

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
DATE: May 20, 2026
RE: PSU 2026-002 – Investigative Summary

On April 22, 2026, [REDACTED], Investigative Consultant, assumed the role of primary investigator for this Internal Affairs case following the announcement of the pending departure of Sergeant [REDACTED]. [REDACTED] has been actively involved in this investigation since its inception and is fully familiar with the facts, evidence, and investigative steps taken to date. His transition to the lead role is intended to ensure continuity and maintain the integrity and progress of the investigation.

INITIAL COMPLAINT

On January 18, 2026, at approximately 6:48 am, Officer Meckley was on-duty, working for Uniform Patrol for the Timnath Police Department, operating a marked patrol vehicle. At that time, a motor vehicle crash involving injuries and airbag deployment was dispatched to units at the intersection of Harmony Road and Club Drive. At the time of the dispatched call, Meckley was located within approximately half a mile of the scene but did not acknowledge the call.

A Fort Collins Police Services Officer advised Dispatch they were on scene and available to assist with the call. Despite this update and ongoing radio traffic, Meckley maintained his location and did not respond to the call or notify Dispatch he was available.

The next 12 minutes, several Timnath Police Officers responded, including the Chief of Police and on-duty Detective, to assist with traffic control. Due to the crash, Harmony Road Eastbound and Club Drive Northbound had to be shut down to all traffic, due to both involved vehicles blocking the intersection.

During these 12 minutes, with various radio traffic, Meckley failed to offer assistance or check the status of the situation. At the end of his shift, he intentionally took a route that avoided traveling through the area of the crash.

Based on the information outlined above, the following policies have been identified as applicable and are under investigation as part of this Internal Affairs review:

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APPLICABLE POLICIES:

321 STANDARDS OF CONDUCT

321.5.2 Ethics

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

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.

321.5.8 Performance

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

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.

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 the training and certification levels. This should be done for those in need of immediate care and only when the member can safely do so.

ADDENDUM TO INITIAL COMPLAINT

Following the service of the Notice of Internal Investigation, PSU 2026-002, to Officer Jacob Meckley, which was done at Timnath Police Department, 5601 E. Harmony Rd | Timnath, CO, 80547, by Professional Standards Sergeant [REDACTED], in the presence of Patrol Sergeant, [REDACTED], Officer Meckley exited the administrative area of the police department. While doing so, Officer Meckley opened the door with unnecessary force, causing it to strike the wall loudly. This conduct is considered unprofessional and is consistent with a prior verbal warning Officer Meckley received for similar behavior involving Sergeant [REDACTED]. As a result, an Addendum Notice to the Internal Investigation was issued, identifying additional policy violations as outlined below:

TIMNATH POLICE DEPARTMENT

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Timnath, CO 80547

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NEW ALLEGATIONS

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.

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.

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

EXISTING ALLEGATIONS

321 CONDUCT

321.5.8 Performance

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

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.

NOTIFICATIONS

April 8, 2026. Sergeant [REDACTED] in the presence of Sergeant [REDACTED], gave Officer Jacob Meckley a Notice of Internal Investigation. (PSU #2026-002). Officer Meckley signed the notice.

April 15, 2025. Sergeant [REDACTED], in the presence of Officer Meckley's legal representation, gave Officer Meckley an Addendum Notice of Internal Investigation. (PSU #2026-002)

April 15, 2026. Sergeant [REDACTED] gave a written Garrity Notice to Officer Meckley in the presence of his legal representation. Officer Meckley signed the notice. Following the Garrity Notice, Sergeant [REDACTED] interviewed Officer Meckley.

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DOCUMENTS

The following documents / recordings are associated with this incident, all of which are attached to the investigation:

- Computer Automated Dispatch Notes
- Computer Automated Dispatch GPS Map
- Computer Automated Unit Activity for January 28, 2026
- Traffic Accident Report, Case # [REDACTED]
- Audio Recording of Dispatch airing the call for service
- Memorandum from Sergeant [REDACTED] for April 8, 2026
- Memorandum from Sergeant [REDACTED] for July 30, 2025
- Timnath Police Department CPR | AED Training roster and certificates.
- Notice of Timnath Police Department Internal Investigation, Officer Jacob Meckley (PSU #2026-002)
- Notice of Addendum of Timnath Police Department Internal Investigation (PSU#2026-002).
- E-Mail from Officer Jacob Meckley's attorney regarding interview scheduling.
- Body Worn Camera Footage, Officer Meckley interview; Titled: 2026-04-15 1056 D01AA774S
- Garrity Notice copy.
- Transcription of Officer Meckley's interview with Sergeant [REDACTED]

INVESTIGATION

Based on the information presented regarding Officer Jacob Meckley's failure to respond to a motor vehicle crash with injuries, being less than .5 miles away, along with Officer Meckley's deliberate behavior leaving the administration area after being served with his Notice of Internal Affairs Investigation, Chief of Police, [REDACTED] determined this matter be investigated as an Internal Affairs Investigation in accordance with **TPD Policy 1011 - Personnel Complaints**.

April 15, 2026. I, [REDACTED], an external investigative consultant, with Sergeant [REDACTED] interviewed Officer Jacob Meckley at approximately 10:58 a.m. at the Timnath Police Department. Officer Meckley was represented by Attorney [REDACTED]. The interview was recorded via body worn camera and transcribed.

Prior to the start of the interview, Sergeant [REDACTED] read Officer Meckley his Garrity Advisement verbatim from the Timnath Police Department Garrity Notice form. Officer Meckley acknowledged the advisement and signed the form.

It was explained to Officer Meckley that his attorney may advise him, but may not ask questions, answer questions, participate in questioning or interfere with the interview process.

TIMNATH POLICE DEPARTMENT

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A summary of this interview is as follows. Refer to the video recording of this interview and the unedited 27-page transcription of this interview for further information.

- It was explained to Officer Meckley that when the initial Notice of Internal Investigation was served to him on April 8, 2026, it stated policies identified in the notice were not intended to be all-inclusive.
- **Addendum Notice of Internal Investigation.** Sergeant [REDACTED] provided Officer Meckley with the Addendum of Notice of Internal Investigation listed the additional allegations relating to Conduct and Performance violations related to how Officer Meckley left the Administration office area on April 8, 2026.
- Officer Meckley's Attorney requested to speak to his client to review the additional information, off camera. This was allowed.
- Officer Meckley and his attorney returned and both Officer Meckley and Sergeant [REDACTED] initialed the Addendum Notice. Officer Meckley was provided with a copy.
- Officer Meckley has been a police officer for almost 19-years; 8-years as a Timnath Police Officer.
- Officer Meckley recalled being sworn in as a Police Officer for the Town of Timnath and recalled being sworn in with an Oath of Office.

July 30, 2026. Meeting with Sergeant [REDACTED] The following details reflect a summary of the questions and responses during the interview specifically about a meeting with Sergeant [REDACTED]

- Officer Meckley stated he did not remember this specific meeting, initially. However, after explaining the meeting was regarding allegations of him leaving work early, he acknowledged he recalled the meeting.
- When asked to explain his actions specifically related to leaving Sergeant [REDACTED] office, Officer Meckley acknowledged he closed the door harder than he normally would have, because he was frustrated; admitting he closed it "forcefully."
- Officer Meckley did not recall Sergeant [REDACTED] later meeting with him to discuss the incident and further actions would not be acceptable.

April 8, 2026. Meeting with Sergeants [REDACTED] and [REDACTED]. The following details reflect a summary of questions and responses during the interview specifically about the review of this policy on the said date.

- Officer Meckley acknowledged following his receipt of the IA notification that evening, he left the Administration area, pushing the door so hard it slammed against the wall.
- Officer Meckley indicated he was "in a hurry" and pushed the door open "hard than I normally would" and it "hit against the wall."
- Officer Meckley acknowledged he was "frustrated and, in a hurry, to get out of the office" and "take a deep breath."

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January 28, 2026. Radio Call – Motor Vehicle Accident, with Injuries at Harmony Road – Club Drive. The following details reflect a summary of the questions and responses asked during the interview.

- Officer Meckley acknowledged he was parked in the area of Bethke Elementary when the call was dispatched, which is roughly a half a mile from the call for service.
- Officer Meckley acknowledged the accident was dispatched, with airbag deployment.
- Officer Meckley indicated two-day shift units had been dispatched and others attached themselves to the call.
- Sergeant [REDACTED] played the audio from the dispatched call.
- Officer Meckley acknowledged Sergeant [REDACTED] who works the same shift, responded to the call.
- Officer Meckley acknowledged an officer advised additional traffic control was needed.
- Officer Meckley acknowledged the call was dispatched prior to 7:00AM, which is what time his shift ended. He also acknowledged he is trained in administering CPR, as well as First Aid. Certificates of the training were provided as reference.
- Officer Meckley acknowledged, while other responding officers arrived fairly quickly, he was closer than anyone else to the accident scene.
- Officer Meckley acknowledged he was in a marked police car, Timnath uniform, less than a half a mile away, and someone was reportedly “not being well”, and he chose not to respond. He acknowledged that was not okay and given the opportunity to redo it, he would do it differently.
- When 7:00AM came, Officer Meckley indicated he logged out and drove to his residence in [REDACTED] CO. Officer Meckley acknowledged the easiest route to his residence would have been to go up Club Drive to Harmony, but he wanted to avoid another car going through there, with the road(s) shut down.
- When Officer Meckley was specifically asked if he did not respond to the accident because it was 6:48AM and he got off work at 7:00AM, Officer Meckley stated, “it’s a portion of it.”

ADDENDUM 2 TO INITIAL COMPLAINT

On April 16, 2026, at approximately 5:13AM, Officer Meckley was on duty, in full uniform, operating a marked police vehicle when Sergeant [REDACTED] observed him parked at Wild Wing parking lot, 2221 S. CR 1, Timnath, CO 80547. As the on-duty supervisor, Sergeant [REDACTED] noted that Officer Meckley had remained at that location for approximately one hour.

Sergeant [REDACTED] responded to the area of Wild Wing Park and found Officer Meckley seated in the driver’s seat of his patrol vehicle with his head tilted back, mouth open, and audibly snoring. Sergeant [REDACTED] used his department-issued call phone to record Officer Meckley appearing to be sleeping.

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Based on this new information, prior to the conclusion of the original incident, Addendum 2 was added to the Internal Affairs investigation. Additional policy violations were identified and are being reviewed as part of this investigation.

New Allegations:

321 CONDUCT

321.5.7. Efficiency

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

321.5.10. Safety

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

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.

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 that another employee is unable to perform his/her duties, such observations and/or belief shall be promptly reported to a supervisor.

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.

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321.5.7. Efficiency

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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 or bona fide excuse.

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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.

NOTIFICATIONS

April 23, 2026. Chief [REDACTED] delivered **Addendum #2 Notice of Internal Investigation** (PSU #2026-002).

April 23, 2026. Chief [REDACTED] provided Officer Meckley a **Notice of Administrative Leave** (PSU#2026-002). Officer Meckley signed the notice.

INTERVIEW OF OFFICER JACOB MECKLEY REFERENCE ADDENDUM 2 VIOLATIONS

On May 13, 2026, at 10:55 a.m., I conducted an interview with Officer Meckley concerning the new charges listed above, which resulted from Officer Meckley sleeping while on duty in the early morning hours of April 16, 2026. This interview took place in the Timnath Police Department's administrative conference room. Officer Meckley was accompanied by his attorney, [REDACTED], who is with Frontline Law. The interview was recorded via body camera, and a transcript of the interview is included in this investigation. Below is a summary of the interview. For more specific details of the interview please refer to the bodycam footage and/or the transcript.

- Officer Meckley and his attorney entered the conference room, introductions were made and business cards were exchanged.
- The Garrity advisement form was read aloud to Officer Meckley and his attorney. After formal reading, Officer Meckley signed his name indicating he understood the form and the process the interview would follow.

TIMNATH POLICE DEPARTMENT

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- I also explained the process of asking for a break when he and his attorney needed to consult with each other in private. Both he and his attorney acknowledged and agreed with the process.
- Officer Meckley reported he had a total of 19 years' experience as an active law enforcement officer with eight years as a Timnath Police Officer.
- Officer Meckley stated he followed his regular routine when working midnight shifts, which is 9:00 p.m. to 7:00 a.m. He stated he got off work at 7:00 a.m. on the morning of April 15, 2026. He went straight home, took a shower and got in bed between 8:00 a.m. or 8:30 a.m. He slept until 2:00 or 3:00 p.m., until his children got home from school. He assisted in taking care of domestic duties concerning his children, put them to bed and went to work at 9:00 p.m. on the evening of April 15, 2026. Officer Meckley reported this is the same routine he has followed for the two years he has been on midnight shift.
- I asked Officer Meckley if anything occurred in his personal life that would have disrupted his routine on this day and told me nothing had.
- Officer Meckley described when he arrived for his shift, the two swing shift officers finished their shift at 1:00 a.m., after this time he and his supervisor, Sergeant [REDACTED] were the only officers on duty until 6:00 a.m., when the day shift officers arrive for duty.
- Officer Meckley reported he began experiencing the symptoms of a [REDACTED] starting between midnight and 1:00 a.m. He advised he has suffered from these [REDACTED] multiple times throughout his career, especially working swing and midnight shifts.
- Officer Meckley described his symptoms as ranging from [REDACTED]. He further reported if he is able to go to a dark place, stop moving and get away from various light sources he is sometimes able to relieve those symptoms.
- Officer Meckley stated he drove his patrol car to the Wild Wing Park which is in the area of Wild Wing neighborhood within the town limits of Timnath. Officer Meckley stated he has used this location in the past. He went on to say he turned down his radio, leaned back and the next thing he knew he woke up. He could tell he had fallen asleep but did not know exactly how long. Officer Meckley stated he could only estimate he fell asleep around 4:30 to 4:45 a.m. but was not certain and could not recall when he woke up and drove off.
- I asked if his supervisor reported that he observed his car in this position for approximately one hour, walked up and observed him sleeping with his head back, mouth open, and snoring would that be correct? Officer Meckley reiterated he could not recall for sure but would not dispute his supervisor's account of the incident.
- I asked Officer Meckley when he first started experiencing these [REDACTED] working as a police officer. He informed me these [REDACTED] started around 2014. I asked if he had ever consulted a doctor about these [REDACTED] or if he was ever prescribed any medication to minimize the effects of [REDACTED]. Officer Meckley told me he never has consulted a doctor and only used over the counter medication.

TIMNATH POLICE DEPARTMENT

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- After covering the incident of sleeping on duty, I asked Officer Meckley to explain an internal posting from Officer [REDACTED] recognizing Officer Meckley with the following phrase: "Thanks for being the other half of the night shift A-Team #sleepyboys". Officer Meckley asked for a break to confer with his attorney. This was granted. They both returned to the conference room. After the bodycam was restarted, Officer Meckley explained he and Officer [REDACTED] were shift partners, he remembered the posting, but he could not explain what Officer [REDACTED] meant by "#sleepyboys".
- After discussing the above posting, I provided Officer Meckley a copy of Policy #1017, Fitness for Duty. I confirmed Officer Meckley read and indicated he understood this policy in writing on March 14, 2018. I asked Officer Meckley to read section 1017.2 Employee Responsibilities with particular interest in subsections "c" and "d". After reading the policy I asked Officer Meckley if he would agree he violated this policy as written and he replied, "yes, as written." (For specific wording please refer to this policy as explained above in the new charges section for addendum #2 in this report.)
- At the conclusion of the interview, Officer Meckley wished it to be known, the reason he did not ask to go home on the night the sleeping on duty incident occurred was because he knew if he did it would affect staffing and he did not believe it would be appropriate if he left. However, I reminded Officer Meckley he knew very well and it was well known the Larimer County Sheriff's Office consistently has enough staffing to cover Timnath P.D. in times of short staffing and further; Larimer County supports Timnath P.D. with staffing needs along with dispatch services per written mutual aid contract. Officer Meckley agreed that was the case and agreed if he had notified his supervisor, his supervisor may have very well allowed him to go home without issue.

DOCUMENTS

The following documents / recordings are associated with this incident, all of which are attached to the investigation:

- **Memorandum from Sergeant [REDACTED]**. Providing the observations from April 23, 2026.
- **Video Recording from Sergeant [REDACTED]**. Documenting Officer Meckley sleeping from April 23, 2026.
- **Nectar Screen Shot**. Officer [REDACTED] tagging Officer Jacob Meckley "The A-Team" with the #sleepyboys.
- **Addendum 2: Notice of Internal Investigation**. April 23, 2026. Copy of the Addendum 2 to IA 2026-002 detailing the additional incident.
- **Notice of Administrative Leave**. April 23, 2026. Copy of the Notice provided to Officer Meckley.
- **Garrity Advisement for Addendum 2**. May 13, 2026.
- **Transcript of Interview reference Addendum 2**. May 15, 2026.
- **Notice of Findings**.

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CONCLUSION

May 20, 2026. This investigation was concluded and forwarded to Captain [REDACTED] to disseminate through the proper chain of command channels of the Timnath Police Department. The first level of review is Sergeant [REDACTED], followed by Captain [REDACTED]