

Town of Olathe



Issued: 5/6/2021
Expires: 1/10/2023
Chief

Rogelio
Pacheco

LAW



B-14581

Colorado

The person identified on the front of this card is a statutory
and/or POST certified peace officer in the State of
Colorado as approved by the signature authority below
and as such is authorized to carry a concealed firearm
pursuant to CRS 16-2.5-101 through 152 and 18 USC 926b.

CO_POST



Please Return To:
Town of Olathe
420 Horton Avenue
Olathe, CO 81425

DOB:

TOWN OF OLATHE

Chief Rogelio "Roger" Pacheco

You are hereby provided official notice of the Town of Olathe's intent to send a credibility notification to the District Attorney's Office as mandated by Colorado Revised Statute § 16-2.5-502. Please be advised I will also be providing notice to the Colorado Bureau of Investigation. Pursuant to subsection (2)(d)(II) of the statute, the Town will send the notification to the District Attorney's Office seven (7) days after providing this notice of intent.

You are receiving this notice because you are under an administrative investigation that *if sustained*, would find that you **knowingly made an untruthful statement** which would require disclosure under Colorado law.

Please sign and date one of the copies acknowledging receipt and return the signed copy to the Town Administrator.

~~Chief Rogelio "Roger" Pacheco~~

Date of Receipt

05/24/22

TOWN OF OLATHE

May 24, 2022

Mr. Rogelio "Roger" Pacheco

Dear Chief Pacheco

You are being placed on unpaid administrative leave with the Town of Olathe, effective immediately. Your leave is for thirty days without pay, and you are not permitted to apply sick leave or paid time off during this period of suspension.

On March 25, 2022, a complaint was filed with your office and an investigation was opened to determine if certain employees violated the Town's Professional Standards, the Town Police Department Policies and the Town of Olathe Polices. On April 24, 2022, the Town was provided with a report suggesting that that there was employee conduct which was indeed a violation of Town policies. This report also found alleged wrongdoing by you as the Chief of the Olathe Police Department.

While out on administrative leave, you are to remain away from Town Hall, and you are to not interact with other Town employees.

Sincerely,

Acknowledgement of Receipt of Town of Olathe Personnel Policies and Procedure Handbook

To be completed by employee and returned to the Human Resources Department

This acknowledges that I have received a copy of the Town of Olathe's Personnel Policies and Procedure Handbook dated 1/3/16. I understand that this handbook is only a guide to the ordinances, resolutions, and other laws applicable to my employment, and that this Handbook is neither an express nor implied contract for employment; and that the Town remains free to make such changes in its personnel policies, including but not limited to any matters addressed in this Handbook, without prior notice and in its sole discretion.

I understand that it is my responsibility to read and become familiar with its contents. I agree to abide by the above, as conditions of my employment, as well as all written policies, rules, and regulations that are in effect or that may become effective during my employment.

Rogelio Pacheco
Print Name

Rogelio Pacheco
Employee

1/3/16
Date

Job Description

I have read and understand the job description for the position of Patrolman.

This job description is intended to describe the main duties and responsibilities required of the position. The Town of Olathe reserves the right to change or revise job duties and responsibilities as the need arises.

 Initials

Acknowledgement of Receipt of Town of Olathe Personnel Policies and Procedure Handbook

To be completed by employee and returned to the Human Resources Department

This acknowledges that I have received a copy of the Town of Olathe's Personnel Policies and Procedure Handbook dated SEPT 2009. I understand that this handbook is only a guide to the ordinances, resolutions, and other laws applicable to my employment, and that this Handbook is neither an express nor implied contract for employment; and that the Town remains free to make such changes in its personnel policies, including but not limited to any matters addressed in this Handbook, without prior notice and in its sole discretion.

I understand that it is my responsibility to read and become familiar with its contents. I agree to abide by the above, as conditions of my employment, as well as all written policies, rules, and regulations that are in effect or that may become effective during my employment.

Rogelio Pacheco
Print Name


Employee

December 6, 2009
Date

Job Description

I have read and understand the job description for the position of Police Officer.

This job description is intended to describe the main duties and responsibilities required of the position. The Town of Olathe reserves the right to change or revise job duties and responsibilities as the need arises.

 Initials

Payroll Change Notice

Date 1/4/2016 I.D.# 309 Social Security # _____
Name Rogelio Pacheco Title Officer Classification _____
Street Address _____
City/State/Zip _____ Phone () _____
Division _____ Department _____ Shift _____

Check appropriate box:

- Enter On Payroll Transfer to: (Department) _____
 Change Rate Change Shift to: _____
 Remove From Payroll Change Withholding Rate (complete new W-4 form)
 Change Title / Classification to: _____
Change status to: Full Time Part Time Temporary
 Leave of Absence Paid? Yes No Return Date of return to work _____
 Address / Information Change: _____

Date Effective 1/1/2016 Hour _____
Old Rate: _____ Per hour
New Rate _____ Per hour
Date of Last Payroll Change _____

Reason for Payroll Change

- Merit Increase See Performance Appraisal New Employee
 Promotion (and) Other C.O.I. raise @ 3%

Reason for Termination: (Please complete Exit Interview form)

- Voluntary Discharged
 Laid Off Other

Remarks: _____

Submitted By: _____ Title HR Coordinator Date 12/28/2015
Approved By: _____ Title _____ Date _____

TOWN OF OLATHE

ROGELIO M. PACHECO

STATEMENT OF EARNINGS & DEDUCTIONS
PAY PERIOD ENDING: 2/14/2014

CHECK NUMBER: [REDACTED]

EARNINGS						DEDUCTIONS		
TITLE	CURRENT PERIOD			YEAR TO DATE		TITLE	PERIOD	YR TO DATE
	HOURS	RATE	AMOUNT	HOURS	AMOUNT		AMOUNT	AMOUNT
Regular	.00	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	SS	[REDACTED]	[REDACTED]
Overtime	.00	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Medicare	[REDACTED]	[REDACTED]
Vacation	121.06	[REDACTED]	[REDACTED]	121.06	[REDACTED]	FWT	[REDACTED]	[REDACTED]
Sick Leave	.00	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	SWT	[REDACTED]	[REDACTED]
Misc		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Ins	[REDACTED]	[REDACTED]
TOTAL EARNINGS		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	CCOERA	[REDACTED]	[REDACTED]
TOTAL DEDUCTIONS		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	FPPA	[REDACTED]	[REDACTED]
NET PAY		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	457	[REDACTED]	[REDACTED]
		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Garnish	[REDACTED]	[REDACTED]
		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Misc Ded	[REDACTED]	[REDACTED]
		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Child Supp	[REDACTED]	[REDACTED]
		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	OFCU	[REDACTED]	[REDACTED]
		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Total Ded	[REDACTED]	[REDACTED]

	BEGINNING	ACCRUED	USED	REMAINING
VAC	262.78	7.24	121.06	148.96
SICK	240.00	.00	.00	240.00

BOT Approved one time payment of accrued vacation, with stipulation that officers will use leave or forfeit any over 120 hrs.

Report Criteria:
Employee.Emp No = 190, 309

223)
188)

Emp No	Name	PC	PC Title	Rate No	Rate Desc	Hours Beg Bal	Hours Accrued	Hours Used	Hours Remain	Hourly Rate	Liability Amount	Msg
309	PACHECO, ROGELIO M.	3-00	Vacation	102	VAC	233.82	7.24	.00	241.06	14.5000		
		4-00	Sick Leave	110	SIC	240.00	.00	.00	240.00	14.5000		
Grand Totals:		3-00	Vacation			392.35	16.01	.00	408.36			
		4-00	Sick Leave			480.00	.00	.00	480.00			

PACHECO

81.06

121.06

7.30

47.30

TOWN OF OLATHE

December 22, 2015

Rogelio Pacheco
P.O. Box 60
Olathe, CO 81425

Dear Rogelio,

On behalf of the Town of Olathe I would like to take this opportunity to express my appreciation for your service as a police officer.

I would like you to know that your dedication has been acknowledged and appreciated. Your hourly wage will be increased to _____ effective January 1, 2016. With the addition of holiday pay your new annual salary is :

Thanks again for a job well done.

Sincerely,

Patty L. Gabriel
Town Administrator

Cc: personnel file



Olathe Police Department

420 Horton Ave., P O Box 789, Olathe, CO 81425 · Phone (970) 323-4357 · Fax (970) 323-5742

January 04, 2017

Rogelio Pacheco,

Due to the efforts of the Town Administrator, The Olathe Town Board of Trustees has chosen to increase your salary by cents per hour. They have also increased your salary by 3% as a cost of living increase. Your hourly pay has increased per hour for 2017. The Olathe Town Board of Trustees also agreed to add one more holiday to the employee's benefits. This will be added to the income of Olathe Police Department Personnel at the rate of eight hours additional pay. Your new annual salary is

I truly believe that this pay increase shows the approval and appreciation, of the Olathe Town Board of Trustees and the Olathe Town Administrator. All great accomplishments take time and with the continued support of the Town of Olathe administration, we are on our way. We are in hope that the pay increase will make your life a little more comfortable.

I offer my sincere appreciation to all the staff of the Olathe Police Department for your extreme efforts to guide this department into something we can all be proud of.

THANK YOU!

George A. Jackson
Olathe Chief of Police

In the arena of human life the honors and rewards fall to those who show their good qualities in action.
- Aristotle

Don't worry when you are not recognized, but strive to be worthy of recognition.
- Abraham Lincoln

National Awards Program



Utilize Our Awards Program

Awards are considered based upon the documentation submitted. The Award Committee reserves the right to make the final determination on what award is issued. If no documentation is submitted the nomination will be returned with the nomination fee.

MAIL TO: AWARDS COMMITTEE
6350 Horizon Dr. • Titusville, FL 32780

SELF NOMINATIONS WILL NOT BE ACCEPTED. All Law Enforcement nominations must be accompanied by supportive documentation and a nomination fee. The nomination fee is based on the award package(s) you select below. Please allow up to 30 business days to process.

OFFICE USE ONLY	
AWARD ISSUED	DATE
REVIEWED BY:	

1. Check Award requested:

<input type="checkbox"/> Silver Star for Bravery	<input checked="" type="checkbox"/> Law Enforcement Purple Heart	<input type="checkbox"/> Life Saving Award
<input type="checkbox"/> Merit Award for Excellent Arrest	<input type="checkbox"/> General Commendation	<input type="checkbox"/> Honor Award for Public Service
<input type="checkbox"/> Criminal Investigation Award	<input type="checkbox"/> Distinguished Police Service Award	<input type="checkbox"/> Correctional Officers Award
<input type="checkbox"/> John Edgar Hoover Memorial Award	<input type="checkbox"/> Knights of Justice Award	<input type="checkbox"/> Civilian Medal of Appreciation
<input type="checkbox"/> K-9 Service*	<input type="checkbox"/> K-9 Memorial*	

* Certificate only

2. Select Package:

<input checked="" type="checkbox"/> Standard Package (\$30)
<input type="checkbox"/> Premium Package (\$45)
<input type="checkbox"/> Silver Star Package (\$60)*
<input type="checkbox"/> K-9 Service/Memorial (\$10)

* Only Available for Silver Star Recipients

Please print or type

1. Name of Nominee Rogelio Pacheco Rank Chief of Police

2. Address PO BOX 789

3. City Olathe State CO Zip 81425

5. Department Olathe Police Department

6. Name and address where award should be mailed:

Name Town of Olathe

Address PO BOX 789

City Olathe State CO Zip 81425

7. Describe the circumstances that occurred which lead to this nomination (Copy of police report and/or newspaper article required)

Chief Pacheco responded to call of suspect threatening family members with a knife. In the process of arresting the suspect - the suspect resisted arrest and attacked Chief Pacheco - then biting off Chief Pacheco's finger, kicking the police vehicle and spitting on other law enforcement officers.

Sponsor Information

Rank _____ Name _____

Department _____ Address _____

City _____ State _____ Zip _____

Date _____ Telephone No. _____ Email _____

OATH: I certify that this nomination is true and correct. I understand that falsifying information invalidates any award issued. The processing fee has no bearing on the award granted and is made to cover the costs of the materials and shipping. Fee and documentation must accompany application.

Sponsor's Signature _____

Commanding Officer's Signature _____

Make check payable to APHF

METHOD OF PAYMENT			
NO C.O.D.'S please			
Visa	MasterCard	Money Order	Check



Return to: Awards Committee
American Police Hall of Fame

6350 Horizon Dr. • Titusville, FL 32780 • www.apfh.org

PLEASE USE COPIES OF THIS FORM AND KEEP THE ORIGINAL IN YOUR FILE FOR FUTURE REFERENCE/USE

Signature _____	Exp. Date _____
-----------------	-----------------

11/10/20
09:56

OLATHE POLICE DEPARTMENT
Law Supplemental Narrative:

Page: 953
1

Details

Incident Number 2020-2413
Sequence Number 1

Name Rogelio Pacheco
Date 11:51:34 11/03/20

Narrative
(See below)

=====
Narrative:

OLATHE POLICE DEPARTMENT CASE SUPPLEMENT REPORT

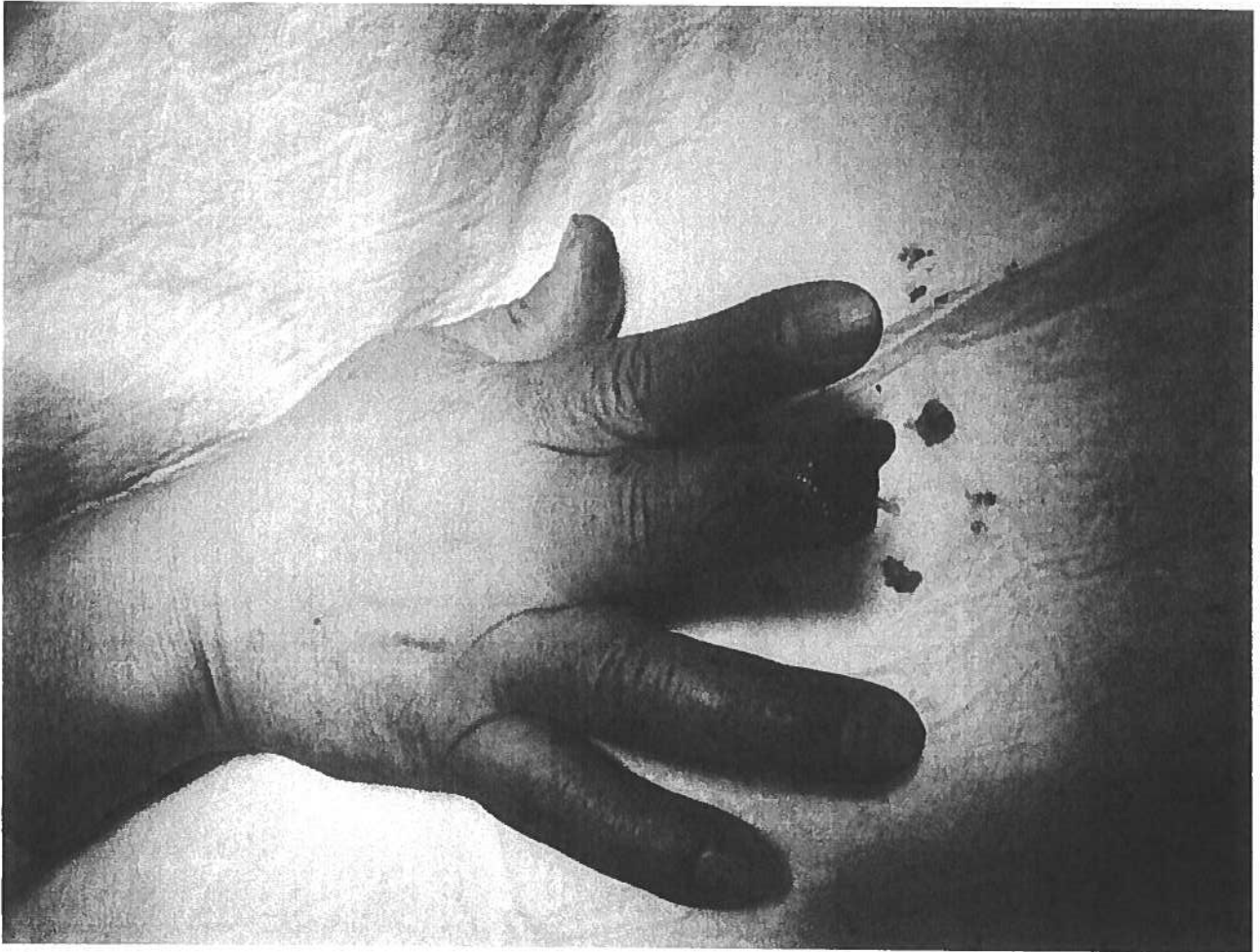
CASE# 2020-2413
DATE: 10/28/20
OFFICER: R. PACHECO

//S// R. PACHECO //OL-1

ATTACHED DOCUMENTS:

OTHER RELATED INFORMATION:

SIGNATURE:





New Form Entry: Contact Form

1 message

lbicknase@msn.com <no-reply@weebly.com>

Fri, Jun 30, 2017 at 1:14 PM

Reply-To: lbicknase@msn.com

To: menglish@olatheco.us

You've just received a new submission to your Contact Form.

Submitted Information:

Name

Betzy Bicknase

Phone Number

[REDACTED]

Email

[REDACTED]

Comment

Last Tuesday I was stopped by Sgt Pacheco for failing to slow down when I came past Olathe. I was simply not paying attention and certainly deserved to be cited. As a retired member of the Colorado State Patrol (and an even greater embarrassment for speeding) I have witnessed many stops from various agencies and seen many officers in this situation. Sgt Pacheco was as professional an officer as I have witnessed. He was extremely kind to me and extended me every courtesy. I was also impressed that he used this opportunity to educate me regarding the safety of that area and why he was citing me. Olathe should be very proud of Sgt Pacheco. I hope that when we make our move to the western slope, I will meet him under better circumstances and thank him personally.

Sincerely, Elizabeth (Betzy) Bicknase

Town of Olathe

419 Horton Avenue
P.O. Box 789
Olathe, CO 81425

November 5, 2013

Rogelio Pacheco
P.O. Box 60
Olathe, CO 81425

Dear Rogelio,

On behalf of the Town of Olathe I would like you to know that your contribution to the Olathe Police Department has been acknowledged and is greatly appreciated. Effective October 26, 2013 your hourly rate will be increased to [REDACTED] per hour.

We look forward to your continued dedication and a long working relationship.

Sincerely,

[REDACTED]
Patty L. Gabriel
Town Administrator

Cc: personnel file

STATE OF COLORADO
MOTOR VEHICLE RECORD

NAME : ROGELIO MUNOZ PACHECO
ADDRESS: [REDACTED]

DATE: 03/12/13
TIME: 17:29:24
PAGE: 01

PREVIOUS NAME :
COLORADO PIN : [REDACTED]
DOCUMENT TYPE : ADULT REGULAR LICENSE
DOCUMENT NUMBER: [REDACTED]

CDL CLASS :
ISSUE DATE: 04/06/2009
EXPIRATION: 09/16/2014
BIRTH-DATE: 09/16/1961

HEIGHT: [REDACTED] WEIGHT: [REDACTED]
HAIR : [REDACTED] EYES : [REDACTED]
DONOR : Y SEX : MALE

ENDORSEMENTS: **NONE**

RESTRICTIONS: **NONE**

PREVIOUS STATE AND LICENSE : NOT APPLICABLE

REGULAR LICENSE STATUS : VALID

COMMERCIAL LICENSE STATUS : NOT APPLICABLE

-----RECORD-----

001 DOCUMENT NUMBER: [REDACTED] TYPE: ADULT REGULAR LICENSE
ISSUE: 09/15/2004 EXPIRATION: 09/16/2014
STATUS: RENEWED

**** END OF MOTOR VEHICLE RECORD ****

"ACCIDENT" REFLECTS INVOLVEMENT ONLY AND DOES NOT IMPLY FAULT

AS OF THE PRINTED DATE OF THIS MOTOR VEHICLE RECORD, THIS REPORT SERVES
AS A CLEARANCE LETTER. THE ABOVE NAMED PERSON IS ELIGIBLE TO APPLY FOR
A DRIVER LICENSE IN THE STATE OF COLORADO OR ANY OTHER JURISDICTION.

ANY UNPAID TICKETS MUST BE PAID TO THE COURT SHOWN EXCEPT UNPAID PENALTY
ASSESSMENT WHICH MUST BE PAID TO THE DEPARTMENT OF REVENUE AT:

1881 PIERCE ST. LAKEWOOD, CO.

STATE OF COLORADO
MOTOR VEHICLE RECORD

NAME : ROGELIO MUNOZ PACHECO
ADDRESS: [REDACTED]

DATE: 08/21/12
TIME: 01:24:01
PAGE: 01

PREVIOUS NAME :
COLORADO PIN : [REDACTED]
DOCUMENT TYPE : ADULT REGULAR LICENSE
DOCUMENT NUMBER: [REDACTED]

CDL CLASS :
ISSUE DATE: 04/06/2009
EXPIRATION: 09/16/2014
BIRTH-DATE: 09/16/1961

HEIGHT: [REDACTED] WEIGHT: [REDACTED]
HAIR : [REDACTED] EYES : [REDACTED]
DONOR : Y SEX : MALE

ENDORSEMENTS: **NONE**
RESTRICTIONS: **NONE**

PREVIOUS STATE AND LICENSE : NOT APPLICABLE
REGULAR LICENSE STATUS : VALID
COMMERCIAL LICENSE STATUS : NOT APPLICABLE

-----RECORD-----

001 DOCUMENT NUMBER: [REDACTED] TYPE: ADULT REGULAR LICENSE
ISSUE: 09/15/2004 EXPIRATION: 09/16/2014
STATUS: RENEWED

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ASSESSMENT WHICH MUST BE PAID TO THE DEPARTMENT OF REVENUE AT:

1881 PIERCE ST. LAKEWOOD, CO.

STATE OF COLORADO
MOTOR VEHICLE RECORD

NAME : ROGELIO MUNOZ PACHECO
ADDRESS: [REDACTED]

DATE: 01/04/12
TIME: 00:49:55
PAGE: 01

PREVIOUS NAME :
COLORADO PIN : [REDACTED]
DOCUMENT TYPE : ADULT REGULAR LICENSE
DOCUMENT NUMBER: [REDACTED]

HEIGHT: [REDACTED] WEIGHT: [REDACTED]
HAIR : [REDACTED] EYES : [REDACTED]
DONOR : Y SEX : MALE

CDL CLASS :
ISSUE DATE: 04/06/2009
EXPIRATION: 09/16/2014
BIRTH-DATE: 09/16/1961

ENDORSEMENTS: **NONE**

RESTRICTIONS: **NONE**

PREVIOUS STATE AND LICENSE : NOT APPLICABLE

REGULAR LICENSE STATUS : VALID

COMMERCIAL LICENSE STATUS : NOT APPLICABLE

-----RECORD-----

001 DOCUMENT NUMBER: [REDACTED] TYPE: ADULT REGULAR LICENSE
ISSUE: 09/15/2004 EXPIRATION: 09/16/2014
STATUS: RENEWED

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ASSESSMENT WHICH MUST BE PAID TO THE DEPARTMENT OF REVENUE AT:
1881 PIERCE ST. LAKEWOOD, CO.

STATE OF COLORADO
MOTOR VEHICLE RECORD

NAME : ROGELIO MUNOZ PACHECO
ADDRESS: [REDACTED]

DATE: 06/20/11
TIME: 20:25:04
PAGE: 01

PREVIOUS NAME :
COLORADO PIN : [REDACTED]
DOCUMENT TYPE : ADULT REGULAR LICENSE
DOCUMENT NUMBER: [REDACTED]

CDL CLASS :
ISSUE DATE: 04/06/2009
EXPIRATION: 09/16/2014
BIRTH-DATE: 09/16/1961

HEIGHT: [REDACTED] WEIGHT: [REDACTED]
HAIR : [REDACTED] EYES : [REDACTED]
DONOR : Y SEX : MALE

ENDORSEMENTS: **NONE**

RESTRICTIONS: **NONE**

PREVIOUS STATE AND LICENSE : NOT APPLICABLE

REGULAR LICENSE STATUS : VALID

COMMERCIAL LICENSE STATUS : NOT APPLICABLE

-----RECORD-----

001 DOCUMENT NUMBER: [REDACTED] TYPE: ADULT REGULAR LICENSE
ISSUE: 09/15/2004 EXPIRATION: 09/16/2014
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ASSESSMENT WHICH MUST BE PAID TO THE DEPARTMENT OF REVENUE AT:
1881 PIERCE ST. LAKEWOOD, CO.



AUTHORIZATION TO PICK UP CHECK FORM

2010

I Rogelio Sacasno, Town of Olathe Employee, hereby give my written permission allowing the following person/s (Direct Supervisor, Spouse, Other)

[REDACTED]

to pick up my check in my absence on payday.

I understand that at any time during the year, I may appoint a different person/s, other than that on record with the Olathe Finance Officer, a new form must be completed BEFORE the authorization is valid.

I also understand that this authorization is good ONLY for


One Time

Fiscal Year 2010



Signed: [REDACTED], Town of Olathe Employee

DATED: Jan. 8, 2010

Employee Appraisal

Employee Rogelio Pacheco D.O.H 7/1/08
Employee # 309
Department Police Job Classification Officer Present Rate  Grade _____
Date of Review 07-13-09 Six Month Review Annual Review Other _____

Performance Appraisal Ratings

- Quality of Work** Consider the quality of work produced and the promptness with which it is completed.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: _____
- Productivity** Consider the ability to produce quantity of accepted work which meets company standards.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: _____
- Knowledge of Job** Consider the knowledge of present job, of other work closely related to it and of the equipment necessary to perform job functions.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: _____
- Reliability and Dependability** Consider the amount of supervision required, and job performance regarding timely completion and follow-up.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: _____
- Attendance** Consider overall attendance records and punctuality.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: 
- Initiative** Consider the extent to which new work assignments and additional duties are sought out when necessary.
 Outstanding Very Good Good Below Average Unsatisfactory
Comments: 

7. Creativity Consider the ability to offer suggestions and propose new and creative ideas and solutions to working situations.

Outstanding Very Good Good Below Average Unsatisfactory

Comments:

8. Working Relationships Consider the willingness to work with and help others, the ability to accept constructive criticism, and cooperate with fellow employees and supervisors.

Outstanding Very Good Good Below Average Unsatisfactory

Comments:

9. Adherence to Company Policies Follows policies and procedures regarding safety, security harassment-free environment and others.

Outstanding Very Good Good Below Average Unsatisfactory

Comments:

Overall Performance Rating

OUTSTANDING VERY GOOD GOOD BELOW AVERAGE UNSATISFACTORY

Supervisor's comments on overall performance evaluation

Employee's comments: No Comments

Specific steps employee must take to improve performance within specified time period:

After evaluation, do not discuss your evaluation with the employee until this review is returned to you with proper approval.

Signature of person who made evaluation

Date 07-13-09

Division Manager's Approval

Date

Personnel Manager's Approval

Date

Employee's Signature

Date reviewed with employee:

Form W-4 (2008)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Because your tax situation may change, you may want to refigure your withholding after a change occurs and each year.

Exemption from withholding. If you are exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2008 expires February 16, 2009. See Pub. 505, Tax Withholding and Estimated Tax.

Note. You cannot claim exemption from withholding if (a) your income exceeds \$XXX and includes more than \$XXX of unearned income (for example, interest and dividends) and (b) another person can claim you as a dependent on their tax return.

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 adjust your withholding allowances based on itemized deductions, certain credits,

adjustments to income, or two-earner/multiple job situations. Complete all worksheets that apply. However, you may claim fewer (or zero) allowances.

Head of household. Generally, you may claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 919, How Do I Adjust My Tax Withholding, for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax

payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity income, see Pub. 919 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 919 for details.

Nonresident alien. If you are a nonresident alien, see the Instructions for Form 8233 before completing this Form W-4.

Check your withholding. After your Form W-4 takes effect, use Pub. 919 to see how the dollar amount you are having withheld compares to your projected total tax for 2008. See Pub. 919, especially if your earnings exceed \$XXX,XXX (Single) or \$XXX,XXX (Married).

Personal Allowances Worksheet (Keep for your records.)

A	Enter "1" for yourself if no one else can claim you as a dependent	A	
B	Enter "1" if: <ul style="list-style-type: none"> • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$X,XXX or less. 	B	
C	Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.)	C	
D	Enter number of dependents (other than your spouse or yourself) you will claim on your tax return	D	
E	Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above)	E	
F	Enter "1" if you have at least \$X,XXX of child or dependent care expenses for which you plan to claim a credit (Note. Do not include child support payments. See Pub. 503, Child and Dependent Care Expenses, for details.)	F	
G	Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. <ul style="list-style-type: none"> • If your total income will be less than \$XX,XXX (\$XX,XXX if married), enter "2" for each eligible child. • If your total income will be between \$XX,XXX and \$XX,XXX (\$XX,XXX and \$XXX,XXX if married), enter "1" for each eligible child plus "1" additional if you have 4 or more eligible children. 	G	
H	Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ▶	H	
	For accuracy, complete all worksheets that apply. <ul style="list-style-type: none"> • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2. • If you have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$XX,XXX (\$XX,XXX if married), see the Two-Earner/Multiple-Job Worksheet on page 2 to avoid having too little tax withheld. • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. 		

..... Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form W-4 Department of the Treasury Internal Revenue Service	<h2 style="margin: 0;">Employee's Withholding Allowance Certificate</h2> <p style="font-size: small; margin: 0;">▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.</p>	OMB No. 1545-0074 <div style="font-size: 2em; font-weight: bold; margin: 5px 0;">2008</div>
1 Type or print your first name and middle initial. Last name Boqelio M Pacheco		2 Your social security number [REDACTED]
Home address (number and street or rural route) [REDACTED]		3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.
City or town, state, and ZIP code [REDACTED]		4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ <input type="checkbox"/>
5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2)		5 3
6 Additional amount, if any, you want withheld from each paycheck		6 \$ 0
7 I claim exemption from withholding for 2008, and I certify that I meet both of the following conditions for exemption. <ul style="list-style-type: none"> • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here ▶		
Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.		
Employee's signature (Form is not valid unless you sign it.) ▶ [REDACTED]		Date ▶ 7/2/08
8 Employer's name and address (Employer. Complete lines 8 and 10 only if sending to the IRS)		9 Office code (optional) 10 Employer identification number (EIN)

Please read instructions carefully before completing this form. The instructions must be available during completion of this form. **ANTI-DISCRIMINATION NOTICE.** It is illegal to discriminate against work eligible individuals. Employers **CANNOT** specify which document(s) they will accept from an employee. The refusal to hire an individual because of a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and Verification. To be completed and signed by employee at the time employment begins

Print Name: Last Pacheco	First ROGELIO	Middle Initial	Maiden Name
Address (Street Name and Number) [REDACTED]		Apt. #	Date of Birth (month/day/year) [REDACTED]
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]	Social Security # [REDACTED]

I am aware that federal law provides for imprisonment and/or fines for false statements or use of false documents in connection with the completion of this form.

I attest, under penalty of perjury, that I am (check one of the following):

A citizen or national of the United States
 A Lawful Permanent Resident (Alien # A _____)
 An alien authorized to work until ___/___/___
(Alien # or Admission # _____)

Employee's Signature: [REDACTED] Date (month/day/year) **7/2/08**

Preparer and/or Translator Certification. (To be completed and signed if Section 1 is prepared by a person other than the employee.) I attest, under penalty of perjury, that I have assisted in the completion of this form and that to the best of my knowledge the information is true and correct.

Preparer's/Translator's Signature	Print Name
Address (Street Name and Number, City, State, Zip Code)	
Date (month/day/year)	

Section 2. Employer Review and Verification. To be completed and signed by employer. Examine one document from List A OR examine one document from List B and one from List C as listed on the reverse of this form and record the title, number and expiration date, if any, of the document(s)

List A	OR	List B	AND	List C
Document title: _____		_____		_____
Issuing authority: _____		_____		_____
Document #: _____		_____		_____
Expiration Date (if any): ___/___/___		___/___/___		___/___/___
Document #: _____		_____		_____
Expiration Date (if any): ___/___/___		_____		_____

CERTIFICATION - I attest, under penalty of perjury, that I have examined the document(s) presented by the above-named employee, that the above-listed document(s) appear to be genuine and to relate to the employee named, that the employee began employment on (month/day/year) ___/___/___ and that to the best of my knowledge the employee is eligible to work in the United States. (State employment agencies may omit the date the employee began employment).

Signature of Employer or Authorized Representative	Print Name	Title
Business or Organization Name		Date (month/day/year)
Address (Street Name and Number, City, State, Zip Code)		

Section 3. Updating and Reverification. To be completed and signed by employer

A. New Name (if applicable)	B. Date of rehire (month/day/year) (if applicable)
C. If employee's previous grant of work authorization has expired, provide the information below for the document that establishes current employment eligibility.	
Document Title: _____	Document #: _____
Expiration Date (if any): ___/___/___	

I attest, under penalty of perjury, that to the best of my knowledge, this employee is eligible to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Signature of Employer or Authorized Representative	Date (month/day/year)
--	-----------------------

Personal description of holder as of date of naturalization:

INS Registration No: A90 619 351

I certify that the description given is true, and that the photograph affixed hereto is a likeness of me.

Date of birth: SEPTEMBER 16, 1961

Sex: MALE

Height: 5 feet 08 inches

Marital status: SINGLE

(Complete and true signature of holder)

Be it known that, pursuant to an application filed with the Attorney General

Country of former nationality:

at: DENVER, CO

The Attorney General having found that:

MEXICO



ROGELIO PACHECO

then residing in the United States, intends to reside in the United States when so required by the Naturalization Laws of the United States, and had in all other respects complied with the applicable provisions of such naturalization laws and was entitled to be admitted to citizenship, such person having taken the oath of allegiance in a ceremony conducted by the

U.S. IMMIGRATION & NATURALIZATION SERVICE

at: DENVER, CO

on: JAN 7 9 1964

that such person is admitted as a citizen of the United States of America.

IT IS PUNISHABLE BY U. S. LAW TO COPY, PRINT OR PHOTOGRAPH THIS CERTIFICATE, WITHOUT LAWFUL AUTHORITY.

Commissioner of Immigration and Naturalization

ROGELIO MUNOZ PACHECO



Colorado
Driver License

Class: R
End: [REDACTED]
Pht: [REDACTED]
Voter: [REDACTED]

Express: [REDACTED]
Issued: [REDACTED]
DOB: [REDACTED]
Previous Type: A
Sex: M
Eyes: [REDACTED]

The Colorado District Attorneys' Council

certifies that

Roger Pacheco

has completed

Sexual Assault Response and Investigation

An Eight Hour Course Presented by the

Ending Violence Against Women Project

November 13, 2019 in Ouray, Colorado



ENDING VIOLENCE

EVAW Project Director

Linda Johnson



Olathe Police Department

420 Horton Ave., P O Box 789, Olathe, CO 81425 · Phone (970) 323-4357 · Fax (970) 323-5742

Month Day Year

On 04 / 4 / 2017

I have been issued a copy of the Olathe Police Department Policy and Procedure Manual.

I will make myself familiar with the contents by reading the manual in its entirety and requesting clarification, as needed, by asking questions of administrative staff. This will be completed within three months of receiving the manual.

I will retain this copy of the Olathe Police Department Policy and Procedure Manual, in good condition and refer to it as needed.

Signature

A black rectangular redaction box covers the signature of the individual.

Printed Name

A handwritten signature, which appears to be "D. Adchew", is written over a horizontal line.

[REDACTED]
[REDACTED]
Grand Junction, CO 81502-2911
[REDACTED]

Via U.S. Mail

[REDACTED] Chief of Police
Olathe Police Department
420 Horton Avenue
PO Box 789
Olathe, CO 81425

Re: Officer Rogelio Pacheco

Dear Chief [REDACTED]

This is just a quick note to commend the professionalism of one of your officers, Rogelio Pacheco.

On the evening of October 18, 2016, I was returning to Grand Junction after a series of meetings in Montrose. It was late and I was anxious to get home, and in my haste I may have been going a bit too fast on Highway 50. Officer Pacheco pulled me over.

During the stop, Officer Pacheco advised me of my speed. He asked me various questions about my trip and then informed me that the Olathe Police Department was concerned about that particular stretch of Highway 50 because of accidents that had occurred there in the past. While it is never "pleasant" to be pulled over by a police officer, Officer Pacheco handled the stop very professionally—listening to what I had to say, and taking his time in explaining his concerns.

We hear much in the news these days about bad citizen/police officer interactions, and I wanted to let you know of this positive encounter with one of your law enforcement officers. Officer Pacheco's seriousness, courtesy, and professionalism are a credit to the Olathe Police Department.

Sincerely,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, November 19, 2018 9:10 AM
To: [REDACTED]
Subject: New Form Entry: Contact Form

You've just received a new submission to your Contact Form.

Submitted Information:

Name

[REDACTED]

Phone Number

[REDACTED]

Email

[REDACTED]

Comment

I was pulled over for speeding on Hwy 50 on Saturday by Officer Pacheco. I was fully guilty of this violation as I wasn't paying close enough attention to how fast I was driving. I just want to apologize to the Olathe community for speeding and to say how impressed I was with the professionalism of Officer Pacheco. He is truly one of Colorado's Finest. Thank you for helping to keep us safe and for your intelligence and tolerant nature. They are great qualities. Thank you.

[REDACTED]

OLATHE POLICE DEPARTMENT

Phone
(970) 323-4357

Olathe, Colorado

Fax
(970) 323-5742

I acknowledge that I have received and read the Olathe Police Department Personnel Policy of Organizational Structure (Organizational Chart) and I accept full responsibility for compliance with the rules and regulations outlined within the policy manual. I understand that social changes as well as Federal and State legislation may bring about changes in this policy or procedures. I am aware that I will be notified of such changes through the normal lines of communication such as memos, bulletin boards, or department meetings and that I will be responsible for compliance with such changes as they are made.

Enforcement of these regulations shall be the responsibility of the Chief of Police. Disciplinary action may be taken at the discretion of the Chief of Police.


Employee Signature

07-05-10
Date

This signed acknowledgement becomes a permanent part of your personnel file.

420 Horton Ave., P.O. Box 789
Olathe, CO 81425

OLATHE POLICE DEPARTMENT

Phone
(970) 323-4357

Olathe, Colorado

Fax
(970) 323-5742

I acknowledge that I have received and read the Olathe Police Department Personnel Policy of 20.1, 20.7 Less Lethal Force and Use Of Less Lethal Weapons and I accept full responsibility for compliance with the rules and regulations outlined within the policy manual. I understand that social changes as well as Federal and State legislation may bring about changes in this policy or procedures. I am aware that I will be notified of such changes through the normal lines of communication such as memos, bulletin boards, or department meetings and that I will be responsible for compliance with such changes as they are made.

Enforcement of these regulations shall be the responsibility of the Chief of Police. Disciplinary action may be taken at the discretion of the Chief of Police.


Employee Signature

05-24-10
Date

This signed acknowledgement becomes a permanent part of your personnel file.

420 Horton Ave., P.O. Box 789
Olathe, CO 81425

OLATHE POLICE DEPARTMENT

Olathe, Colorado

Phone
(970) 323-4357

Fax
(970) 323-5742

I acknowledge that I have received and read the Olathe Police Department Personnel Policy and Procedure Manual and I accept full responsibility for compliance with the rules and regulations outlined within the policy manual. I understand that social changes as well as Federal and State legislation may bring about changes in this policy or procedures. I am aware that I will be notified of such changes through the normal lines of communication such as memos, bulletin boards, or department meetings and that I will be responsible for compliance with such changes as they are made.

Enforcement of these regulations shall be the responsibility of the Chief of Police. Disciplinary action may be taken at the discretion of the Chief of Police.



Employee Signature

12-26-08

Date

This signed acknowledgement becomes a permanent part of your personnel file.

420 Horton Ave., P O Box 789
Olathe, Colorado 81425



DEPARTMENT OF LAW
1525 SHERMAN STREET
SEVENTH FLOOR
DENVER, CO 80203
(303) 866-5692
FAX: (866) 858-7486
email: POST@state.co.us



May 7, 2008

BOARD MEMBERS

Mr. Rogelio M. Pacheco



John W. Suthers
Attorney General
Chairperson
Chief Dennis Harrison
City of Fort Collins
Vice Chairperson
Sheriff James A. Alderden
Larimer County
Sheriff James Becker
Fremont County
Chief Heather A. Coogan
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Chief John Patterson
City of Cherry Hills
Sheriff Joe Pelle
Boulder County
Mr. Robert L. Pence
Public Member
Chief Paul D. Schultz
City of Lafayette
Officer Neal Tyler
City of Cañon City
Sheriff Louis Vallario
Garfield County
Executive Director Peter A. Weir
Department of Public Safety
Chief Gerald Whitman
City and County of Denver

RE: Letter of Conditional Peace Officer Authority – Certification Process

Dear Mr. Pacheco:

Congratulations! Having successfully passed all requirements for Conditional Peace Officer Certification in the state of Colorado, you are being issued a Letter of Conditional Peace Officer Authority. This letter authorizes you to fully serve as a Colorado peace officer **when** appointed. This authority is required pursuant to § 16-2.5-102, C.R.S., (2005) and authorizes you to serve in those peace officer positions identified in § 24-31-301(3.5), C.R.S., (2005) which requires peace officer certification.

Pursuant to P.O.S.T. Rule 10 – *Conditional Peace Officer Authority and Basic Peace Officer Certification*: (III) A Letter of Conditional Peace Officer Authority is **valid for one year from date of issuance**, but may be extended for a continuing period of not more than six (6) months. This Letter of Conditional Peace Officer Authority will expire on May 7, 2009. Persons desiring a six (6) month extension must submit a P.O.S.T. Form 1B – *Extension of Conditional Peace Officer Authority*, prior to the expiration date of this letter. Upon full expiration of conditional peace officer authority (18 months), a person may renew the Letter of Conditional Peace Officer Authority through the successful completion of a P.O.S.T. approved refresher academy program (academic and skills) as referenced in P.O.S.T. Rule 10(IV).

BOARD STAFF

John L. Kammerzell
P.O.S.T. Director
Stephen C. Zotos
Deputy P.O.S.T. Director/
Training Manager
Cristine S. Mack
P.O.S.T. Investigator
Ruth VanDerBroek
Compliance Officer
Lisa Toney
Administrative Assistant
Mary S. O'Shea
Training Program Coordinator

It is recommended that you make photocopies of this letter to take with you for inquiries into peace officer positions. When hired, your employing agency must submit a P.O.S.T. Form 6 – *Notice of Peace Officer Appointment/ Separation* to our office. Also, please take special note of P.O.S.T. Rule 10(b) – *The P.O.S.T. Board is authorized to issue a P.O.S.T. Basic Peace Officer Certification to persons holding Conditional Peace Officer Authority and who have been appointed to a paid position for at least one year in good standing with the same law enforcement agency as specified in § 24-31-301(3.5), C.R.S., (2005)*. It is your and your employing agency's responsibility, upon completion of one year of service, to apply for Basic Peace Officer Certification through the submittal of a P.O.S.T. Form 1 – *Application for Basic Certification*. Upon

receipt, review and acceptance of your basic certification application, P.O.S.T. will issue your Colorado P.O.S.T. Peace Officer Certificate.

Good luck in your efforts to gain full peace officer certification. Please do not hesitate to contact P.O.S.T. or me at (303) 866-5394 with questions concerning the requirements of P.O.S.T. Rules and Colorado law.

Sincerely,

FOR THE ATTORNEY GENERAL



RUTH VANDERBROEK

Compliance Officer

(303) 866-5394

(866) 858-7486 (FAX)

Email: ruth.vanderbroek@state.co.us

Olathe Police Department

P O Box 789
420 Horton Avenue
Olathe, CO 81425
Phone: (970) 323-4357
Fax: (970) 323-5742



Fax

To: Colorado POST From: Ric Hawk
Fax: 866-858-7486 Pages: 2 Including cover sheet
Phone: Date: 11-12-08
Re: Pacheco, Rogelio CC:

- Urgent For Review Please Comment Please Reply Please Recycle

© Comments:

The information contained in this facsimile message and/or the document transmitted is privileged or otherwise confidential and intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any examination, use, dissemination, distribution, or copying of this communication is strictly prohibited.

TRANSMISSION VERIFICATION REPORT

TIME : 11/12/2008 08:29
NAME :
FAX :
TEL :
SER.# : 000J6J799941

DATE, TIME	11/12 08:28
FAX NO./NAME	18668587486
DURATION	00:00:49
PAGE(S)	02
RESULT	OK
MODE	STANDARD ECM



Notice of PEACE OFFICER APPOINTMENT/SEPARATION

FORM

6

Department of Law
1525 Sherman Street, Fifth Floor
Denver, CO 80203
303-866-5692

Revised January 27, 2006

PACHECO Rogelio
 Last Name First Full Middle
 Home Address [Redacted] CO [Redacted]
 Home Address [Redacted] State CO Zip [Redacted]
 Mailing Address (if different from above) [Redacted] City [Redacted] State CO Zip [Redacted]

Aliases: _____
 Home Telephone: [Redacted]
 SSN: [Redacted]
 Date of Birth: [Redacted] Sex: M F
 Colorado Basic or Reserve Certificate No. _____

NOTE: Addresses, telephone number and social security number are confidential and will not be released to the public, pursuant to § 24-72-204, C.R.S. (2005)

Date of Issuance of P.O.S.T. Letter of Conditional Peace Officer Authority 05-07-08

- Appointment Separation
- Certified Peace Officer Employment Change (Resignation, laid off, etc.)
- Reserve Peace Officer Terminated by Agency
- Conditional Peace Officer Authority Retired
- Deceased

Date of appointment or separation: 07-04-08

This appointed individual has undergone both a physical and psychological evaluation to determine such person's fitness to serve as a **conditionally authorized peace officer, certified peace officer** or a reserve peace officer. Such evaluations shall have been performed within one year prior to the date of appointment by a physician and either a psychologist or psychiatrist licensed by the state of Colorado per § 24-31-303(5)(b), C.R.S. (2005)

Agency: OLATHE POLICE DEPARTMENT
420 HORTON AVE OLATHE CO 81425
 Street City State Zip
Ric Hawk 970-323-4357
 Contact Name (Print Name) Contact's Telephone #

UNDER PENALTIES OF PERJURY, I DECLARE THAT I HAVE EXAMINED THIS AFFIDAVIT AND ACCOMPANYING DOCUMENTS, AND TO THE BEST OF MY KNOWLEDGE AND BELIEF, THEY ARE TRUE, CORRECT, AND COMPLETE. I FURTHER ACKNOWLEDGE THAT ANY FALSE STATEMENT, MISSTATEMENT, OR INACCURACY MAY RESULT IN REVOCATION OF MY CERTIFICATION, AS WELL AS CRIMINAL PROSECUTION.

[Redacted Signature] Date: 11-12-08
 Signature of Agency Head or Designee
 Print Name: Ric Hawk



Application For Employment

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

Please Print

Position(s) Applied For Reserve

Date 5/14/08

Last Name First Name Middle Initial

Pacheco

Rogelio

Address City State Zip Code

Telephone Number Date of Birth S.S.N.

9/16/61

Have you ever filed an application with us before?

Yes No

If yes give Date _____

Have you ever been employed with us before?

Yes No

If yes give Date _____

Are you currently employed?

Yes No

May we contact your present employer?

Yes No

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Proof of citizenship or immigration status will be required upon employment

Yes No

On what date would you be available for work?

Date 5/19/08

Are you available to work: Full Time Part Time Shift Work Temporary

Are you currently on "lay off" status and subject to recall?

Yes No

Can you travel if a job requires it?

Yes No

Have you been convicted of a felony?

Yes No

If yes, please explain _____

Education

Name & Address
of School

Course of
Study

Years
Completed

Diploma
Degree

Elementary School				
High School	MEXICO	All High Courses	4	
Undergraduate School				
Graduate School				
Other (specify)	Delta-Vo-Tech	Criminal Justice POST Cert		

Indicate any Foreign Languages you can Speak, Read and/or Write

	Fair	Good	Poor
Speak		Spanish	
Read		Spanish	
Write		Spanish	

Describe any specialized training, apprenticeship skills and extra curricular activities

POST Cert
PPCT Cert
CPR
First AID

Describe any job-related training received in the United States Military

N/A

List professional, trade, business or civic activities and offices held.

You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:

N/A

Employment Experience

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status.

Employer		Dates Employed		Work Performed
Montrose Regional Airport		From	To	lead planes
WorldWide Flight Services		1/08	Current	Unload planes
Address 2100 Airport Road		Hourly Rate/Salary		
Telephone Number(s) 252-0896		Stating	Final	Guide Planes
Job Title Servid	Supervisor Terry/Coleen	9/25		
Reason for Leaving Current				

Employer		Dates Employed		Work Performed
Russell Stover Candies		From	To	Supervise
Address 2200 Stover Ave - Montrose		11/92	8/07	20 people
Telephone Number(s) 970-249-6681		Hourly Rate/Salary		
Job Title Supervisor	Supervisor Paul	Stating	Final	
Reason for Leaving Attend School		\$2000	year	

Employer		Dates Employed		Work Performed
Walmart		From	To	Salesman
Address 16750 So. Townsend - Montrose		11/98	9/04	Electronics
Telephone Number(s) 970-249-7544		Hourly Rate/Salary		
Job Title Associate	Supervisor Angie	Stating	Final	
Reason for Leaving It was my second job			8.00	

Employer		Dates Employed		Work Performed
		From	To	
Address		Hourly Rate/Salary		
Telephone Number(s)		Stating	Final	
Job Title	Supervisor			
Reason for Leaving				

Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

State any additional information you feel may be helpful in considering your application.

Would like to help out as a Reserve Officer.
Willing to learn/train with Olathe.

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities involved in the job or occupation for which you have applied? A description of the activities involved in such a job or occupation is attached.

Yes No

References

Name	Address	Phone#
[REDACTED]		

I certify that answers given herein are true and complete to the best of my knowledge.
I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.
This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.
I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with these organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.
In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

[REDACTED]

Signature of Applicant

5/14/08

Date

Roberto Pacheco 5/31/08



Name:
440 run:
Pushups:
Sit-ups:

Olathe Police Department Written Examination

Assaults or menaces anyone
armed with deadly weapons

1. There are three degrees of Burglary. List the different degrees and their elements.

1st ~~Breaks in~~ knowingly enters unlawfully ~~or remains unlawfully after lawful~~ structure with intent to commit a crime
2nd Knowingly breaks in enters unlawfully or remains unlawfully.
3rd Enters ~~breaking~~ into with intent to commit a crime vault, safe, cash reg. coin box vending mach

2. List the requirements to charge someone with the Domestic Violence enhancer.

The victim has been assaulted Harass and intimidated
The person has to be or has been involved in intimate relationship
Domestic violence also involves any other crime against person or property

3. Give at least three basic charges for the Domestic Violence enhancer.

3rd Degree Assault
Harassment
Stalking

4. What are the requirements in giving a suspect the Miranda Warning?

The suspect is in custody
The suspect is under interrogation
The suspect is being questioned by law enforcement officials
about specific crime

5. Explain what the purpose of the Miranda Warning is and why it exists.

To protect a person from being a witness against him/herself
It exists because is part of the suspects rights protected
by the fifth Amendment of the United States Constitution

6. List the Control Continuum

Officer	Subject
Officer presence	Psychological intimidation
Verbal Direction	Verbal non-compliance
Soft empty hand techniques	Passive resistance
Hard empty hand techniques	Defensive resistance
Intermediate Weapons	Active aggression
Deadly force	Deadly Force Assault

7. At what point of the Control Continuum must an officer enter the continuum to effect an arrest or gain control of someone.

Because subject resistance can begin anywhere on the continuum, officers response can begin ~~anywhere~~ at any point on the continuum that represents an "objectively reasonable" response, when possible officers should attempt to gain control by ~~verbal~~ means of verbal directives or commands

8. You are on patrol in the Town of Olathe and you contact a vehicle on Main Street for weaving. Upon contacting the driver of the vehicle you smell a strong odor of an alcoholic beverage emitting from the car. Including the driver there are three people in the vehicle. What would be your process for the stop?

I would ask for Drivers license, registration and insurance. Then I would order them to stay in the vehicle keeping a eye on the ~~subjects~~ subjects I would go back to the patrol car and call for backup and clearance on the driver. I would ask the driver how much he had to drink and submit him to a voluntary roadside maneuvers.

9. Define Community Policing.

is a process where in the police and the community identify ways means and reasons for shared responsibility in fighting crime and disorders, problems

10. Explain why Community Policing is or is not important.

Community policing is very important, because police are ineffective at controlling crime by themselves, Public cooperation is a vital function and great opportunity in keeping close to the community.

11. What are the requirements to justify an officer in using deadly force?

When lower levels of control are not working and deadly force is justified.

For questions 12 through 19 use the provide map

12. Lists the streets that end in drive.

CENTENIAL DR
ASPEN DR
RIVERSIDE DR

13. The East Canal runs north and south, which direction from the canal is the Olathe Police Department.

WEST

14. What street(s) cross the Uncompahgre River?

Church and West 5th

15. Which road runs parallel to the Rio Grand Rail Road tracks?

Wortman

16. What street(s) intersect with Horton Avenue?

W 4th, W 5th, W 6th.

17. How many streets cross Bus 50?

Four

18. How long is Roberts Avenue?

6 Blocks

19. List all streets that have the W. designator.

W 6th, W 5th, W 4th, W 3rd, W 2nd

SPELLING TEST

Find the misspelled words and spell them correctly

- | | |
|-------------------------------------|-----------------------|
| Knowledge | ‡ Atorney - ATTORNEY |
| Despprate - Desperate | Chief |
| Discriminate - | Supoena |
| Pursuit | Marijuana |
| + Burgurly - Burglary | Habitual |
| * Develope - Develop | ‡ Summins - SUMMONS |
| Believe | Warrant |
| Vicious | Synopsis |
| ‡ Tresspass - Traspass X | Harassment |
| ‡ Drasticelly - Drastically | ‡ Crininal - CRIMINAL |
| Routine | Assault |
| Sergeant | + Sherrif - SHERIFF |
| Maneuver | Intoxilyzer |
| Lieutenant | Confidential |
| x Municapal - Municipal | Vehicle |
| * Critize - criticize | Corporal |
| Occurred | ‡ Victum - VICTIM |
| Eligible | Juvenile |
| Fruad | Pedestrian |
| Assisstance - Assistance | License |
| + Patrole - Patrol | Arrangement |

Rogelio Pacheco

May 10, 2008

Personnel Director
Olathe Police Department
P.O Box 789
Olathe, CO 81425

Dear Director:

I wish to apply for the position of Reserve Office for the Olathe Police Department. Enclosed is my application, resume, and a list of references.

You will note that my employment history has been extremely stable----fifteen years with Russell Stover. For some time I have has an ambition for a career in law enforcement and, to that end, have recently graduated from the Criminal Justice Academy at Delta-Montrose Vo-Tech. I also am P.O.S. T Certified.

I will bring to the Olathe Police Department a dedication to my job, willingness to work any hours, the desire to learn, ability to work well with fellow officers, and a good rapport with the public. I would welcome an opportunity to discuss with you how I would be an asset to the Olathe Police Department and look forward to hearing from you.

Thank you for your kind consideration,

Sincerely,


Rogelio Pacheco

Enclosures

Rogelio Pacheco

Objective

Reserve Officer—Olathe Police Department

- Excellent supervisory skills
- Bi-lingual—fluent in Spanish
- Team worker/excellent people skills
- Computer literate
- Attention to detail

Work History

- 11/1992-8/2007 Russell Stover Candies, 2200 Stover Avenue, Montrose, CO 81401
970-249-6681
Supervisor, Candy Manufacture
I began as a packer and advanced to the position of supervisor responsible for about 20 people in the candy factory.
I left this employment in order to attend Delta-Montrose Vo-Tech
- 11/1998-5/2004 Wal-Mart, 16750 S. Townsend Avenue, Montrose, Co 81401
970-249-7544
Sales Associate in Electronics Department
Electronics salesman.
Part-time position while also working at Russell Stover Candies.

Education

- High School Graduate, Mexico
- G.E.D., Montrose, Colorado 2005
- Delta-Montrose Voc-Tech
Graduate in May 2008
P.O.S.T Certification 5/2008


ROGELIO PACHECO





REFERENCES




Executive Director, Montrose County Housing
323-5445, ext. 14



Senior Pastor, St. Mary Parish
970-249-3319



Investigator, District Attorney's office
970-252-4260





Olathe Police Department

P.O. Box 789
Olathe, Colorado 81425
(970) 323-4357

Reserve Police Officer Program

The Rewards of Becoming A Reserve Officer

Reserve Police Officers are generally not content to play a passive role in life. Instead, they continue to devote more and more of their time and talents to their Communities. They "Get Involved" for the betterment of their Community, and by doing so live up to the Reserve Corp Motto: "To Be A Reserve is To Be Twice A Citizen"

Because Reserve Officers are effective spokespersons in their Towns for the support of Law Enforcement, their presence in the Police Department provides full time Officers with more insight into all segments of the Town's population. Department Personnel who have been associated with the Reserves are continually impressed by the performance and dedication of our Reserve members.

How do the Reserve Police Officers fit into the organization of the Olathe Police Department? Because of the standards, the selection process, and the training program for Reserve Officers, their acceptance by the regular members of the Department has been extremely favorable. Some Full Time Officers even look forward to working with certain Reserve Officers. Reserve Officers are highly valued members of the Olathe Police Department Team. We have had many Reserve Officers who have had successful full-time careers, and have served as Reserve Police Officers in order to give something back to their Community.

At the same time, we also have had many Reserve Officers who have joined us with the goal of obtaining full-time positions in Law Enforcement. Many of our Reserve Officers have attained that goal in either our Department or other Law Enforcement Agencies.

The Reserve Police Officer in Olathe

The Town of Olathe is a diverse Community located in Montrose County. The Olathe Police Department subscribes to a Community oriented Policing and Problem Solving Philosophy, as it provides Police Services for the Town. The Reserve Police Officer in Olathe is a Volunteer Sworn position, working a minimum of 20 hours per month. Under the direction of the Patrol Supervisor, the Reserve Police Officer is responsible to perform routine to moderately complex law enforcement work and other duties as assigned. The position is designed to give incumbents first-hand experience and exposure to regular Police Officer duties and responsibilities

Essential Functions

Typical Duties performed by Olathe Reserve Officers include, but are not limited to the following: Patrol Town in Radio Equipped Cars; Foot Patrol in Down Town Areas; Answer Calls for the protection of Life and Property; Enforcement of Town, County, and State Laws; Conduct Preliminary and Follow Up Investigations of Disturbances, Prowlers, Burglaries, Thefts, Robberies, Death, and other Criminal Incidents; Make Arrests as Necessary; Interview Victims, Complainants, and Witnesses; gather and Preserve Evidence; Testify in Court and Present Evidence; Contact and Cooperate with other Law Enforcement Agencies in matters relating to the Apprehension of offenders, and the investigation of Offenses; Prepare Reports on Activities performed and unusual incidents observed; Stop Drivers who are operating motor vehicles in violation of laws; warn Drivers against unlawful practices; Issue Citations and make Arrests as necessary; Check buildings for physical security and conduct Building Searches, as needed; Transport Prisoners to Jail; Direct Traffic at Fire scenes, Special Events, and other Emergency Situations as needed; Fingerprint Public applicants and crime suspects; Maintain contact with Citizens on law enforcement issues; Preserve good relationships with the general public; Assist in special investigative and crime prevention duties, as required; Retrieve and request information involving arrests, and subpoenas; File complaints and perform other work related to the processing of misdemeanor and felony complaints; Assist with the service of warrants and subpoenas, as needed, within the department and with outside agencies; Keep up-to-date on laws and procedures required for processing warrants; Administer First Aid and CPR as necessary.

Requirements

1. Must be at least 21 years of age at time of application for acceptance as a Reserve Officer
2. Must be in good Physical and Mental Health with no disabling physical conditions
3. Must possess a valid Colorado Drivers License , and have a clean driving record for Past Five (5) Years
4. Must be able to successfully pass an extensive background investigation
5. No conviction of a felony by any state or federal court, nor a conviction of a misdemeanor involving moral turpitude.
6. Must possess a high school diploma, GED, or high school equivalency certificate
7. Must have an accessible phone number
8. Must live within a 20 mile radius of Olathe
9. Must be Colorado P.O.S.T. Certified or Certifiable

Testing

Each Applicant for Reserve Police Officer with the Town of Olathe will undergo:

1. In Depth Application Process with Supporting Documents
2. Fingerprinting and Background Investigation
3. Written Examination
4. Oral Review Board
5. Physical Fitness Testing

3. All Olathe Reserve Police Officers will be expected to attend a Monthly Training Meeting. In addition to training the purpose of these meetings is to discuss Monthly Progress and Productivity, Review Current Issues, Inter-react with the Full Time Officers, and Determine Training Needs for the Reserve Staff.
4. All Olathe Reserve Police Officers are expected to be available to work during the Olathe Sweet Corn Festival, currently held on the First Saturday in August each year. In order to be excused from working on this day, an Officer must have a Bona-Fide Family Emergency, and be excused by the Chief of Police or working their full time job.
5. All Olathe Reserve Police Officers are encouraged to take advantage of the on-going Training Seminars conducted by the Colorado Law Enforcement Officers Association (C.L.E.O.A.). The Police Department will pay the Annual Dues to the Association on your behalf. Almost all of the Training Seminars are Free of Cost to the Officer, and the Town of Olathe will usually pay for any Lodging, if required for Overnight Stay.

The undersigned Candidate/Officer agrees to abide by the above Regulations, and agrees to comply with all the above stated Qualifications of the Olathe Police Department. It is fully understood that violation of any of the above Regulations will result in termination of the Reserve Police Officer.

Name: Rogelio Pacheco

Signature:  _____

Date: 5/14/08



Olathe Police Department
P.O. Box 789
Olathe, Colorado 81425

To: All Reserve Officers
From: Ric Hawk - Chief of Police
Subject: Policy on Mandatory Training

When each of you joined the Olathe Police Department as a Reserve Officer, you signed an agreement, which outlined the Reserve Officer Policies and Regulations. I cite for you below some of those policies:

"Attend and Participate in "In-Service" Training conducted by OLPD, or Training conducted by other Agencies recognized by Olathe PD."

"All Reserve Police Officers are mandated, as are all Peace Officers in Colorado, to attend Forty (40) Hours of "In-Service" Training per Year. This Training must include the three skill areas: Driving, Arrest Control, and Firearms."

"All Olathe Reserve Police Officers will be expected to attend a Monthly Development Meeting. The purpose of these meetings is to discuss Monthly Progress and Productivity, Review Current Issues, Inter-react with the Full Time Officers, and Determine Training Needs for the Reserve Staff."

To prevent confusion and aid you in planning your calendars, we agreed last year to hold the Department Training Meeting on the First Thursday of each month, and the Reserve Officers Meeting on the Fourth Thursday of each month. We have done so, and have found attendance at these meetings to be sporadic, with unsatisfactory compliance on the part of some officers. Please make sure that you read and understand the following policies of the Olathe Police Department.

1. Any Reserve Officer who misses Two consecutive Department Training or Department Meetings will receive a Written Departmental Reprimand.
2. Any Reserve Officer who misses Three Department Training or Department Meetings in a twelve month period, will receive a Written Departmental Reprimand.
3. Any Reserve Officer who receives Four Written Departmental Reprimands may be terminated. An Officer may not be allowed to continue with the Department if he/she has accumulated Four Written Reprimands from any source, ie, missed meetings, missed training, complaints from the Community, etc..

Since all of our Training and Meetings are scheduled ahead of time, it will be your responsibility to notify the Training Officer or Chief Hawk if you anticipate not being able to attend a meeting because of conflict with your primary employment. In the event of an emergency you must contact one of the above officers as soon as possible.

Everyone's attention and adherence to these policies is expected.



Reserve Officer

Chief Ric Hawk

[REDACTED]

Olathe Police Department
Oral Board Questions

- 1) What do you envision the duties of a police officer?
- 2) What do you personally have to offer the Town of Olathe as an officer?
SPANISH SPEAKING - PLUS TO THE SPANISH PART OF COMMUNITY
- 3) Having in mind the duties of a police officer, is there any reason you would not be able to perform them?
EVERYONE HAS TO FOLLOW THE LAWS, FEELS HE CAN DRAW THE LINE BETWEEN CITIZENS, FAMILY, FRIENDS AND THE JOB
- 4) Reserves are required to work a total of 20 hours a month as a volunteer. The Olathe Police Dept. requires 16 of those hours to be worked on a Friday or Saturday Night. If hired as a reserved officer would you be able to work the required nights? ABSOLUTELY
- 5) How would you feel if a family member or a good friend was arrested?
FEEL BAD, BUT STATES HE WOULD NOT PLAY FAVORITISMS - US BROTHERS, AND SISTERS
- 6) What would you do if your supervisor or another officer reported to work with alcohol on his/her breath? WOULD CONFRONT THEM, AND REPORT IT TO A HIGHER AUTHORITY
- 7) Why do you feel we should select you as a ^{AW} reserve officer?
ALWAYS WILLING TO LEARN

8) Please explain what a chain of command is and why it is important.

Knows how it works, but not why

9) There is a fluctuation of Hispanic people throughout the year in Olathe, would you be able to deal with someone of another ethnic background.

Very comfort with most dialects of Spanish

Do you speak Spanish? ~~no~~

yes

Doesn't give up

10) At times officers of the Olathe Police Department are called out on the spur of the moment and all hours of the day or night. If you were needed would you respond? yes I would

Does own home -

11) Do you have any problems in situations involving death, accidents with injuries or other high stress situations?

Would have to handle it

12) Could you take a life if you had too?

SAYS

13) GIVE A SCENARIO

What ever necessary to control the situation

14) Explain Corn Fest and that it is mandatory for all Olathe officers to work. Ask if it is a problem to work the festival?

15) Do you have any question for this board?

[REDACTED]

Olathe Police Department
Oral Board Questions

1) What do you envision the duties of a police officer?

Bring Communities together as one - both
Hispanic Community with the rest of Community

2) What do you personally have to offer the Town of Olathe as an officer?

Able to speak Spanish to help explain situations, Law,
etc. to Hispanic. Will deal w/ Community as a whole, NO
BIAS either way.

I want to make a positive impact on Olathe

3) Having in mind the duties of a police officer, is there any reason you would not be able to perform them?

NO reason, very firm, great demeanor & very frank. very
impressive! Treat all equal

4) Reserves are required to work a total of 20 hours a month as a volunteer.

The Olathe Police Dept. requires 16 of those hours to be worked on a Friday or Saturday Night. If hired as a reserved officer would you be able to work the required nights? yes —

5) How would you feel if a family member or a good friend was arrested?

would not enjoy it but it is the way it is, the law is the law even
as far as arresting.

6) What would you do if your supervisor or another officer reported to work with alcohol on his/her breath?

Report to supervisor, if it was supervisor would seek higher up, would
also confront either one, was pretty clear about this one. would confront

if it is the law! & I believe he would!

7) Why do you feel we should select you as a reserve officer?

Decadable, good work ethic, & have no prob learning. Expects constructive
criticism. Get along well with others

8) Please explain what a chain of command is and why it is important.

Stumbled on this question, I think he knows it but
could not put it to words. Explain part of it but
could not elaborate - Very honest

9) There is a fluctuation of Hispanic people throughout the year in Olathe, would you be able to deal with someone of another ethnic background.

Yes understands Copy, slang, etc. Speaks English well.
Refused to give opinion on a peer officer!
Do you speak Spanish?
Fluent both read & write, understand slang,
as well as Copy. Can translate very well

10) At times officers of the Olathe Police Department are called out on the spur of the moment and all hours of the day or night. If you were needed would you respond? Yes (stated) Very ~~sure~~ sure, only if sick or out of town. Has discussed w/ family & OK

11) Do you have any problems in situations involving death, accidents with injuries or other high stress situations?

Says can handle, & able to deal with above situations.
Able to handle high stress situations

12) Could you take a life if you had too?

Yes if situation came to that level, says would not hesitate.
Would give service or win - service.

* 13) GIVE A SCENARIO — positive attitude, confident, would make the best decision possible w/ each situation.

14) Explain Corn Fest and that it is mandatory for all Olathe officers to work.

Ask if it is a problem to work the festival?

no problem w/ willing to work whatever necessary

15) Do you have any question for this board?

N/A

Olathe Police Department
Oral Board Questions

1) What do you envision the duties of a police officer?

To bring unity to the community regarding whites & Hispanics.

2) What do you personally have to offer the Town of Olathe as an officer?

~~I think~~ His Hispanic background is an asset to our population. He has a good handle on the 'diversity' of our people.

3) Having in mind the duties of a police officer, is there any reason you would not be able to perform them?

He is emphatic/willing to do & perform the required duties.

4) Reserves are required to work a total of 20 hours a month as a volunteer.

The Olathe Police Dept. requires 16 of those hours to be worked on a Friday or Saturday Night. If hired as a reserved officer would you be able to work the required nights?

Has worked nights before. Is OK w/ demands of nightshift.

5) How would you feel if a family member or a good friend was arrested?

Basically the law is the law "if you do wrong you have to pay."

6) What would you do if your supervisor or another officer reported to work with alcohol on his/her breath?

He would definitely let someone know & confront them if necessary.

7) Why do you feel we should select you as a reserve officer?

Dependable, hard worker, gets along w/ everybody, "always willing to learn."

8) Please explain what a chain of command is and why it is important.

Understands & values the significance of teamwork. Some difficulty ~~to~~ explaining the chain of command.

9) There is a fluctuation of Hispanic people throughout the year in Olathe, would you be able to deal with someone of another ethnic background.

He is very skilled w/ speaking Spanish and is basically self-taught in English w/ very little formal training.
Do you speak Spanish?

10) At times officers of the Olathe Police Department are called out on the spur of the moment and all hours of the day or night. If you were needed would you respond?

Has discussed this w/ wife & family
→ has a clear idea of what he is getting in to.

11) Do you have any problems in situations involving death, accidents with injuries or other high stress situations?

He is a combination of both compassion and strength.

12) Could you take a life if you had too?

He has really thought through these issues and has a good handle on it.

→ 13) GIVE A SCENARIO

He is very ethical.
He is also level-headed & I believe has the ability to think through & respond quickly & appropriately in

14) Explain Corn Fest and that it is mandatory for all Olathe officers to work.

Ask if it is a problem to work the festival?

My thoughts regarding Mr. Pacheco are this: *tight situation*
Based on this interview, I really believe

15) Do you have any question for this board?

Mr. Pacheco is an excellent fit for our community. I am very excited to see him hired as a full-time position. He will make an excellent addition for us!

Olathe Police Department
Oral Board Questions



1) What do you envision the duties of a police officer?

COMMUNICATION w/ CITIZENS - FOR A SMOOTH WORKING RELATION.
ASSET TO HISPANIC COMMUNITY TO UNDERSTAND LAWS

2) What do you personally have to offer the Town of Olathe as an officer?

BE PERSONAL w/ COMMUNITY - COMMUNICATION IS THE KEY.
EQUAL GROUNDS WHEN DEALING WITH WHITE/HISPANIC..

3) Having in mind the duties of a police officer, is there any reason you would not be able to perform them?

NO, NONE. ALL WOULD BE TREATED =
(I WOULD GIVE MY MOTHER A TICKET.)

4) Reserves are required to work a total of 20 hours a month as a volunteer. The Olathe Police Dept. requires 16 of those hours to be worked on a Friday or Saturday Night. If hired as a reserved officer would you be able to work the required nights?

~~NO~~ (YES HOW SHAME)
ABSOLUTELY

5) How would you feel if a family member or a good friend was arrested?

I WOULD FEEL SORRY FOR THEM, BUT THE LAW IS THE LAW
NOT PLAY FAVORITISM

6) What would you do if your supervisor or another officer reported to work with alcohol on his/her breath?

I WOULD CONFRONT THEM ^{SUPERVISOR OR OFFICER}
I WOULD REPORT TO SUPERVISOR / I WOULD REPORT TO HIGHER UP
IT WOULD BE TRUE, BUT THEY'RE ON THE SPOT

7) Why do you feel we should select you as a reserve officer?

DEPENDABLE, GOOD WORK ETHIC, WILLING TO LEARN, GET ALONG WITH
EVERYONE THE BEST POSSIBLE

8) Please explain what a chain of command is and why it is important.

I Don't know why chain of command is important or there
(But he was able to explain officer, supervisor, chief)

9) There is a fluctuation of Hispanic people throughout the year in Olathe, would you be able to deal with someone of another ethnic background.

Read, write, speak
Spanish, Mexican
CANA.

Do you speak Spanish? YES

I NEVER GAVE UP!

10) At times officers of the Olathe Police Department are called out on the spur of the moment and all hours of the day or night. If you were needed would you respond? YES, I would.

11) Do you have any problems in situations involving death, accidents with injuries or other high stress situations? would be able to handle it.

12) Could you take a life if you had too? I think I could, I would be able too.

13) GIVE A SCENARIO

POSITIVE ATTITUDE, CONFIDENT ON HIS MORALS & ETHICS
PROFESSIONAL AS POSSIBLE, CONTROL MYSELF w/ help
CONTROL OTHER.

14) Explain Corn Fest and that it is mandatory for all Olathe officers to work. Ask if it is a problem to work the festival? No Problem.

15) Do you have any question for this board?

SPORTS:
**MHS VOLLEYBALL HAS
 HIGH HOPES**

PAGE A9



A&E:
ARTIST PROFILE:
 SCOTT POLLAK
 PAGE A10

75 CENTS

MONTROSE PRESS

montrosepress.com | Thursday, November 8, 2018

Jackson tapped as undersheriff

Olathe's current chief headed back to MCSO
 Sheriff-elect cites years of service
 talking on new role in January

CATHARYNN HEIDELBERG
 ARHYNNH@MONTROSEPRESS.COM

Longtime area lawman George Jackson transition to a new job, come January. Jackson, currently Olathe Police department chief, will return to the Montrose County Sheriff's Office

as undersheriff for Gene Lillard, the sheriff-elect.
 "It's an honor to be asked by Gene, especially since I respect him so much," Jackson said Wednesday.
 "I have a lot of years with the sheriff's office and I feel like I have a strong attachment to that department."
 Jackson left the MCSO in 2015, as a lieutenant, to become Olathe's chief, a role he initially stepped into as an interim department head before being hired permanently in 2016.

"(Undersheriff) is one step above the position I held in the past and with Gene Lillard's years of experience and my years of experience, I really hope I can complement him in some way," Jackson said.
 Lillard, currently a Montrose Police Department commander, said he'd been considering Jackson for the MCSO's No. 2 role for some time.
 "I've known George for over 35 years and always thought he's very level-headed, with

See JACKSON page 3



Olathe Police Chief George Jackson sits at his desk Wednesday afternoon. Jackson will be the Montrose County undersheriff come January. (Andrew Kiser/ Montrose Daily Press)

JACKSON

FROM PAGE A1

good common sense, plus he has experience," Lillard said.

"He's been very supportive of me throughout the campaign and is definitely going to be an asset as undersheriff."

Jackson first worked for the MCSO between 1979 and 1983, when he went to the MPD, serving there until 1992.

His first year with the department saw the line of duty death of Reserve Patrolman Larry McMaster, who was shot, with Officer Steve Keep, as they and Jackson conducted a bar check. Keep survived. Jackson was not hit and was able to arrest the shooter, an act that earned him an award of valor.

Other honors Jackson racked up include the Montrose Chamber's officer of the year award in 2005 and a meritorious service award from the MCSO in 2013 (he returned to that agency in 1996), the latter for helping save a deputy who was being dragged by

a car.

During his second stint with the MCSO, Jackson rose through the ranks and as lieutenant, also serving as division commander for investigations (2002 - 2007) and division commander for patrol/investigations until 2015.

"It's making a positive use of your life," Jackson said of his chosen profession.

"We all have a job to do to bring in money for our family, but this is one of those things where, at the end of the day, you feel like you really accomplished something good for people."

Jackson said Town of Olathe officials were aware he would be transitioning to the role of undersheriff. The new Olathe police chief will be Rogilio Pacheco, now a sergeant with the department.

Jackson said Pacheco earned the spot. "He's been a wonderful asset for the Town of Olathe," he said.

Pacheco has been with the OPD for nearly 11 years, hiring on there after friends encouraged him to give law enforcement a try and he quickly became



Olathe Police Chief George Jackson, left, and Sgt. Rogilio Pacheco stand Wednesday inside the Olathe Police Department office. Jackson will be Montrose County's new undersheriff while Pacheco will become the police chief at OPD. (Andrew Kiser/ Montrose Daily Press)

fully committed to the new career.

"After I saw the support and everyone behind me, I decided, why not? I've dedicated 10 years of my life, I live in this community and I know every single one of these people," Pacheco said.

An outside hire would face more of a learning curve and perhaps not be as invested in the Olathe community, he added.

"We need to move forward with the department. We've come a long way. I thought I would give it a shot," Pacheco said.

Jackson said he, too, is ready for the next step in his career.

"I do feel ready for it," he said.

"We, as a team are anxious to get started," Lillard said.

"We are working to make it good for the employees that are there and to work with taxpayers and get them the safety and service they deserve."

Katharhynn Heidelberg is an award-winning journalist and the senior writer for the Montrose Daily Press. Follow her on Twitter @kathMDP.