



223 1ST Street
EATON, CO 80615
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NOTIFICATION OF TERMINATION

To: Susan Daigle
[REDACTED]

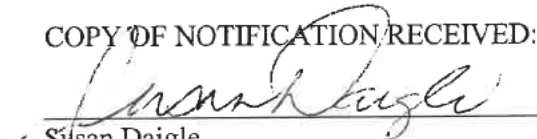
On 11/15/2012, you were employed by the Town of Eaton ("Town") as a police officer for the Eaton Police Department. On October 27, 2021, you were placed on administrative leave pending an investigation involving your alleged failure to disclose evidence related to a traffic citation. The results of the investigation substantiated the allegation. In addition to the current infraction, you have previously been subject to several substantiated policy violations and disciplinary proceedings.

For those reasons and because, pursuant to Colorado law and the Town of Eaton Employee Handbook, employment with the Town is at-will and the Town retains the right to terminate your employment at any time, notice is hereby provided that your employment with the Town is terminated effective on this date.

In your next paycheck, you will receive your regular pay through today's date as well as payment for your accrued vacation. Your life insurance, dental insurance, long term disability insurance and health insurance have been paid until 10/31, 2021. You may coordinate the COBRA benefits with the Town of Eaton's broker, Northern Colorado Insurance Benefits at (970) 475-1400. Your retirement can be discussed by contacting One America at 1-800-249-6269.

Done and dated this 27th day of October, 2021.

COPY OF NOTIFICATION RECEIVED:


Susan Daigle

Date: 10.27.2021

APPROVED:


Wesley LaVanchy, Interim Town Administrator


Kevin Sturch, Chief of Police

**MEMO
TOWN OF EATON
POLICE DEPARTMENT**

**To: IA 21-04
From: Chief Kevin Sturch
Date: 10/27/2021
RE: IA 21-04 Susan Daigle**

On 10/26/2021 it was brought to my attention that Officer Daigle may not have put statements into a case file. Lt. Suter states to me that a report was completed for a traffic accident. The party requesting the report asked about witness statements being provided as her request. Lt. Suter says the statements were not in the file. I did know that Officer Daigle did take witness statements in this case due to reviewing the video several weeks ago after a complaint was called in due to how Officer Daigle handled the accident.

Officer Daigle did respond to the PD to locate the statements. Due to her lack of organization and many other incidents I did make the decision to relieve her from her role as SVU detective. As I

was speaking to Officer Daigle, I observed she had statements in her hand. I asked her about them, and she states that she had lost one of the 3 so she decided not to put any of them in the file. I explained to her with holding documents from a case file intentionally was a Brady violation and she states that she never puts statements with accidents. I moved on as I knew I would be having the Lt. open an IA investigation.

On 10/27/2021 Officer Daigle was put on paid administrative leave after her interview with Lt. Suter. She did hand over her badge, ID, Gun and Dept ammo.

On 10/27/2021 I received the IA investigation. Lt. Suter Reports that Officer Daigle arrived at approx. 0958 hrs and an interview took place between him and Officer Daigle. Officer Daigle admitted that she lost the statement from the uninvolved party and thought since she lost one of the statements none of them should be included in the case file. Officer Daigle stated that she did

initiate the review for the case to be dismissed by Avi.

Lt. Suter did discuss this with the 19th Judicial District Attorney's Office and they to viewed the actions of Officer Daigle to rise to the degree of a Brady violation and as such actions of deception would be available to the defense in criminal cases by omission.

After reviewing this IA, I a agree with the substantiation of the policy violations and the Brady violation accused in this incident. Officer Daigle knowing left pertinent witness statements out of a case file. These statements could have changed the outcome of the review to dismiss. It is clear that Officer Daigle intentionally kept evidence out of a case file and this is a violation of Brady and as such has to be reported to the District Attorney and the P.O.S.T Board. Officers who are connected to a "Brady" letter can not be credible witnesses in a criminal proceeding where their testimony can be imperative to the prosecution of a case. Due to this and the

extensive disciplinary record of Officer Daigle, I do believe it is the best interest of the Eaton Police Department and the Town of Eaton, to terminate Officer Daigle's employment. Furthermore, I believe keeping Officer Daigle employed would create a hardship between the goals of the Eaton Police Department and the citizens of the town, if such information was discovered. Acts of deception no matter how minor can not be tolerated in the capacity of a Police Officer as it sheds undo darkness on those who serve with integrity.

The allegations of this IA have been substantiated.

See Lt. Suters IA REPORTS.


Chief Kevin Sturch