

Confidential
Internal Affairs Investigation; 20-173
July 15, 2020; 1 p.m.

1 **Duncan:** This is Sergeant Mareshah Duncan with the Colorado Springs Police
2 Department Internal Affairs Section. Today is Wednesday, July 15, 2020 and the
3 time is 1 p.m. I'm interviewing Sergeant Keith Wrede in regards to Internal Affairs
4 Case Number 20-173. Also present is Internal Affairs Lieutenant Chanza and
5 Sergeant Wrede's attorney, John Newsome.

6 Have you been read your Garrity Advisement today?

7 **Wrede:** I have.

8 **Duncan:** And will you be answering all of our questions truthfully?

9 **Wrede:** Yes, I will.

10 **Duncan:** Would you please state your full name with the spelling for the record.

11 **Wrede:** Keith, K-E-I-T-H; Wrede, W-R-E-D-E.

12 **Duncan:** And how are you employed?

13 **Wrede:** With the City of Colorado Springs as a sergeant.

14 **Duncan:** And how long have you been an employee of the Colorado Springs
15 Police Department?

16 **Wrede:** I'm like three weeks shy of 20 years.

17 **Duncan:** Do you have prior law enforcement experience?

18 **Wrede:** I do.

19 **Duncan:** Where and how long?

20 **Wrede:** El Paso County Sheriff's Office from '19...from January 11, 1999 to
21 about August of 2000.

22 **Newsome:** So about...

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23 **Wrede:** About 18, about, is all I was there.

24 **Duncan:** What is your current assignment with CSPD?

25 **Wrede:** I supervise the Strategic Investigations Unit.

26 **Duncan:** What does that mean?

27 **Wrede:** It's a proactive intel-led policing unit out of...we're a patrol asset, but
28 we're assigned out of VNI.

29 **Duncan:** And what is your current schedule?

30 **Wrede:** Tuesday through Friday, 9 a.m. to 7 p.m.

31 **Duncan:** Were you working on the evening of June 30th, 2020?

32 **Wrede:** I don't know what day that is to be honest with you.

33 **Duncan:** That's the Tuesday that's the subject of our conversation.

34 **Wrede:** I was not working that day. I was—that was my last day before I
35 started—began my vacation.

36 Right?

37 **Newsome:** No, you were home.

38 **Wrede:** Yeah, I was at home. Yeah, I was off.

39 **Duncan:** Okay. What were you doing that evening between about 8:00 and 9:00
40 p.m.?

41 **Wrede:** Having a couple of drinks with my wife, trying to decompress and again
42 watching Facebook Live and I began watching the protests and I began
43 commenting on the news media.

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44 **Duncan**: Were you doing anything in that time frame that you feel would impair
45 your judgement?

46 **Wrede**: I had a couple of drinks, but I wouldn't say that I was falling over drunk. I
47 was beginning my vacation, so...

48 **Duncan**: And you said you were watching Facebook Live. Were you logged into
49 your Facebook account with the user name of "Steven Eric?"

50 **Wrede**: I was.

51 **Duncan**: And you told me what you were watching from that account.

52 **Wrede**: Yeah, I was just watching the protests. They were out there covering
53 live the fact that the protests had took over I-25.

54 **Duncan**: And how were you watching it; like what medium and what channels?

55 **Wrede**: From my house, on my computer...I don't know what channel I was on,
56 to be honest with you. I don't—I don't think I was—I think my wife was actually
57 watching it on the computer and I was just—I don't remember like logging in, you
58 know what I'm saying? We have—we share our computer. So I don't—I couldn't
59 tell you what news channel I was watching to be honest with you.

60 **Duncan**: Okay. Is the channel you were watching the one that you made the
61 comments on?

62 **Wrede**: I suppose, yes. I think we went between—because there were several
63 news channels that were covering it. And one news channel actually, I have little
64 bit of respect for them, they stopped the coverage of it and then another one
65 didn't, so that's the one that I was watching. But I don't know which one that was.

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66 **Duncan:** Okay.

67 **Chanza:** But you didn't comment on both?

68 **Wrede:** No.

69 **Chanza:** Okay.

70 **Duncan:** So if there's comments on one, that's the one that you commented on?

71 **Wrede:** That's the one, yeah.

72 **Duncan:** Okay. So that would be KRDO; that's the one that—

73 **Wrede:** Okay.

74 **Duncan:** --the comments are on.

75 **Wrede:** Sure.

76 **Duncan:** What was your understanding of the nature of the protest you were
77 watching?

78 **Wrede:** My only understanding was that they were blocking I-25.

79 **Duncan:** And what was your understanding of the political or social position of
80 the people involved in that protest?

81 **Wrede:** Well I understand that they are protesting the Black Lives Matter
82 movement. But my comments had nothing to do with where I stand politically or
83 where I stand racially or anything like that, so...

84 But I do understand what they were trying to accomplish in the street that
85 day.

86 **Duncan:** Which you understood to be what?

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87 **Wrede:** The murder of George Floyd, police reform, killing cops, trying to kill
88 cops, so...

89 **Duncan:** What was your impression of the racial make-up of the majority of the
90 people involved in that protest?

91 **Wrede:** I observed they were mostly White.

92 **Duncan:** Did you understand the protest to be organized by any particular
93 organization?

94 **Wrede:** No.

95 **Duncan:** Were you aware that what you were watching was, in fact, a live feed?

96 **Wrede:** Yes.

97 **Duncan:** While logged into the Facebook account with the user name of "Steven
98 Eric," watching the protest that we just discussed on KRDO, did you post the
99 comments "KILL THEM ALL" and "KILL EM ALL"?

100 **Wrede:** "KILL EM," yeah. There's—the comment is not—I didn't mean as kill
101 them, as in kill them. I was raging on some other stuff as it relates to just some

102 [REDACTED]. So, in no way did I want to kill

103 those people, want those people killed, or anything like that. It was a result of,

104 umm, music and [REDACTED]

105 [REDACTED]. And that night, I was just going crazy on

106 Metallica's "Kill 'em all" on the way home.

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107 When my [REDACTED] [REDACTED]
108 [REDACTED]. And [REDACTED] is loud, hard, fast, heavy
109 metal music and that night, that's what I was listening to.

110 **Duncan:** Okay. I am gonna ask you some direct questions that fairly—

111 **Wrede:** Sure.

112 **Duncan:** --overlap with the questions you just answered, okay?

113 **Wrede:** Sure.

114 **Duncan:** How many times did you post a comment of "KILL 'EM ALL" or
115 something similar to that?

116 **Wrede:** I have no idea. I typed it once and then it was just—I just did copy/paste
117 and then Facebook shut me down so I—I was done.

118 So in the amount of time that I posted was a matter of seconds, not a
119 duration of minutes, you know what I'm saying? CP, CP, CP, CP, C...then
120 Facebook shuts you down. So, which, thank God they did.

121 **Duncan:** I guess that confuses me a little bit because I have a couple
122 screenshots of your posts and they don't seem to be within like seconds or even
123 minutes of each other.

124 **Wrede:** Okay, and I'm—maybe I'm just remembering the way I was
125 remembering that night.

126 **Duncan:** Okay.

127 **Wrede:** As in my frame of mind at that time. I never went back. I never re-visited
128 any of my posts so I don't know.

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129 **Duncan**: Okay. Just for your reference, this one is 32 minutes and 37 minutes
130 from whatever timeline this is. But clearly, they're at least five minutes apart.

131 **Wrede**: Sure. So then you see there, instead of "KILL THEM," that's probably an
132 autocorrect whereas "KILL 'EM" is you know my Metallica rage. I mean, same
133 thing.

134 **Duncan**: And just so you can see, this one, different time stamp—

135 **Wrede**: Okay.

136 **Duncan**: --of the live and another post here, which is not the same timeline—

137 **Wrede**: Okay.

138 **Duncan**: --as the post here, so—

139 **Wrede**: So then I just must be misremembering. So there's no intent for me to
140 deceive at all. I'm just misremembering.

141 **Duncan**: Okay. Within those comments, who was the "THEM" that you were
142 referring to in the comment "KILL THEM ALL?"

143 **Wrede**: Again, what I just said earlier, it was no specific reference to wanting
144 anybody hurt, to wanting anybody killed. It was just the music that I was [REDACTED]
145 [REDACTED] as a result of some instance that occurred
146 during the protest.

147 **Duncan**: Were you responding to any other comments that had been made on
148 the live feed?

149 **Wrede**: No, I wasn't reading anything.

150 **Duncan**: What did you think might happen as a result of your comments?

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151 **Wrede:** I didn't think anything at the time. I didn't think...anything at the time. I
152 was not...I was not in the frame of mind of Sergeant Keith Wrede at the time.

153 **Duncan:** Did you have anything that you were intending to accomplish with
154 those comments?

155 **Wrede:** It was just anxiety being released from my body in a very unprofessional
156 manner, looking back. I did not try to accomplish anything. I wasn't trying to drum
157 people up to go down there and counter-protest or drive a car through and kill
158 everybody. I wasn't trying to accomplish anything then. Just some self-
159 destructive behavior that is what it is.

160 **Duncan:** Looking back now, what do you think reasonably could have happened
161 as a result of your comments?

162 **Wrede:** (Pausing) Looking back now, I should've called my [REDACTED]
163 [REDACTED] day two into the protests when I had [REDACTED] at home
164 and my wife said to me to [REDACTED] and I managed to convince
165 her that I was fine and continue to work, and you can call [REDACTED] in for him
166 as a witness to that conversation with my wife.

167 So looking back, I would've turned back the clock almost two to three
168 weeks before that and tried to get ahold of...

169 ... [REDACTED] ?

170 **Duncan:** So just looking at the comments themselves, like taking maybe even
171 yourself out of it—

172 **Wrede:** Uh-hm.

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173 **Duncan**: --and saying what do you reasonably think could've happened as a
174 result of the comments being posted?

175 **Wrede**: For me, what I reasonably think could've happened...I mean reasonably
176 for me, I—disciplinary action.

177 **Duncan**: No, no, no.

178 **Wrede**: Do I think other people could've taken up arms and gone down there
179 and taken everything seriously? Possibly; that could've happened and that
180 would've been obviously tragic, but that could've happened, yes.

181 **Duncan**: And you've basically answered this question. I just wanna put these
182 words to it, by making these comments, did you have any intention of provoking
183 a violent act or any other similar lawless act?

184 **Wrede**: Absolutely not. This was an act of anxiety brought on by something
185 completely unrelated to that night.

186 **Duncan**: Did you make any other comments from your Facebook account on the
187 KRDO live feed of the protest?

188 **Wrede**: No, not that I'm aware of.

189 **Duncan**: Were you posting to, or commenting on, any other stories about the
190 protests?

191 **Wrede**: Not that I'm aware of.

192 **Duncan**: Did you, at that time, or another time, make a post on your Facebook
193 account with the profile name of "Steven Eric": "Solid move BLM way to make
194 your point. I hope you are proud you damn Terrorist."?

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195 **Wrede:** Yes.

196 **Duncan:** What did you mean by that post?

197 **Wrede:** Anger...like I'm angry; like I'm—and not angry as in a self-destructive
198 way, but just...

199 Things changed for me that second night of that protest and I had—I was
200 just having a very difficult time with the movement nation-wide and specific
201 actions that—very specific actions that occurred that night that unfortunately
202 made me see the protesters as nothing more than a terrorist organization that
203 were out to kill the police, and they tried to kill the police the second night when
204 they shot at Troy Bauer.

205 **Duncan:** So what did you mean by "terrorist"?

206 **Wrede:** I just think that anybody that's—goes against their values and morals of
207 whatever the United States is based on is a terrorist; whether it be foreign or
208 domestic. It just seems to me like terrorists acts; burning and looting and property
209 destruction and the complete lack of disregard of anybody's safety and personal
210 safety and shooting guns in the street and shooting guns at the police, that's—
211 that's not what America does. It's not what America is based on. To me, that's a
212 terrorist act. Calling for violence, outwardly calling for violence, outwardly making
213 it okay to kill the police is, to me, a terrorist act. That's what I meant by that. It
214 seems more like terrorism and less like *Here's the point that I'm trying to make.*
215 So violence doesn't change and actions, so...

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216 **Duncan**: As a police officer and a police sergeant with CSPD for almost 20
217 years now, have you worked, or in any way interacted with, protests or crowd
218 control situations in the past?

219 **Wrede**: Yeah, I was part of the De'Von Bailey stuff when that spun up. We were
220 part of a crowd control team then.

221 **Duncan**: Any other times?

222 **Wrede**: No...that I can think of.

223 **Duncan**: Regarding any other protests you have been involved with, have you
224 ever made similar posts or comments?

225 **Wrede**: No.

226 **Duncan**: Why these protests in particular?

227 **Wrede**: So on the night of—it was the second night we were out there – the first
228 night we were out – it was a first time my team was out there that first night,
229 everything was over with and good to go. And Chief Smith comes walking
230 towards me and looks like he saw a ghost.

231 And I said, "Hey, Chief. What's up? You good?" And I was still good at the
232 time.

233 And he was like, "Did you see Troy Bauer's car? They shot at him."

234 And I was like, "No, I didn't." So then, when I saw—I walked over to
235 Bauer's car, man, there's that—there's that bullet hole right there on the window.

236 So...man, that gets my anxiety going right now (pausing). [REDACTED]

237 [REDACTED], my critical incident July 31st, 2017 at Village Seven when someone tried

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238 to kill me. And I'm not talking like a guy shot at me. I'm talking like he, from an
239 elevated position, took aim and directed his line – gun fire at me with a high
240 powered rifle. I remember vividly the concussion, the closeness, the smell of the
241 gun powder and me just running for cover. I remember the impact of the bullets
242 as one went over my head and hit a tire next to me and I remember the air
243 hissing from that tire and then, just the bullets run along the car that I was hiding
244 behind. And what made it even worse was Major Crimes overlaid my body-worn
245 camera GPS with the impacts and they said, "He wasn't trying to kill anybody
246 else that night but Keith Wrede." And then my police cruiser was hit as a result of
247 that.

248 So for that (pausing) I was, you know, *I'm good to go* in my mind. *I'm good*
249 *to go. I'm good to go.* But I wasn't. And I should've—I did eventually listen to my
250 wife and she said, [REDACTED] And then [REDACTED]
251 said, [REDACTED] [REDACTED] from being up
252 at Focus—not Focus on the Family—I always want to say that—Planned
253 Parenthood when they shot at me, too. And me and [REDACTED] are very close.
254 We've been friends for over 21 years; at the Sheriff's Office together and my wife
255 and his wife are very good friends. And so I still have also [REDACTED]
256 [REDACTED] on the radio. Like, that still [REDACTED]
257 [REDACTED].

258 Anyway, so I went and saw [REDACTED]
259 [REDACTED]

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260 [REDACTED]

261 [REDACTED]. Having never—and I'm embarrassed to talk about it because I want
262 to be resilient, you know? I mean, I want to be resilient as a husband and a cop
263 and a supervisor. But...

264 When I saw the bullet hole in Bauer's car that night, I thought *Man, had*
265 *that been my car I'd been telling [REDACTED] wife that he just got shot, you*
266 know what I mean? And then—and all this happened once I got home and had
267 time to lay in bed and not sleep. The sound of the rocks hitting my Durango and
268 the objects brought me back to that—that gun fire that night from Village Seven,
269 that gun fire that day from Planned Parenthood.

270 So the anxiety of all of that, it just built and built and built. And I think we
271 did 12 days straight out there dealing with the protests. And it just continued to
272 build and it continued to build and on the second day of the protests, I couldn't
273 get it out of my mind. I could not get out of my mind that *They're gonna kill us and*
274 *we're gonna die*. I'm out there on the streets surrounded by guys by high
275 powered rifles. They've already taken shots at us and it just started building and
276 building and building and building.

277 So to answer your question the long way, what should I have done
278 differently? When my wife said, "You need to call [REDACTED] I
279 should've called that day. When my wife called [REDACTED]
280 [REDACTED] I should not have

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281 lied to him and said, "I'm fine, bro. Don't worry about me; worry about you."

282 That's what I should've done.

283 But I'm resilient, man. Nobody wants their heroes to be scared, you know
284 what I mean? So anyway, I've taken a lot of steps since that post. I've done a lot
285 of things on my vacation.

286 Anyway, did I answer your question, Mareshah, without me turning into
287 some sobbing baby in here?

288 **Duncan**: Well, that's not view, okay?

289 **Wrede**: What's that?

290 **Duncan**: You just said turning into some sobbing baby. And I'm just saying that's
291 not where it's at, okay?

292 **Wrede**: I mean, you guys know me. You guys have been on the street with me
293 for many years and I'm...I've just never had—it's just—I've never dealt with it.

294 They're like, [REDACTED]

295 [REDACTED] So then I managed to go three years, almost three
296 years to the date, [REDACTED]

297 [REDACTED].

298 But—and it just built throughout the protests. And you can watch hours of
299 body-worn camera footage and I am nothing but professional, nothing but making
300 great decisions and working. And I remember, we're out there one day talking to
301 the protesters, after things had calmed down and there's this dude, man, at the
302 City Hall and he's like four or five steps up just holding this AR-15 and then, man,

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303 I'm right back there. Here's a guy with a high powered rifled and he's got me from
304 high ground. And it just—I don't know if you've ever had an anxiety attack, man.
305 But it's almost something you can't control.

306 **Duncan:** So I want for a minute to just focus on, kind of the...more of the facts of
307 what—

308 **Wrede:** Sure.

309 **Duncan:** --we're getting to the bottom of--

310 **Wrede:** Sure.

311 **Duncan:** --which doesn't discount anything.

312 **Wrede:** No, I understand.

313 **Duncan:** --you're talking about, okay.

314 **Wrede:** I understand. I'm telling you, there's no excuse for what I did. There's
315 just unfortunate underlying reasons. So...go ahead with your question, I'm sorry.

316 **Duncan:** The previous question that you had answered was regarding other
317 protests. Have you ever made similar comments—

318 **Wrede:** No.

319 **Duncan:** --and the answer was no.

320 **Wrede:** No.

321 **Duncan:** So then the question is why specifically Black Lives Matter. If you
322 haven't made similar comments about other protests, why now?

323 **Wrede:** This is not about Black Lives Matter. They could've been protesting
324 anything. I don't care what the protest was about. I'll always be professional at all

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325 times. It was specific events within this protest. They could've been protesting a
326 new car that came out. It was when someone tried to kill a cop and then the
327 violence turned towards me [REDACTED]

328 [REDACTED] This has nothing to do with Black Lives Matter; nothing at all. And I just
329 want to be very clear about that. This is not motivated by race or bias. [REDACTED]

330 [REDACTED]

331 [REDACTED]

332 So...does that answer that question?

333 **Duncan**: Yes. At any point prior to being contacted by your chain of command
334 regarding these comments on the evening of Friday, July 3rd, 2020 did you think
335 about the comments you made or have any regrets around making them?

336 **Wrede**: Obviously I had regrets around them. I didn't think about it, but I have
337 regrets.

338 And my Facebook profile is pretty insulated, security settings are pretty
339 high. But what I didn't think about is, you know, other people on there that may
340 have said something or been offended by what I said and they could've been
341 friends of mine.

342 But yeah, I mean it's—it was a very regrettable period for me.

343 **Duncan**: During that timeframe, did you give any consideration to the far
344 reaching impact your comments might have?

345 **Wrede**: I do--during that time, no; upon reflection, yes.

346 **Duncan**: Did you think to mention it to anyone in your chain of command?

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347 **Wrede:** Honestly, I all but blacked the whole thing out to be honest with you. I
348 didn't even think about it. It happened and there were other things going on in my
349 life and, you know, Koch had given me a call and said, "Did you do it?" And I was
350 like, "Shit, yep. I did it."

351 **Duncan:** When you were contacted by Lt. Koch, what was your reaction?

352 **Wrede:** Immediate regret and embarrassment and humiliation. I felt horrible and
353 horrible because: a) I'm in a position of—you know, I'm management. So my
354 behavior, my actions need to be—I'm held to a higher standard.

355 It is a horrible time for law enforcement, politically, given all the things that
356 have gone on. So I just—I understand immediately that I let down the people that
357 depended on me, being the people I supervise and those that supervise me, up,
358 and to the Chief, you know. I've always been pretty proud of what I've done and
359 what I've accomplished. So embarrassment and being ashamed is immediately
360 how I felt with John Koch.

361 **Duncan:** What did you do, after that?

362 **Wrede:** Told my wife I fucked up.

363 **Duncan:** Did you delete your Facebook account or—

364 **Wrede:** Absolutely.

365 **Duncan:** You deleted it?

366 **Wrede:** Full on. And not only...it might come in another question, I deleted
367 because it had been compromised and it was for the safety of myself and my
368 family and stuff like that. I pay for Privacy for Cops. But I didn't—I couldn't have

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369 that come to my house, you know what I mean? So it was for safety more than
370 anything else.

371 **Duncan**: So I want to talk a little bit about your Facebook account.

372 **Wrede**: Uh-hm.

373 **Duncan**: What is the user name on your primary, personal Facebook account?

374 **Wrede**: Steven Eric.

375 **Duncan**: Why do you use that name?

376 **Wrede**: Steven is the name of my brother who passed away from cancer in
377 2006 and Eric is my middle name.

378 **Duncan**: Okay. What is your purpose, I guess, in using a name other you're
379 your own?

380 **Wrede**: So nobody knows who I am. I mean, obviously I don't want people to
381 know that--who I am so that's the purpose behind that.

382 **Duncan**: Had you previously had a different user name associated with the
383 same account?

384 **Wrede**: I don't know. I've been using that Steven Eric for so long, I don't know if
385 I did or I didn't. I may have, but I don't—I don't remember.

386 **Duncan**: Is it commonly known among people who know you that "Steven Eric"
387 is the profile name associated with you on your Facebook account?

388 **Wrede**: Yeah.

389 **Duncan**: Do you have any other social media accounts?

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390 **Wrede:** I have an [REDACTED] account but I don't really know how [REDACTED]
391 works (chuckles). Like, I seriously don't know how [REDACTED] really works. So it
392 was an account my wife created somehow and it was, you know, [REDACTED]
393 [REDACTED]. I deleted that because that is under my name; like, "[REDACTED]" I
394 think.

395 And then I had a [REDACTED] for many years since I was up [REDACTED]
396 [REDACTED]
397 [REDACTED]

398 **Duncan:** The [REDACTED]?

399 **Wrede:** Yes.

400 **Duncan:** And did that have any police association?

401 **Wrede:** Not at all. [REDACTED]
402 [REDACTED]
403 [REDACTED]
404 [REDACTED]

405 **Duncan:** Do you have any other secondary accounts that you use for the
406 purpose of posting controversial content?

407 **Wrede:** No. No, I don't—I don't have anything. I think I had [REDACTED]
408 [REDACTED]
409 [REDACTED]
410 [REDACTED]

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411

[REDACTED]

412

[REDACTED]

413

Duncan: So you made mention to Lieutenant Koch when he talked to you that

414

you thought you were logged into a secondary account, but you then realized you

415

were logged into your primary account.

416

Wrede: That's correct.

417

Duncan: What did that mean?

418

Wrede: So generally, I don't—I don't follow news feeds at all on my personal

419

account. I don't follow politics. I don't follow news. I generally just use it for

420

friends and family. So when I am reading the news, [REDACTED]

421

[REDACTED]—because I—it's too easy to get caught up on all the BS on

422

your feeds and I don't want that on my Facebook. So I thought I was in [REDACTED]

423

[REDACTED] But again, it's a shared computer. So my wife powered on the computer

424

and just clicked on the Facebook tab on top and it auto logged it into my personal

425

account, so...

426

But...regardless of what account I thought I was logged into doesn't

427

excuse the fact that I made the comment, so...

428

Duncan: What's the [REDACTED]?

429

Wrede: It was [REDACTED].

430

Duncan: [REDACTED]?

431

Wrede: [REDACTED].

432

Duncan: [REDACTED]?

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433 **Wrede:** Yes.

434 **Duncan:** On any of your other accounts, would you—have you made comments
435 that would be unprotected speech as they relate to First Amendment?

436 **Wrede:** No...not that I'm aware of.

437 **Duncan:** Specific to your Steven Eric account, about how many Facebook
438 friends do you have?

439 **Wrede:** A couple hundred?

440 **Duncan:** Of those, how many, or what percentage, do you think are police
441 officers?

442 **Wrede:** (Pausing) Maybe half.

443 **Duncan:** So half and half cops/non-cops?

444 **Wrede:** Probably. I—you know, I've never done the math to be honest with you.

445 **Duncan:** Do you have any past or current direct reports as Facebook friends?

446 **Wrede:** Yeah.

447 **Duncan:** Would anyone who was your friend on Facebook easily be able to
448 know you are a police officer?

449 **Wrede:** Anybody who is my—yeah, because they know I'm the police. I mean,
450 like my—my friends know who I am, so...

451 **Duncan:** So if someone was your friend on Facebook, maybe who you didn't
452 know personally...

453 **Wrede:** Um...

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454 **Duncan**: ...would they be able to tell from your account that you were a police
455 officer?

456 **Wrede**: Well, yeah. I mean, I've been tagged in lots of posts. You know,
457 obviously my wife has tagged me in Medal of Valor and pictures like that that
458 would show me in uniform.

459 If you were just somebody searching me and you weren't a "friend", you
460 would not probably know that I was in law enforcement—because it's locked
461 down.

462 I don't—I don't post where I work. I don't even post that I live in Colorado
463 Springs. I post that I was born and raised someplace else.

464 **Duncan**: And sort of same question, if they were looking, would they be able to
465 tell specifically that you were a CSPD sergeant?

466 **Wrede**: Somebody from the outside should not be able to see that. You would
467 have to be a friend or a good hacker, I guess.

468 But again, I don't know like the last time that I actually Googled my name.
469 I know, you know, like my parents were at Medal of Valor, my wife and they—
470 they've tagged me in that stuff. But all that should be—you should not be able to
471 see my profile due to my security settings if we are not a friend.

472 **Duncan**: Specific to those security settings, were other people able to tag you or
473 did you have to approve a tag before it would allow it?

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474 **Wrede:** Umm, I think I have to approve it, because I know I have to approve if
475 my wife tags me. And really, nobody ever tags me in anything but my wife
476 anyway, so...

477 **Duncan:** And you made mention of this already, but do you recall having been
478 tagged in a 2019 photo of you and your wife, with you in uniform, at the Medal of
479 Valor ceremony in December of last year?

480 **Wrede:** Yeah.

481 **Duncan:** And you said it was your wife that would've tagged you?

482 **Wrede:** Yeah. I'm not posting those pictures.

483 **Duncan:** And that was tagged as Steven Eric?

484 **Wrede:** Should've been, yeah.

485 **Duncan:** Do you happen to recall whether you had to accept that tag?

486 **Wrede:** I'm sure I did and I'm sure I did.

487 **Duncan:** And you pretty much said this, but you said you don't personally post
488 photos of yourself in uniform or otherwise representing as a police officer—

489 **Wrede:** I've—

490 **Duncan:** --to your Facebook account?

491 **Wrede:** --never posted myself in a uniform. Like, I'm not a selfie guy. So I'm not
492 going to selfie myself, that I can think of, in uniform; you know what I mean? So...

493 **Duncan:** Do you know if there's other pictures you've been tagged in, either in
494 uniform or otherwise, representing as a police officer?

495 **Wrede:** I'm sure there is, yeah.

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496 **Duncan**: Given the security settings you had, if somebody who was not your
497 Facebook friend were to look at the account, what would they have been able to
498 see?

499 **Wrede**: The last I checked they should've only been able to see what my profile
500 pic is and then there was like one—like one other thing in there and I don't—I
501 don't know what that was. But nobody that was not my friend should have been
502 able to see like Medal of Valor photos and then things like that. So I don't—I don't
503 know.

504 **Duncan**: On June 30th, which is the date we're talking about, what was your
505 profile picture?

506 **Wrede**: Me in a t-shirt that—not me in a t-shirt, a picture of my chest with a shirt
507 that said, "Police Lives Matter".

508 **Duncan**: And was that a hashtag across the front of—

509 **Wrede**: Uh-hm.

510 **Duncan**: --the shirt saying, in the blue lettering, "Police Lives Matter"?

511 **Wrede**: Yeah.

512 **Duncan**: Do you think it's fair to say, if someone saw your profile picture, they
513 would reasonably conclude you were either a police officer or a strong police
514 supporter?

515 **Wrede**: Sure, probably a strong police supporter. If they saw the picture,
516 probably more of a supporter than a police officer itself. A lot of people have
517 those "Police Lives Matter" shirts.

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518 **Duncan**: From an external viewer's perspective...someone who didn't know
519 you, but could see your profile picture...maybe just say a community member
520 who is watching the live feed—

521 **Wrede**: Uh-hm.

522 **Duncan**: --do you feel that your comments of "KILL THEM ALL" would
523 negatively affect that person's perception of law enforcement as a profession?

524 **Wrede**: In hindsight, yes.

525 **Duncan**: Do you feel that those comments could negatively affect that person's
526 trust in CSPD as an organization?

527 **Wrede**: Yes.

528 **Duncan**: Do you feel that those comments could have been taken to imply that
529 CSPD officers wish to kill members of our community?

530 **Wrede**: I can see that, yes.

531 **Duncan**: Do you feel your comments could be taken to be inciting people to
532 commit acts of violence against the protestors?

533 **Wrede**: Unfortunately, yes.

534 **Duncan**: Do you feel your comments could have been taken to imply that CSPD
535 officers have a bias against people of color in our community?

536 **Wrede**: No—I don't know. I can't—I don't know how to answer that. I don't know
537 any CSPD officers to be bias or prejudice or anything like that. So I don't know.

538 Perhaps...perhaps somebody could interpret it as that.

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539 **Duncan**: Are you aware that, by policy, your personal use of social media is
540 required to adhere to the Department's Code of Conduct?

541 **Wrede**: I am aware of that.

542 **Duncan**: What is your understanding of that Code of Conduct?

543 **Wrede**: I understand that as police officers we have a special relationship with
544 the community and as part of the police officer conduct our behavior, both on
545 duty and off duty, as it relates to the Department, needs to be professional at all
546 times and always make the Department and its officers appear in the best light.
547 So in lieu of that; yeah, I violated that policy.

548 **Duncan**: Okay. I'm just gonna read a couple snippets of that policy. You stated it
549 fairly well. But I'm just going to—

550 **Wrede**: I read it this morning.

551 **Duncan**: Okay. So General Order 1655, titled Police Officer Conduct—

552 **Wrede**: Uh-hm.

553 **Duncan**: --says that: "Officers shall conduct themselves, at all times, both on
554 and off duty, in a manner that reflects most favorably on the Department."

555 **Wrede**: Uh-hm.

556 **Duncan**: And states that: "Conduct unbecoming a police officer includes
557 behavior that could bring the Department into disrepute or discredit the officer as
558 an officer of the Department or impair the operation of the Department."

559 Is that familiar to you?

560 **Wrede**: It is.

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561 **Duncan:** With that in mind, do you feel your behavior when you made this post
562 saying “KILL THEM ALL,” in reference to BLM protestors favorably reflects on the
563 Department?

564 **Wrede:** No, it does not favorably reflect on the Department, nor does it reflect
565 the values of the Department.

566 **Duncan:** Do you feel that those comments could bring the Department into
567 disrepute?

568 **Wrede:** Yes.

569 **Duncan:** Do you feel that those comments could discredit you as an officer of
570 CSPD?

571 **Wrede:** Yeah.

572 **Duncan:** And do you feel those comments could impair the operation of the
573 Department?

574 **Wrede:** Yep.

575 **Duncan:** I want to get back to your Facebook friends--

576 **Wrede:** Okay.

577 **Duncan:** --and those who can actually see your postings, pictures, etcetera.

578 You said you have both past and current direct reports as Facebook
579 friends.

580 **Wrede:** Uh-hm.

581 **Duncan:** Can I reasonably assume you have many other line level officers as
582 Facebook friends as well?

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583 **Wrede:** Hmm...maybe. But a lot of them would have been like when I was line
584 level, you know what I'm saying? So, I'm very cautious about those that I
585 supervise. But a majority of my friends on Facebook were friends before I was a
586 supervisor.

587 I do think as a supervisor being friends with your subordinates, though,
588 is...it's not a bad idea in the regards that these kids today, man, they don't, like—
589 like, if you're not talking through social media, you're not talking. So it's a—I saw
590 it as a way sometimes to be like, "Hey, I saw your wife is pregnant.
591 Congratulations," you know what I mean; things like that. But I just don't like
592 directly communicate with them. It kind of goes back to that Supervisor 101
593 school back in the old days where you always walked around with all your guys'
594 birthdays on a notepad. You don't have to do that anymore.

595 "Hey, I saw your grandma died. I'm really sorry to hear about your
596 grandma dying. If you need some time off, let me know."

597 So that is my purpose for maintaining relationships with a lot of those
598 people. You know, not that I get invited to the party over the weekend or
599 anything like that. So, that's why.

600 **Duncan:** How do you view your responsibility as a supervisor in this
601 organization?

602 **Wrede:** Pretty high. Not only how do I view it in this organization, but how do I
603 hold myself to my own standards and I view them as pretty high.

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604 I've gone 20 years with an [REDACTED] I think, you know what I'm saying?

605 So I make a lot of good choices and I make a lot of good decisions.

606 Unfortunately, something outside of my control, emotionally and mentally, just

607 overrode my logic, you know. But I hold myself to a pretty high standard.

608 **Duncan**: Do you think people look up to you and follow your example as a

609 leader, whether your example is on or off duty?

610 **Wrede**: I do.

611 **Duncan**: And again, we kind of said this, but you understand that as a

612 supervisor, and specifically a sworn sergeant, you're held to an even higher

613 standard of conduct?

614 **Wrede**: Right.

615 **Duncan**: Do you understand that you are expected to model not only moral and

616 ethical behavior, but also the Chief's Values of Excellence, Humility,

617 Responsiveness and Honor?

618 **Wrede**: I do and I do also know that people that truly, truly know me know that I

619 was completely out of character and something was up, you know what I mean?

620 So I just—I want to throw that out there that...I understand what my

621 position is and the people that know me, that really know me, that are my good

622 friends they know that something is up with Keith Wrede.

623 **Duncan**: Specific to the behavior in question—

624 **Wrede**: Okay.

625 **Duncan**: --is that consistent with these expectations?

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626 **Wrede:** It is—wait, did I mis—did I mis—no, so it's not. Sorry about that. There's
627 a lot happening in my mind right now, Mareshah.

628 **Duncan:** I'm with ya.

629 Are you familiar with the Department's Values that states: "We recognize
630 that our personal conduct, both on and off duty, is inseparable from the
631 professional reputation of the Department"?

632 **Wrede:** One hundred percent.

633 **Duncan:** And last question, specific to social media usage on the policy itself,
634 General Order 1553, Social Media Use, it states: "Department employees shall
635 abide by the following precautions and prohibitions when participating in social
636 media. Department personnel are free to express themselves as private citizens
637 on social media to the degree that their speech does not impair working
638 relationships of this Department for which loyalty and confidentiality are
639 important, impede the performance of duties, impair discipline and harmony
640 among coworkers, or negatively affect the public perception of the Department."

641 It also states "Department personnel should assume that their speech and
642 related activity on social media sites will reflect upon their officer and this
643 Department."

644 With that in mind, do you feel your comments might serve to impair
645 working relationships of this Department?

646 **Wrede:** Yes, I do.

647 **Duncan:** Or to impede the performance of duties?

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648 **Wrede:** Yes.

649 **Duncan:** Or impair harmony among coworkers?

650 **Wrede:** Yes.

651 **Duncan:** Or negatively affect the public perception of the Department?

652 **Wrede:** Yes.

653 **Duncan:** That's all the questions that I have.

654 **Wrede:** Okay.

655 **Duncan:** And I will leave it to you guys, if you have anything else you'd like to
656 just put out there; to me, to your chain of command or if Mr. Newsome has
657 questions.

658 **Newsome:** I just have a few.

659 You were on protest duty?

660 **Wrede:** Yes.

661 **Newsome:** 16 straight days?

662 **Wrede:** I worked 16 straight days, but I think it was 12 straight days on protest
663 duty because we got the first call-out on the night of my last day of duty. So I
664 think it was 12 straight days we were out there.

665 **Newsome:** Okay. And that's a highly unusual and charged event going on?

666 **Wrede:** Yes.

667 **Newsome:** And that took its toll on you?

668 **Wrede:** Yes.

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669 **Newsome:** [REDACTED] ...I'll just ask you straight out, this is not
670 something you would normally do?

671 **Wrede:** No. And so--and [REDACTED]

672 [REDACTED]

673 [REDACTED] then why doesn't it affect my performance at work? How can I work
674 16 straight days—

675 **Newsome:** Right.

676 **Wrede:** --you know what I mean? So what this—what this retired cop says, and

677 [REDACTED], when I'm at work I'm focused. I've got a task. Here's the

678 mission. Here's the problem. Let's solve it. Let's get this done: A, B, C, and D.

679 The problem is when I get home when there's no more tasks to

680 accomplish, you know what I mean, when I've just gotta lay in bed and think

681 about a bullet hole in the window, you know?

682 **Newsome:** Okay.

683 **Wrede:** Think about all that other stuff.

684 **Newsome:** And you posted, this sounds like, would you agree, a momentary

685 lapse of judgement?

686 **Wrede:** Absolutely, a momentary lapse of judgement.

687 **Newsome:** Did you regret doing it?

688 **Wrede:** Yes.

689 **Newsome:** If you could take it back, would you?

690 **Wrede:** Yes.

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691 **Newsome:** The next day did you regret it?

692 **Wrede:** Yes.

693 **Newsome:** It sounds like you called—your Lieutenant talked to you. Did you
694 apologize to him?

695 **Wrede:** Profusely.

696 **Newsome:** Did you call your commander and apologize to him?

697 **Wrede:** I did.

698 **Newsome:** Were those apologies sincere?

699 **Wrede:** Yeah.

700 I've got a fairly good reputation, I think. And then, me and Koch are friends
701 because we came through the ranks together. He's got more important things to
702 do than this. The Commander has more important things to do than this.

703 **Newsome:** Right.

704 **Wrede:** And there's nothing worse than an insight coming through so I felt bad
705 about them having to do that, too, because I know they got confidence in me.

706 **Newsome:** And [REDACTED] surgery?

707 **Wrede:** My [REDACTED] after that post, yeah.

708 **Newsome:** And you [REDACTED]?

709 **Wrede:** I did.

710 **Newsome:** Was that also a contributing factor here?

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711 **Wrede:** I did—I have—yeah. My [REDACTED] and then my
712 [REDACTED], I guess, the next morning. I had a lot of
713 anxiety as a result of that, too.

714 **Newsome:** And you mentioned this, but I want to be clear. "Kill 'em All" is a song
715 by Metallica?

716 **Wrede:** Yes.

717 **Newsome:** So when you posted that, for the record, was there any racial
718 component to this?

719 **Wrede:** There's no racial component to any of this.

720 **Newsome:** Did you literally mean *Let's go kill these people*?

721 **Wrede:** I did not mean *Let's go kill these people*.

722 **Newsome:** You can see how someone could interpret that?

723 **Wrede:** I can now, yes.

724 **Newsome:** But that was not what you meant?

725 **Wrede:** No.

726 **Newsome:** And I take it this has been a learning experience for you?

727 **Wrede:** Very much so.

728 **Newsome:** For the reader, is this ever going to happen again?

729 **Wrede:** No.

730 **Newsome:** And how can they know that?

731 **Wrede:** Um, through steps that I've taken outside of work to manage these
732 types of situations as they arise.

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733 **Newsome:** Okay. So let's talk about that for the reader.

734 **Wrede:** Okay.

735 **Newsome:** You're actively now engaged [REDACTED], [REDACTED]

736 [REDACTED].

737 **Wrede:** Yeah. I'm seeing [REDACTED]

738 [REDACTED]

739 [REDACTED]

740 [REDACTED]

741 **Newsome:** Okay.

742 **Wrede:** But yeah, so between [REDACTED] and [REDACTED], I've

743 taken those steps.

744 **Newsome:** [REDACTED]

745 [REDACTED]

746 **Wrede:** [REDACTED]

747 **Newsome:** -- [REDACTED]

748 **Wrede:** -- [REDACTED]

749 **Newsome:** [REDACTED]

750 **Wrede:** [REDACTED]

751 **Newsome:** [REDACTED]

752 **Wrede:** Yeah, because at work I'm task oriented. I'm distracted. There's things

753 to do. There's the mission to accomplish. There's—let's get this done. And then,

754 when you get home, you don't have that.

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755 **Newsome:** Okay.

756 **Wrede:** So that's the part that...

757 You can watch hours of protest video with me interacting with people,
758 nothing but professional. Taking people into custody, nothing but professional; no
759 fights, no language, no nothing. Being sympathetic to the cause, you know.

760 **Newsome:** Right.

761 **Wrede:** At work, I'm the professional. At home, I just have to manage that and I
762 don't manage that by drinking and abuse and you know, me and my wife aren't
763 like throwing things around and stuff like that. She's just like, [REDACTED]

764 [REDACTED]

765 **Newsome:** Right.

766 **Wrede:** [REDACTED] And it generally happens about
767 July 31st because that's the anniversary of the day that [REDACTED] tried to kill me
768 and then again around Thanksgiving with the Planned Parenthood shooting.

769 **Newsome:** Okay. That's—I think we've covered everything.

770 **Duncan:** Lieutenant, do you have anything?

771 **Chanza:** No, I do not.

772 **Wrede:** So just one more thing for the reader, again I just want to reiterate,
773 during the protest, during work, my behavior as a leader I think is exceptional. I
774 do the job. There's tasks. I'm very task-oriented. I just have to work on the [REDACTED]

775 [REDACTED]

776 come out as written words on social media, you know what I mean? And my wife

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777 will tell you, like I got—I got this rage playlist and it's Metallica and it's Slayer and
778 the music can't get loud enough. It can't get fast enough. It can't get heavy
779 enough. And when that's going, it's just pushing down that anxiety.

780 And so for the 12 nights straight that we worked this protest, every day I'm
781 in that gate, I'm passing cars and I'm seeing Troy Bauer's windshield. So every
782 night is that reminder. Every impact of a rock on my car, it was just that *Jesus,*
783 *was that it,* you know what I mean? The placement of that round, standing next to
784 guys out there in the street with those AR-15s; completely professional the whole
785 time. It's just when I get home, I thought of that *Damn, what if,* you know what
786 mean? But we expect warriors to be resilient and part of resiliency is denial which
787 didn't work out for me very well.

788 [REDACTED]
789 [REDACTED] And I told her I was fine.

790 [REDACTED]

791 [REDACTED] || [REDACTED]

792 "[REDACTED]"

793 [REDACTED]

794 [REDACTED] "

795 [REDACTED] [REDACTED] .

796 [REDACTED]

797 [REDACTED]

798 **Duncan**: If there's nothing else, I'm going to close the interview.

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799 **Wrede:** Okay.

800 **Duncan:** This investigation is ongoing. In order to maintain the confidentiality of
801 the case, I am giving you a direct order not discuss this case or this interview
802 with anyone other than your attorney or Internal Affairs.

803 Do you understand this order?

804 **Wrede:** Uh-hm.

805 **Duncan:** This will conclude this interview. The time is now 1:49 p.m.

K. Mareshah Duncan / 1755

Sergeant Mareshah Duncan
Internal Affairs
Professional Standards Division

/pm