

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

**CASE SUMMARY**

**Case Intake Information**

On September 9, 2019 Sgt. Brian Frahm spoke with [REDACTED] regarding Nick Hartbauer's involvement in iXero. Her understanding was members of Detective Hartbauer's VNI team were utilizing work (CSPD) equipment to find leads on people for work they were doing for iXero. Ms. [REDACTED] identified the lead of the team as Larry Dyer. Detective Hartbauer had told Ms. [REDACTED] she had to be careful to not say anything to anyone because it was a big deal and they couldn't let people know what they were doing. She knew Jason Mikesell, the Teller County Sheriff, was the head of iXero. Ms. [REDACTED] and Detective Hartbauer were in the process [REDACTED].

I, Sgt. Shannon Snuggs, was assigned the case on September 10, 2019. During the investigation the following current Colorado Springs Police Department (CSPD) employees were identified as having worked for iXero: Sgt. Larry Dyer, Detectives Rueben Crews, Michael Garnett, Nicholas Hartbauer, James Lamberth, PSR Melissa Dyer, Analyst Carol Kisner, Part-time Academy Instructor Gregory Reeder, and Part-Time Background Investigator Thomas Carle. There were no case reports or supplements to review as the majority of the alleged conduct occurred while the employees were off duty. There was no BWC footage related to this investigation. I reviewed the personnel files of the subject employees to determine who did and did not have outside employment memos on file. None of them had outside employment memos related to iXero or any employment related to private investigation. I also reviewed their time and labor entries starting in mid-2018.

The investigation determined five individuals obtained private investigator (PI) licenses from the State of Colorado in 2019. They were: Larry Dyer – 08/09/19, Rueben Crews – 08/13/19, Mike Garnett – 08/12/19, Melissa Dyer – 08/28/19, and Scott Reeder – 08/12/19.

The subject employees in this investigation provided various items of documentation related to their employment with iXero. It is attached to the case file. The department issued cell phones of Sgt. Larry Dyer, Detectives Rueben Crews, Michael Garnett, Phil Gurnett, Nick Hartbauer, and James Lamberth were downloaded. The department issued computers of Sgt. Dyer and Detective Lamberth were also downloaded.

Any member of the El Paso County Sheriff's Office (EPSO) that was identified to have been part of iXero was interviewed by EPSO. A copy of the transcriptions of those interviews is included in this case file. Those employees were identified as Sergeants Mark Stevens, Greg White, Detective Phil Gurnett, Reserve Deputies [REDACTED], [REDACTED] and [REDACTED]. A member of the EPSO Internal Affairs Unit spoke with Sheriff Jason Mikesell of the Teller County Sheriff's Office and President of iXero, on the phone during the investigation. A copy of the transcript of that phone call is also included in this case file.

Other people identified during the investigation that worked for iXero and were believed to work in the law enforcement field were: Sheriff Jason Mikesell and Commander Greg Couch with the

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

Teller County Sheriff's Office; Sergeant [REDACTED] with the Woodland Park Police Department; and Officer [REDACTED] with the Castle Rock Police Department.

In addition to the subject employees, I interviewed Detectives [REDACTED] and [REDACTED] related to this investigation. I also interviewed Office Specialist [REDACTED], Commander [REDACTED], Sergeants [REDACTED], [REDACTED], and [REDACTED]. These parties had limited or no knowledge of information related to this investigation. Below is a brief synopsis of the subject interviews that were completed in the chronological order the interviews were completed. See transcriptions for complete details of all interviews.

**First Interview of Sgt. Larry Dyer**

In August 2018, Sgt. Dyer got a phone call from Sheriff Jason Mikesell with the Teller County Sheriff's Office offering work with Sheriff Mikesell's company, iXero. Sheriff Mikesell asked Sgt. Dyer to put a team together to do the work. The job was in Denver doing surveillance of an individual and Sgt. Dyer found approximately twenty people to do the job. The twenty people were from EPSO, CSPD, Castle Rock PD, Teller County, and Woodland Park PD. Sgt. Dyer was the one recruiting most of the individuals involved from CSPD; however, none of the recruiting took place while he was at work for VNI per Sgt. Dyer. This job lasted approximately four and a half months.

Sgt. Dyer was contacted about a second job in July-August 2019. This operation was in Denver as well. Sgt. Dyer confirms trackers were used and provided by iXero. Sgt. Dyer did not personally put a tracker on a vehicle, but knows others that did. One job did require a follow-up in El Paso County. Sgt. Dyer described it as being "right on the line of County Line Rd".

When asked if the people working the surveillance operations for iXero reported to him, Sgt. Dyer replied "I'm going to definitely say no on that". He did do the scheduling and compiled the information the team provided to Sheriff Mikesell. The team submitted their iXero work invoices to Sgt. Dyer, who forwarded them to Sheriff Mikesell.

Sgt. Dyer thought people may have taken time off from CSPD to do work at iXero, but as long as it did not put him below minimum staffing it was fine with him. Sgt. Dyer took vacation time from CSPD to work for iXero and other companies he works for. However, Sgt. Dyer said he "definitely" did not take sick time. The other companies he did outside employment for were a training environment. Sgt. Dyer never did any work related to iXero, NEK, or Valiant while on CSPD time.

**Job 1 – Denver – [REDACTED] – August 2018 – January 2019 (ish)**

Sgt. Dyer was unsure of what the target did. He identified the individual as "[REDACTED]". The subject was identified as [REDACTED] in other subject officer interviews. Sgt. Dyer believed "[REDACTED]" possibly stole "a bunch of money from a client", and Sgt. Dyer's understanding was "he {" [REDACTED] } had committed a fraud...and it was a lot of money". During this operation they did a trash run on this individual. The team provided money to an employee at a trash company

***CONFIDENTIAL***  
***PERSONNEL INVESTIGATION IA 19-235***

to obtain trash from the target house. Sgt. Dyer advised they did use a tracker on this job, but he did not put it on a vehicle.

*Job 2 – Denver – [REDACTED] – July - August 2019*

Sgt. Dyer knew they used a tracker on this job as well. He didn't know what the target did to warrant being followed. He identified the target's last name as [REDACTED]. iXero provided Sgt. Dyer information and he disseminated it to the team working the job. The information was provided by either a phone call or face-to-face meeting with Sheriff Mikesell and Commander Greg Couch.

*CSPD Resources*

When asked what CSPD resources he used, Sgt. Dyer advised he used his CSPD issued cell phone and camera during his operations with iXero and other outside employment. He did recall EPSO Deputy Gurnett utilizing his work vehicle on one operation, but did not think anyone else ever did.

*Outside Employment Memos*

Sgt. Dyer told everyone to submit secondary employment memos, but never followed up on it. Detective Hartbauer submitted an outside employment memo to Sgt. Dyer regarding their work with iXero; however, Sgt. Dyer rejected it because it needed to be better written. Sgt. Dyer had three outside employment memos on file with CSPD. They were dated as follows: 12/26/18 – Valiant Global Defense Services Inc.; 10/04/12 – NEK Advanced Securities Group and Anti-Terrorism Training and Corporate Security LLC; and 08/16/10 – NEK Advanced Securities Group. During the interview, Sgt. Dyer indicated he was working for NEK, Valiant, iXero, and Cubic. Sgt. Dyer felt it was “absolutely not” a conflict of interest working for iXero.

**Tom Carle**

Mr. Carle was approached by Dyer to join in August 2018. The discussion took place at Fuzzy's with Phil Gurnett, James Lamberth, Larry Dyer and unknown fourth person (later identified as Hartbauer by Gurnett). Detective Lamberth and Mr. Carle did surveillance in the area of Woodmen/Powers in Colorado Springs one time together. This was the only day Mr. Carle worked for iXero. He knew trackers were being used. His understanding was they were hired because of some type of embezzlement or theft-type case. He did not recall if he had a firearm with him, but “probably had it” with him. He did not use any CSPD equipment during his one day of work for iXero.

**EPSO Deputy Sgt. Mark Stevens**

Sgt. Stevens received a call from Larry Dyer to do some work. He did surveillance on the [REDACTED] job and reported to Sgt. Dyer regarding what work he did. Sgt. Stevens indicated the surveillance side of iXero was “Larry's stuff”. Sgt. Stevens did call CJ Kisner during one job, provided a name and she provided an address. Sgt. Stevens did a job in Bel Air, CA related to

***CONFIDENTIAL***  
***PERSONNEL INVESTIGATION IA 19-235***

surveillance. Sgt. Stevens indicated Sgt. Dyer reached out to everyone working the California job. Sgt. Dyer provided the iXero non-disclosure agreement (NDA) to Sgt. Stevens in person to sign. Sgt. Stevens didn't get anything from anyone at iXero other than Sgt. Dyer.

**PSR Melissa Dyer**

Ms. Dyer started doing the work for iXero with Sgt. Dyer. She approached him to "fill in some gaps" in 2018. She did surveillance operations in Denver for iXero on her days off from CSPD. She sat a location and followed a vehicle if the target left. She did not receive any training, just knew what to do after being married to Sgt. Dyer for a long time. She received information from Sgt. Dyer regarding the operation. She provided any information she gathered to Sgt. Dyer, who passed it onto iXero, or uploaded it to Dropbox. During the summer of 2019, she did the same thing on a different target.

Ms. Dyer also worked for Valiant in California in 2019. She did not have any conversations with Sgt. Dyer related to submitting a memo regarding her outside employment with iXero. However, she did recall a conversation about submitting one for her work with Valiant.

**EPSO Deputy Phil Gurnett**

Deputy Gurnett recalled a meeting at his house in September 2018 for iXero. Sheriff Mikesell, Commander Couch, Sgt. Dyer, Detective Crews, Detective Hartbauer and Mr. Reeder were present. They discussed the [REDACTED] job. Detective Gurnett said a tracker was later provided by Sgt. Dyer and Detective Gurnett put it on the target vehicle.

Detective Gurnett indicated when iXero starting discussing getting them PI licenses he realized he need to stop the work. He recalled that being in August 2019.

**Detective James Lamberth**

Detective Lamberth was approach by Sgt. Dyer in May-June 2018 to do side work related to surveillance. Detective Lamberth met at Fuzzy's with Sgt. Dyer, Mr. Carle, Deputy Gurnett, and unknown fourth person (later identified as Hartbauer). Sgt. Dyer provided them information related to the operation. The target was reported to have embezzled money and was arrested for it. Sgt. Dyer provided Detective Lamberth with information related to job throughout the time he was work. Detective Lamberth described Sgt. Dyer as being the supervisor of the team.

There were "all hands on deck" meetings throughout the operation, but Detective Lamberth only attended two (possibly 5 scheduled). Information was shared through a group text or Dropbox account. Detective Lamberth identified target locations being in El Paso County – one on Walker Rd. and the second near Liberty HS. He and the team used trackers and trail cams during the operations.

During the operations, they were the ones pulling the trash, not the trash company. They took the trash to Sgt. Dyer's house after pulling it from the target location. They were taking trash from residences in El Paso County, not just Parker. They were asked to try and overhear

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

conversations, but not with any special equipment. Detective Lamberth knew Deputy Garnett and Sgt. Dyer followed ██████ to Miami during that operation. Detective Lamberth also used the tracker to follow the ██████ family, including personally placing one and removing one on a vehicle.

In between the ██████ job and the ██████ job, Detective Lamberth would receive group texts where Sgt. Dyer asked people who were not CSPD to do another job. This client was an attorney, but none of the CSPD employees could work it due to a conflict of interest. Detective Lamberth would ask Sgt. Dyer from time-to-time if there was any more work, but the answer was no.

Detective Lamberth got a text from Sgt. Dyer in July-August 2019 asking if Detective Lamberth would be interested in another side job. During this operation, they followed a man with the last name of ██████. During the operation, Detective Lamberth learned it was some type of political situation. During this operation, one of the members of the team confronted Mr. ██████ about his political views.

Detective Lamberth did have his DEA credentials and his VNI issued S&W Compact on him while doing several of the ops. He did use his CSPD phone and computer for iXero things. Emails, texts, and Dropbox information related to iXero were located on Detective Lamberth's CSPD issued laptop. This included a video where Mr. ██████ was confronted by Detective Garnett.

Detective Lamberth was never told by Sgt. Dyer to submit any outside employment memo. Detective Lamberth also did work for NEK starting in 2008-2009 and never submitted a memo. He was also recruited by Sgt. Dyer and Detective ██████ to work for NEK.

**Analyst CJ Kisner**

Ms. Kisner was recruited by Sgt. Dyer around September 2018 inside the VNI building. She used open source information to obtain data during ██████ operation on her days off from CSPD. She did use her issued CSPD computer while on Christmas vacation to do open source queries. She said taking her work laptop on vacation is normal procedure for her and she does CSPD work while on vacation time.

Ms. Kisner did attend a meeting at Sgt. Dyer's house at the beginning of the ██████ job to make a plan of who was doing what. She used open sources to find information. Sgt. Dyer would call her from his work phone only, she did not have his personal cell number. Sgt. Dyer never asked her to do an outside employment memo, or discussed it with her.

**Scott Reeder**

Mr. Reeder met Sgt. Dyer and another male from the military at Rudy's to discuss the job after receiving a call from Sgt. Dyer in July 2018. Sgt. Dyer was recruiting both males at Rudy's to do surveillance for a private investigation company. Mr. Reeder did advise CSPD HR when getting re-hired he was doing this work for iXero.

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

Mr. Reeder did surveillance work on the [REDACTED] job and the [REDACTED] job. He worked several shifts between the two jobs. His surveillance operations were in Denver, CO; Parker, CO; Monument, CO, and Colorado Springs, CO. He did participate in a trash run in Monument. The trash was taken to Sgt. Dyer's house after they obtained it in Monument. He was aware of trackers being used on vehicles and did place one on a vehicle personally. He attended one planning meeting with members of the iXero team, to include Jason Mikesell and Greg Couch, related to the [REDACTED] job.

Mr. Reeder did not utilize any CSPD equipment while working for iXero. Mr. Reeder never had a firearm with him while working for iXero. After being told by Sgt. Dyer iXero wanted people to get their PI license, Mr. Reeder did so. Mr. Reeder described Sgt. Dyer as being the sergeant for the iXero team. He was never approached regarding an outside employment memo by anyone.

**Detective Nick Hartbauer**

Detective Hartbauer worked for Sheriff Jason Mikesell when Detective Hartbauer worked for the Teller County Sheriff's Office. Sheriff Mikesell tried to get Detective Hartbauer to do work for him in 2017, but Detective Hartbauer felt the \$20/hour wasn't worth his time. Sgt. Dyer approached him around August 2018 about doing some work. Sgt. Dyer asked other people and they "created a team to kind of tackle the assignments." He did attend planning meetings during operations, to include going to Teller County Sheriff's Office Commander Greg Couch's house, EPSO Detective Phil Gurnett's house, and Sgt. Dyer's house.

Detective Hartbauer's surveillance operations related to the [REDACTED] job included following the family in Parker, as well as the family members who lived by Liberty High School in Colorado Springs and ones on Walker Rd. in El Paso County. Detective Hartbauer knew there was a trail cam used at the house on Walker Rd. He knew trackers were being used on vehicles as well. He participated in two trash runs, one from the Parker residence and one on the residence near Liberty High School. One time he took the trash to Sgt. Dyer's house, the second time Detective Crews took the trash to his own residence. He was aware trash runs were being conducted on the Walker Rd. residence as well. Detective Hartbauer did not do anything outside Denver Metro and/or El Paso County.

Detective Hartbauer recalled a conversation was had during the early stages of the [REDACTED] operation regarding outside employment memos. Detectives Gurnett, Crews, Hartbauer and Sgt. Dyer were discussing the outside employment memo at different times. They had concerns Lt. [REDACTED] would ask questions and EPSO would potentially deny the request, or Lt. [REDACTED] would want to be part of it. Detective Gurnett needed the money, so an unspoken agreement was had to not submit the outside employment memos.

In the middle of the [REDACTED] op, Sgt. Dyer noted a policy specifically referencing PI work in the 4<sup>th</sup> Judicial District. Sgt. Dyer had them stop doing anything in El Paso County and notified Sheriff Mikesell they couldn't do anything in El Paso County. Sgt. Dyer had that conversation with the team while at work for CSPD.

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

Detective Hartbauer submitted an outside employment memo request to Sgt. Dyer in February 2019. In the memo, Detective Hartbauer wrote "I've been hired to work as an independent contractor for open source private investigations." Sgt. Dyer rejected the memo saying he needed to talk to Sheriff Mikesell about job titles before Detective Hartbauer finalized his memo. Detective Hartbauer admitted he completed the memo after his [REDACTED] called him in for kidnapping and he was trying to get things in order. Detective Hartbauer never readdressed the memo, neither did Sgt. Dyer.

On the [REDACTED] job, they did not have a lot of information. Trackers were also used on this job. At one point, Sgt. Dyer tasked Detectives Garnett and Hartbauer with trying to engage Mr. [REDACTED] in a conversation related to President Trump. Detective Garnett was able to get a brief video of a contact with Mr. [REDACTED]. Detective Hartbauer followed Mr. [REDACTED] to Governor Polis' office and realized he had to stop. He believes he advised Sgt. Dyer of his concerns.

Detective Hartbauer utilized his department issued camera to take pictures, his department issued laptop, and his department issued cell phone. He took his department issued night vision goggles on one operation, but did not use them. In September 2018, he realized what he was doing regarding his work equipment and stopped, except for his phone. There were times he had a firearm and his CSPD flat badge with him. Detective Hartbauer recalled conversations related to iXero occurring while at work for CSPD. He described them as conversations in passing.

**Detective Mike Garnett**

Detective Garnett started later into the [REDACTED] job. He was approached by Sgt. Dyer in Sgt. Dyer's VNI office to join. Detective Garnett started working the job in November/December of 2018. He did one trash run in addition to the surveillance. All his work was in the greater Denver Metro area.

While Detective Garnett was attending a training class CSPD paid for, he participated in camera building contest. He won a button camera in that contest. He felt the camera was his personal camera since he won it. However, the camera was sitting on a desk in VNI with the rest of the equipment the class provided and is available for anyone in VNI to use.

Detective Garnett worked the [REDACTED] job as well. He was mostly conducting surveillance operations in this job as well. Detectives Garnett and Hartbauer were the only ones approached by Sgt. Dyer regarding the [REDACTED]/Trump confrontation. Detective Garnett was unsure why. He did use the button camera he won during the class to capture the video of [REDACTED], as well as his personal cell phone.

Detective Garnett did not carry his badge or gun during the operations and made a concerted effort to not have those items on him while he was doing iXero work. There was one time where the 50's team schedule adjusted to start at 0900 to do a search warrant; however, Detective Garnett was working for iXero that morning, so he worked his usual 2-12 schedule. Sgt. Dyer approved Detective Garnett not schedule adjusting with the team for the warrant. Detective

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

Garnett did obtain a PI license after being directed by Sgt. Dyer to do so. iXero would reimburse Detective Garnett for any costs incurred as a result.

**Detective Rueben Crews**

Detective Crews was approached by Sgt. Dyer by phone to do contract surveillance work in early 2018. He believed the first job started in May or June 2018. He did surveillance and trash runs on the [REDACTED] job. That included work in Parker, a residence on Walker Rd. in El Paso County, and a residence in the area of Research/Powers in the City of Colorado Springs. After doing a trash run, they would give the sorted items to Sgt. Dyer who would deliver them to Teller County Sheriff's Office Commander Greg Couch or Teller County Sheriff Jason Mikesell. Detective Crews did change out the SD card on the trail camera at the Walker Rd. residence and moved it to a different tree during the operation. He indicated the camera was 150 yards up the driveway off Walker Rd. He attended a planning meeting at Detective Gurnett's house one time.

There was a period of time during the [REDACTED] job where information related to other jobs was being sent through WhatsApp. However, it was specified members of CSPD could not do those jobs. When Detective Crews asked why CSPD members could not do the job, he was told because it was in the Fourth Judicial District and it would be a conflict.

Detective Crews did recall conversations about the outside employment memo, but did not leave any of the conversations with the same understanding of a gentlemen's agreement. He did recall it being said it was likely if Detective Gurnett submitted his memo, the memo would get denied. Detective Crews indicated because of his loyalty to Detective Gurnett he would have done whatever Detective Gurnett asked. Detective Crews produced a memo he wrote in March 2019, but the memo was never submitted. He was going to create an LLC for tax purposes related to his outside employment, but never completed the process.

Detective Crews worked the [REDACTED] job as well. His responsibility in this job was to conduct surveillance of Mr. [REDACTED]. He removed a tracker from Mr. [REDACTED]'s vehicle at one point during the operation. During the [REDACTED] job, Detective Crews was approached to get his license to be a Private Investigator (PI) and iXero would pay for it. He completed the process and did obtain his PI license.

Detective Crews did carry his CSPD ID and issued alternate carry weapon, but not his badge during the operations. He indicated he took his personal dog on a job to use as cover for walking the dog in the neighborhood; however, he never took his department K9 on any of the jobs. He did use his department issued camera to take pictures and his department issued cell phone to generate a hot spot to use his personal computer. There were times where Detective Crews was approximately ten minutes late to his VNI shift because he was coming from an iXero job. He made up the time on the backend of his shift.

Detective Crews received an email from iXero shortly after the Internal Affairs investigation began reminding him he signed a non-disclosure agreement (NDA). He took that email to mean iXero knew he was going to be questioned related to his work for them. He was concerned to the point he asked his PPA attorney if he could be sued if he breached the NDA.



***CONFIDENTIAL***  
***PERSONNEL INVESTIGATION IA 19-235***

**2<sup>nd</sup> EPSO Interview with Deputy Gurnett**

Deputy Gurnett confirmed meeting a trash truck driver in his Sheriff's Office car to pay for trash pickup. Detective Gurnett paid the driver \$100/pick-up (every Wednesday). The trash would be taken to either Detective Gurnett's house or Sgt. Dyer's house. After processing the trash, it would be given to Sgt. Dyer to give to iXero. Items of note Detective Gurnett found were: business dealings in Saudi Arabia – oil type business, “weird contracts” with overseas people, and the contracts appeared to be fraudulent business practices. Detective Gurnett knew the target had defrauded someone and that's why there were following him, and the target had spent time in jail in the Denver area for that. This information came from Sgt. Dyer to Detective Gurnett.

Detective Gurnett did acknowledge conversations were had regarding not doing a memo. Detective Gurnett acknowledged not doing a memo on the premise of asking forgiveness instead of permission and choosing not to do a memo because he knew it would be denied.

**2<sup>nd</sup> EPSO Interview with Mark Stevens**

Sgt. Stevens did talk with Sgt. Dyer about paperwork related to iXero, but wasn't part of any conversations about not submitting a memo because Sgt. Stevens did not work with VNI. iXero did ask him to get a PI license and that's what prompted him to read the EPSO policy on outside employment. Sgt. Dyer pushed “pretty hard” for them to get PI license. Sgt. Stevens told Detective Gurnett via text that PI work was a direct violation of EPSO policy and they agreed via text that they would no longer do the work after they finished the job they were on [REDACTED]. Sgt. Stevens had a conversation with Sgt. Dyer about an outside employment memo and Sgt. Dyer told Sgt. Stevens if he needed to submit a memo, that was on Sgt. Stevens. However, Sgt. Stevens' understanding was that City did not have to submit a memo but wasn't sure how he came to that understanding.

**2<sup>nd</sup> Interview with Sgt. Dyer**

During the operations, he had his CSPD badge and, at times, his CSPD VNI issued firearm. We readdressed statements Sgt. Dyer made during his first interview that were contradicted by other members of the team. Sgt. Dyer felt he did not commit things to memory because the outside employment was a “secondary deal”. Sgt. Dyer again said he was not acting as a supervisor for iXero, although “some could say I was”. Sgt. Dyer felt it was possible at one point he did say he did not know why this was such a big deal to anybody, but his opinion had changed.

Sgt. Dyer said the [REDACTED] job was “a Denver deal”, and he did not tell investigators about going to Florida previously because he “didn't remember everything”. Once he was specifically asked about going to California for iXero, he did recount going to California as part of the [REDACTED] operation. He did not follow a member of the [REDACTED] family from Colorado. The job started and stopped in California and the target was possibly a lawyer for the [REDACTED] family. Sgt. Dyer could not recall where he went in California. He went to four or five locations, took photographs, and pulled trash from a residence. He probably took his work phone, camera, and computer to Florida and California during these operations.

**CONFIDENTIAL**  
**PERSONNEL INVESTIGATION IA 19-235**

Sgt. Dyer said for his first interview he did not spend any time recalling operational details. He felt the interview was going to be about working without authorization and using police equipment. As a result, he focused on his car because he thought that was what it was about. He felt he was more mentally prepared for the second interview. We discussed the trail cam for [REDACTED], the political encounter with [REDACTED], Detective Hartbauer following [REDACTED] to Governor Polis' office, Sgt. Dyer placing a tracker on a vehicle and providing the trackers for the team to place on vehicles. Sgt. Dyer felt they were acting as civilians and had separated themselves from their law enforcement role. We also discussed the trash runs in El Paso County and Sgt. Dyer personally obtaining trash and taking it back to his house.

We discussed Detective Hartbauer's outside employment memo Sgt. Dyer rejected. Sgt. Dyer's recollection of our first interview was Detective Hartbauer's memo was claiming Sgt. Dyer wanted to violate policy. The words "private investigation" were in the memo and Sgt. Dyer read that as Detective Hartbauer asking to violate policy. We also discussed the impact of Detective Garnett missing a CSPD warrant operation and Detective Crews coming to work late due to working for iXero.

There were times where Sgt. Dyer would be part of trash runs for iXero, but the runs happened prior to the start of his shift with CSPD. We discussed his PI license as well. We also discussed Sgt. Dyer taking vacation and sick time to conduct operations for iXero. Sgt. Dyer later sent an email with additional information related to his sick time usage. The email was attached to the case file

During the interview, it was noted Sgt. Dyer worked for NEK, Technical Surveillance Sciences, Valiant Global Defense Systems, Cubic, iXero, Global Asset Tech, Xator Corporation, and Watchful Eye Consultants, LLC. We discussed Sgt. Dyer's invoices and NDA from iXero listed him as an STC (Surveillance Team Coordinator), while the rest of the team's invoices listed them as STM (Surveillance Team Member). During the interview we also discussed the conversation(s) surrounding concerns of doing the memo and not doing the memo related to outside employment.

**Evidence**

- CSPD Time and labor entries for employees
- PI licenses from State of Colorado website
- Paystubs, paychecks, and other iXero employment documents provided by CSPD employees
- .pdf files named Employee Month Year are vehicle logs (i.e. Dyer April 2019)
- Cell phone and CSPD computer downloads that were completed are available upon request of Chain of Command.

End of summary.

*Shannon Snuggs/2631*  
**Sergeant Shannon Snuggs**  
Internal Affairs Section