

Introduction

On June 11, 2021 at approximately 1230pm, Complainant, [REDACTED] [REDACTED] [REDACTED] met with Lt. Oglesby at the north substation to notify him that she felt she was being continuously followed by Commander Aaron Sanchez. This meeting was not recorded.

[REDACTED] [REDACTED] alleged that since [REDACTED] in December of 2019, that she has continuously been followed by the Commander in his department issued unmarked white Chevrolet Tahoe. She further stated that she continuously sees him parked on the side of the road when she is driving to work, and home from work, sometimes late in the evening. She told Lt. Oglesby that the Commander has followed her all the way to Windsor and that earlier that day, she was on her way to work and passed him driving the opposite direction. She claims that the Commander immediately conducted a U-Turn upon seeing her and followed her all the way to the Hwy 34 exit in Loveland.

[REDACTED] stated that she sees him at night on her way home between the hours of 8 and 10pm, that her neighbors have told her that they see him parked on her street and driving by her house, and that her daughters have seen him both parked and driving by her house.

[REDACTED] stated she came into the department approximately six months prior to speak with the Chief and to ask the Commander to stop, she told Lt. Oglesby that on that date, the chief was not there and she was immediately met in the parking lot by Commander Sanchez. She stated she didn't feel comfortable talking to the Commander alone and asked for someone else to be present. She stated the Commander had Sergeant Dickerson come out. [REDACTED] further stated that Officer Bailykehr and evidence technician Christina Adair had knowledge of this activity. [REDACTED] stated she did not want to get the Commander in trouble but she just wanted it to stop.

On June 21, I had returned from vacation and was immediately notified of the complaint by Lt. Oglesby.

Synopsis

On June 21, 2021, I was contacted by Lt. Oglesby who stated that [REDACTED] [REDACTED] came into his office while I was on vacation. Oglesby stated that [REDACTED] came into his office and was visibly upset and shaking. Oglesby asked her what was wrong and she said "I just want it to stop." Oglesby stated he asked her what she was talking about and she said she was being continuously followed by the Commander for over a year and a half, since [REDACTED] [REDACTED] Oglesby stated that he was shocked by the allegation, and got the impression [REDACTED] thought he knew about this activity so he asked her if she thought he knew about this. [REDACTED] stated yes, I thought you knew because about 6 months ago, I came into the police department and met with the Commander and Sergeant Dickerson and asked if I was being investigated and why I was being followed then.

Oglesby stated that on that particular day, [REDACTED] was on her way to work and passed the Commander going in the opposite direction. She stated the Commander did a U-turn and got in behind her and followed her all the way to the Hwy 34 exit in Loveland. Oglesby stated that she kept saying she just wanted it to stop. Oglesby stated he asked [REDACTED] if anyone else knew about this and she stated that Baily (Officer Kehr) and Christina (evidence tech Adair) knew about this.

Oglesby stated that it suddenly "clicked" that there might be something to her complaint because earlier that day, before [REDACTED] came in, the Commander came to the substation. Oglesby stated this was "weird" because the Commander rarely comes to the substation. Oglesby stated that the Commander asked him if there was a way that he could "flag" his tag to see if another department runs his tag? Oglesby told him it was possible to flag someone else's tag as part of a criminal investigation and the Commander stated "That's what I meant" and then he left.

Oglesby stated that on his way home from work that day, he called the Commander to inform him about [REDACTED] complaint. Oglesby stated he told the Commander that [REDACTED] was alleging "you are following her all the time." Oglesby stated the Commander's response was "Really? I didn't mean to make her feel that way, I'll make myself less visible." Oglesby stated he knew then, that there might be something to this complaint because that was not the response he expected from the Commander when confronted with this type of allegation.

After the Lieutenant got home from work, he says the Commander called him on his cell phone and asked him who was present in the substation when [REDACTED] came in to talk to him? The Lieutenant replied that the only other people in the office was Lori and Garcia. The Commander asked the Lieutenant if Detective Slocum was there also and the Lieutenant advised he was not. The Commander told the Lieutenant not to say anything to Slocum because "He would tell the Chief."

Oglesby stated the following Friday, the Commander was off, so he went to the police department and asked Christina if she was aware of this issue. Oglesby stated Christina said she knew about this and that she "lost her friend" over it. Adair stated she felt very uncomfortable around the Commander and that one time the Commander found out she had a text message from [REDACTED] and the Commander made Adair read that text message out loud to him. Oglesby decided at that time that there might be something to this complaint so he stopped his questions of Adair and waited to inform me of the complaint.

Based on this information, I called Sergeant Dickerson, who was off duty, and asked if I could meet with him. I met with Dickerson at his residence on June 21, 2021 at approximately 10:30 am. I asked Sergeant Dickerson if he was present when [REDACTED] [REDACTED] came into the police department to make a complaint about officers following her? He stated he was present, that it occurred about 6 months ago. Dickerson stated the Commander came into the police department and said he "needed a witness." Dickerson said he followed the Commander outside of the building and right outside the front door he saw [REDACTED] [REDACTED] standing there. He said he could tell she was very upset. Dickerson said [REDACTED] asked him if she was being investigated? Dickerson said "I told her not that I'm aware of," and [REDACTED] asked then why am I being followed all the time? Dickerson stated he asked her who was following her? And [REDACTED] pointed at the Commander. Dickerson said the Commander didn't say anything when she pointed at him. Dickerson stated that [REDACTED] kept saying "I want it to stop!"

Dickerson said that [REDACTED] then turned and went to her car and left. Dickerson said that the Commander looked at him and said "that was weird." Dickerson stated he thought the response was unusual but didn't think anything more about it. He also stated that he assumed the Commander would notify me of the allegation.

After leaving Sergeant Dickerson's residence I believed there was a level of veracity to [REDACTED] complaint and decided to inform the Town Manager, Matt LeCerf, of the allegations. I told the Manager what I knew up to this point. I told him I would pull the GPS data from the Commanders laptop to see if that would either verify or refute the allegation. I told the manager that I would conduct a brief fact-finding investigation to see if this allegation would require a full internal investigation and that I would report back to him. After leaving the manager's office, I went back to my office and closed the door to make some phone calls. After that I went to my car and left the building on my way to a meeting. I called Lt. Oglesby to have him contact Weld records to get 180 days' worth of GPS data for the Commanders laptop. I knew from previous requests, that this was the maximum time frame that could be requested.

When I asked the Lieutenant to make the request, he said "I will, but the Commander came to me a few months ago and asked me how to turn off his GPS on his laptop." I asked him if he told him and he stated that he did, and that he thought it was weird he asked at the time, but he thought the Commander was just wanting to check up on the officers without them knowing.

The lieutenant then stated that the commander had just called him and asked him if he knew why "the chief was in Matt's office with the door closed for 45 minutes and why the chief went into his office and closed the door afterwards?" The lieutenant stated he told him he didn't know why, but it was obvious to him that the Commander was made very nervous by this activity.

The Lieutenant also advised that the Commander called him later in the day and asked the Lieutenant if he could install access of the police departments camera system on his desktop computer so he could watch the cameras from his office. The lieutenant advised him that this could not be done.

On Wednesday June 23, 2021 I received the results of the GPS data request from Weld County. I had Lt. Oglesby analyze the data and report his findings back to me. The Lt. Stated that out of 180 days of requested data, the Commanders GPS was only turned on a total of 17 days. Of those 17 days, the Commander drove by [REDACTED] residence on [REDACTED], multiple times, on 9 different days.

After hearing this information, I asked Christina Adair to come into my office and asked her if she was aware of any problem between [REDACTED] and the Commander. This conversation was not recorded. Christina stated that she was aware and that she "lost her friendship over it." She stated that Commander asks her all the time about [REDACTED] I asked her what "all the time meant" and she stated at least 2 to 3 times a week for the last year and a half. She stated that the Commander even said himself that he knew it made her uncomfortable and would try to talk less about [REDACTED] I asked her when did this happen? Christina said when she was in his office receiving her performance review. She stated that the Commander said it was his goal to stop talking about [REDACTED] so much because he knew it made her feel uncomfortable. I asked Christina if he stopped, she stated "no, but he only asks about her maybe once a week now."

I asked her if she told the Lieutenant the Commander made her read a text message from [REDACTED] to him. Christina stated that the Commander asked her one morning if she heard from [REDACTED]. Christina stated she got a text from her earlier that morning and the Commander made her read it to him. I told Christina that I had no further questions at that time and that I didn't want her talking to anyone about our conversation.

On Thursday July 1, 2021 I asked Lieutenant Oglesby for [REDACTED] phone number so I could contact her and see if she would talk to me. At 3:32 pm that day I texted [REDACTED] the following message:

"This is chief Phillips, the lieutenant informed me of the issues you've been having, I find this information very concerning. Would you be able to talk with me about it? He is off tomorrow so you could stop in and talk, or I could meet you if that would make you feel more comfortable? Please let me know."

At 5:03pm on July 1, [REDACTED] responded with the following message:

"Hello Chief Phillips, I am uncomfortable. I appreciate you reaching out but I am unwilling to be an even bigger target as I am certain would be the case. There is no evidence, and I don't feel safe or comfortable filing a formal complaint. Truly a lose-lose situation for me and my daughters. Your awareness makes me feel better. Thank you"

I responded:

"I'm so sorry you don't feel safe. I understand your apprehension, I am moving forward with the investigation because I do have evidence that will corroborate your statements. You don't have to give me a formal statement, but if I could speak with you I could close some holes in the case."

[REDACTED] responded"

"I'll stop by in the morning if I can."

On Friday July 2nd, 2021 at approximately 10:02am, I received the following text from [REDACTED]

"Good morning, I can meet with you Briefly around lunch hour if possible."

I responded:

"How about the north sub? Would that work?"

[REDACTED] Responded:

"How about the south parking lot of Liberty Firearms at noon?"

I responded:

"I'll be there."

I met with [REDACTED] in the Liberty Firearms parking lot at noon. This meeting was not recorded. I asked [REDACTED] to tell me what was going on, she stated that the Commander follows her all the time and has been since [REDACTED]. I asked her why she thought he was following her and she said I don't know; I think he's trying to bully me or intimidate me. She said she is scared; her daughters are scared. He sits on the side of the road and I see him on my way to work and again on my way home. I asked her where he sits? she said either in front of the police department or on the side road south of the police department. She stated that even on the nights she works late and comes home around 8 or 9, she will see him sitting there. She stated it got so bad, she started taking dirt back roads to avoid driving through town.

She stated one time she was on her way to Windsor and he followed her all the way to the roundabout at Crossroads Blvd. She stated she will drop her kids off at school and he will drive by 3 or 4 times. She stated if she passes him on the road, he will do U-turns and follow her. She said the final straw was when she was on her way to work the day she talked to the Lieutenant and she passed him. She said he made a U-turn and followed her all the way down Hwy 60 then onto I25. She said she got so scared that when she pulled off the exit to Hwy 34, she pulled off the side of the road and made him go around her then she drove the other way to get away from him. She stated multiple times she wants it to stop, she stated she is scared for herself and her daughters.

I told her that I am going to investigate this and I need a statement from her. She stated that she wrote an email about it to me but hadn't sent it yet. I told her I really need to get her statement and get more details about her complaint. She asked if she could think about it and I said that would be ok, but she needed to let me know. I told her if her allegations were true then the only way I could stop it is if she gave me a statement. She said "I went to the lieutenant and it only got worse." I asked what she meant and she said "it didn't stop him, he still follows me and he drove by me on his motorcycle and shook his finger at me, letting me know that he knew." [REDACTED] stated she had to get back to work and would contact me one way or the other.

Based on all the information I had up to this point, I decided to conduct a formal internal investigation into this complaint. Internal Affairs number 2021-003 was assigned for reference

On July 2nd, 2021 I formally notified Commander Sanchez that he was the focus of an internal investigation. Sanchez was informed that I was the assigned investigator for this complaint. He was provided with this notification which he signed. At the time of the notification, he was informed the investigation was to determine if there were policy violations concerning section 318.11.6-Conduct. The Commander was placed on paid administrative leave, pending the outcome of this investigation. He was directed to turn over his department issued cell phone, lap top computer and passwords to his cell phone and desk top computer.

Summary of investigation

As dictated in Johnstown Police Department policy section 1008 titled "Personnel Complaints," particularly section 1008.5.4; Administrative Investigation Format, the following is a chronological list of applicable policy sections with a summary of evidence, the summary of evidence is provided later in this report.

██████████ alleges that Commander Sanchez is using his position as a Johnstown Police Commander to harass and intimidate her. ██████████ states that Commander Sanchez follows her in his town owned police vehicle and to surveil her movement to and from work by parking in a position daily to be able to see her while she travels to and from her residence. ██████████ also alleges that Commander Sanchez routinely drives by her house and parks on her street in what she feels is an attempt to intimidate her.

The following are applicable policies for the complaint received:

Law Enforcement Authority

100.5 POLICY

It is the policy of the Johnstown Police Department to limit its members to only exercise the authority granted to them by law.

While this department recognizes the power of peace officers to make arrests and take other enforcement action, officers are encouraged to use sound discretion in the enforcement of the law. This department does not tolerate abuse of law enforcement authority.

Standards of Conduct

318.2.1 LAWFUL ORDERS

Employees shall comply with lawful directives and orders from any supervisor or person in a position of authority absent a reasonable and bona fide justification.

318.3 CONDUCT THAT MAY RESULT IN DISCIPLINE

a. Failure to abide by the standards of ethical conduct for employees, including fraud in securing appointment or hire.

b. Activity that is incompatible with an employee's conditions of employment as established by law or that violates a provision of any agreement or contract.

c. Violation of any rule, order, requirement or the failure to follow instructions contained in Department or Town manuals.

d. Willful disobedience to any legal order properly issued by any superior officer of the Department.

m. Any act on- or off-duty which brings discredit to the Department.

318.9.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

b. Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.

c. Directing a subordinate to violate a policy or directive, acquiesce to such a violation, or are indifferent to any such violation by a subordinate.

d. The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.

318.11.3 ETHICS

b. The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

318.11.5 PERFORMANCE

b. The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.

c. Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.

318.11.6 CONDUCT

c. Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.

h. Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

m. Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

Evidence

Interview summary: Officer Bailey Kehr

I interviewed Officer Kehr on July 2nd, at approximately 5:45 pm. The entire interview was video and audio recorded and is included in this case file (Exhibit 1).

Kehr stated she has a close personal friendship with [REDACTED]. Kehr said that [REDACTED] first told her that she felt like the Commander was following her over a year ago, but she didn't think much about it at first.

Kehr said that [REDACTED] stated the Commander followed her all the time and it was frequent. Kehr stated she never personally observed the Commander following [REDACTED].

Kehr stated that the Commander has told her on multiple occasions that [REDACTED] leaving "hurt him." She said he would say "how hurt he was by her," and "he felt used and betrayed by her."

Kehr stated right after [REDACTED], the Commander called her and said "I need to get ahold of [REDACTED] right away, and she's not answering my phone calls." Kehr relayed this message to [REDACTED] and the following day [REDACTED] told her it was nothing and had something to do with her file. (This statement confirmed by interview with Christina Adair who stated the Commander told her to contact [REDACTED] because he was putting something negative in her file. Commander Sanchez admitted in his interview that he keeps an "evidence file" on [REDACTED].

Kehr stated that "awhile back" she was on duty and [REDACTED] called her upset. She said [REDACTED] told her that she had just passed the Commander and when she did, the commander turned on his emergency lights and did a U-turn behind her. [REDACTED] pulled over and the Commander drove on past her, still with his lights on, and then turned off on another road. Kehr stated she checked her computer and there were not any calls for service either pending or in progress. Kehr stated that incident "really freaked her out" referring to [REDACTED].

Kehr stated in April of 2020, while she was at the printer in the station, the Commander called her into his office. The Commander told her "I got an email from your friends husband saying he's being threatened." (Exhibit 22). Kehr stated at the time she wondered why the Commander was involving her in this. Kehr stated she said, "that's weird," and then walked away. Kehr said she then walked back into the Commander's office and told him "I don't feel comfortable knowing this stuff."

Kehr stated the Commander got upset and said "Well, I was just letting you know." Kehr said she later "casually" told [REDACTED] about the incident because she was worried it might involve her and her daughters. Kehr said that [REDACTED] told her that the next day, the Commander pulled up next to her to tell her about the emails. Kehr said she felt like she "was set up by him (Commander)," to make contact with [REDACTED] for him. Kehr stated that after that interaction, the Commander would not speak to her for over a year. Kehr stated she would see him and say "Hi" and the Commander would just ignore her.

Kehr stated that [REDACTED] told her that the Commander would wait for her to drive home from work at night. Kehr stated she started driving the "route" and would sit at the bottom of the hill of Pioneer Ridge at night (Pioneer Ridge is the subdivision that [REDACTED] resides in). Kehr stated she would see the Commander "driving up the hill to pioneer ridge." Kehr stated she saw this multiple times, almost every weekend. Kehr stated before all this started happening, she never saw the Commander at night. Kehr said after [REDACTED], she started seeing the Commander at night, between the hours of 8pm and 10pm, always either parked in front of the PD or driving up or to or around in Pioneer ridge. She stated the Commander never went on calls for service and she never saw him anywhere else at night. She said on a least one occasion she has seen the Commander on [REDACTED] Street) in the evening hours.

Kehr stated that last winter, [REDACTED] told her she was contacted by Officer Flessner who told her to shovel her side walk of snow (See exhibit 11). She said that [REDACTED] never had been contacted about the snow on her sidewalk before and felt like the Commander sent Flessner to her house. [REDACTED] told Kehr that the next morning before 7am, [REDACTED] was shoveling her sidewalk and the Commander drove by while she was shoveling (this statement was confirmed during complainant interview).

Kehr stated on one other occasion that [REDACTED] told her that [REDACTED] daughter called [REDACTED] and said the Commander was parked out in front of her house (this statement was confirmed during complainant interview). Kehr said it was that incident she believed that made [REDACTED] go the department to confront the Commander and Sergeant Dickerson.

Kehr stated on another occasion, [REDACTED] was dropping her kids off at school, and saw the commander drive by 3 times while she was there.

Kehr stated last July, she was in Pioneer ridge parked on the side of the road and was approached by a white male who was walking his dogs. She later identified the person to be Martin Harders, [REDACTED]. Harders asked Kehr if something was going on? He stated he kept seeing the white unmarked Tahoe driving up and down his street on his doorbell camera. Kehr stated that at the time, she didn't know it was [REDACTED] neighbor. She further stated that there wasn't anything happening in that area that she knew of.

Interview Summary: Sergeant Brad Dickerson

I interviewed Sergeant Brad Dickerson on July, 4th at approximately 7:29pm. The entire interview was video and audio recorded and is included in this case file.

Sergeant Dickerson was asked about the incident involving [REDACTED] and Commander Sanchez that occurred when [REDACTED] came to the police department in late January/early February 2020.

Dickerson stated he was in his office when the Commander opened the door from the lobby and asked me to come outside with him. Dickerson said when he went out into the lobby area, he saw [REDACTED] standing just outside the front door. He stated that when he walked out, [REDACTED] appeared aggravated and asked him "am I party to an investigation?" Dickerson said he told her "Not that I know of" to which [REDACTED] responded "then why am I being followed everywhere by Johnstown PD?" Dickerson asked [REDACTED] "who is following you?" and he states [REDACTED] pointed at the Commander.

[REDACTED] followed up that statement with "I see him parked everywhere and that her kids have seen... (Dickerson said he can't remember if she said the Commander or the PD) always driving by her house." Dickerson said she also made mention of the Commander following her up to the area of CR 17 and Hwy 34 and that she said the following and the sightings were quite frequent. Sergeant Dickerson said the Commander said he goes up there to go to the north sub, Dickerson said "I don't remember word for word...but there was rebuttal from the commander to deny the claims."

Dickerson said that [REDACTED] was clearly aggravated and said "I want it to stop, I've moved on," and that those comments were directed at the Commander. Dickerson said she then walked back to her car and that He and the Commander walked back inside. Dickerson said the Commander said "That was weird." Dickerson stated he went back to work and the Commander never talked about it again.

Dickerson was asked if he ever saw the Commander at night, past his normal work hours. Dickerson said he works Sunday through Wednesday and has never seen the Commander at night.

Dickerson was asked if this complaint should have been reported to the chief's office by policy, Dickerson said it should have, but because he was with the Commander, he felt he was relieved of that responsibility. Dickerson said he "didn't have any reason to believe that it had occurred, for one, it doesn't fit his personality or character traits, or two, I've never seen any evidence of, I've seen the Commander sitting around town, I've seen him heading down there, but his mom lives out that way so...I've never had a reason to believe that had occurred."

Interview Summary: Meagan Moore

I interviewed Administrative Assistant Meagan Moore on July, 8th at approximately 7:55am. The entire interview was video and audio recorded and is included in this case file (Exhibit 1).

Moore stated she has never met [REDACTED] with [REDACTED] [REDACTED] [REDACTED]. She stated that the first time she became aware of [REDACTED] was in late January or early February of 2021. Moore stated she saw a female, unknown to her at the time, pull up in front of the police department and park. She stated that she saw the Commander walk "very fast" past the front desk and out the front door of the police department. She saw the Commander stop the female outside the front door of the police department, and that the female looked "very upset."

Moore stated she then went near the copy machine and saw Sergeant Dickerson. She asked him who the female was because she had never seen the Commander move so fast before, Moore thought it

might have been the Commander's wife. Moore stated that Sergeant Dickerson told her that it was [REDACTED].

Moore stated that when they were standing by the copy machine, the Commander called sergeant Dickerson and told him to come out front with him. Moore said they stood outside the police department for about 10-20 minutes before the Commander and Sergeant Dickerson came back inside. She said that both the Commander and Sergeant Dickerson went into the sergeant's office and closed the door. Moore stated they were both in the office for the rest of the day- from around lunch time until around 4pm. Moore said she had to deliver a message to the sergeant and knocked on the door during this time. She said when she opened the door, she could tell the commander was "visibly" upset.

Moore described the event as very "odd" and that she hadn't seen the commander move so fast out the door before or after this event.

Moore also stated she received a phone call from [REDACTED] in July or August of 2020. [REDACTED] asked for the Commander and Moore assumed it was case related because she worked for [REDACTED]. The commander wasn't in so she took a message. Moore stated that when she relayed the message to the Commander, the Commander told her that "[REDACTED] is no longer a friend of the department and that she did not leave on good terms." Moore stated that was the only two incidents involving [REDACTED] she had personal knowledge of. Moore stated she has heard discussions from officer Kehr and Christina Adair before the incident in January/February 2021 and after the phone call in July or August of 2020 that the Commander was "watching her personally" and of his "odd behavior and the following going on."

Interview Summary: Christina Adair:

I interviewed Evidence Technician Christina Adair on July 8th at approximately 8:08 am. The entire interview was video and audio recorded and is included in this case file.

Christina Adair stated she knew [REDACTED] because they [REDACTED] in December of 2019. Adair states she first became aware there was a "problem" between the Commander and [REDACTED] in October of 2020. Adair said it was in October when she met [REDACTED] for coffee one morning. She stated that [REDACTED] wanted to only talk about what was going on with Christina and that she didn't want to talk about her life because she didn't want it to get back to the commander, that's when [REDACTED] told her the Commander follows her and her girls, Christina said she didn't ask any questions because she was "taken aback by it."

Adair then talked about an incident that happened in January of 2020. Adair had received a text message from [REDACTED] where [REDACTED] said she was going on her first buy (undercover drug buy) and was excited by it. Adair said she mentioned the text to the commander and he said "what did it say?" Adair said what the text said and the Commander said "she's not supposed to go on buys." Christina said she told the commander she really doesn't know what that means and the Commander should "reach out and ask her." Adair stated the next day, [REDACTED] reached out to her and asked her if she told the commander what [REDACTED] had said (See exhibit 21). Adair said she told [REDACTED] "I told him (Commander) that you were going on a buy, I assumed he knew that because he told me previously that he knew her

boss and that he spoke to him about her a couple times.” Adair said the Commander still to this day says he talks to [REDACTED] boss.

[REDACTED] told Adair “she got an email from the commander and that she didn’t want to get in trouble.” Adair said that was when she and [REDACTED] quit speaking until they met in October of 2020. Adair said after that, the only time she would contact [REDACTED] was when the commander told me something was going on in her life and I would reach out to make sure she was ok. Adair said that when that occurred, the commander would always ask “did you reach out to her? Was she ok? What did she say?” Adair said the Commander made her read the text message she received from [REDACTED] out loud to him. Adair said she only talked to [REDACTED] a few times last year and it was “always at his hand.” Adair said the Commander asked her about [REDACTED] at least once or twice a week over the entire year.

Adair said that sometimes the Commander wouldn’t ask questions but would make statements about [REDACTED]. She gave examples of the Commander stating his boys mowed [REDACTED] lawn and he said that the [REDACTED] is not the awful person [REDACTED] made her out to be, or one time the Commander told Adair that [REDACTED] was wearing yoga pants to work at her new job, Adair said that the Commander has brought up the subject of [REDACTED] wearing yoga pants multiple times to her. The commander told Adair that “[REDACTED] shouldn’t wear yoga pants to work because it sends the wrong impression to the guys that work there.” Adair said that the Commander made the comment, “the guys there were a bunch of Doug Slocum’s,” (Doug Slocum is a current detective with JPD). Adair said she didn’t understand that reference. The commander continued by saying “it is sending the wrong signals and now the guys are having her do things the previous analyst she replaced wouldn’t do, like having [REDACTED] come sit at their desks- going out on buys, that’s not what the previous analysts have done and he is worried about how she is portraying herself there.”

Adair said on one occasion the Commander said [REDACTED] was dating a coworker that was married, Adair said she responded by saying “that’s disappointing,” and the Commander replied “yeah, she is not doing good at all.” The commander told Adair that he knew [REDACTED] was “Drinking heavily at Cassidy’s.” Adair said one day the Commander told her that the Town Clerk, Diana Seele, told him she ran into [REDACTED] at Hays market. He said Diana said she looked really bad and that she wouldn’t have recognized her if she didn’t have her daughter with her. Adair said based on that statement, she was worried and reached out to [REDACTED] to check on her. Adair said the commander asked her if she heard back from [REDACTED] the next day, and that he asked “did she tell you she was dating anybody?”

Adair said the Commander doesn’t ask as much this year as he did before, maybe once or twice every two weeks instead of every week. Adair said that was because when he called her in for her review back in December of 2020, the Commander said it was his “Goal next year” not to talk about [REDACTED] so much to her because he knew it made her “uncomfortable.” Adair said she told the Commander it did and that she appreciated that he would stop. Adair said while the Commander talking about [REDACTED] never stopped, he did reduce the number of times from one to two times a week, to one or two times every couple of weeks.

Adair said in July of last year the Commander kept making statements about what a great job [REDACTED] [REDACTED]. Adair said she finally told the commander “Look, [REDACTED] did some amazing things [REDACTED], but I’m just as good, she did things and I’m back here fixing her mistakes.” Adair then told the Commander “She was back here doing her homework.” When the Commander asked what she was talking about, Adair told the commander she found [REDACTED] saved homework on the computer.

She said the Commander said "Oh my God, I need you to email them to me right now!" Adair said she emailed them to the commander because he said he "needed them for her file." (Exhibit 04).

Adair said she felt "uncomfortable" every time the Commander brought her up. She said she felt uncomfortable because she felt her work performance was being compared to [REDACTED] but after having coffee with [REDACTED] in October and hearing what was going on, she felt a completely different kind of uncomfortable.

Adair said the week before her and [REDACTED] met for coffee, they were supposed to meet but [REDACTED] had cancelled. Adair said that first meeting, that was cancelled, was brought about by the Commander coming in saying that [REDACTED] daughter had hurt her shoulder and that she should reach out to [REDACTED] to check on her. Adair, upon hearing this, reached out to [REDACTED] to check on her to see if they were ok. Adair said they decided to meet for coffee the next day. Adair asked the Commander if it was ok to come into work a little later because she was meeting [REDACTED] for coffee and he said it was ok.

Adair said she later received a text from [REDACTED] canceling the coffee meeting because she was taking her daughter to Children's for an appointment. Adair said she went into work the next morning like normal and the Commander asked her "What she say? How did it go?" Adair told the commander that [REDACTED] had cancelled due to the appointment at Children's. Adair said the commander said "Really? Because I passed her going north on 25 this morning, she wasn't going to Children's and [REDACTED] doesn't have an appointment." Adair said she said "Really?" and the commander responded "no, she doesn't have an appointment." Adair said she has no idea how the commander knew that.

Adair said they rescheduled to meet for coffee a week later (October 2020). Before she went, she said she was stopped by the Commander and he said "I need you to do me a favor, tell [REDACTED] I put some derogatory things in her file that weren't there before." Adair said she responded "Ok." The Commander then said "I just want her to be aware and let her know she is no longer a friend to the Johnstown Police Department."

Adair met with [REDACTED] and told her what the Commander told her to say. [REDACTED] said "It doesn't surprise me, what kind of things?" Adair told [REDACTED] that he didn't say and [REDACTED] responded "he's trying to get to me." Adair said that's when [REDACTED] told her about the commander following her.

Adair said on one other occasion, the Commander handed her a sticky note with the name "Matthew Palloto" written on it. The commander told her he needed her to run him and that he needed to know the next court date. Adair said she assumed it was one of our cases so she ran him like she was told. She gave the results to the Commander. She said the Commander then told her "He threatened [REDACTED] husband." Adair said the commander told her he "was concerned for the whole [REDACTED] family." After that first time, she said the commander had her run Pallato three more times as his case was progressing through the courts. Adair said the commander never did that before with anyone else. (see exhibit 22- emails between [REDACTED] and Commander Sanchez).

Adair said the Commander told her one time that [REDACTED] had a coworker named "Tanya" (she thinks) living with her because he sees her car parked at [REDACTED] house all the time. Another time, the commander told Adair that he saw a male coworker of [REDACTED] at her house changing her tire. She said the Commander asked her, "why would she call a co-worker? And he's male, do you think there is something there?"

Adair said she was at the station when [REDACTED] showed up and talked to Sergeant Dickerson and the Commander. When they were done talking to [REDACTED] the Commander and the Sergeant went into the sergeant's office for the rest of the day with the door closed. Adair said she asked the commander the next day if it was [REDACTED] that came in and if everything was ok. She said the Commander said "she just stopped by to see if something was going on because she sees officers driving her street a lot and she wanted to know if something was going on she should be concerned about."

Adair said [REDACTED] called into the police department and asked to be put through to the chief, Adair said she sounded frantic, Adair told her that the chief was on vacation and asked if she could help. Adair said [REDACTED] said "He's following me right now and I want it to stop." Adair believes that was the day she came in and spoke to the lieutenant.

Adair said that after [REDACTED] came in to talk to the Lieutenant, the Commander got very paranoid. Adair stated "he would constantly ask me if your (chief) door was close, or he would ask if the light on your phone was on to indicate you were on the phone, he would come back to my room when your door was closed and ask if you were on the phone."

Adair said on June 21st the commander went home early. The lieutenant had come to the station to book in evidence and it was a day I had town council so I was there late also. Adair said she received a text message (exhibit 06) from the commander that said "are you back in evidence?" Adair replies "yes," the commander asks, "is his door closed again?" Adair replies, "no its open." The Commander asks, "Where is LT?" Adair responds, "in the lab, he is booking in evidence from a case at Scheels." Adair said the Commander was very paranoid once he knew [REDACTED] reported it.

The last thing Adair remembered was that one day she went into the commander's office to drop off some paperwork on his desk. She said she saw an alert message on his desk top computer screen that said "[REDACTED] birthday, 4 days overdue." She said it was weird that he knew her birthday and weird that he didn't dismiss the alert after 4 days.

Adair provided a written statement to me outlining her knowledge of these incidents at the beginning of her interview (Exhibit 7).

Interview Summary: Lieutenant Ryan Oglesby:

I interviewed Lieutenant Ryan Oglesby on July 8th at approximately 1:02 pm. The entire interview was video and audio recorded and is included in this case file.

Lt. Oglesby stated on June 11, 2021 at approximately 12:30 pm, [REDACTED] [REDACTED] came into his office and said she wanted to talk with him. Oglesby described her demeanor as "extremely scared." Oglesby stated all she kept saying was "I want it to stop, I want it to stop." The Lt. asked her what she was talking about and she replied "I don't want to be followed anymore, I just want it to stop." The Lt. asked her who was following her and we will make it stop and she said "The commander is following me, your commander." The Lt. said that [REDACTED] stated that over the last year and a half, since she went to work for [REDACTED], she has either been followed by him or continuously sees him. She said that "he followed her to Windsor one time, he followed her to Loveland, she said that on that particular day, she was going to work, she passed the commander going the opposite direction, he flipped around on her

and followed her out to I-25 and then to the Loveland exit. The Lt. stated he started putting 2 and 2 together because shortly before [REDACTED] came in, the Commander came to the substation which "is pretty rare." The lieutenant stated that the commander might come to the substation maybe once a month on average.

The lieutenant continued stating [REDACTED] told him that she works a normal day shift at the beginning of the week and later at the end, and that she would see him at night time when she was coming home from work between 8pm and 10pm. The Lieutenant said "really? Because it gets off work at 4pm," [REDACTED] replied "yeah, I'll see him, he will be parked over in front of the police department." Lieutenant Oglesby stated [REDACTED] daughters have seen the commander go by their house, and she kept saying "I want it to stop, I want it to stop, I don't want him to get in trouble, I just want it to stop."

The Lt. stated he did not offer a formal complaint form to [REDACTED] because she made it clear she didn't want to do anything. Oglesby asked [REDACTED] "you seem like you think I should know about this?" and she said "I thought you would have known about this." The Lt. asked "what makes you think I would have known about this?" and she replied "well I went to the Commander 6 months ago and told him flat out I wanted it to stop, I didn't feel comfortable meeting him alone so he brought Sergeant Dickerson out with him." [REDACTED] then said "I know Sergeant Dickerson, I thought he would have told everybody." The Lieutenant asked her who else knows about this? And she said "Bailey knows about this, and Christina knows about this."

[REDACTED] told the Lieutenant that she has completely stopped running. The Lieutenant said we "all know she's a runner and runs all the time." She said the last time she was out for a run; she saw him four times, she said because of that "I'm done" and stopped running. The Lieutenant said that she was definitely scared.

The Lt. stated that around 9 or 10am that same day, the Commander came in to talk about Noah and the hiring process and then, out of the blue, he asked "Is it possible to flag my license plate so that you can see if someone runs my license plate?" The lieutenant stated its possible to flag someone else's plate, but you got to have a criminal reason to do that, the commander said "Well, that's what I mean, someone else's plate." The lieutenant said he thought it "was weird, because he originally said MY plate." The lieutenant stated he suspects the Commander followed [REDACTED] up to 34 and then came to the substation afterwards. The Lieutenant doesn't believe the commander has access to CCIC because he hasn't taken his test in years, but he has asked the Lieutenant to run plates for him in the past.

The lieutenant stated he asked [REDACTED] what she wanted him to do? He said [REDACTED] told him "I just want it to stop, can you tell him to stop?" The Lt. stated "yeah, let's try that, maybe if I confront him, him knowing that I know what's going on, will make him stop." So, the Lieutenant said on that same day, on his way home, he called the commander and said "You'll never guess who was in my office.. [REDACTED] and she's alleging that you're following her all over the place and she sees you all the time, she wants it to stop." The lieutenant stated he was expecting the Commander to get defensive, but all he said was "Really? I didn't mean to make her feel that way, so I guess I'll just be less visible." The Lt. stated "yeah, I don't think you need to be seen by her at all, because this is going to continue to go up, it's going to go to the next level." The Lt. stated after talking to him, he was really concerned because he has interviewed tons of people, and if you didn't do something, you're normally pretty defensive about it. The Lieutenant stated that Friday, he went down and talk to Christina and told her he knew what was going on, he said after speaking with her, he knew there was "something going on here."

The Lieutenant stated later, after he called the Commander, the Commander called him back and asked "Who was at the north sub when she came in?" the Lieutenant replied, "Lori and Garcia." The commander then asked "Was Slocum there?" and the lieutenant replied, "No." The commander then stated "Good, because I don't want Slocum to get that back to the chief."

I asked the Lieutenant if on the day he told me of [REDACTED] complaint, if the commander called him. The lieutenant said that "yes, any time you close your door the commander calls me to ask why." That particular week, the commander called the lieutenant multiple times. He said "especially after you came up here for coffee, he called and wanted to know how the chief was doing?" The lieutenant told the Commander the "chief was fine," and the commander replied, "That's weird, he's acting really weird around here." The commander told the Lieutenant "Well he is in his office with the door closed right now, do you know anything about that?" the Lieutenant said "No, I don't know anything about that." The commander then followed up with "well he just spent 45 minutes with the door closed in Matt's office."

I asked the Lieutenant "After I left Matt's office, I called you and told you to request the GPS data off the Commanders laptop, and you told me you would but you knew the GPS was probably turned off because the commander asked you how to turn the GPS off of his computer." The Lt. stated "yeah, a couple times in the last year and a half, he called me and asked how to turn off his GPS because he wanted to check up on the officers and he didn't want them to know where he was."

The lieutenant requested 180 days' worth of GPS data from Weld County, because that's is the farthest, they can go back with their search. The lieutenant stated out of the 180 days of requested data, they were able to recover 17 total days of data (exhibit 03). The other 162 days, the GPS was not activated. The lieutenant stated that of the 17 days' worth of data, 9 of those days the Commander drove right in front of her house [REDACTED] some of those days, he drove by her house multiple times. The lieutenant stated he knew of no reason why he would be on that street so much, there isn't a high crime problem, there hadn't been any complaints or directives, the Lieutenant stated that "I haven't been on [REDACTED] in a long time." The Lieutenant stated that one time he had sent a request for information to the Task Force, specifically Scott Gammon. He said the Commander asked him if Scott had gotten back to him yet, and when the Lieutenant stated no, the commander got upset and said he was going over to talk to his boss. Oglesby stated that it wasn't a "big deal" because maybe he was tied up with something like a wire or something, but the commander made a big deal of it. The Lieutenant stated that after the Commander went over and talked to the Task Force Lieutenant, the task force assigned an analyst specifically to JPD. The Commander then put out an email ordering all task force related business was to be sent to him and that he would send it to the task force. [REDACTED] works for the Larimer County Drug Task force. This order only applied to the Larimer County Task force, not the Weld County task force.

Interview Summary: Sergeant Kyle Williams

I interviewed Sergeant Kyle Williams on July 16th at approximately 9:30am. The entire interview was video and audio recorded and is included in this file.

Sergeant Williams was interviewed because he has approached the Lieutenant within the last year asking why the Commander was coming out on Friday nights. This information was relayed during the interview with Lt. Oglesby.

I asked Williams if he made this statement and he stated that he had. Williams stated it wasn't uncommon for the Commander to come in on Fridays. Sometimes he would call Sergeant Williams and ask what was going on, sometimes he wouldn't call at all. He would come in from 7pm to 10pm frequently. Williams said you'd never see him on calls, you would see him parked around the PD and "do whatever he was doing from there." Williams said the Commander routinely sat in front of the PD, and that he had citizens come up and ask him about it. Williams stated he never saw the Commander on any night but Fridays.

Interview Summary: Lieutenant Ian Stewart.

I interviewed Lieutenant Ian Stewart of the Larimer County Drug Task force on July 23rd at approximately 8:46am. The entire interview was video and audio recorded and is included in this file.

Lieutenant Stewart stated he was made aware of this issue back in the summer of 2020 when Sgt. Jakobsson told him that [REDACTED] [REDACTED] was informing him that she felt like she was being "harassed" by Commander Sanchez. Stewart says the complaint was that Sanchez was "following her around, or she was seeing him at way to high of frequency, ending up at places she was at, and she was very uncomfortable by this." At that point she didn't want to make a formal complaint she just wanted to know what her options were. Stewart stated he needed to know if at one point there was any kind of relationship with them because of mandatory reporting requirements, Stewart said that [REDACTED] was "Very adamant" that there wasn't a relationship between them.

Stewart said the after the complaint in the summer of 2020, the issue seemed to die down until the fall of 2020, "then the same kind of stuff, him following her, being in her neighborhood all the time, him parked on the street by her house, she was extremely uncomfortable about this situation." "About the third time this information got to me, this was concerning enough to me, even though I didn't think it met criminal criteria, neither did Kris, we were pretty uncomfortable about what was going on, that we contacted Deputy Chief Eric Stewart at Loveland PD."

Stewart stated that something happened, about the time [REDACTED] came over and talked to the Lieutenant at JPD, something about "he had followed her through like 3 intersections and made turns with her that no logical person would do, and followed all the way up to an off ramp where she basically pulled off the side of the road to make him pass her."

Lt. Stewart stated that last April, he met with the Commander and he asked a “ton of questions about what her role is, what she does, just a ton of questions, and the only reason it didn’t cause all these red flags for me was because this was the first time we had a person from Johnstown PD come work at the task force so at the time I wrote it off as...at that time because I didn’t know about any of this and I didn’t see it coming...so I thought it was just curiosity about how well does Johnstown prepare its employees, or our processes in line, but looking back, the depth of what he was asking about what she was doing it all kind of fits with what is transpiring with all these other things with, just his interest in her for reasons I don’t know, and that’s why I asked her over and over, nothing ever happened between you?” Stewart said that was the main thing he asked about was [REDACTED] “he really dug in about her.” Stewart said he asked “if she came out on search warrants with us.” (This is consistent with statements made by Christian Adair about [REDACTED] going on her first search warrant.)

Stewart stated that the Commander made it really clear that he was disappointed in Corporal Gammons leadership over that unit, and over the next six months, it became” very clear to me that Commander Sanchez did not care for Corporal Gammon” Stewart stated it got so bad they “literally put on a new analyst, and new FTE, specifically just to try to keep the relationship with Johnstown PD.” Stewart stated “I assigned that guy to do nothing but communicate directly with Commander Sanchez.”

Interview Summary: Corporal Scott Gammon

I interviewed Corporal Scott Gammon of the Fort Collins Police Department on July 29th at approximately 9:07 am. The entire interview was video and audio recorded and included in this file.

Gammon stated he thinks [REDACTED] first brought up the issues she was having with the commander “about a year ago.” He said she would bring it up quietly, “[REDACTED] never wants to make a stir or create controversy, it came up in passing at first, but the more time that went by, it became more troubling for her and more concerning for her.”

Gammon stated that in “early summer, she pulled me in and told me it was continuing to happen and it was getting worse, she was shaking and everything, and she had told me that it had gotten so bad she had gone in to see Lt. Oglesby.”

Gammon stated he asked [REDACTED] if when she was working at Johnstown, did the commander ever say anything inappropriate or act inappropriate around you? He said that [REDACTED] responded “since working here, you guys give me direction and then leave me alone, when I was there, he was always hovering over me and I thought that was normal, he was always around, always hovering, you guys don’t do that here.” She didn’t elaborate any more than that, like nothing sexual or anything.”

Gammon said that after [REDACTED] reported the behavior to Lt. Oglesby, that’s when things really “ramped up.” Gammon said that [REDACTED] always reported that she would see the commander on a daily basis coming and going from work, both directions, that she would see him, but after meeting Lt. Oglesby, now when she would drive by, he would point his finger at her, acknowledging the fact that he knew she had been talking to someone.”

Gammon said he had to go to [REDACTED] house one time with Troy Miller to fix her dishwasher, that the commander drove by. Gammon said "being a cop for 30 years, I found it strange that he would be in that area so frequently." Gammon said he knew [REDACTED] had to change her route to come to work so she could avoid the commander.

Interview Summary: Troy Miller

I interviewed Troy Miller, co-worker of [REDACTED] [REDACTED] at the Larimer County drug task force, on August 3rd, at approximately 10:52 am. This entire interview was video and audio recorded and included in this file.

Miller states he has worked with [REDACTED] since December of 2019. Miller said approximately a year ago, [REDACTED] told him that "her former boss, Commander Aaron Sanchez, that she had been seeing him on a regular basis, going to and from work and things like that." Miller said [REDACTED] told him "She would see him going to and from work, she said she would see him parked on the side of the road, he would follow her, he would park on the side of the road, he would follow her into town, follow her out of town, not an unusual kind of thing but more of a consistent kind of thing, freaking her out, giving her a lot of anxiety." Miller says he told her that she needs to start documenting these things and she said "I just want it to go away." Miller said "it wasn't just coincidence as she thought it started out to be, it was more of a regular continual kind of thing where she would see him driving by her house, he would follow her to work, even when she was going in a different direction, he would U-turn and follow her through town."

Miller said from what [REDACTED] was telling him, it was happening on an almost daily basis. Miller said [REDACTED] had no clue why he was doing this to her. Miller said that [REDACTED] once thought very highly of him, because he gave her a job when she didn't have one, "she thought a lot about Aaron because he gave her that opportunity." Miller said [REDACTED] told him she didn't have any bad interactions with him that she could recall.

Miller stated that shortly before the pandemic started, he was contacted by Aaron to build a camera for the department. Miller states that was the first contact he had ever had with Aaron, and when he finished the camera, he met Aaron near his office to give it to him. Miller said he explained the camera to him, and Sanchez asked how things were going at the task force, he said they were great, Miller said that Aaron said "I've heard through my sources that Loveland was going to be laying off civilians at the task force." Miller said he never specifically said [REDACTED] but that [REDACTED] was the only civilian from Loveland at the task force. He said Aaron said "well I heard that Loveland would be laying off people who were recently hired." Miller said based on what he knew at that time, he felt Aaron seemed very concerned about [REDACTED] losing her job, and "that was kind of a weird thing to me." He said Aaron asked that question more than once and that seemed odd to him.

Miller says "on August 31st, we were all meeting at the office to go on a hike." Miller said on his way into the office [REDACTED] called and said that she wouldn't be able to make it because her sprinkler system sprung a leak and her backyard was flooded. Miller stated he told her he would come by and take a look at it, if nothing else, we can turn the water off so you can still go. Miller said when he got to her house, he was sitting in his truck and he texted [REDACTED] to tell her "I'm here." He said while he was sitting in his

truck, he said he saw, driving from the north to the south, Aaron's white SUV. Miller said "that's kind of uncanny, that's what [REDACTED] was talking about, so I'm still sitting there, kind of watching and he drives past her house, gets up the road a way makes a u-tun and drives by again." Miller says he "doesn't think he had any idea who I was, but wouldn't be surprised if he ran my plate." Miller said that "after what [REDACTED] had been telling me, and I actually see this, and prior to the incident where I gave him the camera and stuff, this is 10:30 11:00 o'clock on Monday morning, it's not even a work day for [REDACTED] and he drives by, no other interaction." Miller said he told [REDACTED] he saw Aaron drive by and she said "yeah, it happens pretty often, it's quite frequent." Miller said [REDACTED] dad was there watching the kids or something while we worked on the sprinkler, after they finished and they were going to leave, [REDACTED] was going to meet them at the office, but her dad had left just before Miller did. Miller said that they were driving up the main road (CR17) and her dad was several car lengths ahead of him. Miller said, "as we were driving up the road, Commander Sanchez is parked on the side of the road again, as he has in the past, her dad passes him, I don't think he has any clue what's going on, but of course I did, and Aaron pulls out and starts following her dad, and follows him all the way to town- of course I'm behind him, we get to town at the main intersection there, Aaron starts to go through the intersection following the dad, kind of stutter steps in the intersection, I turn to go towards the interstate, he goes through the intersection, makes a U-turn and now he's following me, he follows me out of town and makes a turn right when we get out of town."

Miller said on April 3rd of this year, it was a work day and [REDACTED] was late for work. He said [REDACTED] had to get a ride to work because she had a flat tire on her truck. Miller said he offered to go back to her house and help her fix it. Miller said they got to her house at 11:30, maybe noon and he standing next to the truck, "and sure enough, here comes Aaron driving by in his white SUV." Miller said the weird thing for him, this was the second time he had seen this, and "it was kind of freaking him out." Miller said "I don't know if he was just constantly driving through her neighborhood, but the first thing that came to his head was there was a tracker, how does he know she's there, how does he know she's at her place?"

Complainant Interview: [REDACTED]

On August 10, 2021, at approximately 6:26am, the complaint, [REDACTED] gave a video and audio recorded statement. On July 9th, 2021, [REDACTED] emailed a short-written complaint (Exhibit 02) in which she gave some detail of being "followed" numerous times by Commander Aaron Sanchez. In this written complaint, [REDACTED] wrote "I do not need additional contact regarding this matter, nor do I have a desire to be used as a pawn in the politics that make up your department." It is believed that after talking to her co-workers who assisted in this investigation, [REDACTED] decided to give an interview. This interview is contained in this file.

Q: So, [REDACTED] you came in on June 10th and spoke with Lt. Oglesby where you voiced some concerns about being followed by the Commander, am I correct?

A: Correct

Q: Can you tell me what happened that day that made you come in and talk to the Lieutenant?

A: If I remember correctly, it actually happened the day before, it had been happening, but the day before, I was followed from in town, if I remember right it was around the McDonalds area, I was followed to the highway, and then I got on the highway, on I25 and he continued over the overpass, so then the next day, I was going north on 17 before McDonalds, he was going south on 17 and he turned around in the road and followed me all the way to the Loveland exit.

Q: So he went up north on I25 behind you?

A: Correct.

Q: And by he, you mean Commander Sanchez?

A: Correct.

Q: And what vehicle was he driving?

A: His white police car.

Q: He followed you all the way to 34, what happened, how did you guys split?

A: I had training, so normally I take the Windsor exit to get to my job, that day I had training where I needed to get off at the Loveland exit and so I don't know if he wasn't anticipating me exiting because that's not normally what I would do.

Q: Has he ever followed you up I25 prior to that?

A: I believe he followed me one other time on the highway, and a few times he would, um, like follow me and get on the frontage road so that we were sort of parallel

Q: and how long would you say this happened?

A: I mean, when it first started happening, I was, you know, I knew I should keep track but, um it felt so frequent that it almost seemed I'd be better to keep track of when I didn't see him, um, and I just really wanted it to go away and thought that it would, um, how often did he get behind me and follow me? Over a year and a half, maybe at least 20 times I would say, but that's a guess, when he wasn't, when he didn't follow me, I would still, I would still see him, but for him to get right behind me, so those times I, I would pull over because I thought you're not going to follow, but then it was like a, you know it felt like a game, like...I don't know.

Q: You said this was over the last year and a half, so this had been going on for a year and a half?

A: from the time that I left the Johnstown Police department yes, yeah

Q: So, it's been very frequent, would that be your description, since you left employment?

A: Very frequent that I was followed or felt like I was being surveilled?

Q: Both

A: yeah

Q: Now you're saying you felt like you're being surveilled, what do you mean by that?

A: I felt like, Like I was patterned, like he knew, I mean it seemed like, I'd take my daughter to school I'd see him, it's like he knew I was going to have to come back from Milliken after taking her so I'd see him on my way to Milliken and I'd see him back through Johnstown so like twice before 7am, this is how it felt, and then I'd see him again at 8:15 at night, um, it was like he knew where I'd be, that's how it felt to me.

Q: Did he ever follow you to Milliken?

A: I know I saw him like at the softball fields on the way to Milliken, I know I saw him once I'd take [REDACTED] to school at the middle school and then on the road to the Mad Russian, I saw him on there so it was like he knew I was going to turn and go that way, follow me to Milliken, I don't recall.

Q: So, after you left employment, that is when you started to be surveilled or followed by him?

A: Yes.

Q: Did you ever see him around your residence?

A: Yes

Q: and how often did that occur?

A: It felt often to me, because of where the road is at, it doesn't seem like a lot of crimes are going on up there, there was one incident where, so I have 2 drivers, 2 daughters that drive, so there also, so we had discussed that we see him everywhere we go, it was discussed that if I wasn't seeing him, the girls were seeing him, they said we see him at, my ex-husband lives on [REDACTED] which is just [REDACTED], they said we see him, we talked about how we all were always seeing him, and there was one day, and I don't recall when it was but my one daughter was home by herself and she, um, the way my house is you can't see, you don't see out the front, you have to be open the door or be out front to see what's going on, on the street, um so she called me, which she doesn't normally do, and she's talking, the way a teenage girls talks, I'm only half listening to her, and then she says commander, and I say what? And she said when I opened the door and she said she saw him parked and the following, the surveilling has been happening and I felt like a rage of anger because surely, he knew I was at work, why would he be, my daughters there, it just really upset me, I got really upset, I was at work and, so I called him, I decided to call him and ask, is there something wrong? Is there a reason why you would be parked in front of my house, it was really frustrating...

Q: Did he answer you?

A: He said nothing's wrong and then he said he saw [REDACTED] and it was a coincidence that he happened to be driving by, and then I hung up, it was a very short, I wanted him to know that I wasn't ok...but that didn't seem to do anything.

Q: have you ever been contacted by any of your neighbors saying they have seen him?

A: I don't know any neighbors, I don't even know their names, but I've been complaining to Bailly about this for a while, Officer Kehr, not as officer Kehr but as my friend, she mentioned that the next-door

neighbor, he has these great big dogs he's always walking around, he had stopped her once and asked her once that he sees an unmarked car like hers but that's the only incident with a neighbor.

Q: You and your daughters have obviously seen him driving down your street frequently, do you ever see any other marked police cars in that neighborhood?

A: Rarely, very rarely, I mean, very rarely

Q: So, would it be safe for me to characterize that you would see the commander and his vehicle on your street more frequently than any other police car from the Johnstown Police department on your street?

A: Yes, um, I would say like, pioneer ridge as a whole, sometimes I see a marked car but, for him to be there, in pioneer ridge was super common.

There was one, actually I just remembered, there was one incident last winter where I was given a notice, or actually my daughters were home because of covid, about shoveling...sorry...shoveling the sidewalk, I hadn't done it, um, but then the next morning its like 6 o'clock, it's really early because I have to get up for work, and I'm out there trying to shovel and he drove by, it's like...

Q: At 6 o'clock in the morning he drove by?

A: Um, yeah, it had to have been extremely early, yeah

Q: and that was the day after you got warned about the...?

A: (Shakes head yes) ...and also, I'm not good at shoveling and I thought it was funny that I never once have been giving a warning, and then, I mean but then, being very paranoid, so

Q: have you ever seen, or has the commander ever followed you, or have you routinely seen the commander after 4 o'clock pm?

A: It was very very common to see him at 8, 8:15 most of my work days, I work 4 tens so yeah, it was almost uncommon to not see him on my way home

Q: So, what days do you work late?

A: well, I was working late Wednesday Thursday Friday, but now it's just Thursday and Friday. Um, mostly he would be at the police department

Q: Did he ever get in behind you and follow you on your way home there?

A: Yeah, there was one time, which wasn't even the worst of it when, he...so I'm going east, I'm going east by McDonald's which always seems right in the middle of town, so I'm getting ready to turn to go south on 17, he passes me, but then he turned on his lights and whipped around whatever that road is behind Hayes, where it comes back...that scared me pretty good...

Q: Ok, did he get back in behind you at 17?

A: Yeah, but only for like, just long enough to scare me and then, he never followed me all the way to pioneer ridge, he would just be somewhere, he would just be where you pull into the police department, he'd be sitting there or he would be at that next street up, just parked there, um...yeah

Q: Have you ever seen him drive by your house after 4 o'clock at night?

A: No, but I can't see, I can't see what is going on out front.

Q: What about weekends? You ever see him on weekends?

A: I never ever saw him on weekends

Q: We had an initial discussion, after I heard learned about this complaint from the Lieutenant, you and I spoke briefly, you told me at the time you were in fear of further retaliation and that you did not want to give a formal statement at that time, but one of the things that you said to me in that brief conversation was that if you did do a formal complaint that it would get worse and you said that it had gotten worse even since you talked to the lieutenant, was there something that had happened after you talked to the lieutenant concerning the commander?

A: Yes, I was maybe I'll just go in and see Oglesby, and I don't know it will stop, will somebody please talk some sense into him, um and I said to him, I believe I said to him, at 8:15 tonight, I will see him again...sorry...so, sure enough, I go over, I go home, 8:15, just like clockwork, except this time he's on a motorcycle and he is wagging his finger at me, and then it's the very next day, at least two more days maybe, before I talked to you, it seems the last time I saw him he was in his police car and he was pointing his finger at me out the window when I drove by...

Q: And that happened after you talked to the Lieutenant?

A: Correct...

So I knew that he had talked to him based on that

Q: I am going to ask you some names and I want you to tell me if you know these people

Elizabeth Fowler- No

Elizabeth Carnival- No

Emily Pennington- No

Ben Gilinten-No

Jennifer Gonzalez- No

Ariana Lucero- No

Korie Goss- No

William backoff- No

Leray Smith- No

Aaron Cole- No

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Beth Reeves- No

Christina Rendon- No

Christina Hildreth- No

Lindsey Radcliffe- No

Q: Have you ever provided your birthdate, other than on your application, to the commander?

A: Yeah, I mean yeah, I'm sure he knows my birthday probably

Q: Ok, does he know your daughter's Birthday?

A: (Shakes head no)

Q: Would you have provided your daughter's birthday? Any of your daughters?

A: I mean, maybe, I was there for a long time

Q: But you never specifically said this is my daughter's birthday, this is the date?

A: (shakes head no)...I don't think so

Q: One of things I'm trying to understand about the why behind this, is...did you guys have any kind of relationship outside the professional subordinate/supervisor relationship with the commander? Prior to you leaving, after you left, was there ever a relationship?

A: We had a friendship for sure, I mean he, I felt like he cared about what happened with me and the girls and, um, I was going through a very hard time, um, yeah I mean looking back it was definitely, but I mean I thought it was...

Q: A friendship

A: Yeah

Q: you guys had each other email addresses, I'm assuming, other than work emails?

A: my personal email?

Q: yeah

A: I think so...

Q: were you friends on any social media?

A: I don't have social media

Q: Have you ever sent a photograph of yourself to the commander?

A: (shakes head no)

Q: If the commander had photographs of you would you know how he would have gotten them?

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A: No, I would be surprised

Q: Did the commander have a relationship or friendship with your ex-husband Karl?

A: No, I've asked him since and he said no

Q: Do your daughters play volley ball?

A: (shakes head yes)

Q: Does the commander have any kids that play volley ball with your daughters?

A: (shakes head no)

Q: Does the commander have any connection to the volley ball team that you know of?

A: No...the high school volley ball team?

Q: Yes

A: no

Q: was there another volley ball team?

A: Yeah, they played (Unintelligible) volley ball them

Q: ok, does he have any connection with that you know of

A: No

Q: You've never sent photographs of yourself to him, has he ever sent photographs of himself to you?

A: (shakes head no)

Q: Have you ever, when you're driving by and you see him sitting on the side of the road, have you ever seen him video tape or taking pictures of you?

A: he's always on his phone...

Q: like up to his ear?

A: well, I won't say all the time, but often time, I don't know who he is talking to

Q: Has the Commander ever been inside your house?

A: No

Q: Has the commander, I have to get my...he's never been inside your house, you've never sent him photographs of yourself, you've never sent him pictures of volley ball games or things like that?

A: No

Q: Your state of mind with everything that has happened this last year and a half, can you describe to me your feelings, I mean, anger, depression, fear, how does this make you feel?

A: I am a mess, I mean truly...I wasn't, I didn't know what to do to make it stop, and I still feel like its never going to be done, because there's no...

Q: There's no closure?

A: Not only is there no closure but he's you know we live in the same town, and it doesn't seem like he's being rational, um, I've been scared, I've been, I mean I just put in a \$3000 dollar security system

Q: You put in a \$3000 dollar security system at your residence?

A: Yes

Q: and why did you do that?

A: because honestly, before I open the garage door I just want to see that there's nobody out there...

Q: This is kind of a weird question, is there any significance to you of a song by William Fitzsimmons called "Everywhere"?

A: (Unintelligible)

Q: We did a forensic analysis of the Commanders phone, and we uncovered a series of text messages between you and the commander and they were a while back, but in one of those text messages, you said "I don't hate you" to the commander, do you remember that conversation?

A: Um, no, I don't remember that conversation

Q: Is there any reason why you would tell the commander you didn't hate him?

A: I know, I mean, he, when I said I got another job, he seemed completely different, he was, I felt like he was awful to me, so I felt...it was in that context

Q: You were going to college when you worked here, is that correct?

A: I just started

Q: Did the commander ever help you with any of your papers?

A: No

(██████ was shown three (3) of her college papers and asked if they were hers-██████ verified that those were her college papers.)

Q: Did you ever send any of your papers to be proof read to be proof read?

A: No

Q: It's my understanding, I spoke with Corporal Gammon, I interviewed Lt. Stewart, it's my understanding you've made contact with them and voiced your concerns several times over the last year and a half, did any of your supervisors where you work currently, or any one you work with currently, tell you they had contact with the commander about you? That he was asking questions about you? Trying to check on your work status?

A: I mean they are pretty squared away so, there was one time I had heard that he might be coming out there which freaked me out completely, so Sergeant Jakobsson kind of nonchalantly asked me out to the car barn or something, helping me to not be there while he was there

Q: Have any of your coworkers expressed a concern where they felt they were followed by the commander?

A: Yes, so my one coworker, Troy, has helped me a couple times, but one time in particular time, I had a tire, I had two flat tires in the same week, and um, so I got a ride to work and everyone discussed how they were going to help me with this flat tire situation, Troy drove me back home to my house and while he filled the tire with air, he drove by

Q: He meaning the commander?

A: Yes. There was another time we were going to go hiking and my parents were (unintelligible) I had a pretty substantial leak in the back yard, so I called Troy and let him know I wasn't going to be able to go hiking and said I was having a sprinkler issue, so instead of him leaving for the hike he came to look at my leak which was kind of him, so my parents are there and my coworker Troy shows up and at that time he also drove by, that was like a Friday or Monday, I don't recall, I know I've been complaining to him about it and now he seen it for himself.

Q: What is your mother's name?

A: [REDACTED]

Q: Have any of your family member said the commander is suddenly behind them?

A: Um, so my parents also thought a whole lot of him, because I was a stay at home mom and he gave me a volunteer job, then he gave me the evidence job, I spoke very highly of him but also, so they have met him and donated money to your department and I think they appreciated that, they felt like he was looking out for me, and then, so I had not said anything to them they live in [REDACTED], so they are not here very often, but one time they were here not very long ago, they were here, and again I had not said anything to them, and I got home from work and she said she had saw him drive by a couple of times and I told her yeah, that's what he does.

Q: Do you know a [REDACTED]

A: Yeah, that's my ex-mother-in-law.

Q: Does she live here in town?

A: She lives right next to where his wife's [REDACTED] lives, on Charlotte Street

Q: Do you know where Aarons parents live? Do they live down by you?

A: I have no idea, but I don't think so

Q: You did mention when we had that brief conversation that the Commander followed you to Windsor one time?

A: Yes

Q: do you remember, can you tell me about how that happened?

A: I want to say it was on a Friday, but it was definitely on a day of the week that I didn't start work until 10, and I had an appointment in Windsor which is not normal, a financial appointment, and so I was not on my regular schedule I can't recall what time the appointment was but my guess is that it was at 9, he followed me all the way to the first...

Q: Crossroads?

A: Yes, the first roundabout, which made me very angry

Q: I take it you went straight and he turned back?

A: yeah, I'm not sure where he went but I had to go to my appointment, then I went to work I got the nerve to, I mean I was actually wanting to speak with you, in my mind if it were you and it were him and whoever else wanted to be there and we could just, I feel like this is what you're doing and I don't want you to do it, maybe it would stop, but...

Q: Was that the day you came in and you were confronted by the commander outside of the police department?

A: yes, I pulled into the parking lot and he was out the door before I even got out of my car

Q: Who were you going to speak to that day?

A: I wanted to speak to you, um, but I can tell if your there or not there based on the cars, um

Q: Can you tell me about that meeting that day?

A: He came out and, I don't know what he said, but I said I'm not going to speak to you alone, so he went in and brought out Brad Dickerson, Sergeant Dickerson, I know I was a very, I mean I feel like I was a good employee and it still surprises me the lack of, I don't know, it seemed like I was annoying them, and I said, something to the effect of, I feel like I'm being investigated or something and I feel like I'm being followed...no no I'm not you're not being followed

Q: who did you primarily talk to that meeting, was it the Commander or was it Sergeant Dickerson?

A: Probably Sergeant Dickerson, but I'm not sure, I don't recall, I just remember thinking...

Q: You made it clear that day that you were being followed by the commander?

A: Yes, I said did you not just follow me to Windsor?

Q: Did the commander act surprised? Defensive? How did he...

A: Nonchalant is how I would describe it

Q: And what about the sergeant?

A: I just remember him saying he could assure me that I wasn't being investigated

Q: And to your knowledge you're not being investigated?

A: (Shakes head no)

This interview was concluded at 7:05am.

Focus Officer Interview: Commander Aaron Sanchez

On August 19, 2021 at approximately 12:52 pm, I interviewed Commander Sanchez, post Garrity, about his involvement in the allegations filed against him. Commander Sanchez had legal representation during the interview. This interview was audio and video recorded and included in this file.

Q: To your knowledge has [REDACTED] ever been the focus of an active criminal investigation?

A: No

Q: What is your relationship with [REDACTED]

A: I don't have a relationship with her

Q: friendship? Nothing?

A: No

Q: Are you friends with her on any social media?

A: No.

Q: Have you or do you routinely use text messages?

A: Yes

Q: with [REDACTED]

A: no

Q: what about email?

A: No...last email I sent was 2 years ago, year and a half ago.

Q: Ok, do you remember what it was in reference to?

A: her new job.

Q: Do you have any family members or friends that live on or close to [REDACTED] Dr?

A: Yes

Q: and who would that be?

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A: My sister-in-law

Q: and what's her address?

A: I don't know

Q: Does she live on [REDACTED] itself?

A: No

Q: Do you have personal knowledge of where [REDACTED] lives?

A: Yes

Q: Do you know her address?

A: No

Q: Have you ever driven by [REDACTED] House? And if so, how often?

A: Yes, I have driven pass there um a couple times a week

Q: A couple times a week?

A: Yeah

Q: Is that a high crime area?

A: No...ah, ah, Muscovy is a high crime area, more calls for service happen on Muscovy than any other street, I circle Muscovy and come out on White Wing.

Q: What types of crimes are being committed on Muscovy?

A: we've had a gambit of everything from DV's to runaway kids to drugs to DV's

Q: Have you ever parked in the area of [REDACTED] house?

A: No

Q: Have you ever parked Infront of [REDACTED] House?

A: No

Q: Have you ever taken photographs of [REDACTED] house?

A: Yes

Q: For what purpose?

A: Um, the color of her house, we were going to get our house painted and it was going to be the same color

Q: Have you ever videotaped [REDACTED] house?

A: No

Q: Have you ever videotaped [REDACTED] driving?

A: Videotaped her driving? Yes

Q: In her vehicle? And what was the purpose of that?

Q: I was sitting in front of our police department about a year or so ago and for 5 or 6 times she would drive past me and she would blare her horn and wave to me, she did it 5 or 6 times and I recorded it once or twice.

Q: Have you ever followed [REDACTED] while on duty in a town owned vehicle?

A: In a year and a half, to my knowledge, I have been behind her 2 times

Q: Where were those?

A: The first time was, I don't know how long ago it was but it was the day there was a tanker accident on I25, it was a Friday, and I 25 was shut down for 6 to 8 hours, and I was coming up north and she was probably 2 cars in front of me, the second time was the day that she talked to the lieutenant, I noticed that she was in front of me on highway 60, she turned on to either Estes or Freemont, I don't know which one, I kept going straight, I get to the 7-11, I look in my rearview mirror and she's behind me, I go all the way out to I25 and turn north, she follows me up I25 and blows past me, those are the 2 times I know I was behind her in the year and a half that's she been gone

Q: have you ever found yourself behind her driving to Windsor?

A: Ah, no, that was the time that um, that I25 was closed because of the tanker accident so I get up to 34, west bound traffic because of that tanker accident, everybody is getting off 13, 15, 17, traffic is backed up all the way to 34 so I did not turn onto 34, I do not know where she went, I went on up to crossroads cut over and then down, I have no idea where she went, after highway 34.

Q: Has [REDACTED] ever notified you that she thought you were following her?

A: Yes

Q: When did that occur?

A: I don't know the month? Date or, she stopped at the police department asked to speak with me and somebody else...Dickerson was there, I asked Dickerson to come out, she asked me, well she asked both of us, if we were investigating a crime in her neighborhood, we told her no, and we asked why? And she had said because she sees Johnstown Police cars on her street all the time, then she said, I also feel like I'm being followed, Dickerson said by who? Because she pointed at me, I told her no I'm not following you and that was the end conversation, the last thing she said to Dickerson on that day was "I'm going to apologize this must me a misunderstanding on my part," her part, and then she left.

Q: After you had that meeting with [REDACTED] at the police department when she came in, did you meet with sergeant Dickerson in his office for several hours after that occurred?

A: No, not for, no

Q: Did you meet with him in his office?

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A: I don't recall... it wouldn't be unlikely, I meet with him in his office quite often, so

Q: have you ever asked Sergeant Dickerson not to talk about that meeting?

A: No, I never told him not to say that, I told him that because she thought that it was a misunderstanding on her part, I said I'm glad we can put this to rest and I told him I'm going to make a conscious effort that if I ever see her, I'm going to go the other way

Q: When she brought these allegations in, did you report them to the chief's office?

A: No

Q: What are your normal work hours?

A: 7 to 4...sometimes I'll work out and come back in, but 7 to 4

Q: Have you ever come in and worked after 4pm other than assigned meetings?

A: yes

Q: Is there a reason for that?

A: to get things done for the next day or send an email, or to work out...

Q: By work I mean are you on the road?

A: Oh yes, yes, yes

Q: do you handle calls for service?

A: yes, yes, I've done that quite frequently, especially on Friday and Saturday nights, depending on which sergeant is on duty because I feel like there are times when some of the sergeants aren't getting things done and it is important to see me out on the road so I'll be in uniform and I'll come out and I'll drive for a while I did that quite a bit up here when we were having those issues with those vehicles that were speeding I've done it again when we were having break-ins into vehicles so yes I've done that quite often

Q: Which sergeant are you normally seeing when you work Friday and Saturday nights?

A: It would be Williams...and I always call and check in with that sergeant

Q: Do you routinely find yourself in the area of Pioneer ridge on Fridays between 8 and 10 pm?

A: No

Q: Of the times that you are working Fridays, how many times in the past year do you think you are in the area of pioneer ridge on a Friday night between 8 and 10?

A: it would just be a guess chief, um just a handful...

Q: it would not be routine?

A: Oh gosh no no

Q: Have you ever notified the chief of police that you are working nights on Fridays?

A: No

Q: And why is that?

A: Um, it's one of those things where if it's not of that importance, or something that like you know talked about this, something with a board member or with something that's going to hit the news, you always said you don't need to know about that.

Q: Are you Christina Adair's direct supervisor?

A: I am

Q: Have you ever discussed [REDACTED] with Christina?

A: I have

Q: How often?

A: In the last year and a half, 2 years, maybe 3 times

Q: Have you ever asked Christina to contact [REDACTED]

A: Yes

Q: In what capacity?

A: ah, work related, um especially when she first left there was a stack of, of paperwork, reports and things that were left on the file folder and nobody knew what they were about, she was working on them so I had her contact [REDACTED] about those cases, and occasionally over the last couple years there would be something that came up that [REDACTED] was working on with the DA's and I had her contact her reference to it

Q: Have you ever had Christina read text messages she has received from [REDACTED] And if so why?

A: No, I've never...I've never said will you read them to me, I've asked her have you spoke to her? And the reason why I've asked her if you spoke to her because there was times Christina asked me for something that [REDACTED] has asked about in the past, such as, um, evidence software and Christina will bring it up or Christina will bring up evidence.com, um, property room.com and whenever she brings that stuff up, I know that's [REDACTED] and I'll ask her, have you been talking to [REDACTED]

Q: Have you ever discussed [REDACTED] wearing "yoga Pants" while working to the task force, with Christina, and if so, why?

A: Um, the only thing I've talked about is the loose dress code because she used to complain to me because she couldn't wear yoga pants or flip flops at our police department and I said "well now she can do that at the task force"

Q: During the interview with Christina, she made the statement that you compared the guy's [REDACTED] works with at the task for as "a bunch of Doug Slocum's"

A: Yeah

Q: what did you mean by that reference?

A: That a lot of them have the same mentality and reputation that Doug Slocum has

Q: And what would that mean?

A: That he Likes girls...and that he will, and that... well Doug Slocum's reputation is partying with girls and flirting with them, stuff like that and that's the reputation at that task force has...not all of them, but some of them

Q: Have you ever asked Christina if [REDACTED] was dating one of her married co-workers? And if so, why?

A: Yes, um, just to see if she knew anything...yeah

Q: If Christina knew anything?

A If Christina knew if she was dating anyone from over there

Q: Why would you have that information?

A: um, I don't know how long ago this was but, I drove past her house, this was, um I don't know when it was, and I saw a task force member over there with his personal vehicle, outside her vehicle, changing a tire

Q: During your performance evaluation with Christina in December 2020, did you tell her that your 2021 goal was not to talk about [REDACTED] so much because you realized it made her uncomfortable?

A: Yeah

Q: is that correct?

A: That is correct, but the meaning of that was comparing her work product to [REDACTED] was very target oriented and go go go and working on a bunch of things at the same time, that's not Christina, I felt like I was comparing Christy's slow work process with [REDACTED] faster pace

Q: Did you become aware of homework [REDACTED] saved on the evidence computer?

A: Yes

Q: Why did you tell Christina to email that homework to you?

A: Because it looked like the time that I was in Severance, that [REDACTED] was working on her homework assignments almost the entire, there was probably 8 or so assignments she was probably working on back there, I had her send them to me so I could add them to a file that I have everything that she, that, everything about [REDACTED]

Q: You have a file on [REDACTED]

A: Yeah...I have a file on [REDACTED] I have one on Lance Walker, Ben Cummings, Ken Balltrip...anyone who I felt like who left here on bad terms and could come back to bite me later I have a file folder with everything, everything with their name on it, whether it's a picture, whether its...

Q: Where do have that stored at?

A: um, the only one I have now is...is [REDACTED] the other ones were lost when we got the new computers

Q: When you were told that Christina was having coffee with [REDACTED] did you tell her to tell [REDACTED] that you put negative items in her file?

A: Um no, I told her to tell her that the homework assignments were found and forwarded to me

Q: So, this file you were keeping was not part of the personnel file, it was a file that you maintained?

A: No

Q: During her statement Christina said that she had a coffee appointment with [REDACTED] the week earlier that was cancelled due to a children's hospital doctor appointment, she said when she asked you for the time off or to come in late, and that when she told you about that cancellation, you said [REDACTED] did not have an appointment and that you saw her that morning driving north on I25, is that a correct statement?

A: I don't recall that one, no

Q: Would you know if [REDACTED] had an appointment at children's hospital?

A: No, I would I ever, I have no knowledge of that

Q: Have you ever had Christina run someone in the weld county courts computer?

A: Yes

Q: Who was that?

A: Um, Matt Pollato

Q: And the reason for that?

A: I was contacted, probably after [REDACTED] left, by her Husband [REDACTED] who said that Matt Pollato had contacted him and threatened him, and Matt was arrested by Loveland PD and again by either Greeley or Weld County, I told [REDACTED] that I would keep him updated on Matt's progress, what's going on with his case whether he goes back to DOC or not, I don't have access to the Courts website, so yes I asked her to run him to find out what is the status of his case and I told [REDACTED] about it

Q: Did you tell him the actual charges and everything?

A: Yes

Q: Is that normal?

A: Yeah

Q: Have you done that with other people?

A: Oh yeah, yeah, because I can't access the courts, or I would do it myself

Q: Have you had Christina run other people?

A: Pertaining to our cases, yeah

Q: Have you ever asked Christina to tell you what the status of the chief of police is at any time?

A: No

Q: have you ever asked her if he had his door closed?

A: Yes

Q: And what was the reason the reason for that?

A: Um, because normally when your doors closed, I'm on the inside of it and we know something's going on in the department, if your doors closed, I'm thinking it's either pertaining to me or something personal related, so yes, I've asked her if your doors closed before yes.

Q: You would think if my doors closed there's something pertaining to you?

A: Yes

Q: Why is that?

A: Because if your door is closed and I'm not on the inside of it, then I would think it's about me because I usually know everything that's going on inside the department.

Q: Have you ever went into Christina's office and had her check her phone to see if I was on the phone?

A: No, I can do that myself...or, I'll be sitting in her office and if I don't have my glasses, I can't see her phone but I can look over to see if you're on the phone or not...

Q: But you've never asked Christina whether or not the chief was on the phone?

A: yeah (shakes head no)

Q: You made a statement to Christina, according to her that [REDACTED] is "she is no longer a friend of the police department?"

A: Yes

Q: why would you make that statement?

A: because she has talked negatively about this department since she left

Q: And where did you hear this from?

A: Um, just people that we know in common

Q: And what types of statements was she making?

A: That um, that she got kicked all the way out the door, that she was treated well here by you and I the time that she was here until about the time she decided to leave she felt she was kicked on her way out the door...she's told that to me

Q: Did you make that same statement that [REDACTED] no longer a friend to the police department to Meagan?

A: No, I haven't

Q: Have you ever asked the Lieutenant if it was possible to flag your license plate so that you can see if someone runs your license plate?"

A; um uh, (Shakes head yes)

Q: Why would you make that request?

A: ah, in general request, I don't know a lot about CCIC, I don't have my CCIC up and running, I can't run people through CCIC NCIC, I asked that for, as an in general question, is that something we were able to do, and it was in reference to a case of ours, I don't know what case, it was a case of ours, yes

Q: Have you ever asked the lieutenant how to shut the GPS on your laptop?

A: Yes

Q: Why?

A: If the officers and the sergeants know that I'm out and about, they're out doing what they are supposed to be doing, if I turn it off and watch it from my desk or from my car, those guys will be paralleled out by Johnsons Corner, or somewhere else in town for an hour if not more, sometimes I'll have 3 cars in one spot for an hour and a half to the point where, not to long ago, my own mom drives up I25, calls me and said hey why do you have three cars out at Johnsons Corner for an hour and a half, so if I turn it off, they can't see me sneaking up on them.

Q: Have you ever notified the supervisor of the officers that were doing that and document and give them counseling on how to make sure their officers aren't...

A: Verbal

Q: And which sergeant?

A: Dickerson, mainly Dickerson's side, its mainly Dickerson's side that all hang out together, those 3 guys go to all calls together, they hang out at Johnsons corner, up at the hotels up north together, for hours they're together so it's all Dickerson

Q: So, after you had that verbal counseling session with Dickerson did you document it in any way?

A: No

Q: Did you see it continue, that type of activity after you had the counseling with sergeant Dickerson?

A: Uuummm, not for a while, so when I tell Dickerson something, he'll stay on top of it for a period of time, then it reverts back, there are other um, um, Bailey and Dudley were another one who will stay out at Johnson's Corner parallel for a long time, so it goes on quite a bit...

Q: Did you ever talk to the Lieutenant about this?

A: Yeah... I think when I asked him how to turn it off, I told him why

Q: No, I mean did you ever talk to the lieutenant about that you have done verbal counselling with the sergeants and it continues

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A: Yes

Q: And it continued

A: Yes

Q: was there any documentation, any written reprimands, any type of discipline handed out, any documentation that those counselling sessions had occurred?

A: Um, I don't know if Oglesby did it or not

Q: Did the Lieutenant notify you of the allegations made by [REDACTED] [REDACTED] on June 11 2021?

Q: What was your response?

A: he told me, he said "you're never going to guess who came in to see me" he told me [REDACTED] and he told me that she thought I was following her, and it was that day, that Friday where she turned onto Estes or Freemont and I went straight, I didn't tell him all of that, um and I told him...he told me, let me think of the order of this, he told me that I have a lot of good things going here for me and he wouldn't want me to be in trouble that's why he's bringing it to my attention, I said "ok, I'll be cognizant", I already was cognizant because of the time she came and talked to Dickerson and I, I was already cognizant of it, and I said "ok, I'll keep that in mind and I'll make it a point that when I see her, I'll go the other direction"

Q: Did you notify the chief of these allegations?

A: No

A: Because the way that Oglesby described it to me, it was not a complaint, if it was going to be a complaint, [REDACTED] [REDACTED] has been around law enforcement for 9, 10 years, she knows that a complaint goes to you, she knows I report directly to you, I thought if it was going to be a complaint she would go sit down and talk to you and ask for a form, and have a conversation with you, not with a subordinate...I didn't answer your question, I didn't view it as a formal complaint.

Q: Are you aware of the department's policy about complaints coming in either verbal, written...

A: Yes

Q: Are you aware that it says in the policy clearly that the shift supervisor and the chief of police shall be notified?

A: if it's a complaint correct, yes

Q: And complaint can be verbal?

A: Yes

Q: After the lieutenant notified you of [REDACTED] complaint, did you call him back later that evening?

A: I am not sure

Q: Did you ask the Lieutenant "Who was at the north sub when she came in?"

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A: Yes, yes

Q: Why would you ask that?

A: Um I was wondering if Doug Slocum was here

Q: Why?

A: Because Doug Slocum would do anything he possibly can to bury me, he's already tried doing that to me in the past and I figured that he's going to go to the Lieutenant and find out why she was here and try to bury me, I, I, I... because of Doug Slocum

Q: Did you make the statement to the lieutenant when he responded "it was only Lori and Garcia" "Good, because I don't want Slocum to get this back to the chief?"

Q: Yes

A: Were you attempting to conceal this allegation from the chief?

A: Absolutely not...because at the point and time chief, I still viewed it as not a formal complaint, a formal complaint to me would be her going to you, she knows who I report to...

Q: Did you ask the Lieutenant to install the PD cameras on your desk top after June 11?

A: Um, I recently asked him to do that...he said he didn't know how to

Q: OK, why would you ask him to install the PD cameras on your desk top?

A: Because my old desk top had the computers, the cameras on it and I'm able to view um, interviews that happen up here and interviews that happen down there, the new computer we recently got, did not have it

Q: On June 21st, after I came back from vacation, that was after [REDACTED] [REDACTED] came in and Talked to the Lieutenant, did you call the Lieutenant and ask "how the Chief was acting?"

A: Yes

Q: Did you tell the Lieutenant that "the chief was acting weird and want to know why?"

A: Yes

Q: Why would you ask that?

A: Because there are times when I know somethings going on personally or somethings going on at the police department where sometimes I feel like there's friction between you and I, um there was that one period of time, it was a good two months or so where you didn't say anything to me, we would walk past each other in the hallway and you wouldn't even say good morning to me, and that happened for two months and ever since that, that period of time, I've always, I've been on my toes, I've been on my toes with Matt, I've been on my toes with, with, you trying to make sure everything is ok so quite frequently I've asked Oglesby, hey how's chief today? Is everything ok?

Q: That same day, June 21, 2021, the day that I came back, did you call the lieutenant and ask why the chief was in Matt's office for 45 minutes with the door closed?

A: I don't think I called him, it's possible we had a conversation like that, I don't him to remember that but I'm not saying that didn't happen, yeah

Q: How would you know that I was in Matt's office for 45 minutes with the door closed?

A: That's what I'm saying, I don't know about the 45 minutes, I don't remember asking if you were in there for 45 minutes, I remember if you were in there, because there are times where I don't talk to you in the morning time, but you'll come up here and tell these guys things that have happened at the town hall or things that occurred and then Oglesby will tell me or I'll ask Oglesby, "Hey did the chief say anything about Matt, or did the chief saying anything about Marcon, did he say anything about Diana, anything about anything?" but my answer is about usually you tell these guys more than what you and I talk about so I get more from Oglesby...

Q: Well, let me bring you back, how would you know that I was in Matt's office?

A: I don't know, like I say I don't know, not unless I went over there and saw, and I've seen it a few times, but I try not to go over there, but I don't know if on that particular day, that I'd go over there and see the door closed

Q: After being made aware of [REDACTED] allegation on June 11, did you drive by her house? And if so, how many times?

A: Is June 11th the day that...

Q: The day she spoke with the Lieutenant...since she spoke to the lieutenant and you were made aware of the allegation, did you drive by her house?

A: ooohhh that... (13:21:53) I wouldn't be surprised if it were once or twice, but, and it would be during the day time hours...because I know that she's gone all day long at work

Q: If your aware that she is making allegations of that nature, why would you drive by her house if there's not a call for service in that neighborhood?

A: She's at work 5 days a week, she works day times, if she's not there...I'll drive-up pioneer ridge quite often, I go through pioneer ridge probably twenty, excuse me twice a shift

Q: What about on your day off?

A: No

Q: you wouldn't drive by [REDACTED] house on your day off?

A: Unless it was with my wife, we've been over the last

Q: After she came in and we got the complaint, have you driven by her house on a Saturday or Sunday?

A: No

Q: After being made aware of these allegations, did you ever drive by [REDACTED] on your motorcycle and wag your finger at her?

A: No

Q: Do you have any saved photos of [REDACTED] [REDACTED] on your cell phone?

A: Yes

Q: How many?

A: three

Q: Why would you have saved pictures of [REDACTED] [REDACTED] on your cell phone?

A: She sent them to me

Q: She sent them to you? You said earlier that you guys didn't text, email, how would she send them to you?

A: Um...those pictures were sent when she still worked here, she hasn't sent me anything since she's left here, that's what I'm saying we don't have text or anything since she left here

Q: Do you have any saved photos of [REDACTED] on your laptop?

A: I have um, a homework assignment, one of the homework assignments she did was a PowerPoint, on the PowerPoint where um, photos and...

Q: So, part of a PowerPoint homework assignment, no other photos?

A: No

Q: Do you have any saved photos of [REDACTED] on your desk top?

A: Yes

Q: How many?

A: Oh Gosh, there's quite a few, but those are ones that she's sent me

Q: But this was before she left employment?

A: Yes

Q: Do you have saved photos of any of [REDACTED] daughters saved on any of your devices?

A: My ah...desktop

Q: And why would you have pictures of her daughters on your desk top?

A: ones that she sent me

Q: You have a file saved on all three devices labelled "Evidence" that contain hundreds of saved emails to and from [REDACTED] photos, and many other documents...

A: Yes

Q:...all related to [REDACTED] [REDACTED] what is the reason you saved all these materials on [REDACTED]

A: That was the same thing I was telling you earlier that I have that same thing for everybody who left here in bad standing, I had one of those for Walker, Ben and Balltrip, I was told that the when someone leaves, you compile everything because you never know when you're going to have to go back to those emails, back to those memos, back to any of that stuff 6 months...

Q: Who told you that?

A: Oh, a training that I took years ago

Q: To your knowledge, do you have any other file saved on any employee or ex-employee of the department of that nature now?

A: no, they were all on the old computers that we got rid of, it was Ben, Walker, and Balltrip

Q: On your desk top calendar, you have the saved birthday of all 3 of [REDACTED] daughters...

A: Um hmm (shaking head yes)

Q... [REDACTED]

A: A: Um hmm (shaking head yes)

Q... [REDACTED]

A: A: Um hmm (shaking head yes)

Q: ... [REDACTED] anniversary

A: A: Um hmm (shaking head yes)

Q... there are no other employees' birthdays or children's birthdays save on your calendar, why is that?

A: Um she knows my kids' birthdays, she told me her kid's birthdays, I put them in there, as officers have left, I've deleted them, I have all of our officers' birthdays on there and as they left, I got rid of them, I haven't updated any of our new officers on there, so I can go to them and say happy birthday to your child or happy birthday to you

Q: OK, there are no, currently there no other officers on there or other officer's children...

A: Correct

Q:...or birthdays saved on there

A: Yes

Q: Just [REDACTED] and her daughters?

A: Yes

Q: Has your wife ever sent you a video of [REDACTED] driving her car?

A: I don't think so.

Q: Are you aware of the States retention requirements of your town owned emails?

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A: I'm sorry?

Q: Are you aware of the States retention requirements of your town owned emails?

A: No

Q: When you get an email, are you aware of the retention...

A: I know there is one, but I don't know what it is

Q: Are you aware that you are not allowed to delete town owned emails?

A: um, yes and no um, because when you delete something, it still stays there

Q: Then it gives you the option to permanently delete

A: Yes

Q: Have you ever permanently deleted a town owned email?

A: Yes

Q: For what reason?

A: whether it was junk or whatever else, I've deleted quite a bit, and when we

Q: Permanently deleted?

A: Go to delete and permanently delete, yes...I had 16,000 emails permanently deleted that I did not that I did not delete, just like I had, I have 20 some thousand missing emails

Q: In the last year?

A: Oh yeah...its when uh, this new company tried updating everything and put our new computer together, I was missing 16,000 emails and now at one point in time, 27,000 emails came up in my inbox, but all of my deleted emails were still there, but they all were gone there were like 16,000 emails that were gone, I was upset about it, I think I told you about it

Q: When are employees allowed to access the Lumen search engine?

A: When working on a case

Q: When logging into Lumen, is there a warning about un authorized use of the search engine? Have you ever used Lumen to search [REDACTED] [REDACTED]

A: I...used lumen, I don't know much about Lumen, I don't use it quite often, I don't use it a lot...Oglesby when we first got it told me get on there and start searching so you know how to use it, so I knew that she got a citation, from another department, like in November so I wanted to see that coincide, so yes

Q: it specifically says on the log in, that you are subject to civil and criminal penalties if you use it for any search other than an active criminal investigation, are you aware of that? You have to read it before you log in...

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A: I don't read every time I log in though

Q: Have you ever used Lumen to search [REDACTED]

A: Yes

Q: Why?

A: Because again, this goes back to me trying to learn Lumen, I knew [REDACTED] was in our eforce

Q: So, you're saying when we had Lumen installed, you took a period of time...

A: Oglesby told, I think there might even, of hey, mess around with it, search people you know to see how it works

Q: Who is Lindsey Radcliffe?

A: Um, she is the assistant town manager with Severance

Q: Have you ever searched Lindsey Radcliffe in the Lumen system?

A: Yes

Q: Why?

A: Same thing

Q: Would there be several months in-between where you're still trying to learn Lumen?

A: Yeah, I don't log onto Lumen very often

Q: Have you ever searched the internet on your desk top computer for [REDACTED]

A: Yes

Q: Why?

A: um, again it goes back to compiling everything I possibly can on her, into a file folder, in case I need it at a later time, and...

Q: how often would you have done that?

A: a handful, over under, since she's been gone...six over a year and a half and that's a guess chief

Q: So probably no more than 10?

A: No sir, no

Q: Have you ever searched the internet on your desk top computer for [REDACTED] volley ball on your desk top internet?

A: Yeah

Q: Why?

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A: um well because um a couple reasons, my, my daughter cheers at all events, so I keep track of the ones she cheers on, so yes

Q: Have you ever searched the internet on your desk top computer for [REDACTED]?

A: Yes

Q: Why?

A: When she bought that house, she came to me and said, hey I'm buying this house and I want to show it to you, um so she told me the address, I looked it up, I went through the pictures, and again there was a picture of I think it's her kitchen and her closet or something, that I saved, again, because we are redoing our house, I took it to show to my wife for the color we could do...

Q: So, this is when she's buying the house?

A: Yeah

Q: And how long ago was that?

A: I don't know, it's when she was still working here

Q: You haven't search it since?

A: Her house?

Q: That address?

A: um, since that day? Yes

Q: You have searched it?

A: Yes

Q: For what reason?

A: Just messing around with Googler earth

Q: Would you have a reason to download the pictures of [REDACTED] bedroom and kitchen from the Zillow website and save them on all 3 devices under the folder you have titled evidence?

A: Um, evidence is where I kept all that stuff, I was telling you about, everything that she... we possibly talked about, I mean I went through and did all the emails both outgoing and the ones she sent me, every memo, every training, every homework assignment and I put it underneath evidence?

Q: Did you have any reason, from a year and a half ago prior, because you said that you kept this folder for her after she left employment, in case it ever came back, would you have a reason to save those pictures from the Zillow website to all 3 of those devices? That was before she left?

A: I don't know what's on the the...

Q: IM telling you there are pictures of [REDACTED] [REDACTED] Bedroom and kitchen...

A: Yeah, yes

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Q: ...that are saved in those evidence folders...

A: yes, yes, I know

Q: But those were before you said you saved them, you said you saved those pictures before she left employment

A: Correct

Q: and then you said you started this folder after she left employment, so why would you...

A: No, I saved it the day she wanted me to look at, I was going through those pictures, I saved two of them...I saved those to my computer

Q: But they're in that folder called evidence...

A: Yes

Q: Which you started after she left...

A: Correct, with the exception of those 2 photographs were saved to photos and when it was time to compile everything on [REDACTED] it was moved over to that one, um, file folder

Q: Have you ever searched the internet on your desk top compute for [REDACTED]

A: Yes

Q: Why?

A: Um, to see if there was a Facebook page

Q: How often?

A: a guess...five

Q: Have you ever searched the internet on your desk top computer [REDACTED]

A: Yes, same reason

Q: How often?

A: not that of...I couldn't tell you, I don't even know

Q: Less than five?

A: Five...as a guess

Q: Have you ever searched the internet on your desk top computer for 5-star volley ball? If so, why?

A: yes, um, I knew that that was the team that 2 of her daughters played for, and I, actually I searched, actually I searched 5-star Facebook, 5-star volley ball Facebook, which then took me to that page

Q: How many times?

A: That was probably more during the ongoing season

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Q: When is the season?

A: I don't know... year-round I believe

Q: Have you ever searched the internet on your desk top computer for [REDACTED] Why? How Long?

A: Um yes, um not that often at all

Q: Have you ever searched the internet on your desk top computer for [REDACTED] And if so, why? And how long?

A: Um maybe once or twice and it was a Linkedin page

Q: Have you ever searched the internet on your desk top computer for [REDACTED] If so why?

A: yeah, same thing, Facebook page

Q: Have you every searched the internet on your desk top computer for the child of any other employee of the Johnstown Police Department?

A: Um yes

Q: And who would that be?

A: um, Dickerson, um mainly ones that have kids that are in sports

Q: Dickerson particularly, you searched him or one of his kids?

A: um, he told me that she was, that she had her picture in the newspaper

Q: When was that?

A: Recently

Q: And you went on your desktop and searched...

A: Yeah, there was a picture, I want to say in the Greeley tribune or Loveland herald for something

This Interview was concluded at 1:37pm.

Physical Evidence Cell Phone

Commander Sanchez's department issued cell phone was taken to the Northern Colorado crime lab to download data. The phone was dropped off on 07/12/2021 and the data was received on 07/13/2021. The data pulled was extensive and the original data is included in this file and labeled as (Exhibit 01). Lt. Oglesby examined the data and completed a PowerPoint presentation of his findings, this presentation is also included in this file. The Power point presentation was printed out and labeled as (Exhibit 10) due to the size of the presentation. The following is a summary of those findings:

Videos Recovered:

- A video was recovered from the Commanders Phone include the front of [REDACTED] home. This video was taken on 12/07/2020 at 10:57 am.
- A video was recovered of [REDACTED] vehicle traveling southbound in the 400 block of Parish Ave taken from inside the commander's vehicle while parked at the police department. This video was taken on 08/04/2020 at 11:19am
- A video of a white van in the area of Pioneer Ridge. Video taken on 06/18/2021 at 11:57 am at CR 17 and Cinnamon Teal.

Photos of [REDACTED]

A total of thirty-seven (37) photos were recovered from the Commanders phone. These photos included sketches, work related photos and high school aged year book photos of [REDACTED]

Cell Phone GPS data:

Summary- This report concentrated on only data that had high quality GPS fix. The data becomes inconsistent after 23 June 2021. There were three spikes of GPS data located on the phone that had high quality GPS fixes in which Commander drove in front of [REDACTED] house approximately four times, but the data's date and time was corrupted and could not be validated as the date assigned would be impossible (2008-2009, before phone was made). The data was still added to your folder and listed as 2008-2009 years.

The below data's quality and the fact that it is recent makes it extremely unlikely to have been corrupted.

23 June 2021 (Wednesday)-Data becomes inconsistent before 23 June 2021. GPS activated if photos were taken.

24 June 2021 (Thursday)-

9:57:48 AM- Commander Sanchez drives on [REDACTED], stops on [REDACTED] and Muscovy approximately seven houses to the north of [REDACTED] and turns around and passes her residence.

11:09:46 AM- Drives on [REDACTED] and turns onto Bittern Dr, approximately three houses to the North of [REDACTED]

2:09:49 PM- Drives past [REDACTED] house.

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25 June 2021 (Friday)-

11:30:48 AM- Drives on [REDACTED], stops approximately six houses to the south of hers and turns around.

2:48:48 PM- Drives by [REDACTED] house.

8:00:00 PM- Parked in front of the police department.

26 June 2021 (Saturday)- Data is sporadic and he spends most of the day at his residence, but does drive by [REDACTED] house once at 8:02:36 PM and another time at 10:07:46 AM, when he flips a U-turn just south of her house on [REDACTED] and Pochard Ct Area.

27 June 2021 (Sunday)- Inconsistent Data. Mostly at his residence, his mother's residence, but does appear to be in the area of [REDACTED] house around 10:36:29 AM, 6 houses to the north, possibly turns on Bittern Dr.

28 June 2021 (Monday)-

6:55:26 AM- Drives by her house.

8:27:05 AM- Turns onto [REDACTED] from Saxony then turns around approximately ten houses to the north of [REDACTED]

2:15:31 PM- Travels on [REDACTED] and turns around approximately six houses to the south of [REDACTED]

29 June 2021 (Tuesday)-

12:29:49 PM- Drives three houses south of [REDACTED] and turns onto Bittern Ln. Comes back around on Muscovy Lane back out to [REDACTED] which is seven houses to the south.

30 June 2021 (Wednesday)-

3:21:34 PM- Drives by [REDACTED] House.

11 June 2021- (Friday)- Data on this date is sporadic but the following data points were captured.

6:50:34 AM- Front Johnstown Police Department parking lot

7:09:42 AM- Cinnamon Teal Ave and Plover Way in Pioneer Ridge

7:41:41 AM- CR 17 and Centennial Dr

8:26:25 AM- Parish Ave and Police Department

9:01:30 AM- Area of Post Office and Park

10:00:24 AM- Ronald Reagan Blvd area of the North Sub Station

12:02:34 PM- Commander Sanchez's house

12:30:34 PM- Area of the Police Department

2:14:33 PM- Area of the Police Department

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3:03:59 PM- Area of 3654 Holmes Ln. Johnstown
3:45:37 PM- Commander Sanchez's house
4:51:10 PM- Commander Sanchez's house
5:05:23 PM- Castle Pines Ave between Settler Way and Centennial Dr
5:59:46 PM- Commander Sanchez's house
7:15:46 PM- Area of Shell Station/Taco Bell- 50 Telep Ave
7:26:46 PM- Area of front Police Department parking lot
8:21:08 PM- Commander Sanchez's house
9:12:32 PM- Oakridge Dr/Pleasant Oak Dr.- Fort Collins CO.
10:37:24 PM- Commander Sanchez's house

1 July 2021 (Thursday)-

11:47:36 AM-Drives by [REDACTED] house.

2:12:40 PM- Drives 3 houses south of her house and turns on Bittern Ln. GPS Data for [REDACTED]

It should be noted that these eight (8) days of accurate data were all from dates after [REDACTED] [REDACTED] made her complaint to Lieutenant Oglesby.

Cellebrite Extraction Report

An extraction report for the Full iOS Full file System was run on the commander's phone. Using the key word "[REDACTED]" The volume of data was too great to include in this report, but a print out of this report is included as (Exhibit 01). This report shows entries for [REDACTED] Birthday in his calendar and his contacts. In the section titled "notes" the commander had saved multiple photos, a song list and text of unknown origin either from [REDACTED] or about [REDACTED]

A separate Cellebrite Extraction Report was downloaded for all text messages between [REDACTED] [REDACTED] and the Commander. This is listed as (Exhibit 08).

Physical Evidence Work Desk Top

Lt. Oglesby did a comprehensive examination of Commander Sanchez's work desk top computer. The results of this examination were extensive and too much to list individually. The electronic version of these results is included in this file for review (Exhibit 1). The following is a summary of evidence found:

The Commander kept a file labeled "evidence" on his computer. This file was also located on his cell phone and his laptop.

The 'evidence' file had several sub folders. The first sub folder was titled "[REDACTED]." This folder contained the following: 21 pictures of [REDACTED] [REDACTED] 5 pictures of [REDACTED] daughter [REDACTED] and 9 pictures [REDACTED] daughter [REDACTED]

Next was a sub folder titled "emails." This folder contains 174 saved emails that are all work related and all emails were either sent to, or received from, [REDACTED] [REDACTED]

There was a sub folder titled "evidence hours." This folder contains 174 emails that are schedule related, vacations, time off requests etc. all emails were either sent to, or received from, [REDACTED] [REDACTED]

The sub folder titled "homework" is a file that contains 14 saved college papers written by [REDACTED] [REDACTED]

The next sub folder is titled "[REDACTED] emails." This folder contains 6 emails, both to and from [REDACTED] [REDACTED] and Commander Sanchez. [REDACTED] [REDACTED] is [REDACTED] daughter.

The next sub folder is titled "Sent." This folder contains 198 work related emails saved that were "sent" to [REDACTED] [REDACTED]

Items saved in evidence folder on desk top and not included in sub folders:

- Picture of 2018 department photo to include [REDACTED] [REDACTED]
- 2018 [REDACTED] Evaluation
- Loveland PD personal reference form for [REDACTED]
- Picture titled "[REDACTED] award" picture of [REDACTED] and the Commander at awards dinner
- Picture titled "[REDACTED] scouts" this is a picture of [REDACTED] with a group of boy scouts
- "[REDACTED] emails" A list of 12 different email addresses for [REDACTED] [REDACTED] and different [REDACTED] family members.
- "Bedroom" a saved downloaded picture of bedroom from IRES MLS Colo property website.
- "Bedroom 2" a saved downloaded picture of [REDACTED] [REDACTED] bedroom, from a different angle from IRES MLS Colo property website.
- "Image 1" saved photo of [REDACTED] with some boy scouts in evidence room.
- "Kitchen" a saved downloaded picture of [REDACTED] [REDACTED] kitchen from IRES MLS Colo property website.
- "Kitchen 2" a saved downloaded picture of [REDACTED] [REDACTED] kitchen, from a different angle from IRES MLS Colo property website.
- "[REDACTED] Pictures" A picture of [REDACTED] with boy scouts in lab.

In folder titled "photos found in recycle bin" were pictures of [REDACTED] [REDACTED] 3 of which included her daughters. 3 volley ball pictures to include [REDACTED] [REDACTED] daughters, 3 pictures of [REDACTED] [REDACTED] 1 email titled "[REDACTED] [REDACTED] employment letter," 1 Microsoft word document titled "[REDACTED] [REDACTED] national Night Out Letter and 1 emailed titled "Thank you" which contained an email addressed to Chief Phillips and Commander Sanchez from [REDACTED] [REDACTED]

In a folder titled "Work desk PC" there are 45 pictures of [REDACTED] [REDACTED] [REDACTED] [REDACTED] and [REDACTED]

Physical Evidence Lap Top Computer

This file is also contained in the external hard drive labeled Exhibit 01. This file contains the "Evidence Folder" described above with the same contents. The file also contains the raw Spillman GPS data used to track 17 days' worth of travel patterns. Of those 17 days recovered, the data shows commander Sanchez driving by [REDACTED] [REDACTED] house a total of nine (9) times.

Summary of Investigation

The following information is a summary of my investigation into the allegations submitted by [REDACTED] [REDACTED] [REDACTED]. During the course of this investigation, several witnesses were interviewed, along with an in-depth analysis of Commander Sanchez's department issued desk top computer, his department issued lap top computer (MDT) and his department issued cell phone. The amount of data retrieved is too voluminous to list, but all evidence collected in digital format is stored for review on a digital thumb drive (Exhibit1) and included in this file. For simplicity, [REDACTED] [REDACTED] will be referred to throughout this report as [REDACTED] [REDACTED] or just [REDACTED]

During this investigation, it was learned that on at least three (3) separate occasions (Exhibit 2), [REDACTED] attempted to make contact with members of this department in an attempt to voice her concerns and end what she felt was constant "following" or "surveillance" by Commander Sanchez. [REDACTED] states that she has been followed, "Over a year and a half, maybe at least 20 times." [REDACTED] states that when the Commander wasn't actually following her, she would still see him "very frequently" parked on the side of the side of the road on her way to work in the morning, and again on her way home from work, even on days she would return home late in the evening.

The first time [REDACTED] attempted to complain, this was according to her written statement (Exhibit 2), was shortly after she ended her employment with the Johnstown Police Department. According to [REDACTED] she pulled into the parking lot of the police department as she was being followed by Commander Sanchez. [REDACTED] states she confronted the Commander and asked why he was following her and asked him to stop because it was "scaring" her. This investigation could not confirm this incident took place.

The second time, [REDACTED] claims that in early February 2020, she had an appointment in Windsor and stated that the Commander followed her all the way up CR17 to the intersection of Cross Roads Blvd in

Windsor. This route is approximately 7.7 miles, with most of the route being outside of the Town of Johnstown jurisdiction. [REDACTED] states that she continued north on CR 17 and the Commander turned westbound on Cross Roads Blvd. [REDACTED] stated she continued to her appointment but that it was this incident that made her "very angry." She stated that later that same day, she decided to drive to the police department to contact me and complain about the "constant following and surveillance." [REDACTED] stated that when she pulled into the police department the "Commander was out the front door before she even got out of the car." (This statement was corroborated by Meagan Moore who stated in her interview that when [REDACTED] pulled into the police department, the Commander "ran" out the door. Moore stated she has never seen the Commander move so fast, before, or since this incident.)

[REDACTED] states that when she saw the Commander, she told him she refused to speak or be alone with him. The Commander then asked Sergeant Dickerson to come out with him while meeting with [REDACTED]

(This statement was verified through interviews with Moore, Adair, Dickerson and in the interview with Commander Sanchez.) [REDACTED] asked Sergeant Dickerson, in the presence of Command Sanchez, if she was being investigated? And why she was followed to Windsor? [REDACTED] said when she made these statements, the Commander seemed "Nonchalant."

In the interview with Sergeant Dickerson, he stated that [REDACTED] asked him "am I party to an investigation?" Dickerson said he told her "Not that I know of" to which [REDACTED] responded "then why am I being followed everywhere by Johnstown PD?" Dickerson asked [REDACTED] "who is following you?" and he states [REDACTED] pointed at the Commander. [REDACTED] followed up that statement with "I see him parked everywhere and that her kids have seen... (Dickerson said he can't remember if she said the Commander or the PD) always driving by her house." Dickerson said she also made mention of the Commander following her up to the area of CR 17 and Hwy 34 and that she said the following and the sightings were quite frequent. Sergeant Dickerson stated that the Commander said he goes up there to go to the north sub, Dickerson said "I don't remember word for word...there was rebuttal from the commander to deny the claims." In statements given by Moore and Dickerson, [REDACTED] was described as "very upset" and "clearly aggravated." Dickerson said the incident ended with [REDACTED] saying, "I want it to stop, I've moved on," and that those comments were directed at the Commander. Dickerson said she then walked back to her car and that He and the Commander walked back inside.

Commander Sanchez acknowledges that this meeting did occur. According to Sanchez, [REDACTED] asked "if we were investigating a crime in her neighborhood?" The Commander said "we told her no, and then we asked why? These questions were asked by Sergeant Dickerson (see Dickerson interview). According to Sanchez, [REDACTED] says "because I see Johnstown Police cars on her street all the time." [REDACTED] was asked in her interview if she ever sees marked Johnstown Police cars on her street, she responded "Rarely, very rarely, I mean, very rarely." Sanchez said that [REDACTED] also stated that she felt like she was being followed and that's when Dickerson asked "By who?" [REDACTED] pointed at him. Sanchez said he responded by saying "No, I'm not following you," and that was the end of the conversation. Sanchez stated that [REDACTED] then said "I'm going to apologize this must be a misunderstanding on my part," and then she left. (this "apology," did not happen according to statements received from Dickerson and [REDACTED])

In his interview, Sanchez admits that "he was coming up north and that she was probably 2 cars ahead of him. Sanchez also admits that he drove all the way up to Crossroads Blvd because there was a tanker accident on I25 and that traffic was backed up west bound on Hwy 34. He claims he went up to

Crossroads but did not “know where she went” after they Crossed highway 34. Commander Sanchez also stated during his interview that he drives past [REDACTED] [REDACTED] house “A couple times a week.” These statements by Sanchez, Moore, Dickerson and Adair give credibility to the complainant.

Commander Sanchez did not notify the Chief of Police about these allegations. Johnstown police department policy and procedures 318.9.2 Supervisor responsibilities, subsection (b.) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.

Sanchez was asked “When she brought these allegations in, did you report them to the Chief’s office? Sanchez replied “No.” Later in this interview, after discussing the third incident that [REDACTED] reported being followed to a member of the department, in this case, Lt. Oglesby, Commander Sanchez was again asked if he reported these allegations of misconduct to the chief of police? This is an excerpt of that interview:

Q: Did you notify the chief of these allegations?

A: No

Q: Because the way that Oglesby described it to me, it was not a complaint, if it was going to be a complaint, [REDACTED] [REDACTED] has been around law enforcement for 9, 10 years, she knows that a complaint goes to you, she knows I report directly to you, I thought if it was going to be a complaint she would go sit down and talk to you and ask for a form, and have a conversation with you, not with a subordinate...I didn’t answer your question, I didn’t view it as a formal complaint.

Q: Are you aware of the department’s policy about complaints coming in either verbal, written...

A: Yes

Q: Are you aware that it says in the policy clearly that the shift supervisor and the chief of police shall be notified?

A: if it’s a complaint correct, yes

Q: And complaint can be verbal?

A: Yes

Commander Sanchez also attempted to hinder this information from the chief of police by directing a subordinate to violate a policy or directive, and to promptly and fully report any known misconduct. This is evidenced by Sergeant Dickerson’s interview on August 31, 2021 when Dickerson stated that after speaking with [REDACTED] the commander stated to him “Since it’s not a complaint we don’t need to go any further with this, we don’t need to talk to anyone about this.” And again, in Lt. Oglesby’s interview when he stated that after he called the Commander, the Commander called him back and asked “Who was at the north sub when she came in?” the Lieutenant replied, “Lori and Garcia.” The commander then asked “Was Slocum there?” and the lieutenant replied, “No.” The commander then stated “Good, because I don’t want Slocum to get that back to the chief.” The Commander was asked about this in his interview, please review the following excerpt:

Q: After the lieutenant notified you of [REDACTED] complaint, did you call him back later that evening?

A: I am not sure

Q: Did you ask the Lieutenant "Who was at the north sub when she came in?"

A: Yes, yes

Q: Why would you ask that?

A: Um I was wondering if Doug Slocum was here

Q: Why?

A: Because Doug Slocum would do anything he possibly can to bury me, he's already tried doing that to me in the past and I figured that he's going to go to the Lieutenant and find out why she was here and try to bury me, I, I, I... because of Doug Slocum

Q: Did you make the statement to the lieutenant when he responded "it was only Lori and Garcia" "Good, because I don't want Slocum to get this back to the chief?"

Q: Yes

A: Were you attempting to conceal this allegation from the chief?

A: Absolutely not...because at the point and time chief, I still viewed it as not a formal complaint, a formal complaint to me would be her going to you, she knows who I report to...

The following policies pertain to source of complaints, acceptance and supervisor responsibilities in accepting complaints:

318.9.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

- b. Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.
- c. Directing a subordinate to violate a policy or directive, acquiesce to such a violation, or are indifferent to any such violation by a subordinate.
- d. The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.

1008.3.2 SOURCES OF COMPLAINTS

1. The following applies to the source of complaints:

- a. Individuals from the public may make complaints in any form, including in writing, by email, in person or by telephone.

- b. Any department member becoming aware of alleged misconduct shall immediately notify a supervisor.
- c. Supervisors shall initiate a complaint based upon observed misconduct or receipt from any source alleging misconduct that, if true, could result in disciplinary action.
- d. Anonymous and third-party complaints should be accepted and investigated to the extent that sufficient information is provided.
- e. Tort claims and lawsuits may generate a personnel complaint.

1008.4.2 ACCEPTANCE

1. All complaints will be courteously accepted by any department member and promptly given to the appropriate supervisor. Although written complaints are preferred, a complaint may also be filed orally, either in person or by telephone. Such complaints will be directed to a supervisor. If a supervisor is not immediately available to take an oral complaint, the receiving member shall obtain contact information sufficient for the supervisor to contact the complainant. The supervisor, upon contact with the complainant, shall complete and submit a complaint form as appropriate.

Although not required, complainants should be encouraged to file complaints in person so that proper identification, signatures, photographs or physical evidence may be obtained as necessary.

1008.5.1 SUPERVISOR RESPONSIBILITIES

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

The responsibilities of supervisors include, but are not limited to:

- a. Ensuring that upon receiving or initiating any formal complaint, a complaint form is completed.
 - 1. In circumstances where the integrity of the investigation could be jeopardized by reducing the complaint to writing or where the confidentiality of a complainant is at issue, a supervisor shall orally report the matter to the member's Bureau Commander or the Chief of Police, who will initiate appropriate action.

On April 17, 2020, Commander Sanchez received a written reprimand for Failure to notify chain of command (Exhibit 28). Commander Sanchez was directed in this letter of reprimand "that I be notified of important operational issues," or, "after any situation or incident that would obviously dictate notification."

Commander Sanchez failed to notify the chief of police of misconduct allegations verbally lodged by [REDACTED] in this incident on at least 2 separate occasions. These were allegations that obviously dictates reporting by both policy and common sense. Sergeant Dickerson was asked after hearing these allegations if he felt this is something that should be reported to the chief of police? Dickerson said that

it would, and that he thought the Commander would have reported it. It is my finding that Commander Sanchez violated the above listed policies. This allegation is sustained.

The third time ██████ attempted to report misconduct by the Commander happened on June 11, 2020. ██████ states that she was on her way to training in Loveland that morning. She stated she was north bound on CR17 south of the McDonalds. She states she passed Commander Sanchez who was southbound on CR17. ██████ states that Commander Sanchez turned around in the street and followed her all the way-out Highway 60, then continued to follow her north on I25 to the Highway 34 exit. ██████ said that she normally gets off at the Windsor Exit to go to work, but on that particular day, she was going to training in Loveland and she thinks that Commander wasn't "prepared" for her to turn off on the highway 34 exit. ██████ said she exited the interstate then pulled off the side of the road, forcing the Commander to pass her. She said he turned east on highway 34, so she turned west.

██████ was asked if the Commander ever followed her to work before, or on the interstate. ██████ responded in her interview "he followed me one other time on the highway, and a few times he would, um, like follow me and get on the frontage road so that we were sort of parallel."

Commander Sanchez was asked about this incident during his interview. Commander Sanchez was asked if he has ever followed ██████ ██████. The Commander stated he "In a year and a half, to my knowledge, I have been behind her 2 times." He continued by stating, "The first time was, I don't know how long ago it was but it was the day there was a tanker accident on I25, it was a Friday, and I 25 was shut down for 6 to 8 hours, and I was coming up north and she was probably 2 cars in front of me, the second time was the day that she talked to the lieutenant, I noticed that she was in front of me on highway 60, she turned on to either Estes or Freemont, I don't know which one, I kept going straight, I get to the 7-11, I look in my rearview mirror and she's behind me, I go all the way out to I25 and turn north, she follows me up I25 and blows past me, those are the 2 times I know I was behind her in the year and a half that's she been gone."

It should be noted that the only two times that Commander Sanchez admits to "following" ██████ are on the two occasions he knew she reported these activities to employees of the department.

Later in the interview with Sanchez, he was asked about being contacted by the Lieutenant concerning ██████ complaint. Sanchez stated that the Lieutenant told him that ██████ thought he was following her, Sanchez stated that "it was that day, that Friday where she turned onto Estes or Freemont and I went straight, I didn't tell him all of that," Sanchez, when confronted with ██████ complaint by the lieutenant, did not dispute the allegation, nor did he tell the Lieutenant what he told me during the interview that ██████ "Followed him." Oglesby stated in his interview "the Commander's response was "Really? I didn't mean to make her feel that way, I'll make myself less visible." Oglesby stated he knew then that there might be something to this complaint because that was not the response he expected from the Commander when confronted with this type of allegation.

██████ reported in both known confrontations that the Commander was following her. ██████ claims the Commander has followed her at least 20 times in the last year and a half, and has reported this activity to friends and co-workers over this time frame. (See statements by Christina Adair, Officer Baily Kehr, Lt.

Stewart, Corporal Gammon, Troy Miller). In a statement by Officer Kehr, she states she was working "awhile back" she was on duty and [REDACTED] called her upset. She said [REDACTED] told her that she had just passed the Commander and when she did, the commander turned on his emergency lights and did a U-turn behind her. [REDACTED] pulled over and the Commander drove on past her, still with his lights on, and then turned off on another road. Kehr stated she checked her computer and there were not any calls for service either pending or in progress. Kehr stated that incident "really freaked her out" referring to [REDACTED]

[REDACTED] stated that the Commander parks on the side of the road, either in front of the police department or on the side road (CR 46.5), and this occurs almost every day on her way to work and again on her way home. It is common knowledge that Commander Sanchez parks either in front of the police department or near the intersection of CR 46.5 and CR 17, in the early morning hours around 7am, this is a daily occurrence that I have witnessed myself. Commander Sanchez worked the hours of 8am to 5pm until shortly after returning from his position as interim chief of police for the Town of Severance. This was just after [REDACTED] [REDACTED] resigned her position with the Johnstown Police Department. After returning to his position of Commander at JPD, he changed his work hours to 7am to 4pm. The Commander and I would meet every morning at 8am for coffee and to discuss events pertaining to departmental operations. After the Commander changed his hours, he stopped meeting in the morning and would either park in front of the police department, or one block south of the department every morning. On the mornings that Sergeant Dickerson would work, the commander would contact Sergeant Dickerson and ask "Coffee 8:30." Sergeant Dickerson stated he would see the commander heading south towards Pioneer Ridge and that the Commander would say "I'll meet you after I go down and check on my mother." Commander Sanchez's mother does not live in Pioneer Ridge.

[REDACTED] says that she will see the commander at 7am when driving by to take her kids to school routinely, and again when she leaves later in the morning to go to work, and will see him again at 8:15 at night when she is coming home from work. [REDACTED] stated this scared her to the point that she started driving back roads to get to work to avoid having to pass Commander Sanchez (in his statement, Corporal Gammon said he knew [REDACTED] had to change her route to come to work so she could avoid the commander.)

The commander admits to working after his normal scheduled hours "on Fridays and Saturdays." In his interview he was asked about working late and if he handles calls for service? He responded " yes, yes, I've done that quite frequently, especially on Friday and Saturday nights, depending on which sergeant is on duty because I feel like there are times when some of the sergeants aren't getting things done and it is important to see me out on the road so I'll be in uniform and I'll come out and I'll drive for a while, I did that quite a bit up here when we were having those issues with those vehicles that were speeding I've done it again when we were having break-ins into vehicles so yes I've done that quite often."

He was asked which Sergeant he normally see on Friday and Saturday nights? He responded "It would be Williams...and I always call and check in with that sergeant." He was also asked if he would routinely find himself in the area of Pioneer ridge on Fridays between 8 and 10 pm? He responded "No."

Sergeant Williams stated in his interview that it wasn't uncommon for the Commander to come in on Fridays. Sometimes he would call Sergeant Williams and ask what was going on, sometimes he wouldn't

call at all. He would come in from 7pm to 10pm frequently. Williams said you'd never see him on calls, you would see him parked around the PD and "do whatever he was doing from there." Williams said the Commander routinely sat in front of the PD, and that he had citizens come up and ask him about it. Williams stated he never saw the Commander on any night but Fridays.

Officer Bailey Kehr in her interview stated that [REDACTED] told her that the Commander would wait for her to drive home from work at night. Kehr stated she started driving the "route" and would sit at the bottom of the hill of Pioneer ridge at night. She stated she would see the Commander "driving up the hill to pioneer ridge." Kehr stated she saw this multiple times, almost every weekend. Kehr stated before all this started happening, she never saw the Commander at night. Kehr said after [REDACTED] left JPD, she started seeing the Commander at night, between the hours of 8pm and 10pm, always either parked in front of the PD or driving up or to or around in Pioneer ridge. She stated the Commander never went on calls for service and she never saw him anywhere else at night. She said on at least one occasion she has seen the Commander on [REDACTED] in the evening hours.

Lieutenant Oglesby contacted Weld County Dispatch and requested all calls for service for the time frames of January 1, 2020 and July 2, 2021 that the commander was listed as either the primary officer or responding officer. These print outs are attached for review and listed as Exhibit 34 and 35. Exhibit 34- Spillman "RLOG" responsible officer- for Commander Sanchez for date range 01/01/2020 to 07/02/2021 showing a total of 16 calls that Commander Sanchez was the primary officer assigned to the call. The commander responded to a total of 16 total calls, none of those calls occurred after 3:57pm. Exhibit 35- Spillman "ROLG" – responding officer- for Commander Sanchez for the date range 01/01/2020 to 07/02/2021 showing 36 total calls Commander Sanchez responded to, none of those calls occurred after 3:57pm.

Another allegation made by [REDACTED] is that the Commander will routinely drive by her house. The commander was asked during his interview if he drove by [REDACTED] house and if so, how often? The commander replied "Yes I have driven pass there a couple times a week." Exhibit 30 shows the GPS data recovered from Commander Sanchez's lap top computer. This data was all that could be recovered for the past 180 days requested, due to Commander Sanchez turning off his GPS on his laptop. The only recoverable data was from December 28, 2020 to February 9, 2021. A total of 17 different days were captured. The GPS shows the commander passing by [REDACTED] house nine (9) times during this period six (6) of those times were in the 8 and 9am time frame, once at 11am and twice at 12:18 and 12:35pm. It should be noted that the GPS positions for the Commander shows him always in either the area of Pioneer Ridge subdivision, the area of the police department, or on one occasion, just west of downtown in the area of highway 60.

The GPS data for the commander's cellphone was also collected (Exhibit 31). We were only able to recover data for after 23 June 2021 (Wednesday)-Data becomes inconsistent before 23 June 2021. I have highlighted the dates and times the Commander drove by [REDACTED] residence. It should be noted that this activity occurred AFTER [REDACTED] made the complaint to Lieutenant Oglesby. It should also be noted that during his interview the Commander was asked if he drove by [REDACTED] house after she spoke with the lieutenant, he responded "I wouldn't be surprised if it were once or twice, but, and it would be during the day time hours...because I know that she's gone all day long at work." He was also asked if he drove by [REDACTED] house after she made the complaint on June 11th on either of his days off, to which he replied "No."

24 June 2021 (Thursday)-

9:57:48 AM- Drives on [REDACTED], stops on [REDACTED] and Muscovy approximately seven houses to the north of [REDACTED] and turns around.

11:09:46 AM- Drives on [REDACTED] and turns onto Bittern Dr, approximately three houses to the North of [REDACTED]

2:09:49 PM- Drives past [REDACTED] house.

25 June 2021 (Friday)-

11:30:48 AM- Drives on [REDACTED], stops approximately six houses to the south of hers and turns around.

2:48:48 PM- Drives by her house.

8:00:00 PM- Hanging out in front of PD and along CR 17.

26 June 2021 (Saturday)- Data is sporadic and he spends most of the day at his residence, but does appear to drive by [REDACTED] house once at 8:02:36 PM and another time at 10:07:46 AM, when he flips a U-turn just south of her house on [REDACTED] and Pochard Ct Area.

27 June 2021 (Sunday)- Inconsistent Data. Mostly at his residence, His mother's residence but does appear to be in the area of [REDACTED] house around 10:36:29 AM, 6 houses to the north, possibly turns on Bittern Dr.

28 June 2021 (Monday)-

6:55:26 AM- Drives by her house.

8:27:05 AM- Turns onto [REDACTED] from Saxony then turns around approximately ten houses to the north of [REDACTED]

2:15:31 PM- Travels on [REDACTED] and turns around approximately six houses to the south of [REDACTED]

29 June 2021 (Tuesday)-

12:29:49 PM- Drives three houses south of [REDACTED] and turns onto Bittern Ln. Comes back around on Muscovy Lane back out to [REDACTED] which is seven houses to the south.

30 June 2021 (Wednesday)-

3:21:34 PM- Drives by [REDACTED] House.

7:41:41 AM- CR 17 and Centennial Dr

8:26:25 AM- Parish Ave and Police Department

9:01:30 AM- Area of Post Office and Park

1 July 2021 (Thursday)-

11:47:36 AM- Drives by [REDACTED] house.

2:12:40 PM- Drives 3 houses south of her house and turns on Bittern Ln. GPS Data for [REDACTED] Rd-

The following is a report of the data set for Friday, June 11, 2021. This is the date that [REDACTED] states the commander followed her to Loveland. I have highlighted the data points that would confirm this allegation:

11 June 2021- (Friday)- Data on this date is sporadic but the following data points were captured.

6:50:34 AM- Front Johnstown Police Department parking lot

7:09:42 AM- Cinnamon Teal Ave and Plover Way in Pioneer Ridge

7:41:41 AM- CR17 and Centennial Dr.

8:26:25 AM- Parish Ave and Police Department

9:01:30 AM- Area of Post Office and Park

10:00:24 AM- Ronald Reagan Blvd area of the North Sub Station

12:02:34 PM- Commander Sanchez's house

12:30:34 PM- Area of the Police Department

2:14:33 PM- Area of the Police Department
3:03:59 PM- Area of 3654 Holmes Ln. Johnstown
3:45:37 PM- Commander Sanchez's house
4:51:10 PM- Commander Sanchez's house
5:05:23 PM- Castle Pines Ave between Settler Way and Centennial Dr
5:59:46 PM- Commander Sanchez's house
7:15:46 PM- Area of Shell Station/Taco Bell- 50 Telep Ave
7:26:46 PM- Area of front Police Department parking lot
8:21:08 PM- Commander Sanchez's house
9:12:32 PM- Oakridge Dr/Pleasant Oak Dr.- Fort Collins CO.
10:37:24 PM- Commander Sanchez's house

This activity was also witnessed on two separate occasions by civilian witness, Troy Miller. In his statement, Miller says on August 31, 2020, he was at [REDACTED] house to help repair a broken sprinkler. Miller said when he got to her house, he was sitting in his truck and he texted [REDACTED] to tell her "I'm here." He said while he was sitting in his truck, he said he saw, driving from the north to the south, Aarons white SUV. Miller said "that's kind of uncanny, that's what [REDACTED] was talking about, so I'm still sitting there, kind of watching and he drives past her house, gets up the road a way makes a u-tun and drives by again."

Miller states when he left [REDACTED] house that day to go back to work, that he pulled out a couple minutes behind [REDACTED] father, who was also at the house. Both Miller and [REDACTED] father then drove north bound on CR17. Miller said that they were driving up the main road (CR17) and her dad was several car lengths ahead of him. Miller said, "as we were driving up the road, commander Sanchez is parked on the side of the road again, as he has in the past, her dad passes him, I don't think he has any clue what's going on, but of course I did, and Aaron pulls out and starts following her dad, and follows him all the way to town- of course I'm behind him, we get to town at the main intersection there, Aaron starts to go through the intersection following the dad, kind of stutter steps in the intersection, I turn to go towards the interstate, he goes through the intersection, makes a U-turn and now he's following me, he follows me out of town and makes a turn right when we get out of town."

Miller said on April 3rd of this year, Miller said he offered to assist [REDACTED] at her residence with a flat tire, and got to her house at "11:30, maybe noon." Miller said he was in the driveway "and sure enough, here comes Aaron driving by in his white SUV." Miller said the weird thing for him, this was the second time he had seen this, and it was kind of freaking him out. Miller said "I don't know if he was just constantly driving through her neighborhood, but the first thing that came to his head was there was a tracker, how does he know she's there, how does he know she's at her place?"

In his interview, Commander Sanchez confirms this event:

Q: Have you ever asked Christina if [REDACTED] was dating one of her married co-workers? And if so, why?

A: Yes, um, just to see if she knew anything...yeah

Q: If Christiana knew anything?

A If Christina knew if she was dating anyone from over there

Q: Why would you have that information?

A: um, I don't know how long ago this was but, I drove past her house, this was, um I don't know when it was, and I saw a task force member over there with his personal vehicle, outside her vehicle, changing a tire

Commander Sanchez attempts to justify driving by [REDACTED] house "Twice a week" by stating that area is a high crime area:

Q: Have you ever driven by [REDACTED] House? And if so, how often?

A: Yes, I have driven pass there um a couple times a week

Q: A couple times a week?

A: Yeah

Q: Is that a high crime area?

A: No...ah, ah, Muscovy is a high crime area, more calls for service happen on Muscovy than any other street, I circle Muscovy and come out on [REDACTED].

Q: What types of crimes are being committed on Muscovy?

A: we've had a gambit of everything from DV's to runaway kids to drugs to DV's

The following is all reports generated for Muscovy retrieved from the departments eForce RMS system for the date ranges of January 1, 2020 and July 2, 2021:

04/16/2020- Family Disturbance at 121 Muscovy Lane. 14-year-old kid going out of control in his room. No charges. JP20-0416

4/22/2021- Dog at Large. Family at 139 Muscovy Lane found a dog. Officer Grounds took the dog to Larimer County Humane Society. JP21-0551

07/26/2020- Stolen Vehicle (Civil) at 122 Muscovy Lane. Mother gave son permission to borrow her car but wanted it back. Officers contacted son and vehicle was returned. JP20-0843

08/30/2020- Verbal argument at 145 Muscovy Ln between husband and wife. Verbal only, no crime occurred.

We also searched the Spillman Computer Aided Dispatch (CAD) file for all "Spillman Calls or Officer Initiated Calls in the 100-300 blk of Muscovy From 01/01/2020-07/02/2021 that were cleared with no reports.

02/20/2020- Parking Enforcement, Officer initiated (Ward)- 20JP01487

03/09/2020- Check Well Being, 160 Muscovy Ln, Officer initiated (Rashid)- 20JP02067 and an Officer Follow-up at same address 20JP02073.

03/30/2020- Officer Follow-up, 145 Muscovy Ln. 20JP02590- Officer Kelley follow-up over the phone reference a damaged trash can.

04/07/2020- Meet- 103 Muscovy Ln. 20JP02734- RP wanted to know if license plates on police cars are required to say government on them. Officer Kelley took call over the phone.

IA 2021-003

04/08/2020- Parking Complaint, 121 Muscovy Ln 20JP02756- Grey sedan broke down in the road with bad tags.

05/06/2020- Medical Call, 223 Muscovy Ln- No officer response

05/14/2020- Meet, 223 Muscovy Ln- 20JP03613- Reverse 911 misdial by dispatch.

05/28/2020- Meet, 181 Muscovy Ln-20JP04027- Verbal argument handled over the phone.

05/28/2020- Harassment, 190 Muscovy Ln- 20JP04045- Kids from 187 are always on RP'S property. All parties spoken to, no crime.

06/01/2020- Meet, 103 Muscovy Ln-20JP04155- RP had questions about fencing and zoning. No crime.

06/05/2020- Unwanted Person, 122 Muscovy Ln-20JP04347-RP didn't want his brother at the house anymore. Mother over-ruled both parties. No crime.

6/06/2020- Loud Music, 122 Muscovy Ln—20JP04382- Loud music coming from back yard. Found out it was the roofers roofing the home. They turned the music off.

06/18/2020-Barking Dog, 140 Muscovy Ln-20JP04838- Dogs barking intermittently at the residence. Business card left on door.

07/04/2020- Animal Complaint, 200 Blk Muscovy-20JP05359- Stray, sick cat in the area.

07/04/2020- Fireworks Complaint, 130 Muscovy Ln- 20JP05378- 4th of July Fireworks

07/07/2020- Animal Complaint, 122 Muscovy Ln-20JP05498- 2 dogs locked in a truck for 30 minutes with the windows barely cracked.

07/27/2020- Officer Follow-up, 122 Muscovy Ln.-20JP06113- Officer Initiated (Dudley) follow-up for one of his cases.

08/18/2020- Meet, 122 Muscovy Ln-20JP06746- Civil standby

09/23/2020- Meet, 116 Muscovy Ln-20JP07905- RP concerned about a female who is trying to buy some items he had for sale. Keeps changing on how she wants to pay.

09/24/2020- Harassment, 116 Muscovy Ln-20JP07939- Verbal phone harassment. No charges.

10/29/2020-Check Well Being, 122 Muscovy Ln-20JP09014- Son released from mental hospital and father wanted him checked on at home. Son found safe at grandmother's home in Berthoud.

12/11/2020- Traffic Stop, 200 Blk Muscovy Ln-20JP10046- Officer Blackburn conducted a traffic stop. Released with warning.

12/11/2020- Meet, 222 Muscovy Ln- 20JP10052- RP observed Blackburn on the traffic stop and wanted to know what was going on.

12/16/2020- Cold Theft, 241 Muscovy Ln-20JP10217- Unemployment scam

12/30/2020- Animal Complaint, 238 Muscovy Ln- 20JP10516- Barking Dog

02/06/2021- Suspicious Person, 190 Muscovy Ln-21JP01102- Coded as suspicious person but was actually a fire alarm going off.

04/29/2021-Meet,181 Muscovy Ln-21JP04570- RP'S partner wouldn't give him his mail. Wanted to speak with an officer.

05/29/2021- Officer Follow-up, 181 Muscovy Ln-21JP04573- Follow-up from the other-side of the above call.

05/30/2021- Officer Follow-up, 181 Muscovy Ln-21JP04584- RP's EX threatening to file a restraining order. Wanted to speak with an officer.

07/02/2021- Meet, 103 Muscovy Ln-21JP05689-Questions reference fireworks laws.

█████ stated that the Commander would park in front of her house or on her street. █████ said her daughters see him all of the time. █████ said on one occasion her daughter called her while she was at work and said "when she opened the door and she said she saw him parked." █████ said this made her angry and she called Commander Sanchez to see if there was something wrong and if there was a reason he was parked in front of her house. She said the commander responded "nothing's wrong and then he said he saw █████ and it was a coincidence that he happened to be driving by." The Commander was asked:

Q: Have you ever parked Infront of █████ █████ House?

A: No

Officer Kehr stated in her interview that █████ told her that █████ daughter called █████ and said the Commander was parked out in front of her house.

After reviewing the information received from the complainant, witnesses, cell phone GPS data, Laptop GPS data and from the Commander himself, it is my finding that Commander Sanchez violated the following policies:

318.11.3 ETHICS

b. The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

318.11.6 CONDUCT

- c. Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.
- h. Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.
- m. Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

318.3 CONDUCT THAT MAY RESULT IN DISCIPLINE

- a. Failure to abide by the standards of ethical conduct for employees, including fraud in securing appointment or hire.
- b. Activity that is incompatible with an employee's conditions of employment as established by law or that violates a provision of any agreement or contract.
- c. Violation of any rule, order, requirement or the failure to follow instructions contained in Department or Town manuals.
- d. Willful disobedience to any legal order properly issued by any superior officer of the Department.
- m. Any act on- or off-duty which brings discredit to the Department.

Commander Sanchez was asked about the limited amount of GPS data recovered from his vehicle laptop, the following is an excerpt from the interview:

Q: Have you ever asked the lieutenant how to shut the GPS on your laptop?

A: Yes

Q: Why?

A: If the officers and the sergeants know that I'm out and about, they're out doing what they are supposed to be doing, if I turn it off and watch it from my desk or from my car, those guys will be paralleled out by Johnsons Corner, or somewhere else in town for an hour if not more, sometimes ill have 3 cars in one spot for an hour and a half to the point where, not to long ago, my own mom drives up I25, calls me and said hey why do you have three cars out at Johnsons Corner for an hour and a half, so if I turn it off, they cant see me sneaking up on them.

Q: Have you ever notified the supervisor of the officers that were doing that and document and give them counseling on how to make sure their officers aren't...

A: Verbal

Q: And which sergeant?

A: Dickerson, mainly Dickerson's side, its mainly Dickerson's side that all hang out together, those 3 guys go to all calls together, they hang out at Johnsons corner, up at the hotels up north together, for hours they're together so it's all Dickerson

Q: So, after you had that verbal counseling session with Dickerson did you document it in any way?

A: No

Q: Did you see it continue, that type of activity after you had the counseling with sergeant Dickerson?

A: Uuummm, not for a while, so when I tell Dickerson something, he'll stay on top of it for a period of time, then it reverts back, there are other um, um, Bailey and Dudley were another one who will stay out at Johnson's Corner parallel for a long time, so it goes on quite a bit...

Q: Did you ever talk to the Lieutenant about this?

A: Yeah... I think when I asked him how to turn it off, I told him why

Q: No, I mean did you ever talk to the lieutenant about that you have done verbal counselling with the sergeants and it continues

A: Yes

Q: And it continued

A: Yes

Q: was there any documentation, any written reprimands, any type of discipline handed out, any documentation that those counselling sessions had occurred?

A: Um, I don't know if Oglesby did it or not

A search of supervisory discipline record in the department "Dropbox" showed no documentation that Sergeant Dickerson or any other supervisor was counseled or disciplined for officers' poor performance by "parking for an hour and a half." I also question why a supervisor would turn off his GPS to "sneak up on them," when by that supervisor's own statement that "if the officers and sergeants know I'm out and about, they are doing what they are supposed to be doing."

On August 31, a follow up interview was conducted with Sergeant Dickerson. Sgt Dickerson was asked if he had ever received counseling from the Commander for his officers' "paralleling" for an hour and a half. Dickerson stated the commander told him one day that a "family" member was driving by Johnson's Corner and saw two officers "paralleling." Dickerson stated it wasn't a formal session and that it was more as he "was passing by." Dickerson said the only other time Commander Sanchez said anything to him about his officers "paralleling" was one time the commander called him and said "your guys are parked next to each other at the church."

Based on the evidence presented through GPS records that show Commander Sanchez driving by the [REDACTED] residence multiple times, including on his days off, AFTER [REDACTED] made her complaint to Lt. Oglesby and the Commander was notified of this complaint, I find that Command Sanchez violated the following policies:

1008.5.1 SUPERVISOR RESPONSIBILITIES

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

And;

703.4.6 VEHICLE LOCATION SYSTEM

Patrol and other vehicles, at the discretion of the Chief of Police, may be equipped with a system designed to track the vehicle's location. While the system may provide vehicle location and other information, members are not relieved of their responsibility to use required communication practices to report their location and status.

Members shall not make any unauthorized modifications to the system. At the start of each shift, members shall verify that the system is on and report any malfunctions to their supervisor.

If the member finds that the system is not functioning properly at any time during the shift, he/she should exchange the vehicle for one with a working system, if available.

Through his actions, Commander Sanchez adversely affected his relationship with members of this department, with members of the public, and with neighboring law enforcement agencies. Statements made by internal members that reflect this statement were compelling. In her statement, Officer Kehr stated that after being confronted by the Commander about an incident involving [REDACTED] Kehr stated "she wondered why the Commander was involving her in this." Kehr stated she told the Commander "I don't feel comfortable knowing this stuff." Kehr stated the Commander got upset. Kehr stated that after that interaction, the Commander would not speak to her for over a year. Kehr stated she would see him and say "Hi" and the Commander would just ignore her.

Evidence Technician Christina Adair, said she felt "uncomfortable" every time the Commander brought [REDACTED] up. She said she felt uncomfortable because she felt her work performance was being compared to [REDACTED] but after having coffee with [REDACTED] in October and hearing what was going on, she felt a completely different kind of uncomfortable.

Lieutenant Oglesby stated when the complaint first came to his attention and after speaking with Adair and the Commander that he became concerned and that he knew "there was something going on here."

In interviews with Lt. Ian Stewart, who runs the Larimer County Drug Task force, along with Corporal Gammon who works for Fort Collins PD and Troy Miller, who is an employee of the Loveland Police Department, it is clear that the relationship between those agencies and the Johnstown Police Department were strained due to the actions of Commander Sanchez. In his interview with me, Lt. Stewart stated that the Commander made it really clear that he was disappointed in Corporal Gammons leadership over that unit, and over the next six months, it became "very clear to me that Commander Sanchez did not care for Corporal Gammon" Stewart stated it got so bad they literally put on a new analyst, and new FTE, specifically just to try to keep the relationship with Johnstown PD. Stewart stated "I assigned that guy to do nothing but communicate directly with Commander Sanchez." It is believed that this "dislike" for Corporal Gammon was due to the Commander seeing him at [REDACTED] residence and believing there to be an "inappropriate" relationship between the two.

His actions also caused concerns with members of the public as indicated by statements from Sergeant Williams and Officer Kehr. Williams said that when the Commander started parking in front of the police department on Friday nights, that he "that he had citizens come up and ask him about it." Kehr echoed this statement in her interview when she described being flagged down by a man walking his dog in [REDACTED] neighborhood. The man asked Kehr, "if something was going on? He stated he kept seeing the white unmarked Tahoe driving up and down his street on his doorbell camera."

Because of the forementioned statements, it is my finding that Commander Sanchez violated the following policies:

318.3 CONDUCT THAT MAY RESULT IN DISCIPLINE

m. Any act on- or off-duty which brings discredit to the Department.

318.11.6 CONDUCT.

m. Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

During this investigation an analysis of the Commanders use of departmental search software, titled "Lumen," it was discovered that the Commander made several unauthorized searches utilizing this tool. Exhibit 05 shows a print out of Commander Sanchez's search history. This data was received by Lumen representatives and all original data received is saved on the external thumb drive included in this report (Exhibit 01). Sanchez was asked the following series of questions pertaining to his use of Lumen:

Q: When are employees allowed to access the Lumen search engine?

A: When working on a case

Q: When logging into Lumen, is there a warning about un authorized use of the search engine?

Have you ever used Lumen to search [REDACTED] [REDACTED]

A: I...used lumen, I don't know much about Lumen, I don't use it quite often, I don't use it a lot...Oglesby when we first got it told me get on there and start searching so you know how to use it, so I knew that she got a citation, from another department, like in November so I wanted to see that coincide, so yes

Q: it specifically says on the log in, that you are subject to civil and criminal penalties if you use it for any search other than an active criminal investigation, are you aware of that? You have to read it before you log in...

A: I don't read every time I log in though

Q: Have you ever used Lumen to search [REDACTED] [REDACTED]

A: Yes

Q: Why?

A: Because again, this goes back to me trying to learn Lumen, I knew [REDACTED] [REDACTED] was in our eforce

Q: So, you're saying when we had Lumen installed, you took a period of time...

A: Oglesby told, I think there might even, of hey, mess around with it, search people you know to see how it works

Q: Who is Lindsey Radcliffe?

A: Um, she is the assistant town manager with Severance

Q: Have you ever searched Lindsey Radcliffe in the Lumen system?

A: Yes

Q: Why?

A: Same thing

Q: Would there be several months in-between where you're still trying to learn Lumen?

A: Yeah, I don't log onto Lumen very often

Sanchez admits to searching [REDACTED] [REDACTED] [REDACTED] ([REDACTED] daughter) and Lindsey Radcliff. He states that these searches were conducted when the department first got Lumen and he was told by the lieutenant to "get on there and start searching so I know how to use it."

Exhibit 36 is a copy of the email January 9, 2020, to the entire department about the use of Lumen. In his email, the Lieutenant clearly states two warnings, 1. If you are going to read a report from another

agency, MAKE SURE YOU HAVE A NEED TO KNOW and it IS PART OF YOUR INVESTGATION. 2. Please read the Lumen user manual as soon as you get logged in.

The date of this email coincided with the date the department was given access to Lumen, January 9, 2020. Commander Sanchez first searched for [REDACTED] [REDACTED] April 1, 2021, a full 16 months after Lumen's implementation. He searched for [REDACTED] on January 27, 2021 and Lindsey Radcliff on January 27, 2021 also. Both of these searches were one (1) year after implementation. In all, Commander Sanchez conducted 114 searches from January 1, 2021 to May 13, 2021. Commander Sanchez in his own statement stated that [REDACTED] [REDACTED] was not part of a criminal investigation. It is also safe to assume neither was her juvenile daughter or the Assistant Town Manager of Severance Colorado. With the number of searches conducted a full year after implementation, the commanders excuse that he was not familiar and was trying to learn the system is not a truthful statement.

Exhibit 29 is an actual screen shot of the Lumen notice of restricted access information system. This notice states "This is a restricted information system. System usage may be monitored, recorded, and subject to audit. Unauthorized use of this system is prohibited and may be subject to criminal and/or civil penalties. Use of this system indicates consent to monitoring and recording.

I find that Commander Sanchez violated the following policy with his unauthorized use of the Lumen search engine:

319.5 PROHIBITED AND INAPPROPRIATE USE

Access to Department technology resources, including Internet access provided by, or through, the Department, shall be strictly limited to department-related business activities. Data stored on, or available through, Department systems shall only be accessed by authorized employees who are engaged in an active investigation, assisting in an active investigation or who otherwise have a legitimate law enforcement or Department business-related purpose to access such data. Any exceptions to this policy must be approved by a supervisor.

Lt. Oglesby did a comprehensive examination of Commander Sanchez's work desk top computer. The results of this examination were extensive and too much to list individually. The electronic version of these results is included in this file for review (Exhibit 01). The following is a summary of evidence found:

The Commander kept a file labeled "evidence" on his computer. This file was also located on his cell phone and his laptop.

The 'evidence' file had several sub folders. The first sub folder was titled "[REDACTED]." This folder contained the following, 21 pictures of [REDACTED] [REDACTED] 5 pictures of [REDACTED] daughter [REDACTED] and 9 pictures [REDACTED] daughter [REDACTED]

Next was a sub folder titled "emails." This folder contains 174 saved emails that are all work related and all emails were either sent to, or received from, [REDACTED] [REDACTED]

There was a sub folder titled "evidence hours." This folder contains 174 emails that are schedule related, vacations, time off requests etc. all emails were either sent to, or received from, [REDACTED] [REDACTED]

The sub folder titled "homework" is a file that contains 14 saved college papers written by [REDACTED]

The next sub folder is titled "[REDACTED] emails." This folder contains 6 emails, both to and from [REDACTED] and Commander Sanchez. [REDACTED] is [REDACTED] daughter.

The next sub folder is titled "Sent." This folder contains 198 work related emails saved that were "sent" to [REDACTED]

Items saved in "evidence" folder on desk top and not included in sub folders:

- Picture of 2018 department photo to include [REDACTED]
- 2018 [REDACTED] Evaluation
- Loveland PD personal reference form for [REDACTED]
- Picture titled "[REDACTED] award" picture of [REDACTED] and the Commander at awards dinner
- Picture titled "[REDACTED] scouts" this is a picture of [REDACTED] with a group of boy scouts
- "[REDACTED] emails" A list of 12 different email addresses for [REDACTED] and different [REDACTED] family members.
- "Bedroom" a saved downloaded picture of [REDACTED] bedroom from IRES MLS Colo property website.
- "Bedroom 2" a saved downloaded picture of [REDACTED] bedroom, from a different angle from IRES MLS Colo property website.
- "Image 1" saved photo of [REDACTED] with some boy scouts in evidence room.
- "Kitchen" a saved downloaded picture of [REDACTED] kitchen from IRES MLS Colo property website.
- "Kitchen 2" a saved downloaded picture of [REDACTED] kitchen, from a different angle from IRES MLS Colo property website.
- "[REDACTED] Pictures" A picture of [REDACTED] with boy scouts in lab.

In folder titled "photos found in recycle bin" were (pictures of [REDACTED] 3 of which included her daughters. 3 volley ball pictures to include [REDACTED] daughters, 3 pictures of [REDACTED] 1 email titled "[REDACTED] employment letter," 1 Microsoft word document titled "[REDACTED] national Night Out Letter and 1 emailed titled "Thank you" which contained an email addressed to me and Commander Sanchez from [REDACTED]

In a folder titled "Work desk PC" there are 45 pictures of [REDACTED] and [REDACTED]

This evidence folder was found saved on all three (3) devices examined by Lieutenant Oglesby.

During his interview, Commander Sanchez volunteered the information about the "evidence" folder. Sanchez was asked about telling Cristiana Adair to email [REDACTED] homework assignments on her computer in the evidence room before leaving employment:

Q: Did you become aware of homework [REDACTED] saved on the evidence computer?

A: Yes

Q: Why did you tell Christina to email that homework to you?

A: Because it looked like the time that I was in Severance, that [REDACTED] was working on her homework assignments almost the entire, there was probably 8 or so assignments she was probably working on back there, I had her send them to me so I could add them to a file that I have everything that she, that, everything about [REDACTED] [REDACTED]

Q: You have a file on [REDACTED] [REDACTED]

A: Yeah...I have a file on [REDACTED] [REDACTED] I have one on Lance Walker, Ben Cummings, Ken Balltrip...anyone who I felt like who left here on bad terms and could come back to bite me later I have a file folder with everything, everything with their name on it, whether it's a picture, whether its...

Q: Where do have that stored at?

A: um, the only one I have now is...is [REDACTED] the other ones were lost when we got the new computers

Later in his interview, the Commander was again asked about the folder titled "evidence" found on his devices;

Q: You have a file saved on all three devices labelled "Evidence" that contain hundreds of saved emails to and from [REDACTED] photos, and many other documents...

A: Yes

Q:...all related to [REDACTED] [REDACTED] what is the reason you saved all these materials on [REDACTED]

A: That was the same thing I was telling you earlier that I have that same thing for everybody who left here in bad standing, I had one of those for Walker, Ben and Balltrip, I was told that the when someone leaves, you compile everything because you never know when you're going to have to go back to those emails, back to those memos, back to any of that stuff 6 months...

Q: Who told you that?

A: Oh, a training that I took years ago

Q: To your knowledge, do you have any other file saved on any employee or ex-employee of the department of that nature now?

A: no, they were all on the old computers that we got rid of, it was Ben, Walker, and Balltrip

Sanchez states more than once that he kept a "file" on employees that left on bad terms. He mentions three names both times, Lance Walker, Ben Cummings and Ken Balltrip. All three of these officers left employment with the town and are listed as "not eligible for re-hire." [REDACTED] [REDACTED] left employment on good terms, and is eligible for rehire. I am not sure why the Commander decided to think she left on bad terms.

Sanchez states that the files he had on the other three employees were lost when the department got "new computers." The department got new computers in February of 2020, two (2) months after [REDACTED] left. It should also be noted that Ken Balltrip left employment with the department on 11/18/2019, only 3 days prior to [REDACTED] [REDACTED] resignation date of 11/21/2019.

Lieutenant Oglesby checked the time stamps for when the file labeled "evidence" was created on both the laptop computer and the desktop. The commander created the "evidence" file on [REDACTED] [REDACTED] on his desktop on July 28th, 2020, and on his laptop on August 26th, 2020, this was 8 to 9 months after [REDACTED] left employment. No other employee folders were found on any of the devices maintained by Commander Sanchez, only on [REDACTED] [REDACTED]

I had Lieutenant Oglesby check for any emails for Ken Balltrip. The commander stated he lost the folder he created for Balltrip. The commander obviously did not create a folder because we found Commander Sanchez had emails from Ken Balltrip, the first email that was located was dated September 10th, 2016 and was sent from Ken Balltrip's work email to Commander Sanchez's work email referencing Santa Cops. The newest email he had in his email was from 11/15/2019 and was from Ken Balltrip to the whole department. There were approximately 774 emails still on file in his email from Ken Balltrip. None of which were put into an "evidence" folder by Commander Sanchez.

I searched Commander Sanchez's department email and also found copies of emails from both Lance Walker and Ben Cummings, this is just a sample of multiple emails still on the Commanders desk top email, dating back as far as 2016. (Exhibit 37).

Between the three devices examined, 94 pictures of [REDACTED] [REDACTED] or [REDACTED] with her daughters, or pictures of [REDACTED] daughters were uncovered, the commander was asked about save photos of [REDACTED] during his interview:

Q: Do you have any saved photos of [REDACTED] [REDACTED] on your cell phone?

A: Yes

Q: How many?

A: three

Q: Why would you have saved pictures of [REDACTED] [REDACTED] on your cell phone?

A: She sent them to me

Q: She sent them to you? You said earlier that you guys didn't text, email, how would she send them to you?

A: Um...those pictures were sent when she still worked her, she hasn't sent me anything since she's left here, that's what I'm saying we don't have text or anything since she left here

Q: Do you have any saved photos of [REDACTED] on your laptop?

A: I have um, a homework assignment, one of the homework assignments she did was a PowerPoint, on the PowerPoint where um, photos and...

Q: So, part of a PowerPoint homework assignment, no other photos?

A: No

Q: Do you have any saved photos of [REDACTED] on your desk top?

A: Yes

Q: How many?

A: Oh Gosh, there's quite a few, but those are ones that she's sent me

Q: But this was before she left employment?

A: Yes

Q: Do you have saved photos of any of [REDACTED] daughters saved on any of your devices?

A: My ah...desktop

Q: And why would you have pictures of her daughters on your desk top?

Commander Sanchez contends that he has three photos of [REDACTED] saved on his computer and that [REDACTED] sent them to him before she left employment. [REDACTED] was asked about sending photos to the commander:

Q: Have you ever sent a photograph of yourself to the commander?

A: (shakes head no)

Q: If the commander had photographs of you would you know how he would have gotten them?

A: No, I would be surprised

Referring back to his previous statements that all his "files" on previous employees were lost when "we got new computers," then the Commander would not have and photos of [REDACTED] saved on his new desk top that he received approximately 3 months after [REDACTED] left employment with the Town, because according to his statement, all pictures were sent to him by [REDACTED] while she still worked for the PD.

At least 4 photos were taken with the Commanders cell phone. Photo taken on 12/30/2020 at 3:06:07 PM and 3:11:18 PM, with Commander Sanchez's iPhone7. Coordinates when photo was taken- (40.329525, -104.906945) Area of the Settler Way, between Parish and Castle Pines Ave, this photo was taken of [REDACTED] high school year book photos (Exhibit 10).

The second photo was taken on 02/06/2021 at 10:24:31 AM, with Commander Sanchez's iPhone7. Coordinates when photo was taken- (40.338877, -104.913437) Roosevelt High School. This is a photo taken of a yearbook photo of [REDACTED] [REDACTED] (Exhibit 10).

The third and 4th photos were taken with Commander Sanchez's previous cellphone, an iPhone 6, these photos are saved as "Back" and "Back1" (Exhibit 1). These photos are of a female back and buttocks area, it is assumed these are of [REDACTED] [REDACTED] backside as they were saved in the "evidence" file.

Commander Sanchez was asked if he ever Video Taped [REDACTED] house, he responded "No." (page 31) A forensic examination of Commander Sanchez's iPhone found a video tape of [REDACTED] residence (Exhibit 1 and 10).

Commander Sanchez was asked if he "Have you had Christina run other people?" in the Weld Courts website, he responded "Pertaining to our cases, yeah." Christiana Adair in her statements stated that the Commander has never asked her before or after running Matthew Polatto to run anyone in the courts website.

Commander Sanchez was asked in his interview (page 31)

Q: Do you have personal knowledge of where [REDACTED] [REDACTED] lives?

A: Yes

Q: Do you know her address?

A: No

Commander Sanchez was later asked (Page 46) if he ever searched [REDACTED] ([REDACTED] address) on the internet:

Q: Have you ever searched the internet on your desk top computer for [REDACTED]?

A: Yes

Q: Why?

A: When she bought that house, she came to me and said, hey I'm buying this house and I want to show it to you, um so she told me the address, I looked it up, I went through the pictures, and again there was a picture of I think it's her kitchen and her closet or something, that I saved, again, because we are redoing our house, I took it to show to my wife for the color we could do...of

Because of the forementioned statements and evidence, it is my finding that Commander Sanchez violated the following policies:

318.11.6 CONDUCT

m. Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

318.11.5 PERFORMANCE

c. Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.

The two photos listed as "Back" and "Back 1" and listed in (exhibit 1) would violate the following policy if the intent of the photographs could be determined, and the date and location were taken during ██████████ employment with the Johnstown Police Department while Commander Sanchez was her direct supervisor. Without having that information, my findings for 312.3.3 are not sustained.

312.3.3 SEXUAL HARASSMENT

The Department prohibits all forms of discrimination and discriminatory harassment, including sexual harassment. It is unlawful to harass an applicant or a member because of that person's sex.

Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of employment, position, or compensation.
- b. Submission to, or rejection of, such conduct is used as the basis for any employment decisions affecting the member.
- c. Such conduct has the purpose or effect of substantially interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment.

Lieutenant Oglesby conducted an examination of the appointment calendars on both Commander Sanchez's desk and cell phone. This was done in response to the statement made by Christina Adair during her interview where she stated that one day, she went into the commander's office to drop off some paperwork on his desk. She said she saw an alert message on his desk top computer screen that said "██████████ birthday, 4 days overdue." She said it was weird that he knew her birthday and weird that he didn't dismiss the alert after 4 days.

An examination of his calendar for his cellphone revealed:

Exhibit 33- Cellebrite extraction report- Calendar data for Commander Sanchez's phone- 106 total entries- 15 entries for [REDACTED] family members, to include birthdays for [REDACTED], [REDACTED] and [REDACTED] 1 entry for "[REDACTED] first day task force." 1- entry for "My Birthday." No other current or former employee of the Johnstown Police department or their children. No other Birthdays, including Sanchez family members, were entered into this cellphone calendar.

An examination of his desktop calendar revealed:

Exhibit 32- Print out of Commander Sanchez's 2021 desktop appointment calendar. Calendar has [REDACTED] Birthday, [REDACTED] birthday (daughter) [REDACTED] birthday (daughter) [REDACTED] birthday (ex-mother-in-law) [REDACTED] birthday (daughter) [REDACTED] and [REDACTED] anniversary (ex-husband). The only other birthdays saved are for Jessica Sanchez (wife) Cody Blake (unknown) [REDACTED] birthday (unknown) and [REDACTED] birthday (Unknown). No other employee or employee's family member was saved on Commander Sanchez's desk top.

Commander Sanchez was asked about this during his interview:

Q: On your desk top calendar, you have the saved birthday of all 3 of [REDACTED] daughters...

A: Um hmm (shaking head yes)

Q... [REDACTED]

A: Um hmm (shaking head yes)

Q... [REDACTED]

A: Um hmm (shaking head yes)

Q: ... [REDACTED] anniversary

A: Um hmm (shaking head yes)

Q... there are no other employees' birthdays or children's birthdays save on your calendar, why is that?

A: Um she knows my kids' birthdays, she told me her kid's birthdays, I put them in there, as officers have left, I've deleted them, I have all of our officers' birthdays on there and as they left, I got rid of them, I haven't updated any of our new officers on there, so I can go to them and say happy birthday to your child or happy birthday to you

Q: OK, there are no, currently there no other officers on there or other officer's children...

A: Correct

Q:...or birthdays saved on there

A: Yes

Q: Just [REDACTED] and her daughters?

A: Yes

A search of text messages on Commander Sanchez's cellphone revealed a text from his spouse, Jessica. (Exhibit 1 and 25). This text message is relevant due to conversation being had on 03/01/2021, this date was shortly after [REDACTED] came to the police department and met with Commander Sanchez and Sergeant Dickerson and complained she was being followed by Commander Sanchez. This text message from Jessica Sanchez to Commander Sanchez has a video attachment, the video is of [REDACTED] backing out of the parking lot of Roosevelt High School, the text of this message was, "And now she's going to think I'M stalking her!!!" The Commander acknowledged this message by simply stating "LOL." website." The commander was asked:

Q: Has your wife ever sent you a video of [REDACTED] driving her car?

A: I don't think so

The commander was asked several questions about his internet search history. An examination was done of both his "Google" and "Bing" internet search histories. These histories went back approximately 4 months, which would indicate they were deleted prior to that time frame. The commander was asked the following series of questions pertaining to his search history of [REDACTED] [REDACTED]

Q: Have you ever searched the internet on your desk top computer for [REDACTED] [REDACTED]

A: Yes

Q: Why?

A: um, again it goes back to compiling everything I possibly can on her, into a file folder, in case I need it at a later time, and...

Q: how often would you have done that?

A: a handful, over under, since she's been gone...six over a year and a half and that's a guess chief

Q: So probably no more than 10?

A: No sir, no

A print out of the Commanders search history for [REDACTED] [REDACTED] (Exhibit 12) shows a total of 113 searches between April 29, 2021 and July 1, 2021. The commander searched [REDACTED] [REDACTED] a total of 74 times in a 14-day period AFTER [REDACTED] [REDACTED] made her complaint to Lieutenant Oglesby on June 11, 2021. The following is a listed of public and private search engines he used to search [REDACTED] [REDACTED]

Facebook.com
Bing.com
Peekyou.com
Radaris.com
Verecor.com
Mylife.com
Peoplefinders.com
Spokeo.com
Voterrecords.com
BGSud.com
Beenverified.com
Govsalaries.com
Intellius.com

The commander was asked about his "Google" and "Bing" internet search histories for RHS volleyball. The significance of this question is due to [REDACTED] [REDACTED] having at least one daughter who plays volleyball for RHS. The commander was asked the following series of questions pertaining to his search history of RHS volleyball:

Q: Have you ever searched the internet on your desk top computer for RHS volleyball on your desk top internet?

A: Yeah

Q: Why?

A: um well because um a couple reasons, my, my daughter cheers at all events, so I keep track of the ones she cheers on, so yes

Between April 19, and May 27, 2021, Commander Sanchez searched RHS Volleyball a total of 57 times. It should be noted that the RHS Volleyball scheduled games start August 24 and run through October 14, 2021.

The commander was asked about his "Google" and "Bing" internet search histories for [REDACTED] (Exhibit 14). This is the home address of [REDACTED]. The commander was asked the following series of questions pertaining to his search history of [REDACTED]:

Q: Have you ever searched the internet on your desk top computer for [REDACTED]?

A: Yes

Q: Why?

A: When she bought that house, she came to me and said, hey I'm buying this house and I want to show it to you, um so she told me the address, I looked it up, I went through the pictures, and again there was a picture of I think it's her kitchen and her closet or something, that I saved, again, because we are redoing our house, I took it to show to my wife for the color we could do...

Q: So, this is when she's buying the house?

A: Yeah

Q: And how long ago was that?

A: I don't know, it's when she was still working here

Q: You haven't search it since?

A: Her house?

Q: That address?

A: um, since that day? Yes

Q: You have searched it?

A: Yes

Q: For what reason?

A: Just messing around with Google earth

A review of the Commanders Search history showed a total of 14 searches for [REDACTED] between the dates of April 28 and June 14, 2021. None of those searches were on "Google earth," all but one of those searches were on the Zillow.com real estate site and once on "Truepeoplesearch.com."

The commander was asked several questions about his internet search history pertaining to [REDACTED] and [REDACTED]. These are both juvenile daughters of [REDACTED] [REDACTED] the following is an excerpt of that line of questioning:

Q: Have you ever searched the internet on your desk top compute for [REDACTED] [REDACTED]?

A: Yes

Q: Why?

A: Um, to see if there was a Facebook page

Q: How often?

A: a guess...five

Q: Have you ever searched the internet on your desk top computer [REDACTED]

A: Yes, same reason

Q: How often?

A: not that of...I couldn't tell you, I don't even know

Q: Less than five?

A: Five...as a guess

A review of the Commanders Search history showed a total of 19 searches for [REDACTED] between the dates of May 3 and June 17, 2021, and 16 searches for [REDACTED] between April 20 and May 10, 2021. (Exhibits 15 and 16).

The commander was asked about his "Google" and "Bing" internet search histories for Five Star Volley Ball. The significance of this question is due to [REDACTED] having at least one daughter who plays volleyball for RHS. The commander was asked the following series of questions pertaining to his search history of Five Star volleyball:

Q: Have you ever searched the internet on your desk top computer for 5-star volley ball? If so, why?

A: yes, um, I knew that that was the team that 2 of her daughters played for, and I, actually I searched, actually I searched 5-star Facebook, 5-star volley ball Facebook, which then took me to that page

Q: How many times?

A: That was probably more during the ongoing season

Q: When is the season?

A: I don't know... year-round I believe

The commander searched Five Star Volleyball 48 times between the dates May 13 and June 21, 2021, of those 48 times, 13 searches occurred after [REDACTED] filed her complaint with Lt. Oglesby. (Exhibit 17).

The commander was also asked if he searched for [REDACTED] ([REDACTED] ex-mother-in-law) and [REDACTED] ([REDACTED] ex-husband) and [REDACTED] ([REDACTED] daughter)

Q: Have you ever searched the internet on your desk top computer for [REDACTED]

A: Um yes, um not that often at all

Q: Have you ever searched the internet on your desk top computer for [REDACTED]

A: Um maybe once or twice and it was a LinkedIn page

Q: Have you ever searched the internet on your desk top computer for [REDACTED] If so why?

A: yeah, same thing, Facebook page

Exhibits 18, 19 and 20 show that the commander did conduct 2 searches on [REDACTED] 1 after the complaint filed, 4 on [REDACTED] 1 after the complaint filed, and one search on [REDACTED]

Due to the numerous searches of [REDACTED] children and their sporting activities, the commander was asked if he search other employees or their children. The following is an excerpt of that line of questioning:

Q: Have you every searched the internet on your desk top computer for the child of any other employee of the Johnstown Police Department?

A: Um yes

Q: And who would that be?

A: um, Dickerson, um mainly ones that have kids that are in sports

Q: Dickerson particularly, you searched him or one of his kids?

A: um, he told me that she was, that she had her picture in the newspaper

Q: When was that?

A: Recently

Q: And you went on your desktop and searched...

A: Yeah, there was a picture, I want to say in the Greeley tribune or Loveland herald for something

Based on the Commanders response a search was conducted of the commanders Bing and Google Chrome browser history on his desktop for the first and last name, first only, and last only, in case there was a misspelling of a first and/or last name, of all current Johnstown Police department employees and the children of Sergeant Dickerson that the commander mentioned in his response. The highlighted employees were the only other employees that the commander searched on his desk top:

Megan Moore- No logged searches
Lori Howell- No logged searches
Grace Hamilton- No logged searches
Christie Adair- No logged searches
Jacob (Jake) Blackburn- No logged searches
Rodney (Rod) Brown- No logged searches
Corissa Cygan- No logged searches
Charles (Brad) Dickerson- No logged searches
[REDACTED]- No logged searches
[REDACTED]- No logged searches
Brandon Dudley- No logged searches
Matthew Flessner- No logged searches
Isaac Garcia- No logged searches
Mark Grounds- No logged searches
Noah Jaramillo - No logged searches
Bailey Kehr- No logged searches
Kelley Thomas- No logged searches
Branden Morgan- No logged searches
Ryan Oglesby- No logged searches
Michael Olds- One logged search- www.zoominfo.com

Christian Otero- No logged searches

Drew Perry- No logged searches

Brian Phillips- One logged search- www.govsalaries.com

Tyler Rashid- No logged searches

Aaron Sanchez- 23 logged searches on- www.mylife.com, www.bing.com, and www.govsalaries.com

Douglas (Doug) Slocum- No logged searches

Michael (Mike) Timme- No logged searches

William Ward- No logged searches

Dion Wild- No logged searches

Kyle Williams- No logged searches

Kendal Zoss- No logged searches

Employees will use the department computers for "no department related" business from time to time. But based on the excessive use to search [REDACTED] [REDACTED] her daughters and anything related to her daughters, I find that Commander Sanchez violated the following policy:

318.11.6 CONDUCT

h. Criminal, dishonest, or **disgraceful conduct**, whether on- or off-duty, that adversely affects the member's relationship with this department.

m. Any other on- or off-duty **conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.**

(End of investigation, remainder of page left intentionally blank)

Exhibits

Exhibit 01- External thumb drive containing all digital data retrieved during this investigation.

Exhibit 02- Email dated 07/09/21 at 11:39 am From complainant [REDACTED] to Chief Phillips containing attachment of formal written complaint against Commander Aaron Sanchez.

Exhibit 03- Google Earth Map showing GPS coordinates and travel pattern from Commander Sanchez's

- laptop computer.
- Exhibit 04- Copies of emails containing [REDACTED] homework assignment as attachments from Christina Adair to Commander Sanchez.
- Exhibit 05- Print out of "Lumen" search history of Commander Sanchez, showing 5 searches for [REDACTED] on 04/01/2021 between 6:45pm and 6:49 pm., one search for "[REDACTED]" on 01/27/2021 at 7:53 pm, and one search for Lindsay Radcliff on 01/27/21 at 8:03pm.
- Exhibit 06- Print out of text messages between Commander Sanchez and Christina Adair with contents of Commander asking the status of the chief of police.
- Exhibit 07- Written statement of Christina Adair.
- Exhibit 08- Cellebrite extraction report print out of text messages between Commander Sanchez and [REDACTED]
- Exhibit 09- Cellebrite Extraction Report- apple full file system, print out for Commander Sanchez department issued cell phone using search term "[REDACTED]"
- Exhibit 10- Power Point Print out of electronic data summary prepared by Lt. Oglesby.
- Exhibit 11- CAD Call report for [REDACTED] Rd dated 12/16/2020 where Ofc Flessner advised sidewalks need to be shoveled.
- Exhibit 12- Bing Search History from Commander Sanchez's desk top computer showing 113 searches for [REDACTED] from April 29 and July 1, 2021.
- Exhibit 13- Bing search history from Commander Sanchez's desk top computer showing 55 searches for RHS Volley Ball between April 19 and May 27, 2021.
- Exhibit 14- Bing search history for Commander Sanchez's desk top computer showing 18 searches for [REDACTED] between April 28 and June 14, 2021.
- Exhibit 15- Bing search history of Commander Sanchez's desk top computer showing 20 searches for [REDACTED] between May 3 and June 17, 2021.
- Exhibit 16- Bing Search history of Commander Sanchez's desk top computer showing 16 searches for [REDACTED] between April 20 and May 10, 2021.
- Exhibit 17- Bing search history of Commander Sanchez's desk top computer showing 48 searches for Five Star Volley Ball between may 13 and June 21, 2021.
- Exhibit 18- Bing search history for Commander Sanchez's desk top computer showing 2 searches for [REDACTED] between May 7 and June 18, 2021
- Exhibit 19- Bing search history of Commander Sanchez's desk top computer showing 4 searches for [REDACTED] between April 29 and June 17, 2021.
- Exhibit 20- Bing search history of Commander Sanchez's desk top computer showing 1 search for [REDACTED] on May 4, 2021.
- Exhibit 21- Copy of text messages between [REDACTED] and Christina Adair talking about drug buy.
- Exhibit 22- Copy of emails (6 pages) between [REDACTED] and Commander Sanchez. Commander Sanchez supplied court data to [REDACTED] on Matt Pallota. Also included in the email is statement by Commander Sanchez to "please tell the girls that they can still say hello if they would like."
- Exhibit 23- Email sent from Commander Sanchez's personal email to his work email with picture of [REDACTED] attached- this email was recovered after deleted from the Commanders work

email.

- Exhibit 24- Email sent from commander Sanchez's personal email to his work email with a sketch of [REDACTED] [REDACTED] attached. - this email was recovered after deleted from the Commanders work email.
- Exhibit 25- Copy of text message between Jessica Sanchez and Commander Sanchez with video attachment. The video is of [REDACTED] [REDACTED] pulling out of Roosevelt High School with the comments from Jessica Sanchez "And now she's going to think I'M stalking her!!!!"
- Exhibit 26- Original Letter of resignation from [REDACTED] dated November 21, 2019 found under Commander Sanchez's desk calendar.
- Exhibit 27- Copy of resignation letter dated October 13, 2014 from [REDACTED] [REDACTED] found under Commander Sanchez's desk calendar.
- Exhibit 28- Copy of written reprimand dated April 17, 2020 issued to Commander Sanchez for failure to notify chain of command.
- Exhibit 29- Screen shot of Lumen notice of restricted access information system.
- Exhibit 30- Spreadsheet breakdown of Spillman GPS data for the 17 days out of 180 days, showing the dates and times of the nine (9) times in 17 days Commander Sanchez drove by the Complainants [REDACTED] residence.
- Exhibit 31- Breakdown of Verizon cell phone GPS data of Commander Sanchez's cell phone. This data shows ten (10) days of usable information From June 24 2021 through July 1, 2021. In this 16-day period, Commander Sanchez drove by [REDACTED] house 15 times. On June 11, the date of original complaint, GPS data puts the commander near [REDACTED] residence at 7:09 am, then near post office at 9:01am with next data point on Ronald Reagan Blvd. at 10:00am. This data doesn't show his route, but is consistent with the times and locations [REDACTED] gave that she was followed by the Commander to I25 and Hwy 34 exit.
- Exhibit 32- Print out of Commander Sanchez's 2021 desktop appointment calendar. Calendar has [REDACTED] Birthday, [REDACTED] birthday (daughter) [REDACTED] birthday (daughter) [REDACTED] birthday (ex-mother-in-law) [REDACTED] birthday (daughter) [REDACTED] anniversary (ex-husband). The only other birthdays saved are for Jessica Sanchez (wife) [REDACTED] (unknown) [REDACTED] birthday (unknown) and [REDACTED] birthday (Unknown). No other employee or employee's family member was saved on Commander Sanchez's desk top.
- Exhibit 33- Cellebrite extraction report- Calendar data for Commander Sanchez's phone- 106 total entries- 15 entries for [REDACTED] family members, to include birthdays for [REDACTED] [REDACTED], [REDACTED] and [REDACTED] 1 entry for "[REDACTED] first day task force." 1- entry for "My Birthday." No other current or former employee of the Johnstown Police department or their children. No other Birthdays, including Sanchez family members, were entered into this cellphone calendar.
- Exhibit 34- Spillman "RLOG" responsible officer- for Commander Sanchez for date range 01/01/2020 to 07/02/2021 showing a total of 16 calls that Commander Sanchez was the primary officer assigned to the call, 16 total calls, 0 calls after 3:57pm.
- Exhibit 35- Spillman "ROLG" – responding officer- for Commander Sanchez for the date range 01/01/2020 to 07/02/2021 showing 36 total calls Commander Sanchez responded to, 0 calls after 3:57pm.

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Exhibit 36- Copy of email sent January 9, 2020- From Roglesby@johnstownpolice.org to the Johnstown Police Department, Subject: LUMEN. Contained inside the email are two warnings, 1. If you are going to read a report from another agency, **MAKE SURE YOU HAVE A NEED TO KNOW and it IS PART OF YOUR INVESTGATION.** 2. Please read the Lumen user manual as soon as you get logged in.

Exhibit 37- Copies of emails from both Lance Walker and Ben Cummings, this is just a sample of multiple emails still on the Commanders desk top email, dating back as far as 2016.

Exhibit 38- Copies of photos taken from Commander Sanchez's desk drawer of two (2) department issued polo shirts and department issued photo ID card belonging to [REDACTED] [REDACTED]