have the authority to take equipment from an officer, and doesn't need to be treated rudely. (Mason)
5. Police Officers have mandated training, from POST. Should not have to do all the CIRSA online training that is being thrown down their throats. Certain training yes but not all.
6. The Finance officer should not be paid Over \$10000 more than the Police Chief.
7. The Chief and I were promised significant raises in 2019, we never got them.
8. 4 officers seeking employment elsewhere
9. We need the PD SECURED 24/7 we have guns, evidence, cameras don't always work.
10. Department heads should be at all Council meetings.