

# TIMNATH POLICE DEPARTMENT

5601 E. Harmony Road  
Timnath, CO 80547

timnath.org/public-safety  
970-224-3211



## MEMORANDUM

**TO:** Chief [REDACTED] (via chain of command)

**FROM:** [REDACTED], Integritas Consulting & Investigative Solutions, LLC.

**DATE:** May 20, 2026

**RE:** PSU 2026-002 – Findings Letter

### INITIAL COMPLAINT

On January 28, 2026, at approximately 6:48am, you were on-duty working for the Timnath Police Department in a marked unit. A motor vehicle accident, with injuries and airbags deployed, was dispatched to the intersection of Harmony Road and Club Drive. You were less than half a mile away and did not respond. Through this investigation, it was determined you were aware of the call for service, details, and admittedly, parked in the area, less than a half a mile away. You indicated you didn't respond due to multiple day shift units responding.

### FINDINGS

#### 321 STANDARDS OF CONDUCT

##### 321.5.2 Ethics

(g). any other failure to abide by the standards of ethical conduct.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

##### 321.5.7. Efficiency.

(a). Neglect of duty.

(b). Unsatisfactory work performance including, but not limited to, failure, incompetence, inefficiency or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.

**SUSTAINED** – I find that these allegations are clearly supported by the facts and evidence.

##### 321.5.8. Performance

(i). Any act on- or off-duty that brings discredit to this department.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

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## 321.5.9. Conduct

(m). Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

## 433 MEDICAL AID AND RESPONSE

### 433.3. First Responding Member Responsibilities.

Whenever practicable, members should take appropriate steps to provide initial medical aid (e.g. first aid, CPR, and use of an automated external defibrillator (AED)) in accordance with their training and certification levels. This should be done for those in need of immediate care and only when the member can safely do so.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

## ADDENDUM TO INITIAL COMPLAINT

On April 8, 2026, following service of the initial Notice of Internal Investigation, you exited the Administration area and used an unnecessarily forceful manner when opening the door, causing it to slam forcefully into the wall. This behavior is considered unprofessional and is consistent with a prior verbal counseling regarding similar conduct given to you in August 2025.

## FINDINGS

### 321 CONDUCT

#### 321.5.8. Performance

(e). Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency, and discipline of this department or that would tend to discredit any of its members.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

#### 321.5.9. Conduct

(f). Discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of this department or the Town.

(h). Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

**SUSTAINED** – I find that these allegations are clearly supported by the facts and evidence.

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This incident further contributes to additional allegations and existing allegations and is considered an aggravating factor in evaluating the overall behavior under investigation.

## **Existing Allegations**

### **321.5.8. Performance**

(i). Any act on- or off-duty that brings discredit to this department.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

### **321.5.9. Conduct**

(m). Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

## **ADDENDUM 2 TO INITIAL COMPLAINT**

On April 23, 2026, at approximately 5:13am, you were on-duty, in uniform, and operating a marked Timnath Police Department assigned vehicle when Sergeant [REDACTED] noticed you at Wild Wing Park parking lot, 2221 S. CR1, Timnath, CO 80547.

Sergeant [REDACTED] was in the area and observed your Timnath Police Department marked unit on the East side of the dirt parking lot, near the walking path. Sergeant [REDACTED] stood beside your vehicle and observed you asleep, in the driver's seat, seat back, eyes closed, snoring, and unaware of his presence.

During the investigation, it was revealed you were experiencing a [REDACTED] and pulled over to a dark location to alleviate your symptoms and due to staffing levels, you did not request to go home. You indicated you had never been under a doctor's care specifically for [REDACTED] nor had been prescribed any medication(s). However, you had been experiencing [REDACTED] on and off since approximately 2011.

The investigation revealed an additional policy violation, noted below under **New Allegations, Fitness for Duty**.

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## **FINDINGS**

### **New Allegations:**

#### **321 CONDUCT**

##### **321.5.7. Efficiency**

(d). Unauthorized sleeping during on-duty time or assignments.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

##### **321.5.10. Safety**

(a). Failure to observe or violating department safety standards or safe working practices.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

#### **1017 FITNESS FOR DUTY**

##### **1017.2 Employee Responsibilities**

(c) During working hours, all employees are required to be alert, attentive, and capable of performing assigned responsibilities.

(d) Any employee who feels unable to perform his/her duties shall promptly notify a supervisor. In the event that an employee believes another employee is unable to perform his/her duties, such observations and/or belief shall promptly be reported to a supervisor.

**SUSTAINED** – I find that these allegations are clearly supported by the facts and evidence.

This incident further contributes to additional allegations and existing allegations and is considered an aggravating factor in evaluating the overall behavior under investigation.

### **Existing Allegations**

#### **321.5.2. Ethics**

(g). Any other failure to abide by the standards of ethical conduct.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

#### **321.5.7. Efficiency**

(a). Neglect of duty.

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(b). Unsatisfactory work performance including, but not limited to, failure, incompetence, inefficiency or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.

**SUSTAINED** – I find that these allegations are clearly supported by the facts and evidence.

## 321.5.8. Performance

(i). Any act on- or off-duty that brings discredit to this department.

**SUSTAINED** – I find that this allegation is clearly supported by the facts and evidence.

## 321.5.9. Conduct

(h). Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(m). Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

**SUSTAINED** – I find that these allegations are clearly supported by the facts and evidence.