

Memo

To: Nick Wharton- Town Manager
From: Review Board
Date: 8-17-2022
Re: IA-2022-01

Allegation 1- 1000.5.8 Performance, the review board found this is a sustained allegation with a vote of 3-0.

Allegation 2- 1000.5.9 Conduct, the review board found this is a sustained allegation with a vote of 3-0.

Allegation 3- 419.6.3 Surreptitious Use of the Audio/Video Recorder & And the Town of Severance Employee Handbook, Recording devices by Public Sector Employees In the Workplace, the review board found this is a sustained allegation with a vote of 3-0.

With all three allegations being sustained the review board is now requesting the Town Manager to decide on corrective action.

Review Board Member/Chair:


Lindsay Radcliff-Coombes

Review Board Member:


Michelle Harte

Review Board Member:


Chief Jim Gerdeman

Internal Affairs Checklist

(Note: Each block must contain an "x" or "n/a")

Initial Intake Divisional Investigation

- Complaint received
- Conduct initial investigation
- Personnel complaint initiated (if appropriate)
- Forward Personnel Complaint to Chief of Police for decision of inquiry or complete Internal Affairs investigation
- Forward to Internal Affairs or assigned supervisor for investigation
- Accused employee notified
- Witness letters sent
- Garrity Warning (as applicable) Conduct interviews

Preparation of the Investigative Report

- Table of contents (containing the following)

Section 1-Transmittal Sheet

- Memos of Comments/Recommendations
- Pre-Determination Hearing: Memo and Notes
- Personnel Orders and Notes
- Appeal Request/Results

Section 2-Formalized Notice of Charges

- Personnel Complaint
- Subject Employee's Internal Affairs History * Supervisor log contains counseling + commendations.

Section 3-Executive Summary

- Background
- Separate Allegations

Section 4-Investigator Notes

- Chronological Log

Section 5-Interviews

- Witness Index

Section 6-Addendum List

Section 7-Subject Employee's History

- Annual Evaluations
- Commendations

PERSONNEL INVESTIGATION CASE FILE

COMPLAINANT(S): [REDACTED] POLICE IA NO 2022-001

DATE
OCCURRED: July 8th, 2022

DATE
ASSIGNED: July 20th, 2022

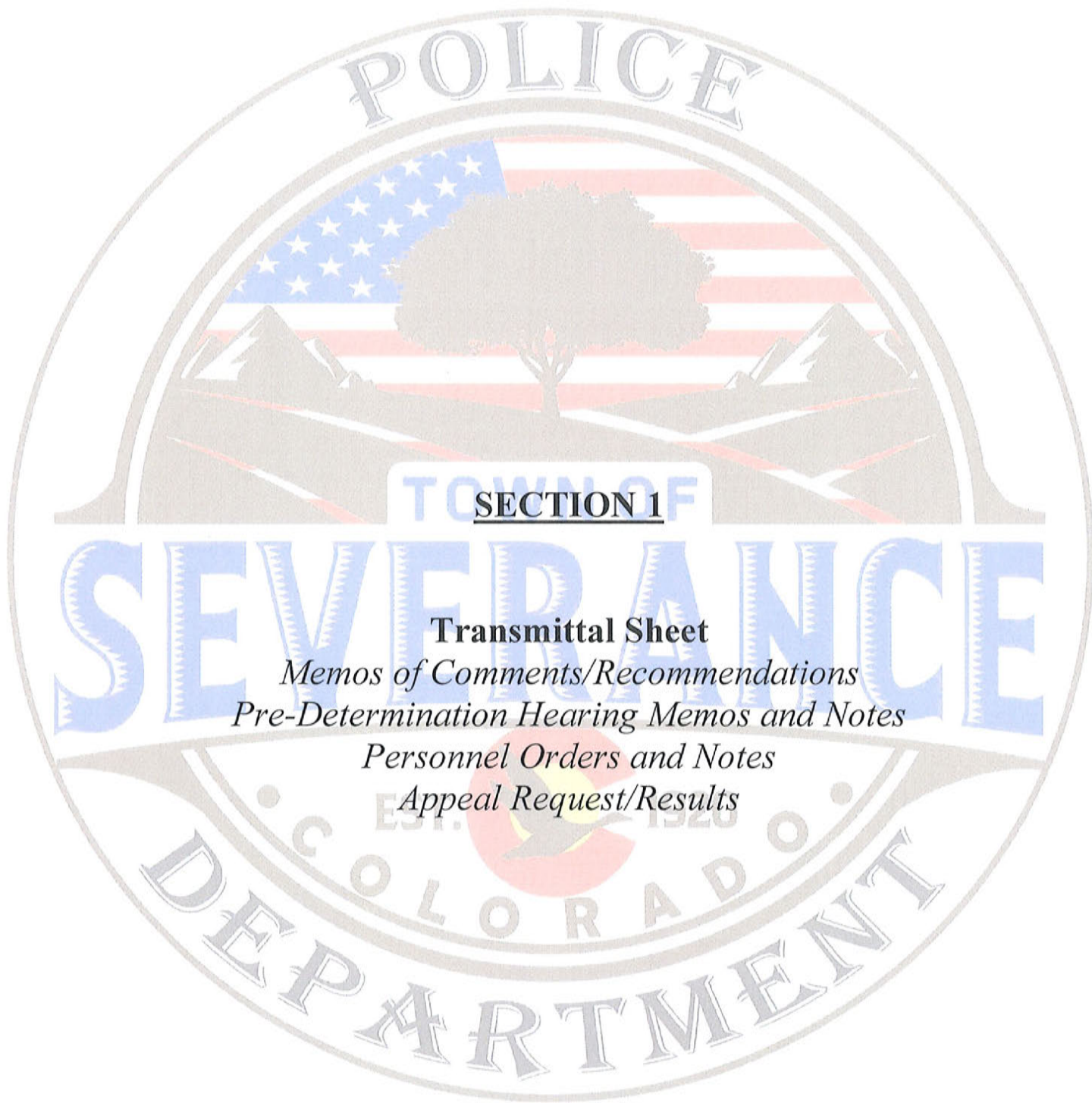
DATE
DUE: Aug 15, 2022

SUBJECT
EMPLOYEE: Andrew Thiele

ASSIGNED
INVESTIGATOR: Sgt. Hoisingto

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SECTION 1

Transmittal Sheet

Memos of Comments/Recommendations

Pre-Determination Hearing Memos and Notes

Personnel Orders and Notes

Appeal Request/Results

ADMINISTRATIVE INTERNAL INVESTIGATION TRANSMITTAL SHEET

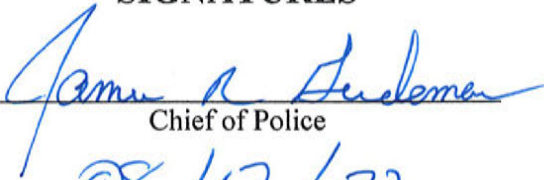
CASE # 2022-001

Employee: Officer Andrew Thiele

All Administrative Internal Investigations shall be reviewed by the Chief of Police. Once the Chief of Police has reviewed the investigation for the completeness of the information provided. The investigation will be forward to the Review Board for comments as to conclusions derived from the review, recommend further investigation if required, and adjudication of the case. Upon completion of required action, the investigative case file shall be immediately forwarded to the Assistant Town Administrator for review of any recommended disciplinary action, if appropriate. The investigative case file will be forwarded to the Town Administrator for final review. The investigative case is confidential and shall be handled accordingly. You may use an additional plain sheet of paper if necessary to complete your comments/recommendations.

SIGNATURES

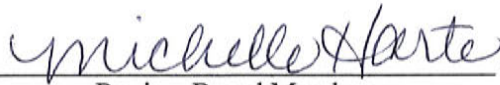
COMMENTS/RECOMMENDATIONS



Chief of Police

08/17/22

Date



Review Board Member

8/17/2022

Date



Deputy Town Manager/Chair

8.17.2022

Date



Town Manager

8/19/2022

Date

Officer Thiele admitted to the allegations during his interview. His conduct was unprofessional as stated by numerous witnesses. Officer Thiele was not professional to his own peers or citizens. Officer Thiele admitted during the investigator's interview that his conduct was unprofessional. He also admitted he recorded conversations with workers. The evidence sustains his performance policy violation.

Officer Thiele admitted that his conduct was not professional, he admitted he's been audio recording his been doing this since last October. The evidence provided sustains the performance policy violation.

Officer Thiele admitted that he has been recording employees and acted unprofessional. The evidence provided sustains all allegations and corrective action will be taken.



SECTION 2

Formalized Notice of Charges
Personnel Complaint
Subject Employee's Internal Affairs History

FORMALIZED NOTICE OF CHARGES

IA CASE NUMBER 2022-01 EMPLOYEE INVOLVED: Andrew Thiele DIVISION: Patrol
COMPLAINANT: [REDACTED] INVESTIGATOR: L Hoisington, Sergeant

SUMMARY OF COMPLAINT and VIOLATIONS CHARGED

On July 11th, 2022 [REDACTED] with the Colorado Rangers forward a complaint on behalf of [REDACTED]. [REDACTED] stated that during an overtime assignment on July 8th, 2022 she witnessed Ofc Andrew (Andy) Thiele firmly slap an off duty officer, take her wallet from her and run off with it, and make unprofessional comments. Additionally, during the debrief following the event, Ofc Thiele acted in an unprofessional manner when he "stole" the chair that Gurak was sitting in and then became involved in a mild altercation with her when she tried to take her seat back. [REDACTED] also stated that Thiele does not consider Rangers to be real cops and found this to be offensive and insulting.

Allegations:

Severance Police Department Policy - 1000.5.8 Performance

Severance Police Department Policy - 1000.5.9 Conduct

Severance Police Department Policy - 419.6.3 SURREPTITIOUS USE OF THE AUDIO/VIDEO RECORDER

PRE-DETERMINATION HEARING RECORD

Employee: _____ IAU: _____
Hearing conducted by: _____ Date/Time _____
Witnesses: _____
Does employee wish to review the case file? Yes initials _____ No initials _____
Does the employee wish to present new evidence? Yes initials _____ No initials _____
Date hearing to be reconvened? *Must be convened within three days* _____

Employee: _____ IAU: _____
Hearing conducted by: _____ Date/Time _____
Witnesses: _____
Has the employee presented new evidence? Yes initials _____ No initials _____
Has the Chief reviewed the evidence? Yes initials _____ No initials _____
Does this hearing need to be reconvened after the evidence review? Yes initials _____ No initials _____
If so, the hearing will be held on _____

FINAL DISPOSITION

Employee: _____ IAU: _____
Hearing conducted by: _____ Date/Time _____
Witnesses: _____
Disposition of: _____
Discipline imposed: _____ By: _____
Appeal Requested? Yes Initials _____ No Initials _____ Appeal to: Town Administrator

EXECUTIVE REVIEW:

Approved: _____ Other: _____

Chief of Police / Human Resources

**SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT**

2022

Officer Name: A. THIELE Badge Number: _____ Page: _____

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
3/3	AXON TRASH.	AXON TRASH ON SITE TRNG	Aron 2101	AT
3/2	TRASH AXON 105TH TRNG	TRASH - TRASH AXON / 105TH. CUBES FOR DEPT.	Aron 2101	AT
3/16/2022				

↓

**SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT**

Officer Name: A. THIEL

Badge Number: _____

Page: _____

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
3/16/22	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4/30/2022	Community Outreach Town Meeting DANE	Calls in on Day Off - to assist w/ Traffic xing on 74 (E. Hamerny) Backed up DUE TO TOWN OF SANDWICH TOWN DANE - NOT THREATENED	Aron A 2401	AT
5/9/22	Commendation from Citizen.	Ofc Thiele received an email from Sharon Straw thanking him for protecting them and demonstrating kindness during their interaction.	Sgt. Holsington 2202	AT

Benny Aloia

From: Jim Gerdeman
Sent: Monday, May 9, 2022 8:41 AM
To: Lance Hoisington; Benny Aloia
Subject: FW: Officer Andrew Thiele



Please add this to Andy's file.

Thank you,

Jim

-----Original Message-----

From: Sharon Straw [REDACTED]
Sent: Friday, May 6, 2022 10:36 AM
To: Public Safety Comments & Complaints <policecomments@townofseverance.org>
Subject: Officer Andrew Thiele

My husband and I respect officer Thiele and appreciate his service to protect us from danger. Officer Thiele was extremely kind to us in our interactions recently. We feel he went above and beyond in his interactions with us yesterday. It was a pleasure to meet him and know that he is out on our streets helping civilians. We hope he keeps up the good work!

We prayer that God watches his back daily! Police officers are often seen as just those who hand out tickets, most of us don't realize everything they do in a days work.

Officer Thiele and his service are greatly appreciated. Thank you and all the police officers keep up the great work. hope everyone keeps up the great work and stay safe. Officer Andrew Thiele is a keeper.

Lewis E Straw

File

Benny Aloia

ANDY.
Positive
entry -
ADAM
BOY
6/22/22
[Signature]

From: Andrew Thiele
Sent: Wednesday, June 22, 2022 9:18 AM
To: Audra Nauta
Cc: Benny Aloia
Subject: RE: Thanks

Audra, It was my pleasure to have such a positive traffic interaction with your daughter, [REDACTED] appeared nervous and scared at the beginning of the traffic stop and had informed me that she was trying to get home from the movies and had ended up in Severance after having to detour from the Highway had been shut down. [REDACTED] was pulled over for failing to use her turn signal x2 and had also been driving slower than the posted speed limit, but upon my original contact with her I was able to quickly realize this young lady was lost and she informed me that the GPS on her phone had been disabled due to screentime restrictions. We were able to open her apple iPhone map app and she was able to navigate home there after that. I informed [REDACTED] that although nervous she handled the encounter very well and did everything correctly and followed every instruction that was given which made the traffic stop less stressful for both myself and her.

If you have any questions, please let me know and again it was a pleasure to have a great traffic interaction with [REDACTED]

Andy Thiele

Patrol Officer 18-01



T: 970-350-9600 x4
Wednesday to Saturday 07:00 to 17:00
athiele@townofseverance.org
3 S. Timber Ridge Pkwy. Severance, CO 80550



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From: Audra Nauta [REDACTED]
Sent: Tuesday, June 21, 2022 12:57 PM
To: Andrew Thiele <athiele@townofseverance.org>
Subject: Thanks



IRONSCALES couldn't recognize this email as this is the first time you received an email from this sender
audranauta@gmail.com

Hi, I just wanted to say thank you. You pulled over my newly driving daughter last night. This was her first outing alone driving to another city. She only knew the one-way home, and when that way was closed she panicked. [REDACTED] said you were very kind and helpful to her last night. Thanks for making her first experience with a police officer a good one. She made it home safely last night. I appreciate the work you guys do.

SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT

Officer Name: A. THELLE

Badge Number: _____ Page: _____




Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
5/18/2022	OUTSIDE NEARBY RESIST TRUCK BY	EYE THERE THRU INTO-REACH NEGOTIATIONS, SPENT THE WHOLE DAY AS A NON-TASK INSTRUCTED @ MONTGOMERY PD - INSTRUCTING IT CERTIFYING ALL MONTGOMERY PD OFFICERS	A201A 2101	AT
5/4/22	INTERACT w/ COUNCIL +	THANK YOU - POSITIVE INTERACTION w/ SHAW FAMILY - LETTER	A201A 2101	AT
6/22/22	INTERACT w/ MONTGOMERY +	SHAW FAMILY - THANK YOU. KIM LETTER - INTERACTION w/ [REDACTED] HOW DRUGHTEN -	A201A 2101	AT

SEVERANCE POLICE DEPARTMENT

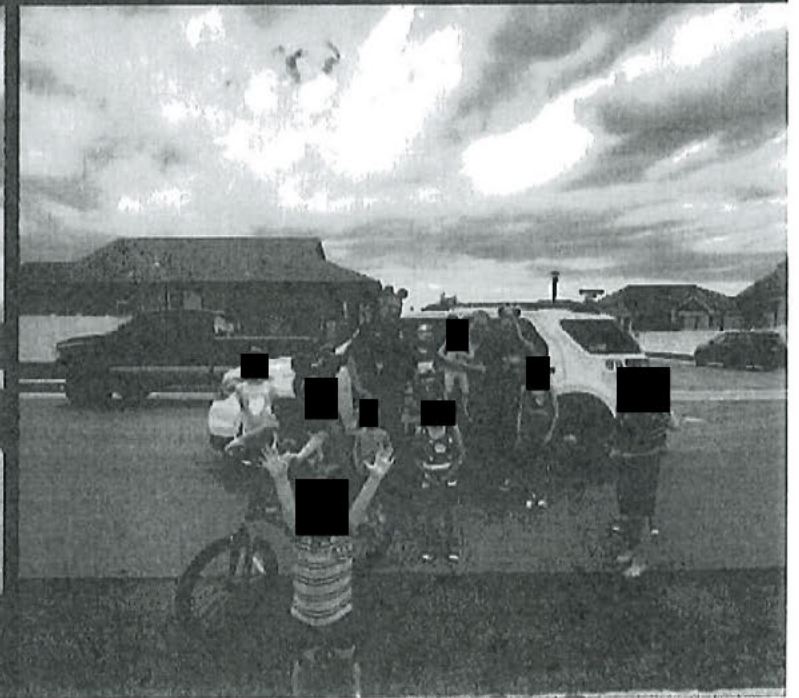
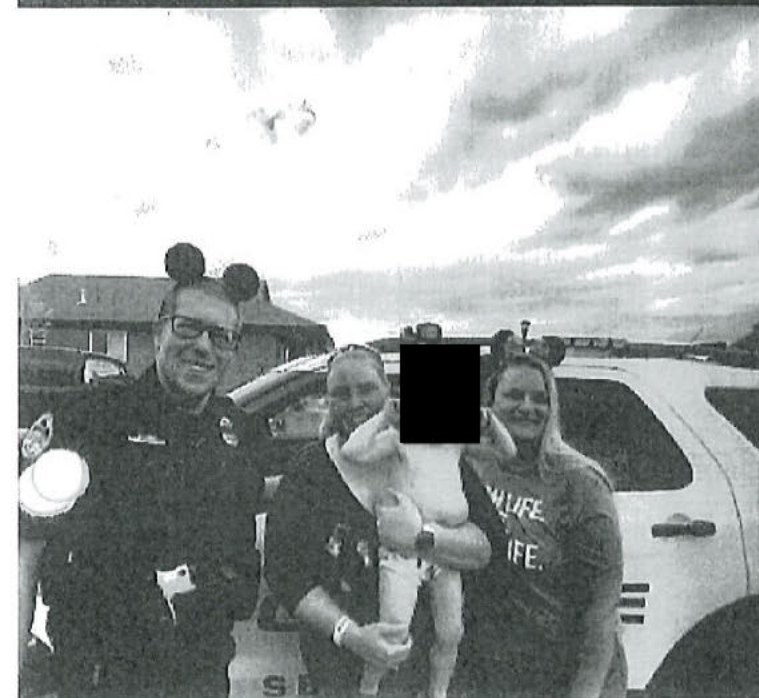
SUPERVISOR'S SITUATION REPORT

2021

Officer Name: A. THREE Badge Number: 422 Page: 1




Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
8-20-2021	Death INVEST.	Death INVEST Case # 210170 [REDACTED] [REDACTED] Death Book - 1500 Scene [REDACTED]	 405	AT
	Community	Overlook Park - Child Resident - County Family Christ	 405	AT
	Dom.	[REDACTED] A - [REDACTED] V - [REDACTED] WARRANT - NO. 101-714-0100	 405	AT

wish I would have gotten this officer's name. We were at [redacted] birthday party and not only did he stop and wear Mickey mouse ears like the rest of the birthday crew but he handed out badges to all of the kids. An amazing representation of what our law enforcement stands for! Thank you, sir, for helping make this day so wonderful for so many kids! The Severance P... See More



SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT

Officer Name: A. THIELE Badge Number: 422 Page: 2

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
7-1-2024	Copy's	FTO DUAL-LINE CERTIFICATION DUI CERTIFIED TRUCK INSTRUCTION TACTICAL CROWD CARE AD-OPP. AHAE		AT
2024	Separate	RED INTERVIEW/INTOWLS - CAB JUMPS NEW DETROIT TRNG - CHEELY SMER - SEARVIC LAMMER SO.		AT
	Rec'd	FIREARMS QUN. ARREST WARRANTS DRIVE TRAINING.		AT

SEVERANCE POLICE DEPARTMENT

SUPERVISOR'S SITUATION REPORT

Officer Name: A. THIELE Badge Number: 422 Page: 3

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
April	Traffic Citations	INITIALLY IN HURRY COMPLETING SAME, MINOR ERRORS, SINCE CRITIQUED TO SLOW DOWN NOT HURRY - THESE HAVE BEEN NO ERRORS	P. J. JOE	AT
April	CITIZEN VPEIS Traffic	AT TIMES TOO STRAIGHT FORWARDED w/ communication skills w/ VANDERS ON NUMEROUS CHARGES, SINCE CRITIQUED. ON WAYS TO IMPROVE, MAKE DIPLOMATIC, COMING INTO, ABOUT TO THE POINT NO VPEIS.	P. J. JOE	AT
MAY	DEPT INVEST	EXCELLENT FOLLOW-UP ON DEATH INVESTIGATION CASE 40170 CORONERS OFFICE + CBI	P. J. JOE	AT

**SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT**

Officer Name: A. THIEL

Badge Number: _____

Page: 4

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
July	Death INVEST	EXCELL Follow up INVEST & INTERAGENCY COOPERATION w/CPD REF DEATH INVEST 210170	A-0011	AT
July 13-16 21	RED INVEST INVEST SCHOOL	ATTENDANCE & GRANTING OF RED INVEST - INTERVIEW - INTERVIEW SCHOOL	A-0011	AT
8-16 21	Death INVEST	INVEST Skills PROFESSIONAL [REDACTED] DEATH INVEST - Drug - INTERVIEW CPD PAPER Pkg EVID, POSITIVE RESULTS w/ FAMILY	A-0011	AT

SEVERANCE POLICE DEPARTMENT

SUPERVISOR'S SITUATION REPORT

Officer Name: A. Thiele

Badge Number: _____

Page: 5

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
8/21/07	SCHEDULED DAYS	DAYS OFF CANCELED FOR SEV. DAYS MAKE IT A SUCCESS COMMUNITY OUTREACH	AHOA	AT
8/21/07	PIPE A LONG.	ASSIGNED PIPE ALONG. INTERESTED IN BECOMING POLICE etc. - XCEL. COMMUNITY + DOT AMBASSADOR	AHOA	
8/21/07	VET 1009	INSPECTION. THELES. GROUND EOD ALL LISTED EQUIP IN PROPER WORKING ORDER + CUSTODY	AHOA	

09-01-2021 THIELE

Weld Re-4 appreciates your support
and partnership. Thank you very
much for all that you do!

Thank you!

The Staff and students
of Weld Re-4

SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT

Officer Name: A. THIEL Badge Number: _____ Page: 6

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
8/27/2021	School TRN	ATTENDANCE CELLBRITE TRAINING School	[Signature] 2101	
8/30/2021	School TRN	SEARCH SEIZURE School LC50	[Signature] 2101	
8/24/2021	West School BOTH - TRN	SECURITY DETAIL @ KAMIN BUDG FOR NEW SCHOOL BOARD MEET MEETING HOSTILE PARENTS	[Signature] 2101	

**SEVERANCE POLICE DEPARTMENT
SUPERVISOR'S SITUATION REPORT**

Officer Name: THIEL

Badge Number: _____

Page: 6

Date	Type of Entry	Incident/Situation	Supervisor/Badge	Officer Initials
9 1 2024	THANK YOU	THANK YOU WERE FROM WED RE-4 - STAFF STUDENTS	A2017	
9 30 21	LETTER FORWARD	DISCOUNTY FAIL TO ACTIVATE BUE DEALING W/ TACKER @ HANCOCKVILLE	A2017	
9 30 21	LETTER FORWARD	COUNCIL JUDICIALS, ETC., UNLAWFUL DISCLOSES - BUSINESS IN SEVERANCE - REPORT BANNING ORGANIZATIONS (2) LAPSE OF JUDGMENT	A2017	

Written Reprimand- Confidential

Employee Name: Andrew Thiele

Date: September 30, 2021

Violation(s)

- | | |
|---|---|
| <input type="checkbox"/> Attendance | <input type="checkbox"/> Personal Work |
| <input type="checkbox"/> Breach of Company Policy | <input type="checkbox"/> Safety |
| <input type="checkbox"/> Carelessness | <input type="checkbox"/> Tardiness |
| <input checked="" type="checkbox"/> Conduct | <input type="checkbox"/> Unauthorized Absence |
| <input type="checkbox"/> Creating a Disturbance | <input type="checkbox"/> Work Quality / Accuracy |
| <input type="checkbox"/> Failure to Follow Instructions | <input type="checkbox"/> Work Quantity / Output |
| <input type="checkbox"/> Insubordination | <input type="checkbox"/> Willful Damage to Company Property |
| <input type="checkbox"/> Performance | <input checked="" type="checkbox"/> Other |

Description of Violation(s):

Violation of Severance Police Department Policy Manual 318.4 (General Standards) Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

Violation of Severance Police Department Policy Manual 318.5.9 (Conduct) Section F-Discourteous, disrespectful or discriminatory treatment of any member of the public.

Violation of Severance Police Department Policy Manual 419.6 Fail to activate Body Worn Camera/Audio video recorder.

On 9/20/2021, you engaged in a contact with Andrea S. Boyd, a teacher at Rangeview Elementary School who was directing traffic at the school under the direction of her principal for the safety of students, parents and staff. Mrs. Boyd was dressed in identifying attire, stop sign in hand and safety vest. You, Officer Thiele saw fit to make contact with Mrs. Boyd, failing to activate your Body Worn Camera. In addition, you verbally berated her on how she was directing traffic, and that she would be liable for any accident. You were discourteous, disrespectful and rude in your contact with her. Mrs. Boyd felt embarrassed and belittled to the point she never wanted to assist in this function again.

Corrective Action:

Counseling by supervisor. Would it have been better to exit your patrol car instead of berating Mrs. Boyd and assist her in the proper flow of traffic? To correct the behavior, you are assigned the next week to Rangeview Elementary School at dismissal time to assist with the safe flow of traffic and pedestrian traffic.

This is an acknowledgement of a Written Reprimand, which must be signed by the employee. Additional information regarding the event may be attached to this form. Further misconduct or violation(s) may result in further disciplinary action.

Employee's Signature: _____

Date: _____

Supervisor's Signature: Burd 9/30/21

Date: 9-30-2021

Human Resource Signature: _____

Date: _____

Chief's Signature _____

Date: _____



POLICE DEPARTMENT



3 South Timber Ridge PKWY
Severance, CO 80548
970-685-9708

Statement				Date / Time:			
Name (Last, First, Middle) Boyd S. Andrea				Date of Birth (MM/DD/YYYY) [REDACTED]			
Age	Height	Weight	Hair Color	Eye Color	Gender	Race	Ethnicity
Residence Address: [REDACTED]				Home Phone: [REDACTED]			
Mailing Address: [REDACTED]				Cell Phone: [REDACTED]			
Driver's License Number:				Driver License State:			

I am a teacher at Range View Elementary in Severance. I was directing traffic on 9/20 as I usually do everyday, traffic was slow, I had the stop sign and officer Andrew Thiele stopped his car and told me that I was not supposed to direct traffic by waving my hand because I almost caused an accident. After I explained that this is what I do every day he pointed his finger at me in front of parents and students and said that if an accident was going to occur I was going to be liable. He was rude and very disrespectful pointing his finger at me in front of families and students. He embarrassed me and was scared to do this duty again based on his statement.

I swear the information provided in this statement is true to this best of my knowledge. I understand that knowingly providing false information could result in criminal charges.

[Signature]
Signature

9/29/21 1324
Date & Time

Officer # 2101
Witness

Officer Name: Ben Jost # 2101 1 OF 2

Written Reprimand- Confidential

Employee Name: Andrew Thiele

Date: 9/30/21

Violation(s)

- | | |
|---|---|
| <input type="checkbox"/> Attendance | <input type="checkbox"/> Personal Work |
| <input type="checkbox"/> Breach of Company Policy | <input type="checkbox"/> Safety |
| <input type="checkbox"/> Carelessness | <input type="checkbox"/> Tardiness |
| <input checked="" type="checkbox"/> Conduct | <input type="checkbox"/> Unauthorized Absence |
| <input type="checkbox"/> Creating a Disturbance | <input type="checkbox"/> Work Quality / Accuracy |
| <input type="checkbox"/> Failure to Follow Instructions | <input type="checkbox"/> Work Quantity / Output |
| <input type="checkbox"/> Insubordination | <input type="checkbox"/> Willful Damage to Company Property |
| <input type="checkbox"/> Performance | <input checked="" type="checkbox"/> Other |

Description of Violation(s):

Violation of Severance Police Department Policy Manual 318.4 (General Standards) Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

Violation of Severance Police Department Policy Manual 318.5.2 (Ethics) Section A. Using or disclosing one's status as a member of the Severance Police Department in anyway that could reasonably be perceived as in an attempt to gain influence or authority for non department business or activity.

Violation of Severance Police Department Policy Manual 318.5.3 (Discrimination, Oppression, or Favoritism) Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

Violation of Severance Police Department Policy Manual 318.5.6 (Unauthorized Access, Disclosure or Use) (a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the member's position with this department. (b) Disclosing to any unauthorized person any active investigation information.

On 09/21/2021, you conducted a business check along with a recruit that you were training, at the G5 Brewpub, 1018 Mahogany Way. You showed a lack of judgment, discussing information to the owners of that establishment in regards to two organizations "The Guardians", and "Keep Colorado Free and Open". While the subtle innocent information you provided, the owners took your word as gospel, as both were undesirables, banning both organizations from their establishment under your color of authority. In addition you discussed with them, and as a result, under their interpretation, that there is an active investigation in regards to one of the organizations. In which this could have a possible negative effect and jeopardize an outside agency's ongoing investigation.

Corrective Action:

You are to familiarize yourself with the above listed operation manual sections. Be cognizant of how you interact and speak to the public.

This is an acknowledgement of a Written Reprimand, which must be signed by the employee. Additional information regarding the event may be attached to this form. Further misconduct or violation(s) may result in further disciplinary action.

Employee's Signature: _____

Date: _____

Supervisor's Signature: B. Thiele #21-01

Date: 9-30-2021

Human Resource Signature: _____

Date: _____

Chief's Signature _____

Date: _____

Benny Aloia

From: Jim Gerdeman
Sent: Tuesday, September 28, 2021 8:38 AM
To: Benny Aloia
Subject: FW: Clarification

-----Original Message-----

From: Trent Leisy [REDACTED]
Sent: Tuesday, September 28, 2021 1:49 AM
To: Jim Gerdeman <jgerdeman@townofseverance.org>
Subject: Clarification

Hello Mr. Gerdeman,

Last Tuesday, Keep Colorado Free and Open, put on a meeting at G5 in Severance. At the same time there were five individuals, myself included, who identify with the Guardians of RE 4 group were inside the restaurant eating. We stopped by to gather some signatures for the recall petition that is being circulated in hopes of removing two Weld RE4 School Board members. We were not there gathering signatures representing the "Guardians". We were all their in our own personal capacity. In fact none of the five people who were at G5 event attended the meeting. We all simply sat inside the restaurant and ate and carried on several different conversations. It wasn't until the end of the meeting where we were given a few minutes to inform people that we were there for the recall, and we were looking for anyone willing to sign is as long as they resided in Weld RE 4.

It was brought to my attention on Monday by Tammy, one of the owners of G5, that the Guardian's are no longer able to use G5 as a spot to host its monthly meetings. I was perplexed to say the least. When I asked her what the situation was she said, "your group has a few bad people who are making you look bad". Still perplexed I asked her again where this was coming from. She mentioned to me that last Tuesday two uniformed officer entered G5 at approximately 21:15, which would be accurate because I was still at the restaurant when they walked in. She said that she was informed by these two officers that "Several agencies are watching what the Guardians are doing". Again perplexed I asked her if she was misinformed because "Keep Colorado Free and Open has NOTHING to do with the Guardians. We don't promote them, we don't sponsor them, we have absolutely no ties with them. Tammy made it clear with me that the officers informed them that they had shown up to the meeting to keep an eye on the Guardians. In fact informed her she should probably cut ties with the Guardians.

So this leads me to my question. What the heck is going on? Are we missing something that I need to be aware of? Was Tammy misinformed by the officers? Who and what agencies are watching the Guardians or asking your department to watch the Guardians? Do you even know anything about this?

Some clarity would be greatly appreciated as we want to clear everything up. We have confirmed with the Windsor PD that they are unaware of this, nor have they been asked to watch the movements of the Guardians. So again, that leads me to my question of what is going on?

Thank you for your time,

Trent Leisy



SECTION 3

Executive Summary

Background

Separate Allegations

MEMORANDUM

TO: Review Board
FROM: Sergeant Hoisington
DATE: August 14th, 2022
SUBJ: Executive Summary IA #2022 - 01

LOCATION OF OCCURRENCE: Severance Police Dept

DATE OF OCCURRENCE: July 8th, 2022

EMPLOYEES INVOLVED: Andrew Thiele

EMPLOYEE(S) SUPERVISOR: Ben Aloia

Background:

On July 11th, 2022 [REDACTED] with the Colorado Rangers forward a complaint on behalf of [REDACTED]. I conducted an initial taped interview with [REDACTED] over the phone in which she stated during an overtime assignment on July 8th, 2022 she witnessed Ofc Andrew (Andy) Thiele firmly slap an off duty officer on the shoulder (Jordan Steinke), take her wallet from her and run off with it, and make unprofessional comments. Additionally, during the debrief following the event, Ofc Thiele acted in an unprofessional manner when he "stole" the chair that Gurak was sitting in and activated her shoulder flashlight. [REDACTED] also stated that Thiele does not consider Rangers to be real cops and found this to be offensive and insulting.

Additionally, Ofc Thiele later filed a written complaint against Sgt Aloia resulting in the reassignment of this case to me. Chief Gerdeman provided me a copy of the complaint written by Ofc Thiele which was a detailed six-page account of a counseling session between Ofc Thiele and Sgt Aloia. The amount of detail in the complaint led the Chief to believe that the conversation may have been recorded without Sgt Aloia's knowledge. I was requested to ask Thiele about the existence of a recording that he may have made.

ALLEGATION #1 1000.5.8 Performance

Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency, and discipline of this department or that would tend to discredit any of its members.

ALLEGATION #2 1000.5.9 Conduct

Use of obscene, indecent, profane, or derogatory language while on-duty or in uniform.

ALLEGATION #3 419.6.3 SURREPTITIOUS USE OF THE AUDIO/VIDEO RECORDER

Members shall not surreptitiously record another department member without a court order unless lawfully authorized by the Chief of Police or the authorized designee.

Investigation:

During the course of this investigation, I learned the following information:

This case was initially assigned to Sgt Aloia for investigation but on due to a conflict of interest the case was reassigned to me for investigation. I learned that [REDACTED] had made a complaint against Officer Thiele for unprofessional conduct that he had displayed toward her during the summer concert event on July 8th, 2022. [REDACTED] stated that Thiele had acted unprofessional in comments made to herself, Officer Hessler and her friend Jordan Steinke and had also stolen her seat at the police department and manipulated her shoulder light without her permission. [REDACTED] had also heard that Thiele had made comments that the Colorado Rangers were not real cops.

I began my investigation by interviewing Officer [REDACTED] stated she was working at the summer concert and her friend Jordan Steinke had come to the event. It should be noted that Jordan is a police officer with the Fort Lupton Police Department but was at the event in an off-duty capacity in civilian clothing.

[REDACTED] stated Thiele was acting childish and had slapped a police sticker badge on Jordans shirt. [REDACTED] said to him that he had assaulted an officer. Thiele replied that he did not know she was a police officer, which motivated Jordan to retrieve her police ID and show it to Thiele. Thiele looked at the ID and then grabbed it from her and ran off with it, perhaps 20-30 feet and Jordan had to chase him to get it back. [REDACTED] stated during the incident Thiele was in a soft uniform and working at the event. [REDACTED] reported Thiele had also made comments about her [REDACTED] not being able to take him (into custody) but Jordan would be able to. [REDACTED] felt this was a disparaging comment made toward her being overweight. Jordan reported later that evening Thiele had come up behind her and slapped her hard on the back. Jordan said she was not offended or hurt but concerned about public perception. Sgt. Paula Gurak had witnessed the incident and did not appreciate Thieles behavior or comments and felt he was disrespectful towards women. This was all corroborated during [REDACTED] interview as well.

[REDACTED] stated after the concert was over everyone returned to the Severance Police Department (PD) for a debrief and Thiele had sent her a text message claiming that Paula had called someone a 'mouth breather' over an open mic during the event. Paula mistakenly believed that Thiele was calling her a mouth breather and was annoyed with Thiele and verbally confronted him stating that she never had an open mic. Ofc Hahn intervned and clarified that Ault (PD), not Paula, had an open mic. Paula then took a seat at the table in the PD by the refrigerator. Hessler sat across the table from her, and Thiele was standing towards the sink. Sgt Aloia was sitting at the west most end of the table and Ofc Hahn was in the southern part of the room. Shortly after the mouth breather comment, Thiele walked behind Paula to get something out of the freezer and while he did so, he flicked the power switch to Paula's shoulder light on. Paula stood up and told Thiele to get away from her. As she was speaking to him, Thiele sat down in Paula chair. Paula told him several times to give her chair back and Thiele told her "No" and remained in her chair. Paula grabbed the back of Thiele's neck/shoulder area and tried to either apply a pressure point or pull him up from the chair which caused Thiele to stand up and grab onto Paula's arm. The two became engaged in a short scuffle, which according to witnesses lasted somewhere between 5-30 seconds. Ultimately, the two separated with Thiele sitting back in the chair and Paula walking away toward Sgt Aloia who was sitting in the chair at the west end of the table. This incident was corroborated through the interviews of [REDACTED]

[REDACTED] stated that Sgt Aloia got up from the chair and offered it to Paula who declined the chair and remained

standing. [REDACTED] stated he was sitting in the room working on admin paperwork and heard the banter going on between Thiele and Paula but was not paying much attention. [REDACTED] said he knew Thiele had taken Paula's chair but was doing "other stuff" and did not see any of the physical altercation. He then saw Paula walking away and offered his chair to her. [REDACTED] stated that he did not witness the altercation but said he heard Thiele making comments about grabbing another female's chest during the concert. He did not know the context but felt the comments were mean and disrespectful toward the other females in the room. [REDACTED] did not witness anything.

At that time the remaining Colorado Rangers turned in their radios and left the building. Hahn and Thiele also left for the night. Paula and Hessler went to speak to Sgt Aloia about the incident and asked for him to address the behavior with Thiele. [REDACTED] told me that he had planned to talk to Thiele but never got a chance to and that it wasn't anything "earth shattering" that he needed to follow up on and on Sunday he was off for the beginning of his weekend. [REDACTED] said by the time he came back to work on Wednesday, the chief had received the formal complaint from the Colorado Ranger [REDACTED] and had asked me (Sgt Hoisington) to look into the complaint. I interviewed [REDACTED] but due to Sgt Aloia being present during the incident, the case was turned over to him for follow up, but later reassigned to myself due to a conflict of interest between Sgt Aloia and Ofc Thiele.

When I began my initial interview with [REDACTED] regarding this case I asked him to start off by describing any concerning actions he had personally witnessed. [REDACTED] started off stating that he had heard Ofc Thiele make a comment about "carpet munchers" in the presence of Ofc Macapagal. [REDACTED] believed that either Ofc Hessler or CSO Starck was present at the police department when the comment was made, but neither individuals reported ever hearing the comment made. [REDACTED] reported that he spoke to Thiele after the comment was made outside of the PD and told Thiele that the comment was inappropriate and should not have happened. [REDACTED] was not certain of the exact date the comment was made. [REDACTED] stated [REDACTED] did not have any recollection of Thiele making carpet muncher comments to her but said she would not put it past him and stated they joke with each other that way. [REDACTED] said is not easily offended and even if [REDACTED] did remember that specific comment occurring, [REDACTED] would not have been offended.

Complainant Interview

[REDACTED] Statement

On July 12th, 2022 I conducted a taped interview with [REDACTED]. [REDACTED] had made a complaint by email, and I explained I was following up on the complaint. [REDACTED] explained during the summer concert [REDACTED] saw Ofc Thiele run up and hit Jordan, Valerie Hessler's friend, on the shoulder and run off. [REDACTED] then said later that evening at the PD Thiele sent Val a text message calling Paula a mouth breather. When Thiele arrived at the PD Paula told Thiele that she was not the one with the open mic. Thiele walked over to where Paula was sitting and flicked on her shoulder flashlight. Paula [REDACTED] got up and said, "get away from me" and pushed him back. Thiele then sat in her chair. Paula told him to move, and [REDACTED] other (unidentified) in the room told him to move as well, but he said "No" and sat back in the chair. [REDACTED] she then walked over by Sgt Aloia who was present in the room. [REDACTED] later she talked to Sgt Aloia who said he would talk to Thiele later.

[REDACTED] Thiele gets an attitude that he is better than everyone else, doesn't respect women and doesn't feel that Rangers are real cops. [REDACTED] Thiele was very disrespectful to her [REDACTED] and he did it in front of her officers. I asked if Sgt Aloia said anything to stop the incident, but [REDACTED] was not sure what he saw and if he did see it, [REDACTED] said he was probably too surprised to act quickly enough.

End of Interview

On August 1, 2022 I contacted [REDACTED] for a follow-up interview to clarify the altercation with Thiele. Initially [REDACTED] had not reported trying to get Thiele out of the chair. I advised [REDACTED] that I had some follow up questions and [REDACTED] agreed to speak with me.

I asked [REDACTED] if after Thiele took her chair, did [REDACTED] (Paula) try to get him out of the seat. [REDACTED] she did put her hands on his shoulders and told him to move, but he refused. [REDACTED] she then walked away. I explained that it had been reported that she and Thiele had 'danced around' with each other over the chair situation. [REDACTED] stated that happened before he took her seat. I had [REDACTED] run me through the incident again. [REDACTED] Thiele had come into the building and made the comments about the mouth breather and walked towards the refrigerator. As Thiele was getting into the fridge he flicked on Gurak's shoulder light, which [REDACTED] annoyed her so she stood up and told him to get away from her. [REDACTED] that is when they danced around and then Thiele slid into her chair. [REDACTED] described the 'dancing around' as she was going to get Thiele in an escort position but decided against it and just walked away. [REDACTED] Sgt Aloia was sitting in the chair at the west end of the table and offered his seat to her but [REDACTED] she declined and stood next to him.

[REDACTED] Sgt Aloia was seated during the incident but unsure of what he witnessed. I asked [REDACTED] if she ever heard Thiele making comments about grabbing Jordans chest and [REDACTED] she did not.

End of interview

Witness Interview

[REDACTED]

On July 20th, 2022, a recorded statement was taken from [REDACTED] [REDACTED] on July 8th, 2022 she was working regular duty but assigned to work the summer concert at Community Park. She was on foot patrol and talking with her friend Jordan. While talking with Jordan, Officer Andy Thiele, who was also in uniform and on duty, came up to Jordan and firmly slapped Jordan on her chest where a police badge would be located. Andy used the slap to attach a police sticker badge on Jordans shirt and told Jordan he was upgrading her badge. Val told him jokingly that he had assaulted a police officer because Jordan is an officer with an outside department. Andy responded that he did not know she was an officer (jokingly as he personally knows Jordan through Val). [REDACTED] Jordan pulled out a small card holder and displayed her police ID to Andy. Andy grabbed her badge from her and ran away through the park. [REDACTED] Jordan felt this was very unprofessional and was not sure what inspired him to act this way towards him. [REDACTED] Jordan had to chase Andy to get her ID back.

Valerie said she was going to arrest Andy (jokingly) and Andy said Jordan could take him (implying take him into custody) but Valerie couldn't. [REDACTED] felt Andy was making a dig at her heavier weight using that as a reason she couldn't "take him". Valerie told Andy he was being an asshole and walked away to avoid further confrontation. [REDACTED] heard Jordan say something to Andy as well and Andy responded something like 'oh, you know you love me.' And Jordan said 'no, I think you're being an asshole'. [REDACTED] felt these statements were rude and very unprofessional.

At that time or shortly after the raffle began and they did not have any further contact with Andy at the concert. I asked [REDACTED] why [REDACTED] Andy could joke with them that way and [REDACTED] was not sure. [REDACTED] has called Andy out for this type of behavior in the past but did not recall any specific incidents.

[REDACTED] remembered that Andy had also made a statement to Jordan that if she took off the sticker badge, he would find her and put on another one. [REDACTED] did see Andy chasing Jordan around a family of three or four people and was embarrassed at how unprofessional it looked. I again asked [REDACTED] if Jordan was having fun with Andy or if she was annoyed. [REDACTED] did not think that Jordan was enjoying it at all.

[REDACTED] Janelle and Paula join her and Jordan at the raffle, but they did not see Andy any further. Valerie and Paula Gurak (Sgt. Colorado Rangers) rode back to the SVPD for the debriefing of the concert. At the PD Valerie [REDACTED] received a text from Andy who stated that Paula had called someone a 'mouth breather' over an open mic. It was discovered that during the concert Ault had an open mic and the mic picked up someone calling another person a mouth breather. Andy heard the transmission and possibly confused Ault with Paula and thought Paula had the open mic. When Andy arrived at the PD for the debrief, he was standing next to Paula who subsequently stood up to get an icy snack from the freezer. When she stood up Andy quickly sat in her chair. [REDACTED] heard Paula ask for her chair back and Andy refused to give it back. Paula grabbed Andy and attempted to pull him out of the chair. Andy stood up and a short struggle between the two ensued. It is estimated that the struggle lasted about 8-10 seconds and during which time Andy was able to turn on Paula shoulder flashlight. [REDACTED] stated that everyone present was watching what was happening.

At that time, the Rangers asked if there was a debriefing and were told there was not so everyone left. [REDACTED] stated that there were no further incidents after that. [REDACTED] she did report the incidents to Sgt Aloia who told her he would speak to Andy about her concerns.

End of Interview

On July 27, 2022 at 2221 hrs I reinterviewed [REDACTED] due to a statement made by another officer indicating that [REDACTED] may have been present when Officer Thiele made a specific comment. I asked [REDACTED] if she had ever heard Thiele make a comment to anyone about being a "carpet muncher". [REDACTED] she had never heard Thiele use that word around anyone.

I ended the interview at 2222 hrs.

Witness Interview

[REDACTED]

On July 25th, 2022 at 1417 hours I conducted a witness interview with [REDACTED] stated his understanding of this investigation was regarding some comments and actions that occurred between Ofc Thiele and one of the Colorado Rangers.

I asked [REDACTED] what he had witnessed Officer Thiele do and or say regarding this investigation. [REDACTED] he heard Thiele make a comment about 'carpet munchers' in the presence of other employees of the Severance PD. [REDACTED] told Thiele that the comment was inappropriate and should not have happened. I asked when and where the comment was made, and [REDACTED] stated it happened at the Severance Police Department but could not

remember what day. I asked if it was on the day of the Severance Concert, but he did not recall the exact date. ██████ stated that the incident happened during his normal working hours and Ofc Macapagal was also present. ██████ said another employee was also present but can't remember who it was, although he said it could have been Ofc Hessler or Ofc Starck. ██████ stated he was working at the table when he heard Thiele make the comment. ██████ waited until he and Thiele were alone and then told him that the comment was 'unacceptable and he needed to be more cognizant'. Thiele told him he understood that it was inappropriate. I asked ██████ if he reported the incident to anyone and he stated that Chief Gerdeman, on Monday, (July 11th) had asked him what happened at the PD after he left. ██████ stated that is when he reported that Thiele had made the comment about carpet munchers.

I asked ██████ if he had witnessed any concerning incidents during the summer concert. ██████ stated he was unaware of anything that happened at the concert until he came back to the PD for the debrief. He heard some conflict between Thiele and Sgt Paula Gurak (Colorado Rangers) over a statement made about mouth breathers. ██████ said he heard Thiele "badgering Ranger Paula" about the open mic. ██████ told Thiele that it wasn't Paula's mic it was Ault, referring to Ault PD. ██████ saw Thiele take Paula's seat and made a comment that it was his seat and would not give it back even after Paula asked him. Paula grabbed Thiele "forcefully" by his neck and pulled like she was trying to get him out of the seat. ██████ said they were being more aggressive than just friendly joking around. ██████ stated he wasn't sure how long the physical altercation lasted, but said it was probably more than 30 seconds. ██████ stated that there was time for someone to intervene, but no one did but it finally stopped, and Paula walked away from Thiele. ██████ saw Paula go over and speak to Sgt Aloia who was in and out of the patrol area.

██████ again spoke to Thiele outside but said nothing more than good night. ██████ had nothing else relevant to report.

End of Interview

Witness Interview

████████████████████
 On July 25th, 2022 I conducted a taped interview with ████████████████████. I asked ██████ if she was working the summer concert on July 8th, 2022. She stated she was on duty working regular shift but was at the event. She stated that initially she walked around the event on her own just looking at the different activities that were being held. Later she met up with Ofc Hessler, her friend Jordan, and Sgt Gurak.

I asked ██████ if she saw or heard anything she perceived to be unprofessional. ██████ said the Hessler and Jordan were talking all night about how Thiele had taken Jordans id from her. ██████ said they seemed to be laughing about it, but there was something in their conversation that made her feel they were upset about the situation. After that ██████ went to the raffle and then went to get a snow cone to take home for her lunch break. ██████ then returned to the PD for regular duty and the concert officers were at the PD as well for a debrief. I asked ██████ if she saw any altercations at the PD. ██████ remembered Paula sitting by the refrigerator and Paula stood up and Thiele took her seat. ██████ said some sort of altercation happened and they seemed to be joking but "in a sense that there were some real feelings behind it". ██████ couldn't say what exactly happened, but Thiele did steal her seat and Gurak walked off. ██████ wasn't sure if anyone stayed in the chair. I asked about

how their demeanor was after the incident. [REDACTED] said Gurak was very tense but Thiele didn't seem to pick up on how Gurak was feeling because he was still laughing and joking around.

After that everyone that was on overtime went home except Paula who stayed for a little bit. I then asked [REDACTED] if Thiele had ever called her a carpet muncher. [REDACTED] chuckled and said she didn't remember. She said she would not put it past him, because they joke around like that but clarified she was not offended at all. I asked her what the phrase carpet muncher meant to her. [REDACTED] stated it's when a person goes down on a girl. I asked [REDACTED] if she had any concerns she wanted to report that I had not asked about. She stated No.

End of Interview.

Witness Interview

[REDACTED]

On July 26th, 2022 at 1424hrs I conducted an interview with [REDACTED] I asked [REDACTED] if he was working the summer concert event on the 8th of July. He stated he was working regular shift but not assigned to the event and was not present at the concert. [REDACTED] stated he was aware of this complaint because he had initially started this investigation but due to another complaint, he did not complete the investigation.

[REDACTED] stated he was at the PD doing admin work when all the officers returned to the PD for a debrief. [REDACTED] reported he heard some bantering between Thiele and Sgt Gurak accusing her of being a mouth breather. [REDACTED] said he was sitting at the table when this occurred. [REDACTED] said he heard Ofc Hahn tell Thiele that Gurak was not the one on the radio, it was an Ault officer. [REDACTED] then reported that Gurak got up to do something and Ofc Thiele took her chair and she asked for it back, but he refused or ignored her. [REDACTED] reported that he lost sight after that because he was doing other stuff for admin and everything else. [REDACTED] said he did not see any of the physical altercation although he was in the same room while it occurred, but he heard them going back and forth verbally. He then saw Gurak walking away from Thiele and offered her a chair, but she declined.

Towards the end of the night Hessler and Gurak approached Ben and explained Thieles disrespectful and unprofessional behavior towards Jordan, Hessler and Gurak. Gurak was also upset that Thiele had manipulated her flashlight which she wears on her uniform. Hessler added that Thiele is constantly touching other people's things without their permission.

Gurak said she was extremely upset, that he was disrespectful to her gender and her rank, and she said he (Thiele) needs to be talked to. I asked [REDACTED] if he ever spoke to Thiele about the complaint and he said "no" he never got a chance Friday or Saturday night. He said it wasn't anything 'earth shattering' that he needed to follow up on. [REDACTED] said it was on his days off that he was advised of the email complaint that had been sent to Chief Gerdeman. [REDACTED] added that he had heard after the fact that [REDACTED] spoke to the chief about Thiele calling Macapagal a carpet muncher but was not present when the comment was made to Macapagal.

End of interview

Witness Interview

██████████

On July 31st, 2022 I interviewed ██████████ with the Colorado Rangers. ██████ agreed conduct a taped interview regarding the investigation.

I asked ██████ if he had returned to the PD for a debrief. He stated that he was at the PD and did observe Gurak and a Severance PD officer (possibly Thiele) engaged in horseplay. ██████ saw the SV officer activate Gurak's shoulder light which caused Gurak to stand up and grab his arm. Thiele then grabbed her arm and they danced around for a minute. They then separated.

██████ thought it was weird and thought they were flirting with each other. He said he turned in his radio and just left. I asked if he saw Thiele take the chair. ██████ said that Thiele activated her light, when she stood up, they did the horse play and then Thiele took the chair and Gurak walked away.

I asked if the Sergeant was present, and he said yes for the whole incident.

I asked him why the incident was weird. He said it seemed very flirtatious and that doesn't belong in the workplace.

██████ had nothing further to add.

End of Interview

Witness Interview

██████████

On July 31st, 2022 I contacted ██████████ who had been identified as a possible witness. ██████ stated that he was willing to give a taped statement as part of my interview.

I asked ██████ if he was working the summer concert on July 8th to assist Severance as a police officer. He stated he was. ██████ stated that he did not observe anything concerning while at the debrief at the PD. He said he heard some banter going on but couldn't comment on anything for certain. He stated he was preoccupied with turning in equipment. I asked him if he saw anyone take Guraks chair, but he did not see anything. He did hear someone offer her a chair, but nothing more than that.

██████ did not have anything else to add.

End of Interview

Witness Interview

On August 1, 2022 I conducted a taped interview with [REDACTED], [REDACTED], [REDACTED] a police officer with Ft. Lupton PD but was off duty at the summer concert. She was walking around the event with Ofc Hessler [REDACTED]

[REDACTED] Ofc Thiele was working as a police officer at the concert and was acting very unprofessional and disrespectful towards herself and other Officers. [REDACTED] explained that she is an acquaintance of Thiele but would not consider herself his friend. At the concert as she was walking with Ofc Hessler, who was in full uniform and on duty, Thiele ran up to her and slapped a junior police officer sticker badge on her chest just above her left breast. This occurred while [REDACTED] was at a Church booth in front of other members of the public. A comment was made jokingly made about Thiele assaulting a police officer which inspired [REDACTED] to pull out her police id card and show Thiele. [REDACTED] said Thiele grabbed the id card out of her hand and would not give it back to her. She described the situation as if Thiele was playing keep away. [REDACTED] said she eventually got her badge back but felt Thiele's actions in public were unprofessional. [REDACTED] explained that she was not bothered by Thiele's actions but if she were not law enforcement and was a citizen in the park watching this behavior, she would be concerned about how Thiele was representing the Severance Police Department.

[REDACTED] reported a second incident stating later that evening Hessler, Gurak and Macapagal were standing together in the park and Thiele ran up to [REDACTED] and slapped her hard on the back. Again [REDACTED] was not offended but was concerned about the public's perception if anyone had witnessed the incident.

I asked [REDACTED] if any of Thiele's behaviors or comments were upsetting to her and she said yes. She was very annoyed because Thiele had made comments about Ofc Hessler not being able to "take him" meaning take control of him relating to the assaulting a police officer comment. [REDACTED] felt this was an insult directed at Hessler's weight. [REDACTED] said she has personally witnessed over several occasions in the past that Thiele makes insulting and disrespectful comments toward Hessler of this nature.

I asked [REDACTED] if she had ever heard Thiele make any comments to anyone of a sexually derogatory nature during the evening. She stated that she did not.

[REDACTED] had nothing further to add.

End of interview.

Witness Interview

On August 1, 2022, I conducted a taped interview with [REDACTED]. [REDACTED] stated he was working with the Rangers assisting Severance PD at the summer concert on July 8th, 2022. I asked [REDACTED] if he saw any behavior during the assignment he felt was concerning. He stated after the concert at the debriefing he saw some unprofessional behavior. I asked him to explain. [REDACTED] said a Severance PD officer was making comments about grabbing another

female's chest. ■ said these comments felt mean and disrespectful to the other female officers in the room. ■ said the comment was that he grabbed her chest and checked on it. I asked if there were any other incidents that had occurred. ■ said each department has its own culture and he wasn't sure where that line was but some of the comments seemed to cross the line. I asked if he witnessed anyone steal Gurak's chair and he said he did not. ■ said Gurak was standing next to another officer, and he was one of the last one to arrive at the PD.

I asked him if there was anything else that I did not ask that he felt I should know about. He responded that one of the Severance PD Sergeants was there and present. ■ said the Sergeant was right there next to the officer that was mouthing off. I asked if he heard the comments and ■ said, "He certainly should have." Whether or not the sergeant was distracted he didn't know but he saw the sergeant laugh at one of the jokes but ■ was not paying attention close enough to know if the joke was inappropriate or not.

■ had nothing further to add.

End of Interview

Witness Interview

■
I conducted a taped interview with ■ with the Colorado Rangers. I asked ■ if he witnessed any type of behavior directed at Paula Gurak that he felt was unprofessional. ■ stated that he did not witness any unprofessional behavior.

I asked ■ if he returned to the Severance PD for the debrief and if so, did he hear any banter or unprofessional behavior. ■ said there was banter and joking around but did not hear anything inappropriate.

When I asked about a mouth breather comment ■ said he remembered hearing the comment but did not remember the conversation.

I asked ■ if he saw someone take Paula's seat. ■ said he did see someone walk in the PD and sit down and remembered hearing Paula asking for the chair back but said he didn't remember seeing any type of altercation occur. ■ said he remembered drinking some water and turning in his radio then going home.

■ had nothing further to add.

End of Interview

I asked Thiele if he has recorded any town employees' conversations without their knowledge and if so, what was the most recent incident. Thiele admitted to recording his conversation with Sgt Aloia during a counseling session because Aloia is very rude and unprofessional when he counsels his employees. Thiele said he does not like being belittled and feels that Sgt Aloia does not treat his officers professionally. Thiele said he believed that Aloia would not be truthful if Thiele made a complaint and therefore, he recorded the conversation to support his complaint made against Aloia. Thiele said he knew recording the conversation was against policy but felt it was more important to support his complaint. Thiele emailed the recording which was copied to CD and included in this case.

End Of Investigation



POLICE

SECTION 4

Investigators Notes

SEVERANCE

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COLORADO

DEPARTMENT

MEMORANDUM

TO: Review Board
FROM: Sergeant Lance Hoisington
DATE: August 14, 2022
SUBJECT: Investigator Notes IA # 2022-001

During the course of the investigation, it was found that an altercation between Ofc Thiele and Paula Gurak did occur, however there was mixed impression of why the conflict occurred and the exact order of events varied slightly. The individuals most closely involved were Ofc Hessler, Ofc Thiele and Sgt Paula Gurak. [REDACTED] reported that Thiele was acting unprofessional and felt he was treating them bad due to disrespect for women.

Ofc [REDACTED] believed Thiele was joking around but that he did not realize how his behavior was causing others to feel and therefore continued joking around.

Ofc [REDACTED] stated he thought Thiele and Gurak were flirting with each other which he felt was inappropriate behavior for the workplace.

Ofc [REDACTED] felt the comments and behavior were concerning and unprofessional and indicated that he was surprised that a Sergeant was present and did nothing about it but commented also that he could not be certain if the sergeant was focused on what was happening.

Ofc Thiele stated that the events that transpired during the summer concert and at the debrief were purely done in jest and he had not intended to upset or offend anyone. Thiele said he has joked with the same individuals in the past and no one has approached him to inform him that his humor is not appreciated including Sgt Aloia who was present at the PD and according to Thiele witnessed the events transpire. Thiele admitted that portions of his humor could have been unprofessional and also stated the carpet muncher comment was part of a joke he was telling to Ofc Macapagal who has admitted that she is not offended by this type of humor.

Ofc Thiele also admitted to recording Sgt Aloia in order to protect himself from any untrue accusations that Aloia may make against him and to use as evidence to support his written complaint. Thiele provided an email file containing the recording.



SECTION 5

Interviews
Witness Index

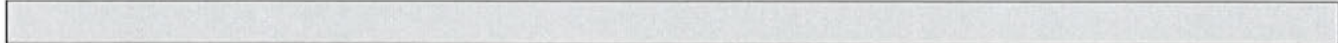
MEMORANDUM

TO: Review Board

FROM: Sergeant Lance Hoisington

DATE: AUGUST 14, 2022

SUBJECT: Witness List - IA # 2022-001



1. [REDACTED] Fort Lupton Police
Department

2. [REDACTED] Severance Police
Department

3. [REDACTED] Severance Police
Department

4. [REDACTED] Severance Police
Department

5. [REDACTED] Severance Police
Department

6. [REDACTED] Colorado Rangers
Police Department

7. [REDACTED] Colorado Rangers
Police Department

8. [REDACTED] Colorado Rangers
Police Department
9. [REDACTED] Colorado Rangers
Police Department
10. [REDACTED] Severance Police
Department



SECTION 6

Addendum List

MEMORANDUM

TO: Review Board

FROM: Sergeant Hoisington

DATE: August 14, 2022

SUBJ: Addendum List IA # 2022-001

-
- A. Oral Garrity Warning Form
 - B. Flashdrive labeled "interviews" containing taped interviews for all persons involved
 - C. Flashdrive labeled "Thiele / Aloia"- Thieles recording of Sgt Aloia's counseling session
 - D. Email thread from Colorado Rangers complaint
 - E. Email copy of written complaint against Sgt Aloia

Severance Police Department Internal Affairs Unit

ORAL GARRITY WARNING

IAU# 2022-001

You are advised that you are being questioned as a part of an official internal investigation of the Severance Police Department. You will be asked questions narrowly related to job performance or fitness to serve in the Police Department.

In any criminal proceeding, you are entitled to all the rights and privileges guaranteed by the laws and Constitution of this State and the Constitution of the United States, including the privilege against self-incrimination and the right to counsel.

If you answer these questions related to job performance and fitness to serve, neither the statements given nor the information gained from such statements can be used against you in any criminal proceeding. However, such answers can be used for purposes of Severance Police Department hearings and discipline.

If you refuse to answer questions related to job performance and fitness to serve, you will be subject to disciplinary action for failure to obey an order. This disciplinary action will result in your termination from the Severance Police Department.

Do you have any questions before we proceed? WA AT

Are you aware that this interview is being audio or video recorded? WA AT

I certify that I have read this warning to: Andrew Thiele

Date: Aug 10, 2022 Signature: WA AT

I acknowledge that this warning was read to me:

Date: 8/10/22 Signature: Andrew Thiele

Witness: _____

Lance Hoisington

From: Lance Hoisington
Sent: Sunday, July 31, 2022 9:34 PM
To: Chief Ronald Abramson
Cc: Jim Gerdeman
Subject: RE: FW: Issue in Severance Sat. 08 JUL 2022

Chief,

Thank you for your support in this matter. Your department has always been here to support Severance whenever we have reached out for help. I have the utmost respect for all of the officers with the Colorado Rangers and appreciate all that they do!

I want everyone to feel welcome and respected when they are working with my officers. Please reassure Sgt Gurak that this matter will be resolved and she will not have any further issues.

Lance

Lance Hoisington

Sergeant

Town of Severance | Police Department
3 S Timber Ridge Parkway | Severance, CO 80546
Dir: 970-685-9807 | Cell: 970-295-9104

From: Chief Ronald Abramson <ronald.abramson@coloradorangers.org>
Sent: Sunday, July 31, 2022 7:21 PM
To: Lance Hoisington <lhoisington@townofseverance.org>
Cc: Deputy Chief Robert Pabst <robert.pabst@coloradorangers.org>; Michael Morgan <michael.morgan@coloradorangers.org>; Idilio Moncivais <idilio.moncivais@coloradorangers.org>
Subject: Re: FW: Issue in Severance Sat. 08 JUL 2022

Thank you Sergeant Hoisington - I regret that this information was reported to your agency without me or my senior command being apprised and the resulting challenges this evening as a result. We will handle that omission internally.

I appreciate you bringing me up to date and, as we discussed, please feel free to continue your investigation directly with my Rangers who were on duty that day. We appreciate your diligence in pursuing this. As you know, Sergeant Gurak is a highly valued member of our agency and was recently promoted to our Academy Director for our 10th Reserve Police Academy beginning next year, in which we anticipate having a class of 40 cadets, which will bring our total agency strength to over 110 officers.

At [REDACTED] years old she certainly is entitled to professional treatment at any agency she serves on our behalf and, especially, should not be subjected to physical contact and disrespectful behavior by officers from other agencies at any time.

Thank you for treating this matter seriously.

Chief Ronald Abramson
Colorado Rangers

[REDACTED]
Ronald.Abramson@ColoradoRangers.org

www.coloradorangers.org

Serving & Protecting Colorado Since 1861

On Jul 31, 2022, 7:06 PM -0600, Lance Hoisington <lhoisington@townofseverance.org>, wrote:

Chief Abramson,

Here is the email that generated the investigation on my end. Again, my apologies. I believed I had chain of command approval due to the complaint coming from [REDACTED]

I appreciate your understanding and allowing me to continue with my investigation.

Lance Hoisington

Sergeant

Town of Severance | Police Department

3 S Timber Ridge Parkway | Severance, CO 80546

Dir: 970-685-9807 | Cell: 970-295-9104

From: Jim Gerdeman <jgerdeman@townofseverance.org>

Sent: Monday, July 11, 2022 4:19 PM

To: Lance Hoisington <lhoisington@townofseverance.org>

Subject: FW: Issue in Severance Sat. 08 JUL 2022

From: [REDACTED]

Sent: Monday, July 11, 2022 1:11 PM

To: Jim Gerdeman <jgerdeman@townofseverance.org>

Subject: Fwd: Issue in Severance Sat. 08 JUL 2022

Chief Gerdeman,

I wanted to report this issue that happened in your PD last Friday. Rangers serve gladly with our partner agencies without pay and in their own free time. They don't ask for much but expect professional treatment when assisting other jurisdictions.

Please let me know if you need additional detail.

[REDACTED]
Troop H Commander
Colorado Rangers
Main (303) 502-2671
[REDACTED]

Serving & protecting Colorado since 1861

Begin forwarded message:

From: [REDACTED]

Subject: Issue in Severance Sat. 08 JUL 2022

Date: July 11, 2022 at 1:02:01 PM MDT

To: [REDACTED]

Good Afternoon,

There were a couple of incidents that happened on 08n Jul 2022 with Officer Andy Thiel.

While I was standing with Officer Val Hessler and an off-duty officer from Ft Lupton 9(Jordan is her first name), he ran past and slapped her on the shoulder. This was in front of many spectators. I felt his actions were not appropriate, and several in the crowd were paying attention to the situation as well.

I was at the PD with Val, and Andy texted her that I was a "mouth breather" and had an open mic. She assured him it wasn't me and that I was sitting with her and was on the phone. We were listening to traffic on the radio as well. She has the text in full.

After the event, our Rangers returned to the PD for debriefing. When Andy walked in, we asked him about the open mic and "mouth breather" issue. A few comments back and forth. He then turned my Guardian Angel light on that is on the epaulet of my uniform. I pushed him away as I don't like people touching things like that. He then sat down in my seat, and when told to move, he said he would not. He was, in my opinion, disrespectful to me, not only as a person but as a Sergeant of the assisting agency. This was all done in front of the Rangers who came to work.

In a subsequent conversation with Val and Sgt Aloia, Val said that Andy does not respect women in general. He also doesn't feel the Rangers are "real cops."

I found this to be offensive and an insult to our agency. If there is any other information you need, please let me know.

Respectfully,

[REDACTED]

Troop H

Colorado Rangers

[REDACTED]

[REDACTED]

www.ColoradoRangers.org

Serving and Protecting Colorado Since 1861



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Chief, and to whom it may concern.

On July 15, 2022, at approximately 1530 hours, I was called in to a meeting with Sgt Aloia. The beginning of this meeting took place in the patrol room at the conference table. The conversation began with Sgt Aloia directing me to sit and the proceeded to ask and then demanded to have me tell him what was going on and what the deal was. Sgt Aloia then informed me that he had heard that I had "been bitching moaning, and assaulting". And again Sgt. Aloia asked me what was going on. When I denied these accusations, Sgt Aloia became more animated and stated, "Don't tell me that bullshit" and again asked what was going on with me; he would refuse to accept my answer that nothing was going on because his phone rings off the hook about me and stated that he had received several phone calls yesterday and today about me not being "a happy camper". When asked what I was unhappy about Sgt. Aloia stated, "you're full of shit". I informed Sgt. Aloia that I was not lying to him and questioned him on what I would have to gain by not telling him the truth. I did inform Sgt Aloia that there was stress at home and that was regarding finances and a day off request that I had made earlier that week that I had not received a response about. Sgt. Aloia maintained that I was "full of shit" and I felt as though he was telling me I was being dishonest with him.

Sgt Aloia then brought up that he was sure I knew about a rumor going around, and I informed him that I had knowledge of and email that had been sent. (I had knowledge of this because the previous day Officer Hessler asked if Sgt. Aloia had talked to me about the email and if I was doing okay.) Sgt Aloia questioned if the information that he had been told such as me have a persecution-complex and me being unhappy and thinking that individuals were out to get me were "all lies". Sgt. Aloia wanted me to confirm that these were all lies but would refuse to give me any details on statements, or who the statements were made by. Sgt. Aloia continued this style of questioning and interrogation until Officer Hahn walked into the building with a Council member that was on a ride along.

The conversation was then moved outside of the building to the southside of the building to the "therapy table". Once outside the Sgt made a statement and wanted me to confirm that I was happy at work. I confirmed that I was happy at work and truly have been happy with my current workflow. I even mentioned that I have not applied for other agencies nor am I intending to. Sgt. Aloia then told me that he could "give a shit less about that" but he himself has encouraged me and other Officers on several occasions to apply for other agencies such as Denver Police Department, the Larimer County Sheriff's Office, Johnstown Police Department, and was supportive of my



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decision to apply for a position with the Town of Timnath. Sgt. Aloia then told me that he knew I was unhappy here. I asked how he knew that and what he knew that I did not know. Sgt. Aloia's response was simply "because I know you, and I know what I have heard". I asked Sgt. Aloia to fill me in on what he knew but he would refuse and say "no, you fill me in". I feel Sgt Aloia is speaking with other employees of the Town and the Police department and has twisted the information he has obtained and is attempting to put many mixed matched puzzle pieces together.

Sgt. Aloia would then again tell me that he knew I was unhappy because he had gotten phone calls from those that I "sulk to" or from someone else who had third hand information about the sulking. Sgt. Aloia would refuse to tell me any information regarding who made these statements or what the statements were. I again told Sgt. Aloia that I would not say that someone is making a false statement when I do not know what those statements are. Sgt. Aloia went as far as telling me that whoever I confine in is not my friend and I should stop talking to them.

The conversation then took a turn and we talked about weather or not I felt appreciated. I informed him at times just like others, we all feel under appreciated. Sgt Aloia then made a statement to the effect of I am in the wrong line of work If I was looking for appreciation or ever though that I would be appreciated. Sgt. Aloia never confirmed if he meant by command staff or the public. I was told that I could do everything perfectly, have commendations out of the ass and solve crime and do this and that but you "fuck up once and that is what they remember". Sgt. Aloia then told me again that if I was looking for appreciation, it was a pipe dream and it was not going to happen and that if I thought I could be appreciated, I was living in a fantasy land. Sgt. Aloia then again asked what was going on. I informed him that nothing was going on to only then be challenged and told again that what ever I said to whomever I confined to was that they were full of shit and are lying. I again told Sgt Aloia I have no idea what he has been told so I would not say anyone's statement were false.

Sgt. Aloia then asked if I felt if I had gotten screwed over on the School Resource Officer position. I informed Sgt. Aloia no but told him at the time I had been upset and thought that I had been screwed over on the position but told him that that issue and feelings were resolved. When questioned why I felt that way, I informed Sgt. Aloia that I felt that I was still being punished for my prior write ups. Sgt Aloia then questioned why and when I attempted to answer he interrupted me and did not allow me a chance to finish my statement. He then asked if I honestly thought if I had done anything wrong. I informed Sgt Aloia that I felt I had not done anything wrong. Sgt. Aloia then told me that



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I had put Officer Yanke (in-training) in a bad position because she was in the car and did not hear the interaction with a teacher at Rangeview Elementary School.

Sgt. Aloia then told me that he had received a hand full of information of an incident that had occurred at the G5 Restaurant. I informed Sgt. Aloia that I had spoken with Officer Yanke about this incident and told him that she had informed me that the reported statements that I made to the owners of G5, I did not make. Sgt. Aloia then told me that "she is full of shit". Sgt. Aloia told me that all of this goes back to the teacher and G5 incident and he need to clear the air and told me I was in the wrong. I then told Sgt. Aloia that ok I was in the wrong, this statement was only made as I was trying to be humble and accept the perceived fact surrounding both incidents. Sgt Aloia then told me "no" several times, telling me because in my mind I did nothing wrong and he called bullshit on my statement and would not allow my to accept fault and say I was in the wrong.

Sgt Aloia then went into details about the incident stating that I told the owner's of G5 who they should allow and not allow to patronize their business. I then informed Sgt. Aloia again that I did not tell the business owners who they could or could not allow in their business or should allow in their business. Sgt. Aloia then told me that those were the findings of his investigation and after he had interviewed Officer Yanke and the business owners. I asked Sgt. Aloia if my statement and word meant nothing, and after a pause he state it was "taken into consideration". I again tried to accept that I was wrong and again Sgt. Aloia would tell me no and would not accept me saying I was wrong because I did not believe it. Sgt Aloia would then tell me that he would not believe me on accepting that I was wrong. I feel due to this statement and Sgt. Aloia's attitude, Sgt. Aloia has carried a bias against me and does not hold any credibility to any statement that I make.

Sgt. Aloia then told me again that I look for other people to blame, he then brought up the Timnath Police Department and told me that I believed that the reason I did not progress through the hiring phase was because I believed the town or department "gave me a bad review". I told Sgt. Aloia that I never believed that Timnath called any of my previous employers and that I never said that I had gotten a bad review. Sgt Aloia then told me that his suggestion is that "you shut your mouth" and not to treat the friends I think I have here as confidants, and I should not confine in them because they are not my friends. Sgt Aloia would then tell me that the information he receives he has no idea if it is "distorted". I would again ask Sgt. Aloia who he was getting his information from and again he would refuse to tell me and say you know who it is and would ask how many people I confine in.



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Sgt Aloia would then tell me " I got another thing, a complaint has been filed on you; but you will be the last person I talk to about that and he could not give me any information on that". Sgt Aloia would then tell me that he knows that I am unhappy and miserable and would not let me tell him that I am happy and have been happy with my workflow and environment. I then asked Sgt Aloia what I had to gain by lying about if I was happy about being here. I reminded Sgt. Aloia that he is the one on several occasions that has encouraged me to leave the town of Severance and to put in for other police agencies. And he simply said "put in", he then told me that the reason that Officer Hahn and I don't do that is "because the two of you are chicken shits and are afraid of our own shit because the two of you like being big fish in a little pond". Sgt. Aloia would say that we would get lost in a larger agency.

Sgt Aloia then stated that Officer Hahn and me have this bullshit competition against each other and that it has reached a point that it is now non sense. Sgt Aloia then stated that we feed off one another trying to out do each other and it was bullshit. Sgt Aloia would again say that this is why we don't do anything, go anywhere, and that we don't have the guts or balls to apply for someplace else.

Sgt. Aloia then stated that he gets asked all the time, when are things going to change. Sgt. Aloia stated that the Chief, Sgt Hoisington, and himself have nothing to do with that change. Sgt Aloia would then tell me that he and Sgt. Hoisington are unhappy here but we all just needed to do our jobs and muddle through it and there is nothing that he can change. I asked Sgt. Aloia where does the change begin, and I was told that change begins with me. I was told to come in and do my job with no fucking around, no grabby ass, and to act professional, I was then told that no one could help me if I continue to "step on your dick".

Sgt. Aloia would again tell me to be careful who I open my mouth to, who I confine in because it gets taken out of contexts. Again when I asked who he was getting his information from Sgt. Aloia refused to tell me who it is and said you know who it is. Sgt Aloia would then tell me that he believes that my issues are from the write ups that I had received in 2021, that I was punished and not allowed to go to trainings and that I did not get the School Resource Officer position. Sgt. Aloia would then tell me that the punishment of not being able to go to training was moot I was still able to work over time shifts, that allowed me to still make money for my family. When I tried to say training is an important part of this job, Sgt. Aloia interrupted me and did not allow me to finish what I was saying.



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Sgt. Aloia would then tell me that I did not know half of the “shit” he did for me such as arguing with command and town admin that he would not change my end of the year eval score and that he fought for me to still see my raise at the end of the year because “they” didn’t want me to get one. Sgt. Aloia would then tell me that I had no idea how far he stuck his neck out for me and all that he is asking now is for me to stop stepping on my dick and top take responsibility for “my shit” and he would then tell me that it is not always somebody else’s fault. Sgt. Aloia then again told me if I wanted to leave and apply out he would assist me in oral board prep. He would again tell me not to confine people because it gets blown out of proportion. I was then told that I am sulking and I have an attitude problem.

There are two officers in this agency that I speak to on a regular basis and that is Officer Hahn and Officer Hessler. I know that Officer Hahn has also had awkward and negative interactions with Sgt. Aloia. Officer Hessler works on Sgt. Aloia’s shift and sees him the most out of any other staff member. I believe that Sgt. Aloia is sharing information about other members of this department to Officer Hessler and is cultivating a inappropriate working relationship with Officer Hessler as it seems that she know a lot about the complaint that was lodged against me and I was also told by a mutual friend that she had also informed him of what was going on and had hoped that I had reached out to him. On several occasions I have also been witness to Sgt Aloia talking about other people’s business that as a supervisor he should not have shared such information.

I feel the agencies moral has significantly dropped and continues to drop when Sgt. Aloia’s snappy attitude comes across and he is agitated and has no problem letting anyone know his displeasure. Today Sgt. Aloia berated me out in public as he insulted and belittled me and Officer Hahn. This interaction was uncalled for and had no purpose and in my opinion was far worse then what I was written up for in 2021. During this interaction Sgt. Aloia told me I was full of shit and gave me the perception that he does not believe a word I say and that although he knows the information that he gained from his sources is and maybe take out of context.

Sgt. Aloia also informed me he is looking into a complaint filed against me. I believe that with the words that have been said by Sgt. Aloia he is unable to conduct a fair and impartial investigation. Sgt. Aloia also has a long history and friendship with the complainant and may believe her word over the facts. I believe this because on a recent case involving the death of an infant, Sgt. Aloia was provided information about a parent



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from CSO Starck that the female Parent once had to have 911 called on her for a high level of alcohol intoxication. Sgt. Aloia would then refer to this woman as a drunk and assumed that she had rolled over on to the baby in the middle of the night. Sgt Aloia has always been outspoken and loud with his opinions involving members of the town council, town employees, and citizens in Severance.

Sgt. Aloia has accused me of having a persecution -complex but has cultivated this complex in me making me believe through his statements while I was belittled and berated about the 2 original write ups that I had received that everything was snow balling from there. The only discipline listed on the write ups was reading a policy and then also direction traffic for 4 days. In reality following the write ups I was removed from an FTO assignment, withheld training for 6 months, my evaluation score was to be changed because it was to high and they wanted to with hold a raise from me, and a instructor position that I was supposed to obtain through training was taken away from me and assigned to another member of the department.

Sgt Aloia has stated that he believes I am unhappy with my job, but in reality, I have felt really good about my employment and am wanting to push and challenge myself to do better up until this point. But due to the accusations and insults from Sgt. Aloia I feel that he is targeting me and attempted to bait me into a situation that would not have faired well for me. I further believe that this incident was hostile and unethical as he swore at me in public in close proximity to Bruce's bar and the general public. It is also my understanding that one of the incidents that resulted in a complaint against me, he was present for and said nothing the night of the incident. I also want it to be known that this is not the first time Sgt. Aloia has used foul language or been disrespectful to myself or other members of this department or community members.

Andrew J. Thiele

ANDREW THIELE



SECTION 7
Subject Employee's History
Annual Evaluations
Commendations

EST. 1920

COLORADO



POLICE DEPARTMENT

PERFORMANCE EVALUATION MID-YEAR

Name: Andy Thiele

Position: Police Officer

Overall Score: 3.80 /5.00

Supervisor: L. Hoisington

Evaluation Date: 06/08/2022

Review Period: From: 01/24/2022 To: 06/08/2022

-
- 5= Extremely Effective: Far exceeds job standards and expectations
 - 4= Effective: Consistently exceeds job standards and expectations
 - 3= Meets Expectations: Meets the job standards and expectations
 - 2= Inconsistent: Sometimes meets the job standards and expectations
 - 1= Ineffective: Overall work does not meet the minimum job standards
-

Competencies:

Scores:

Communication Skills	4
Dependability	4
Initiative	4
Job Knowledge	4
Leadership	4
Personal Development	3
Professionalism	4
Quality	3
Teamwork	4
Values & Character Traits	4

Chief of Police
Initial Review:Date

Summary and Comments

Supervisor:

Ofc Thiele is a self motivated officer whom I seldom have to direct to do proactive work. Ofc Thiele takes the initiative to get out of the office and run traffic or to take on any additional duties I ask of him. Ofc Thiele has done a good job at teaching and maintaining the Taser and body cam programs, ensuring that any issues that come to his attention are quickly addressed. Ofc Thiele communicates well and seems to be open and honest when speaking about his concerns when issues arise. Ofc Thiele has the tendency to be very direct when talking to the public which sometimes comes across as rude, so practicing a little more tact I believe would be beneficial to making some interactions go more smoothly. Ofc Thiele generally completes his paperwork in a timely manner, but sometimes does not thoroughly proof read his reports which causes preventable errors and typos. Ofc Thiele expressed interest in becoming an instructor in SFST's and I asked if he would also take on the Intox certification as well. Again Ofc Thiele said he would not mind the added responsibility. Lastly Ofc Thiele gets along well with his coworkers and is always willing to help out, train or stay over shift to help out.

Employee:

An employee's signature does not constitute agreement, but acknowledges receipt of the mid-year performance evaluation.

An employee will be held to the standards/expectations identified in the mid-year performance evaluation even if they disagree.

Employee: *Adam Thiele 18-01*
Date: *6/20/22*

Sergeant: *C. Hoisington*
Date: *6/20/22*

Chief:
Date:

Town Admin:
Date: