

Memo

To: Lieutenant Rob Pride
From: Sergeant Steven Colburn
Date: June 10, 2024
Re: Recommendation for PSU 2024-186

I have reviewed the associated documents in this investigation related to PSU 2024-186. The facts of this investigation sustained that Officer Goudy violated policy 9.07 by having his friend [REDACTED] complete a ride-along without approval. This violation is even more substantial for K9 handlers as our SOP requires approval from the K9 Sergeant for any riders due to the exposure to the canines inside the vehicle. This SOP and reasons for this requirement are covered in detail during the basic K9 academy. I spoke with Officer Goudy following this investigation and he stated he knew he was required to ask for permission and “forgot” to ask for [REDACTED] ride-along. Officer Goudy stated he previously had friends or family members ride-along prior to this incident and had always asked for permission for the previous riders.

Officer Goudy also stated he understood how it is riskier to have people ride with a canine in the vehicle and the potential liability this creates. During the investigation, I learned that Officer Goudy went out of town to visit [REDACTED] at the Sheriff’s Office on his way home in his marked police car with K9 Nazar. Officer Goudy also stopped at a soccer game on his way to work on a separate day and was late reporting for work on the day of the incident. In all these cases, Officer Goudy did not inform me or request permission to go out of town. I spoke with Officer Goudy about his communication and the need to request permission when leaving town with the vehicle/K9. Officer Goudy was receptive of the conversation and stated he understood.

Near the beginning of this investigation, Officer Goudy has had a series of events occur in his personal life and it has recently had an impact on Officer Goudy’s performance. Prior to this investigation, Officer Goudy’s performance was above standard, and he was a high performing officer. This impact has caused him to be late on different occasions, delayed turning in reports/training records, and not communicating with me effectively. I have already spoken with Officer Goudy about

this and told him that he needs to increase his performance and communicate with me, or I would need to implement a performance improvement plan (PIP).

Based on the findings of this investigation, I would recommend that Officer Goudy receive [REDACTED] for intentionally violating policy 9.07. Officer Goudy has one case of discipline in his history outlined in the investigation, and this is his first IA investigation. It is my hope that this discipline in conjunction with on-going coaching curbs Officer Goudy's recent performance and steers him back to the high performing handler he has a history of being.