

Mesa County Sheriff's Office

Sheriff Todd Rowell



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July 17th, 2025

To: Sgt. Joe LeMoine

From: Art Smith, Operations Division Chief

Re: AXON Standards EVT-00001149

Notice of Meeting to Impose Minor Discipline

The above referenced Professional Standards Unit (PSU) investigation has revealed evidence to support substantiated policy violations against you.

There is a preponderance of evidence that in a series of events, beginning prior to 05/20/25 and continuing through 06/13/25, you were in violation of the following Mesa County Sheriff's Policies:

- **Standards of Conduct 320.3.2 – Supervisor Responsibilities**
 - (a) *Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.*
- **Standards of Conduct 320.5.7 – Efficiency**
 - (b) *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 without a reasonable and bona fide excuse.*

Our policies do not require you receive notice of findings of substantiated policy violations (such as this letter), prior to the imposition of minor discipline. This notice is being provided as a courtesy, in the event you choose to have a representative present during our minor disciplinary meeting.

The minor disciplinary meeting will be scheduled by/through our PSU. The meeting needs to occur on, by or before July 23rd, at 1700hrs

Respectfully,

A handwritten signature in blue ink, appearing to be 'Art Smith', is written over a horizontal line.

Art Smith
Operations Division Chief