



# Memorandum

**To:** Chief Dave Hayes  
**From:** Deputy Chief Jeff Fisher  
**Date:** October 10, 2022  
**Re:** Professional Standards Investigation Report, Class 1 Professional Standards Investigation 22-2

## Introduction

Initial Date: September 21, 2022

Initial Source of Complaint: [REDACTED]

Witnesses: [REDACTED], [REDACTED], [REDACTED]  
[REDACTED], [REDACTED].

Subject: Corporal Thomas Thayer

Assigned Investigator: Deputy Chief Jeff Fisher

## Synopsis

This investigation was initiated after [REDACTED] received a dispatched citizen complaint from [REDACTED], who reported a Louisville Police Officer was stalking his friend and neighbor, [REDACTED]. [REDACTED] contacted [REDACTED] who reported Corporal Thayer repeatedly texted and phoned her after she was involved in a traffic crash on Sunday September 18, 2022. [REDACTED] reported it was clear to her Corporal Thayer was attempting to initiate an intimate relationship with her. [REDACTED] reported all of Corporal Thayer's contact with her was when he was on-duty and in uniform.

### Summary

The possible policy violation(s) under investigation are:

Policy 319 *Standards of Conduct*

### Investigative Report:

On Wednesday September 21, 2022, ██████████ met with me and told me a female citizen contacted ██████████ and initiated a complaint against Corporal Thomas Thayer. ██████████ and I met with ██████████ who related ██████████ contacted him via Boulder Communications and wished to report Corporal Thomas Thayer was harassing her.

██████████ said ██████████ reported she was in a traffic crash in Louisville on Sunday September 18, 2022 and ██████████ and Corporal Thayer investigated the crash. ██████████ reported ██████████ was very professional and had no concern with his conduct; her concerns were only pertaining to Corporal Thayer. Her initial report was that Corporal Thayer repeatedly called her, texted her, and parked outside her apartment complex while he was on duty, in uniform in a Louisville Police vehicle.

### ██████████ Interview (SEP 21 2022)

I interviewed ██████████ at Louisville Police Department on Wednesday September 21, 2022 after speaking with ██████████ and ██████████. I recorded the interview and a copy of the recording is attached as Exhibit A.

In response to my questions, ██████████ related the following:

- She was involved in a traffic crash on September 18. ██████████ investigated the accident and Corporal Thayer arrived on scene to assist. ██████████ told Corporal Thayer he could handle it and he (Corporal Thayer) could clear the scene.
- Corporal Thayer drove by ██████████ residence after the crash and told her he just wanted to make sure she was ok, and then told her to have a great day and smiled and winked at her.
- The following morning (Monday September 19, 2022) Corporal Thayer called her and said, 'Hey, this is the officer from your accident. I just wanted to check in to see how you were doing.' ██████████ told Corporal Thayer she was working with her insurance company to get her car repaired and she was fine. Corporal Thayer then stated, "I don't mean to be too bold or anything, but I

think you're really, really pretty and I want to get to know you better." [REDACTED] responded, 'Yeah, sure' and then Corporal Thayer asked her if he could stop by her house later and hang out for a little bit. [REDACTED] told Corporal Thayer he could come by, but could not come up to her apartment as she has a baby and did not want someone she did not know in her apartment.

- [REDACTED] said later in the day on Monday September 19, 2022, Corporal Thayer texted her and asked, "Hey, I have some time are you free?" [REDACTED] said she thought Corporal Thayer was cute and it was 'totally cool at first'. She said Corporal Thayer stopped by her apartment complex and again asked if he could come upstairs into her apartment. [REDACTED] said she told Corporal Thayer her dad was there and he could not come up. [REDACTED] related her dad was not there, but she was not comfortable with Corporal Thayer coming up to her apartment. [REDACTED] met with Corporal Thayer in the apartment parking lot to speak with him.
- [REDACTED] said Corporal Thayer told her, "How are you? You're looking really good right now. I couldn't help but stare at your ass yesterday; it looked really nice in your shorts." [REDACTED] said she thanked him for the compliment although she found it awkward. [REDACTED] said Corporal Thayer then stated, "Well, I should probably go. It looks kind of weird for me to be in my squad car and just stopping by to talk to you." [REDACTED] said she confirmed it looked weird, and then Corporal Thayer told her he would text her later and left.
  - I confirmed with [REDACTED] that Corporal Thayer was in his uniform, in his squad car during the interaction.
- [REDACTED] said after Corporal Thayer left, he either called or texted her and said, "The whole time you were sitting there I couldn't stop thinking about ripping that tiny little red shirt off of you."
- Corporal Thayer then told her he would text her the next day. [REDACTED] asked him why he didn't just give her his Snapchat contact and he said he did not have a Snapchat.
- [REDACTED] said on Tuesday September 20, 2022 Corporal Thayer didn't text her all day, but drove past her apartment approximately 3 times. [REDACTED] described his driving as "slowly creeping up". [REDACTED] said she saw him twice, and her neighbor, [REDACTED], saw him once. [REDACTED] said Corporal Thayer then parked and would just watch her house. [REDACTED] said when she walked outside then Corporal Thayer would drive away.
- [REDACTED] said Corporal Thayer texted her on Tuesday and said he got off early and had some time. [REDACTED] said she lied and said she was not at

home, because she found Corporal Thayer's behavior weird and felt he was stalking her house.

- ██████████ related on the same morning of our interview (Wednesday September 21, 2022), Corporal Thayer was parked outside of her house for approximately 20 minutes. ██████████ neighbor, ██████████, alerted her to the fact Corporal Thayer was watching her from his squad car. Corporal Thayer left and drove by again. At that point, ██████████ phoned ██████████ to complain about Corporal Thayer's behavior. She said Corporal Thayer then drove by her house again.
- ██████████ said she 'flirted back' with Corporal Thayer and it was an "ok thing" until he started stalking her house and being really aggressive.

In response to further questions, ██████████ said Corporal Thayer did not ask her for her phone number and she did not offer it to him. She said she did not know how Corporal Thayer got her number, but suspected he got it from the case file. ██████████ then remembered that when she spoke with Corporal Thayer on the phone on Monday (September 19) he said, "We should probably keep this on the DL because, you know, as a cop I'm not really supposed to be calling a girl we just gave a ticket to."

██████████ said the only conversation she had with Corporal Thayer at the accident scene was about what she should do about her car, her insurance, etc. She said that interaction was fine; it was when he drove by her residence 15 minutes after the crash she thought it was strange.

██████████ said she never met Corporal Thayer before the crash. ██████████ said there was never any physical contact between them and Corporal Thayer did not touch her, other than shaking her hand at the crash scene. ██████████ related Corporal Thayer was never inside her apartment and she only spoke with him by phone or in the parking lot. ██████████ said Corporal Thayer told her he called her from his work phone. She said he called her a total of 5 times.

Toward the conclusion of the interview, ██████████ remember Corporal Thayer also told her he could only call her or see her on 'work schedule'. She asked him why only at work and what he wanted 'from this'. Corporal Thayer told her, "Well, as much as just hooking up and having sex would be fun, I can only imagine fucking you, but I'm not really in a place right now to have a relationship." ██████████ said that after she started to ignore Corporal Thayer, this was when he started going crazy and "stalking her" and calling her.

██████████ related her friend, ██████████, witnessed some of Corporal Thayer's behavior and he would be willing to speak with me. ██████████ provided ██████████ contact information and I conducted a phone interview with him.

Interview (SEP 22 2022)

On Thursday September 22, 2022, I spoke with [REDACTED] neighbor, [REDACTED], by telephone. I recorded the interview and a copy of the recording is attached as Exhibit B.

In response to my questions, [REDACTED] related he saw Corporal Thayer was flirting with [REDACTED] at the accident scene. [REDACTED] said [REDACTED] spoke with him after Corporal Thayer stopped at the apartment complex and spoke with her in the parking lot. [REDACTED] said [REDACTED] told him she thought it was strange that Corporal Thayer removed his nametag from his uniform when he spoke with her, and told her he could only see her when he was 'on shift'. [REDACTED] related it was clear to him that Corporal Thayer had a wife and he was "playing shady shit."

[REDACTED] said he saw Corporal Thayer park on the street and watch [REDACTED] apartment. [REDACTED] said he saw Corporal Thayer drive past her apartment "multiple, multiple times a day" and referred to the activity as "stalker-type stuff". [REDACTED] said he never spoke with Corporal Thayer and did not know his name, but said he was in squad car #80, which is Corporal Thayer's assigned squad car. I also reviewed Corporal Thayer's daily field activity reports for September 18, 2022 and September 19, 2022. Both reports indicate Corporal Thayer was driving unit 2180 on those days. The daily field activity reports are attached as Exhibit C.

[REDACTED] said he saw Corporal Thayer drive past [REDACTED] apartment 3 times and saw him park on the street nearby while he called her. [REDACTED] said he saw Corporal Thayer speaking with [REDACTED] in the parking lot of the complex while he was in uniform in squad car 80 (2180).

Interview (SEP 26 2022)

I interviewed [REDACTED] in my office on Monday September 26, 2022. I recorded the interview with a digital recorder. A recording of the interview is attached as Exhibit D.

In response to my questions, [REDACTED] related he was the primary investigator for the crash involving [REDACTED] on September 18, 2022. [REDACTED] said Corporal Thayer arrived at the crash scene on his own volition and offered to assist. [REDACTED] related he did not need any assistance and Corporal Thayer really didn't take any official action at the scene.

I asked [REDACTED] if Corporal Thayer asked or obtained any personal identifying information from anyone at the scene. [REDACTED] said he did not. [REDACTED] also related he did not give Corporal Thayer any personal identifying information from anyone at the scene. [REDACTED] told me Corporal Thayer was

standing near him, [REDACTED] and [REDACTED] father at the scene while he was collecting personal identifying information from them, and it is possible Corporal Thayer overheard them providing the information. [REDACTED] could not remember anything else remarkable about Corporal Thayer's actions at the crash scene.

Text Messages Provided by [REDACTED]

[REDACTED] obtained 5 text messages from [REDACTED], which she said, were communications between Corporal Thayer and her. Printouts of the text messages are attached as Exhibit E. The text messages read as follows:

1) From [REDACTED] to [REDACTED]: "I was flirty back a little, but everyone told me if I turn this guy down he might retaliate some way with his power of being a police officer, and I kinda thought he was cute but then he started being weird on the phone like telling me he couldn't wait to rip my little red shirt off and weird things like that and then he started to constantly driving by my house and that's when it started getting weird and uncomfortable and I want it to stop".

2) Text 2:

Thayer: "Hey what's going on"

[REDACTED]: "I'm just feeding my son right now, what are u doing? You caught me off guard this morning lol but I'm glad u called"

Thayer: "I'm eating lunch too. Yeah so am I haha very glad"

[REDACTED]: "I'm super curious, how old are u lol? & what's your snapchat if u have one"

Thayer: "No I don't have one sorry but I'm 29 why"

[REDACTED]: "Oh nice I was just wondering, I'm 22! What's your name? I'm sorry you might have told me but I can't remember! Lol"

3) Text 3:

Thayer: "Hey I have a bit what about you"

[REDACTED]: "Yes I do' !\*"

Thayer: "Should I head over then"

[REDACTED]: "Text me when ur here and I'll come down"

Thayer: "Can I come up"

██████████: "I have my dad here rn :/ next time tho!"

Thayer: "Dang okay well I'm here"

██████████: "Okay I'm coming!"

Thayer: "Can I call here in a bit"

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4) Text 4 (continuation of text 3):

Thayer: ""Hey what are you doing"

██████████: "I'm in Longmont rn wyd"

Thayer: "Got off early wanted to see if you were free but it's all good"

Thayer Work Cell Phone Records

Corporal Thayer was directed to turn in his work cell phone and body worn camera when he was placed on administrative leave. I examined Corporal Thayer's call and text history, which revealed the following:

- 1) One outgoing telephone call to phone number ██████████ (a number I verified was ██████████ when I interviewed her) labeled as "██████████" in Corporal Thayer's phone. The phone call was made on Monday September 19, 2022 at 10:05 a.m. and was 2 minutes in duration.

There were no other phone calls made to, or received by, "██████████" in Corporal Thayer's call history.

There were no text messages to or from "██████████" in Corporal Thayer's phone; however, I found a text message in his text history to a contact labeled "██████████" on September 13, 2022. This text message read, "It's all good haha I don't blame you."

On Wednesday September 19, 2022, it appears Corporal Thayer reset his login passcodes for both the Lumen and Accurint law enforcement databases, as there were text messages regarding one-time PINs and login passcode for each database listed in his text history.

I asked ██████████ to conduct an audit of Corporal Thayer's use of the Lumen and Accurint databases. The audit did not reveal any searches related to ██████████. ██████████ report is attached as Exhibit F.

I took screenshots of the above listed call and text histories from Corporal Thayer's work cell phone. They are attached as Exhibit G.

Availweb GPS Records for Unit 2180

I asked [REDACTED] to conduct a query of Corporal Thayer's car GPS location records from September 18, 2022 to September 21, 2022. The query revealed Corporal Thayer's car was present on, or in the immediate vicinity of, [REDACTED] apartment numerous times during this date range. Printouts of the GPS query are attached as Exhibit H.

On October 3, 2022, I conducted an administrative interview with Corporal Thayer at Louisville Police Department. I permitted Corporal Thayer's attorney, Mike Freeman of Freeman & Weaver, P.C., to attend the interview via phone at his request. I recorded the interview and advised both Corporal Thayer and Mr. Freeman I was recording it. I read Corporal Thayer a Garrity Advisement prior to questioning him. A recording of the interview is attached to this report as Exhibit I.

In response to my questions, Corporal Thayer related the following:

- Corporal Thayer acknowledged he assisted [REDACTED] with traffic control at the crash in which [REDACTED] was involved.
- Corporal Thayer said he was driving unit 2180 that day and all that week.
- Corporal Thayer said he did not collect any personal identifying information from anyone at the crash scene.
- Corporal Thayer admitted he stopped and talked with [REDACTED] in the parking lot of her apartment complex after the crash, and then had telephone and text conversations with her on his work cell phone throughout the week after the crash investigation.
- Corporal Thayer said he obtained [REDACTED] phone number first by 'hearing part of it' when [REDACTED] obtained her contact information during his investigation at the scene of the crash. Corporal Thayer told me he "double checked" [REDACTED] phone number in the Louisville Police records management system (Tyler RMS) which is how he got her phone number.

Corporal Thayer denied utilizing any other law enforcement databases to research [REDACTED]. He admitted he 'may have' changed his login and password information for both Lumen and Accurint during the same week in question; however, he said this was because they expired when he was out on FMLA and he needed to reset them.

- Corporal Thayer admitted he phoned and texted [REDACTED] while on duty and asked if he could stop by her residence. Corporal Thayer admitted he stopped to talk with [REDACTED] one time, and made a statement to [REDACTED] to the effect of, "We should probably keep this on the DL because, you know, as a cop I'm not really supposed to be calling a girl we just gave a ticket to."
- Corporal Thayer admitted he drove past [REDACTED] apartment a number of times and clarified it is a street he regularly travels while on patrol. He admitted he parked on the street to watch one time and talked with her, and denied ever removing his nametag from his uniform. Corporal Thayer admitted he did not notify Communications he was stopping to talk with [REDACTED] and did not note the stop on his D.F.A.R.
- Corporal Thayer admitted he made a statement to [REDACTED] to the effect of, "Well, I should probably go. It looks kind of weird for me to be in my squad car and just stopping by to talk to you."
- Corporal Thayer said he did not remember making a statement to [REDACTED] to the effect of, "You're looking really good right now. I couldn't help but stare at your ass yesterday; it looked really nice in your shorts."
- Corporal Thayer denied making a statement to [REDACTED] to the effect of, "The whole time you were sitting there I couldn't stop thinking about ripping that little red shirt off of you."
- When I asked Corporal Thayer if he made a statement to [REDACTED] to the effect of, "As much as hooking up and having sex would be fun – I can only imagine fucking you – I'm not really in a place right now to have a relationship", he said he did not know if he made that statement.
- Corporal Thayer admitted texting [REDACTED] and speaking with her several times throughout the week in question, and admitted he deleted the phone conversation history and text messages from his work cell phone.
- When I asked Corporal Thayer if he had a similar relationship with a woman in his phone whose contact is saved as "[REDACTED]" he said he did not. Corporal Thayer said "[REDACTED]" was a witness in a stabbing and said, "That one was professional – nothing like this."

### Evidence

The evidence in this matter is outlined in the investigative report, and attached as the below listed exhibits.

**Exhibits**

- A) 9/21/2022 recording of interview with [REDACTED]
- B) 9/22/2022 recording of interview with [REDACTED]
- C) Copies of Corporal Thayer’s DFARs from 9/18/2022 and 9/19/2022
- D) 09/26/2022 recording of interview with [REDACTED]
- E) Printouts of text messages between Corporal Thayer and [REDACTED]
- F) Audit report of Corporal Thayer’s Lumen and Accurint usage
- G) Printouts of screenshots of text and call history from Corporal Thayer’s work cell phone.
- H) Availweb printouts of GPS vehicle location records for Unit 2180 (Thayer’s vehicle) from 09/18/22 through 09/21/22.
- I) 10/3/2022 recording of interview with Corporal Thayer.

**Supplemental Documents**

- 1) Email from Corporal Thayer’s attorney. Received October 4, 2022.
- 2) CCIC QQ History re: [REDACTED]
- 3) Louisville Crash Report 22-1646

**Conclusion**

The supervisors in Corporal Thayer’s chain of command reviewed this report and provided the following disposition and action recommendations:

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**Suggested disposition:** Sustained (at fault) for violating Policy 319 Standards of Conduct

**319.5.2 ETHICS**

b. The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.

and

g. Any other failure to abide by the standards of ethical conduct.

-Cpl. Thayer used department resources/information for personal gain to contact [REDACTED] and thus failed to abide by the standards of ethical conduct expected from a Louisville Police Department member.

**319.5.4 RELATIONSHIPS**

c. Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.

-After assisting with a traffic investigation, Cpl. Thayer attempted to establish an inappropriate relationship with the involved party and continued to do so until his behavior was reported. This all occurred while driving a marked Louisville Police Department patrol vehicle and while in uniform.

#### 319.5.6 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

c. The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this department for personal or financial gain or without the express authorization of the Chief of Police or the authorized designee.

-Cpl. Thayer accessed department information (Tyler RMS) to begin or attempt to begin an inappropriate relationship with an involved party of an investigation.

#### 319.5.8 PERFORMANCE

b. The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.

-Knowing that his actions would be viewed in a negative light, Cpl. Thayer deleted his call and text log from a department issued cell phone. If his phone calls or text messages were work related this would not have happened.

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

-Attempting to initiate an intimate relationship while on duty and in uniform brings discredit to this department and its members.

#### 319.5.9 CONDUCT

c. Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.

-Obtaining personal contact information while on duty as a patrol officer is unreasonable and unbecoming of a Louisville Police Officer especially a Corporal.

g. Use of obscene, indecent, profane or derogatory language while on-duty or in uniform.

-According to [REDACTED], Cpl. Thayer used vulgar words and descriptions of what he would like to do to her while he was on duty and in uniform.

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

-In totality Cpl. Thayer's behavior while attempting to initiate a relationship with [REDACTED] is disgraceful conduct especially since it was conducted while on duty.

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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.

-The actions that Cpl. Thayer took during this brief relationship reflects unfavorably upon this department and its members.

#### Oath of Office and Canons of Ethics

STANDARD 2.4 Law enforcement officers shall follow the principles of integrity, fairness, and impartiality in connection with their duties.

STANDARD 4.4 Law enforcement officers shall maintain a level of conduct in their personal and business affairs in keeping with the high standard of the peace officer profession. Officers shall not participate in any incident involving moral turpitude.

STANDARD 4.9 Law enforcement officers shall at all times conduct themselves in a manner which does not discredit the law enforcement officer profession or their employing agency.

STANDARD 6.3 Law enforcement officers shall conduct themselves so as to set exemplary standards of performance for all law enforcement personnel.

STANDARD 9.4 Law enforcement officers shall neither disclose nor use for their personal interest any confidential information acquired by them in the course of their official duties.

-Cpl. Thayer utilized his position with this department for personal gain. Several Oath of Office and Canons of Ethics violations occurred during this brief period. His actions during this time failed to represent our law enforcement profession.

Suggested action to be taken:

It is concerning that this attempt at an intimate relationship occurred in such a short period of time. Also a concern for our department is if this has happened in the past or will continue to happen. It is odd that two female names associated with different investigations would be saved on his work cell phone unless Cpl. Thayer was continually contacting these people. Cpl. Thayer's actions are not consistent with the values and mission of the Louisville Police Department. Initially [REDACTED] was a willing participant however when she attempted to cease the communication she described Cpl. Thayer's behavior as, "Started going crazy and stalking her and calling her" which is also a concern.

These actions by Cpl. Thayer are a clear violation of policy and all of the violations occurred while he was on duty and in a police uniform.

Cpl. Thayer should be suspended (un-paid) for a period of time, demoted from the rank of Corporal and be placed on a yearlong Performance Improvement Plan for his actions.

\_\_\_\_\_  
Sergeant

10-05-2022  
\_\_\_\_\_  
Date

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Suggested disposition: SUSTAINED

Suggested action to be taken: Employment Termination

It is clear that Cpl Thayer came in contact with [REDACTED] while on-duty in his official capacity during a traffic crash investigation. It is clear that Cpl Thayer initiated contact with [REDACTED] to pursue a personal and intimate relationship after the conclusion of the traffic crash investigation. It is clear that Cpl Thayer accessed a law enforcement data base to gain [REDACTED] phone number in furtherance of the relationship. It is also clear that Cpl Thayer acted with full knowledge that his conduct was in direct conflict with department policy with his admission of "We should probably keep this on the DL because, you know, as a cop I'm not really supposed to be calling a girl we just gave a ticket to."; his use of department issued cell phone, his access to Tyler RMS, his actions were confined to on-duty time; and his act of deleting text threads and phone call history from his department issued phone.

I am concerned that Cpl Thayer doesn't remember conversations from just days before as he is a trained and tenured officer whose duties require recall of facts and statements.

Cpl Thayer's reputation and integrity, and by extension the reputation and integrity of the Louisville Police Department has been compromised by Cpl Thayer's conduct. The Louisville Police Mission Statement and Values demand and required its' member to act in a manner that their conduct is beyond reproach. The damage to the public's trust in its' police department that this type of behavior creates cannot be understated or tolerated.

[Redacted Signature]

October 10, 2022  
Date

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Suggested dispositions:

SUSTAINED Violation of Policy 319 Standards of Conduct  
SUSTAINED Violation of Policy 805.4 Access to Protected Information  
SUSTAINED Violations of the following Department Rules:

- Rule 5: Police Authority and Public Trust
- Rule 8: Conduct
- Rule 10: Security of Police Information

I find there is a preponderance of evidence to suggest Corporal Thayer intentionally accessed the Louisville Police Department's records management system to obtain the personal identifying information (telephone number and address) of a community member ([Redacted]), with whom he had no prior introduction or relationship, in order to initiate an intimate/personal relationship with her. Corporal Thayer utilized his position as a sworn police officer and acted while on-duty, in his official capacity, to access this information in violation of Department policy.

I find there is a preponderance of evidence to indicate that while on duty, in uniform, in a marked Louisville Police car, Corporal Thayer used his Department-issued cell phone to engage in personal phone calls and text messages with [Redacted]. Moreover, on at least one occasion, Corporal Thayer met with [Redacted] while on duty and in uniform in the parking lot of [Redacted] residence. All of this conduct was in furtherance of establishing a personal/intimate relationship with her and not connected with his official duties in any way. I also find one could construe this behavior to constitute harassment and/or stalking.

I find there is a preponderance of evidence to indicate Corporal Thayer made the following statements – or statements to their effect – to [Redacted]:

- 1) "We should probably keep this on the DL because, you know, as a cop I'm not really supposed to be calling a girl we just gave a ticket to."
- 2) "Well, I should probably go. It looks kind of weird for me to be in my squad car and just stopping by to talk to you."
- 3) "You're looking really good right now. I couldn't help but stare at your ass yesterday; it looked really nice in your shorts."

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- 4) "The whole time you were sitting there I couldn't stop thinking about ripping that little red shirt off of you."
- 5) "As much as hooking up and having sex would be fun – I can only imagine fucking you – I'm not really in a place right now to have a relationship."

I find there is a preponderance of evidence to suggest Corporal Thayer knowingly and intentionally deleted text messages and telephone call history between [REDACTED] and him from his work cell phone, in order to conceal the nature of these conversations as well as their existence.

In an email to me, Corporal Thayer's attorney, Mike Freeman, offered the following information:

*"It would appear to me the policy which most closely fits this situation is Chapter 319.5.4 - Relationships. Subsection (c) of that chapter states: "Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact."*

*In looking at Thomas' conduct, he was clearly attempting to establish a relationship which would have violated this policy, and had it not come to your attention he likely would have done so very soon."*

I concur with Mr. Freeman, and find there is a preponderance of evidence to suggest Corporal Thayer intentionally violated Policy 319 Standards of Conduct, in addition to Policy 805 Access to Protected information, as well as three Louisville Police Department Rules.

I find Corporal Thayer's actions in this matter not only violated Department policies and rules, but are offensive, egregious and shocking. Corporal Thayer demonstrated an alarming boldness in his pursuit of [REDACTED]. I find Corporal Thayer's intentional actions discredited and undermined his credibility and integrity, the Louisville Police Department's credibility and integrity, as well as the credibility and integrity of the Law Enforcement profession. I believe the facts of this incident

indicate Corporal Thayer's actions are not consistent with the Louisville Police Department's Mission Statement, Values, Rules, Policies and Procedures.

Suggested action to be taken: Termination of Employment

Jeff Fisher  
Deputy Chief

October 10, 2022  
Date

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Disposition:

Action to be taken:

\_\_\_\_\_  
Chief of Police

\_\_\_\_\_  
Date