

This document is being created to provide an overview of issues impacting my work unit. The date of this authoring is September 24, 2012. This document is based upon my independent recollection, my electronic calendar, my personal cell phone records, employee notes, or retained text messages on my phone.

Unless otherwise noted, I did not take personal notes on these specified events nor did not retain email messages past their retention date.

The subject of this particular document is to provide an overview of the disruptive actions of Mr. Patrick Kelly and Assistant Chief Tracy Montgomery which involved the supervision of Mr. Christopher Wilson, a former police employee. It should be noted that Assistant Chief Montgomery has never been a member of my direct chain of command.

I have had several conversations with Lieutenant Coley about various Lesbian, Gay, Bisexual, Transgender (LGBT) community events and activities since I have been assigned to the Community Response Squad. On several occasions, I did not agree with the manner they were staffed. The staffing choices were made by Mr. Wilson and influenced by Assistant Chief Montgomery, Councilman Tom Simplot, or Mr. Patrick Kelly.

Ultimately, it was agreed upon by Lieutenant Coley and I, that if it was a LGBT function we would let Mr. Wilson and Assistant Chief Montgomery do what they wanted to do. I do not recall the date this decision was made but it was a constant idea which was reiterated over the last two years.

Mr. Wilson would make his close relationship with Councilman Simplot known to me and other team members. Mr. Wilson advised me on several occasions that he was invited to attend formal events with Councilman Simplot. Mr. Wilson would infer that his attendance at various LGBT functions was mandated by the Councilman to include marches sponsored by his office and Coffee with a Queer events which would require the payment of overtime.

Councilman Simplot's support of Mr. Wilson was later validated by me in person during a meeting. Mr. Wilson would let people know he associated with Councilman Simplot in an off-duty capacity. Mr. Wilson would brag about being Councilman Simplot's workout partner.

Mr. Kelly warned me to be careful when dealing with Mr. Wilson because of his relationship with Councilman Simplot. Over the last two years the environment I worked in seemed like if I had contradicted Mr. Wilson's decisions I was subject to being questioned by Councilman Simplot, Assistant Chief Montgomery, or Mr. Kelly.

One of the problems I had working with Mr. Wilson was the fact that he wanted to work as much overtime as possible. This would cause internal conflict with his

peers on a regular basis. Mr. Wilson would use his connectivity with Assistant Chief Montgomery to have various LGBT events approved to be staffed. Mr. Wilson had a history of distorting facts and reporting them directly to Assistant Chief Montgomery. That being said, Assistant Chief Montgomery would make her decision based on what was communicated to her by Mr. Wilson rather than consulting senior staff members or using the proper chain of command.

Assistant Chief Montgomery would communicate directly with Mr. Wilson and/or Detective Dottie Conroy who is also assigned to my team. Detective Conroy is the former significant other of Assistant Chief Montgomery and currently maintains her friendship with Assistant Chief Montgomery.

In October 2010, I was assigned to the Community Response Squad as the new supervisor of the team. During my first week of my assignment, there were a series of protests at police headquarters in reference to a controversial police shooting. An issue impacting the work environment of police employees was the significant amount of chalk defacing the sidewalk in front of police headquarters. The messages were hostile and were derogatory in nature which were directed toward police employees.

After each demonstration concluded in the evening, front desk personnel were tasked with cleaning up the sidewalk in front of police headquarters. The graffiti was so expansive and the front desk staff was not equipped with the proper tools to clean up the graffiti. I was new to the position and I was not familiar with police headquarters clean up protocol.

The front desk staff was becoming frustrated with the issue and the front of police headquarters looked poorly after several days of demonstrations. A desk officer advised me that cleaning the sidewalk was not his job and the contracted custodial staff would not clean up the exterior sidewalk.

I mentioned this issue while speaking with Assistant Chief Montgomery during one of the demonstrations. I advised her that I was going to have the fire department hose down the area after the demonstration. Assistant Chief Montgomery advised me that the front desk staff would clean up the chalk and directed me not to contact the fire department.

Assistant Chief Montgomery left for the evening. At the conclusion of the protest the sidewalk from 6th Avenue to 7th Avenue was defaced so significantly that it was not possible for the front desk staff to clean the graffiti up with a mop and bucket. The messages were explicit and extremely derogatory to the point that several employees found it intimidating. I contacted Commander Glen Gardner, who was the Duty Commander for the evening. I advised him of the situation and what Assistant Chief Montgomery directed me not to do.

I advised Commander Gardner that the graffiti was worse than it had previously been and employees found it to be threatening in nature. I advised Commander Gardner that it would be in the best interest of the organization if we requested the assistance of the fire department. Commander Gardner supported my decision and authorized me to contact the Phoenix Fire Department to clean up the graffiti. The Phoenix Fire Department was contacted and agreed to assist with the clean up.

I do not recall when I was called up to meet with Assistant Chief Jerri Williams and Lieutenant Coley to talk about the chalk clean-up situation. It was in the morning one of the days shortly after the incident occurred. Assistant Chief Williams advised me that she argued with Assistant Chief Montgomery about several issues which involved my supervision of the various demonstrations. One particular issue which Assistant Chief Montgomery wanted to have addressed was the fact that I disobeyed a direct order. Assistant Chief Williams spoke to me about the issue and considered the issue addressed. With all of the activity going on at the time, if our biggest concern was the clean-up of chalk was our greatest problem I was doing ok. I felt comfortable with my decision because I know I did the right thing.

I took personal notes on the following events which I describe on January 13 and 14, 2011. I felt my position as the Community Response Squad Supervisor was in jeopardy. Assistant Chief Jerri Williams had recently retired and our team reported to Assistant Chief Andy Anderson. Various members of my team were concerned what Assistant Chief Montgomery would do once Assistant Chief Williams retired. I felt that Assistant Chief Williams was a strong buffer against Assistant Chief Montgomery and kept her from interfering with our daily operations. Assistant Chief Anderson was close to retirement and I perceived that he did not have the desire to be the same buffer as Assistant Chief Williams was.

On January 13, 2011, Mr. Wilson, Lieutenant Coley and I discussed a citizen complaint which was brought to our attention by Councilman Simplot. Councilman Simplot brought this issue up at a City Council Meeting when the Community Engagement and Outreach Task Force recommendations were being made to the City Council.

(I later learned that Mr. Wilson was already aware of the issue. Mr. Wilson was advised of this issue by Mr. Kelly. Mr. Kelly was not pleased with the response Mr. Wilson provided him. Mr. Kelly then complained to Councilman Simplot.)

We discussed how the issue was to be handled. We agreed that the issue was to be passed on to the Professional Standards Bureau because the allegations of misconduct were significant and my team did not conduct initial in depth investigations of police officer misconduct. I asked Mr. Wilson if he agreed with the course of action. Mr. Wilson agreed with the decision.

Lieutenant Coley then called Commander Louis Tovar, who was our Commander at the time. This phone conversation took place in our presence in Lieutenant Coley's office. At the conclusion of the conversation, Lieutenant Coley advised us to proceed as discussed. The plan was as follows:

Mr. Wilson would provide the information he had already collected and provide it to the Professional Standards Bureau. Mr. Wilson would contact the complainant and notify him that his complaint would be addressed by the Professional Standards Bureau.

Moments after the meeting concluded, I received a phone call from 602 526- [REDACTED] on my cellular phone. I stepped into my office and answered. I recognized the voice as Assistant Chief Montgomery. The following is a summary of the phone conversation. The summary is not verbatim but I took notes of the conversation shortly thereafter. I compiled my notes into a word document and disposed of my original handwritten notes. The conversation is as follows:

Assistant Chief Montgomery—"Mark, its Tracy Montgomery."

Sergeant Schweikert—"Hello Chief, how may I help you?"

Assistant Chief Montgomery—"I don't know if you have done anything with Councilman Simplot's issue. I talked with Chief Harris and consulted with him about the issue. I would like you to put a hold on anything you have in progress."

Sergeant Schweikert—"Ok, I am glad you called, we were about to proceed to..."

Assistant Chief Montgomery—"Mark, I really can't talk right now. I am at a retirement party right now. Just hold off on what you are doing and wait until we meet, maybe this afternoon. I'll call you. I really have to go now."

I checked my phone. I received the phone call at 1104 hours and my phone logged the conversation as being 2 minutes and 10 seconds in length.

I immediately walked over to Mr. Wilson who was seated at his desk. I told Mr. Wilson that I just received a phone call from Assistant Chief Montgomery and I was directed to stop what we were doing with the issue until we met with her.

Mr. Wilson said, "Ok."

I walked into Lieutenant Coley's office immediately after I spoke to Mr. Wilson. I advised Lieutenant Coley of Assistant Chief Montgomery's directive and he acknowledged our new directive.

On January 14, 2011, I was notified by Lieutenant Coley at approximately 0814 hours to attend a meeting at Assistant Chief Montgomery's office. I was directed to have Mr. Wilson attend.

Mr. Wilson and I arrived at Assistant Chief Montgomery's office. I was under the impression that we were going to discuss the plan on how to address the citizen concern. Commander Tovar and Lieutenant Coley arrived shortly thereafter. Assistant Chief Montgomery dismissed Mr. Wilson.

Assistant Chief Montgomery proceeded to accuse me of disobeying her directives. Assistant Chief Montgomery was angry and proceeded to berate me. Assistant Chief Montgomery stated that I superseded an order she had given Mr. Wilson when I told him to stop what he was doing. Assistant Chief Montgomery advised me that I had no right to order Mr. Wilson to stop his investigation. Assistant Chief Montgomery stated I had a history of disrespecting her rank and gave the example of disregarding her directive not to have the fire department wash the chalk off of the sidewalk in October.

I attempted to defend my point by stating I immediately did what she asked by directing Mr. Wilson to stop what he was doing. Assistant Chief Montgomery stated, "I guess I have to be more specific with you when I communicate with you. With some people I can say one thing. With you I understand I have to be more specific."

I was deeply offended by this statement. Assistant Chief Montgomery slowed her speech to emphasize each word in a manner which would indicate I was slow to understand.

Assistant Chief Montgomery stated, "Mark, I am going to be direct with you. You may not know this but each chief is assigned to an advisory group. Chris answers to me. You are working in a very political position. Your performance has been fine. We are not at that point of having you removed."

Commander Tovar, Lieutenant Coley, and I were dismissed. We walked out together and talked about what had happened. Commander Tovar told me that I did the right thing by not trying to argue with her. Commander Tovar said, "When she gets like that there is no talking to her."

Lieutenant Coley told me it would be ok and to not worry about it. Lieutenant Coley stated that he thought it was inappropriate to bring up the chalking issue since it had been addressed months prior. I found the comment about referring to being removed from my position as a veiled threat.

The plan to address the citizen concern involved Mr. Wilson and Detective Conroy to brief all of the second and third shift squads in the Squaw Peak Precinct and provide them LGBT awareness training for a group known as the

Sisters of Perpetual Indulgence. This plan constituted a significant amount of overtime.

I asked why the first shift teams were not included in the briefings. Mr. Wilson advised me that he did not want to get up that early. We discussed the need to brief the day shift squad. Mr. Wilson said he would talk to his friend, Sergeant Amanda Faust who was a day shift supervisor in the precinct.

Mr. Wilson later followed up with me and said that he spoke to Sergeant Faust and he was told there was not a problem on day shift. Mr. Wilson stated the shift was, "gay friendly."

(It should be noted that I did not follow up with Sergeant Faust to verify this statement. I feared following up on any of Mr. Wilson's statements would be considered as violating a directive of Assistant Chief Montgomery.)

I advised Lieutenant Coley that this was not the appropriate action to take but he advised me to let Assistant Chief Montgomery do it her way.

In October 2011, I was contacted by Interim Chief Yahner and he inquired about the public safety staffing of a Congressional Town Hall event held by Congressman Ben Quayle. I later met with Interim Chief Yahner and discussed the purpose of staffing the event. Interim Chief Yahner advised me that Councilman Simplot was questioning the reasons why we were providing personal security for Congressman Quayle. Councilman Simplot had made the inquiry with Assistant City Manager Ed Zucher. I provided the rational explanation of why we staffed events such as Town Halls. I was asked two additional times to provide additional information to explain the reasons for staffing political events. I was directed by Lieutenant Coley to author a memorandum in his name and address it to Interim Chief Yahner. This memorandum was dated and submitted to Lieutenant Coley on December 21, 2011.

I later learned the origin of the inquiry and spoke to Mr. Wilson about the issue. Mr. Wilson advised me that he was working out with Councilman Simplot before work one day. Mr. Wilson advised Councilman Simplot that he was unable to attend a private activity on a particular day because he was scheduled to monitor a Town Hall event for Congressman Quayle which later resulted in the inquiry of our team's operation.

While I was collecting data to include in my memorandum, I consulted Detective Jeff Wood to obtain some of the information. Detective Wood asked me why I needed the information and I explained that a City Councilman made an inquiry of our operations.

Detective Wood disclosed to me that he knew the source of the inquiry. I asked Detective Wood to explain the situation to me. Detective Wood was informed by

Mr. Wilson that his significant other was a close associate of Councilman Simplot. Councilman Simplot and the associate were at a function together. Councilman Simplot asked the associate where Mr. Wilson was. The associate explained where Mr. Wilson was and the circumstances upset the Councilman.

Due to the sensitive nature of the situation and current hostile environment I worked in, I did not pursue the issue formally or inquire about the significantly differing stories provided to me by Detective Wood and Mr. Wilson.

I informed Lieutenant Coley what was the cause of the inquiry.

During the last quarter of 2011 and the first quarter of 2012 the Occupy Wall Street/Occupy Phoenix movement was active in the City of Phoenix. Mr. Wilson was not originally slated as the lead detective from my team working with the Occupy movement. Due to the organizational pressures brought down by Assistant Chief Montgomery, I informed Lieutenant Coley that I had placed Mr. Wilson as the primary liaison with the Occupy group to deflect negative attention away from my team. I felt that if Mr. Wilson was the lead liaison, I could manage what was being communicated to Assistant Chief Montgomery. If there was something that went wrong with a decision involving the Occupy movement which Mr. Wilson and I agreed upon, it was less likely that Assistant Chief Montgomery would fault my team.

In an email which I retained from Lieutenant Coley, Assistant Chief Montgomery clearly states she was communicating directly to Mr. Wilson instead of communicating concerns via the chain of command.

During a squad briefing in November 2011, Mr. Wilson was hostile toward a fellow team mate, Detective Al Ramirez. This was witnessed by several team members. After the briefing, I directed Mr. Wilson into my office. I told Mr. Wilson his behavior in briefing was inappropriate.

I documented this in Mr. Wilson's notes which I later provided him at the end of the month. During this time period, Assistant Chief Montgomery was questioning my team's tactics on a regular basis and she seemed extra critical of my work since I had coached Mr. Wilson.

During this time period, tensions between the Phoenix Police Department and the Occupy Phoenix Group increased. Several activists took a personal disliking to me although I had developed a good rapport with a significant portion of the group. Mr. Wilson made it a point on several occasions to let me know that several members of the Occupy Phoenix Group did not like me. Based on those statements Mr. Wilson made to me, Assistant Chief Montgomery began to contact Lieutenant Coley to question my decisions.

While I was continually being questioned about my performance by Assistant Chief Montgomery, I observed some performance issues I wanted to address with Detective Conroy. Detective Conroy had been significantly late to two protests which took place during our duty hours. Detective Conroy was late to the first day of the ALEC Conference and a demonstration titled Occupy Lightrail.

I also observed Detective Conroy doing what appeared to be school work at her cubicle. I asked Detective Conroy what she was working on and she advised me that she was helping Assistant Chief Montgomery with her homework which she was in training for out of state. Detective Conroy was using a city computer to complete the assignment.

I asked Lieutenant Coley how I could address these performance issues without being perceived as being retaliatory toward Detective Conroy because of how Assistant Chief Montgomery had been treating me. I felt that Detective Conroy's actions were sanctioned by Assistant Chief Montgomery and I could not hold Detective Conroy accountable for violation policy.

On December 8, 2011, I was contacted late in the evening by Lieutenant Lazell of the Downtown Operations Unit in reference to a late evening camping enforcement operation at the Occupy Phoenix site in Chavez Plaza. Lieutenant Lazell requested my team's assistance with the operation. I notified Lieutenant Coley of the operation and had Detective Anthony Davis to assist me with the operation.

The operation concluded without incident. That morning Detective Conroy and Mr. Wilson were heckled out of the encampment by the Occupy Phoenix Group. I received a call from Lieutenant Larry Hein who advised me that Assistant Chief Montgomery, his Division Commander, had called him because she had heard that our relationship with Occupy Phoenix was broken. While I was on the phone with Lieutenant Hein, Mr. Wilson called and left me a voicemail message about the issues he experienced at Chavez Plaza.

I advised Lieutenant Hein that movement was under control and the issues stemmed from the enforcement operations of the Downtown Operations Unit. (It should be noted that I saved this voicemail message.)

Mr. Wilson was upset about not being notified of the operation. I advised Mr. Wilson that it was a late evening decision and I was not going to bother him during his off hours. Lieutenant Coley advised me that Assistant Chief Montgomery accused me of not sharing information we were learning from the demonstration group. I advised Lieutenant Coley that I notified my chain of command and we only assisted the Downtown Operations Unit. The Downtown Operations Unit enforcement action and it was outside my scope to circumvent the chain of command and have Mr. Wilson notify Assistant Chief Montgomery.

A citizen activist authored a letter complaining about the enforcement action and blamed me for the incident. A meeting with this activist was held. Lieutenant Coley advised me that he, Commander Alexander, Lieutenant Lazell, and Lieutenant Laroque met with the person. Lieutenant Coley advised me that the citizen did not have a valid complaint but he wanted me to step back and let Mr. Wilson take more of an active role with the Occupy Phoenix group. Lieutenant Coley advised me that I was drawing the attention of Assistant Chief Montgomery and that I needed to have a lower profile. I did not agree with this decision. I believed Mr. Wilson made decisions based on working more overtime and to curry favor with Assistant Chief Montgomery.

On December 13, 2011, Mr. Wilson provided me with a rebuttal to his November notes in which I documented his unprofessional behavior. In this rebuttal, Mr. Wilson brought to my attention a civil treatment workplace issue. Mr. Wilson accused Detective Ramirez of making a derogatory comment about gay people.

Detective Ramirez did not recall what he specifically said but he did not deny making the comment. Detective Ramirez apologized for making the comment and took responsibility for his actions. It was determined that the comment was made prior to my assignment. Mr. Wilson was assigned to the squad on July 12, 2010. This comment was made over a year prior to Mr. Wilson reporting it. Lieutenant Coley and I consulted Marquita Beene of the City of Phoenix Equal Opportunity Department. Ms. Beene advised me that the course of action we were taking was appropriate. Detective Ramirez received a supervisory counseling.

Lieutenant Coley advised me that Assistant Chief Montgomery was questioning the ability of Detective Ramirez to remain on the Community Response Squad. I was upset by this because Lieutenant Coley and I addressed the issue in accordance with the Equal Opportunity Department and Human Resources. Lieutenant Coley advised me that Assistant Chief Montgomery had asked if Detective Ramirez applied for a position on the squad at that present time, would he be eligible to work on the squad based on his personal biases. I grew concerned and felt Assistant Chief Montgomery was trying to have Detective Ramirez removed from the team even after the issue was investigated by the Professional Standards Bureau per her mandate.

It appeared that Assistant Chief Montgomery was attempting to please Mr. Wilson by attempting to have Detective Ramirez removed from the squad.

Based on all of the persistent and pervasive interfering in the recent weeks with my team I found it necessary to report this activity to the Equal Opportunity Department. I met with Ms. Marquita Beene and discussed several recent issues with her. Ms. Beene asked if I wanted to file a formal complaint with her against Assistant Chief Montgomery. I asked to have this issue be addressed informally.

I had hoped Assistant Chief Montgomery would be asked to leave the supervision and management of my team to my chain of command. I provided Ms. Beene with the following typed statement:

Without personally conducting my own inquiry, I could infer based on what Chief Tracy Montgomery has communicated to my lieutenant and other police managers, that she uses her personal relationship with an employee under my supervision to interfere the regular operations of my squad. It is my belief, Chief Montgomery uses this personal relationship to circumvent the Chain of Command. Chief Montgomery's influence with this employee has, on occasion, created a hostile work environment for other members of the Community Response Squad and myself.

Chief Montgomery's influence creates a difficult situation for me to address minor performance issues with her friend without fear of retaliation or defamation of my character by Chief Montgomery. It is my perception that Chief Montgomery is using her position to develop information on my work performance to discredit my reputation because she does not agree with the business oriented decisions I make which involve the Lesbian, Gay, Bisexual, Transgender Community.

I wish to resolve this issue by requesting Chief Montgomery be directed not to circumvent the Chain of Command to discuss the management of my squad.

Ms. Beene advised me that she would meet with Lieutenant Linda Meraz of the Professional Standards Bureau and Ms. Judy Boros of Human Resources. Ms. Beene advised me that I she would follow up with me once she had consulted with them. In the days that passed, I saw both Lieutenant Meraz and Ms. Boros during the course of my regular work day. Both advised me that they were aware of my concern and I would later be contacted in reference to the issue.

As time passed, no one ever followed up on my complaint. I felt that my complaint was dismissed in a passive aggressive manner. It seemed that Assistant Chief Montgomery had stepped away from the persistent interference of the management of my team so I believed the problem had been addressed.

On April 21, 2012, the Phoenix Pride Festival took place at Steele Indian School Park. The controversial topic for this year's festival was the participation of the Mesa Police Department in the Pride Parade. Mr. Wilson, Detective Conroy, and Assistant Chief Montgomery were heavily involved in attempting to alter the Mesa Police Department's planned participation to make it an all inclusive law enforcement agency event. The Mesa Police Department had originally stated that one of the Mesa Police Department's vehicles would be driven in the parade. The Mesa Police Department reversed the decision and decided not to have a police vehicle in the parade. Mr. Wilson informed me of this and advised me that he was trying to get his friend from the Maricopa County Sheriff's Office to use his marked unit in the parade. Mr. Wilson later told me he was unable to get a

marked vehicle into the parade. Based on Mr. Wilson's demeanor, I could tell he was determined to have a marked unit in the parade.

On the morning of the Pride Festival my team was responsible for assisting with crowd management. When I arrived, I observed Detective Conroy and Mr. Wilson were driving the Downtown Operations Unit's Polaris vehicle. The Polaris is a 4 wheel drive off-road vehicle. The Polaris is fully marked as a police vehicle and it was equipped with an overhead light system.

Detective Conroy advised me that she emailed Lieutenant Lazell and asked him to borrow their vehicle to assist with the event. I was not pleased with the use of the vehicle. I was also not happy with the fact that I was not consulted about the Polaris vehicle request. I advised Lieutenant Coley that I believed Mr. Wilson and Detective Conroy found a way to have a police vehicle in the parade. I advised him that Mr. Wilson and Detective Conroy had obtained the vehicle under false pretenses. We did not have a need for the vehicle. Lieutenant Coley advised me not to make an issue of it and let Mr. Wilson and Detective Conroy do what they wanted to do.

During the parade while my team was managing a protest, Mr. Wilson and Detective Conroy went against our team's protocol. Our mission during special events is to blend in with the crowd and have a low key presence. Mr. Wilson and Detective Conroy participated in the parade as an escort vehicle for the police participants. The overhead lights on the vehicle were activated with no rational explanation other than to draw attention to them. Mr. Wilson and Detective Conroy failed to consult me on their plan and were untouchable because of the protection granted to them by Assistant Chief Montgomery.

In May 2012, I was informed by Lieutenant Coley that Chief Garcia had inquired about the personnel issue we addressed in December 2011 involving Detective Ramirez and Mr. Wilson. Lieutenant Coley advised me that he was to explain what action we had taken to address the issue and why Detective Ramirez should remain on the squad.

Lieutenant Coley advised me that Assistant Chief Montgomery had informed Chief Garcia about the incident. I advised Lieutenant Coley that Assistant Chief Montgomery was wrong in trying to defame the character of Detective Ramirez with the new Chief of Police. Lieutenant Coley reported to Chief Garcia that the actions we had taken were in accordance with City of Phoenix Policy.

Since Lieutenant Coley and I addressed the issue between Detective Ramirez and Mr. Wilson, I still felt that Mr. Wilson and Assistant Chief Montgomery held a grudge against Detective Ramirez. Assistant Chief Montgomery's most recent action confirmed to me the hostility he held toward Detective Ramirez.

On May 25, 2012, Lieutenant Coley and I met with Mr. John King. Mr. John King was the owner of a bar called Charlie's. Mr. King had employed Mr. Wilson as an off-duty police officer to coordinate security for the business. Mr. King terminated Mr. Wilson for poor performance. Officer Tambra Williams was the interim coordinator and informed me via email that Mr. King feared retaliation from Mr. Wilson. I did not retain this email and it was purged in accordance with our automatic retention policy.

Lieutenant Coley advised me that Assistant Chief Montgomery wanted us to inquire about potential misconduct of Officer Williams. Mr. Wilson communicated to me that he and Assistant Chief Montgomery thought Officer Williams was responsible for Mr. Wilson being fired. Mr. Wilson advised me that, "Chief Tracy is checking with PLEA, (Phoenix Law Enforcement Association) to see if we can do something about Tambra."

Mr. King advised Lieutenant Coley and I that the reason Mr. Wilson was terminated was because he was routinely negligent in his job duties. Mr. King said that Mr. Wilson would spend most of the time on the phone and would not listen to his employees concerns. With that being said, we assured Mr. King that we would not allow Mr. Wilson to impact his business in a negative way. We advised Mr. King to call us if he had any policing problems we could assist with. I assured Mr. King we would continue to provide him the police services he expected from the Phoenix Police Department.

On June 21, 2012, Lieutenant Coley and I met Mr. Wilson. We met with Mr. Wilson to discuss with him various community concerns which had been brought to our attention. I advised Mr. Wilson that I met with several members of the LGBT community who complained to Director Richard about Mr. Wilson's performance.

I met with Mr. Don Hammel, a prominent LGBT community leader, who stated that Mr. Wilson was out of touch with the LGBT community. Mr. Wilson was not compassionate and does not respond to community concerns. Mr. Wilson was not connecting with gay businesses and he was only networking with Mr. Kelly. Mr. Wilson was not connecting with gay churches. Mr. Hammel questioned Mr. Wilson's work productivity.

I met with Ms. Brandi Sokolosky, an executive with the Phoenix Pride organization. Ms. Sokolosky stated Mr. Wilson did not connect with the LGBT youth. Mr. Wilson was arrogant, unapproachable, and community members were too afraid to speak with Mr. Wilson.

I spoke with Mr. Micheal Weakly of the 1 n 10 youth center. Mr. Weakly stated Mr. Wilson acted as if he was too good for the (LGBT) community. Mr. Weakly said Mr. Wilson does not communicate well with the community and that he was, "an asshole."

I advised each person that I would communicate their concerns with Mr. Wilson.

During this discussion, Mr. Wilson became extremely accusatory and did not accept any responsibility for his behavior. Mr. Wilson blamed a segment of the LGBT community that was upset about the removal of the previous LGBT liaison. Mr. Wilson began to turn red and had a difficult time controlling his temper. I sat next to Mr. Wilson and he tried to take the notepad I was reading from out of my hand stating, "let me see what you have written down."

I discussed methods which we could connect with a larger segment of the LGBT community. I directed Mr. Wilson to provide me with a detailed monthly productivity report to account for his time. Mr. Wilson agreed to move forward and improve.

On June 22, 2012, I followed up with Mr. Wilson while we were staging to monitor a demonstration at Civic Space Park. Mr. Wilson was still upset and believed I was taking the side of the community groups who did not like him. Mr. Wilson spoke to me in an emotional angry tone. Mr. Wilson stated that Director Gerald Richard was out of touch with the LGBT community and he was interfering with our team's operations. Mr. Wilson stated, "I am going to have Councilman Simplot look into this. Gerald has been talked to about getting involved in Community Relations. He (Gerald) is not even in our chain of command. I am going to have Chief Tracy talk to him about this. I am going to meet with Gerald and tell him how it is."

After my conversation with Mr. Wilson, I called Director Richard and advised him of what Mr. Wilson said. The purpose of the conversation was to inform Director Richard of Mr. Wilson's intentions so Director Richard would not be taken off-guard.

Over the course of the next few days, Mr. Wilson had taken steps toward addressing some of the performance issues I talked to him about. I recommended that we use the same plan of community engagement that we have used to connect with the Asian, Muslim, and Native American Citizen Community groups. I asked Mr. Wilson to develop a community outreach meeting to connect with the segment of the LGBT Community which did not agree with the direction of the Phoenix Police Department's LGBT Citizen Advisory Board. Mr. Wilson did not agree with this recommendation and said that we were creating a second LGBT Citizen Advisory Board. I told him we were not.

Mr. Wilson arranged for the two of us to meet with Ms. Megan Schmitz who was the Chairperson of the 1 n 10 youth center. Ms. Megan Schmitz is a member of Councilman Simplot's office staff and the meeting was scheduled to take place at

her office. This meeting was to discuss planning for community engagement and outreach activities at the 1 n 10 youth center.

This meeting was in response to the negative feedback I received from Mr. Micheal Weakly who is an employee at the 1 n 10 youth center. I asked Mr. Wilson who was scheduled to attend the meeting and he advised me that it was just going to be Ms. Schmitz, Mr. Wilson, and I. I asked to have Mr. Weakly attend the meeting because I did not feel comfortable having the meeting without Mr. Weakly. The rift between Mr. Wilson and Mr. Weakly grew when Mr. Wilson complained to Mr. Weakly's supervisor, Ms. Linda Elliot.

Mr. Wilson later advised me that Mr. Weakly was aware of the meeting but he was unable to attend because he was on vacation. I agreed to go forward with the meeting as scheduled as long as we did not discuss Mr. Weakly's performance or conflict with Mr. Wilson. I advised Lieutenant Coley of this meeting due to the fact that it was taking place at City Hall.

The meeting was scheduled on July 3rd for 0900 hours. I arrived 5 minutes early and I was let into the office by the security staff member. Ms. Schmitz and Mr. Wilson were already present in her office. I sat down in the seat next to Mr. Wilson across from Ms. Schmitz. Ms. Schmitz advised me that Councilman Simplot wanted to attend the meeting and we would be moving to the conference room. I was uncomfortable with this and had I known Councilman Simplot would be attending the meeting; I would have had Lieutenant Coley attend the meeting with me.

We moved to the conference room and Ms. Schmitz focused the conversation about how great Mr. Wilson has been to her and Councilman Simplot. The accolades for Mr. Wilson, in my opinion, were in response to counter the negative feedback Mr. Wilson had received. Ms. Schmitz then attempted to speak about Mr. Weakly and how he was being used between opposing groups in the LGBT community. I asked that we do not speak about Mr. Weakly and we discuss how we can improve our working relationship with the 1 n 10 youth center.

During this discussion, Councilman Simplot walked into the room. I stood up and shook Councilman Simplot's hand from across the table. Councilman Simplot thanked me for allowing Mr. Wilson to work with him and he noted what a great job Mr. Wilson was doing. Councilman Simplot then exited the room. At that point in time, I felt that Councilman Simplot was using his position to influence me to not take any supervisory action toward Mr. Wilson and discount any negative feedback from various community members. I felt that Councilman Simplot was trying to intimidate me. The meeting concluded shortly thereafter. I then went back to police headquarters and advised Lieutenant Coley of the outcome of the meeting. I advised Lieutenant Coley that it seemed to me like an attempt to influence my supervision of Mr. Wilson.

It was sometime after this meeting but I do not have independent recollection if it was that same day or days thereafter that Mr. Wilson advised me that he was going leave work early to take [REDACTED] to the dentist. Mr. Wilson advised me that I

I did not think what Mr. Wilson was doing appropriate but it was not a violation of policy. I did not question what Mr. Wilson did with his personal time

On July 19, 2012, I received a telephone call from Mr. Kelly while I was monitoring a protest at the Sandra Day O'Connor Federal Court House. Mr. Kelly advised me that he was leaving a meeting downtown and had just passed me by. Mr. Kelly and I made arrangements to meet over coffee the next week to discuss current events.

The main reason I wanted to meet with Mr. Kelly was to discuss the current direction our team was taking. I wanted to provide Mr. Kelly with my perspective because Mr. Wilson had a tendency to perceive events significantly differently.

On July 24th, I met with Mr. Kelly at the Copper Star Coffee Shop. Mr. Kelly and I discussed the direction I wanted to go with our advisory boards and how were looking to develop a LGBT community meeting to address the community concerns which were brought to my attention. Mr. Kelly asked if I wanted to have him step down as the LGBT advisory board chairperson. I advised him that is not what I was asking for and that I was not in a position of authority to ask for him to resign. During the course of the conversation, we discussed the performance and behavior of Mr. Wilson. Mr. Kelly asked, "What did you want of Chris?"

I stated that I wanted Mr. Wilson to be happy. I could not make Mr. Wilson happy but I wanted to foster an environment where Mr. Wilson could be as great as he wanted to be. Mr. Kelly stated that I was micro-managing Mr. Wilson. I stated that I was just holding Mr. Wilson accountable for his work performance. I advised Mr. Kelly that I was addressing the same concerns he brought to my attention several months previously. The entire conversation was friendly. I believe we left on good terms and I had explained that my team was not looking for Mr. Kelly to step down or that we were creating a secondary LGBT Advisory Board.

It may have been the next day or a few days later that I was contacted by Commander A.B. Smith. Commander Smith was recently placed in my chain of command. My Lieutenant was out of town and Commander Smith had some questions for me. Commander Smith advised me that he was contacted by

Assistant Chief Montgomery. Commander Smith advised me that Assistant Chief Montgomery was contacted by Mr. Kelly because I had upset him because I had asked for Mr. Kelly to resign from the LGBT advisory board.

I later met with Commander Smith in his office to explain what I had spoken to Mr. Kelly about. I explained my position and we had a discussion on the direction my team was taking. I explained that I was not seeking the removal of Mr. Kelly.

We also discussed how difficult it was for me to supervise Mr. Wilson. I advised him that Mr. Wilson would report directly to City Councilman Tom Simplot, Assistant Chief Montgomery, and Mr. Kelly. I stated words to the effect, "How do I keep Chris from hanging out at City Hall when his workout buddy is a City Councilman? We have a City Manager Liaison to work with City Hall. How do I keep Chris from City Hall?"

Commander Smith acknowledged the difficult job that I had. Commander Smith directed me to author an email to explain the current mission of our team. I authored an email and included an attachment which was in PDF.

On Friday, August 3, 2012, I met with Mr. Wilson at the Athenian Greek Restaurant. I wanted to meet with Mr. Wilson because I had observed that he had been distant at work and he did not seem happy. I did not make it a practice to meet with Mr. Wilson by myself outside of the office. I was concerned for Mr. Wilson but I did not have enough to articulate a request for a Work Fitness Evaluation. I was concerned about Mr. Wilson's emotional state and I felt that he could lose his temper at any moment.

I wanted to meet with Mr. Wilson outside of the office and in a public space for my personal safety. I selected the Athenian Greek Restaurant because I knew officers from the Major Offender Bureau would be present. I feared that if I suggested that Mr. Wilson contact the Employee Assistance Unit, Mr. Wilson not react well to the recommendation.

Mr. Wilson appeared to be distant and disconnected over recent weeks. I asked Mr. Wilson if everything was ok. Mr. Wilson replied in various one word answers to my questions. Mr. Wilson kept repeating that he was, "fine."

I asked for Mr. Wilson to give me a fresh start. I asked Mr. Wilson to move forward and improve. Mr. Wilson seemed apathetic and I excused him. I still was concerned about Mr. Wilson's behavior but I did not feel that I could justify a request for a work fitness evaluation.

On August 7, 2012, at approximately 1900 hours, Director Richard, Detective Ramirez, and I were leaving a Black/Brown Coalition meeting. I took a moment after the meeting to tell Director Richard that something was going on with Mr.

Wilson. I told him that I could not explain exactly why I felt this way. I stated that my job was to interpret human behavior and predict problems. I used an analogy to explain my perspective by stating, "My job is to look into the crystal ball and predict what was going to happen. Mr. Wilson is up to something."

At approximately 2035 hours that evening, Lieutenant Coley advised me that Mr. Wilson had been arrested.

On August 8, 2012, a LGBT Community Meeting was held at the Community Church of Hope in reference to the arrest of Mr. Wilson. This meeting was hosted by Mr. Kelly. Police Chief Garcia, Director Richard, Lieutenant Coley, Detective Tamburo, and I attended the meeting.

The question was asked about who would be the interim LGBT Community Liaison. I advised the group that I would be the point of contact. I would assess the information provide it to me and assign a detective to resolve the issue. I provided my direct contact number and business card to the group present.

On August 9, 2012, Detective Conroy, Detective Frank Peralta, and I facilitated a Sikh Community candlelight vigil at Chavez Plaza. At the conclusion of the event, I observed a small group of Occupy Phoenix activists who Mr. Wilson had associated with. I had been monitoring the social media activity of the group and I had a sense of group's tone about the arrest of Mr. Wilson.

Based on operational expectations, I decided it was necessary to communicate with the group and to make amends with them because they had felt betrayed by Mr. Wilson. I asked Detective Conroy and Detective Peralta what they thought of the suggestion. The detectives advised me that they agreed with my decision.

I engaged in a constructive dialogue with the group. They seemed pleased with my sincerity and apologized on behalf of the organization. One citizen stated that could not believe what had happened and questioned the investigation. I echoed what had been released to the media and stated by Chief Garcia. I advised the group that Mr. Wilson admitted under Miranda that he had sex with a 14 year old and 17 year old boy. The conversation concluded and I debriefed the conversation with the detectives.

The detectives advised me they thought the discussion went well. Detective Conroy stated that she thought I should not have been so specific with the details of the Mr. Wilson's arrest.

I defended my point by saying the information is available to the public. The Form IV is a public record and it was online. The citizens would have found out sooner or later. I did this in attempt to redevelop credibility with the citizens by being transparent.

On August 10, 2012, I received a text message from Mr. Kelly. I retained the messages. The text message conversation is as follows:

Mr. Kelly at 2241 hours: Who is answering Chris Wilson Cell number? it still has him answering the cell whats the plan! you need to have someone to answer the call!!!!

Sergeant Schweikert at 2245 hours: His work one is turned off. Your message is confusing. His number will be deactivated. As stated at the last meeting all LGBT community concerns may be directed to me and I will assign them to a detective.

Mr. Kelly at 2250 hours: Sorry but when u call # 8128 you still get hi u reach Chris Wilson! Is his phone being forward that someone will. pick up for community ????

Sergeant Schweikert at 2252 hours: Please distribute my number during this time of transition.

On August 11, 2012 the next morning I communicated with Commander Smith due to the fact Lieutenant Coley was out of town. I informed him of my dialogue with Mr. Kelly. I expressed my concern with communicating with him. By the tone of the message and what had been communicated at the LGBT community meeting, I could sense Mr. Kelly was not pleased with me being the point of contact. Commander Smith advised me to keep doing what I was doing and to keep him informed of any new developments.

On August __, 2012, Detective Conroy advised me that she been contacted by Mr. Kelly in reference to the Mr. Wilson's cell phone. Detective Conroy advised me that she, "guessed" Mr. Wilson's password access code to Mr. Wilson's phone and deleted his outgoing message.

On August __, 2012, I was contacted by Lieutenant Laroque of the Legal Unit. Lieutenant Laroque inquired about the status of Mr. Wilson's work cell phone. Lieutenant Laroque requested to view the phone and she asked if anyone had accessed the phone. I advised her of what Detective Conroy had done.

I later met with Detective Conroy later in the day. I advised her about how the Legal Unit inquired about who accessed the cell phone. I advised her to be able to explain why she did so in the event of civil litigation in reference to the arrest of Mr. Wilson.

I knew Detective Conroy was upset about what had happened and asked how she was doing. Detective Conroy stated that she was doing ok and she was moving forward consoling various members of the LGBT community impacted by Mr. Wilson's arrest. Detective Conroy advised me that she just had lunch with

Mr. Kelly to see how he was doing. I advised Detective Conroy to guard her words and actions with Mr. Kelly.

On August 15, at approximately 1045 hours, I met with Lieutenant Coley and Commander Smith. This meeting was called by Lieutenant Coley to discuss the interim LGBT liaison duties. I was removed from these duties because Mr. Kelly was not pleased with what he had heard I had said about Mr. Wilson's arrest.

I stated that Mr. Kelly was not happy with me because Detective Conroy did not like what I had communicated with the Occupy Phoenix group. I stated that the information I communicated to the group was consistent with the messaging of the Public Information Officer's message. I was instructed to not to communicate that message and refer all inquiries to the Public Information Officer. I stated what I had done was consistent with our normal business practices. I was frustrated with how Assistant Chief Montgomery would interfere with the operations of my squad. I stated that we were catering to the needs of Mr. Kelly and ignored the requests of the majority of the LGBT community.

I advised Commander Smith that Assistant Chief Montgomery has attempted to discredit me in the past because of my business oriented decisions had not please her. I provided Commander Smith with an email I authored and provided to Ms. Beene in December 2011. I advised them I had requested Assistant Chief Montgomery stop interfering with the supervision and management of my team. I advised them that Ms. Beene had failed to follow up on my concern like she said she would.

I advised them that I was told by Ms. Beene and Lieutenant Meraz of the Professional Standards Bureau that I would be contacted in the future about my concerns. When no action was taken, I felt that it was intentional. I felt if I persisted that action be taken I would be retaliated against.

I advised them Mr. Wilson was only able to attain and retain his position on the Community Response Squad due to her direct involvement of operations. I stated that Assistant Chief Montgomery was vicariously responsible for allowing Mr. Wilson to act autonomously and independently from his chain of command.

I also provided Commander Smith and Lieutenant Coley a memorandum which provided a short overview of the hostile work environment created by the actions of Mr. Wilson, Councilman Simplot, Assistant Chief Tracy Montgomery, and Mr. Kelly.

I asked that Detective Conroy be directed to stop acting as a direct report to Assistant Chief Montgomery. I was advised of the adverse ramifications if I took action. I was advised not to communicate my concerns or perspectives because they believed I was becoming defensive.

The meeting concluded and I met Lieutenant Larry Hein for lunch. I met with him at the Tee-Pee Mexican Restaurant located in the area of 7th street and Lincoln Street. We were escorted to the dining area and we observed Detective Conroy and Assistant Chief Montgomery seated together. It appeared that Assistant Chief Montgomery was consoling Detective Conroy. It appeared that Detective Conroy had been crying. As we were seated nearby, we exchanged greetings.

Based on my training and experience as an investigator, our presence took Assistant Chief Montgomery by surprise. The two left shortly after we had arrived and they did not say good-bye. I found the lack of a farewell strange and offensive due to fact saying good-bye to fellow city employees is a common social practice.

After lunch, I met with Lieutenant Coley and further discussed my concerns of Detective Conroy superseding the chain of command. I asked that Detective Conroy be ordered to follow the chain of command when discussing issues impacting workplace decisions. Lieutenant Coley advised me that he would take it under consideration. Lieutenant Coley discussed the possibility of my filing a hostile workplace complaint. Lieutenant Coley stated that even if I was, "100% right" I could still lose because I was fighting against people in positions of power. Lieutenant Coley stated, "Mark, you should really consider the impact your allegations could have on your career."

Lieutenant Coley advised me that he would forward my memorandum if I wanted him to. I advised Lieutenant Coley that I did not want make problems for people. I stated that I just wanted the right thing to be done. Lieutenant Coley advised me to step back and let the politics work itself out.

On August 20, 2012, I followed up with Lieutenant Coley. I apologized if I was acting rash. I advised him that I understood the difficulty asking Assistant Chief Montgomery and Detective Conroy to stop circumventing the chain of command due to their friendship. Lieutenant Coley acknowledged that it was impossible to keep the two from communicating. I advised Lieutenant Coley I was no longer going to allow Detective Conroy to not being held accountable for her actions pertaining to our workplace. I would no longer treat Detective Conroy differently because of her relationship with Assistant Chief Montgomery.

On September 10, 2012, I learned Dottie Conroy was spreading a rumor about Officer Julie Smith, a new team member who was going to be filling the vacancy of left by Mr. Wilson. I discussed the issue with Lieutenant Coley. I advised him that I would be addressing the issue and documenting the conversation in my notes.

The rumor was malicious and false. I spoke to Detective Conroy about the issue. Detective Conroy admitted to communicating the rumor. I addressed the performance and I considered it resolved. I documented in her notes that this not

consistent with a Civil workplace. I advised her to guard her words and actions, treat coworkers as members of a team, and to speak up if there are issues which impact our workplace.

On September 14, 2012, Lieutenant Coley advised me that my employee, Detective Jerry Oliver, was contacted by Assistant Chief Montgomery in reference to a work place issue. I later spoke to Detective Oliver who also informed me of his conversation. Detective Oliver advised me that Assistant Chief Montgomery made him feel uncomfortable because she was breaching the chain of command for this particular issue.

That same day, Lieutenant Coley requested I contact the Chief's secretary, Lisa Coombe, and provide her with some information. I was in the process of leaving police headquarters. Lieutenant Coley did not remember all of the information that Lisa Coombe needed. I advised him that I would go to her office and speak to Lisa. Lieutenant Coley directed me to communicate with Lisa over the phone. Lieutenant Coley advised me that due to the political climate, he did not want me to be seen communicating with people in the Chief's Office. I complied and called Lisa from my office from the 3rd floor.

On September 15, 2012, Assistant Chief Montgomery communicated via email to various police employees in reference to a protest I was a key component to the supervision of on September 16, 2012. Assistant Chief Montgomery included in this email distribution Detective Al Ramirez and my Lieutenant. It is important that I should be included in this message due to the fact that Detective Ramirez was not assigned to work the event and any miscommunication of responsibilities could be problematic. It is plausible, that I was not included by mistake, but due to the sensitive nature of this workplace situation and my work experience with Assistant Chief Montgomery, I felt like this was intentional.

On September 19, 2012, Lieutenant Coley requested that I set up a meeting with him, Director Gerald Richard, Detective Jerry Oliver, and I. This conversation took place in the Community Relations Bureau in the presence of Detective Jerry Oliver. I advised Lieutenant Coley that I wanted to clarify some issues in reference to the meeting with Director Richard.

The issues were strictly operational pertaining to the current status of an African American Community function and a LGBT community meeting. Lieutenant Coley advised me to not go to the Chief's Office because he wanted me to keep a lower profile. I followed his directive. Due to communicating via email and telephonically, I am not able to complete tasks as effectively or as efficiently. As of this writing, due to not taking the opportunity to meet with people directly all of these workplace tasks have not been completed.

On September 20, 2012, I was provided some information by an employee who wished to remain anonymous. This employee conveyed to me that Detective

Conroy was spreading a rumor that Lieutenant Coley and I were going to be removed from our current job duties because of how we filled the vacancy on our squad. Detective Conroy expressed that Lieutenant Coley and I were, "chewed out" by the Chief because of our performance. In my case I have not been talked about my job performance by anyone about any type of derogatory issues by Executive Management.

Other team members have heard this rumor that Detective Conroy is spreading. My team members are upset and nervous about what could happen. Assistant Chief Montgomery through her friend, Detective Conroy is creating a hostile work environment for my Lieutenant, my team, and I. Detective Conroy's relationship with Assistant Chief Montgomery gives her statements credibility. Detective Conroy is known informally by her peers and I as the mouth piece for Assistant Chief Montgomery. I feel that if I address this performance issue it would be considered to be retaliatory since the rumor is about me.

This has been a difficult process to express what has transpired over the last two years. I wish to have the issues of this hostile work environment addressed formally. Thank you for your time and consideration.