



MEMO

TO: Assistant Chief Mike Trombley
CC:
FROM: Lt. Rob Pride
DATE: 09/16/24
RE: Disciplinary Recommendation for Officer Goudy (PSU 2024-285)

I have reviewed the investigative and executive summaries in this case, in addition to watching and / or listening to many of the interviews conducted with Officer Goudy and witnesses in this case. I also met with Officer Goudy's direct supervisor, Sgt. Steve Colburn regarding his thoughts and recommendations when this incident occurred, and we have had subsequent conversations since. Additionally, I have reviewed Sgt. Colburn's disciplinary recommendations regarding the IA findings. I agree with his recommendations, in part, but disagree with a few and have additional disciplinary recommendations.

Upon my review of the investigative summary and my own knowledge of Officer Goudy's performance as an officer at LPD and his time as a K-9 Officer under my command, he has only received a verbal counseling for a minor violation prior to April 2024. I have known Officer Goudy to be a high performing, very proactive and professional police officer and have had no concerns with his decision making or performance prior to April. However, based on findings in an IA from an incident in April 2024, I started having concerns regarding Officer Goudy's decision making and my trust in him.

In summary, that investigation (PSU 2024-186) showed he allowed for a civilian rider to enter his police vehicle with his K-9 present without permission of the K-9 Sergeant, against his training and standard procedures of the K-9 unit. Additionally, the investigation showed he allowed the same civilian to do a "ride-a-long" with him during a work shift without seeking permission of the K-9 Sergeant or on-duty supervisor and without having the rider complete the necessary liability waiver. That same investigation also revealed Officer Goudy had used his patrol vehicle outside of policy while off duty outside of city limits without seeking supervisor approval.

Sgt. Colburn spoke with Officer Goudy about that incident just days prior to the incident for this IA investigation and advised him he would be receiving a written warning for the sustained policy violations and could be removed from the K-9 Unit for any similar policy violations. Sgt. Colburn specifically addressed the issue of Officer Goudy seeking supervisor approval before using his car for personal reasons outside of the city limits. Sgt. Colburn also relayed to Officer Goudy his decision making in the April 2024 incident and his failure to communicate appropriately with a supervisor was cause for hesitancy in our (Sgt. Colburn and myself) trust in him. Officer Goudy apologized, stated he understood the concerns and the consequences for similar sustained policy violations.



In spite of that conversation and notice of discipline just days prior to this incident, this IA shows Officer Goudy not only went to LCSO outside of the city limits for a personal issue without supervisory approval, but also abandoned his shift and left before his scheduled end of watch time without notifying a supervisor or seeking approval.

Additionally, Officer Goudy has brought embarrassment and discredit to the K-9 Unit and our agency when he attempted to contact his girlfriend while she was on shift as a dispatcher at LCSO, attempted to do so at her workplace, and did all of this after she repeatedly told him not to contact her, come see her and to leave her alone. His attempt to contact her resulted in an LCSO Sergeant and Lieutenant having to make contact with him near LCSO headquarters and intercept him to advise him his girlfriend (their employee) did not wish speak with him and to go home. Officer Goudy's behavior also caused a safety concern for LCSO employees which resulted in the Sergeant and the Lieutenant being in the area to make contact with Officer Goudy when he arrived there in an attempt to contact his girlfriend. Although LCSO determined his behavior did not rise to probable cause for criminal charges, Officer Goudy's behavior was borderline criminal conduct and could have easily resulted in him being criminally charged. Regardless, the nature and reason of the contact with him by LCSO shined a poor light on our agency and brought discredit to LPD.

This IA investigation did reveal some information which I have taken into consideration. Officer Goudy was clearly [REDACTED] in his personal life to include a divorce, not being able to see his children on a regular basis and breaking up with his current girlfriend, who he reported was his only support during this stressful time in his life. [REDACTED]

[REDACTED]

Based on the above facts and Sgt. Colburn's input, the following is my recommended discipline for Officer Goudy :

- [REDACTED]
- [REDACTED]
- [REDACTED]



- [REDACTED]
- [REDACTED]

As previously noted, Officer Goudy has been an outstanding officer with only one verbal counseling prior to April 2024. The evaluations of his work performance have been meets or above standards during his employment. I believe the above recommended discipline will have the necessary impact on Officer Goudy and he will modify his decision making and performance to once again be an exemplary employee.

[REDACTED]
[REDACTED]
[REDACTED] I do believe this recommended discipline combined with his willingness to seek assistance in managing stress and his personal life will be the combination needed to return him to his prior performance levels.

Based on these factors, I believe Officer Goudy is worthy of a chance to remain employed here and with time and sustained, acceptable performance, can and should be given a chance to rebuild our previous levels of faith and trust in him.

However, it should be made clear if he does not comply with the parameters outlined in this discipline or has further performance issues, he will be terminated. Further, he should be encouraged to resign if at any time he does not believe he can adhere to the parameters outlined in this final warning or otherwise maintain the LPD standards and expectations.