



El Paso County Sheriff's Office

Sheriff Joseph J. Roybal



INTRA-OFFICE MEMORANDUM

TO: Jordan Bandt #13015
FROM: Sheriff Joseph Roybal
DATE: Monday, July 6, 2026
SUBJECT: Notification of Termination

This serves as notice of your termination of employment and revocation of your appointment as a sworn deputy with the El Paso County Sheriff's Office pursuant to C.R.S. 30-10-506. Effective today, July 6, 2026, you are no longer employed with El Paso County Sheriff's Office and are no longer a deputy sheriff.

In accordance with policy, you were given notice of intent to terminate your employment by Undersheriff Jeff Kramer on June 23, 2026. You exercised the opportunity to meet with me on June 29, 2026, to discuss the reasons for termination and present information related to this decision. After careful consideration, I determined the following policy violations and recommendation as it relates to your DAB which was held on June 19, 2026:

400.4.7 Standard of Performance and Neglect of Duty
400.4.8 Unsatisfactory Work Performance
400.4.5 Disobedience of Orders or Directives
400.4.50 Violations of Laws, Rules, and Regulations

Ultimately, I am upholding the termination.

These findings are final and are not subject to any further appeal.

You are required to turn in all El Paso County Sheriff's Office and El Paso County property or equipment which is still in your possession or assigned to you. Internal Affairs Sergeant Jason Darbyshire will help you coordinate turning in any equipment that still might be in your possession.

Your final paycheck will be processed on the next regularly scheduled payroll date. Please contact employee benefits at 719-520-7486 during normal business hours regarding your benefits and final paycheck.

Respectfully,


Joseph J. Roybal
Sheriff
El Paso County

CC: Personnel File
EPSO Human Resources
Internal Affairs Case: CCI2026-029

Internal Affairs Template IA031