



City of Golden

POLICE DEPARTMENT

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TO: Officer Brian Tate

FROM: Mike Hendershot, Interim Chief of Police

DATE: 02/02/2026

CC: Sergeant Stephanie Sipes, Professional Standards

SUBJECT: Professional Standards Investigation Closure and Discipline Determination

This is formal notification that Officer Brian Tate is terminated from employment with the Golden Police Department/City of Golden, effective today. Officer Tate is the police officer of record for a Professional Standards Investigation PSI2025-017. The following are the cited reason for disciplinary action that resulted in termination.

The outlined allegation falls within Golden Police Department Policy and Procedure manual (PPM) Article 1-003 **Code of Conduct**, with applicable sub-sections as outlined below. Allegations / Violations in this case were determined to be **SUSTAINED** by an investigatory review conducted by Sergeant Stephanie Sipes of Golden P.D. Professional Standards, and **SUSTAINED** by an independent review by Commander Marcus Williams of the Support Services Division. Commander Williams recommended formal discipline up to and including termination. After my review, I also concluded that the allegation and sub-sections identified were **SUSTAINED**.

These findings were based primarily on an investigation conducted by the Lakewood Police Department Professional Standards / Internal Affairs unit, and all periphery evidence, interviews, statements, and Body Worn Camera (BWC) footage. It should be noted that Lakewood P.D. investigators were given the facts of the case and the members involved, but were not advised on how to conduct the investigation, were not advised on any questioning, were not advised on witnesses to interview, nor in any way were guided towards a conclusion one way or the other. Lakewood was retained as an independent investigatory authority so there was no conflict of interest in the case because at the time, [REDACTED] was potentially a victim of an alleged crime being investigated by Jefferson County Sheriff's Department involving [REDACTED].

(Sec 1.1) Obedience to Laws, Regulations, and Orders - SUSTAINED:

Officer Tate made the choice / decision to insert himself into a situation in which he knew another law enforcement agency (Jefferson County S.O.) and Commander

Donohue (Golden P.D.) were enroute to make contact with [REDACTED]. Regardless of his intent or knowledge of why Jefferson County Deputies and Commander Donohue were wanting to contact [REDACTED], Officer Tate placed himself into a position in which he then violated several sections of this policy. Although Officer Tate stated he was called by [REDACTED] to check on [REDACTED] and indicated that he thought law enforcement was going to place [REDACTED] on another [REDACTED] Jefferson County was in fact conducting an on-going criminal investigation and it was this investigation that Officer Tate intervened into, and his actions, judgement and decision making were not aligned with these policies and procedures.

(Sec. 1.2) Conduct Unbecoming a Member - SUSTAINED

Through his unwarranted involvement in this situation, Officer Tate acted contrary to this section's requirement that states; "Members will use reasonable judgement and not engage in any conduct or activities on or off duty that:

1. Reflect discredit on themselves or other members
2. Tend to bring the department into disrepute
3. Impair it's efficient and effective operation

Through becoming involved in this situation, Officer Tate's actions were noted by two experienced law enforcement officers, Commander Mark Donohue and Deputy Steve Pike, as being very disruptive to the safety of this law enforcement activity / investigation. Officer Tate's actions derailed any planning, deployment, or safety discussions that on-duty law enforcement officers attempted to conduct in order to take [REDACTED] safely into custody, causing them to immediately respond prematurely to [REDACTED] house because Officer Tate had entered [REDACTED] residence and approximately five minutes later, [REDACTED] came out of the residence. When asked during his interview if "Brian's involvement in the incident made the situation worse," Commander Donohue replied, "Exponentially. Yes." While Officer Tate was inside the residence after shutting the door on them, Commander Donohue can be heard on his BWC footage, stating to Deputy Pike, "What is happening here?" and Deputy Pike saying, "I guess at this point we're kind of committed," and Commander Donohue replied, "This is not the way I would have preferred this to go, I don't know how Tate got involved." Whether or not Officer Tate thought [REDACTED] was capable of violence, [REDACTED] had previously been placed on [REDACTED] for [REDACTED] was known to be armed with a handgun, and had made statements which were threatening towards [REDACTED]. Law enforcement planning to safely take [REDACTED] into custody was interrupted when Officer Tate became involved, placing these two officers at risk.

When Investigators asked Deputy Pike how he believed the encounter reflected on Brian Tate and the Golden Police Department, he replied, "Not good," and went on to describe how Officer Tate's involvement when they were there to investigate a threat to [REDACTED], stating in part, "No it doesn't make him look good."

Both Commander Donohue and Deputy Pike's observation(s) of Officer Tate on scene also led them to believe Officer Tate was under the influence of alcohol. These

observations are confirmed through their Body Worn Camera (BWC) footage when they were interacting with Officer Tate. Although Officer Tate was off duty at the time and his alcohol level is not known, the fact that he had been drinking alcohol that morning and was clearly under the influence of alcohol certainly added to the difficulty of this situation.

It should be noted that Officer Tate's continued assertion that he did not see [REDACTED] or talk to [REDACTED] when he entered the residence, although possible, is not factually logical because Jefferson County Deputies Tyler Evans and Steve Pike, who were both partnered up in the same car surveilling [REDACTED] residence, noted in their reports that after Officer Tate entered the residence through the garage, approximately five minutes later they observed [REDACTED] come out of the residence through the garage door Brian had just entered. Deputy Evans stated in his report he observed [REDACTED] "exit the garage." Deputy Pike stated in his report he observed [REDACTED] "walk out of the residence." The deputies also aired this over the radio saying that they had observed [REDACTED] coming out of the residence but that they had lost sight of him due to their location down the street. Although there is no way to prove or disprove Officer Tate's assertion that he did not see or speak with [REDACTED] the factual reporting and radio traffic as observed by the two deputies shows definitively that [REDACTED] was in fact inside the residence when Officer Tate entered. This does not establish that Officer Tate is being untruthful and does not establish that he saw or spoke to [REDACTED] in the house, however these facts remain in contrast to what Officer Tate states and remain a lingering question as to what really happened inside the residence.

Additionally, the actions by Officer Tate in this incident were egregious enough that a Jefferson County Commander filed a formal letter of complaint with Golden P.D. Therefore, Officer Tate's actions certainly bring this agency into disrepute with another agency.

(Sec. 3.0) * Conduct Toward Fellow Members and Public - SUSTAINED

* This violation was added at the time of the investigation by the Lakewood P.D. professional standards team based on a review of our policy and their investigative findings.

There is evidence throughout this incident and recorded on BWC that Officer Tate did not conduct himself in a manner that fosters cooperation among members of this department, or show respect, courtesy, and professionalism in his dealings with Commander Donohue or Deputy Pike, as required by this policy. When Brian opened the interior entry door leading into the house from the garage and observed Commander Donohue and Deputy Pike approaching the open garage, he put up his hand in a "hold on" and gesture, and abruptly shut the door. He opened the door again briefly, stating, "Just give me one second" then shut the door again. This action left Commander Donohue and Deputy Pike confused and kept their focus on the interior door Officer Tate had just closed. Officer Tate did not re-emerge from the house and into the garage for 3 minutes.

Most importantly here, through Officer Tate's uncooperative action of closing the door on Deputy Pike and Command Donohue for 3 minutes, he placed two fellow officers in direct danger, since [REDACTED] unbeknownst to Commander Donohue and Deputy Pike, had hidden himself in his truck which was approximately 10-15 feet away and [REDACTED] had a handgun in his truck. Both Commander Donohue and Deputy Pike can be seen on the BWC footage standing and walking around but focused almost entirely on the door Officer Tate had closed and during this time their backs were turned to the truck [REDACTED] was hiding in. The truck had dark tinted windows making visibility inside difficult. Commander Donohue walked in close proximity to the truck several times but had his attention elsewhere with his back to the truck most of the time. Officer Tate should have come out and immediately and respectfully cooperated with Commander Donohue and Deputy Pike, but he chose not to, instead placing two other officers in danger through his actions. Had he just cooperated with Commander Donohue and Deputy Pike in a respectful manner right then, I believe this outcome may have been different.

Once he did emerge from the house and came out to speak to Commander Donohue, Officer Tate's attitude and lack of cooperation and lack of respect to Commander Donohue were also evident on the BWC footage. Officer Tate was argumentative, tried to deflect, and was flippant towards Commander Donohue during their verbal exchange, at one point calling him "Dude" when confronted by Commander Donohue about being intoxicated. This term is contrary to what he told investigators that he "Always addressed Commander Donohue as sir or Commander." Commander Donohue asked Officer Tate if he knew Deputies were coming or talked to [REDACTED] about the fact deputies were coming to contact [REDACTED] and Officer Tate deflected and didn't answer the question, instead he became argumentative, stating that he comes to the house all the time, lets the dogs out, and just kept repeating that, and not answering or cooperating with Commander Donohue. At one point, Commander Donohue stated to Officer Tate, that he had just made this situation "more complicated than it needed to be." Officer Tate responded, "why" to which Commander Donohue replied, "Because you just introduced yourself into this."

When Officer Tate was leaving the area, Deputy Pike asked Commander Donohue, "What do you want to do with him?" to which Commander Donohue replied, "I'll deal with him later" which Officer Tate obviously overheard and he can be heard in the street angrily yelling back at Commander Donohue (inaudible on BWC), but Commander Donohue stated Officer Tate was angry and argumentative while walking away. Officer Tate must have realized his conduct towards Commander Donohue was inappropriate as he later sent him a text message that stated, "Commander, I apologize. I was called to help. I had no idea what was going on. I just wanted to make sure this situation was better. I'm sorry for acting that way. I have been dealing with this situation for the last two days and was very upset. Sorry for the disrespect. Sorry for the tone. Sorry for the outcome."

Through his conduct, Officer Tate became an adversary to Commander Donohue and Deputy Pike, which is not in alignment with this policy.

(Sec. 5.3C) Abuse of Law Enforcement Powers of Position - SUSTAINED

Officer Tate's actions of inserting himself into this situation involving a criminal investigation being conducted on [REDACTED] and the preponderance of all the evidence, would lead a reasonable person to believe that Officer Tate's intention may have been to interfere on behalf of [REDACTED] and impede the investigation, and to assist [REDACTED] in avoiding consequences of his actions. Even though there is no way to definitely prove Officer Tate's intentions in this event, there is enough evidence to conclude his involvement created a more substantial danger than what he believes he did. Even though Officer Tate states he didn't know that [REDACTED] was under criminal investigation, his overall conduct and action in this case would lead a reasonable person to believe that he was a hinderance to the investigation and not a help, therefore making it more difficult for on-duty personnel to conduct their activity in locating [REDACTED] in a safe manner.

Furthermore, Officer Tate did not have any official assigned role, capacity, or jurisdiction in this situation, and the on-duty law enforcement officials on scene, including Commander Donohue, knew Officer Tate was a police officer that worked for Golden P.D. That fact added to the confusion of this situation and caused Commander Donohue and Deputy Pike to react differently than they might have with an unknown civilian neighbor that was conducting themselves in the same manner as Officer Tate did.

Conclusion: Officer Tate was provided a Chief's Disciplinary Meeting on Wednesday, January 28th, 2026, and Commander Marcus Williams was witness to this meeting. Officer Tate had legal representation during this Chief's Meeting. I will submit a supplement report to the investigatory file including a summary of the content of that meeting and a summary of Officer Tate's verbal statements and answers to questions. The session was recorded on BWC and that was uploaded to the file. Officer Tate provided some screenshots of the telephone record of his conversation with [REDACTED] and that content was included in the file.

Officer Tate was given 3 days to provide any additional information to be considered. Officer Tate provided a written response to me via email on Friday, January 30th, which I reviewed and attached to the PSU file. On Monday, February 2nd, at 11:00 AM, Officer Tate was terminated from city employment based on the above. Officer Tate was notified that all final pay to include any vacation and comp time in his account would be paid out at the conclusion of the pay period through Human Resources. A copy of this disciplinary action will be placed in the Officer Tate's personnel file.