

1 RP: The date is October 27th, 2020. The time right now is 9:10 in the morning. My name is Captain
2 Randy Plumb, Bremerton Police Department. We're here at the Pacific Police Department. In the
3 room with me is Chief Burchett and Detective Terry Carter from the Pacific Police Department.
4 Can we just go around the room? I acknowledge this conversation is being recorded and I'm giving
5 my permission to record?

6 JB: I'm aware it's being recorded, and you have my permission.

7 TC: And I'm aware it's being recorded, and you have my permission as well.

8 RP: Okay, just to start this off, this is basically an investigation that Chief Schwartz asked us to conduct.
9 Initially, it had been assigned to the King County Sheriff's Office to investigate. Something
10 happened whether they turned it down or what happened. They've asked us to conduct this
11 investigation. At that time, you had, Terry Carter, had been given a Notice of Investigation,
12 including Garrity rights and Weingarten rights in a written form by Chief Schwartz back in August.
13 Well, it says August 27, 2020. Do you recall receiving that?

14 TC: I do, yeah.

15 RP: You acknowledge that?

16 TC: I do.

17 RP: It's still in play here?

18 TC: Yes.

19 RP: Okay. So, can we just start off by talking a little bit about your work employment history in law
20 enforcement? Wherever that started and to where we are now.

21 TC: Sure. I started with the Enumclaw Police Department in 1998 as a Reserve Police Officer. I was
22 there about two years when I got hired full-time with Enumclaw. I spent four years there full-time.
23 I lateraled to the Bonney Lake Police Department. I stayed there for approximately eight and a half
24 years until 2013. I left there and went to the Algona Police Department for about a year. I reserved
25 for a little bit and worked full-time for about a year. And then I came here in 2015. I was promoted
26 to Detective here in 2016. I've been basically here in that position ever since.

1 RP: In your time at any of the other agencies, Enumclaw, Bonney Lake, Algona, did you work Patrol
2 Division? Did you do any detective work?

3 TC: No. Mostly, it was all patrol. Enumclaw was all patrol. I did some instructor stuff with like EVOC.
4 When I went to Bonney Lake, I did a lot of different ancillary duties. I was on the SWAT team.
5 We did boat patrol. I did bike patrol. I was an FTO. I became instructor for almost everything.
6 Firearms, gas, 44 mm, less lethal, OC, Taser, Taser armor. All that kind of stuff. When I went to
7 Algona, everything pretty much stayed the same. I was like the Reserve Coordinator. That kind of
8 thing. I came here and I've done Reserve Coordinator. This was my first opportunity, but it's the
9 first time I really wanted to do more investigative type of work. I started getting into that obviously
10 when I got promoted.

11 JB: Was there a detective existing already?

12 TC: There was. Yeah, Dave Newton, previously filled that same slot.

13 JB: And what happened to Dave?

14 TC: Dave got promoted. So, he got promoted to sergeant. The way it's set up is the detective is a
15 corporal detective-type position.

16 JB: Okay.

17 TC: So, it has some authority basically. It was how it was explained to me. But yet, when you promote
18 to sergeant, then you basically go back to Patrol. So, we have two Patrol sergeant positions, a
19 lieutenant, Chief.

20 RP: So, at some of these other agencies, I don't know what the size of Enumclaw is, is that a fairly small
21 agency?

22 TC: It's fairly small. I think it was about eighteen officers at the time I was there.

23 RP: And Bonney Lake?

24 TC: Bonney Lake was about thirty.

25 RP: Being a smaller agency and probably limited detectives, did you have opportunities to follow-up a
26 lot of patrol cases?

1 TC: So, I would say yeah. In Enumclaw, we had much more opportunity to do that because we had two
2 detectives, but they were busy usually with people crimes and that. So, we had to follow-up on
3 some of our own cases. You could hold a case for a week or so while you were working on it with
4 sergeant's approval, type thing. At Bonney Lake, pretty much your case had to be in and done by
5 end of shift because you were busy, and you were going back out to patrol calls. There wasn't a ton
6 of time to follow-up on stuff. In Algona, more opportunity for follow-up. There was one detective
7 over there. So, you worked a lot of your own cases. Here, it's gone up and down. I'd say back and
8 forth. When I first got here, it seemed like the culture was everything went to the detective if there's
9 any follow-up to do. Send it to Detective. Send it to Detective. It seemed like it was changing, like
10 new regime came in, and then it was back to your case had to be done by the end of the day. If it
11 needed follow-up, forward it to Detectives. No matter what follow-up it was. If it was something
12 that a patrol officer could easily do, it was still forwarded to Detectives.

13 JB: Can you give me the timeline of those kind of things? So, you got promoted, you got here in 2015?

14 TC: Right.

15 JB: At what point is it changing? And what drove that change?

16 TC: So, I felt when I got in there, Calkins was still the Chief. So, that was 2016. Initially, I was taking
17 everything, but I started to explain to Dave Newton, who had been in there was a proponent of this
18 as well. He's gone through the same thing of "Hey, we need to lighten the load of the detective
19 because Investigations can't possibly follow-up on everything." After that, I want to say probably
20 in the first year or so, maybe 2017, it seemed like they were starting to let Patrol do more. When the
21 change was from Calkins to Sanford, and Sanford took over. Then, it became more of a "No, your
22 case will be done at the end of the day and everything will go back to Investigations." It was every
23 case. I tried to return a burglary back to Sergeant. He's like, "Nope, it's your case now." "Okay."
24 I've got these other people crimes, but it is what it is. Because of that, there ends being a huge
25 backlog of cases that basically sit on the back burner and don't get worked on. Even though they
26 should, but there's only so many hours in the day essentially.

RP: Okay, we'll get into that. One of the things I was curious about, you started here 2015?

1 TC: Right.

2 RP: And then, you became a detective in about 2016?

3 TC: Yup.

4 RP: Prior to becoming a detective or after you became the detective, what type of training did you
5 receive related to investigative work?

6 TC: I went to several. What was interesting to me, and I still haven't been to just a basic detective
7 criminal investigations course, but I did go to a homicide course, Practical Homicide. Homicide
8 through the CJTC, Interview and Interrogation, Child Interview, SIDS Investigations. Those are the
9 ones I'm thinking right off the top of my head.

10 JB: When you talked about 2017, you said they were starting to let Patrol do more.

11 TC: Uh hmm.

12 JB: What does that mean? So initially you talked about the cultures, is it policy or is it culture? The
13 reason that I ask that is there a roadblock? Or them saying, "No, you can't keep that. It has to go to
14 Detectives." Is it just a Patrol way? Let's get that out of Patrol.

15 TC: It's interesting because it's kind of both at certain points. I would say probably before Sanford
16 became, the Calkins era, it was much more of there might be a policy, but nobody followed it. It
17 was more of a culture-type of deal. When Sanford came in, there was more like, "Okay, here's the
18 policy. We're going to change the policy so that it specifically says there's going to be no cases, I
19 can't remember if it was a policy or a directive, but there was something put out. You will not hold
20 any cases. There will not be any cases sitting in a bin type deal. Everything will be in at the end of
21 your sift.

22 JB: To that point, are you familiar with what drove that?

23 TC: I'm not familiar with exactly with what drove it. I have my assumptions I guess, but I couldn't say
24 for fact.

25 JB: Okay. I'll say that's an accreditation standard, it's a standard best business practice. But was the
26 assumption that you have to get your report in, but you can't do follow-up?

TC: Yes.

1 JB: Okay.

2 TC: Yeah.

3 JB: Was there any consideration being given that the initial report can be turned, but that doesn't mean
4 patrol officers still can't do supplemental follow-up reports?

5 TC: I don't recall that. My recollection is that they would turn in the report and they were done, and it
6 was going to Detectives.

7 JB: Okay.

8 RP: So, this was under Sanford?

9 TC: Correct.

10 RP: When he took over?

11 TC: Yeah.

12 RP: Okay, and that was a directive from him?

13 TC: Yes.

14 RP: Do you remember when the accreditation team was here conducting what's called a LEMAP?

15 TC: I do, yes.

16 RP: Okay. Did you ever read any documents related to that?

17 TC: I read the LEMAP.

18 RP: You read the LEMAP?

19 TC: I did.

20 RP: Did anything change specifically change, beside what you're saying you now Patrol not doing much
21 of the follow-up and everything landing in the detective's lap, what changed as a result of that
22 LEMAP?

23 TC: As far as that process, I don't recall anything changing?

24 RP: Okay. Anything else related to how the investigative function happens here? In other words, were
25 cases reviewed? Was there dispositions made? I guess what I'm talking about is case management.

26 TC: Right.

RP: Was anything improved in realm of case management?

1 TC: When I went into Detectives, there was zero case management. I literally created an Excel
2 spreadsheet just so I could keep up with what I was doing and be able to explain to someone if they
3 asked. This is some idea of what I have, the number of cases I have, what kind of cases they are,
4 when they were assigned. That kind of thing. I did that when Calkins was here. He goes, "Oh,
5 that's great. We never seen anything like this before type deal." When Sanford was here, he was
6 kind of like, "Okay, good to know." Nobody really checked on it or did anything with it. In fact, I
7 was kind of surprised that nobody really asked. When Calkins was there, I was invited to all of the
8 supervisory-type meetings. I expected to be some questions. As to, "Hey, where are we on these
9 cases or whatever." Nothing. When Sanford was there, I was not allowed to be the supervisory
10 meetings, and nobody really asked me anything. Nothing. Really until Chief Schwartz got here,
11 there's been no oversight of investigations at all.

12 RP: When you got promoted to detective, was Lieutenant Bos your supervisor at that time?

13 TC: I would say there's been a lot of change in that, back and forth, position. I think when I got in there,
14 Hong was in the Lieutenant position.

15 RP: Do you know when that changed to Bos?

16 TC: I don't recall. We can look it up, but I don't recall when that was. We'd be best probably to look it
17 up and find an actual date.

18 JB: Can we go back to the structure? So, when you got promoted, was it your understanding Lieutenant
19 Hong was your supervisor?

20 TC: Yes, yeah.

21 JB: Did he show any interest or come back there to see what you were doing?

22 TC: No.

23 RP: So as far as case management is concerned, even during that time and maybe even beyond, it was
24 your decision to continue with cases? Close them, what have you?

25 TC: Yes.

26 RP: Okay.

1 TC: In fact, I signed off on my own cases. Nobody checked them or anything like that. That was the
2 history priority. That's kind of what I stepped into. Again, Dave Newton was in that position
3 before. That's kind of I guess the history of that position.

4 RP: Did you develop an opinion about the findings of the LEMAP at all when you read it?

5 TC: Yeah.

6 RP: What was your opinion?

7 TC: My opinion was I agreed with a lot of it. A lot of those things did need to change. There needed to
8 be more oversight in leadership from above. I would say in regards to a few things, investigations,
9 evidence, records, like all those different things.

10 JB: Did you ever have conversations with Lieutenant Bos about the LEMAP findings?

11 TC: Uh, I think we did briefly. I don't recall necessarily talking too much about specifically
12 investigations or anything. Again, there was a lot going on with I guess politics of that, and the
13 LEMAP, and the Chief that was here. My understanding of what he wanted to do with the
14 Department, which leads me to believe because nothing happened after the LEMAP, I didn't see any
15 real change. There was no leadership to try and change if that makes sense.

16 RP: I guess we can jump right into then when Chief Schwartz arrived, what happened? He seemed to
17 show a little more interest in some of the details of what's going on.

18 TC: He does. I think initially he kind of let things just sit for a little bit. I think he wanted to figure out
19 what's going on. It takes a little bit of time to do that. I think he let things just kind of go a little bit
20 to see what would happen. To see how the actual department runs, but yeah which takes a little bit
21 of time. At a certain point, I know I brought it up to Calkins, Sanford and Schwartz. All of them
22 that I needed help. The Investigations Division needs some kind of assistance. I've asked for
23 another detective on numerous occasions. A part-time detective. An opportunity for the Patrol guys
24 to learn how to some of the investigating on their own because we're a small agency. You know,
25 we have some time that they should be able to learn how to write a search warrant and serve it. Go
26 through that whole process. A lot of places I've been don't allow you that opportunity to learn that.

1 So, you don't become a complete investigator, a complete police officer really. So, those were my
2 thoughts that I brought up on several occasions, different people.

3 RP: Let me stop you there.

4 TC: Yeah.

5 RP: So, how long after Chief Schwartz arrival did you initially make him aware that you were
6 overloaded with work? How long of a period of time before that first conversation?

7 TC: A day or two. It was pretty quick.

8 RP: Okay. And then you said, you made those comments frequently to a lot of different people. To
9 Schwartz continuously? How often?

10 TC: I wouldn't say continuously. I think I did say it a couple of times. More than a couple I guess, but I
11 wouldn't say I'm in there all the time going, "Hey, I need somebody. I need somebody. I need
12 somebody." But just to be aware like 'Hey, I'm overloaded. I have a ton of cases. We need some
13 help.'

14 RP: Okay, and who else did you talk to about your concerns?

15 TC: Lieutenant Bos, Sergeant Newton, Lieutenant Hong, Chief Sanford, Chief Calkins, a Records
16 person, Larry Colagiovanni. I think all of Patrol. I think everybody knows.

17 RP: Yeah, and so did you ever have sort of a formal meeting with Chief Schwartz to discuss the findings
18 of the LEMAP, or raise in more detail your concerns?

19 TC: I don't recall a formal meeting in regards to that. We met a lot, so I don't recall.

20 JB: I'm going to show you a document.

21 TC: Okay.

22 JB: It looks like it's the chapters from the LEMAP and some of their findings. You ever seen that
23 before?

24 TC: Yes, I believe I have, yeah.

25 JB: Okay. Was that generated in conjunction with any meeting?

26 TC: I don't recall. Sorry, yeah.

1 JB: How soon after Chief Schwartz arrived did you begin talking about the corrective action from the
2 LEMAP?

3 TC: I know he was interested in the LEMAP and what we needed to correct pretty quickly after he got
4 here. Could I tell you a time and date? I don't recall that, but I know it was very soon.

5 JB: What do you recall about action lists to address some of these findings?

6 TC: Well, I know there was some supervisor-type meetings that he was trying to put out. Like, 'Hey
7 want to change this or change that.' He also was trying to be cognizant of not changing too many
8 things too fast to get people to go along.

9 JB: What specifically involving the investigations?

10 TC: He was very receptive initially to; we would like guys to learn how to write search warrants
11 themselves in Patrol. Let them follow-up on their cases. So, I would say pretty quickly they were
12 starting to be allowed to do that, yeah.

13 JB: Okay.

14 RP: I'm looking at this document. We're trying to figure out when it was created. It says, 'Detective
15 Case and Assignment.' Talks about the policy, and then it leads into Policy 1. 2 is what are we
16 currently doing. It's a list of things that looks like your job duties. It says, 'I, I, I, I did this. I did
17 that. I currently handle all the CPS referrals. And then 3, what should we be doing.

18 JB: Does this look familiar? Did you write this?

19 TC: Yes.

20 JB: Do you know when you wrote it?

21 TC: I don't recall and there's no date on it, right? Was it sent in an email?

22 RP: It's on your specific letterhead. Chief Schwartz, I don't know if he was taking notes. I'm just
23 curious.

24 TC: Right.

25 RP: Because we got this document we were wondering.

26 JB: If when we're done here, do you think you'd be able to find out when that was written?

TC: I will certainly try to, yeah.

1 JB: Okay.

2 RP: You know just out of curiosity [pause].

3 TC: I can tell you just with the old patch that it was fairly soon after he got here.

4 JB: Okay.

5 RP: Okay.

6 TC: Because we changed patches since then.

7 RP: So, you don't remember writing that?

8 TC: Oh no, I believe I wrote that.

9 RP: Oh, you did?

10 TC: Yeah.

11 RP: Was this maybe cut and pasted from another document or was it in this.

12 TC: No, I think I actually wrote this out, yeah.

13 RP: Okay. So, do you think you probably have this saved somewhere on your computer?

14 TC: Probably.

15 RP: And see when it was?

16 TC: Yeah, hopefully.

17 JB: We're trying to create a timeline.

18 TC: Yeah.

19 RP: It looks like you're talking about, everything you're saying, "I currently do these things. I think we
20 should be doing these things."

21 TC: Yeah.

22 JB: Was this written in conjunction with Chief Schwartz asking the basic question you know, "What are
23 we doing now? What should we be doing?"

24 TC: Exactly, the title is there. What is it that we currently do? What does the policy say? What should
25 we be doing? That kind of stuff.

26 RP: So, did you present this to him at some point?

TC: I'm sure I did.

1 RP: But you don't remember?

2 TC: I'm sure I gave it to him. I don't remember if I sent it in an email or if it was like, 'Hey, here's a
3 document of what's going on.'

4 RP: Was Lieutenant Bos involved in developing those things at all?

5 TC: I don't think so.

6 RP: Do you think Lieutenant Bos ever saw that document?

7 TC: I don't know.

8 RP: Okay.

9 JB: When you first heard that phrase, "What are we doing? What should we be doing?" that generated
10 this write-up? Where was that? Was that at a meeting? Was it done electronically? Were you all
11 gathered at the Chief's office?

12 TC: I don't recall that either. I'm sorry.

13 RP: Well, somehow, we got this from the Chief I believe, right? So, somehow, he got it.

14 TC: Yeah.

15 RP: Was this for your own?

16 TC: I want to say that he put this out to us. Like, "Hey, Lieutenant, what is it that you do? Was is it that
17 you do? What is it we should be doing? Detectives, what is it that you do? What should you be
18 doing?" I think it was put out to everybody.

19 RP: Okay.

20 TC: So, each department had whatnot basically 'Hey, this is what we're doing currently. This is what
21 we think we probably should be doing.'

22 RP: Okay, that makes sense.

23 JB: Perfect.

24 RP: So, at some point, there was a directive or some kind of memorandum distributed to everybody. I
25 think all-hands. It was a directive, for a lack of a better term, from him about investigations, and
26 follow-up, and things like that. Do you remember receiving that?

1 TC: Yes, I do remember that. Yeah, I think that goes back to, 'Hey, we're going to change how we're
2 doing things here. Patrol is going to be more involved in investigating their own cases and that kind
3 of thing.'

4 JB: Can you talk us through that process? So, let me see if I got this right. He asked the question
5 generically to different department heads, 'What are we doing? What should we be doing?' In
6 response to that, you wrote that multi-page letter, including some handwritten notes on the evidence
7 sheet. I'm assuming that's all part of the same document. What happened next? Was there
8 subsequent meetings to nail down what exactly the role should be?

9 TC: Initially, I was not involved in the Supervisor meetings when Chief Schwartz got here. Some of that
10 stuff could have been discussed in those meetings. So, the answer is I don't know. I don't recall
11 specifically a meeting saying, 'Hey, okay, we're going to nail down all this stuff.' But I do
12 remember, 'Okay, we received all these documents. We think we need to change how we're doing
13 things.' And then, I think he put out the memo of it. Now, we're going to do this. There were
14 minutes put out from supervisor meetings. So there, 'Hey, this is some of the stuff that we
15 discussed.' It could certainly be in there as well, possibly.

16 RP: I think we have a date of when that directive was put out, don't we?

17 JB: Right around August of 2019, September 20th-29th, through the 25th. It seems to me that your work
18 was looked at, and I think was forwarded to Sergeant Slagter and Sergeant Hong at that point. Did
19 Hong, obviously he is no longer a lieutenant anymore. What happened there?

20 TC: This was back with the Calkins era.

21 JB: Let's not go there.

22 TC: Yeah, okay.

23 JB: I thought it was a different timeframe.

24 TC: Yeah.

25 JB: So, it went to them. They responded back, and then the memo was put out on September 25th, 2019.
26 'This is the new way to do business.'

TC: Right.

1 JB: 'You will conduct your own follow-ups. Lieutenant's going to be involved at some point with case
2 management.'

3 TC: Right.

4 JB: Okay, that memo gets put out. What happens next?

5 TC: So, I think that was put out to the sergeants. Essentially to let them know, 'Hey, their guys is going
6 to be doing this.' They say, 'Okay, yeah, we're going to allow guys to hold their cases or whatnot.'

7 I know that Lieutenant Bos at some point reached out to Larry Colagiovanni because at the time he
8 was working at Black Diamond. I'm not sure on the exact timeframe when this occurred, but he

9 uses to work at Black Diamond as the Major Crimes Task Force Leader. So, Lieutenant Bos

10 reached out to him in regard to basically learning something about case management. My

11 understanding is Lieutenant Bos worked from Patrol, went to Sergeant. Never was a detective. So,

12 really didn't know or understand how to manage cases, manage a detective, and that kind of thing.

13 He just basically said, "Go do your thing. I'm not going to worry about you because I trust you.

14 Good luck" And so, he reached out to him to learn about it. Larry brought up the board idea to

15 Lieutenant Bos. I think its still in there. There's a white board in his office that we went ahead and

16 listed out some of the major cases that we're working on. So, he can get updates on where they

17 were. At some point, he asked for like an update. "I want an update once a week of where we are

18 with these cases." I think that lasted for about two weeks and then it just kind of went away.

19 RP: This is after the directive from the Chief, right?

20 TC: I believe so.

21 JB: Who is asking for updates? Colagiovanni?

22 TC: No, that was Lieutenant Bos was asking. He had asked Colagiovanni basically how to manage.

23 JB: So, he asked you for updates?

24 TC: Correct.

25 JB: For about a week.

26 TC: A week or two, something like that.

RP: How would that happen? Would he just come to your office and say, "Hey, give me an update."

1 TC: We had a lot of parking lot conversations. That's more I think of the way he managed was just,
2 "Hey, what's going on with this case?" It was usually me telling him, "This is where I am. This is
3 what I'm doing. I have to go over here and take care of this. I'm working on this case." He's like,
4 "Okay, great." So, at least he felt in the loop as far as what was going on. But the board in his
5 office, I felt like that really didn't last very long.

6 RP: So, the board in his office is where this was kept?

7 TC: Correct, yes.

8 RP: How did it get updated? Did the board get updated by you?

9 TC: He was updating it. I may have updated it once or twice.

10 RP: For a couple of weeks?

11 TC: Yeah.

12 RP: And then, it just kind of sat there?

13 TC: Yeah.

14 RP: For months, probably, right?

15 TC: Yeah.

16 RP: Did during that first initial couple of weeks, was he reviewing any of your work product?

17 TC: At some point, he told me that I was not going to sign off my own cases, and that he was going to
18 look them over and sign them off. It was probably around that same time. I don't recall the exact
19 dates or anything like that.

20 RP: How long did that last?

21 TC: I would say not very long. Maybe a month or two.

22 JB: So, walk me through that process.

23 TC: Yeah.

24 JB: Did he say, "When you want to close a case, send it to me and then we'll talk about it?"

25 TC: Yeah, when I was ready to close a case, he would review it. Basically, just as a Patrol sergeant
26 would a Patrol case. So, he's going to look it over. Again, my personal opinion, I think the cases

1 are so large, that's a lot to go through. Eventually, it was like, "Ah, you (unintelligible). It's already
2 done. Okay, I'll sign off or just go ahead and do it." It didn't become a hard and fast process.

3 JB: So, would you sit down and review the case with him, or would you put it in an in-box?

4 TC: I give it to him on his desk essentially.

5 RP: And then, would he give you any feedback ever?

6 TC: A couple of times, yeah. "Hey, I think we should try this or do that still. Go back and maybe try to
7 contact this person."

8 RP: At that time, maybe you were doing the white board to kind of keep track of some cases, was it all
9 of your open cases?

10 TC: No, there were too many cases to put on the board?

11 RP: About how many you think you had open cases?

12 TC: At one point, I think I probably had forty-seven cases.

13 RP: Were you throughout this whole time maintaining that spreadsheet that you developed?

14 TC: Yes.

15 RP: Developed to track for yourself?

16 TC: Yes.

17 RP: And you continue to use that process?

18 TC: Yes.

19 JB: Going back to the review process. How did it end? If you're still submitting paper?

20 TC: Yeah, there wasn't really like a hard and fast like, 'Hey, we're going to stop doing this.' It was
21 more like he wasn't around a lot. There was sometimes where he's out on patrol. He's at a
22 meeting. Something is going on or whatever. He doesn't have an opportunity to review something.
23 He's going to be gone for a week or whatever. So, eventually we have to get this going. It's got to
24 go somewhere. So, it just went ahead. Basically, fell back to I'll sign off on my own cases.

25 RP: Did he ever bring that up again after that?

26 TC: No, I don't think so.

RP: Did he ever see your case log with the forty-seven cases?

1 TC: Yes. So, I put that on a drive so that everybody could have access to it. We brought it up several
2 times when we were talking about case. 'Go to the F-drive and you can see. Let's bring it up.'
3 We'll bring it up in his office. This is what I'm doing. Yeah, I made sure it was on that way so the
4 Chief can check. He can check. Everybody could check and see where I am.

5 RP: Schwartz?

6 TC: Yup, him, too.

7 RP: So, during your conversations, it sounds like Schwartz got you and Bos, involved in meetings to
8 kind of reorganize how things are going?

9 TC: Yes.

10 RP: Were you aware of what his expectations were of Lieutenant Bos, as far his role, overseeing the
11 detective?

12 TC: Yes, I think he wanted the Lieutenant to like fully to oversee what's going on in Investigations and
13 to manage that.

14 RP: Was that said in a meeting fashion? Was there anything written about that? Do you know?

15 TC: I know it was said. I don't recall if there was anything written or not. I tend to believe there
16 probably was.

17 JB: How do you know it was said?

18 TC: I think we've talked about it in meetings or whatnot. Like, 'This is what I would like to see' which
19 again is one of the reasons I think initially he reached out to Colagiovanni to kind of learn. 'Hey, I
20 need to do this.' He would just do that on his own. 'Hey, we need to manage this.'

21 JB: So, that reach-out process occurred under Schwartz not Sanford or Calkins?

22 TC: I believe so, yeah.

23 RP: Did he reach out to any other agencies?

24 TC: That was the only one I know about.

25 RP: Okay.

26 TC: He may have, but I don't know.

1 JB: Do you think the Colagiovanni mentoring process was driven by Chief Schwartz, not any initiative
2 by Lieutenant Bos?

3 TC: I don't know if I would say that. They had talked previously. Good friends. I think Lieutenant Bos
4 certainly respected him and what his knowledge base. So, I think it would not be out of the realm,
5 possibility that he reached out on his own. I think that would be something you would have to ask
6 him.

7 RP: After the directive when it's made clear by the Chief what he wants Patrol to do in conjunction with
8 managing follow-up, Patrol-related follow-ups, and you kind of reducing your workload to some
9 degree, that was his vision I think from that document, right?

10 TC: Right.

11 RP: What happened? Did things get better? Was there less things assigned to you? Did it help I guess
12 is what I'm asking?

13 TC: I would say yes it did. Having less things coming in, and that caseload just growing even more, that
14 got better. So, I was actually able to work some of the cases that I had and do some follow-ups.
15 Some of those are pretty in depth-type cases. For some reason, the City has a lot of sex cases and
16 whatnot which take a lot of investigation. Sometimes they turn out to be just a statutory referral or
17 whatever, but there is a lot of investigation that goes into it to make that occur. So, there's that.
18 We've had some shootings. We've had that kind of stuff. It kind of depends on the investigation.
19 We had an embezzlement case for \$115,000 through Big Foot Java. So, that was another one that
20 took a lot of time.

21 RP: How did you prioritize those cases?

22 TC: Most of the time it was based on like my thought as far as solvability, and how bad the crime was,
23 people crimes first. Property crimes later. If I thought it was something I could; if it was a heinous
24 crime, we're going to work that. If it was fairly easy to solve, and I could just knock it out, I might
25 do that.

26

1 RP: During this period of time, we're talking after the directive, Chief Schwartz is still here. Lieutenant
2 Bos is still your boss. You're doing your investigative functions. You're making decisions on what
3 cases to follow-up on, what cases to close out, what to work on?

4 TC: Yeah,

5 RP: With little direction from Lieutenant Bos, correct?

6 TC: I would say that's correct.

7 RP: How long did that go on?

8 TC: I think it basically went on until Chief Schwartz stepped in and started reviewing things himself.
9 Looking at it.

10 RP: Which is in the summer of 2020, right?

11 TC: Yeah, that sounds right.

12 RP: During that time where there's little oversight, I'll just say it, there was little oversight. Who do you
13 have conversations with? Were you experiencing a feeling of being overwhelmed still at that time?

14 TC: Yes. At some point, this is what I figured out. At some point once you're overwhelmed with all
15 those cases, even if the faucet is now down to a trickle, you still have those cases. You're still
16 overwhelmed until you can kind of get some of that cleared out, and you can see a light at the end of
17 the tunnel. You're never not going to have any cases or whatever, but you need to get down to
18 something manageable. Of course, I've talked to other detectives from other agencies. I'm like,
19 "What kind of caseloads do you guys run?" "Oh, I'm overloaded. I got like twenty cases." "I wish
20 I had twenty cases. That sounds great" I talked to some other guys, guys who've been detectives for
21 a long, long time in other states. They're like, "You can't properly investigate or manage more than
22 about eight to thirteen cases really at a time. After that, you just basically have stuff that's sitting on
23 the back burner. It's just there." That sounds about right to me. I don't know if there's a standard
24 or whatever, some kind of CALEA standard or something. This is how many cases you should
25 probably work. It obviously depends on the type of case, how far in, which is why you want
26 oversight and other people kind of look at it, too. 'Hey, I think we should concentrate on this case.

1 This one is not important. We can give that back to Patrol or somewhere else.' That was kind of
2 my finding going through that whole thing.

3 RP: Did you go to the Chief or Lieutenant Bos about these cases that you still had, that were open cases
4 that might be significant with any concerns that you need help?

5 TC: It was an ongoing discussion essentially. I don't remember going and saying, 'Okay this is the
6 point. Hey, I need help.'" But I was constantly bringing it up. 'I still need help. I still have all these
7 cases out here. I can only do so much.'

8 RP: And that's even after Lieutenant Bos went back really overseeing Patrol, and not paying much
9 attention to you?

10 TC: Yeah.

11 RP: For that period of time. So, who would you talk to about it then if it's not Lieutenant Bos?

12 TC: Everybody.

13 RP: Who is everybody?

14 TC: Chief, sergeants, the officers. It's well established. It's not something that I'm bringing something
15 up that's new. It's more like still overwhelmed. I'm just not there yet.

16 RP: Did you go into specifics with the Chief? I mean did you say, "Chief, I've got a suspicious death. I
17 got a rape. I got kidnapping/robbery. I've got a child abuse. I've got a child molestation. I've got a
18 rape. I've got three CPS referrals. A sex offense. All open from '17, '18, '19, and I'm really
19 concerned about this."

20 TC: No, I didn't specifically say that. I guess my thought was more of you got the document. You can
21 see where I'm at.

22 RP: When you're saying he had the document; you're talking about your spreadsheet that you maintain?

23 TC: Yeah, yeah, but then everybody had access to see these are the cases I'm working.

24 RP: Did you know for certain that he would review that on occasion? Did you at some point make him
25 aware that that document exists, and he can check it whenever he wanted?

26

1 TC: Yeah, when he first got there, I made him aware that it existed. That I made several references to it.
2 You know, ongoing, that you can always check and whatnot. Again, that was a well-known fact
3 that that was there.

4 RP: I think I know the answer to this, but I'll just ask it.

5 TC: Sure.

6 RP: So that it's explicitly asked, and you answer. Basically, did you observe any changes or
7 improvements that Lieutenant Bos made in the supervision of Detectives or tracking cases?

8 TC: No. I should say when he reached out to Larry; we're going to do something with the board and try
9 to keep up, what you're doing. There was certainly some kind of effort there. I just didn't see a lot
10 of follow-through.

11 RP: So, do you think that was Lieutenant Bos' idea?

12 TC: The board?

13 RP: To inquire with Colagiovanni?

14 TC: Again, I would have to say I don't know. I think it's possible, but probably something you would
15 have to ask him.

16 RP: He reached out to Larry. Larry provided an idea of a white board. That was fairly early on, right?

17 TC: I think so.

18 RP: And then, it died down to non-existent really?

19 TC: Yeah.

20 RP: For?

21 TC: For months.

22 RP: Months or whatever it was. And then, did Larry get back involved in some kind of review of your
23 work and review of your case status?

24 TC: He did. Larry became involved more this summer when the Chief really became involved, and
25 saying, "Hey, we really need to do something about this." That was about the time Larry had left
26 Black Diamond and came to work for us as Reserve, as a Reserve/Consultant I would say because

1 of his experience. I think the Chief was like, "How can we manage this better. Let's figure out
2 where we are." At that point, we started having meetings.

3 JB: Can I take a deep dive there?

4 TC: Sure.

5 JB: Do you know what the interaction or what the genesis was where Chief is suddenly interested in
6 investigations, and now Colagiovanni is on this project? Was there a meeting? Was there some
7 precipitating event? Did it just organically happen? Now, it's time to look at investigations.

8 TC: I don't remember a specific event that occurred. I think it was more organic that we finally gotten to
9 that point. I think he was looking. There are so many projects to try to fix at this department. I
10 think he's working through them. I think he got to the point where he can focus on this because it
11 seems like it's not getting any better. That's kind of my read on it, I think.

12 JB: Why do you think the Chief thought it wasn't getting any better?

13 TC: Well, the cases weren't going down. So, I think that's a pretty easy one. I think I continued to
14 argue about it. Not argue but put it in everybody's face. This is going on. I need help. We didn't
15 have a traffic officer. We're trying to get back to fully being staffed, and we had a traffic officer
16 previously. The Council has wanted a traffic officer. One of the things that was asked by the Chief,
17 should we do a traffic officer. Is there something else we should be doing? This is an opportunity
18 to take a look and see what we should do. Of course, I made the push. "Hey, this is an opportunity.
19 Let's get another detective or let's make it a part-time detective. Something like that to help clear
20 some of these cases so we don't fall behind. That didn't happen, but it went to being a traffic
21 officer. I think at the same time certainly made people aware. Again, we're still slipping in this
22 spot.

23 RP: Larry showed up and took kind of a deep dive into what you had going on there, right? What did
24 that look like? How did that go?

25 TC: We had an investigations meeting with the Chief, me and Larry. I think that was it. I don't think
26 the sergeants were there.

RP: Who was there? So, you?

1 TC: Me, the Chief, Lieutenant Bos and Larry.

2 JB: When did that happen?

3 TC: Probably this summer. I don't know.

4 JB: Do you have a calendar or some way to track it down?

5 TC: Yes, I might have it on my phone. We set up a standing meeting like once a week. Essentially, to
6 kind of go over cases. Where we are? What we're doing?

7 JB: Correct me if I'm wrong, but wasn't that later in the process after Larry arrived?

8 TC: It was, yeah. So, it looks like the standing meeting was set-up, I have it on here as August 6th. I
9 want to say we had several meetings prior to that. I don't see it on here. It's kind of hard to track
10 down here. I can right to look later. I'm guessing a month or two prior to that.

11 JB: By August 6th, they realize this is a big problem?

12 TC: Yes.

13 JB: Okay.

14 RP: What did you guys talk about in the initial meeting?

15 TC: So, with that, we kind of went through each case that was on that spreadsheet. Okay, where is this?
16 What are we doing with it? How can we clear it essentially? What do we need to do? We need to
17 prioritize what we need to work on first? What are the high priority cases? And then as we clear
18 those, we'll readjust what again is now a high priority.

19 RP: What was Lieutenant Bos' role in that meeting?

20 TC: I don't remember him doing much. He may have asked a few questions or something.

21 JB: And this is before Colagiovanni started to read into the cases in depth?

22 TC: Yes.

23 JB: Okay, I wanted to get that timeline.

24 RP: So, it was just more of an overview of where...

25 TC: He needed to see where we are, right.

26 JB: This was the first time you realized Chief Schwartz wanted Colagiovanni to kind of step in as the
consultant?

1 TC: Yes and no. I think we had talked previously that if, like when we were bringing Larry on, so we
2 had to go through his background and stuff. I think we had a conversation in that with all of his
3 experience, it would be really nice to have him come in kind of help us get on track. So, I think that
4 discussion happened prior.

5 JB: But is this the first meeting where the groundwork is getting established?

6 TC: Yes.

7 JB: Okay.

8 TC: Definitely.

9 RP: After that, it continued into this kind of a deeper dive? So, Larry actually reviewed cases? He
10 looked at your case log.

11 TC: So, we had the case log. We put it up on the TV screen up there, and I had my computer. We kind
12 of went through our RMS system. Okay, where are we on this case? What was the last thing done
13 on this case? What do we need to do on this? How can we clear that out? And then, we left there
14 with a basic game plan. Here are the priority cases. On a lot of these at the time, I was running
15 more of an ongoing narrative for a lot of these cases. If you went into Spillman, you might not see
16 any narrative. But there was something maybe that was done in a Word document that hadn't been
17 put into Spillman yet. So, one of the things that I was tasked with, "Hey, you need to make sure that
18 all of those go ahead and get uploaded into Spillman. And then, we'll add supplements to it rather
19 than doing an ongoing narrative."

20 RP: So, how did that directive come about?

21 TC: That was more of us talking in here.

22 RP: You and Larry?

23 TC: Me, Larry, Chief and Bos.

24 RP: So, how did it come up that you had Word documents with information in it?

25 TC: As we're going through the cases, some of them, there's nothing there.

26 RP: In Spillman? Is that what you're talking about?

TC: Correct, yeah.

1 JB: Okay, so this is the very first meeting?

2 TC: Right.

3 JB: And as you're going through it, somebody else is bringing it up on Spillman?

4 TC: I was bringing it up, but yeah.

5 JB: Okay, so you have two screens up maybe?

6 TC: I have the data, Excel spreadsheet, basically up on the TV screen. I had my laptop hooked up to it.

7 So, we could actually just go through. Hey, we're on this case number. Let's bring up that case. So,

8 I could bring that up on my laptop.

9 RP: What was your thought process for writing a narrative in Word document and not writing a report?

10 That obviously, you can write supplementals to in Spillman?

11 TC: When I was in Patrol, I had issues with narratives almost done, and then you lose the whole thing.

12 Everything has been, hey, write in Word, and then copy and paste it into Spillman essentially. What

13 I'd seen from cases previous to mine, that's what they had been doing. So, I had followed that.

14 RP: Who?

15 TC: So, Sergeant Newton our Detective at the time.

16 RP: So, former detective?

17 TC: Yeah.

18 RP: He would write his narratives?

19 TC: As you're reading along this date and time, I did X-Y-Z, or whatever. Later in that same narrative,

20 on this date and time, so it's all in the same narrative. It wouldn't necessarily be for all of

21 everything, but if you were working on that case for a week, that whole week might be on there.

22 You might have some other supplements into it. But some of these cases, because other stuff came

23 up or happened it became more of a priority, then they never made into Spillman because they've

24 just been sitting on the back burner.

25 RP: Yeah. In hindsight, do you think that's the best practice?

26 TC: Absolute not, okay.

1 RP: What was the reaction? I'm just curious, by the Chief, when he found out that he had Word
2 documents from cases, I'm guessing as old as, I mean you tell me?

3 TC: '16, '17.

4 RP: Okay.

5 TC: Yeah.

6 RP: On a Word document?

7 TC: I think he was a little dismayed. I think he didn't realize there was nothing. Well, I think even
8 before that, he knew that there were some cases that didn't have anything because he had looked. In
9 some ways, I think he was happy to hear that we actually do have something that we can put in there
10 so we can actually move forward. He probably had gone through the shock, shock and awe phase.
11 Basically, by the time we got to that.

12 RP: I'm curious how you felt about that?

13 TC: Well, I think I felt two ways. I think number one is I was happy that somebody was finally looking
14 at helping and fixing this; and managing this in a way which we could move forward. So, in that I
15 was very happy. I was a little embarrassed in that had to happen to me. This is where I was on
16 some of these cases. But at the same time, I'm not that embarrassed because I've been asking for
17 help for years and not getting it. Sometimes unfortunately, some big things have to be pointed out
18 before something is going to change. I was excited to see that there was going to be a change.

19 RP: Yeah. When you say that you've been asking for years, I just want to make sure we're not missing
20 anything, and that's, did you ever submit any kind of memorandum, email, any written document to
21 supervisors? To anybody saying, basically articulating the significance the work overload and the
22 impacts that it's having on some of these open cases?

23 TC: I don't, I'd have to look. I don't think I did other than the document that we already looked at. I
24 think previous to that in was in supervisors' meetings. It was in passing. It was a meeting that was
25 one-on-one. Like that, it was more verbal. I don't recall specifically putting something in writing.

26 JB: What was Lieutenant Bos' reaction during that meeting? Was there any realization that things are
not getting done that he should have been on top of?

1 TC: I think so. I didn't spend a lot of time looking to see what his reaction was. I was more concerned
2 about the Chief and Larry, and what their reactions were, and how we're going to move forward. I
3 remember the Chief was sitting over here. I think Larry right here. I think Bos was over here. I
4 think he was like, 'I know its been behind, but.' I think he knew at that point that this was
5 something that definitely needed to be fixed.

6 RP: So, Larry starts going through these cases. Does he develop anything out of his review of these
7 open cases?

8 TC: Well, I think what we developed was how do we move forward, and we did this. Let's prioritize.
9 What do we believe are five most important cases that we need to get taken care of right now?
10 What are the secondary five? At the time, we had colored, I have some colors there. I have
11 everything in yellow basically if it was still being worked on, on the spreadsheet. We went through
12 and colored them with like red, this was the most important. We need to work on this. Green was
13 like secondary. Once we get these red cases, or if we can work on these while working on the red
14 cases, let's get those done first.

15 JB: So, this colorization is done in the meeting with all four of you?

16 TC: Correct.

17 JB: So, there wasn't a time where Colagiovanni was doing his own research?

18 TC: So, probably the one you have there where he did all green. I think he did that right before the
19 meeting. So, we had that up on the board. He's like, "I think this is where we start." We kind of
20 talked it over. Changed some colors on stuff here and there.

21 RP: So, this initial meeting, he had already done a review?

22 TC: He had already looked. Yeah, he had already looked through. That's when he was like, 'Oh, we
23 have a bunch of cases with no Spillman reports. Where is the narrative?' That kind of thing.

24 RP: Then a plan was developed to attack these by prioritization?

25 TC: Correct, yes.

26 RP: And what was Lieutenant Bos' role in that?

1 TC: I'd have to look back. I'm not even sure if there is a way to look back. At some point, it might have
2 been that meeting. It might have been a meeting or two later. He was removed from the process.
3 He was still coming up for the meetings if he was around. However, the Chief told me to report,
4 basically directly to him. I'd give the Chief my cases to review, look at, see where we are. That had
5 been taken away from Lieutenant Bos.

6 RP: What is Lieutenant Bos' status right now?

7 TC: He's kind of in flux it sounds like. He's currently the lieutenant. Typically, comes in. Wears a
8 uniform. Right now, he's doing more of an acting sergeant position. So, that's the other thing.
9 Since January, we've had a sergeant who got demoted. He's been through investigations and
10 whatnot. So, I was filling the acting patrol sergeant role as well. So, I was the only detective and
11 acting patrol sergeant. Then, we had a homicide. I cannot do it all obviously.

12 JB: When were you an acting patrol sergeant? From what timeline?

13 TC: Towards the mid to late January through probably June. I think I did it for like six months.

14 JB: 2020?

15 TC: Yeah, 2020. So, there was another officer, Roger Gale, and I who were on the sergeant list. So, the
16 Chief called me on in January. "Hey, this happened. Can you step into this position?" "Of course,
17 whatever you need." And then, as things kind of went on, he's like "I feel like I need to be fair and
18 give the other guy a shot as well." "No problem, I need to get back to detective work anyway." So,
19 that changed. He took over that position. That lasted for about a month, and then something else
20 happened. He went on leave. Eventually retired.

21 JB: Who is this?

22 TC: Roger Gale.

23 JB: Yeah, he retired.

24 TC: I was asked to step back into the acting sergeant role for a few more months while we kind of
25 figured some stuff out. Then August 12th, I was going to step back to Detectives. They're like,
26 "You need to focus, because we're dealing with all this. We need you to step back to
investigations." I'm like, "I get it, no problem." "We'll figure out how to do the other stuff." At

1 that point, it was thought that Lieutenant Bos was going to basically take over my crew. He would
2 be their supervisor who worked that shift.” Noon to midnight shift and supervise those guys.

3 RP: During that time, did you even look at your caseload?

4 TC: Yes.

5 RP: Your detective caseload?

6 TC: Yeah.

7 RP: So, you still kind of worked it?

8 TC: I was still trying to work it as I could. I wasn't doing a ton of patrol stuff. I was letting them kind
9 of handle stuff, but I would go back them. I would see what was going on. Trying to supervise, you
10 know that kind of stuff.

11 RP: Did Larry at some point offer detective assistance by another agency? Say like, maybe Black
12 Diamond? A detective?

13 TC: Yes.

14 RP: Who did he offer that to?

15 TC: Initially, it went to Sergeant Lynch at Black Diamond. One of our cases that we talked about was a
16 priority case. It was an ICAC case that had been sitting for a little while. To be honest, I knew
17 nothing about ICAC cases. I haven't had any ICAC training. What I've learned so far from
18 investigations is phone dumps. I've done a ton of those. I've learned how to do tower dumps and
19 that kind of stuff. Facebook warrants. You kind of get into all that stuff, right? But I'll be the first
20 to admit, I am not technically savvy, I'm not the phone guy. So, I was a little bit lost with this
21 ICAC case. I'm looking at going, 'Well, you've got an address. Okay, what are we doing here?'
22 Once we talked it over, we can't actually prove that that IP address was at that house at that point
23 when it occurred. Now, we're getting some information that there was an IP address in Tacoma.
24 So, it might have actually occurred there. If that's a case we can kick to Tacoma, let's do that. If
25 not, then we need to follow it up.

26 JB: Are you learning this stuff or is it Sergeant Lynch learning this stuff?

TC: Well, I guess both of us.

1 JB: Okay, so he's already on the case with you by this point?

2 TC: Yeah, we started talking about it, to give it to him. This was at the meeting, Larry was like, "Hey,
3 Lynch knows, he's done ICAC cases before. So, if we can give it to the Task Force, give it to him,
4 it seems like an easy no brainer. Let's do that."

5 JB: Where is he from? Lynch?

6 TC: He's from Black Diamond. Larry works for Black Diamond. We worked at Enumclaw together
7 years ago. He's now the Commander of the Major Crimes Task Force.

8 RP: Did you guys receive any other help on other cases from any other detectives? Somewhere, from
9 somewhere else?

10 TC: Just that same case because we have our homicide that happened August 13th, 14th was basically
11 when we got the call. At that point, we had just given that case to Sergeant Lynch. He came out to
12 assist us with the homicide. Knowing that this was going to be a ton of work, and it was going to go
13 on for a while, he went ahead and assigned it to Officer Crooker with Black Diamond as well. He is
14 a new officer at Black Diamond, but he's been on for twenty years. He retired from a Sheriff's
15 Office in Florida. Tons of experience in that. He has taken on that case currently.

16 RP: Was there any other significant investigations that you got help from by another agency that you
17 remember?

18 TC: That I recall? I had help with a couple cases. One was with a child rape where the guy went to
19 Oregon. They were found in Oregon together. He got arrested down there. Used the Task Force,
20 Robert Hendrickson and I went to Astoria and interviewed the suspect. And Crooker when he was
21 at Medina, helped out in writing the search warrant for the house while we were gone. So, there
22 was that case. I had a case where it was a home invasion robbery, shooting, which the Task Force
23 came out to assist with. This was in '18. What we found from that, at least at the time, was the
24 Task Force is great about coming out and helping and providing some bodies. But the problem with
25 it is that most of them are patrol guys. Eventually, they have to go back to patrol their own agency.
26 So, you don't get a lot of help like day after type stuff. I think we're working on that to try to make

1 that a little better because that seem to be kind of a flaw. Those are the ones that stand out to me.

2 Otherwise, I would say I don't recall getting much help.

3 RP: Okay.

4 TC: Crooker did come with me on a home invasion robbery. We ended up talking to some people, some
5 suspects in Des Moines. We had a trip over to Tri Cities to talk to somebody.

6 JB: Where is he from? Crooker?

7 TC: He currently works for Black Diamond.

8 RP: Did he at that time?

9 TC: At that time, he was working for Medina? He just recently went to Black Diamond.

10 JB: You guys move around a lot over here.

11 RP: Yeah.

12 TC: Small agency. You don't have a little spot that you can go work in or something so you change
13 agencies instead.

14 RP: ...Questions related to this case?

15 JB: I'd like to get that later. A little bit later.

16 RP: Yup, yup. Kick in there if you have something that you want to lead into right now.

17 JB: So, let's talk about this is all great and we're reorganizing and getting Pacific on the right path.

18 TC: Hopefully.

19 JB: But at some point, you get hit with a IA.

20 TC: Yeah.

21 JB: There's some charge on there.

22 TC: Yeah.

23 JB: And, I've read them. We can go over those, but I'd like to talk about, ultimately that's why we're
24 here. We talked a little bit of how we got here. Some of that been glossed over a little bit. You
25 know, some of your work on some of these cases. But we have read these cases. We kind of read
26 your Word supplementals. We've got copies of those well.

TC: Sure.

1 JB: We have probably thirty-five years of investigative experience between us. Probably have over fifty
2 years of law enforcement. From just our experience, it's a little shocking. Probably the same
3 reaction Colagiovanni had after talking to him. Especially as a Chief, there is some high liability
4 cases there where I would have fainted had that happened in my agency. I just want to make sure
5 that as we go through there, you know Colagiovanni says you're a good detective. You have the
6 makings; you have what it takes to be the man here. So, I don't want to gloss over that. But at
7 some point, is there any responsibility that you have? There is some neglect on these cases. I mean I
8 know you're busy, but is there any responsibility you have in any of this?

9 TC: Ultimately, I think you know they're my cases. So ultimately, the responsibility is mine for all of
10 them.

11 JB: Yeah. When I read this kidnapping case, there is so much leads and evidence. This is like handed
12 to you on a platter by the patrol guys. Would you agree?

13 TC: Yes.

14 JB: It just sat for a significant amount of time I would say. Walk me through like what happened? Is
15 there a point where, and I'm trying to understand because I can tell you have a passion for this?
16 We've been at other places where that's not the case. You had talked about it earlier. You know
17 you get overwhelmed. Now the faucet gets turned off to a trickle. But still, have you gotten out of
18 the quicksand?

19 TC: Right.

20 JB: You know have you gotten to that work practice where you can actually earn your dollars that the
21 City is paying you for?

22 TC: Right.

23 JB: Talk me through that process.

24 TC: So, I asked for help for son long, right? Nothing happened. Nothing happened. Nothing happened,
25 and I think you get overwhelmed. At some point, you're like "holy cow what do I have here.
26 Where do I go? What cases are important." Yeah, that case, it's right there. You can go arrest the
guy right now. Then, there's always something else at the time that takes priority for some reason.

1 You know we can talk about some of things that were assigned duties in that document. “By the
2 way, this is your most important details. You need to build the RSO deal so we can do offender
3 checks.” By the way, you have no training, but go learn that right now.

4 JB: Who is telling you that?

5 TC: That was Sanford.

6 JB: Oh, Sanford.

7 TC: I mean it goes back a ways, right?

8 JB: Yeah.

9 TC: This becomes your top priority. I don’t care about all your other cases. I want this done. This is
10 what he believed was his high liability type stuff, and some of that stuff hadn’t been done for ten
11 years. So, different things occur that change your priority. I’ll be honest with you kind of forget
12 about, I got that case and that’s where its at. Because there’s so many of them, you’re just like, “I
13 don’t even know what I have.” I have to look at the spreadsheet to see what I actually have. I can’t
14 keep it in my head because there is just so much. Again, I take responsibility for that. That’s my
15 bad. Personally, I think I could do better. I think that there were some processes that were broken.
16 It was not set up for anyone to really succeed in this position. So, I think the blame goes all around
17 really. Training stuff, all I can tell you that, ‘Hey, you’re going to deal with all the training stuff.
18 You’re going to put together all the RSO stuff. You’re going to, at the time, this goes back a ways
19 as well, Calkins and Hong, they’re not around; basically, you’re running the department. Because
20 there’s nobody here, and they won’t answer their phone. That kind of stuff. So, your priorities
21 change. Sometimes, they’re probably not the right priorities. But at the time, they seem like they
22 were.

23 JB: So, what’s the latest fire in front of you instead of what’s the most important fire?

24 TC: Yeah, yeah, I would say yeah. We’re dealing with what’s in front of you. You’re not managing the
25 deal. You’re just getting through it. Just trying to survive it. That’s definitely how I felt.

26 JB: Okay. I’m going to kind of go through some of these.

RP: Sure.

1 JB: ...That the Chief listed. So, they talked about potential violations or the child abuse mandatory
2 notifications. I didn't see any indication where notifications had not been made. Am I missing
3 something there?

4 TC: I think there were some cases where most of them are CPS referrals anyway. There's some cases
5 that came in through Patrol or something like that. And there was a notification made, but it might
6 have been made late. It should have been probably done earlier.

7 JB: Okay.

8 TC: It was done at the end of the investigation rather than the beginning.

9 JB: Is it on you to make those notifications?

10 TC: It is.

11 JB: Okay.

12 TC: I didn't know that at the time. I should have, but I didn't.

13 JB: Yeah.

14 RP: What do you mean you didn't know that at the time?

15 TC: I didn't realize that I had, if we had started a child abuse investigation. As long as I wasn't taking
16 the kid, so there wasn't anything, "Okay, this is immediate. We have to deal with this." The kid,
17 not safe or something. I might go ahead and do the investigation. Do the child forensic interview.
18 That kind of stuff. At the end, we had a blue sheet, basically was just when you're done with your
19 case. You're submitting it. Oh yeah, we need to send it to CPS, right? They need to know about
20 this or whatnot. I didn't realize that I needed to send that out as soon as possible. To let them know
21 we're investigating this vs. we did investigate this.

22 RP: So, how do you get your policy? Are you guys Lexipol or not?

23 TC: We are, yeah.

24 RP: Have you acknowledged the policies that are listed in this notice of charge?

25 TC: Oh, yeah, yeah. So, the way this whole thing went down at least initially, we switched to Lexipol.
26 Basically, "Hey, acknowledge 150." So, I haven't read them all. I'll be honest.

RP: Still?

1 TC: I've gone through a lot more now. I still probably haven't read every single one, but I've read most
2 of them now.

3 RP: So, at this time when you were served with this in August 2020, there's a high likelihood that you
4 hadn't reviewed these policies?

5 TC: Yeah, I acknowledged them I'm sure, but I don't think I really read it.

6 JB: When did you figure out that you had not been meeting that requirement?

7 TC: When we were talking in our meeting?

8 JB: Oh.

9 TC: We're suppose to do this. We are? Yeah, oops. Yeah, that's totally my bad.

10 JB: When we talk about the Conduct Policy they put under here, I'll just read it. This is No. C under
11 Performance, "Unsatisfactory work performance including but not limited to failure, incompetence,
12 inefficiency or a delay in performing or carrying out proper duties, work assignments or instructions
13 of supervisors without a reasonable or bona fide excuse." And A-C, "Any failure or refusal from an
14 employee to properly perform the functions and duties of the assigned position." And then they
15 provided us with the Detective's?

16 TC: Sure.

17 JB: Which, you've read. C is really, really kind of hits the nail on the head what we're talking about
18 here.

19 TC: It does, yeah.

20 JB: How do you feel about when you read that?

21 TC: I don't like it. I certainly don't like it. I could see there's definitely something there. I mean I get
22 that I have responsibility ultimately. I fall on my sword on that, but it is what it is. I can't change it.
23 I wish I could, but it is what it is.

24 JB: We've talked about the reports. There's a report writing one, "Act with promptness and efficiency
25 in processing all reports." From my review, it looks like that probably wasn't done. Would you
26 disagree?

TC: I would not.

1 JB: Investigation and Prosecution. I think this is where there is a couple of ones that come up. I think it
2 was pointed out, "While assigned to a case for initial follow-up investigations, detectives should
3 proceed with due diligence in evaluating, preparing cases for appropriate clearance and presentation
4 to prosecutor for filing criminal charges." Two cases really jumped out to us is that home invasion
5 one...it languished for quite a while without it going anywhere. And then, that other detective came
6 in. Suddenly, things picked up in that moving. Is that how you would see that?

7 TC: On that one, I would say no. I was continuing to work on that one. And asked for help to go out
8 and talk to people, but I don't think that one was delayed necessarily any longer than what would
9 have been otherwise.

10 JB: Okay, then we have the kidnapping case.

11 TC: Yeah.

12 JB: Which is probably falls right in light what we're talking about here.

13 TC: Yeah, yeah, that one I would say yeah.

14 JB: Probably a violation of that.

15 TC: Probably, yes.

16 JB: Then there's one about sexual assaults which could be that ICAC violation which could be one.

17 TC: Sure.

18 JB: Because you don't really know when you're looking at that photograph what you're looking at.

19 TC: Right.

20 JB: Is there an ongoing sexual assault occurring in the city of Pacific right now?

21 TC: And that one looking back, yeah, that's huge.

22 JB: It's a policy of Pacific that members when responding to a report sexual assault, will strive to
23 minimize the trauma experienced by the victims, and will aggressively investigate sexual assaults.
24 Pursue expeditious apprehension and conviction perpetrated and protect the safety of the victim in
25 the community. I guess the ICAC one is the one that really closely mirrors that than most. We have
26 talked about that. So, I don't need to belabor that, but would you agree that could have been sped
up? Probably a violation there.

1 TC: Absolutely.

2 JB: Okay.

3 RP: I guess in retrospect what would you have done differently or what would you do now differently?

4 TC: So many things.

5 RP: Let me just tell you I think we recognize the failures to supervise. We recognize that. What would
6 you do differently now knowing all this? What it's kind of culminated into?

7 TC: I would have written things down more and said in a memo or whatnot. So, this could be tracked.
8 So, there is something there in writing. So, it's just not just a "I told you. I told you. I told you"
9 type thing. I definitely would have done that. In managing the cases I think I would have tried to
10 bring more people in to say, "What do we need to focus on? What should I be spending my time
11 on?" And really make it more of a group effort rather than just being in a silo by myself. I think
12 those are probably the two biggest things I'd change.

13 JB: I don't have anything else.

14 RP: I don't either. I'll just turn it off. The time is 10:32.

15 JB:RP:bf (End of transcript.)

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