SHERIFF
ADAMS COUNTY
SHERIFF GENE R. CLAPS

MEMORANDUM

TO: **Division Chief**

FROM: **Commander Timothy Jungclaus**

DATE: **June 1, 2026**

SUBJ: **Executive Summary IA2026-0014**

LOCATION OF OCCURRENCE: 23600 East 128th Ave., Brighton CO, 80601

DATE OF OCCURRENCE: April 10, 2026

EMPLOYEE(S) INVOLVED: Sergeant Wilfred, Europe, [redacted]

EMPLOYEE(S) SUPERVISOR: Sergeant Cano, Commander Moore, Sergeant Dumar

BACKGROUND:

On Friday, April 10th, 2026, the FLATROCK Regional Training Center's POST Academy was conducting a review and test out of written and practical exams for Class 42's arrest control program in the Defensive Tactics building. At approximately 0730 hours, with several witnesses present, [redacted] reached into the desk cabinet of [redacted] retrieved a bottle of whiskey that had been given to [redacted] by a previous class of trainees. He unwrapped the unopened bottle, placed it to his lips an "took a taste" of the liquor. He did this without the permission of [redacted]

This act was witnessed by [redacted] and [redacted] Neither party did anything about this. In the afternoon, [redacted] witnessed [redacted] take a drink of the whiskey, who then reported it to [redacted] Sergeant Europe was also instructing that day but was unaware of the issue at that time.

At the end of the day in the Defensive Tactics building office, both Sergeant Europe and [redacted] witnessed [redacted] with a Styrofoam coffee cup containing [redacted] whiskey. [redacted] poured soda into the cup in an attempt to "water down" the alcohol. Sergeant Europe took the cup from [redacted] drank it, and threw the cup away. He told [redacted] to go home as it was the end of the day. [redacted] then poured himself another drink, which [redacted] again placed soda pop into, and [redacted] drank it. These events occurred on Adams County Sheriff's

Office property, in training instructor uniforms, during a time when they were still being paid prior to the end of their shifts.

At that time [redacted] observed [redacted] with the cup of whiskey and decided it was time for him to confront [redacted] about the issue. He went to the bathroom and when he returned, [redacted] no longer had the cup of whiskey in his possession. He did confront [redacted] about the whiskey. [redacted] then proceeded to tell him about matters that he had been experiencing at home and the fact that he had a drinking problem.

On Monday 4/13/2026, [redacted] informed his supervisor about the events of the previous Friday as his supervisor had not been working on that day. This complaint was initiated as a result.

SUBJECT: [redacted]

ALLEGATION #1:
201.2.19 PRESENCE OF ALCOHOL AND DRUGS

Sheriff's employees shall not store or bring into any Sheriff's Office facility or vehicle used for law enforcement purposes, alcoholic beverages, controlled substances, narcotics or hallucinogens except when such substances are held and processed under established procedures as evidence, found property, property for safekeeping or seized as contraband or for destruction. (Possession or use of any alcoholic beverages, controlled substances, narcotics or hallucinogens during the course of law enforcement duties must be specifically approved.)

SUBJECT: [redacted]

ALLEGATION #1
201.2.58 UNSATISFACTORY PERFORMANCE

Sheriff's employees shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. They shall perform their duties in a manner that will maintain the highest standards of efficiency in carrying out the functions and objectives of the Sheriff. Unsatisfactory performance may include, but is not limited to:

- A lack of knowledge of the application of laws required to be enforced
- An unwillingness or inability to perform assigned tasks
- Excessive use of sick leave
- The failure to conform to work standards or performance standards established for the employee's rank, grade or position
- The failure to take appropriate action on the occasion of a crime, disorder or other condition deserving law enforcement attention
- Absence without leave.

In addition to other indications of unsatisfactory performance, the following will be considered "prima facie" evidence of unsatisfactory performance:

- Repeated poor evaluations or a written record of excessive use of sick leave
- Repeated infractions of rules, regulations, directives or orders of the Sheriff.

SUBJECT: [redacted]

ALLEGATION #1
201.1.6 PROFESSIONAL CONDUCT

A Sheriff's employee is a conspicuous representative of government; and to the majority of the people, the employee is a symbol of stability and authority upon whom they can rely. An employee's conduct is closely scrutinized; and when actions are found to be excessive, unwarranted or unjustified, they are criticized far more severely than comparable conduct of persons in other walks of life. Since the conduct of an employee, on- or off-duty, may reflect directly upon the Sheriff and the County, employees must at all times conduct themselves in a manner that does not bring discredit to themselves, the Sheriff's Office, the Sheriff or the County.

ALLEGATION #2
201.2.21 USE OF ALCOHOL ON DUTY OR IN UNIFORM

Sheriff's employees shall not consume intoxicating beverages while in uniform or on-duty - except in the performance of duty - subject to the approval of a supervisor. Nor shall Sheriff's employees appear for duty or be on duty while under the influence of intoxicants to any degree whatsoever or with an odor of intoxicants on their breath.

ALLEGATION #3
201.2.1 ADHERENCE TO STANDARDS

The Standards of Conduct contained herein are applicable to all employees of Adams County Sheriff's Office, whether acting in an official or unofficial capacity. Sheriff's employees shall not commit any act or fail to perform any act that violates these Standards of Conduct - or any of the policies, procedures, rules, orders or directives, whether verbal or written, of the Adams County Sheriff's Office.

SUBJECT: [redacted]

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ALLEGATION #2

1014.3 SUPERVISOR RESPONSIBILITIES

(a) A supervisor observing an employee, or receiving a report of an employee, who is perceived to be unable to safely perform their duties due to a physical, medical or mental condition shall take prompt and appropriate action in an effort to resolve the situation.

(b) Whenever feasible, the supervisor should attempt to ascertain the reason or source of the problem and in all cases a preliminary evaluation should be made to determine the level of inability of the employee to perform their duties.

(c)In the event the employee appears to be in need of immediate medical or psychiatric treatment, all reasonable efforts should be made to provide such care.

(d) In conjunction with a Commander or Manager or the employee's Division Chief/ Director and Sheriff's Human Resource, a determination should be made whether the employee should be temporarily relieved from their duties.

(e) The Sheriff, Undersheriff and Sheriff's Human Resources Director or Manager shall be promptly notified in the event that any employee is relieved from duty.

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SUBJECT: Sergeant Wilfred Europe

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(d) In conjunction with a Commander or Manager or the employee's Division Chief/ Director and Sheriff's Human Resource, a determination should be made whether the employee should be temporarily relieved from their duties.

(e) The Sheriff, Undersheriff and Sheriff's Human Resources Director or Manager shall be promptly notified in the event that any employee is relieved from duty.

INVESTIGATION:

See Case File for photo, document, and video evidence.

EMPLOYEE WITNESS: [redacted]

On 5/4/2026 at 1102 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] is the [redacted] at the FLATROCK Regional Training Facility and has been for about 8 months. He was a training coordinator for the Training Division for nearly five years. He also serves on the Recruitment and Retention Committee and formerly the Corporal Committee. [redacted] all report directly to [redacted]

[redacted] said that during his time as a coordinator his focus was on academics. He also said that as a coordinator he was responsible for many duties to include scheduling and supervision of recruits. He expressed that he feels that position is a supervisory position because it requires that coordinators order employees who are their equals to perform tasks, but that he was told it is not. He said that he was told this by [redacted] during the committee meetings for corporal. [redacted] said that he still feels that they are supervisors, but he has been told that is not the case.

[redacted] said that he was a lead coordinator under POST guidelines, but not for FLATROCK. He explained that [redacted] is a lead coordinator for both POST and FLATROCK. When he was asked if a lead coordinator has more responsibility than an employee who is not he explained they do have a higher burden when it comes to ensuring that FLATROCK is within POST guidelines and that the arrest control program is on track. [redacted] was asked if he thought it pertained to safety inside the classroom and he said that safety is the responsibility of all instructors, not just the coordinators.

[redacted] told me that on Monday following the incident (4/13/2026) as soon as he came into work, [redacted] came to him about what had occurred. He said that [redacted] appeared to almost be in tears. He said that while he was working in the office of the Defensive Tactics building [redacted] and [redacted] were in the room with him and his back was turned to them both. [redacted] told [redacted] that he heard them laughing and thought he heard the sound of a plastic wrapper being removed. He also told [redacted] that when he turned around [redacted] had the cork out of the bottle and took a very small sip of the whiskey. [redacted] said that [redacted] then looked at [redacted] who was also in the office, but [redacted] did nothing. According to what [redacted] then told, [redacted] replaced the cork into the bottle and replaced the bottle back into [redacted] desk where it had been removed. At that time, recruits began to come into the DT building.

[redacted] remembered [redacted] telling him that at lunch time he and [redacted] talked about the event. [redacted] talked to [redacted] and what he should do. [redacted] said the [redacted] had decided to confront [redacted] about what he had done.

According to [redacted] at the end of the day, [redacted] walked over to [redacted] and observed him holding a white Styrofoam coffee cup. [redacted] then put out his hand to solicit a handshake and said something similar to, "Tell [redacted] thank you." [redacted] told [redacted] that he could smell alcohol emanating from [redacted] told [redacted] that he wanted to talk to him, but that he wanted to use the restroom first. According to Sergeant [redacted] told him that when he came back from the bathroom, he asked [redacted] why he was walking around with whiskey in the DT building. [redacted] had told him that he was stressed with work, his marriage was on the rocks, and that he was still heavily grieving the loss of his mother. [redacted] was also apparently told by [redacted] that he had been going into work shifts at the jail intoxicated but that nobody said anything to him about it.

[redacted] told [redacted] that he did not observe any indicia of intoxication at the time of the conversation. [redacted] also told [redacted] that between the time that he went to the bathroom and came back the cup of whiskey had disappeared. [redacted] also told him that he wasn't sure if he drank from the bottle or whether he had pursed his lips and just let the whiskey hit his lips. The only indicator [redacted] picked up on was the smell of alcohol during that handshake at the end of the day. [redacted] provided [redacted] with information on our agency counseling resources and strongly recommended that he look into Alcoholics Anonymous.

[redacted] told [redacted] that [redacted] confirmed to him that he had no subsequent conversations with [redacted] or Sergeant Europe regarding the matter after that final confrontation with [redacted] noted that his current position presents is unique, as he previously

served as a peer coordinator alongside the personnel he now supervises. His stated expectations to his staff focus on maintaining an excellent working relationship with POST, strictly adhering to academy rules and guidelines, performing their duties diligently, and looking out for one another.

[redacted] drew the layout of the DT Office. He pointed out the location of [redacted] desk and confirmed that he has worked at the academy for about 4-5 years. He acknowledged that coordinators do receive gifts from time to time and sometimes those gifts take the form of alcohol. He also confirmed that he has received alcohol as a gift. [redacted] confirmed that there had been a bottle of alcohol in [redacted] desk, but not until after the incident. He did confirm that the picture of the bottle of alcohol in IA evidence is the bottle that was in [redacted] desk and that he was the one that collected it after the incident.

[redacted] explained that the bottle of whiskey that [redacted] had in his desk was from his first academy as a gift about 4-5 years ago. He also said that [redacted] was very upset, and [redacted] had not been given permission to drink it. He also explained that he kept it there because it is a reminder of all the work (both good and bad) that comes from the effort that they pour into the trainees. He also said that he had received other bottles of alcohol from other classes and that he had taken those home.

[redacted] was shown policy 201.2.19 and asked if he thought that his employee [redacted] violated that policy and he said that he did interpret it that way, but that it was also stored for safe-keeping in the cabinet. He said that although bodies like IA may be able to search inside a desk, there is a reasonable expectation of privacy against others and that he felt like [redacted] had his property stolen from him

[redacted] said that test days are stressful and that [redacted] had said he was "shell-shocked" that the events had occurred in front of a sergeant. [redacted] explained that his expectations for notification are that if he is there he would hope to be contacted that day and that [redacted] may have been struggling with what to do. He also said that the alcohol was being stored there as a memento, but it was temporarily stored based upon [redacted] work assignment.

[redacted] did recount that there may have been an impact of FLATROCK operations if an instructor was sent home and that it may have resulted in a large expenditure of man-hours and money. This could be additionally impactful as FLATROCK has been in poor standing with POST in the past. He also explained that he did not believe that Sergeant Europe was not aware of what happened in the morning. [redacted] said that he was proud of [redacted] because he felt that he was placed in a tough position and that he did do the right thing.

When asked if he was aware if Sergeant Europe had drank any alcohol he said, "I was told that he admitted to it. That he was spoken to by his command staff, and um the video that I observed, you know, it shows—it's done all based off of motion um but when [redacted] is standing just in front of the cubicles in the DT building, which is just inside the main door, uh just off to the left, if you're going in the door um at some point, Sergeant Europe leans - leans over, grabs the bottom of the Styrofoam cup, and kind of like grabs it and tilts it like he knew that there was something in there um and then I - I was told later that he had admitted to it. Taking a drink"

EMPLOYEE WITNESS: [redacted]

On 05/07/2026 at 1107 hours hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] said that he has served with the Adams County Sheriff's Office for [redacted] and is currently the [redacted] at the [redacted]

This interview was performed to better address the issue of whether a training coordinator should be considered a supervisor. [redacted] had stated that he had been told that they are not during a Recruitment and Retention Committee meeting by [redacted]

When questioned about the origin of the corporal position discussions, [redacted] recalled that the topic had been circulating within the agency for years as a positive initiative. The concept gained real traction under the [redacted] who initially proposed creating a "[redacted] Investigator" position. The committee ultimately combined the [redacted] Investigator and Corporal proposals into a single initiative to present to the Sheriff for formal approval.

[redacted] confirmed that the committee evaluated existing assignments that operated in a pseudo-supervisory capacity such as Primary Booking Officers and the FLATROCK training coordinators to determine if they should be automatically transitioned into corporal roles. [redacted] recalled that [redacted] was part of the committee meetings and was actively involved in framing the arguments for why FLATROCK coordinators deserved the corporal designation based on their specialized expertise.

[redacted] explained the committee's rationale at the time. It was that FLATROCK coordinators manage an informal supervisory role. While they lack official rank, they routinely direct, instruct, and supervise cadets during specialized training blocks such as firearms instruction, driving, and physical control techniques (PPCT).

When pressed, [redacted] moved past historical committee talking points and clarify his personal perspective on whether FLATROCK coordinators function as actual supervisors.

To illustrate his perspective, [redacted] provided a specific historical example from the Defensive Tactics (DT) room during mandatory physical fitness testing. A FLATROCK coordinator loudly ordered the group to "knock off" the loud talking during testing. [redacted] noted that while it was jarring to hear a fellow [redacted] take that tone with other deputies, it underscored the reality that the facility coordinators are explicitly trusted to run their respective lines, but at the end of the day rank matters outside of their actual training role performance.

[redacted] concluded that while the position mirrors standard Field Training Officers (FTOs) in their directional capacity over trainees, FTOs possess a highly defined structural role within policy, whereas

coordinator authority remains largely informal outside the active training environment. He added however that FTOs are paid in their supervisory role whereas coordinators are not.

[redacted] said that if a Sergeant was present during a class that in that moment the authority of a sergeant may supersede the authority of a coordinator to include things that happen after the actual instruction.

EMPLOYEE WITNESS: [redacted]

On 05/05/2026 at 1558 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

Based on the provided transcript, [redacted] is a [redacted] of the Adams County Sheriff's Office and has served as [redacted] He did acknowledge that the "FLATROCK" lead is [redacted] On the morning of April 10th, [redacted] spent the early hours printing practical written sheets at the main building before arriving at the Defensive Tactics (DT) building around 8:05 AM for a review session.

The situation unfolded at lunchtime when [redacted] informed [redacted] about an incident that had occurred earlier that morning. [redacted] told him that [redacted] had broken the seal on [redacted] whiskey bottle. This bottle was a class gift from a previous academy class stored visibly in [redacted] desk cabinet. [redacted] took a sip from it inside the DT office. [redacted] assumed this initial morning incident likely occurred around the time instructors normally gather in the office to review POST rules while the recruits are stretching.

[redacted] directly witnessed further misconduct at the end of the day during wrap-up. He observed [redacted] exit the DT office holding a Styrofoam coffee cup containing roughly "three fingers" (estimated at 3 to 4 ounces) of whiskey, which [redacted] could clearly smell when [redacted] came out of the office door. [redacted] stated, "Tell [redacted] I owe him," and drank from the cup in a room where at least two cadets were visibly present (which he pointed out in the picture I showed him from the case file). [redacted] told me that he was shocked by [redacted] behavior. This prompted [redacted] to tell [redacted] they needed to talk before taking him into the office.

[redacted] who described the behavior as "messed up" especially because it was a gift from recruits to [redacted] He later discussed the matter with [redacted] over the weekend, and they agreed [redacted] would speak to Sergeant [redacted] on the following Monday. [redacted] also noted hearing subsequent rumors that [redacted] questioned Sergeant Europe and [redacted] Sergeant Europe allegedly admitted drinking with [redacted] though [redacted] did not personally witness that interaction and knew it as rumor only.

To clarify the setting of these events, [redacted] drew a diagram of the DT office on the whiteboard during his interview. He verified that the office layout features a refrigerator, a printer, and two L-shaped desks belonging to [redacted] and [redacted] that face away from each other. He confirmed that anyone standing in the main doorway of the office has a direct, unobstructed line of sight to [redacted]

[redacted] desk. He also verified that the pictures in this case file are of [redacted] desk. He also verified that the picture of whiskey in this case file was the bottle of whiskey that [redacted] had in his desk with the exception that he wasn't sure about the name of the brand. He also verified that the time stamped pictures and video in this case file show [redacted] with the Styrofoam cup. The interview concluded at 16:17 hours.

EMPLOYEE WITNESS: [redacted]

On 05/05/2026 at 1402 hours, I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

At the onset of the interview, I read a Garrity advisory to [redacted] upon his attorney's advice. [redacted] acknowledged his rights, signed the form, and confirmed he was aware the interview was being recorded.

[redacted] said he has been employed with the Adams County Sheriff's Office for [redacted] and currently serves as a [redacted] and [redacted] for the [redacted], where he oversees the [redacted]. Additionally, he is a certified arrest control instructor who teaches both in-house and visiting academy recruits at the FLATROCK Regional Training Facility. [redacted] stated that he was recertified as an arrest control instructor in 2024 and started in February 2021. He also noted that he had previously submitted paperwork to advance to a lead instructor role, which was still pending approval.

[redacted] did remember working on Friday April 10th, 2026. When asked what he remembered, he said he arrived at the facility between 07:45 and 07:50 to prepare for the day's recruit test-out session. He stated that he spent the morning staging and hanging out in the training office with [redacted] before the academy recruits began arriving around 08:00.

[redacted] stated that while reviewing a training memo at a desk, he heard [redacted] make a comment regarding drinking. He then heard the distinct sound of a metal bottle cap breaking its seal, immediately followed by [redacted] stating words to similar to, "I needed that." He also confirmed that the sound was like a wrapper being taken off and a bottle being opened when asked.

I asked [redacted] whether he observed any signs of impairment or smelled alcohol on [redacted] during the physical training portion of the day. [redacted] said that despite working near and walking by [redacted] (for about 8 hours) on the mats throughout the afternoon to evaluate recruit maneuvers, he never smelled alcohol on [redacted] breath or person. He stated he did not detect any indicia of intoxication at that time whatsoever.

[redacted] said that after the class was over he was outside on the mats. He said that he usually tries to stay out of the office because there are usually a lot of people in the office at that time. I asked [redacted] to clarify the physical layout of the training office. [redacted] drew a physical diagram of the office space, mapping out the refrigerator and the desks used by [redacted] Deputies [redacted] and [redacted] When shown a surveillance photo he positively identified himself outside the office wearing a hat, [redacted] inside holding a cup, and [redacted] seated nearby, [redacted]

[redacted] was unable to recount what was in the Styrofoam cup in [redacted] hand. He also did not recall seeing Sergeant Europe take a drink from the cup or [redacted] pour soda pop into the cup. Although he was unable to recall whether he had seen either sergeant interact with the cup, he did verify their presence at the scene.

I asked [redacted] regarding whether the designated lead instructor holds ultimate responsibility for the oversight, safety, and conduct of the class during a training session. He clarified the operational chain of command on the mats, explaining that while all certified instructors facilitate the drills, the designated lead instructor bears the primary responsibility for managing the overall classroom environment, ensuring training protocols are followed, and addressing any immediate issues that arise during the session.

When asked, [redacted] said that he has never had any experience with [redacted] where there was any evidence of him being intoxicated or having consumed alcohol on duty. He went further saying that when he worked with [redacted] during [redacted] time at patrol FTO, he also did not see any evidence of intoxication.

EMPLOYEE WITNESS: [redacted]

On 05/04/2026 at 1506 hours, I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] has been with the Sheriff's Office since 2014 and has served as an academy coordinator at the FLATORCK Regional Training Center for nearly two years. He clarified that while he handles overall class academics because he is the academic lead for the current class. Specific skills leads include [redacted] He did say that when the class is engaged in academics that he is responsible for the class and the first person in their chain of command. He added that insofar as the safety of the class is concerned (when speaking of academics) he is responsible for the safety and order of the class even as it pertains to another instructor. He does assist with firearms.

He told me that on the morning of April 10, 2026, the academy recruits were split between arrest control and driving for their "test out" day. Shortly after 0800, [redacted] went to the DT building to monitor the recruits during test out. Within minutes of entering, he was approached by [redacted] who requested to speak privately in the instructor office of the DT building.

[redacted] deputies [redacted] and [redacted] entered the office and closed the door (unsure who closed it). The conversation began with normal formalities but quickly turned to personal and professional stressors [redacted] was experiencing, including marital issues.

A few minutes into the conversation (between about 0815-0830), [redacted] accessed [redacted] cabinet, retrieved a bottle of whiskey, and poured a portion (estimated to be a shot or two at 37.13) into a Styrofoam coffee cup. [redacted] drank the whiskey in one motion (described as "tipped it back" at 37:35) and immediately threw the cup in the trash. [redacted] expressed concern and asked what was wrong, prompting [redacted] to go into more detail about his struggles to include marital issues. The entire interaction lasted approximately 10 to 15 minutes. [redacted] noted that the whiskey bottle was a historical class gift/memento belonging to [redacted]

Following the encounter, [redacted] left the Defensive Tactics office and approached the arrest control skills lead, [redacted] did not explicitly disclose that he saw [redacted] drink alcohol; instead, he expressed generalized, peer-level concern that [redacted] was highly stressed and "struggling at work and at home," asking [redacted] to check in on him later that day. [redacted] later observed that [redacted] and [redacted] stayed late at the facility to talk.

[redacted] did not immediately report the policy violation to the two sergeants on scene that day, stating his primary instinct was focused on peer support and getting [redacted] personal help rather than formal supervisor reporting. He officially reported the incident to [redacted] the following Tuesday morning, April 14, 2026, upon returning to his regular shift schedule. He said that he did not view this as reporting to a supervisor because [redacted] is not a supervisor and he is his peer.

[redacted] returned to the DT building periodically throughout the afternoon to encourage recruits during testing. When presented with a surveillance photo from approximately 1649 showing himself, [redacted] and other staff standing together, [redacted] noted he did not observe [redacted] drink any more alcohol, did not see Sergeant Europe consume anything from [redacted] cup, and did not detect any physical odors or indicators of intoxication on [redacted] or any other instructor that day.

[redacted] verified the location of [redacted] desk and that the pictures in the case file were of that desk. He did not know if [redacted] had opened the desk or if [redacted] had opened it. He confirmed that during the conversation, he was positioned in a manner that gave him a direct, unobstructed view of [redacted] when [redacted] approached the desk, opened the cabinet, and retrieved the bottle. He clarified that [redacted] did not need to use a key or force entry, as the cabinet door was unsecured and easily opened by hand to retrieve the bottle

[redacted] confirmed that he did see [redacted] with a bottle of whiskey and confirmed that it was the one pictured in this case file. [redacted] stated that the bottle of whiskey was kept inside the desk cabinet because it was a historical class gift and memento belonging to [redacted] and that it had been there for an extended period of time. He further noted that the Styrofoam cup used by [redacted] was already present in the immediate desk area, allowing [redacted] to easily grab it, pour the whiskey, and discard it into the trash can next to the desk immediately after drinking it.

I asked [redacted] regarding which specific instructors were assigned to teach and monitor the recruits in the Defensive Tactics (DT) room on the morning of the incident. [redacted] clarified that the skills lead for Arrest Control that day was [redacted] He noted that while other instructors, including [redacted] were present at the Flatrock facility to assist with the "test out" day, [redacted] was the primary instructor running the mat room operations when the incident occurred.

[redacted] was asked about whether he detected the odor of alcohol on [redacted] or any other instructors present at the Flatrock facility later that afternoon, particularly around the time of the 1649 surveillance photo. [redacted] stated definitively that he did not smell the odor of an alcoholic beverage on [redacted] Sergeant Europe, or any other instructor at the facility that day. He further noted that he did not observe any physical indicators of impairment or intoxication from any member of the staff during the entire training day.

EMPLOYEE WITNESS: [redacted]

On 5/06/2026 at 1709 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE

5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] has been employed with the Adams County Sheriff's Office [redacted] and currently works as a module/floor [redacted] in the jail. She started the academy in January 2025, and after graduating, she became an arrest control instructor in early 2026. Because she is relatively new to the role, she does not consider herself a lead instructor. She usually trains cadets at the FLATROCK Regional Training Facility as an overtime assignment, and she has not done platoon training yet. She signs up for shifts after receiving emails from [redacted] she does receive directions from [redacted] alongside [redacted] She specified that there is not just one person who runs arrest control.

On Friday, April 10, 2026, [redacted] arrived at FLATROCK Regional Training Center's Defensive Tactics building a few minutes late, missing the morning briefing on POST rules. It was a POST test-out day focused on reviewing the PPCT book. Early in the day, around 1000 hours, she noticed [redacted] acting a bit strangely and that he had mentioned that he was, "Drinking already," which she had just disregarded taking it as humor. She specified that he was acting weirder than normal for [redacted]

He made a comment about needing the "hair of the dog," (At 13:09 in the video interview and 13:20 in the audio) which implied he had been drinking, and mentioned he had been sleeping poorly on his couch. [redacted] brushed the comments off as a joke at the time.

During her lunch hour, [redacted] left the facility to visit her grandfather in the hospital. When she returned around 1300 hours, she discovered [redacted] sleeping inside his running vehicle. She opened the car door and shook his arm to wake him up. [redacted] seemed groggy but he did not appear intoxicated to her at that moment. Testing resumed shortly after, with Spake assisting [redacted] Deputies [redacted] and [redacted] by marking the pass/fail evaluations for the final few cadets until testing concluded around 1715 hours (by her recollection).

Following the testing, [redacted] Sergeant Europe, and [redacted] gathered in [redacted] office. Using a still photo from security footage [redacted] confirmed that she and [redacted] were together in the office at 1649 hours. [redacted] asked if they were officially off the clock, and according to [redacted] Sergeant Europe confirmed that they were. [redacted] implied that she felt like like the subsequent actions were not a major issue since a supervisor (Sergeant Europe – by her recollection) authorized it (at 21:53 in the audio recording). [redacted] then opened a closed cupboard (which she identified through the use of the photo of [redacted] desk in this case file), pulled out a bottle of dark liquor (she was unable to identify the bottle thinking it was round in shape), and poured it into a Styrofoam cup from [redacted] desk. Sergeant Europe took the cup, [redacted] poured Pepsi into it, and Europe drank it like a shot. [redacted] then poured a second drink, which [redacted] also topped with Pepsi, though [redacted] chose to sit and sip his drink rather than shoot it. [redacted] was offered a drink but declined, and she noted that she did not see [redacted] consume any alcohol. She also stated that she did not smell any alcohol prior to the bottle being opened.

The day concluded as the group migrated out toward the weight room near the front door. [redacted] made a comment to [redacted] about owing someone more alcohol, which [redacted] said prompted [redacted] to pull [redacted] back into his office for a private conversation. Not wanting to linger around the supervisors and [redacted] left the facility just a few minutes later. When asked about other personnel, [redacted] recalled that [redacted] had stopped by either that day or the day prior, noting that her days in April were blending together. When asked what supervisors were there the day of the incident, [redacted] said that Sergeant Europe and [redacted] were the only supervisors present for the training that she could recall.

EMPLOYEE WITNESS: [redacted]

On 4/28/2026 at 0903 hours hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] has had a [redacted] with the Adams County Sheriff's Office and has been assigned as a [redacted]. Immediately prior to this role, he served as a Sergeant at the FLATROCK Regional Training Center, the facility housing the defensive tactics (DT) rooms. His extensive history at FLATROCK spans 12 total years, about 10 of which were spent as a lead instructor and Rangemaster across his ranks as [redacted] and [redacted] During his time there, his responsibilities included serving as a training coordinator and acting as the de facto agency and academy lead firearms instructor even though he was never an SME for POST. In his current assignment within the Jail Division, his direct supervisory reports include [redacted], Sergeant Europe, [redacted], and [redacted], [redacted] is also under his command.

[redacted] first learned of the incident when [redacted] called him into his office. [redacted] said the [redacted] original intent was to address wellness concerns regarding [redacted] The [redacted] thought [redacted] an arrest control instructor, was experiencing personal issues at home. In order to determine how the agency could offer support the [redacted] devised the plane to look into what he had been going through.

[redacted] noted that he had no prior awareness of [redacted] struggling with personal issues before this meeting. [redacted] first called [redacted] into the office, keeping the initial focus vague regarding an issue involving [redacted] following an arrest control class with academy recruits. During this discussion, the topic of alcohol consumption on county property unexpectedly surfaced. [redacted] reported that [redacted] had a cup containing a small amount of whiskey, and [redacted] stated that he jokingly poured soda into the cup, which [redacted] subsequently drank. According to what [redacted] knew, the only individuals present during this aftermath were [redacted], Sergeant Europe, and [redacted] and [redacted] departed shortly after the incident to go home.

After [redacted] left, Sergeant Europe was called into the [redacted] office and provided a similar set of events regarding [redacted] holding a cup outside of the defensive tactics building. However, Europe told [redacted] that he recognized what was in the cup, took it directly out of [redacted] hands, and drank the contents himself so that [redacted] would not consume it (confirmed at 20:40 in the audio recording).

[redacted] noted that this discrepancy meant that in one version of the story, [redacted] drank the liquid, and in the alternative version, Europe drank it (possible confusion from [redacted] Sergeant Europe was aware of the comments [redacted] had been making and, due to his role on the peer support team, had initiated the conversation to offer assistance.

[redacted] observed that Europe appeared focused on providing peer support and did not register or pay attention to the fact that the circumstances involved severe policy violations. [redacted] thought the interaction may have taken place outside of the defensive tactics building, and [redacted]

[redacted] confirmed that FLATROCK features two exterior cameras at that location: one covering the front door and another pointing toward the skills path across from the building.

Due to the new information regarding alcohol, [redacted] reminded both sergeants of their ongoing responsibilities both on and off duty, instructing them to "mind their P's and Q's with staff" and reviewing agency policies against alcohol consumption on county property.

[redacted] stated that the sergeants did not receive formal punishment during this meeting. While the tone remained conversational rather than dictatorial, [redacted] affirmed that if he had to apply a specific administrative term to the interaction, it felt closest to a "verbal counseling" based on the policy violations that came to light if he had to put a name to it.

[redacted] admitted he had not previously read Policy 1014 thoroughly, though he was familiar with the general concept. I had [redacted] read Adams County Sheriff's Office Policy section 1014.3, Supervisor Responsibilities, aloud, which dictates that a supervisor observing or receiving a report of an employee perceived to be unable to safely perform duties due to a physical, medical, or mental condition must take prompt and appropriate action. The policy further states that supervisors should attempt to ascertain the source of the problem and evaluate the employee's level of inability. [redacted] agreed that an employee struggling with addiction is facing a medical problem and that a supervisor has an obligation to act if they are aware of it, explicitly stating that if he observed an employee drinking alcohol while in uniform, he would immediately take action to deal with it.

[redacted] detailed that a lead instructor at Flat Rock is responsible for ensuring safety, acting as a teacher and leader, remaining highly aware, and running the training day. [redacted] stated that if he had observed someone drinking on the job during his time as a [redacted] or instructor, he would have immediately reported it to a sergeant.

[redacted] went on to say that if he were in a sergeant's position, he would have halted the action, investigated why and ensured the event was documented and logged into the Blue Team system for investigation. [redacted] noted that if a sergeant is physically present on a range or training ground, that sergeant assumes ultimate responsibility, and he would fully expect any supervisor present to intervene, stop the policy violation before it occurs, and report it.

Finally, [redacted] confirmed that lead instructors do not receive any additional financial compensation for taking on the lead role, adding that he never felt uncomfortable directing others while acting as a lead because his seniority within the agency helped mitigate potential friction.

EMPLOYEE WITNESS: [redacted]

On 04/28/2026 at 0931 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] has been employed by the Adams County Sheriff's Office for over [redacted] and was first assigned as the [redacted] over Jail and Operations for the Adams County Sheriff's Office in mid 2025. On April 10, 2026, an incident involving alcohol occurred at the Flat Rock Regional Training Center Defensive Tactics (DT) building at the conclusion of the training day. The following Monday, April 13, 2026, according to [redacted] contacted him to relay third-hand information regarding the incident, concerned that [redacted] might be arriving to work intoxicated.

That same day, after noticing [redacted] Sergeant Europe, and [redacted] meeting in the jail's admin conference room, [redacted] requested they step into his office so he could inquire about [redacted] well-being and fitness for duty. These initial conversations ultimately culminated in [redacted] providing a formal interview to Internal Affairs on April 28, 2026.

During these meetings, [redacted] said that the specific details he gathered were unprompted, volunteered self-admissions of actions by the Sergeants who would go on to be subjects in this case. He also added that he was still unsure of the series of events as they played out. According to [redacted] all recruits had left the DT building for the day when a bottle of hard alcohol was produced. [redacted] told the [redacted] that [redacted] initially broke the seal on the bottle and put it to his lips.

[redacted] also told the [redacted] that later in the day, [redacted] poured a Coca-Cola into a cup which [redacted] drank as a whiskey mixture. [redacted] made no mention of Sergeant Europe consuming any alcohol (Sergeant Europe's version left out any mention of [redacted] drinking). According to the [redacted] Europe claimed that he personally took the beverage straight out of [redacted] hand and drank it himself. [redacted] felt that Europe's action was done knowingly as a laughing and joking, "Haha, gotcha," gesture, rather than as a preventative safety intervention. He did say that Sergeant Europe never directly said that he knew it was alcohol, but it was his strong impression that Sergeant Europe knew what he was drinking.

Regarding Adams County Sheriff's Office policy and supervisory expectations, [redacted] outlined clear mandates regarding Policy 1014 (Fitness for Duty) and general command obligations. Under Policy 1014.3, supervisors maintain an absolute duty to act if they observe behavior suggestive of substance abuse, and [redacted] said that both sergeants failed to fulfill this policy by failing to recognize the situation as an issue requiring intervention. He emphasized that any supervisor has a strict duty to act immediately upon witnessing an employee drinking alcohol while in uniform on county property. He also added that he was aware of [redacted] Mother passing away shortly after he was assigned as Jail [redacted] also added that he has gotten to know [redacted] as [redacted] is a lead FTO in his division.

Furthermore, [redacted] clarified the operational hierarchy at the academy, explaining that from his perspective, a designated "lead instructor" holds an authorized supervisory position over a program. He also thought that they are responsible for supervising all participants and other instructors present, regardless of standard rank structure. The [redacted] also said, in his opinion, that a lead instructor's authority does not relieve an outside sergeant of their duty to act, nor does the presence of an outside sergeant relieve the lead instructor of their responsibilities. Both supervisory parties must remain on the same page and conduct themselves appropriately.

Finally, reviewing a memorandum written by [redacted] explicitly clarified that his initial, casual meeting with the sergeants did not rise to the level of a verbal reprimand or formal discipline, characterizing it instead as a generic inquiry and a reinforcement of the rules where he simply stated, "Guys, you can't be doing that. It's county property."

EMPLOYEE WITNESS: [redacted]

On 04/28/2026 at 0753 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a

summary of the conversation. For the complete interview please see the attached recording and Evidence.com

On Monday, April 13, 2026, when [redacted] of the [redacted] placed a phone call to [redacted] reported an incident that had taken place the previous Friday, April 10th, at the FLATROCK Regional Training Facility. At the time, [redacted] and [redacted] were all operating at the facility in a training capacity as defensive tactics trainers.

According to the initial details relayed by [redacted] to [redacted] had taken a sealed bottle of brown liquor out of [redacted] desk, removed the seal and cap, and held the bottle directly to his lips (possibly drinking). Later that same day, according to what [redacted] was told, [redacted] observed [redacted] in possession of a Styrofoam cup containing a brown liquid and detected a distinct odor of alcohol. When confronted by [redacted] openly admitted that he was dealing with severe personal stressors and further confessed that he had previously come to work drunk while on duty at the jail.

Upon receiving this information on Monday, [redacted] and [redacted] made an immediate command decision regarding how to handle the initial inquiry. Because the alleged misconduct had occurred physically at FLATROCK, they agreed that the preliminary investigation should remain at [redacted] level within the Training Division to properly vet and determine the validity of the allegations. However, recognizing the immediate operational risk, [redacted] promptly contacted [redacted] who was the on-duty [redacted] at the detention facility. [redacted] briefed [redacted] on the situation, instructing him to look up [redacted] upcoming shift schedule, assess any immediate liability for the facility, and ensure that leadership actively checked [redacted] physical condition to prevent him from inadvertently working a shift under the influence of alcohol.

According to [redacted] the following day, Tuesday, April 14, 2026, [redacted] provided an updated briefing to [redacted] said that his initial follow-up from Monday had uncovered new information that proved some of the original details were incorrect, and that the scope of the incident was expanding to include Sergeant Europe ([redacted] did not mention [redacted] but acknowledged that there was another person he was forgetting).

The new information suggested that Sergeant Europe was not only present during the incident at FLATROCK but had allegedly grabbed the Styrofoam cup of liquor away from [redacted] and drank the alcohol himself. Realizing that a supervisor was actively participating in the misconduct rather than intervening to stop it, [redacted] determined that the matter had to be officially escalated. He advised that the Jail Division stepped back entirely and formally referred the matter to Internal Affairs to conduct a comprehensive investigation.

[redacted] was asked to evaluate these actions against the standards set forth in Policy 1014 (Fitness for Duty), specifically section 1014.3 regarding supervisory responsibilities and section 1014.4. Reviewing the timeline, [redacted] stated that based on the explicit requirements of the policy, there were clear, missed opportunities for both Sergeant Europe and [redacted] to intervene on the Friday the incident occurred.

[redacted] was of the opinion that supervisors bear an absolute duty to act, report up the chain of command, and leverage all available department resources to assist an employee suffering from issues related to addiction. When asked to define what constitutes a supervisor within the organization, [redacted] explained that it applies to anyone placed in an employment capacity to ensure accountability, as well as to mentor, coach, and train subordinates in their day-to-day duties. Under this framework, [redacted]

[redacted] explicitly clarified that he considers a Primary Booking Officer to fall squarely under the definition of a supervisor.

SUBJECT: [redacted]

On 05/05/2026 at 1501 hours, I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com file.

[redacted] a [redacted] of the Sheriff's Office, and he serves as a training coordinator at the FLATROCK Regional Training Center. In this role, he organizes and instructs the driving program for both the Academy and in-service training, while also assisting with other academic and skills classes. [redacted] manages lesson plans, coordinates schedules, assigns instructors to training stations, and submits essential paperwork to POST. He is as a Subject Matter Expert (SME) to the POST committee for the State of Colorado in Driving.

I asked [redacted] about safety protocols and alcohol regulations at the facility. He explicitly stated that an instructor consuming alcohol would constitute a substantial safety violation, particularly given the high-speed nature of track driving (as that is his area that he instructs). If an instructor were found to be drinking or under the influence, he explained he would remove the employee from training and notify his chain of command as soon as practical. [redacted] also acknowledged that the Defensive Tactics (DT) building bathroom doors are typically kept locked during official hours because POST has guidelines regarding track bathroom use as it impacts the securing of the DT training areas which reduced the amount of time he spent in the building that day. He did not recall smelling an unknown alcoholic beverage on the day of the incident.

I showed [redacted] a the picture of the desk from this case file. He confirmed that it was his desk and the location of the bottle inside of the cabinet. [redacted] told me that the cabinet was typically kept closed but unlocked, with the keys left inside one of the desk doors. [redacted] told me that the bottle was plainly visible enough that someone would not need to move items in the cabinet to find it.

[redacted] told me he keeps this specific bottle in his office cabinet as a token of appreciation to look at on difficult days and remind himself of why he is doing what he does. [redacted] said that prior to April 10th, the bottle was completely full and sealed in its original liquor store shrink wrap. It was stored inside the right-hand cabinet of his desk alongside reference books, an instructor manual, a taser, a bag of coffee beans, and a bag of cigars. I showed him the picture of the whiskey bottle from this case file after it had been opened. He confirmed that it was the same bottle that had been in his desk. He agreed to draw a line where he believed that the bottle had been filled to. A copy of that diagram has been added to this case file, and he agreed that it looked like it was nearly 1/3 empty.

I also asked [redacted] about the origin and placement of the whiskey bottle. He explained to me that the bottle was a sentimental graduation gift presented to him by the very first Academy class for which he served as a lead coordinator. He told me that he has been given alcohol gifts since he received the one that had been in his desk, but he normally takes them home. He added that they are mostly sitting in his cabinet unopened because he does not drink whiskey and that he has also given some of those bottles away.

[redacted] told me that around 1800 hours, during an after-hours night-driving test-out, [redacted] approached [redacted] on the track and informed him that he had caught [redacted] drinking out of a bottle of whiskey left inside [redacted] office desk.

[redacted] explained that because command staff had already left for the weekend by Friday evening, he and [redacted] decided that they needed to inform leadership the following week due to potential POST compliance issues. Monday morning around 0700 hours, both [redacted] deputies [redacted] and [redacted] went directly to [redacted] office to report the incident. I did ask them why they didn't just call their sergeant, but he felt like because it was [redacted] program that after giving his point of view, it wasn't his place to take further action.

[redacted] said his initial gut reaction was concern for [redacted] personal wellbeing rather than the loss of the bottle. He explained that coming to work and drinking from a sealed bottle of liquor in front of colleagues indicated that [redacted] was experiencing personal issues and was "in a bad spot," emphasizing that this behavior was entirely out of character for him as he has come to know him over the last few years. [redacted] did tell me that [redacted] did not have permission to go into his desk and retrieve the bottle. He said that he has never smelled alcohol prior to this event while working at FLATROCK.

When presented with the standard of conduct directive Policy 2010.20.19 - Presence of Alcohol and Drugs, [redacted] openly admitted "without a doubt" that he violated agency policy by storing a prohibited alcoholic beverage inside a Sheriff's Office facility. When he was asked whether he was storing it in his desk, he said that it wasn't his intent, but that he did violate the policy.

SUBJECT: [redacted]

On 5/7/2026 at 1256 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

[redacted] has worked for the Adams County Sheriff's Office for about [redacted]. He is currently assigned to the FLATROCK Regional Training Center [redacted]. He is also certified in many defensive and fighting techniques. He is also an ABLE instructor for the Adams County Sheriff's Office.

According to [redacted] on the morning of April 10, 2026, at approximately 0730 hours, when he arrived at the FLATROCK Regional Training Center Defensive Tactics building. He said he was working to prepare for the Academy's perishable skills "round robin" review and testing day. Shortly thereafter, [redacted] and [redacted] entered the office.

Before the recruits arrived for morning warmups, [redacted] without permission, went through [redacted] desk, where he located an unopened bottle of whiskey. [redacted] said that [redacted] said he needed a drink and that he knew where one was at (indicating [redacted] bottle). [redacted] said that the unopened bottle was a sentimental graduation gift from a previous class to [redacted] said that [redacted] unsealed the bottle, sniffed it, and took a drink directly from it. [redacted] witnessed this action, and [redacted] said that [redacted] appeared visibly shocked, but he did not intervene or issue any supervisory orders. He also clearly indicated that this happened prior to the arrival of Sergeant Europe.

[redacted] talked to [redacted] of [redacted] morning actions during the lunch break around 1130 hours. He did say that [redacted] left for lunch and that although he didn't witness it, he had been told that [redacted] had slept in his car. During the afternoon practical exams, [redacted] pulled [redacted] aside to talk to him about [redacted] According to [redacted] stated that [redacted] needed some assistance or support and made him aware that [redacted] has struggled with alcohol. [redacted] went to check the whiskey bottle in the desk, where he saw it had been partially consumed, but there was more than there is in the picture in this case file.

I asked [redacted] whether [redacted] was showing any signs of intoxication. He said that although [redacted] appeared louder than usual during the afternoon sessions, he did not exhibit any indicia of intoxication or present an immediate safety hazard to the cadets. According to [redacted] all instructors were on-duty, being paid, and wearing their official Adams County Sheriff's Office red instructor shirts on training facility property.

The situation culminated at the end of the training day between 1645 and 1650 hours. As the cadets were leaving, [redacted] approached [redacted] by the weight equipment, shook his hand, and asked him to thank [redacted] (demonstrating that he had actual knowledge of who it belonged to), all while holding a white Styrofoam coffee cup that smelled like alcohol. [redacted] briefly stepped away to control his emotions before confronting [redacted] in the office and to go to the bathroom.

During the confrontation, [redacted] broke down in tears, confessed to his struggles with alcoholism, and admitted he had been drinking daily for several weeks. He said that it was due to personal and professional issues, including severe marital issues and the loss of his mother (October 2025). [redacted] also noted that while he suspected others knew of his relapse, [redacted] was the first to actually confront him.

Following his conversation with [redacted] walked to the driving track at 1830 hours to notify [redacted] that [redacted] had drank his gift whiskey. On the following Monday morning, May 10, 2026, [redacted] formally reported the entire sequence of events to his immediate supervisor, [redacted]

Later, camera footage suggested that other supervisors, including [redacted] and Sergeant Europe, were in the office with [redacted] late that afternoon. [redacted] said that he'd heard allegations that Sergeant Europe may have also consumed alcohol and [redacted] may have actively participated or poured drinks.

[redacted] verified that the pictures in the case file of the desk are indeed [redacted] Desk. He also verified that the picture in the file was the bottle that had been in the desk and that had belonged to [redacted] said (32:21 in the audio recording) that at no time did he communicate to either sergeant that he believed [redacted] had been drinking. He said that the reason was because Sergeant [redacted] had seen it, was aware, and was unsure whether [redacted] was his sergeant and assumed he would tell Europe.

SUBJECT: [redacted]

On 05/07/2026 at 1434 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and Evidence.com.

[redacted] has worked for the Adams County Sheriff's Office for about [redacted] He is currently assigned to [redacted] and has been a [redacted]. He is a Master Taser Instructor and an assistant Arrest Control Instructor since 2021. He is also a member of the Peer Support Team. He told me that the difference between a lead instructor and an assistant instructor is that a lead instructor takes control of the class. He also told me that he wasn't sure if the lead was his supervisor when he was helping with the Academy that [redacted] is his boss. He could not reconcile the fact that he outranks [redacted] except to say that he would take control of supervision if there was an emergency. Later, he told me after I asked him if it was the case, (at 41:21 in the audio file) whether misconduct was a time that he could take over the class as a sergeant and he said that it was.

[redacted] said that he was working on April 10th, 2026, at the FLATROCK Regional Training Facility in an arrest control instructor capacity. [redacted] said that he arrived at the FLATROCK Regional Training Center for the morning briefing that began at approximately 0730 hours and was attended by [redacted] and [redacted] with Sergeant Europe arriving approximately five minutes late.

[redacted] stated that he saw [redacted] remove an unopened bottle of liquor from a closed cabinet in the desk he knew belonged to [redacted] also said that the bottle of liquor was unopened when it was first removed from the desk. [redacted] said that [redacted] said, "Is it too early?"

[redacted] stated that he only saw [redacted] handle the bottle at that time and did not witness him drink any alcohol in the morning and that he didn't remember him opening the bottle. [redacted] told me that [redacted] had been sleeping in his personal vehicle prior to the shift. He also told me [redacted] said it was because he was adjusting to a graveyard shift. [redacted] stated that he did not observe slurred speech, bloodshot eyes, or a loss of balance (or any other indicia of intoxication) from [redacted] during the morning.

Following the morning session, operations paused for a lunch break, during which [redacted] ate alone in his truck. He noted that [redacted] later had to wake [redacted] from his vehicle to begin the afternoon training block. During the subsequent practical test-out phase, a training incident occurred in [redacted] testing group when a recruit was accidentally kicked in the head due to poor spacing protocols. They were able to successfully finish the testing phase but [redacted] verbally corrected [redacted] He gave him instruction regarding the spacing of the mats, and the training day officially ended. [redacted] believed that the recruits cleared the mats and exited the facility between 1705 and 1710 hours.

Sergeant [redacted] told me that specifically between 1649 and 1650 hours, just as the majority of the recruits were departing [redacted] approached Sergeant [redacted] in the DT office while holding the liquor bottle and asked, "Are we off the clock?" [redacted] replied, "Yes, we're off the clock." He acknowledged that was a mistake and thought of it as a celebratory moment rather than a work function because they had just tested out the recruits. He also acknowledged that he did this despite the fact that they were still on county grounds, wearing their red uniform instructor shirts, and technically scheduled to work until 1700 hours. He also said (at 40:34 in the audio file) that he was not thinking about what actual time it was when he told [redacted] they were off the clock.

[redacted] then poured an estimated one ounce shot described by him as liquor into a small white cup. [redacted] attempted to mitigate the situation by pouring Pepsi from his own twelve ounce can into the cup to "water down" the alcohol. He said that this was due to his personal experiences with his wife (at 1:07 in the audio file). He told me she is a recovering alcoholic, and before [redacted] could consume the beverage, he wanted to make sure it wasn't as strong.

Sergeant Europe entered the room, grabbed the cup, and quickly drank it. [redacted] jokingly complained, poured a second shot, which [redacted] again diluted with Pepsi, and [redacted] consumed it. [redacted] believed the room was empty of recruits or other staff, such as [redacted] or [redacted] during the active drinking, and he stayed in the DT building for about 10 to 15 more minutes before driving home. He said that he did not observe any more drinking after seeing Europe and [redacted] drink.

He told me Monday, May 4, 2026, he was called into [redacted] [redacted] Office and [redacted] [redacted] was also there. When questioned directly by [redacted] [redacted] regarding the presence of a whiskey bottle at the academy, [redacted] provided a verbal account of the events that matched what he told me in the interview (based upon written memos and interviews).

Sergeant [redacted] verified through the photos that he, Sergeant Europe, and [redacted] [redacted] [redacted] we all in the office around 1645. He also pointed to the location of the bottle using the photos in the case and said that he thought the cabinet was closed. He was unable to verify that the picture in the case file was the liquor bottle that was involved in the incident. He did tell me that it looked similar.

At 41:40 minutes into the audio file I asked [redacted] [redacted] whether a Sergeant ever quits being a sergeant and he said, “No Sir.” He told me that prior to the day of the incident he did not have any knowledge that [redacted] [redacted] had been struggling with alcoholism or personal matters even though he is peer support (At about 1:11:00 in the audio file). He stated (At about 1:16:00 in the audio file), "I take full responsibility for everything that happened for my part in that... The actions that occurred are my own. I have the opportunity to do things differently, to say things differently, to prevent something from going on. And I didn't... I'm truly sorry.".

SUBJECT: Sergeant Wilfred Europe

On 05/07/2026 at 1603 hours, I conducted an interview with Sergeant Wilfred Europe in the Internal Affairs Office at the Adams County Sheriff’s Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording.

Before answering questions, Sergeant Europe was read and signed his Garrity rights. He was also given the opportunity to read three complaints that served as evidence initiating this IA investigation. Sergeant Europe has worked for the Adams County Sheriff’s Office for 10 years and is currently assigned to the Jail Division's A Platoon Day Shift and has been a sergeant for 4 years. Sergeant Europe also serves as a Field Training Officer Sergeant, a Peer Support Sergeant, and a 13-year Arrest Control Instructor who trains recruits at the FLATROCK Regional Training Facility. He is not considered a Lead instructor by POST standards. He told me that whoever the lead is during the class is the supervisor for the class (at 14:35 in the audio file). I asked him if that also applies to whoever the instructors are (at 14:39 I the audio file) and he told me that it did. He did also tell me (at 14:49 in the audio file) that an instructor who is a lead has the power and authority to send someone who is an instructor home.

I asked Sergeant Europe to tell me about what happened on April 10, 2026. He told me that day was a recruit test out day in the DT room of the FLATROCK Regional Training Center. Europe told me that he arrived between 0730 and 0745 hours and smoked a cigar in his vehicle before entering for the safety briefing (consistent with the time discrepancy from [redacted] [redacted] about him being a little late and not present during [redacted] [redacted] [redacted] morning alcohol consumption).

Sergeant Europe told me that he had multiple personal conversations with [redacted] who confided that he was dealing with marital issues and experiencing unresolved grief from his mother dying. Sergenat Europe noted that [redacted] was visibly angry and hurt during these private discussions in the parking lot, but seemed normal, and professional when interacting with the recruits inside the DT building. Europe told me that he did his best to council [redacted] using his own personal experiences to give him some "best practices" about dealing with his personal affairs. Sergeant Europe stated he did not personally see [redacted] sleep in his car but heard other staff members joking inside the office about having to wake [redacted] up. Sergeant Europe told me that he did not smell alcohol on [redacted] at any point during the day. Europe also did not observe any slurred speech, bloodshot eyes, or loss of balance that would be traditional indicia of intoxication taught in SFSTs.

When I asked Sergeant Europe whether [redacted] mentioned anything relating to drinking or having a drinking problem, Europe said that [redacted] did not. Sergeant Europe said that he did go home during his lunch break. He also explained to me that he was in the far corner of the DT building near the garage style door. He explained that [redacted] was on the opposite side of the DT building, so he was not in close proximity to him during the training. Europe described [redacted] as "locked in" during this time (at 25:30 in the audio file). He also said that [redacted] did not seem more tired than usual and that [redacted] was working nights at the time.

Sergeant Europe told me that he believed that the recruits were dismissed between 1705 and 1710 hours. He said that a group of instructors were gathered in the DT office. Europe observed his partner, [redacted] pouring soda pop into a cup and he heard [redacted] say, "Let me water that down for you." Sergeant Europe told me that he looked and asked, "Is that whiskey?" [redacted] jokingly told Europe not to take his drink, but he took the Styrofoam cup and drank it in an action he described as "slamming it".

Sergeant Europe estimated the amount of whiskey to be to be a single shot's worth of liquor mixed with soda. After Europe finished the drink, and said that he said, "Let's get out of here," (at 31:22 in the audio file). [redacted] poured a second shot-sized portion into the cup, which he said [redacted] again diluted with soda.

Sergeant Europe said he told [redacted] to take his drink so they could leave. He says that he instructed him to go home to his wife. According to Sergeant Europe he left the building immediately after. Europe stated he believed the office was empty of recruits and was unsure of other staff like [redacted] or [redacted] at the exact moment of the active drinking.

I asked Sergenat Europe about the specific bottle of alcohol used during the incident and showed him the photo from the case file. Sergeant Europe was also shown photographs of [redacted] desk and cabinets from the case file. Sergeant Europe identified the desk and confirmed he was aware that [redacted] kept a square, 750 ml bottle of whiskey in the right-hand side of his cabinet. He explained that he had seen the bottle sealed in the cabinet multiple times over the past two years and understood it was a sentimental memento gifted to [redacted] by his very first academy class (at 1:15:51 in the audio file). I asked him whether he remembered if [redacted] ever left his cabinets open and he told me that he has seen them be both opened and closed. When I showed him the bottle of [redacted] bottle he was unsure about whether the bottle in case file picture was the same bottle, but that it was a square bottle that [redacted] had in his possession and that [redacted] bottle was also square. I asked him whether he was sure that [redacted] bottle had been sealed and he said that it had been (at 14:14:30 in the audio file). He wasn't sure how recently he had seen it sealed but that the last time he had seen it, it looked full.

Sergeant Europe told me that he was not aware of any drinking taking place other than the two drinks that he had told me about. When I asked about the whiskey Sgt. Europe clarified that when he drank from the cup, he did not realize the liquor had been taken from [redacted] cabinet (at 55:15 in the audio

file). He told me that he thought it was a random bottle brought in by either [redacted] deputies [redacted] or [redacted] (at 1:17:39 in the audio file). He also thought it may have been left over from an academy wet lab. Sgt. Europe stated that if he had known it was [redacted] special gift bottle, he would have stopped entirely and contacted [redacted] to correct the wrong to him (at 1:19:08 in the audio file).

I showed Sergenat Europe security camera and footage of the DT building with timestamps from 1649 and 1650 (included in the case file). These pictures showed Europe, [redacted] and [redacted] standing near the weight equipment and gun lockers. I asked Sergeant Europe why he appeared to be reaching forward to try and take a Styrofoam cup out of [redacted] hand. Europe responded that he did not recall trying to intervene or take anything away from [redacted] at that specific moment.

Sergeant Europe did tell me he thought it was possible that the footage either captured the exact moment he initially took the cup to drink it himself, or it was just animated talking gestures. Europe emphasized that due to his strong professional relationship with [redacted] if he had explicitly ordered [redacted] to hand over the cup, [redacted] would have complied out of respect.

I asked Sergeant Europe about why he would drink the whiskey. He defended his actions by explaining that he was operating with a peer support mindset rather than acting out of a disregard for policy. He stated, "I was just simply taking care of one of my guys and putting myself out there," in an attempt to create rapport. He explained that his own past personal traumas (meaning his divorce and nearly watching his child die) allowed him to connect with [redacted]

Sergeant Europe stated he wanted to try and talk to [redacted] "on his level" meaning as a brother law enforcement officer rather than a supervisor. Sergeant Europe acknowledged that policy forbids consuming alcohol in uniform on Sheriff's Office property and that he was on Sheriff's Office property in his arrest control uniform. He also admitted (at 1:20:53 in the audio file) that he put in his timecard hours until 1700 despite the fact that the drinking showed it took place prior to that in the photos and video in the case file.

Sergeant Europe said that he was treating the matter like an after-work drink. He went on to further say that a culture of "choir practice" (meaning after-work drinking) exists in the Adams County Sheriff's Office. He also went on to say he had participated in similar informal drinking circles while in uniform on patrol, on the SWAT team, and within special units alongside high-ranking supervisors and unnamed people at the executive level or "brass". He also reiterated that he was not aware that [redacted] had stayed behind and spoken with [redacted]

Sergeant Europe went on to tell me about his irritation that other academy coordinators and staff had apparently noticed [redacted] struggling or drinking earlier in the day but chose not to tell him. He said that if anyone had brought the issue to his attention earlier, he would have immediately stepped in as the ranking Sergeant and sent [redacted] home. He paraphrased the saying, "You don't know what you don't know," meaning that he can't fix something he is unaware of. He noted, however, that he generally avoids trouble outside his division because jail command staff has previously reprimanded him for attempting to hold out-of-division deputies accountable (at 57:31 in the audio file). He paraphrased the saying, "You don't know what you don't know," meaning that he can't fix something he is unaware of.

I asked Sergeant Europe if he believed drinking whiskey set the proper example for his partner, [redacted] who had only been a sergeant for eight months and was still learning the role. Sergeant Europe conceded that he could see how the situation looked but maintained that [redacted] knew his character and underlying motives to support a coworker in crisis. Sergeant Europe noted that [redacted] is also on peer support and likely understood the intent was to take care of [redacted]

I asked Sergeant Europe about the meeting with [redacted] and [redacted] Sergeant Europe said he didn't like how the situation was handled by his chain of command. He criticized the memo saying that things had been left out. He said in the meeting on Monday, May 4, with [redacted] and [redacted] He said that he was only being interviewed as a witness who was not in trouble, but then he was served with a formal subject letter within 24 hours. Sergeant Europe argued that the [redacted] memo omitted this part of the conversation, which he felt lacked transparency and felt like a "setup". He said that he felt like the meeting was presented as a "Don't do it again, you're going to be a witness" (at 1:03:39 in the audio recording of the interview) implying that he was not in any trouble to get him to reveal something more than what he would have otherwise.

Sergeant Europe closed the interview by taking responsibility for his actions, reiterating that there was absolutely no malicious intent, deceptiveness, or attempt to cover up misconduct against the Adams County Sheriff's Office. He acknowledged the situation looked bad and he recognized that future interactions must be handled differently. He also said that what he perceived as agency culture regarding drinking would also not impact his decision making again.

SUBJECT: [redacted]

On 06/03/2026 at 1055 hours I conducted an interview with [redacted] in the Internal Affairs Office at the Adams County Sheriff's Office Headquarters, 4430 S. Adams County Parkway, 1st Floor STE 5400 Brighton, CO 80601. I recorded the interview and the information below is a summary of the conversation. For the complete interview please see the attached recording and the case file in Evidence.com.

[redacted] has worked for the Adams County Sheriff's Office for about [redacted]. He has been a [redacted] for about one year and is [redacted]. He is also a Field Training Officer, a member of the Jail Special Operations Group (J.S.O.G.) and an arrest control instructor, although he is not a lead arrest control instructor by any standard. [redacted] stands [redacted] and [redacted]. By his estimation, through the course of this interview, estimated he consumed approximately 8 to 9 ounces of alcohol over the eight hour shift but states he did not reach a level of intoxication that impaired his instructional capability or invalidated recruit testing.

I asked [redacted] about Friday April 10th, 2026 and what he remembered from that day. [redacted] said that he started drinking the previous night but not 8 hours prior to the arrest control shift at the FLATROCK Regional Training Center, where he was assigned as an arrest control instructor. His drinking initiated at his residence at approximately 0300, where he consumed a White Claw brand hard seltzer. He subsequently drove to the training facility, arriving early between 0700 and 0750 hours. He waited inside his personal vehicle until the arrival of the lead instructor, [redacted] which was around 0750.

[redacted] told me that he went inside the Defensive Tactics (DT) office, with [redacted] and [redacted] Upon entering, [redacted] said he needed a "hair of the dog" to function with [redacted] acknowledging that he got it. He then walked over to [redacted] desk, located an unsealed bottle of whiskey stored above it, and took a sip. During this interaction, [redacted] displayed a personal bottle of Jameson whiskey to those present, though [redacted] did not drink any of it himself.

[redacted] story continued with him telling me that at approximately 0900, during an active teaching block, [redacted] signaled [redacted] to step away from the training floor and join him in the office. After closing the door to ensure privacy, [redacted] confided in [redacted] personal and marital stressors he was experiencing especially the death of his mother that was still weighing on him. While delivering this

disclosure, [redacted] poured and consumed two additional shots of whiskey using a Styrofoam coffee cup. [redacted] told me that [redacted] did not participate in the drinking or report the behavior to a supervisor, choosing instead to offer [redacted] support.

[redacted] also told me about how he spent his lunch hour. He admitted that he left the FLATROCK and intentionally donned a jacket to obscure the Adams County Sheriff's Office patches and identifiers on his uniform. He drove to a nearby Maverick gas station, where he purchased three "Buzz Ball" shooters. Returning to the FLATROCK parking lot, [redacted] drank two of the shooters in his vehicle and took a nap until he was woken up by [redacted] who advised him it was time to resume recruit instruction.

[redacted] also told me about a break period he had while the recruits were stationed at the main building completing a written examination. [redacted] explained that he waited until he was completely out of the line of sight of Sergeant Europe and [redacted] before going to his personal vehicle. Once he got to his car, he consumed the third and final Buzz Ball shooter he had purchased earlier that day.

He also told me that at approximately 1650 as the day was ending, he drank more whiskey. After loosely verifying training was complete, [redacted] went into the DT office and poured another shot of whiskey into a Styrofoam coffee cup. He told me that [redacted] put soda pop into the cup to mix the drink saying, “Let me go ahead and help you out.” Sergeant Europe entered the office, took the cup directly from [redacted] and drank the contents himself. [redacted] said that Sergeant Europe said something to him, but that he couldn’t remember what was said. [redacted] poured a small replacement amount of whiskey for his own consumption after that. [redacted] did not witness this but did tell him that he wanted to speak with him after using the restroom.

[redacted] told me that following the end of shift, [redacted] confronted [redacted] privately inside the office regarding the incident. During this conversation, [redacted] broke down in tears and confessed that he had been drinking heavily on a daily basis for the past few months to cope with grief and escalating marital problems. [redacted] advised [redacted] that he needed to seek professional counseling and instructed him that he was required to replace [redacted] bottle of whiskey by the following week.

I showed [redacted] photos of the DT room activity from the case file and the associated time stamps. He verified that the drinking happened prior to 1700 hours and acknowledged a timecard discrepancy, admitting that he had pre-marked his physical sign-in sheet for a full 8-hour block and was technically still on the clock when he began drinking.

Across the entire 8-hour shift, [redacted] estimated he consumed roughly 8 to 9 ounces of alcohol. However, he maintained that due to his high tolerance, he never reached a subjective level of intoxication that impaired his instructional capabilities. I also showed him the picture in the case file of the bottle of whiskey that belonged to [redacted] He confirmed that it was the bottle that he took out of the desk and he verified that the line where [redacted] drew the original level of the whiskey was also correct. He also initiated the photo. I also showed [redacted] the pictures of [redacted] Desk from the case file. He verified that it was the desk that he took the whiskey from and that it was unlocked and shut prior to retrieving the whiskey from it. He also verified that he did not have prior permission to drink the whiskey or otherwise intermeddle with it in any fashion.

Finally, while [redacted] initially questioned why nearby supervisors failed to intervene or send him home, he explicitly corrected his stance for the record, taking 100% personal responsibility for his poor judgment as an adult and a law enforcement professional. He also said that he had just successfully completed an outpatient rehabilitation program through Brower and Associates.

[redacted] also shared that he had achieved 53 days of continuous sobriety, was actively practicing daily grief management, and had a plan to continue his recovery by utilizing "Badge to Badge," an Alcoholics Anonymous resource specifically tailored for first responders.

End of Interviews