



POLICE DEPARTMENT
Vincent Niski
Chief of Police

DATE: July 9, 2020

TO: Sgt. Keith Wrede, 1876

FROM: Sgt. Mareshah Duncan, 1755

SUBJECT: Allegation of Employee Misconduct IA #20-173

The Colorado Springs Police Department has received a formal complaint regarding your actions:

Subject Officer: Sgt. Keith Wrede

Complainant: Chief V. Niski

Date of Occurrence: 06-30-20

ALLEGATION OF MISCONDUCT:

You are alleged to have violated the following policies:

- **General Order 1553.30, Social Media Usage; Private Use of Social Media by Employees**
- **General Order 1655.30, Police Officer Conduct; Conduct Unbecoming a Police Officer**
- **General Order 1303.10, Fair and Impartial Policing; Fair and Impartial Policing Practices**

This complaint will be investigated by the Internal Affairs Section. As a subject employee you are entitled to have a representative present with you during your interview. You or your representative is directed to contact the investigating supervisor, Sgt. Mareshah Duncan at 444-7415, to set up an appointment within seven calendar days.

Please review General Order 1625; *Investigative Rights*, prior to the interview. This will provide you with an explanation of your rights and responsibilities relative to the investigation. Also review all associated documentation, prior to your interview.

To preserve the confidentiality of this investigation, you are being ordered to not discuss this matter with any other Department members or anyone involved in the case.

COLORADO SPRINGS POLICE DEPARTMENT

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GARRITY ADVISEMENT

I, Keith Weede, have been advised I am the subject officer of an internal investigation. I understand:

- I have been ordered to truthfully answer the questions of the investigator.
- I will be asked questions specifically, directed, and narrowly related to the performance of my official duties or my fitness for office.
- I understand that I am entitled to all the rights and privileges guaranteed by the laws and the Constitution of the United States and the State of Colorado, including the right not to be compelled to incriminate myself.
- If I do answer questions, neither my truthful statements nor any information or evidence which is gained by reason of such statements can be used directly against me in any subsequent **criminal** proceeding.
- I am further advised that if I refuse to testify or answer questions relating to the performance of my official duties or fitness for office, I will be subject to department charges which will result in my dismissal from the police department pursuant to the department's due process procedures.
- I understand further that statements I make may be used against me in relation to subsequent departmental charges.

I understand this advisement and I (will) (will not) (Initials KW) answer questions specifically directed and narrowly related to the performance of my official duties or my fitness for office.

[Signature]
Employee (Signed)

7/15/20 12:59
Date Time

[Signature]
Investigator (Signed)

[Signature]
Witness (Signed)



POLICE DEPARTMENT
Vince Niski Chief of
Police

July 20, 2020

Sergeant Keith Wrede
[Redacted]

Dear Sergeant Wrede:

In accordance with the Rules of the Civil Service Commission of the City Of Colorado Springs, I have determined to suspend you with pay from your duties as a Police Officer for the City of Colorado Springs, effective immediately. This suspension will remain in effect until further notice.

You are hereby instructed to turn in your department issued firearm(s), magazines, ammunition, and police radio. You are also instructed to turn over your police credentials to include your badge, hat badge, any additional CSPD badges you may have acquired, and your department identification card(s) and any other police, city or county identification cards issued to you. Your police powers are temporarily being suspended effective immediately.

You are further advised that you are on restricted access and not to enter upon any City of Colorado Springs Police Department property or facilities without first receiving permission from an Internal Affairs supervisor, Commander H. Velasquez, or myself.

While on Administrative Leave with pay, you must be available during normal business hours to respond to the Internal Affairs Section within 30 minutes of being notified or call the number received on your phone.

Sincerely,

Pat Rigdon
Deputy Chief of Police

cc: Manager Edwards
Commander Whittington
Commander Velasquez
Lieutenant Chanza

Served by: AC [Signature] 21400P
Location: POC / IA Office
Date: 07-21-20
Time: 0911 hrs.

"Safeguarding our Community as our Family"



705 South Nevada Avenue
Mailing Address: Post Office Box 2169 • Colorado Springs, Colorado 80901-2169





POLICE DEPARTMENT
Vincent Niski
Chief of Police

DATE: July 7, 2020
TO: [REDACTED]
FROM: Sgt. Mareshah Duncan / 1755
SUBJECT: Interview in Personnel Investigation

I am currently investigating an incident in which your name has been mentioned as a possible witness. It appears that you may have information which would be helpful in clarifying the issues arising in the investigation. Please contact me to schedule an appointment for an interview as soon as possible at 444-7415.

Complainant: Chief of Police Vincent Niski
Date of Occurrence: June 30th, 2020
Summons or other #: IA# Call Screen

In that you are not accused of misconduct, there is no need for you to be accompanied by counsel during this interview. Please refer to General Order 1625, *Investigative Rights*, if you have any questions as to your rights and responsibilities relative to this investigation.

To preserve the confidentiality of this investigation, you are being ordered to not discuss this matter with any other Department members or anyone involved in the case.

Duncan, Mareshah K.

From: Duncan, Mareshah K.
Sent: Monday, July 20, 2020 3:03 PM
To: Wrede, Keith E.
Cc: Koch, John W.; Whittington, Scott A.
Subject: Progress of Personnel Investigation #20-173

Tracking:	Recipient	Delivery	Read
	Wrede, Keith E.	Delivered: 7/20/2020 3:03 PM	
	Koch, John W.	Delivered: 7/20/2020 3:03 PM	Read: 7/20/2020 3:03 PM
	Whittington, Scott A.	Delivered: 7/20/2020 3:03 PM	

This is to inform you that the current investigation in which you are involved has been completed and was sent to your chain of command for consideration on Friday, 07-17-20.

The administrative insight process may take several weeks but you can anticipate an update to this case from your chain of command within 30 days.

If you have any questions, please call me at 444-7415.

Sincerely,

K. Mareshah Duncan

K. Mareshah Duncan, 1755
Sergeant, Internal Affairs Section
(719) 444-7415
mareshah.duncan@coloradosprings.gov



Colorado Springs Police Department
705 S. Nevada Ave.
Colorado Springs, CO 80903