



Prowers County Sheriff's Office

103 E. Oak Street, Lamar, Colorado 81052

719-336-8050 719-336-7900 fax

Sheriff Sam Zordel

To: Guadalupe Arellano
From: Undersheriff Fief

Ref: Notice of Termination

Ms. Arellano

After reviewing jail videos, complaints, and reported unfollowed directives, it has been determined that your employment with the Prowers County Sheriff's Office is being terminated and will take effect immediately.

Your termination is based on numerous policy violations since January 1, 2026, to include the following:

- **202 Supervision of Inmates – There shall be, at all times, sufficient staff designated to remain in the jail for the supervision and welfare of inmates.** Numerous times on Jail video, you and other deputies would leave the facility to do perimeter checks, leaving no deputy in the jail except for the newest deputy in the control room.
- **502 Inmate Reception - All arrestees and their property shall be searched for contraband by the booking deputy before being accepted for booking.** A search was not done on arrestees several times. Nearly all of the arrested persons were not searched appropriately and handcuffs were removed before most searches.
- **504 Inmate Safety Checks - It is the policy of the Prowers County Sheriff's Office that all correctional staff shall conduct safety checks at least once every 30 minutes on all inmates, or more frequently as determined by inmate custody status and/or housing classification.** Most nights after lockdown safety checks would be done 2 times a night.
- **511 Control of Inmate Movement - Staff members should have situational awareness during the movement of inmates and should consider the design of the facility, areas of poor visibility and the presence of other inmates being moved. The staff should avoid areas where inmates may have access to contraband items.** Several times inmates were allowed to go into the property room without supervision, on one incident a male and female inmate were allowed to go to the nurse office with no supervision for 30 seconds, on another occasion you allowed Deputy [REDACTED] to go into the property room with a female inmate who when she came out, had her pants around her knees. Although I do not believe any criminal or sexual activity occurred, it appeared she may have been putting on a sweater.
- **109 Standards of Conduct – Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for a. Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance or control.** Numerous times on your shift, staff would leave the facility for 5-10 minutes, leaving 1 person in the control room. 2 times there were arrested persons brought in on your shift and no searches



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were done. In a majority of arrested persons coming in on your shift, the arrested person was uncuffed before a search was even attempted or completed.

- **109 Standards of Conduct – Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for d. The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.** While watching video of your shift, nearly every night, you would leave the new deputy in the booking area, or in the control room, while the rest of your shift was in the control room or in the booking area. When he would go to the booking area, nearly every night, the rest of your shift would go into the control room, leaving him alone in booking. Every shift, your staff would leave to get snacks for everybody. I did not see a single time where you brought a drink or a snack for the new deputy.
- **109 Standards of Conduct – Attendance a. Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.** On 1/13/26, you left the jail at 1139 and did not return until 0118 hours. For 1 hour and 40 minutes, you were gone from your shift with no permission or approval. In your time sheet you have claimed all 12 hours rather than 10 hours and 20 minutes. There is also no notes in your shift log indicating why you left for 1 hour and 40 minutes before you came back to work, nor is there any indication that this was approved. It appeared you came back with a brown bag of food, after your shift mates had left two other times that night to grab snacks and drinks.
- **109 Standards of Conduct – Laws, Rules, and Orders.** On 1/6/26, during a Sgt Meeting, you told other Sgts and myself that you leave the new Deputy in Control because he is not learning anything. I specifically told you that you could not do that, and that you needed to train him in the jail on day to day duties. On 1-7-26, which was the next day, you left him in control for 11 of his 12 hours on shift. For several days following, you left the new deputy in Control for a majority of his shift. On 1-6-26 and in a December meeting, I explained to all of the Sgts that failing to train staff would potentially bring a civil suit on the county and potentially on that supervisor and nothing changed with your shift, while you continued to neglect your duties to train the new deputy.
- Other violations of 109 Standards of Conduct are Efficiency, Performance, and Safety.
- There was also another incident you had directly with the Sheriff toward the end of 2025, which was an insubordinate in nature incident. The Sheriff was told ceramic cups were in the jail and a message was relayed to remove the cups. You refused to do so, and said that if the Sheriff does not want the cups in the jail he could come tell you himself since there is no accountability. The Sheriff did go to the jail and spoke with you about the insubordination tendency you were showing and explained accountability starts with the supervisors such as yourself.



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As per our Policy you can appeal the termination within 5 days of receiving this either orally or in writing to Sheriff Zordel by **1700 hours on February 3, 2026.**

All of your issued equipment, including firearm, magazines, tasers, holsters, duty belt, badge, ID, radio, uniforms, keys, handcuffs, or any other item belonging to the Sheriff's Office, shall be returned to Captain Morris on Monday, February 2, 2026, at 1700 hours. If the property is not returned, we may resort to civil or criminal charges.

Samuel Fief PRO2

Undersheriff Sam Fief

Dated 1-29-26

Cc: Sheriff Sam Zordel

Cc: Captain Randy Morris