


PERSONAL AND CONFIDENTIAL

July 13, 2022

Jacob Hodge


Re: Notice of Termination

Dear Jacob;

Section 3.04.340 of the Longmont Municipal Code states that the probationary period shall be considered a trial employment period during which the Executive Director shall determine whether the employee shall be retained. If at any time during the probationary period, the Executive Director determines with or without cause that a probationary employee shall not be retained, the Executive Director may recommend immediate termination of employment, to be approved by the City Manager, whose decision is final. This section also states that any employee who has not successfully completed the probationary period shall not be entitled to property or other rights to continuation of employment, nor are they entitled to rights of appeal as defined by these rules.

During your probationary period, you have been unable to satisfactorily perform the duties of Police Recruit for the Longmont Department of Public Safety. Specifically, On July 7th, 2022 at approximately 0153 hours, you were driving your personal vehicle on I-25 near milepost 265 and were contacted by Colorado State Patrol for weaving. Upon contact, Trooper Sugai suspected you were under the influence of alcohol. Sergeant Bartlett spoke with Sergeant James Hirth from the Colorado State Patrol on July 8th, 2022. Sergeant Hirth reported you completed voluntarily roadside maneuvers after which you were arrested. You additionally submitted to a chemical test of your breath. The results of your breath test showed a BrAC of .157. Sergeant Hirth reported you were in possession of your department issued handgun a Glock 17 9mm with serial number BWAD660 when you were stopped for weaving and subsequently arrested for driving under the influence of alcohol.

Pursuant to Section 3.04.340 of the Longmont Municipal Code, I recommended your immediate termination of employment to the City Manager, who approves of this recommendation. Therefore, you are hereby terminated from your position as a Police Recruit for the Police Services Division of the Longmont Department of Public Safety effective July 13, 2022. As a probationary employee, you are an employee at will and not entitled to a pre-disciplinary conference.

Pursuant to the Employment Agreement between you and the City of Longmont that you signed on January 4, 2022, enclosed, you must reimburse the City for a portion of the equipment, uniform

and training cost that was expended on your behalf. Based on the formula in section 4 and cost listed in section 5 of the agreement, you are responsible to reimburse the City \$9,000.

You are being provided with separation paperwork. Please contact HR Assistant Director Beth Souhrada at 303-774-4699 to discuss any questions you may have and to talk about logistics of the repayment.

You will need to contact PSI Sergeant Cary McDonald at 303-651-8876 to schedule a time to collect your personal property and return the equipment owned by the City of Longmont.

Respectfully,



Zach Ardis
Chief of Public Safety

Enclosures

cc:
Cary McDonald, PSI Sergeant
Jaime Roth, Deputy City Attorney
Joanne Zeas, Chief Human Resources Officer
Snigdha Pallerla, Human Resources Partner II
Beth Souhrada, HR Assistant Director
Personnel file