



## PALMER LAKE POLICE DEPARTMENT

P.O. Box 208, Palmer Lake, CO 80133 Voice (719) 481-2934 Fax (719) 481-3338



**TO: Chief of Police Glen Smith**

**DATE: February 18, 2026**

**SUBJECT: Letter of Resignation**

This memorandum serves as my formal Letter of Resignation from the Palmer Lake Police Department, effective immediately therefore making the meeting on Thursday null and void.

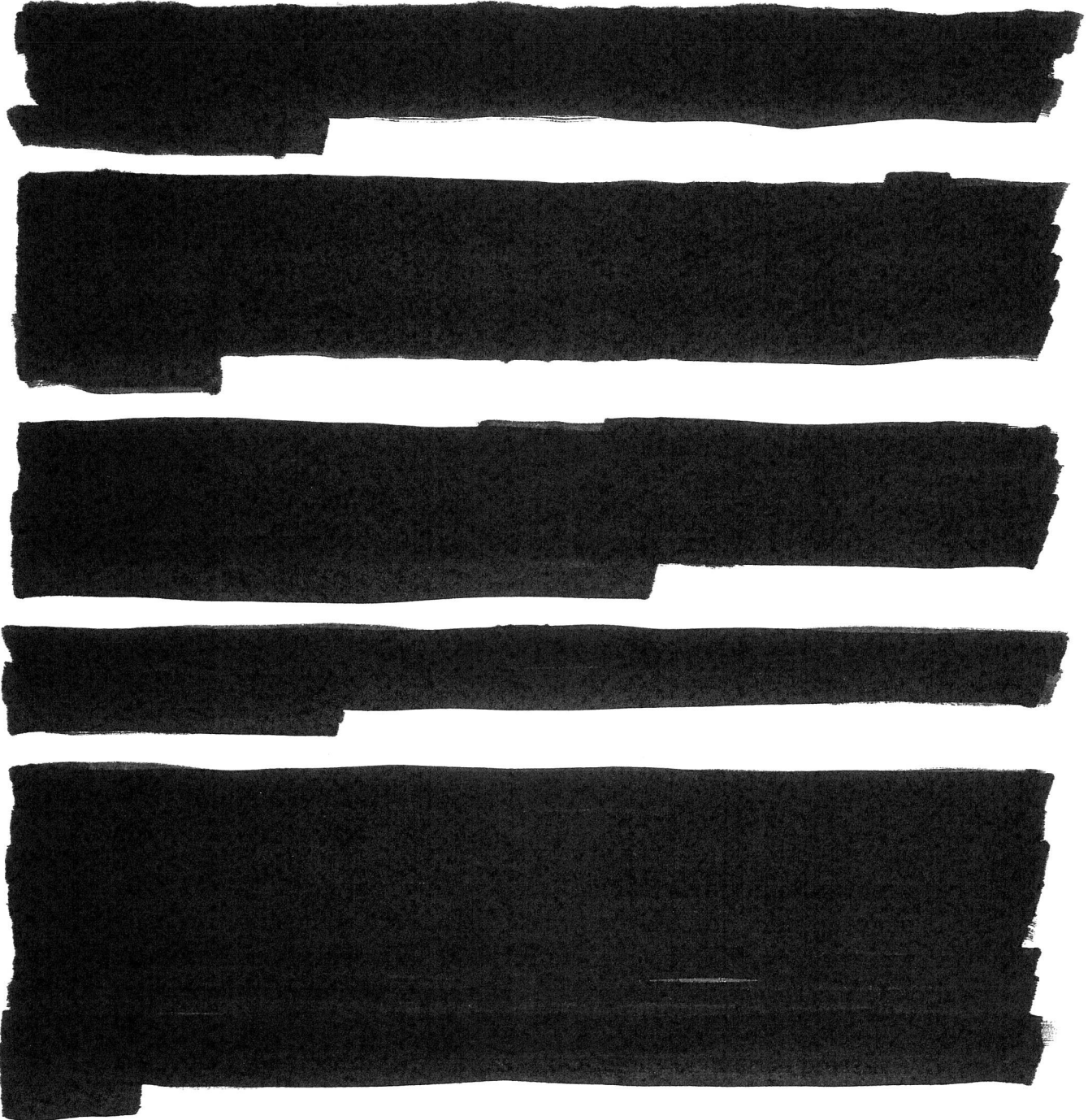
It is with genuine sadness that I submit this resignation. I want to begin by thanking the Palmer Lake Police Department for the opportunity and privilege of serving the Town of Palmer Lake over the past six years in multiple capacities. From the moment I joined the agency as a reserve officer, I was welcomed into an organization that felt like a second family. I came into this role knowing I still had a strong calling to law enforcement and a desire not only to serve, but to help build and strengthen the department as I continued to grow professionally.

Throughout my tenure, I was given opportunities to contribute meaningfully to the development, compliance, and effectiveness of the agency. I took those responsibilities seriously and consistently worked to ensure the department operated at a high professional standard. Among my contributions, I:

- Created, authored, and maintained the department's current policy manual
- Rebuilt and implemented the Field Training Officer (FTO) program
- Managed and maintained the ETHOS crash reporting software
- Assumed responsibility for departmental compliance with SB217 including testing of multiple platforms including the currently used Citizen Contacts program
- Developed, managed, and maintained the grant-funded DUI enforcement program, earning certifications including SFST Instructor, SFST Investigator, ARIDE, and EBAT
- Managed and maintained EFORCE, serving as the informal in-house IT support for multiple program components
- Managed and maintained MDC's, serving as the informal in-house IT support
- Restored and maintained NIBRS compliance through the Colorado Bureau of Investigation
- Developed and managed the grant-funded BHCON program, obtaining CIT Officer and CIT Coordinator certifications and serving as the primary officer on the BHCON co-response unit

- Managed and maintained the grant-funded Crimewatch program which included integrations with social media outlets, to increase community-oriented policing efforts

I am proud of the work I have done and the programs I built, many of which required significant personal investment, initiative, and sustained effort. However, despite these contributions, I have felt increasingly ostracized, unsupported and unappreciated. Over the past several years, the cumulative stress of these conditions has become untenable.



[REDACTED]

[REDACTED]

After much consideration and discussion with my family, I have concluded that continuing my employment [REDACTED] is no longer sustainable. This decision was not made lightly, but it is necessary for my personal health, professional integrity, and safety.

I remain grateful for the opportunities I was given and for the positive relationships I formed during my time with the Palmer Lake Police Department. It is my sincere hope that the department and the town take steps to restore accountability, professionalism, and trust moving forward.

Respectfully,

[REDACTED]

Holden Vanderpool

Accepted by [REDACTED]

2/18/26



# Palmer Lake Police Department Police Officer Application

***This application is the first step in being considered as a Police Officer for the Town of Palmer Lake. The application packet must be completed in full. All information on this application is subject to verification. The Palmer Lake Police Department is an Equal Opportunity Employer.***

4/14/2020

Date  
Vanderpool                      Holden                      Curtis  
Last Name                      First Name                      Middle                      (Maiden)

Social Security Number                     [REDACTED]                     

Give any other names you have been known by

\_\_\_\_\_  
\_\_\_\_\_

Address

                    [REDACTED]                        
Street/P. O. Box  
                    [REDACTED]                      [REDACTED]                        
City                      State                      Zip

Home Phone                     [REDACTED]                       Work Phone \_\_\_\_\_ Other Phone \_\_\_\_\_

E-Mail Address                     [REDACTED]                     

Are you a citizen of the United States?  Yes    No    If no, please provide citizenship.

\_\_\_\_\_

Do you have or have you had any injuries or illnesses, which may prevent you from performing the duties of the position of Patrol Officer? Yes ~~No~~ If yes, explain:

\_\_\_\_\_  
\_\_\_\_\_



## Palmer Lake Police Department Police Officer Application

### EMPLOYMENT HISTORY

Are you currently employed as a paid police/law enforcement officer?

Yes  No

If "No", enter the date of separation from the last employment as a state certified, paid police/law enforcement officer. (Month/Day/Year) \_\_\_\_\_

How many years of full time, paid police/law enforcement experience do you have? 5

Have you ever graduated from a state certified law enforcement training academy?

Yes  No  If "Yes" Academy Name, date, and Post certificate number.

El Paso County Sheriff's Office. 1-7-2016 [REDACTED]

List all your employment history beginning with your present or most recent job. Attach a separate sheet if necessary.

|                                                                                                              |                               |
|--------------------------------------------------------------------------------------------------------------|-------------------------------|
| Company: El Paso County Sheriff's Office                                                                     | Dates: November 2015- Present |
| Phone Number: 719-390-5555                                                                                   | Address: 27 E. Vermijo St     |
| Duties: Jail Supervision of inmates, Report writing for criminal and administrative charges, investigations, |                               |
| Reason for Leaving:                                                                                          |                               |

|                                                  |                                 |
|--------------------------------------------------|---------------------------------|
| Company: El Paso County Sheriff's Office Reserve | Dates: April 2013-November 2015 |
| Phone Number: 719-390-5555                       | Address: 27 E. Vermijo St       |
| Duties: Assist Patrol, work community events,    |                                 |
| Reason for Leaving: Became full time paid Deputy |                                 |

|                                                                         |                                     |
|-------------------------------------------------------------------------|-------------------------------------|
| Company: Colorado Department of Corrections                             | Dates: December 2014- November 2015 |
| Phone Number: 303-307-2512                                              | Address: 3600 Havana St. 80239      |
| Duties: Prison Supervision of inmates, perimeter checks, report writing |                                     |
| Reason for Leaving: Got hired with El Paso County SO                    |                                     |

|                                                          |                                  |
|----------------------------------------------------------|----------------------------------|
| Company: Battlefied Colorado-Outdoor Laser Tag           | Dates: June 2012-December 14     |
| Phone Number: 719-599-3000                               | Address: 213 W. Moreno Ave 80906 |
| Duties: Referee, trainer, party attendant, field marshal |                                  |
| Reason for Leaving: Got Hired with DOC                   |                                  |

|                     |          |
|---------------------|----------|
| Company:            | Dates:   |
| Phone Number:       | Address: |
| Duties:             |          |
| Reason for Leaving: |          |



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|                     |          |
|---------------------|----------|
| Company:            | Dates:   |
| Phone Number:       | Address: |
| Duties:             |          |
| Reason for Leaving: |          |
|                     |          |

Have you ever been active duty military? Yes  No   
 If yes, indicate the branch, rank, and dates of active duty: \_\_\_\_\_  
 Total years of service: \_\_\_\_\_  
 Most recent duty assignment/career field: \_\_\_\_\_

Are you currently in the Military Reserves or National Guard? Yes  No   
 If yes, indicate the branch, career field, and total years of service:

|  |
|--|
|  |
|  |
|  |

Have you ever been discharged or asked to resign from any position of employment?  
 Yes  No  If yes, list the employer and explain the circumstances.

| Employer | Circumstances |
|----------|---------------|
|          |               |
|          |               |

Have you ever resigned after being informed that you would be terminated by any employer? Yes  No  If yes, list the employer and explain the circumstances.

| Employer | Circumstances |
|----------|---------------|
|          |               |
|          |               |

Have you ever received a formal written reprimand from your employer? Yes  No   
 If yes, list the employer and explain the circumstances.

| Employer | Circumstances                                                                         |
|----------|---------------------------------------------------------------------------------------|
| EPSO     | Sharing answers during an oral board for transfer to another sector                   |
| EPSO     | Written up for requestuon recobsideration from supervisors in their decision to not : |

Have you ever been demoted, suspended, or fined by your employer? Yes  No   
 If yes, list the employer and explain the circumstances.

| Employer | Circumstances                 |
|----------|-------------------------------|
| EPSO     | Same as first situation above |
|          |                               |



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Have you ever been investigated by your employer for sexual harassment or Equal Employment Violations which resulted in you being found in violation of any organization policies, regulations, rules, or any state or Federal Laws? Yes \_\_\_\_\_ No  If yes, list the employer and explain the circumstances.

| Employer | Circumstances |
|----------|---------------|
|          |               |
|          |               |

Have you ever been investigated by your employer for improper conduct or illegal activities which resulted in you being found in violation of any organization policies, regulations, rules, or any State or Federal Laws? Yes \_\_\_\_\_ No  If yes, list the employer and explain the circumstances.

| Employer | Circumstances |
|----------|---------------|
|          |               |
|          |               |

List below every civil service or public agency competitive examination you have taken. Include any other law enforcement agencies or previous applications with the Palmer Lake Police Department.

| Agency           | Date of Examination | Status |
|------------------|---------------------|--------|
| PARKER PD        | 2013                |        |
| JEFFERSON COUNTY | 2013                |        |
| Monument PD      | 2019                |        |
| Fountain PD      | 2017                |        |
| Manitou PD       | 2017                |        |

If you were not employed by any of the above agencies, give reason, if known:

|                                                              |
|--------------------------------------------------------------|
| Didnt pass the test or didnt get chosen to move to next step |
|                                                              |
|                                                              |

### RESIDENCE HISTORY

List the last **THREE** addresses where you have lived, **NOT** including your current address.

|                  |               |                                                                                 |
|------------------|---------------|---------------------------------------------------------------------------------|
| From: August 19  | To: April 20  | Address: <span style="background-color: black; color: black;">[REDACTED]</span> |
| From: August 17  | To: August 19 | Address: <span style="background-color: black; color: black;">[REDACTED]</span> |
| From: January 17 | To: August 17 | Address: <span style="background-color: black; color: black;">[REDACTED]</span> |



## Palmer Lake Police Department Police Officer Application

### EDUCATION HISTORY

List all high schools, colleges, universities, trade, and business schools attended. Begin with the most recent.

| Name of School  | Street Address<br>City and State | Dates Attended |       | Graduated |     |
|-----------------|----------------------------------|----------------|-------|-----------|-----|
|                 |                                  | From           | To    | Yes       | No  |
| Lewis Palmer HS | 1300 Higby 80132                 |                | 07-11 |           | Yes |
| PPCC            | 6575 S. Academy Blvd 80906       | 10-13          |       | Yes       |     |
|                 |                                  |                |       |           |     |
|                 |                                  |                |       |           |     |
|                 |                                  |                |       |           |     |
|                 |                                  |                |       |           |     |
|                 |                                  |                |       |           |     |

If you attended college, number of credits: 60

What was your major? Culinary Arts

What was your minor? \_\_\_\_\_

Type of Degree received? Associates

### CRIMINAL HISTORY/LEGAL ISSUES

Have you ever been arrested, charged, "questioned as an accused party", or convicted of a felony or misdemeanor, including court martial and military charges? (Omit Traffic Violation)  
 Yes \_\_\_ No  If yes, complete the following (list incidents as a juvenile as well).

| Police Agency<br>Crime Charged | City and State | Date | Disposition of Case |
|--------------------------------|----------------|------|---------------------|
|                                |                |      |                     |
|                                |                |      |                     |
|                                |                |      |                     |
|                                |                |      |                     |

Have you ever been arrested, charged, or questioned in a domestic violence incident or any other crime which would prohibit you from possessing a firearm?

Yes  No \_\_\_

If yes, explain in detail including dates and location: (Use back of this page if more space is needed).

| Dates | Location       | Explanation |
|-------|----------------|-------------|
| 2018  | El Paso County | [REDACTED]  |
|       |                |             |
|       |                |             |



## Palmer Lake Police Department Police Officer Application

Have you ever received deferred prosecution, deferred judgment or deferred sentencing for any offenses against municipal or county ordinances, or state/federal/military law?

Yes \_\_\_\_\_ No  If yes, list dates, location, and explanation.

| Dates | Location | Explanation |
|-------|----------|-------------|
|       |          |             |
|       |          |             |
|       |          |             |

### TRAFFIC HISTORY

Do you possess a valid operator's license? Yes \_\_\_\_\_ No   
 From what state? Colorado License Number: [REDACTED]  
 Type of License (operator, chauffeur, etc.): Operator  
 Expiration Date: Mo 03 /Day 25 /Year 2024

Was your license ever suspended, denied, or revoked? Yes \_\_\_\_\_ No   
 If yes, give date, location, and reasons:

| Date | Location | Reasons |
|------|----------|---------|
|      |          |         |
|      |          |         |

Have you ever been in a car accident? Yes  No \_\_\_\_\_  
 If yes, please explain.

Rolled my car in 2009, Fender bender 2014

Have you ever been arrested for driving a vehicle while under the influence of alcohol or drugs? Yes \_\_\_\_\_ No   
 If yes, explain in detail to include the date of the violation, arresting enforcement agency, case number, and disposition:

| Date of Violation | Arresting Agency | Case # | Disposition |
|-------------------|------------------|--------|-------------|
|                   |                  |        |             |
|                   |                  |        |             |

Have you ever been issued a ticket for any driving violation, other than parking tickets?  
 Yes  No \_\_\_\_\_ If yes, give date, location, and disposition.

| Date | Location | Disposition               |
|------|----------|---------------------------|
| 2012 | I25      | Speeding ticket paid fine |
| 2013 | I25      | Speeding ticket paid fine |



# Palmer Lake Police Department Police Officer Application

List all states where you have been licensed to operate a motor vehicle in the last seven years.

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## LIQUOR AND NARCOTICS

Describe in your own words, your use of intoxicating liquors

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Drink for special occasions and every now and then after work

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Have you ever used any form of drugs or narcotics, *other than those prescribed by your physician*? Yes \_\_\_ No   
If yes, explain in detail:

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Have you ever sold or furnished drugs or narcotics to anyone? Yes \_\_\_ No   
If yes, explain in detail.

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Is there anything that may disqualify you as a candidate for the position of Patrol Officer or would prevent you from performing the official duties of the position?  
Yes \_\_\_ No   
If yes, explain in detail:

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## USE OF FIREARMS

Would you be reluctant to use a firearm against another person if it was necessary in the performance of duty? Yes \_\_\_ No   
If yes, explain in detail:

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# Palmer Lake Police Department Police Officer Application

## OTHER

Do you have any relatives currently working for a Law Enforcement Agency in the 4<sup>th</sup> Judicial District?

Yes  No

If yes, Name \_\_\_\_\_ Mother-Epso. Father-Palmer Lake \_\_\_\_\_

Are you a previous employee of the Palmer Lake Police Department?

Yes  No

If yes, When? \_\_\_\_\_

Reason for Leaving? \_\_\_\_\_

Are you involved in any pending Civil Lawsuits

Yes  No

If yes, Please explain. \_\_\_\_\_

## RELEASE

I hereby certify, under the penalty of perjury and potential criminal charges, that there are no willful misrepresentations, omissions, or falsifications in the foregoing statements and answers to questions. I am fully aware that any misrepresentations, omissions, or falsifications will be grounds for immediate rejection or termination of employment.

Signature of Applicant

4/14/2020

Date

Subscribed and sworn before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

My commission expires: \_\_\_\_\_



# Palmer Lake Police Department Police Officer Application

## PERSONAL INQUIRY WAIVER

STATE OF COLORADO, COUNTY OF EL PASO

TO:

I hereby authorize a Palmer Lake Police Officer or other authorized representative of the Palmer Lake Police Department bearing this release, or a copy of it, within two (2) years of its date, to obtain copies of any information in your files concerning me, or information pertaining to my employment, including but not limited to documents concerning my work record, my reputation, my financial status, my credit status, all medical, physical, mental records, or reports, including all information of a confidential, or privileged nature, and photocopies of same, education, academic, achievement, attendance, athletics, personal history, background investigations, criminal investigations, polygraph examination, any and all internal affairs investigations, and disciplinary action, **including any files which are deemed to be confidential, and/or sealed.**

I respectfully request and authorize you to furnish the Palmer Lake Police Department any and all information that you may have concerning me. This information is to be used to assist the Police Department in determining my qualifications and fitness for the position I am seeking with the Town of Palmer Lake. This release is executed with the full knowledge and understanding that the information is for official use of the Town of Palmer Lake.

Consent is granted for the Palmer Lake Police Department to furnish the information described above to third parties in the course of fulfilling its official responsibilities. **I further understand that I waive any right or opportunity to read or review any information provided in the background investigation report prepared by the Palmer Lake Police Department.**

I hereby release you and all your duly authorized agents, both individually, and collectively, from any and all liability for damage of whatever kind, which may at any time result to me, my heirs, or my assigns because of compliance with this authorization and request to release information, or any attempt to comply with it.

I understand that I have the right to receive a copy of this authorization and acknowledge that I have received a copy.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

**NOTE: A PHOTOCOPY REPRODUCTION OF THIS SIGNED REQUEST SHALL BE FOR ALL INTENTS AND PURPOSES AS VALID AS THE ORIGINAL. YOU MAY RETAIN THIS FORM IN YOUR FILES.**

Signed and sworn to before me this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
My commission expires: \_\_\_\_\_