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Douglas County Sheriff's Office



Employment Application



Douglas County would like to thank you for your interest in our agency. The following pages contain information to process you as an applicant with our agency. Before you consider going forward in the application process, please take a moment to first review the policies below. They may have an impact on your desire to complete application for employment.

NOTICE OF POLICY

The Douglas County Sheriff's Office observes a written policy concerning the use of tobacco products. Violation of any part of this policy may result in disciplinary action, up to and including dismissal. ***If you use tobacco products, you need to consider this policy prior to completing this application questionnaire.*** The policy is as follows:

"As a condition of employment, employees hired on or after 01-01-91, are prohibited from any use of any tobacco products while on duty, including meals and rest breaks. "Tobacco Products" include, but are not limited to, cigarettes of any kind (lighted or unlighted), cigars (lighted or unlighted), pipes (lighted or unlighted), snuff and chewing tobacco."

The Douglas County Sheriff's Office observes a written policy concerning the use of illicit drugs prior to employment by this agency. If you have used any illegal drugs in the last three years you are not eligible for employment. The policy is as follows:

"No applicant for employment will be considered by this agency when the applicant is a "current" user of illicit drugs. "Current" use is any use of illicit drugs that has occurred within the PAST THREE (3) YEARS."

I have read the policies above and I am aware I may not use any tobacco products while I am engaged in working hours. Also, I am not a current user of illicit drugs.

MK
Initials

4/24/2007
Date

State of Colorado, County of Douglas
Certified to be a full, true, and correct
copy of the original in my custody
Darren Weekly
Sheriff of Douglas County

Digitally signed by MPereira
1859
Date: 2026.04.29 15:01:24
-06'00'
By MPereira 1859

13 Pages

Kluth - Specialist

DOUGLAS COUNTY SHERIFF'S OFFICE

4000 Justice Way
 Castle Rock, Colorado 80109
 303-660-7505

Personal History Questionnaire

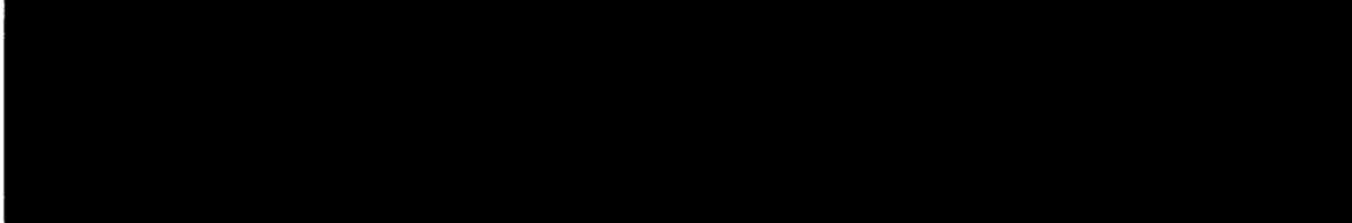
Douglas County is an Equal Opportunity Employer

Position applied for: Detentions Specialist

INSTRUCTIONS: READ EVERY QUESTION CAREFULLY. Print or type information. Answer every question. If a question does not apply to you, indicate by marking (N/A) not applicable in the appropriate place. Leave no question unanswered. All information is subject to verification. Any misstatement, omission, or misrepresentation by you is cause for disqualification from employment consideration. Any falsification discovered after you are employed is cause for dismissal. If you need additional room for answers or any additional information make copies of the applicable page or attach supplemental pages.

PERSONAL

Last Name	First	Middle
Kluth	Michael	Arthur
Home address (list both for mailing and residence if different)		



Are you eligible to work in the United States? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Deputy applicants only: Are you a U.S. citizen? <input type="checkbox"/> Yes <input type="checkbox"/> No
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I possess a high school diploma or a G.E.D. certificate I do not possess a high school diploma or G.E.D. certificate

List all the schools you have attended beginning with high school.

Name of School	Location City, State	Dates Attended		Degree Information	
		From Month/Year	To Month/Year	Diploma Y/N or hours	Major
Faith Christian HS	Arvada, Colorado	Aug/1999	May/2002	yes	N/A
Metropolitan State College of Denver	Denver, Colorado	Aug/2002	Dec/2006	yes-BS	Criminal Justice

List any special skills or training such as computer knowledge, typing ability, CDL license, professional certifications, instructor certificates, foreign languages, etc. that you possess.

My current typing speed is 58 words per minute. I have also completed the FEMA National Incident Management System IS-00700.

EMPLOYMENT

Beginning with your most current employment, list all jobs you have had in the last ten years. Include part-time, temporary, self-employment, and military. Attach additional sheets if necessary.

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year	AAA Creative Sewing Centers	Donald Ruppel
May/2002	April/2007	75 S. Sheridan Blvd Lakewood, CO 80226	Telephone: (303) 233-8366
<input type="checkbox"/> Full Time <input checked="" type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		Duties:	
Salary: \$10.00		Repair sewing machines including maintaining floor models, and sell new or used machines.	
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input checked="" type="checkbox"/> Hourly			
Reason for leaving:			
Ready to start my career in law enforcement.			

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year	Snowie Shaved Ice	Kathy Gold
June/2001	July/2001	1006 W. Beardsley Place Salt Lake City, UT 84119	Telephone: (801) 268-2225
<input type="checkbox"/> Full Time <input checked="" type="checkbox"/> Part Time <input checked="" type="checkbox"/> Seasonal		Duties:	
Salary: \$6.50		Operate Snowie Ice Shower and maintain a Snowie 10 foot building.	
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input checked="" type="checkbox"/> Hourly			
Reason for leaving:			
It was a seasonal/Temporary summer job.			

Dates of employment		Name and address of employer	Name of Supervisor
From	To	Palston Development Corporation 18300 West Highway 72 Arvada, Colorado 80007	Keith Malerck
Month/Year	Month/Year		Telephone: (303) 424-3566
June/2000	Aug./2000		(303) 424-3562
<input type="checkbox"/> Full Time <input checked="" type="checkbox"/> Part Time <input checked="" type="checkbox"/> Seasonal		Duties: My duties included mowing and trimming the grounds a 3 complexes along with various other landscaping duties.	
Salary: \$8.00 <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input checked="" type="checkbox"/> Hourly			
Reason for leaving: It was a seasonal/temporary job.			

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year		Telephone:
<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		Duties:	
Salary:			
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Hourly			
Reason for leaving:			

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year		Telephone:
<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		Duties:	
Salary:			
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Hourly			
Reason for leaving:			

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year		Telephone:
<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		Duties:	
Salary:			
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Hourly			
Reason for leaving:			

Dates of employment		Name and address of employer	Name of Supervisor
From	To		
Month/Year	Month/Year		Telephone:
<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Seasonal		Duties:	
Salary:			
<input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Hourly			
Reason for leaving:			

List any volunteer experiences that you would like to share with us.

Have you ever been fired, asked to resign, or were allowed to resign to avoid being fired from any place of employment? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "yes," provide dates, employer, and circumstances.
N/A

Have you ever previously applied for a position with a law enforcement agency? Are you currently applying at any other agency?
 Yes No If "yes," list agencies, position applied for, and dates below.

I applied for Jefferson County in March of 2007 for Deputy Sheriff

MILITARY SERVICE

Have you ever served in any capacity with any military force, to include reserve components? Yes No
 If "yes," provide the following information and attach a copy of your DD214.

Branch of Service N/A	Dates of Service N/A	Type of Discharge N/A
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Have you ever been the subject of any judicial or non-judicial disciplinary action while a military member?
 Yes No If "yes", give details, including dates, when, where and outcome.

N/A

MOTOR VEHICLE OPERATION

As an employee of the Douglas County Sheriff's Office, there exists the possibility of you being required to operate a county vehicle. In view of this possibility, provide the following information.

Driver's License Number: [REDACTED]	State Issued: Colorado	Expiration Date: [REDACTED]
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List other states where you been licensed to operate a motor vehicle:
N/A

List all traffic citations you have received within the last 3 years, excluding parking citations. List any DUI citations in the last 5 years.

Date	Citing agency, City, and State	Nature of Citation	Outcome of Citation
N/A	N/A	N/A	N/A

In your own handwriting and words please indicate why you are interested in pursuing a career in the position you have applied for, and what you could bring to Douglas County as an employee. Be sure to list your goals and objectives in this chosen career.

I am interested in pursuing a career in corrections because I want to gain the experience of working in a jail, and to learn how people act and respond in these circumstances. I know these experiences are invaluable to have throughout my entire career in law enforcement.

My immediate objective is to get through the hiring process, and once hired, learn as much as I can about being a Detention Specialist as I can so I can affectively do my job.

Eventually I would like to go through an academy and become a Deputy Sheriff. I will then work towards becoming Sergeant, and I would also like to work in investigations.

My goal is to be the kind of person that any law enforcement agency would want to have employed. I know I can do this through hard work; integrity, honesty, and discipline.

BACKGROUND INFORMATION

The information asked below is used only to conduct a thorough background check and is relevant to the security of any position in a law enforcement agency. Any information provided that could be considered personal or negative, does not automatically eliminate you from employment. Time frame and relevance to the position you are applying for is taken into consideration. However, Colorado Revised Statutes does dictate that certain misdemeanor and felony convictions preclude applicants from being a peace officer.

Date of birth:		Place of Birth:		Social Security Number:	Sex: <input checked="" type="radio"/> M <input type="radio"/> F
		Wheatridge, Colorado			
Height:	Weight:	Hair Color:	Eye Color:	Any other names you have gone by (nicknames, married, maiden, etc.)	
6ft	0in.	Brown	Brown	N/A	

Beginning with your most recent residence, list the last ten years of where you have lived.				
Street Address	City, State, Zip Code	Dates		List all individuals that reside or resided with you.
		From	To	

List 3 individuals as a personal reference. Exclude relatives and former employers.			
Name	Address	Relationship	Daytime Phone Number
Lester Green		Neighbor/Friend	
Paul Arnold		Neighbor/Friend	
Marge Eardley		Friend	

Complete the following information regarding your marriage(s)			
Spouse(s) Birth Name	Date of Marriage(s)	Date of Separation	Date of Divorce
1. N/A			
2.			
3.			

Complete the following information regarding family members. If someone is deceased, indicate so next to his or her name.

Name	Current Address	Telephone
Children (include step children)		

LEGAL

Have you ever committed any misdemeanor or felony type crimes? Yes No If "yes," please explain below. Include any undetected crimes.

Date	Crime(s) committed	Disposition: Include circumstances, and include any sealed or expunged records.
N/A	N/A	N/A

FINANCIAL

Have you ever filed for or declared bankruptcy? Yes No If "yes," please list details below (include when, where and why).

N/A

Have any of your bills ever been turned over to a collection agency? Yes No If "yes," please list details below

N/A

Douglas County Sheriff's Office

I, Michael A Kluth, do hereby certify that I personally completed this Employment Application and attachments. I certify that all the answers are true and complete to the best of my knowledge.

I understand that this application is not a contract of employment. I understand that federal law prohibits the employment of unauthorized aliens: all person hired must submit satisfactory proof of employment authorization and identity; failure to submit such proof will result in denial of employment.

I am aware that any misstatement of fact or willful withholding of information on this form will be grounds for disqualifying me from further consideration for employment or, if appointed or employed, will be cause for immediate dismissal from the Douglas County Sheriff's Office.

Michael Kluth
Signature of Applicant

4/27/2007
Date

Subscribed and sworn to before me on this 27th day of April, 2007 year.

Jennifer L Wunch
Notary Public

04/04/2011 / 12189 W. 64th Ave Avada CO 80004
My Commission Expires/Address

Douglas County Sheriff's Office

Pre-Employment Physical Examination Release

As an applicant for a position with the Douglas County Sheriff's Office, I agree to undergo physical examinations to be performed by a physician and/or occupational therapist or other medically trained personnel as selected by the Sheriff's Office.

I understand that these examinations will entail routine exam procedures to include screening for drug usage. There may be other screening procedures necessary that are required by medical staff.

I hereby release the Douglas County Sheriff's Office from any liability or damage, which may result from the aforementioned examinations.

Michael Kluth
Applicant (printed name)

Michael Kluth
Applicant signature

4/27/2007
Date

Subscribed and sworn to before me on this 27th day of April, 2007 year

Jennifer L Wunch
Notary Public

04/04/2011 / 12189 W 64th Ave Arvada CO 80004
My commission Expires/Address

April 27, 2007

Dear Mr. Kluth,

We have received your application and would like to thank you for your interest in employment with the Douglas County Sheriff's Office.

Your application will be reviewed thoroughly to determine if your qualifications match the specific needs of our open position.



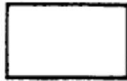
Leadership * Integrity * Service Excellence

If you are selected to interview, you will be contacted by telephone. Otherwise you will receive no further correspondence from our office.

Again, thank you for applying with Douglas County.

A handwritten signature in black ink, appearing to read "M. A. Kluth".

Professional Standards



Avery Laser Index & Postcard #5389

*Douglas County Sheriff's Office
Professional Standards - Personnel
4000 Justice Way
Castle Rock, CO 80109*

Mr. Michael A. Kluth



Memorandum



Office of the Sheriff

TO: Michael Kluth, Deputy Sheriff (SRO), OSN #0734 *MC*

FROM: Jason Kennedy, Undersheriff – OSN #9209 *JK*

DATE: March 24, 2026

SUBJECT: Notice of Termination - 26IA-009

Pursuant to Douglas County Sheriff's Office policy Disciplinary/Corrective Action, P&P-I-102, I held a pre-disciplinary meeting with you on Wednesday, March 18, 2026.

You were advised on March 4, 2026, the sustained "charges" included in this IA were:

- | | | |
|----------------------|-------------------------------|------------------|
| • P&P-C-101 (I) | Sexual Misconduct | SUSTAINED |
| • P&P-C-101 (III)(U) | On-and Off-Duty Conduct | SUSTAINED |
| • P&P-C-101 (III)(C) | Exercising Discretion | SUSTAINED |
| • P&P-C-101 (IV)(A) | Commission of a Deceptive Act | SUSTAINED |

I reviewed the internal affairs investigation and concurred with the sustained policy violations. Sexual Misconduct, On-and Off-Duty Conduct, Exercising Discretion, and Commission of a Deceptive Act are serious policy violations, and I did not find situations that overly mitigate the significance of the circumstances. In recommending and imposing disciplinary action, I have considered the totality of the circumstances surrounding the acts and omissions with the information available to me, including our conversation in the pre-disciplinary meeting. As stated in policy, disciplinary sanctions may be imposed for acts or omissions that contribute to the lack of good order and discipline within the organization. A member may be disciplined, demoted, or terminated for any violation of the Sheriff's manuals.

You committed serious policy violations, so I am terminating your employment with the Douglas County Sheriff's Office. Per policy, only the Sheriff or Undersheriff may terminate a member of the Sheriff's Office. As the Undersheriff for this disciplinary action and I have the responsibility and authority to impose discipline up to and including termination.

Consistent with policy, you may appeal this decision to Sheriff Weekly. The appeal must be in writing, and your appeal deadline is Tuesday, March 31, 2026, at 1700 hours.

The termination will take effect at 1700 hours on Wednesday, April 1, 2026. Douglas County Human Resources will contact you directly regarding your benefits.