



Sheridan Police Department

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Sheridan, CO 80110-5399
Jeffrey A. Martinez Chief of Police

MEMORANDUM

To: Jeffrey Martinez, Chief of Police
From: Bryce Jackson, Patrol Lieutenant
Date: November 2025
Subj: Internal Affairs IA25-12

Introduction

This Internal Investigation was assigned to Lt. Jackson on November 12th, 2025. This complaint came internally from Officer [REDACTED] who reported to Human Resources, Jennifer Houston, that he fears, Sgt. Steven Garcia is attempting to "push him out" of the Sheridan Police Department. Houston reported this to Chief Martinez and Commander Leger on November 07, 2025.

Houston provided screen shots via e-mail of text messages of a conversation between Officer [REDACTED] and Officer T [REDACTED] that were provided to Officer [REDACTED] alleging Sgt. Garcia was "bettin on pushing [REDACTED] out".

Chief Martinez assigned me (Lt. Jackson) to investigate this as an IA Complaint.

Investigation

Jennifer Houston Interview

On 11/13/2025 at approximately 1640 hours, Lt Jackson spoke with Jennifer Houston via phone call. During the conversation Houston stated she received a call from Officer [REDACTED] on 11/07/25, in which he stated Sgt. Steven Garcia was going to "run him out". Officer [REDACTED] stated he had texts messages from Officer [REDACTED] and Officer Contreras in reference to this conversation. Houston provided the texts messages, one message stated "He's bettin on pushing [REDACTED] out". I asked Houston if these were all the texts Officer [REDACTED] provided and she stated, yes.

Houston informed me, Officer [REDACTED] stated its common knowledge that Sgt. Garica can't stand him (Officer [REDACTED] and even new officer, Officer Ward, knows this to be true. Houston said

Officer [REDACTED] never stated he personally spoke with Officer [REDACTED] about this and that he only had the information from the texts he received from Officer [REDACTED] Houston informed me she asked Officer [REDACTED] if he had had any personal contact with Sgt. Garcia and he stated he did not.

(BWC ACTIVATED)

Officer [REDACTED] Interview

On 11/18/2025 at approximately 1800 hours, Lt. Jackson spoke with Officer [REDACTED] about his complaint in reference to Sgt. Garcia. Prior to speaking with Officer [REDACTED] Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1805 hours.

During the conversation Officer [REDACTED] stated the incident in question occurred on his last training day, which would have been 11/05/2025. Officer [REDACTED] stated, everyone was talking about where they were going to bid and after training while he was driving home, Officer [REDACTED] sent him some text messages that he couldn't read due to not having his glasses, so Officer [REDACTED] called him to tell him what the text messages said.

Officer [REDACTED] said Officer [REDACTED] was texting Officer [REDACTED] about where they would be bidding.

During this text conversation, it was said, Sgt. Garcia was going to A-Side swings, to push him (Ralph) out. Officer McClay asked Officer Contreras if it was also about him and the texts stated, no, just [REDACTED] (Marker 4:21) Officer McClay didn't hear this information personally; it was only through the text messages he had received from Officer Contreras.

Lt. Jackson showed a copy of the texts messages to confirm with Officer [REDACTED] if they were in fact the same ones, he sent Jennifer Houston and he confirmed, yes in fact they were. Lt. Jackson asked if any of the text messages had been redacted by him and Officer [REDACTED] stated, no. (Marker 4:56)

Officer [REDACTED] said the last time he spoke to Sgt. Garcia was about the trash in the vehicle complaint that was filed earlier this year. He stated he has not spoken with Sgt. Garcia about the shift bid personally.

Lt. Jackson asked him what he wanted to see happen with this and he stated he wanted to note this wasn't the first time this occurred it was actually the second time, and the subject matter is the same. Sgt. Garcia was purposely coming to the shift to write him up and get him fired. (Marker 7:17) When asked if he has ever heard this personally, he stated, no but it's coming from Sergeants in the past that he hopes wouldn't be making this up. (Marker 7:57) (This was referring to the prior IA involving Sgt. Valko)

Officer [REDACTED] was asked if he had mentioned Officer Ward to Houston and he stated, yes. Officer [REDACTED] explained, when they were speaking about shifts recently, Officer Ward told him,

when she was in FTO and going to Sgt. Garcia's shift, someone told her, Sgt. Garcia was going to humiliate her or do something to make her look stupid. Officer [REDACTED] subsequently brought this to Sgt. Aloia's attention. (Marker 8:28)

Lt. Jackson asked Officer [REDACTED] if there was anything he would like to add and he stated, he wanted to see if the history of this pattern of behavior could be brought up due to this going on for over two years, Sgt. Garcia did the same thing in the past however it was not sustained, it wasn't unfounded just not sustained and here we are again. (Marker 13:48) Officer [REDACTED] said he is concerned because one of the texts even stated, was this about me (McClay) and the response from Officer Contreras is, no just [REDACTED] Officer [REDACTED] says it's a pattern of specifically targeting him.

(BWC ACTIVATED)

Officer [REDACTED] Interview

On 11/18/2025 at approximately 2053 hours, Lt. Jackson interviewed Officer [REDACTED] about information learned during the interview with Officer Ralph. Prior to speaking with Officer Ward, Lt. Jackson read [REDACTED] Garrity Advisement form which [REDACTED] subsequently signed at approximately 2055 hours.

During the conversation, Lt. Jackson explained the complaint and what he had learned from prior interviews. Lt. Jackson stated to Officer [REDACTED] that [REDACTED] name was mentioned and he wanted to ask [REDACTED] about what he had learned.

Officer [REDACTED] stated, during the first week or second week after starting FTO in September, someone from day shift told [REDACTED] that they heard Sgt. Garcia say he couldn't wait for Officer [REDACTED] to be on his shift, so he could essentially embarrass [REDACTED] and make [REDACTED] look stupid. (Marker 4:29) Officer [REDACTED] said [REDACTED] doesn't remember who said this to [REDACTED] because it was a group setting. Officer [REDACTED] stated the group would have been Officer Clark, Keelan and Casorla. Officer [REDACTED] explained they were speaking about supervisors and what to expect when going to their shifts. Officer [REDACTED] wasn't sure if they heard this themselves or from someone else. Officer [REDACTED] then stated [REDACTED] heard Officer [REDACTED] speaking about what he heard about himself and that's when [REDACTED] brought up what [REDACTED] had heard about [REDACTED] (Marker 6:46) Officer [REDACTED] told Officer [REDACTED] that [REDACTED] was going to have to stand up in front of the "class" (roll call) and talk about law or case law.

Lt. Jackson asked if [REDACTED] had ever spoken to Sgt. Garcia and [REDACTED] stated, no. Officer [REDACTED] said [REDACTED] had said hi to him in the past, but everything has always been cordial. Lt. Jackson asked if [REDACTED] had ever heard anything like this from Sgt. Garcia personally and [REDACTED] said, no, this could of all just been a rumor and that's why [REDACTED] never came forward [REDACTED]

Lt. Jackson asked [REDACTED] heard how Sgt. Garcia was allegedly going to make [REDACTED] look stupid and [REDACTED] said, he makes the new hires get up in front of the "class" (roll call) and go over a topic and he tries to poke holes in what you are saying and try to make you look stupid.

(BWC ACTIVATED)

(Lt. Jackson spoke with all three-day shift officers, Officer Keelan, Officer Clark and Officer Casorla all separately. None of the three officers recalled being part of this conversation.)

Sergeant [REDACTED] Interview

On 12/03/2025 at approximately 1608 hours, Lt. Jackson interviewed Sgt. [REDACTED] about information learned during the interview with Officer [REDACTED] and Officer [REDACTED]. Prior to speaking with [REDACTED] Lt. Jackson read him his Garrity Advisement form which he subsequently stated he understood verbally due to this being a phone interview.

Sgt. [REDACTED] was asked if he had been contacted by Officer [REDACTED] in reference to [REDACTED] hearing something about a statement allegedly made by Sgt. Garcia. Sgt. [REDACTED] stated, yes, he was contacted by Officer [REDACTED] sometime in early November and was told, [REDACTED] heard Sgt. Garcia was planning on embarrassing [REDACTED] when [REDACTED] came to his shift. Officer [REDACTED] couldn't remember who said this to [REDACTED] however she said, Sgt. Garcia was going to put her on the spot in front of rollcall by giving [REDACTED] a scenario and testing [REDACTED] law enforcement knowledge and embarrass [REDACTED]. Sgt. [REDACTED] asked Officer [REDACTED] if Sgt. Garcia had ever approached [REDACTED] personally and [REDACTED] stated, no.

Lt. Jackson asked if any other officers approached him with this information and he stated he couldn't remember. Lt. Jackson asked if he personally had heard this from Sgt. Garcia and he replied, no.

(BWC ACTIVATED)

Officer [REDACTED] Interview

On 11/19/2025 at approximately 1500 hours, Lt. Jackson interviewed Officer [REDACTED]. Prior to speaking with Officer [REDACTED] Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1501 hours.

During the interview, Officer [REDACTED] stated he remembered an incident at the 7-11 (hold-up alarm) where his team responded and officers parked in front and took positions behind their vehicles; Sgt. Garcia had parked along the side of the building.

After the scene was made safe, Sgt. Garcia lectured and scolded the officers in the public area, they were right in front of the 7-11. Officer ██████ felt humiliated and belittled due to this being in front of the public. (Marker 6:55) In his opinion this was very unprofessional and unwelcoming. Office ██████ stated, if things aren't done a certain way Sgt. Garcia tends to speak with officers in a belittling way. This makes him feel inferior and like he isn't doing good at his job.

Lt. Jackson asked Officer ██████ about the roll call training he did during FTO. Office ██████ stated most of them seemed professional, however on some occasions Sgt. Garcia came off like a "bully", (Marker 15:51) he would question him about the policy he was presenting and would make him "feel stupid". When asked to give an example, he said, even if he gave the correct answer, he would still make it seem like he didn't know what he was talking about. Officer ██████ stated, he knows when someone is trying to establish "dominance" over him and that's how he feels working around him (Sgt. Garcia). (Marker 16:36)

Office ██████ mentioned his reports being kicked back for "verbiage" and no other reason, he stated most if not all his reports get sent back to him. He stated when he goes to Sgt. Garcia to get clarity, he is made to feel inferior. Officer ██████ stated, when he was in FTO his reports would rarely get sent back by other sergeants and his DOR reports were usually graded as a 4 on report writing. (Marker 21:52)

Lt. Jackson asked if he had ever heard Sgt. Garcia saying anything disparaging about other officers during rollcall or other times. Officer ██████ aid, yes, he heard Sgt. Garcia mention Sgt. Boren, and said, he (Sgt. Garcia) doesn't know why she doesn't like him (Sgt. Garcia) but he doesn't care what she thinks. (Marker 29:01) Office ██████ mentioned he also said something about Officer ██████ (Marker 29:37) He stated Sgt. Garcia said, there are certain people on A-Side and he wasn't going to say names but went onto name Officer ██████ anyway. Sgt. Garcia said Office ██████ doesn't like him because he called him out. Sgt. Garcia allegedly said, Officer Ralph was lazy and all he wanted to do was traffic. Lt. Jackson asked when this took place and he stated he couldn't remember but he was out of FTO and it occurred in the hallway by the roll-call room. Sgt. Garcia allegedly also stated he doesn't care to get along with other sergeants here. (Marker 31:53)

(BWC ACTIVATED)

Officer ██████ Interview

On 11/19/2025 at approximately 1952 hours, Lt. Jackson interviewed Officer ██████ Prior to speaking with Officer ██████ Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1954 hours.

During the conversation with Officer [REDACTED] he stated on November 5th he was texting with Officer [REDACTED] about what shift they were going to bid.

After telling Officer [REDACTED] he was staying on A-Side swings, Officer [REDACTED] texted him that Sgt. Garcia was bidding that same shift, the texting went back and forth, and Officer Contreras texted that Sgt. Garcia was "bettin on pushing [REDACTED] out" referring to the shift he was going to bid. Officer [REDACTED] texted and asked if Sgt. Garcia was mentioning him as well and Officer Contreras responded, no just [REDACTED]

Officer [REDACTED] explained the reason there is the issue and why he was asking what shift Sgt. Garcia was going to was because he (Officer [REDACTED] doesn't want to work for him (Sgt. Garcia), Officer [REDACTED] doesn't think he is a good leader, he isn't good at what he does and he is very dismissive and rude to people. (Marker 4:54)

Officer [REDACTED] showed Lt. Jackson the texts and there were a couple of texts that were not provided to Houston. Officer [REDACTED] voluntarily sent the texts to Lt. Jackson's e-mail. [REDACTED]

Lt. Jackson asked him if he knew how Officer [REDACTED] allegedly heard this being said by Sgt. Garcia and Officer [REDACTED] stated he did not know how he heard this. Officer [REDACTED] said he hasn't spoken to Officer [REDACTED] by phone about this, it was only over texts.

(After receiving the texts, Officer [REDACTED] and Officer [REDACTED] spoke by phone about the text messages.)

After talking about the text messages, Lt. Jackson asked him if he heard anything about Officer [REDACTED] Office [REDACTED] stated, yes, he was told if [REDACTED] went to Sgt. Garcia's shift something would happen, but he couldn't recall the conversation however it seemed very negative. Officer [REDACTED] overheard this conversation between Officer [REDACTED] and Officer [REDACTED]

Lt. Jackson asked Officer [REDACTED] if he personally ever heard Sgt. Garcia saying anything about Officer [REDACTED] and he stated, no.

(BWC ACTIVATED)

Officer [REDACTED] Interview

On 11/20/2025 at approximately 1429 hours, Lt. Jackson interviewed Officer [REDACTED] Prior to speaking with Officer [REDACTED] Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1431 hours.

During the interview with Officer [REDACTED] he went over the text conversation he had with Office [REDACTED] Officer [REDACTED] stated they went back and forth about what shifts they were bidding and after hearing where Officer [REDACTED] was going, he texted him about Sgt. Garcia

going to the same shift. Officer ██████ texted about what he allegedly heard Sgt. Garcia say in reference to Officer ██████. Officer ██████ stated, he heard Sgt. Garcia personally on numerous occasions say he would, push ██████ out, and make his ass leave. (Marker 7:40) Lt. Jackson asked again if this was in his presence or whether he heard this from other people. Officer ██████ was adamant Sgt. Garcia said this directly to him. He stated it occurred while seated in the EOC area. Officer ██████ himself and Sgt. Garcia were all talking about the shift bid when this occurred and Sgt. Garcia mentioned he was going to A-Swings, one of the officers, either himself or Officer ██████ said, even with ██████ there and Sgt. Garcia said he is taking that shift and if ██████ doesn't like it, he can leave. (Marker 8:20) Officer ██████ said, he calls Officer ██████ a piece of shit all the time, says he doesn't like him etc..(Marker 9:35) Lt. Jackson asked if anyone else was present and Officer ██████ said, he doesn't think so because he wouldn't talk like that in front of other people, he said he feels Sgt. Garcia is comfortable speaking like that in front of him and Officer ██████ because they have been around each other for so long. (Marker 10:40) Officer ██████ stated this isn't the first time, this occurs often and its consistently about ██████ he thinks he is a piece of shit , arrogant and he has never liked Officer ██████. Officer ██████ said this makes him feel like this is very hostile, (Marker 11:39) you have a sergeant who has a personal issue with an officer that's not even on his team and he is holding a grudge for whatever reason.

Lt Jackson asked why he hasn't come forward with this information and Officer ██████ said he is afraid of Sgt. Garcia. He said Sgt. Garcia is always looking to get him in trouble, and he feels he would use policies to get him in trouble. Officer ██████ said he was told by numerous cops to just do what Sgt. Garcia expects and keep his head down. Officer ██████ stated he feels like he has a target on his back with Sgt. Garcia and he literally has hated coming to work for the past seven months. Officer ██████ explained the level of emotional hostility Sgt. Garcia brings to work makes it feel hostile and unprofessional. Anything Sgt. Garcia perceives as wrong he will lay into you, he says Sgt. Garcia is so emotionally driven, he has never seen a supervisor like this before.

Officer ██████ went on to describe a 7-11 hold up alarm as being an example of Sgt. Garcia acting unprofessional. He said, yes, they made some mistakes but handled the call the best of their ability at the time.

After the call due to Sgt. Garcia not liking the tactics officers used, instead of doing a debrief at the station or somewhere private, Sgt. Garcia instead lays into the officers right in front of the 7-11 and it was embarrassing. Officer ██████ said, he actually tried to disagree with Sgt. Garcia and was told, I don't give a fuck what you disagree with, so Officer ██████ just shut down and took his, ass chewing. Officer ██████ said, this behavior has become common behavior almost daily. He said this has made him hate his job.

During the conversation, Officer ██████ said, the last time Sgt. Garcia was investigated he was given a class to take from command, he said, he walked by Sgt. Garcia's office and asked

what class he was taking and Sgt. Garcia said, some bullshit class for my IA. It seemed to Officer [REDACTED] that he didn't take it seriously and he was telling officers that it was a bullshit class.

Officer [REDACTED] stated he doesn't think these complaints would be taken seriously due to the last IA resulting in no punishment.

Lt. Jackson asked about his reports with Sgt. Garcia, Officer [REDACTED] said he has never seen reports being rejected for the most ridiculous things like he has seen with Sgt. Garcia. Officer [REDACTED] said, he waits for every report to be sent back, and he is more shocked when they don't get sent back. He feels like Sgt. Garcia will make up reasons to send back reports and doesn't always put a reason in the notes. After the report is sent back, Officer [REDACTED] must drive to the station and meet with Sgt. Garcia to ask why the report was rejected and take notes on what needs to be fixed as he stands at Sgt. Garcia's door. Officer [REDACTED] said he must re-write sentences due to Sgt. Garcia saying he doesn't like it. This has nothing to do with the elements of the crime, just the way a sentence sounds to Sgt. Garcia. Officer [REDACTED] said, Sgt. Garcia used to call his team in early to the EOC and go over the reports, he would never talk about Officer [REDACTED] reports only Officer [REDACTED] and Officer Hernandez.

Officer [REDACTED] said, it's a relief to finally be able to share all this, "shit". He went onto say, he thought maybe the co-respondent [REDACTED] may have heard some of these statements while in the EOC.

(BWC ACTIVATED)

Officer [REDACTED] interview

On 11/20/2025 at approximately 1752 hours, Lt. Jackson interviewed Officer [REDACTED] Prior to speaking with Officer [REDACTED] Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1754 hours.

During the interview with Officer [REDACTED] Lt. Jackson asked if he had heard any comments being made from Sgt. Garcia in reference to Officer [REDACTED] Officer [REDACTED] stated they were speaking about shift bids and Sgt. Garcia said he was going to bid A-Side swings. Someone mentioned Officer [REDACTED] bidding for that shift and Sgt. Garcia said he didn't care, he was going to do things the same way regardless of who is on his shift. (Marker 3:59) Lt. Jackson asked if that was all he said and Officer [REDACTED] said there may have been a time where Sgt. Garcia said [REDACTED] was a "piece of shit", (Marker 6:05) but he couldn't remember if that was over the trash thing.

Lt. Jackson asked if he ever heard Sgt. Garcia say he was going to push [REDACTED] out and he said, no but he did mention when Sgt. Garcia went from B-Side to A-Side a while ago, he (Sgt. Garcia) had heard that Officer [REDACTED] could be a bit troublesome and he said, he would get him

straightened out and make sure he would do things the right way (Marker 6:49). Officer [REDACTED] said he didn't say he was going to push him out just straighten him out, but this was a while back during the first IA case.

Officer [REDACTED] did state, a lot of this shit seems middle school to him and he "toons it out". Lt. Jackson asked who was present during the shift bid conversation and he stated just Sgt. Garcia, Officer [REDACTED] and himself. Officer [REDACTED] could not recall Officer [REDACTED] or the [REDACTED] being present.

(BWC ACTIVATED)

[REDACTED] Interview

On 12/04/2025 at approximately 1235 hours, Lt. Jackson spoke with [REDACTED] by phone in reference to [REDACTED] being mentioned as possibly being present during several conversations that allegedly took place in the EOC where Officer [REDACTED] was mentioned.

During the conversation, [REDACTED] stated [REDACTED] was present during several shift bid conversations with officers but usually [REDACTED] doesn't really pay attention to what is being said. When asked if she ever heard Officer [REDACTED] being mentioned, [REDACTED] stated all [REDACTED] had heard was there was some sort of issue in the [REDACTED] between Officer [REDACTED] and Sgt. Garcia and Sgt. Garcia had to move shifts because of it and there were some concerns about the two of them working together again. (Marker 3:35) Lt. Jackson asked if [REDACTED] heard anyone make derogatory statements about Officer [REDACTED] and [REDACTED] stated, no.

Lt. Jackson asked if there was anything else [REDACTED] would like to add and [REDACTED] stated, "I'm necessarily not hearing something doesn't mean it didn't happen, I just really try not to get involved in any of the stuff in the department." (Marker 5:53)

(BWC ACTIVATED)

Sgt. Garcia interview

On 12/11/2025 at approximately 1616 hours, Lt. Jackson interviewed Sgt. Garcia. Prior to speaking with Sgt. Garcia, Lt. Jackson read him his Garrity Advisement form which he subsequently signed at approximately 1617 hours. Also present during this interview was his attorney, Kodie Clinton with Front Line Law.

(Prior to the interview Lt. Jackson asked if anyone besides himself was recording the interview, Mrs. Clinton stated she would be recording the interview. Lt. Jackson advised her she would need to provide a copy of the recording so it could be added to the case. Mrs. Clinton stated she would provide a copy of the recording.)

During the interview with Sgt. Garcia, Lt. Jackson asked about a conversation that allegedly took place in the EOC area, on or around late October, early November in reference to shift bid.

Sgt. Garcia recalled having "multiple" conversations about shift bid. (Marker 3:54) When asked who has been present during these conversations, he related, Officer [REDACTED], Officer [REDACTED] and Officer [REDACTED]

Lt. Jackson asked Sgt. Garcia during any of these conversations, did you mention or anyone else mention Officer Ralph. Sgt. Garcia said, no then said, they brought him up. [REDACTED] brought up Officer [REDACTED] Lt. Jackson clarified, so he was brought up and Sgt. Garcia said, yes. (Marker 4:20) Lt. Jackson asked in what manner he was brought up and Sgt. Garcia said, they asked him what shift he was bidding and he stated A-Side swings and someone said, that's [REDACTED] team, Sgt. Garcia stated, he didn't care, his exact words might have been, I don't give a shit, he is there to work for better days off and he was going there for his family. Lt. Jackson asked if anyone mentioned you and him had problems before or anything like that and Sgt. Garcia nods, no.

Lt. Jackson asked Sgt. Garcia, during any of these conversations, did you ever call Officer [REDACTED] a piece of shit. Sgt. Garcia replied, "no", then said he doesn't talk stuff about Officer [REDACTED] other people talk stuff about Officer [REDACTED] (Marker 5:16) Lt. Jackson again asked, during any of those conversations, you never called him a piece of shit and again Sgt. Garcia said, no. Lt. Jackson asked if he ever said he would push him out of that shift and Sgt. Garcia states, no. He was then asked, has he ever mentioned [REDACTED] at all in any derogatory way and Sgt. Garcia says, no then said the only time he mentioned him was when he spoke with Sgt. [REDACTED] and Sgt. Ludwig when he asked what shift [REDACTED] and [REDACTED] were going to. (Marker 5:50) Sgt. Garcia said that was the only time he mentioned [REDACTED] in a conversation.

Lt. Jackson asked about another alleged conversation that took place by the roll call room with a newer officer, the officer was going from B-Side to A-Side, and you allegedly mentioned Officer [REDACTED] to him. Sgt. Garcia said, a newer officer and seemed confused, so Lt. Jackson clarified, Officer [REDACTED] Lt. Jackson asked if he recalled telling this officer to basically watch out for Officer [REDACTED] and called him (Officer [REDACTED]) lazy. Sgt. Garcia said, "no" (Marker 6:17) then went onto say, he doesn't talk about [REDACTED] he can't talk about [REDACTED] at all. Sgt. Garcia stated, other officers talk about [REDACTED] but he doesn't. Sgt. Garcia went onto say, his team, "knows [REDACTED]" and they say a lot of stuff about him in briefing. Lt. Jackson asked what they said and Sgt. Garcia replied, they call him lazy and he doesn't do anything, they say all sorts of stuff about him. (Marker 7:14) Sgt. Garcia was asked who says this about Officer [REDACTED] and he replied [REDACTED] Lt. Jackson asked if he (Sgt. Garcia) ever piles on when they are saying this stuff and he said, no. Sgt. Garcia said, the [REDACTED] was present when they were talking about it.

Lt. Jackson asked, so you as a supervisor let this happen in your briefings and allow them to call him a piece of shit and he stated, no but he just continued with his briefing, and the piece of shit stuff goes through out the department. (Marker 7:57) Lt. Jackson asked if he had anything else he would like to say and Sgt. Garcia stated, no. Mrs. Clinton asked for a break and if she could speak with him alone. Lt. Jackson stated yes and turned off his BWC and exited the room, this was at approximately 1624 hours.

After the break at approximately 1628 hours, Lt. Jackson turned on his BWC to continue the interview as Sgt. Garcia stated he had something to add. *(any Markers below are from interview #2)*

Sgt. Garcia stated he wanted to clarify whether the question being asked was since the last IA and has, he ever talked about [REDACTED]. Lt. Jackson replied, yes and Sgt. Garcia said, no I have not. Sgt. Garcia then said, in a lifetime have I talked about [REDACTED] is that another question? Lt. Jackson stated, he didn't ask that, but have you? Sgt. Garcia, says, I don't, but doesn't finish what he was saying, then says, throughout my time, it wasn't, I don't know *(Sgt. Garcia was looking around and not making much sense)* Then says, since his last IA he hasn't said anything about [REDACTED] (Marker 1:20) Lt. Jackson asked which IA due to there being several, he couldn't recall. Lt. Jackson then asked during any of the prior IA's did he recall ever saying anything derogatory about Officer [REDACTED] and Sgt. Garcia said, no, as a supervisor he can't. (Marker 2:56)

(BWC ACTIVATED)

Conclusion:

The focus of this investigation was to determine if Sgt. Garcia was making statements to subordinates about pushing Officer [REDACTED] out of the Sheridan Police Department thus creating a hostile work environment.

Officer [REDACTED] went to Human Resources and alleged that Sgt. Garcia is attempting to "push him out" of Sheridan Police Department. Officer [REDACTED] provided text messages he had received from Officer [REDACTED] stating this was his intention.

Lt. Jackson interviewed several officers in reference to this case and learned that three officers had heard Sgt. Garcia mentioning Officer [REDACTED] in a derogatory manner.

Officer [REDACTED] was interviewed on 11/19/2025 and during this interview he mentioned Sgt. Garcia had spoken to him in the hallway near the rollcall room. During this conversation Officer [REDACTED] said Sgt. Garcia told him that Officer [REDACTED] was lazy and all he wanted to do was traffic. (Marker 29:37)

Officer ██████ was interviewed on 11/20/2025. During his interview Officer ██████ stated he heard Sgt. Garcia call Officer ██████ a "piece of shit" among other things. Officer ██████ said this occurs all the time. (Marker 9:35)

Officer ██████ was interviewed on 11/20/2025 and stated he heard Sgt. Garcia call Officer ██████ "piece of shit" but couldn't recall if it was from his prior IA. (Marker 6:05)

Sgt. ██████ was interviewed on 12/11/2025 and denied ever saying anything about Officer Ralph. Sgt. Garcia was asked directly if he ever called Officer ██████ a "piece of shit." Sgt. Garcia denied calling him a piece of shit. (Marker 5:16)

Sgt. Garcia was asked about the conversation with Officer ██████ and if he (Sgt. Garcia) called Officer ██████ "lazy", Sgt. Garcia denied this being said as well. (Marker 6:17)

Policy Considerations:

Sheridan PD Policy Manual

319.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Sheridan Police Department and are expected of all department members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions, but they do identify many of the important matters concerning member conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual as well as any additional guidance on conduct that may be disseminated by this department or a member's supervisors.

319.2 POLICY

The continued employment or appointment of every member of the Sheridan Police Department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

319.3.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

(d) The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purposes.

319.5.8 PERFORMANCE

(c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.

(d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this department or its members

(e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency and discipline of this department or that would tend to discredit any of its members.

(i) Any act on- or off-duty that brings discredit to this department.

319.5.9 CONDUCT

(f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the city.

(h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

City of Sheridan, Colorado

Employee Handbook

Effective: July 22, 2024

Section II – Introduction

B. EQUAL EMPLOYMENT OPPORTUNITY AND HARASSMENT

The City strives to maintain a work environment free of harassment. In doing so, the City prohibits harassment. Harassment includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Section IV – Employee Conduct

I. CONFLICT OF INTEREST

All employees are expected to carry out their responsibilities in the best interest of the City to represent the City in a positive manner, and to behave courteously and respectfully to members of the public and each other.

