

**Severance Police
Department**

Memo

To: Chief Misty Siderfin *mss 09/20/19*
From: Sergeant Theresa Barger
cc: Officer Andy Thiele
Date: September 20, 2019
Re: Thank you PS# 19-011

On 09/18/19, Severance Police Department received an email from a board member on how you interacted with the children at Rangeview Elementary School after a traffic stop.

Officer Thiele noticed a child who was excited to see the police vehicle and he interacted with the child without hesitation. This is the epidemic of what Community Policing is for our Department and Town. Since you took the time, a board member saw your efforts and relayed this information to us.

Everyday our actions as police officers are scrutinized and this day was no exception. They watched your every move and you made us proud of your willingness to mold and shape a little persons mind about law enforcement on general.

Thank you for taking the time and being the best you can be.

The block contains two handwritten signatures. The top signature is in black ink and appears to be 'Andy Thiele'. The bottom signature is in blue ink and is more stylized, possibly belonging to the sender, Sergeant Theresa Barger.

Theresa Barger

From: Nicholas Wharton
Sent: Wednesday, September 18, 2019 11:02 AM
To: Andrew Thiele
Cc: Lindsay Radcliff Coombes; Misty Siderfin; Theresa Barger
Subject: FW: police

Andy,

I just got off the phone with a Board Member thanking you greatly for working with the kids in front of the Elementary School this morning after pulling over the vehicle. Please see the email below and keep up the great work.

Thank you sirl!

Nicholas J. Wharton, MPA

Town Administrator
Town of Severance
3 South Timber Ridge Parkway
PO BOX 339
Severance, CO 80546
Direct Line: 970-685-9144
Office: 970-686-1218



TOWN PRIDE through Leadership, Service and Collaboration.

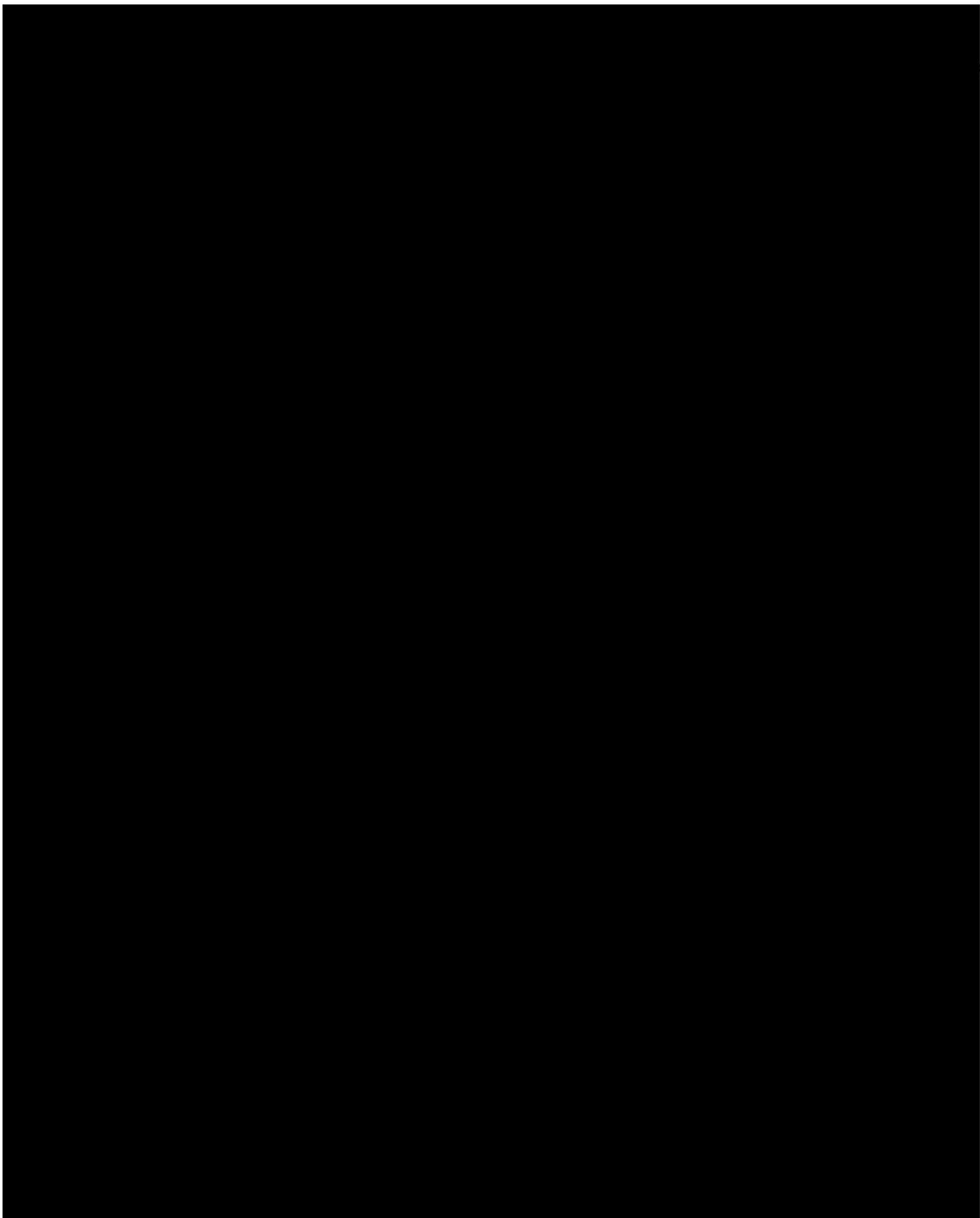
From: Stephen Gagliardi <stephen.gagliardi@townofseverance.org>
Sent: Wednesday, September 18, 2019 8:23 AM
To: Nicholas Wharton <nwharton@townofseverance.org>
Subject: police

Today at Rangeview a police officer pulled over a car in front of rangeview. After he was done pulling the car over, The officer noticed a kid was excited to see the police car. The officer got out of his car, give the kid a sticker and let him check out the car.

That was pretty awesome, can you please let the officer know how important that type of interaction is, and thank them.

s.
Sent from my mobile device...

Stephen Gagliardi
Trustee, Town of Severance



r

Austin Sutton



Thursday, December 19, 2019

Severance Police Department
Town of Severance
3 Timber Ridge Parkway
Severance, CO 80550

To Whom it May Concern:

On the evening of Wednesday, December 18, 2019, I contacted the Weld County non-emergency line and requested an officer connect with me regarding a civil matter. While I understand civil matters are handled within the court system, I urgently needed a paper trail displaying my heightened level of concern.

While out of state on a business trip, I was notified my daughter was taken out of the country by her mother without my knowledge or consent. While, her mother's only message stated they left for the Caribbean and would return on January 7, 2020, I have sufficient reason to believe they are in Cuba. My [REDACTED] daughter, is in an unknown location and will not contact me. I do not know if she is safe. I needed this documented.

As I mentioned above, I understand this is a civil matter. However, Officer Andrew Thiele with the Severance Police Department was extremely disrespectful and out of line with how he handled this matter. In short, he told me nothing was wrong with her mother traveling to Cuba with her without consent, travel to Cuba is safe as of 2016 and to call Larimer County.

I did call Larimer County, who treated the situation much differently. I am very disappointed in Officer Andrew Thiele. While something may not be urgent to him, [REDACTED] my home, [REDACTED] We live in [REDACTED]. A drive to our home to document a concern was needed. Disrespectful and hurtful comments from an officer were the result.

I am very disappointed with my contact with Officer Andrew Thiele.

Sincerely,

Austin Sutton

**Severance Police
Department**

Memo

To: Chief Misty Siderfin *mss 09/20/19*
From: Sergeant Theresa Barger
cc: Officer Andy Thiele
Date: September 20, 2019
Re: Thank you PS# 19-010

On 09/18/19, Severance Police Department received a kudos through the Next Door App. 09/17/19, Officer Thiele was given a traffic complaint where a person drove through the red lights, and stop sign on a school bus. Officer Thiele spoke to the reporting party who did not have the correct information for him to contact the driver.

Officer Thiele decided to go to the same bus stop and be a presence for the parents/children. This in affect gave parents a peace of mind. A parent who lives in [REDACTED] was so appreciative that she mentioned the Severance Police Department on the Next Door App.

Officer Thieles actions shows that sometimes we need to take the extra step to show our community that their safety is paramount. Because of his actions the Officer Thiele has impressed this parent and gave her an appreciation for our Departments mission. We appreciate the kindness you showed which follows along with our values.

Thank you for you commitment to excellence.



Theresa Barger

From: Nextdoor [REDACTED] <reply@rs.email.nextdoor.com>
Sent: Wednesday, September 18, 2019 8:26 AM
To: Theresa Barger
Subject: Kudos to Severance police!



[View on Nextdoor](#)



Kaela Terranova, [REDACTED]

A police officer came to my child's bus stop this morning (apparently there were complaints of people driving unsafely around the bus) and I just wanted to say how impressed I have been with the presence of the the Severance police! So good to feel like we live in a safe community.

Crime & Safety · Sep 18 to 16 neighborhoods



Thank



Private message

[View or Reply](#)

This message is intended for tbarger@townofseverance.org. [Unsubscribe here](#). Nextdoor, 875 Stevenson Street, Suite 700, San Francisco, CA 94103

**Severance Police
Department**

Memo

To: Chief Misty Siderfin
From: Sergeant Theresa Barger
cc: Officer Andrew Theile
Date: September 4, 2019
Re: PS# 19-008

On 06/05/19, a payment came into the courts with a written complaint on it. On 05/27/19, Officer Thiele had issued a citation to Marshall Ault for obedience of a traffic control device. On the copy of the citation it showed that Officer Thiele wrote "NOTYOURS" as the license plate number. Ault wrote in the comments "Not my license plate can't fill out ticket correctly." Also, Another comment was written, "Officer was rude & Disrespectful Acted like "GOD" Boy gets a badge Power goes to his head !!!"

On 06/05/19, there were also a minimum of 15 complaints that came up during court proceedings with the Town of Severance's Prosecuting Attorney and Sergeant Barger. These complaints were regarding Officer Thiele's behavior; conducting himself in a more aggressive manner and appeared badge heavy.

After the court proceedings were complete, Chief Siderfin decided to speak with Officer Thiele in here office about the complaints just received. Chief Siderfin wanted him to know exactly what the complainants stated for a better understanding of what was going on and attempt to figure out a way to understand and remedy the situation. Officer Thiele became angry with Chief Siderfin as his face turned red and his teeth were clenched while speaking. Officer Thiele continued to argue with Chief Siderfin. She at that point told him she no longer wanted to hear excuses for the behavior and told him to take responsibility as they were indeed his actions alone; no one else's. Officer Thiele believed he was in the right even though there were well over 15 complaints that came in a different time frames by different people but all complaining about the same thing; his behavior. I entered the conversation as Officer Thiele was being insubordinate. Officer Thiele stated he felt justified and wanted to be taken seriously, not just blown off. It was discussed on how he handles tougher situations with subjects who are already

hot headed. He explained he meets them at the same level. Chief Siderfin tried to explain that this is where part of the problem lies but he disagreed. Chief Siderfin asked Officer Thiele what we could do to make him successful and he did not respond. When it was brought to Officer Thiel's attention that Marshal Ault felt Officer Thiele's badge went to his head, Officer Thiele was adamant that he had written down the correct license plate. However; I ran the license plate through NCIC/CCIC that Officer Thiele had written it down in correctly on the ticket.

About a week later, Officer Thiele apologized for acting out and realized he could have lost his job for his behavior with the Chief.

Since Officer Thiele has been on his own and began responding to calls, Chief Siderfin and I have received multiple complaints from various citizens of the community; all geared towards his aggressive, badge heavy approach. Many of these complainants refused to make a formal complaint and just want us to be aware of the situation. Additionally, other complainants were found to be aggressive with anyone from the police department as they are not accustomed to law enforcement within their community. Some of these complaints are as follows:

01/01/19:

Blake complained about Officer Thiele for "yelling and screaming" to stop at the stop sign posted by G5. Blake was in a vehicle described by many citizens complaining about his poor driving actions. Blake came in to speak with Chief Siderfin and it was determined he did not like being spoken to by a police officer. This was unfounded.

02/19/19:

might. officer Hessler on Duty and Never spoke to Blake that past his vehicle, in the area, only drove

Officer Thiele was on a call regarding an unknown male driver that attempted to contact a 13-year-old female that was walking. Blake complained that Officer Thiele entered a residence while walking in the area when he did not have the right to. According to the "Ring" video footage, Officer Thiele never entered a residence. This was unfounded.

02/21/19:

Officer Thiele arrested a male by the name of [REDACTED] for speeding and open container. He made errors on the situation and was requested to re-issue it, so it reflected the correct spelling of the suspect's name. While Officer Thiele was re-issuing the citation, a heated argument ensued as the father [REDACTED] felt Officer Thiele was trying to cover his tracks of doing something illegal. Chief Siderfin and I received a complaint a week later and decided to speak with the family in person at their residence. Larry was very heated and aggressive towards Chief Siderfin and I. After calming the situation, we were able to determine Larry, the father, was upset as Officer Thiele would not listen. Additionally, he wanted to protect his son [REDACTED] and Officer Thiele did not pick up on that. Larry explained he was going to apologize to Officer Thiele for his actions as they were not appropriate. Case was unfounded as complainant admitted he was out of line.

03/09/19:

I received a complaint about a female who was afraid she was going to be arrested after reporting a possible missing child complaint. This female was told she was possibly going to be arrested since she failed to report an incident sooner regarding a neglect case. The female was advised the arrest would not happen as it did not meet state statute. She was very upset and worried about his aggressive approach. She refused to make a formal complaint.

03/13/19:

A male called Chief Siderfin to complain about a female left alone in a bad situation by Officer Thiele. After further investigation, it was determined that Officer Thiele had assisted the female (who did not report anything) twice. The female had opted to stay with her car to prevent her stuff from being stolen until friend's showed up to help her. She was a block away from her house and parked on the side of the road in a neighborhood area with plenty of lighting. The male admitted he was made because it was his baby girl (who was in here 20's) and was protective.

06/04/19:

Chief Siderfin received a complaint from an off-duty officer from a neighboring agency who was upset with Officer Thiele behavior during traffic control at the Middle School during a function. Officer Thiele yelled and became angry when she approached him as she could not understand what he was saying since her windows were rolled up. Officer Thiele yelled at her and came across insecure and badge heavy. She was upset as she nor anyone she has worked with would ever speak to a community member like this. This female wished not to file a complaint but instead wanted to provide a professional courtesy from one agency to another. Additionally, she asked if he could be given training on how to better work with the community and traffic control to keep himself and others safe. When speaking with Officer Thiele, he felt she was the one not listening to directions and she was in the wrong. We discussed options for safer traffic control and requested he look for a TIMS course through PoliceOne to assist.

In June 2019, a complaint was made regarding an illegal search of the house. A female spoke with Chief Siderfin explaining her husband was dealing with Officer Thiele who searched the house illegally. After speaking with her, it was determined she was not there during the search and did not have all of the details of the event. Chief Siderfin asked if she could speak with her husband to get further information as these types of complaints are taken seriously. The husband refused to speak with her saying it is a "funny matter now." Chief Siderfin explained the event had been recorded by Officer Thiele and the female said she was shocked and decided she no longer wanted to talk. This is unfounded.

On 06/14/19, Jordyn Eastberg came into the police department and wanted to know why she received a lecture and a citation. She felt the officer was very abrupt and forceful but professional. After letting her vent, she said she mainly wanted to know how the radar worked and the rule about giving a citation and a lecture at the same time.

Findings:

It has been determined that there seems to be a pattern of how Officer Thiele interacts with the community. Chief Siderfin and I have spoken with him several times and have attempted to

coach and mentor him and offer any kind support to assist him. Officer Thiele has been sent to the following courses to assist him and help to correct this perception:

- De-Escalation online training through CIRSA
- Crisis Intervention through Brain Injury Lens (Mead, CO)
- Personal perspective of Autism and how LE can address these types of calls (Severance, CO)

Additionally, Officer Thiele has asked me to review his video footage from the body cameras recently implemented so that he can better himself. I have found that Officer Thiele is more robotic while speaking and has a stern look on his face. He is not rude or aggressive but appears to be that way simply by the way he looks and carries himself. This has been discussed with Officer Thiele to help him recognize what other perceptions are of him.

Do to your conduct with Chief Siderfin it is a direct violation of Policy 320 Standards of Conduct 320.5.9 subsection (e) which was issued February 13, 2019 during a staff meeting. Firearms instructor opportunities will be held back for a period of time of six months from 06/2019 and can be reviewed for determination after the probation time is up, pending no further issue exist.

If this happens again, it will be turned into an IA as it is a direct violation of Policy 320 Standards of Conduct. This is a written warning.

At this point in time, no further actions will be taken as this should be corrected with courses taken, mentoring, self-awareness and time.

A large, stylized handwritten signature in blue ink, likely belonging to the author of the document.A smaller, stylized handwritten signature in black ink, likely belonging to a second individual.



HR Meeting Recap Notes

Provided by: Conv. w/ Ch. of Education & HR.
Employee: Andy Thiele
Date: 6.10.19

SUMMARY OF CONCERN/REQUEST:

- Attitude & CORE VALUES - do coincide w/ mission statement
- 1 Conducting of Behaviour not acceptable
- 2
- 3

SUMMARY OF CONVERSATION (Narrative): w/ Andy RE:

Multiple conversations received complaints by citizens & community members & a police in other jurisdiction & state patrol & Windsor PD & Sheriff's office and Suzanne Rodgers (Attorney)

These conversations started ~~mid~~ mid-January 2019. Andy has been

Employee Request/Possible Solution:

Verbally - Coached / Blue book
CIT

(Andy stated after June 5th he will record everything)

He wants cameras to prove it. He had previously stated he was recording everything, in April...

Town Request/Possible Solution:

Training -
CIT
Another Agency

He's not receptive to training because he feels he's not at fault

Town Action Item:

i.e. Follow up to employee, meeting, any further action required, etc.

(Andy to be written up.)
By Theresa.

Andy needs to cool down & stop bashing dept. to other employees, & out in public.

mentoring / Training /

Hostile work environment - Anger — | It's everyone else @ him

(16+16 yrs) - (doesn't meet 10 total)

→ FTO officer had issues ○ Andy had issues -

Weld county Text messages showed conflict. that were sent to chief.
Val. Hessler stepped up & stated that FTO officer ^{w/o} was too hard on Andy?!
Andy would not tell Chief what issues were. Andy was coached to be forthcoming & transparent & use good communication.

Andy was not doing well w/ Weld County so he went with Valerie H. to complete his training. He was happy & grateful Chief pulled him out of Weld/ FTO incident. Open mind of communication is encouraged by Chief to Andy.

Was upset he had to stay longer w/ Val on training. Talked through it
→ Andy. re wrote multiple tickets, because he had errors & Attitude about it: (Min of 10 Pass. 20-30)
Reduce Speeders & being a go. getter. Super active & engaged once on his own.
Chief & Sergeant Thankful for his go. getter attitude.

Feb. Complaint Came in → DUID (Andy didn't arrest because he stated that he wasn't familiar to do it, rather error on safe side & not arrest.)

Multiple errors on ticket. He was made to re-issue ticket. Intense convo w/ family
Andy lost his cool w/ family who became volatile @ him. [redacted] victim/no empathy
Badge heavy.. Andy was coached & ~~Bad~~ Suzanne dismissed case after
2nd reissue summons was incorrect. Andy was advised to slow down & write his tickets better & have better handwriting/less errors. Does not take feedback/criticism well @ all.

- Complaints -
- are;
 - Badge Heavy
 - Chip on Shoulder
 - Treated citizens w/ Disrespect
 - Condescending
 - Talked Down to
 - Asshole

Complaints x3 by 3rd party
↳ Attitude
← FB Episode →
Tuesday June 4th - [redacted] (Police officer) called RE how Andy treated her she was upset, how he treated her. His car parked wrong during middle school event/graduation
His wasn't visible & she was concerned about his safety.

Badge Heavy / Abrasive) He was directing traffic incorrectly
He yelled she's holding up everything & yelled @ her tell pay ATTN.
His face was bright red w/ a scowl. He didn't want her to pursue.
Andy states she didn't listen, & was holding up traffic. [redacted]

Dated no other cars were there. She stated she couldn't hear him & rolled her window down and asked to repeat, He started yelling @ her. He used badge as power & she said she could feel he didn't have confidence.

Needs Traffic Control training & customer service.

Told Mandatory Reporter she could go to jail since she didn't report it soon
[redacted] act properly. He was Badge Heavy, Reads,

FB episode → A citizen posted on FB Sev. PD searched house & was
Baldy lang. and didn't

May (md)
14th 2019

Said guy told him he could enter home.
Andy told him he had to leave the house, Andy did not find anyone. Andy said he recorded it, but he did not have the recordings (She called mayor/wife did)

- Assault
- Bad heavy.
- Family of cops
- treats people tern
- He is not nice.
- doesn't ever want him @ their house
- PD is one Giant Jd
- Cocky
- Knows it all

He's started recording → Was told to record everything by chief?
Sergent.

Andy listened to entire event & disagreed w/ events.
Chief met w/ family to apologize.

Court June 5th → 44 people in attendance. 2/3rd here for Andy. Came to court on how
disrespectful he was.

15 people
complained on
Andy last week.

From Suzanne & → women all here to complain on Andy
women felt he talked down to them & were upset & wanted to
verbalize bad behavior but not dispute charges.

"I did not support PD to get treated like this"

- Another group came in stated same thing. They felt disrespected by new officer w/ confidence.
- Another group of 2 men stated same thing

Suzanne stated after court & missed graduation party because she felt priority to talk to chief.

She's fielded multiple complaints, phone calls stating unprofessional. looking for
pavel, red face, cocky, disrespectful rule ... ^{women were & guys too} Displeased w/ attitude towards them by
she told citizens she would talk to chief on their behalf & try to fix/resolve issues
Andy

June 5th. Andy disrupted Chief stating, "What came of complaint?" in a Cocky Manner.

Chief asked Andy what happened again & told him she heard complete different version of what was said. She told version to Andy that was told, and he said

* Andy did not record situation, although states he records everything. Andy stated he got upset w/ her. Chief asked where his car was placed.

* Andy sent recordings that were blank to chief.

* Andy stated he is recording everything. * Andy has not turned in recordings to sergeant, that have been requested

When asked, got defensive, Bright Red Face. questioned chief back, & what would you do, he raised his voice. Got attitude from him, he asked who "she" was & where she worked "if she's a cop she should have known better"

Asked why he parked car in position, Because a lot of traffic.

Communication -

Badge Heavy, 15 complaints.

Andy was asked to take responsibility → Andy was told of complaints & got upset.

Asked to help him succeed. Asked Andy what they can do to help him succeed.

Andy replied, "I am not doing anything wrong"

Chief offered up multiple ways to help. more trainings, ^{Another Agency.} CIT - crisis intervention team (How to talk to people like a human.)

Andy started to become argumentative.

██████████ worried to send him in fear of him failing CIT.

He states he meets someone @ their level (they yell & scream ... He will too)

Andy stated he will yell @ them too.

Chief looking into getting him into CIT.

(Only offered cameras did not own any of the 20 complaints.)

Andy has completed a de-escalation course through POST. in April/May before many of these issues.

He has also completed a mental Health training after many complaints.

Andy stated he wasn't going to pull people over.

(A dad stated he was badge heavy & condescending)

██████████ @ Andy's Daughter game, Andy started venting to them how pissed he was. He's getting picked on. Cop was bad cop, & must not know traffic control. Sergeant & Chief only side w/ public & picking on him.

(Andy stated, "We have too many females working here")
May June 5th

"Shit does stink" -

Concerns → ♂ coachable

♂ own mistakes no ownership.

16 complaints in 1 day

He said he would stop doing Traffic Stops. ; only take calls
(people here in Town Hall complained.) (Suzanne complained.)
15+

Character Diminished - he won't farewell.

ANDY:

January to March 2019

Andy cannot sit down he is always on the go. I appreciate the fact you are willing to be out and slowing down traffic. Andy has a great attitude about working and willing to be a range instructor.

Andy had a couple of complaints:

1. Blake who was the male that drives a red truck fast on Mahogany and does not stop at the stop signs. Blake mentioned he saw Andy open doors to houses when it "was against the law", but later told Chief he was not positive which door that was opened.
2. Larry Shook who stated Andy was rude when he tried to re-issue a citation. Andy was spoken to about this incident.
3. 03/13/19 @ 0905 hours, a male called to complain about Andy leaving a female on the side of the road after a traffic stop and refused to help her when her vehicle did not start. After a further investigation the male contradicted himself and Andy went back to assist the female that was stranded, she refused help.

Andy informed me of both of these contacts before the complaints. Blake had previously complained about all of the officer on Next Door App, but truly had nothing that was correct in his complaint.

Andy is unsure why people think he is rude. Andy feels he helps in any way he can and truly does not understand why he was complained about.

Andy is so busy his citations are hard to read sometimes, and simple mistakes are made. Andy was spoken to as a verbal warning, around the week of Feb 25 and March 5 we spoke to him just to get him slow down so the errors would stop. Andy told ^{me} he was trying.

On 03/12/19, Andy had a couple of mistakes but they were small, so I sent him a text telling he was doing better. On 03/17/19 we had a few citations that had missing information, including no information on license plates or VIN's and they were hard to read. I looked at the citations/summons. I was able to determine the following:

Citations/Summons with mistakes: (After March 5th)

0083 –no Estimated speed was missing – hard to read

0082 – no direction front, no attitude, no estimated speed-hard to read

0081 – no attitude

0090 – no time

0091 – no state

0092 – no phone

0093 – wrong tag

0094 – wrong name, no dob, no phone

0099 – insurance missing "" – This is only on the insurance affidavit

0098 – no state and no radar info

0141 – no direction

0142 – no eye color, Very legible

0143 – no state, Very legible

0144 – no attitude, no state, very legible

0146 –no direction of travel, no state, no attitude, very legible

0147 – no time, no attitude – very legible

S-0045 – all very legible, missing nothing

0160 – legible, back and attitude, Don't forget employer

0158 – legible

0159- legible

0157 – legible, but rain on it

0156- legible

0155 – legible, no plate information or color

0154 – legible, no employer, wrong address say CR 30 not 23- needs re-issued

0154 – legible, no employer

0153 - legible, no employer, no direction

0152 – legible, no speed finished (you only put 4 not 40), eye and hair color

0151 – legible

0149- missing attitude, legible

0150- legible

As of 04/04/19, the last few citations are very legible. As we go forward I would like to keep your citations/summons consistent with no errors and legible writing. As I have seen this week I know you can keep it going. Please slow down, complete all the boxes, and write legibly.

 4/7/19
 4-7-19