



# Blue Earth County Sheriff's Office

*Brad Peterson*  
Sheriff

*Michael J. Maurer*  
Chief Deputy

March 25, 2022

Connor Boettcher  
[REDACTED]

Re: Discipline – Written Reprimand

Dear Connor:

This is formal notice that you are hereby being issued a written reprimand for the use of profane language and unprofessional behavior.

Specifically, an investigation has substantiated that on December 30, 2021, you referred to an inmate as “acting like a piece of shit right now” during an interaction with a staff member of Mayo Clinic Health System – Mankato and in the presence of the inmate.

This is in violation of Section 1 Administration and Management of the Blue Earth County Jail Policy & Procedure Manual (3I: Code of Ethics & Standards of Conduct) which includes the following (emphasis added):

B. Personal Conduct

Employees on and off duty must conduct themselves in a manner which shall maintain the **respect of the public, staff and the inmate population**. Conduct which reflects unfavorably upon the BECJ by causing criticism may constitute grounds for disciplinary action.

Q. Performance of Duties

...**Employees shall be tactful in the performance of their duties**, employees shall control their tempers, and exercise the utmost patience and discretion, and shall not engage in argumentative discussions even in the face of extreme provocation. In the performance of their duties, **employees shall not use** course, violent, **profane** or insolent language or gestures, and shall not express any prejudice concerning race, religion, politics; national origin, lifestyle, or similar personnel characteristics...

401 Carver Road, P.O. Box 228, Mankato, MN 56002-0228, (507) 304-4800, FAX (507) 304-4818  
[www.co.blue-earth.mn.us](http://www.co.blue-earth.mn.us)

R. Professional Conduct

Employees on duty must conduct themselves in a professional manner which shall maintain the **respect of the general public, staff and the inmate population...Employees shall never allow personal feelings, animosities, or friendships to influence official conduct.** Employees shall conduct their personal and professional lives in such a manner as to not reflect adversely on themselves or the Sheriff's Office.

This is in violation of Employee Handbook, Section 14, 14.2 Unacceptable Behavior (emphasis added):

4. **Disrespectful or offensive language**, making or carrying out threats, assaultive behavior or malicious treatment and/or communications with fellow employees or others.

26. **Inability** or unwillingness to **work effectively with other coworkers and/or citizens.**

When questioned about the interaction by Lieutenant Joe Flavin, in the presence of MNPEA Business Agent, Alec Rolain on February 16, 2022, you stated that you referred to the inmate as "acting like a piece of shit right now," in the presence of the inmate and that swearing as a custody officer is not professional.

Your performance fails to meet performance and conduct requirements and will not be tolerated. If you engage in this or similar failure to meet performance requirements in the future, or violate County policies or expectations, you will be subject to additional disciplinary action up to and including termination of your employment.

If you need assistance in making the corrective actions necessary, please contact your supervisor or me. You may also contact the County's Employee Assistance Program (EAP) for assistance. The EAP may be accessed by calling 1-800-550-6248 or at SandCreekEAP.com.

If you have any questions regarding this memorandum, do not hesitate to contact me.

Sincerely,



James Saleda  
Jail Administrator

Cc: Personnel File

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I acknowledge receipt of this written reprimand. My acknowledgment does not necessarily signify my agreement with its content.

  
Employee Signature

3-28-22  
Date