



COLORADO  
DEPARTMENT OF  
PUBLIC SAFETY

# MEMORANDUM

Chief Matthew C. Packard  
Colorado State Patrol

**DATE:** December 13, 2018  
**TO:** Lt. Colonel Barry Bratt  
**FROM:** Major Brett Mattson  
**SUBJECT:** Conclusion of Fact for Allegation of Discourtesy / Rudeness / Demeanor, (L22018-128)

Pursuant to Colorado State Patrol Policy this is a documented conclusion of fact, which, in addition to documenting the findings and disposition of the investigation, will document recommendations, if any, regarding changes in policies, procedures, rules, or regulations that may prevent future allegations of misconduct, as well as the need to modify or expand training. This document will be maintained as part of the record of the complaint and investigation.

**Member(s) Alleged in Complaint:**

Sergeant Aaron Laing, IBM #5101

**Disposition of Investigation:**

- **Sustained: Discourtesy / Rudeness / Demeanor:**
  - On October 24, 2018, I was notified by LTC Bratt of a complaint which had been received by Professional Standards. The complaint was filed via email by [REDACTED], and the complaint involved Sergeant Aaron Laing. LTC Bratt assigned the complaint to me to investigate. The complaint alleged that Sgt. Laing had been treating his team, specifically [REDACTED] and [REDACTED], in a discourteous, rude, unprofessional manner since being assigned to the District 4 STIS team on July 1, 2018. The accusations include creating a hostile work environment through dishonesty and bullying. I have completed my investigation and find that the complaint is sustained.

As with most cases, the truth lies somewhere in between what [REDACTED] has alleged and the accounts of this situation as relayed by Sgt. Laing. Most of the issues can be attributed to poor communication, personality conflicts, and perception issues.

There are aspects of this situation which were caused by both Sgt. Laing and Trooper Gosnell. These issues have been addressed.

**Agency Recommendations:**

- **Policy(ies):**
  - *No recommendations at this time.*
- **Procedure(s):**

- *No recommendations at this time.*
- **Rule(s):**
  - *No recommendations at this time.*
- **Regulation(s):**
  - *No recommendations at this time.*
- **Training(s):**
  - *No recommendation at this time.*