

COLORADO SPRINGS POLICE DEPARTMENT
ADMINISTRATIVE INSIGHT FORM (LEVEL 2)

DIRECTIONS: A copy of this form will be completed and attached in BlueTeam to personnel investigations where the deliberative process was completed, whether the case was investigated by supervisors or 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 closed as Unfounded or Exonerated by Body Worn Camera or Communication Center audio recordings during the preliminary inquiry.

CASE INFORMATION

Internal Affairs Case #: <u>20-179</u>	Date Investigation Completed: <u>8/26/2020</u>
Type of Investigation: <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>Steve Buzzell</u>	IBM <u>0115</u>
Commander Name: <u>Jeff Strossner</u>	IBM <u>1511</u>
Date of Meeting: <u>09-29-2020</u> <small>(MM-DD-YYYY)</small>	Location of Meeting: <u>SED Conference Room</u>

LEVEL 2 PRESENTER OF FACTS

Supervisor Name: <u>SGT Drew Jeltos</u>	IBM <u>3816</u>
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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>Sand Creek – Property Crimes</u>	

Check this box if there are additional Subject Employees

POLICY ALLEGATION(S) AND FINDINGS

POLICY #1 ALLEGATION – Most Serious if Multiple Allegations

Policy Name: Use of Force **Number:** 705

Finding For Policy #1 (Select One):

Unfounded

Exonerated

Not Sustained

Sustained

PREPONDERANCE OF THE EVIDENCE FOR POLICY #1 FINDING

- Salmons was being arrested for failure to disperse or clear a roadway and blocking traffic. He had been previously witnessed by officer slapping another officer's arm or pushing an officer.
- Offc. Laabs pinned Salmons to the ground however he concealed his left arm under his body.
- SGT Wrede was at the head of Mr. Salmon on the left side.
- SGT Wrede used the weight of his body and arm to create leverage in order to attempt to pry Salmons's arm out from under his body.
- Salmons resisted against SGT Wrede controlling his left arm forcing SGT Wrede to use the leverage to control his arm until he was placed into handcuffs.
- Once handcuffed, Salmons was picked up off the ground and moved to a police car for detention.
- SGT Wrede did not apply any additional force.
- By a preponderance of the evidence, I find the Use of Force - EXONERATED.

POLICY #2 ALLEGATION

Policy Name: Body Worn Camera **Number:** 704

Finding For Policy #2 (Select One):

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

PREPONDERANCE OF THE EVIDENCE FOR POLICY #2 FINDING

Official Finding is MISCONDUCT NOT BASED ON COMPLAINT

- Initial investigation was for the Use of Force
- During the course of the investigation it was determined SGT Wrede did not activate his BWC prior to or during the struggle with Salmons.
- Policy requires application of the BWC to record contacts.
- The contact with Salmons was a lawful arrest with a resistant subject.
- SGT Wrede chose not to activate his BWC while driving around in a vehicle when supporting a riot even though it would be anticipated that contact with the public would occur.
- SGT Wrede did not attempt to activate the BWC stating “he did not have time” to activate it.
- To activate a BWC requires pressing a button on a wrist watch type device or “double tapping” the camera itself. He previously had the BWC technician adjust the sensitivity on the double tap function therefore it should have worked; he simply did not attempt to activate it using either method.
- SGT Wrede chose to let the technical aspects of the camera activate the BWC when he clearly understands that “tech” fails and was aware his BWC has experienced previous “tech” issues.
- By a preponderance of the evidence, these were choices that led to the failure of not using his BWC. Since this was not originally part of the scope of the investigation, I find MISCONDUCT NOT BASED ON COMPLAINT.

Check if additional Policy Allegations Page utilized

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

RECOMMENDED ACTION/CASE DISPOSITION

RECOMMENDED ACTION/DISPOSITION FOR THE CASE

<input type="checkbox"/> None - No Further Action Necessary	
<input type="checkbox"/> Training	<input type="checkbox"/> Completed OR <input type="checkbox"/> Est. Date of Completion _____
Brief Description of Training:	
Training Provided By: <input type="checkbox"/> Completed by Training Academy Staff <input type="checkbox"/> Completed by Chain of Command <input type="checkbox"/> Completed by Other Section/Department/Agency	
Type of Training: <input type="checkbox"/> Verbal Discussion <input type="checkbox"/> Policy/Handout Review <input type="checkbox"/> Scenario	
<input checked="" type="checkbox"/> Verbal Counseling	<input checked="" type="checkbox"/> Completed OR <input type="checkbox"/> Est. Date of Completion <u>7/20/20</u> & <u>10/14/20</u> <input type="checkbox"/> Entry added to NeoGov
<input type="checkbox"/> Supervisor Discussion Record (SDR)	
<input type="checkbox"/> Written Reprimand	
<input type="checkbox"/> Suspension	Hours: _____
<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 RECOMMENDED 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 checked="" 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 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

NA

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

J. Strossner/1511

10/20/2020

Form Completed By (Name and IBM)

Date

DEPUTY CHIEF'S
POLICY ALLEGATION(S) AND FINDINGS

POLICY #1 ALLEGATION – Most Serious if Multiple Allegations

Policy Name: Use of Force **Number:** 705

Finding For Policy #1 (Select One):

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

PREPONDERANCE OF THE EVIDENCE FOR POLICY #1 FINDING

- Concur with findings of Commander Strossner

DEPUTY CHIEF'S
POLICY ALLEGATION(S) AND FINDINGS

POLICY #2 ALLEGATION – Most Serious if Multiple Allegations

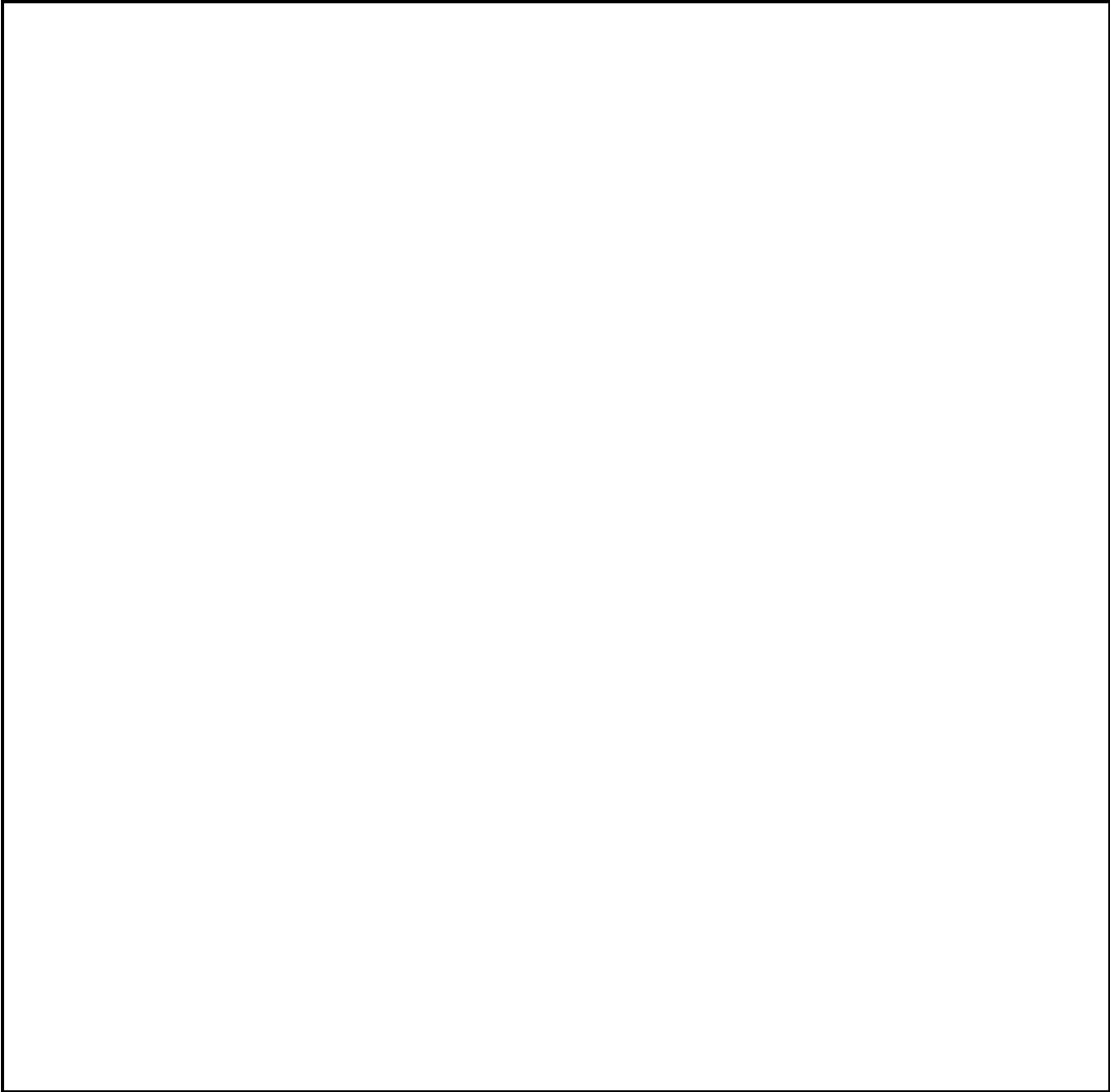
Policy Name: Body Worn Camera **Number:** 704

Finding For Policy #2 (Select One):

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

PREPONDERANCE OF THE EVIDENCE FOR POLICY #2 FINDING

- Initial investigation was for the Use of Force
- During the course of the investigation it was determined SGT Wrede’s body cameras was not activated during the struggle with Salmons.
- Policy requires that officers will activate body cameras to record all contacts with individuals in the performance of official duties.
- The Utility Body Worn device that CSPD uses has “triggers” that cause he camera to automatically turn on during certain situations. The cameras can be activated when a police vehicles emergency lights are activated, and when the officer is running (via accelerometer).
- The triggers did not activate the camera.
- SGT Wrede chose not to activate his BWC while driving around in a vehicle when supporting a riot even though it would be anticipated that contact with the public would occur.
- To activate a BWC manually requires pressing a button on a wrist watch type device or “double tapping” the camera itself. SGT Wrede had previous issues with the activation of the camera using the “double tap” function. He had this adjusted by the body camera technician and this should have been an alternative for activation. SGT. Wrede indicated that the incident with Mr. Salmons occurred so quickly that he did not have time to do this function.
- SGT Wrede chose to let the technical aspects of the camera activate the BWC.
- Current policy does not dictate that the automatic functions of the camera cannot be relied up to activate the camera.
- Current policy does indicate that “because of limited battery life, BWC devices are not intended to run continuously.”
- SGT Wrede’s history of body camera usage during the days around the protest events (before and after this incident) show that he was consistently using BWC.
- In a discussion with DC Rigdon on 10/28/2020 SGT Wrede acknowledges that, in hindsight, he would have activated his camera when dispersal orders were given to the crowd rather than waiting for specific individual contacts.
- I find that there is not a preponderance of the evidence to either prove or disprove that SGT Wrede violated General Order 704. I will be making changes to General Order 704 that makes it clear that officers are ultimately responsible to ensure that the camera is activated. I will also make a change to the policy that no longer gives the impression that battery life is consideration when deciding how long to allow the camera to record.



DEPUTY CHIEF'S
POLICY ALLEGATION(S) AND FINDINGS

POLICY #3 ALLEGATION – Most Serious if Multiple Allegations

Policy Name: _____	Number: _____		
<u>Finding For Policy #3 (Select One):</u>			
<input type="checkbox"/> Unfounded	<input type="checkbox"/> Exonerated	<input type="checkbox"/> Not Sustained	<input type="checkbox"/> Sustained

PREPONDERANCE OF THE EVIDENCE FOR POLICY #3 FINDING

- Check if additional Policy Allegations Page utilized**
- Check if an additional Administrative Insight memorandum is included in the BlueTeam case file**

ACTION/CASE DISPOSITION

ACTION/DISPOSITION FOR THE CASE

<input checked="" type="checkbox"/> None - No Further Action Necessary	
<input type="checkbox"/> Training	<input type="checkbox"/> Completed OR <input type="checkbox"/> Est. Date of Completion _____
Brief Description of Training:	
Training Provided By:	
<input type="checkbox"/> Completed by Training Academy Staff	
<input type="checkbox"/> Completed by Chain of Command	
<input type="checkbox"/> Completed by Other Section/Department/Agency	
Type of Training:	
<input type="checkbox"/> Verbal Discussion <input type="checkbox"/> Policy/Handout Review <input 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 type="checkbox"/> Suspension	Hours: _____
<input type="checkbox"/> Demotion	From Rank of: _____ To Rank of: _____
<input type="checkbox"/> Termination	

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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.

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<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 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

DEPUTY CHIEF'S ADDITIONAL CONSIDERATIONS

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James P Rigdon

11/02/2020

Form Completed By (Name and IBM)

Date