Monday, August 31, 2026

Deputy Connor Theobald,

On August 21, 2026, a Disciplinary Action Board convened to render findings on CCI2026-053 pertaining to allegations of you violating EPSO Policy 400.4.18 Disobedience to Orders, 400.4.19 Standards of Performance and Neglect of Duty, and 400.4.20 Unsatisfactory Work Performance. The Disciplinary Action Board reviewed the documents submitted by your Chain of Command and the Internal Affairs Unit. You and your selected employee representative provided statements. Following the evidence and statements provided, the Disciplinary Action Board concluded you violated the following policy:

400.4.18 Disobedience to Orders,
400.4.19 Standards of Performance and Neglect of Duty
400.4.20 Unsatisfactory Work Performance

The Board, pursuant to EPSO Policy 400 and 402, rendered the following recommendation with respect to discipline: Termination of employment.

In accordance with policy, you requested and were granted an appeal and met with me on August 24, 2026, to discuss the reasons for this action and to present any information you wanted me to consider. After reviewing all relevant materials and considering your input, I have decided to uphold the Board's recommendation. Your employment is terminated effective immediately.

This decision is final and not subject to further appeal.

Your final paycheck will be processed on the next regularly scheduled payroll date. Please contact employee benefits at 719-520-7486 during normal business hours regarding your benefits and final paycheck.

Respectfully,

Joseph J. Roybal
Sheriff
El Paso County
CC: Undersheriff Jeff Kramer
EPSO Human Resources
Internal Affairs Case File CCI2026-053

CORA - A. Fraley 10-01-26

Office of the Sheriff
27 East Vermijo Ave. • Colorado Springs, CO 80903
719-520-7100

Wildland Fire Management
3755 Mark Dabling Blvd.. • Colorado Springs. CO 80907

El Paso County Jail
2739 E. Las Vegas St. • Colorado Springs, CO 80906
719-390-2000

www.epcsheriffsoffice.com