



To: Sergeant Zacheria Hahn

From: Kenneth D. Chavez, Chief of Police

Re: Notice of Termination

Date: March 17, 2025

In my Final Determination Letter for your Internal Affairs Case #2025-001 I sustained six of the nine Severance Police Department policy violations. Some of the sustained violations also included Town Policies and one included a Peace Officer Standards and Training ("POST") requirement.

The most concerning matter is that some of the sustained violations pertained to the Department's core general standards and ethics which all officers must uphold, and your acts not only brought discredit upon you but upon the Department and the Town.

Specifically, you improperly used your position as a member of the Severance Police Department to gain influence with another public entity, Weld RE-4 School District to conduct your private apparel business, within District schools located in the Town. What made matters worse was that you failed to timely deliver 2024 Christmas orders you had received from school staff and parents.

In that you were not responsive to the schools' inquiries regarding the late deliveries knowing you were an officer with the Department one of the School's Principals contacted me. Though I could not direct you as to your private business's obligations, this was not only embarrassing to me but it brought discredit and impaired the integrity of both the Department and the Town. Further it negatively impacted your relationships within the

Department as such actions are contrary to the Department's ethics and general standards required for all its officers.

In addition, though you were certainly aware of the Town's Off-Duty Policy as you had previously submitted requests and were approved for 2022 and 2023 you failed to even apply for approval for 2024 and 2025 though you were still conducting your off-duty apparel business.

Another matter of concern is that in accordance with Town, Department and POST you are required to have a valid driver's license. When I met with you on January 15, 2025, as part of my administrative tasks I asked to see your Colorado driver's license and noticed that it had expired on December 18, 2024.

A review of your work schedule demonstrated that you had driven a police vehicle for eleven days after your license expired. This is of great concern not only because of the violations of Town, Department and POST requirements but also because of the risk it imposed upon the Town if you had an on-duty motor vehicle accident while your license was expired.

I give a great deal of thought to every disciplinary matter and find that your violations are particularly egregious because as a Sergeant you hold a leadership position within the Department and are to serve as an example for others, regarding the Department's performance, rules, general standards, integrity and ethic requirements. You have failed to meet such requirements and the fact that you are a Sergeant brought a greater degree of disgrace to the Department and the Town regarding your off-duty business issues.

Therefore, I am terminating your employment effective immediately this 17th day of March 2025.

You must immediately turn in your Town identifications and all other property and equipment in your possession to me.

You should also contact Human Resources regarding post-employment matters such as COBRA.

Signed: _____

Chief Kenneth Chavez 