



City of Wheat Ridge Municipal Building 7500 W. 29th Ave. Wheat Ridge, CO 80033-8001 P: 303.235.2819 F: 303.234.5924

August 27, 2025

Dear Carlos Bowdre:

Pursuant to City Policy 9.7, on August 8, 2025, I received your written appeal to the Final Disciplinary Action in Internal Affairs Case PSR#25-F-0010. An appeal meeting was held on August 18, 2025.

Having reviewed the documentation and materials, the information you provided in advance of the hearing, and the information presented during the hearing, I have determined that there was sufficient evidence to support that,

City of Wheat Ridge Personnel Policies 9.5(A)(1), 9.5(A)(2), 9.5(A)(10) and,

Wheat Ridge Police Policies 3.42.06, 3.42.09, 3.42.12 were violated, and that the termination was based on this violation and consistent with the City's policies and practice.

I affirm the Final Disciplinary Action of Chief Murtha, dated July 31, 2025.

You have now exercised your right of appeal under the City disciplinary procedure and this decision is final.

Sincerely,

Patrick Goff
City Manager