Zachery Chevere

Police Officer

Colorado , Colorado Springs, US, 80924

[redacted]

Aug 1[illegible], 199[illegible]

Police Officer with experience in maintaining public safety and enhancing community trust through proactive patrolling and strategic crime prevention programs. POST Certified with a proven track record in reducing local crime rates and improving department efficiency through collaborative case resolutions and thorough investigations. Demonstrates strong communication skills and attention to detail, ensuring compliance with legal standards and successful prosecutions.

Employment history

Police Officer , Colorado Springs Police Department, Sep 2024 - May 2025
Colorado Springs

- Maintained public safety and order through proactive patrolling and community engagement.
- Collaborated with team to resolve complex cases, enhancing department efficiency.
- Utilized analytical skills to assess situations, ensuring appropriate response and resolution.
- Investigated incidents, leading to a significant reduction in local crime rates.
- Demonstrated strong communication skills in diverse and challenging environments.
- Patrolled assigned areas to ensure public safety, leading to a marked decrease in local crime rates and enhanced community trust.
- Conducted thorough investigations of incidents, utilizing evidence collection techniques to support successful prosecutions.
- Collaborated with community organizations to implement crime prevention programs, fostering stronger relationships and community engagement.
- Maintained accurate incident reports and documentation, ensuring compliance with legal standards and improving case management efficiency.

Infantryman, United States Army, Dec 2020 - Sep 2024
Fort Carson

- Executed tactical exercises, enhancing unit readiness and cohesion.
- Trained new soldiers, improving operational efficiency and skill levels.
- Operated diverse weapons systems, ensuring mission success and safety.
- Executed tactical exercises, enhancing unit readiness and operational effectiveness through precise planning and coordination.
- Conducted assessments of training methods, leading to improved soldier performance and measurable gains in mission success rates.
- Trained and mentored new soldiers, fostering teamwork and cohesion that strengthened unit dynamics and overall morale.
- Maintained proficiency in various weapons systems, ensuring operational readiness and compliance with safety regulations.

Security Guard, Alliance Building Services, Jul 2020 - Dec 2020

- Protected business property
- Assisted personnel with guidance throughout the building
- Patrolled the property
- Documented any noticeable issues within the property.

Intern, Administration of Child Protective Services (ACS), Jun 2019 - Aug 2019

- Helped organize case files
- Observed case briefings between consultants and child protective specialists
- Attended ACS hosted events that help strengthen the relationship between children and their parents.

Employment history

- Assisted in organizing case files, ensuring efficient access to critical information and contributing to smoother case management.
- Participated in case briefings, enhancing communication between consultants and specialists, resulting in better-informed decision-making.

Education

John Jay College/CUNY, New York, NY, Jan 2018 - May 2020
Bachelor of Arts: Criminal Justice

GPA: 3.7

Graduation with Honors

Guttman Community College/CUNY, New York, NY, Jan 2016 - Aug 2018
Associate of Science: Urban Studies

GPA: 3.6

Graduation with Honors

University of Arizona Global Campus , Online , Jan 2023 - Jan 2025
Masters of Science in Criminal Justice

Graduated with a master's in criminal justice

Skills

POST Certified

Links

CLS Certified

CITY OF FLORENCE
600 W 3rd St, Florence
Colorado, 81226
(719) 784-4848 Fax: (719) 784-0228

APPLICATION FOR EMPLOYMENT

An Equal Opportunity Employer

We do not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information or any other status protected by law or regulation. It is our intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors.

GENERAL

Answer each question fully and accurately. No action can be taken on this application until you have answered all questions. Use blank paper if you do not have enough room on this application. **PLEASE PRINT**, except for signature on back of application. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based upon non-job-related information.

Job Applied for Police Officer Today's Date 06/30/2025

Are you seeking: (Full-time) Part-time Temporary employment? When could you start work? [redacted]/immediately

Chevere Zachery Austin [redacted]
Last Name First Name Middle Name Telephone Number

[redacted] 81224
Present Street Address City State Zip Code

[redacted]
Email Address

Are you 18 years of age or older? . . . . . Yes ☑ No ☐
(If you are hired, you may be required to submit proof of age.)

If hired, you will be required to furnish proof of your eligibility to work in the U.S.

Have you ever applied here before? Yes ☐ No ☑ If yes, when? _____

Were you ever employed here? Yes ☐ No ☑ If yes, when? _____

If employed, do you expect to be engaged in any additional business or employment outside of our job? . . . . . Yes ☑ No ☐

If yes, give details Army National Guard

For Driving Jobs Only: Do you have a valid driver's license? . . . . . Yes ☑ No ☐

Class of License R State Licensed In CO

Have you had your driver's license suspended or revoked in the last 3 years? . . . . . Yes ☐ No ☑

If yes, give details: _____

List professional, trade, business or civic activities and offices held. (Exclude labor organizations and memberships which reveal race, color, religion, national origin, sex, age, disability, genetic information or other protected status.) _____

EDUCATION

LIST NAME AND ADDRESS OF SCHOOLS	Number of Years Completed	Diploma/ Degree/ Certificate	Subjects Studied
High School or GED: Karon School	4	Diploma	
College or University: John Jay College	4	Degree	Criminal Justice
Vocational or Technical:			

What skills or additional training do you have that relate to the job for which you are applying? POST

What machines or equipment can you operate that relate to the job for which you are applying? Radar / Lidar

WORK HISTORY

List names of employers in consecutive order with present or last employer listed first. Account for all periods of time including military service and any periods of unemployment. If self-employed, give firm name and supply business references. **Note: A job offer may be contingent upon acceptable references from current and former employers.**

NAME OF EMPLOYER Colorado Springs Police	JOB TITLE AND DUTIES police officer
ADDRESS 950 Academy Park loop	
CITY, STATE, ZIP CODE Colorado Springs, CO 80910	DATES OF EMPLOYMENT (MO/YR): FROM 09/24 TO 05/25
SUPERVISOR(S) James Allen TELEPHONE [redacted]	Reason For Leaving PTO
NAME OF EMPLOYER Army	JOB TITLE AND DUTIES Infantry
ADDRESS Fort Carson	
CITY, STATE, ZIP CODE Colorado Springs, CO	DATES OF EMPLOYMENT (MO/YR): FROM 01/21 TO 09/24
SUPERVISOR(S) Aislan Valdes TELEPHONE [redacted]	Reason For Leaving Finished Contract
NAME OF EMPLOYER Alliance Security	JOB TITLE AND DUTIES Security guard
ADDRESS 318 W 39th St	
CITY, STATE, ZIP CODE New York, NY 10018	DATES OF EMPLOYMENT (MO/YR): FROM 03/20 TO 11/20
SUPERVISOR(S) Collette [redacted]	Reason For Leaving Enlisted in army
NAME OF EMPLOYER CUNY	JOB TITLE AND DUTIES peer mentor
ADDRESS 50 W 40th St	
CITY, STATE, ZIP CODE New York, NY 10018	DATES OF EMPLOYMENT (MO/YR): FROM 2019 TO 2020
SUPERVISOR(S) Andrew Bernath TELEPHONE [redacted]	Reason For Leaving Found another job

REFERENCES

Have you worked or attended school under any other names? ..... Yes ○ No ✓

If yes, give names: _____

Are you presently employed? ..... Yes ○ No ✓

If yes, whom do you suggest we contact? _____

Have you ever been fired from a job or asked to resign? ..... Yes ○ No ✓

If yes, please explain: _____

Give three references, not relatives or former employers.

Name	Address, Phone
Taylor Eldredge	[redacted]
Angel Cosmes	
Jessie Contreras	

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date. I authorize the investigation of any or all statements contained in this application. I also authorize, whether listed or not, any person, school, current employer, past employers and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements. I understand I may be required to successfully pass a drug screening examination. I hereby consent to a pre- and/or post-employment drug screen as a condition of employment, if required. I understand that if I am extended an offer of employment it may be conditioned upon my successfully passing a complete pre-employment physical examination. I consent to the release of any or all medical information as may be deemed necessary to judge my capability to do the work for which I am applying.

I UNDERSTAND THAT THIS APPLICATION, VERBAL STATEMENTS BY MANAGEMENT, OR SUBSEQUENT EMPLOYMENT DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT NOR GUARANTEE EMPLOYMENT FOR ANY DEFINITE PERIOD OF TIME. ONLY THE PRESIDENT OF THE ORGANIZATION HAS THE AUTHORITY TO ENTER INTO AN AGREEMENT OF EMPLOYMENT FOR ANY SPECIFIED PERIOD AND SUCH AGREEMENT MUST BE IN WRITING, SIGNED BY THE PRESIDENT AND THE EMPLOYEE. IF EMPLOYED, I UNDERSTAND THAT I HAVE BEEN HIRED AT THE WILL OF THE EMPLOYER AND MY EMPLOYMENT MAY BE TERMINATED AT ANY TIME, WITH OR WITHOUT REASON AND WITH OR WITHOUT NOTICE.

I have read, understand, and by my signature consent to these statements.

Signature: _____ Date 06/30/2025

This application for employment will remain active for a limited time. Ask the organization's representative for details

CITY OF FLORENCE

600 West 3rd Street
Florence, Colorado 81226
(719) 784-4848
cityofflorence@florencecolorado.org

CITY OF FLORENCE AUTHORIZATION FOR PRE-EMPLOYMENT CRIMINAL BACKGROUND INVESTIGATION AND MOTOR VEHICE RECORDS SEARCH

NAME: Zachary Chevere

ADDRESS: [redacted]

I, Zachary Chevere, understand that the City of Florence requires that a criminal background investigation and motor vehicle record search will be conducted if I'm considered for employment. I agree to the criminal background investigation and motor vehicle record search by my signature below.

Signature: [signature]

Date: 06/30/2025

CITY OF FLORENCE

600 West 3rd Street
Florence, Colorado 81226
(719) 784-4848
cityofflorence@florencecolorado.org

CITY OF FLORENCE AUTHORIZATION FOR PRE-EMPLOYMENT DRUG AND ALCOHOL TESTING

NAME: Zachery Chevere

ADDRESS: [redacted]

I, Zachery Chevere, understand that the City of Florence requires pre-employment drug and alcohol testing of all employees and agree to submit to drug and alcohol testing as a condition of employment.

Signature: [signature]

Date: 06/30/2025

IF PERSON IS UNDER 18 YEARS OLD, PARENT SIGNATURE AND DATE:

By my signature below, I acknowledge that I am the parent of the above-named person as the term parent is defined in C.R.S. 13-22-107(2)(b), .and I hereby authorize the City of Florence to conduct drug and alcohol testing as a condition of employment.

Parent Name Print: _____

Parent Signature: _____

Date: _____

September 24, 2026

Officer Zachary Chevere

Position: Police Officer **Department:** Florence Police Department

Dear Officer Chevere:

This letter serves as formal notification of your termination from employment with the City of Florence, effective September 22, 2026.

The decision to terminate your employment is based on serious policy violations, substandard performance, and gross misconduct stemming from an incident of excessive force occurring on May 16, 2026.

Following a review of non-compelled evidence -- including body-worn camera footage, supervisory reviews, and operational documentation -- the City has concluded that your actions violated established departmental standards, exposed the City to significant organizational risk, and demonstrated a failure to maintain the expectations placed upon peace officers. Furthermore, the operational impact of your conduct on the department's staffing and overall organizational effectiveness has been fully evaluated.

Summary of Policy Violations

The grounds for this termination include, but are not limited to:

1. **Unwarranted Escalation and Excessive Use of Force:**

Failing to adhere to standardized protocols regarding the lawful, appropriate, and proportional use of force during an incident involving a member of the public on May 16, 2026.

2. **Non-Compliance with Mandatory Use of Force Reporting**:

Failing to immediately notify a supervisor and complete mandatory use-of-force documentation following the application of force.

3. **Violation of Standards of Conduct And Operational Integrity:**

Engaging in conduct that fails to align with departmental training and standard operating procedures, compromising public trust and operational efficiency.

4. **Failure to Meet Established Employment Expectations:**

Demonstrating a severe lack of judgment and failing to fulfill the core duties and standards required of a peace officer representing the City of Florence.

Applicable Policies Violated:

- **Florence Police Department / Lexipol Policy 300 (Use of Force):** Requires officers to use only that amount of force that reasonably appears necessary given the facts and circumstances.

- **Florence Police Department / Lexipol Policy 321 (Standards of Conduct):** Mandates that members maintain high standards of professional conduct and refrain from actions that bring discredit to the department.
- **City of Florence Personnel Policy, Section 7-102 (Reasons for Disciplinary Action):** Provides that violations of City personnel policies, administrative policies, departmental policies, procedures, rules, or regulations constitute grounds for disciplinary action, up to and including immediate termination.

DETERMINATION

After reviewing the non-compelled administrative evidence, the severity of the policy violations, and the operational impact on the department, the City has determined that these violations warrant the immediate termination of your employment.

Accordingly, as an at-will employee, your employment with the City of Florence is terminated for cause, effective September 22, 2026.

You are required to return all City property in your possession, including keys, Radio charger, identification/access cards, badge, firearm, equipment, electronic devices, documents, records, and any other City-owned property, to Chief Sean Humphrey no later than October 1, 2026, at 5:00 PM MST].

Your final compensation and any applicable accrued leave will be processed in accordance with City policy and applicable law. Information concerning the termination of benefits, POST status reporting, and other separation procedures will be provided separately by Human Resources.

This letter is intended to document the City's employment decision and the basis for that decision. Nothing in this letter is intended to waive or limit any rights or procedures available to the City under applicable law or City policy.

Sincerely,

Lori Cobler

Lori Cobler

City Manager, City of Florence

Sean V. Humphrey

Chief of Police, City of FLorence

ACKNOWLEDGMENT OF RECEIPT

A copy of this letter, along with supporting documentation, will be included in your personnel file. Your signature below acknowledges receipt of this document and does not necessarily indicate agreement with the action described.

[Officer Name]

Date: _____