



FEDERAL HEIGHTS POLICE DEPARTMENT

2370 West 90th Ave Federal Heights, CO 80260

#IA-FHPD-2026-000002

Internal Affairs

Date received: 06/15/2026

Investigative narrative

SUMMARY

On June 23, 2026, at approximately 3:00pm, I interviewed [REDACTED] to inquire how she came upon this information. [REDACTED] stated she was reviewing the police department's daily activity report from June 1, 2026, and inquired about a call for service that Sgt. Gallegos had been assigned. According to [REDACTED] the business at that location had been accused of suspicious business practices, so she wanted to know if Sgt. Gallegos had discovered anything on the call. During my research into the call, I discovered that Sgt. Gallegos had never responded to the call and instead had contacted the business owner to address the complaint. I advised [REDACTED] of my findings, and she was disappointed that Sgt. Gallegos had not investigated this complaint. [REDACTED] also expressed concern over the lack of customer service, citing that Sgt. Gallegos had no other calls for service that shift and the property is located a few blocks from the police department.

[REDACTED] went on to state that given this lack of effort by Sgt. Gallegos she reviewed the city's surveillance system in an attempt to learn what he had done during shift. While reviewing surveillance footage, [REDACTED] discovered that Sgt. Gallegos had left work 15 minutes before the end of his shift. Due to this timecard discrepancy, she reviewed surveillance for the remainder of this pay period and found four more dates where there was a discrepancy. These discrepancy range in time from 10 minutes to approximately 51 minutes. [REDACTED] stated she was concerned because of the extent of time claimed versus what was actually worked and believed there was a discrepancy over approximately 121 minutes of time that was paid to Sgt. Gallegos in which he had not actually worked. [REDACTED] also noted that Sgt. Gallegos responded in several different vehicles during this pay period, making it difficult to initially identify the discrepancies. [REDACTED] noted that Sgt. Gallegos drove a White truck, a red sedan, a blue truck, a white corvette and a black van while she was reviewing the surveillance footage. This concluded the interview with [REDACTED]

On June 24, 2026, I reviewed surveillance footage for the time period of 05-23-2026 through 06-05-2026. During my review I observed the following timeline for Sgt. Gallegos arrival and departure times from the police department.

05-24-2026: Called off sick

05-25-2026: Arrived 5:48pm - Departed 5:06am --- Timecard displays: 5:45pm to 5:15am, discrepancy of 11 minutes

05-26-2026: Arrived 5:45pm - Departed 4:51am --- Timecard displays: 5:45pm to 5:15am, discrepancy of 24 minutes

05-27-2026: Arrived 5:55pm - Departed 4:34am --- Timecard displays: 5:45pm to 5:15am, discrepancy of 51 minutes

05-31-2026: Arrived 5:40 pm - Departed 4:47am --- Timecard displays 5:45pm to 5:15am, discrepancy of 20 minutes

06-01-2026: Arrived 5:45pm - Departed 4:00am --- Timecard displays 5:45pm to 4:15am, discrepancy of 15 minutes
06-02-2026: Arrived 5:40pm - Departed 4:23am --- Timecard displays 5:45pm to 4:15 am, Discrepancy of +13 minutes
06-03-2026: In-service training schedule not included with investigation

Following the review of surveillance footage, screen shots were collected of the arrival and departure for Sergeant Gallegos during this pay period. The above information confirms a discrepancy of approximately 121 minutes between actual time worked and time reported on Sergeant Gallegos' timecard.

On July 9, 2026, I interviewed Sgt. Gallegos about the discrepancies in his timesheet for the pay period mentioned above. Sergeant Gallegos confirmed that the discrepancies between his timesheet and the time he actually worked are accurate and explained that some of the discrepancies are due to an unapproved decision that sergeants made when the 10.5-hour shift started in early 2025. According to Sergeant Gallegos this decision was never authorized by command, but the sergeant's cadre would allow officers to leave prior to the end of their designated shift. As an example, if an officer was scheduled to work from 6:45pm to 5:15am they had to arrive and be ready to work at 6:45pm but could leave as soon as the next shift was in-service at the police department. Meaning they could possibly leave at 5:00am instead of the scheduled time of 5:15am recorded on their timesheet. Regarding the shifts where Sergeant Gallegos' discrepancies were greater than 15 minutes, he was unable to justify why he left and failed to record his time accurately. Sergeant Gallegos attributed this to making a simple mistake and not an intentional act to steal from the city and he had no problem with reimbursing the city for the errors made on his timesheet. No approved justification was ever made by Sergeant Gallegos for the discrepancies found in his timesheet.

During the interview with Sergeant Gallegos, I asked multiple times for any documentation that approved the allegation made by Sergeant Gallegos that there is a standard practice for allowing officers to leave early at the end of shift as long as the incoming shift has taken over responsibility on patrol. Sergeant Gallegos advised there was no documentation and this decision was made by sergeants and not addressed with command.

Please review Sergeant Gallegos interview for further detail.

On July 13, 2026, I spoke with Sergeant [REDACTED] about the allegations made by Sergeant Gallegos, and he advised that the decision to be flexible at the end of shift was a decision made by sergeants but explained that it was occasional decision by the shift sergeant to allow officers to leave 5 minutes early as long as their work had been completed. Sergeant [REDACTED] was clear that this was not a regular occurrence but advised when the police department first went to the 10.5-hour shift former Commander [REDACTED] told sergeants that it was a gentlemen's agreement if they allowed their officers to flex time worked. He provided an example that if an officer worked an extra 15 minutes on Monday and the shift was not busy on Tuesday, they could flex the hours without recording them on their timesheet because it was a wash. Sergeant [REDACTED] reiterated that it is not common practice to allow officers to leave early and only following a long week or a tough shift has he seen sergeants allow officers to leave approximately 5 minutes early. This concluded the interview with Sergeant [REDACTED]

In conclusion the allegations against Sergeant Gallegos are sustained and although this may not be an intentional act, the fact remains that he recorded time worked on his timesheet that he did not actually work. Sergeant Gallegos knowingly completed and signed his timesheet without ensuring the time entered was correct and given his supervisory position should have ensured he submitted an accurate reflection of the time he was at work.

Nothing further

Incident details



Incident 1

Event details

INCIDENT TYPE
Internal complaint

DATE OF EVENT	TIME OF EVENT
05/25/2026	0506

ADDRESS EVENT OCCURRED, INTERSECTION, OR COMMON PLACE	ADDRESS 2
2380 W. 90th Avenue	

CITY	STATE	ZIP
Federal Heights	CO	80260

MUNICIPALITY OR JURISDICTION	LOCATION TYPE	LOCATION DETAILS
Federal Heights	Police station	Other

SUMMARY

On June 16, 2026, I received email notification of a timecard issue involving Sergeant Chad Gallegos. The email was forwarded from [REDACTED] in regard to the pay period of 05-23-2026 through 06-05-2026. [REDACTED] provided a screenshot of the hours Sgt. Gallegos reported as work with a contrast of information that he may have left early on several shifts without reporting his time worked accurately on his timecard or notifying his supervisor of a shift change.

Related items

Incident 2

Event details

INCIDENT TYPE
Internal complaint

DATE OF EVENT
05/26/2026

TIME OF EVENT
4:51am

ADDRESS EVENT OCCURRED,
INTERSECTION, OR COMMON PLACE
2380 W. 90th Avenue

ADDRESS 2

CITY
Federal Heights

STATE
CO

ZIP
80260

MUNICIPALITY OR JURISDICTION
Federal Heights

LOCATION TYPE
Police station

LOCATION DETAILS
Other

SUMMARY
See narrative from incident 1.

Related items

Incident 3

Event details

INCIDENT TYPE
Internal complaint

DATE OF EVENT
05/27/2026

TIME OF EVENT
4:34am

ADDRESS EVENT OCCURRED,
INTERSECTION, OR COMMON PLACE
2380 W. 90th Avenue

ADDRESS 2

CITY
Federal Heights

STATE
CO

ZIP
80260

MUNICIPALITY OR JURISDICTION
Federal Heights

LOCATION TYPE
Police station

LOCATION DETAILS
Other

SUMMARY
See Narrative from incident 1.

Related items

Incident 4

Event details

INCIDENT TYPE

Internal complaint

DATE OF EVENT

05/31/2026

TIME OF EVENT

4:47am

ADDRESS EVENT OCCURRED,
INTERSECTION, OR COMMON PLACE

2380 W. 90th Avenue

ADDRESS 2

CITY

Federal Heights

STATE

CO

ZIP

80260

MUNICIPALITY OR JURISDICTION

Federal Heights

LOCATION TYPE

Police station

LOCATION DETAILS

Other

SUMMARY

See narrative from incident 1.

Related items

Incident 5

Event details

INCIDENT TYPE

Internal complaint

DATE OF EVENT

06/01/2026

TIME OF EVENT

4:00am

ADDRESS EVENT OCCURRED,
INTERSECTION, OR COMMON PLACE

2380 W. 90th Avenue

ADDRESS 2

CITY

Federal Heights

STATE

CO

ZIP

80260

MUNICIPALITY OR JURISDICTION

Federal Heights

LOCATION TYPE

Police station

LOCATION DETAILS

Other

SUMMARY

See narrative from incident 1.

Related items

Incident 6

Event details

INCIDENT TYPE
Internal complaint

DATE OF EVENT
06/02/2026

TIME OF EVENT
4:23am

ADDRESS EVENT OCCURRED,
INTERSECTION, OR COMMON PLACE
2380 W. 90th Avenue

ADDRESS 2

CITY
Federal Heights

STATE
CO

ZIP
80260

MUNICIPALITY OR JURISDICTION
Federal Heights

LOCATION TYPE
Police station

LOCATION DETAILS
Other

SUMMARY
See narrative for incident 1.

Related items

Subject details



EMPLOYEE NAME & PERSONNEL ID Chad Gallegos - 2108	WEIGHT (LBS) REDACTED	TEAM/GROUP/DIVISION DURING EVENT -
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EMPLOYEE TYPE Sworn	DATE OF BIRTH REDACTED	HEIGHT REDACTED
------------------------	---------------------------	--------------------

GENDER REDACTED	RACE REDACTED	ETHNICITY REDACTED
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HIRE DATE REDACTED	YEARS OF SERVICE AT THIS AGENCY REDACTED	CURRENT RANK Sergeant
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CELL PHONE NUMBER REDACTED

Others involved



WERE OTHER PERSON(S) PRESENT?

Yes

INVOLVEMENT TYPE
Witness

EMPLOYEE OF AGENCY?
No

FIRST NAME
REDACTED

MIDDLE INITIAL
-

LAST NAME
REDACTED

PHONE NUMBER
REDACTED

DATE OF BIRTH
Required

HEIGHT (FT, IN)
-

WEIGHT (LBS)
-

GENDER
REDACTED

RACE
REDACTED

ETHNICITY
REDACTED

LANGUAGE SPOKEN
REDACTED

ADDRESS 1
2380 W. 90th Avenue

ADDRESS 2
-

CITY
Federal Heights

STATE
CO

ZIP
80260

INVOLVEMENT TYPE

Other

EMPLOYEE OF AGENCY?

Yes

INVOLVEMENT DETAIL

Interview regarding allegations made
by Sgt. Gallegos

FIRST NAME

REDACTED

MIDDLE INITIAL

-

LAST NAME

REDACTED

PHONE NUMBER

REDACTED

DATE OF BIRTH

REDACTED

HEIGHT (FT, IN)

REDACTED

WEIGHT (LBS)

REDACTED

GENDER

REDACTED

RACE

REDACTED

ETHNICITY

REDACTED

LANGUAGE SPOKEN

-

ADDRESS 1

-

ADDRESS 2

-

CITY

-

ZIP

-

Related items



Additional items

Activity



Interview Witness

INVESTIGATOR

ACTIVITY DATE	ACTIVITY TIME	ACTIVITY DURATION (MINUTES)
06/23/2026	15:00	60

SUMMARY

On June 23, 2026, at approximately 3:00pm, I interviewed ██████████ to inquire how she came upon this information. ██████████ stated she was reviewing the police department's daily activity report from June 1, 2026, and inquired about a call for service that Sgt. Gallegos had been assigned. According to ██████████ the business at that location had been accused of suspicious business practices, so she wanted to know if Sgt. Gallegos had discovered anything on the call. During my research into the call, I discovered that Sgt. Gallegos had never responded to the call and instead had contacted the business owner to address the complaint. I advised ██████████ of my findings, and she was disappointed that Sgt. Gallegos had not investigated this complaint. ██████████ also expressed concern over the lack of customer service, citing that Sgt. Gallegos had no other calls for service that shift and the property is located a few blocks from the police department.

██████████ went on to state that given this lack of effort by Sgt. Gallegos she reviewed the city's surveillance system in an attempt to learn what he had done during shift. While reviewing surveillance footage, ██████████ discovered that Sgt. Gallegos had left work 15 minutes before the end of his shift. Due to this timecard discrepancy, she reviewed surveillance for the remainder of this pay period and found four more dates where there was a discrepancy. These discrepancy range in time from 10 minutes to approximately 51 minutes. ██████████ stated she was concerned because of the extent of time claimed versus what was actually worked and believed there was a discrepancy over approximately 121 minutes of time that was paid to Sgt. Gallegos in which he had not actually worked. ██████████ also noted that Sgt. Gallegos responded in several different vehicles during this pay period, making it difficult to initially identify the discrepancies. ██████████ noted that Sgt. Gallegos drove a White truck, a red sedan, a blue truck, a white corvette and a black van while she was reviewing the surveillance footage.

This concluded my interview with ██████████

Activity files

Interview with CM.docx

Interview Employee

INVESTIGATOR



ACTIVITY DATE	ACTIVITY TIME	ACTIVITY DURATION (MINUTES)
07/09/2026	13:30	34

SUMMARY

Interview with Sergeant Gallegos regarding allegations that he did not accurately record his time worked on his timesheet for the pay period of May 23, 2026, through June 5, 2026. Please see attached interview document detailing this interview.

Activity files

Interview with CG.docx

Interview Witness

INVESTIGATOR

ACTIVITY DATE	ACTIVITY TIME	ACTIVITY DURATION (MINUTES)
07/13/2026	16:50	15

SUMMARY

On July 13, 2026, I spoke with Sergeant [REDACTED] about the allegations made by Sergeant Gallegos, and he advised that the decision to be flexible at the end of shift was a decision made by sergeants but explained that it was occasional decision by the shift sergeant to allow officers to leave 5 minutes early as long as their work had been completed. Sergeant [REDACTED] was clear that this was not a regular occurrence but advised when the police department first went to the 10.5-hour shift former Commander [REDACTED] told sergeants that it was a gentlemen's agreement if they allowed their officers to flex time worked. He provided an example that if an officer worked an extra 15 minutes on Monday and the shift was not busy on Tuesday, they could flex the hours without recording them on their timesheet because it was a wash. Sergeant [REDACTED] reiterated that it is not common practice to allow officers to leave early and only following a long week or a tough shift has he seen sergeants allow officers to leave approximately 5 minutes early. This concluded the interview with Sergeant [REDACTED]

Activity files

Attachments and links

Attachment ↑↓	Upload date ↑↓	Upload time ↑↓	Description ↑↓
Interview with CM.docx	07/13/2026	17:26	
Interview with CG.docx	07/14/2026	07:41	
Arriving on 052526 - Galllegos.png	07/02/2026	16:53	

Driving in PD lot on 052726 - Gallegos, Chad.png	07/02/2026	16:53
Driving in PD lot on 060326 - Gallegos, Chad.png	07/02/2026	16:53
Driving in PD lot on 060226 - Gallegos, Chad.png	07/02/2026	16:53
Arriving at PD 052626 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD on 060326 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD on 052726.png	07/02/2026	16:53
Walking out of PD on 052726 - Gallegos, Chad.png	07/02/2026	16:53
Getting in Truck on 052726 - Gallegos, Chad.png	07/02/2026	16:53
Leaving PD on 052626 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD on 060226 - Gallegos, Chad.png	07/02/2026	16:53
Walking out of PD on 060226 - Gallegos, Chad.png	07/02/2026	16:53
Walking in PD on 060126 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD(2) on 060326 - Gallegos, Chad.png	07/02/2026	16:53
Walking out of PD on 060326 - Gallegos, Chad.png	07/02/2026	16:53

Walking out of PD on 052826 - Gallegos, Chad.png	07/02/2026	16:53
Interview with CM.docx	07/02/2026	16:53
Walking in PD 052626 - Gallegos, Chad.png	07/02/2026	16:53
Walking in PD on 060226 - Gallegos, Chad.png	07/02/2026	16:53
Out of Truck on 052626 - Gallegos, Chad.png	07/02/2026	16:53
Time card - Chad Gallegos - 5-23-26 to 6-5-26.png	07/02/2026	16:53
Driving out of PD on 052826 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD on 060126 - Gallegos, Chad.png	07/02/2026	16:53
Driving out of PD on 052626.png	07/02/2026	16:53
Walking in PD on 052526 - Gallegos, Chad.png	07/02/2026	16:53
Driving in PD lot on 060126 - Gallegos, Chad.png	07/02/2026	16:53
Driving in PD lot on 053126 - Gallegos, Chad.png	07/02/2026	16:53
Walking out of PD on 060126 - Gallegos, Chad.png	07/02/2026	16:53
Email from CM reference timeline.pdf	07/02/2026	16:53

Gallegos Administrative Leave 7.1.2026.pdf	07/02/2026	16:53
Walking in PD on 053126 - Gallegos, Chad.png	07/02/2026	16:53
Walking in PD on 052726 - Gallegos, Chad.png	07/02/2026	16:53
Gallegos EE Handbook Acknowledgement.pdf	07/09/2026	13:09
Pay period 06-05-2026.png	07/09/2026	13:09
CG - Signed Garrity.pdf	07/13/2026	16:12
Interview - Gallegos.MP3	07/13/2026	16:12
Zoom Transcript.docx	07/13/2026	17:41
Interview with CG.docx	07/14/2026	07:40

Allegations



Incident 1 / Internal complaint / Rules and regulation infraction

INCIDENT	ALLEGATION
Incident 1 / Internal complaint	Rules and regulation infraction

Policy highlights

Revision Date 02/21/2023

Section IV.
EMPLOYEE
CONDUCT

Sub-section A.
EXPECTATIONS OF
EMPLOYEES

Every employee represents the City to the public. The way employees perform their jobs presents an image of our entire City. The public judges the City by how they are treated with each employee contact. Nothing is more important than being courteous, friendly, helpful, and prompt in the attention that employees give to the public. Employees are always expected to conduct themselves in this manner and to always act in the best interests of the City when interacting with the public and other employees.

NOTES

This excerpt is from the City of Federal Heights Employee Handbook.

Revision Date 02/21/2023

Section IV.
EMPLOYEE
CONDUCT

Sub-section B.
ATTENDANCE
AND
PUNCTUALITY

Regular and prompt attendance is one of the City's basic requirements. All employees depend heavily on each other, so it is important that all employees attend work as scheduled. Employees are expected to report to work on time, to work every day they are scheduled and to work the hours they are assigned. Being present on the job is an essential function of everyone's position. However, it is recognized that there are times when a person must be absent due to illness or other reasons. An employee must notify their supervisor if unable to report for work on time or if they must be absent for any reason. Employees should consult with their Department Director as to the minimum advance notice required for any absence.

NOTES

This is an Excerpt from the City of Federal Heights Employee Handbook.

Revision Date 05/24/2024

Section 101 CODE
OF CONDUCT

Sub-section
101.1.1
COMPLIANCE
WITH PD
DIRECTIVE
SYSTEM

Employees shall maintain familiarity with, perform their duties according to, and conduct themselves within the framework of the Federal Heights Police Department Directive System and the law enforcement Code of Ethics.

NOTES

**This excerpt is from the Federal Heights Police Department Policy Manual.
Sergeant Chad Gallegos acknowledged this policy on 05-28-2024.**

Revision Date 05/24/2024

Section 101 CODE
OF CONDUCT

Sub-section
101.1.9 CONDUCT

Employees shall use reasonable judgment and refrain from conduct which reflects unfavorably on the police department. This type of conduct includes that which: (a) Brings the Department into disrepute; (b) Reflects discredit upon the individual as an employee of the Department, or (c) Tends to impair the operation, effectiveness, or efficiency of the Department or its employees.

NOTES

**This excerpt is from the Federal Heights Police Department policy manual.
Sergeant Chad Gallegos acknowledged this policy on 05-28-2026.**

Revision Date 06/12/2024

Section 318
CONDUCT

Sub-section 318.3
CONDUCT THAT
MAY RESULT IN
DISCIPLINE

Employees shall conduct themselves, whether on- or off-duty, in accordance with the Constitution of the United States, the Colorado Constitution and all applicable laws, ordinances and rules enacted or established pursuant to legal authority. In addition, any of the following actions may be deemed sufficient cause for the discipline, discharge, suspension, demotion or removal of any employee: (a) Any other on- or off-duty conduct which any employee knows or reasonably should know is unbecoming a member of the Department or which is contrary to good order, efficiency or morale or which tends to reflect unfavorably upon the Department or its employees.

NOTES

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Sergeant Chad Gallegos acknowledged this policy on 06-12-2024.**

Revision Date 06/12/2024

Section 318
CONDUCT

Sub-section 318.3
CONDUCT THAT
MAY RESULT IN
DISCIPLINE

Employees shall conduct themselves, whether on- or off-duty, in accordance with the Constitution of the United States, the Colorado Constitution and all applicable laws, ordinances and rules enacted or established pursuant to legal authority. In addition, any of the following actions may be deemed sufficient cause for the discipline, discharge, suspension, demotion or removal of any employee: c) Failure to disclose or misrepresenting material facts or the making of any false or misleading statement on any application, examination form or other official document, report or form, or during the course of any work-related investigation.

NOTES

This excerpt is from the Federal Heights Police Department policy manual. Sergeant Chad Gallegos acknowledged this policy on 06-12-2024.

Revision Date 02/21/2023

Section IX:
PAYROLL AND
WORK HOURS

Sub-section F:
REPORTING TIME
WORKED

All non-exempt employees must provide documentation of time worked through the approved timecard procedure. The employee's supervisor will instruct the employee on the procedure required. Any time away from work during an employee's regularly scheduled hours must be documented and employees must receive prior approval from their supervisor. Use of sick leave, vacation, personal time, compensatory time, or use of any other leave, must be reported.

NOTES

This excerpt is from the City of Federal Heights Employee Handbook.

Allegation finding

FINDING

Sustained

Incident 2 / Internal complaint / Rules and regulation infraction

INCIDENT

Incident 2 / Internal complaint

ALLEGATION

Rules and regulation infraction

Policy highlights

Revision Date 02/21/2023

Section IV:
EMPLOYEE
CONDUCT

Sub-section A:
EXPECTATIONS OF
EMPLOYEES

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NOTES

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Revision Date 02/21/2023

Section IV:
EMPLOYEE
CONDUCT

Sub-section B:
ATTENDANCE
AND
PUNCTUALITY

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NOTES

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Revision Date 02/21/2023

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PAYROLL AND
WORK HOURS

Sub-section F:
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Revision Date 05/24/2024

Section 101: CODE
OF CONDUCT

Sub-section
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Revision Date 05/24/2024

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OF CONDUCT

Sub-section
101.1.9: CONDUCT

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Revision Date 06/12/2024

Section 318:
CONDUCT

Sub-section 318.3:
CONDUCT THAT
MAY RESULT IN
DISCIPLINE

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Revision Date 06/12/2024

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CONDUCT

Sub-section 318.3:
CONDUCT THAT
MAY RESULT IN
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Allegation finding

FINDING
Sustained

Incident 3 / Internal complaint / Rules and regulation infraction

INCIDENT

Incident 3 / Internal complaint

ALLEGATION

Rules and regulation infraction

Policy highlights

Revision Date 02/21/2023

Section IV:
EMPLOYEE
CONDUCT

Sub-section A:
EXPECTATIONS OF
EMPLOYEES

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Revision Date 02/21/2023

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CONDUCT

Sub-section B:
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Revision Date 02/21/2023

Section IX:
[AYROLL AND
WORK HOURS

Sub-section F:
REPORTING TIME
WORKED

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NOTES

This excerpt is from the City of Federal Heights Employee Handbook.

Revision Date 05/24/2024

Section 101: CODE
OF CONDUCT

Sub-section
101.1.1:
COMPLIANCE
WITH PD
DIRECTIVE
SYSTEM

Employees shall maintain familiarity with, perform their duties according to, and conduct themselves within the framework of the Federal Heights Police Department Directive System and the law enforcement Code of Ethics.

NOTES

**This excerpt is from the Federal Heights Police Department policy manual.
Sergeant Chad Gallegos acknowledged this policy on 05-28-2026.**

Revision Date 05/24/2024

Section 101: CODE
OF CONDUCT

Sub-section
101.1.9: CONDUCT

Employees shall use reasonable judgment and refrain from conduct which reflects unfavorably on the police department. This type of conduct includes that which:
(a) Brings the Department into disrepute; (b) Reflects discredit upon the individual as an employee of the Department, or (c) Tends to impair the operation, effectiveness, or efficiency of the Department or its employees.

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Sergeant Chad Gallegos acknowledged this policy on 05-28-2026.**

Revision Date 06/12/2024

Section 318:
CONDUCT

Sub-section 318.3:
CONDUCT THAT
MAY RESULT IN
DISCIPLINE

Employees shall conduct themselves, whether on- or off-duty, in accordance with the Constitution of the United States, the Colorado Constitution and all applicable laws, ordinances and rules enacted or established pursuant to legal authority. In addition, any of the following actions may be deemed sufficient cause for the discipline, discharge, suspension, demotion or removal of any employee: (a) Any other on- or off-duty conduct which any employee knows or reasonably should know is unbecoming a member of the Department or which is contrary to good order, efficiency or morale or which tends to reflect unfavorably upon the Department or its employees.

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Sergeant Chad Gallegos acknowledged this policy on 06-12-2024.

Allegation finding

FINDING
Sustained

Incident 4 / Internal complaint / Rules and regulation infraction

INCIDENT

Incident 4 / Internal complaint

ALLEGATION

Rules and regulation infraction

Policy highlights

Revision Date 02/21/2023

Section IV:
EMPLOYEE
CONDUCT

Sub-section A:
EXPECTATIONS OF
EMPLOYEES

Every employee represents the City to the public. The way employees perform their jobs presents an image of our entire City. The public judges the City by how they are treated with each employee contact. Nothing is more important than being courteous, friendly, helpful, and prompt in the attention that employees give to the public. Employees are always expected to conduct themselves in this manner and to always act in the best interests of the City when interacting with the public and other employees.

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Revision Date 02/21/2023

Section IV:
EMPLOYEE
CONDUCT

Sub-section B:
ATTENDANCE
AND
PUNCTUALITY

Regular and prompt attendance is one of the City's basic requirements. All employees depend heavily on each other, so it is important that all employees attend work as scheduled. Employees are expected to report to work on time, to work every day they are scheduled and to work the hours they are assigned. Being present on the job is an essential function of everyone's position. However, it is recognized that there are times when a person must be absent due to illness or other reasons. An employee must notify their supervisor if unable to report for work on time or if they must be absent for any reason. Employees should consult with their Department Director as to the minimum advance notice required for any absence.

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Allegation finding

FINDING
Sustained

Incident 5 / Internal complaint / Rules and regulation infraction

INCIDENT

Incident 5 / Internal complaint

ALLEGATION

Rules and regulation infraction

Policy highlights

Revision Date 02/21/2023

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Allegation finding

FINDING
Sustained

Incident 6 / Internal complaint / Rules and regulation infraction

INCIDENT

Incident 6 / Internal complaint

ALLEGATION

Rules and regulation infraction

Policy highlights

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Allegation finding

FINDING
Sustained

Disposition



Founded
