



Rangely Police Department

Synopsis: [REDACTED] was alleged that RPD Officer Ketchum Millard, while on duty, had engaged in a physical sexual relationship with an adult female at the Rangely Fairgrounds Complex. An Internal Affairs investigation was initiated, and the result of that investigation revealed that Officer Ketchum Millard did have sexual intercourse on numerous occasions, while on duty, during the months of November and December of 2021.

[REDACTED]

During that session it was alleged [REDACTED] that [REDACTED], Rangely Police Officer Ketchum Millard, had, while on duty, had engaged in sexual intercourse with female other than his wife. [REDACTED] was asked who provided her the information about Officer Ketchum Millard, [REDACTED] stated she had been told by the woman Officer Millard had been involved with sexually, [REDACTED].

An internal Affairs investigation was initiated pursuant to Rangely Police Department Policy 1010.3.2 subsection (C)

Interview (by phone) with [REDACTED]

On 07-09-2022 at approx. 1040 hrs. I interviewed by phone [REDACTED]. [REDACTED] is a close friend of [REDACTED] was able to verify that [REDACTED] and Ketchum Millard had texted back and forth for some time. She was also able to verify that [REDACTED] had been attracted to Ketchum. [REDACTED] was able to verify that [REDACTED] and Ketchum texted back and forth with each other. When asked if she was aware of [REDACTED] and Ketchum having a sexual relationship, she stated she was not aware of one.

Interview with [REDACTED]

On 07-10-2022 I interviewed [REDACTED] at the police department. During the interview [REDACTED] stated she had been involved sexually with Ketchum Millard during the months of November and December of 2021.

[REDACTED] stated she had sexual intercourse with Ketchum eight to twelve times, "but it might have been more". [REDACTED]

[REDACTED] stated they would meet at the Rangely Fairgrounds complex while Ketchum was on-duty. [REDACTED] stated they had sexual intercourse in the restrooms at the complex. When asked about the location of the restrooms she verified the restrooms near the horse stalls and the small arena.

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During the interview [REDACTED] stated she was aware the Ketchum was a police officer with the Rangely Police Department. [REDACTED] stated that she had gotten a ride from the bar to her residence one evening in November and she was interested in Ketchum from that point. [REDACTED] stated that one evening there was a disturbance in the apartment below [REDACTED]. During that incident Ketchum was in her apartment and they had conversed back and forth. Ketchum said some flattering things about [REDACTED] to [REDACTED] and she stated she was very flattered by the comments.

[REDACTED] stated they began messaging back and forth on Instagram. *(The first recorded conversation between [REDACTED] and Millard was November 11th, 2021.)* During those conversations she became aware that Ketchum was not happy in his marriage and told [REDACTED] he was divorcing his wife. [REDACTED] stated Ketchum stated they would be together and have a lasting relationship. [REDACTED] provided Ketchum with photos and videos of herself but did not provide specifics about them. *(The first meeting at the fairgrounds between [REDACTED] and Ketchum was November 15, 2021. According to the Instagram messages provided, Ketchum was on duty and [REDACTED] was just getting off work. Ketchum Millard was working that night as verified from submitted time sheets.)*

[REDACTED] stated they became involved physically towards the end of November. She stated they would meet at the Fairgrounds complex near the grandstands. She said when it became too cold outside, they began meeting at the restrooms near the horse stalls because it was heated. *(The first recorded Instagram Message of this was November 20/21, 2021. The message string tells [REDACTED] where to meet and later message strings imply a sexual encounter did happen. Time sheet records indicated Ketchum was working this night)* [REDACTED] stated Ketchum would leave his duty belt in his patrol vehicle prior to entering the restrooms. She said he would have his vest and his radio but would take them off once he was inside.

At the time of this report [REDACTED] was able to provide well over 300 screen shots of text messages between her and Ketchum that reinforces the allegations made against him. Those screen shots verify the time because of date stamped on messages, verify sexual nature of the relationship, verify physical contact, and the location for meetings. The times indicated in the messages were compared with Ketchum's time sheets and that comparison showed he was on shift at the times they arranged to meet at the fairgrounds. Those screen shots and videos were entered into evidence.

[REDACTED] stated the relationship lasted until the end of December or the first part of January 2022. She stated she last spoke with Ketchum around the middle of January. [REDACTED] told me the relationship ended when she realized Ketchum was still married and it appeared that he had lied about getting a divorce.

During the investigation [REDACTED] and [REDACTED] both mentioned another female as possibly being involved with Officer Ketchum Millard.

Interview (by phone) with [REDACTED]

Through the course of the investigation, I learned that female party was [REDACTED] and during the times mentioned [REDACTED]. I was able to contact [REDACTED] by phone. [REDACTED] [REDACTED] told me that she knew Ketchum Millard and had spoken with him a "few Times". [REDACTED] stated at no time did she or Ketchum become involved sexually.



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Interview with Ketchum Millard

On July 13, 2022, at approx. 2000 hrs. I met with Ketchum at the Rangely Police Department. I gave him a Garrity Warning and a written copy of the Notification of Internal Affairs Investigation Letter. Ketchum read through the document.

When Ketchum finished the document, I questioned him about the incident. I started off by asking him if it was true and he shook his head in the affirmative. [REDACTED]

[REDACTED] I asked him what was going on and he stated that he should have never gone to the police academy, and "this is all one giant fucking mistake". He went on to state that "this" is turning him into something he's not. When asked about "this, he stated law enforcement changed him. [REDACTED]

[REDACTED] became involved with [REDACTED] but did state he had filed for divorce last year about that time. I asked if there were others besides [REDACTED] and he stated there wasn't. Ketchum also stated that he had decided a month prior [REDACTED] He said he's had a lot of time to think, [REDACTED]

[REDACTED] He said that some people are "built for it" and some people aren't, and he wasn't built for it. I asked about the statements made by [REDACTED], and he stated there were things that he didn't agree with but "whatever, it is what it is".

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

End of investigation.

Richard E. Garner

Patrol Lieutenant

Rangely Police Department

Rangely Police Department



Findings

Rangely Police Department Policy 320 - Standards of Conduct.

320.4.4 RELATIONSHIPS

Engaging in on duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact

Allegation: Ketchum Millard engaged in a sexual act(s) while on duty with [REDACTED] at the Rangely Fairgrounds Complex.

Investigation: The investigation includes on camera interviews, work related documents and social media messages that have been captured and saved in a digital format. The investigation was able to confirm through all means that Officer Ketchum Millard did engage in sexual intercourse numerous times during the last half of November 2021 and the month of December 2021 with [REDACTED].

Finding: Allegation is verified.

320.4.7 EFFECIENCY

Neglect of duty.

Allegation: Ketchum Millard engaged in a sexual act(s) while on duty with [REDACTED] at the Rangely Fairgrounds Complex and while engaged in those activities was neglectful of his law enforcement duties and obligations.

Investigation: The investigation includes on camera interviews, work related documents and social media messages that have been captured and saved in a digital format. The investigation was able to confirm through all means that Officer Ketchum Millard did engage in sexual intercourse numerous times during the last half of November 2021 and the month of December 2021 with [REDACTED].

Finding: Allegation is verified.

Internal Affairs Investigation

Millard, Ketchum

Rangely Police Officer

Notice of Internal Affairs Investigation

Violation of Rangely Police Department Policy

Policy 320, Standards of Conduct

320.4.4 (b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.

Garrity Advisement

The purpose of this questioning is to obtain information, which will assist in the determination of whether administrative disciplinary action is warranted.

I am not questioning you for the purpose of instituting criminal proceedings against you.

During this questioning, even if you do disclose information which indicates that you may be guilty of criminal conduct in this matter, neither your self-incriminating statements, nor the fruits thereof, will be used against you in any criminal proceeding.

I am ordering you to answer the questions that I direct to you concerning this matter.

If you refuse to answer my questions, you will be subject to immediate dismissal.

Synopsis: [REDACTED] Officer Ketchum Millard, while on duty had engaged in a physical sexual relationship with an adult female at the Rangely Fairgrounds Complex. An Internal Affairs investigation was initiated, and the result of that investigation revealed that Officer Ketchum Millard did have sexual intercourse on numerous occasions, while on duty, during the months of November and December of 2021.

On or about July 6th, 2022, Lt. Garner [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Rangely Police Officer Ketchum Millard, had, while on duty, had engaged in sexual intercourse with female other than his wife. [REDACTED] was asked who provided her the information about Officer Ketchum Millard, [REDACTED] stated she had been told by the woman Officer Millard had been involved with sexually, [REDACTED]

An internal Affairs investigation was initiated pursuant to Rangely Police Department Policy 1010.3.2 subsection (C)

On 07-09-2022 at approx. 1040 hrs. I interviewed by phone [REDACTED] is a close friend of [REDACTED] was able to verify that [REDACTED] and Ketchum Millard had texted back and forth for some time. She was also able to verify that [REDACTED] had been attracted to Ketchum. [REDACTED] was able to verify that [REDACTED] and Ketchum texted back and forth with each other. When asked if she was aware of [REDACTED] and Ketchum having a sexual relationship, she stated she was not aware of one.

On 07-10-2022 I interviewed [REDACTED] at the police department. During the interview [REDACTED] stated she had been involved sexually with Ketchum Millard during the months of November and December of 2021.

[REDACTED] stated she had sexual intercourse with Ketchum eight to twelve times, "but it might have been more". [REDACTED]

[REDACTED] stated they would meet at the Rangely Fairground complex while Ketchum was on-duty. [REDACTED] stated they had sexual intercourse in the restrooms at the complex. When asked about the location of the restrooms she verified the restrooms near the horse stalls and the small arena.

During the interview [REDACTED] stated she was aware the Ketchum was a police officer with the Rangely Police Department. [REDACTED] stated that she had gotten a ride from the bar to her residence one evening in November and she was interested in Ketchum from that point. [REDACTED] stated they began messaging back and forth and during those conversations she became aware that Ketchum was not happy in his marriage and told [REDACTED] he was divorcing his wife. [REDACTED] stated Ketchum stated they would be together and have a lasting relationship. [REDACTED]

[REDACTED] stated they became involved physically towards the end of November. She stated they would meet at the Fairgrounds complex near the grandstands. She said when it became too cold outside, they began meeting at the restrooms near the horse stalls because it was heated. [REDACTED] stated Ketchum would leave his duty belt in his patrol vehicle prior to entering the restrooms. She said he would have his vest and his radio but would take them off once he was inside.

At the time of this report [REDACTED] was able to provide well over 300 screen shots of text messages between her and Ketchum that reinforces the allegations made against him. Those screen shots verify the time because of date stamped on messages, verify sexual nature of the relationship, verify physical contact, and the location for meetings. The times indicated in the messages were compared with Ketchum's time sheets and that comparison showed he was on shift at the times they arranged to meet at the fairgrounds. Those screen shots and videos were entered into evidence.

[REDACTED] stated the relationship lasted until the end of December or the first part of January 2022. She stated she last spoke with Ketchum around the middle of January. [REDACTED] told me the relationship ended when she realized Ketchum was still married and it appeared that he had lied about getting a divorce.

During the investigation [REDACTED] and [REDACTED] both mentioned another female as possibly being involved with Officer Ketchum Millard. I was able to identify and interview the additional female and confirmed there was no physical interaction between Officer Millard and her.

This concludes this portion of the Internal Affairs investigation. Supplemental interviews will be conducted and additional portions of this investigation may be forthcoming.

Based on the above information an Internal Affairs Investigation was initiated as required by Rangely Police Department Policy 1010.6.

Evidence obtained during the investigation shows a violation of Rangely Police Department Policy 320.4.4(b) and possibly other policy violations.

Lieutenant Richard Garner

Investigating Officer

Rangely Police Department