

Mesa County Sheriff's Office

Sheriff Todd Rowell

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Confidential Personnel Document

TO: Erik Olson, WCDTF Investigator

FROM: Undersheriff Matt King

DATE: July 15, 2025

CASE: MCSO Internal Affairs EVT-00001149
Standards of Conduct

RE: Pre-Disciplinary Hearing

On 06/13/2025, Sheriff Rowell requested Division Chief Stoffel to investigate if Mesa County Sheriff's Office deputies were involved in a traffic stop, occurring on 06/05/2025, in which Caroline Goncalves was detained by federal immigration officers. An Administrative Review was opened to investigate the incident on 06/16/2025 to determine if the stop was conducted within Policy and Procedure and standard practices.

Information obtained from the Administrative Review revealed Deputy Olson and Deputy Zwinck were involved in an information sharing "Signal" chat group, consisting of multi-jurisdictional personnel, including Mesa County deputies, state, federal, and other county law enforcement primarily tasked with drug interdiction on I70. The chat group at some point also began sharing information associated with immigration statuses of persons being stopped for criminal activity and ultimately assisting in individuals being detained based upon immigration status.

Based upon the initial information obtained in the Administrative Review an internal investigation was initiated to determine if any violation of agency directives or policy occurred before, during, or after, the initial traffic stop of Goncalves, later detained by Federal authorities for federal immigration violations.

You have been notified through your representative that major discipline, defined in Mesa County Sheriff's Office Policy 1011 as; Actions which may include suspension without pay for more than three days, reassignment, demotion, or dismissal are being considered.

The purpose of this meeting is for you to have a meaningful opportunity to respond to the allegations, and provide any information for consideration, prior to any determination, or action associated to the allegations resulting in disciplinary action by the Mesa County Sheriff's Office.

Per Mesa County Sheriff's Office Policy 1011, Employee Discipline, a meeting to notify you of the final determination of the investigation shall occur within two days of the pre-disciplinary meeting. Dependent upon the outcome of the final determination meeting you may have the opportunity to appeal the decision to the Sheriff.

The investigation provided a preponderance of evidence Deputy Olson violated the following Mesa County Sheriff's Office Policies, to include the following Mesa County 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.

- ***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.

- ***Standards of Conduct 320.5.8 - Performance***
 - (i) Any act on- or off-duty that brings discredit to this office.

- ***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.

Based upon Mesa County Sheriff's Office Policy, Employee Discipline 1011, once a recommendation is made involving the potential for termination, and the initial notification is made to the employee, which in this case is through your representative that the pre-disciplinary meeting will be held within two business days. In an effort to allow for the logistics and scheduling of a time for your representative to attend in person we have allowed additional days from the notification prior to the pre-disciplinary hearing.



Undersheriff Matt King