



MOUNTAIN VIEW POLICE DEPARTMENT

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Steve Davis
Chief of Police

DEPARTMENTAL DISCIPLINARY ACTION

To: Officer Jacob Osman

From: Chief Steve Davis

Date: May 13, 2022

Since the Town of Mountain View Police Department hired you as an officer on March 7, 2022, you were provided with multiple orders to obtain an Occupational Physical Examination, as required by POST pursuant to State law (C.R.S. § 24-31-303(5)(b)), and as a condition of your employment as an officer. To date, you have failed to comply with these orders.

As you are aware, the Town hired you on a probationary basis on March 7, 2022, and you have not yet completed your probationary period. Section 1010.14 of the Mountain View Police Department Policy Manual specifically states, "probationary employees ... may be disciplined and/or released from employment without adherence to any of the procedures set out in this policy and without notice or cause at any time."

As such, it is my intent to terminate your employment with the Town of Mountain View Police Department pursuant to the Department's Policy Manual, and specifically Sections 319.5.1(a), 319.5.7(b) and 319.3 for failure to comply with directives and orders issued by your supervisors.

I will hear whatever you have to say in response to this letter, or you may put your response in writing and have that to me by Friday May 20th 2022. I will be out of the office from May 16th 2022 through Thursday May 19th, 2022, however can check emails and can be available in person after the 19th.

The reason I intend to terminate your employment is that you are not meeting my expectations for the position of Officer with the Town, which requires not only your compliance with your supervisor's order but also strict compliance with POST requirements and State Law.

Steven Davis

Chief of Police