

**CASE SUMMARY**

**Case Intake Information**

I, Sgt. Duncan was assigned this case in person by Lt. Chanza, on 07-07-20. I conducted interviews and gathered evidence related to this incident. All interviews were transcribed and are attached to this case.

**Facts of the case**

On the evening of 06-30-20, an anti-police protest occurred on I-25. KDRO had a live feed of this protest on their Facebook page. During that feed, there were multiple comments posted from viewers. Three of those comments were posted by the Facebook profile "Steven Eric." Two of those comments read, in all capital letters, "KILL THEM ALL" and "KILL EM ALL" approximately 5 minutes apart from each other, around 8:45 p.m. Another read "KILL EM ALL," at what appeared on the "live" timeline, to be a short time earlier.

On the evening of Friday, 07-03-20, [REDACTED] had communication with KRDO reporter [REDACTED] regarding other media related matters. Mr. [REDACTED] informed [REDACTED] that he had been anonymously informed that the Facebook profile of "Steven Eric" belonged to a CSPD officer by the name of Keith Wrede. Mr. [REDACTED] was able to provide screen shots of the live feed, the comments made by the user of that profile, as well as photos linking the "Steven Eric" profile to Sgt. Keith Wrede. [REDACTED] was able to view photos on that profile that gave every indication that the profile belonged to CSPD Sgt. Keith Wrede. That Facebook profile was deleted or made private a short time later.

Lt. John Koch, who is Sgt. Wrede's direct supervisor, spoke with Sgt. Wrede by phone. Sgt. Wrede confirmed to him that he was in fact the person who had made the comments in question.

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**Allegations**

Based on the above facts that have been laid out, the allegation of policy violations is as follows:

- GO 1655, Police Officer Conduct; Section .30, Conduct Unbecoming a Police Officer
- GO 1303, Fair and Impartial Policing; Section .10, Fair and Impartial Policing Practices
- GO 1553 Social Media Usage; Section .30, Private Use of Social Media by Employees

**Interview with** [REDACTED]

The following is a summary of [REDACTED]'s interview that took place on 07-07-20. For a verbatim account, please refer to the transcript.

[REDACTED] told me on Friday evening, 07-03-20, while he was [REDACTED], he learned from a KRDO reporter about a statement "KILL THEM ALL" on their live feed of the protest on I-25, on 06-30-20. He told me the reporter informed him that an anonymous person called in to KRDO to let them know that the owner of the profile "Steven Eric," who made that comment, was actually a CSPD officer by the name of Keith Wrede. [REDACTED] told me he personally scrolled through the Facebook page associated with the "Steven Eric." He noted photos where the person he knows as Sgt. Keith Wrede was tagged as "Steven Eric." This included a personal photo at the Medal of Valor ceremony, in CSPD uniform, in which Sgt. Keith Wrede was tagged, apparently by his wife, as "Steven Eric." [REDACTED] told me he also observed other photos, both in and not in uniform, where Sgt. Keith Wrede was tagged as "Steven Eric," in other photos of people he [REDACTED] knows to be CSPD officers. He indicated it seemed as though Sgt. Wrede was more frequently tagged by others, than that he posted pictures of himself. [REDACTED] told me he understands it to be common knowledge among officers on our department, that the Facebook profile with the name of "Steven Eric" is that of Keith Wrede.

[REDACTED] told me he made the appropriate notifications regarding this and opened a Level 2 investigation in Blue Team. He also told me by the time he went back to look further into the Facebook profile later that same evening, it had been deleted or otherwise made unavailable to him.

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██████████, through BlueTeam, provided the screen shots Mr. ██████████ had sent him. The screen shots were of the “KILL THEM ALL” and “KILL EM ALL” comments that were made by “Steven Eric;” the profile picture of “Steven Eric” which was a close-up, torso-only photo of a male wearing a t-shirt with “#POLICELIVESMATTER” in bold blue lettering;” a photo of Sgt. Keith Wrede, in CSPD uniform, seemingly at a Medal of Valor ceremony with his wife, tagged as “Steven Eric;” and of CSPD’s Facebook page listing the 2019 Medal of Valor recipients, including Sgt. Keith Wrede.

**Interview with KRDO reporter ██████████**

The following is a summary of my phone interview with Mr. ██████████. For a verbatim account, please refer to the transcript.

I spoke with KRDO reporter, ██████████, by phone. He was the original reporting party who spoke with Sgt. ██████████. It took me several days to get ahold of him due to his work schedule. When I spoke with him, he was in his boss’s office, on speaker phone. His boss was identified as KRDO News Director, Stacy Lynn Onfre.

Mr. ██████████ confirmed to me the information he had provided to ██████████. He clarified that the person who had called the news station had specifically asked to remain anonymous and as such, they would not release the identity of that person.

Mr. ██████████ differentiated for me the screen shots he had been provided with by the anonymous caller and the ones he had taken himself. Mr. ██████████ indicated the screenshots of the comments “kill them all” had been sent to him, as well as the screen shot of the photograph of Sgt. Wrede at the Medal of Valor ceremony with his wife. He told me about an additional screen shot of a photograph of Sgt. Wrede with three or four other officer coworkers that had also been sent to him. I requested this screenshot as well, but was later informed by email that it was against KRDO policy to release that kind of information unless it was an urgent public safety matter.

Mr. ██████████ told me he had personally looked at the profile picture of “Steven Eric” on Facebook. He told me the screenshot of the profile picture was one he had taken himself. He told me he had also located the CSPD Facebook post regarding the recipients of the Medal of Valor award, with a list of recipient names that included Sgt. Keith Wrede, and had taken that screenshot himself.

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Mr. [REDACTED] told me the Facebook profile was private and he had not been able to locate any information on “Steven Eric’s” Facebook page that said the person was an officer. However he said there were photographs that would indicate the person was an officer.

I verified with Mr. [REDACTED] that the anonymous caller had told him he (the caller) knew the profile of “Steven Eric” to belong to a CSPD officer by the name of Keith Wrede.

**Memorandum from Lt. John Koch**

On Friday evening, July 3<sup>rd</sup>, Lt. John Koch was contacted by Commander Scott Whittington and asked to reach out to Sgt. Keith Wrede to confirm or deny his involvement in this incident. Lt. Koch completed a memo documenting the phone interaction he had with Sgt. Wrede. Please see his memo for his complete accounting.

In that phone conversation, Sgt. Wrede confirmed to Lt. Koch that he has made a comment of or similar to “kill them all,” reference the protest on I-25 on 06-30-20. He also indicated he was off duty at the time he posted and that he was using personally owned computer equipment, as well as a personal social media account.

**Consultation with DA’s Office**

On Thursday, 07-09-20, I contacted Chief Deputy District Attorney Jeff Lindsey regarding this case. I provided him with a hypothetical briefing on this case. He conferred with District Attorney Dan May and they indicated they would not file any criminal charges against the involved employee based on the known facts.

**Interview with Sgt. Keith Wrede**

Sgt. Keith Wrede, accompanied by his attorney, Mr. John Newsome, came in to Internal Affairs for an interview on the afternoon of Wednesday, July 15, 2020.

In his interview, Sgt. Wrede acknowledged that the Facebook account with the name of “Steven Eric” is his personal Facebook account. He said he was, in fact, the one who posted the comment of “KILL EM ALL” on the KRDO live feed that was covering the BLM protest on I-25 on 06-30-20. He said he was off work and it was the first evening of his vacation.

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Sgt. Wrede fully acknowledged what his comment looked like, sounded like, and could reasonably be perceived as. He said in no way did he intend to commit any form of violence or incite anyone else to commit any form of violence against the protestors. He also acknowledged posting a comment on another occasion that stated, "Solid move BLM way to make your point. I hope you are proud you damn Terrorist." When asked what he meant by it and what he meant by Terrorist, he said the way the recent riots have been carried out, in his mind, is not about protesting, but is behavior that is consistent with terrorist behavior, due to their violence and threats and active attacks on police officer, in order to carry out their agenda.

Regarding both comments, Sgt. Wrede said in no way was it racist. He said no matter who the protestors were, or what the protests were regarding, if they were carried out in the manner these protests have been carried out, it would have caused him to have the same feelings on the matter. Sgt. Wrede made mention of the previous protests he has been involved with, e.g. the Devon Bailey protests, which were by and large, peaceful. He indicated it was the rocks and bottles and paint being thrown at officers, the bullet strike in another officer's windshield, threats to shoot and murder police officers, and physical destruction of property that made this protest different from other protests.

Specifically as it relates to the comment of "KILL EM ALL," Sgt. Wrede indicated he had been listening to Metallica on his way home and one of their songs has the line "kill em all." He said he had been "raging" to heavy metal as his way of [REDACTED] from work and that was the [REDACTED]. I asked how many times he made the comment of "KILL THEM ALL." He clarified that the comment he made was specifically "KILL EM ALL," not with the full word "them," because that is the line from the song. Sgt. Wrede told me he did not know how many times he had made that comment, but said he was cutting and pasting it, when Facebook "shut him down." He believed he had entered it two times in rapid succession. I showed him the three times I had record of, which were multiple minutes apart, and he said his memory must be off and that he entered it with the cut and paste function and does not know how many times he entered it before Facebook shut him down.

Sgt. Wrede fully acknowledged that his behavior, while off duty, was not reflective of the expectations of a CSPD officer or sergeant. He indicated he was aware that many other CSPD officers, both direct reports and other line level officers, as well as other Facebook friends who are not officers, were all aware that "Steven Eric" was his personal Facebook profile and that he was a CSPD Sergeant. He acknowledged the impact of his comments on the department, his peers, our community and our profession. He expressed a high level of regret for ever making comments of that nature.

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Sgt. Wrede talked about [REDACTED], both with work and with personal / family matters. He spoke of having a [REDACTED] and [REDACTED] around things that happened on the second evening of the riots that preceded this incident. He talked about having worked 12 days (he also said 16, but when it was clarified, said 12) straight, working the protests and riots. He indicated his wife had seen that [REDACTED] at home and encouraged him to [REDACTED]. He said when [REDACTED] reached out to him, he told him [REDACTED], but now, looking back, he realizes [REDACTED]. Sgt. Wrede said he has been able to stay focused and task oriented when he is at work and that he performed professionally throughout his duties relating to the riots. He indicated the impact of his [REDACTED] [REDACTED] has been during his time away from work, when he has down time to think.

**Evidence**

Screen shots of:

- “KILL THEM ALL” comment on KRDO’s live feed of the protest in question
- “KILL EM ALL” comment on a different portion of KRDO’s live feed of the protest in question
- “Steven Eric’s” profile picture
- Sgt. Keith Wrede, in uniform, with his wife, at the Medal of Valor ceremony
- CSPD’s Facebook post of a list of the 2019 Medal of Valor recipients, which included Sergeant Keith Wrede

**Public Impact**

During the course of this investigation, calls were received from members of the public, inquiring regarding the status of the case, as well as demanding their desired outcome. Attached to this case are voicemail files and emails for your review.

*K. Mareshah Duncan / 1755*

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**Sergeant Mareshah Duncan / 1755**  
Internal Affairs

**CASE NOTES**

**07-07-20 (Tuesday)**

I received this case assignment from Lt. Chanza, in person. He had officially assigned the case to me the previous day. I observed emails from [REDACTED] and the fact that he had completed a Level 2 Blue Team. In his communications with media personnel in conjunction with [REDACTED], he had received information with screen shots from a KRDO Facebook live feed with a "Steven Eric" who had posted "kill them all" in relation to protestors on the interstate on the evening of 06-30-20. [REDACTED] had attached those screen shots to his Blue Team entry. The person who had reported this incident to him was KRDO reporter [REDACTED]. Mr. [REDACTED] indicated he had been anonymously informed that "Steven Eric" was in fact, Sgt. Keith Wrede.

I conducted an interview with [REDACTED] the same day. He indicated he did not know who had provided the tip regarding the identity of "Steven Eric" to Mr. [REDACTED]. He also indicated he observed "Steven Eric's" Facebook page prior to it being taken down or made private. He told me based on his observations, it was apparent from tagged photos that the owner of the account was likely a police officer with CSPD and was also likely Sgt. Keith Wrede.

I learned Lt. John Koch, who is Sgt. Wrede's direct chain of command, had spoken with Wrede by phone. I spoke with Lt. Koch and requested he document the content of that conversation in a memo. Lt. Koch told me Wrede had acknowledged he was the one who had posted the comment of "kill them all."

I attempted to contact the original reporting party, Mr. [REDACTED], both by phone and by email, but have not yet been able to reach him.

**07-08-20 (Wednesday)**

I learned Sgt. Wrede had reached out to his Attorney John Newsome's office and indicated he would like to be interviewed prior to returning from vacation as possible. I contacted Sue Huber with John Newsome's office and set up an appointment to interview Sgt. Wrede on Wednesday, 07-15-20 at 1:30 PM.

**07-09-20 (Thursday)**

In the morning I sent Sgt. Wrede a Subject Officer letter. He acknowledged receipt, through the read receipt, the same day.

I received a memo from Lt. John Koch regarding his interaction with Sgt. Wrede on Friday, 07-03-20.

I contacted Chief Deputy District Attorney Jeff Lindsey regarding this case. I provided him with a hypothetical briefing on this case. He conferred with District Attorney Dan May and they indicated they would not file any criminal charges against the involved employee based on the known facts. They indicated there was no imminent nature to any potential threat and therefore the allegation, if proven, did not fit the definition of Menacing.

After having previously reached out to [REDACTED] with KRDO news, I received a voicemail message from KRDO News Director, Stacy Lynn. I was later able to reach her by phone at approximately 3:29 PM. When I called [REDACTED] was in the office with her on speakerphone. They indicated I could ask any questions I had of him at that time. I conducted a recorded interview with him. The only additional information I learned was to differentiate between the screenshots he had taken and those that had been provided to him by his anonymous source. Mr. [REDACTED] indicated the screenshots of the comments “kill them all” had been sent to him and the screenshot of the photograph of Sgt. Wrede at the Medal of Valor ceremony had been sent to him. He told me there was an additional screenshot of a photograph of Sgt. Wrede with four other officer coworkers that had also been sent to him. I requested the screenshot as well but was later told by email that it was against KRDO policy to release that kind of information unless it was an urgent public safety matter.

Mr. [REDACTED] and Ms. Lynn also declined to release information regarding who their anonymous source was citing the individual’s request to remain anonymous as well as their ethics as reporters. Mr. [REDACTED] told me he had personally looked at the profile picture of “Steven Eric” on Facebook. He told me the screenshot of the profile picture was one he had taken himself. He told me he had also located the CSPD Facebook post regarding the recipients of the Medal of Valor award, with a list of recipient names, and had taken that screenshot himself. Mr. [REDACTED] told me the Facebook profile was a private and he had not been able to locate any information on that Facebook page that said the person was an officer. However he said there were photographs that would indicate the person was an officer.

A short time later I called Mr. [REDACTED] again. In the conversation I clarified with him how the name Keith Wrede had come up. He told me the anonymous person who had called into the station told him he knew the Facebook profile of Steven Eric to belong to a CSPD officer by the name of Keith Wrede.

**07-15-20 (Wednesday)**

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I conducted a formal interview with Sgt. Keith Wrede at 1:00 p.m., with his attorney, Mr. John Newsome present. Lt. Chanza was also present.

**07-16-20 (Thursday)**

On Thursday, I was informed there had been a Facebook post from “Colorado Springs Oversight” to “Back To The People – Social Injustice Forum” calling for people to “flood” the emails, phone lines and inboxes of the police department and the mayor’s office, demanding the involved officer’s termination. After that time, there were multiple calls and emails and GOCOS contacts of that general nature. All that had been received at the time of this writing are attached to this case. (At the time this case was transferred to the database, I was able to include all calls received up through 07-21-20 at approximately 1400 hours.)

**07-17-20 (Friday)**

I released the bulk of the content of this case to Sgt. Wrede’s chain of command. At the time, I was unable to upload the case to IAPro. I had communication with [REDACTED]

**07-20-20 (Monday)**

I sent the case completion letter to Sgt. Wrede. Chief Niski issued a memo informing Sgt. Wrede he would be required to complete [REDACTED]. DC Rigdon issued a Memo placing Sgt. Wrede on paid administrative leave and informing him of the process and requirements.

**07-21-20 (Tuesday)**

The memos from Chief Niski and DC Rigdon were served on Sgt. Wrede by myself and Lt. Chanza. Sgt. Wrede complied with all directives and turned in his equipment.

This case is formally released to Sgt. Wrede’s chain of command on this date.

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**Sergeant Mareshah Duncan / 1755**

Internal Affairs Section

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## *Personnel Investigation Case*

### **Definitions of Dispositions**

**Unfounded** - The allegation is false and not factual. Misconduct did not occur. There are disinterested witnesses or other facts which prove that misconduct did not occur.

**Not Sustained** - Evidence is insufficient to clearly prove or disprove the allegation. There are no disinterested witnesses and the allegation cannot be proved or disproved.

**Exonerated** - Investigation disclosed that the act complained of did occur, but that it was justified, legal and proper. There is no dispute over the fact that the act did occur, or there is sufficient evidence to prove that the act did occur, and there was no policy violation.

**Sustained** - Investigation established that misconduct did occur and the allegation is supported by sufficient evidence. There are disinterested witnesses or other facts proving the allegation(s).

**Misconduct Not Based on Complaint** - During the review of an investigation, a supervisor discovers a sustained policy violation unrelated to the complainant's original allegation(s).

**Closed by Mediation** - Investigation in the case was suspended by the Division Commander, and the underlying issues were resolved in a structured meeting between the involved employee(s) and complainant. Cases which are successfully mediated are closed without one of the above formal classifications being assigned. Cases disposed of by mediation will be handled as provided below.

Colorado Springs Police Department Operations Manual, 1620.40