CITY OF CHICO MEMORANDUM

TO: Captain Jeramie Struthers (via COC)

DATE: September 13, 2024

FROM: Lieutenant Peter Durfee

FILE: IA# 23-0027

SUBJECT: Administrative Investigation Report

SUMMARY OF ALLEGATIONS

On October 30, 2023, Sgt. Dave Bailey authored a memorandum indicating during his patrol shift [redacted] disclosed to an officer that her daughter, [redacted], was having a sexual relationship with a Chico Police Officer who was married with [redacted] The officer's name was not disclosed.

On November 6, 2023, Acting Captain Peña requested I complete an investigation regarding the allegations made by [redacted].

On November 20, 2023, while being booked into the Chico Police Department temporary holding facility for multiple charges, [redacted] made statements that she was involved in a sexual relationship with "Mike Williams." Mike Williams is a Sergeant with the Chico Police Department.

On November 21, 2023, I spoke to [redacted] at the Butte County Sheriffs Office Detective Bureau. [redacted] disclosed to me that she had been involved in a consensual sexual relationship with Sgt. Williams since June, 2023. [redacted] indicated their most recent sexual encounter was October 31, 2023. [redacted] indicated they have had consensual sexual intercourse approximately ten times. [redacted] stated she has contacted Sgt. Wiliams on two different telephone numbers since their relationship began. [redacted] indicated she and Sgt. Williams have had a minimum of one sexual encounter while he was in uniform during their relationship.

A search of the Chico Police Department RIMS system showed Sgt. Williams has opened calls for service involving [redacted] as well as viewed her person record 12 times since June 12, 2023.

On December 10, 2023, [redacted] disclosed to a Registered Nurse at Enloe Health that she had been involved in relationship with a Lieutenant from the Chico Police Department. Officer Jones overheard this statement and disclosed to Officer Stalnaker, who was investigating a sexual assault, that [redacted] disclosed to him in June, 2022, that she was involved in a sexual relationship with Sgt. Mike Williams.

On December 27, 2023, the City of Chico received an incident report through its Ethicspoint Incident Management System. On this occasion a citizen, identified as [redacted], was reporting an on duty sexual relationship with Sgt. Mike Williams.

On April 10, 2024, [redacted], Sgt. Williams former girlfriend, stated during an interview that she had been having an on duty sexual relationship with Sgt. Williams for over two years. These incidents occurred at Williams Residence where [redacted] was residing.

These allegations could constitute violations of the City of Chico and the Chico Police Department policies and procedures:

339 - STANDARDS OF CONDUCT
341 – INFORMATION TECHNOLOGY USE
702 – PERSONAL COMMUNICATION DEVICE
706 – VEHICLE USE

DATE/TIME/LOCATION/INCIDENT

Approximately June, 2023 thru October, 2023.
[redacted] residence

Approximately July, 2023 thru September, 2023.
[redacted] Residence

Approximately March, 2023 thru November, 2023.
[redacted] Residence

Approximately April 2022 thru April 2024
Sgt. Williams personal residence

INVOLVED PARTIES

Sgt. Michael Williams

[redacted]

BACKGROUND

[redacted] has had multiple calls for service involving members of the Chico Police Department and the Butte County Sheriff's Office. The calls for service range from assault with a deadly weapon, welfare checks, battery, theft, trespassing, DUI drugs, resisting arrest, and mental health evaluations. Since January 7, 2023, the Chico Police Department has initiated [redacted] for service involving [redacted].

On December 11, 2023, I received a memorandum from Lt. Peña which was authored by Officer Stalnaker on December 10, 2023. The memorandum stated that while investigating a reported sexual assault, the victim, identified as [redacted] informed R.N. [redacted] that she was involved in a relationship with a Lieutenant at the Chico Police Department but did not provide a name. Officer Jones was on scene and stated to Officer Stalnaker after hearing what [redacted] stated he recalled [redacted] making a statement to him in June, 2022 after an arrest that she was involved in a relationship with Sergeant Williams [redacted]

On December 27, 2023, the City of Chico received an incident report through its Ethicspoint Incident Management System. The system is designed for members of the public to report waste of City of Chico resources. On this occasion a citizen, identified as [redacted], was reporting an on duty sexual relationship with Sgt. Mike Williams. [redacted] indicated in her complaint she met Sgt. Williams in March, 2023, while he was off duty at Anthony's Liquor in Chico. [redacted] stated in her complaint that she knew Sgt. Williams was in law enforcement and came over the day after they met. [redacted] indicated Sgt. Williams came to her residence, [redacted] approximately five or six times between March, 2023, and October, 2023. [redacted] stated they had sex on each occasion and she stated he was always on duty, in uniform, and in a marked patrol vehicle. [redacted] indicated Sgt. Williams told her he had a [redacted] and was currently in [redacted] has no criminal history with the Chico Police Department.

INVESTIGATION

On October 30, 2023, Sgt. Dave Bailey authored a memorandum indicating during the patrol shift officers responded to a domestic violence situation where [redacted] and her mother's husband had been fighting. [redacted] mother, disclosed to an officer during the call that her daughter was involved in a sexual relationship with a Chico Police Officer who was married with two daughters. The officer's name was not disclosed. [redacted] was questioning if the relationship was against the law due to [redacted] being severely mentally ill.

On November 6, 2023, Acting Captain Peña requested I complete an investigation regarding the allegations made by [redacted]

On November 9, 2023, I attempted to contact [redacted] via telephone. [redacted] did not answer and a message was left requesting a return telephone call. On November 13, 2023, I again attempted to contact [redacted] via telephone. This time I was able to speak with [redacted] but she refused to provide me with the name of the officer to whom she was making reference about during the call for service on October 30, 2023.

On November 20, 2023, while being booked into the Chico Police Department temporary holding facility for multiple charges, [redacted] made statements that she was involved in a sexual relationship with "Mike Williams."

[redacted]

[redacted]

All of the involved Chico Police Department personnel were advised not to discuss the statements that were made by [redacted] involving Sgt. Williams.

Detective Hass and Detective Pierce conducted an interview with [redacted] on November 20, 2023, in the Chico Police Departments temporary holding facility. During the recorded interview at the 10:04 mark, [redacted] stated, "I have slept with Chico PD Sgt. Williams in my bedroom on my yoga mat." No other mention of Sgt. Williams occurred during the Detectives interview. Detective Hass and Detective Pierce were advised not to discuss the statement made by [redacted] regarding Sgt. Williams.

On November 21, 2023, at 1041 hours, I spoke to [redacted] at the Butte County Sheriff's Office Detective Bureau. The interview was recorded on a body worn camera as well as an audio recording which are both attached to this case file. I advised [redacted] that I was not there to speak with her about the crime she had been accused of. I told [redacted] that I wanted to discuss with her a statement she had made during the booking process while at the Chico Police Department. When I asked [redacted] if she recalled the statement she had made she began talking about her criminal case. I stopped her and again advised her that I was not there to discuss her criminal case. I told [redacted] that I was there to discuss her statement about a relationship she stated she was having with a Chico Police Officer. [redacted] stated, "oh, Mike Williams." I asked [redacted] how she met Mike Williams. [redacted] stated, "I had reported some crimes to him." I asked [redacted] if she recalled when she reported the crimes in question to Sgt. Williams? [redacted] made statements regarding people e-foiling, unknown what this is or what [redacted] is making reference to, and spoke about a subject named [redacted] and Hawaii, but did not answer my question. I interrupted [redacted] and tried to get her to refocus on the question so again I asked her when was the first time she met Mike Williams? [redacted] stated, "no he didn't rape me. I chose to have sex with him. I had sex with him on Halloween. I had sex with him in my house on.....he's not the one who raped me." I asked [redacted] how she communicated with Sgt. Williams and she stated, "I call him." I asked [redacted] if she remembered the telephone number she would call Sgt. Williams on and she stated, "there was two of them. His personal line and then his work line." [redacted] started making statements regarding an FBI agent named [redacted] whom she had a sexual relationship with while she was in Washington DC in December, 2022. Again, I attempted to get [redacted] to focus on her relationship with Sgt. Williams. [redacted] stated, "why are you

talking to me about Mike Williams. I'm actually pissed at Mike Williams right now." When asked why she was mad at Sgt. Williams [redacted] stated, "because my tax dollars go to him to have a firearm and body armor and I just had a home invasion and he slept with me and I had no protection. Now I've been raped and burglarized and almost murdered." When asked about the communication between she and Sgt. Williams I asked if it was telephone calls only or text messages. [redacted] stated, "all sorts of stuff." When asked if she ever sent Sgt. Williams photographs of herself [redacted] stated, "he would bring me over a bottle of whiskey and a burrito and we had sex, I don't know, like ten times." I asked [redacted] if she remembered the first time they ever had sex and she stated, "no. Why does that even matter. I was almost murdered." I again explained to [redacted] that I was not there to investigate her alleged criminal acts. I told [redacted] that I was speaking with her because I wanted to see if Sgt. Williams violated any of the police departments rules. [redacted] stated, "well I'm pissed that he didn't invite me out to dinner and my doctor actually took me out to dinner." When asked when that occurred [redacted] stated, "Mike Williams didn't take me out to dinner. He only came over and fucked me then left." [redacted] stated, "I respected Chico PD, but now I have criminals thinking I'm a fucking snitch that are trying to murder me now." When asked why that was occurring, [redacted] stated, "because Mike Williams was inside of my house and they found out I had sex with Mike Williams." I asked [redacted] if she ever sent photographs back and forth to Sgt. Williams on her cellular telephone and she stated, "no. I used to facetime him and stuff in my bikini." I asked if she ever sent Sgt. Williams any explicit photographs of her by telephone. [redacted] stated, "are you trying to cover up the undercovers? [redacted] again got off track and started talking about drones and murders. She started talking about getting dropped of at Hotel James in a white car by a guy that worked in law enforcement. I again tried to get [redacted] to focus on Mike Williams and my questions regarding their relationship. I asked [redacted] if Sgt. Williams ever went to her residence in uniform or in his police car. [redacted] stated, "yea." I asked [redacted] if he ever went inside her residence in his uniform. [redacted] stated, "I put on his uniform." I asked [redacted] when she wore Sgt. Williams uniform what occurred? [redacted] stated, "nothing. I've had firearms my entire life." I asked [redacted] if she did anything with him while she was wearing his uniform? [redacted] stated, "no I was just smiling." I asked [redacted] when Sgt. Williams came to her residence in uniform in his patrol car, did she have sex with him on any of those occasions? [redacted] stated, "yea." When asked if she had ever been in Sgt. Williams police car she stated, "no, I was in his other car." I wanted clarification and asked if it was his personal car and she stated, "yea." I asked [redacted] if she ever received any favors, money, or gifts in exchange for having sex with Sgt. Williams. [redacted] stated, "no. I'm not a fucking hooker." I asked [redacted] if everything she was telling me was truthful regarding her relationship with Sgt. Williams and she replied, "well, I don't lie." During the interview [redacted] indicated that she was under the care of a [redacted] and had [redacted] and was due to get [redacted]. When I

asked why she was under the care of a [redacted] stated she had a [redacted]. I asked [redacted] if she recalled calling the Chico Police Department on June 28, 2023, and requested Sgt. Williams by name. [redacted] stated this was regarding human trafficking that was happening inside the hotel. I asked [redacted] why she asked for Sgt. Williams specifically. [redacted] stated "because Officer Mike Williams and Lindsay Stalnaker I trust that they are not going to kill me or human traffic me." I asked [redacted] if prior to this call for service in June, 2023, was she already having a sexual relationship with Sgt. Williams. [redacted] stated, "had I already had sex with him, yea." I asked [redacted] if she remembered the first time she and Sgt. Williams had sex and she said "that doesn't matter. That's not why I called." I confirmed with [redacted] that she had a sexual relationship with Sgt. Williams prior to her call for service on June 28, 2023 and as recent as October 31, 2023, to which she replied, "yea." I asked [redacted] if Sgt. Williams knew about her criminal history to which she replied, "I'm not a criminal." I told [redacted] that I was there to make sure our officer upheld the law and did not violate policy. [redacted] continued to go off topic and was talking about undercover officers that work for me. [redacted] asked to talk to Mike Williams and wanted him to come visit her. She continued and said "I haven't been to his house [redacted] It should be documented that Sgt. Williams does have [redacted] I confirmed with [redacted] that she lives at [redacted] strayed off topic but then stated, "yea, I had a relationship with him." I asked [redacted] if that was still occurring. If Halloween was the last time they had sex? [redacted] again went off topic and spoke about church, and other male subjects coming to her residence. She stated "then Mike Williams came over, slept with me then left." I tried again to keep [redacted] on topic but she continued to talk about topics not related to the questions I was asking. I asked [redacted] for consent to look at her cellular telephone to see if there was any communication between Sgt. Williams and her. [redacted] did not consent to me searching her device. Due to the nature of the investigation and unknown if a crime had occurred at this point, I took possession of [redacted] cellular telephone as evidence. At this point I concluded the interview and [redacted] was escorted back to the Butte County Jail facility from the Sheriff's Office Detective Bureau. [redacted] telephone was later returned to her on 11/22/2023 with no search conducted.

A search of the Chico Police Department RIMS system revealed Sgt. Williams has opened calls for service involving [redacted] as well as viewed her person record 12 times since June 12, 2023. By accessing these records Sgt. Williams would have been able to access history of calls for service involving [redacted] with the Chico Police Department. See below for dates, times, and history regarding the records search of [redacted]

by Sgt. Mike Williams since May, 2023. Sgt. Williams user identification number is P04095. An audit of the California Law Enforcement Telecommunications System was conducted and it does not appear Sgt. Williams conducted any search of the CLETS system pertaining to [redacted]

Chico Police Department Person Record Search

DATE	TIME	DESCRIPTION	USER
6/12/2023	09:36:48	Viewed	P04095
8/8/2023	09:38:13	Viewed	P04095
8/8/2023	10:21:34	Viewed	P04095
10/18/2023	12:10:43	Viewed	P04095
10/24/2023	14:02:07	Viewed	P04095
11/1/2023	08:01:09	Viewed	P04095
11/1/2023	08:14:11	Viewed	P04095
11/2/2023	12:37:57	Viewed	P04095
11/8/2023	15:20:13	Viewed	P04095
11/11/2023	01:04:29	Viewed	P04095
11/20/2023	12:30:36	Viewed	P04095
11/20/2023	12:49:19	Viewed	P04095

Calls for Service Involving [redacted] that were opened by Sgt. Mike Williams

DATE	AGENCY	TIME	CALL #	TYPE	SGT AUDIT COUNT
[redacted]					

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Due to the nature of the allegations against Sgt. Williams, I briefed Lieutenant Peña, Captain Keeney, and Chief Aldridge on the statement that was provided to me by [redacted] as well as the RIMS history regarding Sgt. Williams and [redacted] After briefing the command staff, I served Sgt. Williams with a notice of the internal investigation and took possession of his department issued cellular device. Sgt. Williams department issued device was turned over to Detective Tyler Rainey on 11/27/2023 so a forensic search of the device could be conducted. It should be noted that all incoming and outgoing call history on Sgt. Williams department issued device was deleted from the device prior to November 3, 2023.

A records check revealed only one call for service where Sgt. Williams was assigned to a call involving [redacted] The call incident number is [redacted] This was one of the calls that was opened by Sgt. Williams mentioned previously. The incident involved [redacted] calling 911 asking for an officer to meet her behind a store. The call taker indicated in the notes that she "keeps going off on different stories." The call stated "that subj in lt blue veh is selling hs." Also included in the notes at 10:26:28 hours, [redacted] asked for Sgt. Williams specifically. At 10:34:36 hours Sgt. Williams closed the call for service with a disposition as beat info. It should be noted that when I received the GPS coordinates of Sgt Williams patrol vehicle during this call for service it showed that he was within 50 meters of this call on 6/28/2023 at 10:37:50 hours.

I requested and received the GPS coordinates of Sgt. Williams patrol vehicle when he traveled within 50 meters of [redacted], [redacted] residence. I also requested if the patrol vehicle was ever stopped at the location for any period of time. According to the GPS records below, Sgt. Williams was within 50 meters of [redacted] on 47 separate occasions between 6/12/2023-11/11/2023. On five separate occasions Sgt. Williams patrol vehicle was stopped at this location for the period of time as seen to the right in the chart below. [redacted] is located in such a location that you would not drive by this location routinely on patrol.

When	Status	Speed/MPH
6/12/2023 9:51:46	10-8	22
6/12/2023 10:11:56	10-97	14
6/12/2023 10:15:21	10-97	14
6/12/2023 10:15:31	10-97	14

6/12/2023 10:27:46	10-8	14	
6/12/2023 10:27:51	10-8	0	0:24:50
6/12/2023 10:52:41	10-49	16	
6/12/2023 14:44:52	10-8	17	
6/12/2023 14:44:57	10-8	11	
6/12/2023 14:45:02	10-8	0	0:24:40
6/12/2023 15:09:42	10-8	9	
6/13/2023 14:30:11	10-8	17	
7/1/2023 1:57:56	10-8	11	
7/1/2023 1:58:01	10-8	12	
7/4/2023 11:49:44	10-8	18	
7/4/2023 11:49:50	10-8	18	
7/13/2023 12:33:17	10-8	20	
7/17/2023 13:32:50	10-8	16	
7/17/2023 13:33:55	10-8	11	
7/18/2023 13:27:41	10-8	17	
7/18/2023 13:29:25	10-8	16	
7/18/2023 13:29:34	10-8	14	
7/19/2023 13:10:21	10-8	19	

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7/20/2023 12:28:53	10-8	17	
7/20/2023 12:37:38	10-8	17	
7/20/2023 12:37:58	10-8	0	0:26:56
7/20/2023 13:04:54	10-8	21	
8/7/2023 15:17:06	10-8	18	
8/7/2023 15:17:11	10-8	16	
8/7/2023 15:20:46	10-8	12	
8/7/2023 15:20:51	10-8	12	
8/8/2023 9:33:49	10-8	15	
8/8/2023 9:33:59	10-8	15	
8/8/2023 9:36:29	10-8	10	
8/8/2023 9:36:34	10-8	10	
8/8/2023 9:36:39	10-8	11	
8/8/2023 11:15:52	10-8	17	
8/8/2023 14:09:00	10-8	15	
8/8/2023 14:09:05	10-8	16	
8/9/2023 9:02:58	10-8	17	
8/9/2023 9:03:06	10-8	17	
8/9/2023 9:05:13	10-8	12	
8/9/2023 9:05:18	10-8	0	0:33:40
8/9/2023 9:38:58	10-8	8	
8/9/2023 9:39:03	10-8	16	
8/14/2023 10:44:24	10-8	16	
8/14/2023 13:30:56	10-8	16	

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8/17/2023 12:49:25	10-8	16
8/17/2023 12:49:28	10-8	15
8/17/2023 12:49:31	10-8	15
8/17/2023 12:49:32	10-8	15
8/17/2023 12:49:35	10-8	15
8/17/2023 12:49:36	10-8	16
8/17/2023 12:49:36	10-8	16
8/18/2023 9:22:42	10-8	17
8/18/2023 9:22:47	10-8	17
8/18/2023 14:07:38	10-8	19
8/18/2023 14:07:43	10-8	16
8/18/2023 14:34:58	10-8	20
8/18/2023 14:35:03	10-8	18
8/18/2023 14:35:08	10-8	15
8/21/2023 12:17:19	10-8	12
8/21/2023 12:35:40	10-8	11
9/12/2023 12:57:27	10-8	19
9/13/2023 9:40:19	10-8	18
9/14/2023 12:26:35	10-8	18
9/14/2023 12:26:40	10-8	18

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9/18/2023 11:49:07	10-8	13	
9/20/2023 11:53:42	10-8	16	
9/20/2023 11:53:48	10-8	20	
9/21/2023 12:27:22	10-8	17	
9/21/2023 12:27:28	10-8	20	
9/26/2023 12:56:25	10-8	16	
9/26/2023 12:56:30	10-8	4	
9/26/2023 12:56:40	10-8	0	0:03:55
9/26/2023 13:00:35	10-8	8	
9/26/2023 13:16:05	10-8	16	
9/26/2023 13:16:10	10-8	0	0:24:50
9/26/2023 13:41:00	10-8	10	
10/16/2023 13:50:14	10-8	19	
10/17/2023 10:48:19	10-8	20	
10/17/2023 10:48:24	10-8	20	
10/17/2023 10:50:59	10-8	20	
10/17/2023 12:07:25	10-8	17	
10/17/2023 12:07:30	10-8	17	

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10/18/2023 12:04:22	10-8	18
10/18/2023 12:04:27	10-8	16
10/19/2023 11:44:04	10-8	20
10/19/2023 11:44:10	10-8	20
10/19/2023 12:47:58	10-8	17
10/19/2023 13:30:04	10-8	19
10/26/2023 11:57:22	10-97	16
10/26/2023 11:57:32	10-97	14
11/8/2023 12:52:09	10-8	18
11/11/2023 1:02:50	10-8	18
11/11/2023 1:02:55	10-8	19

On 11/27/2023, I received an email from Jesus Quintana who is in charge of the cellular devices issued to employees of the Chico Police Department. The email contained the usage data from Sgt. Williams cellular telephone from 6/1/2023 – 11/2/2023. I reviewed the data for contacts between Sgt. Williams device and the telephone number [redacted] has contacted the Chico Police Department communication center multiple times from this telephone number. My review of the records of Sgt. Williams' work cellular telephone showed that his device made the following outgoing telephone calls to [redacted] telephone number.

The first telephone call of record from Sgt Williams device to [redacted] telephone number was on 6/6/2023.

The final telephone call of record from Sgt Williams device to [redacted] telephone number was on 8/21/2023.

During this time frame, from 6/6/2023 to 8/21/2023, there were 15 total telephone calls between Sgt. Williams work issued device and [redacted] telephone number. Of the 15 contacts four were incoming calls to Sgt. Williams device and eleven were outgoing telephone calls to [redacted] telephone number from Sgt. Williams device.

During the same time frame there were 199 text messages between Sgt. Williams device and [redacted] telephone number. Twenty-six of those text messages were outgoing from Sgt. Williams device to [redacted] telephone number. Of the text messages received by Sgt. Williams device six of them were unknown photographs.

A forensic search of Sgt. Williams work issued device was conducted by Detective Tyler Rainey at my request. After the forensic search I received a flash drive containing information received from the analysis by Detective Rainey. The search revealed only call log history dating back to 10/25/2023 was available. No deleted text message history was available. There was no GPS history from the device between 6/27/2023 and 8/8/2023. No photographs pertaining to [redacted] were located as a result of the forensic search. There was searches related to Asian Massage parlors conducted on his device, but nothing further.

I compared Sgt. Williams' cellular telephone records to the dates where GPS coordinates for his vehicle showed it parked at [redacted] for an extended period of time. Below is the comparison:

6/12/2023 – Sgt. Williams vehicle was parked at [redacted] at 10:27 hours for 24 minutes and 50 seconds. It was also parked at [redacted] at 14:45 hours for 24 minutes and 40 seconds. There was no documented communication between Sgt. Williams' cellular device and [redacted] documented telephone number. There was a GPRR data usage later in the evening at 1908 hours. A GPRR data usage is connected to a non-trackable source similar to that of streaming, Facetime, or a private application.

7/20/2023 – Sgt. Williams vehicle was parked at [redacted] at 12:37 hours for 26 minutes and 56 seconds. His call logs indicate there was communication with [redacted] telephone number via an outgoing telephone call at 1332 hours. There was a GPRR data usage at 10:42 hours, 17:27 hours, and 23:27 hours. There was also 21 text messages from [redacted] telephone number to Sgt. Williams device between 2026 and 0134 hours.

8/9/2023 – Sgt. Williams vehicle was parked at [redacted] at 09:05 hours for 33 minutes and 40 seconds. Sgt. Williams call log indicates [redacted] telephone number text his device 13 times between 0558 hours and 0604 hours. His call logs indicate there was communication with [redacted] telephone number via an outgoing telephone call at 0819 hours. There was a GPRR data usage at 0843 hours. There was also an outgoing text to [redacted] telephone number at 0950 hours and three telephone calls, two incoming and one outgoing, between the devices between 10:46 and 11:03 hours.

9/26/2023 – Sgt. Williams vehicle was parked at [redacted] at 12:56 hours for 3 minutes and 55 seconds. It was later parked at the same address at 13:16 hours for 24 minutes and 50 seconds. Sgt. Williams call logs indicate he used GPRR data at 0044 hours, 0644 hours, 1244 hours, and 1844 hours on that date.

On January 2, 2024, I conducted an interview with Lt. Joel Schmid in the Chico Police Department Professional Standards Office. I read Lt. Schmid the witness admonition which he indicated he understood by a verbal acknowledgement. Lt. Schmid indicated while he was in his office near the end of November, 2023, he heard the A Days patrol briefing, which was being led by Sgt. Williams, talking about an incident that occurred over the weekend. The incident involved a barricaded subject who was involved in a stabbing. The suspect in the investigation was [redacted] who was eventually taken into custody. Lt. Schmid indicated he could hear Sgt. Williams and the patrol team discussing the incident. I asked Lt. Schmid if he recalled Sgt. Williams make any statements regarding his knowledge or lack thereof [redacted]? Lt. Schmid indicated Sgt. Williams made a statement posing the question as to who [redacted] was. Lt. Schmid indicated from the context of the conversation and what was spoken that Sgt. Williams portrayed that he did not know who [redacted] was.

In December, 2023, Detective Kevin Hass approached me and said he had heard about an investigation involving Sgt. Mike Williams and stated he might have pertinent information regarding the investigation. On January 8, 2024, I conducted an interview with Detective Hass in the Chico Police Department Professional Standards Office. I read Detective Hass the witness admonition which he indicated he understood by a verbal acknowledgement. Det. Hass was familiar with the investigation due to a previous statement made by [redacted] to him during an unrelated interview that he conducted regarding her stabbing a subject. During that interview [redacted] disclosed she was involved in a sexual relationship with Sgt. Williams. I asked Det. Hass what other information he had regarding the administrative investigation I was conducting. Det. Hass stated in early June, 2023, he was conducting surveillance in the area of [redacted] While conducting surveillance, Det. Hass indicated he saw a marked Chico Police Department patrol supervisor SUV drive by his location on [redacted]. Det.

Hass indicated he knew it was a supervisor vehicle due to SUPERVISOR being located on the back window of the SUV. A short time later Det. Hass drove down [redacted] and saw the supervisor vehicle parked in the driveway of a residence. Det. Hass later indicated, after the stabbing involving [redacted], he drove by the residence and confirmed it was [redacted] residence. Det. Hass did not recall the time but did state it was during his normal work hours, which are Monday thru Thursday, 0700-1700 hours. This is also the same scheduled workdays and hours as Sgt. Williams during this time. It should be noted that per the schedule Sgt. Williams was the dayshift supervisor and was on duty during his normal work hours in June with the exception of June 1, 2023, and June 22, 2023.

After receiving the memorandum from Lt. Peña regarding the statement made by [redacted] I reviewed the BWC footage of Officer Stalnaker from December 10, 2023. [redacted] made no statements to Officer Stalnaker regarding being in a relationship with a Chico Police Department employee, however [redacted] stated [redacted] did say that after she disclosed to [redacted] that she was a mandated reported and was forced to contact the police regarding her reported sexual assault, [redacted] disclosed that she was in a relationship with a Lieutenant at the Chico Police Department, but did not disclose his name. Due to Officer Jones previous statement that when he arrested [redacted] on June 9, 2022, she disclosed to him that she was involved in a relationship with Sgt. Williams, I located and reviewed the crime report from that incident [redacted]. Officer Jones did not document [redacted] statement in his crime report. I attempted to locate the BWC footage from Officer Jones, Officer Hernandez, and Officer Vincent, who were on scene when Officer Jones arrested [redacted] on June 9, 2022, but due to the time delay the BWC footage has been deleted.

On January 3, 2024, I conducted an interview with Officer Austin Jones in the Chico Police Department Professional Standards Office. I read Officer Jones the witness admonition which he indicated he understood by a verbal acknowledgement. I asked Officer Jones if he recalled an incident in June, 2022, where he arrested [redacted]. Officer Jones indicated he did recall the incident. I asked Officer Jones if anything occurred during his transport of [redacted]. Officer Jones indicated [redacted] made a statement regarding her arrest that was something similar to, "please don't tell Officer Williams." Officer Jones asked [redacted] why and she responded by saying something similar to "because he's been fucking me every night." Officer Jones stated this statement made him uncomfortable, so he discontinued the conversation. Officer Jones indicated nothing further was said regarding the statement.

On December 13, 2023, I attempted to contact [redacted] via telephone. There was no answer and her voicemail was full. I later went to [redacted]

[redacted] [redacted] As I knocked on her front door, I saw an unknown subject inside the residence which walked out of my view. I announced myself by name verbally, but no one came to the door. I left my business card on the front door requesting a return telephone call, but never received any communication from [redacted]. I again attempted to contact [redacted] on December 27, 2023. I was unable to make contact with anyone at the residence.

I requested and received the GPS coordinates of Sgt. Williams patrol vehicle when his vehicle was stopped at [redacted]. I received the below chart which indicates Sgt. Williams patrol vehicle was stopped at [redacted] on ten different occasions since May, 2023. Of the ten separate incidents there were two occasions where [redacted] was involved in a call for service on the same date, but the time of the call for service and the time when Sgt. Williams vehicle was at her residence did not coincide. In fact, during the call for service Sgt. Williams was not on duty for the Chico Police Department. Of the ten occasions where Sgt. Williams GPS coordinates showed his vehicle stopped at [redacted] two of the instances were for a time greater than thirty minutes.

[redacted]	When	heading	mph	status	At Rest	Show
	7/12/2023 10:46:18	330	0	'10-8	0:09:30	TRUE
	7/18/2023 13:39:24	329	0	'10-8	0:00:05	TRUE
	7/18/2023 13:40:25	179	0	'10-8	0:32:35	TRUE
	7/18/2023 14:13:15	164	0	'10-8	0:00:10	TRUE
	7/19/2023 13:36:26	68	0	'CD4	0:07:55	TRUE
	8/22/2023 10:11:57	158	0	'10-8	0:00:10	TRUE
	8/29/2023 15:11:52	95	0	'CD4	0:02:44	TRUE
	8/29/2023 15:14:36	95	0	'DETAIN	0:00:10	TRUE
	9/6/2023 10:42:50	337	0	'CD4	0:00:06	TRUE
	9/12/2023 13:05:57	154	0	'10-8	0:50:27	TRUE

A search of the Chico Police Department RIMS system revealed Sgt. Williams has viewed the person record of [redacted] one time on July 1, 2023, and has not been assigned to a call for service involving [redacted] in 2023.

A search of Sgt. Williams department issued telephone records did not reveal any communication on his work device to [redacted] At this point I don't believe [redacted] is willing to be a cooperative witness to this investigation.

On December 28, 2023, I received a memorandum from Lt. Peña, authored by Captain Keeney, requesting I investigate allegations made by [redacted] regarding an on duty sexual relationship between [redacted] and Sgt. Mike Williams. The complaint, which was received by the City of Chico through the Ethicspoint portal, indicated Sgt. Williams would go to [redacted] while on duty and in uniform, and driving a marked City of Chico Police Department Supervisor patrol vehicle. The complaint indicated [redacted] met Sgt. Williams off-duty but yet he came to her residence multiple times on duty and they had consensual sexual intercourse and oral sex. [redacted] indicated Sgt. Williams told her he had a [redacted] and asked her to help him with it.

On December 28, 2023, I contacted [redacted] via telephone and asked her if she would be willing to speak with me about her complaint. [redacted] agreed and met me at the Chico Police Department. I activated my BWC as well as my digital audio recorder, met [redacted] in the front lobby of the Chico Police Department, and escorted her into an interview room. I told [redacted] I would be recording our interview. [redacted] confirmed she authored the Ethicspoint statement and everything she put in the statement is the truth. I asked [redacted] the following questions.

Are you in a relationship with a Chico Police Officer?
[redacted] stated, "No, just Mike."

What is his name?
[redacted] stated, "Mike Williams."

How did you meet him?
[redacted] stated, "I was buying a beer at Anthony's Liquor, he was out of uniform dressed nicely buying something and talking to Anthony. I walked out the door and he ran after me. He wanted to hook up, meet, and get my number to talk. He gave me all these compliments and I said my birthday was coming up." [redacted] continued and said they talked about "doing normal things like going to cross fit, work out, go out for lunch."

When did you meet him?
[redacted] stated, "that was in March." I confirmed March, 2023.

How do you communicate with him?
[redacted] stated, "Only through text and he would block me after every conversation." When asked how [redacted] knew her telephone number was being blocked she indicated that when she text Sgt. Williams when she was blocked the text message would be green as opposed to blue when the message went through to his cellular telephone. [redacted] also stated she tried calling his telephone number and it went directly to voicemail. [redacted] said, Sgt. Williams told her it was because he had bad cellular service.

What phone number?
[redacted] provided a telephone number that I confirmed is Mike Williams personal cell phone number.

[redacted] said the following day Sgt. Williams texted her and asked if she wanted to go on a run and she agreed. [redacted] said Sgt. Williams came to her residence, off-duty, and they had sex. [redacted] stated, "all of a sudden he stated he had to go pick up his son" and left.

I asked [redacted] how Sgt. Williams knew her address, she stated she provided it to him.

Have you communicated with each other on any other social media or text platform?
[redacted] stated only text message.

Was the sex consensual?
[redacted] stated, "yes."

I questioned [redacted] regarding the statement she provided in her complaint regarding she and Sgt. Willaims having a sexual relationship between March and October, 2023, where she indicated he went to her residence five or six times on duty where they had sexual intercourse. [redacted] stated, "that's what I'm thinking. It could be a little less, it could be a little more, but there was lots of times I would be running in my neighborhood and he would be driving around and he would stop me and want to talk. I would see him that way and that would lead to sex on duty."

How did you know he was on duty?
[redacted] said, "because he would have his supervisor car parked under the same tree on [redacted] and would come over in his clothes." [redacted] described the location Sgt.

Williams would park his marked patrol vehicle as across the street from her duplex on [redacted]

Other than the first time you and Sgt. Williams had sex, was he ever off-duty when you had sex again, which you indicated was five or six times.
[redacted] stated, "never." I questioned [redacted] if he was always in unform and in his patrol car and she stated "yes, and the neighbors actually complained." When questioned as to how and to whom her neighbors complained [redacted] stated to other neighbors and to her. She stated they were wondering why an officer was always coming to her house. [redacted] stated they were worried that she was in trouble.

Have you sent or received any explicit photographs from or to Sgt. Williams?
[redacted] stated, "yes."

Did Sgt. Williams ask for them or did you offer to send them?
[redacted] stated, "both."

[redacted] stated, "It's pretty flattering when a really gorgeous supervisor hits on you and you're just a single mom.

How would you classify your relationship? Dating? Boyfriend, Girlfriend?
[redacted] stated, "No because I would ask him later on, past March, if he wanted to do normal things because I wanted to get to know him." [redacted] continued and stated "he talked about the cop that shot himself. He talked about his [redacted], and I was going through so much of my own [redacted] stuff and if I block him or ignore him is he gonna get mad?" [redacted] continued and said, "if something happens to me are the cops going to know about me and him and think I'm just a slut and not help me?" [redacted] believed they could get past just coming on duty but stated, "that wasn't going to happen with Mike."

Did Sgt. Williams ever tell you about his personal life?
[redacted] stated, "he told me he just got divorced two months ago." She continued and stated he was "very distraught about his buddy here." [redacted] later stated Sgt Williams told her that he had a [redacted] but he would continue to change the gender of his children.

I asked [redacted] to elaborate on Sgt. Williams telling her about a [redacted]

[redacted] stated, "he told me he was a [redacted] and he was in [redacted] for that." [redacted] indicated she believed she was helping Sgt. Williams because "his buddy had just shot himself."

Have you ever ridden in a Chico Police car with Mike Williams?
[redacted] stated, "no."

Did you ever put on his police uniform?
[redacted] stated, "no, but he did turn off his body cam every time."

Did you ever get paid or receive any gifts for sexual acts or any other reason?
[redacted] stated, "no."

Did you Mike ever have sex with you by means of force, threat, coercion, extortion, offer of leniency.
[redacted] stated, "he never physically did anything but there was one thing that was kind of weird. I think it's because he said he's an alpha male and dominant. We were having sex and playing around and I said that I never cum, you never make me cum." [redacted] stated, "he literally gets it and walks out the door," making reference to sex. [redacted] stated, "there was one time where I said I'm not going to let you cum because I didn't cum. I was just fooling around and he got really mad and said don't do that to me." I asked [redacted] to elaborate and she stated "he yelled and got really mad. Then he flipped me over and fucked me from behind."

I asked [redacted] about a statement she provided in her original complaint that said "I felt pressured to do this and felt embarrassed in my neighborhood."
[redacted] stated, "yes, through the texting. I felt pressured at times." I asked [redacted] if she felt pressured because he was a police officer or if... [redacted] did not allow me to finish my question and she began nodding in an affirmative motion. [redacted] stated, "I would have never ever given this man, if this man wasn't a law enforcement official I would have never got involved with Mike Williams." I asked if that was from the first day they met and [redacted] stated "it was over time that I saw I was literally just an object and it was weird because he's polite and respectful but within that respect, that realm of respect, there is also this like implication that I should do this for him because he's a [redacted] and he blames it on his ex-wife, and [redacted], and I was worried about him."

I asked [redacted] why now is she coming forward to talk about this?
[redacted] stated, "I really grappled with this because I know how it looks, I'm just the angry women. The last time I saw him he was in the neighborhood, and he texted me

and asked me to come out and we talked a little bit and he was rubbing his penis asking about my life. He was checking out women behind me and rubbing his penis and just talking really dirty." [redacted] that is when she had enough. When questioned as to when this occurred [redacted] stated in October, 2023, and Sgt. Williams was on-duty. [redacted] stated she was worried about this happening to other women and just wanted him to get better. When I asked [redacted] to clarify if Sgt. Williams was exposing his penis, she stated, "no, he was just really rubbing it." I asked if it was on the outside of his clothing and [redacted] stated, "yea," but she did indicate he was on duty, in uniform, in his marked patrol vehicle. .

Has everything you told me today the truth?
[redacted] stated, "yea."

Is there any reason you would lie to me?
[redacted] stated, "no."

Is there anything you would like to change or clarify?
[redacted] stated, "no."

May I have consent to look at your cellular telephone?
[redacted] stated, "yes."

[redacted] gave me her cellular telephone after she opened up the text chat between she and Sgt. Williams dating back to March, 21, 2023. I photographed each page of text messages and photographs between [redacted] and Sgt. Williams and attached them to this case file. There are 259 photographs. The text messages included multiple texts between [redacted] and Sgt. Williams during his assigned patrol shift. Included in the text messages is a photograph of Sgt. Williams in a Chico Police uniform, a photograph of Sgt. Willaims in a swimming pool, multiple photographs of a penis sent from Sgt. Williams personal cellular device, and multiple photographs of [redacted] nude and showing her vagina. Below are the text messages of interest indicating sexual activity while on duty for the City of Chico Police Department.

It should be documented that the City of Chico IS department was only able to provide GPS data on Williams vehicle dating back to 4/12/2023

IMG_0652 – First communication – Tuesday, March 21, 2023 – Sgt. Williams was assigned to B Days until Saturday, March 25, 2023.

IMG_0688 – Friday, March 24, 2023 – First communication while on duty

IMG_0689 – Friday, March 24, 2023 – Communication to [redacted] from Sgt. Williams while on duty asking "Did you shave"

IMG_0692 - Friday, March 24, 2023, 12:37 PM – Communication to [redacted] from Sgt. Williams while on duty saying "Show me when your done" This is followed by a photograph of [redacted] vagina.

IMG_0695 – Friday, March 24, 2023 –
Sgt Williams - "Cum outside"
[redacted] – "You have cop car today?"
Sgt. Williams – "I do. I'm working"
[redacted] – "Ok" "Where are you?"
[redacted] – "Best randevu of my life"
[redacted] – "I wanted that my whole life"
Sgt. Williams – "It was nice"

IMG_0703 – Saturday, March 25, 2023 – Off-Duty per the schedule – Sgt. Williams texted "Cleaning machine. You cleaned out my cock yesterday"

IMG_0705 – Saturday, March 25, 2023 – Sgt. Williams texted "It was really nice cumming in you"

IMG_0720 - IMG_0728 – Tuesday, March 28, 2023 - Communications begins at 0821 hours – Sgt. Williams is on-duty as the Patrol Sergeant for A-Days per the schedule.
Photo IMG_0727 has the following communication
Sgt. Williams – "Unfortunately I can't. I'm working. Sorry" indicating Sgt. Williams is on duty. Later in the text thread Sgt. Williams texts "Be over in 10 min"

IMG_0728 – [redacted] texts "Thank U for coming/cumming. And taken that report. Lol I love this cum on my face."

IMG_0743 – April 3, 2023 – Communication begins at 0905 hours while Sgt. Williams is on duty. During the communication Sgt. Williams asked [redacted] "Oh yea!! Let me see" this was in reference to [redacted] communicating that her vagina was wet.

IMG_0762 – Wednesday, April 12, 2023 – Communication begins at 1150 hours
Between photograph IMG_0762 and IMG_0766 is random communication.

IMG_0765 – Sgt. Williams texts "Walk out to the street" After a few random text messages [redacted] texts "Cum" "Good lunch" and "want a key" Sgt. Williams texts "Thanks for the meal"

IMG_782 – Monday, April 17, 2023 [redacted] attempts to end the relationship with Sgt. Williams. That does not occur.

IMG_0790-IMG_0795 - Tuesday, April 18, 2023 – Per the schedule Sgt. Williams is on duty. Back and forth text messages of [redacted] nude or in lingerie. Communication from Sgt. Williams about pulling [redacted] over while on duty and having sex with her in an alley. Sgt. Williams texts "What if I pulled you over and we fucked in an alley. Total fantasy" More communication and Sgt. Williams texts "Where are you and I can pull you over" It does not appear Sgt. Williams pulled [redacted] over via the text messages.

IMG_0796-IMG_0799 – Wednesday, April 19, 2023 0914 hours – Per the schedule Sgt. Williams is on duty. There is communication back and forth as to if [redacted] is home.
Sgt. Williams texts "I'm on the south end of town. Give me a few minutes"
[redacted] – "Ok"
Sgt. Williams – "Step outside street"

IMG_0802 – Tuesday, April 25, 2023, 1054 hours – Text communications begins
[redacted] – "Ohh? Need a sex break?"
[redacted] – "Massage? Want me to cook for you? Suck you? Lol"
Sgt. Williams – "I would love too but I'm not working today. I took the day to run errands and do shit around the house."
[redacted] – "Ok well if you ever wanna come over on a day off you can too. I could cook for you and spoil you."

IMG_0806 – Wednesday, May 10, 2023 0844 hours – Per the schedule Sgt. Williams is on duty. Sgt. Williams – "you horny?"
[redacted] – "I'm always horny. But I can't do this with you anymore. Sorry"
Sgt. Williams – "One last time?"
[redacted] – "No sorry"
Sgt. Williams – "Ok. How you've been" More communication occurs between Sgt. Williams and [redacted] but it does not appear Sgt. Williams goes to her residence.

IMG_0806 – IMG_0816 – Wednesday, May 10, 2023, 0844 hours -Per the schedule Sgt. Williams is on duty.
Sgt. Williams - "Your not. And I've been [redacted] so that doesn't help"

[redacted] – "I have it too…" More back and forth communication about sexual activity and Sgt. Williams purchasing a coffee for [redacted]

IMG_0815
Sgt. Willaims – "Pulling up meet you outside"
Sgt. Williams – "I'm outside by the street"
[redacted] – "Ok"
[redacted] – "Are you working??"
Sgt. Williams – "Yes"
[redacted] – "Ok coming"
[redacted] – "That was the last time. Porn does not compare to a real woman. I can't compare with that. I hope you figure that out in therapy. Maybe a real women isn't what you want. Porn is not real life, it's a video……."

IMG_0817 – IMG_0824 - Thursday, May 25, 2023, 0917 hours – Per the schedule Sgt. Williams is on duty. Text communication begins with Sgt. Williams texting "I'm negative" This was in reference to a previous text from [redacted] that she had "trich" and Sgt. Williams should see a doctor.
Text communication continues with many sexual innuendos. On photograph IMG_0822 – Sgt. Williams texts "I'm working but I can stop by" followed by "Give me a few headed to a call"
[redacted] – "Ok that was really really the last time. Lol"

IMG_0825 – IMG_0834 – Monday, July 3, 2023, 1138 hours text communication begins. Per the schedule Sgt. Williams is on duty. Multiple text messages back and forth with sexual innuendos and statements.

IMG_0834
Sgt. Williams – "You home"
[redacted] – "Yeah"
Sgt. Williams – "Cum outside"
[redacted] – "Ok"
[redacted] – "have a good rest of your day"
Sgt. Williams – "You too"
More communication occurs and [redacted] asks Sgt. Williams if she will get to see him again for sex. Sgt. Williams says yes and [redacted] texts "I just want to be able to come" followed by "I guess it's the time restraint"

IMG_0877 – [redacted] sends a text message to Sgt. Williams stating "You can only fuck me when you're at work"

IMG_0883 – Monday, September 11, 2023, 1116 hours – Per the Schedule Sgt. Williams is on duty
[redacted] – "Wanna cum??"
Sgt. Williams – "Wanna cum?? Like shoot my load"
[redacted] – "Yeah but gotta make me cum"
Sgt. Williams – Ahhhh!! I'll need to see. Super busy at work today. Not sure if I'll have time"

IMG_0892
Sgt. Williams – "Cum outside"
[redacted] – "Ok" "Cumming"
[redacted] – "I love sucking you"
Sgt. Williams – "Completely turned me on"
[redacted] – "I can do that for you" "We could have all sorts of fun experimenting in sex" "but you never have time"
Sgt. Williams – "That's why I'm so hesitant to see when I'm working"

On 12/28/2023, [redacted] texted Sgt. Williams and texted the following:
"You didn't give a fu k about me"
"Happy new year"
"Did it get you off well enough to fuck me on duty?"
"you probably do this your whole life…"
"You're fukn sick"
"I hate you"
"Is that why you're a supervisor?" Cause you prowel for women? Like you did the last time I saw you? My ex saw you too-parked across the street"
"You're sick. Stay away from me"
"You made me feel Fukn worthless"
"You are [redacted]
"Goodbye Mike"
"Remember when you were rubbing your dixk when you asked me about my life???"
"And you saw that fat ass behind me that you wanted to fuck?"
"I want you to know you're not gonna get away with this – you are a [redacted] and you must be stopped"
"bye"
"I'm not afraid of you at all"
"Take care"
"Don't ever contact me again"
"Ratted your ass out"

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"Happy new year – thanks for making me feel worthless"
"Block me all you want – turned your ass in"

I requested and received the GPS coordinates of Sgt. Williams patrol vehicle when his vehicle was stopped at [redacted]. I received the below chart which indicates Sgt. Williams patrol vehicle was stopped at [redacted] on nine different occasions since April, 2023. GPS coordinates prior to April 12, 2023 were no longer available. Of the nine separate incidents where Sgt. Williams GPS coordinates showed his vehicle stopped at [redacted], three of the instances were for a time greater than fifteen minutes. Of the nine separate instances, April 12, 2023, April 19, 2023, May 10, 2023, and September 11, 2023, are days Sgt. Williams vehicle GPS coordinates are inline with dates he and [redacted] were communicating via text.

latitude	longitude	When	heading	mph	status	At Rest	Show
[redacted]		4/12/2023 12:22:26	325	0	'10-8	0:21:42	TRUE
		4/12/2023 12:44:16	325	0	'CODE7	0:00:08	TRUE
		4/19/2023 10:00:52	335	0	'10-8	0:28:12	TRUE
		5/4/2023 11:04:42	249	0	'10-8	3.23:58:51	TRUE
		5/10/2023 11:25:36	335	0	'10-8	0:00:15	TRUE
		6/29/2023 11:24:27	333	0	'10-8	0:15:35	TRUE
		6/29/2023 11:40:22	332	0	'10-8	0:00:10	TRUE
		10/10/2023 14:41:31	152	0	'10-8	0:00:09	TRUE
		10/11/2023 13:28:45	148	0	'10-8	0:00:05	TRUE

A search of the Chico Police Department RIMS system revealed Sgt. Williams viewed [redacted] person record six times. See below for dates, times, and history regarding the records search of [redacted] by Sgt. Mike Williams since March, 2023. Sgt. Williams user identification number is P04095. An audit of the California Law Enforcement Telecommunications System was conducted and it does not appear Sgt. Williams conducted any search of the CLETS system pertaining to [redacted].

<u>Chico Police Department Person Record Search</u>

DATE	TIME	DESCRIPTION	USER
6/28/2023	10:45:18	Viewed	P04095
7/3/2023	11:35:49	Viewed	P04095
7/3/2023	13:08:43	Viewed	P04095
9/7/2023	13:25:24	Viewed	P04095
9/9/2023	19:01:02	Viewed	P04095
10/11/2023	13:29:47	Viewed	P04095

A search of Sgt. Williams department issued telephone records did not reveal any communication on his work device to [redacted]

On February 8, 2024, I received a memorandum from Lt. Peña regarding a criminal investigation that Sgt. Williams investigated [redacted] There were also two additional memorandums attached to Lt. Peña's memorandum authored by Sgt. Ferreira and Lt. Tupper. The memorandums indicated Sgt. Williams had investigated a case involving a report of stolen property. The investigation conducted by Sgt. Williams included an execution of a search warrant. Lt. Tupper had concerns that Sgt. Williams had potentially violated Chico Police Department policy 612 and 613 regarding a threat assessment be conducted prior to the execution of such a warrant. Lt. Tupper also had concerns about Sgt. Williams handling of the investigation to include:

-Improper procedure/practice of handling a complex investigation as the shift supervisor
-Completing all reports and approving those reports himself
-Why did he seemingly exclude all other officers and supervisors from the investigation
-Not completing a risk assessment as required by CPD Policy 612

Lt. Tupper indicated Sgt. Ferreira later stated he was the acting watch commander on the date the search warrant was executed and recalled reading and approving a risk assessment, however we are unable to locate the paper copy of the risk assessment. Per Lt. Tupper's memorandum he did not believe there was a violation of CPD policy 612.

I located the criminal investigation completed by Sgt. Williams. I confirmed Sgt. Williams completed and signed off on the following:

-Initial investigation completed and signed off by Sgt. Williams on 8/21/23
-Supplemental Report completed and signed off by Sgt. Williams on 9/4/23
-Supplemental Report completed and signed off by Sgt. Williams on 10/12/23
-Supplemental Report completed and signed off by Sgt. Williams on 11/2/23

It is unknown why Sgt. Williams authored and signed off his own investigation or excluded other officers from the investigation.

The report and supplementals are attached to IA Pro.

Per the memorandum by Lt. Peña, he indicated there was some unusual behavior with the female victim in the investigation identified as [redacted]

A search of the Chico Police Department RIMS system revealed Sgt. Williams viewed [redacted] person record seventeen times between 8/10/23 and 10/12/2023. See below for dates, times, and history regarding the records search of [redacted] by Sgt. Mike Williams since August, 2023. Sgt. Williams user identification number is P04095. An audit of the California Law Enforcement Telecommunications System was conducted and it does not appear Sgt. Williams conducted any search of the CLETS system pertaining to [redacted].

Chico Police Department Person Record Search

DATE	TIME	DESCRIPTION	USER
8/10/2023	09:31:30	Viewed	P04095
8/10/2023	09:32:05	Viewed	P04095
8/10/2023	09:34:42	Viewed	P04095
8/10/2023	09:42:49	Viewed	P04095
8/10/2023	09:43:17	Viewed	P04095
8/21/2023	08:30:08	Viewed	P04095
8/26/2023	19:53:51	Viewed	P04095
9/4/2023	08:56:37	Viewed	P04095
9/4/2023	08:57:42	Viewed	P04095
9/4/2023	08:58:54	Viewed	P04095
9/4/2023	08:59:34	Viewed	P04095
9/4/2023	09:01:08	Viewed	P04095
9/4/2023	09:03:56	Viewed	P04095
10/9/2023	14:30:44	Viewed	P04095
10/9/2023	14:31:04	Viewed	P04095
10/12/2023	08:35:46	Viewed	P04095
10/12/2023	08:36:11	Viewed	P04095

A search of Sgt. Williams department issued telephone records did not reveal any communication on his work device to [redacted].

I requested and received the GPS coordinates of Sgt. Williams patrol vehicle when his vehicle was stopped at [redacted] residence. I received the below chart which indicates Sgt. Williams patrol vehicle was stopped at [redacted] on sixteen different occasions since August, 2023. Of the sixteen separate incidents where Sgt. Williams GPS coordinates showed his vehicle stopped at [redacted] thirteen instances were less than one minute in length. The longest timeframe Sgt. Williams's vehicle was at the location was two minutes and ten seconds in length.

I attempted to contact [redacted] at her residence on February 15, 2024. There was no answer at the residence, but I left a business card on her door requesting a telephone call. On March 11, 2024, I attempted to contact [redacted] via telephone. There was no answer but I left a message requesting a telephone call back.

On March 11, 2024, I received a telephone call from [redacted] on my desk line. I explained to [redacted] who I was, and that I wanted to speak to her regarding Sgt. Williams and the investigation he completed. I told [redacted] that my questioning was not directly related to the investigation but more about Sgt. Williams himself. I asked [redacted] if she knew Sgt. Williams prior to this investigation to which she stated she did not. I asked [redacted] if she and Sgt. Williams had any type of relationship other than him investigating her case. [redacted] stated, "We did show some interest you know what I mean, but not really." I explained to [redacted] that I was able to see the GPS coordinates on Sgt. Williams patrol vehicle and that his vehicle was at her residence on numerous occasions. I told [redacted] I was just attempting to see if Sgt. Williams was having some type of inappropriate relationship with her while on duty for the City of Chico. [redacted] stated there were a couple times that Sgt. Williams stopped by her residence while he was on duty but she indicated she was not able to talk with him for any period of time. [redacted] continued and stated, "I had real interest in him outside of the case, but I kept telling him let's not lose focus because I was really upset and angry about what was going on with my case." I apologized to [redacted] up front, but I asked her if she and Sgt. Williams had any type of consensual sexual relationship while Sgt. Williams was on duty for the City of Chico. [redacted] said like previously stated there wasn't enough to substantiate anything other than they talked and texted a few times. [redacted] stated that Sgt. Williams never went to her residence on duty and had sex with her. I confirmed with [redacted] that she and Sgt. Williams never had a consensual sexual relationship. [redacted] stated "We tried to but, we weren't really, no." I asked what she meant by that statement and [redacted] stated, "I tried to talk to him outside of work but he has kids, and I have kids, so yea." [redacted] stated she has tried to reach out a couple other occasions but he hasn't responded. [redacted] stated he had stopped

by her residence off-duty, but she would not respond as to what occurred while Sgt. Williams was off-duty. [redacted] indicated Sgt. Williams had probably been to her residence approximately five times on duty but she hasn't heard from him lately.

On April 8, 2024, I met with [redacted] in the Chico Police Department Professional Standards office. [redacted] is the former live-in girlfriend of Williams. It should be documented that I have known [redacted] personally since [redacted] I introduced [redacted] to Williams prior to them starting a dating relationship.

On March 31, 2024, [redacted] sent me a text message at 2257 hours requesting a telephone call as soon as possible. I contacted [redacted] who indicated Williams was [redacted] ontinued and stated Williams was drinking heavily over the last few days and was on a "bender." I asked [redacted] if she was safe which she stated she was, and Williams was at his parents' residence for the night. [redacted] stated she and her [redacted] On April 1, 2024, [redacted] sent me a text message indicating she was fine and Williams was giving her the remainder of the day [redacted] stated she wanted to provide me with a statement regarding Williams. I told her I was available anytime and she could come to the Chico Police Department. Over the next couple of days [redacted] would text me indicating she wanted to provide a statement but said, "I will, but I don't want to get him in any more trouble." [redacted] continued and stated, "I'm just now realizing all the lies he told me."

On April 10, 2024, [redacted] came to the Chico Police Department to provide a statement regarding Williams. I activated my audio recorder prior to beginning the interview. [redacted] indicated [redacted] indicated she had located information on Williams's computer. Williams has allowed her to use during their relationship with has since ended. [redacted] indicated she located a file containing screenshots of text messages from [redacted]. It should be documented that telephone number belongs to [redacted]. [redacted] stated she did not know who the telephone number belonged to and indicated she had attempted to call it on four different times today, April 10, 2024, but no one answered. [redacted] stated there was also approximately 15-50 recordings of voicemails that [redacted] assumed the female had left on Williams's telephone as well as text messages ranging from "casual conversation to things that they had done together." [redacted] stated these included messages that would make her believe they were in some sort of relationship. [redacted] could not provide me with any specific messages indicating a sexual relationship between Williams and the female. [redacted] did indicate the messages stated something regarding Williams being

at her residence in uniform but [redacted] stated she never finished reading all of the messages. I asked [redacted] if she and Willaims ever had a consensual sexual relationship while he was on duty for the Chico Police Department. [redacted] stated, "yes." When questioned as to how many times she and Williams had sex on duty [redacted] stated, "a lot." I asked [redacted] if she and Willaims had ever been involved in any type of domestic violence incident [redacted] stated,"no." When asked if Willaims ever had nonconsensual sex with her she stated, "yes." I asked [redacted] when this occurred she stated, "last Monday." [redacted] was referring to April 1, 2024, the day after Williams had [redacted] I asked [redacted] to explain to me what had occurred. [redacted] stated on Monday afternoon she was in the shower at his residence. [redacted] stated Williams got in the shower with her and said "we haven't done anal in a while, do you want to do that?" [redacted] stated, "I let him." [redacted] continued and stated, "I didn't want to but his behavior was so out of control and erratic and all of a sudden he was like stay don't leave and we proceeded to have anal sex." [redacted] stated after it was over she showered again and Williams went outside. I asked [redacted] if she ever told Williams that she didn't want to have anal sex or to stop and she stated she said, "I didn't want to do this anymore and he stopped." [redacted] then stated they had consensual vaginal sex. [redacted] stated she and Willaims have had consensual anal sex in the past as well prior to April 1, 2024. I asked [redacted] if there was anything else that she wanted to tell me about Williams. [redacted] stated "I know that he is not being honest or truthful but I don't know what he is not being honest and truthful about." [redacted] stated she has confronted Williams about the messages she located and she indicated Williams denied knowing what she was talking about. [redacted] stated she knew Williams had done something but was unsure what that was. [redacted] had nothing further to add to this investigation and I concluded the interview.

[redacted] has texted and email me multiple times since speaking on April 10, 2024. On April 11, 2024, I received a text message from [redacted] requesting my department email address so she could forward me some information. [redacted] also indicated in her text message that Williams was "obsessed with checking the mail. Would check 3-4 x a day." I received an email from [redacted] which was email communication between Williams and an email address [redacted]. [redacted] believes the subject to be a prostitute, but has no facts to indicate that is true at this time.

On April 12, 2024, I received a telephone call while off-duty from Lt. Tupper. Lt. Tupper indicated there was a telephone message from [redacted] indicating that she wanted to speak to a Lieutenant because no one was returning her telephone calls regarding Williams [redacted]. Lt. Tupper contacted [redacted] via telephone. Lt. Tupper later contacted me and stated she was just looking to talk to someone to "vent."

On April 30, 2024, [redacted] emailed me again indicating she was now receiving emails from "whoever he's involved with" from an email address [redacted] The emails were not threatening although [redacted] asked me if she could file a police report for a violation of 653.2 PC. I instructed [redacted] to contact the jurisdiction she currently resides in to see if there is a violation of 653.2 PC. Later that day I received a text message from Chief Aldridge asking if I was familiar with [redacted] because she had attempted to contact him via Facebook Messenger. I told Chief Aldridge who [redacted] was, and he asked me to contact her and advise her he was not able to speak with her about the investigation in order to stay neutral. At 1320 hours I sent to following email to [redacted]

Good Afternoon [redacted]

I understand you reached out to Chief Aldridge regarding the ongoing administrative investigation which you and I have spoken about. Please understand that these investigations take time to complete and like we have talked about prior I, nor any other member of the department, can talk to you about what is occurring in the investigation due to the Peace Officers Bill of Rights. Regarding the Chief and your request to speak to him, he has to stay neutral during the investigation and can't speak to any witnesses or involved parties.

Please feel free to continue to email me any information you feel is appropriate for my investigation.

Thanks,

Sergeant Peter Durfee
Professional Standards Unit
Chico Police Department
1460 Humboldt Road
Chico, Ca. 95928

[redacted]
peter.durfee@chicoca.gov

Due to Sgt. Williams [redacted] I am unable to contact him regarding this investigation. On January 17, 2024, I emailed Julia Fox, an attorney with Rains, Lucia, Stern, St. Phalle, & Silver, Sgt. Williams legal representation. The email contained a letter requesting a voluntary interview regarding this investigation. On the same day I received a confirmation email from Ms. Fox. I have had no further correspondence from Ms. Fox or Sgt. Williams. On March 11, 2024, I sent a second email to Ms. Fox asking if Sgt. Williams had a response to my previous request. As of April 1, 2024, I have yet to receive a response.

On April 3, 2024, I sent Ms. Fox two separate emails regarding Sgt. Willaims. The first email had the below attachment.

Ms. Fox,

On January 17, 2024, the Chico Police Department Professional Standards Unit respectfully requested to conduct an administrative interview regarding IA# 23-0027. This was requested via email. Due to the fact the subject of the administrative investigation, Sergeant Michael Williams, [redacted], I indicated this interview would be considered voluntary. I later received confirmation of the request from you via email but did not receive a response.

On March 11, 2024, I sent you an email following up on the request to conduct a voluntary interview with Sgt. Williams regarding IA# 23-0027. I did not receive a response to this request.

At this point the Chico Police Department is requesting a written response to our request for a voluntary interview with Sgt. Williams regarding this administrative investigation. If Sgt. Williams [redacted] prevents him from taking part in such interview please advise.

Please contact me or Lt. Omar Peña directly with any questions.

Respectfully,

_____

Sergeant Peter Durfee
Professional Standards
[redacted]

On April 5, 2024, I received a response from Ms. Fox via email that stated, "Can I get back to you on this next week? I'm out with my kids on spring break." I responded, "Absolutely, Enjoy the break."

I sent a second email with the below attachment indicating I was going to remove property from Sgt. Williams work assigned cabinet in the sergeant's office. See below.

Ms. Fox,

Your client, Sgt. Michael Williams, is currently [redacted]. The Chico Police Department Supervisor office has assigned space to Sergeants like that of a cabinet. Due to the fact Sgt. Williams [redacted] and the department must temporarily fill his assignment, to include this storage space, please consider this as notification under 3309 of the Government Code that the Chico Police Department will be boxing up the contents of his cabinet on April 8, 2024. This will occur at 1000 hours. Sgt. Williams' property will be stored in the professional standards office where it will be secure.

3309 G.C. - No public safety officer shall have his locker, or other space for storage that may be assigned to him searched except in his presence, or with his consent, or unless a valid search warrant has been

obtained or where he has been notified that a search will be conducted. This section shall apply only to lockers or other space for storage that are owned or leased by the employing agency.

Please contact me or Lt. Omar Peña directly with any questions.

Respectfully,

_____
Sergeant Peter Durfee
Professional Standards
[redacted]

On April 5, 2024, I received a response to the sergeant cabinet email stating, "Received. Thank you."

As of Thursday, April 11, 2024, I had yet to receive any further communication from Ms. Fox. I sent Ms. Fox a text message requesting a written response to my previous request for a voluntary interview with Sgt. Williams. Ms. Fox responded and stated, "Very fair. I'll send as soon as I'm free. Tied up in Siskiyou today." On April 18, 2024, I received the following email from Ms. Fox indicating Sgt. Williams would not be providing an interview..

Good morning Sgt. Durfee:

Sgt. Williams will not be submitting to a voluntary interview.

Best,
Julia

Julia Fox
Attorney at Law
RAINS LUCIA STERN
ST PHALLE & SILVER, PC
2300 Contra Costa Blvd., Suite 500
Pleasant Hill, CA 94523
925.609.1699 Phone
925.609.1690 Fax
www.RLSlawyers.com

On April 30, 2024, I received a City of Chico memorandum authored by Captain Greg Keeney requesting I investigate Sgt. Mike William's recent contact with [redacted] to determine if any policy violations or provisions of Williams discipline [redacted] formally and contacted both Captain Greg Keeney and retired Chief Matthew Madden via telephone, and questioned all is they recalled if Sergeant Williams

was told not to contact [redacted] unless it was in a professional setting during the course of their employment at the Chico Police Department. None of the involved could recall if an order was in placed.

It should be noted that on April 24, 2024, Sergeant Williams filed a complaint with POST regarding [redacted] conduct. This investigation is [redacted]. In Sergeant Williams's complaint he stated, "I have no personal contact with [redacted] and was advised by command staff that I was not to allowed to supervise or have any contact with her." This stated by Segregant Williams indicates he was aware that he was not to contact [redacted].

On August 12, 2024, I mailed a certified letter to Sgt. Williams personal residence, which was signed by the Chief of Police Billy Aldridge, indicating his peace officer powers were suspended immediately upon receipt. The letter also indicated Sgt. Williams was to contact Captain Peña to turn in his badge, firearm, keys, uniforms and any other equipment issued by the Chico Police Department. I also spoke with Sgt. Williams LDF attorney, Ms. Fox, explained the letter to her and emailed her a copy of the letter.

On August 14, 2024, I received the above-mentioned certified letter back due to a clerical error. I completed a new letter extending the dates which Sgt. Williams had to contact Captain Peña as well as the date where the department would be emptying his department issued locker. I also advised Ms. Fox of the clerical error via email. See Attachment X for further information.

On August 15, 2024, I received the return certified mail receipt indicating the letter sent to Sgt. Williams was received on August 15, 2024. I spoke with Captain Peña on the morning of August 19, 2024, who indicated Sgt. Williams had contacted him via text message. Capt. Peña advised Sgt. Williams indicated most of the department property was at the Chico Police Department but the remaining property would be left on the front porch of his residence by 10:00 AM on August 19, 2024. Captain Peña retrieved a box of property which he turned over to me. The property was placed in Sgt. Williams assigned work issued locker and a department issued pad lock was placed on that locker.

On August 20, 2024, I mailed a certified letter to Sgt. Williams personal residence, which was signed by the Chief of Police Billy Aldridge, indicating he needed to contact myself by August 30, 2024, in order to schedule an interview regarding this investigation. The letter indicated the interview was an order and was not optional. The letter was also email to Sgt. Williams's attorney, Ms. Fox. On August 21, 2024, I received notification the letter had been received at Sgt. Williams residence.

On Tuesday, August 27, 2024, I received a telephone call from Ms. Fox, Sgt. Williams's attorney. Ms. Fox indicated they were willing to toll the investigation due to Sgt. Williams [redacted] as he was unavailable to be interviewed. I indicated to Ms. Fox the Department was not willing to toll the investigation and wanted to proceed with an interview. Ms. Fox indicated she would re-contact me by Friday, August 30, 2024.

On Friday, August 30, 2024, I received a text message from Ms. Fox stating that Sgt. Williams was unable to attend an administrative interview [redacted]. The message continued and indicated Sgt. Williams's [redacted] would provide documentation to that by the end of day on September 4, 2024. I requested Ms. Fox place this information in an email as to memorialize it.

On September 9, 2024, I received an email from Julia Fox that had two attached letters. The first letter from [redacted], dated September 4, 2024, indicated [redacted] attend the IA interview." Attachment Y

The second letter from [redacted], dated September 3, 2024, stated "Sergeant Mike Williams [redacted] Please release him from all law enforcement duties until 1 December 2024. Attachment Z

At this time there is no further action that can occur by the Professional Standards Unit due to not being able to interview Sgt. Williams regarding his actions.

FACTS

[redacted] has made multiple statements to multiple officers that she has been involved in a sexual relationship with Sgt. Mike Williams. These officers include Officer Lindsay Stalnaker, Officer Bob Kurtz, Officer Shannon Guidi, Officer Derek Ament, Officer Erick Fuchs, Officer JaMae Hurley, Officer Michael Vincent, Detective Kevin Hass, Detective Miranda Peirce, Sergeant John Nickelson, and Lieutenant Jeff Durkin. A records check shows that [redacted] has been involved in 56 calls for service involving the Chico Police Department since January, 2023. [redacted]

[redacted] has been arrested by other Butte County agencies for [redacted] indicated to me during an interview that she has had a consensual sexual relationship with Sgt. Williams while he was on duty.

Sgt. Mike Williams has used the Chico Police Department RIMS system to look at [redacted] persons page on twelve occasions since June, 2023. Sgt. Mike Williams has used the Chico Police Department RIMS system to look at calls for service involving [redacted] eight times since May, 2023.

The GPS coordinates of Sgt. Mike Williams patrol vehicle indicate he was within 50 meters of [redacted] residence, on 47 separate occasions between 6/12/2023-11/11/2023. On five separate occasions Sgt. Williams patrol vehicle was stopped at this location for an extended period of time, between 24 and 33 minutes.

Sgt. Williams telephone records indicate he was in communication with the telephone number belonging to [redacted] on at least two of the dates where the GPS coordinates show him at her residence.

[redacted] disclosed to a [redacted] that she was involved in a relationship with a Chico Police Department Lieutenant. In June, 2022, [redacted] disclosed to Officer Jones during a transport to Butte County Jail that she was involved in a sexual relationship with Sgt. Mike Williams. This was recorded on BWC, but due to the time delay the BWC footage has since been deleted. The GPS coordinates of Sgt. Williams vehicle shows his vehicle parked at [redacted] residence, ten times over a two month time frame in 2023, two of the instances were for a time greater than thirty minutes. I have attempted multiple times to contact [redacted] but she never returned my telephone calls or contacted me after I left a business card on her residence door on multiple occasions.

Sgt. Williams has used the Chico Police Department RIMS system to look at [redacted] persons page one time yet has never been involved in a call for service involving [redacted].

The City of Chico received an incident report through its Ethicspoint Incident Management System. On this occasion a citizen, identified as [redacted] was reporting an on duty sexual relationship with Sgt. Mike Williams. [redacted] indicated Sgt. Williams came to her residence, [redacted] approximately five or six times between March, 2023, and October, 2023. [redacted] stated they had sex on each occasion and she stated he was always on duty, in uniform, and in a marked patrol vehicle.

I requested and received the GPS coordinates of Sgt. Williams patrol vehicle when his vehicle was stopped at [redacted]. The facts indicate Sgt. Williams patrol vehicle was stopped at [redacted] on nine different occasions since April, 2023. GPS coordinates prior to April 12, 2023 were no longer available. Of the nine separate incidents where Sgt. Williams GPS coordinates showed his vehicle stopped at [redacted], three of the instances were for a time greater than fifteen minutes. Of the nine separate instances, April 12, 2023, April 19, 2023, May 10, 2023, and September 11, 2023, are days Sgt. Williams vehicle GPS coordinates are in line with dates he and [redacted] were communicating via text.

A search of the Chico Police Department RIMS system revealed Sgt. Williams viewed [redacted] person record six times yet has never been involved in a call for service involving [redacted]

After an interview with [redacted] multiple text messages between she and Sgt. Williams, which occurred on duty, factually show that Sgt. Williams was having consensual sexual intercourse between March, 2023, and October, 2023, while on duty for the City of Chico Police Department.

Chico Police Command received information through the chain of command that Sgt. Williams possibly violated Chico Police Department Policy regarding [redacted] Lt. Tupper investigated the possible policy violation regarding CPD Policy 612 and does not believe there was a violation, however I have been unable to locate the risk assessment associated with [redacted]

Regarding a possible relationship with the victim in [redacted], the victim, [redacted], indicated while there was an attraction between she and Sgt. Williams, no consensual sexual interaction occurred between them. Sgt. Williams did look at [redacted] person record on multiple occasions. It is unknown if this was due to the investigation he authored and approved.

After speaking with [redacted] I learned that Sgt. Williams had gone to his residence while on duty and per [redacted] statement they had consensual sex "a lot."

Sgt. Williams, through his attorney, has declined a voluntary interview with the Professional Standards Unit as of April 18, 2024.

On August 14, 2024, Sgt. Williams was sent a certified letter advising him of the revocation of his police powers. The letter also indicated he needed to contact Captain

Omar Peña by August 23, 2024, and that his department issued locker would be cleaned out on August 30, 2024.

A letter was later sent to Sgt. Williams ordering him to participate in an internal affairs interview regarding his actions. I later received two letters [redacted] Sgt. Williams was not available to be interviewed.

ATTACHMENTS

Attachment A – [redacted] Criminal History

Attachment B – [redacted] Person Record (RIMS)

Attachment C – Contacts by all Law Enforcement in RIMS in Butte County

Attachment D – Printout of the times ID #P04095 viewed [redacted] Person Profile

Attachment E – Printout of calls for service involving [redacted] that was viewed by ID #P04095

Attachment F – Call for Service that ID #P04095 was attached to made by [redacted]

Attachment G – Printout where ID #P04095 vehicle was within 50 meters of [redacted]

Attachment H – Department issued Cell Phone Records

Attachment I – Memorandum from Officer Stalnaker

Attachment J – Crime Report from June 9, 2022 [redacted]

Attachment K – Printout where ID #P04095 vehicle is stopped at [redacted] residence.

Attachment L – Printout of the times ID #P04095 viewed [redacted] Person Profile

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Attachment M – Ethicspoint Incident Report

Attachment N – Printout of the times ID #P04095 viewed [redacted] Person Profile

Attachment O - Printout where ID #P04095 vehicle is stopped at [redacted], [redacted] residence.

Attachment P – Text messages between Sgt. Williams personal device and [redacted]

Attachment Q – Memorandums from Sgt. Ferreira, Lt. Tupper, and Lt. Peña

Attachment R – CPD Case [redacted]

Attachment S - Printout where ID #P04095 vehicle is stopped at [redacted] residence.

Attachment T - Printout of the times ID #P04095 viewed [redacted] profile

Attachment U – Request from Attorney Christy Gubbels regarding [redacted] and response.

Attachment V – Request to LDF Attorney Julia Fox for a voluntary interview with Sgt. Williams.

Attachment W – Notification to Sgt. Williams that his Sergeant cabinet will be cleaned out.

Attachment X - Certified letters sent to Sgt. Williams residence on August 12, 2024, and August 14, 2024. The August 12, 2024, letter was returned prior to Sgt. Wiliams receiving it.

Attachment Y – Letter from [redacted]

Attachment Z – Letter from [redacted]

Respectfully Submitted,

Lieutenant Peter Durfee
Professional Standards

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CITY OF CHICO MEMORANDUM

TO: Lt. Omar Pena

DATE: 10/30/23

FROM: Sgt. David Bailey

FILE:

SUBJECT: Possible Policy Violation

Lt. Pena

During tonight's shift, Officer Vincent handled a domestic violence investigation involving [redacted] During Officer Vincent's investigation, [redacted] claimed that [redacted] had disclosed to [redacted] that she [redacted] was having a sexual relationship with an unidentified Chico Police Officer. [redacted] stated the officer in question was married and had [redacted] told Officer Vincent that she knew the officer's name, but didn't provide it to him. [redacted] asked if the officer's relationship with her daughter was against the law, because [redacted] believed [redacted] to be severely mentally ill. [redacted] did not make any allegations that the relationship was non-consensual, nor if it occurred on-duty. Officer Vincent did not question [redacted] about the information she provided to him and did not interview [redacted]

Once Officer Vincent cleared the call, he immediately notified me of the situation. I advised Officer Vincent not to converse with other officers regarding the information provided to him by [redacted] I subsequently informed the on-duty Watch Commander, Lt. Durkin, and advised him of the situation.

[redacted] is well known to officers of the Chico Police Department. She is regularly contacted numerous times a week for calls for service, and is engaged in a pattern of ongoing criminal behavior. [redacted] has been arrested numerous times in the last year by the Chico Police Department. Based on [redacted] criminal history, I believe any personal relationship with an officer would possibly be a violation of Department Policy 339.3.6x, (Standards of Conduct).

Respectfully submitted,

David Bailey S11

CITY OF CHICO MEMORANDUM

TO: Sgt. Durfee DATE: 11/06/23

FROM: Acting Cpt./Lt. Omar Peña FILE:

SUBJECT: PSU Investigation

Review Sgt. Bailey's Memorandum regarding a contact with a member of the public who informed Officers of a relationship between a Chico Police Officer and her daughter, [redacted]

Based on the information contained in the memorandum, I concur with Sgt. Bailey that a relationship with [redacted]s potentially a policy violation and outside the conduct expected of Officers.

Please investigate the possible violation of Chico Police Department Policy 339.3.6(x).

Lt. Omar Peña/ L10
Acting Operations Captain

CITY OF CHICO MEMORANDUM

TO: Lt. Omar Peña

DATE: 12/28/2023

FROM: Capt. Greg Keeney

FILE: PCN 23-27

SUBJECT: Administrative Investigation Request

Lt. Peña please have Sgt. Durfee begin an administrative investigation into the allegations raised by [redacted] against Sgt. Williams.

Capt. Greg Keeney

COPY

CITY OF CHICO MEMORANDUM

TO: Sergeant Michael Williams DATE: 11/21/2023

FROM: Sergeant Peter Durfee FILE: IA# 23-0027

SUBJECT: Administrative Investigation Notification

You are the subject of an administrative investigation for your conduct as it pertains to allegations of:

CITY OF CHICO POLICE DEPARTMENT POLICY:

339 - STANDARDS OF CONDUCT
341 – INFORMATION TECHNOLOGY USE
702 – PERSONAL COMMUNICATION DEVICE
706 – VEHICLE USE

If sustained, this allegation could constitute violations of the City of Chico and Chico Police Department policies and procedures and the California Penal Code.

It has been determined that it is appropriate for you to remain on regular duty status during the course of this investigation.

You are going to be interviewed regarding this complaint; however, the appropriate date/time has not yet been established. This administrative interview will be conducted pursuant to the requirements of the Government Code sections 3300-3311, and other laws, policies and court decisions that may be applicable. This includes the opportunity to seek representation, if you desire, and to have the representative present during the interview. Should you decide to have a representative, and a schedule conflict arises after a date/time for the interview has been established, please contact me to reschedule at (530) 897-5851.

Administrative investigations are confidential. It is strongly encouraged that you do not discuss this administrative investigation or contact any complainant, witness, or officer involved in the incident, except for myself, your representative and /or attorney, or the appropriate individual in the chain of command.

If you have any questions about this memo or the process related to this investigation, please do not hesitate to contact me.

Sergeant Peter Durfee
Professional Standards

Issuance information:
On November 21, 2023 at _____ hours, I, Sergeant Peter Durfee hand-delivered this memorandum to **Sergeant Michael Williams**.

COPY

CITY OF CHICO MEMORANDUM

TO: Sergeant Mike Williams

DATE: November 28, 2023

FROM: Sergeant Peter Durfee

FILE: IA# 23-0027

SUBJECT: SB 2 Notification

With the implementation of Senate Bill 2, the Chico Police Department is **required** to notify the Commission on Peace Officers Standards and Training (POST) about any **allegations** of serious misconduct as defined by POST.

On November 28, 2023, POST was notified of the below investigation. POST will also notify you of this reporting.

On November 6, 2023, an investigation was started by the Chico Police Department Professional Standards Unit alleging sexual assault as described in 832.7 PC. An investigation is being completed by the Professional Standards Unit.

If you have any questions, please contact the Professional Standards Unit.

Sergeant Peter Durfee
Professional Standards Unit

CITY OF CHICO MEMORANDUM

TO: Case File IA# 23-0027 DATE: 11/28/2023

FROM: Sergeant Peter Durfee FILE: IA# 23-0027

SUBJECT: Mark 43 Reporting

On November 28, 2023, IA# 23-0027 was reported to Peace Officers Standard in Training via the online Mark 43 portal. This reporting is mandatory under the definition of "serious misconduct" in SB-2.

Sergeant Peter Durfee
Professional Standards Unit

CITY OF CHICO MEMORANDUM

COPY

TO: Officer Austin Jones

DATE: 12/28/2023

FROM: Sergeant Peter Durfee

FILE:

SUBJECT: Witness to Administrative Investigation Notification

---

You have been identified as a witness in an administrative investigation. Specifically, it is believed that you may have pertinent information regarding an incident involving Sergeant Michael Williams. It is not believed that that you are or may be a principal in the investigation. However; if you have reasonable belief at this time or any time in the future that you are or may be a principal, please advise me and your rights per AB 301 will be initiated, as directed in the Chico Police Department General Orders.

You are going to be interviewed regarding this incident. **You are directed to meet with me on a date TBD, in the Chico Police Professional Standards office.**

Administrative investigations are confidential. It is strongly encouraged that you do not discuss this administrative investigation or contact any complainant, witness, or officer involved in the incident, except for myself, your representative and /or attorney, or the appropriate individual in the chain of command.

If you have any questions about this memo or the process related to this investigation, please do not hesitate to contact me.

Sergeant Peter Durfee
Professional Standards

COPY

CITY OF CHICO MEMORANDUM

TO: Lieutenant Joel Schmid

DATE: 12/28/2023

FROM: Sergeant Peter Durfee

FILE:

SUBJECT: Witness to Administrative Investigation Notification

---

You have been identified as a witness in an administrative investigation. Specifically, it is believed that you may have pertinent information regarding an incident involving Sergeant Michael Williams. It is not believed that that you are or may be a principal in the investigation. However; if you have reasonable belief at this time or any time in the future that you are or may be a principal, please advise me and your rights per AB 301 will be initiated, as directed in the Chico Police Department General Orders.

You are going to be interviewed regarding this incident. **You are directed to meet with me on a date TBD, in the Chico Police Professional Standards office.**

Administrative investigations are confidential. It is strongly encouraged that you do not discuss this administrative investigation or contact any complainant, witness, or officer involved in the incident, except for myself, your representative and /or attorney, or the appropriate individual in the chain of command.

If you have any questions about this memo or the process related to this investigation, please do not hesitate to contact me.

Sergeant Peter Durfee
Professional Standards

COPY

CITY OF CHICO MEMORANDUM

TO: Detective Kevin Hass

DATE: 12/28/2023

FROM: Sergeant Peter Durfee

FILE:

SUBJECT: Witness to Administrative Investigation Notification

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You have been identified as a witness in an administrative investigation. Specifically, it is believed that you may have pertinent information regarding an incident involving Sergeant Michael Williams. It is not believed that that you are or may be a principal in the investigation. However; if you have reasonable belief at this time or any time in the future that you are or may be a principal, please advise me and your rights per AB 301 will be initiated, as directed in the Chico Police Department General Orders.

You are going to be interviewed regarding this incident. **You are directed to meet with me on a date TBD, in the Chico Police Professional Standards office.**

Administrative investigations are confidential. It is strongly encouraged that you do not discuss this administrative investigation or contact any complainant, witness, or officer involved in the incident, except for myself, your representative and /or attorney, or the appropriate individual in the chain of command.

If you have any questions about this memo or the process related to this investigation, please do not hesitate to contact me.

Sergeant Peter Durfee
Professional Standards

CITY OF CHICO MEMORANDUM

TO: Case File IA # 23-0027 DATE: 02/24/25

FROM: Sergeant Paul Ratto FILE: AI # 23-0027
SUBJECT: Mark 43 Reporting

On February 24, 2025, IA # 23-0027 was updated to Peace Officers Standard in Training via the online Mark 43 portal. The investigation was closed, and Sergeant Williams was found:

Chico Police Department Policy 338.3.3(m) - Engaging in on duty sexual relations (Allegation 1,2 and 3) **SUSTAINED.**

Chico Police Department Policy 339.3.6 (x) - Continued association on personal basis with a person who engages in violation of state/federal law **SUSTAINED.**

[redacted]

Chico Police Department Policy 702.5(c) -PCD use for Personal Business **SUSTAINED.**

Chico Police Department Policy 706.2 - Vehicle Use for Department Business **SUSTAINED.**

Sergeant Paul Ratto
Professional Standards Unit

CITY OF CHICO MEMORANDUM

TO: Sergeant Michael Williams

DATE: January 28, 2025

FROM: Chief Billy Aldridge

FILE: PCN 23-27

SUBJECT: Notice of Final Discipline

A *Skelly* Conference was held on 1-27-25 at 1400 Hours. You were not in attendance, but your chosen representative, Julia Fox, was in attendance over a Zoom call. Captain Struthers was present with me for the Chico Police Department. During the conference, the following points were addressed by Julia Fox:

- You do not deny the behavior was egregious and accept your mistakes
- You are seeking [redacted]
- You could not attend due to [redacted]
- You feel there is a disparate treatment in the organization with discipline
- You will appeal if terminated

After carefully considering your representative's oral response on 1-27-25 to the Notice of Intent to Discipline Letter dated 10-23-24, having reviewed the complete administrative investigation in this matter, I have decided that it is appropriate to proceed with the proposed final discipline.

The authority for and charges upon which this action is based are:

1. City of Chico Personnel Rules
    a. 2R.72.150.D.14 – Causes for Disciplinary Action.

2. Chico Police Department Policy Manual

    a. Chico Police Department Policy 339.3.3 (m), General Conduct, engaging in sexual relations while on duty,
    b. Chico Police Department Policy 339.3.6 (x), Continued association on a personal basis with a person who engages in violations of state/federal laws.
    c. Chico Police Department Policy 702.5 (c), Personal Communication Devices, conducting personal business while on-duty,
    d. Chico Police Department Policies 706.2, Vehicle use for department business.

Ruling

I am finding all violations listed within this memorandum and Notice of Intent to Discipline Letter dated 1023-24 ("NOID") as ***SUSTAINED***. You, Sergeant Michael Williams, were in violation of the City of Chico Police Department Policy Manual sections listed within this memorandum and NOID. It is essential that all members of this department uphold the highest standards of conduct, both in their professional duties and in their interactions with the community we serve. Your actions have fallen egregiously short of these expectations, and as a result, I am taking this matter seriously.

You will be terminated from your employment status effective immediately with the City of Chico and the Chico Police Department.

YOUR RIGHT TO RESOND TO THIS DISCIPLINARY ACTION

Pursuant to 2R.72.150. J. of the City of Chico Personnel Rules, you have the right to respond to this notice **within the next fifteen (15) days** to the Administrative Services Director (See information below), in writing to request an appeal hearing.

You have the right to have a representative of your choice at any disciplinary conferences or proceedings.

Barbara Martin
Administrative Services Director
(530) 879-7349 office
(530) 895-4656 fax
Barbara.Martin@chicoca.gov
411 Main Street
Chico, CA 95928

Billy Aldridge
Chief of Police
Chico Police Department

1-28-25
Date

Sergeant Michael Williams

Date

COPY

CITY OF CHICO MEMORANDUM

TO: Sergeant Mike Williams

DATE: November 28, 2023

FROM: Sergeant Peter Durfee

FILE: IA# 23-0027

SUBJECT: SB 2 Notification

With the implementation of Senate Bill 2, the Chico Police Department is **required** to notify the Commission on Peace Officers Standards and Training (POST) about any **allegations** of serious misconduct as defined by POST.

On November 28, 2023, POST was notified of the below investigation. POST will also notify you of this reporting.

On November 6, 2023, an investigation was started by the Chico Police Department Professional Standards Unit alleging sexual assault as described in 832.7 PC. An investigation is being completed by the Professional Standards Unit.

If you have any questions, please contact the Professional Standards Unit.

Sergeant Peter Durfee
Professional Standards Unit

CITY OF CHICO MEMORANDUM

TO: Sergeant Michael Williams DATE: 08/19/2024

FROM: Chief Billy Aldridge FILE: IA# 23-0027, IA# 24-0004

SUBJECT: Administrative Investigation Order

As you are aware, you are the subject of an administrative investigation initiated by the Chico Police Department ("Department") Professional Standards Unit on November 21, 2023, pertaining to serious allegations of misconduct as follows:

IA# 23-0027

CITY OF CHICO POLICE DEPARTMENT POLICY:

339 - STANDARDS OF CONDUCT
341 – INFORMATION TECHNOLOGY USE
702 – PERSONAL COMMUNICATION DEVICE
706 – VEHICLE USE

[redacted]

If sustained these allegations, independently and collectively, may constitute violations of the City of Chico and Chico Police Department policies and procedures.

As of November 24, 2023, [redacted]. The Department requested your voluntary cooperation with attending an administrative interview regarding IA# 23-0027 on January 17, 2024, March 11, 2024, and April 3, 2024. The Department started another administrative investigation on April 30, 2024, IA# 24-0004, and requested your voluntary cooperation with attending an administrative interview regarding both IA# 23-0027 and IA# 24-0004 on May 1, 2024, May 13, 2024, and May 29, 2024. However, you have declined to attend an administrative interview to the abovementioned allegations against you.

Since you are the subject of the investigation, the Department is responsible for ensuring you have the opportunity to be heard in any investigation that could lead to punitive action as provided under Government Code section 3303. Accordingly, you are ordered to attend an administrative interview regarding the allegations set forth herein, to be held at the Department, and conducted by Lieutenant Peter Durfee and Sgt. Paul Ratto.

This administrative interview will be conducted pursuant to the requirements of the Government Code sections 3300-3311, and other laws, policies and court decisions that may be applicable. This includes the opportunity to seek representation, if you desire. Should you decide to have a

representative, please have your representative contact Lieutenant Peter Durfee by August 30, 2024, at 530-624-0645, to schedule a date for the interview.

Administrative investigations are confidential. It is strongly encouraged that you do not discuss this administrative investigation or contact any complainant, witness, or officer involved in the incident, except for myself, your representative and/or attorney, or the appropriate individual in the chain of command.

If you have any questions about this memo or the process related to this investigation, please do not hesitate to contact me.

_____

Chief Billy Aldridge
Chief of Police
Chico Police Department

CITY OF CHICO MEMORANDUM

TO: Captain J. Struthers

DATE: 6/14/2024

FROM: Cpt. O. Peña/ L10 3805

FILE: PCN: 23-0027

SUBJECT: Administrative Investigation – Transmittal **CONFIDENTIAL**

OVERVIEW

During the latter part of 2023, the Department received information that Sgt. Mike WILLIAMS was engaged in a romantic/sexual relationship with a citizen [redacted] who had significant criminal history; the relationship would have violated existing policy. During that investigation, it was learned that some of the sexual acts occurred while WILLIAMS was on duty and working. While conducting this investigation, 2 separate women [redacted] separately came forward and disclosed also being in a sexual/romantic relationship with WILLIAMS. Both women also disclosed engaging in sexual acts while WILLIAMS was on duty.

Information was also obtained about an additional woman [redacted] who had disclosed a sexual relationship with WILLIAMS. She did not cooperate with the investigation, however there is evidence suggesting that this relationship was also like the others, with WILLIAMS engaging in similar conduct.

WILLIAMS accessed Department information/contacts for some of the women.

WILLIAMS used his department assigned vehicle to facilitate rendezvous with the listed women. WILLIAMS used his department issued cell phone for non-work-related communications with these women.

WILLIAMS [redacted] after being served with notice of this investigation. Upon legal counsel advice, we tolled the investigation awaiting a resolution [redacted] Closer to the end of a year into the investigation, a second legal opinion was requested who advised moving forward with the investigation [redacted] not a basis for tolling. WILLIAMS did not participate in the process, declining an investigative interview [redacted]

ALLEGATIONS

The Department learned of potential misconduct by WILLIAMS', and potential policy violation on three different occasions which are the subject of this investigation and further described below. The Department learned of each allegation as follows:

- ALLEGATION 1: The Department learned of WILLIAMS' potential misconduct, and potential policy violation, with [redacted] on October 30, 2023.
- ALLEGATION 2: The Department learned of WILLIAMS' potential misconduct, and potential policy violation, with [redacted] on December 27, 2023.
- ALLEGATION 3: The Department learned of WILLIAMS' potential misconduct, and potential policy violation, with [redacted] on April 10, 2024.

The misconduct alleged in these 3 separate instances constitutes a violation of the following Chico Police Department Policies:

ALLEGATION 1

Chico Police Department Policy 339.3.3 (m) – Engaging in on-duty sexual relations.

Chico Police Department Policy 339.3.6 (x) – Continued association on a personal basis with a person who engages in violations of state/federal laws.

Chico Police Department Policy 341.5 – Protection of Agency systems and files

Chico Police Department Policy 339.3.6 (p) –Misrepresenting material facts, or the making of any false or misleading statement on official document.

Chico Police Department Policy 702.5 (c) – PCD use for personal business

Chico Police Department Policy 706.2 – Vehicle Use for Department Business

ALLEGATION 2

Chico Police Department Policy 339.3.3 (m) – Engaging in on-duty sexual relations.

Chico Police Department Policy 702.5 (c) – PCD use for personal business

Chico Police Department Policy 706.2 – Vehicle Use for Department Business

Chico Police Department Policy 341.5 – Protection of Agency systems and files

Chico Police Department Policy 339.3.6 (p) –Misrepresenting material facts, or the making of any false or misleading statement on official document.

ALLEGATION 3

Chico Police Department Policy 339.3.3 (m) – Engaging in on-duty sexual relations.

ANALYSIS

1. **Did Sergeant WILLIAMS engage in sexual acts on duty, in violation of Policy 339.3.3 (m) in ALLEGATIONS 1, 2, and 3?**

In reviewing Sgt. DURFEE's investigation, several of the women interviewed informed him that they did in fact engage in sexual acts with WILLIAMS while he was on duty. The first subject [redacted] told several officers that she had engaged in sexual conduct with WILLIAMS. Ultimately, during an interview with DURFEE she disclosed that at least in one (1) occasion she engaged in sexual intercourse with WILLIAMS while he was on duty; she repeatedly stated that WILLIAMS would come over to her house, have sex with her and leave. It should be noted that [redacted] interview was very erratic and DURFEE had a difficult time getting her to provide a clear story. DURFEE reached the conclusion that WILLIAMS and [redacted] had sex on duty after [redacted] explained that WILLIAMS came to her residence in uniform and that she put his uniform on. The connection is tenuous.

To substantiate the statement provided by [redacted], WILLIAM's on duty vehicle use was examined, particularly the GPS information for his assigned work vehicle. It is a requirement to enter the vehicle one is assigned to, when logging into the mobile terminal in the marked units. A review of this data as detailed by Sgt.DURFEE shows that WILLIAMS' assigned vehicle had driven by [redacted] residence an unusual number of times. It also showed that WILLIAMS was stopped for a significant amount of time at or about [redacted] residence on at least 5 occasions between 06/2023 and 11/2023. At the time, there weren't any calls for service at that location, and WILLIAMS' status on his computer showed he was 'in-service' meaning that WILLIAMS was not there on any official duty or call for service. Thus, these visits were presumably for personal reasons. Supporting this theory is an unusual observation made by another CPD officer.

Chico Police Detective Hass reported to DURFEE that he observed a Chico Police supervisor police vehicle parked in [redacted] driveway. While Hass didn't recall the exact date and time, he knew it was in June 2023 as he had been conducting surveillance for a case he was working. Hass recalled seeing the Supervisor Patrol vehicle drive down the street. He later saw it parked in the driveway of [redacted] residence. Hass recalled

the surveillance was during the dayshift hours; the same hours WILLIAMS worked, at the time. This is significant as this is highly unusual behavior. Officers are trained to park on the street and away from those areas they are about to execute their duties, it's a safety protocol, the vehicle in the driveway would be, as Hass noted, highly unusual and thus noteworthy. It goes to show a familiarity that WILLIAMS would have had with the residents and his feeling safe there. This is further supported by the number of communications between WILLIAMS and [redacted] (text and calls) discovered by DURFEE during the limited window of time for which he was able to obtain records.

Admittedly, these facts are circumstantial evidence of an ongoing sexual relationship with on-duty sexual conduct. However, these patterns when compared with the other behavior patterns of the other women who accused WILLIAMS of on-duty sexual conduct, do provide a preponderance of evidence that [redacted] allegations of on-duty sexual conduct did occur. The most detailed account is that of [redacted]

[redacted] informed DURFEE that she met WILLIAMS while he was off-duty. However, they did meet numerous times at her residence while he was on-duty; on several of those occasions they engaged in sexual intercourse and other sexual acts. She estimated this was 5-6 times. [redacted] informed DURFEE that all but the first sexual encounter was on-duty. [redacted] explained to DURFEE that WILLIAMS was always in uniform and in a marked patrol vehicle. She described how WILLIAMS would drive around her neighborhood and park in the same spot across from her residence. [redacted] alluded to WILLIAMS parking there as if to run into her when she was out running. She described the last time she saw him he was parked in this location. She took offense to his looking at other women while touching his genitalia over his clothing; WILLIAMS was in a marked unit and in uniform. [redacted] explained she didn't want him out using other women.

[redacted] provided her cellphone to DURFEE for him to review their communication. There were numerous sexually explicit exchanges that happened during WILLIAMS' normal work hours. Of particular interest is a text exchange between the two, on Friday March 24, 2023. During this exchange, WILLIAMS asks [redacted] to "Cum Outside" discloses he is at work and has a work vehicle. The exchange ends with [redacted] stating "Best randevu [sic] of my life. I wanted that my whole life." This is followed by a text from WILLIAMS to [redacted] the following day where he sends, "Cleaning machine. You cleaned out my cock yesterday." This exchange suggests WILLIAMS engaged in a sexual act with [redacted] while on duty.

There is a similar exchange dated Tuesday March 28th, 2023 where a meet is again attempted, WILLIAMS states he is working and can't meet, but then advises [redacted] he will be over in 10 minutes. She later responds with explicit comments suggesting that WILLIAMS had gone over and ejaculated on her face.
Several other communication exchanges that DURFEE details, also detail getting together for the purpose of engaging in sexual encounters. The texts support [redacted] account of how these interactions occur. WILLIAMS either arranges a

meet, or is outside, and asks [redacted] to come out. In several instances this seemingly led to sex based on the post-meeting communication. A check of WILLIAMS' vehicle GPS also verified that on some of the dates that communication exchanges happened, and engaging in sexual acts are suggested to have occurred, WILLIAMS was stopped at/or about [redacted] residence for a significant amount of time. These facts and the ongoing sexually explicit conversations and image sharing, substantiate [redacted] account of sex on-duty. In fact, [redacted] messages outright accuse WILLIAMS of only wanting to have sex while he is on-duty, a communication that is not challenged by WILLIAMS.

In reviewing WILLIAMS vehicle's GPS data beginning April 2023, DURFEE noted that in 3 occasions, WILLIAMS' patrol vehicle was stopped at or about [redacted] residence, 15 minutes or more.

WILLIAMS' [redacted] reported to Sgt. DURFEE that during their 2 ½ year relationship she and WILLIAMS engaged in sexual relations while WILLIAMS was on duty and quantified it as "a lot." [redacted] came and spoke with DURFEE in part, because she had located information (texts and voicemails) on WILLIAMS' laptop that suggested to her that WILLIAMS was in a relationship with the an unknown woman. [redacted] did not know the other party as the only identifying information was a phone number; DURFEE noted that the phone number in question was the phone number associated with [redacted] *It should be noted that the definition of serious misconduct, per 832.7 PC, does not exempt sexual acts with one's spouse or significant other. Any sexual act on duty is defined as a sexual assault for purposes of misconduct investigations.*

Another woman made an allegation, witnessed by several Officers, that she had engaged in a sexual relationship with WILLIAMS. That woman was identified as [redacted] made comments in two instances, one in the presence of a police officer during her arrest (2022) and another time to an emergency room nurse, that [redacted] was in a sexual relationship with WILLIAMS. As DURFEE points out in his investigation, He was unable to sustain those allegations as [redacted] would not speak with him.

Of interest, are the parallels of WILLIAMS on-duty conduct when compared to the conduct with the other women. In reviewing WILLIAMS' on-duty vehicle activity from May to September 2023, DURFEE found 10 instances of WILLIAMS being stopped at or about [redacted] residence, with no known call for service there. Of these, two of these instances were for greater than 30 minutes. WILLIMAS also accessed Chico Police Department databases reviewing [redacted] record profile. Without interviewing [redacted] DURFEE was unable to establish whether there were any on-duty sexual acts performed. However, the conduct discovered is consistent with the conduct WILLIAMS engaged in with the other women he had on duty sexual encounters with, suggesting that [redacted] and WILLIAMS probably engaged in on duty sexual encounters.

Based on the information as detailed above, I believe the preponderance of the evidence suggests that WILLIAMS engaged in sexual acts on duty at least once with [redacted] (Allegation 1), multiple times with [redacted] (Allegation 2), and multiple times with [redacted] (Allegation 3) ,constituting multiple violations of Chico Police Department Policy 339.3.3 (m).

2. **Did Sergeant WILLIAMS engage in a personal relationship with someone who violates state and/or federal laws, in violation of policy 339.3.6(x)?**

DURFEE's investigation uncovered that [redacted] had extensive criminal contacts of felony and misdemeanor crimes.

WILLIAMS accessed Chico Police Department internal records management software and reviewed the information stored for the profiles of [redacted]

The information he would have seen would have shed light on the past actions of [redacted] and the fact that she had extensive criminal contacts with local Departments, and that those contacts would have been of the nature that WILLIAMS would have needed to end a relationship with [redacted] pursuant to this policy.

WILLIAMS first accessed [redacted] record in June 2023; at that time her criminal contacts in the records management software covered multiple pages/screens. In reviewing the profile record for [redacted] that WILLIAMS would have accessed, I noted that WILLIAMS would have seen that LANA had significant criminal contacts with our Police Department, including multiple arrests per year, some of which were for resisting/obstructing arrests. WILLIAMS checked her record several times after that.

DURFEE showed that WILLIAMS communicated with [redacted] from June 2023 through August 2023 via his work phone. [redacted] reported their last sexual encounter was in October 2023. While the length of time of the relationship might be in question, WILLIAMS was clearly communicating, going to [redacted] house, and staying there while on-duty for significant amounts of time. This conduct would have been well after he had known her criminal history and indicative of a personal relationship.

Relevant here is the behavior that then Sgt. SCHMID observed during a briefing. As DURFEE states in his report, during WILLIAMS' shift briefing he read in the log of a police exchange where [redacted] was arrested for a stabbing and barricading herself in an apartment. WILLIAMS who was several months into communicating with and stopping at [redacted] residence, acted as if he didn't know who [redacted] was. This effort at

concealing his knowledge goes toward showing a consciousness of guilt, knowing that a relationship with [redacted] would not be appropriate, WILLIAMS feigned not knowing [redacted]

It should be noted that we did transition to new records management software and we would most likely not be able to identify the accessing of the previous records management software to check if there were earlier queries of [redacted] record.

The preponderance of the evidence shows that WILLIAMS accessed [redacted] profile in our records management software several times and would have easily been exposed to her extensive criminal history. WILLIAMS' choice to engage in a personal relationship with her is a violation of this policy. This is also covered in Policy 1050.2 (e) employee shall not develop or maintain a relationship with an individual under criminal investigation, is a convicted felon, parolee.

3. **Did WILLIAMS misrepresent the time on his timecards, to include the various times he engaged in sexual acts while on duty, as time worked, in violation of Policy 339.3.6 (p)?**

Based on Sgt. DURFEE's investigation, and the evidence of GPS data from WILLIAMS assigned vehicle, he was usually stopped at the locations in question from a few minutes to about 30 minutes at the most. On a Patrol shift, WILLIAMS would have received a paid lunch, and some breaks. Without interviewing WILLIAMS we would not be able to tell with certainty which stops were breaks and which were instances of sexual acts on duty.

The fact that these time periods were consistent with the amount of time allowed for paid breaks, I didn't see a flagrant use of work time to engage in activities other than work. An analysis was not made to compare each of these dates with any lunch activity and any other breaks taken and comparing those times to allowed break times; an evaluation of the amount of time that this would have amounted to, would have been fairly small in comparison to the amount of hours worked over the time period that these relationships occurred. The intent of this policy is to protect the Department from employees who are engaging in significant amounts of time not engaged in work while claiming the hours.

Based on the investigation, I could not sustain a violation of this policy.

4. **Did WILLIAMS access Police Department files and inappropriately use them, as described in Allegations 1 and 2, in violation of Policy 341.5?**

As previously mentioned, WILLIAMS accessed Chico Police Department's CAD/RMS system and reviewed the "person" files of several of the women involved in this report.

These databases contain the internal records of contacts that these women would have had with the Chico Police Department and other local agencies in our county. These databases are not part of the California Law Enforcement Telecommunications System (CLETS) or other restricted databases. By accessing these local databases, WILLIAMS did not access criminal information and therefore did not engage in criminal activity.

Additionally, while not an official practice, WILLIAMS could have accessed these profiles to ensure he was following Policy 339.3.6(x), there is no other reasonable way for WILLIAMS to abide by this policy outside of just getting to know the women he dates. But since this policy is in place, an argument is present that an officer with access to these records, could (or should) access these to ensure they aren't dating someone they shouldn't be---meeting a 'need to know, right to know' threshold. However, this would imply the record might be checked once or twice. This wasn't the case for WILLIAMS.

It is unclear how far back WILLIAMS was checking our records management software, as we did transition from previous system.

The purpose of accessing this information will not be known without an interview of WILLIAMS. A concern does exist that WILLIAMS was using this to filter for a specific profile he was looking for (prior criminal history). Or that he was accessing the RMS to monitor for any reporting of his relationship to these women.

Given that the intent for the access is not determined, and the fact that these databases are not protected like CLETS is, I did not find that WILLIAMS' review of our records management software profiles violated any law, procedure or policy.

I did not find any violation of this policy.

5. Did WILLIAMS use his work assigned PCD for personal business when interacting with these women, violating policy 702.5 (c)?

Sgt. DURFEE demonstrated that WILLIAMS used both his personal and work phone to communicate with some of the women who engaged in sexual acts with WILLIAMS.

Specifically, DURFEE found that that WILLIAMS used his department issued cell phone:

- Between June and August of 2023, there were 15 phone calls exchanged between [redacted] and WILLIAMS through WILLIAMS' duty phone. During this same period, there were 199 text messages exchanged between them, with 6 being unknown photographs. There was never any investigation directly linking the two that would have necessitated this communication.

- WILLIAMS was in communication with [redacted] phone number on at least two of the dates where the GPS coordinates of his duty vehicle show him at her residence.

Based on these details, I could not substantiate that the communications that WILLIAMS engaged in with [redacted] had any direct link to a work purpose. For this reason, I believe those communications were conducted for personal business, specifically the ongoing communication associated with a personal relationship.

Based on these facts I believe that based on the communications with [redacted] WILLIAMS violated this policy.

6. Did WILLIAMS use his department assigned vehicle to engage in personal business in violation of Department Policy 706.2?

Sgt. DURFEE demonstrated that WILLIAMS was on-duty and driving to the residences of several women when there was no call for service.

WILLIAMS could have been there during his lunch period and not updated this action on the computer or could have been running errands. Officers are provided a lunch period and can take breaks, or handle an insignificant personal errand without prior permission. Without WILLIAMS being able to clarify this, we base ourselves on facts as established in the investigation. WILLIAMS was at these residences, while identifying himself as 10-8, or "in service."

As DURFEE has detailed in his investigation, there are at least two very clear times when [redacted] and WILLIAMS set up meetings for the purpose of a sexual encounter (in one of those instances he specifically mentioned driving a police vehicle). These instances on March 24th and March 28th were supported by text messaging between the two. Based on her statement, this occurred at least 3 other times.

Based on this information WILLIAMS' use of the patrol vehicle to engage in a sexual rendezvous, specifically in Allegation 2, constitutes personal business and is in violation of this policy.

Mitigating Factor(s)

- WILLIAMS is currently out [redacted]

Exacerbating Factor(s)

There are several exacerbating factors in this case.

- When WILLIAMS reviewed [redacted] profile on the Chico PD's record management software, he not only could see her contacts with Chico PD, but he was also able to directly look at certain calls for service. Sgt. DURFEE's investigation discovered that WILLIAMS accessed several calls for service involving [redacted] one where she was the subject of a welfare check or the subject of a 5150 WI (mental health evaluation) call. Other records showing welfare checks and detentions for 5150 WI were also visible in her person record; a record WILLIAMS accessed multiple times. This type of history should have been reason enough for WILLIAMS to terminate their relationship, even if it was a casual sexual relationship, as there could be questions as to her mental condition and susceptibility of being influenced by his profession.

- This is WILLIAMS' second misconduct investigation that involved an inappropriate personal relationship. The earlier (PCN 21-11) being WILLIAMS' engaging in a romantic sexual relationship with a subordinate officer 2 levels subordinate to him. There was a sustained policy violation that resulted in discipline for WILLIAMS. In the Notice of Final Discipline, WILLIAMS was informed that "any future incidents of a similar nature such as that which was the focus of this investigation could result in significant disciplinary action including demotion to Police Officer or termination of your employment from the City of Chico." This investigation, of sexual acts on duty and an inappropriate personal relationship (with someone who engages in criminal conduct) is exactly the incident of a "similar nature" that WILLIAMS was warned about. There is a direct nexus between this incident and the previous, as both involved relationships that were a conflict or violated policy and were to be reported. In fact, section 1050, that was violated in the first investigation (PCN 21-11) also has a section that orders officers not to develop or maintain the types of relationships covered in this investigation [Policy 1050.2 (e)]. Additionally, there is a component of poor decision-making that also applies in both.

- WILLIAMS is a Sergeant. Regardless of the circumstances we have an expectation that our supervisors will set the example as to conduct and professionalism. As a leader in the organization his conduct can influence younger inexperienced officers. In this instance, influencing them in a negative manner by exhibiting conduct unbecoming.

- As detailed below, there has been ongoing disciplinary issues with WILLIAMS in 2021, 2022, 2023 and 2024.

FORMER DISCIPLINE

A review of former discipline and investigations found:

[redacted]

WILLIAMS has two other pending investigations:

[redacted]

REVIEW OF PERSONNEL FILE

I reviewed WILLIAMS' Personnel File and his Watch Commander File, I found the following relevant information:

- Personnel File
  - Evaluations- WILLIAM's last two-yearly evaluations in his file have "Needs Improvement" (2022) and "Exceeds Expectations" (2023) ratings.
  - Commendations
    - WILLIAMS has 2 Citizen commendations, a Class A commendation, and a commendation as Employee of the Month

[redacted]

- Watch Commander File
  - No entries

COLLATERAL ASSIGNMENTS

WILLIAMS currently has no Collateral or Specialty Assignments. WILLIAMS [redacted]

REPORTING/PUBLIC RELEASE

13510.8 PC (SB 2) - The allegations against WILLIAMS, specifically the allegation of sexual acts on duty, ***does*** rise to the definition of serious misconduct and exposes him to decertification. The allegation was reported to POST's POSAD, as required.

832.7 (b)(1) PC (SB 1421)- The allegations against WILLIAMS, specifically the allegation of sexual acts on duty, if sustained would make this investigation subject to public release pursuant to a PRA request.

FINDINGS

1. **Chico Police Department Policy 339.3.3 (m)** – Engaging in on-duty sexual relations (ALLEGATION 1, 2 and 3).

   I find this allegation to be: **SUSTAINED**

   Captain Struthers: I ☒ concur ☐ do not concur with this finding.

   J Struthers 04/27/23
   Captain J. Struthers

2. **Chico Police Department Policy 339.3.6 (x) –** Continued association on a personal basis with a person who engages in violations of state/federal laws (ALLEGATION 2).

   I find this allegation to be: **SUSTAINED**

   Captain Struthers: I ☒ concur ☐ do not concur with this finding.

   J. Struthers 12/27/23
   Captain J. Struthers

3. **Chico Police Department Policy 339.3.6 (p) –**Misrepresenting material facts, or the making of any false or misleading statement on official document (Allegation 1 and 2).

   I find this allegation to be: **NOT SUSTAINED**

   Captain Struthers: I ☒ concur ☐ do not concur with this finding.

   J. Struthers 12/27/23
   Captain J. Struthers

4. **Chico Police Department Policy 341.5** – Protection of Agency systems and files (Allegation 1 and 2).

   I find this allegation to be: **UNFOUNDED**

   Captain Struthers: I ☒ concur ☐ do not concur with this finding.

   J. Struthers 12/27/23
   Captain J. Struthers

5. **Chico Police Department Policy 702.5 (c)** – PCD use for personal business (Allegation 1 and 2).

   I find this allegation to be: **SUSTAINED**

   Captain Struthers: I ☒ concur ☐ do not concur with this finding.

   Captain J. Struthers 12/27/25

6. **Chico Police Department Policy 706.2** – Vehicle Use for Department Business (Allegation 1 and 2).

   I find this allegation to be: **SUSTAINED**

   Captain Struthers: I ☑ concur ☐ do not concur with this finding.

   Captain J. Struthers 12/27/25

RECOMMENDATIONS

I recommend this transmittal be forwarded to Captain Struthers for further action and review.

Respectfully Submitted,

Cpt. O. Peña C3/3805