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17th Judicial District
Adams & Broomfield Counties
District Attorney's Office

March 23, 2021

Jeremy Ashton

Dear Mr. Ashton:

On March 22, 2021, we learned that you were arrested for a number of crimes alleged to have occurred on March 19, 2021. This letter serves as notification that your conduct appears to violate a number of violations of the District Attorney's policies, which may result in disciplinary action. Disciplinary action may include, but is not limited to demotion, suspension, or any combination of these, up to and including termination.

The affidavit in support of your warrantless arrest is included with this letter. Based on the factual allegations set forth in the affidavit, I have concerns that your behavior violates a number of office policies as outlined in the following sections of the District Attorney's Employee Manual:

Section 1.8 Contact with Law Enforcement

Section 5.1 Purpose and Definitions of Use of Force

Section 5.2 Authorization of Weapons

Section 5.3 Use of Force Policies

Section 5.5 Weapons Safety

Section 5.9 Use of Firearms and Deadly Force

Section 1.11 Employee Conduct and Discipline

- (2) Conduct endangering the safety or well-being of self, fellow employees or the public;
- (6) Offensive language or conduct toward the public, fellow employees, or supervisors including threatening or fighting words or conduct;
- (17) Any conduct that, interferes with or likely to have an adverse effect upon the functioning or reputation of the District Attorney's Office.

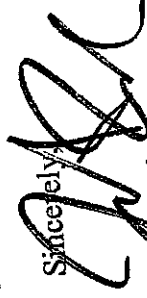
Effective today, March 23, 2021, you are placed on paid administrative leave pending further determination and action in accordance with the procedures set forth in the District Attorney's Employee Manual. As a condition of your paid leave, you are required to return any County property issued to you as part of your employment, to include your badge and peace officer identification card.

Under the terms of the Employee Manual, you are entitled to a pre-disciplinary conference with Brian Mason because the proposed action on your recent behavior is termination from employment. The purpose of the pre-disciplinary hearing is not to gather any factual evidence or to compel statements from you concerning the criminal charges. Rather, this is an employment matter focused solely on your alleged violations of office policies. Should you elect to exercise your right to a pre-disciplinary conference, you will simply be given the opportunity to describe any mitigating circumstances relevant to proposed disciplinary actions, or facts which refute the basis for the proposed actions. You may have a representative present to consult with but not to participate or ask questions. Should you elect to proceed with a pre-disciplinary hearing, you shall notify Tina Jachetta at tjachetta@dal7.state.co.us to schedule it no later than March 30, 2021. Your failure to notify Ms. Jachetta of your desire for a pre-disciplinary hearing by March 30, 2021 shall constitute abandonment of your right to the process.

District Attorney Brian Mason will exercise the discretion to make findings and the appropriate disciplinary action for the alleged violations of office policy. This decision will be made either on March 30, 2021, or within five working days of the pre-disciplinary conference should you choose to proceed in that manner. You are not permitted to return to the District Attorney's Office until further notice.

If you have any questions about this process please contact Tina Jachetta at 303-835-5622.

Sincerely,



Jess Redman
Assistant District Attorney



March 31, 2021

Jeremy Ashton



Dear Mr. Ashton:

On March 22, 2021, I learned that you were arrested for a number of crimes alleged to have occurred on March 19, 2021. On March 24, 2021, you met with Chief Investigator Mark Swisher, who provided you with written notice of possible disciplinary action as a result of your arrest. You were also advised of the decision to place you on paid administrative leave as of March 23, 2021. In that notification, you were informed of your right to participate in a pre-disciplinary conference. You were further advised that, in order you exercise that right, you needed to notify the office and schedule the pre-disciplinary conference no later than March 30, 2021.

As of the date of this letter, you have not notified us of a wish to exercise your right to a pre-disciplinary conference. Therefore, it appears you have abandoned your right to participate in this process. Consequently, I choose to take action on your apparent violations of the District Attorney's Employee Manual without your involvement.

As stated in the written notice, the information associated with your recent arrest appear to violate the following sections of the District Attorney's Employee Manual:

- Section 1.8 Contact with Law Enforcement
- Section 5.1 Purpose and Definitions of Use of Force
- Section 5.2 Authorization of Weapons
- Section 5.3 Use of Force Policies
- Section 5.5 Weapons Safety
- Section 5.9 Use of Firearms and Deadly Force
- Section 1.11 Employee Conduct and Discipline

- (2) Conduct endangering the safety or well-being of self, fellow employees or the public;

(6) Offensive language or conduct toward the public, fellow employees, or supervisors including threatening or fighting words or conduct;

(17) Any conduct that, interferes with or likely to have an adverse effect upon the functioning or reputation of the District Attorney's Office.

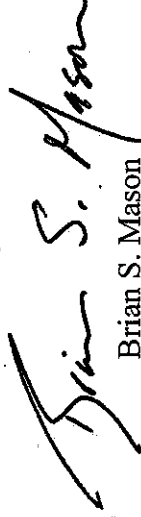
While each of these alleged policy violations causes me great concern, the focus of the disciplinary action here is Section 1.11(17).

As referenced in the Manual, all employees of the 17th Judicial District Attorney's Office are expected to maintain a professional standard of conduct and performance that is consistent with the best interest of the office. Your title as an Investigator carries even greater expectations of performance because you are a certified peace officer representing the 17th Judicial District. Perhaps more significantly, by the terms of our employment agreement, you are authorized to carry a firearm both on and off duty. This agreement contemplates that you are trained in the law and the appropriate use of a firearm.

News of an arrest of a certified peace officer working for the District Attorney's Office naturally attracts a significant degree of negative publicity and attention. The arrest of an Investigator for the 17th Judicial District Attorney for a criminal offense involving a firearm threatens to harm the reputation of this office as a leader for criminal justice. Notably, your arrest happened when this office is expending considerable effort to develop trust and respect within the community we serve. Your arrest not only complicates our mission, it harms the reputation of this office. For these reasons, I find that your conduct violates the District Attorney Office's rules for employee conduct as laid out in the Employee Manual and as set forth above.

As a consequence for this violation of policy, I am terminating your employment with this office effective today. This letter shall serve as notice of said termination. As you no longer have access to the building, you will need to make arrangements with Tina Jachetta at tjachetta@da17.state.co.us or 303-835-5622 to collect any of your personal belongings. Your final paycheck will be processed immediately and will be mailed to you via certified mail to your current address on file. Coverage under benefit plans shall terminate on the last day of the month in which employment ceases unless continued under other coverage options. Please contact Ms. Jachetta with questions.

Sincerely,



Brian S. Mason
District Attorney