

INVESTIGATIVE REPORT

(Confidential)

I.A. #2019-0014

Incident # 2016-10036349

Complainant: Internal Complaint

Location: 4001 E. Euclid, Spokane, WA

Date of Incident: 12/22/16

Employee(s): Deputy 19B Closed Investigative
Records with possible
Sgt. Jeffrey Thurman
Sgt. 19B Closed
Deputy 19B Closed
Deputy 19B Closed
Deputy 19B Closed
Sgt. 19B Closed
Sgt. 19B Closed
Sgt. 19B Closed
Deputy 19B Closed
Deputy 19B Closed
Deputy 19B Closed
Deputy 19B Closed

M.I.R.: Volunteer ASU pilot 19B Closed 19B Closed Investigative

Date: 06/07/19

Investigator: Sgt. Tim Hines

Synopsis:

On 05/08/19, Deputy 19B Closed Investigative
Records with possible reported to the Office of Professional Standards that on an unknown date, subsequently determined to have been 12/22/16, while engaged in a roadside conversation with Deputy 19B Closed following an incident at

Minnehaha Park, Deputy 19B answered a call on his cell phone on the Bluetooth speaker in his patrol vehicle, enabling Deputy 19B Closed Investigative to hear the calling party, who he identified by voice Jeff Thurman, make a very inappropriate and racist statement.

Investigation:

This internal investigation was assigned to me by Sheriff Knezovich at approximately 1000 hours on 05/08/19. He advised me at that point that Deputy 19B Closed Investigative had agreed to come in and talk with me at 1330 hours that day about an incident that occurred sometime ago involving Sgt. Jeff Thurman. I met with Deputy 19B Closed and D.S.A. President Kevin Richey in the Sheriff's Large Conference Room as scheduled. The ensuing interview was recorded with my digital voice recorder with the consent of everyone present. I told Deputy 19B Closed that I was not compelling him to talk to me. He said he understood and agreed to proceed with the interview. It should be noted that Jeff Thurman was promoted to Detective/Corporal on 04/01/16 but apparently continued to work in patrol as a K-9 handler for some time before being assigned as a detective in S.V.I.U. He was subsequently promoted to sergeant in December of 2018. It should also be noted that Deputy 19B Closed Investigative was a lateral to this agency from Airway Heights P.D. in May of 2014. The following is a fairly comprehensive and sometimes paraphrased summary of what Deputy 19B Closed Investigative told me.

19B Closed began by telling me that he has worked with Jeff Thurman since he came to this department about five years ago, and was on his platoon when he came here from Airway Heights. He indicated that they never had any issues, but added that he was warned by some of his co-workers that Jeff, then a K-9 Deputy, was a racist and to just be careful. 19B Closed Investigative then described an incident that occurred some time ago, he thought it was possibly last summer or fall, when he was working nights in patrol with K-9 Deputy 19B Closed and Deputy 19B Closed. He said this was when Jeff was a detective in S.V.I.U. He said he and 19B and 19B all ended up at a call of some kind at Minnehaha Park, possibly a suspicious vehicle call, where 19B ended up taking a suspect to jail on a warrant. He said that after 19B left the scene, he and 19B road-sided to talk. It was subsequently determined that this incident occurred on 12/22/16, incident number 2016-10036349.

19B Closed Investigative said that while they were talking, 19B cell phone rang over his vehicle's in-car Bluetooth speaker. He said 19B answered it via Bluetooth and he could hear what the caller said. He said the caller, whose voice he immediately recognized as Jeff Thurman's, said "You ready to kill some niggers tonight or what?" 19B Closed said 19B kind of gave him the eyes wide open look but didn't say anything to him.

19B Closed said he then just drove off and didn't hear any more of the conversation between 19B Closed and Jeff. He said that 19B Closed didn't say anything to him about it afterwards but that a couple of days later, he was approached by Jeff outside the roll-call room at the V.P. at which time Jeff attempted to explain the statement he had heard him make on the phone to 19B Closed. He indicated that he believes 19B Closed had told Jeff that he, 19B Closed, had heard what he said over the phone. He said Jeff told him that with what he said, he meant like the inner-city black people, that he can't stand those black people that loot and riot, and that kind of stuff and that he wasn't talking about black people as a whole. 19B Closed said he really didn't say anything other than okay and that he didn't feel comfortable calling him out and addressing it and just kind of let it be.

19B Closed said he subsequently talked to a couple of people about it but was unwilling at the time to tell me who they were. 19B Closed then went on to talk about the Air Support Unit (A.S.U.) spot that came open what he thought was sometime last year that he applied for. He said that prior to the opening in the unit coming up, he had been training with the Air Unit and studying "air stuff" in an attempt to prepare himself for an interview for the spot. He said he felt that he articulated himself well during the interview. He said he had gone on multiple training flights, and that Sgt. 19B Closed had trained him on navigation. He said his interview was a formal interview and that they asked him questions including what he had done to prepare himself for the position. He said he walked out feeling like it had gone well.

19B Closed said that when they had made the decisions about the open positions, he was at the V.P. and was told by Jeff that Sgt. 19B Closed wanted to talk to him. I was later informed that 19 was the sergeant of the Air Unit at that time. 19B Closed said he went and talked to 19 in his office who told him that they had picked him for the position but that "Command Staff" said that they didn't want him in the Air Unit and decided against it and that they wanted them to go with Deputy 19B Closed. 19B Closed Investigative Records with possible initials told me that at that time, 19B Closed had just come off probation and had never trained with the unit or anything like that.

19B Closed explained that it was pretty confusing to him because he didn't know what he had done to piss Command Staff off. He said that before he left 19B Closed office, 19 told him that he needed to keep his mouth shut about it because it's going to come across like he was bitching about not getting the spot and the same thing that happened to 19B Closed Investigative would to happen to him if that happens. 19B Closed indicated that his understanding was that 19B Closed had complained about not getting the spot and then never got the spot or something like that.

19B Closed said he tried to think of why Command Staff wouldn't want him to be on a specialty unit and that he felt like he has given a lot to the department and hadn't even received a citizen demeanor complaint.

He said he then went and talked to Lt. 19B Closed Investigative who was his Shift Commander at the time and asked him if he knew why Command Staff would not want him to be a part of A.S.U. He said 19B Closed seemed confused and told him no and that he hadn't heard anything. 19B Closed said that because of what 19 had told him, he didn't really want to push it because he did want the spot and had been told that they anticipated more spots coming open in the future. He said for that reason, he just kept his mouth shut about it. He then told me that about two months ago, he was talking with 19B during a road-side at the Home Depot on Sprague when she asked him what his interview was like when he interviewed for A.S.U. He said he told her that they asked him a bunch of questions to which 19B responded that they just B.S.'s with her the whole time. He said 19B told him that she felt like she wasn't prepared when she went in but that they didn't really ask her anything and that they just sat and bullshitted.

19B Closed went on to explain that he has just been sitting on it and that he was still confused and pissed at Command Staff because he felt like he hadn't done anything, an apparent reference to having not done anything wrong. He indicated that it has just been eating at him for a long time. He said that with what 19B told him, he can't help but think that part of the stuff that he has heard from Jeff had something to do with him not getting it, and that he doesn't have any other explanation. He said he knows that Jeff and 19 were in charge of picking who got the spot, and that having heard from Kevin Richey that Command Staff never said anything like that about it, he is pretty confused. He went on to clarify that he has never had any issue with Jeff or 19 to give them a reason to not like him or not to want him on the team.

I asked him if I was understanding him correctly in that based on what he heard Jeff say to 19B on the phone last year; things he had been told by other employees about Jeff possibly being racist; what he had been told by 19 about why he didn't get the spot and to keep his mouth shut and what he had recently been told by 19B about her interview, he is concerned that he may have been discriminated against because of his race. 19B Closed Investigative response was "Definitely."

19B Closed went on to tell me that race is something that he has never felt uncomfortable talking about. He said he is light about it and will joke about anything but the moment that it crosses the line to where it's completely racist he doesn't stand for it at all.

He said that he doesn't take things too personally but that he feels that this is something that is to the extreme and that he didn't know what else to do.

19B Closed then went on to talk about another incident that happened prior to the A.S.U. opening where he applied for a position as a K-9 handler, the position that Deputy Clay Hilton was ultimately selected for. I subsequently learned that this occurred in January of 2017. 19B Closed went on to describe having trained and volunteered as a quarry with the K-9 unit for over a year prior to applying for an opening in the unit as a handler. He described having a conversation with Jeff prior to the selection process during which Jeff told him that he thought that Dep. Clay Hilton deserved the spot over him. He said he questioned Jeff about why he felt that way and was told that he, Jeff, thought Clay had been a quarry some time ago at Kootenai or something like that. 19B Closed then confirmed that he can't help but think that his race was part of the decision making process for that position for which Clay Hilton was ultimately selected.

We then discussed the timing of the incident at Minnehaha Park in an attempt to determine exactly when it happened. 19B Closed described it as a self-initiated suspicious vehicle stop by Deputy 19B Closed Investigative Records with where they had to do a felony stop to get the male suspect out of the car. He said it was on a graveyard shift where he, 19B Closed and 19B Closed Investigative were all three working. He indicated that he thought it was around seven or eight months earlier and that he believed he was working on the Valley nights 2 platoon. He added that it was before the ASU spot came open.

Later in the interview, 19B Closed told me about an incident that happened more recently involving Jeff Thurman and his use of an offensive racial term. He told me that during a roll-call before the most recent markup changes, but after Jeff had been promoted to sergeant, Jeff was talking and kept referring to a suspect as "the colored guy". He indicated that he thought that Sgt. 19B Closed had pulled Jeff aside and educated him to the fact that it's not okay to refer to people that way. Following a little more discussion, I ended the interview. (See the interview transcripts for complete details)

It should be noted that I questioned Sgt. 19B Closed about this incident during my subsequent interview with him. He indicated remembering hearing Jeff refer to some black people as colored people but said he didn't address it with him at the time. Sgt. 19B Closed said he did have a subsequent conversation with Jeff about race in the context of an incident involving his own son who is black. He clarified that he didn't speak specifically with Jeff about the "colored people" comment Jeff had made in roll-call.

It should also be noted that although [REDACTED] declined to tell me the names of the other employees he told about the Minnehaha Park phone call incident during our initial interview, he did subsequently provide the names through Kevin Richey. Those names were Sgt. [REDACTED], Sgt. [REDACTED] and Sgt. [REDACTED].

Following my interview with Deputy [REDACTED], I briefed Sheriff Knezovich on what Deputy [REDACTED] had reported. Sheriff Knezovich determined that Sgt. Thurman should be placed on administrative leave immediately. U.S. Nowels generated an administrative leave memo for Sgt. Thurman who was contacted by Inspector Lyons and directed to come to the P.S.B. as soon as possible. I prepared a member notification and rights and responsibilities form for Sgt. Thurman and served him with the documents at approximately 1635 hours in the Sheriff's Large Conference Room. Sgt. Thurman read and signed the member notification and signed the rights and responsibilities form without reading it. I made a copy of each document for him and gave him the copies. I told him that I would contact him by phone at some point in the future regarding an interview.

It was determined that Deputy [REDACTED] was out of town for some K-9 training and not available for personal service of a member notification as a witness. At approximately 1545 hours, approximately the same time Sgt. Thurman was called and ordered in, I called Deputy [REDACTED] on his personal cell phone as he was traveling back to Spokane. I told him that I was conducting an investigation into a complaint against Sgt. Thurman for which he was identified as a witness. I told him that I was not going to give him any details about the complaint at that time but that I wanted him to come to my office the next day at which time I would give him a formal member notification that would explain the allegation against Sgt. Thurman. I told him that he was not to have any discussions with Sgt. Thurman or any other member of the agency about this matter. He acknowledged my directive and agreed to come to my office at 1100 hours on the 9th.

On 05/09/19, I interviewed Deputy [REDACTED] as scheduled regarding this investigation. The interview was conducted in the Sheriff's Small Conference Room and was recorded with my digital voice recorder with the knowledge of everyone present. Also present for the interview was D.S.A. representative Greg Lance. Deputy [REDACTED] was served his written member notification and rights and responsibilities forms that clearly informed him that he was a witness in the investigation. Deputy [REDACTED] waived his right to having 72 hours' notice prior to being interviewed.

The following is a brief summary of the interview. See the transcription of the interview for complete details.

After a brief introduction, and description of the circumstances of the reported comment Deputy [REDACTED] heard Sgt. Thurman make, I asked Deputy [REDACTED] if he remembered this incident or anything similar to it happening. He responded that he didn't remember that specific incident at that time. He said he goes to a lot of calls with Deputy [REDACTED]. He said he was trying to remember the incident and doesn't want it to appear that he is trying to cover anything up. He then said "At this very moment, I don't remember specifically this incident." Upon further discussion, he revealed that he and Sgt. Thurman are very close and that he and Deputy [REDACTED] are close as well. He went on to assure me that he takes pride in his integrity and ethics, and that he has never lied and doesn't plan on doing so now. He then added, "At this very moment I do not specifically remember those words and that incident."

I asked him to confirm that he wasn't saying that the incident didn't happen and he said no, and that he can't say whether it happened or not but that he just doesn't remember that very specific incident. He added that he felt like he would remember it because the words are very significant but that right then he didn't. I asked him to give me some background regarding his relationship on and off duty with Deputy [REDACTED]. He told me that he has known Deputy [REDACTED] since before he came to work here and that they have become pretty good friends over the last couple of years working the same shift together. He said that they have had some off-duty contacts.

I asked about his relationship with Sgt. Thurman and he said he met him when he first came to work here. He said they have become pretty close and that their families are close. He indicated that his off-duty relationship with Sgt. Thurman goes beyond his off-duty relationship with Deputy [REDACTED]. Deputy [REDACTED] acknowledged and agreed that as a police officer, there is no room for a statement like what Deputy [REDACTED] is alleging that he heard Sgt. Thurman make. Following an explanation for why I was going to be asking him some questions about off-duty conduct, I asked Deputy [REDACTED] if he has ever heard Sgt. Thurman, either on or off-duty, in a serious or joking nature, make any racist comments or statements or jokes about people of color. He said yes and went on to tell me that he has heard him use the word "nigger", and that he has heard it more than once. He added that it's not like Jeff uses that word all the time, and told me that he personally doesn't think Sgt. Thurman is racist.

I asked him if he could give me some context for when he has heard Jeff use the word. He said that the one thing that comes to mind was some time ago when the Black Lives Matter movement was going on and they were killing cops and doing all this stuff. He said it's usually when he is pissed off about something that's happened like that.

I asked him if he has ever heard Sgt. Thurman refer to any member of this department as a “nigger” or other racist or derogatory epithet. He said “yeah, maybe jokingly.” When questioned further about who, he said it would be with [REDACTED]. [REDACTED] went on to explain that anytime he’s heard this, referring to Jeff Thurman using the word “nigger”, come out of his mouth, other than maybe being pissed off about something that’s happened on the news or something like that, it’s typically a joking thing.

I asked him if Jeff’s propensity to use the word periodically was something that occurred at work as well as off duty and he said “yeah, it’s occurred both.” In subsequent discussions, [REDACTED] conceded that it would be fair to say that Jeff has no reservations about using the word “nigger” in his presence or in conversations with him. Although [REDACTED] was unable to remember the roadside contact with [REDACTED] at Minnehaha Park, he told me that although he carries both his work cell phone and his personal cell phone, he only has his personal cell phone set up to work with his hands-free Bluetooth speaker in his patrol vehicle. He indicated that he believes that was the case back when this call from Jeff was reported to have occurred. When asked, [REDACTED] denied having talked with Jeff after I gave him his verbal member notification while he was on his way back to Spokane from out of town training on the 8th. (See the interview transcripts for complete details of the interview)

At approximately 1445 hours on 05/13/19, I had a brief conversation with Lt. [REDACTED] in my office regarding this investigation. I asked him if he was Deputy [REDACTED] Shift Commander when Deputy [REDACTED] applied for a position in the Air Support Unit some time back and he confirmed that he was. I asked him if he signed a Supervisor Recommendation form for him and he said he did. He confirmed that he recommended him for the position. I asked him if he recalled Deputy [REDACTED], after having not been selected for the opening, coming to him and asking him if he had done something wrong and if he knew why command staff didn’t want him to be selected for that unit. [REDACTED] told me that he didn’t have any recollection of that conversation but added that he had numerous conversations with Deputy [REDACTED] during the time that Deputy [REDACTED] worked in the platoon he supervised.

On 05/13/19, I talked briefly with [REDACTED] regarding the Air Support Unit (ASU) Tactical Flight Operator (TFO) selection process that Deputy [REDACTED] was involved in some time ago. I asked him if he could provide me with any paperwork and/or documentation that may still exist regarding the selection process. He subsequently provided me with an electronic copy of the initial notice for the opening in the unit that was sent out via email by Dep. [REDACTED].

The notice directed applicants to submit the requisite documents to Deputy [REDACTED] via their chain of command no later than 01/23/18. The notice also stated that final applicants are tentatively scheduled for oral boards on 02/07/18. (See exhibit #1)

[REDACTED] told me that based on those dates, he believed that Sgt. [REDACTED] would have been the Unit Sergeant at that time and that Deputy [REDACTED] would have been the Team Leader. He thought Sgt. Thurman was either a TFO or possibly the lead TFO during that time. He told me that as far as he knows, they don't usually use outside agency officers for the oral boards but sometimes do use ASU pilots. He said they have been using the same oral board questions for a long time and emailed me a copy of the questions he believes would have been asked during Deputy [REDACTED] oral board interview. (See exhibit #1)

On 05/14/19, [REDACTED] provided me copies of the letters of intent, resumes and supervisor endorsement forms for the four candidates for the two early 2018 TFO positions that were to be filled. In addition to [REDACTED], Cpl. [REDACTED], Deputy [REDACTED] and Deputy [REDACTED] applied for the two positions. [REDACTED] and [REDACTED] were ultimately selected for the positions. According to [REDACTED], it doesn't appear that the score sheets completed by the members of the oral board were preserved. He told me that he wasn't sure who on the team was in charge of the selection process but that it was either [REDACTED] or [REDACTED]. He said that his involvement in the selection process was simply approving the names he was provided by either [REDACTED] or [REDACTED] and presenting the names to command staff for final approval.

It should be noted that following the interviews with Deputies [REDACTED] and [REDACTED] I secured permission to have all the interview recordings transcribed by an outside transcription service. For that reason, and due to the number of interviews I anticipated conducted during the course of this investigation, I decided to forgo typing the interview summaries I normally include in my reports and refer the reader to the transcripts for complete details of the interviews.

On 05/14/19, I interviewed Deputy [REDACTED] regarding this investigation. The interview was conducted in the Small Conference Room and recorded with my digital voice recorder. I was unable to get the Interview Tracker equipment to work so I was unable to video record the interview. Deputy Gavin Pratt was present from the DSA and Human Resources Manager Randy Winthrow was present as well. Randy was given a written member notification and rights and responsibilities form which he signed. (See the transcription of the interview for complete details)

At approximately 1515 hours on 05/14/19, I called and talked with Deputy [REDACTED] about the incident at Minnehaha Park where [REDACTED] said he and [REDACTED] road-sided and [REDACTED] overheard the call from Jeff Thurman. I gave [REDACTED] the limited information I had been given by [REDACTED] about the nature of the contact and when I believed it had occurred. [REDACTED] said he did recall the stop and confirmed that it was in the parking lot across Havana Street from Minnehaha Park. (I was later able to determine that the street address for Minnehaha Park is 4000 E. Fredrick Avenue, Spokane, WA, 99217). [REDACTED] said he believed it was a self-initiated suspicious vehicle stop that he made with a male and female in what he thinks was a Chevrolet S-10 or similar type pickup. His recollection was that the male was somewhat hostile, and that he eventually did arrest him and take him to jail for an outstanding warrant. He said he believes they left the pickup with the female passenger. He was unable to remember the arrestee's name.

I asked him about the time of the year and he said he believes it was during the spring of 2018 as opposed to the fall. He said he remembered it being cold outside but that there wasn't snow on the ground. He told me that he believes he was probably working an overtime shift for the downtown precinct in either district eight or ten. He said he thinks that [REDACTED] was assigned to the D.T. precinct at that time and that [REDACTED] was assigned to the valley precinct. He was unable to recall any other significant incident during the shift that would help identify a specific date. I told him that I thought the information he provided would probably allow us to find the incident and to let me know if anything else came to mind about the incident.

At approximately 1650 hours on 05/14/19, I interviewed Sgt. [REDACTED] regarding this investigation. [REDACTED] agreed to waive his right to 72 hours' notice prior to being interviewed and [REDACTED] in the interview without D.S.A. representation. The interview was conducted in the Small Conference Room and was recorded with the Interview Tracker recording equipment and with my digital voice recorder. The audio of the interview was subsequently transcribed. (See the transcription of the interview for complete details)

On 05/15/19, [REDACTED] gave me a small packet of documents regarding the K-9 handler application and selection process for the opening created by Jeff Thurman leaving the unit in early 2017. The packet includes a cover sheet type document generated by Sgt. Russ Dowdy dated 02/24/17. This document lists the four members of the K-9 Unit that comprised the oral board which were [REDACTED], Sgt. Dowdy, Deputy Bond and Deputy Melton.

It includes the names of the six applicants which were Deputy Clay Hilton, Deputy Amber Dawson, Deputy Julian Covella, Deputy John Nave, Deputy [REDACTED] and Deputy Andrew Hairston. It states that Deputy Hilton was selected for the position.

The packet also contains a copy of the initial announcement for the opening including a description of the required qualifications and K-9 handler responsibilities. It contained a copy of the form with the 11 questions to be asked of each applicant during the oral board and a copy of the numerical score sheet to be used to rank each applicant's answer to each of the 11 questions. Also included in the packet was Deputy Julian Covella's letter of intent, resume and supervisor recommendation form, Deputy Nave's letter of intent and resume and Deputy [REDACTED] letter of intent and resume. [REDACTED] told me that documents in the packet were the only documents Sgt. Dowdy was able to find for that selection process.

[REDACTED] told me that the six applicants were asked each of the 11 questions on the question form and were each scored on a score sheet for each answer. He said that once they completed all six interviews, the four members of the board discussed each applicant's performance during the interview and, along with a variety of other criteria, ranked the applicants in numerical order with Deputy Hilton being at the top of the list. Deputy [REDACTED] was ranked number five. He said they then presented the names of the top three applicants, Deputy Hilton, Deputy Dawson and Deputy Covella, to the other members of the K-9 Unit and asked them if anyone had any issues with any of the three applicants should one of them be selected for the unit. He said none of the other members of the unit had any issues with any of the three names presented and Deputy Hilton was selected. [REDACTED] was unable to say for sure whether Jeff Thurman was among the other members of the unit asked about the top three applicants. When asked, he told me that he has no recollection of having received any input of any kind from Jeff Thurman at any point during the process regarding [REDACTED]. Based on my conversation with [REDACTED], there is no evidence or indication that Jeff Thurman had any input into, or influence over, the decision not to select [REDACTED] for the open K-9 spot.

On 05/15/19, I gave Communications Supervisor [REDACTED] the new information I had received from Deputy [REDACTED] and asked him to attempt to find a CAD report for the incident. He was unable to find the incident in CAD with the information provided.

On 05/21/19, I called and spoke briefly by phone with Deputy [REDACTED].

I introduced myself and told her that I was conducting an administrative investigation and that I had reason to believe that she may have information relevant to the investigation that I wanted to talk to her about. I didn't tell her what the investigation was about or who was involved. I asked her to come to my office that afternoon to receive a written member notification. She subsequently came to me office and was served her member notification and rights and responsibilities forms at approximately 1645 hours. We scheduled a formal recorded interview for 0900 hours on 05/22/19.

At approximately 1345 hours on 05/21/19, Deputy **19B Closed** came in for a brief follow-up interview regarding this investigation. Prior to beginning the interview, **19B Closed** informed me that he had received a phone call from Deputy **19B** earlier that day that he wanted to tell me about. He told me that **19B** had called him just after talking with me inquiring about the process since she had never been involved in an I.A. investigation before. He said she indicated that she suspected that it may be about potentially inappropriate comments that Sgt. Thurman had made to her in the past. **19B Closed** said he told her that he was involved in the investigation and that he couldn't talk to her about it and ended the conversation. He was confident that the call occurred prior to **19B** being served her formal member notification and prior to her knowing he was involved.

I then conducted the brief follow-up interview with **19B Closed** after serving him a rights and responsibilities form which he signed. **19B Closed** was not accompanied by anyone from the D.S.A.. Human Resources Manager Randy Withrow was also present for the recorded interview. The recording was subsequently transcribed and added to the case file. (See transcripts for complete details)

At approximately 1735 hours on 05/21/19, I was told by phone by Detective Richey that he had been informed that Deputy **19B Closed** had something she wanted to tell me regarding Jeff Thurman. I called **19B** the next day, 05/22/19, and scheduled an interview with her for later that day.

At approximately 0900 hours on 05/22/19, Deputy **19B Closed** came in for a formal recorded witness interview regarding this investigation. She was accompanied by Dep. Gavin Pratt from the D.S.A., and Human Resources Manager Randy Winthrow was present as well. The interview occurred in the small conference room and was recorded with the Interview Tracker recording equipment as well as with my digital voice recorded. The recording was subsequently transcribed and added to the case file. (See transcription for complete details)

At approximately 1413 hours on 05/22/19, I interviewed Deputy [19B] regarding this investigation in the Sheriff's Small Conference Room. Also present was Randy Withrow. The interview was recorded in the usual manner and was subsequently transcribed for the file. (See transcription for complete details)

At approximately 1200 hours on 05/23/19, I called and spoke briefly with Deputy [19B] [Close]. I asked him if he had ever applied for a specialty position and complained about not being selected, or questioned why he wasn't selected, and then suffered any kind of negative consequences for doing so and he said he hadn't.

At approximately 1505 hours on 05/23/19, I interviewed Deputy [19B Closed] regarding this investigation in the Sheriff's Small Conference Room. Also present was Randy Withrow. The interview was recorded in the usual manner and was subsequently transcribed for the file. (See transcription for complete details)

On 05/23/19, I asked [19B Closed] via email who was on the oral boards for the ASU openings in early 2018. He replied that he sat on them along with Sgt. [19B], Sgt. Thurman and Pilot [19B Closed]

On 05/27/19, I interviewed Deputy [19B Closed] regarding this investigation in the Sheriff's Small Conference Room. There was nobody else present for the interview. The interview was recorded in the usual manner and was subsequently transcribed for the file. (See transcription for complete details)

Upon return to work on 05/29/19, I had several emails from [19B Closed] and Sgt. [19B] in my Outlook Inbox related to the February 2018 TFO selection process. According to the content of the emails, the oral boards for the four candidates were conducted on February 7th, 2018. Those sitting on the oral boards were [19B Closed], Jeff Thurman, [19B Closed] and volunteer pilot [19B Closed]. Each candidate was asked the same standard TFO oral board questions. There was no scoring matrix used and the evaluators used the candidates verbal answers to form an opinion and rank them. [19B] was ranked first, [19B Closed] was ranked second, [19B Closed Investigative] was ranked third and [19B Closed] was ranked fourth. The rankings were unanimous but apparently no written documentation (score sheets) still exist showing the evaluators individual scores of the various candidates. Once the aforementioned rankings were established, the names in order of ranking were forwarded to [19B Closed] by [19B Closed] on 02/07/18. In a 02/08/18 response, [19B Closed] informed [19B Closed] that [19B Closed] and [19B Closed] were approved.

At approximately 1030 hours on 05/29/19, I called and talked briefly by phone with [REDACTED] about his involvement in the oral boards on 02/07/18. [REDACTED] recalled being involved but couldn't remember a lot of specifics. He said he didn't recall being provided, or taking into consideration, the candidates resumes. He indicated that they did score the candidates performance in the interview but couldn't remember how he actually ranked them. I gave him the four candidates names and brief descriptions and that seemed to refresh his memory some. He indicated that [REDACTED] seemed to stand out among the four and that [REDACTED] answered the questions pretty well and seemed pretty confident. He said one of the male candidates seemed pretty shy and quiet but didn't indicate which one. He was unable to provide any other specific information about the process and I thanked him and ended the conversation.

On 05/29/19, I prepared an amended member notification for Sgt. Thurman listing four separate allegations currently under investigation and the S.O. policies potentially violated. The notification included a request that he respond to the allegations in writing by 1900 hours on 06/03/19. The notification was delivered to Jeff by his Association Representative Greg Lance. The signed notification was subsequently returned to me and placed in the case file. The notice instructed him to write an administrative report in which he was to address each of the four allegations. It also included a statement that if there were any individuals that he thought should be interviewed regarding the allegations, he should provide their names and contact information with his administrative report.

At approximately 1607 hours on 05/30/19, I conducted a brief follow-up witness interview with Deputy [REDACTED] regarding this investigation. The interview was conducted in the Sheriff's Small Conference Room and recorded with the Interview Tracker recording equipment in the room and with my digital voice recorder. See the transcription for complete details of the interview.

On 05/31/19, my day off, I received a call from U.S. Nowels. He informed me that it had come to his attention that the amended member notification I prepared for Sgt. Thurman dated 05/29/19 that was served by Greg Lance failed to name the complainant, Deputy [REDACTED], in allegation #1. U.S. Nowels informed me that he would prepare another notification that included Deputy [REDACTED] name in allegation #1 and serve it on Sgt. Thurman. On 06/03/19, upon my return to work, I talked with U.S. Nowels about this additional notification. He told me that he prepared the notification with the correction and personally gave it to Sgt. Thurman. He gave me a signed copy of the notification which I added to the investigative file. U.S. Nowels did not create the document in IAPro so I scanned the signed notification and linked it to the case in IAPro.

On 06/03/19, while reviewing Sgt. Thurman's amended member notification, I realized that the approximate timeframe of the yet-to-be determined date of occurrence of allegation #1, "sometime last fall", was not actually the most updated approximate timeframe that had been established. The "sometime last fall" estimated timeframe was what Deputy 19B Closed Investigative and I came up with while talking about it during his initial recorded statement on 05/08/19. During his follow-up interview on 05/21/19, Deputy 19B Closed Investigative told me that he believed the incident in allegation #1 occurred while he and Deputy 19B were working graveyard on the same platoon, VPN2, while Jeff Thurman was a detective and before the ASU TFO position opening in January of 2018.

According to SETS, 19B Closed and 19B were both working nights together on the same platoon, DTN2, during the March through August 2017 markup. They both switched to VPN2 in September of 2017. Deputy 19B Closed Investigative Records with was working nights on the VPN1 platoon during both markups. Jeff Thurman was a detective between 04/01/16 and 12/01/18. (He was promoted and immediately demoted in July of 2018 to secure his place on the promotional list) Deputy 19B Closed Investigative believes the incident occurred after the September 1st 2017 markup change when he and 19B Closed both moved to the VPN2 platoon. When I realized that Sgt. Thurman hadn't been provided the most updated estimated timeframe for allegation #1, I called and brought it to Kevin Richey's attention. I gave him the most current information and he passed it on to Gavin Pratt who passed it on to Sgt. Thurman. It's my understanding that Gavin Pratt asked Sgt. Thurman if he wanted yet another amended member notification or if he would be okay with just being given the updated information verbally. It's my understanding that Sgt. Thurman was fine with just receiving the information telephonically from Gavin Pratt. Because of this last-minute change, Sgt. Thurman was advised that he could have until 06/04/19 at 1500 hours to have his administrative report to me.

On 06/03/19, I talked briefly with Deputy 19B Closed Investigative by phone about the date of the incident at Minnehaha Park. He was unable to provide any more information about the possible date but offered to use his MDC to attempt to help locate it. I told him that would be fine and to let me know if he was able to find it. 19B Closed Investigative Records with possible info called me back several hours later and told me that he had located the incident but that it had occurred much earlier than previously believed. He said it occurred on 12/22/16 and provided me with incident number 2016-10036349. I obtained a detailed CAD report of the incident and confirmed that the details in the CAD report match those described to me by both Deputies 19B Closed Investigative and 19B Closed Investigative Records with. Immediately after confirming that this was indeed the incident we had been looking for, I notified Kevin Richey who assured me that he would make sure the updated information was provided to Sgt. Thurman.

According to the CAD report, the incident started as a self-initiated suspicious vehicle stop at 2128 hours by Deputy [REDACTED] who was working as B-510 that night. The location given of the stop was entered by Communications Officer Kate Meyer as Minnehaha. It was later changed to Minnehaha Park and then to 4001 E. Euclid Avenue. Deputy [REDACTED], and Deputy [REDACTED], [REDACTED], were both dispatched at approximately 2130 hours. Deputy [REDACTED] arrived on scene at 2138 hours and Deputy [REDACTED] arrived at 2141 hours. The male in the driver's seat of the vehicle was ultimately identified as Phoenix S. Aragon, dob 04/16/81, and booked into jail by Deputy [REDACTED] for a felony warrant for possession of a stolen firearm and possession of a controlled substance. Deputy [REDACTED] left the scene for the jail at 2202 hours. It appears that Deputy [REDACTED] stayed at the scene until 2216 hours and Deputy [REDACTED] stayed until 2235 hours.

At 1409 hours on 06/04/19, I received Sgt. Thurman's administrative report regarding the allegations spelled out in his amended member notification via email from Inspector Lyons. I attached the email and a PDF of the report to the case in IAPro and added a paper copy to the investigative file. See the report for complete details.

Regarding allegation #1, Sgt. Thurman's response was "I do not ever recall making the alleged comment". Regarding allegation #2, Sgt. Thurman's response was "I do not ever recall making the alleged comment". Regarding allegation #3, Sgt. Thurman's response was that he did, in a joking conversation, make a comment about Deputy [REDACTED] having to stay in his room. He also stated that he went on to say something to her similar to he would have to act like she was his sister to protect her at the conference so she wouldn't end up coming home pregnant with all the LA pilots down there trying to hook up with her due to the fact there aren't many female TFO's. Regarding allegation #4, Sgt. Thurman responded that in comparison to the other applicants, Deputy [REDACTED] didn't present himself well in the oral board interview. He indicated that even though Deputy [REDACTED] did very well on her oral board, he ranked Deputy [REDACTED] ahead of her due to him having department seniority over her. He indicated that the other members of the oral board ranked [REDACTED], first, Dep. [REDACTED] second and Dep. [REDACTED] third and that he went along with the majority. He denied discriminating against Dep. [REDACTED] because of his race or any other reason.

At approximately 1755 hours on 06/04/19, I interviewed Deputy [REDACTED] regarding this investigation. There was nobody else present for the interview. The interview was recorded in the usual manner and was subsequently transcribed for the file. (See transcription for complete details)

Deputy [REDACTED] confirmed that he was one of the four raters who sat on the oral board interviews the four candidates for the two TFO positions in February of 2018. He confirmed that all four candidates were asked the same 11 questions from the questions sheet provided me by [REDACTED]. He told me that after the four interviews were conducted, the raters discussed their performance on the oral board interviews. He said that they each then ranked the candidates based on their interview performance as well as their resumes, supervisor endorsement forms and work experience. He thought that the only thing [REDACTED] rated the candidates on was their oral board interview performances.

Dep. [REDACTED] indicated that he didn't feel that Deputy [REDACTED] presented himself well during the interview and he had some concerns about him "job shopping." He said that he, [REDACTED] and Sgt. [REDACTED] all ranked [REDACTED] first, [REDACTED] second, [REDACTED] third and [REDACTED] fourth. He said that Sgt. Thurman ranked [REDACTED] first, [REDACTED] second, [REDACTED] third and [REDACTED] fourth but they used the "majority rules" approach and sent the names to [REDACTED] according to the majority's ranking. He also confirmed that when they presented the four names to [REDACTED], they requested that a third person be selected but were told no. When asked if at the time of the selection process, he was aware of Sgt. Thurman having any personal dislike of Deputy [REDACTED] because of his race or for any other reason, he answered no and indicated that Sgt. Thurman was actually advocating for [REDACTED] for one of the spots.

At approximately 0900 hours on 06/05/19, I interviewed Sgt. [REDACTED] regarding this investigation. There was nobody else present for the interview. The interview was recorded in the usual manner and was subsequently transcribed for the file. (See transcription for complete details) I asked Sgt. [REDACTED] pretty much the same questions I asked Deputy [REDACTED]. He confirmed what Dep. [REDACTED] told me concerning how each rater ranked each candidate and that Jeff Thurman, then a Corporal, ranked Deputy [REDACTED] above Deputy [REDACTED]. When asked if at the time of the selection process, he was aware of Sgt. Thurman having any personal dislike of Deputy [REDACTED] because of his race or for any other reason, he answered no and indicated that Sgt. Thurman was actually advocating for [REDACTED] for one of the spots.

On 06/05/19, I checked the SETS database to see if Jeff Thurman was working on 12/22/16 at the time of the incident at Minnehaha Park that both deputies [REDACTED] and [REDACTED] described. Jeff Thurman's personal calendar in SETS shows that he was off on comp time that day and he was not on the daily markup for that day. A check of his payroll records by [REDACTED] shows that he didn't submit for any overtime that day and that his time card shows him off on comp time.

A request for Deputy Thurman's department issued cell phone records from Verizon for the month of December of 2016 was made by U.S. Nowels. He was informed that the records were available and would be send via the U.S. Mail Service.

At approximately 1314 hours on 06/06/19, I interviewed Sgt. Jeff Thurman regarding this investigation. The interview was conducted in the Sheriff's Small Conference Room and was recorded with the Interview Tracker recording equipment in the room and with my digital voice recorder. Also present during the interview was Greg Lance for the DSA and Randy Withrow. I reminded Sgt. Thurman that he had previously been served his rights and responsibilities form and of his responsibility to truthfully and fully answer the questions asked of him during the interview. The audio of the interview was subsequently transcribed. The following is a brief summary of the interview. See the transcription for complete details of the interview.

Jeff described his working relationship with Deputy 19B Closed as professional and his personal off-duty relationship as friends. He confirmed that their families also associate off duty. I asked him if he thought 19B would tell me something about him that wasn't true and he said no. I then asked him about his use of the response "I don't recall" to allegation #1 and if he could confirm that by saying that he doesn't recall, he wasn't saying that he didn't make the comment, but that he just doesn't remember. He didn't answer my question and reiterated that he didn't recall making the statement. I asked him if it was then fair to say that it's possible that he did make the statement but just doesn't remember and he again didn't answer my question and reiterated that he didn't recall making it.

Upon further discussion, he admitted that there is a difference between saying I don't recall and saying I didn't make the statement. I then asked him again if it was fair to say that when he says he doesn't recall, he isn't saying he's sure it didn't happen and that it's possible that it did. He again failed to directly answer my question and proceeded to talk about his 33 and his drinking and other previously 33 Medical records. He then said, "So, could there have been a time I talked to him (19B Closed) and said some shit? Maybe. I don't know. But, I can honestly say I 100 percent do not recall making that statement."

I then questioned him about the comments of a sexual nature he made to Deputy 19B in allegation #3. I asked him if he felt that comments of a sexual nature, such as the ones he had admitted making to Deputy 19B are appropriate for a male supervisor to make to a female subordinate in a work setting, even in a joking manner. Following some discussion, he admitted that him making comments like that to her was inappropriate.

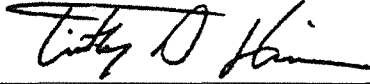
I then reminded him of the statement in his administrative report where he wrote regarding his use of the "N" word, "I do not recall specific events but I know 100% if it was used it was out of sarcasm or a joke and in a private conversation or setting." I asked him if he was saying that he had never used the word nigger, or referred to someone as a nigger, either on or off-duty in the context of being angry or upset. He contemplated his response for approximately nine seconds before answering, "That is correct." I then confronted him with statements made to me by deputies 19B and 19B that they have heard him use the word nigger in the context of being upset, angry or pissed. He responded that he's been going to see a doctor with his stuff going on, and that part of it is angry outbursts and stuff so maybe it is out of anger sometimes. When reminded that he had previously told me that he hadn't used the those types of statements out of anger, he suggested that people may have viewed that he was angry. He then added that he would change it to "I don't know". He then said, "So, yes, I told you that's correct. Let me change my response and correct myself and tell you I don't know. I do get angry and upset. I have shit that goes on and so I have to – I would – the more appropriate answer would be I don't know." I ended the interview about that point and turned off the recording equipment.

I then told him that I anticipated having a Loudermill notification for him the next day, 06/07/19, and informed him that his Loudermill hearing was scheduled for 1200 hours on 06/13/19. He indicated that he had plans for that day and asked if I could serve him the notification at that time. I told him that I could but that I couldn't get him a copy of the investigative file until later. He agreed, as did Greg Lance, that receipt of a copy of the file could be delayed until Monday the 10th. I then served him his written Loudermill notification and gave him a signed copy. Later that afternoon, I briefed Sheriff Knezovich regarding the interview and viewed the recording of the interview with him in my office.

On 06/07/19, I was instructed by the Sheriff to issue Sgt. Thurman an amended Loudermill notification with the addition of an allegation of making false or misleading statements, Sheriff's Office policy 340.3.5 (ae). I prepared the notification and served it via email to Sgt. Thurman's personal email address at his request at approximately 1200 hours. He acknowledged receipt of the notification via email. The date of the Loudermill hearing was not changed. A short time later, I realized that I had failed add the policy number and language for the additional allegation on page three. I added the necessary language to the notification and sent it to Sgt. Thurman again at his personal email address at 1215 hours requesting verification or receipt. I received his acknowledgement of receipt at approximately 1240 hours and added it to the case file.

On 06/07/19, I determined that no additional investigation into this complaint was necessary. I completed my investigation and forwarded it to Sheriff Knezovich for review.

Submitted/Prepared by:



Sgt. Tim Hines
Office of Professional Standards

6-7-19

Date

Summary of Allegations:

Allegation #1:

It has been reported to the Office of Professional Standards by Deputy ^{19B} ~~Closed~~ ^{Investigative} ~~Closed~~ that on 12/22/16, then Det. Jeff Thurman placed a cell phone call to Deputy ^{19B} ~~Closed~~ ^{Investigative} ~~Closed~~ while Deputy ^{19B} ~~Closed~~ was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?" Deputy ^{19B} ~~Closed~~ ^{Investigative} ~~Closed~~ reported that he was road-siding with Deputy ^{19B} ~~Closed~~ at the time of the call and that Dep. ^{19B} ~~Closed~~ answered the call over the Bluetooth speaker in his patrol vehicle which allowed him to hear what Jeff Thurman said.

Allegation #2:

It has been reported to the Office of Professional Standards by Deputy ^{19B} ~~Closed~~ ^{Investigative} ~~Closed~~ that on a yet-to-be identified date, sometime within the last year to year and a half, while conducting surveillance in the surveillance van at a controlled drug buy with Sgt. Jeff Thurman, Jeff, after seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".

Allegation #3:

It has been reported to the Office of Professional Standards by Deputy ^{19B} ~~Closed~~ that during a recent Air Support Unit meeting in the hanger at Felts Field regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, Sgt. Jeff Thurman made statements to her about him sharing a hotel room with her during the trip, and a statement along the lines of her needing to be careful because there will be a lot of single guys there and she could end up getting pregnant.

Allegation #4:

It has been reported to the Office of Professional Standards by Deputy ^{19B} ~~Closed~~ ^{Investigative} ~~Closed~~ that during the February, 2018 evaluation and selection process for a TEO position in the Air Support Unit that he had applied for, Sgt. Jeff Thurman may have discriminated against him because of his race.

Allegation #5:

That during Sgt. Thurman's administrative interview with Sgt. Hines on 06/06/19, Sgt. Thurman made a false or misleading statement regarding whether or not he had ever used the word nigger, or referred to someone as a nigger, either on or off-duty, in the context of being angry or upset.

Evidence as to Allegations:

Allegation #1:

This allegation was made by Deputy 19B Closed Investigative Records with possible a considerable amount of time after it's occurrence on 12/22/16. Deputy 19B reported during his administrative interview that at the time of his interview, he didn't recall specifically the described incident. He confirmed that he wasn't saying that it did or didn't actually happen, and added that he had no reason to disbelieve what Deputy 19B Closed Investigative had reported. Deputy 19B went on in his interview to confirm that he has heard Sgt. Thurman use the word "nigger" on more than one occasion both while on and off duty, and that it would be fair to say that Sgt. Thurman has no reservations about using the word "nigger" in his presence or in conversations with him.

Although this allegation only recently came to the attention of the Sheriff, Deputy 19B Closed Investigative did report telling three different sergeants about it at various times after it occurred. Sergeants 19B Closed and 19B all confirmed during their administrative interviews that Deputy 19B Closed Investigative reported the incident to them and asked them to keep it private and not further report it. Their recollections of what Deputy 19B Closed Investigative told them about the incident are very consistent with what Deputy 19B Closed Investigative reported to me on 05/08/19.

Although not present when the reported phone call from Jeff Thurman to Deputy 19B occurred, Deputy 19B Closed Investigative Records with possible unfair practice confirmed being involved in the suspicious vehicle incident at Minnehaha Park described by Deputy 19B Closed Investigative. Deputy 19B Closed Investigative Records with possible unfair description of the circumstances of the incident are consistent with Deputy 19B Closed Investigative description, and he confirmed that Deputy 19B was present as well. The CAD and incident reports also verify the information provided by deputies 19B Closed Investigative and 19B Closed Investigative Records with.

In Sgt. Thurman's administrative report dated 06/03/19, responding to allegation #1, Sgt. Thurman wrote, "I do not ever recall making the alleged statement."

During Sgt. Thurman's administrative interview on 06/06/19, I asked him about his use of the response "I don't recall" to allegation #1 and if he could confirm that by saying that he doesn't recall, he wasn't saying that he didn't make the comment, but that he just doesn't remember. He didn't answer my question and reiterated that he didn't recall making the statement. I asked him if it was then fair to say that it's possible that he did make the statement but just doesn't remember and he again didn't answer my question and reiterated again that he didn't recall making it.

After some additional discussion, I asked him again if it was fair to say that when he says he doesn't recall, he isn't saying he's sure it didn't happen and that it's possible that it did. He again failed to directly answer my question and proceeded to talk about his 34 and his drinking and other previously 33 Medical records. He then said, "So, could there have been a time I talked to him (19B Closed) and said some shit? Maybe. I don't know. But, I can honestly say I 100 percent do not recall making that statement."

Allegation #2:

Deputy 19B Closed came forward during the course of my administrative investigation to report an incident involving Sgt. Thurman that she wanted me to know about. She reported that about a year to a year and a half ago, she was with then Detective Thurman in the surveillance van doing surveillance during a controlled drug buy. She thought it occurred in the area of 33rd and Regal at around 1700 or 1800 hours. She reported that she was in the back seat of the van and that Jeff Thurman was in the driver's seat. She reported that she was looking down at her phone when Jeff suddenly said "you fucking nigger". She reported that she asked him what had happened and was told that a guy had just thrown some garbage out of his vehicle in front of them. She reported having heard a vehicle go by but not having seen it. She reported looking and seeing garbage in the street. She reported that she didn't talk further with Jeff about it and didn't tell anyone else about it.

In Sgt. Thurman's administrative report dated 06/03/19, in response to allegation #2, he wrote, "I do not ever recall making the alleged comment." During his administrative interview on 06/06/19, he reiterated that he doesn't recall making the statement. I then asked him, "And so the same response as far as the possibility that it was said but that you don't recall still applies?" His response was "Correct". I asked him if he remembered being on surveillance with Deputy 19B when someone drove by and threw garbage out the window of their car and he said he didn't. I then asked, "And you're not suggesting that Deputy 19B is being untruthful with me when she reported that?" His response was, "I would not think she would be."

Allegation #3:

During her administrative interview regarding this investigation, Deputy 19B Closed told me about some inappropriate comments that Sgt. Thurman had made to her. She reported that she, 19B Closed and Sgt. Thurman are supposed to be going to an out of state ASU training event in Omaha Nebraska, and that during a recent ASU unit meeting,

in the presence of most of the members of the unit, Sgt. Thurman made a statement that she and him would share a motel room. Deputy 19B stated that she wasn't offended by his comment and took it as a joke. During a follow-up interview on 05/30/19, Deputy 19B confirmed that in addition to the aforementioned statement about sharing a motel room, Sgt. Thurman also made a comment to her along the lines of the fact that there are going to be a lot of single guys at the convention and that she should be careful because she could end up pregnant.

Deputy 19B Closed is also a member of the Air Support Unit. During his administrative interview regarding this investigation, he reported that he was present at a recent ASU unit meeting during a discussion about the out of town trip and heard Sgt. Thurman tell Deputy 19B that he would be sharing a room with her. He also reported that he believed Sgt. Thurman was joking when he made the comment.

During her administrative interview regarding this investigation, Deputy 19B reported that Deputy 19B has previously told her that while working in the Air Support Unit, Sgt. Thurman had made jokes to her of a sexual nature. She reported that Deputy 19B told her that Sgt. Thurman, while talking about the trip, told her she was going to end up pregnant but didn't say that he was the one that was going to get her pregnant.

In his administrative report dated 06/03/19, responding to allegation #3, Sgt. Thurman admitted to making a comment to Deputy 19B in a joking conversation that she was going to have to stay in his room. He also admitted to saying something similar to, "that I would have to act like Deputy 19B was my sister to protect her at the conference so she would not end up coming home pregnant with all the LA pilots down there trying to hook up with her due to the fact there aren't many female TFO's."

During his administrative interview on 06/06/19, I asked Sgt. Thurman if he felt that comments of a sexual nature, such as the ones he had admitted making to Deputy 19B are appropriate for a male supervisor to make to a female subordinate in a work setting, even in a joking manner. Following some discussion, he admitted that him making comments like that to her was inappropriate.

Allegation #4:

Sgt. Jeff Thurman is a member of the Air Support Unit and was one of the members of the unit that conducted the oral board interviews of the four candidates that applied for the two TFO openings in January of 2018.

Deputy [REDACTED] felt that he had prepared for application to the unit, had done well on the oral board and was a well-qualified candidate. He reported having been told by Sgt. [REDACTED] that he and Sgt. Thurman had picked him for the unit but that "Command Staff" didn't want him in the unit and wanted them to go with Deputy [REDACTED] instead. He reported that Sgt. [REDACTED] then told him to keep his mouth shut about it though if he didn't want what happened to Deputy [REDACTED] to happen to him. Deputy [REDACTED] reported that during a recent conversation with Deputy [REDACTED] about her oral board interview, she told him that they didn't really ask her anything and that they just bullshitted the whole time. During his recorded statement on 05/08/19, Deputy [REDACTED] reported that based on what he heard Sgt. Thurman say to Deputy [REDACTED] over the speakerphone at Minnehaha Park, what he had been told by Deputy [REDACTED] about Jeff Thurman being racist, what he was told by Sgt. [REDACTED] when told he wasn't selected for the TFO position and what Deputy [REDACTED] told him about her oral board interview, he was concerned that he may have been discriminated against because of his race.

According to emails provided by Sgt. [REDACTED] and Deputy [REDACTED], each of the four candidates for the two TFO positions were asked the same 11 questions from a prepared list of questions and each were rated on their answers although no scoring matrix was used. Following the oral board interviews, the four candidates were ranked with [REDACTED] being first, Deputy [REDACTED] being second, Deputy [REDACTED] being third and Deputy [REDACTED] being fourth. The list of names in that order was given to [REDACTED] who subsequently approved [REDACTED] and [REDACTED] for the two open positions.

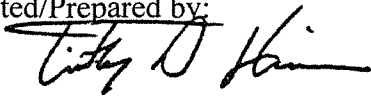
In his administrative report dated 06/03/19, Sgt. Thurman adamantly denied the allegation that he had discriminated against Deputy [REDACTED] during the TFO position selection process because of his race and pointed out that he had in fact ranked Deputy [REDACTED] ahead of Deputy [REDACTED] during that process. There is no evidence that Sgt. Thurman discriminated against Deputy [REDACTED] as alleged so I didn't ask him about this allegation during his administrative interview.

Allegation #5:

During his administrative interview on 06/06/19, I reminded Sgt. Thurman of the statement in his administrative report where he wrote regarding his use of the "N" word, "I do not recall specific events but I know 100% if it was used it was out of sarcasm or a joke and in a private conversation or setting." I asked him if he was saying that he had never used the word nigger, or referred to someone as a nigger, either on or off-duty in the context of being angry or upset. He contemplated his response for approximately nine seconds before answering, "That is correct."

I then confronted him with statements made to me by deputies 19B and 19B that they have heard him use the word nigger in the context of being upset, angry or pissed. He responded that he's been going to see a doctor with his stuff going on, and that part of it is angry outbursts and stuff so maybe it is out of anger sometimes. When reminded that he had previously told me that he hadn't used the those types of statements out of anger, he suggested that people may have viewed that he was angry. He then added that he would change it to "I don't know". He then said, "So, yes, I told you that's correct. Let me change my response and correct myself and tell you I don't know. I do get angry and upset. I have shit that goes on and so I have to – I would – the more appropriate answer would be I don't know."

Submitted/Prepared by:



Sgt. Tim Hines
Office of Professional Standards

6-7-19

Date



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

June 7th, 2019

Sgt. Jeff Thurman
Spokane County Sheriff's Office
1100 W. Mallon
Spokane, WA 99260-0300

RE: POTENTIAL FOR DISCIPLINARY ACTION
(Loudermill Notification / Name Clearing Hearing)

I.A. # 2019-0014

Dear Sgt. Thurman:

This correspondence is official notification that I am considering taking disciplinary action against you, up to and including termination. You have the right to Association representation during this phase of the disciplinary process and to review the investigative file which forms the basis for the disciplinary action I'm considering.

Our records indicate that you were hired as a Deputy Sheriff on 07/05/01, promoted to Detective/Corporal on 04/01/17 and promoted to Sergeant on 12/01/18. On March 8th, 2017, you acknowledged that you received the Lexipol Policy and Procedure Manual for the Spokane County Sheriff's Office, and that a copy was accessible by computer. You acknowledged that you understood that it was your responsibility to read the manual, understand it and to operate within its guidelines.

On May 8, 2019, the following information was brought to my attention concerning your alleged improper conduct:

That on 12/22/16, while off-duty, you placed a cell phone call to Deputy 19B Closed while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?" Deputy 19B was parked next to Deputy 19B at the time and answered your call over the Bluetooth speaker in his patrol vehicle, allowing Deputy 19B Closed to hear your aforementioned statement. Closed Investigat

That on an undetermined date, approximately one to one and a half years ago, while conducting surveillance at a controlled drug buy in the surveillance van with Deputy 19B Closed in the area of 33rd and Regal, you, after apparently seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

That during a recent Air Support Unit meeting in the ASU hanger at Felts Field, during a conversation regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy **19B Closed** about sharing a hotel room with her during the trip and about her needing to be careful because she could end up becoming pregnant during the trip.

That in February of 2018, as a member of the Air Support Unit involved in the oral board interviews for two open TFO positions, you may have discriminated against Deputy **19B Closed Investigative Records with possible** during the process because of his race.

That during your administrative interview with Sgt. Hines on 06/06/19, you made a false or misleading statement regarding whether or not you had ever used the word nigger, or referred to someone as a nigger either on or off-duty in the context of being angry or upset.

Your employment history with the Spokane County Sheriff's Office includes the following:

There is no prior applicable disciplinary history for the purposes of progressive discipline.

The above information if proven, leads me to believe that you have engaged in unprofessional and unacceptable conduct. Your on-duty, and possibly off-duty conduct is reprehensible. Your conduct is in violation of:

POLICY 340.2 DISCIPLINE POLICY

The continued employment of every employee of this department shall be based on conduct that reasonably confirms to the guidelines set forth herein. Failure of any employee to meet the guidelines set forth in this policy, whether on-duty or off-duty, may be cause for disciplinary action. An employee's off duty conduct shall be governed by this policy to the extent that it relates to act(s) that may materially affect or arise from the employee's ability to perform official duties or to the extent that it may be indicative of unfitness for his/her position.

POLICY 340.3 CONDUCT WHICH MAY RESULT IN DISCIPLINE

The following list of causes for disciplinary action constitutes a portion of the disciplinary standards of the Spokane County Sheriff's Office. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for specific action or inaction that is detrimental to efficient department service.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Sheriff's Office Discriminatory Harassment policy 328.3.1

"Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment."

Sheriff's Office Policy 340.3.5 (ae) False or misleading statements to a supervisor or other person in a position of authority in connection with any investigation or employment related matter.

Sheriff's Office Conduct policy 340.3.2

"Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee."

RCW 41.14.110 TENURE – GROUNDS FOR DEPRIVATION

The tenure of every person holding an office, place, position, or employment under the provisions of this chapter shall be only during good behavior, and any such person may be removed or discharged, suspended without pay, demoted, or reduced in rank, or deprived of vacation privileges or other special privileges for any of the following reasons:

- (1) Incompetence, inefficiency, or inattention to, or dereliction of duty;
- (2) Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public, or a fellow employee, or any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the employee to properly conduct himself; or any willful violation of the provisions of this chapter or the rules and regulations to be adopted hereunder;
- (3) Mental or physical unfitness for the position which the employee holds;
- (4) Dishonest, disgraceful, or prejudicial conduct;
- (5) Drunkenness or use of intoxicating liquors, narcotics, or any other habit forming drug, liquid, or preparation to such extent that the use thereof interferes with the efficiency or mental or physical fitness of the employee, or which precluded the employee from properly performing the function and duties of any position under civil service;
- (6) Conviction of a felony, or a misdemeanor involving moral turpitude;
- (7) Any other act or failure to act which in the judgment of the civil service commission is sufficient to show the offender to be an unsuitable and unfit person to be employed in the public service.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Prior to determining what ultimate disciplinary action, up to and including termination, to take, I will afford you the opportunity to respond in writing to the facts and assertions within this correspondence.

Accordingly, I will give you until 1000 hours on Thursday, June 13th to submit in writing any comments and/or information which you believe may have a bearing upon the above information and what, if any, disciplinary action I should take with respect to such information.

Be advised that dishonesty is grounds for deprivation of employment and any and all dishonest or untruthful statements made by you in your written response to the above facts and assertions will be considered.

Additionally, consistent with your liberty interest rights, any written responses you wish to make in response to the allegations in this notification and the related internal investigation file shall be placed in your admin file in the Office of Professional Standards.

You may respond to this notice directly to the Sheriff in lieu of a written response if you so desire. If you choose this option, you may address the Sheriff personally at the Loudermill hearing scheduled for 1200 hours on Thursday, June 13th, 2019 in the Sheriff's Large Conference Room. Any Liberty Interest Responses to this notification or the contents of the internal investigation file must however be in writing.

Respectfully,

Ozzie D. Knezovich
Spokane County Sheriff

Member's Signature: _____

Date/Time Served: 6-7-19 1215 hrs

Served By: Tiffany D. Han

via email.

Hines, Tim

From: Hines, Tim
Sent: Friday, June 07, 2019 12:19 PM
To: [Personal Information]@aol.com
Subject: Emailing: Amended Loudermill Notification Sgt. Thurman.msg

Jeff,

I apologize but I failed to include the actual policy number and wording on page three. This one includes it. Please acknowledge receipt.

Thanks,

Tim

Your message is ready to be sent with the following file or link attachments:

Amended Loudermill Notification Sgt. Thurman.msg

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

Hines, Tim

From: [REDACTED]@aol.com>
Sent: Friday, June 07, 2019 12:38 PM
To: Hines, Tim
Subject: Re: Emailing: Amended Loudermill Notification Sgt. Thurman.msg

Received

Thurman

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Hines, Tim" <THines@spokanesherriff.org>
Date: 6/7/19 12:18 PM (GMT-08:00)
To: [REDACTED]@aol.com
Subject: Emailing: Amended Loudermill Notification Sgt. Thurman.msg

Jeff,

I apologize but I failed to include the actual policy number and wording on page three. This one includes it. Please acknowledge receipt.

Thanks,

Tim

Your message is ready to be sent with the following file or link attachments:

Amended Loudermill Notification Sgt. Thurman.msg

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SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

June 7th, 2019

Sgt. Jeff Thurman
Spokane County Sheriff's Office
1100 W. Mallon
Spokane, WA 99260-0300

RE: POTENTIAL FOR DISCIPLINARY ACTION I.A. # 2019-0014
(Loudermill Notification / Name Clearing Hearing)

Dear Sgt. Thurman:

This correspondence is official notification that I am considering taking disciplinary action against you, up to and including termination. You have the right to Association representation during this phase of the disciplinary process and to review the investigative file which forms the basis for the disciplinary action I'm considering.

Our records indicate that you were hired as a Deputy Sheriff on 07/05/01, promoted to Detective/Corporal on 04/01/17 and promoted to Sergeant on 12/01/18. On March 8th, 2017, you acknowledged that you received the Lexipol Policy and Procedure Manual for the Spokane County Sheriff's Office, and that a copy was accessible by computer. You acknowledged that you understood that it was your responsibility to read the manual, understand it and to operate within its guidelines.

On May 8, 2019, the following information was brought to my attention concerning your alleged improper conduct:

That on 12/22/16, while off-duty, you placed a cell phone call to Deputy [REDACTED] while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?" Deputy [REDACTED] was parked next to Deputy [REDACTED] at the time and answered your call over the Bluetooth speaker in his patrol vehicle, allowing Deputy [REDACTED] to hear your aforementioned statement.

That on an undetermined date, approximately one to one and a half years ago, while conducting surveillance at a controlled drug buy in the surveillance van with Deputy [REDACTED] in the area of 33rd and Regal, you, after apparently seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

That during a recent Air Support Unit meeting in the ASU hanger at Felts Field, during a conversation regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy **19B Closed** about sharing a hotel room with her during the trip and about her needing to be careful because she could end up becoming pregnant during the trip.

That in February of 2018, as a member of the Air Support Unit involved in the oral board interviews for two open TFO positions, you may have discriminated against Deputy **19B Closed Investigative Records with possible** during the process because of his race.

That during your administrative interview with Sgt. Hines on 06/06/19, you made a false or misleading statement regarding whether or not you had ever used the word nigger, or referred to someone as a nigger either on or off-duty in the context of being angry or upset.

Your employment history with the Spokane County Sheriff's Office includes the following:

There is no prior applicable disciplinary history for the purposes of progressive discipline.

The above information if proven, leads me to believe that you have engaged in unprofessional and unacceptable conduct. Your on-duty, and possibly off-duty conduct is reprehensible. Your conduct is in violation of:

POLICY 340.2 DISCIPLINE POLICY

The continued employment of every employee of this department shall be based on conduct that reasonably confirms to the guidelines set forth herein. Failure of any employee to meet the guidelines set forth in this policy, whether on-duty or off-duty, may be cause for disciplinary action. An employee's off duty conduct shall be governed by this policy to the extent that it relates to act(s) that may materially affect or arise from the employee's ability to perform official duties or to the extent that it may be indicative of unfitness for his/her position.

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The following list of causes for disciplinary action constitutes a portion of the disciplinary standards of the Spokane County Sheriff's Office. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for specific action or inaction that is detrimental to efficient department service.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Sheriff's Office Discriminatory Harassment policy 328.3.1

"Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment."

Sheriff's Office Conduct policy 340.3.2

"Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee."

RCW 41.14.110 TENURE – GROUNDS FOR DEPRIVATION

The tenure of every person holding an office, place, position, or employment under the provisions of this chapter shall be only during good behavior, and any such person may be removed or discharged, suspended without pay, demoted, or reduced in rank, or deprived of vacation privileges or other special privileges for any of the following reasons:

- (1) Incompetence, inefficiency, or inattention to, or dereliction of duty;
- (2) Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public, or a fellow employee, or any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the employee to properly conduct himself; or any willful violation of the provisions of this chapter or the rules and regulations to be adopted hereunder;
- (3) Mental or physical unfitness for the position which the employee holds;
- (4) Dishonest, disgraceful, or prejudicial conduct;
- (5) Drunkenness or use of intoxicating liquors, narcotics, or any other habit forming drug, liquid, or preparation to such extent that the use thereof interferes with the efficiency or mental or physical fitness of the employee, or which precluded the employee from properly performing the function and duties of any position under civil service;
- (6) Conviction of a felony, or a misdemeanor involving moral turpitude;
- (7) Any other act or failure to act which in the judgment of the civil service commission is sufficient to show the offender to be an unsuitable and unfit person to be employed in the public service.

Prior to determining what ultimate disciplinary action, up to and including termination, to take, I will afford you the opportunity to respond in writing to the facts and assertions within this correspondence.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Accordingly, I will give you until 1000 hours on Thursday, June 13th to submit in writing any comments and/or information which you believe may have a bearing upon the above information and what, if any, disciplinary action I should take with respect to such information.

Be advised that dishonesty is grounds for deprivation of employment and any and all dishonest or untruthful statements made by you in your written response to the above facts and assertions will be considered.

Additionally, consistent with your liberty interest rights, any written responses you wish to make in response to the allegations in this notification and the related internal investigation file shall be placed in your admin file in the Office of Professional Standards.

You may respond to this notice directly to the Sheriff in lieu of a written response if you so desire. If you choose this option, you may address the Sheriff personally at the Loudermill hearing scheduled for 1200 hours on Thursday, June 13th, 2019 in the Sheriff's Large Conference Room. Any Liberty Interest Responses to this notification or the contents of the internal investigation file must however be in writing.

Respectfully,

Ozzie D. Knezovich
Spokane County Sheriff

Member's Signature: _____

Date/Time Served: 6-7-19 1200 hrs

Served By: Tiffany D. Han
via. email.

Hines, Tim

From: Hines, Tim
Sent: Friday, June 07, 2019 12:03 PM
To: Personal information@aol.com
Subject: Emailing: Amended Loudermill Letter, Sgt. Thurman.msg

Your message is ready to be sent with the following file or link attachments:

Amended Loudermill Letter, Sgt. Thurman.msg

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

Hines, Tim

From: [REDACTED]@aol.com>
Sent: Friday, June 07, 2019 12:04 PM
To: Hines, Tim
Subject: Re: Emailing: Amended Loudermill Letter, Sgt. Thurman.msg

Received

Thurman

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Hines, Tim" <THines@spokanesherriff.org>
Date: 6/7/19 12:03 PM (GMT-08:00)
To: [REDACTED]@aol.com
Subject: Emailing: Amended Loudermill Letter, Sgt. Thurman.msg

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SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

June 6th, 2019

Sgt. Jeff Thurman
Spokane County Sheriff's Office
1100 W. Mallon
Spokane, WA 99260-0300

RE: POTENTIAL FOR DISCIPLINARY ACTION I.A. # 2019-0014
(Loudermill Notification / Name Clearing Hearing)

Dear Sgt. Thurman:

This correspondence is official notification that I am considering taking disciplinary action against you, up to and including termination. You have the right to Association representation during this phase of the disciplinary process and to review the investigative file which forms the basis for the disciplinary action I'm considering.

Our records indicate that you were hired as a Deputy Sheriff on 07/05/01, promoted to Detective/Corporal on 04/01/17 and promoted to Sergeant on 12/01/18. On March 8th, 2017, you acknowledged that you received the Lexipol Policy and Procedure Manual for the Spokane County Sheriff's Office, and that a copy was accessible by computer. You acknowledged that you understood that it was your responsibility to read the manual, understand it and to operate within its guidelines.

On May 8, 2019, the following information was brought to my attention concerning your alleged improper conduct:

That on 12/22/16, while off-duty, you placed a cell phone call to Deputy 19B Closed while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?" Deputy 19B was parked next to Deputy 19B at the time and answered your call over the Bluetooth speaker in his patrol vehicle, allowing Deputy 19B Closed to hear your aforementioned statement. Closed Investigator

That on an undetermined date, approximately one to one and a half years ago, while conducting surveillance at a controlled drug buy in the surveillance van with Deputy 19B Closed in the area of 33rd and Regal, you, after apparently seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

That during a recent Air Support Unit meeting in the ASU hanger at Felts Field, during a conversation regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy **19B Closed** about sharing a hotel room with her during the trip and about her needing to be careful because she could end up becoming pregnant during the trip.

That in February of 2018, as a member of the Air Support Unit involved in the oral board interviews for two open TFO positions, you may have discriminated against Deputy **19B Closed Investigative Records with possible** during the process because of his race.

Your employment history with the Spokane County Sheriff's Office includes the following:

There is no prior applicable disciplinary history for the purposes of progressive discipline.

The above information if proven, leads me to believe that you have engaged in unprofessional and unacceptable conduct. Your on-duty, and possibly off-duty conduct is reprehensible. Your conduct is in violation of:

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Sheriff's Office Discriminatory Harassment policy 328.3.1

"Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment."



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Sheriff's Office Conduct policy 340.3.2

"Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee."

RCW 41.14.110 TENURE – GROUNDS FOR DEPRIVATION

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- (1) Incompetence, inefficiency, or inattention to, or dereliction of duty;
- (2) Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public, or a fellow employee, or any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the employee to properly conduct himself; or any willful violation of the provisions of this chapter or the rules and regulations to be adopted hereunder;
- (3) Mental or physical unfitness for the position which the employee holds;
- (4) Dishonest, disgraceful, or prejudicial conduct;
- (5) Drunkenness or use of intoxicating liquors, narcotics, or any other habit forming drug, liquid, or preparation to such extent that the use thereof interferes with the efficiency or mental or physical fitness of the employee, or which precluded the employee from properly performing the function and duties of any position under civil service;
- (6) Conviction of a felony, or a misdemeanor involving moral turpitude;
- (7) Any other act or failure to act which in the judgment of the civil service commission is sufficient to show the offender to be an unsuitable and unfit person to be employed in the public service.

Prior to determining what ultimate disciplinary action, up to and including termination, to take, I will afford you the opportunity to respond in writing to the facts and assertions within this correspondence.

Accordingly, I will give you until 1000 hours on Thursday, June 13th to submit in writing any comments and/or information which you believe may have a bearing upon the above information and what, if any, disciplinary action I should take with respect to such information.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Be advised that dishonesty is grounds for deprivation of employment and any and all dishonest or untruthful statements made by you in your written response to the above facts and assertions will be considered.

Additionally, consistent with your liberty interest rights, any written responses you wish to make in response to the allegations in this notification and the related internal investigation file shall be placed in your admin file in the Office of Professional Standards.

You may respond to this notice directly to the Sheriff in lieu of a written response if you so desire. If you choose this option, you may address the Sheriff personally at the Loudermill hearing scheduled for 1200 hours on Thursday, June 13th, 2019 in the Sheriff's Large Conference Room. Any Liberty Interest Responses to this notification or the contents of the internal investigation file must however be in writing.

Respectfully,

Ozzie D. Knezovich
Spokane County Sheriff

Member's Signature:

Date/Time Served:

6-6-19 1359

Served By:



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Member Complaint Notification

TO: Sgt. Jeff Thurman
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 8, 2019

It has been reported to the Office of Professional Standards that on a yet-to-be identified date sometime last fall, you placed a cell phone call to Deputy **19B Closed** while he was on duty and began the conversation with the question, "You ready to kill some niggers tonight or what?" This allegation, if true, would constitute violations of the Sheriff's Office policies listed below.

The allegation(s) of misconduct being investigated are:

Violation of Sheriff's Office Discriminatory Harassment policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

Violation of Sheriff's Office Conduct policy 340.3.2

Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee.

It's my intent to conduct an administrative interview with you regarding these allegations at some point in the near future in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

If there were other witnesses to the incident that you think I should talk to, please contact my office at 477-6626 with the names.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Member's Signature *[Signature]*

Date 5-8-19 Time 1639

Administered By *[Signature]*

Date 5-8-19 Time 1635 h

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are the accused.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.

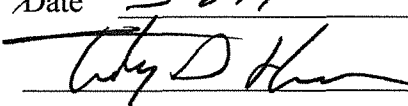
Member's Signature



Date 5-8-19

Time 1640HRS

Administered By



Date 5-8-19

Time 1635 L

Spokane County Sheriff's Office

Memorandum

TO: Sergeant Jeff Thurman

FROM: Undersheriff John Nowels

DATE: 05/08.2019

RE: Paid Administrative Leave Information and Guidelines

Because of an internal complaint against you and pending internal investigation, I am placing you on paid administrative leave. You are being placed on leave in recognition of the potential stress and anxiety which you may experience because of the pending investigation.

Your department liaison will be: Inspector Matt Lyons
His contact numbers are:

Work: 477-3355
Cell: 496-1532

Please contact your liaison if you have any questions or concerns about the incident.

Beginning 05/08/2019 your normal working hours will be 0900-1700, Monday through Friday. You are to remain available to the department during those normal working hours so that we can reach you telephonically or in person as needed. If you find it necessary to leave the Spokane/Northern Idaho area for any reason during your normal working hours, notify your liaison prior to leaving.

To ensure that the integrity of the internal investigation is preserved, you shall not discuss the investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. You may discuss the matter with your spouse or domestic partner, attorney and psychologist without prior approval.

Member  _____

Date 5-8-19

Sheriff or Designee  _____

Date 5/8/19



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Amended Member Complaint Notification

TO: Sgt. Jeff Thurman
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 29, 2019

Allegation #1:

It has been reported to the Office of Professional Standards that on a yet-to-be identified date sometime last fall, you placed a cell phone call to Deputy **19B Closed** while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?"

Allegation #2:

It has been reported to the Office of Professional Standards that on a yet-to-be identified date sometime last summer or fall, while conducting surveillance at a controlled drug buy in the surveillance van with Deputy **19B Closed**, you, after seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".

Allegation #3:

It has been reported to the Office of Professional Standards that during a recent Air Support Unit meeting in the hanger at Felts Field regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy **19B Closed** about sharing a hotel room with her during the trip and about knowing that she would come back from the trip pregnant.

Allegation #4:

It has been reported to the Office of Professional Standards that during the February, 2018 evaluation and selection process for two ASU TFO positions, you may have discriminated against Deputy **19B Closed Investigative** because of his race.

These allegations, if true, would constitute violations of the Sheriff's Office policies listed below.

Sheriff's Office Discriminatory Harassment policy 328.3.1



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

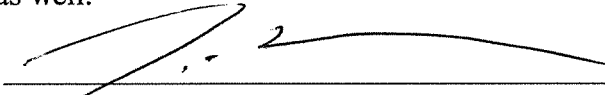
"Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment."

Sheriff's Office Conduct policy 340.3.2

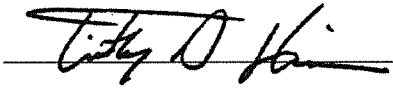
"Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee."

Please write an administrative report with complete and detailed responses to the allegations listed above. Please deliver your report to the Office of Professional Standards by no later than 1900 hours on Monday, June 3rd, 2019. If there are witnesses to any of the aforementioned alleged incidents that you think I should talk to please include their names and contact information with your administrative report.

Please sign and date this amended member notification and return it to me with your administrative report. Your previously served Rights and Responsibilities Form applies to this amended notification as well.

Member's Signature 

Date 5-29-19 Time 1414

Administered By  By Greg Lance

Date 5-29-19 Time 1414 hrs



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

Amended Member Complaint Notification

TO: Sgt. Jeff Thurman
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 31, 2019

Allegation #1:

It has been reported to the Office of Professional Standards, by Deputy **19B Closed Investigative**, that on a yet-to-be identified date sometime last fall, you placed a cell phone call to Deputy **19B** while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?"

Allegation #2:

It has been reported to the Office of Professional Standards that on a yet-to-be identified date sometime last summer or fall, while conducting surveillance at a controlled drug buy in the surveillance van with Deputy **19B Closed**, you, after seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You fucking Nigger".

Allegation #3:

It has been reported to the Office of Professional Standards that during a recent Air Support Unit meeting in the hanger at Felts Field regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy **19B Closed** about sharing a hotel room with her during the trip and about knowing that she would come back from the trip pregnant.

Allegation #4:

It has been reported to the Office of Professional Standards that during the February, 2018 evaluation and selection process for two ASU TFO positions, you may have discriminated against Deputy **19B Closed Investigative** because of his race.

These allegations, if true, would constitute violations of the Sheriff's Office policies listed below.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

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Sheriff's Office Discriminatory Harassment policy 328.3.1


"Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment."

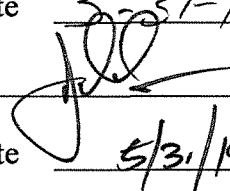
Sheriff's Office Conduct policy 340.3.2

"Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee."

Please write an administrative report with complete and detailed responses to the allegations listed above. Please deliver your report to the Office of Professional Standards by no later than 1900 hours on Monday, June 3rd, 2019. If there are witnesses to any of the aforementioned alleged incidents that you think I should talk to please include their names and contact information with your administrative report.

Please sign and date this amended member notification and return it to me with your administrative report. Your previously served Rights and Responsibilities Form applies to this amended notification as well.

Member's Signature 
 Date 5-31-19 Time 1525

Administered By 
 Date 5/31/19 Time 1525



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: 05/09/19

It has been reported to the Office of Professional Standards that on a yet-to-be identified date sometime last fall, and while on duty, you received a cell phone call from then Detective Jeff Thurman that you answered via the Bluetooth speaker in your patrol car. It has been reported that then Detective Thurman began the conversation with the question, "You ready to kill some niggers tonight or what?" This allegation, if true, would constitute violations of the Sheriff's Office policies listed below.

The allegation(s) of misconduct being investigated are:

Violation of Sheriff's Office Discriminatory Harassment policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

Violation of Sheriff's Office Conduct policy 340.3.2

Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee.

You are a witness in this administrative investigation. It's my intent to conduct an administrative interview with you regarding these allegations at some point in the near future in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

If there were other witnesses to the incident that you think I should talk to, please contact my office at 477-6626 with the names.



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

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Member's Signature 19B Closed Investigative Records
with possible unfair practice

Date 5-9-19 Time 1107

Administered By *[Signature]*

Date 5-9-19 Time 1107 h

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.

Member's Signature

19B Closed Investigative Records with possible unfair practice

Date 5-9-19

Time 11 05

Administered By

T. D. [Signature]

Date 5-9-19

Time 1105 L



SPOKANE COUNTY
SHERIFF
SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 14, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment by Deputy **19B Closed Investigative**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint at 1000 hours on Tuesday, May 14th in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

Member's Signature **19B Closed Investigative**
Records with possible unfair practice _____

Date 14 MAY 2019 Time 1010

Administered By Tim P Hines

Date 5-14-19 Time 1010 hrs

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.

Member's Signature _____
**19B Closed Investigative
Records with possible
unfair practice**

Date 14 MAY 2019 Time 1011

Administered By *T. D. H.*

Date 5-14-19 Time 1011 hrs

If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Sgt. 19B Closed
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 14, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment by Deputy 19B Closed Investigative. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint on Tuesday, May 14th in the sheriff's small conference room, and to record the interview with audio and video recording 19B Closed Investigative Records with possible unfair practice

Member's Signature

[Redacted Signature]

Date 5/14/19

Time 1645 hrs

Administered By

[Handwritten Signature]

Date 5-14-19

Time 1645 hrs

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature _____

19B Closed Investigative Records
with possible unfair practice

Date 5/14/19 Time 1647 hrs

Administered By [Signature]

Date 5-14-19 Time 1647 hrs



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Sgt. 19B Closed
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 15, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy 19B Closed Investigative Records with possible. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint on Wednesday, May 15th in the sheriff's small conference room, and to record the interview with audio and video recording equipment

Member's Signature 19B Closed Investigative Records with possible unfair practice
 Date 5-15-19 Time 0851

Administered By [Signature]
 Date 5-15-19 Time 0851

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature _____

19B Closed Investigative Records
with possible unfair practice

Date 5-15-19 Time 0854

Administered By [Signature]

Date 5-15-19 Time 0854



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Sgt. 19B Closed
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 15, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy 19B Closed Investigative. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint on Thursday, May 16th in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

Member's Signature

19B Closed Investigative Records with possible unfair practice

Date 5/15/19 Time 1550

Administered By

Timothy D. Hines

Date 5-15-19 Time 1550 L

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have no right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

19B Closed Investigative Records with possible unfair practice

Member's Signature

Date 5/15/19 Time 1550

Administered By

Toby D. Hill

Date 5-15-19 Time 1550 h



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 20, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy **19B Closed Investigative Records with possible**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint in the near future in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

Member's Signature **19B Closed Investigative Records with possible unfair practice**

Date 5/20/19 Time 1645

Administered By Timothy O Hines

Date 5-20-19 Time 1645

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure. **19B Closed Investigative Records with possible unfair practice** consents to the disclosure of their name.

Member's Signature

19B Closed Investigative Records with possible unfair practice

Date 5/20/19 Time 1649

Administered By

Tishy D. Han

Date 5-20-19 Time 1649



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 22, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy **19B Closed Investigative**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint in the near future in the sheriff's small conference room, and to record the interview with audio and video recording equipment **19B Closed Investigative Records with possible unfair practice**.

Member's Signature _____

Date 5/22/19 Time 1405 hrs

Administered By Timothy D Hines

Date 5-22-19 Time 1405 hrs

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature

19B Closed Investigative
Records with possible
unfair practice

Date 5/22/19

Time 1407 hrs

Administered By

Toby D. Han

Date 5-22-19

Time 1407 hrs



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

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Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 23, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy **19B Closed Investigative**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint in the near future in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

Member's Signature **19B Closed Investigative**
Records with possible unfair practice

Date 5/23/19 Time 1500

Administered By Timothy D. Hines

Date 5-23-19 Time 1500

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature 19B Closed Investigative Records with possible unfair practice _____

Date 5/23/19 Time 1505

Administered By Toby D. Han _____

Date 5-23-19 Time 1500



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
 Dedicated to your safety"

Member Complaint Notification

TO: Deputy **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: May 23, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy **19B Closed Investigative**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this investigation at 1600 hours on Monday, May 27th in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

**19B Closed Investigative Records
 with possible unfair practice**

Member's Signature _____

Date 5-24-19 Time 0241

Administered By A. Stockman #591346 A. [Signature]

Date 0524/19 Time 0241

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have **no** right to remain silent. **You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.**
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature 19B Closed Investigative

Date 5-24-19 Time 0244

Administered By A. Stockman #591346

Date 052419 Time 0244



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
 Dedicated to your safety"

Member Complaint Notification

TO: Dep. **19B Closed**
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: June 5, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy **19B Closed Investigative**. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct **19B Closed Investigative Records with possible unfair practice** regarding this complaint as soon as possible in the sheriff's office. I will record the interview with audio and video recording equipment.

Member's Signature _____

Date 6/4/19 Time 1745

Administered By _____

Timothy D. Hines
 Date 6-4-19 Time 1745 h

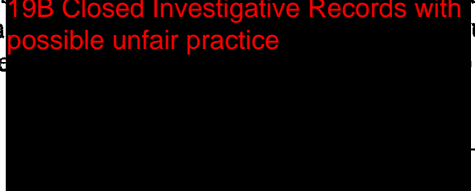
SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have no right to remain silent. You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants and accused members will continue to be redacted from public disclosure records. **19B Closed Investigative Records with possible unfair practice**

Member's Signature



Date 6/4/17

Time 1747

Administered By

Toby D. Hain

Date 6-4-19

Time 1747 h



SPOKANE COUNTY
SHERIFF
 SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
 Dedicated to your safety"

Member Complaint Notification

TO: Sgt. 19B Closed
FROM: Sergeant Tim Hines
REFERENCE: I.A.# 2019-0014
DATE: June 5, 2019

The Office of Professional Standards is conducting an internal investigation into a complaint of possible discriminatory harassment from Deputy 19B Closed Investigative. It is my understanding that you may have information relevant to the investigation. You are a witness.

The allegation(s) of misconduct being investigated are:

Sheriff's Office policy 328.3.1

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

It's my intent to conduct an administrative interview with you regarding this complaint at 0900 hours on 06/05/19 in the sheriff's small conference room, and to record the interview with audio and video recording equipment.

Member's Signature 19B Closed Investigative Records with possible unfair practice

Date 6/5/19 Time 0905

Administered By Timothy D. Hines

Date 6-6-19 Time 0855 hrs

SPOKANE COUNTY SHERIFF'S OFFICE
OFFICE OF PROFESSIONAL STANDARDS

RIGHTS / RESPONSIBILITIES OF MEMBERS

Compelled Administrative Report/Interview

1. The purpose of this investigation is to determine if misconduct or violations of Rules and Regulations, Policies and Procedures, or any other departmental guidelines has occurred.
2. You have a right to be informed of your status regarding this investigation. You are a witness.
3. You have no right to remain silent. You must truthfully and fully answer all questions which are directly, narrowly and specifically related to the performance of your official duties and/or your on-duty or off-duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination.
4. You may have legal counsel or union representation present for consultation if you so desire at your own expense. Reasonable time will be allowed to consult with them.
5. All answers and statements may be used in departmental administrative or disciplinary proceedings and may result in administrative action up to and including termination.
6. All answers and statements made during this interview or in your administrative report cannot be used in any criminal proceeding against you, **except for perjury or obstruction of justice charges.**
7. This investigation, interview or administrative report is confidential pursuant to the Internal Investigation Policy of the Office of the Sheriff Spokane County. In order to ensure that the integrity of the investigation is preserved and that all department rules and regulations are understood and followed, you shall not discuss the allegation or investigation nor allow anyone else to gain access to that information without the expressed authorization of the Sheriff, his designee, or a representative of the Office of Professional Standards. If you are the accused member, you may disclose to others that you are the subject of an investigation, and also discuss the matter with your supervisor, union representative, and/or your attorney without prior approval.
8. If this investigation involves an allegation of any type of discrimination or harassment, you are advised that while the investigation is ongoing, documents collected or created pursuant to the investigation are exempt from public disclosure. Once the investigation is complete and the complainant has been informed of such, the names of complainants, accusers, witnesses and accused members will continue to be redacted from public disclosure requests unless the individual consents to the disclosure of their name.

Member's Signature _____
19B Closed Investigative Records with possible unfair practice

Date 6/5/19 Time 0856 hrs

Administered By Tisty D. Hain

Date 6-6-19 Time 0856 hrs

Standards of Conduct

340.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of this department and are expected of its members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning member conduct. Members are also subject to provisions contained throughout this manual as well as any additional guidance on conduct that may be disseminated by the Department or the member's supervisors.

This policy applies to all employees (full- and part-time), reserve deputies and volunteers.

340.2 DISCIPLINE POLICY

The continued employment of every employee of this department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure of any employee to meet the guidelines set forth in this policy, whether on-duty or off-duty, may be cause for disciplinary action.

An employee's off-duty conduct shall be governed by this policy to the extent that it is related to act(s) that may materially affect or arise from the employee's ability to perform official duties or to the extent that it may be indicative of unfitness for his/her position.

340.2.1 PROGRESSIVE DISCIPLINE

The administration of discipline is generally expected to be progressive in nature, with relatively minor violations of rules resulting in minor disciplinary action for first offenders. Repetitive similar violations, or more serious violations, would generally result in progressively more serious forms of discipline being administered.

Nothing in this policy is intended to preclude the administration of more serious forms of discipline, including termination, for a first offense when warranted by the seriousness of the offense.

340.3 CONDUCT WHICH MAY RESULT IN DISCIPLINE

The following list of causes for disciplinary action constitutes a portion of the disciplinary standards of this department. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for specific action or inaction that is detrimental to efficient department service:

340.3.1 ATTENDANCE

- (a) Leaving job to which assigned during duty hours without reasonable excuse and proper permission and approval.
- (b) Unexcused or unauthorized absence or tardiness on scheduled day(s) of work.
- (c) Failure to report to work or to place of assignment at time specified and fully prepared to perform duties without reasonable excuse.

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Spokane County SO Policy Manual

Standards of Conduct

- (d) Failure to notify the Department within 24 hours of any change in residence address or home phone number.
- (e) Failure to comply with attendance-related policies.

340.3.2 CONDUCT

- (a) Any conduct tending to destroy public respect and confidence in the operation of police services or the efficiency of the Sheriff's Office. Deputies shall conduct themselves at all times both on and off duty in such a manner as to reflect favorably on the department. Conduct unbecoming an officer shall include that which brings the department into disrepute or reflects discredit upon the deputy as a member of the department or that, which impairs the operation or efficiency of the department or any deputy or employee.
- (b) Vice and organized crime investigations place a heavy burden on law enforcement personnel. All personnel will at all times conduct themselves in a professional manner. They will stay alert to the possibilities and consequences of corruption. No criminal acts will be tolerated.
- (c) Unauthorized or unlawful fighting, threatening, or attempting to inflict unlawful bodily injury on another.
- (d) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment without first notifying the Sheriff of such action.
- (e) Using Departmental resources in association with any portion of their independent civil action. These resources include, but are not limited to, personnel, vehicles, equipment and non-subpoenaed records
- (f) Engaging in horseplay resulting in injury or property damage or the reasonable possibility thereof.
- (g) Unauthorized possession of, loss of, or damage to department property or the property of others or endangering it through unreasonable carelessness or maliciousness.
- (h) Failure of any employee to promptly and fully report activities on their own part or the part of any other employee where such activities may result in criminal prosecution or discipline under this policy.
- (i) Failure of any employee to promptly and fully report activities that have resulted in official contact by any other law enforcement agency.
- (j) Using or disclosing one's status as an employee with the Department in any way that could reasonably be perceived as an attempt gain influence or authority for non-departmental business or activity (RCW 9A.80.010)
- (k) The use of any information, photograph, video or other recording obtained or accessed as a result of employment with the Department for personal or financial gain or without

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the expressed authorization of the Sheriff or his/her designee may result in discipline under this policy.

- (l) Seeking restraining orders against individuals encountered in the line of duty without the expressed permission of the Sheriff.
- (m) Discourteous or disrespectful treatment of any member of the public while on duty or discourteous or disrespectful treatment of any member of this department or another law enforcement agency while on or off duty.
- (n) Unwelcome solicitation of a personal or sexual relationship while on or off-duty or through the use of official capacity.
- (o) Engaging in on-duty sexual relations including, but not limited to sexual intercourse, excessive displays of public affection or other sexual contact.
- (p) Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:
 - 1. Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.

340.3.3 DISCRIMINATION

- (a) Discriminate against any person because of age, race, color, creed, religion, sex, sexual orientation, national origin, ancestry, marital status, physical or mental disability or medical condition.
- (b) Violation of Departmental or County policies prohibiting discrimination and harassment.

340.3.4 INTOXICANTS

- (a) Reporting for work or being at work following the use of intoxicants where such use may impair the employee's ability to perform assigned duties or where there is an immediate suspicion of ineffectiveness during public contact resulting from the use of intoxicants.
- (b) Unauthorized possession or use of, or attempting to bring intoxicants to the work site, except as authorized in the performance of an official assignment. An employee who is authorized to consume intoxicants is not permitted to do so to such a degree that it may impair on-duty performance.
- (c) Failure to promptly disclose to an immediate supervisor the use of any over-the-counter or prescription medication containing a controlled substance which have warning labels or notices which have reported side effects that could reasonably be expected to affect the ability of the employee to safely perform the essential functions of the job.

Discriminatory Harassment

328.1 PURPOSE AND SCOPE

This policy is intended to prevent office members from being subjected to discrimination or sexual harassment.

328.2 POLICY

The Spokane County Sheriff's Office is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. The Office will not tolerate discrimination against employees in hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. The Office will take preventive and corrective action to address any behavior that violates this policy or the rights it is designed to protect.

The non-discrimination policies of the Office may be more comprehensive than state or federal law. Conduct that violates this policy may not violate state or federal law but still could subject a member to discipline.

328.3 DISCRIMINATION PROHIBITED

328.3.1 DISCRIMINATION

The Office prohibits all forms of discrimination, including any employment-related action by a member that adversely affects an applicant or member and is based on race, color, religion, sex, age, national origin or ancestry, genetic information, disability, military service, sexual orientation and other classifications protected by law.

Discriminatory harassment, including sexual harassment, is verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class. It has the effect of interfering with an individual's work performance or creating a hostile or abusive work environment.

Conduct that may, under certain circumstances, constitute discriminatory harassment, can include making derogatory comments, crude and offensive statements or remarks, making slurs or off-color jokes, stereotyping, engaging in threatening acts, making indecent gestures, pictures, cartoons, posters or material, making inappropriate physical contact, or using written material or office equipment and/or systems to transmit or receive offensive material, statements or pictures. Such conduct is contrary to office policy and to the office's commitment to a discrimination free work environment.

328.3.2 SEXUAL HARASSMENT

The Office prohibits all forms of discrimination and discriminatory harassment, including sexual harassment. It is unlawful to harass an applicant or a member because of that person's sex.

Spokane County Sheriff's Office

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Discriminatory Harassment

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors or other verbal, visual or physical conduct of a sexual nature when:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of employment position or compensation.
- (b) Submission to, or rejection of, such conduct is used as the basis for employment decisions affecting the member.
- (c) Such conduct has the purpose or effect of substantially interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment.

328.3.3 ADDITIONAL CONSIDERATIONS

Discrimination and discriminatory harassment do not include actions that are in accordance with established rules, principles or standards, including:

- (a) Acts or omission of acts based solely upon bona fide occupational qualifications under the Equal Employment Opportunity Commission (EEOC) and the Washington State Human Rights Commission.
- (b) Bona fide requests or demands by a supervisor that a member improve his/her work quality or output, that the member report to the job site on time, that the member comply with County or office rules or regulations, or any other appropriate work-related communication between supervisor and member.

328.3.4 RETALIATION

Retaliation is treating a person differently or engaging in acts of reprisal or intimidation against the person because he/she has engaged in protected activity, filed a charge of discrimination, participated in an investigation or opposed a discriminatory practice. Retaliation will not be tolerated.

328.4 RESPONSIBILITIES

This policy applies to all office personnel. All members shall follow the intent of these guidelines in a manner that reflects office policy, professional law enforcement standards and the best interest of the Office and its mission.

Members are encouraged to promptly report any discriminatory, retaliatory or harassing conduct or known violations of this policy to a supervisor. Any member who is not comfortable with reporting violations of this policy to his/her immediate supervisor may bypass the chain of command and make the report to a higher ranking supervisor or manager. Complaints may also be filed with the Sheriff, Director of Human Resources or the Chief Operations Officer.

Any member who believes, in good faith, that he/she has been discriminated against, harassed, subjected to retaliation, or who has observed harassment or discrimination, is encouraged to promptly report such conduct in accordance with the procedures set forth in this policy.

Spokane County Sheriff's Office

Spokane County SO Policy Manual

Discriminatory Harassment

Supervisors and managers receiving information regarding alleged violations of this policy shall determine if there is any basis for the allegation and shall proceed with resolution as stated below.

328.4.1 SUPERVISOR RESPONSIBILITY

Each supervisor and manager shall:

- (a) Continually monitor the work environment and strive to ensure that it is free from all types of unlawful discrimination, including harassment or retaliation.
- (b) Take prompt, appropriate action within their work units to avoid and minimize the incidence of any form of discrimination, harassment or retaliation.
- (c) Ensure their subordinates understand their responsibilities under this policy.
- (d) Ensure that members who make complaints or who oppose any unlawful employment practices are protected from retaliation and that such matters are kept confidential to the extent possible.
- (e) Notify the Sheriff in writing of the circumstances surrounding any reported allegations or observed acts of discrimination/harassment no later than the next business day.

328.4.2 SUPERVISOR'S ROLE

Because of differences in individual values, supervisors and managers may find it difficult to recognize that their behavior or the behavior of others is discriminatory, harassing or retaliatory. Supervisors and managers shall be aware of the following considerations:

- (a) Behavior of supervisors and managers should represent the values of the Office and professional law enforcement standards.
- (b) False or mistaken accusations of discrimination, harassment or retaliation have negative effects on the careers of innocent members.
- (c) Supervisors and managers must act promptly and responsibly in the resolution of such situations.
- (d) Supervisors and managers shall make a timely determination regarding the substance of any allegation based upon all available facts.

Nothing in this section shall be construed to prevent supervisors or managers from discharging supervisory or management responsibilities, such as determining duty assignments, evaluating or counseling members or issuing discipline, in a manner that is consistent with established procedures.

328.5 INVESTIGATION OF COMPLAINTS

Various methods of resolution exist. During the pendency of any such investigation, the supervisor of the involved members should take prompt and reasonable steps to mitigate or eliminate any continuing abusive or hostile work environment. It is the policy of the Office that all complaints of discrimination or harassment shall be fully documented, and promptly and thoroughly investigated.

Spokane County Sheriff's Office

Spokane County SO Policy Manual

Discriminatory Harassment

The participating or opposing member should be protected against retaliation, and the complaint and related investigation should be kept confidential to the extent possible.

328.5.1 SUPERVISORY RESOLUTION

Members who believe they are experiencing discrimination, harassment or retaliation should be encouraged to inform the individual that his/her behavior is unwelcome, offensive, unprofessional or inappropriate. However, if the member feels uncomfortable, threatened or has difficulty expressing his/her concern, or if this does not resolve the concern, assistance should be sought from a supervisor or manager who is a rank higher than the alleged transgressor.

328.5.2 FORMAL INVESTIGATION

If the complaint cannot be satisfactorily resolved through the process described above, a formal investigation will be conducted.

The member assigned to investigate the complaint will have full authority to investigate all aspects of the complaint. Investigative authority includes access to records and the cooperation of any members involved. No influence will be used to suppress any complaint and no member will be subject to retaliation or reprisal for filing a complaint, encouraging others to file a complaint or for offering testimony or evidence in any investigation.

Formal investigation of the complaint will be confidential to the extent possible and will include, but not be limited to, details of the specific incident, frequency and dates of occurrences and names of any witnesses. Witnesses will be advised regarding the prohibition against retaliation, and that a disciplinary process, up to and including termination, may result if retaliation occurs.

Members who believe they have been discriminated against, harassed or retaliated against because of their protected status are encouraged to follow the chain of command but may also file a complaint directly with the Sheriff, Director of Human Resources, or the Chief Operations Officer.

328.5.3 ALTERNATIVE COMPLAINT PROCESS

No provision of this policy shall be construed to prevent any member from seeking legal redress outside the Office. Members who believe that they have been harassed, discriminated or retaliated against are entitled to bring complaints of employment discrimination to federal, state and/or local agencies responsible for investigating such allegations. Specific time limitations apply to the filing of such charges. Members are advised that proceeding with complaints under the provisions of this policy does not in any way affect those filing requirements.

328.6 NOTIFICATION OF DISPOSITION

The complainant and/or victim will be notified in writing of the disposition of the investigation and the action taken to remedy or address the circumstances giving rise to the complaint.

328.7 DOCUMENTATION OF COMPLAINTS

All complaints or allegations shall be thoroughly documented on forms and in a manner designated by the Sheriff. The outcome of all reports shall be:

Spokane County Sheriff's Office

Spokane County SO Policy Manual

Discriminatory Harassment

- Approved by the Sheriff, Chief Operations Officer or the Director of Human Resources, if more appropriate.
- Maintained for the period established in the office's records retention schedule.

328.8 TRAINING

All new employees shall be provided with training on discriminatory harassment as part of their orientation. This training is handled during the county orientation process.

328.8.1 QUESTIONS OR CLARIFICATION

Members with questions regarding what constitutes discrimination, sexual harassment or retaliation are encouraged to contact a supervisor, manager, the Sheriff, Director of Human Resources or the Chief Operations Officer for further information, direction or clarification.

06/03/2019

COMPELLED ADMINISTRATIVE REPORT
SERGEANT JEFFREY D. THURMAN
I.A. #2019-0014

I exercise my right to remain silent regarding any part of this investigation per my Miranda Rights. I am only writing this response as ordered to do so by Sgt. Hines as stated in my Rights/Responsibilities letter which was served on me 05/08/19 and the Amended Member Complaint Notification which was served on me via my Union Representative Greg Lance on 05/29/19 which ordered me to respond in writing to the 4 allegations of misconduct and the 2nd Amended Member Complaint Notification which was served on 05/31/19 by Inspector Nowles. I was also advised via Union Representative Gavin Pratt on 06/03/19 via Sgt. Hines that allegation #1 was alleged to happen in excess of 18months ago not the fall of 2018.

I have given my heart and soul to this agency and would never do anything to dishonor my badge, the department, or the Sheriff. It is 100% fact that at no point in my 22+ years in Law Enforcement have I ever acted in a racist, sexist or biased manner against any person in the performance of my duties, or against fellow employees. This is thoroughly shown with my exemplary and decorated career, with numerous awards issued to me by the Sheriff himself as recently as last fall.

In my nearly 44years on this planet have I used the "N" word before? The answer would be "yes". I do not recall specific events but I know 100% if it was used it was out of sarcasm or a joke and in a private conversation or setting. I have never said the "N" word to a black person or in a racist or bias means.

One of the highlights in my career was arresting the head of the Aryan Nations Richard Butler and his hate filled clan security team in Idaho in front of his compound when I worked with Kootenai County. I got to arrest one of his main enforcers a second time in Washington Robert Geminer.

Since the day I was called downtown and placed on Administrative Leave, I did not understand who would be making such an allegation against me. Now after being served with an amended complaint from Under Sheriff Nowles on 05/31/19 that also listed Deputy [REDACTED] as the original accuser in allegation one, it makes more sense of a possible motive for this extremely false and disturbing narrative to paint a picture that I am racist due to Allegation 4. I am at a total loss of why Deputy [REDACTED] is using me as a pawn for his unknown agenda.

06/03/2019

Now I will address the allegations against me.

#1: On a yet-to-be identified date sometime last fall Deputy 19B Closed Investigative advised OPS, you placed a call to Deputy 19B while he was on duty and began the conversation with the question, "You ready to kill some Niggers tonight or what?"

Response:

I have made 100's of phone calls to Deputy 19B over the years, he is a close friend that has helped with my 33 however, I do not ever recall making the alleged comment.

#2: On a yet-to-be identified date sometime last summer or fall, while conducting surveillance at a controlled buy in the surveillance van with Deputy 19B Closed you, after seeing someone throw garbage out of a passing vehicle, loudly exclaimed, "You Fucking Nigger".

Response: I performed numerous controlled buy operations and recall using Deputy 19B multiple times however, I do not ever recall making the alleged comment.

#3: A recent Air Support Unit meeting in the hanger at Felts Field regarding an upcoming out-of-state ASU training trip, and in the presence of numerous other ASU members, you made statements to Deputy 19B Closed about sharing a hotel room with her during the trip and about knowing that she would come back from the trip pregnant.

Response: I recall this joking conversation during a break in training. I don't recall who was all there, as people are in and out all the time; I believe Corporal Welton was present. The hotel rooms had already been booked: one for Welton and me and one for 19B. It was obviously a joking conversation about 19B going to have to stay in my room. I had made the same joke to Welton telling him "sorry man I am the Sergeant and get my own room so 19B has to stay with you." That's the irony of the joke is that it would never happen.

I went on to say something similar to the following: that I would have to act like Deputy 19B was my sister to protect her at the conference so she would not end up coming home pregnant with all the LA pilots down there trying to hook up with her due to the fact there aren't many female TFO's.

06/03/2019

When I became supervisor of the Air Unit I made it a point to speak with [REDACTED] because the unit has always been males. I asked [REDACTED] if she was offended by anything that has been said or done so far since she has been part of the unit. She said "no". I told her it was going to be hard for guys to watch their mouths including myself, as there has never been a female around. I told her it was important to tell me immediately if she ever felt offended or harassed by others or me and I would immediately correct it. [REDACTED] said she was fine and had no issues.

As a matter of fact I even had a more recent reiteration of the above conversation after a Hoist training class due to the instructor making inappropriate comments around Deputy [REDACTED]. I asked again if she was offended and told her that I would address any issues. [REDACTED] told me again she was fine and had no issues.

#4 During February of 2018 evaluation and selection process for two ASU TFO positions, you may have discriminated against Deputy [REDACTED] because of his race.

Response: This is so far from the truth it is disturbing. First, I view Deputy [REDACTED] as a friend. Deputy [REDACTED] even left his platoon downtown to come to my platoon at the March 2019 markup change in the Valley when I took over as Sergeant. He talked to me many times about coming to my platoon. In February 2019 he presented me with an extremely nice wood carved Sheriff's badge with Sergeant Jeffrey Thurman engraved in the back for a promotion gift. He presented it to me in the valley Sergeants Office in the presence of Sgt. [REDACTED] and Sgt. [REDACTED]. Deputy [REDACTED] would bring energy drinks in during shift for me. We had a great working relationship. Deputy [REDACTED] recently had a child with a County Dispatcher and was on paternity leave just prior to me being placed on administrative leave. If I recall correctly, he even sent me a picture of his new baby and said it was the greatest thing ever and I congratulated him. There were several guys on my platoon that had kids around the same time that sent messages. Once again as I write this, I am absolutely in shock that Deputy [REDACTED] made these allegations. He knows that I am not racist or biased. He even came to me recently in the last few months regarding an LNI claim he had been fighting Candi Crites on. He hinted that it might be due to his race. I told him if he thought that it had to do with his race he should report it to Bartel and the State LNI board. Approximately a week later he came into the office and thanked me for the advice and stated that Steve Bartel contacted (If I recall correctly it was an email) him and apologized for Crites and that Bartel was personally handling his claim.

06/03/2019

Deputy [REDACTED] has had made many comments throughout the years joking about race. Deputy [REDACTED] has made comments about girls liking him better because he is dark chocolate and I am only white chocolate. As I recall, he said this in front of Sgt. [REDACTED] after we were discussing a call for service where a female said she did not want to speak with me but would speak with [REDACTED]. In the past [REDACTED] has referred to himself on a phone walkie-talkie application as: "Chocolate Thunder 420" and "Rosaparks69".

Regarding the oral board:

In comparison to the other applicants, Deputy [REDACTED] did not present himself very well to the oral board. As I recall, his responses were not direct and he did not show that he really wanted to be there and was unable to articulate himself through the scenario questions. At the end of the interviews I rated [REDACTED] #1, [REDACTED] #2 and [REDACTED] #3. [REDACTED] did very well on her oral board, but I am a firm believer in Department seniority and moved [REDACTED] to #2 for that reason.

When the boards were done Sgt. [REDACTED], Deputy [REDACTED], Pilot [REDACTED] and I discussed the rankings and the they scored [REDACTED] #1, [REDACTED] #2 and [REDACTED] #3. I went with the majority, and we submitted all three names to [REDACTED] and requested that we pickup [REDACTED] anyways.

So no, I did not discriminate against Deputy [REDACTED] due to his race or any other reason. In fact, I actually placed him higher than the other members of the board.

Respectfully,

Jeffrey D. Thurman

06/03/2019

RECORDED INTERVIEW OF DEPUTY [REDACTED] with possible unfair practice

Interview Conducted by Sergeant Tim Hines on 5/8/19
Also present: Kevin Richey, DSA Representative

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standard. It is May 8th, 2019, at approximately 1:40 p.m.. I'm in the Sheriff's large conference room with Deputy [REDACTED] and Detective Kevin Richey. And the purpose of this meeting is to hear from Deputy [REDACTED] regarding an incident that occurred some time ago involving deputy, or I'm sorry, Sergeant Jeff Thurman, who I believe at the time was probably a patrolman or a corporal.

[REDACTED]: He was a corporal.

TH: A corporal?

[REDACTED]: Yeah.

TH: Okay. And just so, just for the record, this conversation is being recorded with the knowledge of everyone present. And [REDACTED], I just wanted to make sure, to get it on the recording that you understand that you are not being compelled to give this statement and you're here on your own, of your own volition and make sure you understand that at any time you want to stop talking to me or making a statement you're free to do that.

[REDACTED]: Okay.

TH: Okay? Understand?

[REDACTED]: Yep.

TH: All right. So, go ahead and, and just tell me in whatever fashion you think is most appropriate what brings you here today.

[REDACTED]: Okay. So, I guess to start I've worked with Sergeant Thurman since I came to this department, so for about five years. I was on his platoon when I came here from Airway Heights. I never had an issue with Sergeant Thurman, but I was also warned by some of my co-workers

that Sergeant Thurman was a racist and to just be careful; basically what I say and do around him. Didn't really have any issues with him the whole time he was a canine deputy on our platoon.

After Sergeant Thurman got promoted to detective, he had called Deputy 19B one night -- and so 19B and I had gotten dispatched to, I can't remember what the call was, but we were at Minnehaha Park and Deputy 19B I think it was took the suspect we were dealing with to jail and so 19B and I sat there and roadsided for a little bit and 19B phone rang and so he has like the, you know, the Bluetooth speakers in the car?

TH: Okay.

19B: And so 19B answered the phone and it was Sergeant Thurman on the other end and when 19B answered, Sergeant Thurman started the conversation by saying, "Are you ready to kill some niggers tonight or what?" And 19B kind of gave me like the eyes wide look, and I didn't say anything, and then I drove off because they were starting to talk on the phone or whatever.

And so 19B didn't say anything to me about it and then a couple days later I was approached by, who was then Detective Thurman, and he wanted to I guess clarify his statements that I heard him say on the phone because I think that 19B had told him about it. And so he said, "Well, with what I said I meant like the inner city black people, you know, I can't stand those people that loot and riot and all that kind of stuff. I wasn't talking about black people as a whole." I didn't really say anything. I just said okay. I didn't feel I guess comfortable calling him out and addressing it, so I kind of let it be. I had talked to kind of just a couple different people about it just 'cause it was kind of reaffirming I guess the things that were told to me when I first started here.

And then late last year, I think it was the ASU spot came open, and by the time it came open I was training with the AIR unit, studying AIR stuff, doing everything that, to prepare myself I guess for an interview with, anticipating that a spot was coming open.

Went in for the interviews and I felt like I articulated myself well. Talked about everything that I did. I had done like multiple training flights. Sergeant 19B actually trained me on like navigation and all that sort of stuff with them and I wasn't even a part of the unit. I was just training with them, hoping to get a spot eventually. And so when I interviewed, my interview was, formal interview, they asked me

questions like what did I do to prepare myself, things like that. I walked out of there feeling pretty good.

And then when they had made the decisions about the interview, I was at the VP in the roll call room eating my lunch and Sergeant Thurman came in. He was still a detective at that point. He said, "Hey, 19B wants to talk to you in the office," and I said okay. And so Sergeant 19B calls me in the office and he says, "Hey, just so you know, you know, we picked you to be in the AIR unit, but command staff said that they didn't want you in the AIR unit and decided against it, and they wanted us to go with 19B".

By that point, 19B had just gotten off probation. She never trained with the unit or anything like that. And so I was pretty confused I guess because I don't know what I did to piss command staff off and to, you know, I felt like I had been preparing and giving a lot of my time to them, and so I was, I was just really confused by all of it.

Before I left, Sergeant 19B said, "You need to keep your mouth shut about this because it's gonna come across like you're bitching about not getting the spot and the same thing that happened to 19B is gonna happen to you, if that happens." And I guess there was a back story where 19B didn't get the spot, and he complained about it, and never got the spot or something like that, but he told me to keep my mouth shut.

And so I kind of sat on it for like a day, tried to think of I guess any reasons why command staff would not want me to be on a specialty unit. I felt like I've given a lot of myself to this department, and I've never even gotten a citizen demeanor complaint.

So, then I went in and talked to 19B Closed Investigative. He was my lieutenant at the time and asked him. I said, hey, do you know why command staff would not want me to be a part of ASU? And he seemed confused, and he said, no, I haven't heard anything and I kind of feel like I would have. But, because of what 19B said, I didn't want it to, I didn't want to keep pushing it because I did want the spot, and I was told that they were anticipating more spots coming open, and so I just kind of kept my mouth shut about it.

But, to fast forward a little bit to this year, it was I think about two months ago. I was sitting and talking with 19B. We were roadsiding at the Home Depot on Sprague and she was talking about ASU and the stuff that they're doing and she asked me what my interview was like when I interviewed for ASU. And so I told her, I

said, yeah, they asked me a bunch of questions, blah, blah, blah. And she said, oh, well, they just b's'd with me the whole time. And so she was like I felt like I wasn't prepared going in there and she goes they didn't really ask me anything. We just sat and bullshitted and then went from there.

So, I've really been I guess sitting on all of it because I've still been confused and kind of pissed at command staff because like I said I, I felt like I hadn't done anything. I've kept my mouth shut. I've worked my ass off, and it's just been I guess eating at me for a long time. And so, with what 19B said and everything like that I guess I can't help but think that part of the stuff that I've heard from Sergeant Thurman had something to do with me not getting it. I don't have any other explanation. I know that him and Sergeant 19B were in charge of picking about it and then hearing from Kevin about how command staff never said anything like that about me, I guess I'm pretty confused.

TH: Okay.

19B: Like I said, I've never had any issue with Sergeant Thurman or Sergeant 19B or anything to give them a reason to not like me, not want me on their team. They've been pretty nice to my face, but yeah, I guess that's where we're at.

TH: Okay. So, I don't mean to put words in your mouth.

19B: Uh huh (yes).

TH: But, would you, I mean am I understanding you correctly in that based on the, based on the comment you heard from, you heard Sergeant Thurman make 19B Closed over the phone a couple of years ago, is that --?

19B: No. This --

TH: -- the chain or --

19B: -- was this last year.

TH: Last year?

19B: Yeah.

TH: That coupled with things you've been told by other employees concerning Thurman possibly being racist, the fact that you'd prepared for the ASU unit, you'd taken significant steps to make yourself an appealing candidate, thought you did well in the interview, didn't get picked, were told by Sergeant 19B to keep your mouth shut about it, and then later told by 19B that she didn't really have a formal interview. They just b's'd with her. That based on all of that you're concerned that you may have been discriminated against because of your race?

19B: Definitely.

TH: Okay. So, I've got a few questions now based on that.

19B: Uh huh (yes).

TH: Is, is there anything else you want to add or say that --

19B: Well, just --

TH: -- you think I should know?

19B: -- and I mean -- and Kevin knows me on a personal level. A lot of people here do and race is something that I've never felt uncomfortable talking about. I'm light about it. I, I will joke about anything, but the moment that it crosses that line to where it's completely racist, I don't stand for that at all. I mean you can ask any of my co-workers. I don't take things too personally, but I feel like this is something that is to the extreme that I, I don't know what else to do. So --

KR: (Inaudible)?

TH: Okay. Let's, let's go back. So, this, this basically starts, as far as you're concerned, started with the conversation or with the comment you heard Sergeant Thurman make to Sergeant 19B --

19B: To Deputy 19B

TH: -- Deputy 19B over the phone?

19B: Uh huh (yes).

TH: And just for the, just for the record, since this happened, Jeff Thurman has been promoted from detective to sergeant.

19B:
Class: He's my sergeant, yeah.

TH: And he's your patrol sergeant at this point. When this comment was made, he was a detective?

19B:
Class: Correct.

TH: Okay. In S --

19B:
Class: Yeah. In SVIU.

TH: -- SVIU?

19B:
Class: Uh huh (yes).

TH: Okay. And 19B Closed was a canine unit on power shift then or was he on your --

19B:
Class: He was on --

TH: -- platoon?

19B:
Class: -- graveyard.

TH: Okay. Okay. So --

19B:
Class: And there is, sorry. And I talked to Kevin about this and I just totally remembered, but to go back before that back when Deputy Hilton was selected for the canine spot, I told you this earlier.

KR: Uh huh (yes). Yeah.

19B:
Class: I had been training with the canine unit for over a year because I was told when I came here -- that was part of the reason why I came here is because of the specialties that were available, but I was told that you want to be a canine handler, you need to quarry, you need to spend time, you know, basically volunteering yourself to the unit and doing, preparing yourself on all of that. I did that for over a year when -- so, Sergeant Thurman was the canine handler back at that point and --

KR: He was deputy.

19B:
Class: Yeah.

KR: Yeah.

19B: And so when it came down to testing, we found out kind of at the last minute that Deputy Hilton had put in for the spot and so, at that point, we kind of thought that it was between Amber Tyler and I because she had also been quarrying about the same amount of time that I was. I had a conversation with Sergeant Thurman back then and he told me that he felt that Hilton deserved the spot over me. And so I kind of asked why and he said, well, I think he was a quarry eight years ago or something at Kootenai or something like that and kind of like brushed it off and said okay, whatever, and then Hilton got the spot and Amber and I were kind of surprised. But, so then there's that and then the ASU thing.

TH: Okay.

19B: And then with what I had heard it's kind of like, I --

TH: You can't help but think maybe --

KR: It's (inaudible).

TH: -- that was --

19B: Correct.

TH: -- part of the -- your race was part of the decision making process --

19B: Correct.

TH: -- for that pick as well? Okay.

19B: And I'm not somebody, I've never thrown the race card ever in my life. I've -- this is not something that I've never done and, you know, I'm gonna lose probably friends and stuff over this, but this is how strongly I feel about it so --

TH: Okay. So, backing up to this comment you heard Sergeant Thurman make, and I'm going to refer to him as Sergeant Thurman.

19B: Okay.

TH: Even though he wasn't the sergeant at the time, he is now. Is there any way that you can help us figure out what day this occurred? You mentioned you were at a call with a couple of other deputies --

19B: Yeah, I think it was --

TH: -- at a certain location?

19B: -- I think it was with just 19B and 19B Closed Investigative Records with All I can remember is that the guy had a, I think it was a felony warrant, and 19B Closed Investigative Records with had taken him to jail.

TH: And you said something about a park?

19B: It was at Minnehaha.

TH: And this is where the incident occurred?

19B: Uh huh (yes).

TH: It was during graveyard shift?

19B: Uh huh (yes).

TH: Any idea what -- the beginning of the shift, mid shift --

19B: This was --

TH: -- late shift?

19B: -- at the beginning of the shift.

TH: So, it would have been a day when the three of you and Sergeant Thurman were working?

19B: I don't recall if he was working. I was trying to think of that too.

TH: Okay.

19B: I want to say I don't think he was.

TH: But, you're not sure?

19B: Correct.

TH: And so approximately how long ago?

19B: I want to say it was, well, it was before the ASU spot came open. I want to say it was like seven, eight months ago. It was last year.

TH: Uh --

19B: Towards like --

TH: -- spring, winter -- spring, summer, fall?

19B: Towards the summer, yeah.

TH: So, seven or eight months ago would have been late summer probably?

19B: Uh huh (yes).

TH: Does that sound right?

19B: Uh huh (yes).

TH: And which platoon were you working at the time?

19B: I believe I was on Valley nights 2.

TH: Who was your supervisor?

19B: Sergeant Pannell and Sergeant 19B.

TH: Anything else about the incident that, that you recall that might be helpful in determining time frame?

19B: No.

TH: Do you remember the nature of the call?

19B: It was, I believe, it was just like a self-initiated suspicious vehicle, and then I know the guy was, he was non-compliant. We had to do like a felony type stop to get him out of the car.

TH: So, a self-initiated suspicious vehicle stop by?

19B: I think it was 19B Closed Investigative Records with.

TH: By 19B Closed Investigative Records with?

19B: Yeah.

KR: You were in the Valley. Did you just go back or --

19B:
Class: Uh huh (no).

KR: -- were you working on 2?

19B:
Class: No, I think we went to go back and --

KR: Oh.

TH: Can you remember if this was a regular shift for you and these other guys or maybe if --

19B:
Class: It was a regular shift.

TH: It wasn't an overtime shift or an --

19B:
Class: No. You know, 'cause 19B and I were working together.

TH: Okay. And so just confirm that when -- well, did you hear 19B phone ring?

19B:
Class: Uh huh (yes).

TH: Okay.

19B:
Class: And then he answered it over the Bluetooth.

TH: Okay.

19B:
Class: And so we were like parked next to each other, and so I could hear.

TH: So, you're roadsided?

19B:
Class: Uh huh (yes).

TH: Facing opposite directions --

19B:
Class: Uh huh (yes).

TH: -- so that you're, you are --

19B:
Class: Door to parked door.

TH: -- closest together?

19B:
Class: Yeah.

TH: Did you recognize the voice that you heard?

19B:
Class: Definitely.

TH: Okay. No question in your mind it was --

19B:
Class: No question.

TH: -- Sergeant Thurman?

19B:
Class: Correct.

TH: And did, did 19B say hello or I mean did he --

19B:
Class: He just he, when he answered the phone, I don't know if he said hello or what's up or --

TH: Okay.

19B:
Class: -- anything like that, but I don't know how he answered specifically.

TH: And then after Thurman made that comment, you said you drove away without having any conversation with 19B

19B:
Class: Uh huh (yes). I just left. I just left.

TH: Did you hear 19B say anything to Thurman?

19B:
Class: No.

TH: But the look you got from --

19B:
Class: 19B he was --

TH: -- 19B was --

19B:
Class: -- like --

TH: Describe that again?

19B:
Class: -- he was like wide-eyed like uncomfortable.

TH: After, after you left, did you have any conversation with 19B about --

19B: No.

TH: -- about that incident?

19B: No.

TH: Even to this day you haven't?

19B: I -- actually I've told 19B a few times that -- 'cause so -- 19B and I are really close. 19B and Thurman are really close. And so I told 19B like, hey, I know he's a frickin' racist. That kind of stuff. 19B never denied it or anything like that. I've just made comments like that that, during conversations with 19B

TH: And so you said that a couple of days after this occurred you were approached by Thurman?

19B: Uh huh (yes), at the V.P.

TH: Okay. Was that on duty?

19B: Yes.

TH: Where at at the V.P.?

19B: It was right where the, like detective's unit sits, and so I was getting ready to walk into the roll call room from that side, and Sergeant Thurman was right there and kind of stopped me.

TH: So, just outside the roll call room?

19B: Uh huh (yes).

TH: Was there anybody else around?

19B: No.

TH: Nobody else heard this?

19B: No.

TH: So, this was at the beginning of shift?

19B:
Class: Yeah. And it was, I start at 5:30 p.m., so it was around that time.

TH: Was it during the same work cycle?

19B:
Class: It was, I want to say it was 'cause it was about two or three days later, so it was close to there.

TH: But, it was, clearly a day when both you and Thurman were working?

19B:
Class: Yeah.

TH: Were you both in uniform?

19B:
Class: I was. He was in his detective's --

TH: Okay.

19B:
Class: -- outfit, yeah.

TH: That's a uniform.

KR: Yeah, jeans and a t-shirt.

TH: Uniform of the day.

KR: Yeah, yeah.

TH: And so you have recited earlier what he told you --

19B:
Class: Uh huh (yes).

TH: -- during that conversation?

19B:
Class: Uh huh (yes).

TH: And I believe you said that, you just said, "okay" --

19B:
Class: Uh huh (yes).

TH: -- and ended the --

19B:
Class: Correct.

TH: -- conversation I guess if it would --

19B: Yeah, 'cause --

TH: -- one-sided conversation?

19B: -- it pretty much, yeah. He just kind of made it seem like he wanted to clarify what was said, and I just said okay and walked off.

TH: Okay. Have the two of you had any conversations about it since?

19B: No.

TH: I believe you also mentioned that right after this occurred you told a couple of other people about it?

19B: Huh.

TH: Correct? Can you tell me who those other people were?

KR: You don't have to.

19B: No.

TH: Okay. So, who was on your, the board I guess? Was it an oral board for the ASU position?

19B: Uh huh (yes). It was --

TH: Who was there?

19B: Sergeant Thurman, Sergeant 19B, Deputy 19B and then they had an outside agency guy.

TH: 19B Closed

19B: Uh huh (yes).

TH: You don't know who that other agency --

19B: No. I don't remember which department he was from.

TH: And you and Tami were the only two that applied?

KR: Or 19B

19B : 19B

TH: 19B

19B : So, it was 19B Closed 19B Closed Investigative, myself, and then I can't remember. There was another person that interviewed as well. And Welton and 19B both got the spots.

TH: Oh, there were two spots?

19B : Uh huh (yes). And at that point, after speaking with guys in the AIR unit, 19B Closed, neither 19B Closed or 19B Closed had been training with them at all or done anything with them at all prior to the interview.

TH: Okay. And so the date of the board is, that should be pretty easy to --

19B : Yeah.

TH: -- to find?

19B : Uh huh (yes).

TH: Do you know approximately the date that you were called by Sergeant 19B Closed Investigative and informed that you didn't get the spot?

19B : It was about two weeks I want to say. A week and a half to two weeks after the interview.

TH: I know you mentioned it earlier, but tell me again, the best you can recall, what Sergeant 19B Closed Investigative told you --

19B : So --

TH: -- when he told you you didn't get picked?

19B : He said that him and Sergeant Thurman had selected me to get picked for the unit. He said that command staff overruled it and told them they didn't want me a part of a specialty unit and then Sergeant 19B Closed Investigative said, Sergeant 19B Closed Investigative said, "And keep your mouth shut about this because you don't want what happened to 19B Closed Investigative to happen to you."

TH: Were you familiar with what happened with, to 19B Closed Investigative?

19B:
Class: Not at that point. Not until --

TH: Did he explain it to you?

19B:
Class: -- later on. No. He just told me not to go bitching about it. Sergeant 19B did. And then later on I had kind of asked around about what happened with 19B and I guess he didn't get selected, and he was upset and that was it. So, I kind of just put two and two together.

TH: So, how did you, how did you take that, "Keep your mouth shut?"

19B:
Class: Horrible. I mean like I've thought about this every day since then.

TH: Did you feel threatened by that? Did you feel intimidated? Did you feel --

19B:
Class: Intimidated. I mean I -- he's basically telling me not to inquire about why I didn't get selected for a spot. I had countless people coming to me saying that it was bullshit that a brand new person got selected for a spot that I had been training for. People were coming to me saying you need to like ask about this. You need to figure out what's going on. And based on the conversation that I had with Sergeant 19B, I, I mean I didn't feel like I could say anything or even ask about it because I still wanted to be a part of the unit, so I just kept my mouth shut.

TH: Okay. So, you felt it was wrong?

19B:
Class: Uh huh (yes).

TH: But, at the same time, you were holding out some hope that maybe you'd get picked for a subsequent opening --

19B:
Class: And at the same time trying to figure out what I need to do to change command staff's opinion of me and I don't -- for whatever reason they said that they didn't want me on a specialty unit.

TH: And so 19B used the word, "command staff." He didn't use any names?

19B:
Class: No. He said, "command staff."

TH: So, you don't know who he was referring to?

19B:
Class: No.

TH: And confirm that other than asking Lieutenant 19B [redacted] who was your shift commander at the time --

19B [redacted]: Uh huh (yes).

TH: -- you didn't make any inquiries with any other command staff or any other supervisors for, or anybody else as to what have I done that command staff wouldn't want me in this position?

19B [redacted]: No, 'cause I didn't -- like Sergeant 19B [redacted] had told me, I didn't want it to come across like I was bitching about not getting a spot or anything like that.

TH: Okay. About how long ago was this thing with the specialty spot? With ASU?

19B [redacted]: It was late last year. I'd have to look up the emails for the interview.

KR: You probably submitted a letter of --

19B [redacted]: Uh huh (yes).

KR: -- or a --

19B [redacted]: Interest.

KR: -- interest and then your supervisor endorsement, yeah.

19B [redacted]: Yeah.

TH: Okay. And so, again, the, the triggering event for why you decided, you know what? I'm not gonna keep my mouth shut. That was your conversation with 19B [redacted] recently about, and finding out that she didn't really have a formal interview? They just b's'd?

19B [redacted]: Yeah. It contributed towards it, yeah. And even with that gap in time, I'd been trying to make sure that it's not about me getting, you know, butt-hurt about not getting selected for a spot that I didn't deserve. I just wanted to make sure that, you know, my intentions were in the right place. I'm not coming to you just because I'm upset about not getting a spot. That's not what it is.

TH: Okay. So, you've been contemplating this for a long time?

19B:
Class

A long time.

TH: It's been eating at you for --

19B:
Class

Like this is, like I mean I've sat in my car and not done shit for a lot of work shifts just because I've been so upset about command staff and stuff about them saying that I don't, they don't want me on a position that I, I felt like I had done nothing for them to say that. This has really affected me for a long time.

TH: And so you believed, you believed that 19B was being honest with you that, that he'd actually picked you but command staff overruled him?

19B:
Class

Uh huh (yes).

TH: You no longer believe that?

19B:
Class

No.

TH: Okay. And I think you've already covered it just for -- just to be clear here. Why do you not believe that now?

19B:
Class

That command staff did that or said that?

TH: Yes. Prior to coming in here today, you changed your mind about believing him --

19B:
Class

Uh huh (yes).

TH: -- is that correct?

19B:
Class

Yeah. After talking to Kevin about it, and like I told you at the beginning, I've, I've done nothing for them to, to think that about me. I've never even had a demeanor complaint, or use force complaint, or anything. I've, I haven't given them a reason.

TH: Right.

19B:
Class

So --

TH: I respect you not wanting to tell me who you told about the incident with, with the phone call. And, again, I'm not compelling you to tell me to give me any names today, but you mentioned that early on in your career here you were warned --

19B:
Class: Uh huh (yes).

TH: -- by other employees that --

19B:
Class: Uh huh (yes).

TH: -- that, that Thurman was racist.

19B:
Class: Uh huh (yes).

TH: Can you tell me any of those names?

19B:
Class: 19B

TH: That's it?

19B:
Class: Uh huh (yes).

TH: Okay.

19B:
Class: He -- so when I first came to the department, 19B and I were on the same platoon, and he was pretty new at that point too, and so we kind of like, you know, did a lot together at work and everything. And he's been just like a genuine friend to me, and he just warned me. He said, hey, don't get too close to him because he is very racist. And at that point, 19B had spent with him and stuff outside of work and things like that to I guess give him some validity to what he was saying so --

TH: Okay. Outside the incident that we're talking about with the phone call to 19B have you ever heard Thurman make any kind of a racist statement to you or in your presence?

19B:
Class: Just, right before Sergeant 19B went to day shift, so right before the mark-up change, we were in roll call and he wasn't using the "N" word, but Sergeant 19B had to pull him aside and basically counsel him because he kept referring to a suspect as, "the colored guy." Obviously, that's really offensive 'cause, you know, the way that I was raised it's your black or African American and the word "colored" and "nigger" and stuff are offensive to black people. Sergeant 19B pulled him aside and kind of educated him I guess is what Sergeant 19B told me on -- the fact that it's not okay to refer to people that way.

KR: That was when he was a sergeant?

19B:
Class: Uh huh (yes).

TH: When?

19B:
Class: Sergeant Thurman was a sergeant at that point.

KR: Your supervisor?

19B:
Class: My supervisor.

TH: Working with --

19B:
Class: With me.

TH: -- 19B ?

19B:
Class: Yeah.

KR: Before 19B
closed went to day shifts?

19B:
Class: Uh huh (yes).

KR: Yeah. So, that's pretty recent?

19B:
Class: Yeah.

KR: Because he just went to day shift this last mark-up --

19B:
Class: Uh huh (yes).

KR: -- correct?

19B:
Class: Yeah.

TH: And you heard Thurman refer to this guy as, "colored?"

19B:
Class: The "colored guy."

TH: A "colored guy?"

19B:
Class: Yeah.

TH: You don't obviously associate with Thurman off duty?

19B
Class: No. I've been at 19B house -- so, 19B just moved recently to a new house, and so a bunch of us went and helped him move. And then after the, the little moving deal we -- 19B had like drinks and pizza and everything there. And so Thurman had showed up and he was probably there for 30 minutes while I was there before I left, but that was the extent of it.

TH: Okay. To your knowledge, other than 19B who does, who does Thurman hang out with? Who are his buddies? If you know?

19B
Class: Can we, can I have a minute with Kevin?

TH: You don't --

19B
Class: Is that okay?

TH: -- have to answer if you don't want to.

KR: You don't have to answer that.

19B
Class: Okay.

KR: Remember you're not being compelled to answer --

19B
Class: Uh huh (yes).

KR: -- anything so --

TH: Kevin, do you -- anything that comes to mind?

KR: No. I -- you answered all my questions about the board's. Who was on the canine board?

19B
Class: Sergeant Dowdy, Lieutenant 19B J.P. Melton, and I don't remember who the fourth person --

KR: Do you remember if they just made a recommendation and the unit picked, or do you know how that worked?

19B
Class: That's what I was told was --

KR: Oh.

19B
Class: -- that the canine unit themselves decided on --

KR: Yeah. I think 19B was the canine lieutenant at the time.

19B:
Class: Yeah.

KR: Yeah. But, he would know how it was picked. And you said -- I'm sorry. One more thing. You said when you first got here, when you first came to your, the platoon with 19B and he had mentioned that to you, did anyone else say anything to you? You don't have to say their names. Did other people say anything like that to you?

19B:
Class: Well, I just -- other people that have been here have told me that, yes.

KR: But, just kind of in passing or --?

19B:
Class: Uh huh (yes).

KR: Okay.

19B:
Class: Or if he came up like in a conversation. I've been told multiple times to keep distance from him because --

KR: Has anyone ever told you why they don't do something about that?

19B:
Class: Because it's Jeff Thurman. He's --

KR: What does that mean?

19B:
Class: He's probably the most popular cop in this department. He -- yeah. It's Jeff Thurman. He has a lot of influence here.

TH: Okay. So, is it accurate to say that the perception, at least your perception is that because of Thurman's reputation, and his history, and his popularity, and his position that you don't think he would be treated, you think he'd be treated differently than say another supervisor without all of that --

19B:
Class: Definitely.

TH: -- history?

19B:
Class: Definitely.

TH: That he might be treated special.

19B:
Class: That's a big hesitation of mine to talk about him in the first place.

TH: That this conduct would be overlooked?

19B: Yeah.

TH: Okay.

KR: What about --

19B: And then --

KR: -- people protecting him?

19B: -- the fact that 19B and Thurman are friends. I, I truly believe that he's going to call 19B as soon as he finds out about this, and he's gonna get 19B to lie about it. Anybody that's gonna be involved, I, I know Thurman, and I know that that's exactly what he's gonna do is he's gonna start pressuring people to lie about it.

TH: You have responded to calls and, and been on calls or stops with Thurman for years, correct?

19B: Uh huh (yes).

TH: Have you ever noticed him treat African Americans during contacts differently than other people?

19B: Nothing that stands out. I don't know.

TH: Okay. Okay. I think this is, this is enough to get me going. I suspect that you and I will, will need to have another interview at some point along the way here, probably to clarify some things. It's not uncommon for me to learn things during the course of an investigation that, that I want to discuss with you at a later date. So, you can expect that, that we'll want to -- I'll probably need to talk to you again. So, unless there's anything else either of you want to add, we'll go ahead and end the --

19B: Just the --

TH: -- recording.

19B: -- I just -- so that we're clear. I don't want anything from this. I don't want to be on a specialty spot. I'm not asking for anything to be

overruled or anything like that. That's -- I just want that to be clear. That's not anything that I'm looking for here.

TH: Okay.

19B
So --

TH: I understand that. Do you -- well, that's neither here or there. All right. It is 2:23 and that ends the interview, and I'm turning off the recorder.

(Recording ends at 2:23)

RECORDED INTERVIEW OF DEPUTY 19B Closed

Interview Conducted by Sergeant Tim Hines on 5/9/19
Also present: Greg Lance, DSA Representative
and Randy Winthrow, Human Resources Manager

SH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standard. It is May 9th, 2019, approximately 11:30. I'm in the Sheriff's small conference room. This is the date and time set for an administrative witness interview with Deputy 19B Closed regarding IA Investigation #2019-0014. Also present and representing from the Deputy Sheriff's Association is Greg Lance. On the record or for the record, this interview is being recorded with my digital recorder and the interview tracker equipment in the conference room.

So, in addition to the member notification, the written member notification I gave you, new legislation expected to be signed by the Governor today basically in, says that in cases of sexual harassment or racial harassment, or racial discrimination, internal investigations while they're ongoing are exempt from public disclosure. Okay? So, you just need to be aware of that. If a public disclosure request, say the, somebody got wind that this was going on and made a request for the report, none of it would be released. Once the investigation is complete and the victim basically, or the complainant is notified that it's complete, what the result is, then the report would be subject to public disclosure with names redacted. Okay?

19B Closed Investigative
: Uh huh (yes).

SH: So, I just needed to formally advise you of that since that's -- and it's eventually going to go on these forms.

19B Closed Investigative
: Okay.

SH: Okay?

19B Closed Investigative
: That's a good thing.

SH: So, basically you've read your member notification and it talks about the subject of this investigation is a comment that Deputy 19B Closed Investigative Deputy 19B Closed Investigative reported hearing a statement made by

Sergeant Thurman while he, you and him were at a, after a call or a stop of some sort, were roadsided next to each other, a call came in, you answered it on your speakerphone --

19B Closed Investigative: Me and **19B Closed**.

SH: You and **19B Closed** --

19B Closed Investigative: Okay.

SH: -- were roadsiding. A call came in on your speakerphone or on your phone, you answered it on the Bluetooth speaker in your car, at which time Deputy Thurman allegedly made this statement, okay? At this point, I'm not going to go into the reasons why this is just now coming up since this is said to have occurred several months ago. But, my obvious, most important first question to you is do you remember this incident or anything similar to this happening?

19B Closed Investigative: This specific incident I've been thinking about since I read this 20 minutes ago, and I don't -- right this second, I don't remember exactly that incident. I'm with **19B Closed** all the time. He's someone who I go to a ton of calls with. Obviously I wasn't working with Jeff. He was, he's in detectives at this time. So, I'm, I am trying to remember this incident because I don't want to be -- I don't want to look like I'm covering anything up because that is not me. I've never been like that, so I'm trying. At this very moment, I don't remember specifically this incident.

SH: Okay. And, and granted it's been several months ago. You're with **19B Closed Investigative Records with** on it. You go to lots of calls. I --

19B Closed Investigative: Yeah.

SH: -- I understand that. So, and nobody's accusing you of trying to cover up anything, okay? I just want --

19B Closed Investigative: I just want --

SH: -- to make sure you understand that.

19B Closed Investigative: I do. I just don't want it to look like that. I mean Jeff and I are very close, but if this happened, **19B Closed** and I are close too. And I don't want -- that's not fair to him, and I, I mean I take pride in who I am and the integrity that I have, and the ethics that I have, and how I do this job, and I've never lied before, and I don't plan on doing it now.

So, I just want you to know that. I'm not trying to do -- I just -- at this very moment, I do not specifically remember those words and that incident.

SH: Okay. So, you're not saying, no, this didn't happen?

19B Closed
19B Closed
: No. I can't say whether it happened or not. I just don't remember this very specific incident.

SH: Okay.

19B Closed
19B Closed
: I feel like I would remember this. This is, I mean those words are pretty significant. I feel like I would remember that, but right now I don't --

SH: Okay.

19B Closed
19B Closed
: -- remember.

SH: Okay. Well, let's, let's backtrack just a little bit and give me just a little bit of history as far as your, your relationship both on and off duty with, let's start with, with 19B Closed.

19B Closed
19B Closed
: So, I've known 19B Closed, I've known 19B Closed since I taught there. I was a DT instructor I believe in their reserve academy because my buddy went through with him for Cheney. So, I first got to know him then. I mean I kind of knew who he was because I think he worked out of Kalispell, in that area, but other than that, and then over the last couple years, you know, since -- well, since he got here we've become pretty good friends because we've worked, you know, the same shift forever.

SH: Okay. So, you knew him somewhat before he came to work for the Sheriff's Office --

19B Closed
19B Closed
: Uh huh (yes).

SH: -- but, got to know him quite a bit more since you've, since he actually came and started working nights in the Valley. Is that correct?

19B Closed
19B Closed
: Yeah, well, we also work downtown platoon --

SH: Okay.

19B Closed
19B Closed
: -- together. He was my platoon mate per se. I was in 9, and he was in 8, so --

SH: Okay. And do you have any off duty -- engage in any off duty activities with him or hang out or whatever?

19B Closed Investigative Records with possible unfair : Yeah, once in a while. I mean if the guys are getting together, you know, and he's there, yeah. He -- when I was painting my house or when I was -- I forget if it was painting. I just got done building a house, but he came over and helped me move in and do some stuff, so --

SH: Okay.

19B Closed Investigative Records : -- yeah.

SH: And, and Jeff?

19B Closed Investigative Records : Yeah.

SH: Kind of give me the same background --

19B Closed Investigative Records : Same thing.

SH: -- with Jeff.

19B Closed Investigative Records : Same thing. I met Jeff when I got here. I didn't know him before I got here. You know, between working together in canine and just being around each other we became really close. Our, you know, our families are close, so --

SH: How long have you been here?

19B Closed Investigative Records : Since, oh, 2011 I think is when I got hired here.

SH: So, your relationship with Jeff goes -- off duty goes beyond that with 19B Closed Investigative Records with possible unfair ? Your families associate?

19B Closed Investigative Records : Yeah.

SH: You, you --

19B Closed Investigative Records : Yeah.

SH: Obviously with both having been canine handlers for quite a while together you're -- spent a lot more time together and so forth?

[REDACTED]: Yeah, absolutely. I mean we spend time together.

SH: Okay. So, you've acknowledged the seriousness and the gravity of this allegation and this statement that, that --

[REDACTED]: Absolutely.

SH: -- Jeff was alleged to have made. I think you would agree that there's just no room for that type of attitude as a police officer?

[REDACTED]: No. This, there's no room for a statement like this.

SH: Okay. Even in jest?

[REDACTED]: Even in what?

SH: Even in jest. Even joking around. To make a -- for a police officer to make a statement like that --

[REDACTED]: No.

SH: -- is --

[REDACTED]: No.

SH: -- inappropriate?

[REDACTED]: Yes.

SH: Because of this policy, the conduct, the Sheriff's Office conduct policy, kind of usually referred to as conduct unbecoming.

[REDACTED]: Uh huh (yes).

SH: Okay. And it talks about behavior both on and off duty, and so my opinion, as shared by the Sheriff I'm sure, is that even if in this particular case we're talking about a statement that was made while you were on duty and while [REDACTED], [REDACTED] was on duty.

[REDACTED]: Uh huh (yes).

SH: We don't know if Jeff was on duty at the time or not, but we believe that based on the nature of this statement and the underlying I guess

mentality or reasoning that would lead to a statement like that goes beyond on duty conduct, okay?

19B Closed Investigation : Okay.

SH: Which opens the door for me to ask questions about off duty conduct and off duty relationships as well, okay?

19B Closed Investigation : Yeah. Okay.

SH: So, I just want to make sure you understand I'm not just out here on a fishing expedition when I ask you some additional questions, all right?

19B Closed Investigation : Okay, sir.

SH: Again, very serious allegation. If this, if this actually happened, then, you know, that's, that's something that has to be dealt with, cannot be ignored, and just because -- and you're the first person I've talked to, just because you may not remember that specific situation -- I, I'm going to talk to a lot of people.

19B Closed Investigation : Uh huh (yes).

SH: Okay? And so, and I'm going to be asking basically the same questions; whether you think it's fair, or right, or not I, they're questions I have to ask, okay?

19B Closed Investigation : Yeah.

SH: And I appreciate your, your willingness to participate here, and I believe your commitment to telling the truth is, is genuine, okay?

19B Closed Investigation : Yeah. I got nothing to hide.

SH: At the same time, I recognize that you and Jeff are friends and that potentially something you might tell me could, could adversely affect Jeff, and I understand that, and I know that's difficult. And, again, I apologize for putting you in this position, but, it's unfortunately where we are today.

19B Closed Investigation : Absolutely.

SH: Okay?

19B Closed Investigation : I can tell you now it's more important than my family so --

SH: And I agree. Okay. So, apart from this incident, my question to you is --

19B Closed Investigator: (Deputy coughing) Excuse me.

SH: -- kind of broad and very simple. Have you ever heard Jeff, either on duty or off duty, in a serious nature or in a joking nature, make any racist comments, or statements, or jokes about people of color?

19B Closed Investigator: I've heard, yes.

SH: Okay.

19B Closed Investigator: Yes.

SH: So, and hopefully I won't have to pry things out of you, but, so I'll just ask you to, to give me some examples or an example.

19B Closed Investigator: Just, to specific examples, I don't know. Have I heard the word, you know, "nigger" come out of his mouth? Yeah. You know, it's not like he runs around saying that. That's not what I'm saying at all, but I've heard, you know, you asked me if I've heard that. I have. Do I think Jeff is racist? I personally don't think Jeff is racist, but I have heard him say, "nigger" before. You know, more than once. But --

SH: Okay. So --

19B Closed Investigator: -- it's not like he uses it all the time --

SH: -- okay.

19B Closed Investigator: -- you know.

SH: Can you give me some context of when you've heard him use the word?

19B Closed Investigator: No. I mean I -- one thing that pops in mind is maybe during when we were having all these the Black Lives Matter, you know, couple years ago or whatever, and it was, they were killing cops and doing all this stuff during context like that. You know, again, he doesn't run around and just call people, "niggers." You know, that's -- so I'm hoping you're not taking it that way but, you know, it's usually when he's upset about something that's happened like that is when I have it [sic] and it's, I'm not with him 24/7 so, you know, it's not like -- that's --

I'm not always with him so, but, have I heard him? Yes. More than once? Yes. Typically it's when he's pissed off about something like that.

SH: Okay. Have you ever heard him refer to another member of this agency as a "nigger?" Or any other racist --

19B Closed Investigator: Maybe --

SH: -- racist, derogatory epithet?

19B Closed Investigator: Yeah, maybe jokingly.

SH: Okay. So, expound on that.

19B Closed Investigator: I mean just using, just using that word, "nigger."

SH: Okay. We have a few, at least two or three that I can think of.

19B Closed Investigator: Yeah.

SH: Black males that work on this department.

19B Closed Investigator: Yeah.

SH: Okay? And we all know their names.

19B Closed Investigator: The only one --

SH: Sergeant 19B Closed.

19B Closed Investigator: Uh huh (yes).

SH: 19B Closed. Do we have any, any others?

19B Closed Investigator: Uh huh (no).

SH: I can't think of any others off the top of my head, but --

19B Closed Investigator: It would be with 19B Closed but him and 19B Closed the way I have always understood their relationship is they were close. Like it was never, you know, in a derogatory term towards 19B Closed that -- or at least around me because 19B Closed and I are good friends too. So, but other than that, I don't know like -- I don't think he calls him a "nigger" behind his back

or anything like that. It's more maybe of a joking thing. I, I don't know.

SH: To his face?

[REDACTED]: I think --

SH: That he said that to his face?

[REDACTED]: There are times that he's, I think there's been times I guess. I don't -- I'm not always privy to their conversations, but I believe -- I mean there has been times that he's said that word, but I'm sorry. I'm trying to --

SH: Okay.

[REDACTED]: -- get it right for you. I'm not trying, I'm just trying to get it situated in my head.

SH: And I'm, and I'm, I'm not trying to pressure you into remembering some specific that you maybe don't remember.

[REDACTED]: Yeah.

SH: But, it is important that, you know, that there's some context or that there's, you know, is it something that you've heard him say, refer, you know, to you talking about [REDACTED] calling him a "nigger" or I mean --

[REDACTED]: No. I --

SH: -- what's the context?

[REDACTED]: -- he's never -- meaning if he was -- let's say he was mad at [REDACTED]. Well, typically -- he's a sergeant, so he won't come to me with a lot of the actual, you know, if he's pissed off at one of his guys, he's the type of guy to just go to him. But, he, he's not the type of guy to, he wouldn't be like, "Oh, fuckin' [REDACTED] a nigger because he did this shit." That's not, you know, any time I've ever heard this come out of his mouth, other than maybe being pissed off about something that's happened on the news or something like that, it's typically a joking thing. Again, my opinion is that Jeff is not racist at all. I just think, you know --

SH: Well, it seems like an odd thing to, an odd word to use --

19B
Closed
Investigation

I hear you.

SH:

-- for someone that doesn't have at least some racist --

19B
Closed
Investigation

Yeah.

SH:

-- leanings. Wouldn't you agree?

19B
Closed
Investigation

Yeah. I mean I would agree it's an inappropriate word to use for sure, especially around, you know, someone like 19B Closed. That's not fair to 19B Closed. It's not fair I guess to any of us. I guess my personal opinion is just what I'm saying. I don't think he's actually racist because he's friends with 19B Closed you know, or at least he thought. I don't think he has any problems with anyone else, you know, Sergeant 19B Closed Investigative Records with possible unfair practices or who was the, I don't remember who the other one was.

SH:

I think that's just --

19B
Closed
Investigation

But, you know, so I mean do I think he's a true racist? No. I absolutely do not believe that.

SH:

Okay. Have you ever seen him interact with people of color like on a stop or at a call?

19B
Closed
Investigation

Yes.

SH:

And have you ever seen him do or say anything that, that would suggest that he treated them differently than he would have treated somebody else?

19B
Closed
Investigation

Absolutely not. I have never personally seen that.

SH:

Okay. Do you -- this, this propensity to use this word periodically by Jeff, is this something that has occurred at work and off duty, or one or the other, both?

19B
Closed
Investigation

Yeah, it's occurred both.

SH:

Okay.

19B
Closed
Investigation

Like I said, it's occurred both, but, you know, typically like off duty if we're talking or he's talking to someone about -- what comes to mind again is that whole, the whole Black Lives Matter or when, you know, a copper gets killed by, you know, a black guy or something like that,

yes. You know, sometimes I hear him say something like that 'cause out of anger and pissed offness [sic], but, you know, again, just to run around and say that word I -- that's not, in my experience with him, that's not what he does.

SH: Okay. One of the questions burning in my mind regarding this statement that, that [REDACTED] has reported hearing Jeff make --

[REDACTED]: Uh huh (yes).

SH: -- is why would Jeff feel comfortable in saying that to you, okay?

[REDACTED]: Uh huh (yes).

SH: And I understand that you're, that you're saying you don't specifically remember this incident.

[REDACTED]: Yeah.

SH: Okay? But, do you see where I'm getting at as far as, I mean I have no, I have no reason whatsoever to disbelieve what [REDACTED] has reported.

[REDACTED]: Yeah.

SH: Okay? So --

[REDACTED]: And I don't have any reason to displease, to disbelieve what [REDACTED] has reported either. I want to make that clear.

SH: Okay.

[REDACTED]: I just don't specifically remember this being said at, you know, right now. Like we said.

SH: Okay. Is it, would it be fair to say that, that Jeff has no, no reservations about using that word in your presence or in conversation with you?

[REDACTED]: In my presence?

SH: Yes.

[REDACTED]: Yeah, probably.

SH: Anybody else's that you know of?

19B Closed Investigator: No. I mean not within work I guess. I mean and I don't know all his personal friends by any mean so, --

SH: Okay.

19B Closed Investigator: -- no. I mean the only one I can really speak on is myself.

SH: Okay. And again, you associate with Jeff off duty sometimes obviously?

19B Closed Investigator: Uh huh (yes).

SH: And are there others in the, in the platoon or other members of this agency that, that also associate with you and Jeff off duty or with Jeff that would have occasion to listen to Jeff talk when he's mad, or when he's drunk, or whatever?

19B Closed Investigator: I mean, yeah. Jeff has other friends in the agency for sure. Do I -- I don't know how close he is with everyone, but I know, you know, he goes hunting with other people. He goes, you know, so I honestly can't tell you -- I haven't been on hunting trips with him. I haven't done some of that stuff that they have, so, I don't know that whole side of it.

SH: Okay. Who are they?

19B Closed Investigator: Oh, they're -- I know he's friends with Sergeant **19B Closed**. I'm trying to think of who he goes hunting with. Maybe, maybe Lieutenant Szoke. I honestly -- I'm sorry. I've never been on a hunting trip with him, so I honestly don't, I don't know all of them. I don't know.

SH: Okay. If, if I were able to provide you with additional details about when this allegedly occurred, such as the date, the location, you know --

19B Closed Investigator: Uh huh (yes).

SH: -- anything else, do you think that might possibly jog your memory as far as the, as far as, you know, helping remember what might, you might have heard or what was said?

19B Closed Investigator: (Deputy coughing) Excuse me. Possibly. But, again, with **19B Closed** I mean I'm close to **19B Closed**. I go on a lot of stuff with **19B Closed**, and I'm

constantly roadsiding with 19B [redacted], so regardless I think maybe of the date and time, I don't remember this happening, and I think that I would have. Again, though, obviously 19B [redacted] did.

SH: Okay. Well, let me just --

19B [redacted] : So --

SH: -- let me suggest this. I've been a deputy -- I started here in 1989 as a deputy --

19B [redacted] : Uh huh (yes).

SH: -- 30 years ago, and I still drive around the county, and I'll drive by a house, and I'll go, I remember that call.

19B [redacted] : Uh huh (yes).

SH: You know what I'm saying?

19B [redacted] : Absolutely.

SH: So --

19B [redacted] : I do all the time.

SH: -- and what I'll tell you is that from, from 19B [redacted] memory that this was a suspicious vehicle stop at Minnehaha Park, okay? Are you familiar with Minnehaha?

19B [redacted] : Yeah.

SH: Okay.

19B [redacted] : Up off Havana?

SH: Right.

19B [redacted] : Yeah.

SH: This was a suspicious vehicle stop or maybe even a traffic stop that, that 19B [redacted] Investigative Records with, Deputy 19B [redacted] Investigative Records with made --

19B [redacted] : Okay.

SH: -- and then you -- the guy had a warrant, and you and [REDACTED], not [REDACTED] --

[REDACTED]: [REDACTED].

SH: [REDACTED] responded as back-up. I don't know that there was any other, you know, memorable aspect to it but that after [REDACTED] took the guy to -- left for jail with this guy that you and [REDACTED] or you and [REDACTED] had this roadside and this call occurred. He thought it was earlier, probably earlier in the shift than later.

[REDACTED]: Okay.

SH: This was on a, obviously on a night shift when you were both --

[REDACTED]: Were we Valley?

SH: -- working the same platoon. He thinks it was sometime last summer or fall, so --

[REDACTED]: So, we would have been in the Valley.

SH: Yeah. Working in --

[REDACTED]: (Inaudible).

SH: -- in the Valley together.

[REDACTED]: I mean it doesn't, that doesn't jog my memory anymore.

SH: All right.

[REDACTED]: I mean these are significant words. Oh --

SH: Let me ask you this. Your phone. Do you -- you carried back last summer, you had a department issued phone, correct?

[REDACTED]: Yeah.

SH: Had one for some time --

[REDACTED]: Yeah, since --

SH: -- I would assume?

[REDACTED]: -- yeah, since canine.

SH: Since canine, okay.

19B Closed Investigator: Uh huh (yes).

SH: Did you also carry your personal phone with you when you were working?

19B Closed Investigator: Uh huh (yes).

SH: Okay. Did you have both phones programmed with Bluetooth so that you could answer either over the speaker?

19B Closed Investigator: No. I don't know that you can even do that. I honestly don't know the answer to that question.

SH: Okay. But, but you had your car -- you're still, you're still a canine officer, correct?

19B Closed Investigator: Yeah, yeah.

SH: Okay. So, you have Bluetooth capability in your car, so you can --

19B Closed Investigator: Yes.

SH: -- talk hands free on your phone?

19B Closed Investigator: Yes, yes.

SH: Okay. So, you have your work phone programmed so that you can answer it via the Bluetooth device?

19B Closed Investigator: No. Typically, because my wife is who I talk to at night time and my kids, so typically it's, I think it's my personal phone that's connected to it.

SH: Okay. So, you have both phones?

19B Closed Investigator: I have both phones in there, yes.

SH: But, you don't have them both programmed to --

19B Closed Investigator: No.

SH: -- answer it on speaker phone?

[REDACTED] : No.

SH: Okay.

[REDACTED] : I mean I don't right now --

SH: My --

[REDACTED] : I don't believe (inaudible).

SH: -- Bluetooth I can, I can put as many devices, or at least a couple devices on there. It will recognize my work --

[REDACTED] : My wife's car you can do that. I've just never done it.

SH: Okay.

[REDACTED] : With both --

SH: So --

[REDACTED] : -- from my patrol car.

SH: -- so, as far as your patrol car goes, you're saying back then you believe it would have been your personal phone that was --

[REDACTED] : Yeah.

SH: -- programmed to answer --

[REDACTED] : Yeah.

SH: -- on speaker phone?

[REDACTED] : Uh huh (yes).

SH: Okay. And that's the same as today? It's still programmed that way?

[REDACTED] : Today it is, yeah. I guess it probably wouldn't have changed so --

SH: Okay. When I, I called you yesterday when you were on your way back from out of town --

[REDACTED] : Uh huh (yes).

SH: -- gave you just an admonition that there was an investigation that I was starting and that you were not to talk to Jeff Thurman, okay?

19B Closed Investigation: Uh huh (yes).

SH: Either, either prior to that call from me or at any time after that call from me, have you talked to Jeff Thurman?

19B Closed Investigation: No. He sent a text out this morning saying just -- it wasn't just to me 'cause, well, I don't think it was. It said, "Hey guys," so I'm guessing it went to multiple people just saying he was on admin leave. So --

SH: Do you have your phone here? Was this on your work phone or your personal phone?

19B Closed Investigation: No. It's on my -- I can show it. It's up on my personal phone I believe. And I didn't respond to it.

SH: Did you receive any calls from him on --

19B Closed Investigation: No.

SH: -- on either of your phones?

19B Closed Investigation: I have not received any phone calls from Jeff.

SH: None that you've --

19B Closed Investigation: No.

SH: -- not even, not even any that you didn't answer?

19B Closed Investigation: No.

SH: Okay. So, the only thing you've heard since you and I had this chat yesterday was this text message that he sent to a group of people that he was on admin leave?

19B Closed Investigation: Yes.

SH: And is that pretty much all that he said or was there --

19B Closed Investigation: Yeah. It said something, hey guys. I'm on admin leave. I can't talk about per policy, so just -- I didn't want the rumor mill to start or

something like that. I wanted to, you know, put it out there or tell you guys or something like that.

SH: Okay.

19B Closed Investigation: I don't remember the exact words, but --

SH: Okay.

19B Closed Investigation: -- something like that.

SH: And I'd like to see it, okay? Would, will you show that to me, the text message?

GL: Is that your personal phone?

19B Closed Investigation: Yeah.

GL: That's voluntary.

19B Closed Investigation: I mean I don't, I don't know.

GL: You don't have to.

19B Closed Investigation: I don't have anything to hide.

SH: I'm asking if you'll show it to me.

19B Closed Investigation: And if I don't, just out of curiosity? I'm not saying I'm not.

SH: Then you don't and I, and I leave. I'm not compelling you to.

19B Closed Investigation: Okay. Then I guess not and out of respect, sorry. I, I don't -- I'm sorry. I don't know what to do. I --

SH: And --

19B Closed Investigation: -- I have nothing to hide.

SH: -- I can't advise you what to do. I'm just telling you that, I'm asking if you'll show me that text message. And if you don't want to show it to me, that's up to you.

GL: As your rep, I would tell you not to.

19B
Closed
Investigation

: Okay. Then I guess, no.

SH:

Okay. As the Sheriff's representative, I have a responsibility to determine or try to determine if a member has racist tendencies or racist ideologies or underpinnings that could possibly affect their performance --

19B
Closed
Investigation

: (Deputy coughing) Excuse me.

SH:

-- as a Deputy Sheriff for this department, okay? So, other than what we've already discussed, are there any, is there anything that you can tell me that would help me answer that question?

19B
Closed
Investigation

: No. I told you all my --

SH:

Good or bad.

19B
Closed
Investigation

: -- experiences.

SH:

Okay.

19B
Closed
Investigation

: No. I mean, no.

SH:

All right. I think, I think that's all I have for you then at this point.

19B
Closed
Investigation

: Okay.

SH:

I can't guarantee I won't need to or want to talk to you again at some point in the future.

19B
Closed
Investigation

: Okay.

SH:

If I do, I will, I'll just give you a call and let you know or have Greg --

19B
Closed
Investigation

: Uh huh (yes).

SH:

-- get a hold of you.

19B
Closed
Investigation

: Yes, sir.

SH:

So, but at, you know, as far as for now goes, I'll go ahead and wrap this up. Just remind you that you're still under the order not to discuss this with anybody.

19B
Closed
Investigation

: Okay.

SH: Okay? This, this talks at the end here about, this is your member, your rights and responsibilities. There are some people you can discuss this with, Greg for one, okay?

19B Closed Investigation: Uh huh (yes).

SH: But, anybody that we, anybody whose name that has come up today, no.

19B Closed Investigation: Okay.

SH: So, just make sure you -- Greg can explain it to you. If you have any questions about who you can or can't talk to about this, reread your rights and responsibilities form.

19B Closed Investigation: Okay.

SH: And even at this point, no conversations with 19B Closed either, okay?

19B Closed Investigation: Oh, okay. I was, that was my question because --

GL: About --

SH: Yeah.

19B Closed Investigation: -- obviously he's upset, so I'd like -- I mean he's a good friend of mine.

SH: Okay.

19B Closed Investigation: I talked to him a week and a half ago about his baby.

SH: Oh, I --

19B Closed Investigation: So, I --

SH: -- I understand, okay?

19B Closed Investigation: Okay.

SH: But --

19B Closed Investigation: I mean that's fine. I'll, yeah.

SH: For, for now it's -- he's on the list, okay?

19B Closed
Recorder : Okay.

SH: Do you have any questions for me before we wrap this up?

19B Closed
Recorder : No.

SH: Okay. All right. Well, it is five after noon and that concludes the interview, and I'm turning off the recorder.

(Recording ends at 12:05)

RECORDED INTERVIEW OF SERGEANT 19B Closed

Interview Conducted by Sergeant Tim Hines on 5/14/19

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is Tuesday, May 14th, 2019, approximately 16:50 hours. I'm in the Sheriff's small conference room. This is the date and time set for an administrative witness interview with Sergeant 19B Closed regarding IA Investigation #2019-0014.

For the record, I've served Sergeant 19B with his Member Notification and Rights and Responsibilities of Member forms which he signed. It should also be noted that 19B has elected to waive his right to 72 hours prior notice to being interviewed and has elected not to have Deputy Sheriff's Association representative present. For the record, 19B, you understand that this interview is being recorded?

19: Yes.

TH: Okay. And so, just by kind of brief introduction here, I'm investigating an allegation by Deputy 19B Closed Investigative regarding some conduct on the part of, of Sergeant Jeff Thurman that occurred, from what I've been able to determine so far, approximately a year ago in the spring, okay? My understanding in talking with, with 19B is that following that incident he confided in, with you about what happened, discussed it with you, and asked you to not say anything about it. Is that correct?

19: Yes.

TH: Okay. So, I'd like -- I've heard 19B Closed side of, version of events and what he described as happening. What I'd like to hear from you is what you recall him telling you about the incident and what happened after that?

19: I can't recall the exact date. I know it was during the afternoon. I was at home. I was off duty. 19B Closed called me and asked me if I could, if I was free to speak. I said yes. And then Deputy 19B Closed proceeded to advise me of an incident in which he overheard Sergeant Thurman use a derogatory term commonly used, you know, I guess -- I don't

know if it's a racist term. I mean growing up in Texas and down South it's -- he used the word "nigger."

TH: Okay.

19: And I said, well, what do you mean? You know, you got to let me know what happened. And I can't remember the exact word, but I mean the exact course of action, but it, he said he was parked talking to Deputy 19B, vehicle to vehicle. I'm assuming Deputy 19B Bluetooth was connected to his phone, or I don't know if it was a speaker phone maybe in his car or some kind of Bluetooth, but he received a telephone call. Apparently it was Sergeant Thurman.

And when Deputy 19B answered the telephone, if I can recall it, it was almost immediately he overheard Deputy Thurman ask, I mean Sergeant Thurman ask Deputy 19B, "Hey, are you ready to go kill some niggers tonight," or something to that effect. It sounded like Deputy 19B was, from what Deputy 19B Closed Investigative described, was kind of caught off guard, and he terminated the call, and I don't know exactly how, but I think he terminated the call immediately from what, if I recall.

And that was, and I said, well, we talked a little. Do you think he meant it? Do you think he was joking? And he didn't know what to do. So, I told him -- I asked him are you gonna, you know, are you gonna report this? What do you want to do? I'll back you however you want to do this. For me, it was difficult knowing our policy and but also at the same time respecting his, his wishes, and his rights and especially in a situation like this which can make a hostile work environment and then you have to work for someone or work around someone.

So, I said you just tell me what you want to do, and I'll back you, you know, any way that you want it to go. And he, at that time, he elected not to, not to disclose that information to anyone. And I was unaware of anyone else he had -- he didn't, at that time, I don't believe he told me that he had spoke with anyone else.

TH: Okay. I believe at the time, well, were you at the time his platoon sergeant?

19: No.

TH: Just --

19: No, no. What was I? Well, I can't remember. No, I don't think I was on that platoon. No, I wasn't his platoon sergeant at the time.

TH: Okay. So, just briefly for the record, describe your -- how long you've known [REDACTED], what kind of a relationship, did you have any kind of a relationship or friendship with him off duty, that type of stuff?

19: I've known [REDACTED] since he was, I mean when he was in high school, and he went to Medical Lake and played basketball, of course, through his father. We've never -- I mean we're good at, you know, work, co-workers. I consider him my friend, but we've never hung off, out off duty or, you know, our families don't get together. I've never gone to an event or hung out with him off duty, but, you know, just to be totally honest, us being the two only African Americans in the department we have periodically called and, you know, spoke with each other about, you know, different things and confided in each other with some, you know, and some things and concerns and things like that. And so that's, you know, being supportive co-workers that's pretty much the extent of our --

TH: Okay. Have, has he ever worked for you?

19: Yes. I don't think I've ever been his, his sergeant as far as on a platoon that I can recall. But, he has worked overtime for me and things like that, yes.

TH: Okay. So, you're currently downtown nights?

19B: Yes.

TH: Okay. Have you worked in the Valley?

19B: Yes.

TH: Prior to coming downtown?

19: Valley platoon 1. I think I was Valley platoon 2 briefly. I can't, I can't recall. That was so long ago I can't recall if [REDACTED] was on my platoon.

TH: Okay.

19: That, that, I was 2 and 1 forever and then I mirrored that with downtown nights 1.

TH: Okay. Did -- have you ever been sergeant or Jeff Thurman's supervisor?

19: No.

TH: Okay. How long have you known Jeff?

19: Ever since I've been here, 2003.

TH: So, he was here when you got here --

19B Yes.

TH: -- in 2003?

19: He was here when I got here in 2003.

TH: Okay. You've worked with him?

19: Worked with him, yes.

TH: Okay. Do you -- how would you describe your relationship with him as far as professional versus, you know, personal or whatever?

19: Same thing. Just, you know, really good co-workers. We get along. We work well together. We work -- I mean we've ridden in the same car, you know. I just, it's just hard to believe. I mean it's hard for me to believe, you know, but, again, you know, being realistic and growing up in the South I understand that people can smile in your face and stab you in the back, you know, or frown -- I mean that's just a, it's the reality of the situation, so, but as far as my relationship with him, never hung out with him outside of work. Never, you know, done anything like that but just as far as being, you know, good co-workers together and working well together, we work well together.

TH: So, this report from 19B Closed about what he said he overheard Jeff say, would it be -- I mean is it appropriate to say you were surprised?

19: I was very surprised.

TH: Never heard anything like that from or about him before?

19: I've heard the rumors. I mean, but I don't participate in rumors, and I don't, you know, I don't do anything like that, you know. I go to work. I try to, you know, get along with everyone at work, and I stay

away from the rumors and the 2 percenters and all that stuff and go to work and do what I need to do and go home. I've never heard anything personally like that from him. I've never seen anything like that from him. But, I don't know. I don't want to second guess or, or, you know, say something that I don't know personally.

TH: Sure. And I'm not asking you to --

19B Closed Investigative Records with possible unfair practice: Right.

TH: -- I'm just basically asking, you know, I'll just make it as plain and simple as I can. In your however many years working with this department and working with Jeff, have you ever heard Jeff make, use racial slurs, or tell racial jokes, or, you know, speak inappropriately or, you know, disrespectfully of people of color --

19B Closed Investigative Records with possible unfair practice: I have not.

TH: -- or --

19B Closed Investigative Records with possible unfair practice: Not personally, you know. But, I, I don't -- I haven't worked with him that much beyond, you know, one or two times when I was assigned to the Valley in the summers as an S.R.D. we rode together in the car two man a couple of times. And, you know, when we were both detectives every now and then getting together, but it's been limited. I mean I -- or with Laslow, you know, on **19B** every now and then. But other than that, it's been -- my contact with him has been limited.

TH: Okay. You mentioned earlier that you'd heard of the rumors. I've heard some rumors too. I'm not asking you to tell me where they came from or who told you or anything like that but just what have you heard?

19B Closed Investigative Records with possible unfair practice: I've heard he has some racist tendencies, you know, off duty. Like I said, they're just rumors. I don't know. I don't, I don't -- I've never met his family. I've never hung out with him. I don't know what he does off duty. But it's just, you know, people talk unfortunately it's -- I mean we're our own little society here and people are gonna talk and, and, you know, between that and some of the things that he's possibly, you know, done on duty that aren't within policy or people didn't agree with, I mean that's, it's been years of that. It's been years of that. And it's been years of why has he been able to get away with so much.

TH: Okay.

[REDACTED]: And like I said, I just distanced myself from that, and I say that's for admin and the people that, you know, oversee that to, to deal with and I don't -- hey, that's not me. So, and people know not to come to me to gossip or I just, I don't listen, you know? I squash that. I say I don't want to hear it.

TH: Okay. Well, I want to, again, I want to keep this focused to the issue at hand.

[REDACTED]: Oh.

TH: You know, other peripheral issues or outside issues, I'm not here to deal with those right now.

[REDACTED]: Yeah, yeah.

TH: You talked earlier about having periodic conversations with, with [REDACTED] about a variety of things.

[REDACTED]: Uh huh (yes).

TH: Have any of those conversations or discussions you've had with [REDACTED], besides the one we're talking about here right now, involved issues of race?

[REDACTED]: No. That was the only one. And everything else is more of a -- I don't want to say father/son but, you know, mentor, mentor type things. You know, he has a question, he has a concern, he'll call me and say, hey, I've got this going on, you know, what do you think I should do? Or, you know, just typical mentor, you know, work things. Whether it's work or family or, you know, whatever it may be, you know, periodically he'll call and talk to me. But, this is the first time that I had ever or, you know --

TH: Okay.

[REDACTED]: -- this is the first time in this agency I've heard anything about race. So, like I said, I was just, it just blew, I didn't know how to, I didn't know how to react. You know, I'm like wow, that's very inappropriate but I don't know what to think about that.

TH: Right. And so, again, you've mentioned you've not heard Sergeant Thurman or Jeff Thurman say anything that you would consider racist or inappropriate? I'm assuming then you've never observed him

interact with other, other people inappropriately based on race, or ethnicity, or gender, or anything like that?

[REDACTED]: I have not personally, no.

TH: Okay. Have you -- did you ever follow-up with [REDACTED] as far as, at some point after he disclosed this to you, follow-up with him and ask him about, you know, how did that all work out or --

[REDACTED]: No, no.

TH: -- anything like that?

[REDACTED]: I just figured if he wanted to talk to me about it -- it sounded like he was just going, you know, gonna ride it out and, and I didn't know what his plans were. Like I told him, I told him I'd support him in anything he does, and the last time I talked to him is when he, he called me, what was it two weeks ago or whatever, and said, hey look. You know, we talked about him -- he's been doing some reading and he's, you know, he talked about, something about Martin Luther King and some oppression stuff and for him to let it go he felt like it would be really bad to let it go because this is not right, you know, and, and just kind of gave me a heads up that, hey, this is -- I'm gonna talk about this to the right people.

TH: Okay.

[REDACTED]: And I said okay. I said, well, if they need to talk to me I said, I'll, you know, I'm there because you did, you know, bring it to my attention --

TH: And you say --

[REDACTED]: -- when --

TH: -- you say this was a couple of weeks ago that, that --

[REDACTED]: I think this was a couple of weeks ago.

TH: -- he brought it up again?

[REDACTED]: Maybe a week ago? A week or two ago?

TH: Okay. So, were you -- I would assume then you're not aware that shortly after this incident happened that he had talked with Jeff about it?

[REDACTED]

No.

TH:

Or Jeff had approached him about it?

[REDACTED]

No.

TH:

He didn't mention anything like that?

[REDACTED]

He didn't (inaudible), no.

TH:

Okay. All right.

[REDACTED]

The only other thing that he did mention recently was concerns about why he didn't get selected for the Air Unit. He did bring that up, and we talked about that. Those two things.

TH:

And when did that conversation occur?

[REDACTED]

That came up -- I think it was a week or two ago he brought that to my attention. I said, boy, that's tough. I said I don't think that's right, you know, if that's, if it's, if it -- well, it's not right if he didn't get selected based on his, you know, his color or and his race. And so we kind of talked. He just, he worked into it, you know, more than anything, and I didn't have a lot of input on that because that was the first time I think I had heard of it.

TH:

Okay. So, about the same time he let you know that this, that he was gonna, he was basically gonna --

[REDACTED]

Yeah.

TH:

-- report what he had heard --

[REDACTED]

Yeah.

TH:

-- he also talked to you about concerns that maybe, maybe he -- race may have played some part in, in the decision for that resulted in him not getting selected for the Air Support Unit?

[REDACTED]

Yes.

TH:

Did, did Jeff Thurman have some part in that in his, in his mind is Jeff somehow involved in that process?

[REDACTED]: He mentioned Jeff and [REDACTED] and he didn't think they were truthful with him versus the admin as, as far as -- I'm trying to remember. They weren't truthful. I think they told him one thing as, you know, as to why he didn't get selected. But, what was relayed to the admin was different or something to that effect.

TH: Okay. Did he tell you what Sergeant [REDACTED] told him when he told him he didn't get picked?

[REDACTED]: Yeah. He -- if I can recall, I think he said that he had too much going on or, I think he had too much going on or maybe he was in too many specialty units or something to that effect when he -- he was too busy basically. Like we need somebody that's not as busy that's always there if I can recall.

TH: Okay.

[REDACTED]: Then he mentioned that and --

TH: But --

[REDACTED]: -- but, I don't recall what --

TH: -- but there was some --

[REDACTED]: -- he said.

TH: --- issue with what he was told by them being different than what they told admin --

[REDACTED]: Yeah.

TH: -- or something to that effect?

[REDACTED]: He said whatever they told him was different than what they relayed to admin as far as their choice and the candidate for the position.

TH: Okay.

[REDACTED]: The selection, yes.


TH: Okay. All right. Anything else that comes to mind?

[REDACTED]: No. I mean I was, you know, it kind of caught me off guard when he called me, and he told me. I was like okay, and I was trying to recall


everything that he told me when he talked to me, spoke with me a year ago. And his concern was, you know, letting -- and I don't know who he told first. I don't know if he came to you or whoever he came to first, you know, saying hey, you know. Is it -- basically he was asking me is it okay if I tell them that I confided in you? And I said, of course.

And he says, well, I don't want to hang you out to dry. And I said you're not hanging me out to dry. I mean this is serious. This is a serious, this is a serious allegation. It's a serious incident, and if he did say it, you know, it needs to be dealt with. I mean because, you know, it's tough on you. It's tough on me, you know, and, you know, not even being directly involved, so, you know, we spoke a little bit and, you know, I told him be careful who you tell. Don't, you know -- we just kind of, kind of gave him the mentor, you know, supervisory type, you know --


TH: Uh huh (yes).

 -- situation or speech and that was pretty much it.

TH: Okay.

: And that last time he called me, he called and said, hey, Sergeant Hines is probably gonna call you, to want to talk to you, and I said okay. It's good with me.

TH: All right. Very good. Well, I think that's, I think that's all I have for you at this point. I can't, I can't promise I might not need to speak to you again later at some other --

: No, that's fine.

TH: -- at some other, you know --

: Yeah.

TH: -- if, if something else up comes up that I think you may be able to shed some light on or something. But, at this point, I think that's all I have for today, so we'll go ahead and end this. It is 1709 hours and

this concludes the interview, and I'm turning off the recorder.

(Recording ends at 5:09)

RECORDED INTERVIEW OF SERGEANT [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/15/19
Also present: Randy Withrow, Human Resources Department

TH: This is Sergeant Tim Hines with the Office of Professional Standards. It is Wednesday, May 15th, 2019. This is the date and time set for an administrative witness interview with Sergeant [REDACTED]. I'm in the, we're in the small, Sheriff's small conference room. Also present is Randy Withrow with Human Resources Department. It is just after 9 a.m., and for the record, this interview is being recorded with the knowledge of everyone present. The investigation is IA Investigation #2019-0014.

And just to kind of set up the interview, [REDACTED], approximately the best we can determine, approximately a year ago, Deputy [REDACTED] was roadsiding with Deputy [REDACTED]. [REDACTED] phone rang. He answered it on Bluetooth. The caller that Deputy [REDACTED] recognized the voice of the caller being then Detective Jeff Thurman who made a comment that, that Deputy [REDACTED] has recently reported to me. And it's my understanding that more contemporaneous with the event he, he reported it to you as well or told you about it. Is that correct?

[REDACTED]: Yes.

TH: Okay. So, could you just go ahead and start and tell me as, as, however you see fit, how that came about and what was said?

[REDACTED]: Sure. So, I don't know the exact date. I know it was just prior to the last [REDACTED] mark-up so probably somewhere between the first of the year and February, right in that area.

TH: First of 2019?

[REDACTED]: '19, correct. So, this being May, you know, four or five months ago'ish. It was an informal conversation with Deputy [REDACTED] who is one of my FTO's. And as FTO Sergeant, I'm assuming that's what our conversation was revolved around, that type of business. Came to my attention either outside or he had told me that he was gonna be bidding off of his Valley nightshift and, in response, I asked him why

are you doing that or something to that, to that effect. And a provocative statement by him was because my sergeant's racist, among other things, that was one of the comments he had made and it kind of took me back a little bit. I'm like what? What does that mean? You know, that's a pretty broad, significant statement.

He went on to tell me, from the best of my recollection, that he had, as you just described, he was roadsided with 19B Closed. There was a phone call from Jeff Thurman. He overheard him saying, and I can't quote the exact words. I did not take notes or write it down. But, he said something to the effect of -- in the context of he didn't know 19B Closed was sitting there is what his perception to me, obviously this is third-hand, but he had heard Thurman tell 19B Closed "Hey, do you want to go out, go out and get some niggers tonight?" Or, "Let's go out and kill some niggers," or something like that which, again, took me aback a little bit with that type of statement and was concerning.

Where the conversation went on from there, I don't think it was a very long conversation. I don't know the context. I don't know what we were doing, how long it lasted. But that was what I remember, kind of the context of what was said. After the conversation ended, I don't remember what 19B Closed Investigative Records with possible unfair practice and I talked about further about that. I told them that, you know, that's shocking. That's not okay. And then I reinitiated a conversation with him shortly thereafter, when I say, you know, within days probably? I'm guessing. I can't tell you the time frame.

But after reflecting on it and kind of letting it sit in a little bit and thinking about it, it was just, it really bugged me. I was thinking, you know, in the best light if it was said without meaning, without sincerity, jokingly to a friend of his -- but knowing his position regardless as a deputy sheriff, but especially as a sergeant because he was a sergeant at the time I heard this, it's absolutely unacceptable. No place in our work place for that type of talking or behavior, even if it's believed to be in a confidential setting. But, it was contexted as it was a confidential conversation between him and 19B Closed versus let's say the severity of an open briefing or to a citizen. Not that it was any more acceptable, but that was kind of the, the context of it.

So, when I talked to 19B Closed again, I said 19B Closed, you know, this is really bugging me. This has to be reported, and it needs to be, you know, you're gonna need to go to a lieutenant about this, and we need to talk about, you know, the implications of this because it's not, it may not just affect you. It could affect others.

Well, then he goes on to explain that just a little more detail, just the fact that it was a year prior. I thought that it had just happened and that, you know, we need to get on that right away. Hey, has he been talked to? Have you talked to anybody else? I don't remember him saying he had told anybody -- oh, me might have said he talked to Sergeant [REDACTED] at some point. I didn't really go into that with him. The matter of fact was that he told me.

So, then he gave some more specific information that, number one, he was a detective at the time, Thurman was. It was approximately a year or many months prior to that. It hadn't just occurred. I went okay. I guess, you know, the perception of context is a little bit different, nonetheless, from what he said he heard. It was still unacceptable and a problem. And especially now that it's causing him to potentially go to a different shift. It's obviously having an effect on his work place, and I did feel an obligation to him and to the department to follow up on that.

So, he then went on to tell me that he had conversations with [REDACTED] following that. Thurman had came and talked to him. I don't know if there was some sort of apology or qualification regarding the context of it or what he meant or didn't mean, but in essence, [REDACTED] had kind of downplayed my first impression of what I heard and, and the severity of it.

So, taking that into consideration I told him, hey, we still need to report this. He pleaded with me, you know, quite a bit that he was concerned, but look, he didn't want a target on his back. He didn't want to be ostracized. He says I probably shouldn't have told you, and we kind of talked about this for a while. I made it clear, again, whatever we said that my opinion on it, the way it was viewed, the severity of it, and that, you know, these type of things are taken in different lights, not just in our own view but in the public's view as well, all the different considerations.

Again, he had said he had talked to [REDACTED] at some point about that comment and maybe, you know, whatever else he had heard during -- I didn't get into detail with him. He said that Sergeant [REDACTED] had also brought the issues up with Thurman. I didn't get details from that, but he left me with the impression that it had been brought to his attention. He followed up with him on it at some, some level.

So, by the end of the conversation, I did agree with [REDACTED] because it was directly affecting him at the time that I wouldn't force him to

report it at that time. I understood that that could be perceived as right or wrong, but I made that decision at the time given the light of all the information I had. I was also keeping an eye on that situation.

Shortly thereafter, I learned that [REDACTED] had still bid for the same shift and not bid off the shift as he said was gonna be the purpose for the result of hearing that, that he was gonna be bidding off the shift. I think I talked to him later. I said, hey, are you staying on the shift? He's like, yeah, you know, I want to work with my guys and things are better right now. And I did learn from Deputy [REDACTED] and having a conversation with DSA President Richey that there was a, this might have been -- there was another incident that was a catalyst regarding his application for an ASU position which I was not aware of at the time of that being involved when I first talked to [REDACTED].

So, in essence, that's, that's my conversation with [REDACTED] and then just recently I was in New York, last week, and I got wind of, from [REDACTED], he's like heads up. Hey, you know, this got reported. I just wanted to give you a heads up, so you're not blindsided. I know you wanted to report it before. We talked about it. And just, hey, just a heads up.

TH: Okay. And, and I do want to talk to you about the ASU position and so forth as well.

[REDACTED]: Okay.

TH: But, just backing up a little bit here. A few things that I want to clarify. So, you weren't [REDACTED] platoon sergeant, you were the FTO sergeant and he was an FTO in the platoon he was in, is that correct?

[REDACTED]: Correct.

TH: And Sergeant [REDACTED] was his supervisor at that time if --

[REDACTED]: At the time of this conversation, Sergeant Thurman was a new sergeant on his platoon, and I believe [REDACTED] was also his sergeant and now [REDACTED] gone to day shift since then at the mark-up.

TH: Okay.

[REDACTED]: At the time of the conversation, they were both as night shift sergeants I believe.

TH: Okay.

[REDACTED]: Which would be verified in S.E.T.S.

TH: And at the time he told you about this, which you indicated was early 2019, so four or five months ago?

[REDACTED]: Yeah. Just shortly before -- once people are starting to determine their bids.

TH: Okay. He didn't make clear to you that it was something that had occurred approximately a year earlier?

[REDACTED]: Not till the second conversation.

TH: Okay.

[REDACTED]: When I followed up with him and I'm like, hey, this is, you said something that is important, and we need to follow up on it.

TH: Okay.

[REDACTED]: And then he gave me more of the context and details that I didn't have before.

TH: Okay. And so, the bottom line is is that the conversation stayed between you and him? You agreed that, that you weren't gonna force him to report it. You concluded that, that you were not gonna further report it. And, and it's just kind of where it ended with that?

[REDACTED]: Yeah, based on the totality of, of what I learned after the second conversation at his, I won't say extreme, but he was considerable pleading to not take it any further out of, you know, just I guess his reputation, etc., whatever his personal reasons were, my initial judgment was to report it. And after talking to him and the totality of it, I agreed not to report it at that time, but made it clear what my opinion and what the agency's opinion would be on, on that type of behavior. And, again, hearing that he had talked to Thurman about it after it had been brought up with [REDACTED], he had talked to him as well. I know that it might not have gone a different route or full administrative route, but I know it had been followed up on some level. But, again, yes, I didn't report it at that time.

TH: Okay. And, and that was, my next question was your understanding in your second conversation with [REDACTED] that Sergeant [REDACTED] had addressed this issue with Thurman?

[REDACTED]: I wouldn't say that specific issue. I don't know -- he lead me to believe that there was maybe some other, not to that level of comments, but things within their shift that they had, you know, he had heard or things said in briefing about different calls. I don't remember exactly what it was, but he said that he had brought this up to [REDACTED] at some point and that, you know, [REDACTED] also told him that, you know, he was gonna talk to Thurman about that or something to that effect. I don't have any more information on that.

TH: Okay.

[REDACTED]: But, [REDACTED] was aware, they were both shift sergeants, and that he had maybe talked to him. I don't know.

TH: Okay. That's, that's fine. So, you've obviously been here a lot of years. You've worked with Jeff Thurman --

[REDACTED]: Yes.

TH: -- in one capacity or another?

[REDACTED]: As a peer and supervisor.

TH: Have you ever heard Jeff Thurman make racist comments, statements, refer to people of color by racist names, anything like that?

[REDACTED]: I haven't personally heard that, no.

TH: Okay. Either on or off duty?

[REDACTED]: No.

TH: Okay. Do you associate with Jeff at all off duty?

[REDACTED]: No.

TH: Okay.

[REDACTED]: I mean I've been in many, many years past I've been at a party where he's been at, but I don't regularly associate with him off duty.

TH: Okay. Have you ever had anybody else come to you and report or tell you about any racist comments, or statements, or jokes, or anything like that that they'd heard or been told by Jeff Thurman?

[REDACTED] : I have not.

TH: You are involved in the ASU, the Air Support Unit, correct?

[REDACTED] : Two years I resigned from there, ASU.

TH: Okay. And I, I can't keep up with everything --

[REDACTED] : Ah.

TH: -- everybody's doing. It's just -- so, briefly explain to me your involvement in ASU, when it started, and when it ended, and what it was.

[REDACTED] : 2015, shortly after I got promoted to sergeant, I got appointed as the Air Support Supervisor.

TH: Okay.

[REDACTED] : During that time, I don't think -- Thurman was a TFO deputy I think for a period of time. And then, don't quote me on that -- he wasn't involved the whole time. He had canine going on, then he went to detective, so he was on the team for a period of time but not the whole time I supervised. I resigned in May of 2017 in which I believe, and don't quote me, Tim, he -- I think he came back to the team about the time I left, but he was gone for the majority of it. He, he had resigned from ASU I think the first part of my tenure there and then right after I left he came back and

TH: Okay.

[REDACTED] : -- [REDACTED] took over as the sergeant. And I think [REDACTED] was doing a lot of the kind of officer in charge stuff after I left, but I don't know if I'd be the best one to give you the timeline on that.

TH: Okay. And I'm not asking for a specific timeline.

[REDACTED] : It was right after that, like I think within -- I was kind of like, you know, I could turn my phone off on the weekends, and it was a nice break, and then Sergeant Whapeles got shot and they asked me to fill in for FTO and that turned into a full-time job so it was almost dovetailed right into my FTO position. I never did both at the same time.

TH: Okay. So, from 2015 to 2017, you were the sergeant of, of the Air program?

[REDACTED]: Correct.

TH: In early 2018, it appears there were a couple of openings for TFO's in the program. Confirm you weren't involved in that, in the unit at that time?

[REDACTED]: I was not.

TH: You didn't have anything to do with the application or selection process or any of that?

[REDACTED]: No. I might have signed a supervisor endorsement for one of the applicants. I'd have to go back and check, but I was not involved in the selection process. That would have been as a platoon sergeant.

TH: Okay. There were four people that, that applied, that put in for that, those two openings.

[REDACTED]: Okay.

TH: [REDACTED], [REDACTED], [REDACTED], and Deputy [REDACTED]

[REDACTED]: Okay.

TH: So, of those four deputies or employees, did any of them ever go on any, any rides with you when you were involved in the program that you're aware of or participate in any kind of training or anything?

[REDACTED]: I remember [REDACTED] like early on I, I think we were down a TFO and I had, we would have deputies come out and go up and ride and learn and run the computer in the back seat. I think I arranged that for him once.

TH: Okay.

[REDACTED]: But outside of that, no.

TH: Any of the other applicants do that that you recall?

[REDACTED]: Not when I was involved.

TH: Were you Deputy [REDACTED] platoon sergeant at some point?

[REDACTED] : At some point, yes.

TH: Okay. Do you recall penning a recommendation for her for --

[REDACTED] : That's the one I think I might have. I'd have to go back and look.

TH: Okay.

[REDACTED] : I can't, I may or may not. I do so many supervisor endorsements over the years.

TH: Okay.

[REDACTED] : I'm not sure.

TH: Well, I can tell you that, that you did.

[REDACTED] : Okay.

TH: And I'm assuming you did that at her request?

[REDACTED] : Yes.

TH: Okay. Did any of the other applicants request that you do that for them?

[REDACTED] : No, and I don't believe I was any of their supervisors at the time. I think I was her Valley nights one direct supervisor when she asked for it.

TH: Okay.

[REDACTED] : And then I penned one for her once I went to power shift as FTO sergeant for RBT I think 'cause I had supervised her for a period of time. I think maybe she was on a new shift, and she asked me to do one for that.

TH: Okay. And that's not uncommon for, for members of your platoon to ask and for you to accommodate?

[REDACTED] : No.

TH: Okay.

[REDACTED]: In fact, [REDACTED] did the same thing. He wasn't my -- well, he might have been my direct -- the guys come and go so much anymore. He'd been on my platoon, off. He had asked for an endorsement. But, for the most recent with the RBT; Roman Meyer, [REDACTED] [REDACTED] were all at once. But for the ASU one, which has been it's probably been a year or two right? It's probably been a little while.

TH: It's been, well, it's January of 2018, so it's been over a year.

[REDACTED]: She's a fairly new employee. It probably would have been just a pretty standard endorsement.

TH: Okay. And I believe you already mentioned this but just to clarify, you've not had any, any follow-up conversations with Jeff Thurman about the incident with [REDACTED] that we discussed earlier?

[REDACTED]: With Jeff about what [REDACTED] brought up?

TH: Yes.

[REDACTED]: No. If, if I were gonna do that, it would be probably official.

TH: Okay. And, and other than the two conversations you described with [REDACTED], you've not discussed it with him any further?

[REDACTED]: No, not since hearing about this investigation.

TH: Okay.

[REDACTED]: In the last week.

TH: Okay. He gave you a heads up that I might be calling you?

[REDACTED]: Maybe not you specifically, but --

TH: Somebody.

[REDACTED]: -- that I might get a call.

TH: Okay.

[REDACTED]: I'm like okay. And like I already talked about, you know, I said okay, so this came back up and he gave me a brief, hey, something happened with my selection with ASU which I was not aware of before. It sounded to me like that had, you know, been the straw that broke the

camel's back so to speak or maybe took it to, hey, this is affecting my career now.

TH: Did he, in talking to you about the ASU thing, did he mention anything about a conversation he had with Deputy [REDACTED] recently?

[REDACTED]: No. I don't remember him saying anything that he'd had a specific conversation with [REDACTED]. He did mention that he had applied for the position. She had also applied for the position, and he believed that maybe she had gotten treated, or he had gotten treated differently, or she had gotten treated differently which led to him reporting it to somebody which led to the, this investigation.

TH: Okay.

[REDACTED]: But, I didn't ask any further details about that. I don't know any other details about that. That was -- the ASU thing was news to me.

TH: Okay. And you've never been involved with the canine program?

[REDACTED]: Not -- unless as a quarry years ago before Jeff was even a canine.

TH: Okay. You expressed earlier when [REDACTED] first mentioned this phone call, this statement that, that he overheard Jeff Thurman make that you were shocked. Is that -- I believe that was the word you used or something similar?

[REDACTED]: Something similar to that, yeah.

TH: Okay. So, would it be fair to say that you'd never heard anything like that regarding Sergeant Thurman or Jeff Thurman in the past as far as inappropriate statements or comments or anything like that?

[REDACTED]: I mean he's a boisterous individual. That's his personality. You know, something to that level using those words, no. He's, you know, I know, I know that him and [REDACTED] are good friends, so I know people say things in the presence of their friends when they think it's a private conversation. I don't know, I know [REDACTED] was on duty. I don't know if he was on duty. These are all -- this might be minutia, but these are all factors thinking about the context. But, not to mention, you know, Jeff's of a different rank, different responsibility.

But, again, to even qualify that, it's not acceptable if a deputy says it and especially if a person in a protected class there hears it. So, the way I perceived it as the potential outcome and the potential of

severity to employees, the image of the department, etc. were all things in my mind at the time. But, no, this was not like, oh, he's saying that again? No, I hadn't heard that from him. You know, when I say I could never imagine him -- if you're asking my personal opinion in my dealings that he would say something like that, I, I can't say that I don't believe it was said.

So, it gave some veracity to his -- I'm gonna say his, [REDACTED] statement versus him. And there's certain individuals, you know, let's say if somebody accused [REDACTED] of saying that. It would be like that doesn't really compute, right? But, I believe there was some validity to what he said, and I didn't have reason not to believe him, so I took it as a reasonable statement.

TH: Okay. In all the time that you've worked with Jeff Thurman, have you ever had the opportunity to observe him dealing with people of, of color, people of different sexual orientations or genders where he's, where you've observed or heard of him treating people differently than he would say, you know, white male or white female?

[REDACTED]: No, I haven't, and I've worked with him, you know, so, I was on the interdiction team with him. We've, you know, Air Support for a short time. I'm trying to think all the different areas I've worked, but it's kind of we worked near each other but never really with each other a lot. I was his direct supervisor when I promoted to sergeant on Valley nights, and he was on the platoon.

You know, Jeff's actually quite professional and a good cop dealing with citizens when I've seen him regardless of the color of their skin, or their gender, or what, and I've actually -- he does set an example on how to deal with people. He's kind of the guy who gets good police work from using the sugar with people so to speak is my opinion of him.

So, no, I haven't had that impression. I haven't seen him do that. But, again, in this circumstance, and that it was to a friend of his and what he probably thought was a private conversation, it's a different context than I've seen him in before.

But, I haven't witnessed that type of comment or that wasn't the reputation I had in my mind of him because that would have probably changed my perception and context of hearing like, okay, it's happening again, or I've seen this before, you know, we need to do something. That was not in my mind but just, you know, that type of comment in many different contexts would be in my mind

unacceptable, but it wasn't to verify any other opinion or observations I had of him.

TH: Okay. Randy, anything

RW: I think you covered everything that we talked about.

TH: All right. Well, I think that's all I had then. At this point, can't guarantee I won't want to talk to you again, but I kind of think this would probably be it. So, it is 9:27 or 9:28 and that concludes the interview, and I'm turning off the recording equipment.

(Recording ends at 9:28)

RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/14/19
Also present: Gavin Pratt, DSA Representative
and Randy Withrow, Human Resources Manager

SH: This is Sergeant Tim Hines with the Office of Professional Standard, Standards. It is Tuesday, May 14th, 2019, in the Sheriff's small conference room. It is approximately 10:18 hours. Also present in the Sheriff's small conference room is Deputy [REDACTED], Deputy Gavin Pratt, representing for the DSA, and Randy Withrow, Human Resources Manager, as an observer. I have -- it should be noted for the record I've previously advised Deputy [REDACTED] of his, given him his Member Notification and his Rights and Responsibilities of Members form, including the new language regarding harassment investigations.

So, again, [REDACTED], I don't have a bunch of questions scripted here. The reason you're here today as a witness is because of an investigation that I'm conducting regarding allegations made by Deputy [REDACTED] regarding Sergeant Jeff Thurman. When I talked to [REDACTED] last week, he mentioned that when he first came to the department from Airway Heights and was assigned to a platoon, that a few of the members of that platoon told him, told him to watch out, be careful because then Deputy Thurman was racist. And when I asked who he, who told him that, he told me, he gave me your name, okay?

So, basically, I want to ask you do you recall that happening and, if so, just kind of explain to me how that came up with the context and why you, why you told him that?

[REDACTED]: Yeah. I don't think that, that that's presented in the right frame. So, [REDACTED] and I were platoon mates for a long time. We were both pretty new to the department. And so we would go to lunch together, we would talk, we'd hear the gossip, we would process everything together, and I think a lot of that processing did always come back to our senior officers and like what to look out for and, you know, how to survive as new guys.

And so, you know, I, I think race definitely has come up with [REDACTED] and I before in those conversations. As far as specifically stating that, I can't, I mean you're talking hours and hours of lunches and

conversations. But, my role has kind of always been just to process issues with him when they would arise and kind of give my advice as a friend, so --

TH: Okay. So, you're saying then that you don't remember telling him --

19B Closed Investigative Records: Yeah, that --

TH: -- that or something similar?

19B Closed Investigative Records: No. I think that it can, it can be, it would be totally reasonable of 19B Closed in our conversations and the tone of our conversations to conclude that, but me saying, "Jeff Thurman's a racist," I don't remember saying that.

TH: Okay. And so, if it was reasonable for 19B Closed to conclude that based on conversations that you had, what would, what would you have said that would lead him to conclude that, if you didn't just come outright and say, "Jeff's a racist."

19B Closed Investigative Records: Right. I think the processing of information of events because you have to -- so, I know you don't know me personally, but I'm pretty out of the closet Democrat at work. And so any time any kind of political conversation comes up, it's pretty guaranteed that I'll take that progressive stance in most every instance.

And so, and I'm from Memphis, Tennessee, so I grew up in a black community. I'm sensitive to race stuff, and I feel like when I have someone like 19B Closed processing this information and it's checking the blocks, it's reasonable for me to say well if you feel that way then, you know, look out. You know, make sure you report if you need to or, you know, I've got your back and that. So --

TH: So, your interaction with him regarding issues of race and so forth were a response to his bringing something to your attention?

19B Closed Investigative Records: Yes, sir.

TH: Okay. Can you give me an example of what that, of that?

19B Closed Investigative Records: A specific example, I'm not, I'm not entirely sure. I heard about this event that spurred all of this around when it happened. I'm not sure if I heard it in gossip around the platoon, or I think it was directly from 19B Closed, but you'd have to check with him on that.

But, again, my advice has always been, you know, growing up in the military it's you handle at the lowest level, which means confronting the person, and if that doesn't get resolved, you take it up the chain. And so, that's just kind of always been my stance with anything. And a lot of this, a lot of this isn't specific to race stuff. Those conversations that I'm referring to are not, we're not talking race. We're talking about -- I mean sometimes we were, but we were talking just policing in general like whether or not we felt something was too aggressive, or whether or not we felt, you know, that was, that could have been deescalated. All of those things.

And so a lot of my, a lot of my advice to new guys in general is not specific to Jeff, but specific to other officers that they're gonna do stuff that you have to answer to, and if you don't agree with it, don't, don't do it. So, that context of look out for yourself is often times in that frame, not so much in he's a racist. He's coming after you. More so in I don't agree with some of the things that happened here and you shouldn't either, and you shouldn't be scared to take a stand.

TH: Okay. You mentioned a minute ago that you, that you heard about this incident that this is all about?

[REDACTED]: Uh huh (yes).

TH: Okay? I haven't told you what this is all about.

[REDACTED]: Right.

TH: Okay? What, what are you referring to?

[REDACTED] [REDACTED] was standing near [REDACTED] when [REDACTED] had it on speakerphone and Thurman had dropped the "N" word over the phone.

TH: Okay. And so you, you said you think you either heard it from [REDACTED] or maybe just from kind of the grapevine "back when it happened."

[REDACTED]: Yeah. I, I don't actually know exactly when it happened. I heard, I had heard about it previous to this investigation.

TH: Okay.

[REDACTED]: So --

TH: Any idea how previous?

19B Closed Investigative Records: I'm sorry. I don't, I don't know. It was --

TH: Months, years?

19B Closed Investigative Records: Yeah, months I would say.

TH: Okay. And so, again, you're not sure whether you heard it directly from 19B Closed or from someone else?

19B Closed Investigative Records: Yeah.

TH: Did you talk to 19B Closed about it?

19B Closed Investigative Records: Again, yeah, 19B Closed and I talked about a lot of these issues and, yes, we had talked about this and, again, my stance is, just like everything else is I don't support that. I've got your back. If you want to report it, like I, I'm there for that. So --

TH: Okay. So, whether he told you directly or you heard it from someone else, you had a, you had a discussion with him about it --

19B Closed Investigative Records: Yeah.

TW: -- shortly afterwards or after hearing about it?

19B Closed Investigative Records: Yeah.

TW: You gave him your opinion about how to deal with it?

19B Closed Investigative Records: Uh huh (yes).

TW: And he chose to deal with it however he chose?

19B Closed Investigative Records: Yeah. I was, I was under the impression that he had confronted or he had dealt with it because I know after that like they were still working together and still friendly, and so to me I figured, well, it must have gotten sorted.

TW: Okay.

19B Closed Investigative Records: It's not my place to step in and, you know, compel him to do anything.

TW: So, you didn't inquire with him later as far as how did it all work out or anything like that?

19B Closed Investigative Records : I don't, I don't think so. I don't, I don't super know. Again, 19B Closed and I talk, you know, not as much lately, but pretty frequently in the past, and I don't know if it's just my surmising that it got worked out or if we had a conversation that it was worked out.

TH: Okay. Do you have, do you have independent recollection when you and him did talk about this, at least some time after it happened --

19B Closed Investigative Records : Uh huh (yes).

TH: -- do you have any personal recollection as far as what he told you actually happened and what was said?

19B Closed Investigative Records : No, not, not specifically what was said --

TH: Okay.

19B Closed Investigative Records : -- and how it happened or -- really just the gist of it was he was on speakerphone. 19B Closed was there and it was, you know, obviously, you know, disturbing to him.

TH: Okay. But, you mentioned that Jeff had dropped the "N" bomb or the "N" word is what I think you described?

19B Closed Investigative Records : Yeah. That's what I was told.

TH: Okay. I've got to ask you some questions that are, that are difficult to ask, okay?

19B Closed Investigative Records : Yeah, no problem.

TH: And I, I think you're, I think you'll understand why I have to do this, and I know it's difficult --

19B Closed Investigative Records : Yeah.

TH: -- okay?

19B Closed Investigative Records : I --

TH: Have you ever heard, you yourself, ever heard Jeff Thurman use the "N" word?

19B Closed Investigative Records : So, in that context, Jeff and his wife, Kacie, and my wife are friends. And so we go to their barbecues, we, you know, socialize with them.

We've been to music festivals. I have, I've had arguments with Jeff about everything from NFL players taking a knee to -- and it's always been because those arguments get heated, and we don't agree with these things, and that's in national topics of debate but because we don't agree with these things, Jeff and I -- I think he's very hesitant around me to do.

That being said, I know, I know he's an antagonist. I know he says inappropriate stuff all the time and that does not surprise me. As far as him saying that directly to me or me hearing him say that, maybe, maybe at one of those get togethers or something, but if that ever happens, like I, we, Jess and I'd pretty much leave 'cause -- and it's not just race stuff. It's, it's anything that I feel is aggressive or antagonistic. I'd walk away from that scene 'cause, again, I don't participate in that.

TH: Okay. So, was this --

9B Closed Investigative: So, the direct --

TH: -- was the answer to the question yes or no or --

9B Closed Investigative: Yeah.

TH: -- can you even --

9B Closed Investigative: Yeah.

TH: -- say for sure?

9B Closed Investigative: I don't know, I don't know for sure because, you know, did he say something out at a bar to pick a fight or has he said it, you know, in some, that I don't know is the best answer. I know it happens, but I don't know if I have --

TH: Okay. So, if you can't say that you've heard him do that, how do you know that it happens?

9B Closed Investigative: Just from all of my conversations with **9B Closed**, and I know that he's outlandish in the things he says and that he's antagonistic.

TH: Okay. I, I don't -- I can't deal in generalities and, you know --

9B Closed Investigative: Yeah.

TH: -- those types of things. So, and that's why I'm asking you direct if you, you know, and I trust your being honest with me --

19B Closed Investigative: Right.

TH: -- when you answer.

19B Closed Investigative: Absolutely.

TH: Have you ever personally in your interaction with Jeff, either on or off duty, heard him make -- not necessarily using the "N" word for instance but make references to or jokes about or negative comments about people of color of any other, you know, gender or --

19B Closed Investigative: Yes, absolutely.

TH: -- or, okay.

19B Closed Investigative: Jeff -- that is is, like that is Jeff. He, he does those inappropriate things, and I think it's antagonistic and inappropriate and -- but, yes, that absolutely happens. And like I said, he doesn't so much do that with me because he knows where I stand with all of this, but, yes. I've heard those things.

TH: Okay. And does this, is this kind of conduct and talk and so forth occur on duty as well --

19B Closed Investigative: No.

TH: -- that you're aware of?

19B Closed Investigative: I don't, I don't hear it on duty. And, again, Jeff, he's never really warmed up to me. Even our wives our friends, like I don't -- I feel like because he knows where I, where I stand with things, he doesn't, he doesn't feel comfortable enough to do that crap with me.

TH: Okay. So --

19B Closed Investigative: And if I ever do, and I'm speaking years that I've worked with him, historically, if I ever do hear anything that I thinks ridiculous and outlandish because I always -- I've seen guys go down for stuff like this in the military before, and I always create separation because, again, I don't, I don't want to be -- when this stuff hits the fan, I don't want to be anywhere near it. And so --

TH: You've used the word, "inappropriate."

198 Closed Investigative Records: Uh huh (yes).

TH: Inappropriate in what way? Explain to me what you consider inappropriate talk, or language, or --

198 Closed Investigative Records: Yeah, I mean you name it. Like the -- what I would describe as inappropriate would be any kind of race jokes, any kind of sexist jokes, any kind of, any of that stuff is -- if it makes me uncomfortable and, again, ten years in the military. I'm weathered. I know how to deal with these things, but if it makes me uncomfortable, then, you know, it's appropriate most of the time.

TH: And, and so you've heard him making these types of statements and so forth that made you uncomfortable?

198 Closed Investigative Records: Yes. Exactly like what those statements are and when they were said, I don't, I don't know. I just -- it's like a -- yeah. I, I couldn't be too specific without feeling like I were fabricating part of it, but --

TH: And I don't want you to fabricate something or try to, you know, speculate or anything.

198 Closed Investigative Records: Right.

TH: But, I'm trying to stay as focused as I can on, on this specific issue.

198 Closed Investigative Records: Uh huh (yes).

TH: But, unfortunately, the issue is a little bit broad in that, concern being, if somebody has a certain attitude or mentality or, or, you know, belief system, or whatever that is exhibited outside of work when it comes to how he treats people, or how he feels about people say of different races or different genders, or different sexual orientations, the concern being is he bringing that to work with him?

198 Closed Investigative Records: Right.

TH: Okay. Is it affecting his work?

198 Closed Investigative Records: Right.

TH: And so that's the, that's kind of the big picture here as far as what the Sheriff needs to know --

19B
Closed
Investigative
Records

: Yeah.

TH:

-- or, or try to be able to determine if that's, if that's the case.

19B
Closed
Investigative
Records

: Right.

TH:

So, I, I think you understand that.

19B
Closed
Investigative
Records

: Yes.

TH:

And that's why we're going to conversations outside of work and so forth.

19B
Closed
Investigative
Records

: Uh huh (yes).

TH:

Okay? Can you tell me who else I should talk to that might be able to shed some light on --

19B
Closed
Investigative
Records

: Uh --

TH:

-- the things we've been discussing?

19B Closed
Investigative
Records

-- people that are closer to Thurman than I am. And so the guys on my platoon, Clay, worked with us forever. When I first got there, Clay -- and I don't necessarily know if Karnitz can offer anything, but if you just look at my platoon back then, that time frame that 19B Closed and I were there, and I think they would probably give you a reference point to, you know, what, what that inappropriate type stuff or, you know, this whole issue that we're talking about.

TH:

Okay.

19B
Closed
Investigative
Records

: So --

TH:

You've been on calls with Jeff obviously?

19B Closed
Investigative
Records

: Yes.

TH:

So, you've had an occasion to witness and observe how he interacts with people, victims, complainants, suspects?

19B
Closed
Investigative
Records

: Yep.

TH: Primarily. I would assume you've had an occasion to observe him deal with those types of people or, you know, witnesses, or victims, or suspects of a different race?

[REDACTED]: Well, yeah.

TH: Different sex obviously?

[REDACTED]: Uh huh (yes).

TH: Have you, have you ever noticed him treat somebody, say of a different race, somebody maybe African American, or Hispanic, or Asian that he has treated them differently than you have observed him treat say a white person --

[REDACTED]: Right.

TH: -- under the same circumstances?

[REDACTED]: Absolutely not. And if I ever saw that at work, that's -- to me that's my green light. I would step in, and I wouldn't, I wouldn't just watch that happen. So, no, I have not seen him be police with bias. I think, I think that that's the, the hard part to separate for me is like I know Jeff on a personal level that he's a bigot. He's intolerant of other people's opinions about race, sexuality, that stuff. That's my personal opinion of him and that's why, again, we don't super see eye to eye or get along in that context.

But, professionally, no, Jeff's, he's always been super appropriate. He's taught me a lot in how to be safe policing. He's -- professionally he's always been a great cop to me. But, my personal opinion of him makes that hard for me to say because I don't necessarily know how the two can co-exist.

TH: Okay. Anything else that you can think of that we haven't talked about relevant to this specific topic that you think I should know?

[REDACTED]: No. The only question that I have a hard time with in all of this is if I've ever heard him use the "N" word 'cause I feel like I have. I just, I can't, I can't nail down a specific like incident or when it happened because, again, if I ever hear that stuff I disengage and usually get pissed off and go voice my concerns.

TH: Okay.

19B
Closed
Investigative
Records
with
possible
infringement
practice
: So, that's -- and in an I.A. interview, that's the one thing where I'm like God I just, I hate answering that question 'cause I, I'm positive it's happened. I just don't know how to verify that.

TH: Okay. When -- I'm gonna back up just a little bit. When 19B
Closed told you or when you had this discussion with 19B
Closed about it

19B
Closed
Investigative
Records
with
possible
infringement
practice
: Uh huh (yes).

TH: -- did he ask you to keep it to yourself?

19B
Closed
Investigative
Records
with
possible
infringement
practice
: Yeah, well, see again, I don't know if that was a specific phrase or not. The -- my, my feeling when he told me was that it's definitely like don't run your mouth, and I think that's why, I think that's why 19B
Closed, again, our relationship has always been to process new guy things, you know, this kind of stuff, whatever. And I think he confides in me because he knows I won't go run my mouth, and that I trust him to, to handle it or, you know, what in any issue, not just race stuff.

So, yeah, it felt like it was in confidence. And after I gave him my advice, I didn't hear back from it, and I saw them they were friendly again so --

TH: Okay. Did he ever tell you about a subsequent conversation that he had with Jeff about that incident?

19B
Closed
Investigative
Records
with
possible
infringement
practice
: You know, I can't remember exactly if he debriefed me on that, or if I just made that assumption, or, you know, exactly how it shook out. I'm not sure.

TH: Okay. Have you had any conversations, well, let me back up a little bit.

19B
Closed
Investigative
Records
with
possible
infringement
practice
: Yeah.

TH: 19B
Closed has put in for a couple of different specialty jobs over the last couple of years; one as a canine handler and one as an ASU TFO.

19B
Closed
Investigative
Records
with
possible
infringement
practice
: Okay.

TH: Okay? He wasn't selected for either of those. Have you had any conversations with him where he's expressed frustration, or anxiety, or concern about that process?

19B Closed
Investigative
Records

So, I, my relationship with 19B Closed, 'cause I think all of that stuff is like within the last year or two, and I've been on my task force for two years. I didn't even know [sic] 19B Closed had a baby until I, you know, until my wife told me. So, we haven't been -- 19B Closed and I were more close when we worked together, but we haven't been super close. Like these venting sessions and these processing sessions that I referred to were literally like three, four, five years ago. I don't have a lot of current information on 19B Closed personal feelings at work, or like even this. Like that's kind of why I don't know how it shook out or how it got resolved. He could have reported it for all I knew, and, you know, it got squashed, or I have no idea.

So, I don't get the conclusion a lot of times as far as your question has he voiced any frustrations or anything to me? No. I actually hadn't heard from 19B Closed until, you know, just recently, well, that's not true. I congratulated him on his baby and said we'd stop by some time, but professionally I haven't heard much from him until he, you know, told me that, you know, this, that he had made the report and that I'd probably be talked to. And he had mentioned, you know, some of the reasons why he felt that way, but it had already been reported, and I didn't feel any need to, you know, call and be like, hey, going on 'cause he had already talked to you guys. So --

TH: Okay. And you never had any conversations or discussions with Jeff about this? You just -- it was between you and, and 19B Closed Investigative Records with possible unfair and you didn't --

19B Closed
Investigative
Records

: About? No.

TH: About this --

19B Closed
Investigative
Records

About this and, and --

TH: The phone conversation? The phone call that --

19B Closed
Investigative
Records

: With 19B Closed? No.

TH: -- 19B Closed overheard?

19B Closed
Investigative
Records

: Oh, okay. So, I have, I have said this to all of those guys numerous times that they like, again, my position has always been to encourage this like you guys need to watch your mouths, you do not need to say, that's, and that's why it gets so heated between Jeff and I is because when he says antagonistic stuff I respond. And so if race ever comes up -- we have had race debates before, specifically around the NFL

stuff. Like the Ferguson stuff. All this has happened while Jeff and I worked together. So, we've had lots of heated race debates, you know, and I have told them numerous times like that is not okay to express your opinion like that or to, you know, use the "N" word, or whatever the case may have been, whatever the debate was.

Or so specifically about this incident, I am sure that in one of my dozens of times of addressing this that this incident is what sparked it, but I don't know if I ever said, hey, I heard you drop the "N" word when [REDACTED] was listening 'cause I, I personally, again, I didn't want to sell [REDACTED] down the road if he was working on something else, or if he had reported it and got the closure he needed, or if he had addressed it with Thurman which I thought happened, but yeah.

TH: Okay. All right. Well, I can't, I can't think of anything else right off the top of my head that, that I would ask you at this point.

[REDACTED]: Right.

TH: Having had this discussion now, you're gonna leave here and you're gonna start thinking about all this stuff that's happened in the past.

[REDACTED]: Yeah.

TH: If something should come to your mind, something that you recall but didn't recall now, but later recall that you think is, is important or potentially important to what you now know is the, the focus of my investigation that I would expect that you would get a hold of me or get a hold of Gavin and let him know and, and pass that on.

[REDACTED]: Yeah.

TH: Okay?

[REDACTED]: Did -- the only thing that's gonna keep me up at night is what I already addressed is that I know he uses that word. I just, I can't pin it, but I'm positive that happens. I'm apologizing I can't be more specific.

TH: You, you don't need to apologize.

[REDACTED]: Okay.

TH: I understand. Okay. Gavin, do you have anything?

GP: No.

WITHROW: Just one query. I'd like to question.

TH: Go, go right ahead.

WITHROW: You mentioned you've had heated discussions about Ferguson.

98 Closed Investigative Records: Uh huh (yes).

WITHROW: Did Jeff ever voice any comments about Black Lives Matter?

98 Closed Investigative Records: I don't know specifically if that was addressed. It is in general in you know, our industry. That's a --

WITHROW: Sure.

98 Closed Investigative Records: -- pretty decisive subject, and me being kind of progressive and growing up in Memphis, I understand the race, you know, how, why black communities are impoverished, and I really do not agree with a lot of peoples' stance. Not, not specific to cops or anyone kind of on that far right side because I feel like here in Spokane they, they don't understand the repression that happens in the South, and I'm sorry that's probably not a good answer. But --

WITHROW: It's a honest answer.

98 Closed Investigative Records: Yeah. I -- yeah, when it comes to those, those kinds of, you know, what do you think of Black Lives Matter? I'm a talker so, I am sure I have addressed it. I'm sure it's been heated. I'm sure, you know, and you guys in all of your interviews, anyone from that platoon will tell you exactly where I stand on this stuff. It is not, it is not a secret.

WITHROW: Does it surprise you that Jeff would be the subject of an accusation like this?

98 Closed Investigative Records: Not in the least.

WITHROW: Okay.

98 Closed Investigative Records: Yeah.

WITHROW: Thank you.

BB
Closed
Investigative
Records with

Yeah. And that's because of, because I think he's antagonistic, and I think he says stuff without thinking. And so, if you are a police officer and you say stuff without thinking, you are probably going to be in this position; if not for race, for sexist or for some inappropriate comment.

WITHROW: All right.

TH:

All right, thanks BB Closed
Investigative
Records with. It is now 10:48 and that will conclude the interview, and I am turning off the recording equipment.

(Recording ends at 10:48)

RECORDED INTERVIEW OF SERGEANT [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/16/19
Also present: Randy Withrow, Human Resources Manager

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 16th, 2019. This is the date and time set for an administrative witness interview with Sergeant [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Sergeant [REDACTED] and Randy Withrow from the Human Resources Department. It should be noted for the record that Sergeant [REDACTED] has been served his Member Notification and Right and Responsibilities prior to this morning.

Just to remind you, [REDACTED], that you are obligated to answer my questions and to do so truthfully. Also, for the record, everybody in the room is aware that this interview is being recorded.

[REDACTED]: Yes.

TH: So, just by, for basic background, the reason for this investigation is that it's come to my attention that best we can tell about a year ago Deputy [REDACTED] was speaking with Deputy [REDACTED]. Deputy [REDACTED] phone rang. He answered it on Bluetooth, and the caller who was identified by Deputy [REDACTED] as Jeff Thurman made a statement that was racist in nature.

My understanding is is that subsequent to that, some point [REDACTED], [REDACTED] brought that to your attention.

[REDACTED]: Yes.

TH: Is that correct?

[REDACTED]: Yes, he did.

TH: Okay. So, as best you can recall, starting with when if you recall?

[REDACTED]: Uh huh (yes).

TH: Go ahead and just tell us what, what you recall, what happened?

19B Closed Investigative Records with possible unfair practice

It was after a roll call. We were both on Valley nights 2. I was a sergeant. Deputy 19B Closed Investigative worked for me at that time. I believe it was late fall if -- about that time. I'm not sure when. I don't have the exact date of when the conversation took place. But, he asked me hey can I talk to you after roll call? I'm like sure. So, we came into the locker room -- locker room, sorry, sergeant room, and he goes I want to tell you something in confidence. I don't know if those were exact words but to that effect. And I'm like, okay.

My relationship with Deputy 19B Closed Investigative goes back before he was a deputy. So, I didn't know at this point what it was about. I knew him when he was a teenager, and I worked with his dad in the gang unit.

He says I want to tell you something that, that occurred, and I didn't recall if he said it was real close in the time of our conversation. I don't know what the time lapse was between what he told me and when he was telling me. I don't know if that makes sense.

And he said that he was sitting in his car on a roadside with 19B I believe. And he didn't describe it, but when he said roadside, two cars parked next to each other is what it's kind of understood as. And he got a phone call, 19B answered it on his Bluetooth, so he could hear. So, kind of like a speakerphone. And on the other end was Sergeant Jeff Thurman. And in that conversation, when 19B answered the phone, Jeff Thurman said something to the effect of something about working that night and then the word, the "N" word came out, "niggers." I don't recall exactly what the phrase was that Thurman said, but to the extent of, "You're working that night. Are you gonna get some niggers?" I'm not sure what it was.

TH: Okay.

19B Closed Investigative Records with possible unfair practice

At that point, I was like we need to -- there was nothing more to the story really at that point except that I believe he said that 19B goes, "Hey, just so you know 19B Closed Investigative Records with possible unfair practice with me here," I believe he said. That's what 19B Closed Investigative Records with possible unfair practice told me.

At that point, I was like we need to take this further. We, this is unacceptable. We need to take this further, and he was adamant about no. I do not want this to go any further. I do not want any involvement in this. I don't want it to go any further with this.

There was no further follow-up done on my point at that time. I made a decision at that time to honor his wishes not to go any further with it.

My initial thought when he told me that though was the fact that it needed to go and be reported. But, again, I kept his confidence, and I did not go any further with it.

TH: Did you have any conversations with Jeff Thurman about it?

[REDACTED]: I did not.

TH: After that initial conversation with [REDACTED], did you have any follow-up conversations with [REDACTED] about it at any time in the, afterwards?

[REDACTED]: I don't believe we did. We've had numerous discussions regarding race with [REDACTED] and this is part of our relationship that we have. My oldest son is African American. We adopted him through CPS. So, there have been times where I talked about incidents regarding that. I do not believe we talked about this incident before because there were some incidents that happened to my son during the hockey season that I wanted [REDACTED] opinion on and some assistance with regarding racism towards my son.

TH: Okay. You mentioned you've known [REDACTED] for a long time. Have -- do you associate with him off duty at all?

[REDACTED]: I do not.

TH: And you've known him for quite a while because you've worked with his dad, [REDACTED]?

[REDACTED]: Yes. I worked with [REDACTED] from 2006 through 2011 I believe is when I worked there. So, I would have known -- we didn't, I didn't see a lot of [REDACTED] during that time, but I knew of when I'd been over at [REDACTED] house while he was there.

TH: I've talked to quite a few people and so, right off the top of my head, I can't remember for sure. I believe, I believe [REDACTED] also mentioned a time where it was during roll call. You were there. It was the same kind of period of time, same shift and group of people that Deputy Thurman made a statement or referred to an African American or African Americans as "colored people" or as a "colored person." Do you recall hearing that?

[REDACTED]: I do, and at that point, he was a sergeant, Jeff was, because we were in there together. We were both up at the front table.

TH: Okay. So, when approximately are we talking about?

19B
Closed
Investigative
: That would have been, judging by schedules, January, February.

TH: Of--

19B
Closed
Investigative
: Of--

TH: -- 2019?

19B
Closed
Investigative
: -- 2019. Prior to the shift changeover in March.

TH: So, go ahead and --

19B
Closed
Investigative
: So, we were at there --

TH: -- explain.

19B
Closed
Investigative
: -- I don't recall what he was talking about or anything else. In fact, I didn't recall what he said at all until you mentioned the word, "colored." When he said that, I was like -- I was sitting next to him, and it caught me by surprise, and I think actually 19B
Closed and I got eye contact at that point. I did not say anything at the time right there. He referred to some black people as, "colored people" I believe is what the term was. And I did not say anything at that time. He had continued on with his thing, but I do remember I think catching eyes with 19B
Closed regarding that 'cause that word is just not used to refer to black people anymore.

TH: Correct. So, this was during roll call with other deputies present?

19B
Closed
Investigative
: Yes. I do not recall who, and I don't recall the exact date.

TH: And did you have some conversation with Sergeant Thurman about that later in private or --?

19B
Closed
Investigative
: I did not have a conversation with him, per se, that exact comment that was said in roll call. I do remember later that night or the next night -- I know it was within one of those two days that we had a conversation about race, okay, in the sergeant's room because I was talking about my son and talking about -- I believe we were talking about his hockey incident. I believe I explained it to him what happened there. But, I did not have a specific conversation regarding that comment with Sergeant Thurman.

TH: Okay. Do you associate with Jeff Thurman off duty at all?

RB
Closed
Investigative

I do not.

TH:

Have you ever?

RB
Closed
Investigative

I believe there was one time back in 2002 we may have been at the same Copper's Ball. We did not go together. We did not associate and hang out with each other at the Ball, but we might have been in the same location. Outside of that, no.

TH:

Okay. Other than the comment we just talked about in the roll call room --

RB
Closed
Investigative

Uh huh (yes).

TH:

-- where he referred to black people as "colored people."

RB
Closed
Investigative

Uh huh (yes).

TH:

Have you ever heard Jeff Thurman make a racist statement of any kind?

RB
Closed
Investigative

No, not that I can recall.

TH:

Tell a racist joke?

RB
Closed
Investigative

Not that I can recall.

TH:

Tell a sexist joke?

RB
Closed
Investigative

Not that I can recall.

TH:

Refer to somebody with a racial slur?

RB
Closed
Investigative

Just that one. No -- other than the ones that we've talked about this time, no, I have not.

TH:

Okay. Have you ever, other than working, well, in your time as, here in the department working with Jeff in one capacity or another --

RB
Closed
Investigative

Uh huh (yes).

TH:

-- have you ever had the opportunity that you recall to observe him dealing with people of other races, or sexes, or sexual orientations?

[REDACTED]: No, that I can recall.

TH: Okay. Okay. I think that's all the questions I have. Anything, Randy?

RW: No, just a clarification. After the comment was made by [REDACTED] and reported it to you, then you guys talked about it?

TH: This was the private conversation we were having in the sergeant's office, yes.

RW: Did he ask you not to talk to Thurman, or I just --

TH: He asked me not to go any further.

RW: Okay.

TH: He did not want this pursued at that time.

RW: And so you had no contacts with anybody above you or with Thurman at all?

TH: Not regarding that --

RW: Okay.

TH: -- comment, no.

RW: Okay. I just wanted to make sure I had that clear. I believe that's it.

[REDACTED]: Okay.

TH: All right. Anything to add, [REDACTED]?

[REDACTED]: Not that I -- no. I made a decision not to go further, you know, on the wishes of [REDACTED] at the time. I -- it was hard for me not to with my background and what I've gone through at home, and I, to this day, I don't know if it was the right decision.

TH: Okay. Well, I'm not here to second guess that and --

[REDACTED]: Yeah.

TH: -- I think you've answered the questions I had and --

RW: Were you surprised at the allegation?

[REDACTED]

At the --

RW:

At the --

[REDACTED]

-- was I surprised when, that when [REDACTED] first brought it to me?

RW:

Yeah.

[REDACTED]

I can't say I was surprised. I didn't have any, you know, firsthand knowledge, but I can't say I was surprised.

TH:

Okay. You've opened the door then.

[REDACTED]

Yeah that's --

TH:

It begs the question why --

[REDACTED]

Right.

TH:

-- why weren't you surprised?

[REDACTED]

I don't know. I can't put my finger on it. I mean now that you, I mean now that you ask that question I never really thought about it that way before and that's the first time I'd ever really put it into that context. I don't know. I've never hung around Jeff. I don't know him. I've very rarely worked with him. I just -- I haven't heard anything specific, and I can't really put my finger on why I wouldn't be surprised.

TH:

Okay. All right. Well, I guess we can --

RW:

Have you ever heard any other deputies or anybody make a comment about Thurman or voice an opinion about any, anything about him that would lead to this kind of a comment?

[REDACTED]

Not that I can recall in terms of any specific deputies. I don't know what he does off duty or anything like that. I'm trying to think if I have heard anything. I, I can't think of any specific times, but it seems like there have been things in the past that have been said about Jeff, but I could not put a finger on any of them.

RW:

I know it's difficult when you're, you know, I've interviewed many people that have said --

BB Closed Investigative Records with possible unfair practice : Yeah.

RW: -- exactly what you did. There's just something there. I just can't quite touch it.

BB Closed Investigative Records with possible unfair practice : I just, yeah. I mean I've very rarely worked with Jeff, and I've never had a lot of interaction with Jeff. I mean it's all been secondhand or thirdhand.

RW: Sure.

BB Closed Investigative Records with possible unfair practice : So, but, yes. I just can't put a finger on why I wasn't like, oh my God that's but --

TH: All right. It is 9:35 hours and then that concludes the interview, and I'm turning off the recorders.

(Recording ends at 9:35)

RECORDED 2nd INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/21/19
Also present: Randy Withrow, Human Resources Department

[REDACTED]: Is that camera on too?

TH: Yes.

[REDACTED]: Okay, 'cause they can access interview tracker too though, right?

TH: Who can?

[REDACTED]: Anybody can?

TH: No.

[REDACTED]: Okay.

TH: No, only administrators.

[REDACTED]: Okay.

TH: So, it's well protected.

All right. This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 21st, 2019, at 1418 hours. This is the date and time set for a follow-up administrative complainant interview with Deputy [REDACTED] regarding IA Investigation 2019-0014. Also present in the Sheriff's small conference room is Deputy [REDACTED] and Randy Withrow with Human Resources.

[REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative Rights and Responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and

including termination. Do you have any questions about your rights and responsibilities?

19B : No.

TH: All right. Since your initial statement to me about a week ago, I guess it would be a week ago tomorrow, I've talked with several other members and reviewed the transcripts of your recorded statement. As a result, I have some additional questions that I'd like to ask you.

So, first of all, have you thought of anything else that might aid me in determining exactly when the call that you, 19B Closed Investigative Records with possible unfair practice, and 19B Closed Investigative Records with possible unfair practice responded to that resulted in your overhearing the statement made by Jeff Thurman that is the subject of this investigation?

19B : No. There's -- I can't think of anything else that would help figure out the exact date.

TH: Okay. So, I just want to go over, you know, basically what I've been told that, to try to narrow it down. Confirm that you said this occurred while you were on graveyard.

19B : Uh huh (yes).

TH: You and 19B were on the same platoon working the same shift.

19B : Uh huh (yes).

TH: That it was prior to your applying for the ASU --

19B : Uh huh (yes).

TH: -- position, okay? So, that was -- the ASU position was announced like early January of 2018, okay? So --

19B : Uh huh (yes). Okay.

TH: -- so are you --

19B : I know it was before that because Sergeant Thurman was a detective.

TH: Okay. And that was, that was another parameter --

19B : Uh huh (yes).

TH: -- was that it was, it was when Sergeant Thurman was a detective --

19B: Uh huh (yes).

TH: -- before he got promoted to sergeant.

19B: Uh huh (yes).

TH: And so as far as those two times, those two parameters, you're confident that that's correct?

19B: Definitely.

TH: Okay. And because [REDACTED] was involved --

19B: Uh huh (yes).

TH: -- and he worked a different, he worked a different platoon --

19B: Yeah, if, yeah, he was on like not even on our side of the week. It was like he was on overtime or something like that 'cause he was working --

TH: He was in Valley patrol nights 1, and you and [REDACTED] were in 2?

19B: Nights 2 --

TH: Okay.

19B: -- yeah.

TH: So, opposite platoons?

19B: Uh huh (yes).

TH: You would never be scheduled to work together?

19B: [REDACTED] and I?

TH: Correct.

19B: Right.

TH: Okay. So, when I compare --

19B: 'Cause I can --

TH: -- when I, when I compare when Thurman was promoted to detective and when he was promoted to sergeant so I can narrow it down there, when you and 19B worked together on the same platoon and the date of the announcement for the ASU position, I can narrow it down pretty significantly --

19B: -- 'cause I can tell you everything about this call 'cause it was pretty significant so the -- so, 19B was out with a guy that -- and I -- there was like a, it was a pickup truck. The guy had a felony warrant I want to say for, it was for a violent crime like robbery or something like that. He wasn't obeying commands at first. He was reaching underneath the, like the dash of the car and everything, so we were like facing him, and we can see his movements and everything. And so I remember 19B deployed a long gun and was giving commands with it, and we were giving commands. And then we had called for 19B. And then the guy started to comply, and we got him out of the car.

TH: Okay.

19B: And then after we got him out of the car, 19B took him, you know, we got him in custody, and 19B took him to jail. And that's when I sat there and was talking to 19B.

TH: Okay. So, you mentioned earlier you believed that it was a self-initiated contact by --

19B: 19B.

TH: -- 19B initially.

19B: Uh huh (yes).

TH: You arrived first --

19B: Uh huh (yes).

TH: -- backup and then 19B arrived --

19B: Uh huh (yes).

TH: -- after that --

19B: After that, yeah.

TH: -- at some point.

19B: Uh huh (yes).

TH: So, this -- are you sure that this started there at Minnehaha Park?

19B: Uh huh (yes).

TH: Okay.

19B: Yeah.

TH: It wasn't like it started somewhere else and ended up there?

19B: No. It was -- have you -- are you familiar with Minnehaha?

TH: I am.

19B: So, you know, you can -- like when you come I off of, what is that Frederick?

TH: Frederick.

19B: Before you start going all the way up, there's a big circle gravel area, so you, so you come in off of Frederick. You past that first street like I said so you keep coming north and then you're coming up into where like, you know, a lot of the tweekers and stuff hang out up there. But, you can keep driving all the way up the hill, but it was at the base of it. There's like a big circle area where people park all the time and stuff and that's where it was.

TH: Okay. Do you remember -- can you say for sure that you checked out, either on the radio or on your MDC?

19B: I would, yeah.

TH: I mean you --

19B: I mean that --

TH: -- I mean you would normally check out?

19B: -- yeah, I would normally do it.

TH: Can you say for sure you checked out on this one?

19B : I mean not 100 percent just 'cause I don't recall pressing the on scene button off the top of my head or anything but usually I would.

TH: Okay. Would there have been any reason in hindsight that you might not have?

19B : Unless I forgot to check out there, like press on scene or something like that. And there's, I mean there's been occasions where like I've stopped and checked on people and haven't, you know, put it out and momentarily I've been there, but for something that was significant like that where we're giving commands of this guy and stuff like that that --

TH: Okay. Do you recall if you were dispatched over the air like --

19B : I don't recall that.

TH: Okay.

19B : Or if -- I don't recall if it was that or if I heard 19B Closed Investigative Records with check out and that's what made me start going. I don't remember.

TH: Okay. Do you remember kind of during the same period of time when 19B Closed Investigative Records with was placed on admin leave for an extended period of time during an investigation?

19B : I don't recall that.

TH: You don't recall that?

19B : There's been actually a couple so --

TH: Okay. Well, well, let's move on. So, in your previous statement to me last week, you said that when you first came to the sheriff's office from Airway Heights, you were warned by some of your co-workers that Jeff Thurman was a racist?

19B : Uh huh (yes).

TH: You gave me 19B Closed Investigative Records with possible unfair practice name as being one of them.

19B : Uh huh (yes).

TH: Correct? And I asked you if that was it and you indicated it was.

19B: Uh huh (yes).

TH: When you indicated that that was it, did you mean that Deputy [REDACTED] was the only one that told you that or that Deputy [REDACTED] name was the only one you were gonna give me?

19B: Deputy [REDACTED] is the only one that told me that.

TH: Okay.

19B: 'Cause [REDACTED] had been spending quite a bit of time with him too outside of work like at, you know, like get together and stuff like that. And so that's where he was kind of telling me that that's how he is.

TH: Okay. Just needed to clarify that. And I did talk to Deputy [REDACTED]. Do you remember discussing this incident with him?

19B: With [REDACTED]?

TH: Yes.

19B: Yeah. Well, I'm trying to think if -- I might have told him after he said it. I don't remember. 'Cause as soon as [REDACTED] left the road, like when he went to his new unit, him and I didn't talk as much as we did before so we weren't as close as we were before.

TH: Okay. So, I guess my question, just confirm, you don't remember for sure discussing this --

19B: Yeah, I don't.

TH: -- phone call that you overheard with [REDACTED] or not?

19B: Uh huh (no).

TH: Is it possible that you did and --

19B: I just could of --

TH: -- you just don't recall?

19B
Class -- yeah. 'Cause like I told you, I reached -- I mean I discussed that with multiple people after it happened so -- and it, it wasn't to, it was more for like frustration not to gossip kind of thing. It was just more like kind of venting I guess, so --

TH: And I understand you and Randy came to the department about the same time?

19B
Class Yeah. He came right before I did.

TH: And worked together quite a bit?

19B
Class: Uh huh (yes).

TH: Had a lot of lunch breaks together?

19B
Class: Uh huh (yes).

TH: Talked about a variety of different things --

19B
Class Definitely.

TH: -- over the --

19B
Class Definitely.

TH: Okay. You had told me that not that long ago you had, you had told Sergeant 19B Closed Investigative Records with about this --

19B
Class Uh huh (yes).

TH: -- incident and that you had asked him not to, not to, you know, take it any further or further report it?

19B
Class Uh huh (yes).

TH: Do you recall having a follow-up conversation with him about it a few days later?

19B
Class: He talked to me about it multiple times.

TH: Okay.

19B
Class: Definitely.

TH: So, do you recall what specifically was discussed in any of these subsequent conversations you had with him?

19B : So, with him, especially with him and Sergeant [REDACTED], I was really struggling before or Sergeant Thurman came to patrol because the guys that I worked with on my platoon are like my best friends, but I also knew what I knew from that phone call, and so I was considering bidding away from the platoon just so that I wasn't working for Sergeant Thurman. And I talked to Sergeant [REDACTED] and Sergeant [REDACTED] a couple different times about that just because I didn't know what to do, and I was kind of like I guess seeking a little guidance on it on what to do. So, but yeah, I talked to Sergeant [REDACTED] about it multiple times.

TH: Okay.

19B : And he, he did tell me that like you should say something about this. That conversation happened multiple times as well with Sergeant [REDACTED].

TH: Okay. So, while we're kind of on that topic, you ultimately did end up rebidding and staying on that --

19B : Uh huh (yes).

TH: -- same platoon, correct?

19B : Uh huh (yes).

TH: Can you explain why you did that?

19B : So, I talked to Sergeant [REDACTED] pretty in depth because Sergeant [REDACTED] has an adopted kid that's black. And I just felt like he could kind of relate a little bit more. My ultimate decision was I'm not gonna let a guy who I believe was racist take me away from the guys that I've always worked with, and I just kind of was like I'm just gonna kind of watch my back from him, specifically, but at the same time, stay with these group of guys that I've been working with for a long time 'cause I just thought that that was probably the right thing to do and not to let him affect where I work basically.

TH: Okay. So, during our initial, your initial statement, while we were talking about the Air Support Unit selection process, you mentioned that prior to the TFO positions coming open in early 2018 that you applied for, you had done, "like multiple training flights" --

19B
Class

Uh huh (yes).

TH:

-- is what you said. Can you give me any idea of how many flights we're talking about, when they occurred, maybe who was, who else was with you?

19B
Class

Sergeant 19B Closed Investigative Records with possible unfair practice was there for one of them 'cause I remember that he, he was the sergeant over the unit at that time, and he was like, he knew that I wanted to be in the unit. And so he was training me on navigation, communicating with the pilot, all that kind of stuff, and I remember that was like a pretty intense flight. But, I know that for one of them, he was there. I'm trying to think of -- 19B Closed Investigative Records with possible unfair practice was there for one. Who else has been -- I can't remember the other one.

TH:

So, how -- you think it was at least two or three maybe?

19B
Class

Yeah, definitely.

TH:

Definitely?

19B
Class

Uh huh (yes).

TH:

Two or three?

19B
Class

Uh huh (yes).

TH:

How far, going, going how far back?

19B
Class

Within maybe like a year or a year and a half ish.

TH:

Of when the opening --

19B
Class

Uh huh (yes).

TH:

-- came open?

19B
Class

And then constantly expressing to them like trying to get in on more flights and stuff like that. You know, there's, obviously there's only a certain amount of seats, but when they didn't have TFO's, I was always trying to, you know, get on and stuff like that so --

TH:

Okay. You also mentioned the first time we talked that after Sergeant 19B Closed Investigative Records with possible unfair practice told you that you didn't get selected as a TFO, he told you to keep your mouth shut about it.

19B:
Class: Uh huh (yes).

TH: Can you confirm for me if those were his exact words or if he used some other words that you interpreted to mean you are to keep your mouth shut?

19B:
Class: No. He said, "Keep your mouth shut about it."

TH: Okay.

19B:
Class: And then he followed it with the 19B Closed Investigative Records with possible unfair practice comment after that.

TH: Okay.

19B:
Class: And then that's when I went to Lieutenant 19B Closed Investigative Record with .

TH: Okay. So, regarding the canine handler position that you applied for in early 2017?

19B:
Class: Uh huh (yes).

TH: So, if it, if it should be determined that Jeff Thurman wasn't involved in any way in that selection process, would you still be concerned that you were possibly discriminated against because of your race by somebody other than Jeff?

19B:
Class: I wouldn't have a reason to think that.

TH: Okay.

19B:
Class: That it would be because of my race, no.

TH: Okay.

19B:
Class: That -- when I kind of weighed that out for me, I was just kind of just trying to say like looking at the comments and everything and then looking back, you know, it was hard for me not to think that that was the case and then I was also told that the canine unit selection is based off of what the canine units guy want, not off of --

TH: Well, not entirely.

19B:
Class: Okay.

TH: Okay?

19B
Class Uh huh (yes).

TH: So --

19B
Class: And I'm just communicating with what I heard so --

TH: Okay. And without going into any additional detail, I just needed to --

19B
Class Uh huh (yes).

TH: -- to know, is if Jeff, if it can be shown Jeff didn't have anything to do with that --

19B
Class Uh huh (yes).

TH: -- you know, he wasn't on the oral board --

19B
Class Uh huh (yes).

TH: -- you know, didn't get to vote on it or any of that, if that's the case --

19B
Class I would have no --

TH: -- I don't need to look further into that?

19B
Class No.

TH: Okay.

19B
Class: No.

TH: So, regarding the oral board for the ASU position, you told me during our initial interview that your oral board interview was formal?

19B
Class Uh huh (yes).

TH: And that they asked you questions?

19B
Class Uh huh (yes).

TH: You gave me an example of one of the questions. Do you know if they were asking previously prepared questions from like a list of questions?

19B
Class It appeared they were.

TH: It appeared they were?

19B
Class Uh huh (yes).

TH: Would you, do you think you would recognize the questions if I showed you a list of questions that are or at least have traditionally been used in ASU oral boards?

19B
Class Probably.

TH: All right. So, for the record I'm showing 19B Closed Investigative Records a list of questions that were provided to me by Undersheriff 19B Closed Investigative Records that I was told are questions that they've been using in the Air Support Unit oral boards for quite some time. So, I'm gonna show you this. I want you to read through them and tell me if, if you recall if these were the questions that you were asked.

(Sergeant Hines shows Deputy 19B Closed Investigative Records list of questions)

19B
Class: Definitely.

TH: Can you say that you were asked all 11 of those?

19B
Class I, I mean I'm not 100 percent, but I mean these questions, most of these questions I can definitely say I was asked.

TH: Okay. At the time you applied for the ASU/TFO spot, were you involved with any other specialty positions?

19B
Class Just FTO.

TH: Have you had any other specialty jobs other than FTO?

19B
Class Not specialty positions. Just instructor. I was a DT instruction for a while.

TH: Okay.

19B
Class And then I --

TH: That's not a specialty spot?

19B
Class No. But I didn't have any other specialty positions.

TH: Okay. Would your position as an FTO back then have somehow precluded you from being able to attend the necessary TFO training or been, or from being available for unexpected callouts?

19B
Class: No. There's actually two FTO's that were on the ASU unit at that time.

TH: Who were they?

19B
Class: Bilo and 19B Closed Investigative Records with

TH: Well, that's all the questions I have for you. Anything else that you, maybe that has come to mind from these follow-up questions that you want to talk about?

19B
Class No.

TH: Okay. Well, then I'll go ahead and end this. It is 1441 hours, and I'm turning off the recorders.

(Recording ends at 2:41 p.m.)

RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/23/19

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 23rd, 2019, at 1505 hours. This is the date and time set for a follow-up, oh, I'm sorry, for an administrative witness interview with Deputy [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's conference room is Deputy [REDACTED]. It should be noted for the record that he has agreed to waive his right to 72 hours notice prior to being interviewed and has elected to not have anyone else present with him.

Deputy [REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative Rights and Responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No, sir.

TH: All right. Just real briefly, how long have you worked with the Sheriff's Office here?

[REDACTED]: Just about three years.

TH: And your prior law enforcement experience?

[REDACTED]: Eight years before that.

TH: And I think Stockton, California, you said?

[REDACTED]: Correct.

TH: And you're currently working downtown?

19B
Closed
Investigator

Yes. I'm the Deer Park officer.

TH:

Have you worked in the Valley?

19B
Closed
Investigator

I have.

TH:

All right. So, basically I want to talk to you this afternoon just briefly about your, about the ASU tactical flight officer position that you applied for about January of 2018, so, a little over a year ago. Regarding that position, what, if anything, had you done to prepare yourself for consideration for that position?

19B
Closed
Investigator

Any time I go into any interview, especially that one, I research as much as I can on the topic I'm interviewing for, so, that would be flying in a helicopter. So, I did a very extensive amount of research on, from our flight program to the very beginning of helicopters when they were first invented, and it was very in depth. I'll just say that much.

TH:

Okay. Did the members of the executive, or not the executive, the members of the oral board know that you had made that kind of an effort?

19B Closed
Investigative
Records

Most definitely.

TH:

Okay.

19B
Closed
Investigator

They had even said some of my answers they didn't even know about or I informed them of, you know, who the first guy who invented a helicopter was and quoted some of his sayings, but, yes so --

TH:

Okay.

19B
Closed
Investigator

They were impressed. That's what they told me.

TH:

All right. Anything else other than the research you described?

19B
Closed
Investigator

I'm sorry. Anything else --?

TH:

Had you done anything else other than the research you described?

19B
Closed
Investigator

I had, no. I had tried to get a ride along, and actually I'm still trying to and I've never been able to so far. I -- sorry. I had called one of the flight officers and asked -- actually I called probably two of them. I just asked them about the flight program and anything that would help.

TH: Okay. Were you given any advice on, you know, what you should do or what you could do to help prepare?

[REDACTED] : Well, they, of course, they told me they couldn't tell me the questions, but they, you know, they said know as much as you can about the program, that was pretty much it, and try and get a ride along which I tried but never heard back from anyone.

TH: Not very many flights and a lot of people wanting to --

[REDACTED] : Right.

TH: -- to go up?

[REDACTED] : Right.

TH: So, that doesn't surprise me. Do you remember who you talked to?

[REDACTED] : That day or the --

TH: The --

[REDACTED] : -- officers?

TH: -- the officers?

[REDACTED] : Oh, man. It was either Hall or Bylow if I remember right. I don't know if -- I can't remember which one, but Hall or Bylow, one of the two.

TH: That's fine. And just a reminder, because this interview will be transcribed, we need to be cautious and careful not to talk over each other or talk at the same time.

[REDACTED] : Yes, sir.

TH: So, can you just kind of briefly describe for me your oral board? How that went, what it was like?

[REDACTED] : When I -- they first sat me down, they told me that it was gonna be pretty relaxed and not super formal. And then we did the interview and I think with all my information that I had that I kind of kept it formal until the end, and then I cracked a few jokes, and I felt it went very well and I left. And that was about it.

TH: Okay. So, it was during your oral board that you told them about this research that you had done and prep work you had done?

19B Closed Investigative Records with possible unfair: Correct.

TH: Okay. Do you remember who all was on the oral board?

19B Closed Investigative Records with possible unfair: I know Thurman was. The sergeant there which I've forgotten his name.

TH: **19B Closed Investigative Records with possible unfair**?

19B Closed Investigative Records with possible unfair: **19B Closed Investigative Records with possible unfair**. And then I don't remember the -- I want to say there was three.

TH: **19B Closed Investigative Records with possible unfair** maybe?

19B Closed Investigative Records with possible unfair: I would say **19B Closed Investigative Records with possible unfair** because he has, he's normally involved highly in that so maybe **19B Closed Investigative Records with possible unfair** but I couldn't tell you the third. I know for sure **19B Closed Investigative Records with possible unfair** and Thurman were there.

TH: Okay. And so you said they asked you some questions? Was it a lot of questions, a few?

19B Closed Investigative Records with possible unfair: From what I can remember, it was, you know, the general questions; why I wanted to do it, what I'd done to prepare, my previous law enforcement, law enforcement, excuse me, here with the County and then just what I could bring to the table. That's -- and then, you know, they asked me what my hobbies were. That's all I can really remember.

TH: All right. There's one thing I forgot to bring, so I'm just going to leave the recorders run. I'm gonna run down to my office real quick and bring it back. So, just --

19B Closed Investigative Records with possible unfair: Okay.

TH: -- chill here for minute.

(Sergeant Hines leaves room and then returns)

19B Closed Investigative Records with possible unfair: All right. Were they, did they appear to be asking you questions from like a prepared sheet of questions or --

[REDACTED] : I believe so 'cause I believe they were taking notes if I remember right?

TH: If I showed you a list of questions that I've been told are questions that they've used for ASU oral boards for quite some time, do you think you might recognize if they were the same ones you were asked?

[REDACTED] : Yes. And going back to that, sorry, I do remember them asking me a couple scenario questions as well.

TH: Okay. So, go ahead and take a look at those and see if you believe they're the same questions you were asked.

[REDACTED] : Yes. These are the exact questions that were asked.

TH: All right. Thank you. And did they ask you all 11 of them?

[REDACTED] : They did as far as I can recall.

TH: Okay. Prior to the actual oral board itself, did anybody give you any advanced notice as to what these questions were gonna be, you know, what questions they were gonna ask or what questions they might ask?

[REDACTED] : Not at all.

TH: How long did it last if you recall approximately?

[REDACTED] : Oh, maybe 40 minutes if I recall. 45? Honestly, I don't know. I know it was, you know, a little while.

TH: And, again, I think you mentioned earlier that you felt that it went well?

[REDACTED] : Correct.

TH: And that it was fairly formal for the most part, but at the end, it was a little more relaxed?

[REDACTED] : Correct.

TH: Okay. So, once the questions, once they asked all the questions, did you just -- was that pretty much it and you left, or did you -- ?

[REDACTED] : I think I asked them a few questions and then I left.

TH: Okay. Did you get any feedback at that point as far as --

98 Closed Investigative: No. They said --

TH: -- (inaudible)?

98 Closed Investigative: -- they'd be -- they asked another question. I don't think it's on there if there was, if I didn't get the position, how would I feel I guess because, and they said because people that didn't get it had been pretty bitter before, and I, my answer was if you find someone more qualified, I would be happy that you pick them instead of me, and I think that was the only other question besides my hobbies that were on there.

TH: Okay. So, following the interview, approximately how long was it before you learned that you had not been selected?

98 Closed Investigative: I may still have the voice mail on my work phone. I, I don't, I couldn't tell you. I left my work phone in my rig. But, **98 Closed Investigative Records with possible unfair** did eventually call and leave a message on my phone if I remember right. And then I ended up calling him back to speak with him about it.

TH: Okay. Either in the message that he left you or when you called back and spoke to him about it, to the best of your recollection, what was that conversation like? How did that go?

98 Closed Investigative: I just asked what I could do to better prepare myself for the next time, and he gave me a reason -- he told me who was picked because I asked, and then he gave me reasoning on, his reasoning of why. And he said I, I remember **98 Closed Investigative Records with** got picked and then a guy from the Valley with a bunch of SWAT time on, and he's had like 12 or 20 years with our County. And he said, you know, he's obviously got a lot of experience with our County. He knows the geography better. And then when it came to **98 Closed Investigative Records with** -- well, and one of the things with the other guy was, you know, how much time he had on and when it came to **98 Closed Investigative Records with** he said pretty much I think it was 'cause she had a couple ride alongs and knows how it works or something like that.

TH: Have you been here longer than **98 Closed Investigative Records with**?

98 Closed Investigative: I have. Well, I think -- you know what? She might have seniority on me, but I believe I was out of the car before 'cause of the way I lateralled. I couldn't tell you offhand. She may have. I think she has time on me because she was hired before me, but I think that was out of the car before her is how I think it worked.

TH: Is it fair to say that your understanding in their selection process was that experience was important to them, a big factor?

19B Closed Investigative: That's what it seemed like, yes.

TH: Okay. Law enforcement experience period or just experience in Spokane?

19B Closed Investigative: It seemed like just experience in Spokane.

TH: Okay. In which case you and **19B Closed Investigative Records with** would have about the same experience in Spokane?

19B Closed Investigative: Right. But, I would have quite a bit more in law enforcement. So --

TH: Okay. Anything else you were told about the selection or the process in your conversation with Sergeant **19B Closed Investigative Records with possible unfair**?

19B Closed Investigative: No. That's all that I recall.

TH: And you think you still may have the message he initially left you?

19B Closed Investigative: It's possible that I do.

TH: Okay. Later when you leave here, if you get a chance and check, if you still have it, I'd be interested in --

19B Closed Investigative: Okay.

TH: -- in hearing it. Did he give you an idea of what you could do to better improve your chances in the future?

19B Closed Investigative: Not that I recall. I know I asked him, but I can't remember the exact conversation.

TH: At the time you applied, had, did you have any other specialty jobs that you were involved with?

19B Closed Investigative: No.

TH: Since that time, have you talked with any of the other candidates about their oral board interviews?

19B Closed Investigative: No.

TH: I guess regarding the, kind of the entire application and selection process, do you feel like or do you, did you get any indication that you were treated differently than any of the other candidates?

198 Closed Investigative: No.

TH: Anything else about the process that we haven't talked about that you think would be important for me to know?

198 Closed Investigative: No.

TH: All right. Well, I think that's all the questions I have for you. It is 1520 approximately, and I'll go ahead and end the interview and turn off the recorder.

(Recording ends at 3:20 p.m.)

VOICE MAIL MESSAGE OF 2/9/18 FROM SERGEANT [REDACTED]
TO DEPUTY [REDACTED]

TH: This is Sergeant Hines. It is May 23rd, approximately 1528 hours. I'm in my office with Deputy [REDACTED], and I'm going to record a brief telephone message off of his phone which was the notification by Sergeant [REDACTED] that he was not selected for the Air Unit TFO opening. So, the recording will begin now.

[REDACTED]: Hey, [REDACTED]. Sergeant [REDACTED] from Air Support. So, unfortunately, I'm calling to advise you that you weren't selected for the tactical flight officer position, but I also wanted to kind of discuss a couple things with you and make sure you understand that you currently are on the list and that we anticipate having another opening probably within the year. This list is good till December 31st, 2018. We're gonna have some promotions and movement in the unit most likely.

So, there's a possibility that we'll be reaching back out to you before the end of the year. So, if you want to call and discuss this or talk about the interview and the process, feel free to give me a call on my cell phone. 509-[REDACTED]. Thank you very much. Bye.

[REDACTED]: And that was February 9th at 10:32 a.m.

TH: All right. That ends this recording.

RECORDED INTERVIEW OF DEPUTY 19B Closed Investigative Records with possible unfair practice

Interview Conducted by Sergeant Tim Hines on 5/22/19
Also present: Gavin Pratt, DSA Representative and
Randy Withrow, Human Resources Manager

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 22nd, 2019, at 0911 hours. This is the date and time set for an administrative witness interview with Deputy 19B Closed Investigative Records with possible unfair practice, spelled 19B Closed Investigative Records with possible unfair practice, regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Deputy 19B Closed Investigative Records with possible unfair practice, Deputy Sheriff's Association representative, Gavin Pratt, and Human Resources Manager, Randy Withrow.

Deputy 19B Closed Investigative Records with possible unfair practice, for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative rights and responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

19B Closed Investigative Records with possible unfair practice: No.

TH: It should be noted for the record that Deputy 19B Closed Investigative Records with possible unfair practice has agreed to waive her right to be notified 72 hours prior to being interviewed today.

The scope of questioning -- the allegation, the alleged policy violation related to Lexipol Disciplinary Policy being investigated is Sheriff's Office Policy 328.3.1 -- Discriminatory Harassment.

So, just want to start, 19B with a little background. How long have you been a deputy with the Sheriff's office?

19B Closed Investigative Records with possible unfair practice: About three years.

TH: Do you have any prior law enforcement experience anywhere else?

198 Closed Investigative Records with possible unfair practice: No.

TH: And since -- let's say since getting off of probation and going to your first assignment, where have you worked?

198 Closed Investigative Records with possible unfair practice: Throughout the County on the Spokane Valley. So --

TH: Which platoon?

198 Closed Investigative Records with possible unfair practice: Valley nights 1 and downtown nights 2.

TH: Okay. Where are you currently working?

198 Closed Investigative Records with possible unfair practice: Valley nights 1.

TH: Who is your supervisor currently?

198 Closed Investigative Records with possible unfair practice: Sergeant Mia and Sergeant Streltsoff.

TH: I understand that you were one of the newer members of the Air Support Unit. Is that correct?

198 Closed Investigative Records with possible unfair practice: Yes.

TH: How long have you been doing that?

198 Closed Investigative Records with possible unfair practice: A year and a couple months.

TH: Do you remember approximately when you were selected?

198 Closed Investigative Records with possible unfair practice: February of last year.

TH: So, 2018?

198 Closed Investigative Records with possible unfair practice: Uh huh (yes).

TH: Are you a member of any other specialty units?

198 Closed Investigative Records with possible unfair practice: RBT -- that's it, recruiting if you can call that a specialty unit.

TH: I don't believe either of those are considered specialty units, correct?

198 Closed Investigative Records with possible unfair practice: I don't think so, no.

TH: You don't get extra pay for either of those?

19B Closed Investigative Records with possible unfair practice: I don't get extra pay for the Air Unit either so --

TH: Okay. So, what I'd like for you to do is just briefly explain the process you went through when you applied for the TFO position in the Air Support Unit.

19B Closed Investigative Records with possible unfair practice: So, we went through, we had to do like a written letter of interest, get a supervisor's endorsement. I think those were the only two things that I had to send in and a resume. And then sent those in by a certain date. We all got an oral board interview with one of the pilots, **19B Closed** and at the time it was Detective Thurman. And then I got like a call a couple days later that said that I'd gotten the position.

TH: Okay. So, there were three people on the oral board?

19B Closed Investigative Records with possible unfair practice: Uh huh, yes.

TH: Okay. So, prior to actually applying for the position, had you done anything to prepare yourself for the, for the process and to make yourself a more appealing candidate?

19B Closed Investigative Records with possible unfair practice: I went on a few flights I guess as a deputy, so when we didn't have a TFO that could go, **19B Closed** would call deputies that were interested in the Air Unit, and we'd go up.

TH: And so can you quantify, when you say a few, be any more specific about how many?

19B Closed Investigative Records with possible unfair practice: I don't know how many. I know that I was one of them that went up, and I think, I think **19B Closed Investigative Records with possible unfair practice** might have been one that also went up once or twice but --

TH: Okay.

19B Closed Investigative Records with possible unfair practice: -- I honestly don't know --

TH: Okay.

19B Closed Investigative Records with possible unfair practice: -- if he actually did.

TH: But, as far as you're concerned, can you say for sure how many times you --

9B
Closed
Investigation

I --

TH: -- went on flights?

9B
Closed
Investigation

-- I think it was two.

TH: And do you recall who was, who else went on the flight as far as the other TFO or the pilot?

9B
Closed
Investigation

Deputy Hall was one of them. I don't recall the pilot though.

TH: Okay.

9B
Closed
Investigation

And I don't recall the other flight 'cause it was cancelled by the time we actually got there.

TH: So, was the one that was cancelled one of the two that you were referring to?

9B
Closed
Investigation

Yes.

TH: So, actually up in the air --

9B
Closed
Investigation

It was only one flight.

TH: -- was once?

9B
Closed
Investigation

Uh huh (yes).

TH: Okay. So, briefly describe for me what the oral board was like.

9B
Closed
Investigation

I mean there was a couple scenario questions that I had to answer. I had to say why I was interested in the Air Unit, what I did to prepare for being in the Air Unit. It was a pretty short interview.

TH: Okay. About how long would you say?

9B
Closed
Investigation

Maybe a half hour.

TH: Did they ask a lot of questions or just a few questions? If you recall?

9B
Closed
Investigation

I want to say somewhere in between like 5 to 10 questions. It wasn't a ton.

TH: Do you -- well, you've, you already mentioned what a couple of them are that you recall. Do you -- were the questions being asked, like questions they were reading from a script or something that you know of?

19B Closed Investigative: Yeah.

TH: Okay. So, if I showed you a list of questions that I've been provided and told that these are questions that they have used for some time in these types of oral boards, I'd like for you look at these and kind of read through them, you know, at least scan through them, and see if you recognize these as the same questions that they asked.

19B Closed Investigative: Okay. Yeah, these look like the right questions.

TH: Okay. Can you say with any confidence that you were asked all of them or --

19B Closed Investigative: I remember being asked all of them, yes.

TH: Okay. So, prior to going in for the interview, how did you feel as far as about how, you know, prepared you were or --

19B Closed Investigative: I felt pretty --

TH: -- ready for the interview?

19B Closed Investigative: -- I felt pretty confident.

TH: And when the interview was over and you left, how did you feel? How did you feel you did?

19B Closed Investigative: Good.

TH: Were you given any feedback at that point about how you had done or anything like that?

19B Closed Investigative: I don't think so, no.

TH: And you mentioned earlier that you thought it was a couple of days later that you were informed that you had been selected for the position?

19B Closed Investigative: Yeah.

TH: Was there just one position or was there more?

198 Closed Investigative: There was two.

TH: Okay. And so who told you that you'd been picked?

198 Closed Investigative: Sergeant Thurman.

TH: And can you describe how that went? What -- just, you know, as best you can recall what you were told and so forth?

198 Closed Investigative: I went in for -- 'cause at the time he was still in detectives, so I went into the VP to help him with a drug buy and do a search of a CI for him. And we -- I was getting ready to leave, and he was just telling me thanks for coming in and helping out and doing this for us. And then he said, oh, and by the way, congratulations on making it to the Air Unit too. You'll get the formal notification here in the next day.

TH: Okay. And did you get a formal notification of some sort?

198 Closed Investigative: I think it was an email.

TH: Okay. Did he tell you who else was selected at that point?

198 Closed Investigative: No.

TH: So, how long have you known Deputy **198 Closed Investigative Records with possible unfair practice**, **198 Closed Investigative Records with possible unfair practice**?

198 Closed Investigative: Two, almost three years.

TH: So, as long as you've been here? Did you know him prior to coming here?

198 Closed Investigative: No.

TH: And you know him from working together --

198 Closed Investigative: Yes.

TH: -- on the same platoon?

198 Closed Investigative: No. He was **198 Closed Investigative Records with possible unfair practice** FTO for a while and so I kind of knew him through her 'cause we went to the academy together, so we would talk about like how we're doing through the FTO process and what he was

telling her that she needs to work on and then, you know, you take that back and try to do stuff in your own training.

TH: Okay. So, you and [REDACTED] went to the academy together?

[REDACTED]: Uh huh (yes).

TH: Friends? Deputy [REDACTED] was her, one of her FTO's?

[REDACTED]: Correct.

TH: But, he was never your FTO?

[REDACTED]: Correct.

TH: And you have not worked with him on the same platoon or have you?

[REDACTED]: No. I have worked on like overtime shifts with him, but we've never been assigned to the same platoon.

TH: Okay. Do you associate with him off duty at all?

[REDACTED]: On occasion.

TH: And what would that look like?

[REDACTED]: Just go out for like drinks.

TH: Okay. With other people or just you and him?

[REDACTED]: A couple of times it's just been me and him. A couple of times it's been with other people.

TH: Do your families associates?

[REDACTED]: No.

TH: Are -- do you have a family? Are you married?

[REDACTED]: No.

TH: Okay. I know -- okay. According to Deputy [REDACTED], a couple of months ago you and him had a conversation during a roadside meeting, apparently after a call or something in the parking lot of the

Home Depot on Sprague during which the topic of his ASU oral board came up. Do you recall that conversation?

198
Closed
Investigat

I recall sitting in the parking lot. I don't remember talking about the oral board, but I remember being in the parking lot --

TH: Okay.

198
Closed
Investigat

-- at Home Depot.

TH: Do you remember anything that you guys talked about that, that time?

198
Closed
Investigat

Right now, no. Not off the top of my head.

TH: Okay. So, if it's been reported that during this roadside the conversation turned to your, to the ASU position and the oral boards and the process and so forth, you're saying you don't recall that being part of the conversation?

198
Closed
Investigat

I don't recall the conversation, no. I remember being in the parking lot. I just don't remember what we talked about.

TH: Okay. So, you don't recall asking him what his oral board was like?

198
Closed
Investigat

I'm sorry. I'm trying to think of the conversation that --

TH: That's fine. Take your time.

198
Closed
Investigat

-- 'cause that was months ago, so I'm trying to think what all we talked about then. I mean I'm sure we did talk about it. I just don't recall specifics of the conversation.

TH: Okay. If you don't recall the specifics of the conversation, I, you know, some of the questions I had for you then are kind of irrelevant, so I'm not going to try to put thoughts or memories in your mind. But, you know, it is important.

198
Closed
Investigat

Uh huh (yes).

TH: So, I just want you to, you know, take another minute or two if you need to to try to recall, if you can, you know, what you may have talked about and what you talked about regarding the whole ASU thing.

198
Closed
Investigat

I'm pretty sure we did talk about the oral board.

TH: All right. I am going to ask you just one, just one question (inaudible). And just tell if you recall it or not.

98
Closed
Investigative : Okay.

TH: Do you recall in telling him what your oral board was like -- that they really didn't ask you anything and that you just "bs'd" most of the time or the whole time?

98
Closed
Investigative : We did, yeah. They asked me those questions that you showed me, but I pretty much already knew those questions, so the interview went by pretty quick. And we did just talk during the oral board too.

TH: How did you already know what the questions were going to be?

98
Closed
Investigative : Some of the guys from the ASU unit -- I went to them, and I asked like what do I need to do to prepare for it, and they kind of gave me a heads up.

TH: Okay. So, can you be a little more specific about what kind of, "gave you a heads up?" Did they give you the questions?

98
Closed
Investigative : Not all of them, no.

TH: Any of them?

98
Closed
Investigative : One of them was the, the robbery one, and they said it's pretty much like a normal oral board interview. You're gonna have to talk about what you've done to prepare and why you want to be here. They said know people in the Air Unit, like who all is in it.

TH: I'm sorry. I didn't quite understand what you just said. They --

98
Closed
Investigative : So, some of the guys said, hey, the more people that you know in the Air Unit and can name them, it shows that you're interested and that you have made like a contact with these people.

TH: Okay.

98
Closed
Investigative : And that you'll fit well within the group 'cause you know them and get along with them.

TH: Okay.

[REDACTED] : But one of the questions was the robbery question 'cause they said okay, well, if you think about this, you've got this robbery or you've got -- I think they said, I think they changed the question. It was like a vehicle prowler versus like an alarm or something like that. What would you go to?

TH: Okay.

[REDACTED] : And it's like, well, in progress person versus an alarm that usually is not actually in progress. It's false. And I think, I think what I just read in that one was like a robbery.

TH: Okay. But, in essence, you were given some heads up about what the, what, you know, some of the questions may be so that you could better prepare for the interview? Is that --

[REDACTED] : Yes.

TH: -- is that what you're saying?

[REDACTED] : Yes.

TH: And who told you that? Who gave you that information?

[REDACTED] : [REDACTED], Deputy [REDACTED].

TH: Anybody else?

[REDACTED] : No.

TH: And I just want to clarify, I think you've already answered this, but did anybody show you or give you a copy of these questions?

[REDACTED] : I don't think so, no. I mean we talked about this one. We talked about a lot of these questions actually.

TH: You and [REDACTED] ?

[REDACTED] : Yeah.

TH: Anybody else other than [REDACTED] discuss the questions with you?

[REDACTED] : I don't recall, no.

TH: Okay. Do you know if he or anybody else in the unit discussed the questions with any of the other applicants?

19B Closed Investigative Records with possible unfair practice: I don't know.

TH: Okay. What's your understanding as far as who made the decision? Who was involved in the actual decision as to who to select for the two positions?

19B Closed Investigative Records with possible unfair practice: I think it was **19B Closed** **19B Closed Investigative Records with possible unfair practice**, and Sergeant Thurman. And then from my understanding, they kind of decided and then they brought it to the unit. And I'm not sure if they decided as a unit as a whole that, yes, that's a good choice, or if it was already just determined by the three of them.

TH: Okay. Did you ever prior to being actually notified that you'd been selected for the position, prior to that, either through the, before the selection process began or through the selection process, have any conversations with Sergeant Thurman about the process or about the position?

19B Closed Investigative Records with possible unfair practice: I mean I'm sure I did 'cause I know I talked to **19B Closed** 'cause we were on the same platoon in downtown nights 2, and I asked him like what should I be preparing for. And I'm sure that same kind of conversation came up because I was doing a ton of CI stuff with Sergeant Thurman at the time. So, I'm sure it did, but I can't recall right now a specific conversation.

TH: Okay. And just real briefly, you've mentioned this CI work with Sergeant Thurman a couple times.

19B Closed Investigative Records with possible unfair practice: Uh huh (yes).

TH: Just briefly tell me what that's, what that's all about?

19B Closed Investigative Records with possible unfair practice: So, they would have a CI that's been doing drug buys or whatever they're doing with the detectives come in, and I would have to do a body search on those CI's to make sure that they didn't have any contraband or --

TH: Okay. So, you're --

19B Closed Investigative Records with possible unfair practice: -- money.

TH: -- talking about female CI's?

19B
Closed
Investigation

: Yes.

TH:

Okay. So, beyond conducting the search, were you involved in these investigations or these buys at all?

19B
Closed
Investigation

: Some days I would not be. It depends on if I was working. If I was working, then I'd just go back to work. But, if they had called me in for the search, then I would just go ride along with them and listen to the wire. But --

TH:

Ride along with the detectives --

19B
Closed
Investigation

: Uh huh (yes).

TH:

-- as they surveilled the buy?

19B
Closed
Investigation

: Yes.

TH:

Okay. So, you and I talked by phone on Monday?

19B
Closed
Investigation

: Yes.

TH:

Two days ago, when I first informed you that I wanted to talk to you about an investigation I was doing.

19B
Closed
Investigation

: Yes.

TH:

And then you came in later that day -- I issued your member notification and so forth. And my understanding is that after we initially talked on the phone, but before you came in and got your member notification, that you had a phone conversation with Deputy [REDACTED]. Is that correct?

19B
Closed
Investigation

: Yes.

TH:

Okay. So, as best you can recall, I'd like for you to tell me what the conversation entailed?

19B
Closed
Investigation

: Well, basically I kind of said, you know, I'm getting this IA interview, and I think -- I mean it makes sense that it would be about Thurman 'cause he's the only one that I know that's on admin leave and is undergoing this IA investigation. And I asked him -- I told him I know you can't really talk about it, and I don't really need to know details, but I've never been through an IA interview before. What do I need to

know? Like, what's the process? What does this look like? And so we had a discussion about kind of how the process would go, and I said, you know, I don't even know why I'm getting interviewed on this 'cause I can't think of anything that I was involved in or a witness to. And I said the only thing that I could even remotely think of is just comments that Thurman makes 'cause it's Thurman, and he just makes comments all the time. And that was pretty much our phone conversation 'cause he ended up getting a call and had to go.

TH: Okay. People make comments all the time. I make comments. You make comments. We all make comments. But, we don't all end up under --

19B Closed Investigative Records with possible unfair practice: Right.

TH: -- investigation for them.

19B Closed Investigative Records with possible unfair practice: Right.

TH: So, I'm getting the impression that the comments that you're talking about are maybe what you would consider inappropriate comments of some sort? Is that correct?

19B Closed Investigative Records with possible unfair practice: Yeah.

TH: Okay. Directed towards you, directed towards other people?

19B Closed Investigative Records with possible unfair practice: Both.

TH: Okay. So, I'd like for you to give me some examples.

19B Closed Investigative Records with possible unfair practice: Uh --

TH: Let's start with comments made to you or comments that you've -- he either made to you or you overheard that you felt were possibly or were inappropriate.

19B Closed Investigative Records with possible unfair practice: The problem is I, I mean for me, I'm not offended by the things that he has said. It's, to me, I take it as a joke. But, like the comments that he makes could be seen as inappropriate and not okay to say. Example, we're all supposed to go to Omaha, and by all I mean Jeff Thurman, **19B Closed Investigative Records with possible unfair practice**, myself, and I think **19B Closed Investigative Records with possible unfair practice** is supposed to go, but I'm not 100 percent sure on that. It's for a, the Air Unit. It's a training seminar for new TFO's.

And like one of the comments that he made that I didn't take offense to and it was a joke was that me and him were gonna be sharing a hotel room. So, to some people, that could probably sound pretty bad. For me, it was -- I wasn't offended by it. I just took it as a joke.

TH: Okay. Any others that come to mind?

98 Closed Investigative Records with possible unfair practice: Off the top of my head, no.

TH: Okay. So, that's a comment?

98 Closed Investigative Records with possible unfair practice: Uh huh (yes).

TH: You said earlier, "comments."

98 Closed Investigative Records with possible unfair practice: Right.

TH: So, think back.

98 Closed Investigative Records with possible unfair practice: Like I know that he's said things, and we're all like, whoa. But, specific comments, I'm trying to think of like specific comments.

Like one -- in our unit meeting one day he was talking about in their roll call for their platoon, so VPN 2. He was doing a briefing, and I guess he like used the term "colored people" and didn't know that that was derogatory. So, he was talking about that and how he had no idea that that was a term that he shouldn't be using. And we were like, yeah. Probably shouldn't say that. Watch your mouth.

TH: Have you ever heard him refer to people of color as "colored people," or "niggers," or any other commonly used racial slur or epithet?

98 Closed Investigative Records with possible unfair practice: The only time I ever heard him say that was when he was talking about it in our unit meeting that he used the term "colored people" in roll call. That's the only time I recall him actually using a term like that.

TH: Okay. Have you ever heard him tell a joke, a racist joke, or a sexist joke, or make racist or sexist, you know, snide comments?

98 Closed Investigative Records with possible unfair practice: Yeah.

TH: Okay. So, give me an example of that.

[REDACTED] : Ooh. I don't know specifics. I know that he just makes, like you said, snide comments. Some of it that I heard was like when we did CI buys, and he was talking about his CI's and how gross they were.

TH: The female CI's or --?

[REDACTED] : Yeah.

TH: Okay.

[REDACTED] : 'Cause I never did male CI's so --

TH: Okay.

[REDACTED] : But, I don't want to just throw words out there 'cause I don't remember exactly what he said. I just know that he makes comments.

TH: So, in referring to the CI's that he's using, speaking derogatorily of them?

[REDACTED] : Yeah.

TH: Kind of because of what? Because they're involved in the drug activity, or because they're a female, or because they're of a different race, or --?

[REDACTED] : I think it's just 'cause they're involved in the drug activity, and they're kind of gross.

TH: Okay. Any terms come to mind as far as names that he would refer to them by?

[REDACTED] : No.

TH: Okay. But, if you were referred to by something like that, you would be offended?

[REDACTED] : It's hard to say 'cause I'm not in that position. Probably if I -- maybe?

TH: But, as a female hearing another female referred to as, you know, by demeaning names or comments, that would --

[REDACTED] : Probably, yes.

TH: Okay. And when we're talking about comments made in the work place and the work environment, would you agree that just because maybe you have a higher tolerance for something like that and maybe aren't offended by it doesn't mean that another employee wouldn't be --

19B Closed Investigative Records: That's correct.

TH: -- if they heard it, correct?

19B Closed Investigative Records: Yeah.

TH: Okay. Have you talked with Deputy **19B** about this at all?

19B Closed Investigative Records: I talked to her the other day and just said that I was getting interviewed, but that's the extent of the conversation that I've had with her.

TH: Okay. So, I need to go a little more into detail about this comment that you said Sergeant Thurman made to you about sharing a motel room. Okay? Did this occur on duty?

19B Closed Investigative Records: Yeah, it occurred during training.

TH: During training. Did anybody else hear this comment?

19B Closed Investigative Records: Yeah.

TH: Who else?

19B Closed Investigative Records: I'm -- the majority of the Air Unit. Who all was actually in the room, I don't know, but a lot of us were in there.

TH: And was this the most recent Air Unit meeting, or can you tell me which, a date or anything?

19B Closed Investigative Records: Maybe last month's.

TH: Last month?

19B Closed Investigative Records: 'Cause he wasn't, he wasn't here this last training day, so one of the April training days.

TH: And where did this meeting take place?

19B
Closed
Investigative
Records with possible
unfair practice

: At the hangar.

TH:

Do you remember if 19B Closed was present?

19B
Closed
Investigative
Records with possible
unfair practice

: I think he was.

TH:

Do you know if 19B Closed Investigative Records with possible unfair practice was present?

19B
Closed
Investigative
Records with possible
unfair practice

: I don't think he was.

TH:

And I don't know if he normally goes to those or not.

19B
Closed
Investigative
Records with possible
unfair practice

: He'll pop his head in occasionally, but I don't think he was there.

TH:

So, this is May. So, you believe this would have been the April unit meeting?

19B
Closed
Investigative
Records with possible
unfair practice

: Yeah, one of the two days. It's -- so, we have one the first Wednesday and then the third Wednesday of every month. So, it would have been one of those two Wednesday's.

TH:

Anything else happen that day of any import that might help you narrow down as to which of the two meetings that this comment was made during?

19B
Closed
Investigative
Records with possible
unfair practice

: No. I mean this isn't the first time he's said that. Like he's joked about it a couple of times so --

TH:

Joked about sharing a motel room with you?

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unfair practice

: Yeah.

TH:

Okay. Do you think that's appropriate conduct for a sergeant?

19B
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Records with possible
unfair practice

: Probably not.

TH:

To a subordinate employee?

19B
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unfair practice

: Probably not.

TH:

Okay. And granted, I'm not -- you've already made it clear that you felt he was joking and you didn't, you're not offended by that? But, you do agree that it would, that it's inappropriate for work conduct?

19B
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Investigative
Records with possible
unfair practice

: Probably, yes.

TH: Okay. Are there any other female deputies in the Air Support Unit?

[REDACTED]: No.

TH: Okay. You're the only one?

[REDACTED]: Yes.

TH: Has Sergeant Thurman made any other comments to you that would you consider, even if you don't consider them offensive, that you would consider to be I guess sexual in nature? I mean sharing a motel room with a female employee I don't know how you couldn't consider that sexual in nature, okay? What else has he said, if anything?

[REDACTED]: That's the only one that I recall. Yeah, that's the only one that I recall.

TH: Are you aware of him making any comments like that or of a sexual nature to any of the other female employees? Any of the other female deputies?

[REDACTED]: No.

TH: You've not been approached or --

[REDACTED]: No.

TH: -- told by **[REDACTED]**, for instance, of anything like that?

[REDACTED]: No.

TH: Okay. Why do you think that he would make that comment to you?

[REDACTED]: I don't know. I mean --

TH: Do you think he's interested in you?

[REDACTED]: No, no.

TH: Any other employees, any other male deputies in this department make comments about sharing motel rooms with you?

[REDACTED]: No.

TH: Okay. So, I mean --

[REDACTED]: I don't know. I think --

TH: -- is it --

[REDACTED]: -- it was a joke. I don't think that there's any interest there.

TH: Has he ever said or done anything else that would suggest to you that maybe there was some interest?

[REDACTED]: No.

TH: Okay. Okay. I think that's all the questions I have.

RW: You have kind of indicated that Sergeant Thurman makes snide comments. Is it with a frequency, you know, does it surprise you when he says something off --

[REDACTED]: No.

RW: -- off the wall?

[REDACTED]: No.

RW: Is it just --

[REDACTED]: It's just, it's almost like his personality. It's just, he just jokes, and I guess it's kind of vulgar. That's just who he is.

RW: Is it you just hear the comment and kind of an, oh well. It's just Thurman?

[REDACTED]: Pretty much, yeah. 'Cause he just, he's not, he doesn't like single anybody out as far as I am aware. Like he makes comments like this to everybody. It doesn't matter who you are. It's male, female, whatever race, whatever rank. It's just how he is.

RW: Outside of using the term, "colored people" in his comments during the unit meeting, have you ever heard him make any other kind of racial comments?

[REDACTED]: No.

RW: Have you ever heard him make any kind of racial comment directed at anybody?

 : No.

TH: All right. I think that will be all then. It is 9:54, and I apologize for going longer than I expected. But, with that, we'll go ahead and end the interview and turn off the recording equipment.

(Recording ends at 9:54 a.m.)

RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/22/19
Also present: Randy Withrow, Human Resources Manager

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 22nd, 2019, at 1413 hours. This is the date and time set for an administrative witness interview with Deputy [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Deputy [REDACTED] and Randy Withrow.

[REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative Rights and Responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No.

TH: For the record, it should also be noted that Deputy [REDACTED] has agreed to waive her right to 72 hours prior notice to being interviewed, and she has elected not to have Deputy Sheriff's Association representation present.

The alleged policy violations related to Lexipol Disciplinary Policy under investigation here is Sheriff's Office Policy 328.3.1 -- Discriminatory Harassment.

So, [REDACTED], just to start, could you briefly tell us how long you've been a deputy with the Sheriff's office?

[REDACTED]: I was employed on January 25, 2016, so I'm in my fourth year now.

TH: Do you have any prior law enforcement experience?

§ 87(2)(b) :

I don't.

TH:

And where are you currently working?

§ 87(2)(b) :

Assigned to Valley patrol nights 1. I'm in district 6.

TH:

Have you worked any other platoons or any other

§ 87(2)(b) :

Oh, yes. So, I worked downtown for six months, so for a mark-up and then obviously in training I went between the Valley precinct and downtown. I was on Valley patrol nights 2 with -- it was Corporal Thurman at the time and power shift.

TH:

Okay.

§ 87(2)(b) :

So --

TH:

So --

§ 87(2)(b) :

-- wherever they needed me for the first few years.

TH:

That's not uncommon.

§ 87(2)(b) :

Right.

TH:

Who's your current supervisor?

§ 87(2)(b) :

Sergeant Streltsoff and Sergeant Mia.

TH:

Okay. So, it's come to my attention that you've, you have some information that you want to tell me about regarding my ongoing investigation, correct?

§ 87(2)(b) :

Yes.

TH:

But, before you start, I'd like for you to briefly tell me what you know or what you've heard about my investigation?

§ 87(2)(b) :

I'm good friends with § 87(2)(b) Closed Investigative Records with possible unfair practice. He was my first FTO, and I mean he hasn't really shared any specific details about the investigation, but based on what he has told me in the past just being friends about his concerns regarding some of the promotions that he was trying to receive and he didn't get, he has just made some comments saying, you know, I wonder why, and I don't understand why I'm not receiving these specialty positions. And he has, you

know, made some statements about there being racism in the past regarding Jeff Thurman. And I had never specifically -- or sexism -- but I had never specifically heard any of that.

And then also I went through the academy with [REDACTED], and she's one of my really good friends as well, and I'm on her platoon. And I do know that when she received her promotion in the Air Unit, she did tell me several times, just said I -- yeah, the interview was super relaxed. It was [REDACTED] and Thurman and I in the oral board interview, and she had told me, you know, it was really relaxed. They didn't even really ask me what I, why I wanted to be part of the Air Unit and things of that nature. Whereas, obviously, [REDACTED] is my good friend too, and he had told me, you know, I applied for this position, and it was an oral board interview.

So, to me, I thought okay. Well, I didn't think anything of it, but then obviously we got the email saying that Thurman had been placed on administrative leave, and I had noticed that [REDACTED] had been -- he was coming back from baby leave, so he had been put on a different platoon, and I had put two and two together and then in conjunction with a comment that I had heard, I just felt like it was appropriate to bring that to [REDACTED] attention. And I have not told anybody else about it other than him and you so --

TH: Okay. Very good. So, yeah. I guess at this point I'll just let you go ahead and describe starting with, as best you can recall, when and where type thing. Tell me what it is that you, that you have to say.

[REDACTED]: Okay. So, it was probably a year to a year and a half ago because it was nice out. I remember the weather was nice. And I was assisting -- I think he was working for the investigatives division in the, at the Valley -- or Sergeant Thurman now. I was assisting him with a narcotics buy, and we went up onto the South Hill and that's where the buy was taking place. And it was just west of that Regal shopping center up there, so I want to say it was like 33rd, just west of Regal or Thor. I always get those two one-ways mixed up.

And we were waiting in his unmarked van for the CI to go in and do the narcotics buy. And it was just he and I in the van, and I was in the back, which it's open. There's -- it's not double layer seats. I was just in the very back row sitting there, and he was in the driver's seat, and we were waiting for a really long time 'cause, you know, you never know how long that buy situation is going to take. So, I was waiting in there. It was probably about an hour. And I had my head down, I was just on my phone, you know, shouldn't have been, but I was.

And all of a sudden I heard Sergeant Thurman say, "You fucking nigger." And my head snapped up and I was like looked around like who is he talking to you, you know, and he -- I said what happened? Because I thought that was pretty intense, and he said, well, that guy just threw out a bagful of empty fast food like he just littered it. And I noticed in the road that there had been litter, but, and I heard a car go by, but the car was already past us.

So, I don't know if the driver was black or, you know, I assumed he didn't hear him. I don't recall the window being down, so I don't think that he would have heard what he had said, but still nonetheless, and I'm not African American, so I didn't feel offended by it I guess.

So, but I did remember it recently when all of this started to happen because I remember thinking at the time, geeze, maybe [REDACTED] right, you know? 'Cause obviously that's a racist, derogatory term. You don't use it any other way. So, that's it.

TH: Okay. And so other than his immediate explanation for why he said that, did you have any further discussion with him about it at any point?

[REDACTED]: No, I didn't. Not after that, and I never spoke to it, to anybody about it.

TH: Okay. So, again, you said this was about a year to a year and a half ago, and did you say it was summer or --

[REDACTED]: The weather was getting nice like this, so I would assume it was a year ago. It may have been a year and a half ago, but it was about this time of year, last year.

TH: And as far as the time of day, was it daylight, or was it dark, or --

[REDACTED]: I believe it was right around 1700 or 1800 because it was just about to start to get dark. I got home right after dark --

TH: Okay.

[REDACTED]: So --

TH: So, it was light out at the time?

[REDACTED]: Yes.

TH: And you mentioned that you saw the garbage in the street that he apparently was referring to --

19B Closed Investigative: That's --

TH: -- that was thrown out?

19B Closed Investigative: -- that's correct.

TH: And just kind of off topic just a little bit, the -- I'm assuming your role in this operation was that the CI was probably a female?

19B Closed Investigative: No. So, I had been helping because the CI's were previously female. And I don't remember why I was there that specific date. There was a reason for it. I don't know if it was because we had a couple different CI's that day and one was a female, but I think I was -- I don't remember why I was there that specific day, but there was a reason for it. But, it's been a while now so I apologize.

TH: Okay. Was this a pretty common occurrence for you to be involved in controlled drug buys being a patrol deputy?

19B Closed Investigative: I had done quite a few of them just because typically the CI was female, so obviously during the search they wanted a female deputy for that. And then I don't -- I mean typically when I have helped when the CI has been a male, it's because I'm helping with surveillance as far as recording, you know, while they're doing other stuff, so I'll have the video camera before. But, typically -- that day I did not. I was not doing the recording so, yeah, I don't remember why I was there specifically. But, yeah, I have done, I've probably done I mean I would say ten buys with them.

TH: And would you --

19B Closed Investigative: So --

TH: -- do these on duty time, or off duty --

19B Closed Investigative: Off duty.

TH: -- overtime?

19B Closed Investigative: Yeah, off duty.

TH: Okay. So, this situation that you described in the van, was there anybody else in the van?

IBB Closed Investigative : There wasn't.

TH: Okay. All right. So, I'm just gonna ask you kind of a whole series of questions here relatively quickly. Have you ever, either before or after the incident you just described, heard Jeff Thurman, either on duty or off duty, refer to people of color or people of other races by racist slurs or epithets?

IBB Closed Investigative : I have not.

TH: Have you ever heard him tell a racist joke?

IBB Closed Investigative : I have not.

TH: A sexist joke?

IBB Closed Investigative : Nope. I have not. I had to think about that for a sec.

TH: Make any sexist or any inappropriate comments about women?

IBB Closed Investigative : No.

TH: Make any sexist or inappropriate comments to you or to someone else in your presence?

IBB Closed Investigative : No.

TH: Have you ever heard him make any derogatory statements or comments about his CI's?

IBB Closed Investigative : No.

TH: Did you know Jeff Thurman before you came to work here?

IBB Closed Investigative : I did not.

TH: Do you associate with him off duty at all?

IBB Closed Investigative : Not anymore. I mean when I worked on his platoon, sometimes we would, you know, chat. One time we were going, both going to a concert to Watershed, and we had, we were gonna meet up there, but it didn't end up happening 'cause he was busy and I was busy and that

was it. But, and then other than that just the Christmas party when I was on Valley precincts night 2. It was held at his house, so I went out there for that, but that's the only two, that's the only time.

TH: And you've worked with Jeff over the years obviously, at least for the last couple three years you've been here, correct?

9B Closed Investigative: Yes.

TH: Have you ever seen him treat a person of color or of a different race, or a different sex, differently than he normally would treat somebody of his own race or his own sex?

9B Closed Investigative: No. I'm just trying to think back. No. I mean it's difficult because obviously as a female deputy, things are -- we are going to be treated somewhat differently, but I don't think that it's ever been inappropriate, you know what I mean? Like I've never felt like he was inappropriate with me at all.

TH: Okay.

9B Closed Investigative: So --

TH: If your mother was with you and he said something that you didn't feel was inappropriate, would your mother feel it was inappropriate?

9B Closed Investigative: No.

TH: Okay. Have you ever been told by any other members of this agency that they have heard Jeff Thurman make racist or sexist statements in their presence?

9B Closed Investigative: Yes.

TH: Okay. Tell me about that.

9B Closed Investigative: Just **9B Closed Investigative Records with possible unfair practice** has said that he has made inappropriate comments about female deputies, specifically, **9B Closed Investigative Records with possible unfair practice**, and she has not told me any specific comments, but she has told me that while working for the Air Unit that he has made jokes to her and of that nature, of like a sexual nature, but she has said that she didn't feel uncomfortable necessarily by it and she has said that when they were going to go to Omaha, Nebraska -- I think next month they were supposed to go for a week long training, and that he had made like several comments about, oh, during that week, you know, we're going

to, you know, drink and this and that and other comments, you know. I think, you know, comments about her being female and not necessarily -- I mean I know that he said, oh, you're going to end up pregnant, but he didn't say that he was the one that was going to get her pregnant. He was just saying, oh, we're gonna be there. We're gonna be partying and whatever. And so she, you know, she was kind of laughing about it.

It's kind of hard 'cause as you know in law enforcement people say things and I'm not exempt from that either. You know we make a lot of jokes and that's a kind of a culture thing, but it's never typically directed right at someone to make them feel uncomfortable. So, I mean she's never expressed to me that she felt uncomfortable, but she has said that comments had been made.

TH: Okay.

188 Closed Investigative Records with possible unfair practices:
So

TH: Including a comment, some sort of comment regarding their trip to Omaha and what they were gonna do and that she was gonna end up pregnant?

188 Closed Investigative Records with possible unfair practices:
Yeah. She said that and then she said that he told her, you know, you better start drinking water now because they were gonna drink alcohol and so it was just kind of, you know, kind of joking about, oh, we're gonna, 'cause we're gonna be drinking alcohol during that trip. So, that was it.

And then just the comments -- 188 Closed Investigative Records with possible unfair practices had never told me that he had directly made racist comments to him, but he had speculated that he felt like he wasn't receiving the same treatment because of his race due to the fact that he wasn't getting, you know, when he went for canine position, he didn't receive it, and then when he went for the Air Unit, he didn't receive it, and he was just concerned that he didn't know maybe the -- necessarily the reason, but he had told me that, you know, I don't feel like I can advance here anymore, and he had told me that. And so it had prompted him to kind of look at some other agencies, and he had said because I don't feel like I'm getting a fair shake here.

So, and I, and from what I've seen, he's done really good work. So, I did find that a little bizarre. And so I don't know if it was because of his race, but it was something that when that comment came up I thought, you know, the right thing to do would be to bring this to the forefront.

TH: Okay. Can you offer any explanation for why you think Jeff Thurman felt comfortable enough with you in the van to make a statement like that about a black, presumably a black person that drove by, you know, while you're there on duty?

19B Closed Investigative: I just think it was reactionary to be totally honest just by the tone of his voice and how it came out. I feel like it was reactionary. I know that he was going through a lot anyway because this is when Laslo was sick, and so I know he was going through a lot anyway. But, it just appeared reactionary to me based on his tone. I don't think it was necessarily his level of comfortability with me as much as just he was pissed.

TH: Did he act embarrassed or anything after saying it and realizing that, you know, you were there and you questioned him about it?

19B Closed Investigative: No. Not that I could tell. And like I said, I was sitting in the back, and he was sitting forward, so I wasn't really looking right at his face. So, I mean if there was any expression suggesting that he was embarrassed, I didn't see it.

TH: Okay. And he didn't apologize or anything?

19B Closed Investigative: No. No.

TH: Okay. I'm pretty sure that you've already answered this kind of as you ad libbed here throughout our conversation a little bit, but I'm gonna ask it again just to make sure that it's clear. Has Jeff Thurman ever said anything to you while on duty that you were uncomfortable with, offended by, or felt was inappropriate considering you're a female deputy, he's a male, and a supervisor, you know, at least recently?

19B Closed Investigative: No.

TH: All right. Is there anything else that we haven't discussed this afternoon that you think I should know that might be relevant to this investigation now that we've talked and discussed this a little bit?

19B Closed Investigative: No.

TH: Anybody else that you think I should talk to that --

19B Closed Investigative: **19B** if you haven't talked to her. Yeah, that's it.

TH: Okay. All right. I don't know if Randy has anything?

RW: No. How much conversation did you have with [REDACTED] about the ASU appointment?

[REDACTED]: Quite a bit during the time that that happened.

RW: How did he feel about it? What transpired there?

[REDACTED]: He was just upset obviously. I think -- but to me, you know, I didn't know of any credible statements at this time. You know, I guess this one -- what did happen prior to that, but I just honestly I just didn't even think about it until all of this started happening, and so, but, you know, people -- obviously their feelings are hurt when they don't get a promotion or when they don't get a specialty unit that they really wanted to go for. I mean they're gonna be disappointed.

So, to me I was thinking, okay. Well, I'm just gonna be there as a friend. And I'm just thinking he probably just didn't get it, you know? He probably just didn't get the promotion. And [REDACTED] although she had way, a lot less experience at the time than [REDACTED], she was very active at that time. She was doing buys with Thurman as well, so, I was thinking, okay, well, you know, maybe this is just kind of her momentum, and they're like yeah. Let's give her a shot, you know?

And so and I still think she's qualified for the job as well, so I just thought, you know, well, I mean of course his feelings are hurt if somebody who is less experienced than him got this promotion. But, at the same time, I was like that doesn't mean that she didn't deserve it. So, but yeah, he just seemed, he just seemed disappointed and --

RW: So, she was a little less experienced than [REDACTED] was?

[REDACTED]: Oh, yeah.

RW: Do you think Thurman influenced the appointment in [REDACTED] favor?

[REDACTED]: I have no idea. That would have to -- I mean that would have to be a question for [REDACTED]

RW: Well, no, I'm --

[REDACTED]: But I --

RW: -- just asking just based on what -- 'cause you seemed to have had conversations with both [REDACTED] and [REDACTED]

[REDACTED]: Right.

RW: You formed an opinion of one is a little more experienced than the other --

[REDACTED]: Oh yeah. Well, just I mean he's --

RW: -- so, Thurman's the common denominator here. I'm just wondering if you have an opinion about whether he favored [REDACTED] over [REDACTED]?

[REDACTED]: Uh huh (yes). Well, I think, you know [REDACTED] had been employed for four or five years longer than we have. He's a field training officer. He is writing the field training manual for how to train deputies. He has worked at two different agencies. He grew up a cop kid. His dad is a detective for us.

So, he has a ton of experience just in law enforcement in general whereas with [REDACTED] like we're in our fourth year. She didn't have a specialty yet. She, you know, like she's not a trainer. She only went to criminal justice training through her college, but she didn't have any previous experience. And so I was a little surprised that when going up against her for a specialty that she received it.

But, at the same time, I was like, you know, that doesn't mean that [REDACTED] hasn't done really good work and that she hasn't shown that she wants to be here. She works a ton of overtime. Now, she's a reality based instructor, so she's doing that. You know, she goes out to the academy now and helps with the new recruits. So, she has also shown like initiative, so I thought, okay.

Well, I mean I wasn't sitting on the oral board interviews, I'm not in charge of the hiring. Maybe she just got the promotion. So, but at the same time, I mean I was a little surprised, and I could understand from his perspective why he would be surprised that he didn't get that promotion. So, but again, I wasn't there during the interviewing process. I just -- but, I do know that [REDACTED] told me, has told me several times that it was very relaxed and that they didn't even really talk about the Air Unit.

RW: But, yet [REDACTED] said his was very formal, his oral board?

[REDACTED]: He said it was an oral board interview for him.

RW: Why do you suppose there was such a difference?

[REDACTED] : I don't, I mean --

RW: Between very, very relaxed versus very formal?

[REDACTED] : Right. I, and again, like I was thinking maybe because [REDACTED] 19B you know, had already, had been spending more time at that time with Thurman and [REDACTED] Investigative Records with possible unfair doing buys with them. So, I was like maybe it's because they've already spent a lot of time and she's expressed interest, who knows, during that time. You know, that's all speculation though. So, I don't know.

TH: Okay. So, were you surprised that she was picked over [REDACTED] Investigative Records with possible unfair?

[REDACTED] : I was surprised.

TH: Do you know if she was surprised?

[REDACTED] : I don't think she was. No, I think --

TH: Okay.

[REDACTED] : -- that she thought she deserved the promotion.

TH: Okay.

[REDACTED] : So --

TH: And nobody's suggesting she didn't.

[REDACTED] : Exactly, yeah.

RW: Everybody that applies thinks they deserved it.

TH: Exactly. And everybody that doesn't get it

RW: It's just the way it works.

TH: -- is disappointed.

[REDACTED] : Exactly, so, yeah.

TH: All right. Well, I think that's all I have for you then. It's 1438 hours and that's -- we'll end the interview, and I'm turning off the recorders.

 : Okay.

(Recording ends at 2:38 p.m.)

RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/27/19

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 27th, 2019, at 1605 hours. This is the date and time set for an administrative witness interview with Deputy [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's room is Deputy [REDACTED]. And he's elected not to have anybody with him for this interview.

Deputy [REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative Rights and Responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No, I don't.

TH: Okay. So, the alleged policy related to Lexipol Disciplinary Policy under investigation here is Sheriff's Office Policy 328.3.1 which is the discriminatory harassment statute.

So, just briefly if you would, tell me how long you've been a deputy with the Sheriff's Office?

[REDACTED]: It should be just five years and like a month now.

TH: Do you have any prior law enforcement experience?

[REDACTED]: Yes.

TH: Where at?

[REDACTED]: Post Falls P.D.

TH: How long there?

[REDACTED]: I think it was nine, ten years.

TH: So, you've been at this a while?

[REDACTED]: Yes.

TH: And where are you currently working?

[REDACTED]: Downtown nights 2.

TH: And who are your supervisors?

[REDACTED]: Sergeant Kiehn, Sergeant Stockman.

TH: Okay. I understand that you're a current member of the Air Support Unit, correct?

[REDACTED]: Yes.

TH: And what is your position with the Air Support Unit?

[REDACTED]: As a tactical flight officer.

TH: Otherwise known as a TFO?

[REDACTED]: Yes.

TH: How long have you done that?

[REDACTED]: I think roughly three years I think.

TH: Back in early 2018, so a little over a year ago, Deputy [REDACTED], Deputy [REDACTED], I guess it would be Corporal [REDACTED], were selected from a pool of applicants to fill two TFO positions in the unit. Deputies [REDACTED] and [REDACTED] also applied for the positions but weren't selected. Were you involved in any way with the evaluation or selection process for those two positions?

[REDACTED]: I don't know if, how you would call it. Like they interviewed them, and they just said, hey, this is what we think. Do you guys have any objections as how it would be presented to -- like at a meeting.

TH: Okay. But, you didn't participate in the oral boards?

9B
Closed
Investigative

No.

TH:

You didn't participate in any evaluation of the applicants' resumes or anything like that?

9B
Closed
Investigative

No. They just sent them out just to look at them and show you whose applied at our meeting and say, hey, this is what we determined based upon our interviews with them.

TH:

Okay. So --

9B
Closed
Investigative

And then if you have any, you know, if's, and's, or but's about it, you know, let us know or --

TH:

Okay.

9B
Closed
Investigative

-- bring it forward.

TH:

But, that happened after the, after the oral boards?

9B
Closed
Investigative

Yes.

TH:

Do you know if it happened before the final decision was made or after the final decision was made?

9B
Closed
Investigative

I think it would be before because I think usually they had them prior to our meeting, so if we had a meeting on a Wednesday I think they'd do them -- it's usually 1:30, so the morning half would be interviews. Then we'd go into our ASU training day and then, if I remember correctly, that they would say, hey, we, this is who we interviewed. Here's the packets, and this is what we think how they did in their interview, and then from there I think it would go to 9B Closed Investigative Records with possible unfair practice for the final decision.

TH:

Okay. Was there a vote taken?

9B
Closed
Investigative

I don't recall.

TH:

Okay. So, I've spent, prior to coming to the Office of Professional Standards, I spent about 14 years as a detective in the Major Crimes Unit. And in -- I came in the junior guy, and I think when I left there was maybe one guy left that had seniority over me in the unit. So, I had a lot of guys, detectives come and go during that 14 years. So, we had a lot of discussions and then the whole process of whose gonna

replace a detective when he left, okay? So, it would not be uncommon for us as a group in there, I think there were six of us most of the time, to know who had applied for the unit and to have some, you know, informal discussions amongst us about who we felt might be more qualified, or better qualified, or a better fit for the unit or maybe not.

And so, you know, I would assume those same types of discussions occurred within the Air Support Unit --

[REDACTED]: Yes.

TH: -- this last time regarding the candidates. Is that correct?

[REDACTED]: Yes.

TH: Okay. Were you involved in any of those discussions?

[REDACTED]: Yes.

TH: Okay. With who else?

[REDACTED]: I would assume with everybody in our ASU.

TH: Okay. So, and just confirm that these discussions occurred before the oral boards occurred, okay?

[REDACTED]: Yeah. I would think so, but I'm just remembering for sure if it's the day of the oral boards.

TH: Okay. Well, I'm talking right now about discussions that may have occurred before the oral boards, okay?

[REDACTED]: Yeah.

TH: Okay. So, during those discussions, were there one or more of the applicants that you were advocating for or that you preferred over any of the others?

[REDACTED]: Just -- I've only -- I don't know [REDACTED]. All I know is I had -- I was hired with [REDACTED], like the same start date. Know [REDACTED], kind of know [REDACTED], and then [REDACTED] was in my training car.

TH: Okay. So, you were her training officer for --

[REDACTED]: Yes.

TH: -- a period of time? Okay. So, that didn't really answer my question. Was there any of the four candidates, one or more of the four candidates that you personally were advocating for during say some of these discussions?

19B Closed Investigative Records with possible unfair practice : No. I just -- those three, based on what I knew is, were my top ones 'cause I just didn't know **19B Closed Investigative Records with possible unfair practice**.

TH: Okay. Were you involved in any of those discussions where Jeff Thurman was also involved in the discussion?

19B Closed Investigative Records with possible unfair practice : The only time I think is after the oral board when we had our group meeting, and they just said, hey, this is, like I said earlier, they presented their packets, and this is how we think they rated in the oral board.

TH: Okay. But not before?

19B Closed Investigative Records with possible unfair practice : No.

TH: You don't recall any, being involved in any conversations with him or overhearing any conversations with him involving what he thought of a particular candidate or candidates prior --

19B Closed Investigative Records with possible unfair practice : No.

TH: -- to the oral boards?

19B Closed Investigative Records with possible unfair practice : No, not that I remember.

TH: Prior to the oral boards occurring and the discussions that you talked about after the oral boards, do you, did you have any indication from any source or any reason to believe that the decision had already been made?

19B Closed Investigative Records with possible unfair practice : No.

TH: About who they wanted on the oral, on the unit?

19B Closed Investigative Records with possible unfair practice : No.

TH: It's my understanding there are a few of the members of the unit scheduled to attend the 2019 Airborne Public Safety Association annual conference in Omaha, Nebraska in July. Is that correct?

198
Closed
Investigative

Yes.

TH:

Have you been to that conference?

198
Closed
Investigative

No. The only conference I went to was L.A. It was a TFO school.

TH:

Okay. Is there required training for TFO's?

198
Closed
Investigative

Yeah. They kind of call it like your academy type thing. So, like once you're on -- roughly they just -- once they get enough funds they want to send you over there right away. It's kind of like an entry, intro into the Air Unit.

TH:

So, kind of like TFO basic training?

198
Closed
Investigative

Yeah, kind of like that.

TH:

Okay. Is that always in the same place?

198
Closed
Investigative

I recall -- yes, but as of now, they're, they've tried to relocate it to another place 'cause like a couple guys retired out of LAPD that were training.

TH:

Is that part of the training in Omaha this year, the conference?

198
Closed
Investigative

That's what I was told, yes, that they're starting to do it over in Omaha now rather than the LAPD one.

TH:

I see. So, it would be basically the same training you got elsewhere that I think 198 Closed Investigative Records with and 198 Closed Investigative Records with will be getting in Omaha?

198
Closed
Investigative

Yes, that's what I was told.

TH:

Okay.

198
Closed
Investigative

Just kind of the same thing, different location.

TH:

Okay. And I understand that the Air Support Unit traditionally has at least one and maybe two unit meetings a month on Wednesdays?

198
Closed
Investigative

Yes.

TH:

Is that correct? Is it one or two?

[REDACTED]: Winter, up until I think May, and then we go into one through the summer I think until October or September, and then it goes back to doing two. But during the summer, busy months I guess they do one.

TH: Okay. It's been reported to me that during a recent ASU meeting at the hangar, there was some informal discussions that occurred between some of the members of the unit, including [REDACTED] and Jeff Thurman regarding their plans and accommodations for the trip to Omaha. Do you recall hearing or being part of that discussion?

[REDACTED]: No, 'cause I'm not going, so I don't partake in --

TH: Okay. Well, my --

[REDACTED]: -- that. I don't know when the or actually even know when they go.

TH: My understanding is is that this was, these informal discussions or "BS" sessions occurred at the regular unit meeting and that pretty much everybody in the unit was present.

[REDACTED]: Yeah. I don't remember. I just -- I know they had mentioned that they were going, and I just don't involve myself 'cause I'm not going, so I don't know. I just -- I've heard that they're going -- I think it's just Thurman, [REDACTED], [REDACTED], and [REDACTED] maybe are going I think? And [REDACTED]?

TH: Okay. Well, I'm gonna -- I'll tell you that it's my understanding that during one of those discussions, whether you were present or not, Jeff Thurman made a comment about he and [REDACTED] sharing a motel room during the trip. Does that --

[REDACTED]: Oh, yeah --

TH: -- remind you of anything?

[REDACTED]: -- yeah. I think he joked around about that in our meeting.

TH: Okay. Tell me about that.

[REDACTED]: I just remember them just mentioning, talking about their trip, and then he says, yeah, I'll be sharing a room with you, and they all laughed and kind of walked off.

TH: And you understood that he was joking?

[REDACTED]

Yeah.

TH:

It's also my understanding that he told her something to the effect of she needed to start drinking water because they were gonna be drinking alcohol on the trip.

[REDACTED]

Yes. I remember that.

TH:

Is that more or less what you recall hearing?

[REDACTED]

Yes.

TH:

And what was the, was that also in a joking type manner or --?

[REDACTED]

Yeah. I just think a little banter back and forth between them.

TH:

Okay. And can you tell me who all else was like immediately present, besides you, that heard that?

[REDACTED]

Like I said, I think it was just at our meeting, so whoever -- I don't know whoever was there, whatever day it was. One of the last few probably when it was mentioned and usually everybody's there.

TH:

So, my earlier comment about being told that pretty much everybody in the unit was there --

[REDACTED]

Yeah, was correct.

TH:

Would it be reasonable to believe that pretty much everybody then in the unit heard these comments?

[REDACTED]

Most likely, yes.

TH:

Okay. It's also my understanding that Jeff Thurman told [REDACTED] something to the effect of, "he knew she was gonna come back from the trip pregnant."

[REDACTED]

I don't, no, remember hearing that.

TH:

You don't remember hearing that?

[REDACTED]

No.

TH:

Nothing about being pregnant, or getting pregnant, or anything like that?

[REDACTED]

No.

TH:

Okay. Have you worked with or for Jeff Thurman in patrol?

[REDACTED]

No. He was always opposite platoon.

TH:

Do you associate with him off duty?

[REDACTED]

No.

TH:

Have you ever?

[REDACTED]

No.

TH:

So, have you ever had the opportunity to go on calls with him?

[REDACTED]

I don't -- no, I don't think so 'cause I was always just the opposite. I was usually Valley nights 1. They were nights 2. And then when I became nights 2, he -- in the Valley, he was a detective.

TH:

Okay. Have you ever heard Jeff Thurman refer to people of color or people of other races by racist slur or epithet?

[REDACTED]

I have not.

TH:

Have you ever heard him tell a racist joke?

[REDACTED]

I have not.

TH:

Have you ever heard him tell a sexist joke?

[REDACTED]

I guess it would be the --

TH:

Other than what we just --

[REDACTED]

-- maybe we could share the room. That would be all I could recall.

TH:

Okay. But, other than that, no?

[REDACTED]

No.

TH:

Other than those comments you heard him make to Deputy [REDACTED] that we just talked about, have you ever heard him make any sexual or

sexist comments to or about any other female employees of this agency?

BB Closed Investigative Records with : No, I haven't.

TH: Have you ever been told by any other members of this agency that they've heard Jeff Thurman make racist or sexist comments in their presence?

BB Closed Investigative Records with : No.

TH: Prior to the oral boards for the four previously named candidates, did you have any discussions with any of them regarding the process or what to expect during the oral boards?

BB Closed Investigative Records with : Yes.

TH: Tell me about it.

BB Closed Investigative Records with : I don't remember if **BB Closed Investigative Records with** asked questions. I know **BB Closed Investigative Records with** asked and said if we had time 'cause usually I always take a trainee by the hangar to let them know we have an Air Unit and what it entails. And so when she applied, she asked if we could go stop by the hangar. She could show, if I could show her like the helicopter and kind of like a quick pre-flight; what we do, like the F.L.I.R., spotlight, stuff like that --

TH: And so that occurred when --

BB Closed Investigative Records with : -- and (inaudible).

TH: -- that occurred when she was in your training car?

BB Closed Investigative Records with : No. Uh huh (no). That would be I think when she applied. She asked if she could come by. If there was a time we could stop by and show her like the helicopter and the hangar.

TH: Do you know if she ever was -- went along on any flights?

BB Closed Investigative Records with : I don't know. I think she was asking **BB Closed Investigative Records with possible unfair practice**, but I don't recall if she went or not.

TH: So, did you give her any advice or anything about what to expect for, after applying for the unit prior --?

[REDACTED]: Just like, just the stuff to know like a F.L.I.R. and a spotlight, you know, pre-flight stuff. Have an idea of it, your availability, and we'll be called out and kind of like things you have to go through and whatnot of a unit.

TH: Okay. Did you provide her any advance notice as to what some of the questions she could expect to be asked might be?

[REDACTED]: No.

TH: So, if Deputy [REDACTED] told me that the two of you actually talked about quite a few of the questions that she was subsequently asked on her oral board, that wouldn't be true?

[REDACTED]: I don't recall telling her any questions on there.

TH: You don't recall discussing any of the questions that she might expect to be asked during her oral board?

[REDACTED]: I --

TH: I'm telling you --

[REDACTED]: -- like --

TH: -- she told me that you did.

[REDACTED]: Okay. Well, I would recall like yeah just know our mission statement, and probably like hours that we'd go up and fly, and stuff just regarding the unit. Just have an idea what you'll know about.

TH: Do you know if she talked to anybody else that --

[REDACTED]: Uh --


TH: -- she may be confusing you with?

[REDACTED]: I'm not sure. I know she might of spoke to [REDACTED] or other guys on the unit. I don't recall.

TH: This has been -- this is May -- about four months ago. Are you -- is it possible that you just don't recall or can you say that you absolutely didn't share any of the

[REDACTED]: I --

TH: -- questions with her?

 -- I don't, yeah, I don't recall doing that, no.

TH: Okay. Okay. I think that's all I have.

: Okay.

TH: It is 1627 hours. That will end the interview, and I'm turning off the recording equipment.

(Recording ends at 4:27 p.m.)

2nd RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 5/30/19
Kevin Richey, DSA Representative

TH: This is Sergeant Hines with the Spokane County Sheriff's Office of Professional Standards. It is Thursday, May 30th, 2019, at approximately 1607 hours. This is the date and time set for a brief follow-up administrative witness interview with Deputy [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Deputy [REDACTED].

Deputy [REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative rights and responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No.

TH: Okay. So, during your first interview on May 22nd, we talked about some inappropriate comments that Sergeant Thurman made to you during a recent ASU unit meeting, correct?

[REDACTED]: Yes.

TH: And you told me about him making a comment in a joking manner about the two of you sharing a room during your planned trip to Omaha for --

[REDACTED]: Yes.

TH: -- TFO training --

[REDACTED]: Uh huh (yes).

TH: -- correct?

: Yes.


TH: And you told me that most of the members of the Air Support Unit were present and heard the comment as well?

: Yes.


TH: You also told me a little later in the interview that it wasn't the first time that Sergeant Thurman had joked with you about sharing a motel room with you, correct?

: Yes.

TH: We didn't talk about that, so I just want to ask you real briefly about the other time or other times when Sergeant Thurman had joked with you about sharing a motel room.

: So, it's all been in relation to this trip to Omaha. It's just been mentioned more than once. I honestly don't know how many times he said it, but I know it's been more than once that he's been joking around with me about it.

TH: Okay. While on duty again?

: Yeah. It's always been at ASU training days 'cause that's really the only time I ever see him.

TH: Okay. So, pretty much the same as the incident you described but just on more than one occasion?

: Yeah.

TH: Okay. And, again, I'm assuming that this comment was made in a joking manner in your opinion?

: Yes.

TH: Okay. It's come to my attention after talking with you on the 22nd that in addition to the comment about sharing a motel room with you made during the recent ASU meeting, Sergeant Thurman also made a comment to you about you ending up pregnant or something to that effect.

[REDACTED]: Oh, yeah. It, I don't remember exactly what was said, but it was along the lines of like there's a lot of single guys at the conventions -- these like TFO ABSA conventions, and he made like a joking comment that like I might end up pregnant.

TH: Just out of the blue?

[REDACTED]: Yeah. Just similar to the comment of sharing a motel or hotel or whatever room.

TH: Okay. Was this also at the, I mean this was also at the meeting?

[REDACTED]: Uh huh (yes).

TH: Correct? Okay. Is that a comment that he made more than once?

[REDACTED]: I don't think so, no. Just once.

TH: Okay. And what did you think of that comment?

[REDACTED]: I thought he was joking around again. I didn't really think anything of it.

TH: Okay. Did you get the impression he was talking about you ending up pregnant by any particular person or just --

[REDACTED]: No.

TH: -- in general or --?

[REDACTED]: And he said just in like there's a lot of single guys there, so just be careful 'cause you could end up pregnant kind of thing.

TH: Okay. Okay. Now that you've had a week or so to think about it and we've talked about it again, any other comments of a sexual nature, joking or not, that you recall he made to you or in your presence?

[REDACTED]: Uh huh (no). No.

TH: Okay. During our first interview, I asked you if the inappropriate comments you mentioned were directed towards you or towards other people and you answered both. We went on to talk about the comments that he had made to you, but I failed to ask you about comments that he had made to other people. So, now I want to ask you about that.

[REDACTED]: I mean he makes comments all the time just joking around with guys. Like I wish I could remember specifics but, yeah. He jokes around with the guys all the time. It doesn't matter like ASU, patrol, whoever, he makes sexual comments all the time with people.

TH: Okay. About other members of this Department? About I mean can you --

[REDACTED]: No. Not --

TH: -- give me any --

[REDACTED]: -- like, not about other people. Like he's very direct in what he says. He's like talking specifically to the person that he's making comments to. But --

TH: It's just kind of ambiguous.

[REDACTED]: I know.

TH: I'd like for you to --

[REDACTED]: I know.

TH: -- try to be a little more specific 'cause --

[REDACTED]: Yeah.

TH: -- you know.

[REDACTED]: And most of the time I just shrug it off 'cause it's like there's just Thurman being Thurman again.

I can't remember the exact words, but we were -- oh God. It was like right before he got put on leave. We were all outside of the VP, and I, I can't remember who we "all" were, but I was outside, and I was talking with somebody before my shift. Damn. And Thurman came by. He was going into the back through the VP, and he ended up talking to the person that I was talking to briefly, and something -- goddamn. Something was said like a little joking exchange between the two of them and like he ended up saying something about like along the lines of like the other guy wanted his nuts or something like that. It's comments that are like that.

TH: So, just like crude, sexual comments --

[REDACTED] : Yeah.

TH: -- of a variety of, in a variety of different forms or --

[REDACTED] : Yeah.

TH: -- contexts?

[REDACTED] : Yeah.

TH: Not always just about women?

[REDACTED] : Correct, yeah.

TH: Okay. For the record, Kevin Richey just came into the room for the DSA. It is 1615 approximately. All right. So, I'll move on to just a little, a slightly different topic here.

During your first interview, I asked you -- I'm sorry. I checked that one off. I already asked that one. In your first interview, you'd talked about, when we were talking about the oral board for the TFO position, you had mentioned that Deputy [REDACTED] had given you a heads up regarding a lot of the questions that you were asked during the oral board interview.

[REDACTED] : Uh huh (yes).

TH: Correct? Are you sure that it was Deputy [REDACTED] that discussed the questions with you or is it possible that it was maybe someone else in the Air Unit?

[REDACTED] : I'm pretty sure it was him because he was kind of giving me like, oh, these are the kind of like policies that you should look up, and we talked about his oral board and the questions that were on his, and they ended up being almost identical to the ones that I had. They were just different wording, different scenarios slightly.

TH: Okay. So, again, you -- I believe you said the, earlier that he didn't actually show you the question sheet?

[REDACTED] : Right. Yeah, I don't think I ever actually saw the question sheet. I know we talked about the questions 'cause one of them was like a vehicle prowl question and like you have an active vehicle prowl and

that's like a mile away or you're like hovering right over an alarm call, which one do you go to? So, it was -- and he was talking about like, well, why would you go to this one, and we like had a discussion about that.

TH: Okay. Did he give you, did you ask him to like show you around the hangar and show you the helicopter and that kind of thing, like give you a little tour of the hangar and so forth after you had decided to apply or had applied for the TFO opening?

18B Closed Investigative Records with possible unfair practice: I don't remember if I asked that or not. I know that I ended up going and doing it, but I don't know if it was with him. I thought, I think it was with Hall when I actually got called out to go and fly, and then it ended up getting cancelled or something.

TH: Okay. Okay. Well, I, that's all the questions I had. And, again, unless there's anything that we haven't discussed that you think I should know along the lines of what we talked about today, then, you know, let me know. What I really don't want to do is if I continue to talk to other people and then have to keep coming back to you and saying, well, what about this, what about that?

18B Closed Investigative Records with possible unfair practice: Right.

TH: So, I'd like for you to think especially about, you know, these comments at the TFO meeting.

18B Closed Investigative Records with possible unfair practice: Yeah, those are --

TH: You know, anything else that was said that, you know, I might be told by someone else later?

18B Closed Investigative Records with possible unfair practice: I don't think so.

TH: Okay. Okay. Well, I guess that's it then. It is 1618 hours and that ends the interview, and I'm turning off the recorders.

(Recording ends at 4:18 p.m.)

RECORDED INTERVIEW OF DEPUTY [REDACTED]

Interview Conducted by Sergeant Tim Hines on 6/4/19

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is June 4th at 1755 hours. This is the date and time set for an administrative witness interview with Deputy [REDACTED] regarding IA Investigation #2014-[sic] 0014. Deputy [REDACTED], for the record --

[REDACTED]: Are those IA numbers different?

TH: Okay. If I said 2014-0014, I meant 2019-0014. Deputy [REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and remind you that you have previously been served with your administrative rights and responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No.

TH: Okay. So, as your member notification indicated, I'm investigating an allegation by Deputy [REDACTED] that he may have been discriminated against by Sergeant Jeff Thurman during the January 2018 Air Support Unit TFO selection process because of his race. Since you were a member of the Air Support Unit and sat on the oral board interviews for the four candidates during that process, I want to ask you a few questions about the process.

So, first of all, do you have any personal recollection regarding your involvement in that process as it was well over a year ago?

[REDACTED]: I'll say limited recollection just 'cause it is so long ago.

TH: And just confirm you -- very briefly describe your involvement with the Air Support Unit.

[REDACTED] : Let's see during that time I was actually the supervisor of the unit. [REDACTED] was the sergeant of the unit. We've changed names since. It's -- the positions are still the same, but we changed names. But, yeah, so, unit supervisor at the time.

TH: Okay. And so, as such, you were one of the members of the oral board that conducted the oral board interviews of the four candidates, correct?

[REDACTED] : Yes. We did some pretty close interviews so you're gonna have to remind me. When you say four, do you remember who those were 'cause I, 'cause we did some in like November and then we did some in February or something.

TH: Well --

[REDACTED] : Are you gonna get to it, sorry?

TH: I am.

[REDACTED] : Okay.

TH: My understanding is is that in -- you sent out a notice in I think January of 2018. You needed responses by January 23rd and final applicants were tentatively scheduled for oral boards on February 7th. And my understanding is is that you had two positions to fill and there were four candidates.

[REDACTED] : Okay. 'Cause Deputy [REDACTED] tested twice so that's why I was trying to remember which one you're talking about so --

TH: And so the others, the other three applicants would have been [REDACTED], [REDACTED], and [REDACTED]?

[REDACTED] : Yes. Okay, yep.

TH: Okay?

[REDACTED] : Yeah. 'Cause [REDACTED] tested the time before with Bilow I think too. So, I just wanted to make sure we're talking the same interview.

TH: Okay.

[REDACTED] : Okay.

TH: And can you confirm that the other members of the board were Sergeant [REDACTED], Sergeant Thurman, and pilot [REDACTED]?

[REDACTED]: That's correct.

TH: [REDACTED] gave me a copy of some questions that my understanding is have been used by the Air Unit for quite some time to ask during the oral boards of perspective unit members. Can you look at those questions and confirm if that is indeed the questions that were asked during the oral board that we're talking about?

[REDACTED]: We've made so minor changes I'm gonna say these have to be it. To be the exact, I'm gonna say yes, but it's an absolute guess. It's dated correctly. And, again, we don't change the questions much. We've had to add some, we've added some partners and stuff in here, but other than that, yeah. I'm assuming Tim this is correct.

TH: So --

[REDACTED]: They look right.

TH: They look like the most recent questions that you --

[REDACTED]: Would have asked.

TH: -- used?

[REDACTED]: Yeah.

TH: Okay. And so can you confirm that the same 11 questions were asked of each of the four --

[REDACTED]: Yes.

TH: -- candidates?

[REDACTED]: Everyone gets the same.

TH: So, how were the candidates scored or rated during the oral board interview?

[REDACTED]: If you look at that form, there's no rating really. Each person just ends up making some notes. At the end, we all personally rate those people in an order and then we come together as a group and decide what that order is gonna be.

TH: Okay. So, there was no score sheet used?

19B Closed Investigative Records with possible unfair practice: No, uh huh (no). That literally that's what you get and you write notes on it. The raters get those notes, and we write notes.

TH: Okay. So, no numerical scores for each particular question were given?

19B Closed Investigative Records with possible unfair practice: Uh huh (no). No, the only time I've done numerical scores was when we were testing mechanics.

TH: Okay. And the -- so the raters would write notes on the question sheet --

19B Closed Investigative Records with possible unfair practice: Uh huh (yes).

TH: -- that we just talked about?

19B Closed Investigative Records with possible unfair practice: Uh huh (yes).

TH: Were those question sheets with the comments kept?

19B Closed Investigative Records with possible unfair practice: Since I've been involved in this thing since 2010 or whatever, 2008, whenever it was, they've never been kept. They've been destroyed usually. We make our notes, make our recommendations, those things get thrown away.

TH: Okay. So, that's --

19B Closed Investigative Records with possible unfair practice: That's pretty standard what we've done.

TH: That's been the common practice --

19B Closed Investigative Records with possible unfair practice: Yeah.

TH: -- in the unit?

19B Closed Investigative Records with possible unfair practice: Yeah.

TH: And as far as you know, that's what happened in this case?

19B Closed Investigative Records with possible unfair practice: As far as I know, yeah. Sergeant **19B Closed Investigative Records with possible unfair practice** would be the one 'cause he was the sergeant. Paperwork gets handed to him. Yeah. I've been in the leadership position for a long time in one form or another and,

again, those usually get discarded. You'd have to go back a few years and ask [REDACTED] what they've done with them in the past, but generally they're destroyed.

TH: So, were the discussions that the four raters had regarding each candidate, did those discussions occur after each candidate's interview or after they were all done?

[REDACTED]: After they were all done.

TH: Okay. So, my understanding is that ultimately the ratings or the ranking of the four candidates were [REDACTED] was number one, [REDACTED] was number two, [REDACTED], number three, and [REDACTED], number four?

[REDACTED]: That was the ultimate result. That's correct.

TH: Okay. And so my question is what all went in, what all was taken into the consideration in those rankings? Obviously the oral board performance --

[REDACTED]: Uh huh (yes).

TH: -- was involved, but did you also take into consideration other things like their resume, their supervisor recommendation score, their experience --

[REDACTED]: Personal experiences, sure. Yep. All of that came into it, yeah.

TH: Okay. So, the ranking, the numerical ranking that I just mentioned took into consideration all of those different things as opposed to just their performance on the oral board?

[REDACTED]: Correct.

TH: The position that they came out in, was that ranking your personal choice?

[REDACTED]: The way it ended up is the way I had documented my choices. That's correct.

TH: Okay.

[REDACTED]: I picked [REDACTED] then [REDACTED] then [REDACTED], then [REDACTED].

TH: Okay.

[REDACTED]

That wasn't unanimous though.

TH:

Okay. Do you know why it wasn't unanimous or who --

[REDACTED]

Yeah. Jeff put [REDACTED] second.

TH:

Okay.

[REDACTED]

[REDACTED] was number one for everybody. Jeff Thurman was the holdout of putting [REDACTED] second. The other three of us had [REDACTED] as second but majority rules so Jeff lost.

TH:

Okay. And so the others including the pilot?

[REDACTED]

Correct.

TH:

Okay.

[REDACTED]

And now to bear in mind, [REDACTED] doesn't have the background -- so me, Jeff Thurman, and [REDACTED] have the background of exactly what you're saying; personal experience, knowledge, their work ethic, stuff like that. [REDACTED] doesn't have any of that stuff, so I'm assuming and I don't know if you've talked to [REDACTED] yet, but I'm assuming [REDACTED] probably went straight off of the interview, right? But, [REDACTED], at the end of the interview, still mimicked what our list was.

TH:

Okay.

[REDACTED]

Or the end of the list, right?

TH:

And he did not recall seeing any resumes or --

[REDACTED]

Okay.

TH:

-- anything, other documentation so --

[REDACTED]

Okay.

TH:

His recollection is is that --

[REDACTED]

Just on the board?

TH:

-- was based just on the board.

[REDACTED]

Okay.

TH:

Were there any of the four candidates that you personally preferred not to be in the unit for whatever reason?

[REDACTED]

No.

TH:

Based on your discussions with the other members of the board, were there any of the four candidates that any of them personally preferred not to be in the unit for any reason?

[REDACTED]

No.

TH:

Do you recall any discussion regarding why Sergeant Thurman had ranked [REDACTED] higher than [REDACTED]?

[REDACTED]

Jeff worked with [REDACTED] a lot, sorry, [REDACTED]. He worked with him a lot. Had a lot of good things to say about him. Had a lot of respect for him and knows he was a hard worker.

I came at it from a different angle. [REDACTED] was job jumping at the time. Gave up FTO. Became an FTO. Did this, did that, and he just kept job jumping. And my recommendation to [REDACTED] when that was done is just sit somewhere, just relax, and be a cop for a little bit and stabilize. And we can't invest in somebody that much in that unit and then have them jump out of it real quick.

So, that was my reservation with him which is what -- I have to think potentially swayed Jeff's judgment. I'm not sure. You'd have to ask him that, but just based off [REDACTED] -- and I like [REDACTED]. I've worked with [REDACTED]. I think he would have been a great asset for the unit. He did not come with his A game that day. His interview wasn't as great as [REDACTED] did in my opinion. And in the resumes, the personal knowledge, all that other stuff just went against him in my opinion.

TH:

Okay.

[REDACTED]

And [REDACTED] a good dude. He's a good worker. He just didn't do that well that day.

TH:

Were there any discussions that you were involved in or are aware of regarding recommending that Deputy [REDACTED] also be selected for the unit even though there were only two openings, and he didn't score in the top two?

[REDACTED]: Yeah. It -- well, we always ask [REDACTED] for more. We always do. We were shorthanded at the time when these guys tested, and we recommended -- we requested three with the hopes that we'd get [REDACTED], but we were told we were only gonna get two so --

TH: You requested three after the --

[REDACTED]: After the board.

TH: -- oral?

[REDACTED]: Yep, yep. We said here's our listing. If we can, can we take three?

TH: Okay.

[REDACTED]: And we were told no. We only get two. But, it didn't change our mind. I mean we got what we got but --

TH: Okay. And who ultimately made the decision about who was selected?

[REDACTED]: I'm assuming [REDACTED], but my understanding is appointments come after command staff. So, maybe the whole command staff got to vote? I don't know. The confirmation came from [REDACTED] that those two were good to go though, so whether he made that solely or not, I don't know that for sure.

TH: Okay. At the time of the selection process, were you aware of Sergeant Thurman having any personal dislike of Deputy [REDACTED] because of his race or for any other reason?

[REDACTED]: You serious? Jeff did not, Jeff does nothing but praise [REDACTED], so that's shocking to me that -- no. To answer the question, no.

TH: At the time of the selection process, did you have any personal dislike of Deputy [REDACTED] --

[REDACTED]: No.

TH: -- because of his race --

[REDACTED]: No.

TH: -- or for any other reason?

19B
Closed
Investigative

No.

TH:

All right. That is all the questions I have. It is 1811 hours and that ends the interview, and I'm turning off the recorders.

19B
Closed
Investigative

All right.

(Recording ends at 6:11 p.m.)

RECORDED INTERVIEW OF SERGEANT [REDACTED]

Interview Conducted by Sergeant Tim Hines on 6/5/19
Also present Gavin Pratt, DSA Representative

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is May 5th [sic] at 0900 hours. This is the date and time set for an administrative witness interview with Sergeant [REDACTED] regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Sergeant [REDACTED] and Deputy Sheriff's Association representative, Gavin Pratt.

Sergeant [REDACTED], for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative Rights and Responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

[REDACTED]: No, I don't.

TH: Okay. So, as your member notification indicated, I'm investigating an allegation by Deputy [REDACTED] that he may have been discriminated against by Sergeant Jeff Thurman during the January 2018 Air Support Unit TFO selection process because of his race. Since you were a member of the Air Support Unit at that time and sat on the oral board interviews for the four candidates during that process, I have a few questions for you.

First of all, do you have personal recollection of that --

[REDACTED]: Yes, I do.

TH: -- process?

[REDACTED]: Yes.

TH: Can you briefly tell me what your involvement was?

[REDACTED]: So, at the time, I was the unit supervisor in conjunction with Deputy [REDACTED] [REDACTED] was assigned the daily duties of the unit after Sergeant [REDACTED] resigned. I stayed on just simply as a sergeant at that time. I stayed on simply to take care of discipline, hiring, the things that are by policy a sergeant has to do in the oversight of it. So, most of the duties were [REDACTED] I was the sergeant in the unit at that time.

TH: Okay.

[REDACTED]: So, [REDACTED] did the announcements, put everything out for the two TFO positions that we had, and he'd brought everything back in. I sat on the Board.

TH: Okay.

[REDACTED]: That day with him.

TH: And confirm that the four applicants were [REDACTED], [REDACTED], [REDACTED], and [REDACTED].

[REDACTED]: Correct.

TH: And I think you already mentioned, but just confirm that there were two TFO openings that were being --

[REDACTED]: There was currently two, yes.

TH: -- competed for?

[REDACTED]: Yep, yep.

TH: And confirm also that, in addition to you, Sergeant Thurman, Deputy [REDACTED] and a pilot named [REDACTED] were the other members of the Board?

[REDACTED]: Correct. At that point, Sergeant Thurman was Corporal Thurman.

TH: Okay.

[REDACTED]: It was prior to promotion.

TH: Okay. Now --

[REDACTED]: He was chief TFO at the time. Normally it would be the Sergeant, [REDACTED], the chief TFO, and then a civilian or a pilot normally we would use during the process.

TH: Okay. So, I've been provided with a list of 11 questions that I was told were the questions asked during that particular oral board. I'm gonna show you these questions.

[REDACTED]: Okay.

TH: This document is titled, "Tactical Flight Officer Oral Examination Questions 2018." So, I want you to look over them and confirm, if you can, that those were the 11 questions asked during the oral board?

[REDACTED]: Yep. Those appear the ones that we standard --

TH: Okay. And can you --

[REDACTED]: -- that we use each time.

TH: -- and can you confirm that all four candidates were each asked all 11 --

[REDACTED]: Yes.

TH: -- questions?

[REDACTED]: Yes, I can. Yep. They were. We provided all four people on the Board with those documents for four people, so they would be -- each person had four of those to ask, the evaluators.

TH: Okay. So, can you describe for me how the evaluators scored or evaluated the applicants performance on the oral board?


[REDACTED]: Okay. So, we received their letter of interest, their supervisor endorsement, and any other packet they want to submit to us. So, we have those provided for each person that's on, that's being evaluated, and then we look at those. We look at the questions in the oral boards, their subjective answers that they give verbally to each one of those questions, and then we rank them basically as a pass or fail as a person that we want in the unit, and then overall we rank the people having only four. That's normally how that we would do it. We've had up to six or seven I think the prior in 2017.

But, then each evaluator will make notes, or ask questions, or something to jog their memory, and then we will discuss the candidates as a whole after everybody's been interviewed. All the oral boards have been there taking their supervisor endorsements, their letter of interest, their resume, their tenure in the Department, several things into consideration and how they would fit.


Their ability for call-outs is a big one. How many specialties they have on their plate, which would be, you know, SWAT, EDU, DIVE. In this case, you know, we had people that were on SWAT. We had FTO's. We didn't have anybody on the DIVE team that I recall, but I mean all those things play into whether they can actually respond to call-outs 'cause we are like the second highest call-outs in the unit or in the Department so.

So, we take all of those things together. We rank, we ask each individual evaluator how they ranked the people and then at the end of it we come to a decision of what the ranking is and we submit that to the command staff for the positions.


TH: Okay. And my understanding is that the, these question sheets that notes were taken on?

: They were.


TH: My understanding is that they were not kept.

: They were not.

TH: Okay.

: They were not.

TH: Is that standard practice?

: Yes. Yeah, and if we come to unanimous agreement with the people that are on the Board, we do not keep the notes. Now, in the DIVE team interviews that I had, they're actually a ranked. You have a 1-10 ranking for each question. We keep those notes because there is an actual -- you circle a number and then you can tabulate all of those up and have -- you scored a 63, a 67, you know, on your oral board type of thing.

With these, these are all just as you see, there's many of them have several questions. Many times we'll ask follow-up questions. If

they're unclear, they don't communicate well. The conflict one, you know, a lot of times we'll have to ask follow-up questions 'cause we don't know if they say a conflict at work, a conflict at home. It just simply says can you tell us about a conflict that you had with a co-worker. Some people say I don't remember a conflict. Well, we do a family member. We do somebody outside of work so --

TH: Okay. And just slightly off topic --

[REDACTED]: Uh huh (yes).

TH: -- if we could try to be conscious of not talking at the same time as each other.

[REDACTED]: Okay. I can do that. Yep.

TH: 'Cause these are gonna be transcribed.

[REDACTED]: Okay.

TH: Okay. So, in this particular case of these four candidates, [REDACTED], [REDACTED], [REDACTED], and [REDACTED] was the Board unanimous on the rankings of the candidates?

[REDACTED]: Yes, they were.

TH: And so the -- I mean they were -- let me ask you this. Did the rankings of [REDACTED] first, [REDACTED] second, Thurman third, [REDACTED] fourth, was that how you ranked them personally?

[REDACTED]: It was.

TH: Do you know if that was how Jeff Thurman ranked them?

[REDACTED]: No. I do know that that's not how he ranked them.

TH: Okay. How did he rank them?

[REDACTED]: Okay. So, he had one would be [REDACTED], and we discussed it as a group. [REDACTED] knocked it out of the park on his interview. So, Thurman had [REDACTED] second, and [REDACTED] third, and [REDACTED] last.

So, basically it started out, hey, do we have a clear person that is heads and shoulders above the others? Yes, [REDACTED]. He knocked it out of the park. He prepared himself, great communication. Knew a ton

about the agency and the unit, knew everything that -- I mean he basically prepared, and he wanted that position. He had done a lot to prepare himself.

So, [REDACTED], we decided he was gonna be last after listening and evaluating all of their interviews 'cause he didn't have, he did not have those answers.

TH: Okay.

[REDACTED]: So, as I recall, Thurman had [REDACTED] second. He agreed that he did, had a poor interview, but he, Thurman hangs his hat on tenure. He says he's been here longer. He's been basically an observer in the unit meaning he'd applied before for a position in there and then after he, we selected [REDACTED] and Bilow during that application and then we had the agreement that if we had an opening we could use [REDACTED] as an observer where he would sit in the back like other patrol people have. They would run the computer. They didn't have any duties other than they would be a second person in the aircraft and [REDACTED] had done that.

There was discussion also about [REDACTED]. [REDACTED], prior to this for like six months, had been requesting flights, and flights, and flights. She had received flights. She had done some of the same type of thing flying in the back, operating the computer, getting familiar with it because she was trying to determine if that's a unit she wanted to come to, and she did determine that.

TH: Okay. Do you know how [REDACTED] ranked them?

[REDACTED]: He would have had the same as I.

TH: Okay. And --

[REDACTED]: Because we had discussion about tenure, had discussion about the evaluation, the oral interview, the questions that was asked. I mean this was -- these questions should have been easily answered by [REDACTED]. For some reason, he did not have a good interview. I do not know why, but he did not have a good interview because he didn't have clear, concise answers of things that he should have known some of the answers to.

TH: To your knowledge, did any of the four candidates have any, were any of the four candidates provided the questions --

[REDACTED]: No.

TH: -- prior to the oral boards?

[REDACTED]: No. Not at all. Those are protected. They're basically kept upstairs. No.

TH: But, they're the same questions asked --

[REDACTED]: They're the same questions.

TH: -- of --

[REDACTED]: They have been modified just slightly I think from time to time, but that's the standard ones in '17 and '18 that I recall --

TH: Okay.

[REDACTED]: -- that they have.

TH: And then if you know how [REDACTED] ranked them? If you recall?

[REDACTED]: I do not recall other than the conversation that he said that [REDACTED] did not have a good interview, that [REDACTED] did very well on what he saw that day.

TH: Okay.

[REDACTED]: But, I don't recall him saying one, two, three, and four. I remember the conversation between [REDACTED] Thurman, and myself about the tenure and how they did and so --

TH: Okay. And did, if you recall, did [REDACTED] have, did he have access to their resumes, their supervisor recommendations forms, evaluations, anything like that?

[REDACTED]: He did the day of the interview.

TH: Okay.

[REDACTED]: 'Cause we have their packets for each individual that we're interviewing. They're reviewed prior to the person coming in.

TH: Okay.

[REDACTED]: By the evaluators. We read their letter, pass it to the next guy, read their supervisor endorsement, pass it, and then they go down the table to be stacked at the end, and collected after the fact.

TH: Okay. Were there any of the four candidates that you personally did not want on the unit?

[REDACTED]: No.

TH: Do you know if there were any of the four candidates that any of the other raters didn't want in the unit?

[REDACTED]: No. They would not have been on the list that was submitted if we'd had come to an agreement that we did not -- that person basically was not suitable for our unit.

TH: Okay. And then once you came to the order of preference I guess or rating --

[REDACTED]: Ranking.

TH: -- my understanding is is that those names were provided to [REDACTED] for him to make the decision or him and/or command staff to make the decision about which two were picked?

[REDACTED]: Correct. Correct. They were ranked 1-4 and then I sent that on an email form the night of the Air Support training after we had done the interview, came to our discussion, had agreement, unanimous agreement on 1-4. I sent that in email form saying these are the rankings for the two positions that are open.

TH: Were you involved in or aware of any discussion at that time about requesting a third TFO position be selected?

[REDACTED]: I was. We --

TH: Tell me about that.

[REDACTED]: -- we did request to [REDACTED], during this time period of, we need, we're gonna have more people. We're gonna -- Jimmy Holland resigned from the unit, so we had, we had our normal openings. We had Halls that was anticipated 'cause he was going to SWAT, and you can't have this too big between the two, they're conflict 'cause availability becomes an issue, and we wanted a third one. We still had an open position that was available. We were authorized for ten

TFO's, and at that time we were up to seven. Also knowing that I was transitioning out of the unit at that point. So, I mean I left in June, so we kind of knew that there was gonna be an opening.

TH: And my understanding is is that [REDACTED] declined --

[REDACTED]: He did.

TH: -- to do that?

[REDACTED]: Right now, he -- it was did not have the personnel. We were also looking at Coeur 'd Alene P.D. was gonna be interviewing and Kootenai County Sheriff's Office was looking at adding another TFO to the mix as well above their single TFO that's in our unit.

So, we were -- his thought was we're gonna be flush with people. S.P.D. also was looking at coming back in the unit which since then they have. So --

TH: Okay.

[REDACTED]: So, the two that were not picked remained on the list till -- I think by policy it ends December 31, 2018. There's a one year list. They end at the end of the year, so left on the list after the selection would have been [REDACTED] and [REDACTED] in that order.

TH: Okay. But, that list has expired?

[REDACTED]: It has now, yes.

TH: Okay. At the time of the selection process, were you aware of Sergeant Thurman, then Corporal Thurman, having any personal dislike of Detective or Deputy [REDACTED] because of Deputy [REDACTED] race or for any other reason?

[REDACTED]: Absolutely not. He was actually an advocate.

TH: Okay. I think that's all the questions I had. It is 916 hours and that ends the interview, and I'm turning off the equipment.

(Recording ends at 9:16 a.m.)

RECORDED INTERVIEW OF SERGEANT JEFF THURMAN

Interview Conducted by Sergeant Tim Hines on 6/6/19
also present Greg Lance, DSA Representative and
Randy Withrow, Human Resources Manager

TH: This is Sergeant Tim Hines with the Spokane County Sheriff's Office of Professional Standards. It is Thursday, June 6, 2019 at 1314 hours. This is the date and time set for an administrative interview with Sergeant Jeff Thurman regarding IA Investigation #2019-0014. Also present in the Sheriff's small conference room is Sergeant Thurman, Deputy Sheriff's Association representative, Greg Lance, and Human Resources Manager, Randy Withrow.

Sergeant Thurman, for the record, I want to inform you that this interview is being audio and video recorded and to remind you that you have previously been served with your administrative rights and responsibilities. As a reminder, you must truthfully and fully answer all questions which are directly, narrowly, and specifically related to the performance of your official duties and/or your on duty or off duty conduct pursuant to Sheriff's Policy 340.2 and 340.3.2. Refusal or failure to do so may result in subsequent disciplinary action up to and including termination. Do you have any questions about your rights and responsibilities?

JT: No.

TH: The allegations under investigation and the Sheriff's Office policies potentially violated are spelled out in your amended member notification dated May 31, 2018. So, I will dispense with repeating them here unless you want me to.

JT: No, I'm fine. Or, actually yeah because he verbally changed something, right? Did you end up with it in writing? The dates or something was off or something?

TH: I did not create a new member notification.

JT: Okay.

TH: I gave you verbal notification through your --

JT: Right.

TH: -- through Gavin Pratt. It will be corrected in any future documents.

JT: Okay.

TH: Okay. Again, most of the questions I have for you regarding -- are related to your administrative report.

But, before we get into that, I would like for you to describe for me your relationship, your working relationship and off duty relationship with [REDACTED].

JT: Professional on duty, friend off duty.

TH: Okay. How long?

JT: Probably right after he started here I think. I don't know how long that is.

TH: Okay.

JT: Several, several years.

TH: Okay. You worked together as dog handlers?

JT: Correct.

TH: And off duty, you associate with him off duty as well?

JT: Yes.

TH: Your families associate?

JT: Yes.

TH: Okay. Do you think that Deputy [REDACTED] would tell me something about you that was untrue?

JT: No.

TH: Since receiving your original member notification and rights of responsibilities form on May 8, 2019, have you had any discussions or conversations regarding this investigation with [REDACTED], either

in person, by phone, in writing, or by any other means including third-party contact?

JT: No.

TH: And we've already talked briefly about it, but just for the record I want to make sure it's clear that prior to submitting your administrative report this last Tuesday, you were verbally informed by Deputy Pratt that the date of the alleged phone call from you to Deputy [REDACTED], as reported by Deputy [REDACTED] in allegation 1, was determined through CAD to have been December 22, 2016.

JT: He told me 18 months but --

TH: I gave him the specific date to pass on to you so --

JT: Oh.

TH: -- he apparently -- either way, at this point, you understand that's the date?

JT: Yes.

TH: Okay. On page 2 of your admin report, your response to allegation No. 1 is that you have made hundreds of phone calls to Deputy [REDACTED] over the years and that you do not ever recall making the alleged comment. Is that correct?

JT: That is correct.

TH: So, I just want to confirm that you're not saying that you didn't make the comment, just that you don't recall making the comment.

JT: I never recall making that comment.

TH: So, would it be fair then to say that it's possible that you did make the comment but just don't remember making it?

JT: I can say 100 percent without a doubt that I don't recall ever making that statement.

TH: Okay. But, that didn't answer my question. You understand you would agree that there's a difference between, "I don't recall," and, "I didn't make the statement."

JT: Right.

TH: Okay? You didn't write in your admin report that I never made that statement. You wrote, "I don't recall." So, generally when we say I don't recall something, it's because, one, we don't recall. It's been a long time, but we also aren't entirely sure that we didn't and that maybe there's evidence that we did and we don't want to commit ourselves to saying something that's not true. Would you agree?

JT: Yes.

TH: Okay. So, again, confirm that when you say you, "don't recall" in your admin report or today when I asked you additional questions, you're not saying that it didn't happen? You're not saying that you're sure it didn't happen, you're just saying you don't recall, but it's possible that it did. Is that fair?

JT: This is the deal, Tim, okay? I've been fighting this ^{43 Medical records, 34 Mental health} shit for several, several years, okay? To the point of where I get drinking and blacked out almost drunk. ^{19B Closed Investigative Records with} my go to guy that helps work me through this shit. There's a lot of stuff that I don't want out in the open 'cause it's medically wise, okay? I even been hospitalized for ^{43 Medical records}. Nobody knows that. So, could there have been a time I talked to him and said some shit? Maybe. I don't know. But, I can honestly say I 100 percent do not recall making that statement.

TH: Okay. Okay. Deputy ^{19B Closed Investigative Records with possible unfair practice} has reported that a couple of days after the incident on the 22nd of December, 2016, you approached him at the Valley precinct and attempted to explain the comment he heard you make to Deputy ^{19B Closed Investigative Records with possible unfair practice} on the 22nd. Do you recall having such a conversation with Deputy ^{19B Closed Investigative Records with possible unfair practice}?

JT: I don't recall that conversation.

TH: And, again, 'cause I don't want to go through this, what we just went through on every question that you answer that way, okay? So, what you just explained about the possibility, all things considered and everything that you've been through and are going through, that what you told me earlier is gonna apply to all the rest of these questions?

JT: Yes.

TH: Okay. And I hope you understand I'm not trying to trick you, or trip you up, or anything. But, it's important we make sure that if you can say I never said that, then that's what you need to say. If you can't,

then, you know, we're making sure everybody understands that's gonna read this going forward that that's the case.

JT: Correct.

TH: Okay? So, regarding allegation No. 2, you responded on page 2, in response to my question, you said that you do not ever recall making the alleged comment to Deputy [REDACTED]?

JT: Correct.

TH: Correct?

JT: Correct.

TH: Okay. And so the same response as far as the possibility that it was said but that you don't recall still applies?

JT: Correct.

TH: Okay. Do you recall ever being with Deputy [REDACTED] on a surveillance when somebody drove by and threw garbage out the window of their car?

JT: I don't.

TH: And you're not suggesting that Deputy [REDACTED] is being untruthful with me when she reported that?

JT: I would not think she would be.

TH: Okay. Regarding your response to allegation No. 3, you mentioned in your admin report on page 3, and I'm paraphrasing a little bit here, that you had a conversation with Deputy [REDACTED], I believe when she first came to the unit, and told her that it was going to be hard for the guys in the unit, including yourself, to watch your mouths as there had never been a female around, correct?

JT: Correct.

TH: Have you ever worked with a female deputy before?

JT: Yes.

TH: Have you not supervised a female deputy before?

JT: Yes, I have.

TH: I believe Deputy Taylor is currently in your platoon?

JT: Yes.

TH: Okay. So, you supervise her?

JT: Yes.

TH: Had the other members of the Air Support Unit not worked with a female deputy before?

JT: I don't know. I would assume they have.

TH: Regarding the talk that you gave to Deputy [REDACTED], have you given that talk to any of the female deputies that you have supervised in patrol?

JT: I believe I have said that to Taylor.

TH: And, "saying that to Taylor" would apply to the guys in the platoon as opposed to the guys in the Air Support Unit?

JT: Correct.

TH: Okay. You also told Deputy [REDACTED] during that conversation that it was important for her to tell you if she ever felt offended or harassed by you or others and you would immediately correct it. Is that correct?

JT: Correct.

TH: What kind of things do the male members of the unit, including yourself apparently, say that would necessitate you having to have the conversation with Deputy [REDACTED] that you described having?

JT: Typical cop talk, off humor comments, jokes with each other.

TH: I mean can you be any more specific? Are you talking about jokes or comments of a sexual nature?

JT: No.

TH: Then what, then what kinds of comments or jokes would -- are you, were you talking about?

JT: Normal police talking, joking that we do. Everybody does. I mean I don't have any specific event to give you, Tim.

TH: Okay. Do you feel that comments of a sexual nature, such as the ones you've admitted to making to Deputy [REDACTED], are appropriate for a male supervisor to make to a female subordinate in a work setting? Even in a joking manner?

JT: Well, I just don't know if I agree with the way that that's worded 'cause I don't -- I mean there was --

TH: With the way the questions worded?

JT: Yeah. I did say I was gonna --

TH: You've --

JT: -- get her pregnant. You know what I mean?

TH: I understand.

JT: So, I'm saying if it was, if there was a sexual question or some, or sexual comment to her wouldn't that be inappropriate? Yes.

TH: Okay. And I'm referring I think, more than anything, to the comment about you sharing a room with her, okay?

JT: Okay.

TH: So, comments like that for you to make to her. Do you feel that that's appropriate?

JT: No.

TH: Okay. Why did you make it then?

JT: Just like I made it to [REDACTED]. She's part of the team, and we joke back and forth, and it's not outside in the public setting. It's in a team unit where we have good working relationships, and I knew that she wouldn't be offended by it. If I thought she'd be offended by it, I'd never say it.

TH: And how did you know she wouldn't be offended by it?

JT: 'Cause we've talked, I've talked to her before about it, and she -- what did she even say? She said something about "popping off with a dick joke" or something to her platoon mates or something like that. I just didn't think she'd be offended by it.

TH: So, am I to understand based on what you just said and what you wrote in your admin report that comments like that you think are okay as long as the person that they're made to doesn't say they're offended by it?

JT: Can you ask that one more time please?

TH: I get the impression in reading your, what you said in your admin report and a little bit from what you just told me is that comments like that to be made, to make comments like that to a female or in her presence are okay as long as that person isn't being offended by it, or you don't think that person is offended by it.

JT: Yes.

TH: Okay. So, my question then is where do you draw the line? I mean where is the line drawn between what's appropriate and what's not appropriate? Is it when she finally says I'm offended?

JT: No. I think we have to be adults about it and not cross that line.

TH: Okay.

JT: I mean just like this -- I mean I'm saying it even smiling, probably smiling or joking, and she knows it's a joke. It's not something saying that I want to go have sex with her or something like -- I mean we all know where the line is. I know where the line is in my head. Can I sit here and verbally tell you where that line is? No --

TH: Okay.

JT: -- Tim, I can't.

TH: Then, how does anybody know where the line is?

JT: How does anybody. I know where mine is, but can I verbally describe that? No.

TH: As a new member of the Air Support Unit and the only female, do you think that it's important to Deputy [REDACTED] to get along with and feel accepted by the male members of the unit?

JT: Yes.

TH: With that being the case, would you agree that she might be hesitant to report something one of the male members of the unit said that offended her, or made her feel uncomfortable, or harassed out of fear that she might be treated differently or looked down upon after having done so?

JT: No, 'cause I wasn't her immediate supervisor. Sergeant [REDACTED] was in there. I think she was -- I'd have to look at the dates. I don't remember offhand, before I took over as the sergeant of the unit.

TH: So, you --

JT: So, she'd been there a little while since -- she wasn't picked when I was the sergeant of the unit.

TH: Okay. So, you don't think the pressure of wanting to be part of the group, to get along, be accepted, you don't think the pressure of that might play into a female deputy's hesitancy to report comments or language that offends her?

JT: I've worked with [REDACTED] before. Same thing on UC operations and buys, and I have a working relationship with her. I don't think that she's that type of person

TH: Okay. Let's --

JT: So, no.

TH: -- let's leave her out of it and just say some generic female employee.

JT: Well, sure. I guess you could say that with a generic female employee.

TH: Okay. All right. So, going back to the first page of your admin report, going to the third paragraph down, you wrote, "In my nearly 44 years on this planet, have I used the 'N' word before? The answer would be yes. I do not recall specific events, but I know 100 percent of it, I know 100 percent, if it was used, it was out of sarcasm or a joke and in a private conversation or setting." Correct?

JT: "I have never said the 'N' word to a black person or in a racist or biased means," is the rest of that. That is correct.

TH: Okay. Have any of those uses occurred while you were on duty in any capacity?

JT: Not that I recall. And with that, 100 percent, it would never be used against a citizen, a black person, or against a bias, against anybody. If there was a time, it potentially could have been with a fellow deputy or something. Maybe I said it. I don't know, but I don't recall. But, I can tell you 100 percent, and without a doubt, that I've never used in a, with a citizen or anybody like that.

TH: Okay. So, I noticed that in that paragraph I just read that you didn't include the context of being angry or upset, along with the context of sarcasm or joking. Are you saying that you have never used the word, "nigger" or referred to someone as a "nigger" either on or off duty in the context of being angry or upset?

JT: That is correct.

TH: During my interview with [REDACTED], I asked him if you, if he had ever heard you, either on or off duty, make any racist comments or statements, or jokes about people of color, and he said that he had. He went on to say that he has heard you use the word, "nigger" before, both on and off duty and that he's heard it more than once. When I asked him to give me some context of when he'd heard you use that word, he explained that it's usually when you're upset or pissed off about something that's happened. He went on to explain that any time he has heard that word come out of your mouth, other than maybe being pissed off about something that's happened, or on the news, or something like that, it's typically a joking thing.

Additionally, regarding the comment that Deputy [REDACTED] reported hearing you make in allegation No. 2, when I interviewed her, I asked her if she could offer any explanation for why she thought you felt comfortable enough with her to make that kind of statement with her in the van. Her response was that she didn't think it was necessarily your level of comfortability with her as much it was, as it was reactionary and that you were just pissed.

So, knowing now what [REDACTED] has said and what Deputy [REDACTED] has said, would you like to comment on that 'cause that contradictory -- that's antithetical to what you just told me.

JT: I don't sit here and remember every single conversation I've had with people. Part of the -- been going to see a doctor with my stuff going on. Part of that is angry outbursts and stuff. So, maybe it is out of anger sometimes. I don't know. I don't know.

TH: Okay, Jeff. And I'm not trying to make a huge issue out of this, but I just asked you a few minutes ago specifically are you saying that you've never used the word "nigger" or referred to someone as a "nigger" either on or off duty in the context of being angry or upset, and you said that's correct.

JT: I did, Tim. I'm not lying to you. I'm just -- I'm telling you -- I don't know. Maybe they view me being angry. Maybe I was angry. I don't know. I don't know all these -- I don't know every conversation that RB Closed Investigative Records with possible unfair practice telling you about. I don't even remember this one that RB Closed Investigative Records with possible unfair practice telling you about. So, I mean to honestly answer that I just, I don't know.

TH: Okay. So, when you told me earlier that that's correct, that you hadn't, you're changing that now to I don't know?

JT: People may have viewed that I was angry. I guess I'll change it to I don't know. And no it's not a lie. I'm just telling you. I don't know.

TH: Okay. So, when you told me --

JT: So, yes, I told you that's correct. Let me change my response and correct myself and tell you I don't know. I do get angry and upset. I have shit that goes on and so I have to -- I would -- the more appropriate answer would be I don't know.

TH: Okay.

JT: I'm not gonna lie to you about anything, Tim.

TH: I, I --

JT: I'm gonna tell you --

TH: -- I hope you wouldn't, Jeff.

JT: -- I'm trying to tell you the truth of everything and so --

TH: Okay. Regarding allegation No. 4, your written response was clear and fully comprehensive, so I don't have any questions about that for you, and I don't have any additional questions.

So, it is 1339 hours and that ends the interview, and I'm turning off the recording equipment.

(Recording ends at 1:39 p.m.)



SPOKANE COUNTY
SHERIFF

SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

EXHIBIT LIST

I.A. # 2019-0014

#1	January of 2018 Air Support Unit TFO selection documents and emails
#2	February of 2017 K-9 Unit K-9 Handler selection documents
#3	Click or tap here to enter text.
#4	Click or tap here to enter text.
#5	Click or tap here to enter text.
#6	Click or tap here to enter text.
#7	Click or tap here to enter text.
#8	Click or tap here to enter text.
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#20	Click or tap here to enter text.



SPOKANE REGIONAL AIR SUPPORT UNIT TACTICAL FLIGHT OFFICER OPENING

The Spokane Regional Air Support Unit (SRASU) is accepting applications for the position of Tactical Flight Officer. This posting is open to the rank of non-probationary deputy and detective-corporal. There is currently one opening.

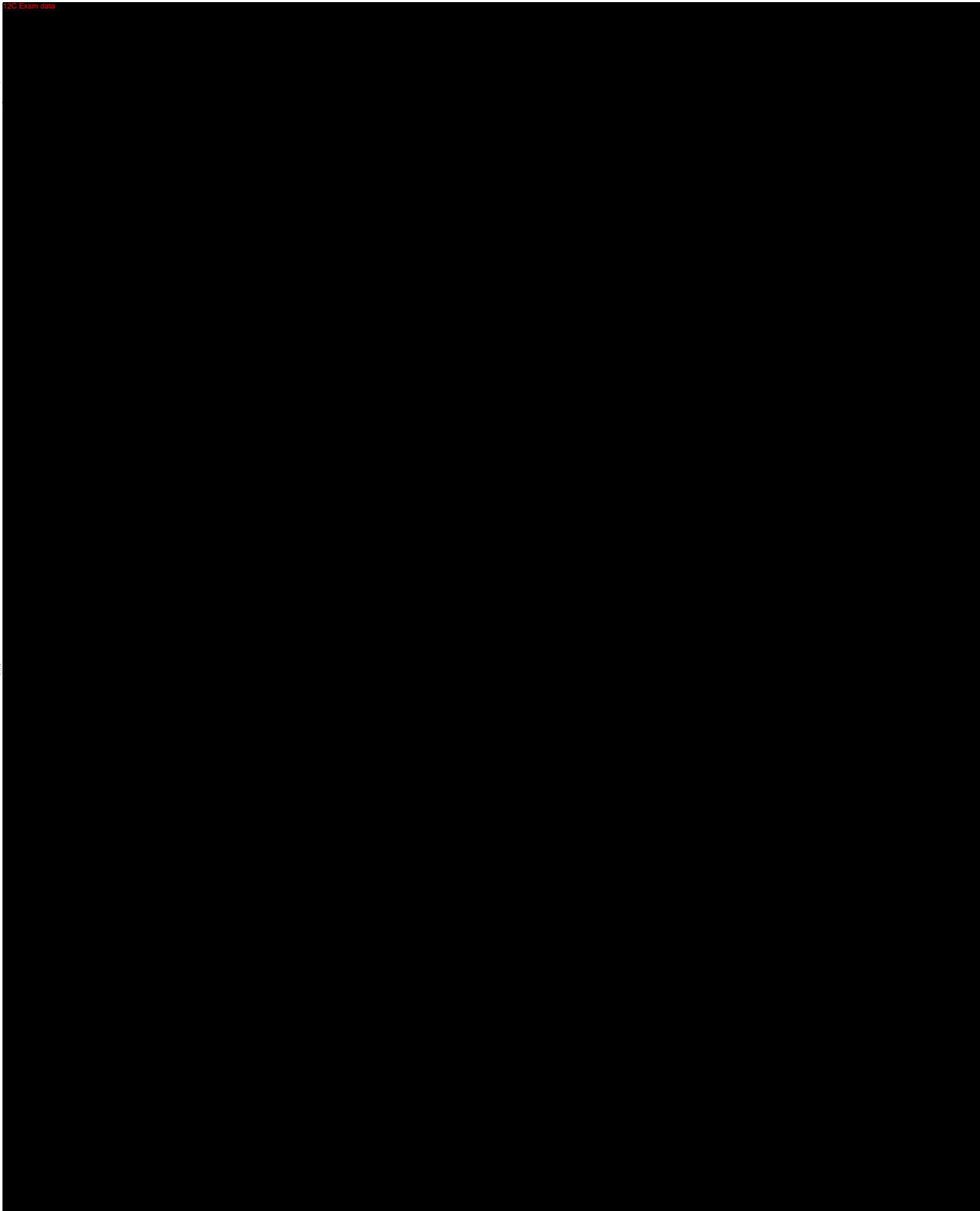
Successful applicants will be trained to work a variety of flight missions including fugitive apprehension, surveillance, search and rescue, air transports, and fire suppression. The Spokane Regional Air Support Unit provides airborne law enforcement services to agencies throughout the Pacific Northwest, and is a joint unit staffed by the Spokane County Sheriff's Office, Kootenai County Sheriff's Department, Coeur d'Alene Police Department and the Spokane Valley Fire Department.

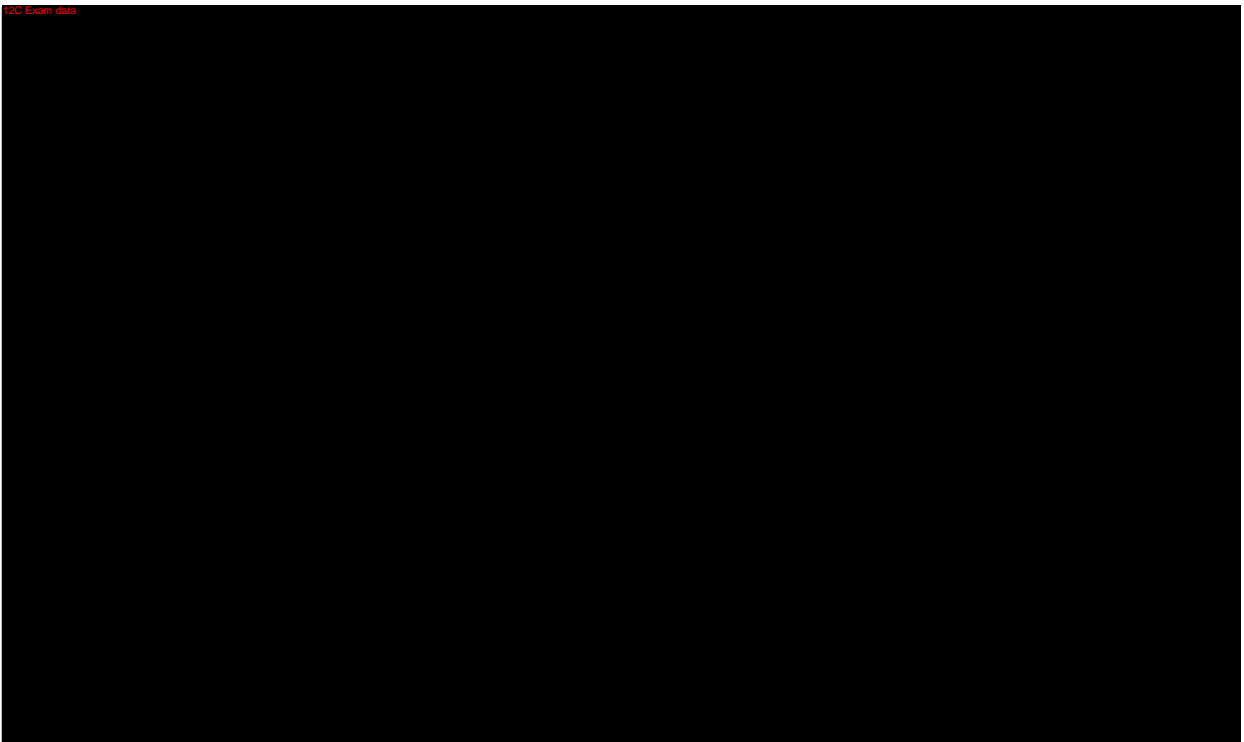
Preferred skills for this position include:

- Strong geographic orientation
- Ability to quickly learn and apply advanced airborne law enforcement technology including Forward Looking Infra-Red (FLIR) and night vision
- Ability to work regularly scheduled weekend night patrol flights and also have the ability to respond to call outs at any time
- Strong patrol procedures skills
- Ability to frequently work with other law enforcement agencies and supervisors
- Pro-active approach to law enforcement
- Ability to attend the monthly training days (first & third Wednesday of the month)
- Applicants will ideally meet a maximum weight requirement of 225 pounds and a maximum height that will allow proper seating and use of the restraint system without interference to the movement of the flight controls

Applicants must submit a letter of interest, resume, and supervisor's endorsement form to Deputy IRB Closed Investigative Records with possible unfair practice via their chain of command by no later than **01/23/18**. Final applicants are tentatively scheduled for oral boards on **02/07/18**.







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SPOKANE COUNTY
SHERIFF

SHERIFF OZZIE D. KNEZOVICH

"In partnership with the community -
Dedicated to your safety"

To: Air Support Unit Membership

From: Detective/Corporal RB Closed Investigative Records with possible unfair practice #591212

Date: January 4, 2018

Reference: Letter of Intent - Open ASU Tactical Flight Officer Position

I am excited to draft this letter of intent to test for your team. I believe I possess the skills, maturity and level of physical and psychological fitness you seek for membership. I am 43 years old and have been in law enforcement for 20 years. Throughout my career I have been a part of a multitude of assignments, have instructed members of the department and have had the opportunity to spend time on multiple teams.

The majority of my career was spent as a patrolman. I was promoted to Detective/Corporal in 2010 and have been a patrol corporal, property crimes investigator and am currently assigned to the Spokane Valley Traffic Unit. I have been a Criminal Procedures and Patrol Procedures instructor for the department as well as a Field Training Officer. I have been a member of the following teams: Honor Guard, TAC (Riot/Civil Disturbance), Emergency Operations Team (EOT) and Special Weapons and Tactics Team (SWAT). I spent 5 years with EOT with 4 of those years as the Team Leader. I am currently assigned to SWAT where I spent a total of 7 years and most recently in my final year as a Team Leader.

In 2009, the Sheriff's Office implemented a dive team (EOT) as a specialized off shoot of the Sheriff's Office Search and Rescue program. I had the opportunity to be a part of something new and had a passion for SCUBA diving. During my tenure with EOT I developed Standard Operating Guidelines, developed and implemented training, supervised seven members and was able to play a role in turning a recreational dive team into one of the premier Public Safety Dive Teams in Eastern Washington. I also assisted on countless ground search and rescue missions not related to water rescues and recoveries.

As a team leader for both EOT and SWAT I learned a lot about myself and the responsibilities that come with leading men into dangerous and extremely hazardous conditions. It became clear quickly that thinking with a clear head and making good decisions in rapidly changing conditions was a crucial requirement of EOT and SWAT membership. I became familiar with Risk vs. Benefit analysis in all operations. Given the task of working in all environments from swift water, deep diving, ice (enclosed systems) and wilderness operations I became familiar with the use of specialized equipment or personal protective equipment (PPE) and specialized procedures for handling critical incidents. I am used to being called out on a regular basis at all hours and days of the week. I have a proven track record in attendance. Along with the responsibility specialty teams require my current work assignment is also very demanding. In the past year I responded to and or assisted with over 70 callouts relating to collision investigations, homicide investigations and SWAT related incidents. I have read the preferred skills needed for this position and feel that I represent all of those skill sets desired by your unit.

It is without regret that I leave the SWAT team if offered this position. I have had an opportunity to run with two great specialty units (SWAT and EOT) in my career spending a total of about 12 years. I am the type of person who continually pushes himself to become better and to experience new things. I find that with change and new experiences we grow as people and become stronger. I have read the ASU Policy and TFO Training Manual. I understand the requirements and burden for an ASU member. I understand and will take to heart the ASU Mission and to continually strive for safety. I enjoy teamwork, the dynamics created within team membership and the brotherhood and bond developed through team growth. I will give my all to this team and its current and future membership.

Thank you for the opportunity.

RB Closed Investigative Records with possible unfair practice
Detective/Corporal RB Closed Investigative Records with possible unfair practice
Spokane Valley Traffic Unit

Detective/Corporal 199 Closed Investigative Records with possible unfair practice
Spokane County Sheriff's Office – Spokane Valley Precinct

Objective: Air Support Unit Tactical Flight Officer

Employment

- **20+ years of law enforcement experience**
 - April 2001 to Present - Spokane County Sheriff's Office
 - October 1997 to April 2001 – Okanogan County Sheriff's Office
 - December 1996 to October 1997 – Okanogan County Sheriff Reserve

Current Assignments

- Spokane Valley Traffic Unit Detective/Corporal – March 2012 to present
 - Serious Injury/Fatality Collision Investigations
 - Officer Involved Shooting Investigations
 - Non-Officer Involved Homicide Investigations
 - FARO 3D Laser Scanner Operator / Scene 3D Point Cloud Operator
 - Understanding of Pix4D 3D Point Cloud for sUAS
- Special Weapons and Tactics Team Leader (SWAT)

Education

- Bachelor of Arts - Criminal Justice – Eastern Washington University

Specialty Assignments (Related Experience)

- Spokane County Sheriff SWAT (2006-2009, 2014 to present)
 - Night Vision Goggle Training and Experience
 - Risk Analysis/Mission Planning
- Spokane County Sheriff EOT (2009-2014)
 - Search and Rescue Operations, Search Management Systems
 - Risk Analysis/Mission Planning/Scene Management
 - GPS/Map Reading/Orientation
 - Fairchild Air Force Base Survival School, Helicopter Evacuation (Water Landing)
 - Law Enforcement Mountain Operations Course (LEMOS)
 - Wilderness Survival

Leadership Experience

- Traffic Unit Corporal/Acting Sergeant
- SWAT Team Leader
- EOT Team Leader
- Field Training Officer

**SPOKANE COUNTY SHERIFF'S OFFICE
REQUEST FOR SPECIALTY TEAM ASSIGNMENT OR POSITION TRANSFER**

Completion of this form is required prior to any consideration for inclusion in a specialty team or assignment within the Spokane Sheriff's Office.

Position/Unit Requesting: Air Support Unit (ASU)

Name: RB Closed Investigative Records with possible unfair practice Rank: _Corporal/Detective.

Personnel Number: RB Closed Investigative Records with possible unfair practice Date of Hire: 4-1-2001

Hired as lateral entry? YES If yes, how many years of experience with other law enforcement agencies? Okanogan County Sheriff's Office – 4 years (1997-2001)

Current Assignment: Traffic Detective/Corporal

Present Specialty Team(s): SWAT

Authorization to Review Internal Affairs or Personnel Files: Y NO

Signature: RB Closed Investigative Records with possible unfair practice Date: 1/4/2018

Date Submitted to Supervisor: 1/4/2018

Supervisors' Approval

Primary Sergeant: RB Closed Investigative Records with possible unfair practice (Acting Traffic Sergeant) Date: 1/4/2018

Rating of Applicant's Potential for Position Sought:

00	10	20	30	40	50	60	70	80	90	100
										X

Please circle a number above to indicate your rating of the applicant's potential for the position being sought based upon your observation and knowledge of the applicant's work performance. You may write in your own number and circle it if between ranges.

0: not qualified 10-30: below average 40-60: average 70-80: above average 90-100: superior

Detailed Explanation (see back of form):

(A detailed explanation is required. Please consider such characteristics as reliability, dependability, and overall suitability for the position. If the applicant has had recent performance issues, please detail what they are and how the individual is progressing. This detailed information is mandatory and will exclude the candidate from consideration if not completed.)

Lt. S. Szoke, Traffic Lieutenant

Primary Lieutenant: Lt. S. Spel 59825 Date: 1/3/2018

Agree: XXXX Disagree: _____

Detailed Explanation:

(Lieutenants should also comment on the applicant's overall suitability for the position. Comments are mandatory if you disagree with the immediate supervisor.)

Red Closed Investigative Records with possible unfair practice
[Redacted] will be an excellent TFO. Everything he does, he applies himself one hundred percent. I highly recommend him for the position of TFO.

Upon completion of the supervisory review portion of this application, forward it immediately to the lieutenant commanding the specialty team or assignment.

18B Closed Investigative Records with possible unfair practice

18 Personal Information

Spokane, WA 99205

Cell: (509)

18 Personal Information

@spokanesheriff.org

January 12, 2018

Re: Spokane Regional Air Support Unit Tactical Flight Officer Position

Sheriff Ozzie Knezovich, via the Chain of Command:

This letter is written in response to the announcement of the open Spokane Regional Air Support Unit Tactical Flight Officer position. If given the chance to interview, I will demonstrate I possess the qualities and attributes the Spokane Regional Air Support Unit is looking for in a new Tactical Flight Officer. Some of these qualities include:

- Ability to dedicatedly and quickly learn
- Ability to work well in a team environment
- Reliable
- Ability to respond to call outs without a restricting/conflicting schedule
- Pro-active approach to Law Enforcement

As my resume reflects, I have limited experience as I have only been a law enforcement officer since January 2016. However, I believe I have proven over the course of my time with the Spokane County Sheriff's Office that I am a dedicated team member who is willing, and wanting to learn and become a superb deputy. I have also shown my dedication and willingness to learn through completing my Bachelor of Arts degree in Criminal Justice through Eastern Washington University. I graduated with honors (magna cum laude) and finished my classes while attending the Washington State Basic Law Enforcement Academy.

I enjoy being proactive and try to be as proactive as I can when given the opportunity by conducting traffic stops and other self-initiated stops. The results of these stops have led to misdemeanor and felony arrests as well as locating stolen vehicles.

I have prepared myself for this opportunity by assisting TFO Hall and a volunteer pilot on October 7, 2017 by operating the computer in the back of Air 1. On December 16, 2017 I was called by TFO 18B Closed Investigative Records with possible unfair practice to assist TFO Karnitz on a flight. Upon arrival to the hangar, it was determined we would not be able to fly due to the weather. This experience provided me insight on what a call out may look like. I have also been speaking with numerous deputies involved and previously involved with the Spokane Regional Air Support Unit to gain insight about the specialty and researching Spokane Regional Air Support Unit policy.

I am excited to learn more about this opportunity and share how I believe I will be a great fit for the Spokane Regional Air Support Unit. Thank you for taking the time to read my resume and letter of interest and considering me for the Tactical Flight Officer position.

Sincerely,

Deputy

18B Closed Investigative Records with possible unfair practice

19B Closed Investigative Records with possible unfair practice

15 Personal information

Spokane, WA 99205

Cell: (509)

15 Personal information

19B Closed Investigative Records with possible unfair practice
@spokanesheriff.org

Objective: Looking to further develop my career with the Spokane County Sheriff's Office and enhance my patrol knowledge by obtaining a position on the Spokane Regional Air Support Unit.

Experience

- **Spokane County Sheriff's Office**
Public Safety Bldg. 1100 W. Mallon
Spokane, WA 99260
Job Description: Washington State Certified Peace Officer
January 2016 to Current

Education:

- **Washington State Basic Law Enforcement Academy**
2302 N. Waterworks Spokane, WA 99212
Education: Washington State Peace Officer Certificate
Graduation: June 2016
 - **Eastern Washington University**
526 5th St Cheney, WA 99004
Education: Bachelor of Arts Degree in Criminal Justice with an emphasis in Law Enforcement
Last Quarter: June 2016
-



SHERIFF'S OFFICE MEMORANDUM

TO: Sgt. [REDACTED]
FROM: Sgt. [REDACTED]
DATE: January 22nd, 2018
RE: Letter of Recommendation/Endorsement- Deputy [REDACTED]

I support and recommend Deputy [REDACTED] application to the position of Tactical Flight Officer with the Spokane Regional Air Support Unit. During her recent platoon assignment at the Valley Precinct, I was Deputy [REDACTED] direct patrol supervisor. This has given me the ability to observe her performance in many areas.

As a past Unit Supervisor of SRASU, I know that, among important others, there are these five critical characteristics which a successful TFO must have within the unit:

- Prioritization
- Ability to Lead Others
- Teamwork
- Dedication to Constant Improvement
- Off-Duty Availability

Through my supervision of Deputy [REDACTED], I have observed her quality and competency in each of these areas. The qualities which she has especially demonstrated above average performance are prioritization of duties & time management, working positively within her team, seeking opportunities as feedback for improvement and availability for call-back overtime assignments.

The SRASU is constantly adapting to increased regional law enforcement and public safety demands and the unit's team members' competencies are intrinsic to continued success. I strongly believe that if selected, Deputy [REDACTED] will be a productive and positive member of the SRASU.

Sincerely,

Sgt. [REDACTED]

**SPOKANE COUNTY SHERIFF'S OFFICE
REQUEST FOR SPECIALTY TEAM ASSIGNMENT OR POSITION TRANSFER**

Completion of this form is required prior to any consideration for inclusion in a specialty team or assignment within the Spokane Sheriff's Office.

Position/Unit Requesting: Air Support Unit/ Tactical Flight Officer

Name: [Redacted] **Rank:** Deputy

Personnel Number: [Redacted] **Date of Hire:** January 25, 2016

Hired as lateral entry? YES NO **If yes, how many years of experience with other law enforcement agencies?** _____

Current Assignment: Patrol Deputy

Present Specialty Team(s): Recruiting

Authorization to Review Internal Affairs or Personnel Files: YES NO

Signature: [Redacted] **Date:** 1/16/2018

Date Submitted to Supervisor: 1/16/2018

Supervisors' Approval

Primary Sergeant: ANDREW STUCKMAN **Date:** 011518

Rating of Applicant's Potential for Position Sought:

00	10	20	30	40	50	60	70	80	90	100
								X		

Please circle a number above to indicate your rating of the applicant's potential for the position being sought based upon your observation and knowledge of the applicant's work performance. You may write in your own number and circle it if between ranges.

0: not qualified 10-30: below average 40-60: average 70-80: above average 90-100: superior

Detailed Explanation (see back of form):
(A detailed explanation is required. Please consider such characteristics as reliability, dependability, and overall suitability for the position. If the applicant has had recent performance issues, please detail what they are and how the individual is progressing. This detailed information is mandatory and will exclude the candidate from consideration if not completed.)

DEPUTY [REDACTED] SHOWS UP TO WORK EARLY WITH AN ENTHUSIASTIC AND TEAMWORK ATTITUDE. BEING A NEWER PERSON ON THE PLATOON, SHE EFFECTIVELY WORKS MANY OF THE DIVERSE PATROL DISTRICTS IN THE UNINCORPORATED COUNTY. WORKING THE ASSORTED PATROL DISTRICTS GIVES HER THE OPPORTUNITY TO BE FAMILIAR WITH THE ORIENTATION AND GEOGRAPHY OF THE COUNTY WHICH WOULD MAKE HER AN ASSET TO ASU (AIR SUPPORT UNIT).

DEPUTY [REDACTED] WRITES INFORMATIVE, ACCURATE, AND COMPLETE REPORTS. SHE WAS ABLE TO WORK WITH SEX CRIMES DETECTIVES TO BRING DOWN A LARGE CHILD PORN IMAGE SHARING RING IN MEDICAL LAKE. SHE MAKES MINIMAL MISTAKES, LEARNS FROM THEM, AND DOESN'T REPEAT THEM.

Primary Lieutenant: [Signature] #59556 Date: 11/16/18
Agree: Disagree:

Detailed Explanation:
(Lieutenants should also comment on the applicant's overall suitability for the position. Comments are mandatory if you disagree with the immediate supervisor.)

The biggest concern w/ deputy [REDACTED] is just her lack of experience - 2 years.

She does a good job for DTN 2
[Signature]

Upon completion of the supervisory review portion of this application, forward it immediately to the lieutenant commanding the specialty team or assignment.

**SPOKANE COUNTY SHERIFF'S OFFICE
REQUEST FOR SPECIALTY TEAM ASSIGNMENT OR POSITION TRANSFER**

Completion of this form is required prior to any consideration for inclusion in a specialty team or assignment within the Spokane Sheriff's Office.

Position/Unit Request: Tactical Flight Officer (SRASU)

Name: 198 Closed Investigative Records with possible unfair practice **Rank:** Deputy

Personnel Number: 591812 **Date of Hire:** 05/01/2014

Hired as lateral entry? YES NO If yes, how many years of experience with other law enforcement agencies? 2.5 Years

Current Assignment: Patrol-Field Training Officer

Present Specialty Team(s): N/A

Authorization to Review Internal Affairs or Personnel Files: YES NO

Signature: _____ Date: _____

Date Submitted to Supervisor: 01/08/2018

Supervisors' Approval

Primary Sergeant: 198 Closed Investigative Records with possible unfair practice Date: 1/9/18

Rating of Applicant's Potential for Position Sought:

00	10	20	30	40	50	60	70	80	90	100
									X	

Please circle a number above to indicate your rating of the applicant's potential for the position being sought based upon your observation and knowledge of the applicant's work performance. You may write in your own number and circle it if between ranges.

0: not qualified 10-30: below average 40-60: average 70-80: above average 90-100: superior

Detailed Explanation (see back of form):

(A detailed explanation is required. Please consider such characteristics as reliability, dependability, and overall suitability for the position. If the applicant has had recent performance issues, please detail what they are and how the individual is progressing. This detailed information is mandatory and will exclude the candidate from consideration if not completed.)

Deputy [REDACTED] is currently on UPN2 and is a leader on the platoon. He has strong distinct integrity, while at the same time is consistently helping his fellow deputies with their duties. He is a self starter and needs little supervision. He is an FTO is a current K9 Quarry. He is a leader by example and also a vocal leader when it is needed.

Deputy [REDACTED] would make an excellent candidate for the position of T.F.O.

Primary Lieutenant: [REDACTED]

Date: 1-15-2018

Agree:

Disagree:

Detailed Explanation:

(Lieutenants should also comment on the applicant's overall suitability for the position. Comments are mandatory if you disagree with the immediate supervisor.)

No issue [REDACTED]

Upon completion of the supervisory review portion of this application, forward it immediately to the lieutenant commanding the specialty team or assignment.

Deputy 19B,

First, I'd like to thank you for taking the time to read this letter and considering me for the Tactical Flight Officer (TFO) position. This is some brief information about me and why I feel I would be the best fit for the position.

I have been a Law Enforcement Officer for over six years. During that time I have found the importance in maturity and growth in this career. I believe and have seen firsthand that the Tactical Flight Officer position requires maturity and calm, level-headed thinking under pressure. During my time as a Patrol Officer, my supervisors have noted both in evaluations and verbally my ability to make important decisions under pressure while maintaining a sense of calmness. An example of this being, in August of 2016, I received the Medal of Merit award for talking a suicidal male off of the Monroe Street Bridge. This is just one example of a high stress and potentially deadly situation that was avoided due to my ability to perform my duties under stress.

Since I came to the agency, I have had the opportunity to participate in multiple flights with the Air Support Unit (ASU). To this day, I still am eager to participate in flights with ASU. While participating in flights, I have seen the importance of having strong geographic orientation skills. During flights, I have been responsible for operating the mobile computer and directing the pilot to calls for service. I have successfully operated the spotlight and FLIR while directing the pilot where to position the helicopter to be most effective to the patrol units on the ground. This is an example of my ability to multi task during a stressful incident, which is a trait that is required by a Tactical Flight Officer.

I am proficient with electronics and electronic media. I also have a small amount of experience with flying small, personal drones. I realize that some of these traits can be learned, but also believe that having a basic technical understanding of electronics is not always acquirable by everyone.

Lastly, since working at the Sheriff's Office, I have received nothing but high remarks on evaluations from supervisors specifically in the area concerning my work ethic. My strong work ethic has resulted in a high volume of self-initiated arrests, which when released to the public, have resulted in a positive outlook on our agency. If selected for the TFO position, I will bring this strong work ethic to the unit along with a positive attitude to provide the best possible outlook on the Air Support Unit.

The reasons listed above are a short summary of why I believe I would be the best fit for the Air Support Unit.

Thank you for your time,

Deputy

BB Closed Investigative Records with possible unfair practice

Spokane, WA. 99224

509-993-3851

Career Objective

I am a dedicated and motivated law enforcement officer pursuing more training and education to better myself and to benefit my agency. I am a goal-oriented, responsible and committed officer who will strive to diligently serve and protect my community.

Employment Experience

Spokane County Sheriff's Office-Deputy

May 2014-Present

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowler checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Airway Heights Police Department-Officer

November 2012-May 2014

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowler checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Kalispel Tribal Police Department-Officer

March 2012-November 2012

Enforcement of tribal and state laws and ordinances. Respond to calls for service, conduct local prowler checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Airway Heights Police Department- Reserve Officer

October 2011-March 2012

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowler checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Education

- **WA State reserve Officer Academy**
- **WA State Basic Law Enforcement Academy (720hrs)**
- **Member of Northwest Gang Investigation Association**
- **Attended Level One and Level Two Defensive Tactics Instructor School**
- **Attended the WSCJTC approved Field Training Officer Academy**
- **Taser qualified (X2, X26, M26)**
- **Basic CPR & First Aid**

SPOKANE COUNTY SHERIFF'S OFFICE
REQUEST FOR SPECIALTY TEAM ASSIGNMENT OR POSITION TRANSFER

Completion of this form is required prior to any consideration for inclusion in a specialty team or assignment within the Spokane Sheriff's Office.

Position/Unit Requesting: TACTICAL FLIGHT OFFICER

Name: 19B Closed Investigative Records with possible unfair practice Rank: DEPUTY

Personnel Number: 591931 Date of Hire: 7/18/16

Hired as lateral entry? YES NO If yes, how many years of experience with other law enforcement agencies? 8 yrs

Current Assignment: DTN1

Present Specialty Team(s): N/A

Authorization to Review Internal Affairs or Personnel Files: YES NO

Signature: 19B Closed Investigative Records with possible unfair practice Date: 1/19/18

Date Submitted to Supervisor: 1/19/18



Supervisors' Approval

Primary Sergeant: J. Hansen Date: 1/23/18
T. HANSEN #59-976

Rating of Applicant's Potential for Position Sought:

00	10	20	30	40	50	60	70	80	90	100
								○		

Please circle a number above to indicate your rating of the applicant's potential for the position being sought based upon your observation and knowledge of the applicant's work performance. You may write in your own number and circle it if between ranges.

0: not qualified 10-30: below average 40-60: average 70-80: above average 90-100: superior

Detailed Explanation (see back of form):

(A detailed explanation is required. Please consider such characteristics as reliability, dependability, and overall suitability for the position. If the applicant has had recent performance issues, please detail what they are and how the individual is progressing. This detailed information is mandatory and will exclude the candidate from consideration if not completed.)

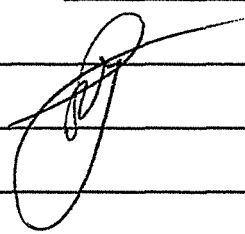
DEPUTY 19B Closed Investigativ HAS BEEN A VALUED MEMBER OF THE DTN1 PLATOON. HE DISPLAYS A GOOD DEMEANOR AND HAS A GREAT WORK ETHIC. HE HAS SHOWN TO BE PROFESSIONAL, POLITE, AND TURNS IN A GOOD FINAL WORK PRODUCT IN HIS REPORTS. HIS OFFICER SAFETY IS VERY GOOD. I BELIEVE HE WOULD BE A GOOD CANDIDATE FOR THIS POSITION OF TFO.

J. Hansen #59-976
T. HANSEN - SGT/SCSD
01/23/2018

Primary Lieutenant: A.P. Jones #59556 Date: 1/24/18
Agree: Disagree:

Detailed Explanation:
(Lieutenants should also comment on the applicant's overall suitability for the position. Comments are mandatory if you disagree with the immediate supervisor.)

19B Closed Investigative Records with does a good job for us.



Upon completion of the supervisory review portion of this application, forward it immediately to the lieutenant commanding the specialty team or assignment.

From: 19B Closed
Sent: Monday, January 22, 2018 3:13 PM
To: 19B Closed
Subject: Letter of Interest for TFO

To: Sheriff Knezovich via Chain of Command
From: Deputy 19B Closed
Date: January 22, 2018
Subject: Application for appointment of Tactical Flight Officer

Sheriff Knezovich, My name is 19B Closed and I have been a member of the law- enforcement community since 2008. I began my career as a Correctional Officer with the San Joaquin County Sheriff's Office in Stockton, California, and worked in that capacity from 2008-2013. While assigned to the custody division, I worked in a direct supervision facility. During this time, I developed good Inter- Personal Communication skills from working there. I responded to many large scale fights and conducted multiple cell extractions of inmates, and had the ability to do so, in an effective and decisive manner, utilizing command presence, as well as physical strength.

I was promoted to the position of Deputy Sheriff with the same department in 2013, and worked the patrol division there until 2016. I responded to multiple shooting calls while assigned to patrol. In July of 2016, I became a member of your patrol division, and am currently assigned to the Downtown nights 1 team. I thoroughly enjoy working with a team to achieve a common goal.

I would like to become a member of the Spokane County Sheriff's Office Air 1 team for several reasons. First, to take my career to the next level and become a better officer, not only with working together as a team, but because I would really enjoy the tactical training as well. I always strive to be the best that I can be as an officer, trying to excel, and feel that I have much to offer, based on my current experience and training. Second, I believe that I can take my experience and training and utilize it on the Air 1 team to be an asset to the citizens of Spokane, and to the department as a whole, as well as being given the opportunity to better assist my fellow team members in any way I possibly can.

As a juvenile my father and I started taking our pilots lessons together for a short time until he got sick. I was unable to complete the course because I did not have a driver's license or vehicle at the time. Flying has always been a personal interest of mine so to be able to do it in a professional capacity would be something I feel I could gain a lot from. I am a very fast learner, I have a proactive approach to law enforcement, I work well with others and I would be able to make the call outs and the monthly training.

Please consider me for the Tactical Flight Officer Position.

Thank-you for your time and consideration.

Dep. 19B

19B Closed Investigative

15 Personal information

, Deer Park, WA 99006 | | C: (209)

15 Personal

19B Closed

@SPOKANESHERIFF.ORG

Summary

Veteran Deputy dedicated to saving lives, increasing community safety, and decreasing crime rates. Over nine years in law enforcement, with experience in assisting citizens, investigating crimes, accidents, and conducting routine patrols.

Highlights

• Defensive driving training	• Community relations
• Firearms and weapons training	• Gang knowledge
• Felony laws knowledge	• Drug laws enforcement
• Crime prevention	• Search and seizure law familiarity
• Radar speed measurement	• Off road vehicle certified
• Proactive policing approach	• Active shooter training

Experience

Correctional Officer
09/2013

09/2008 to

San Joaquin County Sheriff's Dept.
CA

Stockton,

- Received prisoners from law enforcement officers for detention in County jail and honor farm; obtained information from prisoners; received and recorded prisoners' personal property; search, photograph and fingerprint prisoners and assigned them to cells.
- Supervised work and personal activities of inmates including eating, bathing, recreation, and other daily activities; supervised prisoner counseling, work rehabilitation and therapy programs; transport low security inmates.
- Released prisoners from jail on proper authorization; return prisoner's clothing and other personal property; received cash and surety bail bonds; review bonds for correctness and legality before releasing prisoners.
- Collect and dispense prisoner clothing, maintain clothing, linen, and cleaning supplies inventories.
- Examine packages, letters, and other articles coming into the jail for the prisoners; insure that all items conform to established policy; remove contraband.
- Administer first aid for minor injuries; arrange for medical treatment.
- Maintain records and reports of prisoner activities and conduct; utilize data terminals for keeping records and obtaining information.
- Lead other workers as assigned

Deputy Sheriff

09/2013 to 7/2016

San Joaquin County Sheriff's Dept.

Stockton, CA

- Patrolled County areas and enforced laws; checked homes, business establishments, schools and other features of the area for crime, suspicious circumstances and hazardous conditions; operates electronic communication equipment and responds to calls to preserve the peace and enforce laws to improve effectiveness and meet community needs.
- Arrest and conduct searches of suspects; render assistance; obtain statements and information; mark, preserve, and process evidence.
- Conduct investigations of crime, complaints and criminal violations; conduct coroner's investigations to inquire into and assist in the determination, circumstances, manner, and cause of death; gather and protect evidence; interview victims, witnesses and suspects.
- Supervise inmates in a variety of activities at detention facilities.
- Served as bailiff; maintain security of and order in the court and remove disorderly persons when necessary; provide for security and safety of judges, jury deliberations, jurors, and the public; provide security and transportation of inmates to and from courts and other locations as required.
- Perform coroner duties, including routine inspections of bodies involved in traumatic or unexpected deaths as well as the scene of the incidents; identification of decedent; identifies and notifies next of kin; maintain custody and protects property of deceased persons.
- Act as liaison with federal, state, and local agencies; address public and private groups relative to community service programs such as neighborhood watch; may participate in conferences or seminars.
- Serve and executes civil processes.
- Testify at hearings and trials.
- Prepare incident, arrest, investigation and related reports.
- Administer first aid and cardiopulmonary resuscitation as required. (CPR)
- Served in the Community Car Program.
- Served in the Off Road Vehicle Program

Deputy Sheriff

07/2016 to present

Spokane County Sheriff's Office

Spokane, WA

- Patrol County areas and enforce laws; check homes, business establishments, schools and other features of the area for crime, suspicious circumstances and hazardous conditions; operates electronic communication equipment and responds to calls to preserve the peace and enforce laws to improve effectiveness and meet community needs.
- Arrest and conduct searches of suspects; render assistance; obtain statements and information; mark, preserve, and process evidence.
- Conduct investigations of crime, complaints and criminal violations; conduct death investigations to inquire into and assist in the determination, circumstances, manner, and cause of death; gather and protect evidence; interview victims, witnesses and suspects.
- Supervise inmates in a variety of activities at detention facilities.
- Serve as bailiff; maintain security of and order in the court and remove disorderly persons when necessary; provide for security and safety of judges, jury deliberations, jurors, and the public; provide security and transportation of inmates to and from courts and other locations as required.
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- Act as liaison with federal, state, and local agencies; address public and private groups relative to community service programs such as neighborhood watch; may participate in conferences or seminars.
- Serve and executes civil processes.
- Testify at hearings and trials.
- Prepare incident, arrest, investigation and related reports.
- Administer first aid and cardiopulmonary resuscitation as required. (CPR)

REC
5-29-19

Hines, Tim

From: [REDACTED]
Sent: Tuesday, May 28, 2019 7:34 AM
To: [REDACTED] Hines, Tim
Cc: [REDACTED]
Subject: RE: Question

Good morning,

The persons sitting on the February 7th, 2018 TFO Oral Board were [REDACTED] Jeff Thurman, Pilot [REDACTED] and myself.

The applicants who were interviewed for the two open positions were [REDACTED], [REDACTED] and [REDACTED]

The board ranked them in the following order:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

We submitted the list of four to the Command Staff for approval with [REDACTED] and [REDACTED] being selected. The other two stayed on the year list pending other open positions.

I made the notifications to the applicants and the new TFO's began February 21st, 2018.

We asked the same standard ASU TFO selection questions to each candidate. There is no scoring matrix. The evaluator use the candidates verbal answer to form an opinion and rank them.

The ranking decision noted above was unanimous and no documents other than their application packets exist.

I will forward you a couple of emails reference the oral boards and selections by Command Staff.

Please advise if further is needed.

[REDACTED]

Sgt. [REDACTED]
Spokane Valley Investigative Unit
Desk: 509-[REDACTED]
Cell: 509-[REDACTED]



From: 19B Closed
Sent: Monday, May 27, 2019 6:02 PM
To: Hines, Tim <THines@spokanesherriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Subject: RE: Question

I have no notes...the application packets have already been given to 19B Closed per his request. I do not know what happened to the score sheets from the oral board as Sgt 19B Closed was in charge then and would have collected those, for destruction I am assuming.

The "notes" I referred to in my email are from the ASU training agenda for that day that are stored on the ASU drive. That will be available as long as ASU is in business..plus 7 years? It only notes that oral boards are taking place and who was on the board. It did not list the applicants.

19B

From: Hines, Tim
Sent: Monday, May 27, 2019 7:20 AM
To: 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: RE: Question

Thanks 19B Closed. Also, please preserve any notes you have regarding the oral board and/or selection process for those two positions.

Thanks,
Tim

From: 19B Closed
Sent: Thursday, May 23, 2019 5:16 PM
To: Hines, Tim <THines@spokanesherriff.org>
Subject: RE: Question

19B Thurman and myself. Looking at notes, the pilot was 19B Closed who has since left the unit and is working in Montana somewhere. I do not have a contact number for him.

19B

From: Hines, Tim
Sent: Thursday, May 23, 2019 1:15 PM
To: 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: Question

Hi 19B Close,

Can you confirm for me who sat on the Oral Boards for the TFO position openings last January. I understand one of our volunteer pilots was involved so I'll need his name too. 19B Closed Investigative said he doesn't know and thought you might.

Thanks,

 ***Sergeant Jim Hines***

Spokane County Sheriff's Office
Office of Professional Standards
1100 W. Mallon Ave.
Spokane WA 99260
Phone: (509) 477-6626
Cell: (509) 220-6430
Email: thines@spokanesheriff.org

Hines, Tim

From: 19B Closed
Sent: Tuesday, May 28, 2019 7:35 AM
To: 19B Closed Investigative Records ; Hines, Tim
Cc: Lyons, Matt
Subject: FW: ASU Oral Boards

From: 19B Closed
Sent: Tuesday, May 28, 2019 7:12 AM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Subject: FW: ASU Oral Boards

From: 19B Closed
Sent: Thursday, January 25, 2018 5:31 PM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; Thurman, Jeffrey D. <JDTHURMAN@spokanesherriff.org>
Subject: RE: ASU Oral Boards

I have received response from all and the list will be as follows:

19B Closed Investigative Records with possible unfair practice
19B Closed
investigative
Records with
possible unfair

As stated previously, please arrive 10 minutes prior to your time. You will be given direction at that time. If something comes up between now and then, please let me know.

19B

From: 19B Closed
Sent: Wednesday, January 24, 2018 9:12 PM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; Thurman, Jeffrey D. <JDTHURMAN@spokanesherriff.org>
Subject: ASU Oral Boards

All,

We have received your application packets and are moving on to the Oral Boards. They are scheduled for **February 7th from 1400-1600**. Each interview will last approx. 30 minutes. The location will be the **Sheriff Hangar at 5505 E Rutter**

Ave. Plan on arriving 10 minutes prior to your scheduled time. Dress appropriately for an oral interview. If you are on duty, your duty uniform will suffice.

The schedule will look like:

1400-1430

1430-1500

1500-1530

1530-1600

Before I set the schedule, I need to know if anyone needs one of the specified time slots due to court, work, sleep, etc. Please respond one way or the other so that I can push out the schedule as soon as possible.

Any question, just let me know.

19B

Date: 02-07-18

Code: T- TFO, P-Pilot, M- Mechanic, O- Other

Name	Code	Name	Code
19B	T	VALENTI	P
19B Closed	T	19B	P
THURMAN	T	ROBERTSON	P
KARNITZ	T	HOLM	P
19B	T	CUMMINGS	P
FANCIULLO	T	SCANLON	P
ARMSTRONG	T/P	KRESSE	P
BYLOW	T	JONES	P
HALL	T	LYNN	P
		GONZALES	M

1. Agenda

- 1330-1400 Prep for the day
1400-1600 Monthly task list
 19B, 19B, Thurman, Pilot to conduct Oral Boards for TFO candidates
1600-1800 Pursuit Flight Training
1800-1900 Lunch
1900-2000 General Meeting, Safety Meeting, MX meeting
2000-2100 Safety class/video
2100-2230 Clean Ships
2230-2330 Finish task list

Ship is to be prepped and on standby with crew for needed callouts

Other tasks

- Parts tags
- Fix fuel trailer filter cover
- Long Line kit prices delivered to Chris
- Look at Reid's training schedule
- Policy change for MX on Huey, get proper language
- Contact CW Wraps to go to Jack's and look at Huey
- IR Laser pointer
- Collect RPIC Class certs and 107 Temp cards, get to training and copy in training files
- Find old cargo net and shackles
- Review DNR Huey handbook

- Start Huey MX spreadsheet/tracking sheet
- Huey flight record form- Jack is working on it

2. Training:

- Pursuit training to ensure TFO's remain proficient with the techniques. Chief TFO Thurman to conduct training while in the air. ASU member to drive vehicle.

3. Meeting Notes:

a. Aviation Safety Committee Meeting Notes (list attendance)

- Safety Survey results
- Update and video
-

b. Maintenance

- Tablet mount
- Annual for Air1- who and when
- Slow starts on -2
- Inspection kits
- Simplified checklist done???
- Feb 6th visit from Bell MX
-

c. Other Topics

- NVG Check rides done?
- Mock crash plan Table Top March 2nd, [REDACTED] to handle and set up. Test of plan scheduled for April 21st
- SOAR plans and dates for 2018
- Huey call sign- ground units
- ALEA renewed
- Blades and engine from WA DNR- [REDACTED] /Boyer
- Nielsen and Hall equipment
- [REDACTED] and Bylow training on Feb 21st

Hines, Tim

From: 19B Closed
Sent: Tuesday, May 28, 2019 8:12 AM
To: 19B Closed Investigative Records; Hines, Tim
Cc: Lyons, Matt
Subject: FW: TFO Selection Boards

From: 19B Closed
Sent: Tuesday, May 28, 2019 8:11 AM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Subject: FW: TFO Selection Boards

From: 19B Closed
Sent: Thursday, February 8, 2018 1:55 PM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: Re: TFO Selection Boards

Copy....I will get it out later today....out buying stuff right now. I will call all of them first

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Date: 2/8/18 1:52 PM (GMT-08:00)
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: RE: TFO Selection Boards

19B and 19B are approved, thanks.

19B Closed Investigative
Spokane County Sheriff's Office
(509) 19B Closed
19B @spokanecounty.org

From: 19B Closed
Sent: Wednesday, February 07, 2018 7:28 PM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Cc: 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: TFO Selection Boards

19B Closed

Below is the initial applicant rankings from our TFO Oral Boards held today:

1. 19B
2. 19B
3. 19B Closed Investigative
Records with possible
4. 19B

Please advise which two are selected for the current openings. I will make the notifications once I hear back.

Thanks,

19

Sgt. 19B Closed Investigative
Spokane Valley Investigative Unit
Air Support Team Leader – AIR1
Desk: 509-19B
Cell: 509-19B Closed



Hines, Tim

From: 19B Closed
Sent: Tuesday, May 28, 2019 9:20 AM
To: 19B Closed Investigative Records; Hines, Tim
Cc: Lyons, Matt
Subject: FW: New TFO's/Phone List
Attachments: TFO-Pilot roster 2-2018.xls

From: 19B Closed
Sent: Tuesday, May 28, 2019 7:15 AM
To: 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>
Subject: FW: New TFO's/Phone List

From: 19B Closed
Sent: Tuesday, February 13, 2018 11:07 PM
To: County Sheriff Air Support <SheriffAirSupport@spokanecounty.org>; 19B Closed Investigative Records with possible unfair practice @spokanesherriff.org>; 19B Closed Investigative Records with possible unfair practice @SpokaneSheriff.org>
Subject: New TFO's/Phone List

All,

We would like to introduce you all to our newest TFO's 19B Closed and 19B Closed. They are both deputies with the Spokane County Sheriff's Office and will begin working with the unit starting February 21st. Please welcome them aboard when you see them. Congratulations 19B and 19B

Jim Hall has elected to leave the unit and we wish him the best.

Attached is the newest updated phone list. If anything has changed for you, please let me know.

19B

ADMIN

19B Closed Investigative Records with	(208) 15 Personal	(509) 15 Personal	(509) 19B Closed Investigative
		(208) 15	

TFO LIST	Home	Cell	Work
19B		(509) 15 Personal	
B. Armstrong		(509) 15	(509) 496-6592
19B		(509) 15	
19B Closed		(509) 19B Closed	
C. Bylow		(602) 15	
T. Fanciullo		(509) 15	
J. Karnitz		(509) 15	
19B		(208) 15	
J. Thurman		(208) 15	(509) 220-8440
1		(509) 19B Closed	

PILOT LIST	Home	Cell	Work
D. Cummings		(505) 15	
O. Holm	(509) 15	(509) 15	(509) 15
R. Jones		(509) 15	
D. Kresse	(509) 15	(509) 15	(509) 15
W. Lynn		(406) 15	
S. Robertson		(818) 15	
J. Scanlon	(208) 15	(509) 15	
1		(406) 15	
D. Valenti		(509) 15	(509) 15

MECHANIC	Home	Cell	Work
T. Gonzalez		509-15	

5-15-19

K-9 Oral board results

2-24-17

Oral Board Panel:

Lt. [REDACTED], Sgt. Russ Dowdy, Deputy Bob Bond and Deputy JP Melton

- 1) Deputy Clay Hilton
- 2) Deputy Amber Dawson
- 3) Deputy Julian Covella
- 4) Deputy John Nave
- 5) Deputy [REDACTED]
- 6) Deputy Andrew Hairston

Deputy Hilton was selected to join the team.

Sgt. Russ Dowdy
 Spokane County Sheriff's Office
 Investigative Task Force/HNT/K9
 Desk 509-477-3054

Spokane County Sheriff's Office

The K-9 unit is taking applications for the position of K-9 Handler.

Required Qualifications:

The handler shall;

- ⇒ Hold the rank of deputy and currently off probation.
- ⇒ Reside in an adequately fenced, single-family, residence (minimum five-foot high fence with locking gates or department approved kennel).
- ⇒ Live within 30 minutes travel time from the Spokane County limits.
- ⇒ Agree to be assigned to the position for a minimum of three years.
- ⇒ Care for, groom and maintain the dog.
- ⇒ Regularly attend and document training with the dog.
- ⇒ Keep and submit records of all K-9 activities.
- ⇒ Usually be assigned to a platoon but shall be adaptable to work other times of the day.
- ⇒ Available to respond to call outs when needed.
- ⇒ Be able to work as a team within the unit and with other agencies.
- ⇒ Be self-motivated.

K-9 Handler Responsibilities

The handler shall be available for call-out under conditions specified by the Unit Supervisor.

The handler shall ultimately be responsible for the health and welfare of the canine and shall ensure that the canine receives proper nutrition, grooming, training, medical care, affection, and living conditions. The handler will be responsible for the following:

- (a) Unless required by a particular application, the handler shall not expose the canine to any foreseeable and unreasonable risk of harm.
- (b) The handler shall maintain all Sheriff's Office equipment under his/her control in a clean and serviceable condition.
- (c) Handlers shall permit the Unit Supervisor to conduct spontaneous on-site inspections of affected areas of their residence as well as the canine unit, to verify that conditions and equipment conform to policy.

(d) Any changes in the living status of the handler which may affect the lodging or environment of the canine shall be reported to the Unit Supervisor as soon as possible.

(e) When off-duty, canines shall be maintained in kennels, provided by the County, or in a fenced yard at the homes of their handlers. When a canine is kenneled at the handler's home, the gate shall be secured with a lock.

(f) The canine should be permitted to socialize in the home with the handler's family for short periods of time and under the direct supervision of the handler.

(g) Under no circumstances will the canine be lodged at another location unless approved by the Unit Supervisor or Shift Commander.

(h) When off-duty, handlers shall not involve their canines in any activity or conduct unless approved in advance by the Unit Supervisor or Shift Commander.

(i) Whenever a canine handler anticipates taking a vacation or an extended number of days off, it may be necessary to temporarily relocate the canine. In those situations, the handler shall give reasonable notice to the Unit Supervisor so that appropriate arrangements can be made.

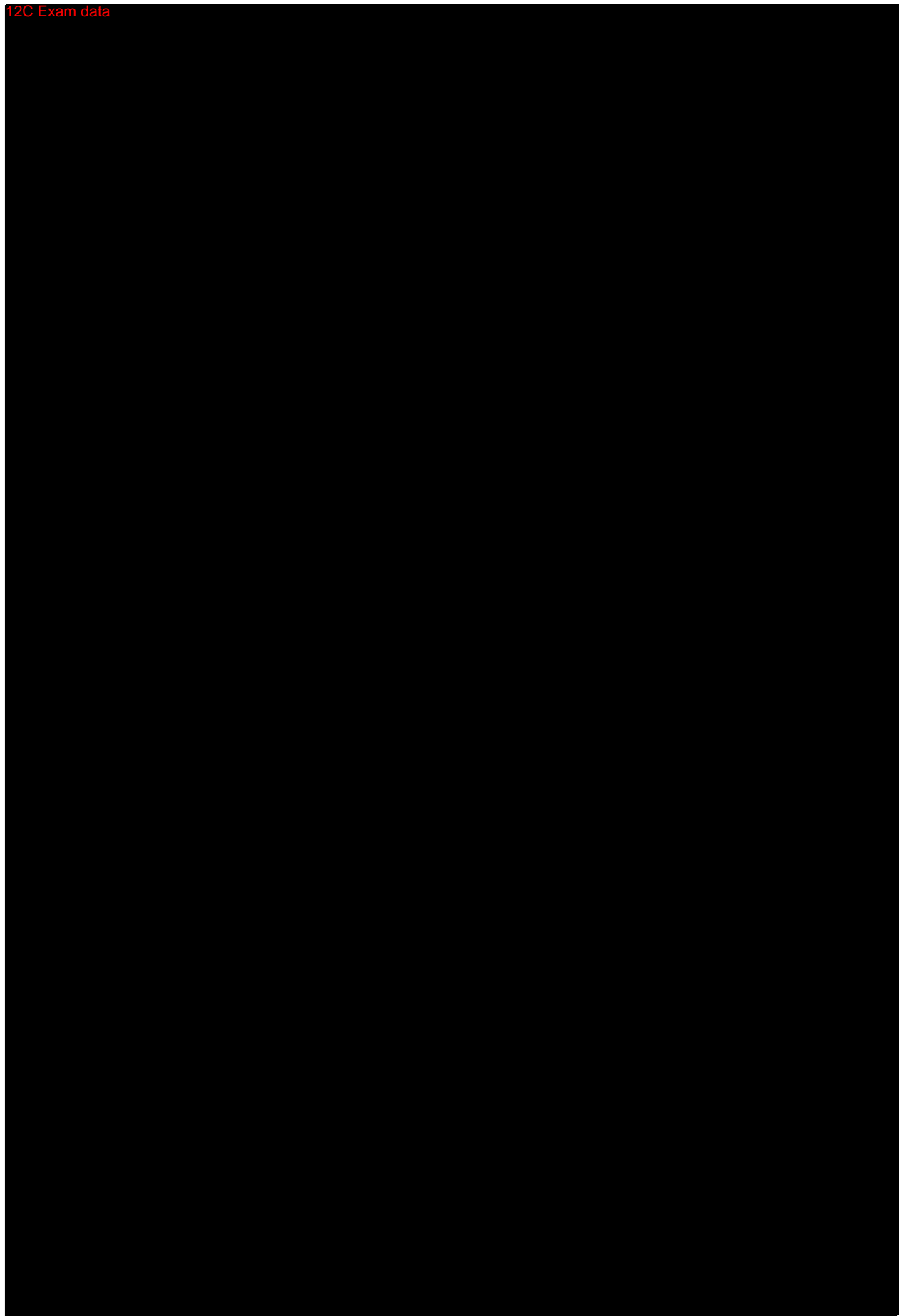
*****Note – K9 teams are assigned to night shift. K9 teams are assigned to platoons based on unit needs as determined by the unit supervisor.***

Due to the demands of the position the selected handler will be expected to give up any and all specialties and concentrate their efforts on only one specialty, the K9 Unit.

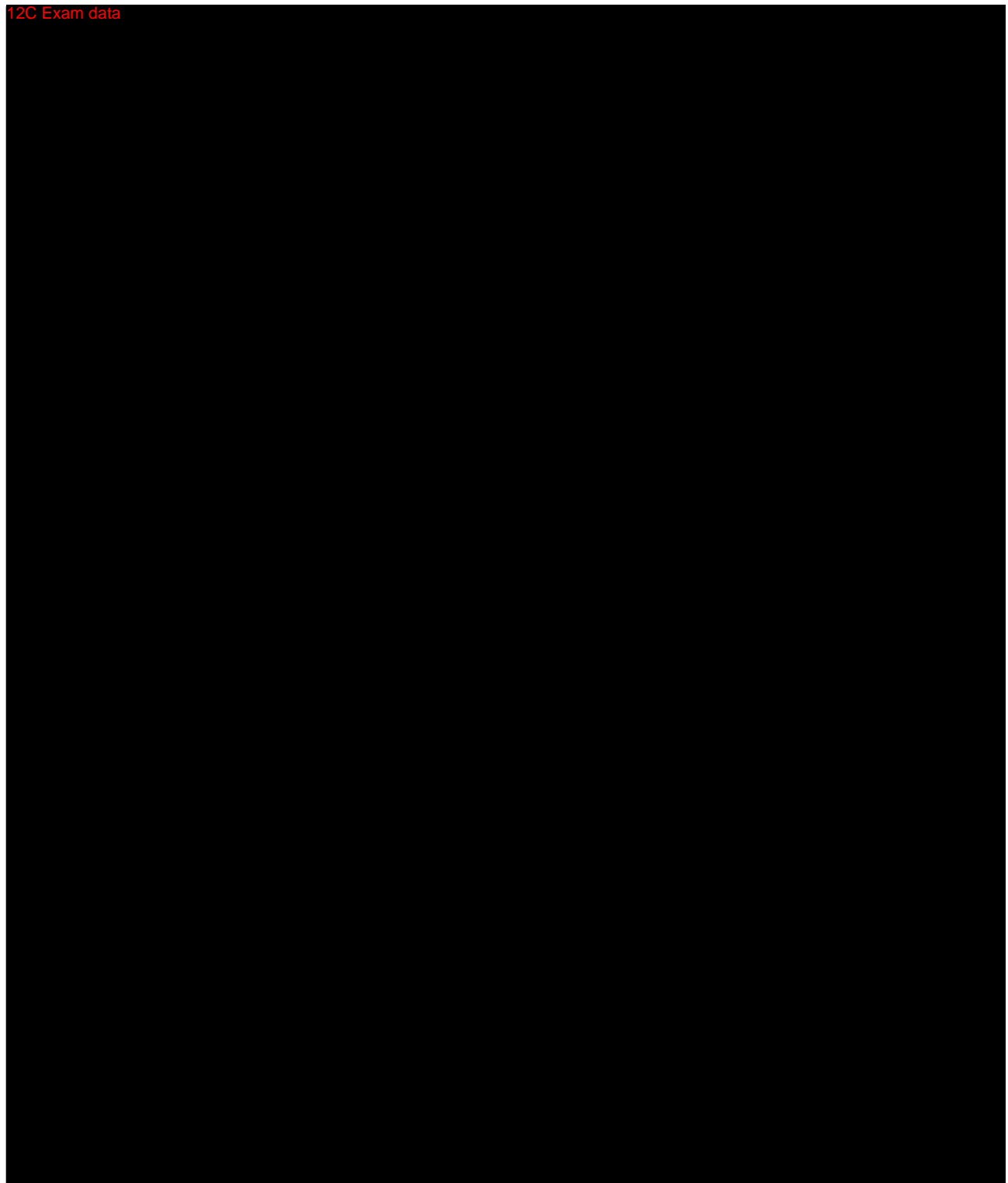
Contact Sgt. Dowdy or Lt. 99 Closed Investigative Records Unit if you have any questions.

All interested deputies must submit an application letter, a supervisor's endorsement form and a resume. Be sure to include information explaining why you want to be a K9 handler and what you have done to prepare yourself for the position.

Please submit your completed application packet to Sergeant Dowdy no later than **January 6th, 2017**. Oral interviews will be scheduled for the second week of January.



12C Exam data



Rate Categories 1 - 10, with 10 being highest/best and 5 equal to average.

- | | |
|----------|-----------|
| 1. _____ | 7. _____ |
| 2. _____ | 8. _____ |
| 3. _____ | 9. _____ |
| 4. _____ | 10. _____ |
| 5. _____ | 11. _____ |
| 6. _____ | |

TOTAL SCORE: _____

Evaluator: _____

**SPOKANE COUNTY SHERIFF'S OFFICE
REQUEST FOR SPECIALTY TEAM ASSIGNMENT OR POSITION TRANSFER**

Completion of this form is required prior to any consideration for inclusion in a specialty team or assignment within the Spokane Sheriff's Office.

Position/Unit Requesting: K9 Handler

Name: Julian Covella Rank: Deputy

Personnel Number: 591792 Date of Hire: 2-3-14

Hired as lateral entry? YES NO If yes, how many years of experience with other law enforcement agencies?

Current Assignment: Patrol- VPN1

Present Specialty Team(s): SWAT, Peer Support

Authorization to Review Internal Affairs or Personnel Files: YES NO

Signature: _____ Date: _____

Date Submitted to Supervisor: _____



Supervisors' Approval

Primary Sergeant: Sgt 19B Closed Date: 1-5-17

Rating of Applicant's Potential for Position Sought:

00	10	20	30	40	50	60	70	80	90	100
									85	

Please circle a number above to indicate your rating of the applicant's potential for the position being sought based upon your observation and knowledge of the applicant's work performance. You may write in your own number and circle it if between ranges.

0: not qualified 10-30: below average 40-60: average 70-80: above average 90-100: superior

Detailed Explanation (see back of form):
(A detailed explanation is required. Please consider such characteristics as reliability, dependability, and overall suitability for the position. If the applicant has had recent performance issues, please detail what they are and how the individual is progressing. This detailed information is mandatory and will exclude the candidate from consideration if not completed.)

I highly recommend and endorse Deputy Julian Covella for selection to the position of K9 Handler for the Spokane County Sheriff's Office. My only reservation in his appointment would be losing him as a member of our VPN1 team.

Dep. Covella has demonstrated his reliability and dependability through his ability to require little supervision, sound decision making, work ethic, positive relationships with all platoon members and availability for contact during off-duty hours.

I have witnessed on high-risk and significant incidents that Dep. Covella remains calm, deliberate, tactical and is very mindful of policy and case law related areas.

In addition to his effective communications verbally and through radio, Dep. Covella is an above average report writer. His reports are well articulated and detailed; which is highly necessary for this position he is applying.

Lastly, Dep. Covella has exhibited a willingness to actively work ILP related investigations at the patrol level. He will take it upon himself to take intelligence on target locations and/or persons, then use his unassigned time to conduct self-initiated activity. Further, Dep. Covella will consistently share information with other deputies, RIG9, and often result in problem solving enforcement.

If selected, I am confident Deputy Covella would contribute positively and effectively to the Sheriff's K9 Unit as a handler and team member.



Primary Lieutenant: _____ 19B Closed Investigative Records with possible unfair practice _____ Date: 01-05-2017

Agree: XX Disagree: _____

Detailed Explanation:

(Lieutenants should also comment on the applicant's overall suitability for the position. Comments are mandatory if you disagree with the immediate supervisor.)

I agree with Sgt. 19B Closed Julian is a very hard working and dedicated Deputy. He is very good at patrol investigations and his report writing is excellent. Julian is also a probationary SWAT member and is doing very well in this position.

Upon completion of the supervisory review portion of this application, forward it immediately to the lieutenant commanding the specialty team or assignment.

Memo

To: Sgt. Dowdy
From: Deputy Julian Covella
Date: December 30, 2016
Re: K-9 Handler letter of interest

The purpose of this memo is to inform you of my interest in the opening for the Spokane County Sheriff's Office K-9 handler position. I have served as a patrol deputy with this department for nearly three years and served as an officer in CA for over seven years before that.

While working in CA, I had the opportunity to assist the department in getting the K-9 program going again after not having one for several years. Ever since I began my career, I have wanted to become a handler. Unfortunately, due to other obligations both at home and at work, I was not able to become a handler with that department. I did, however, continue to assist on occasion by acting as a quarry.

Upon joining the Spokane County Sheriff's Office, I saw firsthand how much of an asset the K-9 program was. In March of 2015, I became a quarry for the K-9 Unit. I did so with the intention of learning more about the Unit and learning more about what it entails to be a handler. In addition to attending numerous Department led training days over the last two years, I also had the opportunity to attend the WSPCA/ISPCA seminar in April of 2015 as a quarry.

During my time on patrol and as a quarry, I have had the opportunity to discuss the responsibilities of the position with the current handlers. In speaking with them, I have found how much of a commitment the position is, but also how rewarding it is.

I believe I have a good mindset for the position, I am eager to learn, I accept criticism well and I am dedicated. I am also very much a team player, but am able to function well on my own as well. I have discussed the position with my wife and she understands the commitment and is

supportive of my decision to test for the position. We live on nearly an acre parcel in Hayden (approximately 15 minutes from the county line). The yard is fully fenced, however, the entire fence is not five feet high, but I have plenty of room for a kennel.

I am used to being on-call as I am currently a probationary member of the Department's SWAT Team and have been for approximately 10 months. During that time, I have responded to numerous call-outs. Although I would be disappointed to have to leave the SWAT Team to become a handler I understand the reasoning behind not having other obligations. I see the K-9 unit as an integral part of our department and I would be honored to earn a position amongst the unit.

For a list of qualifications see my attached resume.

K-9 Resume

I have a total of 14 years of experience in law enforcement. The following is a list of my training and experience that I feel would qualify me for the position of K-9 handler.

Career Experience:

- December of 2001-April of 2005 I volunteered as a Cadet with the Ukiah Police Department. This was the equivalent of the Spokane County SO Explorer program.
- April 2005-July of 2006 I worked as a part-time public safety dispatcher for the Ukiah Police and Ukiah Fire Department.
- July 2006- January 2014, I served as a police officer with the Ukiah Police Department. During my time with UPD I was assigned to Patrol, but had several other assigned duties in addition to patrol. These duties being SWAT, FTO, Lead Defensive Tactics Instructor and was a member of the Mendocino County Multi-Agency Gang Suppression Unit. I also took the time to help our Detective Unit and the Major Crimes Task Force serve non-SWAT search warrants.
- In 2008, I earned a position on the Ukiah Police SWAT team. During my time on the team I was assigned to the entry team and carried either an MP5 or an AR-15 depending on the mission.
- In August of 2009 I attended a two week Defensive Tactic Instructor course and became the department's lead instructor.
- In October of 2009 I attended a two week Basic SWAT Operators course put on by International Training Resources
- In February of 2014 I was sworn in as a Deputy for the Spokane County Sheriff's Office.
- In March of 2015 I began assisting as a quarry with the SCSO K-9 program
- In April of 2015 I attended the WSPCA/ISPCA seminar in Lewiston/Clarkston as a quarry.
- In May of 2015 I became a probationary member of the SCSO SWAT Team, however, in October of 2015 I left the team after failing a PT portion of Basic SWAT.
- In May of 2016 I again earned a position as a probationary member of the SWAT Team and have been a probationary member since.

Education:

- A.S. degree in Administration of Justice from the Mendocino Community College

Awards:

- Ukiah Mayor's Medal of Valor; 2003
- American Police Hall of Fame "Life-Saving Award"; 2003
- Carnegie Hero Medal; 2004
- Distinguished Service Award; 2012
- "23152" Award (most DUI arrests in a year); 2013
- "11550" Award (most drug related arrests in a year); 2013
- "UPD Officer of the Year"; 2013

December 21, 2016

Sergeant Dowdy,

I am interested in becoming a K9 Handler when a position becomes available. I have been with the Sheriff's Office since July of 2014 and graduated from the Basic Law Enforcement Academy in December of 2014. I have been off of probation since December of 2015. Prior to working with the Spokane County Sheriff's Office, I worked for Spokane County Detention Services as a Corrections Officer at Geiger.

I bought a house in the 5 Mile area in September. The house has a large back yard, which will be fully fenced in the spring time.

I grew up around dogs, including Police canines. My Dad, Brad Nave, was a Spokane Police Officer. He became a K9 Handler in 1988 and became a Master Handler in 1989. He was a K9 Handler for about 3 years. My Uncle, Kevin Nave, was a Spokane County Sheriff's Deputy. Before he lateralled to Spokane County, he worked for the Steven's County Sheriff's Office, where he was a K9 Handler for them.

My Dad has always told me how much he enjoyed being a K9 Handler. While growing up as a young child around his Police Canines, I was able to see how they interacted around our family. Along with being around Police Canines, I have always loved dogs in general. I currently own a female black lab. I have talked with my family about the requirements of being a K9 Handler and how the dogs need to be treated.

I have been a K9 Quarry for the Spokane County Sheriff's Office since the first opportunity for me to become one. (Late 2015). I have used my time as a Quarry to ask questions and to learn about the Sheriff's Office K9 Program. Being a Quarry has been a great opportunity to work with the current Handlers and their dogs.

I am very happy that this opportunity became available and I believe I am a qualified candidate for this position. I am a motivated hard worker, team player, enjoy learning and would love to be a part of the Sheriff's Office K9 Program.

Thank you for the opportunity to apply for a future K9 Handler position.

Deputy John Nave

15 Personal information • SPOKANE, WA 99208
PHONE (509) 15 Personal • E-MAIL 15 Personal @HOTMAIL.COM OR
JNAVE@SPOKANESHERIFF.ORG

JOHN NAVE

EDUCATION

Riverside High School

Chattaroy, WA

- September 2000 – June 2004
- Date of Graduation: June 2004; General Diploma
- 3.70 Grade Point Average

Spokane Falls Community College

- September 2004 – June 2006
- Date of Graduation: June 2006; AA Degree
- 3.55 Grade Point Average

Eastern Washington University

- February 2007- December 2007

Law Enforcement Schools and Courses

- Corrections Officer Academy
- Basic Law Enforcement Academy
- Defensive Tactics Field Instructor Course
- Reality Based Training Theory Class

LAW ENFORCEMENT WORK EXPERIENCE

November 2012- June 2013 **Spokane County Sheriff's Office**

Corrections Deputy

- Maintain safety and security of Geiger Corrections.
- Monitor 60 plus inmates on floors
- Report Writing

June 2013- July 2014 **Spokane County Detention Services**

Corrections Officer

- Maintain safety and security at Geiger Corrections.
- Monitor 60 plus inmates on floors
- Report Writing

July 2014- Present **Spokane County Sheriff's Office**

Deputy Sheriff

- Routine and non-routine patrols
 - Respond to calls for service
 - Report Writing
 - K9 Quarry (Started in late 2015)
 - Defensive Tactics Field Instructor (July 2016)
-

Sgt Dowdy,

First, I'd like to thank you for taking the time to read this letter and consider me for the K9 Deputy Position. This letter is some brief information about me and why I feel I would be the best fit for your K9 unit.

As you are aware I lateraled to the Spokane County Sheriff's Office in May of 2014. One of the primary reasons I lateraled to this department was because I had the future goal of becoming a K9 Deputy and after doing research about the department, I knew lateraling here would be a step towards achieving that goal. After getting settled at this department and spending time with members of your K9 unit, this desire has only increased.

Having gone to level one and level two defensive tactics instructor schools and also being a Field Training Officer, I have a strong understanding of department policies and procedures, case law, and civil and criminal liability when it comes to use of force. I believe that this gives me an advantage over other applicants for this position who do not necessarily have a background in use of force and this will make it easier to train me as a K9 Deputy.

I have participated in K9 trainings as a quarry and continue to sign up for future quarry dates to assist the K9 unit and to gain further understanding on the K9's themselves. Outside of quarrying at K9 training, I have taken time out of my patrol shifts to train with the K9 Deputies assigned to my platoon. I have assisted with laying tracks, wearing the bite sleeves, and assisting with "no bite scenarios". Because of this relationship I have developed with the members of the K9 unit, I have been a go-to guy in patrol to assist your K9 Deputies with K9 tracks.

During my free time I have been reading the books, "Controlled Aggression" and "Decoys and Aggression A Police K9 Training Manual". These books were given to me to help further my knowledge of K9 Training.

The reasons listed above are a short summary of why I believe I would be the best fit for your K9 unit. I would appreciate a chance to interview for this position so that I can further elaborate on why I feel I am the most qualified and best choice for this position.

Thank you for your time,

Deputy [REDACTED]

Spokane, WA. 99224

509-993-3851

Career Objective

I am a dedicated and motivated law enforcement officer pursuing more training and education to better myself and to benefit my agency. I am a goal-oriented, responsible and committed officer who will strive to diligently serve and protect my community.

Employment Experience

Spokane County Sheriff's Office-Deputy

May 2014-Present

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowl checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Airway Heights Police Department-Officer

November 2012-May 2014

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowl checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Kalispel Tribal Police Department-Officer

March 2012-November 2012

Enforcement of tribal and state laws and ordinances. Respond to calls for service, conduct local prowl checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Airway Heights Police Department- Reserve Officer

October 2011-March 2012

Enforcement of local and state laws and ordinances. Respond to calls for service, conduct local prowl checks, and investigate reports of criminal activity. Maintain a positive relationship with the public through community oriented policing. Prepare reports in a timely manner.

Education

- **WA State reserve Officer Academy**
- **WA State Basic Law Enforcement Academy (720hrs)**
- **Member of Northwest Gang Investigation Association**
- **Attended Level One and Level Two Defensive Tactics Instructor School**
- **Attended the WSCJTC approved Field Training Office Academy**
- **Taser qualified (X2, X26, M26)**
- **Basic CPR & First Aid**

Hines, Tim

From: Lyons, Matt
Sent: Tuesday, June 04, 2019 2:09 PM
To: Hines, Tim
Subject: FW: Thurman Response to IA#2019-0014
Attachments: Final Report PDF.pdf

From: Jdt Thurman [mailto:Personal Information@spokanesherriff.org]@aol.com]
Sent: Tuesday, June 4, 2019 1:47 PM
To: Lyons, Matt <MLyons@spokanesherriff.org>
Cc: Personal Information@spokanesherriff.org
Subject: Thurman Response to IA#2019-0014

Inspector Lyons,

As listed as my administrative point of contact for this investigation I am submitting my written response to you which I was advised was due on 06/04/19 by 1500hrs. If you need anything further please let me know.

Also will you please let me know you received this via email.

Thanks,

Jeffrey D. Thurman

Hines, Tim

From: Nowels, John
Sent: Friday, May 10, 2019 7:55 AM
To: County Sheriff All Commissioned
Subject: Administrative Leave

All,

On May 8th Sergeant Jeff Thurman was placed on paid administrative leave pending an investigation of an internal complaint. Sergeant Thurman does not currently have access to secure areas of the Public Safety Building or Valley Precinct and should be escorted in these areas when on campus. Contact your Division Commander if you have any questions regarding this matter.

Undersheriff John Nowels
Spokane County Sheriff's Office
1100 W Mallon
Spokane, WA 99260
jnowels@spokanesherriff.org
(509) 477-4721

Hines, Tim

From: Armstrong, Brandon
Sent: Tuesday, May 21, 2019 8:18 AM
To: Hines, Tim
Subject: Early flights

Tim,
Both [REDACTED] and [REDACTED] were added to the crew schedule calendar February 2018. These are the flights I show for both [REDACTED] and [REDACTED] prior to that date:

July 2, 2016 [REDACTED] crew of Olaf Holm (Pilot), [REDACTED] and [REDACTED] for graveyard patrol. This is the only record I have for any [REDACTED].

October 7, 2017 [REDACTED] crew of Rob Jones (Pilot), James Hall and [REDACTED]. This is the only flight before Feb 2018 listing her.

Detective Brandon Armstrong
Spokane County Sheriff's Office
Sexual Assault Unit
Regional Air Support Unit
(509)477-6610 Office
(509)496-6592 Cell



SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

FIELD CASE REPORT

EVENT	REPORTED DATE/TIME 12/22/2016 21:28	OCCURRED INCIDENT TYPE Warrant Arrest	LOCATION OF OCCURRENCE MINNEHAHA PARK 4001 E EUCLID AVE
	OCCURRED FROM DATE/TIME 12/22/2016 21:28	OCCURRED THRU DATE/TIME 12/22/2016 21:46	Spokane, WA

OFFENSES	STATUTE/DESCRIPTION	COUNTS	ATTEMPT/COMMIT
	01	9A.76.175 GM MAKING FALSE STATEMENT	1
02	9A.56.330 GM POSSESSION OF ANOTHERS IDENTIFICATION	1	Commit

SUBJECT	JACKET/SUBJECT TYPE Adult Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX) ARAGON, PHOENIX SUN					
	DOB 04/16/1981	AGE or AGE RANGE 35	ADDRESS (STREET, CITY, STATE, ZIP) 1124 E JOSEPH AVE SPOKANE, WA 99208				
	RACE White	SEX Male	HEIGHT or RANGE 5'6	WEIGHT or RANGE 180	HAIR Brown	EYE Brown	
	DL NUMBER/STATE 43G Driver's license / WA	PRIMARY PHONE	PHONE #2	PHONE #3			

SUBJECT	JACKET/SUBJECT TYPE Adult Passenger	NAME (LAST, FIRST, MIDDLE SUFFIX) PIAPOT, KIMBERLY KAY					
	DOB 06/28/1967	AGE or AGE RANGE 49	ADDRESS (STREET, CITY, STATE, ZIP) 610 E NORTH FOOTHILLS DR SPOKANE, WA 99207				
	RACE American Indian-Alaskan Native	SEX Female	HEIGHT or RANGE 5'0	WEIGHT or RANGE 155	HAIR Blonde	EYE Brown	
	DL NUMBER/STATE 43G Driver's / WA	PRIMARY PHONE	PHONE #2	PHONE #3			

SUBJECT	JACKET/SUBJECT TYPE Adult Victim	NAME (LAST, FIRST, MIDDLE SUFFIX) NESS, DONALD KENNETH					
	DOB 08/01/1979	AGE or AGE RANGE 37	ADDRESS (STREET, CITY, STATE, ZIP) 1424 W COURTLAND AVE SPOKANE, WA 99205				
	RACE White	SEX Male	HEIGHT or RANGE 5'11	WEIGHT or RANGE 207	HAIR Black	EYE Brown	
	DL NUMBER/STATE 43G Driver's license / WA	PRIMARY PHONE	PHONE #2	PHONE #3			

REPORTING OFFICER 38 Closed Investigative Records with possible unfair practice	DATE 12/22/2016	REVIEWED BY Gilbert, Brad R	12/23/2016
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SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

CASE REPORT

ADDITIONAL SUBJECTS

SUBJECT	JACKET/SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)			
	Adult Owner	BOLES, JOSEPH EUGENE			
	DOB AGE or AGE RANGE	ADDRESS (STREET, CITY, STATE, ZIP)			
	05/05/1974 42	1224 E TRENT AVE SPOKANE, WA 99202			
RACE	SEX	HEIGHT or RANGE	WEIGHT or RANGE	HAIR	EYE
White	Male	5'11	175		Blue
DL NUMBER/STATE	PRIMARY PHONE	Cellular Phone - Personal	PHONE #2	PHONE #3	
43G Driver's license / WA	(509)489-4762				

SUBJECT	JACKET/SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)				
	DOB AGE or AGE RANGE	ADDRESS (STREET, CITY, STATE, ZIP)				
	RACE	SEX	HEIGHT or RANGE	WEIGHT or RANGE	HAIR	EYE
	DL NUMBER/STATE	PRIMARY PHONE	PHONE #2	PHONE #3		

SUBJECT	JACKET/SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)				
	DOB AGE or AGE RANGE	ADDRESS (STREET, CITY, STATE, ZIP)				
	RACE	SEX	HEIGHT or RANGE	WEIGHT or RANGE	HAIR	EYE
	DL NUMBER/STATE	PRIMARY PHONE	PHONE #2	PHONE #3		

SUBJECT	JACKET/SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)				
	DOB AGE or AGE RANGE	ADDRESS (STREET, CITY, STATE, ZIP)				
	RACE	SEX	HEIGHT or RANGE	WEIGHT or RANGE	HAIR	EYE
	DL NUMBER/STATE	PRIMARY PHONE	PHONE #2	PHONE #3		

SUBJECT	JACKET/SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)				
	DOB AGE or AGE RANGE	ADDRESS (STREET, CITY, STATE, ZIP)				
	RACE	SEX	HEIGHT or RANGE	WEIGHT or RANGE	HAIR	EYE
	DL NUMBER/STATE	PRIMARY PHONE	PHONE #2	PHONE #3		

REPORTING OFFICER	DATE	REVIEWED BY
RB Closed Investigative Records with possible unfair practice	12/22/2016	Gilbert, Brad R
		12/23/2016



SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

CASE REPORT

VEHICLES as INVOLVED

INVOLVED VEHICLE	VEHICLE ROLE Suspect Vehicle			
	VEH YR 1994	TYPE/MAKE/MODEL Jeep (after 1988) CHEROKEE		STYLE LIFTBACK
	PLATE / STATE 521UOB / WA	VIN 1J4FJ68S2RL202313	TOP COLOR Gray	BOTTOM COLOR Gray
	ADDITIONAL DESCRIPTIVE INFORMATION IGNITION PUNCHED, SMASHED WINDSHIELD			

INVOLVED VEHICLE	VEHICLE ROLE			
	VEH YR	TYPE/MAKE/MODEL		STYLE
	PLATE / STATE	VIN	TOP COLOR	BOTTOM COLOR
	ADDITIONAL DESCRIPTIVE INFORMATION			

VEHICLES as PROPERTY

PROPERTY VEHICLE	PROPERTY CODE			VALUE
	VEH YR	TYPE/MAKE/MODEL		STYLE
	PLATE / STATE	VIN	TOP COLOR	BOTTOM COLOR
	ADDITIONAL DESCRIPTIVE INFORMATION			

PROPERTY VEHICLE	PROPERTY CODE			VALUE
	VEH YR	TYPE/MAKE/MODEL		STYLE
	PLATE / STATE	VIN	TOP COLOR	BOTTOM COLOR
	ADDITIONAL DESCRIPTIVE INFORMATION			

PROPERTY VEHICLE	PROPERTY CODE			VALUE
	VEH YR	TYPE/MAKE/MODEL		STYLE
	PLATE / STATE	VIN	TOP COLOR	BOTTOM COLOR
	ADDITIONAL DESCRIPTIVE INFORMATION			

REPORTING OFFICER	DATE	REVIEWED BY
100 Closed Investigative Records with possible unfair practice	12/22/2016	Gilbert, Brad R
		12/23/2016



SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

CASE REPORT

NARRATIVE

On 12/22/16 at 2148 hours, I contacted a Suspicious Vehicle in the parking lot of Minnehaha Park at 4001 E Euclid Ave. Spokane County, WA 99202. The vehicle was sitting facing the exit to E Euclid Ave. set back off of the roadway with the engine running and headlights off. There was a male driver and a female passenger in the rear of the vehicle. I activated my emergency lights and contact both subjects as it was well after dark and the park was closed.

I contacted the driver who was obviously nervous by my presence and visibly shaking. When asked as to the nature of his business to being in the park he stated, "We were just talking." When asked why they chose that spot to "talk" he was unable to provide an answer. The female said they were parked there prior to picking up her children a few blocks away. She did not know the address that her children were at. Neither the male nor female were able to explain the nature of their relationship or how long they had known each other or how long they had been parked there.

When I asked for the male's ID which he had in his right hand, he dropped it on the floor and said he did not have one, fumbling around with his pockets. He verbally identified himself as Pearson M Aragon (04/17/79). In the center console was an open can of Steel Reserve beer next to a Social Security Card which was folded up. On the passenger floor board were several other empty Steele Reserve beer cans. When I asked Aragon if the Social Security Card belonged to him he said "no." I asked him whose it was and he said he did not know. I asked him who the vehicle belonged to and he said it was his. Aragon handed me the card which belonged to a Donald K Ness (08/01/79). Aragon said he did not know Ness or how he came into possession of his Social Security Card.

The female verbally identified herself as Kimberly K Piapot (06/28/67). Piapot showed a local history and suspended driver's license out of Washington. Her ID was verified with a recent jail booking photo.

A name check of Aragon revealed no local or Washington returns. When I asked Aragon what state his ID was out of he replied "Montana." A name check out of Montana revealed a Pearson M Aragon (04/17/79) with a current and clear driver's license. When I told Aragon I was going to verify his ID with a photo prior to letting him leave his level of anxiety increased as he began rubbing his hands together and sweating. Aragon had a tattoo on his right hand of P.A. which he said were his initials. I requested another unit respond as it was possible the information Aragon had given me was a false name.

REPORTING OFFICER Closed Investigative Records with possible unfair practice	DATE 12/22/2016	REVIEWED BY Gilbert, Brad R	12/23/2016
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SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

CASE REPORT

NARRATIVE (continuation)

A search of Aragon's name and tattoos revealed him to be Phoenix S Aragon (04/16/81). A recent booking photo of Aragon confirmed this to be his correct identity. An NCIC check revealed Aragon had an outstanding Felony warrant out of Spokane, WA for Possession of Stolen Firearm and Possession of Controlled Substance.

Once Deputy [REDACTED] and Deputy [REDACTED] with his K9 partner [REDACTED] arrived onscene, I conducted a high risk take down of the vehicle. Aragon was not obeying commands to show us his hands, after being told he was under arrest and knowing he had a history of weapons possession; I deployed my shotgun to a low ready position and continued to order Aragon out of the vehicle. It took several minutes and the use of a PA system to gain compliance from Aragon who refused to follow our commands. Aragon was advised we considered him to be armed and dangerous and that if he continued to reach around inside the vehicle and not show us his hands he would be shot. Use of the K9 was also promised if he chose not to exit the vehicle.

Aragon eventually exited the vehicle and was taken into custody for Making False Statement to Law Enforcement, Possessing Another's ID and his warrant pending confirmation. Piapot immediately followed commands to exit the vehicle and was detained without incident. Aragon's warrant was confirmed by dispatch and Spokane Records and he was searched incident to a custodial arrest and secured in the backseat of my patrol vehicle.

Dispatch attempted to contact the new registered owner of the vehicle, Joseph E Boles (05/05/74) but determined he was currently incarcerated in the Spokane County Jail. The vehicle was not currently listed as stolen. It was towed by B&B Towing as no licensed driver was in the vehicle, the owner could not be contacted to remove the vehicle, and it was illegally parked on County property.

Piapot was released after confirming her property from the vehicle did not contain weapons.

Aragon was cited and released for Making False Statement to Law Enforcement, Possessing Another's ID, Open Container of Alcohol by Driver, Possessing a Vehicle without Registration, and Operating a Motor Vehicle without insurance see citation # 6Z114434, 6Z119015, and 6Z1199016. He was transported to the Spokane County Jail where he was booked on his warrant.

This incident is Settled by Arrest/Citation.

REPORTING OFFICER [REDACTED]	DATE 12/22/2016	REVIEWED BY Gilbert, Brad R	12/23/2016
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SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

CASE REPORT

NARRATIVE (continuation)

I certify under the penalty of perjury under the laws of the State of Washington that all statements made herein are true and accurate and that I have entered my authorized user ID and password to authenticate it.

REPORTING OFFICER	DATE	REVIEWED BY	
SB Closed Investigative Records with possible unfair practice	12/22/2016	Gilbert, Brad R	12/23/2016



SPOKANE COUNTY SHERIFF

CASE# 2016-10036349

ARREST INFORMATION SHEET

DETAILS	ARREST DATE/TIME 12/22/2016 21:46	ARREST TYPE Summoned/Cited	LOCATION OF ARREST MINNEHAHA PARK 4001 E EUCLID AVE
	ARRESTING OFFICER(S) [REDACTED]		Spokane, WA

ARRESTEE

ARRESTEE	JACKET TYPE Adult	NAME (LAST, FIRST, MIDDLE SUFFIX) ARAGON, PHOENIX SUN		
	DOB 04/16/1981	AGE 35	ADDRESS (STREET, CITY, STATE, ZIP) 1124 E JOSEPH AVE SPOKANE, WA 99208	
	RACE White	SEX Male	HEIGHT 5'6	WEIGHT 180
	DL NUMBER/STATE 43G Driver's license / WA		HAIR Brown	EYE Brown

CHARGES

CHARGES	STATUTE / DESCRIPTION	COUNTS	ATTEMPT/COMMIT
	01	9A.76.175 GM MAKING FALSE STATEMENT	1
02	9A.56.330 GM POSSESSION OF ANOTHERS IDENTIFICATION	1	Commit

NARRATIVE

VICTIM: DONALD K NESS (08/01/79), STATE OF WASHINGTON

ADDITIONAL CHARGES and NARRATIVE MAY BE PRINTED ON FOLLOWING PAGES

REPORTING OFFICER [REDACTED]	DATE 12/22/2016	REVIEWED BY Gilbert, Brad R	DATE 12/23/2016
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Citation fine amount: : 1000.00

Driving incident description: :

Has in car video: : False

Has special program: : False

Is school play zone: : False

work zone: : False

AFFIDAVIT FOR NOTICE OF INFRACTION

This affidavit is incorporated by reference into the Notice of Infraction # 6Z1199015

I was on duty in Spokane County on **12/22/16** at **2128** hours and stopped the vehicle for **A SUSPICIOUS VEHICLE INVESTIGATION**. The vehicle was **west bound on Spokane County Parks Property At Minnehaha Park 4001 E Euclid Ave.** when the violation occurred.

The driver was identified as **PHOENIX S ARAGON (04/16/81)** with a:

- WASHINGTON State Drivers License
- WASHINGTON Identification Card
- Verbally without identification. The driver was identified by **DEP.** RB Closed Investigative Records

I asked the driver for the vehicle registration. I noted the driver **Could not provide** a vehicle registration as required.

Additional information:

THE VEHICLE REGISTRATION, 521UOB/WA TO A GREY 1994 JEEP CHEROKEE, WAS EXPIRED SINCE 02/02/12 AND SHOWED A REPORT OF SALE DATED 11/29/16 BUT THE DEFENDANT WAS NOT THE REGISTERED OWNER. THE DEFENDANT STATED HE HAD PURCHASED THE VEHICLE BUT DID NOT POSSESS ANY PAPERWORK CONFIRMING THE PURCHASE, TITLE TRANSFER, OR RE-LICENSING. THE VEHICLE WAS NOT LISTED AS STOLEN AND THE NEW REGISTERED OWNER ACCORDING TO THE TITLE TRANSFER OF 11/29/16 SHOWED JOSEPH E BOLES. BOLES IS CURRENTLY INCARCERATED IN THE SPOKANE COUNTY JAIL.

THE DEFENDANT WAS UNABLE TO PROVIDE PROOF OF REGISTRATION, PROOF OF LIABILITY INSURANCE, OR CURRENT DRIVERS' LICENSE. THE DEFENDANT PROVIDED A FALSE NAME AND WAS SUBSEQUENTLY ARRESTED FOR PROVIDING A FALSE STATEMENT, A FELONY WARRANT FOR POSSESSION OF A STOLEN FIREARM AND CONTROLLED SUBSTANCE, AND POSSESSING ANOTHER'S ID (SOCIAL SECURITY CARD). SEE INCIDENT REPORT REGARDING THE ABOVE CHARGES.

WHEN I INITIALLY CONTACTED THE DEFENDANT, THE VEHICLE ENGINE WAS RUNNING, THE IGNITION WAS DESTROYED AND THERE WAS NO IGNITION KEY, HE WAS SEATED IN THE DRIVER'S POSITION AND HAD AN OPEN CAN OF STEELE RESERVE BEER SITTING IN THE CENTER CONSOLE WITHIN IMMEDIATE REACH. THE BEER WAS NEARLY FULL AND THERE WERE SEVERAL EMPTY BEER CANS IN THE PASSENGER COMPARTMENT. THE VEHICLE WAS PARKED NEAR THE ENTRANCE OF THE PARK ONTO E EUCLID AVE.

THE DEFENDANT WAS ISSUED NOI ABOVE FOR OPEN CONTAINER, POSSESSING A VEHICLE WITHOUT REGISTRATION, AND OPERATING A MOTOR VEHICLE WITHOUT INSURANCE.

Additional Charges:

- The driver was unable to provide current proof of liability insurance when asked.
- The driver was using a cell phone at the time of the violation.
- The vehicle license was expired.
- The driver had a suspended / revoked drivers license [See]
- Other violations: **OPEN CONTAINER, SEE ABOVE.**

I issued the driver a Notice of Infraction for failing to **carry** the vehicle registration and any additionally checked violations.

The driver was given a verbal warning for .

The driver was given a copy of the Notice of infraction, told to read the Notice of Infraction and to contact the court within 15 days.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT ALL STATEMENTS MADE HEREIN ARE TRUE AND ACCURATE AND THAT I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.

Deputy

99 Closed Investigative Records with possible unfair practice

Place

Spokane County Washington

Date

12/22/16

CITATION # 6Z1199016 SPS CN
ARAGON, PHOENIX S 041681

CRIMINAL

TRAFFIC NON-TRAFFIC LEA ORI#: **WA0320000** COURT ORI #: **WA032013J** CITATION #: **6Z1199016** REPORT #: **1610036349**

IN THE DISTRICT MUNICIPAL COURT OF **SPOKANE COUNTY DISTRICT COURT**
 STATE OF WASHINGTON COUNTY OF CITY/TOWN OF _____, PLAINTIFF VS. NAMED DEFENDANT

THE UNDERSIGNED CERTIFIES AND SAYS THAT IN THE STATE OF WASHINGTON

DRIVER'S LICENSE NO. (SCANNED) **43G Driver's** STATE: **WA** EXPIRES: **04-16-22** PHOTO I.D. MATCHED YES NO NAME: LAST **ARAGON** FIRST **PHOENIX** MIDDLE **SUN** SFX _____ CDL/CLP YES NO
 ADDRESS **1124 E JOSEPH AVE** IF NEW ADDRESS CITY **SPOKANE** STATE **WA** ZIP CODE **992083448**

EMPLOYER _____ EMPLOYER LOCATION _____
 DATE OF BIRTH **04-16-81** RACE **W** SEX **M** HEIGHT **5'06"** WEIGHT **175** EYES **BRO** HAIR **BRO** RESIDENTIAL PHONE NO. _____ CELL/PAGER PHONE NO. _____ WORK PHONE NO. _____
 VIOLATION DATE **12/22/2016 22:31** INTERPRETER NEEDED _____ AT LOCATION **E EUCLID AVE.** M.P. BLOCK # **4001** CITY/COUNTY OF **SPOKANE/SPOKANE**

DID OPERATE THE FOLLOWING VEHICLE/MOTOR VEHICLE ON A PUBLIC HIGHWAY AND

VEH LIC NO **521UOB** STATE **WA** EXPIRES **12-02-12** VEH YR **1994** MAKE **JEEP (JEEP)** MODEL **CHEROKEE** STYLE **WAGON 4 DOOR** COLOR **GRAY**
 TR #1 LIC NO _____ STATE _____ EXPIRES _____ TR YR _____ TR #2 LIC NO _____ STATE _____ EXPIRES _____ TR YR _____

OWNER/COMPANY IF OTHER THAN DRIVER **JOSEPH E BOLES**
 ADDRESS **1224 E TRENT AVE** CITY **SPOKANE** STATE **WA** ZIP CODE **99202**

ACCIDENT **NO** BAC _____ COMMERCIAL VEHICLE YES NO 16+ PASS YES NO HAZMAT YES NO EXEMPT VEHICLE YES NO FIRE LEA _____

DID THEN AND THERE COMMIT EACH OF THE FOLLOWING OFFENSES

1. VIOLATION/STATUTE CODE **9A.56.330.1** DV POSSESSION OF ANOTHERS IDENT
VICTIM: DONALD K NESS
 2. VIOLATION/STATUTE CODE _____ DV
 3. VIOLATION/STATUTE CODE _____ DV
 4. VIOLATION/STATUTE CODE _____ DV
 5. VIOLATION/STATUTE CODE _____ DV

MANDATORY COURT APPEARANCE APPEARANCE DATE **12-29-16** TIME **9:00 AM** RELATED # _____ DATE ISSUED **12-22-16**

TICKET SERVED ON VIOLATOR TICKET REFERRED TO PROSECUTOR
 TICKET SENT TO COURT FOR MAILING BOOKED
 I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT I HAVE ISSUED THIS ON THE DATE AND AT THE LOCATION ABOVE, THAT I HAVE PROBABLE CAUSE TO BELIEVE THE ABOVE NAMED PERSON COMMITTED THE ABOVE OFFENSE(S), AND I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.
 OFFICER **RB Closed Investigative** # _____
 OFFICER **RB Closed Investigative** # _____

COMPLAINT/ CITATION OF ABSTRACT OF JUDGMENT	CHG #	RESPONSE		CHG	DISPOSITION	FINES	SUSPENDED	SUB-TOTAL	FINDING/JUDGMENT DATE	TO SERVE	
		G	NG							DAYS	DAYS SUSP
		G	NG		G NG D	\$	\$	\$		W	
	2	G	NG		G NG D	\$	\$	\$	ABSTRACT MLD TO OLYMPIA	CREDIT/IME SVD	Y/N
	3	G	NG		G NG D	\$	\$	\$		LIC SJRR DT	
	4	G	NG		G NG D	\$	\$	\$	TOTAL COSTS	REC NONEXTENSION OF	
	5	G	NG		G NG D	\$	\$	\$		SUSP	Y/N

SEE REPORT

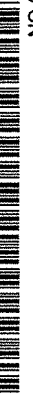
Officer's Report for Citation/Notice of Infraction # 6Z1199016.
The information contained in and attached to this citation/notice of infraction is incorporated by reference into this report.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT ALL STATEMENTS MADE HEREIN ARE TRUE AND ACCURATE AND THAT I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.

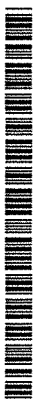
Signature: RB Closed Investigative Records with possible unfair practice # RB Closed Investigative

Date and Place: 12/22/2016 City/Town of Spokane, County of SPOKANE

TRAFFIC	WEATHER			STREET			LIGHT
WITNESS NAME (LAST, FIRST, M.I.)	PHONE			WITNESS NAME (LAST, FIRST, M.I.)	PHONE		
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)	PHONE			WITNESS NAME (LAST, FIRST, M.I.)	PHONE		
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)	PHONE			WITNESS NAME (LAST, FIRST, M.I.)	PHONE		
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)	PHONE			WITNESS NAME (LAST, FIRST, M.I.)	PHONE		
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP



CITATION # 6Z1141434 SPS CN



ARAGON, PHOENIX S 041681

CRIMINAL TRAFFIC NON-TRAFFIC L.E.A. ORI #: WA0320000 COURT ORI #: WA032013J 6Z1141434 REPORT #: 1610036349
 IN THE DISTRICT MUNICIPAL COURT OF SPOKANE COUNTY DISTRICT COURT
 STATE OF WASHINGTON COUNTY OF CITY/TOWN OF PLAINTIFF VS. NAMED DEFENDANT

THE UNDERSIGNED CERTIFIES AND SAYS THAT IN THE STATE OF WASHINGTON
 DRIVER'S LICENSE NO. (SCANNED) STATE: WA EXPIRES 04-16-22 PHOTO ID MATCHED YES NO NAME: LAST ARAGON FIRST PHOENIX MIDDLE SUN SFX CD/CLP YES NO
 ADDRESS 1124 E JOSEPH AVE IF NEW ADDRESS CITY SPOKANE STATE WA ZIP CODE 992083448

EMPLOYER EMPLOYER LOCATION
 DATE OF BIRTH 04-16-81 RACE W SEX M HEIGHT 5'06" WEIGHT 175 EYES BRO HAIR BRO RESIDENTIAL PHONE NO. CELL/PAGER PHONE NO. WORK PHONE NO.
 VIOLATION DATE ON OR ABOUT 12/22/2016 22:17 INTERPRETER NEEDED AT LOCATION E EUCLID AVE. M.P. BLOCK # 4001 CITY/COUNTY OF SPOKANE/SPOKANE

DID OPERATE THE FOLLOWING VEHICLE/MOTOR VEHICLE ON A PUBLIC HIGHWAY AND
 VEH LIC NO 521UOB STATE WA EXPIRES 12-02-12 VEH YR 1994 MAKE JEEP (JEEP) MODEL CHEROKEE STYLE WAGON 4 DOOR COLOR GRAY
 TR #1 LIC NO STATE EXPIRES TR YR TR #2 LIC NO STATE EXPIRES TR YR

OWNER/COMPANY IF OTHER THAN DRIVER JOSEPH E BOLES
 ADDRESS 1224 E TRENT AVE CITY SPOKANE STATE WA ZIP CODE 99202

ACCIDENT NO BAC COMMERCIAL VEHICLE YES NO 16+ PASS YES NO HAZMAT YES NO EXEMPT VEHICLE FIRE LEA

DID THEN AND THERE COMMIT EACH OF THE FOLLOWING OFFENSES
 1. VIOLATION/STATUTE CODE 9A.76.175 DV FALSE STATEMENT TO PUBLIC SERVANT
 2. VIOLATION/STATUTE CODE DV
 3. VIOLATION/STATUTE CODE DV
 4. VIOLATION/STATUTE CODE DV
 5. VIOLATION/STATUTE CODE DV

RELATED # 1 OF 2 DATE ISSUED 12-22-16
 MANDATORY COURT APPEARANCE APPEARANCE DATE 12-29-16 TIME 9:00 AM
 TICKET SERVED ON VIOLATOR TICKET REFERRED TO PROSECUTOR
 TICKET SENT TO COURT FOR MAILING BOOKED

CRIMINAL CITATION
 You are charged with the crime(s) described on this form. You must respond to the court below.

<p>SPOKANE COUNTY DISTRICT COURT 1100 W. MALLON PO BOX 2352 SPOKANE WA 99210-2352</p> <p>Court Contact Info: Phone 1: (509)477-4770 Email: DCCaseMgmt@spokanecounty.org Website: SpokaneCounty.org/DistrictCourt</p>	<p>Traffic citations may go on your driving record. IF YOU DO NOT APPEAR this may result in a warrant for your arrest and detention in jail. Also, if "Traffic" is checked you may lose your driver's license/privilege.</p>	<p>MANDATORY APPEARANCE One of the following options applies: 1. If there is a date in the appearance date box you must appear in court at that date and time. 2. If there is a number in the appearance date box you must appear in court within the number of days indicated. 3. If the appearance date box is blank, the court will notify you in writing when to appear. If you do not receive a notice within fifteen (15) days please contact the court immediately. When you appear, you will be advised of your constitutional rights and the possible penalties if you are convicted. You also may be asked to enter a plea of NOT GUILTY or GUILTY.</p> <p>IF RCW LISTED APPEARS BELOW PLEASE READ RCW 46.61.502 Driving Under the Influence (DUI) drive a motor vehicle and either: have a 0.08 or higher breath or blood alcohol concentration or THC concentration of 5.00 or higher within 2 hours after driving or be under the influence of or affected by liquor, marijuana, or any drug, or a combination of liquor, marijuana, and any drug. RCW 46.20.342(1)(a) First Degree Driving While Suspended/Revoked (DWLS) be an habitual traffic offender and drive a motor vehicle while an order of revocation issued under chapter 46.65 RCW prohibiting such operation is in effect. RCW 46.20.342(1)(b) Second Degree Driving While Suspended/Revoked (DWLS) drive a motor vehicle while an order of suspension or revocation prohibiting such operation is in effect, and not be eligible to reinstate the license or driving privilege. RCW 46.20.342(1)(c) Third Degree Driving While Suspended/Revoked (DWLS) drive a motor vehicle while the license or privilege to drive is suspended or revoked for (1) failure to furnish proof of satisfactory progress in a required alcoholism or drug treatment program; or (2) failure to furnish proof of financial responsibility pursuant to chapter 46.29 RCW; or (3) failure to comply with chapter 46.29 RCW relating to uninsured accidents; or (4) failure to respond to a notice of traffic infraction, failure to appear at a requested hearing, violation of a written promise to appear in court, or failure to comply with the terms of a notice of traffic infraction or citation; or (5) suspension or revocation in another state that would not result in suspension or revocation in this state; or (6) failure to reinstate the driver's license or privilege after suspension or revocation in the second degree; or (7) the person has a suspension under RCW 46.20.267 relating to intermediate driver's licenses, or any combination of the above.</p>
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I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT I HAVE ISSUED THIS ON THE DATE AND AT THE LOCATION ABOVE, THAT I HAVE PROBABLE CAUSE TO BELIEVE THE ABOVE NAMED PERSON COMMITTED THE ABOVE OFFENSE(S), AND I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.

OFFICER # RB Closed Investigative
 OFFICER # RB Closed Investigative

Citation fine amount: : 822.00
Driving incident description: :
Has in car video: : False
Has special program: : False
Is school play zone: : False
work zone: : False

INFRACTION # 6Z1199015 SPS.IT

INFRACTION

TRAFFIC NON-TRAFFIC LEA: **WA0320000** COURT ORI #: **WA032013J** INFRACTION #: **6Z1199015** REPORT #: **1610036349**

IN THE DISTRICT MUNICIPAL COURT OF **SPOKANE COUNTY DISTRICT COURT**
 STATE OF WASHINGTON COUNTY OF CITY/TOWN OF _____, PLAINTIFF VS. NAMED DEFENDANT

THE UNDERSIGNED CERTIFIES AND SAYS THAT IN THE STATE OF WASHINGTON

DRIVER'S LICENSE NO. (SCANNED) **43G Drivers** STATE: **WA** EXPIRES **04-16-22** PHOTO I.D. MATCHED YES NO NAME: LAST **ARAGON** FIRST **PHOENIX** MIDDLE **SUN** SFX _____ CDL/CLP YES NO
 ADDRESS **1124 E JOSEPH AVE** IF NEW ADDRESS PASSENGER CITY **SPOKANE** STATE **WA** ZIP CODE **992083448**

EMPLOYER LOCATION _____
 DATE OF BIRTH **04-16-81** RACE **W** SEX **M** HEIGHT **5'06"** WEIGHT **175** EYES **BRO** HAIR **BRO** RESIDENTIAL PHONE NO. _____ CELL/PAGER PHONE NO. _____ WORK PHONE NO. _____
 VIOLATION DATE **12/22/2016 22:17** INTERPRETER NEEDED _____ AT LOCATION **E EUCLID AVE.** M.P. BLOCK # **4001** CITY/COUNTY OF **SPOKANE/SPOKANE**

DID OPERATE THE FOLLOWING VEHICLE/MOTOR VEHICLE ON A PUBLIC HIGHWAY AND

VEH LIC NO **521UOB** STATE **WA** EXPIRES **12-02-12** VEH YR **1994** MAKE **JEEP (JEEP)** MODEL **CHEROKEE** STYLE **WAGON 4 DOOR** COLOR **GRAY**
 TR #1 LIC NO _____ STATE _____ EXPIRES _____ TR YR _____ TR #2 LIC NO _____ STATE _____ EXPIRES _____ TR YR _____

OWNER/COMPANY IF OTHER THAN DRIVER **JOSEPH E BOLES**
 ADDRESS **1224 E TRENT AVE** CITY **SPOKANE** STATE **WA** ZIP CODE **99202**

ACCIDENT **NO** COMMERCIAL VEHICLE YES NO 16+ PASS YES NO HAZMAT YES NO EXEMPT VEHICLE FIRE LEA

DID THEN AND THERE COMMIT EACH OF THE FOLLOWING OFFENSES

SPEED	IN A	ZONE	SMD	PACE	AIRCRAFT	
1. VIOLATION/STATUTE CODE	46.61.519	WITHIN 15 DAYS				OPEN ALCOHOLIC CONTAINER PENALTY \$ 136.00
2. VIOLATION/STATUTE CODE	46.16A.180.2	WITHIN 15 DAYS				OPER/POSSESS VEH W/O REGISTRATION PENALTY \$ 136.00
3. VIOLATION/STATUTE CODE	46.30.020	WITHIN 15 DAYS				OP MOT VEH W/OUT INSURANCE PENALTY \$ 550.00
4. VIOLATION/STATUTE CODE						PENALTY \$
5. VIOLATION/STATUTE CODE						PENALTY \$
						TOTAL PENALTY \$ 822.00

RELATED # **2 OF 2** DATE ISSUED **12-22-16**

- TICKET SERVED ON VIOLATOR
- TICKET SENT TO COURT FOR MAILING
- TICKET REFERRED TO PROSECUTOR

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT I HAVE ISSUED THIS ON THE DATE AND AT THE LOCATION ABOVE, THAT I HAVE PROBABLE CAUSE TO BELIEVE THE ABOVE NAMED PERSON COMMITTED THE ABOVE OFFENSE(S), AND I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.

OFFICER **RS Const Investigator** # **1808**
 OFFICER **RS Const Investigator** # **1808**

INFRACTION ABSTRACT OF JUDGMENT	INF #	RESPONSE	DISPOSITION	PENALTY	SUSPENDED	SUB-TOTAL	FINDING/JUDGMENT DATE
	1	C NC	C NC D P DF	\$	\$	\$	
	2	C NC	C NC D P DF	\$	\$	\$	ABSTRACT MLD TO OLYMPIA
	3	C NC	C NC D P DF	\$	\$	\$	
	4	C NC	C NC D P DF	\$	\$	\$	TOTAL COSTS
5	C NC	C NC D P DF	\$	\$	\$	S	

ARAGON, PHOENIX S 041681

OFFICER REPORT

6Z1199015

VIOLATION DATE
ON OR ABOUT: 12/22/2016 10:17:00 PM

SEE REPORT AND ATTACHED AFFIDAVIT.

Officer's Report for Citation/Notice of Infraction # 6Z1141434, 6Z1199015.
The information contained in and attached to this citation/notice of infraction is incorporated by reference into this report.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT ALL STATEMENTS MADE HEREIN ARE TRUE AND ACCURATE AND THAT I AM ENTERING MY AUTHORIZED USER ID AND PASSWORD TO AUTHENTICATE IT.

Signature: 188 Closed Investigative Records with possible unfair practice # 188 Closed Investigative

Date and Place: 12/23/2016 City/Town of Spokane, County of SPOKANE

INFRACTION # 6Z1199015 SPS IT

TRAFFIC		WEATHER		STREET		LIGHT	
WITNESS NAME (LAST, FIRST, M.I.)		PHONE		WITNESS NAME (LAST, FIRST, M.I.)		PHONE	
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)		PHONE		WITNESS NAME (LAST, FIRST, M.I.)		PHONE	
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)		PHONE		WITNESS NAME (LAST, FIRST, M.I.)		PHONE	
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP
WITNESS NAME (LAST, FIRST, M.I.)		PHONE		WITNESS NAME (LAST, FIRST, M.I.)		PHONE	
ADDRESS	CITY	STATE	ZIP	ADDRESS	CITY	STATE	ZIP

ARAGON, PHOENIX S 041681

Prosecutor Property Disposition Report for Property Room

PROPERTY NO:	
<input checked="" type="checkbox"/>	Clear Property Save Picture
<input type="checkbox"/>	Clear Property
<input type="checkbox"/>	Court Ordered Destruction
<input type="checkbox"/>	Court Ordered Confiscation
<input type="checkbox"/>	Save Property
<input type="checkbox"/>	Detectives
<input type="checkbox"/>	Property Room
<input type="checkbox"/>	Records

PROPERTY

Def ARAGON, PHOENIX S W M 04/16/1981

PA # 166363490

Case Information

Report #	2016-10036349	DC#	6Z1141434	SC#	
Case Status	Closed	Type	Misdemeanor		
Co-Defs	0	Warrant Area	SHUTTLE STATES	Team	District Court
Offense Date	12/22/2016	Ref	12/23/2016	SC File	
Arrested on		By	001 Spokane County	Re-Arrested	
NSE		Date		Time	
				Judge	

People Involved in the Case

Type	Name	Cell Phone	Home Phone	Work Phone
Prosecutor	MCCOLLAM, PRESTON U			
Comp/Witness	OR Closed Investigative Records with possible unfair practice			(509) 477-3300
X-Pros	KROTOFF, ANASTASIYA E			

Case Actions

FILE: Court Filing (Cmplnt,Info,Etc) on 12/23/2016 as D C Citation
 Unit: DC DPA: KROTOFF

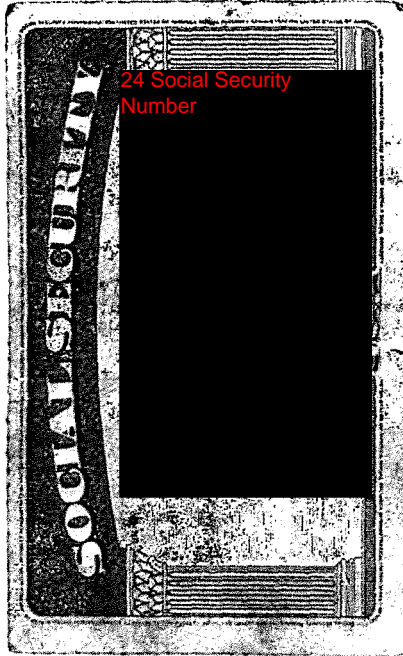
Cnt 1 MAKING FALSE OR MISLEADING STATEMENT TO A PUBLIC SERVANT Rpt #: 161036349
 Disp: Dmop-Plea Negotiation on 01/11/2017

Cnt 2 POSSESSION OF ANOTHERS IDENTIFICATION Rpt #: 161036349
 Disp: Plead And Found Guilty on 01/11/2017

CLOS: Case Closed on 01/11/2017
 Judge: TRIPP Unit: DC DPA: MCCOLLAM
 Results: Plead Guilty

End of Case Information

16-10036349



12/22/2016 : 23:03:17 galactic\ [REDACTED] Narrative: SSN CARD BELONGING TO NESS TAKEN AS EVIDENCE/SAFEKEEPING
12/22/2016 : 23:02:35 galactic\ [REDACTED] Narrative: VEH TOWED BC NO LICENSED DRIVER AVAIL, DRIVER ARRESTED,
RO IN JAIL, AND ON CO PROPERTY
12/22/2016 : 23:01:55 galactic\ [REDACTED] Narrative: BOOKED ON STAT-1 WEAPONS/PCS WARRANT, C/R FOR FALSE
STATEMENT, POSS ANOTHER'S ID, NO VEH REG, NO INSURANCE, AND OPEN CONTAINER OF ALC.
12/22/2016 : 22:37:00 kmeyer Narrative: records sending warnt
12/22/2016 : 22:35:11 kmeyer Narrative: lld for vic entries for ness
12/22/2016 : 22:05:31 dardillo [REDACTED]

[REDACTED]

AT 22:00 ON 12/22/2016 FROM STON1 MNE(STON1)
12/22/2016 : 21:52:38 dardillo Narrative: SVR Notes: b&b towing er 5365
12/22/2016 : 21:51:21 kmeyer Narrative: [REDACTED] - start non preference tow
12/22/2016 : 21:51:08 kmeyer Narrative: [REDACTED] - in cust
12/22/2016 : 21:48:28 kmeyer Narrative: [REDACTED] - 2 detained, c4
12/22/2016 : 21:48:05 dardillo Narrative: boles is currently in custody at spokane co jail
12/22/2016 : 21:47:31 dardillo Narrative: paper conf/held for aragon
12/22/2016 : 21:46:52 kmeyer Narrative: [REDACTED] - detained, unrestricted
12/22/2016 : 21:44:36 kmeyer Narrative: [REDACTED] - give us channel. he's reaching around in the car
12/22/2016 : 21:44:20 dardillo Narrative: EXACT MATCH

10A Criminal history
- FBI rap sheet
[REDACTED]

12/22/2016 : 21:43:37 dardillo Narrative: number goes to a female who does not know any one named joseph
12/22/2016 : 21:43:08 kmeyer Narrative: [REDACTED] - almost there
12/22/2016 : 21:43:02 kmeyer Narrative: [REDACTED] - will wait for [REDACTED] then call him out
12/22/2016 : 21:41:27 dardillo Narrative: joseph e l boles 050574 ph is 509-489-4762
12/22/2016 : 21:38:51 kmeyer Narrative: [REDACTED] 21 Driver's license information [REDACTED]

[REDACTED]

12/22/2016 : 21:36:34 kmeyer Narrative: [REDACTED] - resp can slow it down, will be c4 w/ verified id
12/22/2016 : 21:28:42 kmeyer Narrative: w/ 2

Call For Service Detail Report - CFS 8222

Address	4001 E EUCLID AVE, Spokane				
Common Name	Minnehaha Park				
Custom Layer		Census Tract			
Beat	SPD-North	Quadrant		District	SPB4MI - Minnehaha
Caller Name		Caller Phone		Call Taker	Kmeyer
Create Date	12/22/2016 9:28:42 PM	Clear Date	12/22/2016 11:17:50 PM	Nature Of Call	

Agencies

Call Type	Status	Priority	Dispatcher	Created Date
SUSVEH	In Progress	3	Kmeyer	12/22/2016 9:28:42 PM

Call Narrative

*** 12/22/2016 ***

Time	Description	User	Unit #	Machine
11:03:17 PM	SSN CARD BELONGING TO NESS TAKEN AS EVIDENCE/ SAFEKEEPING	<small>19B Closed Investigative Records with possible unfair</small>		
11:02:35 PM	VEH TOWED BC NO LICENSED DRIVER AVAIL, DRIVER ARRESTED, RO IN JAIL, AND ON CO PROPERTY	<small>19B Closed Investigative Records with possible unfair</small>		
11:01:55 PM	BOOKED ON STAT-1 WEAPONS/PCS WARRANT, C/R FOR FALSE STATEMENT, POSS ANOTHER'S ID, NO VEH REG, NO INSURANCE, AND OPEN CONTAINER OF ALC.	<small>19B Closed Investigative Records with possible unfair</small>		
10:37:00 PM	records sending warnt	Meyer,Kate		
10:35:11 PM	11d for vic entries for ness	Meyer,Kate		
10:05:31 PM	10A Criminal history – FBI rap sheet [REDACTED]	EVI Ardillo,Dena		
	10A Criminal history – FBI rap sheet [REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
	[REDACTED]			
9:52:38 PM	SVR Notes: b&b towing er 5365	Ardillo,Dena		
9:51:21 PM	<small>19B Closed</small> - start non preference tow	Meyer,Kate		
9:51:08 PM	<small>19B Closed</small> - in cust	Meyer,Kate		
9:48:28 PM	<small>19B Closed</small> - 2 detained, c4	Meyer,Kate		
9:48:05 PM	boles is currently in custody at spokane co jail	Ardillo,Dena		
9:47:31 PM	paper conf/held for aragon	Ardillo,Dena		
9:46:52 PM	<small>19B Closed</small> - detained, unrestrict	Meyer,Kate		

9:44:36 PM [REDACTED] - give us channel. he's reaching around in the car Meyer,Kate

9:44:20 PM 10A Criminal history – FBI rap sheet [REDACTED] Ardilto,Dena

10A [REDACTED]
Criminal history – FBI rap sheet [REDACTED]

9:43:37 PM number goes to a female who does not know any one named joseph Ardilto,Dena

9:43:08 PM 19 - almost there Meyer,Kate

9:43:02 PM [REDACTED] - will wait for [REDACTED] then call him out Meyer,Kate

9:41:27 PM joseph e l boles 050574 ph is 509-489-4762 Ardilto,Dena

9:38:51 PM 21 Driver's license information [REDACTED] Meyer,Kate

21 Driver's license information [REDACTED]

9:36:38 PM [REDACTED] - lowered code Meyer,Kate

9:36:34 PM [REDACTED] - resp can slow it down, will be c4 w/ verified id Meyer,Kate

9:28:42 PM w/ 2 Meyer,Kate

EMD Narrative

Time	Description	User
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Call Persons

Name	Date of Birth	Contact Phone	Machine
PIAPOT,KIMBERLY	6/28/1967		SCC02CAD
aragon,phoenix	4/16/1981		SCC01CAD
aragon,phoenix	4/16/1981		SCC01CAD
NESS,DONALD	8/1/1979	(509) 327-7218	SCC03CAD

Call Vehicles

Vehicle Type	Make	Model	Role	Year	License State	License Number
Passenger Vehicle			Plate Inquiry			521uob

Call Dispositions

Name	Count
P1 Report	1
R2 Self-Initiated	1
R3 Assist/Backup	2
A1 Officer Contact	1
E5 NOI-NonHaz	1
E7 Arrest-Misd	1
E9 Arrest-Warrant	1

Unit Dispositions

Name	Unit Number	Disposition Date
P1 Report	19B Closed	12/22/2016 11:17:50 PM
R2 Self-Initiated	19B Closed	12/22/2016 11:17:50 PM
A1 Officer Contact	19B Closed	12/22/2016 11:17:50 PM
E5 NOI-NonHaz	19B Closed	12/22/2016 11:17:50 PM
E7 Arrest-Misd	19B Closed	12/22/2016 11:17:50 PM
E9 Arrest-Warrant	19B Closed	12/22/2016 11:17:50 PM
R3 Assist/Backup	19B Closed	12/22/2016 10:35:14 PM
R3 Assist/Backup	19B Closed	12/22/2016 10:16:26 PM

Call Log

*** 12/22/2016 ***

Time	Action	Description	Name	Machine
11:17:50 PM	Call Cleared	Close Call	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:17:50 PM	Disposition Changed	Added: P1 Report Count 1,R2 Self-Initiated Count 1,R3 Assist/Backup Count 2,A1 Officer Contact Count 1,E5 NOI-NonHaz Count 1,E7 Arrest-Misd Count 1,E9 Arrest-Warrant Count 1	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:17:50 PM	Unit Status Action	Unit 19B Closed Available	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:07:31 PM	Alerts Accessed	Viewed Alerts Tab	Kate Meyer	SCC03CAD
11:04:03 PM	Alerts Accessed	Viewed Alerts Tab	Nicole Reierson	SCC02CAD
11:04:03 PM	Alerts Accessed	Viewed Alerts Tab	Nicole Reierson	SCC02CAD
11:03:21 PM	Unit Status Action	Unit 19B Closed Property	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:03:17 PM	Narrative Added	SSN CARD BELONGING TO NESS TAKEN AS EVIDENCE/SAFEKEEPING Performed by Mobile Unit 19B Closed	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:02:35 PM	Narrative Added	VEH TOWED BC NO LICENSED DRIVER AVAIL, DRIVER ARRESTED, RO IN JAIL, AND ON CO PROPERTY Performed by Mobile Unit 19B Closed	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:01:55 PM	Narrative Added	BOOKED ON STAT-1 WEAPONS/PCS WARRANT, C/R FOR FALSE STATEMENT, POSS ANOTHER'S ID, NO VEH REG, NO INSURANCE, AND OPEN CONTAINER OF ALC. Performed by Mobile Unit 19B Closed	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:52:40 PM	Unit Location	Unit 19B Closed Secondary Location Updated: PROPERTY	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:52:40 PM	Unit Status Action	Unit 19B Closed Change Location Enroute	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:48:20 PM	Unit Status Action	Unit L574 Available	Kate Meyer	SCC03CAD
10:43:45 PM	Unit Status Action	Unit L574 Dispatched	Brad Gilbert	SOGOPAN094
10:37:00 PM	Narrative Added	records sending warrnt	Kate Meyer	SCC03CAD

10:35:14 PM	Unit Status Action	Unit 19B Closed Investigative Available	19B Closed Investigative Records with possible unfair practice	SOGOPAN155
10:35:11 PM	Narrative Added	11d for vic entries for ness	Kate Meyer	SCC03CAD
10:34:06 PM	Alerts Retrieval	Alerts Were Successfully Gathered For Global CAD SERVER Subject Named: (NESS, DONALD)		NWSCADLIVE
10:34:05 PM	Person Updated	Name: NESS, DONALD KENNETH, Contact Phone: (509)327-7218;	Kate Meyer	SCC03CAD
10:33:30 PM	Alerts Retrieval	Alerts Were Successfully Gathered For Global CAD SERVER Subject Named: (NESS, DONALD)		NWSCADLIVE
10:33:30 PM	Person Added	Name: NESS, DONALD KENNETH, Contact Phone: (509)327-7218;	Kate Meyer	SCC03CAD
10:19:05 PM	Unit Location	Unit 19B Closed Investigative Secondary Location Updated: iail/7.5	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:19:05 PM	Unit Status Action	Unit 19B Closed Transport Complete	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:16:26 PM	Unit Status Action	Unit 19B Available	19B Closed	SOGOPAN062
10:05:31 PM	Narrative Added	10A Criminal history – FBI rap sheet 10A Criminal 10A Criminal history – FBI rap sheet [REDACTED]	EVI Dena Ardillo	SCC01CAD
10:02:50 PM	Unit Location	Unit 19B Closed Secondary Location: iail/reset	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:02:50 PM	Unit Status Action	Unit 19B Closed Transport	19B Closed Investigative Records with possible unfair	SOGOPAN063
9:52:42 PM	Unit Status Action	Unit 19 Code 4	Kate Meyer	SCC02CAD
9:52:40 PM	Unit Status Action	Unit 19B Closed Investigative Code 4	Kate Meyer	SCC02CAD
9:52:38 PM	Narrative Added	SVR Notes: b&b towing er 5365	Dena Ardillo	SCC01CAD
9:52:38 PM	Service Vehicle Rotation	B & B Towing - 5365: Select	Dena Ardillo	SCC01CAD
9:51:21 PM	Narrative Added	19B Closed - start non preference tow	Kate Meyer	SCC02CAD
9:51:08 PM	Narrative Added	19B Closed - in cust	Kate Meyer	SCC02CAD
9:48:28 PM	Narrative Added	19B Closed - 2 detained, c4	Kate Meyer	SCC02CAD
9:48:05 PM	Narrative Added	boles is currently in custody at spokane co jail	Dena Ardillo	SCC01CAD
9:47:31 PM	Narrative Added	paper conf/held for aragon	Dena Ardillo	SCC01CAD
9:46:52 PM	Narrative Added	19B Closed - detained, unrestrict	Kate Meyer	SCC02CAD
9:44:36 PM	Narrative Added	19B Closed - give us channel. he's reaching around in the car	Kate Meyer	SCC02CAD
9:44:20 PM	Narrative Added	10A Criminal history – FBI rap sheet 10A Criminal history – FBI rap sheet [REDACTED]	Dena Ardillo	SCC01CAD

9:28:42 PM	Incident Created	Added Incident Number, ORI: WA0320000, Kate Meyer Number: 2016-10036349		
9:28:42 PM	Vehicle Added	Quick Call - Plate No: 521uob, State: ;	Kate Meyer	SCC02CAD
9:28:42 PM	Narrative Added	w/ 2	Kate Meyer	SCC02CAD
9:28:42 PM	Call Created	New call created. Call Type: SUSVEH, Location: Kate Meyer MINNIHAHA		SCC02CAD

Unit Log

*** 12/22/2016 ***

Time	Action	Description	Unit	Status	Name	Machine
11:17:50 PM	Unit Status Change	Available	19B Closed	Available	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:17:50 PM	Unit Cleared	Unit Cleared From Call	19B Closed	Available	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:17:50 PM	Disposition Added	Added: R2 Self-Initiated,A1 Officer Contact,E9 Arrest-Warrant,E5 NOI-NonHaz,E7 Arrest-Misd,P1 Report Performed by Mobile Unit	19B Closed	Property	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:10:04 PM	NCIC Request	19B Closed 19A Criminal history - FBI 19A Criminal history - FBI rap sheet [Redacted]		Property	19B Closed Investigative Records with possible unfair	SOGOPAN063
11:03:21 PM	Unit Status Change	Property	19B Closed	Property	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:52:40 PM	Unit Location	PROPERTY	19B Closed	Change Location Enroute	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:52:40 PM	Unit Status Change	Change Location Enroute	19B Closed	Change Location Enroute	19B Closed Investigative Records with possible unfair	SOGOPAN063
10:48:20 PM	Unit Status Change	Available	L574	Available	Kate Meyer	SCC03CAD
10:48:20 PM	Unit Cleared	Unit Cleared From Call	L574	Available	Kate Meyer	SCC03CAD
10:43:45 PM	Unit Location	Unit Location Cleared Performed by Mobile Unit L574	L574	Dispatched	Brad Gilbert	SOGOPAN094
10:43:45 PM	Unit Status Change	Dispatched Call Number: L574 8222, Location: 4001 E EUCLID AVE, Spokane, Call Type: SUSVEH Performed by Mobile Unit L574		Dispatched	Brad Gilbert	SOGOPAN094
10:35:14 PM	Unit Status Change	Available	19B Closed	Available	19B Closed Investigative Records	SOGOPAN155
10:35:14 PM	Unit Cleared	Unit Cleared From Call	19B Closed	Available	19B Closed Investigative Records	SOGOPAN155
10:35:14 PM	Disposition Added	Added: R3 Assist/Backup Performed by Mobile Unit	19B Closed	Code 4	19B Closed Investigative Records	SOGOPAN155
10:33:30 PM	NCIC Request	19B Closed 19A Criminal history - FBI rap sheet 19A Criminal history - FBI rap sheet ; 19A Criminal history - FBI rap sheet [Redacted]		Transport Complete	Kate Meyer	SCC03CAD
10:33:30 PM	NCIC Request	19A Criminal history - FBI rap sheet - Ol: [Redacted] 19A Criminal history - FBI rap sheet ;	19B Closed	Transport Complete	Kate Meyer	SCC03CAD

9:41:49 PM	NCIC Request	[Redacted] (10A Criminal history - FBI rap sheet)	[Redacted]	Code 4	Dena Ardillo	SCC01CAD
9:41:23 PM	Unit Status Change	Onscene	[Redacted]	Onscene	19B Closed	SOGOPAN062
9:41:23 PM	Unit Location	4001 E EUCLID AVE, Spokane	[Redacted]	Onscene	19B Closed	SOGOPAN062
9:39:09 PM	Unit Status Change	Code 4	[Redacted]	Code 4	Kate Meyer	SCC02CAD
9:38:23 PM	Unit Status Change	Onscene	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:38:23 PM	Unit Location	4001 E EUCLID AVE, Spokane	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:35:16 PM	NCIC Request	[Redacted] (10A Criminal history - FBI rap sheet)	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:35:15 PM	NCIC Request	[Redacted] (10A Criminal history - FBI rap sheet) - Oln:	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:30:13 PM	Unit Location	Unit Location Cleared	[Redacted]	19B	Kate Meyer	SCC02CAD
9:30:13 PM	Unit Status Change	19B [Redacted] Call Number: 8222, Location: 4001 E EUCLID AVE, Spokane, Call Type: SUSVEH	[Redacted]	19B	Kate Meyer	SCC02CAD
9:30:11 PM	Unit Location	Unit Location Cleared	[Redacted]	19B	Kate Meyer	SCC02CAD
9:30:11 PM	Unit Status Change	19B [Redacted] Call Number: 8222, Location: 4001 E EUCLID AVE, Spokane, Call Type: SUSVEH	[Redacted]	19B	Kate Meyer	SCC02CAD
9:28:42 PM	NCIC Request	[Redacted] (10A Criminal history - FBI rap sheet)	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:28:42 PM	NCIC Request	[Redacted] (10A Criminal history - FBI rap sheet)	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:28:42 PM	Unit Location	Unit Location Cleared	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:28:42 PM	Unit Status Change	Onscene	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:28:42 PM	Unit Status Change	19B [Redacted] Call Number: 8222, Location: MINNIHAHA, Call Type: SUSVEH	[Redacted]	Onscene	Kate Meyer	SCC02CAD
9:28:42 PM	Unit Location	MINNIHAHA	[Redacted]	Onscene	Kate Meyer	SCC02CAD

Incidents

Incident Number	ORI	Type
2016-10036349	WA0320000: Spokane County Sheriffs Office	SUSVEH

06/20/19

To: Spokane County Civil Service Commission

From: Jeffrey D. Thurman

Regarding: Appeal of termination from employment by Sheriff Knezovich

To whom it may concern:

I appeal:

- 1) the findings and conclusions of allegations 1-3, because those allegations should not have been sustained. I should have been exonerated;
- 2) the finding on allegation 5, because I should have been exonerated; and,
- 3) the failure to exonerate me on a 6th allegation, after exonerating me on the 4th allegation, or to even mention the existence of this allegation by the same claimant. It is critical to include the fact that the underlying claims against me were not sustained.

I appeal on merit, but I believe that I will be unable to get a fair hearing with the Commission because of the way the Sheriff has repeatedly publicized misleading information about me and about this investigation. He has already created widespread negative community sentiment against me. He held a press conference where he made public statements confirming that his position as to me will not change. He told the media that if the union supported me in a grievance process, I would "not be coming back here" and that the only way that would happen is if an arbitrator forced him. He told the public that I am never coming back to work and that if you force him to reinstate me, The arbitrator or you need to explain what he is supposed to do with me because I will "never interact with the public again." I believe that such publicity and position adversely impacts my ability to receive any fair appeal of these determinations, or any meaningful remedy.

I was terminated from the Spokane County Sheriff's Department on 06/13/19 at 1203hrs by Sheriff Knezovich regarding I.A. investigation #2019-0014.


Respectfully,


Jeffrey Thurman

RECEIVED

JUN 20 2019

SPOKANE COUNTY
CIVIL SERVICE COMMISSION

10:07 AM 

I certify under penalty of perjury under the laws of the State of Washington that the following is true and correct:

1. After listening several times to the recording of Jeff Thurman of 6/6/19, including slowing the speed down for clarity, it is my belief that the transcription of this recording is accurate. That, in fact, Mr. Thurman does state the following:

JT: Yeah. I did say I was gonna --

TH: You've --

JT: -- get her pregnant. You know what I mean?

TH: I understand.

2. The transcript of this recording is a true and correct record of the proceedings to the best of my ability based on my professional experience as an authorized transcriptionist;

3. I am in no way related to or employed by any party in this matter, nor any counsel in the matter; and

4. I have no financial interest in the litigation.

SIGNED AND SWORN this 9th day of July, 2019,
in Spokane County, Washington.

Robin R. Dean

ROBIN R. DEAN
7615 N. H Street
Spokane, WA 99208
509-953-1676