To the Bureau of Professional Standards,

Since working for the County of Sonoma, I have been surrounded by wonderful men and women who work in both a civilian and peace officer capacity. The employees of the county, from my point of view, have routinely treated one another with courteously and respect. It has truly been a joy being employed here.

This letter is to address an issue that has been brought to my attention and has weighed on me heavily. In the past few months, it has come to my attention that Sergeant Dave Berges, has potentially been failing to carry on the tradition of treating one another, and specifically his subordinates, with the same civility normally shown within the county. I have heard, on more than one occasion, of Sergeant Berges using not only homophobic language and remarks, but racial slurs. It has been told to me this has occurred on duty, and specifically routinely at the EVOC training facility, specifically with the EVOC training cadre.

It has been told to me, Sergeant Berges has routinely used homophobic language, and homosexual degrading remarks, specifically while an openly gay deputy sheriff is present. I have been told Sergeant Berges routinely talks about having anal sex and oral copulation, with other male cadre, in a joking fashion. While this has possibly occurred in jest, it was told to me that the openly gay deputy does not engage in the conversations in anyway, and does not laugh at the comments. It has been told to me that the words, "Gay" and "Fag", are routinely said by Sergeant Berges, and are continued to be said in the presence of the openly gay deputy. It appears this conduct has gone on for months (or longer), unaddressed.

Additionally, some months ago, it was rumored that a female deputy was part of an Internal Affairs Investigation, and the investigation was assumed by Sergeant Berges' unit (DVSA), for a criminal investigation. It was told to me that Sergeant Berges was extremely unhappy with this responsibility and felt this investigation lied solely with the Professional Standards Bureau. It was told to me that while speaking about his displeasure, and 'venting' to deputies about the investigation, Sergeant Berges referred to Captain [redacted] as the Sheriff's, "Porch Monkey".

I do not know if all or any of these ongoing rumors/allegations regarding Sergeant Berges' conduct are true. I do know this is an ongoing theme of rumors of inappropriate and insensitive language and bigotry. I have deep concerns for the insensitivity shown and uncomfortable environment created for the openly gay deputy on the EVOC training staff. Additionally, I find the alleged racist and disgusting comments made regarding Captain [redacted] to not only be insubordinate and undermining of the administration; but a gross display of racism which simply cannot exist in the county's work environment.

This letter of concern is being submitted anonymously, as Sergeant Berges is a supervisor within the Sheriff's Office. I fear, as I believe several other do, that there would be severe consequences for coming forward without anonymity. I fear that the backlash would be not only from Sergeant Berges, but from his supporters. While I do believe his conduct should immediately change, I am not willing to come forward publicly with my concerns do to fear of retaliation.

Respectfully Submitted Anonymously