

PUEBLO COUNTY



SHERIFF'S OFFICE

J. R. Hall
Undersheriff

Charlene Graham
Bureau Chief
Law Enforcement

Kirk M. Taylor
Sheriff

Darlene Alcala
Bureau Chief
Detention

Steven G. Douglas
Director
Emergency Services

December 18, 2008

David R. Osborne, Esq.
Elkus & Sisson, PC
1660 Lincoln Street, Suite 1750
Denver CO 80264-1701

RE: Your letter of November 6, 2008

Dear Mr. Osborn:

This letter is in reply to your correspondence of November 6, 2008 to Pueblo County Attorney Daniel Kogovsek. In your letter you request additional clarification regarding my letter of September 22, 2008.

Initially, let me state emphatically what my letter of September 22 was not intended to do. My letter was not intended to order the FOP to undertake any act whatsoever. It was also not intended to prohibit the FOP from taking any action whatsoever. Further, the letter was not intended to restrict the right of FOP members to exercise freedom of assembly or free speech rights in any way, shape or form. Finally, although you refer to a proposed policy, my September 22, 2008 letter was not intended, nor did it impose any policy on the FOP.

The sole purpose of my September 22, 2008 letter was to inform the FOP that I was not going to approve the formal recognition of the FOP and to give the FOP an idea of the matters that would persuade me to possibly recognize them in the future should they so desire.

Although perhaps not artfully worded, my letter meant only to suggest the desirability of the FOP and the Sheriff's Office coming to agreement on issues such as:

1. The differences between a recognized bargaining agent and a professional association;
2. Clear communication of the role of the FOP as it pertains to the Sheriff's Office and the community as a whole;
3. The need to work cooperatively to further the joint mission of the Sheriff's Office and all officers.

December 18, 2008

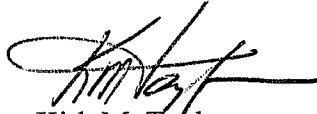
The intent of my letter was simply to suggest that if these issues could be worked out, recognition of the FOP by my office would certainly be possible in the future.

Let me state in unambiguous terms that the FOP and all of its members are absolutely free to exercise all rights of assembly and free speech associated with the FOP organization and all such rights will not be restricted, or inhibited regardless of whether or not the FOP ever seeks or obtains my formal recognition.

I am absolutely aware of the FOP and all of its members have the constitutionally protected right to freely assemble, associate and utilize their free speech rights to advocate for their members. Not only do I understand these rights, I will take all necessary steps to uphold these rights and will not tolerate any interference with such rights. While I do not at this time formally recognize the FOP, that does not in any way affect my commitment to ensuring that FOP members enjoy the full range of their constitutionally guaranteed rights.

I hope this letter has clarified my intent and my commitment to both the mission of this office and the free speech and association rights of my employees.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kirk M. Taylor', with a long horizontal flourish extending to the right.

Kirk M. Taylor
Pueblo County Sheriff