



August 29, 2022

Andrew Thiele
3774 Summerwood Way
Johnstown, CO 80534

Re: Notice of Termination

Mr. Thiele,

The purpose of this letter is to inform you that I have reviewed Internal Affair Investigation 2022-01 and the findings presented by the review board. Below are the allegations and findings:

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.

The review board found that while on duty, Mr. Thiele was unprofessional toward town employees and several police officers from other agencies (A formal complaint was received) on multiple occasions on July 8th within the workplace and during a public concert. The review board found that this is a sustained allegation with a vote of 3-0.

Allegation 2: 1000.5.9 Conduct. Use of obscene, indecent, profane, or derogatory language while on-duty or in uniform.

Mr. Thiele self-admitted that he had used the language "carpet muncher" in the workplace and towards/about an employee in a protected class. 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 & Violation of the Town of Severance Employee Handbook, Recording devices by Public Sector Employees in the Workplace. Members shall not surreptitiously record another department member without a court order unless lawfully authorized by the Chief of Police or the authorized designee.

Mr. Thiele self-admitted that he has recorded several employees on multiple occasions. The review board found this is a sustained allegation with a vote of 3-0.

It is, in my opinion, upon review of the presented materials that each of these allegations is sustained. The Employee Handbook requires that all employees must be committed to the highest ethical standards and act in the best interest of the Town and the public, and observe all rules, policies and operating procedures, and directions of the Town. Your actions clearly demonstrate poor work performance on your part, a willful disregard not only for the Town's policies and procedures but for the Town's interest in ensuring all employees act in the best interest of the Town, and further undermine the integrity of the Department. The Town, in the past, has brought your performance issues to your attention and attempted to work with you to

correct your deficiencies. Despite these efforts, you are not meeting the expectations of your position and the Town. Given the severity of the incident in addition to your other performance and disciplinary issues, I must maintain the integrity of the Department and ensure the safety of the public whom we serve.

For all these reasons, in accordance with the Town of Severance Employee Handbook, Section X, At-Will Employment and Discipline, I am terminating your employment with the Town of Severance effective immediately. Within two business days, two electronic checks will be issued; your final paycheck and your owed vacation time earned. Additionally, you will be mailed a packet with information from Cobra Help, the agency that the Town contracts with to provide departing employees information regarding their rights to continued health care coverage.

Our records indicate that you are still in possession of Town property. For any items that are at home, please set up a time to return these items to Chief Gerdeman (970-685-0620) and any other Town property in your possession. Additionally, Chief Gerdeman can arrange for the return of all personal property you may have at the Town.

We wish you the very best in your future endeavors.

Sincerely,



Nicholas J Wharton, MPA, ICMA-CM
Town Administrator
Town of Severance



Attn: Chief Gerdeman
RE: Workplace Compliant July 19th
August 16, 2022

Please see the following in regards to the written complaint given by officer Thiele;

Summary of Findings

1. It was found less likely than so that Sgt. Aloia treated Ofc. Thiele inequitably by raising the performance evaluations of other officers and giving Ofc. Thiele an unduly harsh punishment in response to complaints made against Ofc. Thiele in October 2021.
2. It was found less likely than so that Sgt. Aloia impermissibly shared personal information about complaints made against Ofc. Thiele to Ofc. Hessler.
- *3. It was found more likely than not that Sgt. Aloia acted aggressively by making accusations, yelling, and using strong language during their conversation over Ofc. Thiele's work performance on July 15, 2022.

This investigator concludes that based on the available information it appears that Sgt. Aloia did not engage in the conduct described by Ofc. Thiele with the allegations involving past disciplinary actions and sharing personal information with others in the department. However, based on witness accounts as well as the descriptions offered by both Ofc. Thiele and Sgt. Aloia, it appears that Sgt. Aloia was aggressive with Ofc. Thiele during their 7/15/22 conversation. It seems that Sgt. Aloia was unclear with Ofc. Thiele about the purpose of the conversation and during their discussion Sgt. Aloia engaged in yelling and offered harsh assessments of Ofc. Thiele's work performance and attitude.

Final Assessment:

***Based on the recorded conversation, given by Officer Thiele, Sgt. Aloia was not yelling but did use unacceptable language when coaching and mentoring Officer Thiele.**

A handwritten signature in blue ink, appearing to read "Lindsay Radcliff-Coombes".

Lindsay Radcliff-Coombes
Deputy Town Manager
Town of Severance



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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 he 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 confide 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 confided 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 confide 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 confide 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

Lindsay Radcliff Coombes

From: Jim Gerdeman
Sent: Monday, July 11, 2022 1:31 PM
To: Lindsay Radcliff Coombes
Subject: FW: Issue in Severance Sat. 08 JUL 2022

I am looking into this.

Jim

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
972.743.6472 Direct
[REDACTED]

www.ColoradoRangers.org

Serving and Protecting Colorado Since 1861

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: *Andrew Thiele*

Date: 10/5/21

Supervisor's Signature: *B. D. #21-01*

Date: 9-30-2021

Human Resource Signature: *Madoff Carbo*

Date: 10-5-21

Chief's Signature: *Jamie R. Serdema*

Date: 10/6/21

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 there 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

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: *Andrew Thiele*

Date: 10/5/21

Supervisor's Signature: *Burt [Signature]* 9-21-21

Date: 9-30-2021

Human Resource Signature: *Judith Redoff Cobos*

Date: 10-5-21

Chief's Signature: *James R. Sander*

Date: 10/05/21



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

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

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

HOA #2101
Witness

Officer Name: Benford #21-01 1 OF 2



POLICE DEPARTMENT

Date: December 12, 2020

To: Lindsay Radcliff-Coombes, Assistant Town Administrator / HR

From: James R Gerdeman, Chief of Police

Subject: Officer Sean Jenkins

On December 10, 2020, at approximately 1710 hours, Officer Andrew Thiele asked to speak with me about Officer Sean Jenkins. He explained they have been working together for the past several months, and things have been going well after the July incident. Officer Andrew Thiele want to know if he could talk with Officer Sean Jenkins about how he could help him be part of the team. Officer Andrew Thiele stated Officer Sean Jenkins was becoming distant again and not talking with the other officers. I permitted Officer Andrew Thiele to speak with Officer Sean Jenkins, but I also told him not to push the issue and walk away from the conversation if Officer Sean Jenkins gives him any push back. Officer Andrew Thiele agreed.

I called Officer Andrew Thiele about an hour later, and I asked him how the meeting went, and he stated, "Ok." Officer Andrew Thiele said he offered to help Officer Sean Jenkins and wanted everyone to be part of the team.

On December 10, 2020, at 2124 hours, I received an email from Officer Sean Jenkins stating Officer Andrew Thiele was back to his toxic behavior. He makes several complaints against Officer Andrew Thiele, but he does not want to file a complaint against Officer Andrew Thiele at the end of the email. I called Officer Sean Jenkins and asked about the email. He said he just wanted to make sure there was a paper trail because Officer Andrew Thiele was up to his old tricks. I told Officer Sean Jenkins I would be talking with Human Resource tomorrow, and then I will be discussing this with him further.

On December 11, 2020, at approximately 0800 hours, I met with HR Lindsay Radcliff-Coombes. She asked for me to investigate further and report back to her.

On December 11, 2020, at approximately 1800 hours, I met with Officer Sean Jenkins at the Severance Police Department. I asked Officer Sean Jenkins to explain what they talked about during the conversations with Officer Andrew Thiele. He said Officer Andrew Thiele asked why he was distant and not being part of the team. Officer Andrew Thiele gave several examples of not being part of the team. Officer Sean Jenkins said the things Officer Andrew Thiele said were not true, and Officer Andrew Thiele was making



POLICE DEPARTMENT

things up. I asked Officer Sean Jenkins to give me examples of Officer Andrew Thiele's rude comments. Officer Sean Jenkins could not provide any examples. He just kept talking about Andy's toxic behavior.

I asked Officer Sean Jenkins how his negative attitude and poor morale were not also toxic behavior. Officer Sean Jenkins stated, "I guess it is also." I asked him what he was going to change his behavior. He did not have a response. I told Officer Sean Jenkins to focus on himself and improve his communication before pointing fingers at other officers. I asked Officer Sean Jenkins if there were anything he wanted to provide to Human Resource reference this incident with Officer Andrew Thiele, and he stated, "No." I asked Officer Sean Jenkins why he disliked Officer Andrew Thiele so much that he could not talk with him unless a supervisor were present. Officer Sean Jenkins could not answer. I instructed Officer Sean Jenkins to contact me if he anything additional to offer.

Jim Gerdeman

From: [REDACTED]
Sent: Thursday, December 10, 2020 5:59 PM
To: Jim Gerdeman
Subject: Work Conflict

Chief,

Andy resorted back to his previous toxic behavior, and had gradually gotten worse since the end of the PIP. He has been making more rude comments to/about me both privately and publicly. Last week, he announced to our Town staff at the toy drive that I did not want to wear the Santa hat because it would mess up my hair. I never said that. He told me it was a part of my uniform and that I was required to wear it. He often singles me out to point out to everyone something that he disagrees with.

Today, he stated that he was disappointed to see that there were presents still left at the PD for Santa Cops. He complained that he and Valerie had to give out a large quantity of gifts. When I told him that I initially forgot about the presents and that I was also working on a TA, he told me that he noticed I was grumpy, not a part of the team, and antisocial. He continued to talk to me as if he was my supervisor. There have been countless other small incidents similar to the two mentioned above.

This way that he talks to me has been going on since my first day at Severance, and has slowly made a significant negative change in my motivation and morale. I have made countless attempts to socialize with him to figure out why he acts the way he does, but it often failed. I just want to let you know that I am still able to have a professional relationship with him, but I also wanted to let you know what was going on. I am never the one to instigate. Andy has always been the one to pick out an issue, then defends himself when I attempt to make a comment about it.

I always appear quiet at the PD because I am attempting to avoid drama. It is not because I do not wish to socialize with my coworkers. When it comes to relationships with the community, I am often outspoken. When it comes to small department relationships, I do my best to stay quiet and express very little about my opinions.

I do not want to file a complaint against Andy. I know you have better things to worry about, but I just wanted to let you know what was on my mind. It is not an issue of great significance. Let me know if you have any questions.

Thank you,

[REDACTED]
Police Officer
Town of Severance
3 South Timber Ridge Parkway
PO BOX 339
Severance, CO 80550
Office: 970-685-9708



TOWN PRIDE through Leadership, Service and Collaboration.