



Confidential Personnel Document
Disciplinary Determination

TO: Erik Olson, WCDTF Investigator

FROM: Undersheriff Matt King

DATE: July 25, 2025

CASE: MCSO Internal Affairs EVT-00001149 (Standards of Conduct)

On June 13th, 2025, Sheriff Rowell requested an investigation into an incident to determine if Mesa County Sheriff's Office deputies were involved in a traffic stop, occurring on June 5th, 2025, in which Caroline Goncalves was detained by federal immigration officers. The initial investigation provided information which ultimately resulted in an Administrative Review being implemented on June 16th 2025, to determine if the traffic stop was conducted within Policy and Procedure and Standard Practices.

On July 23rd, 2025 I met with Deputy Olson to conduct a Pre-Disciplinary hearing. During the hearing, you did not provide any mitigating factors that would dissuade me from considering major discipline based upon the policy violations provided during the Internal Affairs Investigation concerning your conduct.

Deputy Olson advised during his 18 years of being employed with the Mesa County Sheriff's Office, he has had no major discipline. Deputy Olson said words to the effect in prior years it was routine for Homeland Security Investigations (HSI) to show up on traffic stops and he believed it was lawful. Deputy Olson advised he had some concern after one of the emails sent by Division Chief Smith about immigration processes and had spoken to Lieutenant Holdren about what was happening. Olson admitted it was not a formal discussion, but he believed Lieutenant Holdren had said words to the effect of, keep doing what you're doing.

It should also be noted information I am aware of, which was not mentioned by Deputy Olson, that he has been recognized as Drug Interdiction Officer of the year in the past, and also recognized for his service as a private citizen during the Las Vegas concert shooting where he risked his personal safety, to help rescue shooting victims.

Based on the investigation, I find that there is a preponderance of evidence showing Deputy Olson violated the following policies.

- ***Standards of Conduct 320.5.1 – Law Rules and Orders***

- (b) Disobedience of any legal directive or order issued by any office member of a higher rank.

On 02/28/2024 and 01/30/2025 information and direction about the law enforcement authority related to immigration issues were sent, which if the direction in those emails had been followed, there is a high probability this incident would never have occurred.

- ***Standards of Conduct 320.5.7 – Efficiency***

- Unsatisfactory work performance including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors with a reasonable and bona fide excuse.

Your performance in this incident was unsatisfactory in that you failed to carry out the instructions of a Division Chief.

- ***Standards of Conduct 320.5.8 - Performance***

- (i) Any act on- or off-duty that brings discredit to this office.

Your actions have discredited the Mesa County Sheriff's Office by acting outside of our standard operating practices, and culture.

- ***Standards of Conduct 320.5.0 – Conduct***

- (m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this office, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this office or its members.

Your lack of awareness to direction provided associated to interaction with immigration issues have had a direct impact on the morale, good order, and reflects unfavorably on the Mesa County Sheriff's Office.

Based upon the information and review of the internal investigation the following disciplinary actions are being taken.

- Two weeks without pay (80 hours).
- You are removed from your current assignment with the Western Colorado Task Force and will be reassigned to a patrol team.
- You will be allowed to remain as a K-9 officer with your primary duties in the Operations/Patrol Division.

Per Mesa County Sheriff's Office Policy 1011, Employee Discipline (1011.8 Appeals) you have the right to appeal to the Sheriff within 72 hours of the imposition of the discipline. The Sheriff shall make a finding on the appeal within 7 days of receiving the appeal

I would like to express this decision was not made lightly and I am considering your past performance and history with the Mesa County Sheriff's Office.

Sincerely,

A handwritten signature in blue ink, appearing to read 'M. King', is written over the printed name.

Undersheriff Matt King