

COLORADO SPRINGS POLICE DEPARTMENT
ADMINISTRATIVE INSIGHT FORM

DIRECTIONS: A copy of this form will be completed and attached in BlueTeam to personnel investigations where the deliberative process was completed, whether the cases were investigated by supervisors or those investigated by Internal Affairs. This does not include cases initiated and closed by Internal Affairs, cases closed at the direction of the Chief of Police, or cases that were closed as Unfounded or Exonerated by Body Worn Camera or Communication Center audio recordings during the preliminary inquiry.

CASE INFORMATION

Internal Affairs Case #: <u>20-173</u>	Date Investigation Completed: <u>08/04/2020</u>
Type of Investigation: <input type="checkbox"/> Level 1 (Form completed by Lieutenant) <input checked="" type="checkbox"/> Level 2 (Form completed by Commander)	

CHAIN OF COMMAND MEMBERS PRESENT AT INSIGHT MEETING

Sergeant Name: <u>NA</u>	IBM _____
Lieutenant Name: <u>John Koch</u>	IBM <u>2308</u>
Commander Name: <u>Scott Whittington</u>	IBM <u>496</u>
Date of Meeting: <u>07-23-2020</u> <small>(MM-DD-YYYY)</small>	Location of Meeting: <u>Cmdr. Whittington's office</u>

LEVEL 2 PRESENTER OF FACTS

Supervisor Name: <u>Lt. John Koch and Cmdr. Scott Whittington</u>	IBM <u>2308/496</u>
--	----------------------------

SUBJECT EMPLOYEE INFORMATION (One Form Per Subject Employee)

Employee Name: <u>Keith Wrede</u>	IBM <u>1876</u>
Rank or Position: <u>Sergeant</u>	<input checked="" type="checkbox"/> Sworn <input type="checkbox"/> Civilian
Assignment: <u>MVNI Strategic Investigations Unit (SIU)</u>	

Check this box if there are additional Subject Employees

CASE SUMMARY

DIRECTIONS: Summarize the complaint and subsequent investigation. This is not required if this insight is being completed for a Level 2 investigation conducted by Internal Affairs as a Case Summary was already completed.

During a protest where protesters shut down I-25 at Bijou St., Sgt. Keith Wrede posted to the KRDO live stream of the protest “KILL THEM ALL. KILL EM ALL and KILL EM ALL.” He posted these comments from his Facebook account under the name of Steven Eric. On another occasion, he posted “Solid move BLM way to make your point. I hope you are proud you damn Terrorist.” He posted this comment from the same Steven Eric account. A number of people knew that Steven Eric was actually Keith Wrede, and a quick examination of the Steven Eric account could easily lead someone to conclude it was Keith Wrede’s account or at least a very pro police account. Sgt. Wrede admitted to posting these comments. He took full responsibility and apologized for posting them.

POLICY ALLEGATION(S) AND FINDINGS

POLICY #1 ALLEGATION – Most Serious if Multiple Allegations

Policy Name: Police Officer Conduct – Conduct Unbecoming **Number:** 1655.30

Finding For Policy #1 (Select One):

Unfounded

Exonerated

Not Sustained

Sustained

PREPONDERANCE OF THE EVIDENCE FOR POLICY #1 FINDING

.30 Conduct Unbecoming a Police Officer

Officers of the Colorado Springs Police Department, whether in person, in written form, or on social networking sites, shall conduct themselves, at all times, both on and off duty, in a manner that reflects most favorably on the Department. Conduct unbecoming a police officer includes behavior that could bring the Department into disrepute or discredit the officer as an officer of the Department, or that which could impair the operation or efficiency of the Department or officer.

Sgt. Wrede’s posting of “KILL THEM ALL, KILL EM ALL” and “Solid move BLM way to make your point. I hope you are proud you damn Terrorist” does not reflect favorably on the Department. The comments have brought the Department into disrepute and have discredited both Sgt. Wrede and the Department. The comments have impaired the efficiency of the Department. These comments were in no way acceptable for any member of the Department, much less for a sergeant. These comments inflamed portions of the public and should never have been written.

[Empty box for content]

POLICY #2 ALLEGATION

Policy Name: <u>Social Media Usage</u>	Number: <u>1553.30</u>		
<u>Finding For Policy #1 (Select One):</u>			
<input type="checkbox"/> Unfounded	<input type="checkbox"/> Exonerated	<input type="checkbox"/> Not Sustained	<input checked="" type="checkbox"/> Sustained

PREPONDERANCE OF THE EVIDENCE FOR POLICY #2 FINDING

.30 Private Use of Social Media by Employees relevant portions:

The department recognizes the growing use of social media by its employees, and its implications on the business conducted by the department. As a result of the unique nature of the law enforcement profession, the department has an obligation to enact rules regarding the private use of social media by employees.

Absent controlling legislation, department employees shall abide by the following precautions and prohibitions when participating in social media:

- Departmental personnel are free to express themselves as private citizens on social media sites to the degree that their speech does not impair working relationships of this department for which loyalty and confidentiality are important, impede the performance of duties, impair discipline and harmony among coworkers, or negatively affect the public perception of the department
- Personnel will not display department logos, uniforms, or similar identifying items on personal pages
- Department personnel are cautioned not to post personal photographs or provide similar means of personal recognition that may cause them to be identified as police officers of this department

When using social media, department personnel should be mindful that their speech becomes part of the worldwide electronic domain. Therefore, adherence to the department's code of conduct is required in the personal use of social media. In particular, departmental personnel are prohibited from the following;

- Speech containing obscene or sexually explicit language, images, or acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals
- Speech involving themselves or other departmental personnel reflecting behavior that would reasonably be considered reckless or irresponsible

Engaging in prohibited speech noted herein may provide grounds for undermining or impeaching an officer's testimony in criminal proceedings. Department personnel thus sanctioned are subject to discipline up to and including termination.

Department personnel should be aware that privacy settings and social media sites are constantly in flux, and they should never assume that personal information posted on such sites is protected

Personnel should expect that any information created, transmitted, downloaded, exchanged, or discussed in a public online forum may be accessed by the department at any time without prior notice.

Sgt. Wrede used a social media account to post comments to KRDO or other sites. The comments "KILL THEM ALL, KILL EM ALL" and "Solid move BLM way to make your point. I hope you are proud you damn Terrorist" impaired discipline and negatively affected the public's perception of the Department. He had at least one photograph of himself in a CSPD uniform on his Facebook account of Steven Eric. While Sgt. Wrede did take some measures to make his account less public, most, if not all, of his friends on the account knew he was a police officer for CSPD. A review of his

account could lead a person to conclude the account Steven Eric was actually Keith Wrede's account. The comments could be interpreted as having a bias. The comments were reckless and irresponsible.

POLICY #3 ALLEGATION

Policy Name: Fair and Impartial Policing **Number:** 1303.10

Finding For Policy #3 (Select One):

Unfounded **Exonerated** **Not Sustained** **Sustained**

PREPONDERANCE OF THE EVIDENCE FOR POLICY #3 FINDING

.10 Fair and Impartial Policing Practices- relevant portions

Department members shall not discriminate, improperly initiate or prolong police interventions, or determine levels of police service on the basis of individual demographics, including race, ethnic background, national origin, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, cultural group, or political status.

A commitment to fair and impartial policing practices also means the department is committed to looking for effective, evidence-based methods for countering implicit bias. Implicit bias is different than overt discrimination, in that it is automatic associations and stereotypes about certain groups of people. Implicit bias occurs without discriminatory intent; rather, it can cause people to *unintentionally* and *unknowingly* respond to situations in biased ways. It is important that department members are aware of implicit bias and its potential impact in police interactions. Recognizing potential disparate outcomes of implicit bias is particularly important in discretionary and proactive police activities, such as vehicle and pedestrian stops. Decisions about where and how to engage in proactive police activities should be data-driven, in accordance with the principles of intelligence-led policing

All of the posts made by Sgt. Wrede were made in an off-duty capacity. The above general order pertains to on-duty police activities, interventions, and police level of services. Therefore, there is no violation of this particular policy in this case.

Check if additional Policy Allegations Page utilized

Check if an additional Administrative Insight memorandum is included in the BlueTeam case file

ACTION/CASE DISPOSITION

RECOMMENDED ACTION/DISPOSITION FOR THE CASE

None - No Further Action Necessary

<input checked="" type="checkbox"/> Training	<input type="checkbox"/> Completed OR <input checked="" type="checkbox"/> Est. Date of Completion <u>10/19/2020</u>	
Brief Description of Training:		
Training Provided By:	<input type="checkbox"/> Completed by Training Academy Staff <input type="checkbox"/> Completed by Chain of Command <input checked="" type="checkbox"/> Completed by Other Section/Department/Agency	
Type of Training:	<input type="checkbox"/> Verbal Discussion <input type="checkbox"/> Policy/Handout Review <input checked="" type="checkbox"/> Scenario	
<input type="checkbox"/> Verbal Counseling	<input type="checkbox"/> Completed OR <input type="checkbox"/> Est. Date of Completion _____ <input type="checkbox"/> Entry added to NeoGov	
<input type="checkbox"/> Supervisor Discussion Record (SDR)		
<input type="checkbox"/> Written Reprimand		
<input checked="" type="checkbox"/> Suspension	Hours:	<u>40 hours</u>
<input type="checkbox"/> Demotion	From Rank of: _____	To Rank of: _____
<input type="checkbox"/> Termination		

All disciplinary forms MUST be completed and attached to the investigation in BlueTeam with a copy sent to the Human Resources Manager.

BASIS FOR THE ACTION/DISPOSITION

DIRECTIONS: Check ALL relevant boxes, include additional considerations from all of the present deliberative process members, and complete the Pattern of Conduct section if applicable.

<input type="checkbox"/> Basis Not Needed - Policy Unfounded or Exonerated – No Action Necessary <input type="checkbox"/> No Previous Similar or Same Policy Violations <input type="checkbox"/> Previous Relevant Evaluation Entries in NEOGOV <input type="checkbox"/> Pattern of Conduct <input checked="" type="checkbox"/> Serious Nature of the Violation <input type="checkbox"/> Violation Involves a Criminal Act <input type="checkbox"/> Progressive Discipline – Similar/Same Documented Policy Violations – Complete Section Below

DELIBERATIVE PROCESS MEMBERS ADDITIONAL CONSIDERATIONS

- See memos by Deputy Chief Rigdon and Commander Whittington.

PATTERN OF CONDUCT – PREVIOUS SIMILAR OR SAME POLICY VIOLATIONS

IA CASE #	_____	DATE OF ACTION:	_____
ACTION TAKEN:	_____		
IA CASE #	_____	DATE OF ACTION:	_____
ACTION TAKEN:	_____		
IA CASE #	_____	DATE OF ACTION:	_____
ACTION TAKEN:	_____		

See the Subject Employee's Internal Affairs Extract Attached to this Case

Scott Whittington
Form Completed By (Name and IBM)

7/30/2020
Date