



PALMER LAKE POLICE DEPARTMENT

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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.

After reviewing the entirety of the investigation conducted by Lt. Lundy, I have serious concerns regarding the objectivity, thoroughness, and conclusions reached. I have submitted a separate letter outlining specific questions and areas of concern related to the investigation process.

In summary, I believe the findings were reached prematurely and relied heavily on assumptions, particularly based on my decision not to respond to broad and generalized questioning at the time. Upon reviewing the Internal Affairs file, I became aware of information and contextual details that, if disclosed earlier in the process, would have allowed me a more meaningful opportunity to respond fully and defend myself against the allegations.

Additionally, I question whether it was appropriate for Lt. Lundy to conduct this investigation given his prior personal relationship with my father, the former Chief of Police. In my view, this relationship created at minimum the appearance of potential bias and should have warranted assignment of an independent investigator to ensure impartiality and preserve the integrity of the process.

It is essential in any administrative investigation that fairness, neutrality, and procedural transparency be beyond reproach. Unfortunately, it does not appear those standards were met in this instance.

A significant factor contributing to this resignation decision is the department's recent and seemingly arbitrary refusal to allow a reasonable rescheduling of an Internal Affairs interview in order for my requested legal counsel to be present, despite such representation being permitted under policy. The interview in question was a condition of continued employment and included a Garrity advisement, compelling me to answer questions under threat of discipline while forfeiting my right to avoid self-incrimination. Under these circumstances, my request for legal representation was made to protect my rights and ensure due process. The denial of that request left me in a difficult position and further eroded my trust in the fairness and integrity of internal processes in place at PLPD.

I have raised numerous concerns through appropriate channels on multiple occasions regarding policy violations, ethical concerns, and potential civil rights issues committed by other officers. These complaints, many supported by clear and compelling evidence, were either not investigated or addressed, or ignored entirely. At the same time, I endured ostensibly disproportionate scrutiny and selective enforcement directed toward me. This has contributed to a hostile work environment that permits unsafe and unhealthy behavior within an organization entrusted with public safety.

Additionally, ongoing tension among staff, threats of violence, and a lack of consistent accountability within the department—combined with a town government that has been visibly fractured and hostile both internally and toward staff for a significant period of time—have created a persistent atmosphere of fear and instability. Such an environment has been extremely detrimental to my mental, emotional, and physical health and clearly not conducive to effective policing, professional growth, or personal well-being.

After much consideration and discussion with my family, I have concluded that continuing my employment under these conditions 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,


Holden Vanderpool

Accepted by Chief [Signature]
[Signature]
2/18/26