



POLICE DEPARTMENT

TO: Andy Thiele, Officer
FROM: Lance Hoisington, Sergeant *UH*
DATE: July 20th, 2022
SUBJECT: INTERNAL AFFAIRS UNIT CASE # 2022-01

It is my duty to inform you that you are the subject of an investigation per the Severance Police Department's Policy Manual.

It is alleged that on July 8th, 2022 approximately 2130 hours, you made disparaging remarks and conducted yourself in a manner that was unprofessional causing others to feel belittled and disrespected.

I will be investigating the following sections of the Severance Police Department's Policy Manual:

100.5.8 PREFORMANCE

1000.5.9 CONDUCT

This matter is considered confidential and will not be discussed with any person except command staff and persons who may be witnesses. Of course, it is your choice whether you discuss this case with any person. However, you are specifically instructed to refrain from contacting citizen complainants or witnesses inside or outside the Severance Police Department in any manner.

I promise you a fair and impartial investigation of this case.

off duty overtime position

20
1/2
1/2

out sticker on Jordan
not aggressive

Did you slap a badge on Jordan + take ID?
Tell me about summer concert dont recall hit on back
Did you did you mean when told v.
that she couldn't take you? recently banter
- fat? - no

Did you feel v or I were upset w/ you? NO
poss. unprofessional

What happened at P.D. after?
end of concert heard female voice say behind her an open mouth
why give Paula a hard time? - not trying to
to

Alvin
eyes
and
emotion

TAKE her chair? Saw her walking away from chair outside
of room.
Turn on light? - He did → no reason
30 seconds
scuffle?
walked that was
my chair get out ID
NO

at turning on
light
at just joking

Do you feel your behavior was professional? joking
How do think the public viewed this behavior? ↓
Have you ever recorded a work related convo
w/ another employee w/o their knowledge? Dont
remember
- most recent time?

Have you made any derogatory comments to any
employees that they or others may view
as offensive?

Paula grabbed
his shoulder
I said she
with breathes
put pressure
pulled
off.
watched
Sgt. Alvin
the whole
thing.
proofing
around

Messing w/ Paula → no intent →
Rajus NOT REAC CORP - SAID to Val
After P.D. incident.

→ Reported person - yes - Sgt. Aloia →
eg complaint Sgt. Aloia is not heard
and very unprofessional & wanted
record of conversation. Did not
believe Sgt. Aloia would be truthful.

→ No other person since last year regarding IA
or complaints.

- Beats you down & have no say in matter.

- Comment made about creep machines
made to [REDACTED]

- [REDACTED] has thick skin

- poor in nature

- not

[REDACTED] / Thinks it's a joke

→ Not directed but telling a joke.

→ Feels complaint made by outside person.

→ [redacted]
[redacted]

- Thiele -

Good friendly handy acquaintance w/ Thiele

Thiele soft unironic

Hardy out Steeles

Hes + J. at Church beneath

→ I came up slipped sheela
on chest above breast
said upgrad + badge.

- knows 34

remove wallet to show ID

took ID + played keep

away

- - was friendly at this time

What Dis Bertram - after took wallet
said would choke him

- Thiele said not worried about
Hesler

- personally w/ neg comments
about Hesler → Hesler.

Think ~~say~~ you love me
No your an asshole

Get would back

Other incident →

V.J. → JIM together

Think ran up hit J MAED
on BACK → ran away
NOT Bother but Paula
expressed concern about look of
hitting citizen in public.

→ Concerning behavior about public
image + representing P.D.
very inappropriate.

→ Regular disrespects Hershel

No sexual harassment comets heard.

→ Needs wake up call about how
treats women & disrespects women
in public.



never heard

any comments.

[Redacted]

Friday July 8th Concert.

↑ Not At Concert

Chief Ron

[Redacted]

Rangers

- LB Templeton → 5pm tent

✓ Brian → VM

✓ Paul - PHONE INTV.

DAVID - [Redacted]

Ronald A
Ron - [Redacted]

[Redacted]



joking back forth

mouth breathing → Rembus being
if but.

Took her seat

Don't remember scyble

Lot of people

waiting to be released
turned in radio.

200
part in time by the room
bounced Body Armor

→ outside 4-5 min

Called back to ATSI

Pick up



Thiele him + a longer

Current munchers note

[In Sentence P.D.

- MAE

- Hessler? Stack?

→ 2x100 regular duty

Paula + Bergers not present

Between 3pm - 4pm

→ Talked outside →

He made a comment affirming your suggestion

→ Chry - called you in and asked what happened & then he left.

→ Thiele, Berging, Paula about open mic.

Sec. Rangers Paula, Thilo, Zeev
Heeslin, Mae? AIDA?

Phy: AH.

Post Paulus chair
Paulus pushed pulled on body's
temp, pressure points
det. note tension,
Add for

Disengaged few min.

Stopped before had to intervene

↑ Paula talked to Benny
↓ Andy left after

↑ → AIDA ~~and~~

← Nothing else to report. →

Friday night

→ Jordan + Val - Paula
towards the end
of the night

→ Andy → foot Jordan walk
of Val / Paula

→ After concert got Snowcone
Val Paula +
A. pos direct people

I left - ~~stay~~ went real quick
come back to work

Andy / Josh / Cassero Val Betsy / Paula

Paula sits up h takes her chair

Andy may have but NOT
extended.

Not proper but possible
cultural norm.

Val
Doggystack Concert
Planned to perform Room

based Pat.

Comm. Post.

Jordan you Andy-

1915 Food trucks
Gabriela Booth - Josh Geegan
Andy came over stopped
d badge on Jordan

weight

Val ✓

Jordan

Paula

Zoe

Janelle

Benny

(4 var Ranges)

→ VAGUE NOT PAYING ATTENTION

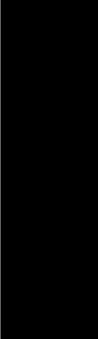
NOT SEE ANYTHING

→ made comment started boos/pep
active on of light
to go and go arm

← awkward separated & left.

someone was open mic
Zach corrected body.

↕ Benny sitting in room whole time
flirting? ~~was~~ not aggressive



21-903

→ male

Rebairing -
making jokes about grabbing
chest - checked on it.
mean / disrespectful
no mouth breather
no seat stealing
one up last area. to arrive

→ Sgt. was present ←
saw him laughing but not
sure at what.

Put hands on shoulders
told him to

→ Andy came in

Friday

Asked about month

Priced left

stood up push him

danced

took CHAIR

Sitting Ben offered his

chair

Declined

He stood → Paula

stood

→ No comments heard about death.

