



Colorado Springs Police Department
INTEROFFICE MEMORANDUM

Date: August 3, 2020
To: File
From: Deputy Chief Pat Rigdon
Subject: Administrative Insight

On 07/31/2020 I, Deputy Chief Pat Rigdon, reviewed the internal affairs investigation regarding social media posts made by Sgt. Keith Wrede. This review consisted of reading all relevant interviews, viewing photographs, and reading insights of the case. The case appears to be complete and accurate.

Based on the investigation it is undisputed that Sgt. Wrede made the social media posts, “Kill them All” and “Kill Em All” on the evening of 06/30/2020 during a live streamed broadcast of protest activity that was blocking I-25 near the Bijou Street. It is also confirmed that he made an undated post on social media that states, “Solid move BLM way to make your point. I hope you are proud you damn Terrorist”. Both of these posts are inexcusable and in no way reflect the values of the department. These posts have the potential to seriously damage the reputation of the department and the officer involved and be a potential obstacle to mending strained community relations with members of the public. There have already been calls to terminate Sergeant Wrede over this incident.

Rather than completely going over the entire investigation and restating much of what Commander Whittington did in his insight and recommendations, I will limit my comments to the findings, the aggravating and mitigating factors in determining appropriate discipline, and the final decision on disciplinary action.

First, I concur with the findings of SUSTAINED for the following:

- GO 1655.30 Police Officer Conduct-Conduct Unbecoming a Police Officer
 - The social media posts by Sgt. Wrede brought the department into disrepute and have discredited both Sgt. Wrede and the department. The comments have impaired the efficiency of the department.
- Go 1553.30 Social Media Usage; private use of Social Media by Employees
 - Sgt. Wrede’s social media posts have negatively affected the public perception of the department. While the comments were made off duty and from a private account, members of the public and media were able and would be able to determine that he was an officer with CSPD.

I do not concur with the finding of “NOT SUSTAINED” in regard to:

- G.O. 1303.10 Fair and Impartial policing; Fair and impartial Policing practices.



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- I read this general order to apply to actual police interventions or police services, not off duty activities. Therefore, I find the allegation to be “UNFOUNDED” (See Administrative Insight Form for further details of the allegation).

In determining appropriate discipline, the following are aggravating and mitigating factors:

Aggravators:

- The posts made by Sgt. Wrede were devastating to efforts by CSPD to enhance and mend police/community relations. Trust is a fragile thing and these comments have harmed our organizations trust within the community.
- Sgt. Wrede is a sergeant with the Colorado Springs Police Department. As a supervisor with the department expectations of his conduct are even higher than they are for a line level officer. Sgt. Wrede sets the standard for employees of our organization and in this particular case he failed to set an acceptable standard.
- The posts by Sgt. Wrede were repeated over a several minute period rather than a one-time “knee-jerk” reaction. This demonstrates that some thought was put into making the posts.
- Sgt. Wrede’s posts could have led others in the community to act out in a violent manner against the protesters.
- These posts have potentially put citizens and officers in danger if further protest activities erupt as a result.

Mitigators:

- Sgt. Wrede’s posts were made off-duty. While still highly inappropriate and harmful, he was not on-duty like some other similar incidents around the country.
- Sgt. Wrede did not move, in any way, to act on the statement “Kill Em All”.
- Throughout this investigation, Sgt. Wrede has owned his mistake and has, in my opinion, been sincerely remorseful about his actions. He has expressed that he now realizes the harmfulness of the posts that he made and the implications that this has for our department and community.
- Sgt. Wrede has no similar Internal Affairs complaints or investigations.
- Sgt. Wrede has had a stellar 20-year career to this point. I personally reviewed his personnel file and found the number of awards, commendations, and citizen letters of appreciation to be remarkable. These accolades include:
 - Two Medal of Valor Awards (2012 for evacuating homes in the middle of the Waldo Canyon Fire and 2017 for being under direct fire at an active shooter event)
 - Three Life Saving Medals
 - Three Written Commendations (one for evacuating citizens while under fire at the Planned Parenthood incident in 2015)
 - Nineteen Commander’s Commendations.



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Discipline

Taking the above into account, I feel that Sgt. Wrede is an employee that still has a lot to bring to the organization and the community in the form of experience, resilience, and even leadership. I don't feel that his service to the community should easily be thrown away for one mistake, even though that mistake was extremely serious. It is my hope that this incident and the discipline imposed will modify his behavior and cause him to be more reflective on his actions and the consequences that they have.

Therefore, I have determined that Sgt. Wrede will serve a forty-hour unpaid suspension. In addition, he will be removed from the Strategic Investigations Unit (SIU) and placed in an assignment with less public interaction for an undetermined amount of time. I also concur with Commander Whittington that Sgt. Wrede's involvement in Extra Duty and Special Events be restricted when there is a reasonable likelihood that protest groups might be involved in the assignment. This determination would be made by Sgt. Wrede's commander. The restriction would remain in place until the end of 2020. Finally, Sgt. Wrede will attend "Unconscious Bias: Surfacing Hidden Assumptions" training that is scheduled to be held on October 19th, 2020.