City of Boulder
Human Resources

August 24, 2026

Joshua Villa
Police Officer
[redacted]

Dear Mr. Villa,

This letter is to inform you that we have made a determination from your Administrative Hearing meeting on August 20, 2026. A business decision has been made to terminate your employment with the City of Boulder as Police Officer, effective August 24, 2026. This decision was based on conduct inconsistent with the expectations of your role and behavior that violates city policies and sustained outcomes of G.O. Rules 1, 3 and 8.

Based upon the effective date above, please reference important dates and information below.

- **Last Paycheck:** September 9, 2026
  - Any accrued but unused vacation time-off hours as of your last day will be included and paid on this check.
- **City Benefit End Date:** August 31, 2026
  - If you are enrolled in any City of Boulder benefit plans, a notification addressed from our vendor, Alerus, will be sent via certified mail to your home address on file within 30 days after separation. This notice will outline options to continue certain coverages through COBRA. Additionally, if you are enrolled in the Health Savings Account (HSA), any balance remaining is yours.
- **Unemployment Insurance Benefits**
  - You are eligible to apply for unemployment insurance benefits by filing a claim with the Colorado Department of Labor and Employment (CDLE).
- **Pension Benefits:** MPPP
  - We encourage you to contact the administrator of your eligible pension plan to understand status of your benefits or options for dispersal or transfer: www.boulderfppension.org.
- **City Issued Equipment**
  - You are required to return all city-issued equipment or assets currently in your possession, including any city-issued apparel as well as your ID and access badge. If there are any items not with you, we will arrange a time to finalize their return.
- **Contact Information**
  - You will retain limited access to Workday through your personal email address listed in system, where you can access prior pay slips and tax forms. You will receive an email from bouldercolorado@myworkday.com with the post-employment access instructions. If you do not receive it, please check your Spam folder.
  - If you need to update your contact information for future communications from the City of Boulder, please email updated contact to HR@bouldercolorado.gov.

If you have any questions on this information, please contact our department's Human Resources Generalist III, Amber Einspahr at einspahra@bouldercolorado.org.

Sincerely,

Stephen Redfearn

Stephen Redfearn
Chief of Police

Cc: Gail Thompson, Employee and Labor Relations Senior Manager
Employee Personnel File