

**Pueblo, Colorado Police Department
Intra-Department Communication**

TO: Chief Chris Noeller
FROM: Sgt. [REDACTED]
SUBJECT: I.A. Investigation # 2021-0103
DATE: 04/24/2022

Sir,

I have finished the investigation of IA 2021-0103. Below are the names of all persons interviewed, synopsis and the narrative of the investigation.

Officers Involved: Sgt. David Woods

Other Officers on Scene:

Complainant/Witness

NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY.STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY-STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST FIRST MIDDLE			ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE

1 **SYNOPSIS:**

2
3 On 10/12/21 [REDACTED] [REDACTED] fielded a call from a citizen who
4 wanted to complain on Sgt. David Woods. The citizen explained [REDACTED] wanted to speak to
5 the Chief regarding Sgt. Woods parking his marked patrol vehicle in his driveway and in
6 his garage during his shift. [REDACTED] went on to say [REDACTED] Sgt. Woods,
7 and [REDACTED] has observed him staying at his residence for hours at a time during his shift. The
8 [REDACTED] was hesitant to leave [REDACTED] name, so [REDACTED] wrote down the number that appeared
9 on caller ID. [REDACTED] sent an email to [REDACTED] and [REDACTED] with the
10 information she had. [REDACTED] requested Captain [REDACTED] look into the complaint.
11
12
13

14 **REPORT:**

15
16 Captain [REDACTED] began by having Dispatch [REDACTED] pull Sgt. Woods
17 Automated Vehicle Location (AVL) from his in-car laptop computer to see if it showed
18 Sgt. Woods at his residence which is [REDACTED]. The AVL did not reveal consistent
19 information indicating he was spending a large amount of time at his residence.
20

21 On 10/21/21 at approximately 12:30pm, Capt. [REDACTED] noticed Sgt. Woods was not
22 around the station and he did not hear him on the radio. Capt. [REDACTED] checked his computer
23 to see if Sgt. Woods AVL was active, and he did not locate it on the screen. Capt. [REDACTED]
24 asked Capt. [REDACTED] if he would drive by Sgt. Woods residence to see if his car was
25 there. Capt. [REDACTED] drove by Sgt. Woods residence at approximately 2:30pm and
26 2:45pm and his patrol vehicle was at his residence.
27

28 Capt. [REDACTED] contacted [REDACTED] at the radio shops and inquired if the vehicle
29 AVL could be accessed if the laptop was not on. [REDACTED] informed him it could be, and Capt.
30 [REDACTED] asked for Sgt. Woods patrol vehicle AVL for the months of, September and October
31 2021. When [REDACTED] provided the information to Capt. [REDACTED], he observed Sgt. Woods AVL
32 showed he was at his residence for numerous hours on several occasions. By using Airlink
33 Mobility Manager, Capt. [REDACTED] made a spread sheet indicating the times Sgt. Woods
34 vehicle was at his residence.

35

36 On 11/26/21 Capt. [REDACTED] again observed Sgt. Woods was not at the station and his
37 AVL did not appear on the computer screen which indicates his in-car laptop is not turned
38 on. I informed Capt. [REDACTED] I would drive by Sgt. Woods residence to see if his car was
39 there. As I was turning onto Outlook Blvd. from Eagleridge Blvd, I observed Sgt. Woods
40 traveling northbound on Outlook Blvd indicating he just left his residence on [REDACTED]. I
41 changed my direction, went further west on Eagleridge and made a U-turn. I then was
42 behind Sgt. Woods at Eagleridge and Elizabeth St. I called Capt. [REDACTED] and informed him
43 I was behind Sgt. Woods in traffic and his AVL should show him in the area of Eagleridge
44 and I-25. Capt. [REDACTED] informed me Sgt. Woods AVL still did not appear on the computer
45 screen.

46

47 [REDACTED] served Sgt. Woods a 48-hour notice and requested he respond to the
48 allegations in writing. Sgt. Woods submitted a memo to Capt. [REDACTED] and it essentially
49 said he does go to his residence usually one time during his shift to eat, use the restroom,
50 check on his dog, and let his dogs out. He stated he is there usually 20-30 minutes. He
51 said he does not check the time, but he assured Capt. [REDACTED] it was not for hours at a
52 time. He went on to say he has parked in his garage while at his house because he has
53 had people seeking his assistance when they have seen his car at his house. He parks in
54 the garage in hopes of getting a brief respite from his shift. Sgt. Woods went on to
55 discuss how he gets along with most of his neighbors, but he has had a few issues with a
56 couple neighbors.

57

58 I began my investigation by reviewing the AVL findings Capt. [REDACTED] obtained
59 from Mr. [REDACTED]. I observed numerous days in which the AVL showed Sgt. Woods car at
60 his residence. I went through these documents and compiled a list of times he was at his
61 house. The AVL report listed times in hours, minutes, and seconds of when the car was
62 stationary at a certain location. When I made my list, rounded the seconds to the closest
63 minute therefore it is a close representation of the time spent at his residence but not
64 exact. My research concluded that in September 2021 Sgt. woods spent approximately
65 32.5 hours at his residence and in October he spent approximately 38.5 hours at his
66 residence while on duty.

67

68 Based on these findings, I served Sgt. Woods a 48-hour notice on 01/09/22 at
69 9:30am. I scheduled an interview with him on 01/11/22 at 11:00am. Sgt. Woods arrived
70 for the interview with [REDACTED] and [REDACTED].
71 Due to the ongoing COVID pandemic, the interview was conducted in training room #2
72 and was audio recorded. The following is a summary of the information learned during
73 the interview.

74

75

76 **INTERVIEW SGT. DAVID WOODS**

77

78 The interview began with introductions. After the introductions, [REDACTED] stated
79 on the record that Sgt. Woods was waiving Garrity and giving a voluntary statement. I
80 explained that when I served him his 48-hour notice, I was aware Captain [REDACTED] served
81 him a 48-hour notice and he responded in writing (department memorandum). I told him
82 I had a copy of his memorandum he sent Capt. [REDACTED]. I also explained for the record
83 that [REDACTED] received a complaint and he asked Capt. [REDACTED] to follow-up on the
84 complaint. I also told him the complaint was that he (Sgt. Woods) was spending an
85 extended amount of time at his residence while on duty. I asked him if that was what he
86 understood the complaint to be and he said, yes.

87

88 [REDACTED] stated that since this is a citizen complaint, Article 36.5 of the collective
89 bargaining agreement requires that the employee be provided a copy of any citizen

90 complaint in writing prior to his response. [REDACTED] indicated they were not waiving that
91 right for future purposes but were willing to proceed with the interview. I explained that
92 I was not aware of any written complaint, but I explained to him prior to the interview
93 what the complaint was.

94
95 I told Sgt. Woods I read his memorandum and asked if he would like to elaborate
96 or explain what his response to Capt. [REDACTED] was. He asked in what way. I asked him
97 where he lived for the record, and he stated [REDACTED] I told him in his
98 memorandum he stated he does go to his residence usually once during his shift and he
99 stated he does sometimes. He said he does not go to his residence on a regular basis
100 anymore for the last couple of weeks. I told him I explained to [REDACTED] that this
101 investigation was focused over a period of time, and I even informed him I was focused
102 on the months of September and October of 2021. I asked him if he regularly went to his
103 residence during his shift prior to Capt. [REDACTED] serving him notice on this case. Sgt.
104 Woods stated he would run home to let the dogs out. I asked him how long he thought he
105 would stay at home. He estimated it was about a half an hour (30 minutes). He said he
106 never really timed it, but he estimates it was usually 20-30 minutes.

107
108 I also told him he stated he to Capt. [REDACTED] that he did not believe he was ever at
109 his house for hours at a time. He stated he cannot recall anytime he was there for that
110 long. I asked if he ever thought there was a time, he was there for close to one hour and
111 he stated there was a time he was engraving Pueblo Police Department on the "shackles"
112 for the department on his laser engraver. He said he was still on the radio and the phone,
113 but he was at his house while they were being engraved. I asked him how many sets of
114 shackles the department has, and he said two. I asked how long it takes to engrave them
115 and he said about one hour for each set so approximately two hours total. I asked if he
116 engraved them both on the same day and he stated he thought he did one on a day and
117 then the other on another day. I asked him other than doing the engraving, was the trips
118 to his house just normal routine trips and he stated he believed so.

119

120 I told him prior to this meeting, [REDACTED] brought up Sgt. Woods vehicle AVL. I
121 asked him if he looked at his AVL and if he did, did he see anytime it showed him at his
122 residence for an extended amount of time. He stated he did not see it there for hours. I
123 told him one thing that stood out to me when I looked at his AVL was that I am aware
124 sergeants get tied up at the station on administrative stuff at times but there were days he
125 did not log in to his computer until 1:00 or 2:00pm. I asked him if that was normal. He
126 stated it was normal. I asked him, if he was logged into his computer when he was at his
127 residence. I asked him when he leaves his desk after doing admin stuff, and he goes to
128 his car, does he log into his computer. He stated sometimes. I asked him what the
129 purpose would be for him not to log into his computer when he leaves the station and
130 goes on calls, or to his house. He said he is usually just running to his house or
131 something, so he does not bother logging in, so the computer won't die or something else.
132 He said the computer has frozen up on him before.

133

134 I asked him if there were times he was at his house and not logged into his
135 computer and he stated, yes. I asked him how he monitors calls holding and what his
136 crew has going on. I told him he said he does not go out of service at his house but how
137 does he monitor what is going on. He said he listens to his radio. He said when he is at
138 home, he does not take his laptop in with him. I told him I wanted to be clear that when
139 he is in his car and he does not log into his computer, the reason is he does not want his
140 computer to die, and he said yes.

141

142 I asked if he was the sergeant in charge of car assignments and he said he is. I
143 asked if he is aware that the modems for the AVL can still be accessed even when the
144 laptop is not on. He stated he was aware of this. I told him Capt. [REDACTED] met with the
145 staff from the radio shops and accessed these AVL logs and after viewing these logs, I
146 compiled a spread sheet for September and October documenting the dates and times his
147 AVL showed his patrol vehicle at his residence. I told him these logs showed him at his
148 house for over one hour at times and I asked if that surprised him. He said it does
149 because he can't think of any times, he was there for over one hour. I asked him if there
150 would be any other reason his AVL would show up by his house such as calls for service.

151 He said he couldn't say without knowing the days and times. I told him during the month
152 of November the AVL system malfunctioned, so I did not have the logs for that month. I
153 told him for September, and October I rounded the to the nearest minute and I showed
154 him spread sheet for September and October. [REDACTED] and Sgt. Woods viewed the
155 spreadsheets and asked for a short break from the interview.

156

157 After a short break, the interview resumed at 11:17pm. I told him I showed him
158 these documents and for the record the total amount of time I showed him at his residence
159 in September was 32 hours and 30 minutes and October was 38 hours and 35 minutes. I
160 asked him if these numbers surprised him, and he said yes. I asked if he had any
161 explanation as to why the number reflect what they do. He said, "I have no idea". He
162 said he went to his house and let his dogs out and had lunch, but he does not know why it
163 would show three hours. I asked if he disputed the numbers were accurate and [REDACTED]
164 stated they wonder about the accuracy because he is aware there have been problems with
165 the AVL data in the past in other cases similar to this. He also said there was problems
166 with the system in November, so he is not aware if there is some type of audit that has
167 been done on this system to double check the accuracy of the data. Cpl. [REDACTED] also
168 added that there is a refresh rate that needs to be checked.

169

170 I explained I am a pretty simple thinker, and we have a complaint that indicates
171 Sgt. Woods has been at his residence for an extended period of time and then we have
172 GPS (AVL) that shows he has been at his residence for an extended amount of time. I
173 also said Capt. [REDACTED] asked [REDACTED] for the accuracy on the AVL tracking and [REDACTED]
174 assured Capt. [REDACTED] that the when the data showed the vehicle arrived at a location and
175 then left a location, it is an accurate time. I told them in my opinion, the evidence
176 supports the complaint. I said for the complaint too be unfounded, I would expect the
177 numbers to show Sgt. Woods was at his house for 20-30 minutes.

178

179 I informed them as I continue my investigation, I can try to obtain something
180 from the radio shops to verify the accuracy of the data. I told them I had faith in the
181 accuracy because it revealed and confirmed the complaint. I told Sgt. Woods I need to

182 know why the data is showing what it is, that he was at his house for 3 hours and 25
183 minutes when he assured us, he had not been at his house at any time for over one hour
184 unless it was the two days, he was engraving leg shackles. I explained his estimate of 20-
185 30 minutes at his residence is a big-time frame to misjudge compared to the AVL data. I
186 asked him if there was anything going on that I needed to know about that would explain
187 why this is happening. Sgt. Woods said he is trying to think of times he would have been
188 at his house that long, but nothing is coming to mind. He said he may have been sitting
189 in the neighborhood approving reports or something. I told him he could not review
190 reports because he did not have his laptop on and asked him if that was correct and he
191 said yes. I asked if he had another computer at his house that he could log on and review
192 reports and he said he did not.

193

194 [REDACTED] asked Sgt. Woods if he has a department issued phone and he said he
195 does [REDACTED] asked me how hard it would be to get GPS data off of a department
196 issued phone and I told him I am not sure, but I will find out if we need to go that route.
197 Sgt. Woods stated he was not disputing the accuracy of the AVL, he just doesn't know
198 what he was doing at those times. [REDACTED] asked me what Sgt. Woods AVL data from
199 December showed. I told him I did not look at December. I told him I was going to
200 believe what Sgt. Woods told me. I said Capt. [REDACTED] served Sgt. Woods his 48-hour
201 notice on November 26th and Sgt. Woods stated earlier in the interview that he had not
202 been going home regularly since being aware of this complaint. Sgt. Woods again
203 confirmed that was correct. I told them I could try to get with the IT department or high-
204 Tech division to get GPS for his phone, but I asked if that was necessary. Sgt. Woods
205 stated, "I would say no. I mean if it says I was there then I was there. I just can't tell you
206 why I would be there that long". Sgt. Woods went on to say he would think plenty of
207 people have seen him around the station quite a bit.

208

209 I told Sgt. Woods there is always a reason for everything. I told him that is why
210 I'm asking what the reason is. I told him as a fellow supervisor at this department I have
211 a couple problems with this. I asked him if one of his subordinates was not logging onto
212 a computer for five or six hours during their shift and then taking three-hour lunches,

213 would he see that as a problem and how would he address it. He stated it would be a
214 write up. I told him I read his memo to Capt. [REDACTED] and he indicated he had some
215 problems with a couple neighbors but in my mind that is not the issue we are dealing
216 with. Sgt. Woods stated he agreed. I told him the issue we are dealing with is why a
217 supervisor is not logging into a computer when he leaves his desk. I told him I am
218 concerned why he assured Capt. [REDACTED] and I that he was only at his residence for 20-30
219 minutes and now there is evidence showing a much longer time and all he is saying is, he
220 is not sure why. I told him I am just gathering facts and I want to give the Chief
221 information that Sgt. Woods wants me to give him. Sgt. Woods stated he might have just
222 lost track of time because he can't remember what he would have been doing those days.
223

224 I said to sum this up, I will do some follow up with the radio shops regarding the
225 accuracy of the AVL data. I told them I did not believe it was needed but I would do it. I
226 ask Sgt. Woods again if he believed I needed to follow up with attempting to get GPS
227 data from his cell phone and he said, "No". He went on to say, "I know the radio
228 modems track that, so if that's what it says, that's what it says". I asked [REDACTED] if he
229 had a different opinion on that and he said no but he would like to verify with the radio
230 shops about the accuracy of the AVL.
231

232 I asked Sgt. Woods if there was anything I have not asked him about this case that
233 he would like for me to know. Sgt. Woods paused and began showing signs of being
234 emotional and became softer spoken. He stated he was hesitant to come forward with
235 this information, but he has been having issues lately. He stated, "I don't know if you are
236 aware, [REDACTED] a few years ago". I told him I did recall that.
237 He stated he has been having more difficulties with that. I told him I did not want to get
238 into his personal [REDACTED] stuff to much, but I want to report pertinent facts accurately to
239 the chief. I asked when he was [REDACTED], and he said [REDACTED] ago. I asked if he could
240 explain what he meant by him was having [REDACTED]" with it. He said he has noticed a
241 lot of [REDACTED] has been
242 working on with [REDACTED]. I asked him how long he [REDACTED]
243 [REDACTED] and he stated [REDACTED].

244

245 I asked him if there were any [REDACTED] that he was noticing
246 more now other than [REDACTED]. He said he [REDACTED] and has taken time
247 off of work [REDACTED]. Sgt. Wood stated this was a little embarrassing for him. Sgt. Woods
248 stated he is not trying to make this his scape goat. I told him I thought it might be
249 relevant to this investigation, so I asked if he has worked a considerable amount of
250 overtime this year and he stated that is correct. I asked if he thought there was a
251 correlation to working that much and him [REDACTED] [REDACTED]. Sgt.
252 Woods asked in what way. I told him I was just trying to figure out if the number of
253 hours he was working was [REDACTED] [REDACTED]. Sgt. Woods stated a few people have
254 [REDACTED]
255 [REDACTED]
256 [REDACTED] the performance of his job. He stated,
257 "With what you're telling me now, yes. [REDACTED]
258 [REDACTED]
259 stated he thought my question regarding the many overtime hours, he thought I might
260 have been trying to determine if working this much overtime, it might have [REDACTED]
261 [REDACTED]. Sgt. Woods stated all of the life events
262 over the past year. He said his [REDACTED]
263 [REDACTED]
264 [REDACTED]. Sgt. Woods stated he thought he was [REDACTED] much better than he
265 was. I explained I appreciated him sharing the information because it might be relevant
266 to the facts of the case.

267

268 I told him I wanted to make sure I had the information correct. I asked him to
269 confirm he was not disputing the times he was at his residence; he just does not have any
270 recollection of being there that long. He stated that is correct. He went on to say he is
271 surprised by the times and is rather concerned. He said he thought if he was gone for that
272 amount of time, someone would have said something before now. I asked if there is
273 anything else he would like me to take into consideration about this case and he stated no.
274 I asked if he was truthful with his answers today and he said yes. I asked if there was any

275 other information similar to this that I would find out as the investigation continues. He
276 again stated he does not remember being there for that long and he is very concerned.
277 Sgt. Woods did not have any further information and the interview concluded.

278
279 On 01/17/22 At approximately 12:30pm I called and spoke to the [REDACTED] who
280 called [REDACTED] complaining about Sgt. Woods spending hours at his residence during
281 his work shift. The [REDACTED] confirmed [REDACTED] is the person who called to complain. [REDACTED] also
282 stated clearly that [REDACTED] wanted to remain anonymous for fear of retaliation.

283
284 The [REDACTED] said she was concerned that I was the same rank as Sgt. Woods, so
285 [REDACTED] wanted to talk to one of Sgt. Woods superior officers. I explained that Sgt. Woods
286 captain began this investigation and due to the potential level of discipline, it was passed
287 on to Internal Affairs. The [REDACTED] reported that approximately 1 ½ or 2 years ago [REDACTED]
288 and [REDACTED] came to the police department and made the same complaint to [REDACTED]
289 [REDACTED] and [REDACTED] did not see any change, so [REDACTED] does not believe anything was done with
290 [REDACTED] first complaint. I confirmed if this has been ongoing for a 1 ½ years. [REDACTED] stated it
291 has been at least 1 ½ years.

292
293 The [REDACTED] stated [REDACTED] lives [REDACTED] Sgt. Woods and [REDACTED]
294 have also notice this issue and have made comments about it. [REDACTED] said it is not
295 comfortable to call and make a complaint against an officer and they are your [REDACTED]
296 [REDACTED] said what has gotten [REDACTED] to this point is because Pueblo is in a bad way and [REDACTED]
297 neighborhood is in a bad way. [REDACTED] said they have had crime related problems in their
298 neighborhood and around town. [REDACTED] said [REDACTED] is aware the Police Department went on
299 cold reporting because we were short staffed but yet we have an officer who sits at his
300 residence for up to four hours of their shift. [REDACTED] said [REDACTED] has no problem with an officer
301 going home to eat or stop at their house to do something. But in Sgt. Woods case, [REDACTED]
302 said it happened for hours and hours.

303
304 [REDACTED] went on to say that when Sgt. Woods first moved into the neighborhood, he
305 would just let his car run while it was parked in the driveway. [REDACTED] said now he just turns

306 it off and leaves it. I confirmed [REDACTED] prior to Sgt. Woods
307 moving in and [REDACTED] said yes. I asked how long he has lived there, and [REDACTED] said [REDACTED] thought
308 approximately three years. I asked if [REDACTED] noticed this happening as soon as he moved in.
309 [REDACTED] said yes. [REDACTED] said it took [REDACTED] a long time to file a complaint because
310 they did not want to be the ones to file a complaint on an officer.

311

312 I asked [REDACTED] if [REDACTED] had kept any kind of a log regarding dates and times this
313 occurred, and [REDACTED] stated [REDACTED] did not. [REDACTED] also said [REDACTED] is aware Sgt. Woods went through
314 a divorce and other personal things but that does not make it right. I asked if [REDACTED] had any
315 negative “run ins” with Sgt. Woods as a [REDACTED] and [REDACTED] said no. [REDACTED] said the only
316 complaint other than the one [REDACTED] is reporting now is that Sgt. Woods has five dogs, and
317 they bark non-stop. [REDACTED] said [REDACTED] made a complaint with the humane society
318 regarding the dogs barking. [REDACTED] said they don’t talk to Sgt. Woods a lot, but they do
319 communicate on occasion, and they have never had bad words in the past. The [REDACTED]
320 did not have any further information to add to the investigation and again confirmed that
321 [REDACTED] wanted to remain anonymous.

322

323 On 01/24/22 at approximately 9:30am I spoke to Radio Shops employee [REDACTED]
324 [REDACTED] I asked [REDACTED] to explain the GPS modem in the police vehicles and explain the
325 accuracy. [REDACTED] explained they had minimal problems with the GPS systems in the
326 cars until November 2021 when the provider company pushed software updates for their
327 system. [REDACTED] stated they have been trying to figure why the updates have made the GPS
328 system malfunction. [REDACTED] said prior to these updates, it was rare a police vehicles GPS
329 would malfunction. [REDACTED] said if they became aware of a GPS malfunctioning, they would
330 trouble shoot it and when they found the issue, they would take the vehicle for a test drive
331 and confirm the MDT (Laptop) AVL, and the modem were matching and tracking the
332 vehicle correctly. [REDACTED] said the GPS system refreshes every five to 10 seconds. [REDACTED] again
333 stated the recent upgrades have caused the system to malfunction but prior to the
334 upgrades, it was rare a system would not accurately report GPS locations.

335

336 After conducting the interview with Sgt. Woods, I briefed [REDACTED] and
337 [REDACTED]. Based on some of Sgt. Woods comments in
338 the interview, it was determined he would be referred to [REDACTED]
339 [REDACTED]. Sgt. Woods was referred to [REDACTED] for an
340 appointment on 01/25/22 at 9:15am. [REDACTED] delivered this referral to
341 Sgt. Woods through FedEx priority mail on 01/19/22. Sgt. Woods went to this
342 appointment and was examined [REDACTED].

343
344 Some time had passed, and [REDACTED] informed me [REDACTED] requested Sgt.
345 Woods provide additional [REDACTED] and Sgt. Woods had not provided them after
346 numerous requests. [REDACTED] served Sgt. Woods a written direct order that was
347 dated March 8, 2022, ordering him to provide the requested [REDACTED] to [REDACTED] office
348 by 5:00pm pm Monday March 21, 2022.

349
350 [REDACTED]

351
352 I later received a copy of the [REDACTED] completed by [REDACTED]
353 [REDACTED] findings were handwritten and in places was difficult to read. I was able to read a
354 majority of [REDACTED] notes. [REDACTED] documented the following in regard to [REDACTED]
355 findings.

356
357 There is no current [REDACTED] that has been
358 established by Sgt. Woods' [REDACTED] that would preclude him from doing
359 job. No further [REDACTED] by a [REDACTED]. No further follow up
360 [REDACTED] has been completed since 01/25/22. No apparent [REDACTED] has
361 been established to date that would not have allowed Mr. Woods to perform his essential
362 functions either in the past or now currently. [REDACTED]
363 [REDACTED]. Based on [REDACTED], it was determined
364 Internal Affairs would interview Sgt. Woods again.

365
366

367

368 Sgt. David Woods Interview #2

369

370 After receiving [REDACTED], Sgt. [REDACTED] served Sgt. Woods
371 another 48-hr notice for a follow-up interview on 04/05/22 at 10:15am. Sgt. Woods
372 arrived with [REDACTED] and [REDACTED]
373 Sgt. [REDACTED] and I interviewed Sgt. Woods on 04/05/22 at 10:08am. [REDACTED] again
374 waived Garrity on the record. The following is a summary of the information gathered
375 during the interview.

376

377 I began by clarifying that I had previously interviewed him on 01/11/22
378 regarding the allegation that he was spending an extended amount of time at his house
379 while he was on duty. I told him that he responded to this allegation that he did not
380 realize at the time he was spending that much time at his house, and he also disclosed that
381 he was [REDACTED] ago and he believed his recent
382 [REDACTED] I asked him if that was correct. He stated it was
383 except for the [REDACTED]. He said he has since looked at his [REDACTED] and it was [REDACTED]
384 [REDACTED]. I told him he also stated during the interview that he was [REDACTED]
385 [REDACTED], and he said that was correct.

386

387 I told him based on the information he provided, [REDACTED] requested he do a
388 [REDACTED] and he said that was correct. I asked if he completed this and he
389 said he did, and it was with [REDACTED]. I told him it was my understanding that he
390 provided [REDACTED] and he said that was
391 correct. I told him it was also my understanding that [REDACTED] requested more
392 paperwork that was after 2020 and he said that was also correct. I asked him if he ever
393 gave him any [REDACTED] after 2020 and he stated there are no [REDACTED] dated after
394 2020. I asked if he had not saw [REDACTED] until the [REDACTED] and he
395 stated that was correct. I also told him [REDACTED] gave him a direct order to provide
396 this [REDACTED], but he (Woods) is saying there is no [REDACTED] to provide, and
397 he said that there are not [REDACTED] provide.

398

399 I asked him has had any other [REDACTED] since then or just [REDACTED]
400 [REDACTED] He stated he had the [REDACTED]. He went on to say
401 he was [REDACTED] last week. I asked why he was [REDACTED], and he stated it
402 probably was [REDACTED] but
403 they are not sure at this point. He also stated he saw the [REDACTED] on the
404 03/31/22. I told Sgt. Woods that due to the fact he was using these [REDACTED] as his
405 defense, I asked him what the outcome was. He said the [REDACTED] for him
406 and he has an [REDACTED] tomorrow and then [REDACTED] wants him to [REDACTED] in
407 Colorado Springs. He went on to say this [REDACTED] and they
408 only do one per day so he did not know when he could [REDACTED].

409

410 I told him if there was no [REDACTED] for him to provide from 2020 to current,
411 did he express that to the chief, or did he explain it to anyone, and did he try to provide
412 any documentation in leu of that. He said he expressed it to [REDACTED] office and that is
413 why he did not understand why they said they needed more [REDACTED]. He said he talked to
414 all of his [REDACTED] and they assured him they had signed releases to give [REDACTED] the
415 [REDACTED].

416

417 I asked him who [REDACTED] him with [REDACTED] in [REDACTED]. He stated [REDACTED]
418 [REDACTED] who worked out of [REDACTED] but has since retired. I asked him why
419 he did not produce any of these [REDACTED] when the chief and [REDACTED] requested more
420 [REDACTED]. I told him the problem we were running into is he is using [REDACTED] as his
421 defense of why this occurred, but nobody has seen any documentation [REDACTED]
422 [REDACTED]. He stated he has made all of the [REDACTED] available to them. He said the only
423 one he could not confirm they pulled was [REDACTED] because the lady who
424 could confirm it was not there. He said he filled out another release and [REDACTED] told
425 him they were going to make the [REDACTED] available to [REDACTED]. I asked him if they
426 would release them to him and he stated they would but that was several years of [REDACTED]

427

428 I told him we are in this investigation for almost four months and [REDACTED], the chief, and
429 I are hearing he has [REDACTED] and he has had four months to produce these
430 [REDACTED] I told him [REDACTED] reported that on his previous records there was no [REDACTED]
431 [REDACTED] He stated in all fairness, he did not physically give [REDACTED] the
432 [REDACTED], he signed releases so he could obtain the [REDACTED] because he did not want even a
433 “hint” that he was doing something to the [REDACTED]. He said after he filled out the one for
434 [REDACTED], he asked [REDACTED] at [REDACTED] office if she got the [REDACTED] through a
435 portal, and she said no, we don’t do that. He said he has been doing everything he can to
436 move this along. I told him, “Except for getting the [REDACTED] yourself and taking them to
437 them”. He said, “I suppose I could have done that”.

438

439 I told him here is where we are at, I am gathering facts because he is saying this is
440 the problem, and we don’t have any documentation that this is the problem. I told him
441 we also have a [REDACTED] in which the [REDACTED] said he does not have such a
442 problem, and [REDACTED] with him
443 doing his job. I told him the research I have done and talking to [REDACTED]
444 [REDACTED] I told him for him to be at his house for hours at a time and he
445 saying he does not [REDACTED] is a problem because we
446 have zero documentation that [REDACTED] and no documentation that [REDACTED]
447 [REDACTED].

448

449 I told him I was being straight up, and this becomes a truthfulness issue because
450 in looking at his past performance, when his efficiency is in question, he uses [REDACTED]
451 [REDACTED] as an excuse. I told him in the past it may have never gotten
452 to the point we needed to confirm he [REDACTED], but now we do and there is no
453 confirmation. Sgt. Woods stated he does not know exactly what is in those [REDACTED]
454 because he did not physically look at them, but he has been seeing [REDACTED]
455 [REDACTED] and that is what he [REDACTED] told him. He said as far as what the [REDACTED] are,
456 he doesn’t know but he knows it is [REDACTED] He said they have talked
457 about the [REDACTED] I asked him

458 if he has been [REDACTED] and he stated, [REDACTED]
459 [REDACTED]

460
461 Sgt. [REDACTED] told Sgt. Woods that one thing they possibly have in common is that
462 [REDACTED]. Sgt. [REDACTED] explained that he
463 could go to the [REDACTED] today and pull all of his [REDACTED] and show someone all the
464 [REDACTED]. Sgt. [REDACTED] explained that he was explaining this to him
465 because of the seriousness of this situation. Sgt. [REDACTED] told him we have no proof or
466 documentation that he was [REDACTED]. Sgt. [REDACTED] explained if his
467 [REDACTED] had been questioned, he would provide the chief with all the [REDACTED] to
468 prove his [REDACTED]. Sgt. [REDACTED] explained that in our position, when there has been nothing
469 to prove otherwise, we have no option other than to find this matter untruthful. Sgt.
470 [REDACTED] asked if he [REDACTED] during the times he was at home and he
471 said no because he did not realize anything was going on. Sgt. [REDACTED] again told him
472 [REDACTED] and he also reiterated the seriousness of the
473 truthfulness issues.

474
475 Sgt. [REDACTED] told him he was not saying that he does not [REDACTED], but
476 based on this investigation, it clearly shows he does not have what he says he has. Sgt.
477 Woods asked what the [REDACTED]. Sgt. [REDACTED] said,
478 "You tell me". Sgt. [REDACTED] went on to say, "You tell me the day you got [REDACTED] you
479 tell me [REDACTED], you tell me [REDACTED], you tell
480 me [REDACTED], tell me all of that". Sgt. [REDACTED] explained that when
481 he sat in front of his [REDACTED] he can tell you everything that revolved around that
482 [REDACTED]. Sgt. [REDACTED] told him that if he has a [REDACTED] it is in his best
483 interest to have that documentation I front of the chief this afternoon. Sgt. Woods stated
484 that if that is what it takes, he will go to [REDACTED] and pull all those [REDACTED].
485 He said he would be very surprised if he saw [REDACTED], was put [REDACTED]
486 [REDACTED], but did not [REDACTED]
487 [REDACTED]. Sgt. [REDACTED] asked if he was [REDACTED] during that
488 time. Sgt. Woods stated, "yeah, when I see him, he said it was probably [REDACTED]"

489 [REDACTED] because of my [REDACTED]". Sgt. [REDACTED] asked, it was
490 probably, or it was? Sgt. Woods stated the way he [REDACTED] me, he said it was
491 "probably". Sgt. [REDACTED] asked if there was any factual [REDACTED]. Sgt.
492 Woods stated he was going off what a [REDACTED] told him. Sgt. [REDACTED] said we can interpret
493 that several ways but when a [REDACTED] or says you probably [REDACTED]
494 [REDACTED], those are two totally different worlds. Sgt. [REDACTED] explained, you don't [REDACTED]
495 [REDACTED]
496 Sgt. [REDACTED] told him he might [REDACTED] but if we don't have a
497 [REDACTED] for something he is saying [REDACTED] going home for
498 hours at a time, it does not cut it. Sgt. [REDACTED] again asked if [REDACTED] said he [REDACTED]
499 [REDACTED] and Sgt. Woods confirmed he said [REDACTED]

500
501 I told him the problem is, there is no [REDACTED] [REDACTED] I told him if [REDACTED]
502 [REDACTED], it is not like [REDACTED] to work. I told him
503 he was ok to work, 60, 70, or 80 hours of overtime in recent months and function
504 properly, [REDACTED] his efficiency is called into question, [REDACTED]
505 [REDACTED] and [REDACTED]. I reminded him that there is no documentation
506 and he just told Sgt. [REDACTED] that [REDACTED] said it was,
507 [REDACTED]. I told him I did not know how everyone could be more clear with the chief
508 giving him a direct order to provide documentation that would confirm his account [REDACTED]
509 [REDACTED] I told him we have [REDACTED] [REDACTED] who documented he has no
510 [REDACTED] being at home for hours at a time.

511
512 I asked him with the facts we have gathered, what other finding can we come to
513 other than when Sgt. Woods gets called on the carpet for "lack luster" performance, he
514 now [REDACTED] that he can't prove. I asked him what other option is there.
515 He stated he understands our perspective, but [REDACTED]. He
516 said he was [REDACTED] and was [REDACTED] based on their [REDACTED] He
517 said if it is not in [REDACTED], he does not know what else to do. He said if they did not
518 get [REDACTED] and they were not provided, then ok. He again said he was trying
519 everything to move this thing along. I told him I disagreed. I told him he was given a

520 direct order and if it were me and my livelihood and my job relied on it, and [REDACTED] told me
521 she couldn't get [REDACTED], I would be camping out at [REDACTED] to get
522 [REDACTED] I told him he was given a direct order and then asked him if [REDACTED] said she
523 can't get [REDACTED], who then has the responsibility to get them? I asked him since [REDACTED]
524 said she was not going to get the records; he was going to go with it and except they
525 would not get [REDACTED]. He said [REDACTED] made it sound like she was not interested in [REDACTED]
526 [REDACTED] because they were older than [REDACTED].

527

528 I told him I did not know if the chief would allow him to get [REDACTED] at this point,
529 but where we stand right now is that [REDACTED] said he does not have any [REDACTED]
530 [REDACTED] that would [REDACTED], we don't have any [REDACTED] that show he
531 [REDACTED] and the research we've done, if he did [REDACTED] it
532 still does not account for [REDACTED] for being at his house for hours at a time. I told
533 him he is saying he [REDACTED] I told him
534 all we do in Internal Affairs is collect the facts and what I just stated are the facts I have
535 collected.

536

537 I told him again that he has a pattern of when his performance is questioned, he
538 says it's because he [REDACTED]. I told him in this incident, the facts do not
539 support his statement. I told him he has had almost four months to get this information
540 and I don't believe the chief would allow him more time to try to get [REDACTED] and
541 if he did, it does not appear [REDACTED]. I told him I did not know what
542 other direction we could go in this interview. I again told him he does not have any
543 [REDACTED] that would support his
544 reason for not performing his job like he should. I explained this is a truthfulness issue
545 because if he doesn't [REDACTED], he has clearly told me, including during our last
546 interview that he was [REDACTED]

547

548 Sgt. [REDACTED] explained the lack of ownership concerns him. He said he heard Sgt.
549 Woods on his first interview say he went home at times, and he did not know why he

550 would have been there for that long. Sgt. ██████ told Sgt. Woods he then introduced this
551 as a reason why this may have occurred.

552

553 I asked Sgt. Woods if there was anything else he would like to add. He said the
554 only thing he would like to add is his ██████ does not know what ██████
555 ██████. He said that is why they ██████. He said he
556 ██████ in the last year for different ██████ that ██████
557 ██████ I told him since he brought his ██████ up, I asked if
558 last week he was ██████ He said his ██████ were
559 ██████ but ██████ I asked if he was saying this caused him ██████
560 ██████ He said he was not saying that. He just wanted to say he has these
561 ██████ that his ██████ and his ██████ have no idea ██████

562

563

564 Sgt. ██████ explained that ██████ determined ██████. Sgt. ██████
565 also explained that he personally has numerous ██████ every day, but “we” ██████
566 ██████. Sgt. ██████ said if ██████
567 ██████ he needed to lay on the sword because it is an injustice to the department and
568 the citizens of Pueblo. Sgt. Woods stated he understood and said he has looked at
569 ██████ a lot lately. Especially after last week when he was ██████
570 and they told him ██████ and ██████. Sgt. ██████
571 explained ██████ for numerous reasons. Sgt. Woods went on to
572 say ██████, or why ██████
573 ██████ Sgt. ██████ told Sgt. Woods he hopes
574 he gets those ██████ figured out, but this investigation is what it is and there
575 is nothing we can do about it.

576

577 ██████ stated he had a couple questions regarding the chief’s direct order. He
578 told Sgt. Woods it sounded to him like he tried to comply with ██████ request to
579 provide ██████ and Sgt. Woods said that was right. ██████ said, short of you (Sgt.
580 Woods) going down and getting the ██████ himself, did he think he complied with it,

581 and he stated yes [REDACTED] said the second part is the order says to get [REDACTED]
582 [REDACTED]. [REDACTED] asked if there were any [REDACTED] from this timeframe for
583 him to provide and he stated there was not anything from [REDACTED] in this
584 timeframe. [REDACTED] then read a statement from the direct order that essentially stated if
585 he had not gone [REDACTED] during this time frame and the more recent [REDACTED] do not
586 exist, he was ordered [REDACTED] immediately and then
587 provide the [REDACTED] to [REDACTED] by the deadline of 03/21/22. [REDACTED] asked Sgt. Woods
588 if he attempted to [REDACTED] and he stated he did, and it
589 was originally [REDACTED] for the date of this interview, but he was on their [REDACTED]
590 [REDACTED], and they got him [REDACTED] [REDACTED] asked if he communicated this to anyone
591 at the department or at [REDACTED]. He said he told Capt. [REDACTED] but he was told by
592 [REDACTED] that he could not talk to [REDACTED] anymore. [REDACTED] asked
593 if he would be willing to go to [REDACTED] today to try to get the [REDACTED] and he said yes,
594 but he did not know if he could get the entire [REDACTED] today because they would probably
595 have to make photocopies. I told him I would relay this to the chief.

596

597 I told him based on his statements in the interview today, to his knowledge from
598 the [REDACTED], they did not [REDACTED] they said he might
599 [REDACTED] I asked if that was correct. He stated, "that's what he
600 was [REDACTED] me for". I asked him if it was his understanding that [REDACTED]
601 [REDACTED]? He stated with the [REDACTED] that he is in, some people say when [REDACTED]
602 [REDACTED] He said he did
603 not think he was [REDACTED], but his brain went to the worst possible scenario. I told
604 him from my knowledge on [REDACTED] isn't the [REDACTED] part when you [REDACTED]
605 [REDACTED] He said that was his understanding also but that is where
606 his brain went was the worst possible scenario. He said [REDACTED]
607 [REDACTED] before that happened.

608

609 Sgt. [REDACTED] asked him what [REDACTED] he was [REDACTED]. He said
610 [REDACTED]
611 [REDACTED] he can't remember the names. He also said [REDACTED]

612 [REDACTED] but then said [REDACTED] [REDACTED] Sgt.

613 [REDACTED] asked [REDACTED] [REDACTED]

[REDACTED]

615 [REDACTED] I asked if anyone else had
616 anything to add. Sgt. Woods stated he has been trying to assist with the investigation as
617 much as he thought feasible other than he could have gone to [REDACTED] and physically
618 gotten [REDACTED]. He said he thought it would be pretty expensive, and he did not want
619 it to appear he could have altered [REDACTED]. At this point there was no further
620 information and the interview concluded.

621
622 This concluded my investigation into this matter.

623
624 Respectfully,
625 Capt. [REDACTED]

626
627
628
629
630
631
632
633
634
635
636
637
638
639
640
641
642

[Redacted]

■

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

■

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

[Redacted]

■

■

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]