



**City Manager's Office**  
15151 East Alameda Parkway  
Aurora, Colorado 80012

April 6, 2022

Vanessa Wilson  
Aurora Police Chief

RE: Termination of Employment

Dear Police Chief Wilson,

This letter serves as your notice that I am terminating your employment effective today, April 6, 2022. As an at-will employee, consistent with the city charter and in honoring the Offer of Employment you negotiated with me, justification is not required for your removal. I have lost trust and no longer have full confidence in your ability to lead the Aurora Police Department. My primary concerns are in the following areas:

**Overall Leadership** – Failure to effectively create a positive culture of stability, employee satisfaction, and engagement in the agency.

**Overall Management** – Failure to strategically review, assess, manage, and provide efficient oversight to the overall police department operations.

My decision is final and not subject to appeal. Pursuant to the terms of your Offer of Employment, you shall receive up to 12 months of your current salary and the cost of your medical, dental, and vision insurance paid biweekly. Should you accept another position prior to the end of this 12 months, your agreed upon severance pay will end.

Sincerely,

Jim Twombly, City Manager

Cc: Jason Batchelor, Deputy City Manager  
Ryan Lantz, Director of Human Resources