



El Paso County Sheriff's Office

Sheriff Joseph J. Roybal



Wednesday, August 12, 2026

Deputy David Smith,

On August 3, 2026, the Undersheriff met with you to render findings on IA2026-014 pertaining to allegations of you violating EPSO Policy 400.4.50 Violations of Laws, Rules, and Regulations and Reporting Violations, 400.4.38 Conduct Unbecoming, and 400.4.18 Disobedience to Orders. The Undersheriff reviewed the documents submitted by your Chain of Command and the Internal Affairs Unit. Following the evidence and statements provided, the Undersheriff concluded you violated the following policy:

400.4.50 Violations of Law, Rules and Regulations and Reporting Violations
400.4.38 Conduct Unbecoming
400.4.18 Disobedience to Orders

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

In accordance with policy, you were provided with notice of intent to terminate and met with me on August 6, 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 Undersheriff'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,

A handwritten signature in blue ink, appearing to read "J. Roybal", with a stylized flourish at the end.

Joseph J. Roybal
Sheriff
El Paso County

CC: Undersheriff Jeff Kramer

Internal Affairs Form IA045

EPSO Human Resources
Internal Affairs Case File IA2026-014