

**Sacramento Police Department
Internal Affairs Division**

Summary

Compl2020-031

**Allegations: Conduct Unbecoming an Officer
Discrimination**

Complainant: Sacramento Police Department

Report Prepared by: Sgt. [REDACTED]

Investigating Office: Internal Affairs Division

Accused Employee: Officer Angela Lansdale, #0926

During her tenure as a Field Training Officer, a majority of Officer Lansdale's trainees alleged belittling and condescending treatment, and a training style which was not conducive to a productive leaning environment. Additionally, two trainees alleged Officer Lansdale made discriminatory comments related to age and learning ability.

**Sacramento Police Department
Internal Affairs Division**

Investigative Log

Compl2020-031

Investigator: Sgt. [REDACTED] #3038

On 02-13-20 I met with Captain Green, Lt Bailey, and Sgt Echeverria regarding an issue with Field Training Officer Angela Lansdale. Per Sgt Echeverria, it was brought to his attention that Officer Lansdale made belittling, condescending, and possibly discriminating comments towards several of her trainees since she had become a Field Training Officer. Sgt Echeverria provided me with several historical documents, which included an email Officer Madsen sent to him outlining when the alleged misconduct was brought to Officer Madsen's attention on 05-28-2019. Sgt Echeverria also provided me with a list of all the officers Officer Lansdale had trained since she had become a full time FTO in March of 2019. The list of officers included [REDACTED] (March 2 – April 5, 2019), [REDACTED] (April 6 – May 3, 2019), [REDACTED] (June 1 – June 28, 2019), [REDACTED] (July 27 – August 30, 2019), [REDACTED] (August 31 – October 4, 2019), [REDACTED] (October 5 – November 1, 2019), [REDACTED] (November 2 – December 6, 2019), [REDACTED] (December 7, 2019 – January 3, 2020), and [REDACTED] (January 25 – January 31, 2020).

In addition to the list of officers trained by Officer Lansdale, Sgt Echeverria also provided me with memos written by each officer in which they detailed positive aspects, negative aspects, and any specific situations they felt was important to bring to the attention of the training unit during their time training with Officer Lansdale. Sgt Echeverria also provided me with all of Officer Lansdale's FTO evaluations and her application packet from her FTO testing process.

On 02-17-20 I interviewed Officer and Field Training Coordinator Eric Madsen.

On 02-17-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] he cited three specific incidents that he felt were relevant to the investigation. Based on Officer [REDACTED] description of events, I was able to locate calls for service 19-180578, 19-181714, and 189706. I viewed and downloaded BWC footage from each call and placed it on the investigation flash drive. During Officer [REDACTED] interview, he made specific allegations that Officer Lansdale commended on his grammar and asked if he [REDACTED]. I was unable to find this conversation recorded on any BWC or ICC media.

On 02-17-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] he cited one specific incident that he felt was relevant to the investigation. Based on Officer [REDACTED] description of events, I was able to locate call for service 19-137573. I viewed and downloaded BWC footage from the call and placed it on the investigation flash drive.

On 02-18-20 I contacted Kevin Finnerty, the organizer of the 40 hour POST Field Training Officer Course. Finnerty provided me with outlines of each block of material that is instructed during the course. PC Clerk Erika Grace was able to confirm that Officer Lansdale completed the POST Field Training Officer Course on February 1, 2019.

On 02-18-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] she cited two specific incidents that she felt were relevant to the investigation. Based on Officer [REDACTED] description of events, I was able to locate calls for service 19-370145 and 19-373237. I viewed and downloaded BWC footage from the calls and placed it on the investigation flash drive.

On 02-18-20 I interviewed Officer [REDACTED]. Before Officer [REDACTED] interview, I reviewed the memo he wrote to Sgt Echeverria was able to locate one incident 19-402388 and the related

**Sacramento Police Department
Internal Affairs Division**

Investigative Log

Comp12020-031

BWC footage which we were able to review during the interview. In addition to the call reviewed during the interview, Officer [REDACTED] cited one other incident he felt was relevant to the investigation. Based on Officer [REDACTED] description of the event, I was able to locate call for service 19-399747. I viewed and downloaded BWC footage from the calls and placed it on the investigative flash drive.

On 02-19-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] he cited two specific incidents that he felt were relevant to the investigation. Based on Officer [REDACTED] description of events, I was able to locate calls for service 19-290773 and 19-309615. 19-309615 was specifically related to the incident when Officer Lansdale allegedly called Officer [REDACTED] a coward, however the comment was not captured on the BWC activation. I viewed and downloaded BWC footage from the calls and placed it on the investigative flash drive.

On 02-19-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] it was determined that her allegations centered around the incident related to Officer Lansdale confronting her about grooming standards and there were no incidents that were captured on BWC or ICC.

On 02-19-20 I interviewed Officer [REDACTED]. Before Officer [REDACTED] interview, I reviewed the memo she wrote to Sgt Echeverria and was able to locate calls 19-94290 and 19-373237 and the related BWC footage which we were able to review during the interview. In addition to the calls reviewed during the interview, Officer [REDACTED] cited two more incidents she felt were relevant to the investigation. Based on Officer [REDACTED] description of the event, I was able to locate calls for service 19-90012 and 19-94425. I viewed both incidents and only found 19-90012 to be relevant to the investigation. Incident 19-94425 was related to an allegation that Officer Lansdale told Officer [REDACTED] "A monkey can do this job, I don't know why you can't figure it out." I viewed BWC and ICC footage from the call, however the comment was not captured. I downloaded footage from 19-90012 and 19-94290 and placed it on the investigative flash drive.

Officer [REDACTED] also made allegations that Officer Lansdale made no effort to ensure she was end of watch at a reasonable hour so she could catch a plane to attend an out of town family funeral. I located the two shifts that pertained to her allegation (March 14 and 15, 2019) and included the CAD call and radio log for each shift in the investigation binder.

On 02-24-20 I interviewed Officer [REDACTED]. There were no specific incidents cited by Officer [REDACTED] that could be associated with a call for service or reviewable BWC footage.

On 03-26-20 I interviewed Officer Angela Lansdale regarding allegations made by her previous trainees.

On 04-09-20 the investigation binder was completed and submitted for review.

Sacramento Police Department

Personnel Complaint Form

- DEPARTMENT USE ONLY - IAD CASE NUMBER
20-031

Complainant:

*You have the right to remain anonymous. Consider providing some information for an investigator to contact you for follow-up questions.

NAME Sacramento Police Department		DOB	AGE	GENDER	RACE
HOME ADDRESS		CITY	STATE	ZIP	
BUSINESS ADDRESS		CITY	STATE	ZIP	
TELEPHONE NUMBER #1	TELEPHONE NUMBER #2	EMAIL ADDRESS			

Involved Employee:

*Provide as much information as possible.

NAME Lansdale, Angela		RANK Officer	BADGE 926	GENDER F	RACE W
UNIFORM TYPE	VEHICLE DESCRIPTION	VEHICLE NUMBER			

Incident Details:

INCIDENT DATE 05-28-19	INCIDENT TIME 1200	LOCATION (ADDRESS OR INTERSECTION) Unknown
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SUMMARY OF INCIDENT: Provide witnesses, locations, address, businesses, available photos and video, etc.

Multiple trainees of Officer Lansdale allege discourteous and belittling treatment as well as possible discriminatory treatment based on age and learning ability.

I have attached _____ more pages to this form.

Your Rights:

You have the right to make a complaint against an employee for improper conduct. California law requires this agency to have a procedure to investigate personnel complaint, provide written description of this procedure, and retain complaints for at least five years.

I have read and understand these rights.

Signature: _____

DEPARTMENT USE ONLY:		
ACCEPTING EMPLOYEE NAME AND BADGE NUMBER	ACCEPTING SUPERVISOR NAME AND BADGE NUMBER	DATE AND TIME
	██████████	

Sacramento Police Department

Personnel Complaint Disposition Form

- CONFIDENTIAL AND FOR DEPARTMENT USE ONLY -

- DEPARTMENT USE ONLY -
IAD CASE NUMBER

20-031

Internal Investigation Details:

DATE REPORTED 05-28-19	TIME REPORT 1200	INCIDENT DATE Unk	INCIDENT TIME Unk	REPORT NUMBER N/A	
INCIDENT LOCATION (INTERSECTION OR FULL ADDRESS) Unknown		DISTRICT/BEAT Select one	HOW REPORTED Internal	INVESTIGATION TYPE Internal Affairs Division	
ASSIGNED DATE 02-13-20	ACTIVE DATE 02-13-20	SUSPENDED DATE	RESUME DATE	FOLLOW-UP DATE	COMPLETED DATE

Involved Employee:

NAME Lansdale, Angela	RANK Officer	BADGE 926	GENDER F	RACE W
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Allegations:

<input checked="" type="checkbox"/> Conduct Unbecoming	<input type="checkbox"/> Firearm Discharge	<input type="checkbox"/> Missing Property
<input type="checkbox"/> Discourtesy	<input type="checkbox"/> Harassment	<input type="checkbox"/> Neglect of Duty
<input checked="" type="checkbox"/> Discrimination	<input type="checkbox"/> Improper Search and Seizure	<input type="checkbox"/> Profiling
<input type="checkbox"/> Dishonesty	<input type="checkbox"/> Improper Tactics	<input type="checkbox"/> Service
<input type="checkbox"/> Force	<input type="checkbox"/> Insubordination	<input type="checkbox"/> Traffic
<input type="checkbox"/> False Arrest	<input type="checkbox"/> Intoxication	<input type="checkbox"/> Wage Garnishment

Disposition:

ALLEGATION	FINDING	DISCIPLINE / ACTIONS TAKEN
Conduct Unbecoming		
Discrimination		
APPROVED BY: _____		Date: _____

Skelly or Discipline Settlement:

ALLEGATION	FINDING	DISCIPLINE
APPROVED BY: _____		Date: _____

INVESTIGATOR NAME AND BADGE NUMBER [REDACTED]	INVESTIGATOR SUPERVISOR AND BADGE NUMBER Wallace 4004	DATE AND TIME
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Sacramento Police Department Personnel Complaint Form

DEPARTMENT USE ONLY IAD CASE NUMBER
20-031

Complainant:

**You have the right to remain anonymous. Consider providing some information for an Investigator to contact you for follow-up questions.*

NAME Sacramento Police Department		DOB	AGE	GENDER	RACE
HOME ADDRESS		CITY	STATE	ZIP	
BUSINESS ADDRESS		CITY	STATE	ZIP	
TELEPHONE NUMBER #1	TELEPHONE NUMBER #2	EMAIL ADDRESS			

Involved Employee:

**Provide as much information as possible.*

NAME Lansdale, Angela		RANK Officer	BADGE 926	GENDER F	RACE W
UNIFORM TYPE	VEHICLE DESCRIPTION	VEHICLE NUMBER			

Incident Details:

INCIDENT DATE 05-28-19	INCIDENT TIME 1200	LOCATION (ADDRESS OR INTERSECTION) Unknown
<p style="font-size: small;">SUMMARY OF INCIDENT: <i>Provide witnesses, locations, address, businesses, available photos and video, etc.</i></p> <p>Multiple trainees of Officer Lansdale allege discourteous and belittling treatment as well as possible discriminatory treatment based on age and learning ability.</p> <p style="text-align: right;"><input type="checkbox"/> I have attached _____ more pages to this form.</p>		

Your Rights:

You have the right to make a complaint against an employee for improper conduct. California law requires this agency to have a procedure to investigate personnel complaint, provide written description of this procedure, and retain complaints for at least five years.

I have read and understand these rights.

Signature: _____

DEPARTMENT USE ONLY		
ACCEPTING EMPLOYEE NAME AND BADGE NUMBER	ACCEPTING SUPERVISOR NAME AND BADGE NUMBER	DATE AND TIME
	<div style="background-color: black; width: 100px; height: 15px;"></div>	

Sacramento Police Department

Personnel Complaint Disposition Form

- CONFIDENTIAL AND FOR DEPARTMENT USE ONLY -

- DEPARTMENT USE ONLY -
IAD CASE NUMBER

20-031

Internal Investigation Details:

DATE REPORTED 05-28-19	TIME REPORT 1200	INCIDENT DATE Unk	INCIDENT TIME Unk	REPORT NUMBER N/A	
INCIDENT LOCATION (INTERSECTION OR FULL ADDRESS) Unknown		DISTRICT/BEAT Select one	HOW REPORTED Internal	INVESTIGATION TYPE Internal Affairs Division	
ASSIGNED DATE 02-13-20	ACTIVE DATE 02-13-20	SUSPENDED DATE	RESUME DATE	FOLLOW-UP DATE	COMPLETED DATE

Involved Employee:

NAME Lansdale, Angela	RANK Officer	BADGE 926	GENDER F	RACE W
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Allegations:

<input checked="" type="checkbox"/> Conduct Unbecoming	<input type="checkbox"/> Firearm Discharge	<input type="checkbox"/> Missing Property
<input type="checkbox"/> Discourtesy	<input type="checkbox"/> Harassment	<input type="checkbox"/> Neglect of Duty
<input checked="" type="checkbox"/> Discrimination	<input type="checkbox"/> Improper Search and Seizure	<input type="checkbox"/> Profiling
<input type="checkbox"/> Dishonesty	<input type="checkbox"/> Improper Tactics	<input type="checkbox"/> Service
<input type="checkbox"/> Force	<input type="checkbox"/> Insubordination	<input type="checkbox"/> Traffic
<input type="checkbox"/> False Arrest	<input type="checkbox"/> Intoxication	<input type="checkbox"/> Wage Garnishment

Disposition:

ALLEGATION	FINDING	DISCIPLINE / ACTIONS TAKEN
Conduct Unbecoming	<i>Sustained</i>	<i>70-Workshop Reprimand.</i>
Discrimination	<i>Sustained</i>	<i>- Removal from FTO.</i>
APPROVED BY: <i>David Piskay #5010</i>		Date: <i>5/21/20</i>

Skelly or Discipline Settlement:

ALLEGATION	FINDING	DISCIPLINE
APPROVED BY: _____		Date: _____

INVESTIGATOR NAME AND BADGE NUMBER [REDACTED]	INVESTIGATOR SUPERVISOR AND BADGE NUMBER Wallace 4004	DATE AND TIME
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MEMORANDUM

SACRAMENTO POLICE DEPARTMENT

**TO: Lieutenant Neil Cybulski
OOO-Internal Affairs Division**

Date: 11/29/21

**FROM: Lieutenant Bailey
OOI- Training Division**

SUBJECT: IAD 2020-031- (EBD) Angela Lansdale

Officer Lansdale has satisfactorily completed each of the prescribed requirements in her Education Based Discipline (EBD) program in lieu of FTO Decertification.

City of
SACRAMENTO
Police Department

DANIEL HAHN
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

October 12, 2020
IAD2020-031



Officer Angela Lansdale
5770 Freeport Blvd., Suite 100
Sacramento, CA 95822

Officer Lansdale:

This letter is to inform you that you are hereby reprimanded in your position as a Police Officer with the City of Sacramento. This action is based on the following facts:

1. On May 28, 2019, the Sacramento Police Department Field Training Unit was made aware of behavior and statements made by you to your trainees that were not conducive to a positive learning environment for a police officer trainee.
2. On February 17, 2020, Field Training Coordinator Officer Eric Madsen participated in a fact-finding interview and relayed the following:
 - On May 28, 2019, while soliciting feedback from Officer [REDACTED] who was a trainee in the Field Training Officer program, about her experience in the program, she informed Officer Madsen that she did not have a positive experience as your trainee. Officer [REDACTED] advised Officer Madsen that you called her "old" and treated her in a condescending and demeaning manner.
 - On June 26, 2019, Officer [REDACTED] informed Officer Madsen that his time as your trainee was not productive and not conducive to learning. Officer [REDACTED] further stated that you asked if he was [REDACTED], which he found offensive and ended his desire to learn from you.
 - Within a month of speaking to Officer [REDACTED] Officer Madsen had a phone conversation with you and advised you of the complaints from Officers [REDACTED] and [REDACTED]. Officer Madsen advised you to stop the behavior that caused the complaints from Officers [REDACTED] and [REDACTED], as your tone and delivery were wrong. You thanked Officer Madsen for bringing the matter to your attention before it became a bigger problem.
 - On February 6, 2020, during a face-to-face meeting with yourself, Officer Madsen and Sgt. Echeverria to address the issues cited by your previous trainees, you admitted your interpersonal skills were lacking and you had problems with making a connection to your trainees. Officer Madsen felt both he and Sgt. Echeverria were clear with their instructions that the behavior in question needed to cease.
3. On February 17, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
 - Officer [REDACTED] was your trainee in June 2019.

The Mission of the Sacramento Police Department is to work in partnership with the Community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City.

- Officer [REDACTED] described his time as your trainee to be “very difficult” as you fostered a learning environment that was not conducive to learning.
 - Officer [REDACTED] described not wanting to come to work while he was your trainee.
 - Officer [REDACTED] described your tone as “hostile,” and “very uncondusive to learning.”
 - After having a report rejected, you asked Officer [REDACTED] if he had [REDACTED] Officer [REDACTED] described how your remark made him question his ability to be an officer.
 - During his time as a phase 3 trainee with you, you did not allow him to drive the patrol vehicle.
 - i. It is important for a training officer to observe a trainee’s driving ability in both non-emergency and emergency situations, especially during phase 3 as in this phase the trainee is nearing the conclusion of the field training program and should be able to operate at or near the level of a solo officer.
 - Based on his experience with you as a trainee, Officer [REDACTED] did not feel you should be a field training officer.
4. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in November 2019.
 - Officer [REDACTED] described her time as your trainee to be, “very hard” because she felt you spoke to her as if she was a child during her time as your trainee.
 - Officer [REDACTED] described having a hard time going to work every day while she was your trainee.
 - Officer [REDACTED] described an incident (19-370145) wherein you asked for a “competent officer” to assist you in a structure search. Officer [REDACTED] indicated she felt as through your comment inferred that she was an incompetent officer.
 - Officer [REDACTED] indicated her time training with you was, “hostile” due to your treatment toward her and caused her training to regress.
 - Officer [REDACTED] indicated that of the eight training officers she had, you were the “worst” due to the hostile and condescending environment you created while she was your trainee.
5. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in December 2019.
 - Officer [REDACTED] described his time as your trainee to be the most difficult month he had in training because of your treatment towards him as a trainee.
 - Officer [REDACTED] described not wanting to go to work while he was your trainee.
 - Officer [REDACTED] indicated you had a demeaning tone almost every day and created an atmosphere that made it hard to learn.
 - Officer [REDACTED] described an incident (19-402388) wherein he made a mistake upon arriving at the scene of robbery. He felt the way in which you corrected his mistake was demeaning and was an example of how you would, “go like off on like every little thing” and ask him why he didn’t understand.
 - Officer [REDACTED] described an incident (19-399747) wherein you gave him corrections while he was interviewing a citizen. The tone you used to correct him in front of the citizen made him lose track

of his line of questioning and based on his experience was unlike how other training officers would have handled the correction.

- Officer [REDACTED] indicated his time training with you was not conducive to learning and left him feeling less confident in his abilities.
- Officer [REDACTED] indicated that of the six training officers he had you were “at the bottom” of the list if asked to rank those six training officers from best to worst and that you should not be a training officer.

6. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in September 2019.
- Officer [REDACTED] described his time as your trainee to be one of the toughest months of his training because it was constantly stressful because of the way you treated him, and he was unable to feel comfortable in the car with you.
- Officer [REDACTED] indicated the corrections you gave him, “came off more condescending than helpful.”
- Officer [REDACTED] indicated that after the first couple of days training with you, he did not want to come to work, began looking for new jobs, and considered quitting.
- Officer [REDACTED] indicated he was so concerned with making mistakes and being belittled by you, he was unable to de-stress in the patrol car and this would in turn cause him to fail when performing basic tasks.
- Officer [REDACTED] indicated your training methods caused him to, “shut down” and not absorb information.
- Officer [REDACTED] indicated that of the ten training officers he had you were, “at the bottom” based upon how you gave him information.
- Officer [REDACTED] indicated he felt you should not be a training officer.
- Officer [REDACTED] described an incident (19-290773) wherein you called him a “coward” after it appeared, he was avoiding a call for service and told him you could downgrade him to a Community Service Officer position.

7. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in October 2019.
- Officer [REDACTED] indicated that while she was your trainee, she hated going to work every day and the most important thing she learned as your trainee was how not to treat people.
- Officer [REDACTED] described your tone and manner of communication when dealing with individuals in the public as sarcastic, which she was often scared that it would cause a situation to escalate to a physical confrontation between officers and the members of the public.
- Officer [REDACTED] indicated that when she informed you that she had not been able to make a narcotic arrest thus far in her training, which is a task to be completed while in training, you ridiculed her instead of assisting her with the task of making a narcotic arrest.
- Officer [REDACTED] described an incident wherein you observed that her false eyelashes were out of policy. You then reviewed the grooming policy and reprimanded Officer [REDACTED] in front of other

officers and stated, "we don't want to look like those sector 5 girls with big eyelashes," which she believed was a reference to some women in South Sacramento.

- Officer [REDACTED] indicated you had a conversation with her after the eyelash incident wherein she felt you accused her of having a sexual relationship with the field training coordinator in return for preferential treatment.
- Officer [REDACTED] indicated that of the eight training officers she had, she ranked you, "eighth," did not believe you created a good learning environment and you should not be a training officer.

8. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following:

- Officer [REDACTED] was your trainee in March of 2019.
- Officer [REDACTED] described your general attitude as unpleasant and unhappy with everything.
- Officer [REDACTED] indicated that you sternly criticized her for mistakes in front of both officers and members of the public.
- Officer [REDACTED] described an incident (19-94290) wherein you sternly corrected her in front of a gun store owner during a call for service.
- Officer [REDACTED] described an incident (19-90012) wherein you sternly corrected her for the way she was speaking to a woman during a call for service. The correction happened in front of other members of the public and officers. Your actions made Officer [REDACTED] feel uncomfortable.
- Officer [REDACTED] indicated that during her time training with you, you made several comments related to her age [REDACTED]. On one occasion you stated, "Wow, you can actually type fast. Did you learn that on a typewriter?"
- Officer [REDACTED] described an incident (19-94425) wherein you made the comment, "a monkey can do this. I don't know why you can't," which she took as an insult.
- Officer [REDACTED] indicated she overheard you advising another officer that you did not allow your trainees to participate in on-duty work out time because as a part-time field training officer, you would not get the extra field training officer incentive pay for the hour that your trainee was exercising.
- Officer [REDACTED] indicated that while she was your trainee, she did not want to come to work for her shift and described the learning environment as, "a step above academy" stressful.
- Officer [REDACTED] indicated that out of ten training officers she had, you were, "at the bottom" when ranked from best to worst and did not believe you should be a training officer.

9. On February 20, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in January of 2020.
- Officer [REDACTED] indicated that you instructed him not to respond code 3, emergency lights and siren, to a violent crime in progress (20-27379) and again while responding to an officer's call for assistance who was involved in a foot pursuit (20-33103). A code 3 response was reasonable and within department policy for these types of calls, and your direction caused confusion with Officer [REDACTED] which made him feel less confident. Officer [REDACTED] indicated he believed the confusion over the code 3 policy was detrimental to his training, as he stated a similar situation occurred which required a code 3 response during his shadow phase of training and he did not respond code 3 because of your previous direction. As a result, he was docked points on his evaluation.

- Officer [REDACTED] described an incident (20-28130) wherein you sternly corrected him for failing to locate a knife on a detained subject. The correction happened in front of the detained subject and several other officers and made Officer [REDACTED] feel embarrassed.
- Officer [REDACTED] indicated that out of nine training officers he had, when ranked from best to worst, he would rank you in the 9th position.

10. On February 24, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following in summary:

- Officer [REDACTED] described an incident wherein you asked to inspect her loaded duty handgun while both of you were seated in the front seats of a patrol vehicle. This request made Officer [REDACTED] feel uncomfortable as this did not seem like it was the appropriate place to make such an inspection.
- Officer [REDACTED] indicated that out of six training officers she had, you were at the bottom, when ranking from best to worst, based upon the way you delivered information.

11. During a fact-finding interview conducted on March 26, 2020, you admitted the following:

- You attended a 40-hour POST certified Field Training Officer Course in February 2019. (page 3, lines 111-113)
- You corrected Officer [REDACTED] in front of members of the public and other officers while she was speaking to a woman during a welfare check call for service. (page 6, lines 240-250)
- You complimented Officer [REDACTED] for being proficient at typing and made a reference to a generational difference regarding when Officer [REDACTED] went to school. (pages 18 and 19, lines 777-811)
- You had a conversation with Officer Brierly wherein you advised him that you don't allow your trainees on-duty workout time because as a part time FTO you do not get paid the extra percentage for the time your trainee is in the gym. (page 22, lines 930-934)
- You agreed a new officer could be embarrassed by an FTO pointing out their deficiencies or inexperience in front of members of the public and this can affect the trainee's ability to work through a call, absorb information, learn new skills, and focus on officer safety. (page 38, lines 1642-1659)
- Your training logs contained no record indicating that Officer [REDACTED] was allowed to drive the patrol vehicle while he was your trainee. (pages 48-49, lines 2101-2114)
- Due to deficiencies in his report writing, you asked Officer [REDACTED] if he was [REDACTED]. Your purpose for asking Officer [REDACTED] if he was [REDACTED] was to be aware of his disability and make accommodations for it. (pages 50-51, lines 2157-2223)
- You had a phone conversation with Officer Madsen wherein he told you that you can't ask people if they have [REDACTED] (page 55, line 2393)
- You had an in-person meeting in February 2020, with Officer Madsen and Sgt. Echeverria wherein they advised you that almost all of your trainees have had issues with you regarding your demeaning or belittling treatment towards them. (pages 57 and 58, lines 2486-2544)
- You told Officer [REDACTED] his actions were, "cowardly" when discussing his performance after a call for service. (pages 63 and 64, lines 2739-2778)
- Due to her false eye lashes, you reviewed the grooming policy with Officer [REDACTED] in the report writing room of a police facility directly after roll call when other officers were in the vicinity.

You further advised Officer [REDACTED] that, “we don’t want to look like those sector 5 girls with the big eye lashes.” When explaining to Officer [REDACTED] why some individuals are allowed to violate the grooming policy and others are not, you referenced “nepotism” and general sexual misconduct in police departments. (pages 69-76, lines 3023-3323)

- While preparing to clear a hotel room, you were aware that Officer [REDACTED] was near you, but were not aware that she was directly behind you, when you yelled her name and stated loudly, “can I get a competent officer that can do a protective sweep.” (pages 83-87, lines 3612-3802)
- While booking a subject at the main jail, you verbally corrected Officer [REDACTED] for her speaking grammar in front of your prisoner and Sacramento Sheriff personnel. (pages 94-96, lines 4119-4168)
- You corrected Officer [REDACTED] in front of a subject he was searching and another officer because he left the patrol car door open, then gave him instruction about laws of arrest and investigative procedures in front of the detained subject. (pages 97-101, lines 4222-4395)
- Even though it was within policy to respond code 3, emergency lights and siren, to a violent crime in progress, you instructed Officer [REDACTED] to not respond code 3. You agreed that the instruction you provided Officer [REDACTED] regarding not responding code 3 to a situation where a code 3 response was within policy could have confused him and caused issues with his development as an officer. (pages 108-111, lines 4695-4851)
- You agreed that the way in which you correct and provide feedback to a trainee can affect their ability or their confidence in handling a call. (pages 127-128, lines 5564-5569)

12. On May 14, 2020, Don Demavivas, the City of Sacramento’s Equal Employment Manager, rendered an opinion that you violated the City’s Equal Opportunity Policy when you asked Officer [REDACTED] if he was [REDACTED]

Your actions in this matter are in violation of the City of Sacramento Civil Service Board Rules and Regulations 12.2. (c) inefficiency in performance of work which results in performance lower than that which is typically expected of a similar employee in a similar position; (o) discourteous treatment of another city employee in a situation where an employment relationship exists at the time of the incident; and (w) any conduct rationally related to employment which impairs, disrupts, or causes discredit to your employment or the public service.

Your actions in this matter are in violation of the Sacramento Police Departments Manual of Orders and the City’s Equal Employment Opportunity policy, which states, in relevant part:

SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL

07-21-15

6. FTO responsibilities include, but are not limited to:

- a. Directly supervising assigned trainees.
- b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
- c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
- i. Mentoring and developing trainees.
- k. Identifying training needs.

A. QUALIFICATIONS

c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and interview process. Officers must meet all of the below listed qualifications:

- e. Above average ability to manage interpersonal relations.
- f. Have the necessary skills to present instructional material.
- g. Willingness to teach and ability to effectively evaluate trainees.
- m. Set a good example for trainees.

GENERAL ORDERS G.O 210.04 GENERAL AND PROFESSIONAL CONDUCT 07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

- 1. Employees on or off duty shall:
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal or otherwise that could bring discredit upon the Department or the City.
- 2. Employees shall:
 - a. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - b. Treat other employees in the Department, regardless of rank, with respect due to them as fellow employees.
 - c. Properly perform assigned police responsibilities during a scheduled shift. NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - d. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.

G.O 220.04 EQUAL EMPLOYMENT OPPORTUNITY 12-16-02

PURPOSE

To outline procedures for reporting and investigating discrimination/harassment, equal employment, and sexual harassment complaints.

POLICY

To afford equal employment opportunity to all persons, and to prohibit illegal discrimination, harassment, or sexual harassment.

PROCEDURE

A. DEFINITIONS

1. DISCRIMINATION/HARASSMENT

- a. "Unlawful employment practice" To limit, fail or refuse to hire, or to discharge any individual in the terms, conditions, compensation or privileges of employment, or to limit, segregate, or classify an employee or applicant for employment, in any way that would deprive, tend to deprive, or adversely affect an individual's opportunity or status because of religion, color, national origin, ancestry, physical/mental disability, medical condition, pregnancy, marital status, gender, sexual orientation, or age.
- b. Examples include but are not limited to intentionally excluding an individual from an employment opportunity because of their race or sex, or retaliatory behavior toward an individual for filing or participating in a charge of discrimination or harassment.

B. GENERAL

1. The Department's Equal Employment Opportunity Procedures shall be based on the City of Sacramento's Equal Employment Opportunity Policy Statement, and state and federal laws.
2. The Department's Equal Employment Opportunity (EEO) goal shall be to hire, train, compensate, assign, and promote all persons on the basis of merit and fitness, without discrimination.
3. This Order shall not prohibit social relationships between employees when the social relationship has no bearing on employment decisions or benefits and it is not in violation of other provisions of this procedure. See also GO 210.07 Nepotism/Conflict of Interest.

C. EQUAL EMPLOYMENT OPPORTUNITY REGULATIONS

All job applicants and employees shall be treated fairly and without discrimination in recruitment, examination, appointment, promotion, transfer, job rotation, training, work assignment, merit increases, overtime, and related employment decisions.

1. It shall not be discriminatory and/or harassment to:
 - a. follow a seniority system as long as it is bonafide and not designed to circumvent or evade this policy.
 - b. select or reject a person based upon a bonafide occupational qualification.
2. Retaliation against an employee for filing or participating in a discrimination or sexual harassment complaint is prohibited.
3. All exempt management personnel and all supervisors shall be responsible for ensuring compliance with discrimination and sexual harassment policies in their work area. Should such problems develop, exempt managers and supervisors shall seek out solutions and ensure these problems are resolved.
4. Employees may be held personally liable for violations of state and federal law.
5. Corrective or disciplinary action shall be initiated against any employee who violates this policy.

City of Sacramento Equal Employment Opportunity Policy

1. Policy Statement on Discrimination and Harassment

The City prohibits all forms of discrimination, including any employment-related action by an employee that adversely affects an applicant or worker and is based on any protected classification identified in this policy, including age, ancestry, color, physical or mental disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, military and veteran status, national origin, race, religious creed, sex, sexual orientation, and any other classification protected by law. The City's commitment to equal opportunity and non-discrimination extends to all job applicants, employees, and all aspects of employment, including but not

limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as to the provision of reasonable accommodation to qualified persons with disabilities.

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

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

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

4. Additional Policy Statement on Disability Discrimination

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability by a supervisor, management employee or coworker will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to: recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff reinstatement, benefits, education, termination and also in the provision of City programs, services and activities.

a. Discrimination on the basis of disability includes, but is not limited to, the following:

1. Limiting, segregating, or classifying a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's real, perceived, or history of disability.
3. Using any standards, criteria or method of evaluation which could have the effect of discriminating on the basis of disability.
4. Denying equal jobs or benefits because of a disability or the perception of a disability.
5. Failing to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship or create a direct threat.

Definitions: EQUAL EMPLOYMENT OPPORTUNITY POLICY

DISCRIMINATION/HARASSMENT

Discrimination

Treating, considering or making a distinction in favor of or against an employee, job applicant or group based on their actual or perceived protected status in relation to a decision or the terms and conditions of employment, that is reasonably likely to negatively affect prospects for hire, advancement, promotion or job performance. Discrimination includes treatment that deprives, or tends to deprive, the employee or job applicant of employment opportunities or employment status. It is also discrimination to fail to provide reasonable accommodation to an employee or applicant with a disability unless doing so creates an undue hardship or direct threat.

Protected Group Member

An individual who falls within a group that is identified in the City Equal Employment Opportunity Policy. Those groups include:

- Physical or Mental Disability - Any physiological disease, disorder or condition, including HIV and AIDS, cosmetic disfigurement or anatomical loss. Also includes any mental or psychological disorder or condition. Excludes any sexual behavior disorder, compulsive gambling, kleptomania, pyromania, or

psychoactive substance use disorder resulting from the current illegal use of a controlled substance or other drug.

DISABILITY DISCRIMINATION

Disability

A person is recognized as disabled if he/she:

- has a physical or mental impairment that limits (i.e., it makes the achievement of the major life activity difficult) one or more major life activities (construed broadly to include physical, mental, social activities and working)
- has a history of such an impairment known to the employer; or is incorrectly regarded or treated as having or having had such an impairment
- is regarded or treated as having or having had such an impairment that presently has no disabling effects, but may become a qualifying impairment in the future

Your conduct constitutes just cause for disciplinary action pursuant to the Agreement covering your classification. Further, continuation of the above acts or other misconduct on your part will subject you to further disciplinary action, up to and including termination.

A copy of this letter will be placed in your personnel file. This letter will be withdrawn from your official personnel file eighteen (18) months from the date issued provided there has not been additional formal discipline during the eighteen (18) month period.

Sincerely,



David Risley, Deputy Chief
Office of Investigations

Approved:



Aaron Donato
Labor Relations Manager

Cc: Human Resources - Labor Relations

SETTLEMENT AND RELEASE

This Settlement and Release (hereafter Agreement) is made and entered into November ____, 2020, by and between the City of Sacramento (City), Police Officer Angela Lansdale (Lansdale), and the Sacramento Police Officers Association (SPOA), regarding the disposition of Internal Affairs case number IAD2020-031 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as a Field Training Officer.

Specifically, the Agreement is as follows:

1. Officer Lansdale hereby acknowledges that her conduct, as outlined in the letter of reprimand in case number IAD2020-031, Labor Relations case number 8674, violated City Policy and Police Department General Orders. Case number IAD2020-031 will be resolved by the issuance of a letter of reprimand and completion of the Education-Based Discipline (EBD) program.
2. Officer Lansdale will be assigned an EBD coordinator, Lieutenant Joseph Bailey, to facilitate the completion of the program. Officer Lansdale will meet with Lieutenant Bailey within thirty (30) days of the date of this agreement to develop an EBD plan.
3. Officer Lansdale shall complete the EBD program within the timelines outlined in attachment 1. During that time, she shall not be assigned a trainee, but will continue to receive the FTO incentive, until she has satisfactorily completed the requirements within the EBD program, as outlined in attachment 1.
4. Officer Lansdale is required to actively participate and satisfactorily complete each of the elements of the EBD program. Failure to comply with these requirements will result in the termination of the EBD and Officer Lansdale's decertification as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of decertification if it is imposed due to Officer Lansdale's failure to complete the EBD. No punitive action will be taken for any POST mandatory courses that cannot be completed within the stated timeframe due to scheduling issues related to COVID-19 but will be completed by Officer Lansdale at the earliest opportunity.
5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.
6. The letter of reprimand will be removed from all files eighteen (18) months after the date of issuance provided Officer Lansdale has not received any additional formal discipline during that time. If formal discipline above a written reprimand is imposed during that time period, the letter of reprimand will remain in Officer Lansdale's official personnel files and may be used as the basis for progressive discipline in that, or any subsequent disciplinary proceeding.
7. The City has sole discretion whether to use EBD to address any future acts of misconduct.
8. Officer Lansdale and the SPOA waive the right to appeal the decertification as a Field Training Officer to the Civil Service Board. Officer Lansdale and the SPOA waive the right to appeal, challenge, grieve, litigate, or otherwise file any claim regarding any matter concerning the decertification, or any associated

circumstances or issues, to the Civil Service Board, or in any other administrative or judicial forum. Officer Lansdale further agrees to withdraw, with prejudice, any and all current appeals, challenges, grievances, litigation, or claims, with the exception of valid worker's compensation claims, concerning the matters referenced in this agreement, or any associated circumstances or issues, to the Civil Service Board or in any other administrative or judicial forum.

9. Officer Lansdale and the SPOA agree that any and all issues associated with matters in this agreement are hereby resolved and that this agreement is the parties' acknowledgement that the resolution is mutually satisfactory and constitutes final settlement. By this agreement, it is the intent of the parties to effect final and comprehensive settlement.
10. Officer Lansdale and her representative agree to withdraw any and all claims that have been filed with the Department of Fair Employment and Housing (DFEH) and/or Equal Employment Opportunity Commission (EEOC) regarding Internal Affairs case number IAD2020-031, Labor Relations case number 8674, or the matters referenced in this agreement. In addition to withdrawing any and all claims that have been filed with the DFEH or EEOC, Officer Lansdale hereby releases and forever discharges the City and its successors, assigns, officers, agents, employees and any and all persons, firms and corporations having any interest in them or any of them of and from any and all claims and demands of any kind, nature and description whatsoever and from any and all liabilities, damage, injuries, action or causes of action either at law or in equity which Officer Lansdale has or in the future may have against any such entities or any one or more of them, arising out of or in any way related to or connected to the matters referenced in this agreement or the final notice of suspension referenced above, including, but not limited to, mental and emotional distress, psychic injury, bodily injury, attorneys' fees, and costs of suit.
11. Officer Lansdale understands and acknowledges that various federal and state laws provide the right to file charges, claims or complaints against an employer for discrimination on the basis of race, ancestry, color, religion, sex, marital status, national origin, age, physical or mental disability or sexual preference. Among these laws are Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, the California Family Rights Act of 1991, the California Fair Employment and Housing Act, as amended, or any successor or replacement statutes.
12. With full understanding of the rights afforded to Officer Lansdale under these and all other available state, federal and local laws, Officer Lansdale, to the extent permitted by law, agree that she will not file or cause to be filed against the City, its officers, agents, employees or representatives, and does fully and finally release, discharge, indemnify and hold the City, its officers, agents, employees or representatives harmless from any charges, complaints or actions based on any alleged violation of these or other available laws, including but not limited to, common law and/or statutory claims relating to wrongful discharge whether in tort or on a contractual theory. Officer Lansdale agrees and represents that the City has not engaged in unlawful discriminatory conduct or actions against them related to or arising out of the facts and circumstances at issue in Internal Affairs case number IAD2020-031 or Labor Relations case number 8674.
13. Officer Lansdale hereby agrees to waive and release all claims arising from or related to Internal Affairs case number IAD2020-031, Labor Relations case


number 8674, or this agreement whether known, unknown, contingent, liquidated or non-liquidated. Officer Lansdale has read and understands and knowingly waives the benefit of the provisions of California Civil Code Section 1542, which reads as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”

14. Officer Lansdale understands and acknowledges the significance and consequences of this Release and of the specific waiver of section 1542, and expressly consents that this Release shall be given full force and effect as to all claims, whether known or unknown.
15. Officer Lansdale acknowledges, agrees and understands that this agreement is executed voluntarily and without duress or undue influence on the part of or on behalf of any person, corporation or entity, and that she has been afforded an opportunity to discuss and review this agreement with her representative.
16. The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies or procedures of the Police Department, or the City.
17. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first above written.

FOR THE CITY:


Howard Chan (Nov 6, 2020 17:15 PST)

Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
Assistant City Manager

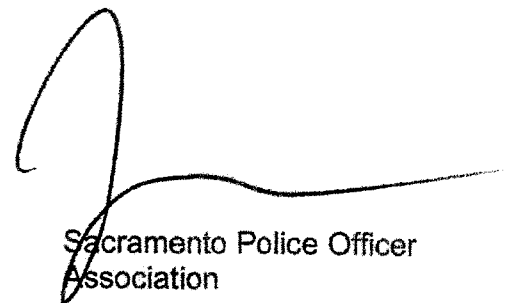

Daniel Hahn
Chief of Police


Aaron A Donato (Nov 4, 2020 12:32 PST)


Aaron Donato
Labor Relations Manager

FOR THE EMPLOYEE:


Police Officer Angela Lansdale


Sacramento Police Officer
Association
TIMOTHY DAMS

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
Supervising Deputy City Attorney

**Education Based Discipline
Lansdale, Angela
Attachment 1**

Officer Lansdale's Plan:

In order for Officer Lansdale to improve her performance and correct past performance issues, the Field Training Unit (FTU) requires the following requirements be met for her to remain as a Field Training Officer (FTO):

1. Attend two (2) mandatory training classes within six (6) months, from the service of the final letter of disciplinary action, as listed in the Field Training Unit Manual to include:
 - a. 40-Hour POST FTO School
 - b. 40-Hour POST AICC Course
2. The above listed courses must be completed before being assigned a trainee.
3. Attend three (3) additional training classes approved by the Field Training Unit Lieutenant within nine (9) months from the service of the final letter of disciplinary action, related to the following topics:
 - a. Leadership
 - b. Effective Communication
 - c. Emotional Intelligence
 - d. Inclusion and/or EEO training
 - e. Coaching and/or mentoring employees
4. Complete three (3) reading assignments approved by the Field Training Unit Lieutenant related to the subsection topics of area 2, as stated above within nine (9) months from the service of the final letter of disciplinary action. Each reading selection must be a minimum of 180 pages.
5. Submit a ten (10) page writing assignment to the Field Training Unit Lieutenant outlining how the subsection topics of area 2, above will be incorporated into training new employees within nine (9) months from the service of the final letter of disciplinary action.
6. Meet with the Field Training Unit Sergeant monthly, after being assigned a trainee(s), for one (1) year for performance evaluations and/or feedback on training progress. Any issues raised each month shall be handled/corrected in a timely manner.
7. Officer Lansdale shall be decertified as an FTO for any of the following:
 - a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.
 - b. Failure to complete the above assignments within the designated timeframe.
**Officer Lansdale won't be penalized for any POST mandatory courses that are not scheduled within the stated timeframe due to COVID-19 issues. Mandatory courses will be taken at the earliest opportunity.*

Some examples of specific courses that would qualify as additional training classes include:

**Education Based Discipline
Lansdale, Angela
Attachment 1**

PORAC Leadership Course – this course meets for 2 weeks over a 3-4-month period. This course really dives into behaviors and treating people with respect.

Sacramento State (CSUS)

ANTH 101. Cultural Diversity

General Education Area/Graduation Requirement: United States History, GE AREA D, Race & Ethnicity Graduation Requirement (RE)

Term Typically Offered: Fall, Spring, Summer

Focuses on analyzing the historically conditioned political, economic and social factors that have contributed to cultural diversity in the U.S; a critical anthropological approach is developed to explore the intersection of race, class, gender, ethnicity and sexuality; the political economy of institutions and ideas, such as racism, classism, sexual stereotyping, family, religion, state, color-blindness, multiculturalism, etc.; and, discourses of cultural diversity in the U.S.

Empathy and Emotional Intelligence at Work – by UC Berkeley (edX)

This tutorial on Emotional Intelligence is created to help you enhance your emotional and social skills that build positive relationships at organization. The instructors will explain you the neuroscientific and psychological roots of compassionate, cooperative behaviors. By joining these classes, you will learn how to devise research-based strategies to resolve conflicts and strengthen empathy constructively. This program will help you improve skill set that will let you create more satisfying, productive and innovative experiences at work. Being a self-paced program, you can attend it from anywhere.

Key Take-aways:

- Get information about the biological and physiological roots of trust and empathy
- Know how you can lead with social intelligence
- Taught by experts from top university
- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

https://www.edx.org/course/empathy-and-emotional-intelligence-at-work?source=aw&awc=6798_1597770127_0e5cbb3fbc889491cbf188433ae7b59e&utm_source=aw&utm_medium=affiliate_partner&utm_content=text-link&utm_term=427859_Digital+Defynd

Inspiring Leadership through Emotional Intelligence (Coursera)

Conducted by Richard Boyatzis, this online program will help you reverse the harm of chronic stress. By attending this tutorial, you will learn how to refresh your body and mind by creating good relationships. You will be taught by a good professor who is a distinguished university professor. It is a self-paced learning program that you can attend from any place. Throughout

**Education Based Discipline
Lansdale, Angela
Attachment 1**

the class, you will come to know how to coach others effectively towards increased or learning motivation in work as well as life.

Key Take-aways:

- Learn about most interesting theories like emotional intelligence, intentional change theory and coaching with compassion
- Get learning from top instructor in a funny, interesting and engaging way
- Good exercises, readings and videos by highly experienced trainers
- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

May 27, 2020

Officer Angela Lansdale
5770 Freeport Blvd., Suite 100
Sacramento, CA 95822



Re: Withdrawal of Letter of Reprimand

Dear Ms. Lansdale,

The purpose of this correspondence is to inform you that the letter of reprimand, dated May 26, 2020, has been withdrawn from your file and is now in void. In accordance with Section 11.7 of the current collective bargaining agreement between the City of Sacramento and the Sacramento Police Officers Association, the attached letter of intent will be issued to you instead.

I sincerely apologize for any inconvenience this may have caused you.

Sincerely,

A handwritten signature in blue ink, appearing to be "DR", with a long horizontal flourish extending to the right.

David Risley, Deputy Chief
Office of Investigations

City of
SACRAMENTO
Police Department

DANIEL HAHN
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

May 27, 2020
IAD2020-031

Officer Angela Lansdale
5770 Freeport Blvd., Suite 100
Sacramento, CA 95822



Officer Lansdale:

This letter is to inform you of our intent to decertify you from your assignment as a Field Training Officer. This action is based on the following facts:

1. On May 28, 2019, the Sacramento Police Department Field Training Unit was made aware of behavior and statements made by you to your trainees that were not conducive to a positive learning environment for a police officer trainee.
2. On February 17, 2020, Field Training Coordinator Officer Eric Madsen participated in a fact-finding interview and relayed the following:
 - On May 28, 2019, while soliciting feedback from Officer [REDACTED] who was a trainee in the Field Training Officer program, about her experience in the program, she informed Officer Madsen that she did not have a positive experience as your trainee. Officer [REDACTED] advised Officer Madsen that you called her "old" and treated her in a condescending and demeaning manner.
 - On June 26, 2019, Officer [REDACTED] informed Officer Madsen that his time as your trainee was not productive and not conducive to learning. Officer [REDACTED] further stated that you asked if he was [REDACTED] which he found offensive and ended his desire to learn from you.
 - Within a month of speaking to Officer [REDACTED] Officer Madsen had a phone conversation with you and advised you of the complaints from Officers [REDACTED] and [REDACTED]. Officer Madsen advised you to stop the behavior that caused the complaints from Officers [REDACTED] and [REDACTED] as your tone and delivery were wrong. You thanked Officer Madsen for bringing the matter to your attention before it became a bigger problem.
 - On February 6, 2020, during a face-to-face meeting with yourself, Officer Madsen and Sgt. Echeverria to address the issues cited by your previous trainees, you admitted your interpersonal skills were lacking and you had problems with making a connection to your trainees. Officer Madsen felt both he and Sgt. Echeverria were clear with their instructions that the behavior in question needed to cease.
3. On February 17, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
 - Officer [REDACTED] was your trainee in June 2019.

The mission of the Sacramento Police Department is to work in partnership with the Community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City.

- Officer [REDACTED] described his time as your trainee to be “very difficult” as you fostered a learning environment that was not conducive to learning.
 - Officer [REDACTED] described not wanting to come to work while he was your trainee.
 - Officer [REDACTED] described your tone as “hostile,” and “very uncondusive to learning.”
 - After having a report rejected, you asked Officer [REDACTED] if he had [REDACTED] Officer [REDACTED] described how your remark made him question his ability to be an officer.
 - During his time as a phase 3 trainee with you, you did not allow him to drive the patrol vehicle.
 - i. It is important for a training officer to observe a trainee’s driving ability in both non-emergency and emergency situations, especially during phase 3 as in this phase the trainee is nearing the conclusion of the field training program and should be able to operate at or near the level of a solo officer.
 - Based on his experience with you as a trainee, Officer [REDACTED] did not feel you should be a field training officer.
4. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in November 2019.
 - Officer [REDACTED] described her time as your trainee to be, “very hard” because she felt you spoke to her as if she was a child during her time as your trainee.
 - Officer [REDACTED] described having a hard time going to work every day while she was your trainee.
 - Officer [REDACTED] described an incident (19-370145) wherein you asked for a “competent officer” to assist you in a structure search. Officer [REDACTED] indicated she felt as through your comment inferred that she was an incompetent officer.
 - Officer [REDACTED] indicated her time training with you was, “hostile” due to your treatment toward her and caused her training to regress.
 - Officer [REDACTED] indicated that of the eight training officers she had, you were the “worst” due to the hostile and condescending environment you created while she was your trainee.
5. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in December 2019.
 - Officer [REDACTED] described his time as your trainee to be the most difficult month he had in training because of your treatment towards him as a trainee.
 - Officer [REDACTED] described not wanting to go to work while he was your trainee.
 - Officer [REDACTED] indicated you had a demeaning tone almost every day and created an atmosphere that made it hard to learn.
 - Officer [REDACTED] described an incident (19-402388) wherein he made a mistake upon arriving at the scene of robbery. He felt the way in which you corrected his mistake was demeaning and was an example of how you would, “go like off on like every little thing” and ask him why he didn’t understand.
 - Officer [REDACTED] described an incident (19-399747) wherein you gave him corrections while he was interviewing a citizen. The tone you used to correct him in front of the citizen made him lose track

of his line of questioning and based on his experience was unlike how other training officers would have handled the correction.

- Officer [REDACTED] indicated his time training with you was not conducive to learning and left him feeling less confident in his abilities.
- Officer [REDACTED] indicated that of the six training officers he had you were “at the bottom” of the list if asked to rank those six training officers from best to worst and that you should not be a training officer.

6. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in September 2019.
- Officer [REDACTED] described his time as your trainee to be one of the toughest months of his training because it was constantly stressful because of the way you treated him, and he was unable to feel comfortable in the car with you.
- Officer [REDACTED] indicated the corrections you gave him, “came off more condescending than helpful.”
- Officer [REDACTED] indicated that after the first couple of days training with you, he did not want to come to work, began looking for new jobs, and considered quitting.
- Officer [REDACTED] indicated he was so concerned with making mistakes and being belittled by you, he was unable to de-stress in the patrol car and this would in turn cause him to fail when performing basic tasks.
- Officer [REDACTED] indicated your training methods caused him to, “shut down” and not absorb information.
- Officer [REDACTED] indicated that of the ten training officers he had you were, “at the bottom” based upon how you gave him information.
- Officer [REDACTED] indicated he felt you should not be a training officer.
- Officer [REDACTED] described an incident (19-290773) wherein you called him a “coward” after it appeared, he was avoiding a call for service and told him you could downgrade him to a Community Service Officer position.

7. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in October 2019.
- Officer [REDACTED] indicated that while she was your trainee, she hated going to work every day and the most important thing she learned as your trainee was how not to treat people.
- Officer [REDACTED] described your tone and manner of communication when dealing with individuals in the public as sarcastic, which she was often scared that it would cause a situation to escalate to a physical confrontation between officers and the members of the public.
- Officer [REDACTED] indicated that when she informed you that she had not been able to make a narcotic arrest thus far in her training, which is a task to be completed while in training, you ridiculed her instead of assisting her with the task of making a narcotic arrest.
- Officer [REDACTED] described an incident wherein you observed that her false eyelashes were out of policy. You then reviewed the grooming policy and reprimanded Officer [REDACTED] in front of other

officers and stated, "we don't want to look like those sector 5 girls with big eyelashes," which she believed was a reference to some women in South Sacramento.

- Officer [REDACTED] indicated you had a conversation with her after the eyelash incident wherein she felt you accused her of having a sexual relationship with the field training coordinator in return for preferential treatment.
- Officer [REDACTED] indicated that of the eight training officers she had, she ranked you, "eighth," did not believe you created a good learning environment and you should not be a training officer.

8. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following:

- Officer [REDACTED] was your trainee in March of 2019.
- Officer [REDACTED] described your general attitude as unpleasant and unhappy with everything.
- Officer [REDACTED] indicated that you sternly criticized her for mistakes in front of both officers and members of the public.
- Officer [REDACTED] described an incident (19-94290) wherein you sternly corrected her in front of a gun store owner during a call for service.
- Officer [REDACTED] described an incident (19-90012) wherein you sternly corrected her for the way she was speaking to a woman during a call for service. The correction happened in front of other members of the public and officers. Your actions made Officer [REDACTED] feel uncomfortable.
- Officer [REDACTED] indicated that during her time training with you, you made several comments related to her age [REDACTED]. On one occasion you stated, "Wow, you can actually type fast. Did you learn that on a typewriter?"
- Officer [REDACTED] described an incident (19-94425) wherein you made the comment, "a monkey can do this. I don't know why you can't," which she took as an insult.
- Officer [REDACTED] indicated she overheard you advising another officer that you did not allow your trainees to participate in on-duty work out time because as a part-time field training officer, you would not get the extra field training officer incentive pay for the hour that your trainee was exercising.
- Officer [REDACTED] indicated that while she was your trainee, she did not want to come to work for her shift and described the learning environment as, "a step above academy" stressful.
- Officer [REDACTED] indicated that out of ten training officers she had, you were, "at the bottom" when ranked from best to worst and did not believe you should be a training officer.

9. On February 20, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in January of 2020.
- Officer [REDACTED] indicated that you instructed him not to respond code 3, emergency lights and siren, to a violent crime in progress (20-27379) and again while responding to an officer's call for assistance who was involved in a foot pursuit (20-33103). A code 3 response was reasonable and within department policy for these types of calls, and your direction caused confusion with Officer [REDACTED] which made him feel less confident. Officer [REDACTED] indicated he believed the confusion over the code 3 policy was detrimental to his training, as he stated a similar situation occurred which required a code 3 response during his shadow phase of training and he did not respond code 3 because of your previous direction. As a result, he was docked points on his evaluation.

- Officer [REDACTED] described an incident (20-28130) wherein you sternly corrected him for failing to locate a knife on a detained subject. The correction happened in front of the detained subject and several other officers and made Officer [REDACTED] feel embarrassed.
- Officer [REDACTED] indicated that out of nine training officers he had, when ranked from best to worst, he would rank you in the 9th position.

10. On February 24, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following in summary:

- Officer [REDACTED] described an incident wherein you asked to inspect her loaded duty handgun while both of you were seated in the front seats of a patrol vehicle. This request made Officer [REDACTED] feel uncomfortable as this did not seem like it was the appropriate place to make such an inspection.
- Officer [REDACTED] indicated that out of six training officers she had, you were at the bottom, when ranking from best to worst, based upon the way you delivered information.

11. During a fact-finding interview conducted on March 26, 2020, you admitted the following:

- You attended a 40-hour POST certified Field Training Officer Course in February 2019. (page 3, lines 111-113)
- You corrected Officer [REDACTED] in front of members of the public and other officers while she was speaking to a woman during a welfare check call for service. (page 6, lines 240-250)
- You complimented Officer [REDACTED] for being proficient at typing and made a reference to a generational difference regarding when Officer [REDACTED] went to school. (pages 18 and 19, lines 777-811)
- You had a conversation with Officer Brierly wherein you advised him that you don't allow your trainees on-duty workout time because as a part time FTO you do not get paid the extra percentage for the time your trainee is in the gym. (page 22, lines 930-934)
- You agreed a new officer could be embarrassed by an FTO pointing out their deficiencies or inexperience in front of members of the public and this can affect the trainee's ability to work through a call, absorb information, learn new skills, and focus on officer safety. (page 38, lines 1642-1659)
- Your training logs contained no record indicating that Officer [REDACTED] was allowed to drive the patrol vehicle while he was your trainee. (pages 48-49, lines 2101-2114)
- Due to deficiencies in his report writing, you asked Officer [REDACTED] if he was [REDACTED]. Your purpose for asking Officer [REDACTED] if he was [REDACTED] was to be aware of his disability and make accommodations for it. (pages 50-51, lines 2157-2223)
- You had a phone conversation with Officer Madsen wherein he told you that you can't ask people if they have [REDACTED]. (page 55, line 2393)
- You had an in-person meeting in February 2020, with Officer Madsen and Sgt. Echeverria wherein they advised you that almost all of your trainees have had issues with you regarding your demeaning or belittling treatment towards them. (pages 57 and 58, lines 2486-2544)
- You told Officer [REDACTED] his actions were, "cowardly" when discussing his performance after a call for service. (pages 63 and 64, lines 2739-2778)
- Due to her false eye lashes, you reviewed the grooming policy with Officer [REDACTED] in the report writing room of a police facility directly after roll call when other officers were in the vicinity.

You further advised Officer [REDACTED] that, "we don't want to look like those sector 5 girls with the big eye lashes." When explaining to Officer [REDACTED] why some individuals are allowed to violate the grooming policy and others are not, you referenced "nepotism" and general sexual misconduct in police departments. (pages 69-76, lines 3023-3323)

- While preparing to clear a hotel room, you were aware that Officer [REDACTED] was near you, but were not aware that she was directly behind you, when you yelled her name and stated loudly, "can I get a competent officer that can do a protective sweep." (pages 83-87, lines 3612-3802)
- While booking a subject at the main jail, you verbally corrected Officer [REDACTED] for her speaking grammar in front of your prisoner and Sacramento Sheriff personnel. (pages 94-96, lines 4119-4168)
- You corrected Officer [REDACTED] in front of a subject he was searching and another officer because he left the patrol car door open, then gave him instruction about laws of arrest and investigative procedures in front of the detained subject. (pages 97-101, lines 4222-4395)
- Even though it was within policy to respond code 3, emergency lights and siren, to a violent crime in progress, you instructed Officer [REDACTED] to not respond code 3. You agreed that the instruction you provided Officer [REDACTED] regarding not responding code 3 to a situation where a code 3 response was within policy could have confused him and caused issues with his development as an officer. (pages 108-111, lines 4695-4851)
- You agreed that the way in which you correct and provide feedback to a trainee can affect their ability or their confidence in handling a call. (pages 127-128, lines 5564-5569)

12. On May 14, 2020, Don Demavivas, the City of Sacramento's Equal Employment Manager, rendered an opinion that you violated the City's Equal Opportunity Policy when you asked Officer [REDACTED] if he was [REDACTED].

Your actions in this matter are in violation of the City of Sacramento Civil Service Board Rules and Regulations 12.2. (c) inefficiency in performance of work which results in performance lower than that which is typically expected of a similar employee in a similar position; (o) discourteous treatment of another city employee in a situation where an employment relationship exists at the time of the incident; and (w) any conduct rationally related to employment which impairs, disrupts, or causes discredit to your employment or the public service.

Your actions in this matter are in violation of the Sacramento Police Departments Manual of Orders and the City's Equal Employment Opportunity policy, which states, in relevant part:

SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL

07-21-15

6. FTO responsibilities include, but are not limited to:

- a. Directly supervising assigned trainees.
- b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
- c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
 - i. Mentoring and developing trainees.
 - k. Identifying training needs.

A. QUALIFICATIONS

c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and interview process. Officers must meet all of the below listed qualifications:

- e. Above average ability to manage interpersonal relations.
- f. Have the necessary skills to present instructional material.
- g. Willingness to teach and ability to effectively evaluate trainees.
- m. Set a good example for trainees.

GENERAL ORDERS

G.O 210.04

GENERAL AND PROFESSIONAL CONDUCT

07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

- 1. Employees on or off duty shall:
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal or otherwise that could bring discredit upon the Department or the City.
- 2. Employees shall:
 - a. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - b. Treat other employees in the Department, regardless of rank, with respect due to them as fellow employees.
 - c. Properly perform assigned police responsibilities during a scheduled shift. NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - d. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.

G.O 220.04

EQUAL EMPLOYMENT OPPORTUNITY

12-16-02

PURPOSE

To outline procedures for reporting and investigating discrimination/harassment, equal employment, and sexual harassment complaints.

POLICY

To afford equal employment opportunity to all persons, and to prohibit illegal discrimination, harassment, or sexual harassment.

PROCEDURE

A. DEFINITIONS

1. DISCRIMINATION/HARASSMENT

- a. "Unlawful employment practice" To limit, fail or refuse to hire, or to discharge any individual in the terms, conditions, compensation or privileges of employment, or to limit, segregate, or classify an employee or applicant for employment, in any way that would deprive, tend to deprive, or adversely affect an individual's opportunity or status because of religion, color, national origin, ancestry, physical/mental disability, medical condition, pregnancy, marital status, gender, sexual orientation, or age.
- b. Examples include but are not limited to intentionally excluding an individual from an employment opportunity because of their race or sex, or retaliatory behavior toward an individual for filing or participating in a charge of discrimination or harassment.

B. GENERAL

1. The Department's Equal Employment Opportunity Procedures shall be based on the City of Sacramento's Equal Employment Opportunity Policy Statement, and state and federal laws.
2. The Department's Equal Employment Opportunity (EEO) goal shall be to hire, train, compensate, assign, and promote all persons on the basis of merit and fitness, without discrimination.
3. This Order shall not prohibit social relationships between employees when the social relationship has no bearing on employment decisions or benefits and it is not in violation of other provisions of this procedure. See also GO 210.07 Nepotism/Conflict of Interest.

C. EQUAL EMPLOYMENT OPPORTUNITY REGULATIONS

All job applicants and employees shall be treated fairly and without discrimination in recruitment, examination, appointment, promotion, transfer, job rotation, training, work assignment, merit increases, overtime, and related employment decisions.

1. It shall not be discriminatory and/or harassment to:
 - a. follow a seniority system as long as it is bonafide and not designed to circumvent or evade this policy.
 - b. select or reject a person based upon a bonafide occupational qualification.
2. Retaliation against an employee for filing or participating in a discrimination or sexual harassment complaint is prohibited.
3. All exempt management personnel and all supervisors shall be responsible for ensuring compliance with discrimination and sexual harassment policies in their work area. Should such problems develop, exempt managers and supervisors shall seek out solutions and ensure these problems are resolved.
4. Employees may be held personally liable for violations of state and federal law.
5. Corrective or disciplinary action shall be initiated against any employee who violates this policy.

City of Sacramento Equal Employment Opportunity Policy

1. Policy Statement on Discrimination and Harassment

The City prohibits all forms of discrimination, including any employment-related action by an employee that adversely affects an applicant or worker and is based on any protected classification identified in this policy, including age, ancestry, color, physical or mental disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, military and veteran status, national origin, race, religious creed, sex, sexual orientation, and any other classification protected by law. The City's commitment to equal opportunity and non-discrimination extends to all job applicants, employees, and all aspects of employment, including but not

limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as to the provision of reasonable accommodation to qualified persons with disabilities.

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

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

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

4. Additional Policy Statement on Disability Discrimination

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability by a supervisor, management employee or coworker will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to: recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff reinstatement, benefits, education, termination and also in the provision of City programs, services and activities.

a. Discrimination on the basis of disability includes, but is not limited to, the following:

1. Limiting, segregating, or classifying a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's real, perceived, or history of disability.
3. Using any standards, criteria or method of evaluation which could have the effect of discriminating on the basis of disability.
4. Denying equal jobs or benefits because of a disability or the perception of a disability.
5. Failing to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship or create a direct threat.

Definitions: EQUAL EMPLOYMENT OPPORTUNITY POLICY

DISCRIMINATION/HARASSMENT

Discrimination

Treating, considering or making a distinction in favor of or against an employee, job applicant or group based on their actual or perceived protected status in relation to a decision or the terms and conditions of employment, that is reasonably likely to negatively affect prospects for hire, advancement, promotion or job performance. Discrimination includes treatment that deprives, or tends to deprive, the employee or job applicant of employment opportunities or employment status. It is also discrimination to fail to provide reasonable accommodation to an employee or applicant with a disability unless doing so creates an undue hardship or direct threat.

Protected Group Member

An individual who falls within a group that is identified in the City Equal Employment Opportunity Policy. Those groups include:

- Physical or Mental Disability - Any physiological disease, disorder or condition, including HIV and AIDS, cosmetic disfigurement or anatomical loss. Also includes any mental or psychological disorder or condition. Excludes any sexual behavior disorder, compulsive gambling, kleptomania, pyromania, or

psychoactive substance use disorder resulting from the current illegal use of a controlled substance or other drug.

DISABILITY DISCRIMINATION

Disability

A person is recognized as disabled if he/she:

- has a physical or mental impairment that limits (i.e., it makes the achievement of the major life activity difficult) one or more major life activities (construed broadly to include physical, mental, social activities and working)
- has a history of such an impairment known to the employer; or is incorrectly regarded or treated as having or having had such an impairment
- is regarded or treated as having or having had such an impairment that presently has no disabling effects, but may become a qualifying impairment in the future

Your conduct constitutes just cause for disciplinary action pursuant to the Agreement covering your classification. Further, continuation of the above acts or other misconduct on your part will subject you to further disciplinary action, up to and including termination.

You have a right to respond to this letter either orally or in writing. If you choose to respond in writing, you have until June 06, 2020 to respond to Captain Bassett. If you choose to respond orally, your Skelly meeting is scheduled with Captain Bassett on June 11th, 2020, at 1000 hrs., 300 Richards Boulevard, Sacramento, CA 95811.

Your Skelly package contains all written materials, reports, and documents upon which this action will be based and is available for your review. If you wish to obtain a copy of your Skelly package, please contact Dawud Brewer in Labor Relations at (916) 808-1398.

It is your responsibility to request, obtain, and fully review the Skelly package prior to providing your written response, or attending your Skelly meeting. The deadline for your written response and/or Skelly meeting will not be rescheduled due to a failure on your part, or on the part of your representative to request, obtain, and/or fully review the Skelly package prior to the scheduled time.

Your response, if any, will be considered prior to the imposition of the proposed discipline.

IF YOU DO NOT RESPOND EITHER ORALLY OR IN WRITING BY THE DATE AND TIME SCHEDULED, YOU WILL HAVE WAIVED THE RIGHT TO RESPOND.

Sincerely,



David Risley, Deputy Chief
Office of Investigations

Approved:



Dawud Brewer
Labor Relations Officer

Cc: Human Resources - Labor Relations

MEMORANDUM**SACRAMENTO POLICE DEPARTMENT**

TO: KATHY LESTER, CHIEF OF POLICE**DATE: 1/11/2022****REF: IAD 2020-031****FROM: STEPHEN MOORE, CAPTAIN****SUBJECT: SKELLY HEARING – OFFICER NAME HERE**

On January 5, 2022 at 1500 hours, I held the Skelly Hearing for Officer Angela Lansdale as the Skelly Review Officer. The hearing was held at 300 Richards Blvd, Room 115. Present for the hearing, were Officer Angela Lansdale and her representative, Officer Tim Davis Sr. The allegation in the Internal Affairs case was for violating terms of a settlement agreement. The allegation was sustained with the discipline being removal from assignment, and decertification, as a Field Training Officer.

At the conclusion of the meeting Officer Davis provided a summary of SPOA's arguments against the imposition of intended discipline which is attached hereto.

I recommend no change of the discipline based on the Skelly Hearing.

OFFICERS

TIMOTHY DAVIS
President

JOSHUA KIRTLAN
First Vice President

DARBY LANNOM
Second Vice President

CHESSA MAITA
Civilian Vice President

MARK SCURRIA
Secretary - Treasurer

DELEGATES

AARON WALLACE
Retired Member Delegate

JOE WAGSTAFF
Reserve Member Delegate



**SACRAMENTO
POLICE OFFICERS ASSOCIATION**

SERVING THE INTERESTS OF LAW ENFORCEMENT PROFESSIONALS SINCE 1969

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Andy Hall
Ryan McCarthy
Mick Boyd
Jeff Kuhlmann
Michael Gunter

January 5, 2023

Captain Moore,

Officer Lansdale should not be removed from her assignment as an FTO because her actions did not rise to the level of "abusive behavior towards trainee." Additionally, she should not be removed from her assignment because the Letter of Reprimand and its attached settlement agreement and education-based discipline plan are expired.

The Documents the City is Relying on are Expired

The City, in their removal of Officer Lansdale, cite the cause for removal as a violation of a settlement agreement attached to a letter of reprimand. The letter of reprimand is dated October 12, 2020. The letter states that the letter will be withdrawn after 18 months, if there is no additional formal discipline during the 18 month period. The 18-month period ended on April 12, 2022. During the 18-month period Officer Lansdale did not receive any formal discipline. Additionally, Officer Lansdale was required to complete an education-based discipline plan during the period following the issuance of the letter of reprimand. Officer Lansdale completed the education-based discipline plan in a timely manner in approximately April of 2021. The letter of reprimand, and with it, the settlement agreement and education based discipline plan all expired after 18 months, which was April 12, 2022. The City can no longer rely on these documents to impose any new discipline.

The Standard for Discipline Established by the City of "abusive behavior towards trainee" was not met

The City, in its letter of intent cites the expired settlement agreement and established the standard of "abusive behavior towards trainee" to constitute a violation sufficient to remove Officer Lansdale from the FTO unit. Officer Lansdale's actions do not rise to the level of "abusive behavior". To reach the level of "abusive behavior" ones actions must be "violent" or "extremely offensive." The evaluation written by CSO [REDACTED] states that Officer Lansdale was "unprofessional", "rude", "negative" "not a team player" and "unfair." While these traits are negative, they do not rise to the level of "abusive behavior towards trainee." There is no allegation that Officer Lansdale was violent and no allegation that she was extremely offensive. The City has

failed to allege any actions by Officer Lansdale that rise to the level of abusive and as such has failed to justify its cause for removal

CSO [REDACTED] also stated that Officer Lansdale was “a good officer”, “very smart”, “knowledgeable”, “a great officer”, and “has great officer safety.” Officer Lansdale possesses important traits that an FTO should possess and is a quality FTO. The City has not established a cause for her removal and Officer Lansdale should be retained in her assignment as an FTO.

A handwritten signature in blue ink, consisting of a large, stylized initial 'T' followed by a horizontal line extending to the right.

Timothy Davis
President,
Sacramento Police Officers Association

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January 5, 2023

Captain Moore,

Officer Lansdale should not be removed from her assignment as an FTO because her actions did not rise to the level of “abusive behavior towards trainee.” Additionally, she should not be removed from her assignment because the Letter of Reprimand and its attached settlement agreement and education-based discipline plan are expired.

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The City, in their removal of Officer Lansdale, cite the cause for removal as a violation of a settlement agreement attached to a letter of reprimand. The letter of reprimand is dated October 12, 2020. The letter states that the letter will be withdrawn after 18 months, if there is no additional formal discipline during the 18 month period. The 18-month period ended on April 12, 2022. During the 18-month period Officer Lansdale did not receive any formal discipline. Additionally, Officer Lansdale was required to complete an education-based discipline plan during the period following the issuance of the letter of reprimand. Officer Lansdale completed the education-based discipline plan in a timely manner in approximately April of 2021. The letter of reprimand, and with it, the settlement agreement and education based discipline plan all expired after 18 months, which was April 12, 2022. The City can no longer rely on these documents to impose any new discipline.

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failed to allege any actions by Officer Lansdale that rise to the level of abusive and as such has failed to justify its cause for removal

CSO [REDACTED] also stated that Officer Lansdale was “a good officer”, “very smart”, “knowledgeable”, “a great officer”, and “has great officer safety.” Officer Lansdale possesses important traits that an FTO should possess and is a quality FTO. The City has not established a cause for her removal and Officer Lansdale should be retained in her assignment as an FTO.

A handwritten signature in blue ink, consisting of a large, stylized loop followed by a horizontal line that tapers to the right.

Timothy Davis
President,
Sacramento Police Officers Association

City of
SACRAMENTO
Police Department

KATHERINE LESTER
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

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November 29, 2022
IAD2020-031

Officer Angela Lansdale #926
5770 Freeport Blvd., Suite 100
Sacramento, California 95822

Intent Letter Received

Date 12-15-22

Employee AL #926 12-15-22

Supervisor D. N. #5025

Dear Officer Lansdale:

This letter is to inform you of our intent to remove you from your assignment as a Field Training Officer (FTO), making you ineligible for the nine and one-half percent (9.5%) training pay associated with that assignment. This action is based on the following facts:

1. You entered into a settlement agreement with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as an FTO.
2. The settlement agreement included the following paragraph:
 - a. "Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation" (Page 1, point #5).
3. On April 2, 2022, you resumed training as an FTO. Your first trainee assigned was Community Service Officer (CSO) [REDACTED] (Badge [REDACTED]).
4. On April 21, 2022, CSO [REDACTED] sent an email to the Field Training Unit in which she documented your abusive behavior toward her during field training.
5. On April 27, 2022, CSO [REDACTED] authored an FTO Trainer Critique in which she continued to document your abusive behavior toward her and provided you a negative FTO evaluation.
6. On April 27, 2022, Field Training Unit Lieutenant Jason Morgado (Badge #4067) verified the evaluation of you by CSO [REDACTED].

Your actions in this matter constitute cause for disciplinary action pursuant to the City of Sacramento Rules and Regulations of the Civil Service Board, specifically Rule 12.2. (c) inefficiency; (o) discourteous treatment of any other City employee; and (w) caused impairment, disruption, and discredit to your employment and the public service.

Your actions in this matter are in violation of the settlement agreement you entered into with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which states in relevant part:

“Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation” (Page 1, point #5).

You have a right to respond to this letter either orally or in writing. If you choose to respond in writing, you have until Wednesday, January 4, 2023, by 5:00 p.m. to provide a written *Skelly* response to Captain Stephen Moore. If you wish to respond orally, your *Skelly* meeting is scheduled with assigned *Skelly* Officer, Captain Moore on Thursday, January 5, 2023, at 3:00 p.m. at 300 Richards Boulevard, Sacramento, CA, 95811. Captain Moore can be reached at (916) 808-0388.

Your *Skelly* package contains all written materials, reports, and documents upon which this action will be based and is available for review. If you wish to obtain a copy of your *Skelly* package, please contact Christen Snyder in Labor Relations at (916) 808-3148. It is your responsibility to request, obtain, and fully review the *Skelly* package prior to providing your written response, or attending your *Skelly* meeting. The deadline for your written response and/or *Skelly* meeting will not be rescheduled due to a failure on your part, or on the part of your representative to request, obtain, and/or fully review the *Skelly* package prior to the scheduled time.

IF YOU DO NOT RESPOND EITHER ORALLY OR IN WRITING BY THE DATE AND TIME SCHEDULED, YOU WILL HAVE WAIVED THE RIGHT TO RESPOND.

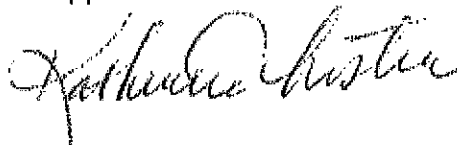
Your response, if any, will be considered prior to the imposition of the proposed discipline.

Sincerely,



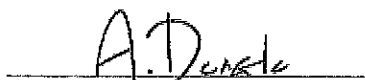
Steve Oliveira, Deputy Chief
Office of Operations

Approved:



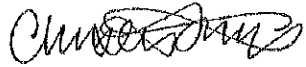
Katherine Lester
Chief of Police

Approved:


Aaron A. Donato (Dec 1, 2022 14:10 PST) 12/01/2022

Aaron Donato
Labor Relations Manager

Approved:



12/01/2022

Christen Snyder
Labor Relations Officer

cc: HR – Labor Relations

From: [Neil Cybulski](#)
To: [Justin Thompson](#)
Subject: Fwd: FTO Lansdale
Date: Thursday, May 5, 2022 11:32:06 AM

Get [Outlook for iOS](#)

From: Rudolph Chan <RChan@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 2:18 PM
To: Neil Cybulski <NCybulski@pd.cityofsacramento.org>
Cc: Adam Green <AGreen@pd.cityofsacramento.org>
Subject: Fw: FTO Lansdale

Lt. Cybulski,

I concur with Lt. Morgado's assessment (see below) and we respectfully request that IAD initiate a LOI to decertify Officer Lansdale as an FTO per the agreement as outlined in her previous settlement and release.

RC

Rudy Chan
Captain
Research, Development and Training
Office of Investigations
916-808-3783

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 1:32 PM
To: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below

from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado

Lieutenant – Research, Development and Training

Per Officer Lansdale's Settlement and Release, Section 5, and Attachment 1, Section 7 (a):

5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA here by waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.

7. Officer Lansdale shall be decertified as an FTO for any of the following:
a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.

Follow up on meeting from 2/6/20

Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Fri 2/7/2020 8:12 AM

To: Angela Lansdale <alansdale@pd.cityofsacramento.org>

Cc: James Sobodash <JSobodash@pd.cityofsacramento.org>; Joe Bailey <JBailey@pd.cityofsacramento.org>

Bcc: Keri Woolery <KWoolery@pd.cityofsacramento.org>; Eric Madsen <EMadsen@pd.cityofsacramento.org>; Daniel Chipp <dchipp@pd.cityofsacramento.org>; Ralph Knecht <RKnecht@pd.cityofsacramento.org>

Hey Angela,

Again I want to thank you for coming in and having such an open mind. I appreciate you acknowledging specific areas of improvement that you need as well as the Field Training Unit needs to ensure success within the program and meet the ultimate goal of effectively training our new officers. I hope you have a full understanding of the importance of treating these new officers as human beings and respecting their different learning styles. We all understand it can be frustrating when mistakes are made but at the end of the day it is our job to find creative ways to help them. I believe one suggestion was to seek leadership training to give you an opportunity to understand various leadership style, effective communication, and what people do and don't respond to. In addition, I would like you to attend our tactical communication course which we offer in house. I just recently attended a portion of this course and it is awesome! The learning never stops. Overall, I appreciate your attention to detail, knowledge you bring to the trainees, and dedication to the unit. You are doing it for the right reasons but now we need to focus on doing it the right way. I look forward to working with you on your progress.

Respectfully,

Sergeant Nick Echeverria
Sacramento Police Department
Field Training Unit
Cell [REDACTED]
necheverria@pd.cityofsacramento.org



From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Lansdale
Date: Wednesday, May 4, 2022 10:54:09 AM

This is the email I received prior to the evaluation.

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Monday, April 25, 2022 10:09 AM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Subject: Lansdale

LT,

Just FYI this is the email that the trainee sent us regarding Lansdale.

Gabe

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Thursday, April 21, 2022 4:59 PM
To: Clara Mello <cmello@pd.cityofsacramento.org>
Cc: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Subject: FTO Cycle

Hi Cpl. Mello,

This training cycle has been kind of rough. In the beginning, I brushed it off; but, now it is hard not to let it get to me.

I'm finding that FTO Lansdale is contradicting herself and it's making my learning a challenge. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours).

Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has been putting a toll on me.

I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "no, I think he went this way".

On Sunday, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday. I pointed out that it seemed like a firefighter was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.).

She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously.

Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated no one can do their jobs right.

Overall, she is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSO's and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting what I've learned in the academy.

If a new FTO can be found, that would be great. However, I realize that due to the time period a new assignment may not be possible.

CSO [REDACTED]

From: [Neil Cybulski](#)
To: [Justin Thompson](#)
Subject: FW: IAD 2020-031- (EBD) Angela Lansdale
Date: Tuesday, November 30, 2021 3:44:34 PM
Attachments: [IAD 2020-031- \(EBD\) Angela Lansdale.docx](#)

From: Joe Bailey <JBailey@pd.cityofsacramento.org>
Sent: Tuesday, November 30, 2021 1:50 PM
To: Neil Cybulski <NCybulski@pd.cityofsacramento.org>
Cc: Robert McCloskey <RMcCloskey@pd.cityofsacramento.org>
Subject: IAD 2020-031- (EBD) Angela Lansdale

Neil-

Angela has completed her EBD. I have attached a memo for her Case file.

Let me know if you need anything else.

Lieutenant Joe Bailey
Academy-Field Training Unit
Sacramento Police Department
(916) 808-2420

MEMORANDUM

SACRAMENTO POLICE DEPARTMENT

**TO: Lieutenant Neil Cybulski
OOO-Internal Affairs Division**

Date: 11/29/21

**FROM: Lieutenant Bailey
OOI- Training Division**

SUBJECT: IAD 2020-031- (EBD) Angela Lansdale

Officer Lansdale has satisfactorily completed each of the prescribed requirements in her Education Based Discipline (EBD) program in lieu of FTO Decertification.

City of
SACRAMENTO
Police Department

KATHERINE LESTER
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

November 29, 2022
IAD2020-031

Officer Angela Lansdale #926
5770 Freeport Blvd., Suite 100
Sacramento, California 95822

Intent Letter Received

Date 12-15-22

Employee AL #926 12-15-22

Supervisor D. W. #15025

Dear Officer Lansdale:

This letter is to inform you of our intent to remove you from your assignment as a Field Training Officer (FTO), making you ineligible for the nine and one-half percent (9.5%) training pay associated with that assignment. This action is based on the following facts:

1. You entered into a settlement agreement with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as an FTO.
2. The settlement agreement included the following paragraph:
 - a. "Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation" (Page 1, point #5).
3. On April 2, 2022, you resumed training as an FTO. Your first trainee assigned was Community Service Officer (CSO) [REDACTED]
4. On April 21, 2022, CSO [REDACTED] sent an email to the Field Training Unit in which she documented your abusive behavior toward her during field training.
5. On April 27, 2022, CSO [REDACTED] authored an FTO Trainer Critique in which she continued to document your abusive behavior toward her and provided you a negative FTO evaluation.
6. On April 27, 2022, Field Training Unit Lieutenant Jason Morgado (Badge #4067) verified the evaluation of you by CSO [REDACTED]

Your actions in this matter constitute cause for disciplinary action pursuant to the City of Sacramento Rules and Regulations of the Civil Service Board, specifically Rule 12.2. (c) inefficiency; (o) discourteous treatment of any other City employee; and (w) caused impairment, disruption, and discredit to your employment and the public service.

Your actions in this matter are in violation of the settlement agreement you entered into with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which states in relevant part:

“Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation” (Page 1, point #5).

You have a right to respond to this letter either orally or in writing. If you choose to respond in writing, you have until Wednesday, January 4, 2023, by 5:00 p.m. to provide a written *Skelly* response to Captain Stephen Moore. If you wish to respond orally, your *Skelly* meeting is scheduled with assigned *Skelly* Officer, Captain Moore on Thursday, January 5, 2023, at 3:00 p.m. at 300 Richards Boulevard, Sacramento, CA, 95811. Captain Moore can be reached at (916) 808-0388.

Your *Skelly* package contains all written materials, reports, and documents upon which this action will be based and is available for review. If you wish to obtain a copy of your *Skelly* package, please contact Christen Snyder in Labor Relations at (916) 808-3148. It is your responsibility to request, obtain, and fully review the *Skelly* package prior to providing your written response, or attending your *Skelly* meeting. The deadline for your written response and/or *Skelly* meeting will not be rescheduled due to a failure on your part, or on the part of your representative to request, obtain, and/or fully review the *Skelly* package prior to the scheduled time.

IF YOU DO NOT RESPOND EITHER ORALLY OR IN WRITING BY THE DATE AND TIME SCHEDULED, YOU WILL HAVE WAIVED THE RIGHT TO RESPOND.

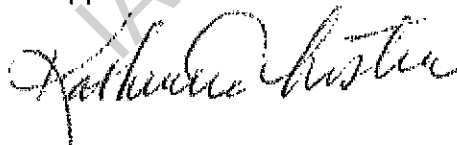
Your response, if any, will be considered prior to the imposition of the proposed discipline.

Sincerely,




Steve Oliveira, Deputy Chief
Office of Operations

Approved:



Katherine Lester
Chief of Police

Approved:


Aaron A. Donato (Dec 1, 2022 14:10 PST) 12/01/2022

Aaron Donato
Labor Relations Manager

Approved:

 12/01/2022

Christen Snyder
Labor Relations Officer

cc: HR – Labor Relations

IDENTITY LABOR * SKELLY

IAD *

SETTLEMENT AND RELEASE

This Settlement and Release (hereafter Agreement) is made and entered into November ____, 2020, by and between the City of Sacramento (City), Police Officer Angela Lansdale (Lansdale), and the Sacramento Police Officers Association (SPOA), regarding the disposition of Internal Affairs case number IAD2020-031 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as a Field Training Officer.

Specifically, the Agreement is as follows:

1. Officer Lansdale hereby acknowledges that her conduct, as outlined in the letter of reprimand in case number IAD2020-031, Labor Relations case number 8674, violated City Policy and Police Department General Orders. Case number IAD2020-031 will be resolved by the issuance of a letter of reprimand and completion of the Education-Based Discipline (EBD) program.
2. Officer Lansdale will be assigned an EBD coordinator, Lieutenant Joseph Bailey, to facilitate the completion of the program. Officer Lansdale will meet with Lieutenant Bailey within thirty (30) days of the date of this agreement to develop an EBD plan.
3. Officer Lansdale shall complete the EBD program within the timelines outlined in attachment 1. During that time, she shall not be assigned a trainee, but will continue to receive the FTO incentive, until she has satisfactorily completed the requirements within the EBD program, as outlined in attachment 1.
4. Officer Lansdale is required to actively participate and satisfactorily complete each of the elements of the EBD program. Failure to comply with these requirements will result in the termination of the EBD and Officer Lansdale's decertification as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of decertification if it is imposed due to Officer Lansdale's failure to complete the EBD. No punitive action will be taken for any POST mandatory courses that cannot be completed within the stated timeframe due to scheduling issues related to COVID-19 but will be completed by Officer Lansdale at the earliest opportunity.
5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.
6. The letter of reprimand will be removed from all files eighteen (18) months after the date of issuance provided Officer Lansdale has not received any additional formal discipline during that time. If formal discipline above a written reprimand is imposed during that time period, the letter of reprimand will remain in Officer Lansdale's official personnel files and may be used as the basis for progressive discipline in that, or any subsequent disciplinary proceeding.
7. The City has sole discretion whether to use EBD to address any future acts of misconduct.
8. Officer Lansdale and the SPOA waive the right to appeal the decertification as a Field Training Officer to the Civil Service Board. Officer Lansdale and the SPOA waive the right to appeal, challenge, grieve, litigate, or otherwise file any claim regarding any matter concerning the decertification, or any associated

circumstances or issues, to the Civil Service Board, or in any other administrative or judicial forum. Officer Lansdale further agrees to withdraw, with prejudice, any and all current appeals, challenges, grievances, litigation, or claims, with the exception of valid worker's compensation claims, concerning the matters referenced in this agreement, or any associated circumstances or issues, to the Civil Service Board or in any other administrative or judicial forum.

9. Officer Lansdale and the SPOA agree that any and all issues associated with matters in this agreement are hereby resolved and that this agreement is the parties' acknowledgement that the resolution is mutually satisfactory and constitutes final settlement. By this agreement, it is the intent of the parties to effect final and comprehensive settlement.
10. Officer Lansdale and her representative agree to withdraw any and all claims that have been filed with the Department of Fair Employment and Housing (DFEH) and/or Equal Employment Opportunity Commission (EEOC) regarding Internal Affairs case number IAD2020-031, Labor Relations case number 8674, or the matters referenced in this agreement. In addition to withdrawing any and all claims that have been filed with the DFEH or EEOC, Officer Lansdale hereby releases and forever discharges the City and its successors, assigns, officers, agents, employees and any and all persons, firms and corporations having any interest in them or any of them of and from any and all claims and demands of any kind, nature and description whatsoever and from any and all liabilities, damage, injuries, action or causes of action either at law or in equity which Officer Lansdale has or in the future may have against any such entities or any one or more of them, arising out of or in any way related to or connected to the matters referenced in this agreement or the final notice of suspension referenced above, including, but not limited to, mental and emotional distress, psychic injury, bodily injury, attorneys' fees, and costs of suit.
11. Officer Lansdale understands and acknowledges that various federal and state laws provide the right to file charges, claims or complaints against an employer for discrimination on the basis of race, ancestry, color, religion, sex, marital status, national origin, age, physical or mental disability or sexual preference. Among these laws are Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, the California Family Rights Act of 1991, the California Fair Employment and Housing Act, as amended, or any successor or replacement statutes.
12. With full understanding of the rights afforded to Officer Lansdale under these and all other available state, federal and local laws, Officer Lansdale, to the extent permitted by law, agree that she will not file or cause to be filed against the City, its officers, agents, employees or representatives, and does fully and finally release, discharge, indemnify and hold the City, its officers, agents, employees or representatives harmless from any charges, complaints or actions based on any alleged violation of these or other available laws, including but not limited to, common law and/or statutory claims relating to wrongful discharge whether in tort or on a contractual theory. Officer Lansdale agrees and represents that the City has not engaged in unlawful discriminatory conduct or actions against them related to or arising out of the facts and circumstances at issue in Internal Affairs case number IAD2020-031 or Labor Relations case number 8674.
13. Officer Lansdale hereby agrees to waive and release all claims arising from or related to Internal Affairs case number IAD2020-031, Labor Relations case


number 8674, or this agreement whether known, unknown, contingent, liquidated or non-liquidated. Officer Lansdale has read and understands and knowingly waives the benefit of the provisions of California Civil Code Section 1542, which reads as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”

14. Officer Lansdale understands and acknowledges the significance and consequences of this Release and of the specific waiver of section 1542, and expressly consents that this Release shall be given full force and effect as to all claims, whether known or unknown.
15. Officer Lansdale acknowledges, agrees and understands that this agreement is executed voluntarily and without duress or undue influence on the part of or on behalf of any person, corporation or entity, and that she has been afforded an opportunity to discuss and review this agreement with her representative.
16. The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies or procedures of the Police Department, or the City.
17. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first above written.

FOR THE CITY:


Howard Chan (Nov 6, 2020 17:15 PST)

Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
Assistant City Manager

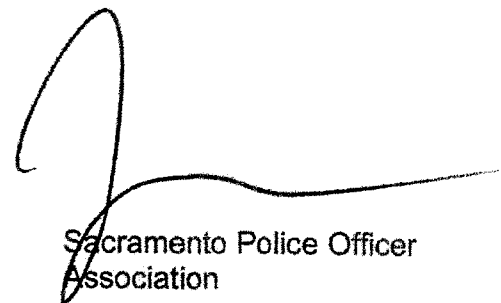

Daniel Hahn
Chief of Police


Aaron A Donato (Nov 4, 2020 12:32 PST)


Aaron Donato
Labor Relations Manager

FOR THE EMPLOYEE:


Police Officer Angela Lansdale


Sacramento Police Officer
Association
TIMOTHY DAMS

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
Supervising Deputy City Attorney

**Education Based Discipline
Lansdale, Angela
Attachment 1**

Officer Lansdale's Plan:

In order for Officer Lansdale to improve her performance and correct past performance issues, the Field Training Unit (FTU) requires the following requirements be met for her to remain as a Field Training Officer (FTO):

1. Attend two (2) mandatory training classes within six (6) months, from the service of the final letter of disciplinary action, as listed in the Field Training Unit Manual to include:
 - a. 40-Hour POST FTO School
 - b. 40-Hour POST AICC Course
2. The above listed courses must be completed before being assigned a trainee.
3. Attend three (3) additional training classes approved by the Field Training Unit Lieutenant within nine (9) months from the service of the final letter of disciplinary action, related to the following topics:
 - a. Leadership
 - b. Effective Communication
 - c. Emotional Intelligence
 - d. Inclusion and/or EEO training
 - e. Coaching and/or mentoring employees
4. Complete three (3) reading assignments approved by the Field Training Unit Lieutenant related to the subsection topics of area 2, as stated above within nine (9) months from the service of the final letter of disciplinary action. Each reading selection must be a minimum of 180 pages.
5. Submit a ten (10) page writing assignment to the Field Training Unit Lieutenant outlining how the subsection topics of area 2, above will be incorporated into training new employees within nine (9) months from the service of the final letter of disciplinary action.
6. Meet with the Field Training Unit Sergeant monthly, after being assigned a trainee(s), for one (1) year for performance evaluations and/or feedback on training progress. Any issues raised each month shall be handled/corrected in a timely manner.
7. Officer Lansdale shall be decertified as an FTO for any of the following:
 - a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.
 - b. Failure to complete the above assignments within the designated timeframe.
**Officer Lansdale won't be penalized for any POST mandatory courses that are not scheduled within the stated timeframe due to COVID-19 issues. Mandatory courses will be taken at the earliest opportunity.*

Some examples of specific courses that would qualify as additional training classes include:

**Education Based Discipline
Lansdale, Angela
Attachment 1**

PORAC Leadership Course – this course meets for 2 weeks over a 3-4-month period. This course really dives into behaviors and treating people with respect.

Sacramento State (CSUS)

ANTH 101. Cultural Diversity

General Education Area/Graduation Requirement: United States History, GE AREA D, Race & Ethnicity Graduation Requirement (RE)

Term Typically Offered: Fall, Spring, Summer

Focuses on analyzing the historically conditioned political, economic and social factors that have contributed to cultural diversity in the U.S; a critical anthropological approach is developed to explore the intersection of race, class, gender, ethnicity and sexuality; the political economy of institutions and ideas, such as racism, classism, sexual stereotyping, family, religion, state, color-blindness, multiculturalism, etc.; and, discourses of cultural diversity in the U.S.

Empathy and Emotional Intelligence at Work – by UC Berkeley (edX)

This tutorial on Emotional Intelligence is created to help you enhance your emotional and social skills that build positive relationships at organization. The instructors will explain you the neuroscientific and psychological roots of compassionate, cooperative behaviors. By joining these classes, you will learn how to devise research-based strategies to resolve conflicts and strengthen empathy constructively. This program will help you improve skill set that will let you create more satisfying, productive and innovative experiences at work. Being a self-paced program, you can attend it from anywhere.

Key Take-aways:

- Get information about the biological and physiological roots of trust and empathy
- Know how you can lead with social intelligence
- Taught by experts from top university
- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

https://www.edx.org/course/empathy-and-emotional-intelligence-at-work?source=aw&awc=6798_1597770127_0e5cbb3fbc889491cbf188433ae7b59e&utm_source=aw&utm_medium=affiliate_partner&utm_content=text-link&utm_term=427859_Digital+Defynd

Inspiring Leadership through Emotional Intelligence (Coursera)

Conducted by Richard Boyatzis, this online program will help you reverse the harm of chronic stress. By attending this tutorial, you will learn how to refresh your body and mind by creating good relationships. You will be taught by a good professor who is a distinguished university professor. It is a self-paced learning program that you can attend from any place. Throughout

**Education Based Discipline
Lansdale, Angela
Attachment 1**

the class, you will come to know how to coach others effectively towards increased or learning motivation in work as well as life.

Key Take-aways:

- Learn about most interesting theories like emotional intelligence, intentional change theory and coaching with compassion
- Get learning from top instructor in a funny, interesting and engaging way
- Good exercises, readings and videos by highly experienced trainers
- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

City of
SACRAMENTO
Police Department

DANIEL HAHN
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

October 12, 2020
IAD2020-031



Officer Angela Lansdale
5770 Freeport Blvd., Suite 100
Sacramento, CA 95822

Officer Lansdale:

This letter is to inform you that you are hereby reprimanded in your position as a Police Officer with the City of Sacramento. This action is based on the following facts:

1. On May 28, 2019, the Sacramento Police Department Field Training Unit was made aware of behavior and statements made by you to your trainees that were not conducive to a positive learning environment for a police officer trainee.
2. On February 17, 2020, Field Training Coordinator Officer Eric Madsen participated in a fact-finding interview and relayed the following:
 - On May 28, 2019, while soliciting feedback from Officer [REDACTED] who was a trainee in the Field Training Officer program, about her experience in the program, she informed Officer Madsen that she did not have a positive experience as your trainee. Officer [REDACTED] advised Officer Madsen that you called her "old" and treated her in a condescending and demeaning manner.
 - On June 26, 2019, Officer [REDACTED] informed Officer Madsen that his time as your trainee was not productive and not conducive to learning. Officer [REDACTED] further stated that you asked if he was [REDACTED] which he found offensive and ended his desire to learn from you.
 - Within a month of speaking to Officer [REDACTED] Officer Madsen had a phone conversation with you and advised you of the complaints from Officers [REDACTED] and [REDACTED]. Officer Madsen advised you to stop the behavior that caused the complaints from Officers [REDACTED] and [REDACTED] as your tone and delivery were wrong. You thanked Officer Madsen for bringing the matter to your attention before it became a bigger problem.
 - On February 6, 2020, during a face-to-face meeting with yourself, Officer Madsen and Sgt. Echeverria to address the issues cited by your previous trainees, you admitted your interpersonal skills were lacking and you had problems with making a connection to your trainees. Officer Madsen felt both he and Sgt. Echeverria were clear with their instructions that the behavior in question needed to cease.
3. On February 17, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
 - Officer [REDACTED] was your trainee in June 2019.

The Mission of the Sacramento Police Department is to work in partnership with the Community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City.

- Officer [REDACTED] described his time as your trainee to be “very difficult” as you fostered a learning environment that was not conducive to learning.
 - Officer [REDACTED] described not wanting to come to work while he was your trainee.
 - Officer [REDACTED] described your tone as “hostile,” and “very uncondusive to learning.”
 - After having a report rejected, you asked Officer [REDACTED] if he had [REDACTED] Officer [REDACTED] described how your remark made him question his ability to be an officer.
 - During his time as a phase 3 trainee with you, you did not allow him to drive the patrol vehicle.
 - i. It is important for a training officer to observe a trainee’s driving ability in both non-emergency and emergency situations, especially during phase 3 as in this phase the trainee is nearing the conclusion of the field training program and should be able to operate at or near the level of a solo officer.
 - Based on his experience with you as a trainee, Officer [REDACTED] did not feel you should be a field training officer.
4. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in November 2019.
 - Officer [REDACTED] described her time as your trainee to be, “very hard” because she felt you spoke to her as if she was a child during her time as your trainee.
 - Officer [REDACTED] described having a hard time going to work every day while she was your trainee.
 - Officer [REDACTED] described an incident (19-370145) wherein you asked for a “competent officer” to assist you in a structure search. Officer [REDACTED] indicated she felt as through your comment inferred that she was an incompetent officer.
 - Officer [REDACTED] indicated her time training with you was, “hostile” due to your treatment toward her and caused her training to regress.
 - Officer [REDACTED] indicated that of the eight training officers she had, you were the “worst” due to the hostile and condescending environment you created while she was your trainee.
5. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in December 2019.
 - Officer [REDACTED] described his time as your trainee to be the most difficult month he had in training because of your treatment towards him as a trainee.
 - Officer [REDACTED] described not wanting to go to work while he was your trainee.
 - Officer [REDACTED] indicated you had a demeaning tone almost every day and created an atmosphere that made it hard to learn.
 - Officer [REDACTED] described an incident (19-402388) wherein he made a mistake upon arriving at the scene of robbery. He felt the way in which you corrected his mistake was demeaning and was an example of how you would, “go like off on like every little thing” and ask him why he didn’t understand.
 - Officer [REDACTED] described an incident (19-399747) wherein you gave him corrections while he was interviewing a citizen. The tone you used to correct him in front of the citizen made him lose track

of his line of questioning and based on his experience was unlike how other training officers would have handled the correction.

- Officer [REDACTED] indicated his time training with you was not conducive to learning and left him feeling less confident in his abilities.
- Officer [REDACTED] indicated that of the six training officers he had you were “at the bottom” of the list if asked to rank those six training officers from best to worst and that you should not be a training officer.

6. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in September 2019.
- Officer [REDACTED] described his time as your trainee to be one of the toughest months of his training because it was constantly stressful because of the way you treated him, and he was unable to feel comfortable in the car with you.
- Officer [REDACTED] indicated the corrections you gave him, “came off more condescending than helpful.”
- Officer [REDACTED] indicated that after the first couple of days training with you, he did not want to come to work, began looking for new jobs, and considered quitting.
- Officer [REDACTED] indicated he was so concerned with making mistakes and being belittled by you, he was unable to de-stress in the patrol car and this would in turn cause him to fail when performing basic tasks.
- Officer [REDACTED] indicated your training methods caused him to, “shut down” and not absorb information.
- Officer [REDACTED] indicated that of the ten training officers he had you were, “at the bottom” based upon how you gave him information.
- Officer [REDACTED] indicated he felt you should not be a training officer.
- Officer [REDACTED] described an incident (19-290773) wherein you called him a “coward” after it appeared, he was avoiding a call for service and told him you could downgrade him to a Community Service Officer position.

7. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in October 2019.
- Officer [REDACTED] indicated that while she was your trainee, she hated going to work every day and the most important thing she learned as your trainee was how not to treat people.
- Officer [REDACTED] described your tone and manner of communication when dealing with individuals in the public as sarcastic, which she was often scared that it would cause a situation to escalate to a physical confrontation between officers and the members of the public.
- Officer [REDACTED] indicated that when she informed you that she had not been able to make a narcotic arrest thus far in her training, which is a task to be completed while in training, you ridiculed her instead of assisting her with the task of making a narcotic arrest.
- Officer [REDACTED] described an incident wherein you observed that her false eyelashes were out of policy. You then reviewed the grooming policy and reprimanded Officer [REDACTED] in front of other

officers and stated, "we don't want to look like those sector 5 girls with big eyelashes," which she believed was a reference to some women in South Sacramento.

- Officer [REDACTED] indicated you had a conversation with her after the eyelash incident wherein she felt you accused her of having a sexual relationship with the field training coordinator in return for preferential treatment.
- Officer [REDACTED] indicated that of the eight training officers she had, she ranked you, "eighth," did not believe you created a good learning environment and you should not be a training officer.

8. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following:

- Officer [REDACTED] was your trainee in March of 2019.
- Officer [REDACTED] described your general attitude as unpleasant and unhappy with everything.
- Officer [REDACTED] indicated that you sternly criticized her for mistakes in front of both officers and members of the public.
- Officer [REDACTED] described an incident (19-94290) wherein you sternly corrected her in front of a gun store owner during a call for service.
- Officer [REDACTED] described an incident (19-90012) wherein you sternly corrected her for the way she was speaking to a woman during a call for service. The correction happened in front of other members of the public and officers. Your actions made Officer [REDACTED] feel uncomfortable.
- Officer [REDACTED] indicated that during her time training with you, you made several comments related to her age ([REDACTED]). On one occasion you stated, "Wow, you can actually type fast. Did you learn that on a typewriter?"
- Officer [REDACTED] described an incident (19-94425) wherein you made the comment, "a monkey can do this. I don't know why you can't," which she took as an insult.
- Officer [REDACTED] indicated she overheard you advising another officer that you did not allow your trainees to participate in on-duty work out time because as a part-time field training officer, you would not get the extra field training officer incentive pay for the hour that your trainee was exercising.
- Officer [REDACTED] indicated that while she was your trainee, she did not want to come to work for her shift and described the learning environment as, "a step above academy" stressful.
- Officer [REDACTED] indicated that out of ten training officers she had, you were, "at the bottom" when ranked from best to worst and did not believe you should be a training officer.

9. On February 20, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in January of 2020.
- Officer [REDACTED] indicated that you instructed him not to respond code 3, emergency lights and siren, to a violent crime in progress (20-27379) and again while responding to an officer's call for assistance who was involved in a foot pursuit (20-33103). A code 3 response was reasonable and within department policy for these types of calls, and your direction caused confusion with Officer [REDACTED] which made him feel less confident. Officer [REDACTED] indicated he believed the confusion over the code 3 policy was detrimental to his training, as he stated a similar situation occurred which required a code 3 response during his shadow phase of training and he did not respond code 3 because of your previous direction. As a result, he was docked points on his evaluation.

- Officer [REDACTED] described an incident (20-28130) wherein you sternly corrected him for failing to locate a knife on a detained subject. The correction happened in front of the detained subject and several other officers and made Officer [REDACTED] feel embarrassed.
- Officer [REDACTED] indicated that out of nine training officers he had, when ranked from best to worst, he would rank you in the 9th position.

10. On February 24, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following in summary:

- Officer [REDACTED] described an incident wherein you asked to inspect her loaded duty handgun while both of you were seated in the front seats of a patrol vehicle. This request made Officer [REDACTED] feel uncomfortable as this did not seem like it was the appropriate place to make such an inspection.
- Officer [REDACTED] indicated that out of six training officers she had, you were at the bottom, when ranking from best to worst, based upon the way you delivered information.

11. During a fact-finding interview conducted on March 26, 2020, you admitted the following:

- You attended a 40-hour POST certified Field Training Officer Course in February 2019. (page 3, lines 111-113)
- You corrected Officer [REDACTED] in front of members of the public and other officers while she was speaking to a woman during a welfare check call for service. (page 6, lines 240-250)
- You complimented Officer [REDACTED] for being proficient at typing and made a reference to a generational difference regarding when Officer [REDACTED] went to school. (pages 18 and 19, lines 777-811)
- You had a conversation with Officer Brierly wherein you advised him that you don't allow your trainees on-duty workout time because as a part time FTO you do not get paid the extra percentage for the time your trainee is in the gym. (page 22, lines 930-934)
- You agreed a new officer could be embarrassed by an FTO pointing out their deficiencies or inexperience in front of members of the public and this can affect the trainee's ability to work through a call, absorb information, learn new skills, and focus on officer safety. (page 38, lines 1642-1659)
- Your training logs contained no record indicating that Officer [REDACTED] was allowed to drive the patrol vehicle while he was your trainee. (pages 48-49, lines 2101-2114)
- Due to deficiencies in his report writing, you asked Officer [REDACTED] if he was [REDACTED]. Your purpose for asking Officer [REDACTED] if he was [REDACTED] was to be aware of his [REDACTED] and make accommodations for it. (pages 50-51, lines 2157-2223)
- You had a phone conversation with Officer Madsen wherein he told you that you can't ask people if they have [REDACTED] (page 55, line 2393)
- You had an in-person meeting in February 2020, with Officer Madsen and Sgt. Echeverria wherein they advised you that almost all of your trainees have had issues with you regarding your demeaning or belittling treatment towards them. (pages 57 and 58, lines 2486-2544)
- You told Officer [REDACTED] his actions were, "cowardly" when discussing his performance after a call for service. (pages 63 and 64, lines 2739-2778)
- Due to her false eye lashes, you reviewed the grooming policy with Officer [REDACTED] in the report writing room of a police facility directly after roll call when other officers were in the vicinity.

You further advised Officer [REDACTED] that, "we don't want to look like those sector 5 girls with the big eye lashes." When explaining to Officer [REDACTED] why some individuals are allowed to violate the grooming policy and others are not, you referenced "nepotism" and general sexual misconduct in police departments. (pages 69-76, lines 3023-3323)

- While preparing to clear a hotel room, you were aware that Officer [REDACTED] was near you, but were not aware that she was directly behind you, when you yelled her name and stated loudly, "can I get a competent officer that can do a protective sweep." (pages 83-87, lines 3612-3802)
- While booking a subject at the main jail, you verbally corrected Officer [REDACTED] for her speaking grammar in front of your prisoner and Sacramento Sheriff personnel. (pages 94-96, lines 4119-4168)
- You corrected Officer [REDACTED] in front of a subject he was searching and another officer because he left the patrol car door open, then gave him instruction about laws of arrest and investigative procedures in front of the detained subject. (pages 97-101, lines 4222-4395)
- Even though it was within policy to respond code 3, emergency lights and siren, to a violent crime in progress, you instructed Officer [REDACTED] to not respond code 3. You agreed that the instruction you provided Officer [REDACTED] regarding not responding code 3 to a situation where a code 3 response was within policy could have confused him and caused issues with his development as an officer. (pages 108-111, lines 4695-4851)
- You agreed that the way in which you correct and provide feedback to a trainee can affect their ability or their confidence in handling a call. (pages 127-128, lines 5564-5569)

12. On May 14, 2020, Don Demavivas, the City of Sacramento's Equal Employment Manager, rendered an opinion that you violated the City's Equal Opportunity Policy when you asked Officer [REDACTED] if he was [REDACTED]

Your actions in this matter are in violation of the City of Sacramento Civil Service Board Rules and Regulations 12.2. (c) inefficiency in performance of work which results in performance lower than that which is typically expected of a similar employee in a similar position; (o) discourteous treatment of another city employee in a situation where an employment relationship exists at the time of the incident; and (w) any conduct rationally related to employment which impairs, disrupts, or causes discredit to your employment or the public service.

Your actions in this matter are in violation of the Sacramento Police Departments Manual of Orders and the City's Equal Employment Opportunity policy, which states, in relevant part:

SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL

07-21-15 *

6. FTO responsibilities include, but are not limited to:

- a. Directly supervising assigned trainees.
- b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
- c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
- i. Mentoring and developing trainees.
- k. Identifying training needs.

A. QUALIFICATIONS

c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and interview process. Officers must meet all of the below listed qualifications:

- e. Above average ability to manage interpersonal relations.
- f. Have the necessary skills to present instructional material.
- g. Willingness to teach and ability to effectively evaluate trainees.
- m. Set a good example for trainees.

GENERAL ORDERS
G.O 210.04
GENERAL AND PROFESSIONAL CONDUCT
07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

- 1. Employees on or off duty shall:
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal or otherwise that could bring discredit upon the Department or the City.
- 2. Employees shall:
 - a. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - b. Treat other employees in the Department, regardless of rank, with respect due to them as fellow employees.
 - c. Properly perform assigned police responsibilities during a scheduled shift. NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - d. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.

G.O 220.04
EQUAL EMPLOYMENT OPPORTUNITY
12-16-02

PURPOSE

To outline procedures for reporting and investigating discrimination/harassment, equal employment, and sexual harassment complaints.

POLICY

To afford equal employment opportunity to all persons, and to prohibit illegal discrimination, harassment, or sexual harassment.

PROCEDURE

A. DEFINITIONS

1. DISCRIMINATION/HARASSMENT

- a. "Unlawful employment practice" To limit, fail or refuse to hire, or to discharge any individual in the terms, conditions, compensation or privileges of employment, or to limit, segregate, or classify an employee or applicant for employment, in any way that would deprive, tend to deprive, or adversely affect an individual's opportunity or status because of religion, color, national origin, ancestry, physical/mental disability, medical condition, pregnancy, marital status, gender, sexual orientation, or age.
- b. Examples include but are not limited to intentionally excluding an individual from an employment opportunity because of their race or sex, or retaliatory behavior toward an individual for filing or participating in a charge of discrimination or harassment.

B. GENERAL

1. The Department's Equal Employment Opportunity Procedures shall be based on the City of Sacramento's Equal Employment Opportunity Policy Statement, and state and federal laws.
2. The Department's Equal Employment Opportunity (EEO) goal shall be to hire, train, compensate, assign, and promote all persons on the basis of merit and fitness, without discrimination.
3. This Order shall not prohibit social relationships between employees when the social relationship has no bearing on employment decisions or benefits and it is not in violation of other provisions of this procedure. See also GO 210.07 Nepotism/Conflict of Interest.

C. EQUAL EMPLOYMENT OPPORTUNITY REGULATIONS

All job applicants and employees shall be treated fairly and without discrimination in recruitment, examination, appointment, promotion, transfer, job rotation, training, work assignment, merit increases, overtime, and related employment decisions.

1. It shall not be discriminatory and/or harassment to:
 - a. follow a seniority system as long as it is bonafide and not designed to circumvent or evade this policy.
 - b. select or reject a person based upon a bonafide occupational qualification.
2. Retaliation against an employee for filing or participating in a discrimination or sexual harassment complaint is prohibited.
3. All exempt management personnel and all supervisors shall be responsible for ensuring compliance with discrimination and sexual harassment policies in their work area. Should such problems develop, exempt managers and supervisors shall seek out solutions and ensure these problems are resolved.
4. Employees may be held personally liable for violations of state and federal law.
5. Corrective or disciplinary action shall be initiated against any employee who violates this policy.

City of Sacramento Equal Employment Opportunity Policy

1. Policy Statement on Discrimination and Harassment

The City prohibits all forms of discrimination, including any employment-related action by an employee that adversely affects an applicant or worker and is based on any protected classification identified in this policy, including age, ancestry, color, physical or mental disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, military and veteran status, national origin, race, religious creed, sex, sexual orientation, and any other classification protected by law. The City's commitment to equal opportunity and non-discrimination extends to all job applicants, employees, and all aspects of employment, including but not

limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as to the provision of reasonable accommodation to qualified persons with disabilities.

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

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

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

4. Additional Policy Statement on Disability Discrimination

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability by a supervisor, management employee or coworker will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to: recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff reinstatement, benefits, education, termination and also in the provision of City programs, services and activities.

a. Discrimination on the basis of disability includes, but is not limited to, the following:

1. Limiting, segregating, or classifying a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's real, perceived, or history of disability.
3. Using any standards, criteria or method of evaluation which could have the effect of discriminating on the basis of disability.
4. Denying equal jobs or benefits because of a disability or the perception of a disability.
5. Failing to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship or create a direct threat.

Definitions: EQUAL EMPLOYMENT OPPORTUNITY POLICY

DISCRIMINATION/HARASSMENT

Discrimination

Treating, considering or making a distinction in favor of or against an employee, job applicant or group based on their actual or perceived protected status in relation to a decision or the terms and conditions of employment, that is reasonably likely to negatively affect prospects for hire, advancement, promotion or job performance. Discrimination includes treatment that deprives, or tends to deprive, the employee or job applicant of employment opportunities or employment status. It is also discrimination to fail to provide reasonable accommodation to an employee or applicant with a disability unless doing so creates an undue hardship or direct threat.

Protected Group Member

An individual who falls within a group that is identified in the City Equal Employment Opportunity Policy. Those groups include:

- Physical or Mental Disability - Any physiological disease, disorder or condition, including HIV and AIDS, cosmetic disfigurement or anatomical loss. Also includes any mental or psychological disorder or condition. Excludes any sexual behavior disorder, compulsive gambling, kleptomania, pyromania, or

psychoactive substance use disorder resulting from the current illegal use of a controlled substance or other drug.

DISABILITY DISCRIMINATION

Disability

A person is recognized as disabled if he/she:

- has a physical or mental impairment that limits (i.e., it makes the achievement of the major life activity difficult) one or more major life activities (construed broadly to include physical, mental, social activities and working)
- has a history of such an impairment known to the employer; or is incorrectly regarded or treated as having or having had such an impairment
- is regarded or treated as having or having had such an impairment that presently has no disabling effects, but may become a qualifying impairment in the future

Your conduct constitutes just cause for disciplinary action pursuant to the Agreement covering your classification. Further, continuation of the above acts or other misconduct on your part will subject you to further disciplinary action, up to and including termination.

A copy of this letter will be placed in your personnel file. This letter will be withdrawn from your official personnel file eighteen (18) months from the date issued provided there has not been additional formal discipline during the eighteen (18) month period.

Sincerely,



David Risley, Deputy Chief
Office of Investigations

Approved:



Aaron Donato
Labor Relations Manager

Cc: Human Resources - Labor Relations

IAD *

IDENTITY * LABOR * SKELLY



Angela Lansdale

Form Date: 04/27/2022

Questions

Did your trainer set the example in their personal appearance?

1 2 3 4 **5**

Did your trainer project a positive and respectful attitude towards training?

1 **2** 3 4 5

Did your trainer project a positive and respectful attitude towards police work?

1 2 **3** 4 5

Did your trainer project a positive attitude towards the department?

1 2 **3** 4 5

Please rate your trainer's courteousness and professionalism with you and others including department members and the public.

1 **2** 3 4 5

How would you rate the trainer's knowledge of statutory law, case law, search & seizure, general orders, tactics, etc?

1 2 3 4 **5**

Did your trainer clearly define your responsibilities and what is expected of you?

1 2 **3** 4 5

Did your trainer teach you department policies and procedures and did they model those consistently?

1 2 3 **4** 5

Did the FTO exhibit safe driving habits including following the rules of the road, code 3 driving, and pursuit driving?

1 2 3 4 **5**

How often did your trainer update your task book?

1 2 3 **4** 5

How often did your trainer provide feedback or constructive criticism?

1 2 3 **4** 5

Rate how often the trainer worked with you on areas he/she identified as deficient or where improvement was needed?

1 2 3 **4** 5

Please describe the trainer's method of critiquing your performance.

1 2 **3** 4 5

Do you feel your trainer genuinely wanted you to succeed?

1 2 3 **4** 5

Please rate the trainer's honesty, fairness, and objectivity in evaluating you.

1 **2** 3 4 5

Was the trainer attentive to your needs, concerns, and problems?

1 2 3 **4** 5

Please rate the trainer's skill as a teacher (his/her training methods, creativity, role-plays, etc.).

1 2 3 4 5

How would you rate the trainer's ability to communicate with you?

1 **2** 3 4 5

Was your trainer Informative?

1 2 3 4 5

Did you experience differences between this trainer and others you have had?

1

2

If there were differences between trainers please describe:

Ofc. [REDACTED] was very calm and clear about his expectations. He also treated me like a partner and was always willing to help me or answer questions, no matter how dumb the question may have been. [REDACTED] was also open to helping others in the department and never treated others poorly. [REDACTED] would also let me take lead on CSO calls and only stepped in when I was stuck which helped me grow a lot. Although Ofc. [REDACTED] and Ofc. [REDACTED] were not my official FTO's, I enjoyed the shifts we had together as well. They both gave me good information and let me take lead on CSO calls. They were also able to give me clear expectations and gave me constructive criticism when needed.

Were there any differences between what you were taught in the classroom/academy training and what you experienced from this trainer?

1

2

If there were differences between your classroom training and trainer's teaching please describe:

In the academy we learned to grab the information and statements from witnesses first because they often leave. Ofc. Lansdale and I arrived 906 to a 901 and when I went to talk to the witnesses, she got upset that I did that. I tried explaining that we were taught to go talk to witnesses first but it did not seem like she listened to what I had to say.

Was your trainer verbally belittling, demeaning?

1

2

3

4

5

Did your trainer embarrass you in front of employees or the public?

1

2

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Did your trainer uphold the Law Enforcement Code Of Ethics?

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Explain how your trainer invested in you and your training?

Ofc. Lansdale asked about my task book and wanted me to complete as many reports as I could.

What areas do you believe are the trainer's greatest strengths?

I feel that Ofc. Lansdale is a very cautious officer and is very knowledgeable about the department.

What areas do you believe the trainer could improve?

I feel Ofc. Lansdale can improve on being more approachable as well as being more of a team player.

Describe the teaching methods that worked best for you?

A teaching method that worked was when she would ask me what something meant until I remembered.

Describe how your trainer was a role model for you?

Ofc. Lansdale is very knowledgeable about the department and I see how important it is to know information when you are on a call.

Do you feel you are a better officer now then when you started this training cycle with your trainer?

I feel that my computer skills have improved while being with Ofc. Lansdale.

Additional comments and suggestions?

I'm finding that working with FTO Lansdale has been making my learning a challenge. She contradicts herself, is not always willing to communicate with others, and sometimes comes across unprofessional. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours). Another situation I recall was when I was writing a report and we went to a call (the man that broke the door of Jack in the Box). When we were 906, I rolled up the windows thinking I was going to go inside with her and she rudely said something along the lines of can you keep the windows down for officer safety. I understood where she was coming from but she never mentioned that she wanted me to continue writing so I was getting ready to go inside. Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has put a toll on me. On Friday, 04-22-22, we responded to a 245. According to the man, some juveniles were throwing rocks at his trailer and later hit him with sticks and a bottle. During the call, I asked if there was anything I could help with but Lansdale rudely said no. We got back inside the patrol car to move it closer to the trailer when another officer on the call waived at us because he needed to talk to us. As I started slowing down, she raised her voice to keep driving and I pointed out that the other officer wanted to talk to us. When I stopped to see what the other officer wanted, she got upset (Our body cameras were recording during this incident). After this call, she told me "in the future, if you're not going to do anything on a call then don't bother showing up". I think she was referring to Officer Cato because Cato was the first one 906 and she gathered the victim's information but Lansdale said you can't use information gathered from other officers because it is hearsay. I am not exactly sure what she was referring to though because I tried to quickly change the conversation due to the fact that I do not enjoy constantly hearing rude comments. On Sunday, 04-24-2022, Lansdale and I took a 459R and later went to HOJ to write the report. Officer Smart pulled up next to us in his patrol car and said thank you for taking that call, I was just trying to get ahold of you guys to see in you needed help. Lansdale rudely replied "Why? It's a one officer call." Smart seemed thrown off by what she said and so was I. Smart replied, "I could've done the canvass for you guys or something" and Lansdale ignored him and went on the computer. I was in shock about how rude Lansdale was so I tried to make light of the conversation and told Smart "thank you for wanting to help me, and it's no biggie that's what I'm here for". Lansdale and I responded to a MP call with CSO Tarbet. When Lansdale and I left to check some possible locations, Tarbet messaged us on MDT and asked if we had went to a certain park. I was about to message Tarbet but Lansdale told me not to because "if we would have found something, we would have told her". I thought that her statement was rude because we are here to be working as a team and I could have easily said "yes". Tarbet later called me and I told her we checked and I apologized for not answering. Tarbet mentioned that it was a little awkward because the family was asking her where we've checked and Tarbet was unable to give a confident answer because we did not give her an answer. I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "No, I think he went this way". Officer Lansdale would provide feedback at the end of watch. On Sunday 04-17-22, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday, 04-17-22. We responded to a fire department because there was a Mercedes in the roadway and it was also blocking the FD's driveway. I pointed out that it seemed like one of the firefighters was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.). After the tow truck moved the vehicle, I called records and she started freaking out saying that I need to get out of the roadway (we were pulled off to the side, parked next to a curb and our lights were on). I was still on the phone at this point and when I was about to write down the FCN she then mentioned to do it later we need to get out of the roadway. She wanted me to drive while being on the phone but I did not feel comfortable with that so I stayed. She later got upset that I did not get out of the roadway when she wanted me to. Throughout our conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated on several occasions that no one can do their jobs right. She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously but it did not seem like she listened to what I had to say. I once made a legal U-turn and still used my lights (first switch-backlights) and she very rudely said "what are you doing?" and "what do you do in your civilian car?" and I replied, "I guess just make the U-turn". She replied, "don't be abusing your power". I feel a different approach could have been taken and she could've mentioned that I only need the lights when making illegal turns or U-turns. Throughout our time on patrol, we got hailed twice and neither time she stopped. Once was when we were working during the car show and the other was on our way to take a 459R. When we were working the car show a man was on the phone waiving at us, I pointed him out and she said "we're working this" and kept driving. On our way to take the 459R, a woman pulled up next to us and got out of her car, and was waiving at us to help her. When I pointed her out, Lansdale said "we're on this call". I did not say anything after that but in my mind I thought, this lady may really need our help and I feel that a 459R is less of a priority. Before our shift, I was changing into my uniform and she waited at the end of the bench, staring until I was done. There was enough room for her to change as well. (Our lockers are across from each other so I was on one side of the bench and the only other person there at that time). When I was done, I found her staring into my locker from the other side of the bench until I moved. It made me feel really awkward, so I quickly left and waited in the roll call room. Overall, I think Officer Lansdale wanted me to succeed but her approach was off and often created a negative work environment. Lansdale is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSOs and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting of what I've learned in the academy. Lansdale is very smart and knowledgeable about the department and its policies. She is also a good officer who has great officer safety. But, I feel that her approach to certain situations can be a bit rude and unfair. She often gets easily irritated, especially, if another person approaches a situation differently than she would have.

Review History

User Name	Date	Workflow Stage	Action
	04/27/2022	Create	-
	04/27/2022	Start	Submitted

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>

Sent: Wednesday, May 4, 2022 1:32 PM

To: Rudolph Chan <RChan@pd.cityofsacramento.org>

Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado

Lieutenant – Research, Development and Training

Fw: Angela Lansdale - Discovery Request

[REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Wed 6/10/2020 12:33 PM

To: Joshua A. Olander <jolander@mastagni.com>

📎 1 attachments (4 MB)

Lansdale_Skelly.pdf;

Here you are sir. Let me know if you need anything else.

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

From: Desiree Sayles <dsayles@pd.cityofsacramento.org>
Sent: Wednesday, June 10, 2020 12:30 PM
To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>
Subject: RE: Angela Lansdale - Discovery Request

Attached

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Wednesday, June 10, 2020 11:40 AM
To: Desiree Sayles <dsayles@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>
Subject: Fw: Angela Lansdale - Discovery Request

We need to get on this asap. I will show you what needs to be watermarked and sent to Josh.

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

From: Joshua A. Olander <jolander@mastagni.com>
Sent: Wednesday, June 10, 2020 11:31 AM
To: Donald [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>; Renee L. Ramirez <rramirez@mastagni.com>
Subject: Angela Lansdale - Discovery Request

[REDACTED],

During my review of the *Skelly* materials it has become apparent that evidence obtained from witnesses that was subsequently utilized during this investigation was not provided to Officer Lansdale. As noted in your Investigation Log and the witness interviews, Sgt. Echeverria solicited memorandums of each trainee witness and provided them to Professional Standards for this investigation. None of those memorandums were provided in the *Skelly* materials. Officer Lansdale is entitled to these memorandums as they are statements by adverse witnesses that were utilized for your investigation of Officer Lansdale.

In addition to the trainee memorandums regarding Officer Lansdale, we request you also provide the following evidence that was also omitted from the Skelly packet: (1) Officer Lansdale's FTO application and (2) the outlines of the POST Field Training Officer Course provided by Kevin Finnerty for the February 12, 2019 course that Officer Lansdale attended.

Please provide these materials today at your earliest possible convenience as Officer Lansdale's Skelly hearing is scheduled for tomorrow, June 11th, at 1000 hours. Thank you.

Joshua A. Olander | Senior Associate

 **MASTAGNI HOLSTEDT, A.P.C.**

Labor and Employment Department

1912 I Street, Sacramento, CA 95811

Main: (916) 446 4692 | Fax: (916) 447 4614

Direct: (916) 491 4227 | Cell: [REDACTED]

www.mastagni.com

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Complaints regarding Ofc Lansdale

Eric Madsen <EMadsen@pd.cityofsacramento.org>

Tue 2/11/2020 4:04 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Good afternoon Sgt Echeverria,

On May 28th, 2019 I administered CSO [REDACTED] her CSO Test (her final test before going solo). Prior to the test, I spoke with CSO [REDACTED] regarding her training experience. CSO [REDACTED] was positive regarding the every FTO that trained her with the exception of Cpl Lansdale. CSO [REDACTED] said that Cpl Lansdale spoke very condescending to her and would scream/correct her in front of the public and other officers. CSO [REDACTED] advised me that Cpl Lansdale would even argue with other officers on calls in front of the public. CSO [REDACTED] went on to tell me that on one occasion, Cpl Lansdale was upset with her because she did not do something right and she called her old. CSO [REDACTED] told me that although she felt that she learned a lot, she also felt like quitting on several occasions because of Cpl Lansdale's negative attitude.

I advised Sgt Bill McCain of the aforementioned immediately after CSO [REDACTED] passed her test and left my office.

On June 26th, 2019 at approx. 1700 hrs, I spoke with Ofc [REDACTED] at a celebration to remember Ofc Tara O'Sullivan. This event was held at the Sacramento Police Academy, inside of room# 139 and all of Tara's classmates and family were in attendance. While I was at this event, I was approached by Ofc [REDACTED] a phase 3 trainee at this time [REDACTED] went on to tell me about his month of training with Cp Lansdale. Ofc [REDACTED] told me that he did not have a productive month of training with Cpl Lansdale. He then went on to say that Cpl Lansdale was condescending and that he did not find the environment in her car to be conducive with learning. He went on to tell me, that at one point Cpl Lansdale asked him if he had [REDACTED] in a very condescending manor. He told me that Cpl Lansdale then followed this up by telling him that, "You have to take more reports" and "Your grammar sucks" and "You need to be a CSO." Ofc [REDACTED] then went on to tell me that he does indeed have [REDACTED] and that her approach in this one instance made him shut down and stop learning with her. Ofc [REDACTED] told me that he was not thinking about quitting, as his rotation with her was nearing an end very soon.

I advised Sgt Bill McCain of the aforementioned upon our return to the office (July 1st or 2nd), as the following day (June 27th) was Ofc O'Sullivan's funeral.

Sgt Bill McCain approached me several weeks after Ofc Tara O'Sullivan's funeral. He advised me that he wanted me to contact Cpl Lansdale and deal with the aforementioned complaints about her. Per Sgt McCain's directive, I was to speak with Cpl Lansdale and advise her to immediately stop demeaning trainees and that he would personally take this matter to the next level, should we continue to hear complaints.

I contacted Cpl Lansdale via the telephone. I was inside of Sgt McCain's office and he was present as I spoke with her. I briefed Cpl Lansdale per the reason of my call. Cpl Lansdale attempted to defend her actions, by saying that she was genuinely trying to help both of the trainees and that they were mistaking her actions/methods and teaching style. Cpl Lansdale ultimately thanked me for giving her a "Heads up" so that she could self-correct before this issue went any further. The call concluded with Cpl. Lansdale having a clear understanding that this behavior needed to stop immediately.

Corporal Eric F. Madsen
Field Training Coordinator
Sacramento Police Department
300 Richards Blvd
Sacramento, Ca 95811

**Sacramento Police Department
Internal Affairs Division**

Summary

Compl2020-031

Allegations: **Conduct Unbecoming an Officer
Discrimination**

Complainant: **Sacramento Police Department**

Report Prepared by: **Sgt. [REDACTED]**

Investigating Office: **Internal Affairs Division**

Accused Employee: **Officer Angela Lansdale, #0926**

During her tenure as a Field Training Officer, a majority of Officer Lansdale's trainees alleged belittling and condescending treatment, and a training style which was not conducive to a productive leaning environment. Additionally, two trainees alleged Officer Lansdale made discriminatory comments related to age and learning ability.

IA * OFC. ANGDALE #0926 S LL

IA

Sacramento Police Department Personnel Complaint Form

- DEPARTMENT USE ONLY - IAD CASE NUMBER
20-031

Complainant:

*You have the right to remain anonymous. Consider providing some information for an investigator to contact you for follow-up questions.

NAME Sacramento Police Department		DOB	AGE	GENDER	RACE
HOME ADDRESS		CITY	STATE	ZIP	
BUSINESS ADDRESS		CITY	STATE	ZIP	
TELEPHONE NUMBER #1	TELEPHONE NUMBER #2	EMAIL ADDRESS			

Involved Employee:

*Provide as much information as possible.

NAME Lansdale, Angela		RANK Officer	BADGE 926	GENDER F	RACE W
UNIFORM TYPE	VEHICLE DESCRIPTION	VEHICLE NUMBER			

Incident Details:

INCIDENT DATE 05-28-19	INCIDENT TIME 1200	LOCATION (ADDRESS OR INTERSECTION) Unknown
----------------------------------	------------------------------	--

SUMMARY OF INCIDENT: *Provide witnesses, locations, address, businesses, available photos and video, etc.*

Multiple trainees of Officer Lansdale allege discourteous and belittling treatment as well as possible discriminatory treatment based on age and learning ability.

I have attached _____ more pages to this form.

Your Rights:

You have the right to make a complaint against an employee for improper conduct. California law requires this agency to have a procedure to investigate personnel complaint, provide written description of this procedure, and retain complaints for at least five years.

I have read and understand these rights.

Signature: _____

DEPARTMENT USE ONLY:		
ACCEPTING EMPLOYEE NAME AND BADGE NUMBER	ACCEPTING SUPERVISOR NAME AND BADGE NUMBER	DATE AND TIME
	██████████	

Sacramento Police Department

Personnel Complaint Disposition Form

- CONFIDENTIAL AND FOR DEPARTMENT USE ONLY -

- DEPARTMENT USE ONLY -
IAD CASE NUMBER

20-031

Internal Investigation Details:

DATE REPORTED 05-28-19	TIME REPORT 1200	INCIDENT DATE 05-28-19	INCIDENT TIME 1200	REPORT NUMBER N/A	
INCIDENT LOCATION (INTERSECTION OR FULL ADDRESS) Unknown		DISTRICT/BEAT Select one	HOW REPORTED Internal	INVESTIGATION TYPE Internal Affairs Division	
ASSIGNED DATE 02-13-20	ACTIVE DATE 02-13-20	SUSPENDED DATE	RESUME DATE	FOLLOW-UP DATE	COMPLETED DATE

Involved Employee:

NAME Lansdale, Angela	RANK Officer	BADGE 926	GENDER	RACE
--------------------------	-----------------	--------------	--------	------

Allegations:

<input checked="" type="checkbox"/> Conduct Unbecoming	<input type="checkbox"/> Firearm Discharge	<input type="checkbox"/> Missing Property
<input type="checkbox"/> Discourtesy	<input type="checkbox"/> Harassment	<input type="checkbox"/> Neglect of Duty
<input checked="" type="checkbox"/> Discrimination	<input type="checkbox"/> Improper Search and Seizure	<input type="checkbox"/> Profiling
<input type="checkbox"/> Dishonesty	<input type="checkbox"/> Improper Tactics	<input type="checkbox"/> Service
<input type="checkbox"/> Force	<input type="checkbox"/> Insubordination	<input type="checkbox"/> Traffic
<input type="checkbox"/> False Arrest	<input type="checkbox"/> Intoxication	<input type="checkbox"/> Wage Garnishment

Disposition:

ALLEGATION	FINDING	DISCIPLINE / ACTIONS TAKEN
Conduct Unbecoming		
Discrimination		
APPROVED BY: _____		Date: _____

Skelly or Discipline Settlement:

ALLEGATION	FINDING	DISCIPLINE
APPROVED BY: _____		Date: _____

INVESTIGATOR NAME AND BADGE NUMBER [REDACTED]	INVESTIGATOR SUPERVISOR AND BADGE NUMBER Wallace 4004	DATE AND TIME dsayles
--	--	--------------------------

Sacramento Police Department Personnel Complaint Form

DEPARTMENT USE ONLY IAD CASE NUMBER
20-031

Complainant:

**You have the right to remain anonymous. Consider providing some information for an investigator to contact you for follow-up questions.*

NAME Sacramento Police Department		DOB	AGE	GENDER	RACE
HOME ADDRESS		CITY		STATE	ZIP
BUSINESS ADDRESS		CITY		STATE	ZIP
TELEPHONE NUMBER #1	TELEPHONE NUMBER #2	EMAIL ADDRESS			

Involved Employee:

**Provide as much information as possible.*

NAME Lansdale, Angela		RANK Officer	BADGE 926	GENDER F	RACE W
UNIFORM TYPE	VEHICLE DESCRIPTION	VEHICLE NUMBER			

Incident Details:

INCIDENT DATE 05-28-19	INCIDENT TIME 1200	LOCATION (ADDRESS OR INTERSECTION) Unknown
<p style="font-size: small;">SUMMARY OF INCIDENT: <i>Provide witnesses, locations, address, businesses, available photos and video, etc.</i></p> <p>Multiple trainees of Officer Lansdale allege discourteous and belittling treatment as well as possible discriminatory treatment based on age and learning ability.</p>		
<input type="checkbox"/> I have attached _____ more pages to this form.		

Your Rights:

You have the right to make a complaint against an employee for improper conduct. California law requires this agency to have a procedure to investigate personnel complaint, provide written description of this procedure, and retain complaints for at least five years.

I have read and understand these rights.

Signature: _____

DEPARTMENT USE ONLY		
ACCEPTING EMPLOYEE NAME AND BADGE NUMBER	ACCEPTING SUPERVISOR NAME AND BADGE NUMBER	DATE AND TIME
	[REDACTED]	

Sacramento Police Department

Personnel Complaint Disposition Form

- CONFIDENTIAL AND FOR DEPARTMENT USE ONLY -

- DEPARTMENT USE ONLY -
IAD CASE NUMBER

20-031

Internal Investigation Details:

DATE REPORTED 05-28-19	TIME REPORT 1200	INCIDENT DATE Unk	INCIDENT TIME Unk	REPORT NUMBER N/A	
INCIDENT LOCATION (INTERSECTION OR FULL ADDRESS) Unknown		DISTRICT/BEAT Select one	HOW REPORTED Internal	INVESTIGATION TYPE Internal Affairs Division	
ASSIGNED DATE 02-13-20	ACTIVE DATE 02-13-20	SUSPENDED DATE	RESUME DATE	FOLLOW-UP DATE	COMPLETED DATE

Involved Employee:

NAME Lansdale, Angela	RANK Officer	BADGE 926	GENDER F	RACE W
--------------------------	-----------------	--------------	-------------	-----------

Allegations:

<input checked="" type="checkbox"/> Conduct Unbecoming	<input type="checkbox"/> Firearm Discharge	<input type="checkbox"/> Missing Property
<input type="checkbox"/> Discourtesy	<input type="checkbox"/> Harassment	<input type="checkbox"/> Neglect of Duty
<input checked="" type="checkbox"/> Discrimination	<input type="checkbox"/> Improper Search and Seizure	<input type="checkbox"/> Profiling
<input type="checkbox"/> Dishonesty	<input type="checkbox"/> Improper Tactics	<input type="checkbox"/> Service
<input type="checkbox"/> Force	<input type="checkbox"/> Insubordination	<input type="checkbox"/> Traffic
<input type="checkbox"/> False Arrest	<input type="checkbox"/> Intoxication	<input type="checkbox"/> Wage Garnishment

Disposition:

ALLEGATION	FINDING	DISCIPLINE / ACTIONS TAKEN
Conduct Unbecoming	<i>Sustained</i>	<i>7-Workshop Reprimand.</i>
Discrimination	<i>Sustained</i>	<i>- Removal from FTO.</i>
APPROVED BY: <i>David P. Riley #5010</i>		Date: <i>5/21/20</i>

Skelly or Discipline Settlement:

ALLEGATION	FINDING	DISCIPLINE
APPROVED BY: _____		Date: _____

INVESTIGATOR NAME AND BADGE NUMBER [REDACTED]	INVESTIGATOR SUPERVISOR AND BADGE NUMBER Wallace 4004	DATE AND TIME
--	--	---------------

Request for Review Form

Date of Request: April 1, 2020
IA Case #: Compl2020-031
OPSA Case #: OPSA2020-0102
Complainant's Name: SPD
Employee(s): Officer A Lansdale [0926]

OPSA:

- WILL** REVIEW
 WILL NOT REVIEW*

** Send DISPOSITION form(s) to OPSA upon completion of case.*

IA

DENTI L * OFC: LANSDALE #0926 S LL

INTERVIEW WITH CPL. ERIC MADSEN

Det. Lilia Alonso
Sgt. [REDACTED]
Cpl. Eric Madsen
Rep. Mick Boyd

1
2
3
4
5
6
7
8 ALONSO Okay. The date is February 17, 2020. The time is 1350 hours. Present in the
9 Internal Affairs Division Office are Eric Madsen, Mick Boyd, Sergeant [REDACTED]
10 [REDACTED] and myself, Detective Lilia Alonso. The purpose of this
11 investigation is to conduct an interview of Eric Madsen who is an employee
12 with the Sacramento Police Department in the capacity of Police Officer. This is
13 an administrative investigation on the charges against Angela Lansdale for
14 conduct unbecoming and discrimination in which you may be a witness. Do you
15 understand that this is an administrative investigation only?
16
17 MADSEN I do.
18
19 ALONSO The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you understand
21 this?
22
23 MADSEN I do.
24
25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all our questions fully and honestly. Also, you
28 are ordered to provide at this time all the information you may know regarding
29 this incident. Failure to answer a question or failure to answer it truthfully and
30 fully will be considered a lack of cooperation that could subject you to
31 disciplinary actions up to and including termination for insubordination. Do you
32 understand this?
33
34 MADSEN I do.
35
36 ALONSO Okay.
37
38 [REDACTED] All right. We are here today to discuss allegations that Officer Angela Lansdale
39 made disrespectful or discriminating comments towards her trainees in her role
40 as a Field Training Officer with the Sacramento Police Department. Before the
41 interview I supplied you with an email you sent to Sergeant Echeverria on
42 February 11, 2020 detailing conversations you had with both CSO [REDACTED] and
43 Officer [REDACTED]. Before the interview you also provided me an additional email
44 that you sent to Sergeant Echeverria on February 12, 2020 outlining additional

45 allegations by Officers [REDACTED] and [REDACTED]. Have you had enough
46 time to review all these documents before we begin?
47
48 MADSEN I have. I have.
49
50 [REDACTED] Okay. Please say and spell your full name.
51
52 MADSEN Eric Madsen, E-R-I-C, M-A-D-S-E-N.
53
54 [REDACTED] Okay. What is your current rank?
55
56 MADSEN I'm a corporal.
57
58 [REDACTED] And how long have you been a police officer?
59
60 MADSEN Going on 21 years in May.
61
62 [REDACTED] How long have you been a corporal?
63
64 MADSEN Four and a half years, five years.
65
66 [REDACTED] And a corporal, is that a training officer?
67
68 MADSEN Yes sir.
69
70 [REDACTED] And what's your current assignment in the police department?
71
72 MADSEN I'm the field training coordinator.
73
74 [REDACTED] And how long have you held that position?
75
76 MADSEN Four and a half, going on five years.
77
78 [REDACTED] Please describe your duties as the FTO Coordinator.
79
80 MADSEN I give Phase 4 interviews. I schedule all the training for the officers. I do a lot of
81 mentoring with young officers and young FTOs. I field complaints and deal
82 with personal issues and quite a bit more stuff.
83
84 [REDACTED] Do you schedule which trainee goes to a particular FTO?
85
86 MADSEN I do. I do. There'd be the monthly training rotation.
87

88 [REDACTED] Okay. Do you ever elicit feedback from officers who pass the FTO program
89 regarding the quality of the training officers?
90
91 MADSEN Every single time.
92
93 [REDACTED] And typically what's done with that feedback?
94
95 MADSEN That feedback is used so that I know what officers have strength in what areas. I
96 want to know what officers would be good for shadowing. Pretty much every
97 single month this always - probably my biggest hurdle would be to know my
98 FTO strengths versus training weaknesses and pair them accordingly.
99
100 [REDACTED] I see.
101
102 MADSEN So it's very important that I know where my FTOs are in regards to being
103 teachers and where their strengths are.
104
105 [REDACTED] What if any role do you have with managing or maintaining the quality of the
106 training officers in the FTO program?
107
108 MADSEN Pretty big role.
109
110 [REDACTED] Are you involved in the FTO candidate selection process?
111
112 MADSEN I am not.
113
114 [REDACTED] Okay.
115
116 MADSEN I mentor officers when they come to me and ask me can you help me with my
117 interviewing skills or can you - can I pick your brain maybe on what qualities I
118 need to know or help them do good on the test.
119
120 [REDACTED] And can you give me a quick rundown of what the potential FTO candidates go
121 through to achieve that rank of corporal and become an FTO?
122
123 MADSEN Yes. They go through an interview process because probably about a 45 minute
124 interview process. And then they're ranked accordingly. There's usually two
125 sergeants that sit on that panel. The last ones that I saw was Sergeant Bill
126 McCain and Sergeant Michele Gigante. But I know that Nick Echeverria did
127 some last. I think he did the last ones. But a sergeant or three will sit on that.
128 And then they'll rank them accordingly per how they did on the test. Ultimately
129 though before they go full time, I believe it's seniority based. So if there's 20
130 different officers that put in for FTO, their ranked I think according to their
131 seniority and they would get full time according to that seniority.

132 [REDACTED]
133 [REDACTED] I see. Is there any prerequisites for being an FTO?
134 [REDACTED]
135 MADSEN You have to have three years on and you have to be in good standing. I believe
136 there's a review of the Internal Affairs file. And you have to get the blessing of
137 your chain of command at your given station.
138 [REDACTED]
139 [REDACTED] Do they typically get say recommendations from previous sergeants?
140 [REDACTED]
141 MADSEN Sure.
142 [REDACTED]
143 [REDACTED] Okay. Do they have to write an essay to be evaluated to be...
144 [REDACTED]
145 MADSEN There's 360s.
146 [REDACTED]
147 [REDACTED] ...considered?
148 [REDACTED]
149 MADSEN 360's will be put out.
150 [REDACTED]
151 [REDACTED] 360's also?
152 [REDACTED]
153 MADSEN Yeah.
154 [REDACTED]
155 [REDACTED] Okay.
156 [REDACTED]
157 MADSEN As well too. And then their current chain they would have to get a sergeant,
158 lieutenant, captain approval. So they could get shot down at that level right
159 there...
160 [REDACTED]
161 [REDACTED] Okay.
162 [REDACTED]
163 MADSEN ...and not make even the interview process.
164 [REDACTED]
165 [REDACTED] Okay. Once an officer makes FTO, are they periodically evaluated to ensure
166 they're maintaining acceptable standards?
167 [REDACTED]
168 MADSEN Yeah. The sergeants write their evals on them.
169 [REDACTED]
170 [REDACTED] Their patrol sergeants?
171 [REDACTED]
172 MADSEN Their patrol sergeants do. And we will see those. I peruse those and look
173 through and see how they do.
174 [REDACTED]
175 [REDACTED] So those evaluations go to the training officer...

176
177 MADSEN Yes they do.
178
179 [REDACTED] ...the training coordinator and they get evaluated.
180
181 MADSEN Not to the coordinator. To my office. I look at them and then I always put them
182 on the table to make sure the sergeant reviews them as well. And then as well
183 too we have Form 562, which is the Field Training Officer evaluation. And they
184 are to review every one of their FTOs once they've completed training and turn
185 those in.
186
187 [REDACTED] And how often are those completed?
188
189 MADSEN So in the past they've been very sporadic. Sergeant McCain wasn't the stickler
190 on getting those in. Now we've made a new protocol to where they're being
191 turned in on everybody. Probably within the last two months the protocol has
192 changed.
193
194 [REDACTED] And those are supposed to be done monthly?
195
196 MADSEN No. Those are - at the completion of your training you are to do on every single
197 FTO that you had during your training. So you'll take your Phase 4 exam.
198
199 [REDACTED] Oh okay.
200
201 MADSEN And then you'll pass your exam and then you're told that part of the process is
202 to critique all of your prior FTOs that you had.
203
204 [REDACTED] I see. I see.
205
206 MADSEN Yeah. So it'd should be the summation of all your FTOs you have to critique
207 them.
208
209 [REDACTED] Okay.
210
211 MADSEN And it's in AMS, it's Form 562.
212
213 [REDACTED] So those are the prior trainees doing that once they've gone Phase 4.
214
215 MADSEN Exactly.
216
217 [REDACTED] Okay.
218

219 MADSEN And that's actually a pretty good indicator on how the training officers are
220 doing.
221
222 [REDACTED] Okay. I'm sorry. I think I got a little confused because...
223
224 MADSEN Okay.
225
226 [REDACTED] ...I thought - initially I was kind of going down the road of the patrol sergeants,
227 how often do they have to - do they evaluate the FTOs on their team?
228
229 MADSEN They do.
230
231 [REDACTED] Okay. How often do they evaluate them?
232
233 MADSEN Oh gosh. It's either biyearly or once a year.
234
235 [REDACTED] Okay.
236
237 MADSEN Just drawing a blank on which one. It's either twice a year or once a year...
238
239 [REDACTED] All right.
240
241 MADSEN ...that they have to provide feedback via a evaluation on the training officers on
242 their team. They do.
243
244 [REDACTED] So there's - sounds like you're telling me basically that there's two ways to
245 evaluate a Field Training Officer. That's both through their patrol sergeant and
246 through their previous trainees.
247
248 MADSEN Yes sir.
249
250 [REDACTED] And that's what maintains the level of acceptable standards for a training
251 officer.
252
253 MADSEN Yes.
254
255 [REDACTED] That correct? All right. Is there a school that an officer attends in order to
256 become a Field Training Officer?
257
258 MADSEN Yes they do. They have to go to 40 hours Field Training Officer course as soon
259 as they get confirmation that they passed their interview.
260
261 [REDACTED] All right. And who instructs that?
262

263 MADSEN It's a Los Rios course I think that the guy that we've always used. His name is
264 Kevin O'Farrity - Kevin O'finity?
265
266 [REDACTED] Okay.
267
268 MADSEN Kevin Finity?
269
270 [REDACTED] Can you off the top of your head give me some curriculum that they learn
271 during that 40 hour course?
272
273 MADSEN Sure. They teach you how to write evals. They actually even teach some skills
274 to make a effective training officer. [cell phone buzzing] Oh, couldn't even tell
275 it was mine. A lot of the time is spent in writing evaluations. There's quite a bit
276 of time spent as well too on how to foster a relationship between a trainee and a
277 training officer to - so that you can get your biggest bang for your buck in
278 knowing what - maybe what their issues are outside of work if something is
279 bringing them down or how to deal with them. They try to give you some skills
280 at work and how to deal with your trainee.
281
282 [REDACTED] Okay.
283
284 MADSEN Yeah.
285
286 [REDACTED] Do they go over teaching practices like adult learning theory...
287
288 MADSEN They do.
289
290 [REDACTED] ...things like that?
291
292 MADSEN They do.
293
294 [REDACTED] So the best way to communicate...
295
296 MADSEN They do.
297
298 [REDACTED] ...information to a police officer.
299
300 MADSEN Correct.
301
302 [REDACTED] Are you familiar with Officer Angela Lansdale?
303
304 MADSEN I am.
305
306 [REDACTED] Have you ever worked with Angela Lansdale?

307
308 MADSEN I have.
309
310 [REDACTED] Okay. And when was that?
311
312 MADSEN Oh boy. I can tell you the sergeant. It was on Sergeant Palmy's team - Jason
313 Palmy. Five years ago. Four years ago.
314
315 [REDACTED] All right. Were you both Patrol Officers at that point?
316
317 MADSEN I as an FTO. She was just a...
318
319 [REDACTED] Okay.
320
321 MADSEN ...she was a Phase 4 on the team.
322
323 [REDACTED] Okay. Not one of your trainees though?
324
325 MADSEN No.
326
327 [REDACTED] Okay.
328
329 MADSEN Never had her as training.
330
331 [REDACTED] So basically a peer on your...
332
333 MADSEN Peer.
334
335 [REDACTED] .. patrol team. Okay. How long did you work with her?
336
337 MADSEN I don't remember if it was midyear or the whole year. I don't - maybe a half
338 year. Maybe. I'm speculating.
339
340 [REDACTED] What was your experience with her just working side by side with her?
341
342 MADSEN That she could be one dimensional.
343
344 [REDACTED] And by that...can you expound a little bit?
345
346 MADSEN And by that I mean people skills were limited. Yeah. Like with me, I talk really
347 well and I thought that maybe her people skills dealing with people were a little
348 lacking.
349

350 [REDACTED] Okay. Anything specific come to mind that you can recall with working with
351 here, any good examples of that? I know it's asking a lot to recall that from five
352 years ago.
353

354 MADSEN I do remember one thing. Palmy - she was going to ride with I think like Bryan
355 Gomez. And but then she said, "I'd like to ride with this officer so they can do
356 something else." And the people skills weren't there either to say hey, I'm
357 riding with this guy. He assumes she was riding with her and she says, "No, I'm
358 not riding with you," or something like that. And the sergeant noticed it and the
359 sergeant I remember pulled her aside and talked to her about that. That a lot of
360 life is in the delivery and that your delivery was a little bit lacking there and
361 communicating that you weren't working with him, that you're going to work
362 with this guy in this car. I do remember that.
363

364 [REDACTED] So not so much what she said. It was the way she said it that was of issue?
365

366 MADSEN Yes. Yes.
367

368 [REDACTED] Okay.
369

370 MADSEN And it was an issue that was resolved when the sergeant talked to her. I
371 remember.
372

373 [REDACTED] Did you ever see her interact with the public and find that she had the same
374 issues?
375

376 MADSEN No. I mean I never saw her do anything illegal or immoral. Yeah. No, nothing
377 illegal
378

379 [REDACTED] Okay.
380

381 MADSEN Just it didn't have like real good personal skills though. It was very direct and it
382 was very one dimensional.
383

384 [REDACTED] Could people find her condescending or demeaning?
385

386 MADSEN Back then? Did I...
387

388 [REDACTED] Yes. Like back then even when you worked with her.
389

390 MADSEN I don't remember anybody complaining. I don't remember anybody saying
391 anything back then.
392

393 [REDACTED] Okay.

394
395 MADSEN But I just found her that - I remember that she needed to work on her personal
396 skills.
397
398 [REDACTED] Okay. Officer Lansdale, was she currently an FTO?
399
400 MADSEN She is now, yes.
401
402 [REDACTED] And about long has she been an FTO for?
403
404 MADSEN A year.
405
406 [REDACTED] Did you play any role in her process to become an FTO? Any mentoring, testing
407 process leading up to...
408
409 MADSEN No. She never...
410
411 [REDACTED] ...anything like that.
412
413 MADSEN ...I don't solicit those people. They'll call me pretty regularly like, "Hey Eric, I
414 know that you speak really well. Can you help me with my interviewing skills?"
415 And so, like I said, I don't solicit people and she did not solicit me on it.
416
417 [REDACTED] Okay. During Officer Lansdale's process to becoming an FTO, were there any
418 weaknesses ever brought to your attention or the attention of the FTO
419 Coordinator Unit as a whole in the application process leading up to her
420 becoming an actual FTO?
421
422 MADSEN I don't think so because she got the - she got the approval per the chain. So I
423 wouldn't have known past that. I know she got the approval and she was putting
424 in for it.
425
426 [REDACTED] Nothing specifically brought to your attention?
427
428 MADSEN No.
429
430 [REDACTED] Okay. And did Officer Lansdale attend the FTO training program that you were
431 speaking of earlier, that Los Rios class?
432
433 MADSEN I believe so. I remember seeing her at the Academy taking the class with the
434 other new FTOs, yes.
435
436 [REDACTED] Okay. And how were you made aware that Officer Lansdale was experiencing
437 some issues with her trainees?

438
439 MADSEN So the very first time that I was made aware was when I had CSO [REDACTED]
440 [REDACTED] come in and take her solo CSO test.
441
442 [REDACTED] Okay.
443
444 MADSEN And then the exact date on that would be May 28 of last year.
445
446 [REDACTED] Okay. And what did CSO [REDACTED] tell you?
447
448 MADSEN So this is the same thing I'd asked her. "What do you think about the program?
449 Do any FTOs stick out positively or negatively? That I use that information
450 constructively." And she did. She said that, "I had one FTO that I did not have a
451 good experience with." And I'm summarizing. I don't remember the exact how
452 she described her experience with her. But it was not positive. She told me one
453 thing stuck out, that when she said it that she really seemed bothered was that
454 she called her old. And there was almost nothing that I could say back except,
455 "I'm sorry that, you know, that that was said to you." She told her that she was
456 old. She told her that she was demeaning. She pretty much - she said that it was
457 - she was condescending, that she would scream and correct her in front of the
458 public and other officers. She told me - I believe it was her that she said that she
459 would argue with other officers in front of the public. And that she didn't do
460 something right or the way Angela wanted it - I remember that she told me that
461 Angela was a 'my way or the highway' kind of person if you didn't do
462 something the way that she wanted and she called her old. I remember she told
463 me that she didn't - that she felt like she learned a lot and that...
464
465 [REDACTED] That she did or did not feel like she learned a lot? I'm sorry.
466
467 MADSEN I think she's one of the people that said, "You know what? I did learn a lot but
468 that it wasn't an overall positive experience."
469
470 [REDACTED] Okay.
471
472 MADSEN Yeah.
473
474 [REDACTED] Did she say that she felt like maybe quitting on several occasions?
475
476 MADSEN Yeah. She said that she did feel like quitting on several occasions because of her
477 attitude. Yeah.
478
479 [REDACTED] Okay.
480

481 MADSEN Yeah. I think that now certainly the dust had cleared when she talked to me at
482 the interview and so she was more uplifting and kind of recognizing that she
483 was going to up on shadow and not dealing with her again. So yeah, I remember
484 she actually said, "Well I did learn a lot," you know. But the old part was really
485 stuck in her mind though because she did emphasize that, about that comment.
486
487 [REDACTED] Okay. Did you have a conversation with Officer [REDACTED] around the same time or
488 maybe a month later?
489
490 MADSEN I did.
491
492 [REDACTED] Okay.
493
494 MADSEN So I was at a - like a celebration of life event for Tara O'Sullivan. It would have
495 been on June 26 of that year. It was probably about 5 o'clock at night. And I
496 remember I was sitting against the back wall in Room 139. And I remember that
497 to my right I think was Keri and then Bill over here - well, no. It was Bill Mcoin
498 and then Keri on the other side.
499
500 [REDACTED] Keri?
501
502 MADSEN Keri Woolery.
503
504 [REDACTED] Woolery. Okay.
505
506 MADSEN And [REDACTED] either sat down right next to me or I got up and I talked to him. And
507 he's always really upbeat. But he says, "Hey, I want to kind of share an
508 experience with you." He talked to me about her. He said that he didn't have a
509 productive month. He said that again, Angela was condescending. He didn't
510 find the environment conducive to learning in the car. And he told me
511 specifically he said it shuttered - it just shut him down. He said at one point she
512 asked in a very condescending way, "Are you [REDACTED]?" And so he says,
513 "Corporal, it ends up that I am and I took offense to that. And I just shut her -
514 and I just shut her off and she never got me back after that, like attention wise."
515 And it just kind of rang bells in my head like oh my God, here we go with
516 another one. So yeah, he told me that he'd had it before. He told me he did not
517 feel like quitting. I think he had a couple days left before his rotation were over
518 and we were giving everybody - all of her classmates like a two week period off
519 to kind of cool down. And so he knew that his rotation with her was over. So he
520 said, "I don't feel like quitting or anything but completely just shut her off from
521 learning after what she said to me."
522
523 [REDACTED] I see.
524

525 MADSEN Said in a very demeaning way.
526
527 MADSEN Bill McCain, I either told him immediately after that like when [REDACTED] left. This
528 is where I get a little bit fuzzy. Either immediately after that or when we
529 returned back to the office.
530
531 [REDACTED] Okay. And did you take any action to correct Officer Lansdale's behavior at that
532 point? So after the conversation you had with Officers [REDACTED] and [REDACTED].
533 Sometime after those conversations you spoke to Sergeant McCain and...
534
535 MADSEN Yeah.
536
537 [REDACTED] ...did you take any action directly with Officer Lansdale at that point?
538
539 MADSEN Yeah. So I remember telling Bill that, "Hey, these are two complaints now and
540 these are kind of serious issues, the age discrimination and then the comment
541 about the [REDACTED] If you were going to ask somebody about some kind of a
542 medical condition, you need to say it like in a - in the proper context where you
543 want to help them and not put them down about it. I remember Bill after a
544 couple weeks says, "Hey Eric, I've been thinking about this. I want you to call
545 her and deal with her." So I was in my office when he contacted me and told me
546 that. I remember I said, "Hey, let me grab my cell phone." And then I sat down
547 right here in his office looking right at him and I said, "Hey, if you don't mind,
548 just so she doesn't get confrontational with me, I'm just going to talk here in
549 front of you and you tell me if you want me to bring anything else up." So I
550 briefed her as to why I was calling her. I told her that we got multiple
551 complaints. I told her just what I told you that lots of officers were coming into
552 my office and I intentionally asked them how their experience was for purposes
553 of bettering their training. And I said, "We very seldom if ever, ever get
554 complaints about somebody being disrespectful or demeaning." But hear people
555 say hey, she was tough. Boy I'm glad I had her. Oh man, he was tough but I'm
556 all the better for it. That's what you'll hear. You never hear this kind of stuff.
557 And I told her that. And I said, "This needs to stop immediately." And so she
558 said - I said, "I'm telling you this right now before this gets even worse. I'm
559 doing this per Bill's directive and I'm telling you right now this needs to stop
560 now." She says - I think on two occasions she thanked me and said, "Well thank
561 you for giving me the heads up on this and telling me before it gets to be a big
562 full blown problem." I said, "No problem." I think I asked her how things were
563 going, anything in her personal life. She said, "Everything's fine." I said,
564 "Okay." It went on for - it was a 10 minute, 15 minute phone call. I can't
565 remember everything. But the direction of it was that where this needs to stop
566 immediately and these are what the complaints are and that we just don't get
567 complaints like this and this needs to be nipped now.
568

569 [REDACTED] Okay. Did she ever give a reason or an explanation for why she was behaving in
570 such a way?

571
572 MADSEN She did actually. She said that she - I said, "It's from a couple people." And
573 right off the bat she surmised, "Well if it's the guy I'm thinking of, I tried to
574 help him. I really tried to help him. He told me or I asked him if he was [REDACTED]
575 because I really wanted to help him." And I said, "Angela, your tone shut him
576 down and he took it as demeaning that you were putting him down about it. It's
577 in the delivery Angela and your delivery was bad and you shut him down and
578 he says that you really didn't have another chance from teaching him because
579 you shut him down." And then so she tried to keep giving, you know, her reason
580 why. And I said, "Angela, it was - your delivery was wrong and it shut him
581 down. I don't know what else to tell you. That's what he told me." And then so
582 she said - and as far as - I think she said, "As far as [REDACTED] I tried to help her."
583 And I said, "Angela, stop right there. There's never a good time to call
584 somebody old or make a comment about that. You can say whatever you want
585 but," - and then she just was quiet. It was quiet airtime. And I said, "You can't
586 do that. That's a no-no. You can't do that." And so she literally - she didn't
587 argue about that. And we moved on and I said, "This is done from here on. This
588 is finished. You're not going to make any more comments or demean anybody.
589 If we hear anybody else, it goes to the next step." And then we ended the phone
590 call.

591
592 [REDACTED] Okay. What was her overall reaction to the conversation?

593
594 MADSEN The overall reaction was she was defensive on trying to defend herself on the
595 accusations. And she got to the accusations before I even brought them up. She
596 knew what they were.

597
598 [REDACTED] So she knew this was possibly coming or at least knew what it was going to be
599 about.

600
601 MADSEN She knew when I said that some people were complaining. Then she went right
602 to them. But I think at that time it was very limited. She had only had a couple
603 trainees, maybe three or four at that time. So she knew which ones they were
604 and she knew what it was. That it was about [REDACTED]. And that - and she
605 knew the other one was [REDACTED] as well too.

606
607 [REDACTED] All right. At the end was it - I mean did she walk away with a positive...

608
609 MADSEN It sounded like it was nipped, yes.

610
611 [REDACTED] ...takeaway saying thank you, I'll do better or this won't happen again?

612

613 MADSEN She wasn't being - actually when I told Bill, I said, "She actually took it really
614 well. She had a really good attitude and she said thank you." And I thought -
615 and like Bill and I thought maybe it'll effect change.
616
617 [REDACTED] Okay. So was it clear to you and do you believe it was clear to Officer Lansdale
618 that she needed to alter her behavior...
619
620 MADSEN Oh yeah.
621
622 [REDACTED] ...with the trainees from that point forward?
623
624 MADSEN Oh yeah. I made it very clear, yeah.
625
626 [REDACTED] Okay. Do you remember on or about when that conversation happened?
627
628 MADSEN Oh boy.
629
630 [REDACTED] So obviously it was after June 26 of 2019, correct, because that's when you
631 talked to Officer [REDACTED]?
632
633 MADSEN Absolutely. I would say a couple weeks to a month afterwards.
634
635 [REDACTED] Okay.
636
637 MADSEN Yeah.
638
639 [REDACTED] Probably no more than a month? Does that sound...
640
641 MADSEN I don't think it's more than a month.
642
643 [REDACTED] ...all right.
644
645 MADSEN And then there was another phone call too just - the other phone call - yeah. So
646 maybe about a month or two had passed. And the...
647
648 [REDACTED] After the first phone call with her.
649
650 MADSEN ...phone call. After the first phone call.
651
652 [REDACTED] All right.
653
654 MADSEN And then I want to say that a trainee came in and again I asked positive or
655 negative. And mind you, when I ask them this, I don't look at the list of FTOs

656 that they've had. It's just we have too many trainees, too many FTOs. So it's a
657 very open end question. What was your positive or negative experience? And...
658
659 [REDACTED] So not even knowing this trainee had Officer...
660
661 MADSEN Correct.
662
663 [REDACTED] ...Lansdale as FTO...
664
665 MADSEN Exactly.
666
667 [REDACTED] ...at some point, you just...
668
669 MADSEN Exactly.
670
671 [REDACTED] ...posed the question.
672
673 MADSEN Exactly.
674
675 [REDACTED] Okay.
676
677 MADSEN So the officer, and I don't remember which one it was, says, "Yeah. It was a
678 positive experience. I learned a lot. It was a positive experience." I told Bill
679 about that and Bill says, "All right." Well. I think proper management is, you
680 know, we kind of identified a problem and kind of acted. I think proper
681 management as well as too hey, maybe you're shaping up and call her and say
682 hey, I heard a positive thing about you. If you're correcting things, keep it up
683 because now we heard a positive thing about you. And I did.
684
685 [REDACTED] So this officer had Officer Lansdale as a TO and gave...
686
687 MADSEN Yes. Yes.
688
689 [REDACTED] ...positive feedback...
690
691 MADSEN Yes.
692
693 [REDACTED] ...about her performance.
694
695 MADSEN Yes.
696
697 [REDACTED] All right.
698

699 MADSEN So I called her and I told her just that. I said, "Hey, I just want you to know that
700 proper management is when I'm going - when I have to call you and talk about
701 a bad thing, proper management is also as well to call you and tell you hey, you
702 know, we had that talk and maybe you're cleaning things up because I heard a
703 positive thing about you." And so she said, "Well hey, I'm training exactly the
704 same way as," [cell phone buzzing] - is that me again?
705

706 [REDACTED] Yeah.

707

708 MADSEN "I'm training exactly the same way as I did before and I'm not - I'm doing the
709 same as I did before." And so I said, "Well, just stop right there. All I'm trying
710 to tell you is we've heard a positive thing. If you're subconsciously tuning
711 things in, then we just heard a positive phone call. This is just telling you thank
712 you." And we ended the phone call.
713

714 [REDACTED] Okay. Was there ever an email, anything to memorialize either of those phone
715 conversations...
716

717 MADSEN There wasn't.

718

719 [REDACTED] ...between anyone in the department?
720

721 MADSEN There was not.
722

723 [REDACTED] Okay.
724

725 MADSEN Like I said, it was done in front of Bill and he didn't tell me to put it down on
726 paper.
727

728 [REDACTED] Okay.
729

730 MADSEN Because I think we thought maybe we had it nipped or not sure.
731

732 [REDACTED] And since those two conversations you had with Officer Lansdale and the
733 conversations you had with Officer [REDACTED] and Officer [REDACTED], have you talked to
734 any other officers who had or could provide you any details about Officer
735 Lansdale?
736

737 MADSEN Yes.
738

739 [REDACTED] Okay.
740

741 MADSEN So I assigned Officer [REDACTED] to Corporal Sunny Cranford for the field
742 training rotation of December 7 through January 3.

743 [REDACTED]
744 [REDACTED] Two thousand nineteen...
745 [REDACTED]
746 MADSEN Two thousand...
747 [REDACTED]
748 [REDACTED] ...into - or into 2020?
749 [REDACTED]
750 MADSEN Yes. Yes sir.
751 [REDACTED]
752 [REDACTED] Okay.
753 [REDACTED]
754 MADSEN And Corporal Cranford called me I think on a couple occasions telling me that
755 she was struggling in several categories - several different areas. And I
756 remember her saying one time that I would ask her a question and she would
757 just say, "I don't know." And you just don't see that in trainees. The trainees
758 want to do good. I remember she just sounded like she was defeated and giving
759 up. And so I said, "Bring her in the office. I'll talk to her." So she brought her in
760 the office. And I was asking her, "Is everything okay at home? You know, your
761 home life's good? Everything else is okay?" "Everything's all right sir." And I
762 talked about some of the issues. Didn't have a whole lot of initiative. No
763 proactivity. And she said that she'll get better. And yeah, she seemed kind of
764 defeated though. And so we talked for a while and eventually she said, "I had a
765 really tough month last month." And I said, "Okay. Who did you have?" "Well
766 I had Corporal Lansdale." And I thought okay. All right. And then she just
767 turned and bursting in tears. Just sobbing and shaking and in effect she had been
768 traumatized. And so I told her - I remember saying, "It's over. That's in your
769 rear view mirror. You know, I put you with Corporal Cranford. And I know you
770 had a tough month with her but Corporal Cranford's been told of your
771 weaknesses and she wants to help you do better and she wants to push forward.
772 And you didn't complain about Corporal Cranford at all whatsoever." And she
773 just kept really talking about her experience with Angela and it really bothered
774 her. She made comments to me that Angela said that she didn't trust her to cross
775 the street by herself or to go to the bathroom by herself.
776 [REDACTED]
777 [REDACTED] And is that in reference to an intelligence level, a maturity level?
778 [REDACTED]
779 MADSEN I don't know.
780 [REDACTED]
781 [REDACTED] Do you know what the context was with some of this?
782 [REDACTED]
783 MADSEN I don't know. She didn't say. Maybe the way that I think I surmised that was
784 that it was in regards to a competency, that maybe she wasn't getting things and
785 Angela was saying well hey, Jesus, you can't even cross the street by yourself.
786 That's what I took that as actually - yes.

787
788 [REDACTED] All right.
789
790 MADSEN I think it was the exact same thing with her. She advised that she shut her down.
791 I remember a couple of people used that terminology. I just shut down. I kept
792 insisting that Corporal Cranford was there to teach her and that she'll go to great
793 lengths to teach her and that I've directed her to have patience and teach her.
794 And I kept emphasizing this is over with now. That's gone. Angela's gone.
795 Let's move forward. And her issues were pretty bad that week. And I said that
796 we need to start shaping it up because - I mean she had the whole month with
797 Angela and it wasn't the best. And then she's going into next week with another
798 FTO. That she couldn't have two bad months in a row. And I said, "Well the
799 alternative would be to be a CSO or to get released if you don't start
800 improving." "I don't want that. I don't want either of those. I want to be a police
801 officer. If you just give me this weekend," - I remember her saying that. This
802 weekend just to rest. "I'll come back next week and I'll do better." I remember
803 her saying that.
804
805 [REDACTED] Okay. Any other officers that you spoke to?
806
807 MADSEN So...
808
809 [REDACTED] I'm sorry. Do you remember exactly about when you talked to Officer [REDACTED]
810 about this?
811
812 MADSEN Yeah. Well it would have - it would have been - I would say a week after
813 December 7.
814
815 [REDACTED] Right
816
817 MADSEN So it would have been by say the 14th or 15th of December.
818
819 [REDACTED] And that's about when Corporal Cranford said, "Hey, she's having a lot of
820 issues." And that's when you brought her in to kind of...
821
822 MADSEN Yes sir.
823
824 [REDACTED] ...get to the root of things.
825
826 MADSEN Yes sir.
827
828 [REDACTED] All right.
829

830 MADSEN And like I said, I was in there. I was trying to put my finger on what was
831 bothering her like, "What is happening. She's saying you're kind of giving up
832 pretty easy. Everything okay at home? Everything okay with the FTO?" And
833 then like I say, I would just try and keep asking her that. And then all of a
834 sudden she went into tears about Lansdale.
835
836 [REDACTED] And Officer [REDACTED] would have been trained by Corporal Lansdale after you had
837 those two phone conversations with her about the initial...
838
839 MADSEN Yes sir.
840
841 [REDACTED] ...issues.
842
843 MADSEN Yes sir.
844
845 [REDACTED] Okay.
846
847 MADSEN Yes.
848
849 [REDACTED] Anyone else?
850
851 MADSEN Yes. So okay, so I think it's important to mention though that this was in the
852 transition period between my sergeants. And then I had mentioned that Kari
853 Woolery, I remember her and I talking to Sergeant Echeverria on several
854 occasions. Something needs to be done about this.
855
856 [REDACTED] And what was Corporal Woolery's assignment at the time?
857
858 MADSEN She's my partner.
859
860 [REDACTED] Okay.
861
862 MADSEN She's also the Field Training Coordinator.
863
864 [REDACTED] Oh, so there's two.
865
866 MADSEN There's two of us.
867
868 [REDACTED] Got you.
869
870 MADSEN I was by myself for about two years.
871
872 [REDACTED] All right.
873

874 MADSEN She's my partner now. So within a day or two of him moving in, we told him
875 about her. This needs to be dealt with. This needs to be something that's a
876 priority agenda for you. So we briefed him on it. And then - so then we had her
877 come into the office. You want me to talk about that or you want me to talk
878 about my next contact with another officer?
879
880 [REDACTED] Oh, so you had - let's talk about it chronologically. So...
881
882 MADSEN Okay. So...
883
884 [REDACTED] ...you had Officer Lansdale actually come into the FTO office. Okay.
885
886 MADSEN So...
887
888 [REDACTED] What day was that on?
889
890 MADSEN I'm sorry.
891
892 [REDACTED] Was that February 6?
893
894 MADSEN Yes sir.
895
896 [REDACTED] Okay.
897
898 MADSEN So Sergeant Echeverria - I think I misquoted in here. He told me that day that
899 she was coming in. It was the day before he said she's coming in. And so he
900 said, "Hey Eric, I - she's coming in tomorrow," or tomorrow is what it was. It
901 was the day before. And so I said, "Okay." "And we're going to talk to her
902 about this yet one more complaint added on to what you talked about before."
903 And so I said, "Okay. All right." So then she came in. And it was probably a
904 half hour talk. Nick - Sergeant Echeverria opened it up by telling her why we
905 were there. That we wanted her to be successful. We want our trainees to be
906 successful and we don't want them talked down upon and demeaned. And that
907 we're getting all these complaints about her. And she admitted that her
908 interpersonal skills were lacking. And she brought up on a couple occasions,
909 "Well I don't want to go do things off duty with my trainees or whatever else."
910 And we said, "You're missing the boat. We're not asking you to establish a
911 rapport or relation with them outside of work. We don't want that. We want you
912 when you're in the car with them to make a connection with them so that you
913 can give them the biggest bang you possibly can for teaching them." And so
914 that kind of action is vital with a healthy learning environment. And so she
915 admitted that she has problems with connections. That she just wants to work
916 and train and that making connections was clearly something that she was
917 lacking and she admitted it. Sergeant Echeverria gave her some ideas like to go

918 to a leadership class, that it would help with the way that she treats people and
919 leads in her car and what not. Like I said, she recognized that was what it was.
920 We told her about we emphasized what the problem was. And...
921
922 [REDACTED] Did she ever acknowledge that yes there was maybe some toxic...
923
924 MADSEN Yes.
925
926 [REDACTED] ...it was a toxic environment at some point in her car based..
927
928 MADSEN Oh yeah.
929
930 [REDACTED] ...on her communication issues?
931
932 MADSEN Oh yeah. She...
933
934 [REDACTED] Okay.
935
936 MADSEN ...recognized that or she totally recognized that she wasn't the best at making
937 connections. And that yeah, that it wasn't the healthy environment in many
938 circumstances. Absolutely.
939
940 [REDACTED] At the culmination of that meeting, was it very clear again - I guess the second
941 conversation with her that this type of behavior needed to cease.
942
943 MADSEN Oh yeah. We drew a very hard line that this is not to happen. This is completely
944 and totally unacceptable and this is not what Nick and I stand for. Yeah.
945
946 [REDACTED] Okay. How did she come - after, how did she come away with it? Positive?
947
948 MADSEN So she was positive and she wasn't argumentative. But when she left the office,
949 it didn't seem like - I didn't feel as if she could turn it around. I didn't feel like
950 it - the way that she was talking to us, I was not impressed that she would take
951 all this stuff constructively and then spin things and be able to turn it around.
952 The way that she was talking to us is this is just the way she's wired. That she's
953 not good at one on one communication and making a connection with people.
954
955 [REDACTED] Okay.
956
957 MADSEN She clearly said that to us.
958
959 [REDACTED] All right.
960
961 MADSEN I didn't have a whole lot of hopes that she could correct that behavior.

962 [REDACTED]
963 [REDACTED] So after your meeting with her, were you eventually contacted by another
964 trainee that discussed some issues with her?
965
966 MADSEN So that was I want to say like a Wednesday or a Thursday night. I might have
967 worked Friday. And if I didn't work Friday, then overtime Friday, then I would
968 have worked - it would have been a Wednesday night with our meeting and then
969 my Friday was on a Thursday.
970
971 [REDACTED] Okay.
972
973 MADSEN So I had a Phase 4 interview scheduled for that morning, either Friday or
974 Thursday. Or wait, you know, the date is there.
975
976 [REDACTED] Yeah.
977
978 MADSEN Whether it would be the...
979
980 [REDACTED] Would have been February 7 possibly.
981
982 MADSEN Oh for sure February 7, whatever day that was. So it was the next day after
983 talking to Angela. So same scenario. I had Officer [REDACTED] come in for his
984 Phase 4 interview. It's with 19 BR 1. And same questions. How was your
985 training experience? "Sir, I thought it was really good. You showed me all the
986 different stations. You showed me different shifts. You showed me different
987 styles and personalities." And I said, "Okay. Was there any positives or
988 negatives that stand out as far as my FTOs?" "Yes." And I said, "With which
989 FTO?" "Corporal Lansdale." And I said, "One question. Was she demeaning to
990 you?" His response back to me was, "Absolutely." So I said, "Stop right there.
991 I'm not trying to put you on the spot. I know you got a test here in a minute. I
992 don't want to throw you off on your test. This is important. I need to talk to my
993 sergeant and bring him over here. And we need to just expand upon that." So I
994 went next door. I said, "Hey Sergeant, we're getting yet another complaint
995 about Angela." So he comes over. He sits down in the chair. He closes the door
996 and then we just asked him about the root of what his complaint about her is. He
997 said that at one point she called him a coward. He said he was having problems
998 with navigation and that - kind of took the long way around to get to a call
999 because he didn't know the area and didn't know the navigation system. Took
1000 an extra turn or something so it put him a couple minutes behind. And so she
1001 questioned him, "Are you trying to avoid getting on scene first or whatever to
1002 make contact with people? Are you a coward?" Yeah. And so it kind of took me
1003 back by hearing that. And then we just kind of had him explain more. Tell us
1004 more about her. And I'd have to look a little bit. And he said overall it was a
1005 demeaning experience, not positive for learning. He said that - over here. Yeah.

1006 So that was it. I mean I remember the one about the coward thing and it was
1007 about the navigation was - he wasn't getting it and he'd go a little bit slower to
1008 calls and she said, "Are you a coward because you don't want to get there on
1009 scene on time?" And overall it was demeaning. As he's talking to us he's
1010 shaking. And his eyes were tearing up.
1011
1012 [REDACTED] So obviously very emotional for him.
1013
1014 MADSEN Oh, he was shaking and his eyes were tearing up. I could see them and his eyes
1015 were red. And as he would talk about the learning environment in her car that,
1016 you know, that she was demeaning and - yeah.
1017
1018 [REDACTED] Okay. Is there anyone else not speaking about trainees but any other officers
1019 either in the FTO program or anyone that you would know just through a
1020 conversation that maybe has had a bad experience with Officer Lansdale?
1021
1022 MADSEN I would tell you that if I knew one more I would have added it to this. So...
1023
1024 [REDACTED] Okay.
1025
1026 MADSEN ...I'm going to say probably no, not offhand. After the last complaint, I think it
1027 was that day or the next day where a sergeant said, "Hey, I need you to get a list
1028 of every single trainee that she's had." And then he solicited from there. I
1029 didn't. So I didn't hear about anything else. If there was any more, it would
1030 have been added to this.
1031
1032 [REDACTED] Okay. Some of the issues that Officer Lansdale had probably with several of the
1033 earlier trainees we talked about, in particular Officer [REDACTED] and some of the
1034 issues he was having with his reporting measures. Did you ever go back and
1035 look at prior evaluations from previous or even after FTOs that Officer [REDACTED]
1036 had to see if that was a common issue that he was having?
1037
1038 MADSEN So...
1039
1040 [REDACTED] Or was it isolated to only that month with Officer Lansdale?
1041
1042 MADSEN ...he did well overall. So I didn't specifically after I talked to him go back and
1043 pull evals up. But I remember that he had a positive experience throughout
1044 training and finished in a respectable amount of time. And I talk to a lot of
1045 FTOs on a daily, even weekly basis. I can't remember which ones it was or
1046 whatever it was, but I don't remember anything else negative about.
1047

1048 [REDACTED] Okay. Have all the officers - trainees that Officer Lansdale trained, have they
1049 ended up to go on and reach Phase 4 so far and actually completed the field
1050 training process?
1051
1052 MADSEN I would be speculating but I think every one of them have. I think.
1053
1054 [REDACTED] Okay.
1055
1056 MADSEN I think they have.
1057
1058 [REDACTED] Okay. Anything?
1059
1060 ALONSO Yeah, I do have a couple of questions.
1061
1062 MADSEN Okay.
1063
1064 ALONSO The first phone call that you had with Officer Lansdale, did she ask for
1065 assistance in learning how to communicate with officers?
1066
1067 MADSEN No.
1068
1069 ALONSO Did you offer any additional training to address the issues that you were
1070 addressing with her?
1071
1072 MADSEN So I'm a Corporal. I had my sergeant there. So I wasn't sure how he was going
1073 to handle it or what route he would take. I briefed him on everything she said on
1074 the phone. And I'm not sure how he was going to - what he was going to do
1075 about that.
1076
1077 ALONSO But as far as you know, you - McCain did not communicate with you...
1078
1079 MADSEN No, he did not.
1080
1081 ALONSO ...offering or you looking as a mentor looking for any additional training that
1082 you would maybe provide her.
1083
1084 MADSEN No. Nor did I know if McCain would maybe go hey, in a month or whatever,
1085 after we had figured all this stuff out. I want to call her back. I was never told.
1086
1087 ALONSO Okay.
1088
1089 MADSEN I don't think he did.
1090

1091 ALONSO Okay. And in that same note, are FTOs required to go to additional training
1092 after they become FTOs?
1093

1094 MADSEN An FTO update every three years.
1095

1096 ALONSO Okay.
1097

1098 MADSEN So it's a 3-day course. The original is a 4-day course. And then the update is a
1099 3-day course. It's every three years.
1100

1101 ALONSO Okay. If someone is - if you're seeing an FTO having issues communicating or
1102 teaching, do you guys have any - a list of classes that they can go to or...
1103

1104 MADSEN It's not a common problem.
1105

1106 ALONSO Okay.
1107

1108 MADSEN Typically the ones that come to the FTOs are the ones that are good talkers. The
1109 ones that have a passion for teaching, the ones that want to teach. I got to tell
1110 you I haven't seen something like this. I haven't seen this. And quite honestly, I
1111 would offer to mentor them or talk to them and help them with skills. She is
1112 somebody that recognizes she has a problem. To me she has on the phone and in
1113 front of Nick the other day. But I think for instance when we were talking with
1114 Sergeant Echeverria the other day, he asked her, "Would you be interested in
1115 going to a leadership class," and she said, "Sir, I'm not interested in moving up
1116 and being a sergeant, whatever. I want to do what I'm doing." And I said, "Stop.
1117 That's the wrong answer. The right answer to that is yes sergeant, I'd love to
1118 take that if it would increase my skills." And like I said, she didn't want
1119 anything to do with that either really and kind of reluctantly agreed to it at the
1120 end.
1121

1122 ALONSO Even when it was offered to her, she said no.
1123

1124 MADSEN Yeah. Her attitude was, "I'm not interested in promoting. I want to stay. I like
1125 being a Patrol Officer." And so I stopped her. I said, "Angela, that's a wrong
1126 answer. He's asking you if you want to go to a class to increase your ability to
1127 make a connection with these people. The answer's yes." And then so she goes,
1128 "Okay, then yes Sergeant." But only when she was kind of pushed. And I'm not
1129 100% sure she was really sold on going to it. Like I said, she put up a little bit.
1130 "I'm not interested Sergeant." So that's the wrong answer. The right answer if
1131 you want to be an FTO and you want to be more of an effective FTO, yes. If
1132 that's what I need, yes I'll take it. And she didn't want to say yes to it right off
1133 the bat.
1134

1135 ALONSO At the end of that meeting, what was - did you - were you guys pretty specific
1136 as to what the next steps would be if she did not...
1137

1138 MADSEN So...
1139

1140 ALONSO ...change her attitude or change the way she was teaching? Was there - was she
1141 clear as to what would happen if she did not?
1142

1143 MADSEN Oh yeah. Oh yeah.
1144

1145 ALONSO So what was going...
1146

1147 MADSEN Well...
1148

1149 ALONSO ...what was the next step?
1150

1151 MADSEN ...that's above my pay grade. I'm a Corporal. And he's my sergeant. He - I
1152 know he was writing something about our contact with her. I know he was -
1153 there was things on the burners I don't know what that would be. So I know he
1154 would listen to me maybe and hear my recommendation but it's up - ultimately
1155 up to him. So I don't know what he was going to do. I'm pretty sure he was
1156 going further than a talk. And I know that we were shelving her as well too. We
1157 weren't giving her trainees.
1158

1159 ALONSO So at that end of that meeting, she wasn't told what would happen to her if she
1160 did not change her attitude.
1161

1162 MADSEN Oh, we told her it's not acceptable and it's stopping now.
1163

1164 ALONSO Okay.
1165

1166 MADSEN Yeah. She had a very clear understanding what was asked of her.
1167

1168 ALONSO And did - do you remember if Officer Lansdale ever contacted you just like
1169 Officer - Sunny did in addressing any issues that she was having with either
1170 CSO [REDACTED] or Officer [REDACTED] or CSO [REDACTED] Anything other than writing her
1171 daily eval, did she contact you?
1172

1173 MADSEN I hear from so many FTOs, so many of them. I'm going to say I don't think so. I
1174 really truly don't think so. I don't remember anything about that.
1175

1176 ALONSO Okay. And you've - have you gotten any complaints about Officer Lansdale
1177 from other FTOs?
1178

1179 MADSEN Nothing specific. But I, you know, I've heard from other FTOs like, you know,
1180 I mean just the normal chatter. She's an FTO. She passed the test, you know,
1181 and got off probation and made full time. Yeah. It wasn't positive like, "Hey
1182 you know, I'm glad she's here." And I try not to entertain that. But yeah, I mean
1183 I've heard roundabout stuff.
1184

1185 ALONSO That's all I have.
1186

1187 [REDACTED] Okay. Mick, you got anything?
1188

1189 BOYD So when they become FTO they do - I think it's a post certified, right?
1190

1191 MADSEN I'm sorry. Post certified 40 hours class.
1192

1193 BOYD Okay. And then post only requires them to go to an update class once every
1194 three years.
1195

1196 MADSEN Yes sir.
1197

1198 BOYD So we don't do - the department doesn't have a yearly FTO - do they do a
1199 yearly meeting?
1200

1201 MADSEN I'm sorry, we do have yearly meetings as well too.
1202

1203 BOYD Okay.
1204

1205 MADSEN We do. We have yearly meetings where we get together. I think we have three
1206 of them like within a month time span to talk about trends, to talk about
1207 different little training things. I think the last - this coming one is in March.
1208 We're going to talk about some DUI stuff and some other things. Just so that
1209 everybody's on a linear line.
1210

1211 [REDACTED] It's kind of like CPT for FTO's.
1212

1213 MADSEN Exactly, CPT for FTOs.
1214

1215 BOYD And all FTOs are required to attend?
1216

1217 MADSEN All of them are required. It's one day.
1218

1219 BOYD And then when you met with - both when you spoke to Angela over the phone
1220 and when you guys met her in person, did you ever relay to her specifically
1221 what some of those complaints were that she had called somebody old or that

1222 she had called somebody - any of those specific things brought to her attention
1223 or was it just a general, her inability to be...
1224
1225 MADSEN It was general. I told her that we were getting complaints on her. And then
1226 immediately she went to [REDACTED] and she said, "Hey, that guy, I was trying
1227 to help him. Eric, I said that I was trying to identify do you have [REDACTED]
1228 because there's ways I can help you from there." And I said, "Angela, he didn't
1229 take it as a positive thing." And then I do believe that she defaulted going right
1230 to [REDACTED] as well too. "I tried to help her too." You know, and I said, "Angela,
1231 stop. You called her old. That's not helping. I don't care what the context of the
1232 conversation is. That's not appropriate."
1233
1234 BOYD So in those specific incidents she was aware that...
1235
1236 MADSEN Oh yeah.
1237
1238 BOYD ...the old comment was...
1239
1240 MADSEN Yes.
1241
1242 BOYD ...and aware that the [REDACTED] comment was...
1243
1244 MADSEN Yes.
1245
1246 BOYD Do you remember if she was ever made aware of the comment about her calling
1247 somebody a coward?
1248
1249 MADSEN No because that would have happened after our interview with her.
1250
1251 BOYD Okay.
1252
1253 MADSEN Yeah. Because all the stuff from [REDACTED] on, is all new fresh stuff. We haven't dealt
1254 with her, so.
1255
1256 [REDACTED] Okay. Is there anything else that you feel could help us with this investigation?
1257
1258 MADSEN Yeah. I mean anything else you want to ask me, I'll be more than cooperative
1259 about. There's a lot of stuff, so.
1260
1261 [REDACTED] Yes.
1262
1263 MADSEN No. I don't think so.
1264
1265 [REDACTED] All right.

1266
1267 ALONSO Okay. Is there anything else relating to this matter that we have not covered that
1268 needs to be added, clarified or changed? If so, I'm ordering you to provide that
1269 information now.
1270

1271 MADSEN I gave the sergeant this - my next paper that...
1272

1273 ALONSO Okay. After you leave the interview should you remember anything that is
1274 different from or in addition to the information that you've given today, I'm
1275 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering
1276 you to not discuss this matter with any other department employees. Do you
1277 understand these orders?
1278

1279 MADSEN I do.
1280

1281 ALONSO Perfect. We are done at 1:44.
1282

1283 **End of Recording**
1284

1285
1286 The transcript has been reviewed with the audio recording submitted and it is an accurate
1287 transcription.
1288

1288 Signed _____

1289

Sgt. [REDACTED]

DENTIAL * OF LAN AL #

IA

INTERVIEW WITH OFC. [REDACTED]
Det. Lili Alonso
Sgt. [REDACTED]
Ofc. [REDACTED]
Rep. Mick Boyd

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44

ALONSO Okay. The date is February 17, 2020. The time is 1439 hours. Present in the Internal Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and myself, Detective Lili Alonso. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of police officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes, I do.

ALONSO The result of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes, I do.

ALONSO Based upon the authority vested in me by the chief of police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your answers and answer all questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes, I do.

ALONSO Okay.

[REDACTED] We are here today to discuss allegations that Officer Lansdale made disrespectful or discriminating comments towards her trainees in her role as a field training officer with the Sacramento Police Department. Before the interview I supplied you with an e-mail authored by Officer Madsen outlining a conversation you had with him on or about June 26, 2019. Have you had enough time to review this document?

45 [REDACTED] Yes, I have.
46
47 [REDACTED] All right. Can you please say and spell your full name for the record?
48
49 [REDACTED] First name [REDACTED] [REDACTED]. Last name [REDACTED] [REDACTED].
50
51 [REDACTED] And what's your current rank?
52
53 [REDACTED] Police Officer.
54
55 [REDACTED] Okay. How long have you been a police officer?
56
57 [REDACTED] About a year and five months.
58
59 [REDACTED] And what is your current assignment in the police department?
60
61 [REDACTED] Patrol, North Division.
62
63 [REDACTED] Are you currently in phase training?
64
65 [REDACTED] Phase 4.
66
67 [REDACTED] In Phase 4. And how long have you been in Phase 4?
68
69 [REDACTED] About six months.
70
71 [REDACTED] All right.
72
73 [REDACTED] Seven months, give or take.
74
75 [REDACTED] During your phase training did you have Officer Lansdale as a training officer?
76
77 [REDACTED] Yes, sir, I did.
78
79 [REDACTED] And when was she your training officer?
80
81 [REDACTED] She was my first Phase 3 training officer.
82
83 [REDACTED] Do you remember what month about that was?
84
85 [REDACTED] At the time I do not recall.
86
87 [REDACTED] Okay. Possibly was it June 2019?
88

89 [REDACTED] That sounds correct.
90
91 [REDACTED] Okay. And you said you were Phase 3 when you were in her car, yes?
92
93 [REDACTED] Yes, sir.
94
95 [REDACTED] Okay. And can you -- this is very open ended -- can you describe your month
96 with Officer Lansdale.
97
98 [REDACTED] Very difficult. Every week I did not want to come to work. The tone set by
99 Officer Lansdale was very uncondusive to my learning. Very hostile. No room
100 for deviation other than her way. And I know that's expected in the field
101 training department that not every FTO's going to be understanding. But I
102 didn't want to come to work.
103
104 [REDACTED] Okay. You said difficult...hostile. Is there any particular reason why you used
105 those words?
106
107 [REDACTED] Just her overall conversation with me didn't - there were no - there was nothing
108 positive that was said on any call that I can recall.
109
110 [REDACTED] Mm-hm.
111
112 [REDACTED] It was either, "You're too slow at this, you're too slow at that." "I don't trust
113 you with the computer." "You haven't demonstrated enough knowledge to run
114 the car." I never drove in Phase 3 which, as Phase 3 is kind of a crucial month
115 where you're figuring out how you're going to run your car when you get to
116 Phase 4.
117
118 [REDACTED] Mm-hm.
119
120 [REDACTED] So that was I felt a setback. She said she couldn't understand how I didn't
121 know some of the commands in the CAD system or on the MDC. At which
122 point - at one point after I got a report kicked back for minor corrections that's
123 when I had an inappropriate conversation that I feel was unwarranted.
124
125 [REDACTED] Mm-hm.
126
127 [REDACTED] And where she brought in [REDACTED] and learning disabilities which I do have.
128
129 [REDACTED] Okay. Go into that a little bit. The conversation you had with Officer Madsen.
130 You described an incident where Officer Lansdale asked you if you had
131 [REDACTED] Can you kind of go through what the context of the situation was
132 surrounding that comment?

133 [REDACTED]
134 [REDACTED] So in June as I was riding with her I wrote a report. And it got kicked back
135 regarding a "subject". The sergeant who reviewed it wanted a "subject" to be
136 listed as a witness. And there were a few minor grammatical mistakes like
137 "have" and "uh" kind of got combined into one word. And she brought that up
138 the next day when I rode with her. I was still in the passenger seat. She asked
139 me if I had [REDACTED] I said I have [REDACTED] I have a learning disability from a
140 very young age. And there's some portion of [REDACTED] associated with my
141 learning disability.
142
143 [REDACTED] Mm-hm.
144
145 [REDACTED] I didn't explain to her my whole background because I don't feel like she's
146 entitled to understand what my learning disability is.
147
148 [REDACTED] Mm-hm.
149
150 [REDACTED] But I said, "Yes, I have." She says, "Have you gotten it corrected?" And
151 [REDACTED] is something you don't get corrected. It doesn't get fixed. It's one of
152 those things that you learn how to cope with it over time.
153
154 [REDACTED] Mm-hm.
155
156 [REDACTED] And you kind of grow out of it. So it still comes and goes from time to time.
157 But when she said that I was just like, "You know what? I don't even want to
158 talk to you. Let's just get through the day. Let's go about it." And then as we
159 were driving to get coffee we were going up Franklin towards Sutterville. She
160 was like - she said, "You should be a CSO so you can take all these report calls.
161 I can't help you with your grammar. I expect you to have more - your grammar
162 should be better with the degree that you have." And I have a bachelors in
163 criminal justice. She's like, "I can help you articulate things. But I'm not here
164 to proofread your grammar." And I was like, "Okay, that's fair. But you don't
165 need to bring in [REDACTED] as a condescending or demeaning punishment."
166
167 [REDACTED] Mm-hm.
168
169 [REDACTED] It was almost as if [REDACTED] was the punishment for why I had the report kicked
170 back.
171
172 [REDACTED] Mm-hm.
173
174 [REDACTED] And that's what it felt like. And so I didn't want to interact with her the rest of
175 the day.
176

177 [REDACTED] Was this all the same day?
178
179 [REDACTED] This is all in the same - compartmentalized in the same day.
180
181 [REDACTED] And this was the day after you got a report kicked back?
182
183 [REDACTED] Yes, sir.
184
185 [REDACTED] Okay. Do you remember maybe the date and time this conversation took place
186 with her?
187
188 [REDACTED] It was at the very beginning of shift. So approximately 2:30. It was either the
189 middle of my work week I believe she -- it's been so long since I rode with her -
190 - I believe she has Saturday, Sunday, Monday off.
191
192 [REDACTED] Mm-hm.
193
194 [REDACTED] So it was either Tuesday, Wednesday
195
196 [REDACTED] Mm-hm.
197
198 [REDACTED] that this possibly could have happened.
199
200 [REDACTED] Okay. Do you remember the report? Anything about it, where it was, what it
201 was?
202
203 [REDACTED] I don't at the time. I don't recall.
204
205 [REDACTED] All right. I know it's tough to recall some of the stuff because it was so long
206 ago.
207
208 [REDACTED] There's so many reports that I've written.
209
210 BOYD Yeah. Would she have known that you had [REDACTED] prior to that conversation,
211 or do you think that she had no idea? I'm just curious as to whether or not
212
213 [REDACTED] I think she just threw it out
214
215 BOYD Okay.
216
217 [REDACTED] as - I don't really know why she threw [REDACTED] out there. But it was more of
218 like a posed question like, "Do you have [REDACTED]
219
220 BOYD But you guys had never discussed it before?

221 [REDACTED]
222 [REDACTED] No.
223 [REDACTED]
224 BOYD So - okay.
225 [REDACTED]
226 [REDACTED] We have never discussed my learning disability or
227 [REDACTED]
228 [REDACTED] Mm-hm.
229 [REDACTED]
230 [REDACTED] any challenges in learning
231 [REDACTED]
232 [REDACTED] Mm-hm.
233 [REDACTED]
234 [REDACTED] that I have.
235 [REDACTED]
236 [REDACTED] Was it earlier in the month that this happened or later in the month?
237 [REDACTED]
238 [REDACTED] It was earlier in the month. It was a couple weeks before Tara passed away.
239 [REDACTED]
240 [REDACTED] Okay. So it was - so you have about four weeks with a TO.
241 [REDACTED]
242 [REDACTED] And I had two weeks off with her. It was probably the beginning portion of me
243 [REDACTED] being in her car. Maybe end of the second week.
244 [REDACTED]
245 [REDACTED] Mm-hm. So the second week possibly?
246 [REDACTED]
247 [REDACTED] Yes, sir.
248 [REDACTED]
249 [REDACTED] Okay. And when this conversation happened any chance this was on body
250 [REDACTED] camera or ICC? Were you on a call, or en route to a call? Or
251 [REDACTED]
252 [REDACTED] It was not on a call. But I believe my body cam was in standby mode.
253 [REDACTED]
254 [REDACTED] Mm-hm.
255 [REDACTED]
256 [REDACTED] I think that's per policy. Our camera was supposed to be in standby mode. I
257 [REDACTED] don't know if that records anything or if that's more of like a live view if
258 [REDACTED] someone wants to watch it.
259 [REDACTED]
260 [REDACTED] So it was on but not actively recording?
261 [REDACTED]
262 [REDACTED] Yes, sir.
263 [REDACTED]
264 [REDACTED] Is that correct? Okay. And this was just you and her in the patrol car?

265 [REDACTED]
266 [REDACTED] Yes, sir.
267 [REDACTED]
268 [REDACTED] Anyone else around or witness to the things that she said?
269 [REDACTED]
270 [REDACTED] No, sir.
271 [REDACTED]
272 [REDACTED] All right.
273 [REDACTED]
274 ALONSO Has she addressed any issues with your reports before this conversation?
275 [REDACTED]
276 [REDACTED] Yes. I'm not the fastest at writing reports. And I'm - yeah, grammar - I would
277 say grammar is probably one of my struggling points. It is for many people
278 because the report - the way reports are written is kind of third person versus
279 what's actually in the moment. So she has brought concerns about my reports
280 and the grammar. But in this particular instance it was this one report. And I
281 can't remember which report it is. But it didn't warrant - I felt it didn't warrant
282 challenging - or not challenging but inquiring about my learning disability. And
283 I felt that was unprofessional.
284 [REDACTED]
285 [REDACTED] Mm-hm.
286 [REDACTED]
287 ALONSO So that was the only time that she mentioned the concerns that she had with
288 your report writing. And then talking about your learning disability. That was
289 the only time that she mentioned those two topics together.
290 [REDACTED]
291 [REDACTED] And those - and [REDACTED] learning disability and reporting writing, yes, that was
292 the only incidents that she talked - put them together.
293 [REDACTED]
294 [REDACTED] With other FTOs have those same issues been addressed as far as reporting-
295 writing measures go, grammar, speed?
296 [REDACTED]
297 [REDACTED] They
298 [REDACTED]
299 [REDACTED] Was she the only one that ever brought that up?
300 [REDACTED]
301 [REDACTED] No one - no other FTO had put it in a way - they've always - all my other FTOs
302 were fairly constructive.
303 [REDACTED]
304 [REDACTED] Mm-hm.
305 [REDACTED]
306 [REDACTED] Like, "Hey, this is what you can do to make it faster. This is what you can trim
307 out of it. These are what - these are some of the things that you can improve
308 on." And they wrote those in the 360 - agency 360. So I was able to go through

309 and kind of fix things. And then if I regressed they would write it in the 360
310 again. But no FTO said that my grammar was terrible, that I belong as a CSO
311 and that I belong taking all the report calls to fix my grammar [REDACTED]
312
313 [REDACTED] Okay. And you said - I think you addressed this a little bit. But her demeanor
314 when she said this to you, she was not joking. This was a very serious comment
315 she made to you?
316
317 [REDACTED] Yes. There was no - I didn't any hints of - or any inclination that she was in a
318 joking manner. She's - one of those things about - you asked earlier about what
319 made her car so uncomfortable is there is no personality in the car. There's no -
320 she doesn't give you the opportunity to express your personality or how you are
321 as an officer.
322
323 [REDACTED] Mm-hm.
324
325 [REDACTED] It's either you conform to her style or you just are going to have a terrible
326 month.
327
328 [REDACTED] Okay. And is that - you mentioned the word hostile earlier, too. Is that kind of
329 what made it a hostile environment?
330
331 [REDACTED] Yeah. Yes, sir. It was her tone, the way she talked to other officers on calls.
332 The way she talked to me as a trainee on calls. It was just - also the word
333 hostile is a really good word I'm trying to describe. It's just every moment was
334 uncomfortable.
335
336 [REDACTED] Mm-hm.
337
338 [REDACTED] And every moment was critiqued to the point where there was no learning. It
339 was just get it done as fast as you can go so you can go on to the next call and
340 get over with your shift.
341
342 [REDACTED] Okay. I'm going to go back a little bit to some of the learning disability things,
343 okay?
344
345 [REDACTED] Yes, sir.
346
347 [REDACTED] Have you been officially diagnosed with any type of learning disability?
348
349 [REDACTED] At a very young age.
350
351 [REDACTED] Okay. What age was that?
352

353 [REDACTED] It started in first grade. My teachers noticed that I had those - reading at a lower
354 level.
355
356 [REDACTED] Mm-hm.
357
358 [REDACTED] At a young age my parents got me [REDACTED]
359 [REDACTED] at a young age to cope with my learning disability. And then through
360 diagnosis [REDACTED]
361 [REDACTED].
362
363 [REDACTED] Okay. So [REDACTED] which is kind of a symptom of
364 that.
365
366 [REDACTED] It's
367
368 [REDACTED] Is that fair to say?
369
370 [REDACTED] I would think it would be fair to say that they're kind of like corr- they correlate
371 together. They kind of go hand in hand.
372
373 [REDACTED] And has this affected you either on a professional level or a personal level?
374
375 [REDACTED] Yes. But I've always overcome it. Like in college writing reports were really
376 difficult. Like I would have to use like Dragon Speak or one of those things
377 where I could say what I wanted to say. And then I could go back and I can
378 type it out.
379
380 [REDACTED] Okay.
381
382 [REDACTED] And so in college that was difficult but I overcame it. And then field training it
383 was also difficult just writing the reports, trying to get them in as fast as I can.
384 [REDACTED].
385
386 [REDACTED] Mm-hm.
387
388 [REDACTED] So I'd have to go through and proofread multiple times to ensure they were
389 correct.
390
391 [REDACTED] Okay. That was my next question other than you said Dragon Speak you said
392 proofreading. Any other measures you've taken to cope or address some of the
393 issues that come with what you've been diagnosed with?
394
395 [REDACTED] If I have any questions I'll ask coworkers, colleagues, to ask them if this
396 sounds good.

397 [REDACTED]
398 [REDACTED] Mm-hm.
399 [REDACTED]
400 [REDACTED] But with her it was - I never got that chance to do it. Like now I could do it.
401 [REDACTED] But her it was, "I think it's ready." She'd read it, she would be like, "Nope, it's
402 not ready. You continue writing." And then I would have three or four reports
403 and it would take me a while. I can't say that I'm the fastest, but now as a
404 Phase 4 I can
405 [REDACTED]
406 [REDACTED] Mm-hm.
407 [REDACTED]
408 [REDACTED] take my - not my time, but I can make sure that it's correct.
409 [REDACTED]
410 [REDACTED] Mm-hm. Okay. And before Officer Lansdale made this comment about
411 [REDACTED] you never advised her of maybe some of these coping measures you
412 were taking or why you were taking them?
413 [REDACTED]
414 [REDACTED] No.
415 [REDACTED]
416 [REDACTED] Is that correct?
417 [REDACTED]
418 [REDACTED] No, sir.
419 [REDACTED]
420 [REDACTED] Okay. So how did this comment affect the rest of your time as her trainee?
421 [REDACTED]
422 [REDACTED] Well, I didn't want to come to work. I didn't know if I - I questioned myself
423 whether I was actually doing a good job or if I was performing at a level that I
424 should be performing. And coming up to Phase 4 is kind of like am I going to
425 make it? Am I not? Am I going to still be an employee of Sacramento? Am I
426 going to be an officer? But - can you repeat the question?
427 [REDACTED]
428 [REDACTED] Yeah. I think you covered most of it. I was asking how it affected you for the
429 rest of your time in her - as her trainee. You said you did not look forward to
430 coming to work anymore.
431 [REDACTED]
432 [REDACTED] No.
433 [REDACTED]
434 [REDACTED] Kind of questioned your ability to succeed
435 [REDACTED]
436 [REDACTED] Mm-hm.
437 [REDACTED]
438 [REDACTED] as a police officer.
439 [REDACTED]

440 [REDACTED] I passed that along to other trainees who were going to have her. I was like,
441 "Hey, good luck. Have fun - try and have fun your month."
442
443 [REDACTED] Mm-hm.
444
445 [REDACTED] And other trainees that come up to me and ask, "Is she always like that?" And I
446 was like, "Yeah, she's always like that. You're just going to have to bite your
447 tongue and kind of just deal with it."
448
449 [REDACTED] Okay. Did this event affect anything outside work for you on a personal level?
450
451 [REDACTED] Other than venting to my wife when I come home.
452
453 [REDACTED] Mm-hm.
454
455 [REDACTED] Which I think everyone does. But she was kind of - I'm not that type of person
456 to question - why I question myself. But I'm not that type of person that lets an
457 obstacle get in my way. If I have to find a way to overcome it I'll overcome it.
458 And that's something that I was taught [REDACTED]. But this particular FTO
459 really questioned like my core belief of being an officer.
460
461 [REDACTED] Did you find yourself changing anything about your day-to-day routine at work
462 while you were riding with her?
463
464 [REDACTED] I get there extra early just so I would have some time to myself and prepare
465 myself for the shift ahead. At night I would just come home, go straight to bed
466 and try and get up early the next day to, again, have time to myself before I had
467 to deal with her.
468
469 [REDACTED] Mm-hm.
470
471 [REDACTED] So I don't know if that answered the question.
472
473 [REDACTED] No, you did. Did you observe Officer Lansdale treat - and this is, again, open
474 ended -- treat any other officer or member of the public in a demeaning or
475 belittling fashion. And, if so, if you can give me specific incidents that you can
476 remember so maybe we can drill down and either find a call, or find an occasion
477 on a body camera, something like that, that would be helpful.
478
479 [REDACTED] There's one call that I thought was kind of - well, there were two calls that were
480 kind of - that stood out to me. One was a DV call
481
482 [REDACTED] Mm-hm.
483

484 [REDACTED] that I had. Her partner at the time, Officer Brierley, who's I think bike unit
485 now, we were on a call. He handled one portion talking to the male half, or the
486 male victim. And we detained one of the subjects. But then he comes over to
487 the car and he tells me that it's a 273.5, it's a domestic violence. That they're in
488 a relationship and she snapped at him and it was like, no. He needs to do the
489 whole call all by himself without your help. And I was - I'm thinking to myself
490 that this is - the whole point of this job is to be a team and to be effective. If
491 one person's doing it all - and I get as a trainee that they want you to get the
492 exposure of talking to everyone. But at this point in training I felt that it was
493 important that we handle the call correctly and we get it right. And by her
494 snapping at her partner made him take a step back instead of helping me who's
495 going to take the report, do it correctly. It was
496
497 [REDACTED] Okay. So you said she was partnering up with Officer Brierley?
498
499 [REDACTED] They were beat partners. They were
500
501 [REDACTED] Beat partners?
502
503 [REDACTED] Beat partners.
504
505 [REDACTED] But you were still her trainee?
506
507 [REDACTED] Yes, sir.
508
509 [REDACTED] Okay. And that - okay. Do you remember where possibly the address of that
510 call? Or
511
512 [REDACTED] I don't. I can always search my body cam.
513
514 [REDACTED] Mm-hm.
515
516 [REDACTED] And hone it in. Or I can always send it to you if I find it. I don't recall the
517 actual call at this point in time.
518
519 ALONSO Was it daylight, night?
520
521 [REDACTED] It was day. It was
522
523 ALONSO Day.
524
525 [REDACTED] in the day. It was fairly close to maybe 3:00, 4 o'clock.
526
527 [REDACTED] Do you remember what street you were on?

528
529 [REDACTED] I don't. Not at the point. Not at this point in time.
530
531 [REDACTED] Okay.
532
533 [REDACTED] I guess I could search call logs.
534
535 ALONSO Was it a male and female
536
537 [REDACTED] A male and male.
538
539 ALONSO Male and male?
540
541 [REDACTED] Yes, sir.
542
543 ALONSO Okay.
544
545 [REDACTED] Yes, ma'am.
546
547 ALONSO Nationality, race?
548
549 [REDACTED] Pacific Islander and white.
550
551 ALONSO Okay.
552
553 [REDACTED] Anyone else on the call with you, or was it just
554
555 [REDACTED] It was me, Officer Brierley and I believe Officer Hur arrived later.
556
557 [REDACTED] Okay.
558
559 [REDACTED] Yeah. And me and Officer Lansdale.
560
561 [REDACTED] Okay.
562
563 ALONSO Anyone transported to - anyone arrested?
564
565 [REDACTED] Yes.
566
567 ALONSO And who was it? Was it a male or - I mean the white male?
568
569 [REDACTED] It was the Pacific Islander.
570
571 [REDACTED] Male half or the female half?

572
573
574 [REDACTED] It's a male male.
575
576 ALONSO Male male.
577
578 [REDACTED] Got it.
579
580 ALONSO Okay.
581
582 [REDACTED] And then there was another incident it was just off of Riverside. There's an
583 apartment complex on the right. And it was kind of a roommate gone bad 242
584 vandalism. And her tone with people on scene just kind of amped them up.
585 And I'm trying to get everyone sorted out. And trying to figure out who
586 everyone is. And it just - her presence on scene talking to people made my job
587 incredibly more difficult. And it was - it wasn't that I was running the show. It
588 was more like she was running the show. And it was, I don't know. I can't
589 explain it. It was just a bad call.
590
591 [REDACTED] Okay. So this was a 415 off Riverside at some apartments?
592
593 [REDACTED] Yes, sir.
594
595 [REDACTED] Okay. During the daylight hours, nighttime hours?
596
597 [REDACTED] Day.
598
599 [REDACTED] Okay. Anyone else with you on that one?
600
601 [REDACTED] It was Officer Ridley and his training officer at the time I believe it was
602 Clatterbuck.
603
604 [REDACTED] And the issue on that call was just her interaction with people involved?
605
606 [REDACTED] With the people involved. It was
607
608 [REDACTED] Okay.
609
610 [REDACTED] vandalism to - the tenant of the apartment vandalized her own stuff.
611
612 [REDACTED] Was it vandalism or a 415 that had come out?
613
614 [REDACTED] There was a 4 - it came out as a 415. And then it was a vandalism. But it was
615 vandalism of her own property.

616 [REDACTED]
617 [REDACTED] Was a report taken on that?
618 [REDACTED]
619 [REDACTED] I think it was an I report.
620 [REDACTED]
621 [REDACTED] Okay. Did you take it?
622 [REDACTED]
623 [REDACTED] I did.
624 [REDACTED]
625 [REDACTED] All right. For vandalism?
626 [REDACTED]
627 [REDACTED] Yes.
628 [REDACTED]
629 [REDACTED] Anything else?
630 [REDACTED]
631 [REDACTED] Not off the top of my head. Not at this moment, sir.
632 [REDACTED]
633 [REDACTED] Okay. Your honest opinion do you believe Officer Lansdale should be a field
634 training officer?
635 [REDACTED]
636 [REDACTED] No, sir, I do not.
637 [REDACTED]
638 [REDACTED] And why is that?
639 [REDACTED]
640 [REDACTED] She is a fairly young FTO who needs, in my personal opinion, she needs to
641 figure out how she can best teach someone. And give a positive learning
642 environment that would be conducive for trainees to go on to other FTOs. If
643 she's going to - in my experience if she's going to have a Phase 3 then she
644 needs to let - she needs to kind of loosen the reins a little bit and let them figure
645 out how they're going to run the car. Now, if she has a critique about how
646 they're running their car she's - she doesn't seem to have a constructive
647 criticism. It's always a demeaning comment about something that they're
648 lacking in.
649 [REDACTED]
650 [REDACTED] Mm-hm.
651 [REDACTED]
652 [REDACTED] "If you don't know something about the computer I can't believe you don't
653 know this X, Y, and Z about the computer. You're a Phase 3. I expect this out
654 of you." Well, if I have an OG for - or an original officer from back in the days
655 who don't like to use a computer, they prefer the radio, then I'm not going to
656 get the computer learning that I'm supposed to have.
657 [REDACTED]
658 [REDACTED] Mm-hm.
659 [REDACTED]

660 [REDACTED] Whereas if I have a younger officer like she is, she's really adept at computer
661 work. So she just isn't flexible. And just makes her car unworkable.

662
663 [REDACTED] Mm-hm.

664
665 [REDACTED] Where you don't want to work with her.

666
667 [REDACTED] Were there any positives from riding in her car for a month?

668
669 [REDACTED] Yeah, there were. She's really smart about the computer. She knows a lot
670 about Sector 4, which is where she is at. So if I had any questions about where
671 I'm going I can ask her. But she knows everything about Sector 4 that I need to
672 know. Very proactive. She - now, there was another call. There was a traffic
673 stop on Florin. And she wanted me to put out the stop at the intersection of --
674 let's see -- Florin and Havenside, I believe. There's like a walkway over
675

676 [REDACTED] Mm-hm.

677
678 [REDACTED] And there's like a park on either end.

679
680 [REDACTED] Yeah, greenbelt.

681
682 [REDACTED] And she wanted me to put out the stop. And, yeah, I muffed up the stop. I was
683 looking for an actual address of the park, or the name of the park, to be more
684 accurate. But then she was like, "No. I told you to put out this." And then she
685 said, "I can't - you're not getting on the radio." I was like, "Okay." Well, then
686 I'm relegated to doing nothing in this car. So when she finds that I'm worthy to
687 operate the computer and the radio then I'll be good, I guess.

688
689 [REDACTED] That was actually at Florin and Havenside, is that where you put it out at?

690
691 [REDACTED] That's where we put it out at.

692
693 [REDACTED] All right. Any other officers with you?

694
695 [REDACTED] Officer Brierley was there.

696
697 [REDACTED] Brierley.

698
699 [REDACTED] But he showed up a little bit after. He was coming from a ways. You know, I
700 can actually - if it's okay I can probably pull up the GPS of where it was at.

701
702 [REDACTED] Yeah, if it helps you.

703

704 [REDACTED] Yup. Florin and Havenside is where we put it out at.
705
706 [REDACTED] All right.
707
708 [REDACTED] We were right under the overpass.
709
710 [REDACTED] Okay.
711
712 [REDACTED] Of the pedestrian bridge.
713
714 [REDACTED] Got it. So you did have some good positives from her car.
715
716 [REDACTED] I did.
717
718 [REDACTED] And the computer work, navigation. Anything else?
719
720 [REDACTED] Importance about being detailed in what type of car you're stopping.
721
722 [REDACTED] Mm-hm.
723
724 [REDACTED] She had a frank conversation with me about - it was off Delta Shores. It was
725 another traffic stop. But she did say that like - I - there's many different types
726 of Chrysler SUVs. And I didn't know the specific type of SUV it was. And she
727 wanted it to be specific. Like if you know the type of Sebring, it was either a
728 Sebring or one of the SUVs. But if you know the type of vehicle, you know the
729 color, put out that information so - and then she went in to, "If you get shot in
730 the head and there's no other information other officers can find this vehicle
731 fast." And I was like, "Okay. That's a valid point." But there was a caveat to
732 that. She also said, "I can't believe you don't know your types of vehicles."
733 Like, "You should know these types of vehicles." And I was like, "Well, if it
734 doesn't have the emblem on it, or if it doesn't have what the vehicle is how am I
735 supposed to know what it is?"
736
737 [REDACTED] Mm-hm.
738
739 [REDACTED] So there's positives and negatives on I think every call that I went on.
740
741 [REDACTED] Okay. Do you have anything?
742
743 ALONSO I do. You talked about you being a [REDACTED]?
744
745 [REDACTED] I was.
746
747 ALONSO How long?

748 [REDACTED]
749 [REDACTED] Eight years.
750
751 ALONSO And what was your specialty?
752
753 [REDACTED] I was a m- sorry. I was a machine gunner [REDACTED] out of [REDACTED]
754 [REDACTED]. I was a corporal, which means that I was in charge of a machine gun
755 section and team. So I have leadership experience. And in my professional
756 opinion as a leader in the [REDACTED] That's not what leadership is. Or I would
757 never want to emulate - she's one of those FTOs that I would never ever - if I
758 become an FTO want to bring to my car. There's almost - other than the
759 computer work and her knowledge of vehicles there's nothing that I want to
760 take from her. Every other FTO is someone who I respect and admire. That's
761 just my opinion.
762
763 ALONSO So tell me about you - the knowledge of the computer. Is there a way that she
764 explained her knowledge to you of the computer that made it where you
765 actually received what she was trying to teach you? Is
766
767 [REDACTED] Yes. There - I just didn't want to get yelled at which is why I - when she would
768 give me a little tidbit like the C - the cover command, the CU command.
769 Instead of getting on the radio and tying up air time just utilize either F10 and
770 hit assist unit, or use a CU command and know who the designator is. And that
771 was something that we were going to a weapons call off of Florin. And it was
772 going in to Sector 5. And I used the CU command and I got there. She was
773 also big on looking in KPF at the remarks. Because sometimes they add
774 probation values. Or if they have a warrant that hasn't been uploaded in the
775 system to check that. And I found a person that had a warrant that way. So
776 those are the only two kind of positives that I had. Other than that I don't know.
777 She's just not an FTO that I would want to emulate.
778
779 ALONSO So describe just your day-to-day in the car. Like what - if you were not actively
780 looking for a stop to make, or going to a call, or writing reports, what was -
781 describe the mood in the car. I mean, did you try to talk to her about your
782 personal life, or does she elicit any conversation about you? Or
783
784 [REDACTED] It was very hard to have a lasting conversation. It wasn't - it felt - it was more
785 forced. Like, "Hey, why do you - why do certain vehicles you pay more
786 attention?" Or it was always about work. It was never about anything outside.
787 It was never - I don't know. I was never - like I never got a sense of who she
788 was as a person. It was just always work. If the question wasn't work related,
789 or if it wasn't about something that we were doing, then I didn't talk to her. I
790 just sat there in the passenger seat and waited for the next call hoping that there
791 was another call right around the corner. Because sometimes these calls take an

792 hour of your time, or 30 minutes. And 30 minutes not having to - but for me to
793 tootle around through the call to get to the end solution allowed me some
794 breathing room from her.

795
796 ALONSO And you mentioned that you couldn't express your personal style. You couldn't
797 be yourself. Can you give me any specific examples of why you felt like that?
798 I mean, does she - other than obviously you mentioned she didn't ask you for
799 anything personal. But did you try to connect with her in any other way and
800 then she made it important?

801
802 [REDACTED] I feel like I am a pretty outgoing person. I'm fairly - I'm really easy to get
803 along with. I try to be courteous. And I'm generally a funny guy. I think
804 people think I'm funny. But I just couldn't express how I wanted to be as an
805 officer. I couldn't run the computer. I couldn't be on the radio. Other than
806 updates here and there it was just nothing about me. I couldn't - the only time
807 that I was able to be myself was when I was talking to a victim or someone on a
808 call. And in her car I was just Officer [REDACTED], the person in the passenger seat.
809 And just not holding a conversation with her.

810
811 [REDACTED] So if you made a mistake with something, was whatever that thing you made a
812 mistake with was, that basically off limits for the rest of the day or the rest of
813 the month? Like so if you mess up on something at the computer and she would
814 say you can't operate the computer anymore does that mean for the rest of that
815 shift, or the rest of the week?

816
817 [REDACTED] At the beginning when I first started with her we hopped in the car. She asked
818 me the GO's, per what every other TO did. And then when we got in to our
819 first call ever she asked me, "Where are we going? Do we have any status?
820 Find me status." And when I was - I think we were just arriving to where we
821 were going. And I was just getting all the ducks in a row to figure out who we
822 had, what - if there was any status at the house. Like probation or parole or
823 anything like that. She was like, "No, you know what? You're too slow at this.
824 You're not - until you can - I can trust you at the computer and you can drive
825 you're not driving. And you're not doing the computer."

826
827 [REDACTED] Mm-hm.

828
829 [REDACTED] But

830
831 [REDACTED] So where's there a method, then, to getting her to trust you? Was there some
832 things that she went through to help you maybe speed up or do things
833 differently to get to the point where she did trust you with that computer, or that
834 task, whatever it may be?
835

836 [REDACTED] She never ever relinquished that control to me. It was more of like - I have to
837 use the computer. But when I'm using the computer it's like she's just only
838 watching. And then other than that I was never - I never drove with her. So I
839 never got to do both. So it was either sit in the passenger seat and run the - run
840 what little I could do on the computer. And then - she didn't always keep the
841 computer from me. She didn't keep the computer from me. That's the clear
842 part. Like I still had to do my job. But she just didn't trust me to run the
843 computer and the car at the same time. I don't know if that make - if that
844 answers your question. Like she took it away and then she - the next day I
845 would run the computer. And then if something happened she would take the
846 computer and do everything and then give it back to me.
847
848 [REDACTED] Okay. So you had another chance even though you may not have
849
850 [REDACTED] Yeah.
851
852 [REDACTED] done something to her standard. You were given the chance - another
853 opportunity maybe the next day
854
855 [REDACTED] Yes.
856
857 [REDACTED] to try again.
858
859 [REDACTED] Yes.
860
861 [REDACTED] Okay.
862
863 [REDACTED] And as soon as the mistake happened then that's when she was like, "No, I'll do
864 it." And it's like, "Okay. Here you go."
865
866 ALONSO Got it. In terms of using the computer specifically since we're talking about
867 that, what - does she try to give you any feedback on any ideas on how to run
868 people faster and to get the information faster? Was there anything like that
869 either at the end of the night, or at the end of the call, or at the beginning of the
870 following day?
871
872 [REDACTED] In the beginning she was very quick to use like alt tab. If you like - an instance
873 to highlight the report number I'll tab to the camera, put the call number in the
874 camera. There was little things, like copy and paste, so you can, again, alt tab to
875 wherever you want to go and then punch in your names or your date of births.
876 So I don't know if that answered your question.
877
878 ALONSO And you said you never drove with her.
879

880 [REDACTED] I never drove with her.
881
882 ALONSO Okay. And did she ever give you a reason why you didn't drive?
883
884 [REDACTED] That was the main reason. Until she can trust me with the computer
885
886 ALONSO Got it.
887
888 [REDACTED] then I can drive. But apparently I never
889
890 ALONSO Okay.
891
892 [REDACTED] showed her that I could be trusted with the computer.
893
894 ALONSO Okay.
895
896 [REDACTED] So I never drove. And then when O'Sullivan got shot and killed that's when my
897 month ended with her because we were on bereavement for a month.
898
899 ALONSO Okay. And do you - how was your driving with your FTO the month prior to
900 going to Officer Lansdale?
901
902 [REDACTED] Let's see. Who did I have? I'll run through my FTOs real quick.
903
904 [REDACTED] [REDACTED] ? *
905
906 [REDACTED] Oh, it came from [REDACTED].
907
908 ALONSO Did he voice any concerns about your driving?
909
910 [REDACTED] Mm-mm.
911
912 ALONSO No. Did you drive off often with him?
913
914 [REDACTED] I drove every day of the week except for our Fridays which is when he wanted
915 to drive.
916
917 ALONSO Okay. And then about reports. You said that she had the same concerns about
918 just your grammar and how long it took you.
919
920 [REDACTED] Mm-hm.
921
922 ALONSO Did she give you specific directions on how to - or ideas on how to solve those
923 two problems?

924 [REDACTED]
925 [REDACTED] No, ma'am.
926 [REDACTED]
927 ALONSO No. And did she - the one report that you're talking about where she made
928 mention to your learning disability, did she read and approve that report before
929 you submitted it the night before?
930 [REDACTED]
931 [REDACTED] Yes, she did.
932 [REDACTED]
933 ALONSO Okay. And did she voice any concerns with it?
934 [REDACTED]
935 [REDACTED] Not at the time that she approved it. When it got kicked back she said, "This
936 looks bad on me and it looks bad on you." And then I was sitting in the car and
937 I was like, "But it's just a switch this to a witness versus a subject and change
938 have and uh and separate them."
939 [REDACTED]
940 ALONSO To which she approved it the night before she didn't catch that.
941 [REDACTED]
942 [REDACTED] No.
943 [REDACTED]
944 ALONSO That problem. Or
945 [REDACTED]
946 [REDACTED] That specific mistake, no.
947 [REDACTED]
948 ALONSO Okay. Did you voice any of your concerns about the way she was talking to
949 you or the way you were feeling at all with her? Did you at all attempt to do
950 that?
951 [REDACTED]
952 [REDACTED] It crossed my mind but, no, I didn't - I did not talk to her regarding the
953 conversation she had in my car. Or in the car.
954 [REDACTED]
955 ALONSO Or your feelings about it.
956 [REDACTED]
957 [REDACTED] Well, my feelings. I shut - one I shut down. And, two, I didn't think that I
958 owed her an explanation to my learning disability. I didn't think she was
959 entitled after making that comment that she was entitled to know my back
960 history of what my learning disability is.
961 [REDACTED]
962 ALONSO But prior to that just the fact that how she made you feel.
963 [REDACTED]
964 [REDACTED] No, I didn't. I just - I kind of took it at face value. It was like not every - when
965 we got in to the FTO program not every FTO is going to be your friend. Not
966 every FTO you're going to like. And I embraced that. And I figured that this

967 was just one of those FTOs. But when she told me that [REDACTED] I was like,
968 "You know I need to tell Madsen this isn't"
969
970 ALONSO Did you ever hear - what was your perception of other - of her other team
971 members?
972
973 [REDACTED] I really liked her
974
975 ALONSO Of her?
976
977 [REDACTED] Oh, their perception of her?
978
979 ALONSO Yup. Did you ever hear anything either negative or positive about her?
980
981 [REDACTED] No. None that I don't think they would voice to me as a trainee. I think as
982 partners it's kind of like a known - well-known fact that you just - you work
983 with them.
984
985 ALONSO And then before - did she give you any expectations before riding with her the
986 first day?
987
988 [REDACTED] Yes. She went through the normal, "I expect that your reports are done in a
989 timely fashion." "I expect you to handle your calls." "If there are issues we'll
990 go over them." The whole normal what all the FTOs tell you is their
991 expectation of the car.
992
993 ALONSO They were all normal and reasonable?
994
995 [REDACTED] Yeah. They were all
996
997 ALONSO She didn't give you an explicit expectations that were
998
999 [REDACTED] Yes, ma'am. They were all
1000
1001 ALONSO unreasonable.
1002
1003 [REDACTED] ascertainable and reasonable - yeah.
1004
1005 ALONSO Okay. That's all I have.
1006
1007 [REDACTED] Okay. Anything else you think that helps out with this information?
1008
1009 [REDACTED] Not at this time. But if I can find call numbers or anything would you like me
1010 to e-mail you guys?

1011
1012 [REDACTED] Yes. Please e-mail me, yes.
1013
1014 [REDACTED] Yes, sir.
1015
1016 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
1017 needs to be added, clarified or changed? If so I am ordering you to provide that
1018 information now.
1019
1020 [REDACTED] No, ma'am.
1021
1022 ALONSO After you leave this interview should you remember anything that is different
1023 from or in addition to the information that you've been - that you've given
1024 today, I am ordering you to contact Sergeant [REDACTED] immediately. I am
1025 also ordering you not to discuss this matter with any other department
1026 employee. Do you understand these orders?
1027
1028 [REDACTED] Yes, ma'am.
1029
1030 ALONSO We are done at 1524.
1031
1032 **End of recording.**
1033
1034
1035 The transcript has been reviewed with the audio recording submitted and it is an accurate
1036 transcription.
1037 Signed _____
1038 Sgt [REDACTED]

DENTIAL OF LAN

IA

1 INTERVIEW WITH OFC. [REDACTED]

2 Det. Lilia Alonso

3 Sgt. [REDACTED]

4 Ofc. [REDACTED]

5 Rep. Mick Boyd

6
7
8 ALONSO

9 Okay. The date is February 17, 2020. The time is 2048 hours. Present in the
10 Internal Affairs Division Office are [REDACTED] Mick Boyd, Sergeant
11 [REDACTED] and myself, Detective Lilia Alonso. The purpose of this
12 investigation is to conduct an interview of [REDACTED] who is an
13 employee with the Sacramento Police Department in the capacity of Police
14 Officer. This is an administrative investigation on the charges against Angela
15 Lansdale for conduct unbecoming and discrimination in which you may be a
16 witness. Do you understand that this is an administrative investigation only?

17 [REDACTED] I do.

18
19 ALONSO

20 The results of this investigation could lead to disciplinary action up to and
21 including termination of the employee allegedly responsible. Do you
22 understand this?

23 [REDACTED] I do.

24
25 ALONSO

26 Based upon the authority vested in me by the Chief of Police I am ordering you
27 to cooperate with this investigation. This means that you must be truthful in all
28 of your statements and answer all our questions fully and honestly. Also, you
29 are ordered to provide at this time all the information you may know regarding
30 this incident. Failure to answer a question or failure to answer it truthfully and
31 fully will be considered a lack of cooperation that could subject you to
32 disciplinary action up to and including termination for insubordination. Do you
33 understand this?

34 [REDACTED] I do.

35
36 [REDACTED] Hey, we are here tonight to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with an email you wrote to Sergeant (on February 13,
40 2020 regarding your experience as Officer Lansdale's trainee. Have you had
41 enough time to review this document?

42
43 [REDACTED] I have.

44

45 [REDACTED] Okay. Please say and spell your full name for the record.
46
47 [REDACTED] My first name is [REDACTED], [REDACTED]. My last name is [REDACTED] [REDACTED]
48 [REDACTED].
49
50 [REDACTED] And what is your current rank?
51
52 [REDACTED] I'm a Police Officer.
53
54 [REDACTED] How long have you been a Police Officer?
55
56 [REDACTED] Approximately one year.
57
58 [REDACTED] And what is your current assignment?
59
60 [REDACTED] Patrol Sector 4 late Junior Team.
61
62 [REDACTED] Okay. You currently Phase 4?
63
64 [REDACTED] I am.
65
66 [REDACTED] How long have you been Phase 4?
67
68 [REDACTED] Since August of last year.
69
70 [REDACTED] During your phased training did you have Officer Lansdale as a training officer?
71
72 [REDACTED] I did.
73
74 [REDACTED] Do you remember what month you spent with her?
75
76 [REDACTED] Believe it was in April of 2019.
77
78 [REDACTED] Okay. And what phase were you in when you were with Officer Lansdale?
79
80 [REDACTED] I was a Phase 2 trainee.
81
82 [REDACTED] And this is an open ended question but can you describe your month with
83 Officer Lansdale?
84
85 [REDACTED] It was fairly uneventful just like any other training. Any specific
86
87 [REDACTED] Okay.
88

89 [REDACTED] questions?
90
91 [REDACTED] I guess go through kind of a - as you kind of broke it down in the email
92
93 [REDACTED] Right.
94
95 [REDACTED] some positives that you discovered while training with her.
96
97 [REDACTED] Sure. She was very intelligent when it came to the computer. I learned a lot
98 regarding MRE and report writing and using MDT, things of that sort. Those
99 were my positive takeaways from her.
100
101 [REDACTED] Okay. So MDT, computer work?
102
103 [REDACTED] Sure.
104
105 [REDACTED] Okay. Any negatives that you experienced while riding with Officer Lansdale?
106
107 [REDACTED] I think I explained pretty well in my email. That's about as - I don't know.
108
109 [REDACTED] You can look at your email too
110
111 [REDACTED] Sure.
112
113 [REDACTED] just to kind of refresh your recollection a little bit. Do you want to I guess look
114 at Number 3 there I think is where you cited some of the areas of concern
115
116 [REDACTED] Well
117
118 [REDACTED] you might have.
119
120 [REDACTED] she definitely wasn't the easiest person to get along with. She just didn't have a
121 whole lot of personality I guess. She didn't open up or there wasn't a lot of
122 relaxed conversation. It was just more work.
123
124 [REDACTED] Yeah.
125
126 [REDACTED] That sort of thing.
127
128 [REDACTED] Okay. So very businesslike?
129
130 [REDACTED] Very.
131

132 [REDACTED] Okay. You also mentioned in your email that you noticed there was some
133 friction between her and other officers on her team.
134
135 [REDACTED] Sure. It just didn't seem like from my observations that she wasn't well
136 received I guess. There wasn't a whole lot of conversation between everyone.
137 It was like go to a call, on to the next.
138
139 [REDACTED] All right.
140
141 [REDACTED] That sort of thing.
142
143 [REDACTED] Okay. So just very professional and very businesslike.
144
145 [REDACTED] Yeah.
146
147 [REDACTED] Did she ever mention anything derogatory about any of her teammates when she
148 was with you?
149
150 [REDACTED] No.
151
152 [REDACTED] All right.
153
154 [REDACTED] Not that I can recall
155
156 [REDACTED] You mentioned in your email that there was one incident that you recalled
157 where she spoke to a CSO about attaching a plate on a call.
158
159 [REDACTED] Correct.
160
161 [REDACTED] Do you recall that incident?
162
163 [REDACTED] I do. It was a traffic collision. It was on Greenhaven. Remember the cross - it
164 was close to Windbridge I want to say. But a CSO attached the plate over the
165 air and she had a pet peeve about using the radio for non-priority things like
166 that. And so she kind of came down on him for using the radio for something
167 like attaching a plate where you could just take it and go back and attach it on
168 the call or run it and attach it sort of thing.
169
170 [REDACTED] Okay. And why did this incident stick out to you?
171
172 [REDACTED] It just seemed strange to me that right then and there rather than pulling him
173 aside later and just having a one on one conversation like hey, you can try doing
174 it this way, she was just, "Don't use the radio for stuff like that. Go back. Use

175 your computer, attach it.” And there were other people around. I just - it came
176 across kind of strange.
177
178 [REDACTED] Okay. So was it more I guess the audience she had when she addressed it as
179 opposed to
180
181 [REDACTED] Right. There’s a
182
183 [REDACTED] what she actually said.
184
185 [REDACTED] time and a place. There’s a time and a place to talk to someone about how you
186 can do things better or not to do things and - in front of - the community is
187 probably not a good time to do that.
188
189 [REDACTED] Was it in front of officers or officers and citizens?
190
191 [REDACTED] Oh, I believe there were some bystanders around. And there were officers.
192
193 [REDACTED] Okay. And what CSO was that?
194
195 [REDACTED] I don’t recall exactly which CSO it was.
196
197 [REDACTED] Okay. But it was during your training month.
198
199 [REDACTED] It was during my training month.
200
201 [REDACTED] Was the CSO riding with someone else?
202
203 [REDACTED] I think there were a couple of CSOs on scene.
204
205 [REDACTED] Okay.
206
207 [REDACTED] And I - they were solo. I don’t remember if they were gray shirt CSOs or blue
208 shirt CSOs.
209
210 [REDACTED] Okay.
211
212 [REDACTED] I can’t remember exactly which one it is. If I knew, I would
213
214 [REDACTED] And you said it was a traffic collision, correct?
215
216 [REDACTED] Correct.
217

218 [REDACTED] Do you remember even around what date it might have been on? I know this
219 was a long time ago.
220
221 [REDACTED] Yeah. I couldn't pin it down to one date.
222
223 [REDACTED] Yeah.
224
225 [REDACTED] I just remember it was a rollover traffic collision.
226
227 [REDACTED] Okay.
228
229 [REDACTED] And it was kind of amazing because the tree when through the car. I mean and
230 no one was actually really hurt.
231
232 [REDACTED] Do you remember where it was at?
233
234 [REDACTED] It was Greenhaven. They were going eastbound. Oh no, I'm sorry, Florin. It
235 was Florin. They were going eastbound Windbridge. They were coming from
236 that school over - I can't remember what the cross is but there's a school over
237 on Florin. It's way west.
238
239 [REDACTED] Would that be Kennedy High School?
240
241 [REDACTED] I think so, yeah.
242
243 [REDACTED] Okay. So it was on
244
245 [REDACTED] Yeah. They were students coming from Kennedy.
246
247 [REDACTED] Okay. Like after school.
248
249 [REDACTED] It was like a sweeping turn. It was after school, so.
250
251 [REDACTED] Okay. So Florin Road and Windbridge?
252
253 [REDACTED] Ish.
254
255 [REDACTED] Okay.
256
257 [REDACTED] I was never good with navigation in the pocket.
258
259 [REDACTED] Yes. And this was during a call for service, right?
260
261 [REDACTED] It was.

262 [REDACTED]
263 [REDACTED] Okay. So all body cams should have been activated for that.
264 [REDACTED]
265 [REDACTED] Correct.
266 [REDACTED]
267 [REDACTED] All right. Can you tell me any other officers that were present that you can
268 remember?
269 [REDACTED]
270 [REDACTED] I couldn't say. I don't recall.
271 [REDACTED]
272 [REDACTED] Don't recall. Are there other FTOs there?
273 [REDACTED]
274 [REDACTED] Not that I remember.
275 [REDACTED]
276 [REDACTED] All right. Any other specific occasions you can remember where Officer
277 Lansdale demeaned or belittled other officers or any members of the public for
278 that matter?
279 [REDACTED]
280 [REDACTED] Not that I can recall.
281 [REDACTED]
282 [REDACTED] Okay. Were there any occasions when you felt that she treated you in a
283 disrespectful or demeaning manner?
284 [REDACTED]
285 [REDACTED] Nothing that I really took offense to.
286 [REDACTED]
287 [REDACTED] And do you feel that Officer Lansdale is a competent Field Training Officer?
288 [REDACTED]
289 [REDACTED] I didn't have an issue with her. I learned a lot like I said. I felt safe riding with
290 her, so. There's nothing that I would say that she was - I wouldn't go to the
291 extent to say that she was incompetent.
292 [REDACTED]
293 [REDACTED] Okay. Do you feel like it was a good learning environment for you inside of her
294 car?
295 [REDACTED]
296 [REDACTED] Sure like I said but I never had an issue riding with her.
297 [REDACTED]
298 [REDACTED] Okay. Anything?
299 [REDACTED]
300 ALONSO How did she address any problems that she solved either in terms of writing
301 reports or driving or using the computer? Did she have - how would she
302 address concerns that she saw with you?
303 [REDACTED]
304 [REDACTED] She shot from the hip. She pretty - she was outspoken about things that she
305 didn't like, so.

306
307 ALONSO And did she offer any ideas on how to fix whatever issues that she was voicing
308 with you or did she have any expectations on how to fix the issues?
309
310 [REDACTED] I can't recall any exact circumstances. I mean she - I don't know.
311
312 ALONSO Okay.
313
314 [REDACTED] Yeah. Sorry. It is a little while ago.
315
316 ALONSO That's it. Nothing else.
317
318 [REDACTED] Okay.
319
320 ALONSO Okay.
321
322 [REDACTED] We'll wrap it up.
323
324 ALONSO Is there anything else relating to this matter that I have not covered that needs to
325 be added, clarified or changed? If so, I am ordering you to provide that
326 information now.
327
328 [REDACTED] No.
329
330 ALONSO After you leave the interview should you remember anything that is different
331 from or in addition to the information that you've given today, I'm ordering you
332 to contact Sergeant [REDACTED] immediately. I am also ordering you not to
333 discuss this matter with any other department employee. Do you understand
334 these orders?
335
336 [REDACTED] I understand.
337
338 ALONSO Okay. Interview concluding at 2058 hours.
339
340 **End of recording.**
341
342
343 The transcript has been reviewed with the audio recording submitted and it is an accurate
344 transcription.
345 Signed _____
346 Sgt [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]
2 Sgt. Ryan Bullard
3 Sgt. [REDACTED]
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 BULLARD The date is February 18, 2020. The time is 0900 hours. Present in the Internal
9 Affairs Office are [REDACTED] Representative Mick Boyd, Sergeant [REDACTED]
10 [REDACTED] and myself, Sergeant Ryan Bullard. The purpose of this
11 investigation is to conduct an interview of [REDACTED] who is an employee
12 with the Sacramento Police Department in the capacity of Police Officer. This
13 is an administrative investigation on the charges against Angela Lansdale for
14 conduct unbecoming and discrimination in which you may be a witness. Do
15 you understand that this is an administrative investigation only?
16

17 [REDACTED] Yes.
18

19 BULLARD The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] Yes.
24

25 BULLARD Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all questions fully and honestly. Also, you are
28 ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?
33

34 [REDACTED] Yes.
35

36 [REDACTED] Okay. We are here today to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with an email authored by Officer Madsen to Sergeant
40 Echeverria dated February 12 of 2020 outlining a conversation Officer Madsen
41 had with you in December of 2019 and a memo you wrote to Sergeant
42 Echeverria on February 11, 2020 detailing some of the issues that you had with
43 Officer Lansdale. Have you had enough time to review this material?
44

45 [REDACTED] I did not read over it, but.
46
47 [REDACTED] It's okay. If you need to reference it during our interview, feel free to look at it.
48
49 [REDACTED] Okay.
50
51 [REDACTED] Okay. For the record, can you please say and spell your full name?
52
53 [REDACTED] [REDACTED], [REDACTED], [REDACTED].
54
55 [REDACTED] And [REDACTED], what's your current rank?
56
57 [REDACTED] Police Officer.
58
59 [REDACTED] And how long have you been a Police Officer?
60
61 [REDACTED] I'd say about seven months.
62
63 [REDACTED] Okay. And what's your current assignment?
64
65 [REDACTED] I'm with the Impact Team.
66
67 [REDACTED] With the Impact Team. Are you Phase 4 currently?
68
69 [REDACTED] I am not.
70
71 [REDACTED] You are not Phase 4.
72
73 [REDACTED] I'm still in training.
74
75 [REDACTED] Okay. Are you Phase 3?
76
77 [REDACTED] Phase 3.
78
79 [REDACTED] During your phase training, did you have Officer Lansdale as a Training
80 Officer?
81
82 [REDACTED] I did.
83
84 [REDACTED] And approximately what month did you ride with Officer Lansdale?
85
86 [REDACTED] My fourth month.
87
88 [REDACTED] Do you remember - was that possibly in November of 2019?

89
90 [REDACTED] Yes, I believe so.
91
92 [REDACTED] Okay. And what phase were you in when you rode with Officer Lansdale?
93
94 [REDACTED] Phase 2.
95
96 [REDACTED] And this is kind of an open ended question and we may end up covering some
97 of this stuff in the memo that you wrote. Can you describe your month with
98 Officer Lansdale?
99
100 [REDACTED] It was very hard - very hard month. I had a hard time going to work every day.
101 I just didn't enjoy my time, didn't enjoy my shift. It was just hard to deal with.
102
103 [REDACTED] And can you give me some reasons why it was difficult? Was she very
104 demanding? Was it more of a personal issue, her personality, hard to deal with?
105
106 [REDACTED] Well first it was kind of like demanding or like nitpicky and I didn't mind that.
107 She had her ways and that's fine. Things like how she wants the car or things
108 like - simple things where it's like I mean obviously like that's kind of expected
109 of us, right. But then there was other things where it's like if I was at a light or
110 something, was my first day driving and I'm on a turning lane and I didn't put
111 my turning signal and obviously that's - you have to put your turning signal. So
112 she's like yelling at me, "Put your turning signal. Put your turning signal. Put
113 your turning signal." And I don't like being spoken to like a child. So there
114 was like things like that where it's just very, very frustrating especially you're
115 getting the same type of treatment during the whole shift where it's like - I
116 never said anything back to her. But there was many situations like that where
117 it's like hey, you really don't have to talk to me like that. And I never said
118 anything to her, so.
119
120 [REDACTED] Okay. So was it more the way she was saying it to you as opposed to what she
121 was saying many times?
122
123 [REDACTED] Yeah.
124
125 [REDACTED] All right. Is it fair to say that the issues in Officer Madsen's email are basically
126 the same that are in your memo? I believe he references something about how
127
128 [REDACTED] I think
129
130 [REDACTED] Officer Lansdale yelled at you with something or screamed at you for
131 something?
132

133 [REDACTED] I think he - yeah. So it's just - so I think what he understood a little wrong here
134 [REDACTED] but
135 [REDACTED]
136 [REDACTED] Which part?
137 [REDACTED]
138 [REDACTED] So she didn't yell at me. She just said something about, "I don't trust that you
139 [REDACTED] can cross the street by yourself." I mean I guess he could - you could say he
140 [REDACTED] like put in his own words but
141 [REDACTED]
142 [REDACTED] Okay.
143 [REDACTED]
144 [REDACTED] there was an incident where I go to a 5150 call and she's deemed a danger to
145 [REDACTED] herself. So I have her in handcuffs and I'm walking across the street. I walked
146 [REDACTED] diagonally instead of straight. And she yells at me, "Hey, you're supposed to
147 [REDACTED] walk this street straight." And my - the chick I have detained she's like, "Oh
148 [REDACTED] wow, there's a certain way you cross the street." And I go, "You know, I'm
149 [REDACTED] learning something new every day." And there was other officers there. After
150 [REDACTED] the fact I spoke to the other officers and the other officers basically said that that
151 [REDACTED] was kind of unnecessary. And like they felt bad for me because just the type of
152 [REDACTED] attitude and things that I was getting yelled at for. It was just unnecessary kind
153 [REDACTED] of.
154 [REDACTED]
155 [REDACTED] And you said this was a 5150 call?
156 [REDACTED]
157 [REDACTED] Yes.
158 [REDACTED]
159 [REDACTED] Do you remember - any idea what the date of that might have been or the day of
160 [REDACTED] the week or anything like that?
161 [REDACTED]
162 [REDACTED] I don't remember.
163 [REDACTED]
164 [REDACTED] You remember if it was earlier in your time with her or more later in the month?
165 [REDACTED]
166 [REDACTED] Later in the month I believe.
167 [REDACTED]
168 [REDACTED] Okay. Do you remember where that 5150 call was at?
169 [REDACTED]
170 [REDACTED] Not the exact street, no.
171 [REDACTED]
172 [REDACTED] What about just the area?
173 [REDACTED]
174 [REDACTED] Near the corp yard on 24th.
175 [REDACTED]
176 [REDACTED] Okay. Did you write a report on that?

177 [REDACTED]
178 [REDACTED] I believe I did, yeah.
179 [REDACTED]
180 [REDACTED] Okay. What other officers were on the call with you?
181 [REDACTED]
182 [REDACTED] It was [REDACTED] - Officer [REDACTED] and Clatterbuck - Officer Clatterbuck
183 [REDACTED]
184 [REDACTED] Okay.
185 [REDACTED]
186 [REDACTED] Corporal Clatterbuck.
187 [REDACTED]
188 [REDACTED] And you said another officer came up and kind of said it was maybe a little over
189 [REDACTED] the top or something like that.
190 [REDACTED]
191 [REDACTED] That was Officer [REDACTED]
192 [REDACTED]
193 [REDACTED] Officer [REDACTED] said that? Okay. And that's different from - is there a CSO
194 [REDACTED] also?
195 [REDACTED]
196 [REDACTED] She is now an Officer.
197 [REDACTED]
198 [REDACTED] She's now an Officer. But is that the one that said that to you?
199 [REDACTED]
200 [REDACTED] Yeah.
201 [REDACTED]
202 [REDACTED] Okay.
203 [REDACTED]
204 BOYD Was [REDACTED] the CSO at the time or was she an officer at the time?
205 [REDACTED]
206 [REDACTED] She was an Officer at the time.
207 [REDACTED]
208 BULLARD In training or
209 [REDACTED]
210 [REDACTED] In training. Phase 1.
211 [REDACTED]
212 BULLARD in training?
213 [REDACTED]
214 [REDACTED] And do you know if Officer [REDACTED] ever had Officer Lansdale as
215 [REDACTED]
216 [REDACTED] She did.
217 [REDACTED]
218 [REDACTED] a training officer? She did.
219 [REDACTED]
220 [REDACTED] She did.

221 [REDACTED]
222 [REDACTED] Okay.
223 [REDACTED]
224 [REDACTED] I believe it was
225 [REDACTED]
226 [REDACTED] Was this before or after?
227 [REDACTED]
228 [REDACTED] That was after. But when she had her?
229 [REDACTED]
230 [REDACTED] Yes.
231 [REDACTED]
232 [REDACTED] She had her before me.
233 [REDACTED]
234 [REDACTED] Okay. So she kind of got on you for crossing diagonally as opposed to
235 [REDACTED]
236 [REDACTED] Straight.
237 [REDACTED]
238 [REDACTED] straight across. Did she ever give a reason for that?
239 [REDACTED]
240 [REDACTED] She talked to me after and she said something along the lines of like, "If you
241 [REDACTED] want to teach your daughter how to walk across the street correctly, you have to
242 [REDACTED] know how to walk the street correctly."
243 [REDACTED]
244 [REDACTED] Okay. Did she pose it as some sort of officer safety issue or sort of a vehicle
245 [REDACTED] code
246 [REDACTED]
247 [REDACTED] I think that what she
248 [REDACTED]
249 [REDACTED] issue that we need to be adhering to?
250 [REDACTED]
251 [REDACTED] I think her thing was officer safety. I'm not sure.
252 [REDACTED]
253 [REDACTED] All right. Did she explain that to you?
254 [REDACTED]
255 [REDACTED] I don't remember if she did.
256 [REDACTED]
257 [REDACTED] Okay. Was it - had that ever been an issue before
258 [REDACTED]
259 [REDACTED] No. This was my first time.
260 [REDACTED]
261 [REDACTED] in your training? Okay.
262 [REDACTED]
263 [REDACTED] I guess crossing the street.
264 [REDACTED]

SKELLY

DEVELOPMENTAL * OFC. #

DEVELOPMENTAL * OFC. #

265 [REDACTED] Okay.

266

267 BULLARD Remember about what time of day that was?

268

269 [REDACTED] I don't know.

270

271 BULLARD Daylight, nighttime.

272

273 [REDACTED] It was daylight.

274

275 BULLARD You said near the corp yard. So presumably would you have been walking
276 across 24th Street with this individual - this

277

278 [REDACTED] It was residential area.

279

280 BULLARD Okay.

281

282 [REDACTED] So it's on the other side

283

284 BULLARD So on the other side, across from the corp yard.

285

286 [REDACTED] Yeah.

287

288 BULLARD Okay.

289

290 [REDACTED] And did you say you wrote a report on that?

291

292 [REDACTED] I believe so.

293

294 [REDACTED] Okay. So what I'll do is kind of go I guess line by line down this memo.
295 We've kind of already talked about one issue here with her talking to you about
296 crossing the street. Can we talk a little bit about you note here that while
297 conducting a felony vehicle stop in front of both fellow officers and a suspect
298 you were called incompetent. Can you talk about that a little bit for me?

299

300 [REDACTED] Sure. I guess I'll put this - make up the scene or whatever. So there's a pod hit
301 of a vehicle. Officers end up going to the vehicle or whatever. The vehicle's
302 empty. So but as we're clearing the vehicle - it's a hotel. So hotel person
303 comes out and goes, "Hey, the people that are driving that vehicle are directly
304 above you guys, Room 131" or something. So we go up to the apartment door.
305 And a female subject had come out prior to us arriving at the door. And we told
306 her, "Hey, get back in." We go up and we detain both subjects. I tell my fellow
307 officer, "Hey, I'll take female. I'll search her and take her downstairs to the
308 car." And she yells at me, she says, "No [REDACTED] you're staying here with me."

309 And then I said, "Okay." And I get right behind her and she says something
310 along the lines of, "I need an officer to help me clear the room." And I'm - she
311 had just called me behind her so she knows I'm behind her. And she goes she
312 can't turn around for some - because she's like checking the room or whatever.
313 And she goes, "Is there an officer behind me?" And I don't answer her because
314 I am under the impression she knows I'm right behind her because she had just
315 called me over. And then she goes something along the lines of, "I need a
316 competent officer to come help me search this room." And there was other
317 officers there. The suspect was still there.

318
319 [REDACTED] So they were all within ear shot of what she was saying to you?

320
321 [REDACTED] Yeah. At the moment I didn't even realize she was calling me incompetent or
322 saying that it was me that she was talking about. I mean it was after the fact
323 that an officer talked to me about it and said, "Hey, like that wasn't cool." I
324 probably should have said something but I didn't. And we just squashed it.

325
326 [REDACTED] Okay. And what officer came up afterward and said it wasn't cool?

327
328 [REDACTED] Officer Lakin.

329
330 [REDACTED] Did she talk with you about it afterwards?

331
332 [REDACTED] Yes.

333
334 [REDACTED] Okay. And what was the - how'd that conversation go?

335
336 [REDACTED] So she had to be my training officer for a day and we had a talk about it.
337 Because she kind of was yelling at other officers at the - on the scene. And it
338 was kind of very unprofessional of her. And I told her - asked her how she felt
339 about her getting yelled at by another officer like that. And that's when she
340 brought it up.

341
342 [REDACTED] I'm sorry. So back up just a little bit. So at the scene, this was at a hotel.

343
344 [REDACTED] Yes.

345
346 [REDACTED] And there was just a felony vehicle stop done.

347
348 [REDACTED] Yes.

349
350 [REDACTED] Were you guys clearing the room of this hotel room?

351
352 [REDACTED] We were about to, yes.

353 [REDACTED]
354 [REDACTED] Okay. And so was she having I guess arguments or conversations with other
355 [REDACTED] officers on how to do that?
356 [REDACTED]
357 [REDACTED] Yes. Yes.
358 [REDACTED]
359 [REDACTED] All right. And you said that was - was it I guess good communication or was
360 [REDACTED] she barking orders at people?
361 [REDACTED]
362 [REDACTED] Kind of barking.
363 [REDACTED]
364 [REDACTED] Okay.
365 [REDACTED]
366 [REDACTED] Yeah.
367 [REDACTED]
368 [REDACTED] And that's when this thing happened where she thought - she told you to get
369 [REDACTED] behind her and she basically said I need a competent officer?
370 [REDACTED]
371 [REDACTED] Yes.
372 [REDACTED]
373 [REDACTED] Okay. And so going forward a little bit, you said you did talk to her about that.
374 [REDACTED]
375 [REDACTED] Not Officer - not - I talked to Officer Lakin.
376 [REDACTED]
377 [REDACTED] Oh, Officer Lakin. Okay.
378 [REDACTED]
379 [REDACTED] Not Lansdale, no.
380 [REDACTED]
381 [REDACTED] And what did Officer Lakin say again?
382 [REDACTED]
383 [REDACTED] That it wasn't cool basically and that
384 [REDACTED]
385 [REDACTED] All right.
386 [REDACTED]
387 [REDACTED] it was like - I don't remember the exact words she said but basically like it
388 [REDACTED] wasn't cool like to talk to another officer like that basically. It was kind of our
389 [REDACTED] conversation.
390 [REDACTED]
391 [REDACTED] All right.
392 [REDACTED]
393 [REDACTED] Yeah.
394 [REDACTED]
395 [REDACTED] Did you ever talk about the issue with Officer Lansdale?
396 [REDACTED]

397 [REDACTED] I never, no.
398
399 [REDACTED] No. Okay. She never said what your
400
401 [REDACTED] I asked her
402
403 [REDACTED] issue was, what your particular problem was that she
404
405 [REDACTED] No. Because I didn't even realize that she had talked - she had - was calling me
406 incompetent at the time.
407
408 [REDACTED] But there was no - afterwards there was no I guess breaking down the scenario
409 of here's what I need you to do, here's what you should be doing, the
410 expectations of
411
412 [REDACTED] She's just more upset
413
414 [REDACTED] you in that situation?
415
416 [REDACTED] with other officers.
417
418 [REDACTED] Okay. Did she ever vent to you about the things that she thought
419
420 [REDACTED] I did ask her in the car.
421
422 [REDACTED] should happen?
423
424 [REDACTED] I did ask her in the car, "Hey, everything cool? Like you're good?" And she
425 said she was upset with other officers.
426
427 [REDACTED] Did she say why?
428
429 [REDACTED] It was - I think it was - well I guess it was just the way that the scene went on.
430 So the pod hit comes in and she's waiting for third vehicle and Officer Lakin
431 without any backup basically goes into the hotel room parking lot. So then we
432 have to follow her and she gets very upset that it's just us two. And then after
433 that she's barking orders and telling us where to go, how to do stuff and - so
434 yeah. She seemed more upset with other officers at the time.
435
436 [REDACTED] Okay.
437
438 [REDACTED] And I didn't realize that she was calling me the incompetent officer.
439
440 [REDACTED] Okay.

441
442 BOYD So could you tell that there was - that her and the other officers were
443
444 [REDACTED] There was - yeah.
445
446 BOYD for lack of a better term in a 415 with each other about something?
447
448 [REDACTED] Yes.
449
450 BOYD You could tell?
451
452 [REDACTED] Yes. It was pretty obvious.
453
454 BOYD And do you remember who else was there besides Lakin?
455
456 [REDACTED] Later on was Officer Hur, Officer Texley. Officer Texley was there when we
457 got - when I got called incompetent.
458
459 [REDACTED] What officer is that?
460
461 [REDACTED] Texley.
462
463 [REDACTED] Can you spell that?
464
465 [REDACTED] T-E-X-L-Y I believe or I don't know (unintelligible).
466
467 [REDACTED] Okay.
468
469 [REDACTED] And then Officer Smart.
470
471 [REDACTED] Smart?
472
473 [REDACTED] Yes.
474
475 [REDACTED] S-M-A-R-T?
476
477 [REDACTED] Yes.
478
479 [REDACTED] All right. So going down list anyone else have any questions about that
480 Sergeant?
481
482 BULLARD Not really.
483

484 [REDACTED] Okay. Going down the list here, the next portion I want to cover, you said after
485 a call Corporal Lansdale advised you that she did not trust you because you
486 failed to put gender and race on a person's search on the MDT.
487
488 [REDACTED] Yes.
489
490 [REDACTED] Okay. Can you talk about that a little bit?
491
492 [REDACTED] Yeah. We did the traffic stop of a vehicle. It was speeding near - the back of
493 here, HOJ. Stops at Jack in the Box. When I did his search of his name on
494 MDT, I didn't put gender and race. And she explained that to me - plenty of
495 times actually that it doesn't give you an accurate search if you don't put gender
496 and race. So then after the fact we're 940 here and behind HOJ and she tells me
497 like that if I can't put gender and race every time I do a search when she's not
498 inside the vehicle watching my screen, then what makes me think or what
499 makes her think that she can go to the restroom and leave me writing reports
500 and I'm not on my cell phone or doing things of that nature. And I told her - I
501 replied to her and I said, "I've never given you a reason to think that I'm on my
502 cell phone." And she said, "I'm not saying that. I'm giving you an example of
503 that." And so I - and then I said, "Okay." She left to the restroom and I stayed
504 there.
505
506 [REDACTED] Okay.
507
508 [REDACTED] Yeah.
509
510 [REDACTED] This is an area though that she had addressed before with you, something that
511 you had not been able to do and she addressed it with you?
512
513 [REDACTED] Yes.
514
515 [REDACTED] All right.
516
517 [REDACTED] Yes.
518
519 [REDACTED] How many times do you think you forgot to put that data in when you're doing
520 a person search?
521
522 [REDACTED] I'm not sure. A few times.
523
524 [REDACTED] A few times.
525
526 [REDACTED] Yes.
527

SKELLY

DENIAL * OFC.

528 [REDACTED] So this was something that I guess had been reoccurring and she
529
530 [REDACTED] Yes.
531
532 [REDACTED] addressed it before. Okay. The next thing is she reminded you of the proper
533 use of some grammar seen and saw?
534
535 [REDACTED] Yes.
536
537 [REDACTED] Okay. Can you talk a little bit about that?
538
539 [REDACTED] So a lot of times when I would say like kind of what happened or in a scenario
540 or whatever and I'm trying to explain it to her, I would say "oh, well Mr. so and
541 so said he seen the lady over there." And she would educate me about how it's
542 supposed to be he saw the lady over there. And I kept saying that, kept saying
543 that. A few times she would stop me and yell at me. Actually tell me the
544 proper way - it's saw. "It's saw. It's saw." And then one day after - I don't
545 even remember if it was my last day with her she said, "You know, I found an
546 article about the word saw and seen and the proper way of using those two
547 words if you want me to send it to you." And I said, "No, I'm okay. Thank
548 you."
549
550 [REDACTED] Okay.
551
552 BULLARD You said she yelled at you over this?
553
554 [REDACTED] Yes. We were at a jail one time and I think she - she thought that I said the
555 word seen and I -- and I...
556
557 BULLARD I'm sorry. Go ahead.
558
559 [REDACTED] sure. I used the word saw. And then - or actually I don't even think I used saw
560 or seen. I used some other words. And she said, "It's saw. It's saw." And I'm
561 like, "I didn't even say that."
562
563 BULLARD So she actually - when you're saying yell, you're actually - sometimes people
564 just say yell but they're enhancing what they're trying to tell us. But she's
565 actually like raising her voice to the point of actually yelling this at you.
566
567 [REDACTED] Yeah. But - yes. The way she speaks is pretty quiet and low so it's kind of
568 obvious when she's yelling.
569
570 [REDACTED] And were there other - was this in the booking area at jail?
571

572 [REDACTED] Yeah. But it was - I don't think anyone would be there to witness it plus
573
574 [REDACTED] Were there other
575
576 [REDACTED] we had a prisoner who was yelling in front of us.
577
578 [REDACTED] Okay. Were there other officers there?
579
580 [REDACTED] Not that I knew about. I don't know who - I mean I'm sure there was but I'm
581 not sure who they were.
582
583 [REDACTED] All right. And was it kind of - was she yelling across the booking area at you?
584
585 [REDACTED] No. We were right in front of each other.
586
587 [REDACTED] Right - okay. You put in here that she reminded you almost every day to
588 remove your foot off the brake while parked inside the police station because if
589 the car could - would hit you, the car would roll over and hurt her?
590
591 [REDACTED] Yes.
592
593 [REDACTED] Can you describe that a little bit?
594
595 [REDACTED] Sure. So we're parked inside JERPD parking lot. And I have the habit of
596 leaving my foot on the brake even though it's on park. And she would tell me -
597 she would look on the mirror or wherever and I could see she was looking and I
598 would take it off and she would get out the car. And there would be times
599 where she wanted to get out the car and she says, "Can you please take your
600 foot off the brake because if a vehicle just hits us right now, my - the vehicle
601 could roll over and I could die." I could get hurt or stuff like that she would
602 say. And it was just like I really wonder when a vehicle would hit us inside of
603 JERFP parking lot but that's my thing. But there was things like that or
604 anywhere I guess when we're parking. It wasn't really like a - I'd understand
605 like if we're parking outside of HOJ and my lights are on and obviously I'm
606 trying to be hidden or whatever and now my brake lights are obviously all the
607 way in the back just lighting up the wall or whatever. But it wasn't like that. It
608 was just like just because I'm parked or whatever and I have my brake on - I
609 mean is that possible for the vehicle to roll over? I don't know.
610
611 [REDACTED] This was - was it a daily occurrence or almost daily occurrence?
612
613 [REDACTED] She would talk to me, yeah, very often.
614

615 [REDACTED] All right. Going back to the grammar issue, seen versus saw and she - you said
616 that she gave - found an article for you. And I guess encouraged you to read it
617 and you said no.
618
619 [REDACTED] Yeah.
620
621 [REDACTED] In your mind was this an honest effort for her to help you with an issue that she
622 saw?
623
624 [REDACTED] I don't know. I just - I was fed up with it. Sure I have grammar issues. But I
625 guess I know how to use the words saw and seen now. I don't know. I don't
626 think I had to, you know, read an article to reeducate myself on the words saw
627 and seen. It was kind of a - just upsetting, frustrating for her to keep telling me
628 stuff like that.
629
630 [REDACTED] Did she ever - was she - did you feel she was implying that you weren't
631 educated and she was
632
633 [REDACTED] I'm not sure.
634
635 [REDACTED] condescending about it or was she being genuine to the fact that this may help
636 you?
637
638 [REDACTED] I don't know. I think - it seemed condescending to me but that's just my
639 personal opinion.
640
641 [REDACTED] Okay. You talk a little bit about how she's very critical of her other officers and
642 maybe her partners. But she has a hard time accepting criticism about her. Do
643 you have any examples of that?
644
645 [REDACTED] Yeah. So I guess like that hotel scenario that I'm telling you about. She tells us
646 to go - there's two stairways to get to the same room. And she tells me and -
647 she says that we're going to go this way and Officer Lakin and I believe Officer
648 Smart was going to go the other way. And after the fact she - Sergeant Vu talks
649 to us and goes like, "Hey, like maybe you guys should have gone the same
650 stairway because if you guys go both ways or whatever and somebody comes
651 out with a gun, you guys would be in crossfire of each other because you guys
652 were in the same hallway. And after the fact she was just like talking and
653 talking about how that's not correct and how we have discipline and we should
654 be able to shoot and, you know, even though we were in the back draw or
655 whatever like we should be able to shoot or basically saying like Sergeant Vu
656 was wrong about what he was saying. But then we go back to Lakin driving up
657 to the vehicle with just us two and she was - she went off on her kind of. So it

658 was just like she can't accept her own criticism or her own mistakes basically.
659 So I don't know.
660
661 [REDACTED] All right. Does she have a hard time accepting that there's other - maybe other
662 ways to do something other than the way she wants to do them?
663
664 [REDACTED] That's very much possible.
665
666 [REDACTED] Okay. Compared to your other training officers, had some of the things that
667 Officer Lansdale addressed with you, were those issues other training officers
668 had also addressed with you such as grammar, what else, crossing the street,
669 anything like that?
670
671 [REDACTED] My grammar I guess would come in play just in report writing and things like
672 that. Just I mean I'm, you know, Spanish is my first language so yeah, I guess
673 that's an issue. It's been an issue since I was born I guess. And English isn't
674 my first thing, you know, so. So yeah, that one's probably very much so.
675
676 [REDACTED] Has that been addressed by other training officers though?
677
678 [REDACTED] Yeah.
679
680 [REDACTED] Okay. And evals or just kind of informal
681
682 [REDACTED] Informal. *
683
684 [REDACTED] conversations?
685
686 [REDACTED] Just when we're writing our reports or whatever.
687
688 [REDACTED] Okay.
689
690 [REDACTED] "Hey, that's not how you say that." Or even like names if I read them in
691 English, it's like is that how you say it? And like no, that's not. Like Deborah,
692 I say Dee-borah. That's not how you say it. You can laugh. It's fine. It
693 happens, so. But it's just, yeah. Yeah.
694
695 [REDACTED] But the way - did Officer - the way other TOs have addressed those issues was
696 it different from the way Officer Lansdale addressed those issues?
697
698 [REDACTED] Yes.
699
700 [REDACTED] How so?
701

702 [REDACTED] I mean it's more informal and like how you said it's like - it's simple. It's more
703 like hey like, you don't use this word. You know, I'm going to just change this
704 word for you because this isn't how you use it or whatever. Or I'm - things like
705 that. But I think for her it was just that word saw and seen was big.
706

707 [REDACTED] Did you feel that your time in Officer Lansdale's car was conducive to learning
708 the job of being a Police Officer?
709

710 [REDACTED] I mean there were some aspects but I think the other parts kind of outweigh the
711 learning environment and kind of take away that learning environment. It's
712 more of a - I don't know how to explain it but you kind of don't learn after a
713 point when you're just being yelled at every two seconds and it's like
714 unnecessary yelling. It's just nitpicky and yeah.
715

716 [REDACTED] And overall what kind of affect did your time with Officer Lansdale have on
717 you?
718

719 [REDACTED] I think it kind of backed me up in my training. Just because I was kind of fed
720 up with the job. I really didn't want to come to work every day like it's - it was
721 that bad. Like I was really, really happen when she had like a week off for the
722 union stuff because it was like the best time I've had. So it was kind of a break
723 for me.
724

725 [REDACTED] So it's safe to say you were not looking forward to coming to work?
726

727 [REDACTED] No.
728

729 [REDACTED] Okay. Did you ever feel like quitting?
730

731 [REDACTED] I didn't - the only reason why I didn't quite was because I have bills at home
732 and children and a daughter at home. That's the only reason why I didn't quit.
733

734 [REDACTED] Did you have a - would you consider it a hostile
735

736 [REDACTED] Yeah.
737

738 [REDACTED] type of environment? All right.
739

740 BULLARD Did you ever offer any kind of criticism or anything towards Officer Lansdale
741 yourself?
742

743 [REDACTED] I spoke to other officers about it who had her. And basically told me, "Hey, just
744 ride it, ride the boat. Just deal with her for now." I don't - I didn't really
745 understand the conversation I had with another trainee who I'm sure you guys

746 are going to speak to and basically said, "Have you had an unprofessional
747 conversation with her, and I really kind of recommend that if you haven't had
748 the conversation of her attitude just don't have it because it's just going to make
749 things worse." So I just never brought it up to her.

750

751 BULLARD So would it be safe to say or a fair statement on your part is the reason that you
752 never brought up directly to Officer Lansdale about any criticisms to her is
753 because you felt it would only make it worse for you at work with her?

754

755 [REDACTED] Yes.

756

757 BULLARD Okay. How many field training officers have you had to date?

758

759 [REDACTED] How many have I had today?

760

761 BULLARD To this date. I'm sorry.

762

763 [REDACTED] Oh. Shoot. I believe seven.

764

765 BULLARD And that includes Officer Lansdale?

766

767 [REDACTED] Oh. Eight.

768

769 BULLARD Eight. How would you rate your experience - your training experience as far as
770 your time with Officer Lansdale in training as far as the best time in training, it
771 was the worst time? Is there a scale that you would rate it on amongst your
772 other FTOs that you have trained with?

773

774 [REDACTED] The worst.

775

776 BULLARD And in your own words, why would that be?

777

778 [REDACTED] Just because of the environment she gives you. Just the way, you know, I don't
779 know. It's just yeah, like he said, hostile and she's kind of condescending and

780

781 [REDACTED] You said another trainee of hers said something about not having a professional
782 or having professional conversation with her.

783

784 [REDACTED] I didn't really understand what he said but he said if I had had an unprofessional
785 conversation with her.

786

787 [REDACTED] Okay.

788

789 [REDACTED] I don't know what that meant. And then he said, "If you haven't had the
790 conversation of her attitude, just don't even do it."
791
792 [REDACTED] What officer was that?
793
794 [REDACTED] [REDACTED].
795
796 [REDACTED] Officer [REDACTED]. Okay. That's all I have. Mick, do you have anything?
797 Anything else? Okay. So wrap it up.
798
799 BULLARD Is there anything else relating to this matter that we have not covered that needs
800 to be added, clarified or changed? If so, I am ordering you to provide that
801 information now.
802
803 [REDACTED] No.
804
805 BULLARD After you leave this interview should you remember anything that is different
806 from or in addition to the information that you've given today, I am ordering
807 you to contact Sergeant [REDACTED] immediately. I am also ordering you not to
808 discuss this matter with any other department employee. Do you understand
809 these orders?
810
811 [REDACTED] Yes.
812
813 BULLARD Concluding at 0931.
814
815 **End of recording.**
816
817
818 The transcript has been reviewed with the audio recording submitted and it is an accurate
819 transcription.
820 Signed _____
821 Sgt. [REDACTED]

IA

1 INTERVIEW WITH OFC. [REDACTED]
2 Sgt. [REDACTED]
3 Det. Lili Alonso
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 ALONSO The date is February 18, 2020. The time is 1432 hours. Present in the Internal
9 Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and
10 myself Detective Lili Alonso. The purpose of this investigation is to conduct an
11 interview of [REDACTED] who is an employee with the Sacramento Police
12 Department in the capacity of officer. This is an administrative investigation on
13 the charges against Angela Lansdale for conduct unbecoming and
14 discrimination in which you may be a witness. Do you understand this is an
15 administrative investigation only?
16

17 [REDACTED] Yes.
18

19 ALONSO The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] Yes.
24

25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all questions fully and honestly. Also you are
28 ordered to provide at this time all the information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 actions up to and including termination for insubordination. Do you understand
32 this?
33

34 [REDACTED] Yes, sir.
35

36 ALONSO Okay.
37

38 [REDACTED] Okay we are here today to discuss allegations that Officer Angela Lansdale
39 made disrespectful or discriminating comments towards her trainees in her role
40 as a Field Training Officer with the Sacramento Police Department. Before the
41 interview I supplied you with a memo you wrote to Sergeant Echeverria on
42 February 13, 2020 detailing some of the issues you had with Officer Lansdale
43 and I provided you with a video from CAD Call 19-402388. Have you had
44 enough time to review these materials?

45 [REDACTED]
46 [REDACTED] Yes, sir.
47 [REDACTED]
48 [REDACTED] All right. For the record please say and spell your full name.
49 [REDACTED]
50 [REDACTED] [REDACTED] is [REDACTED]
51 [REDACTED]
52 [REDACTED] And what's your current rank?
53 [REDACTED]
54 [REDACTED] Officer.
55 [REDACTED]
56 [REDACTED] And how long have you been a police officer?
57 [REDACTED]
58 [REDACTED] Six months.
59 [REDACTED]
60 [REDACTED] Okay. You currently Phase 4?
61 [REDACTED]
62 [REDACTED] Yes, sir.
63 [REDACTED]
64 [REDACTED] What's your current assignment?
65 [REDACTED]
66 [REDACTED] District or Sector 6 - A.
67 [REDACTED]
68 [REDACTED] How long have you been in Phase 4?
69 [REDACTED]
70 [REDACTED] Three weeks.
71 [REDACTED]
72 [REDACTED] During your phase training did you have Officer Lansdale as a training officer?
73 [REDACTED]
74 [REDACTED] Yes.
75 [REDACTED]
76 [REDACTED] All right. And when was she your training officer?
77 [REDACTED]
78 [REDACTED] December.
79 [REDACTED]
80 [REDACTED] December of 2019?
81 [REDACTED]
82 [REDACTED] Yes.
83 [REDACTED]
84 [REDACTED] Okay. And when you had Officer Lansdale what phase were you in?
85 [REDACTED]
86 [REDACTED] Phase 3.
87 [REDACTED]

SKELLY

S LE#

DENIAL *OFC.

88 [REDACTED] And this is an open-ended question but can you describe to me your month with
89 Officer Lansdale?
90
91 [REDACTED] It was definitely - it was the most difficult month for training
92
93 [REDACTED] Mm-hm.
94
95 [REDACTED] just because - I mean I didn't really like going into work which is fine but she
96 just oftentimes like in the video would have this tone like pretty much - at least
97 every day for most of the day or just like kind of a demeaning tone. I mean she
98 didn't say anything specific to me. Like call me any names or anything I think -
99 that I remember so it was just the whole atmosphere that kind of made it hard to
100 learn and be there
101
102 [REDACTED] Mmm.
103
104 [REDACTED] and feel confident.
105
106 [REDACTED] Okay. I want to go over some things in your memo that you wrote. So it looks
107 like a few of the positives. You said you learned to be efficient in running
108 people and
109
110 [REDACTED] Mm-hm.
111
112 [REDACTED] writing reports.
113
114 [REDACTED] Yeah. She was like
115
116 [REDACTED] Yeah?
117
118 [REDACTED] super particular on how to do that. So
119
120 [REDACTED] Mm-hm.
121
122 [REDACTED] I just - I mean she liked to do it her way so once I learned that I mean it was
123 efficient with her.
124
125 [REDACTED] Did she explain everything well?
126
127 [REDACTED] Yes.
128
129 [REDACTED] Okay. Did she describe reasons for why she was teaching what she was
130 teaching?
131

132 [REDACTED] Everything. Yeah reasons for everything.
133
134 [REDACTED] Okay. Some of the negatives. You wrote that she was very harsh and negative
135 towards quote "lazy officers who didn't do things her way."
136
137 [REDACTED] Mm-hm.
138
139 [REDACTED] Is that correct?
140
141 [REDACTED] Yeah. That was more - that came out like toward the last - so the second half of
142 the month.
143
144 [REDACTED] Okay. Can you provide any examples?
145
146 [REDACTED] I mean I just remember like a couple days in a row or like the whole week she
147 was just like harping on like Officer [REDACTED].
148
149 [REDACTED] Mm-hm.
150
151 [REDACTED] We had - he was on our team and like we took this report - I can't even
152 remember what it was. It was like a 273. And we ended up taking most of the
153 statements and stuff. And then like she was just like the whole time like
154 complaining to me about like, "He's super lazy." Like, "He doesn't do it this
155 way. See this is why you" And she's just really harsh about it. Like, "This is
156 why you need to do this. This is why you need to do this." And then we went
157 to jail with him one time and he wrote the PC deck for us and he messed up a
158 couple things.
159
160 [REDACTED] Mm-hm.
161
162 [REDACTED] And then she was like - just like harping on like lazy pe- and like he being super
163 lazy and like officers being lazy and just like it kind of just was like a negative
164 look to the whole team and like
165
166 [REDACTED] Mm-hm.
167
168 [REDACTED] it just made it feel like so - like I was walking on eggshells all the time. Like
169 you know? Just super like edgy and
170
171 [REDACTED] Mm-hm.
172
173 [REDACTED] uh, I don't know.
174

175 [REDACTED] Is that something that when you rode with other training officers did they talk
176 about other officers on the team particularly as far as performance or work ethic
177 - anything like that?
178
179 [REDACTED] Yeah, definitely.
180
181 [REDACTED] To that extent that Officer Lansdale did?
182
183 [REDACTED] No. I mean yeah she was just like beating a dead horse it seems.
184
185 [REDACTED] Mm-hm.
186
187 [REDACTED] Like trying to train me with it. But I don't know. I feel like she was just taking
188 out. Which is fine. Like there's nothing wrong with that. It's just
189
190 [REDACTED] Mm-hm.
191
192 [REDACTED] harsh I guess.
193
194 [REDACTED] Okay.
195
196 [REDACTED] But
197
198 [REDACTED] And what were her expectations of you while she was your training officer?
199
200 [REDACTED] Basically - so I remember this because this was my first day driving.
201
202 [REDACTED] Mm-hm.
203
204 [REDACTED] She drove I think the first two days and like on certain calls she would like want
205 me to have the parking lights on. Just like little things like that. And some calls
206 leave the high beams on - not high beams but the actual headlights on. And
207 then sometimes turn it all the way off. And like she would explain that to me
208 like while she was driving the first two days but then the first day I was driving
209 like I had never been taught that before like when to do that. And it made sense
210 for when she was saying it but it was just like really specific situations and I just
211 didn't know so I messed up obviously. And then like the order. She had me
212 like hit the ICC and take a - I can't even remember the order. But it was like it
213 had to be the same order every time the way I parked the car and like where I
214 parked on certain calls and just - so everything had to be perfect. And then like
215 on this call I remember like she was saying that stuff. And then I think right
216 when we got out of the car is when she was - she wasn't like screaming but she
217 was yelling with that
218

219 [REDACTED] Mm-hm.
220
221 [REDACTED] tone but just louder so I could hear her like while we're on this call. Like she's
222 just standing there at the front of the car saying all this stuff to me. Like
223 basically, "Why aren't you doing it this way? Why ar-," like, "I showed you
224 how to do it the first two days. Why aren't?" Basically like, "Why aren't you
225 per- why aren't you doing it the way I taught you?" And I'm - you know I'm
226 just like, "Mm-mm. I don't know. I," you know I just - it was all new to me
227 because I had never had to do it in that specific order or, I don't know.
228
229 [REDACTED] And did you find some of these expectations that she had of you to be
230 unrealistic as far as like you said some of them were very specific
231
232 [REDACTED] But yeah some of that.
233
234 [REDACTED] or for specific situations?
235
236 [REDACTED] I mean I got the hang of most of the things just because she was always harping
237 on them but the main thing - yeah just the little things like when to park on the
238 curb like for what call and like when to leave the rear lights on. And like some
239 of that stuff to me was just like kind of unrealistic. Like how am I supposed to
240 remember. Because it wasn't like the same reason for every call so I couldn't
241 just say, you know, "Okay, this is - on these calls I'm going to park like this."
242
243 [REDACTED] Mm-hm.
244
245 [REDACTED] And do - it just depended on like the street we were on or like
246
247 [REDACTED] Mm-hm.
248
249 [REDACTED] you know the time of day. And so I think there were reasons but I just - it was
250 unrealistic for me to remember and know when she wanted me to do that.
251
252 [REDACTED] Mm-hm. Did you find that to be maybe distracting when you were maybe
253 arriving to a call - trying to remember the exact sequence of things you were
254 supposed to do in that situation? Were you focusing on that rather than maybe
255 some of the bigger picture type of things like your real basic officer safety and
256 things like that?
257
258 [REDACTED] Yes, sir. Yeah that's all I was thinking about.
259
260 [REDACTED] Mm-hm.
261
262 [REDACTED] Like everything else just had to come

263 [REDACTED]
264 [REDACTED] Just not messing up. Right?
265 [REDACTED]
266 [REDACTED] like from instinct. Yeah. Like
267 [REDACTED]
268 [REDACTED] Okay.
269 [REDACTED]
270 [REDACTED] make sure I'd get there how she wants me to get there and
271 [REDACTED]
272 [REDACTED] Mm-hm.
273 [REDACTED]
274 [REDACTED] the way I turn the car and everything. Like it just - I was just thinking about
275 [REDACTED] that all the time.
276 [REDACTED]
277 [REDACTED] Okay.
278 [REDACTED]
279 [REDACTED] But
280 [REDACTED]
281 [REDACTED] And you kind of spoke this a little bit. If you had - if you did make a mistake
282 [REDACTED] what was the reaction to that by her?
283 [REDACTED]
284 [REDACTED] It was basically you hear in here. She'd just go like off on like every little thing
285 [REDACTED] and ask me like why I'm not understanding and
286 [REDACTED]
287 [REDACTED] Mm-hm.
288 [REDACTED]
289 [REDACTED] just like she does here.
290 [REDACTED]
291 [REDACTED] Mm-hm.
292 [REDACTED]
293 [REDACTED] Sometimes it was a little more loud or - but she never - like I said I - and I think
294 [REDACTED] she - by the time that she was training me like I had heard that she would - she
295 [REDACTED] was like really hard on people and I think she knew she was kind of in hot water
296 [REDACTED] by the time she had me. So I could tell that she was trying to not, I don't know
297 [REDACTED] be so rude I guess.
298 [REDACTED]
299 [REDACTED] Mm-hm.
300 [REDACTED]
301 [REDACTED] But I think that's probably just her personality. She's just very like OCD and
302 [REDACTED] like everything needs to be her way. So
303 [REDACTED]
304 [REDACTED] Okay. Other than this 211 call is there anything else -- and we'll look - take a
305 [REDACTED] look at this in just a sec -- is there anything else that you can remember where

306 you made a mistake and then she addressed it a little more harshly than you
307 believe was fair?
308
309 [REDACTED] Yeah I mean not that I can remember. I just remember every day there was
310 something.
311
312 [REDACTED] Mm-hm.
313
314 [REDACTED] But it was - and like I said like it would - like she had reasons for everything.
315
316 [REDACTED] Mm-hm.
317
318 [REDACTED] So she's not wrong. Like I'm definitely making mistakes but it was just hard to
319 - I do remember - I can't remember what day or - I wasn't driving so it must
320 have been the fir- one of the first two or three days but we went to like a
321 possible 211. It was between a mom and a son. It ended up being a 415. But I
322 was like I was interviewing the kid and I - she was just like and asking - she was
323 like using that tone and kind of like telling me why I was wrong the questions
324
325 [REDACTED] Mm-hm.
326
327 [REDACTED] I was asking like right in front of the kid.
328
329 [REDACTED] Mm-hm.
330
331 [REDACTED] And so I was like - it was just weird. Like it's totally fine that she did that but it
332 was just - like I had never had anyone do that before.
333
334 [REDACTED] So correcting you as you were engaging in
335
336 [REDACTED] Yeah. Like during the
337
338 [REDACTED] taking a statement?
339
340 [REDACTED] Like instead of waiting. Just like during
341
342 [REDACTED] Mm-hm.
343
344 [REDACTED] And asking me like, "Why are you doing this?" Like, "Don't you know blah,
345 blah, blah or whatever?" I can't even remember what it was. But I just
346 remember like being right in front of this kid and he's looking at me because
347 I'm talking to him and she's just standing there like just like harping on me.
348 And I'm - so I'm like, "Okay now I don't even - I don't even know like what I
349 was going to ask. I don't even know why I'm here anymore." Like

350 [REDACTED]
351 [REDACTED] Mm-hm.
352 [REDACTED]
353 [REDACTED] I can't remember what I was asking the guy. So
354 [REDACTED]
355 [REDACTED] So if that situation would have happened with another TO. If you
356 [REDACTED]
357 [REDACTED] Mm-hm.
358 [REDACTED]
359 [REDACTED] were conducting an interview and maybe you weren't asking quite the right
360 [REDACTED] questions what would another TO would have done typically in that situation?
361 [REDACTED]
362 [REDACTED] I - most of my TOs they just would kind of ask the person and redirect them
363 [REDACTED] back to
364 [REDACTED]
365 [REDACTED] Mm-hm.
366 [REDACTED]
367 [REDACTED] what they wanted to hear.
368 [REDACTED]
369 [REDACTED] Mm-hm.
370 [REDACTED]
371 [REDACTED] And kind of jump in and not just like cut me off
372 [REDACTED]
373 [REDACTED] Mm-hm.
374 [REDACTED]
375 [REDACTED] in the middle of my sentence and like talk to me. They would kind of just direct
376 [REDACTED] it as if we were partners so the person knew like who was getting interviewed
377 [REDACTED] like and they didn't feel so weird about it.
378 [REDACTED]
379 [REDACTED] Right. So definitely other TOs would make it more of a partner situation
380 [REDACTED]
381 [REDACTED] Mm-hm.
382 [REDACTED]
383 [REDACTED] where you were more of an equal
384 [REDACTED]
385 [REDACTED] Mm-hm.
386 [REDACTED]
387 [REDACTED] as opposed to Officer Lansdale where she treated you kind of more definitely as
388 [REDACTED] a subordinate
389 [REDACTED]
390 [REDACTED] Yeah, definitely.
391 [REDACTED]

392 [REDACTED] you felt? Mm-hm. All right. We'll watch this video real quick. And is there
393 anything at the beginning that you want to talk about? Because I know it - I
394 can't really hear much audio to it at the
395
396 [REDACTED] Yeah, I think
397
398 [REDACTED] very beginning of it.
399
400 [REDACTED] it's because and the 30 second.
401
402 [REDACTED] Yeah.
403
404 [REDACTED] But she basically says
405
406 [REDACTED] Are there things that she's saying though that aren't captured on the body worn
407 cam that are
408
409 [REDACTED] Yeah. When she's standing here
410
411 [REDACTED] kind of relevant?
412
413 [REDACTED] that's when she said everything.
414
415 [REDACTED] Okay.
416
417 [REDACTED] That - that's what I was writing on here. But I
418
419 [REDACTED] Got you.
420
421 [REDACTED] You can't hear it.
422
423 [REDACTED] Okay. So this is her body cam - Officer Lansdale's body cam - and we're
424 picking up here at for the record 5:44:49 Zulu time. So this is our 30 second
425 delay and you say right here is when she's kind of verbalizing
426
427 [REDACTED] I think it was like as she was getting out. Because I didn't do the order of - I
428 can't remember what it was. Like, and maybe I was slow to get out of the car
429 like and turn off the car. Because on - with my previous FTOs like I was taught
430 on calls like this when it's so close to the door and like and I would just lock the
431 car and leave it running because I'm going to be right in front of it
432
433 [REDACTED] Mm-hm.
434

435 [REDACTED] instead of turning it off. And that's what kind of started it I think. So she was
436 basically saying what she said at the end. Just
437
438 [REDACTED] Okay.
439
440 [REDACTED] as far as I remember.
441
442 [REDACTED] And is she talking to you right here still or is
443
444 [REDACTED] Yeah this is when she was talking to me.
445
446 [REDACTED] Okay. As you're getting out of the car?
447
448 [REDACTED] Yeah.
449
450 [REDACTED] All right. So our 30 second delay is up right about here. So at this point have
451 you gotten back in the patrol car?
452
453 [REDACTED] Mm-hm.
454
455 [REDACTED] And so you're just kind of sitting there waiting for her?
456
457 [REDACTED] Mm-hm. Yeah.
458
459 [REDACTED] Okay.
460
461 [REDACTED] That's the word - yeah that the word I'm (unintelligible).
462
463 [REDACTED] So was that pretty indicative of how she would typically address any issues with
464 you?
465
466 [REDACTED] Yeah. Yeah it was just like that like
467
468 [REDACTED] Mm-hm.
469
470 [REDACTED] all day
471
472 [REDACTED] So kind of rapid fire.
473
474 [REDACTED] every day. Mm-hm.
475
476 [REDACTED] Of, "Why you doing this? Why you doing
477
478 [REDACTED] Mm-hm.

479 [REDACTED]
480 [REDACTED] that?" And then just a rapid fire sequence of the things that she saw you did
481 [REDACTED] wrong?
482 [REDACTED]
483 [REDACTED] Mm-hm.
484 [REDACTED]
485 [REDACTED] Okay. Did she ever take time to figure out any other alternative solutions to
486 [REDACTED] maybe some mistakes you were making and then how to solve those instead of
487 [REDACTED] just disre- "Why did you do this? Why did you do that?" Was there any other
488 [REDACTED] different way to approach some of the things you were having issues with? Or
489 [REDACTED] was it basically
490 [REDACTED]
491 [REDACTED] Uh
492 [REDACTED]
493 [REDACTED] always like this for the whole month?
494 [REDACTED]
495 [REDACTED] Yeah it was either she would ask me why I'm doing it or just tell me
496 [REDACTED]
497 [REDACTED] Mm-hm. Would she wait
498 [REDACTED]
499 [REDACTED] you
500 [REDACTED]
501 [REDACTED] for an answer? If she said, "Why did you do this? Why did you do that," would
502 [REDACTED] you actually give her an answer?
503 [REDACTED]
504 [REDACTED] Yeah. I think - I mean you probably don't want to hear it but I would just
505 [REDACTED]
506 [REDACTED] I - yeah.
507 [REDACTED]
508 [REDACTED] say like, "There's no reason, ma'am." Or like something like that. I mean
509 [REDACTED]
510 [REDACTED] Mm-hm.
511 [REDACTED]
512 [REDACTED] because there was none. Like I just didn't - I just wasn't doing it right.
513 [REDACTED]
514 [REDACTED] Mm-hm.
515 [REDACTED]
516 [REDACTED] So I - not really. I mean she was - it was pretty much like that. That's it.
517 [REDACTED]
518 [REDACTED] Mmm. You mentioned in the second part of your memo about a time you were
519 [REDACTED] driving Code 3 to a cover call and you took your hand off the steering wheel to
520 [REDACTED] honk the horn
521 [REDACTED]
522 [REDACTED] Mm-hm.

523 [REDACTED]
524 [REDACTED] and then she started yelling at you for being unsafe?
525 [REDACTED]
526 [REDACTED] Yeah. And
527 [REDACTED]
528 [REDACTED] Do you
529 [REDACTED]
530 ((Crosstalk))
531 [REDACTED]
532 [REDACTED] Because again like she's right on that too. But
533 [REDACTED]
534 [REDACTED] Mm-hm.
535 [REDACTED]
536 [REDACTED] I just been taught like when we're clearing an intersection before I get there just
537 honk like this because it changes the cycle you know so people can hear. And
538 but she wanted me to have it like this and just use my thumbs. So and that
539 makes sense to me. I know it's safer now. But I just never heard it before. And
540 so like
541 [REDACTED]
542 [REDACTED] Mm-hm.
543 [REDACTED]
544 [REDACTED] while I'm going Code trying to figure out where I'm going I did that and then I
545 just remember she was like pretty much like that but actually yelling. So I was
546 like super distracted then and I'm like, "I don't even know what she's talking
547 about." She was like, "Take your hand out of that steering wheel." And I'm
548 like, "I don't," like, "I don't know what that means."
549 [REDACTED]
550 [REDACTED] Mm-hm.
551 [REDACTED]
552 [REDACTED] "What do you mean?" And then later she was using like that tone and telling
553 me like, "You need to grab it like this." Because I was going like this to clear
554 the intersection. And that - so
555 [REDACTED]
556 [REDACTED] Do you remember how they taught you in the Academy?
557 [REDACTED]
558 [REDACTED] Yeah. I mean like this but it - I don't - they didn't
559 [REDACTED]
560 [REDACTED] They don't go over hand placement for when you're trying to alternate
561 [REDACTED]
562 [REDACTED] No.
563 [REDACTED]
564 [REDACTED] siren?
565 [REDACTED]
566 [REDACTED] No.

567 [REDACTED] Nothing like that?
568 [REDACTED]
569 [REDACTED]
570 [REDACTED] No.
571 [REDACTED]
572 [REDACTED] Nothing that specific?
573 [REDACTED]
574 [REDACTED] Nothing that specific no.
575 [REDACTED]
576 [REDACTED] Okay. So this is maybe just a particular thing and that was - that was her - just
577 [REDACTED] her
578 [REDACTED]
579 [REDACTED] Yeah.
580 [REDACTED]
581 [REDACTED] That was her thing?
582 [REDACTED]
583 [REDACTED] Mm-hm.
584 [REDACTED]
585 [REDACTED] Okay. Do you recall what type of call that was that you were going to Code 3?
586 [REDACTED]
587 [REDACTED] I think it was somebody calling for cover but I don't remember exactly.
588 [REDACTED]
589 [REDACTED] Do you remember where it was? Where you ended up at?
590 [REDACTED]
591 [REDACTED] I don't. I mean
592 [REDACTED]
593 [REDACTED] Mm-hm.
594 [REDACTED]
595 [REDACTED] I want to say it was somewhere in 5. I think we were crossed to Sector 5
596 [REDACTED]
597 [REDACTED] Okay.
598 [REDACTED]
599 [REDACTED] but I don't - yeah I don't remember.
600 [REDACTED]
601 [REDACTED] Is it day or night?
602 [REDACTED]
603 [REDACTED] It was dark.
604 [REDACTED]
605 [REDACTED] Dark?
606 [REDACTED]
607 [REDACTED] But in December I mean you know.
608 [REDACTED]
609 [REDACTED] And you were driving?
610 [REDACTED]

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611 [REDACTED] Yes.
612
613 [REDACTED] Was there certain days that you drove?
614
615 [REDACTED] I drove every day after
616
617 [REDACTED] You drove every day?
618
619 [REDACTED] after like the second or third day whatever it was.
620
621 [REDACTED] Okay. Do you remember maybe if that was later in the month you had with her
622 or was it towards the end of the month?
623
624 [REDACTED] It was probably somewhere in the middle. Yeah sorry I
625
626 [REDACTED] Okay. That's all right.
627
628 [REDACTED] I know.
629
630 [REDACTED] Do you remember any other officers that were on the call?
631
632 [REDACTED] No. I mean because by the time we got there it was Code 4. Like
633
634 [REDACTED] Okay.
635
636 [REDACTED] we weren't needed anymore. So I didn't even get out I don't think.
637
638 [REDACTED] All right.
639
640 [REDACTED] I just kept driving.
641
642 [REDACTED] Okay. Did Officer Lansdale's FTO methods have any effect on you positive or
643 negative?
644
645 [REDACTED] Negative.
646
647 [REDACTED] Negative?
648
649 [REDACTED] Yeah.
650
651 [REDACTED] And you said earlier that you kind of didn't look forward to coming to work?
652
653 [REDACTED] Yeah.
654

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655 [REDACTED] All right. Anything else?
656
657 [REDACTED] No it was just that
658
659 [REDACTED] All right.
660
661 [REDACTED] overall feeling.
662
663 [REDACTED] Of just not - not wanting to go through this
664
665 [REDACTED] Yeah.
666
667 [REDACTED] for 10 hours?
668
669 [REDACTED] Mm-hm.
670
671 [REDACTED] Any thoughts about quitting? Anything like that?
672
673 [REDACTED] I mean I - I think I like joked around about it but I wasn't actually going to quit.
674 I mean I - just because like it was like a known thing that she would make
675 people feel like they want to quit. But no I actually
676
677 [REDACTED] Mm-hm.
678
679 [REDACTED] I never would have quit
680
681 [REDACTED] Okay.
682
683 [REDACTED] because of this. It wasn't that bad.
684
685 [REDACTED] Any effects on your personal life?
686
687 [REDACTED] Mm-mm.
688
689 [REDACTED] Losing sleep? Anything like that?'
690
691 [REDACTED] No, no.
692
693 [REDACTED] All right. Would you consider the environment to be hostile - a hostile work
694 environment?
695
696 [REDACTED] I mean I don't know what that
697
698 BOYD: Would uncomfortable

699 [REDACTED]
700 [REDACTED] what exactly
701 [REDACTED]
702 BOYD: be a better
703 [REDACTED]
704 [REDACTED] Yeah.
705 [REDACTED]
706 BOYD: term than hostile?
707 [REDACTED]
708 [REDACTED] Yeah. Just uncomfortable.
709 [REDACTED]
710 [REDACTED] Mm-hm. Do you believe your time with Officer Lansdale was it conducive or
711 I'm sorry conducive to learning the profession of being a police officer?
712 [REDACTED]
713 [REDACTED] No. Besides like that I got efficient at running people.
714 [REDACTED]
715 [REDACTED] Mm-hm.
716 [REDACTED]
717 [REDACTED] But not - I mean not the overall month no I didn't really feel very confident at
718 all after that.
719 [REDACTED]
720 [REDACTED] Mm-hm.
721 [REDACTED]
722 [REDACTED] Or during. So
723 [REDACTED]
724 [REDACTED] Do you believe what she was teaching was valid and important but it was just
725 the methods used
726 [REDACTED]
727 [REDACTED] Yeah
728 [REDACTED]
729 [REDACTED] to instruct those
730 [REDACTED]
731 [REDACTED] Yes.
732 [REDACTED]
733 [REDACTED] those things?
734 [REDACTED]
735 [REDACTED] Yes.
736 [REDACTED]
737 [REDACTED] And how many training officers did you have all together?
738 [REDACTED]
739 [REDACTED] Six.
740 [REDACTED]
741 [REDACTED] Okay. In those six where would you put Officer Lansdale? Where would you
742 rank her?

743 [REDACTED]
744 [REDACTED] At the bottom.
745 [REDACTED]
746 [REDACTED] At the bottom? And your opinion is based on just the teaching methods she
747 [REDACTED] used and
748 [REDACTED]
749 [REDACTED] Mm-hm.
750 [REDACTED]
751 [REDACTED] some of the ways she conveyed and communicated with you?
752 [REDACTED]
753 [REDACTED] Yes.
754 [REDACTED]
755 [REDACTED] Okay. Do you think Officer Lansdale is a competent training officer? Do you
756 [REDACTED] think she should be a training officer?
757 [REDACTED]
758 [REDACTED] No.
759 [REDACTED]
760 [REDACTED] Okay.
761 [REDACTED]
762 [REDACTED] I mean she's definitely a competent officer. And she has reasons
763 [REDACTED]
764 [REDACTED] Mm-hm.
765 [REDACTED]
766 [REDACTED] for the things she's doing. But I just don't think - I mean like I'm pretty like
767 [REDACTED] easygoing so I don't - that type of stuff doesn't really affect me. So I was able
768 [REDACTED] to get through the month relatively smoothly like but most people - I mean I
769 [REDACTED] don't know what it is but like in my class who had her or just people that I heard
770 [REDACTED] about her - just most people in general that I met like they can't - well you just
771 [REDACTED] can't learn well under that and like stress.
772 [REDACTED]
773 [REDACTED] Mm-hm.
774 [REDACTED]
775 [REDACTED] It's like unnecessary stress. Because we're already super stressed out
776 [REDACTED]
777 [REDACTED] Mm-hm.
778 [REDACTED]
779 [REDACTED] trying to figure out the job on our own and so it was just adding unnecessary
780 [REDACTED] stress and distractions I guess.
781 [REDACTED]
782 [REDACTED] Is it safe to say she's developed a reputation among trainees at least
783 [REDACTED]
784 [REDACTED] Yes.
785 [REDACTED]
786 [REDACTED] from your academy

787 [REDACTED]
788 [REDACTED] Mm-hm.
789 [REDACTED]
790 [REDACTED] as being a difficult officer?
791 [REDACTED]
792 [REDACTED] Yes.
793 [REDACTED]
794 [REDACTED] All right. Did you see any issues with her and her teammates - patrol
795 [REDACTED] teammates? Other than her talking about some of the work ethic
796 [REDACTED]
797 [REDACTED] Yeah.
798 [REDACTED]
799 [REDACTED] issues did you ever see her - was there any like type of arguments or friction
800 [REDACTED] between her and her other teammates that you witnessed?
801 [REDACTED]
802 [REDACTED] No, not - not that I witnessed. I mean I just - I heard that like most people
803 [REDACTED] didn't like her.
804 [REDACTED]
805 [REDACTED] Mm-hm.
806 [REDACTED]
807 [REDACTED] But there was nothing that I saw like them actually verbally like arguing or
808 [REDACTED] anything. Just that people just didn't like her or being around her.
809 [REDACTED]
810 [REDACTED] Mm-hm.
811 [REDACTED]
812 [REDACTED] So
813 [REDACTED]
814 [REDACTED] Okay. Mick anything?
815 [REDACTED]
816 BOYD No, sir.
817 [REDACTED]
818 [REDACTED] Okay. Anything else to add?
819 [REDACTED]
820 [REDACTED] No, sir.
821 [REDACTED]
822 [REDACTED] All right.
823 [REDACTED]
824 ALONSO Okay is there anything else relating to this matter that we have not covered that
825 [REDACTED] needs to be added, clarified or changed? If so I am ordering you to provide that
826 [REDACTED] information now.
827 [REDACTED]
828 [REDACTED] No.
829 [REDACTED]

830 ALONSO After you leave this interview should you remember anything that is different
831 from or in addition to the information that you've given today I am ordering you
832 to contact Sergeant [REDACTED] immediately. I am also ordering you to not
833 discuss this matter with any other department employee. Do you understand
834 this orders?

835
836 [REDACTED] Yes, ma'am.

837
838 ALONSO Okay. We are done at 1455.

839
840 **End of recording.**

841
842
843 The transcript has been reviewed with the audio recording submitted and it is an accurate
844 transcription.

845 Signed _____

846 Sgt. [REDACTED]

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INTERVIEW WITH OFC. [REDACTED]
Sgt. [REDACTED]
Sgt. Jeffrey Shiraishi
Ofc. [REDACTED]
Rep. Mick Boyd

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SHIRAISHI The date is February 19, 2020. And the time is 8:56 in the morning. Present in the Internal Affairs Division Office are [REDACTED] SPOA Representative Mick Boyd, Sergeant [REDACTED] and myself, Sergeant Jeffrey Shiraishi. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes.

SHIRAISHI The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes.

SHIRAISHI Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all questions fully and honestly. Also, you are ordered to provide at this time all the information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary actions up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes.

[REDACTED] Okay. We are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a Field Training Officer with the Sacramento Police Department. Before the interview I supplied you with a memo you wrote to Sergeant Echeverria on February 9, 2020 detailing some of the issues you had with Officer Lansdale. Have you had enough time to review that material?

[REDACTED] Yes.

45 [REDACTED] Okay. For the record, can you please say and spell your full name?
46 [REDACTED]
47 [REDACTED]
48 [REDACTED]
49 [REDACTED] And what's your current rank [REDACTED]?
50 [REDACTED]
51 [REDACTED] Officer.
52 [REDACTED]
53 [REDACTED] And how long have you been a Police Officer?
54 [REDACTED]
55 [REDACTED] Graduated June of 2019.
56 [REDACTED]
57 [REDACTED] Okay. So a little over six months.
58 [REDACTED]
59 [REDACTED] Six, seven months.
60 [REDACTED]
61 [REDACTED] Okay. What's your current assignment in the police department?
62 [REDACTED]
63 [REDACTED] I'm currently Sector 5, swing shift on senior side in shadow week.
64 [REDACTED]
65 [REDACTED] You're in shadow week
66 [REDACTED]
67 [REDACTED] Yes sir.
68 [REDACTED]
69 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
70 [REDACTED] officer?
71 [REDACTED]
72 [REDACTED] Yes sir.
73 [REDACTED]
74 [REDACTED] And what phase were you in when you had Officer Lansdale?
75 [REDACTED]
76 [REDACTED] Phase 1 Month 2.
77 [REDACTED]
78 [REDACTED] Do you remember what month you had her? What month of the year.
79 [REDACTED]
80 [REDACTED] I believe it was September.
81 [REDACTED]
82 [REDACTED] Okay. And this is a very open ended question but can you describe your month
83 [REDACTED] with Officer Lansdale for us?
84 [REDACTED]
85 [REDACTED] Yes. It was one of the toughest months of my training for sure. It was at the
86 [REDACTED] beginning so I was still I guess overwhelmed, if you will, with learning
87 [REDACTED] everything and all that. Throughout the month the times spent at work was
88 [REDACTED] constantly stressful. I was unable to feel comfortable in the car with her. And

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89 that was, you know, that's something I've been working on trying to figure out
90 why. For me I think it came down to there was no personal communication
91 between the two of us. In the car it was either, you know, this is what you did
92 wrong, this is what other officers have done wrong or if I had work related
93 questions. Other than that, I was unable to kind of connect on any sort of
94 personal level. For me that made the month very challenging, not being able to
95 be comfortable. So with my stress level kind of not at its normal base level,
96 when something would come out, any call or anything like that which would
97 raise my stress, then I'd lock up and kind of barely be able to function.
98 However, I did my report writing skills with her and my, you know, ability to
99 use the computer greatly increased due to her kind of scrutinizing my reports
100 and the way I use a computer.

101
102 [REDACTED] Okay. So there were some positives

103
104 [REDACTED] Yes.

105
106 [REDACTED] you took away from the car. You mentioned it was tough. And was it tough
107 primarily because of what she demanded of you or was it more because of the
108 maybe challenging interpersonal relation that you had with her?

109
110 [REDACTED] I would say the challenging inter personal. There was nothing outlandish, right.
111 It was just standard demands or expectations. I wouldn't say demands,
112 expectations really. The - anything that outside of - at the end of my memo I
113 detailed where she had mentioned and called me a coward. Outside of that, I
114 don't think any of the times where she was correcting me she was in the wrong.
115 I - there were mistakes that I made. And being in training, you know, I
116 expected to make mistakes and I expected to get corrected. But it was more that
117 interpersonal rather than the demands or expectations.

118
119 [REDACTED] Okay. And when she corrected you, can you kind of give me I guess an
120 example of her style about how she would correct an issue that you were
121 having?

122
123 [REDACTED] So can't think of many examples. One on the way to the call or if we're
124 stopping on the side of the road or anything like that, at the time I would pull
125 over, keep the car in drive with my foot on the brake. You know, she'd explain
126 we want to put the car in park, take your foot off the brake. That way you're
127 not illuminating backwards, which, you know, I could understand. She would
128 give me explanations as to why it's like, you know, it being swing shift, you
129 know, we want to kill the lights. That way we're not giving away positions or
130 anything like that. But, you know, on the times I didn't do that, it would be
131 almost - she'd just be very short and be like, "I don't understand why you're not
132 getting this. Like we've talked about it multiple times. I don't understand."

133 And just kind of - it was kind of similar corrections on other mistakes. Like I
134 said, I can't think of anything specifically.

135 [REDACTED]
136 [REDACTED] Okay.

137 [REDACTED]
138 [REDACTED] But they came - the corrections came off more condescending than helpful.

139 [REDACTED]
140 [REDACTED] Understood. Okay. We're going to go through your memo a little bit.

141 [REDACTED]
142 [REDACTED] Okay.

143 [REDACTED]
144 [REDACTED] I'm going to pick out a couple finer spots and just ask you a few questions on
145 those. Did she ever give you expectations when you first got in her car of what
146 she expected you to do?

147 [REDACTED]
148 [REDACTED] I don't recall.

149 [REDACTED]
150 [REDACTED] Okay. I think we just went over her reaction if you did make a mistake, it was
151 more condescending than it was helpful?

152 [REDACTED]
153 [REDACTED] Yes. She would also - each mistake she would give me her explanation as why
154 we do it this way.

155 [REDACTED]
156 [REDACTED] Okay.

157 [REDACTED]
158 [REDACTED] Which I did appreciate it. You know, it wasn't just hey, you're wrong. It was,
159 "Hey, this is wrong and this is why."

160 [REDACTED]
161 [REDACTED] So because of Officer Lansdale's training methods or training styles, did this
162 have any effect on you as far as your desire to work?

163 [REDACTED]
164 [REDACTED] Absolutely.

165 [REDACTED]
166 [REDACTED] Okay. Can
167 [REDACTED]
168 [REDACTED] Yeah.

169 [REDACTED]
170 [REDACTED] you explain some of that?

171 [REDACTED]
172 [REDACTED] I think it was after the first couple days with her, I, you know, started now
173 wanting to come into work. Didn't want to be here when I was here. I was
174 looking at new jobs, which, you know, getting into the process it's not easy, it's
175 not short and that wasn't something I expected to happen.

176

177 [REDACTED] Anything - so that kind of affected your career. Anything personally? Did you
178 take stress home with you?
179
180 [REDACTED] I mean probably. Yeah. I had a friend - couple friends notice like kind of just
181 sort I don't know, down in the dumps. They did their best to help me out. But
182 yeah.
183
184 [REDACTED] So not really looking forward to coming to work. Started looking for another
185 job. Were you considering quitting?
186
187 [REDACTED] Yes. The thought crossed through my mind. I don't think on a personal level -
188 I'm not going to let one person one month make me quit though. And so, you
189 know, talking with people, it's okay, well get through the month, go in the next
190 month, get through training. You know, if you still don't like it, okay then
191 reevaluate, reconsider. But don't let one month or one person take it from you.
192
193 [REDACTED] Do you feel - you said this was your second month, correct, of FTO?
194
195 [REDACTED] Yes.
196
197 [REDACTED] Do you feel that your month with Officer Lansdale actually made you regress a
198 little bit in training?
199
200 [REDACTED] No.
201
202 [REDACTED] No.
203
204 [REDACTED] I wouldn't say that.
205
206 [REDACTED] Okay.
207
208 [REDACTED] I would say that I - on the point, my computer and my report writing, definitely
209 progressed very, very far from where they were.
210
211 [REDACTED] Okay.
212
213 [REDACTED] And I mean we still went out, we handled calls, we did what we needed to do.
214 And I was still learning.
215
216 [REDACTED] Okay. You noted in your memo that because of your concern of making
217 mistakes and being belittled by Corporal Lansdale you never felt comfortable
218 and you weren't able to de-stress in the patrol car and this would manifest itself
219 at moments when stress would increase due to calls and you would fail at even
220 doing basic tasks. Was that kind of commonality throughout the month?

221 [REDACTED]
222 [REDACTED] Yes, I would say so.
223
224 [REDACTED] Okay. Do you feel like because you were Phase 1, did she put maybe an
225 unreasonable or an inappropriate amount of tasks on you at that particular point
226 in your training?
227
228 [REDACTED] No. I don't think so. She - I mean quite a lot of calls she would just kind of let
229 me go. And then if I needed, you know, help with correct questioning, routes or
230 things like that, then she'd step in. I don't think I was ever, you know, just sort
231 of hung out to dry.
232
233 [REDACTED] Okay. But just based on I guess your level at that time being Phase 1, second
234 month, some of the things that she was instructing you to do with your
235 inexperience if she was giving you maybe a laundry list of things to remember
236 as you're pulling up, do you think that was a little too much for you at that
237 particular point in your training?
238
239 [REDACTED] No, I don't think so.
240
241 [REDACTED] Okay. Do you feel your time with Officer Lansdale was it conducive to
242 learning the profession of being a Police Officer?
243
244 [REDACTED] There were definitely things I learned. For me personally her
245
246 [REDACTED] And more maybe - did her style of teaching did it lend itself to you learning
247 how to be a Police Officer to the best of your ability?
248
249 [REDACTED] I'm not entirely certain on how to answer that. Because in some manners yes
250 but in some manners no.
251
252 [REDACTED] Okay. Were there times that her training method would in effect cause you to
253 maybe shut down
254
255 [REDACTED] Yes.
256
257 [REDACTED] or maybe not listen or start thinking about the way you were being corrected as
258 opposed to what you should be learning
259
260 [REDACTED] Yes.
261
262 [REDACTED] and absorbing the information?
263

264 [REDACTED] Absolutely. And I could tell when I hit those moments because I could feel
265 myself switch back into almost Academy mode whereas yes ma'am. And
266 there'd be no dialog. It would just be instructed.
267
268 [REDACTED] Okay. And how many TOs have you had up to this point?
269
270 [REDACTED] I'm just going to verbally through - had Valdez first month and then Angela
271 Lansdale, John Hosmer, my third, fourth month was a couple, Justin Hanks,
272 Dustin Smith, Zach Bell. And then I went Impact Team with Scott Hall, Kelly
273 Morrison out in Sector 6, Christopher Swift in Sector 1. And now I have Jake
274 Hensley for shadow week.
275
276 [REDACTED] Okay. So you've had better part of ten training officers.
277
278 [REDACTED] Yes.
279
280 [REDACTED] Where would you rank Officer Lansdale among those other training officers?
281
282 [REDACTED] I'd rank her at the bottom.
283
284 [REDACTED] At the bottom. And is that based on the information she was providing you or
285 based on how she was giving you that information?
286
287 [REDACTED] How she was giving that information.
288
289 [REDACTED] So it was more her methods as opposed to her knowledge of the job.
290
291 [REDACTED] Yes
292
293 [REDACTED] Do you think Officer Lansdale should be an FTO?
294
295 [REDACTED] No.
296
297 [REDACTED] And why do you say that?
298
299 [REDACTED] I think from, you know, obviously the trainees that have had her, we've all
300 talked. We all had similar feelings from what I can gather of hating coming to
301 work, not wanting to be there, be with her. And I think if you've got a common
302 denominator like that, it's not the trainees. I would hate to see, you know,
303 someone who's got potential to be a great officer be put out and quit by one
304 training officer. And I think there's that potential with her.
305
306 [REDACTED] Okay. I believe your memo addressed some of that. Are you actively going
307 back and seeking out trainees that Officer Lansdale had to give them support?

308 [REDACTED]
309 [REDACTED] Right. Well, so I believe Officer [REDACTED] was after me and then [REDACTED] after her.
310 [REDACTED] During their times I've reached out, asked them how they're doing. And they
311 [REDACTED] pretty much stated that, you know, they hated coming to work. And so, you
312 [REDACTED] know, I encouraged them to keep going, not to quit and once you get there it
313 [REDACTED] gets better.

314 [REDACTED]
315 [REDACTED] Can you go into detail with me about the one incident that you had with her, the
316 [REDACTED] one you talked about on your memo where you're going to a call for service and
317 [REDACTED] there was looks like maybe some misunderstanding when you got to the area
318 [REDACTED] about which way you were supposed to go or exactly misidentifying patrol car
319 [REDACTED] or something like that?

320 [REDACTED]
321 [REDACTED] Yes.

322 [REDACTED]
323 [REDACTED] Can you talk about that for me?

324 [REDACTED]
325 [REDACTED] So we were south on Freeport by the water tower. We're going through my task
326 [REDACTED] book signing it off when we have an officer put out that needed an additional
327 [REDACTED] unit. He's stable. At the time what I didn't know was he was up here by - on
328 [REDACTED] Freeport and Fruitridge, right there by the Walgreens parking lot. So when I
329 [REDACTED] came out, I was - I didn't really know where I was in my beat. Because that
330 [REDACTED] was something that throughout the month I struggled to learn my whole district.
331 [REDACTED] And so I wasn't sure where I was or where I was going. She - I went to go grab
332 [REDACTED] the computer and

333 [REDACTED]
334 [REDACTED] Were you driving?

335 [REDACTED]
336 [REDACTED] I was driving, yes. So I went to grab the computer and she kind of like - I don't
337 [REDACTED] know if she took it or what but she's like, "What are you doing? Just drive. I'll
338 [REDACTED] get you there." Okay. So I was going - ended up going north on Freeport. So
339 [REDACTED] as we're approaching - I think it might have been as we're passing the HOJ
340 [REDACTED] here, she asked me what I see up ahead. And I can see orange flashing lights on
341 [REDACTED] the right hand side north of Fruitridge. And so I mentioned, "Yeah, I see orange
342 [REDACTED] flashing lights." In my head I hadn't put together orange flashing lights, police
343 [REDACTED] vehicle. So this is kind of maybe early evening, late afternoon. Still quite a bit
344 [REDACTED] of traffic. So as I'm approaching that intersection, I still can't see or I didn't see
345 [REDACTED] that that was where we were. That was where the patrol cars were and where I
346 [REDACTED] needed to go. So I'm in Number 1 lane trying to figure out where I need to go.
347 [REDACTED] Do I need to turn at this intersection? So I asked, you know, "Do I need to turn
348 [REDACTED] left here" and which point basically, "No. It's over here. We need to go over
349 [REDACTED] there. Why are you trying to turn away from the call?" Okay. So I go around,
350 [REDACTED] come into the Walgreens parking lot. Show up, assist. They were fine in the
351 [REDACTED] end. And then we leave. And I don't think it was right away when we

352 debriefed it but it was later on. Came parked behind HOJ kind of back in the
353 corner there. And she was - she's asking me like or she was telling me, "You
354 know, I think you were trying to dodge that call. I don't think you wanted to go
355 to that call. You know, I think you're a coward. This is something that I could
356 take back to the field training office and we could bump you down to a CSO for
357 doing.

358
359 [REDACTED] So she used the word coward verbatim?

360
361 [REDACTED] She used the word coward.

362
363 [REDACTED] Okay.

364
365 [REDACTED] And at that point like I understand, correct me for mistakes I made, right. But
366 that's attacking my character more than anything else, which I didn't appreciate
367 too much. But in my capacity, I didn't say anything. I'm not going to talk
368 back. So then we talked about that. We talked about - well, you know, she
369 asked me like, "Are you scared to go on scene, you know, to some like higher
370 risk calls?" And I don't know if I said I was scared. We talked about, you
371 know, all these calls have possibilities in the ways they can go. And yeah those
372 possibilities definitely go through my head. And that was kind of the extent of
373 that.

374
375 [REDACTED] Did you ever address that with her just I guess the way

376
377 [REDACTED] No.

378
379 [REDACTED] her using that word made you feel?

380
381 [REDACTED] No.

382
383 [REDACTED] No. Were there other times - let me back up a little bit. That time that she was
384 going over that call with you just back of HOJ here sitting down, were you on a
385 call or anything like that?

386
387 [REDACTED] No.

388
389 [REDACTED] Your body cam running, ICC running

390
391 [REDACTED] No.

392
393 [REDACTED] anything like that?

394
395 [REDACTED] Not really.

396 [REDACTED]
397 [REDACTED] Can you think of any other time in your month where you either witnessed
398 Officer Lansdale acting in maybe a belittling, disrespectful, condescending
399 manner to either you or any other member of the department, with the other
400 officers or the trainees or even
401
402 [REDACTED] To them or
403
404 [REDACTED] members of the public?
405
406 [REDACTED] speaking about them?
407
408 [REDACTED] Probably more to them.
409
410 [REDACTED] Okay. The only one that I can think of that comes to my mind we were under
411 50, one of the overpasses there. We had just - there was a 5150 guy running
412 through the streets. Fire ended up taking. And so we're sitting there.
413 Everyone's kind of discussing in the streets kind of what was going on. And I
414 don't think it was out of place but just the - maybe it's the tone, maybe it's the
415 way she said it, it was like, "Hey, how about we get out of the street before, you
416 know, we get hit by a car?" And I think it's reasonable. I think it was more just
417 the tone than anything else. It was like - the way I interpreted it was like you
418 guys are stupid, get out of the street. But I don't think it was wrong.
419
420 [REDACTED] And was that her addressing other officers
421
422 [REDACTED] It was - yes.
423
424 [REDACTED] that were on the call?
425
426 [REDACTED] Yeah. It was a group of them.
427
428 [REDACTED] All right. And that was a 5150 call?
429
430 [REDACTED] I believe so.
431
432 [REDACTED] Okay. And it was under Highway 50 like the WX portion?
433
434 [REDACTED] Yes.
435
436 [REDACTED] Do you remember what the cross street was?
437
438 [REDACTED] No.
439

440 [REDACTED] All right. Do you remember what time of day it was?
441
442 [REDACTED] It was still light but it was September then. No. Early evening.
443
444 [REDACTED] Okay.
445
446 SHIRAISHI Was it close to any business?
447
448 [REDACTED] No.
449
450 SHIRAISHI Describe the area.
451
452 [REDACTED] At least not that portion. There's a lot of those fenced off parking lots
453 underneath there. It was between two of them.
454
455 [REDACTED] Earlier in your month with her or later in the month?
456
457 [REDACTED] I don't know.
458
459 [REDACTED] Remember. Do you remember the other officers that were there?
460
461 [REDACTED] No. Not exactly. I could describe them. But not by name.
462
463 [REDACTED] Okay. You kind of mentioned she was critical of other officers. And this is just
464 her speaking to you. Was she critical of other officers about things they did,
465 actions?
466
467 [REDACTED] Yes
468
469 [REDACTED] Okay. Was this out of the ordinary if you were with other TOs? I'd understand
470 people sometimes can vent their
471
472 [REDACTED] Right.
473
474 [REDACTED] frustrations with people that they work with or their peers. Was this - the things
475 that she was saying was this out of the ordinary from what you may have
476 experienced with other training officers?
477
478 [REDACTED] I think out of the ordinary, yes. I don't think there was, on her side...I don't
479 think it was anything malicious. It was more like hey, these are things that I see
480 them doing wrong and we don't do them because of X, Y and Z.
481
482 [REDACTED] Okay. So she's using it as kind of a training tool
483

484 [REDACTED] Yes.
485
486 [REDACTED] using other officers as examples of what not to do in an effort to train you what
487 to do.
488
489 [REDACTED] Right.
490
491 [REDACTED] Is that fair to say?
492
493 [REDACTED] Yes.
494
495 [REDACTED] Okay. Anything ever derogatory or disrespectful, belittling that she said
496 though?
497
498 [REDACTED] Not
499
500 [REDACTED] Other than just calling
501
502 [REDACTED] Again just
503
504 [REDACTED] their decisions bad?
505
506 [REDACTED] sometimes- right. No Nothing that stands out.
507
508 [REDACTED] Okay.
509
510 SHIRAISHI How old are you?
511
512 [REDACTED] Twenty-six.
513
514 SHIRAISHI Do you know how old Officer Lansdale is? She tell you or do you know?
515
516 [REDACTED] No. If I had to ballpark a guess, I'd say 34, 35.
517
518 SHIRAISHI Okay. And then before working here, do you have any experience with like
519 military or other law enforcement agencies?
520
521 [REDACTED] No.
522
523 SHIRAISHI Okay. What's your background before law enforcement?
524
525 [REDACTED] I worked as [REDACTED]
526 [REDACTED]
527

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528 SHIRAISHI A what [REDACTED]?
529 [REDACTED]
530 [REDACTED].
531 [REDACTED]
532 SHIRAISHI Okay. And then I want to go back to - you considered quitting or looking for
533 other jobs. Does that mean with other law enforcement agencies or
534 [REDACTED]
535 [REDACTED] No.
536 [REDACTED]
537 SHIRAISHI totally different profession?
538 [REDACTED]
539 [REDACTED] Right. Totally different profession.
540 [REDACTED]
541 SHIRAISHI And what was the extent of kind of looking at other jobs? Was that Internet
542 searches, actually reaching out to people?
543 [REDACTED]
544 [REDACTED] It was just Internet searches. I didn't reach out. I didn't fill out any
545 applications, didn't update resumes, nothing like that.
546 [REDACTED]
547 SHIRAISHI Okay. And then Lansdale's treatment of you do you view it as being hazed or is
548 she just poor personal interpersonal skills?
549 [REDACTED]
550 [REDACTED] No. I don't - I really don't think it was malicious. I don't think it is hazing. I
551 think that's just her style.
552 [REDACTED]
553 SHIRAISHI Okay. So there's no like really bad motivation that you can tell of her wanting
554 [REDACTED]
555 [REDACTED] No.
556 [REDACTED]
557 SHIRAISHI to belittle people?
558 [REDACTED]
559 [REDACTED] No. I don't think so. We talked - I don't know if at the beginning of the month
560 or middle, whenever it was. She's like, "You know, the reason why I'm an
561 FTO, why I want to be an FTO is because I'm passionate about the job and I
562 want people to, you know, do it right." And so I don't think it was - I don't
563 think it was personal.
564 [REDACTED]
565 SHIRAISHI Okay. And then I know that you talked about the time that Lansdale called you
566 a coward. As soon as she kind of opened up, you just shut down and you
567 mentioned earlier that you just go into Academy mode and say, "Yes ma'am -
568 yes ma'am." Were there any other times that you confronted her about
569 something that she provided to you in terms of feedback?
570 [REDACTED]
571 [REDACTED] No.

572
573 SHIRAISHI No. Is when she got on that horse, you just kind of went into Academy mode?
574 Is that safe to say?
575
576 [REDACTED] Yes.
577
578 SHIRAISHI Okay.
579
580 BOYD: I have nothing.
581
582 [REDACTED] Anything else to add? Anything else you may be - you think may be useful to
583 us?
584
585 [REDACTED] Not from my time with her. No.
586
587 [REDACTED] Okay.
588
589 SHIRAISHI Is there anything else relating to this matter that we have not covered that needs
590 to be added, clarified or changed? If so, I am ordering you to provide that
591 information now.
592
593 [REDACTED] No. Nothing that I can think of.
594
595 SHIRAISHI After you leave the interview should you remember anything that is different
596 from or in addition to the information that you've given today, I am ordering
597 you to contact Sergeant [REDACTED] I am also ordering you to not discuss this
598 matter with any other department employee. Do you understand these orders?
599
600 [REDACTED] Yes.
601
602 SHIRAISHI Call concluding at 9:22 am.
603
604 **End of recording.**
605
606
607 The transcript has been reviewed with the audio recording submitted and it is an accurate
608 transcription.
609 Signed _____
610 Sgt. [REDACTED]

INTERVIEW WITH OFC. [REDACTED]
Sgt. Clayton Buchanan
Sgt. [REDACTED]
Ofc. [REDACTED]
Rep. Mick Boyd

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BUCHANAN The date is February 20, 2020. The time is 0910. Present in the Internal Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and myself, Sergeant Buchanan. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Officer Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes.

BUCHANAN The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes.

BUCHANAN Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all the questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes.

[REDACTED] We are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a Field Training Officer with the Sacramento Police Department. Before the interview I provided you with a memo you sent to Sergeant Echeverria on February 10, 2020. Have you had enough time to view this material?

[REDACTED] I have.

[REDACTED] Okay. [REDACTED] for the record, can you please say and spell your full name?

45 [REDACTED]
46 [REDACTED] First name [REDACTED], [REDACTED], last name [REDACTED] [REDACTED].
47 [REDACTED]
48 [REDACTED] And what's your current rank?
49 [REDACTED]
50 [REDACTED] Police Officer.
51 [REDACTED]
52 [REDACTED] How long have you been a Police Officer?
53 [REDACTED]
54 [REDACTED] I was sworn in on June 20 of 2019.
55 [REDACTED]
56 [REDACTED] And what's your current assignment with the police department?
57 [REDACTED]
58 [REDACTED] I am in Sector 5 riding with Corporal Car.
59 [REDACTED]
60 [REDACTED] Are you currently in phase training?
61 [REDACTED]
62 [REDACTED] Yes. I'm in Phase 3.
63 [REDACTED]
64 [REDACTED] During your phase training, did you have Officer Lansdale as a training officer?
65 [REDACTED]
66 [REDACTED] I did.
67 [REDACTED]
68 [REDACTED] And when did you have Officer Lansdale as your training officer?
69 [REDACTED]
70 [REDACTED] It was the week before I shadowed. I believe it was beginning of February, end
71 [REDACTED] of January time. I had her for four days.
72 [REDACTED]
73 [REDACTED] Okay. And you said you were just about to go Phase 4 or shadow?
74 [REDACTED]
75 [REDACTED] Yes. I was about to shadow.
76 [REDACTED]
77 [REDACTED] Okay. So you were Phase 3 when you had her?
78 [REDACTED]
79 [REDACTED] I was.
80 [REDACTED]
81 [REDACTED] Okay. And this is an open ended question. So can you just describe your week
82 [REDACTED] with Officer Lansdale?
83 [REDACTED]
84 [REDACTED] For the most part it was good. I really enjoyed how she would give instructions
85 [REDACTED] or tell me to do certain things and give a reason behind it. It wasn't just, you
86 [REDACTED] know, do this because I said kind of thing or because I'm your FTO. I know
87 [REDACTED] one instance there was - I left my bag open in the back and she made a good
88 [REDACTED] reason as to zipping it up because if something happens and we need to throw

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89 stuff out, you know, all my stuff isn't going anywhere. And I'm like, "Oh wow,
90 that makes sense not just to go zip up your bag kind of thing." But there were
91 some instances that were pointed out to me by other officers that occurred that
92 kind of raised some concerns. One of those instances I stated in my memo to
93 Sergeant Echeverria. We were on a perimeter for a subject who had taken off
94 running from a tac unit. All units were going code to that response. We were
95 not. I was - don't know exactly what her reasoning was for not going code to it.
96 But I just - everyone else went code. We showed up on scene late. The
97 perimeter was already set and there was no real spots. And then a call had come
98 in that someone might be in a backyard. We were an available unit. We went
99 directly to that address. Knocked on the door. They allowed us in their house
100 into their backyard. We looked around, cleared the backyard. It was clear.
101 And it was - subject was - suspect was supposed to be in the backyard to the
102 south of us. There were lawn chairs in the backyard and she instructed me to
103 grab a lawn chair, stand on top of it and look over the fence and clear that
104 backyard. As I was doing that, Canine Officer Wagstaff had seen me from the
105 front yard as they were game planning on what they were going to do to get the
106 dogs in that backyard. And, you know, told me get my head down, go find
107 some cover like let the dogs do their job. After they cleared the backyard, he
108 wasn't there, he ended up going into a motor home or trailer that was to the
109 north of us. And I walk out and Wagstaff comes over and I had a locker next to
110 him at Richards so we kind of built a rapport. Like, "Hey man, I like you."
111 And I think he believed I was Phase 4 already because he kind of started telling
112 me like, you know, he told me a story about a SSD officer who looked over a
113 fence, guy was waiting and killed him. And he was like, "There's nothing that
114 we would have benefited from from you sticking your head over there looking
115 in the backyard and being like yeah, hey, he's behind this bush or" was like,
116 "Because we were going to run the dogs back there and the dogs would have
117 found him." And then Corporal Lansdale walked out and saw her and it was
118 like, "Oh." He's like, "You know what. Not your fault. Like she shouldn't
119 have told you to do that." So that kind of raised some concerns with me. But
120 then the three instances where everyone else in the beat was going Code 3 and I
121 was just explaining to like why. Why we're not going. It built some confusion
122 with me because I feel like I took some of that into my shadow week. I don't
123 want to make it sound like an excuse but one of the calls was a 952 hang up and
124 per the text of the call, husband said wife had a knife. She was threatening to
125 kill him and it was hung up. So I had just cleared a call with Officer - I can't
126 think of the name right now. But he was behind us. Same call came in, lights,
127 sirens. He was rolling code. So I go to try and activate and it was like no. And
128 I got explained to like, you know, one of the things that was said was like, "Are
129 you off." Okay. So then in my head it was like okay, what are you going to tell
130 me that you don't want.

131
132 [REDACTED] Leaving your body cam off?

133 [REDACTED]
134 [REDACTED] Yeah. So I was like yeah. And she said that and she goes, "Listen, you know,
135 it's between a husband and a wife. If we go lights and sirens and the wife who
136 allegedly has this knife hears that, do you think it's going to escalate the
137 situation or deescalate it." I said, "I think it'll probably escalate it." "So do you
138 think this husband wants us to shoot his wife?" I said, "No, probably not." She
139 goes, "And, you know, it's contained inside of the house." No one else is there
140 at the time but there ended up being children that were upstairs, which I don't
141 think we knew about at the time. So we drove normally to the call and when we
142 get there, it was kind of like - the officers were looking at us like what are you
143 doing. Like we're here, we're waiting for you now. Supposedly someone's in
144 here with a knife. Well they go up. We jump out. I hold - it was a duplex. I
145 hold the south corner by myself and they go and they're going to make contact
146 on the - I believe it was the east corner of the duplex. And I didn't see this
147 happen but what had happened was an elderly Asian lady opened the door from
148 what I was told Corporal Lansdale went hands on with her. They ended up
149 finding out that it's the wrong house. But I was on the other side so I didn't see
150 it but I had to stick around for the sergeant to come out, talk to the lady so I
151 heard the text of what had happened. I got explained to after that whole
152 incident as to like you know what, you know, "Everyone going Code 3 to that
153 amped everyone's - amped everyone up. They didn't do the proper research to
154 see what side it was on" which is correct because it was wrong. But it was like
155 more justification as to why we didn't go Code 3 to that. And kind of like
156 blamed that instance of like feeling rushed when we got there to as to why the
157 mistake was made. I don't know. Like I said, I didn't see that. But it was more
158 justification as to why we didn't go Code 3. But all I heard on the call was
159 someone has a knife, they're threatening to kill me and a hang up. To me like I
160 think that's the definition of preservation of life like is to we got to make sure
161 no one's about to get stabbed. That's how I took it. That's how three or four
162 other officer took it. But I got explained as to why no. Like we didn't go. So I
163 like that she explained it to me. I didn't really agree with it but I'm not going to
164 get in an argument or say that she's wrong. She has way more time than me.
165 And then for that same call with the - where I peeked my head over the fence,
166 every unit went code to that. They were there. They were there right away.
167 Units were rolling past us again and we're just not going and she mentioned,
168 you know, okay, "This guy's running like what's the want, what's this, what's
169 that." Okay. I don't know the want. The tac unit flipped on him. The guy took
170 off running and they pursued him. He went into a backyard. We set up a
171 perimeter. At the time I didn't know a want. And we didn't go code and that
172 kind of stuck with me like okay. And I had that exact same situation in shadow
173 week. And I didn't go code and I got docked for it. But that was kind of like in
174 my head. Like yeah. I remembered Bravo 57 flipped on a guy, they put him
175 out on a 927. Dude immediately took off. I'm in Elk Grove about to take a
176 possible child - a 273 report at Elk Grove High. I'm like okay, like there's no

177 want. So it was kind of like messing with me as far as what I thought was right
178 and what was wrong. And I got explained to by Corporal Carr that, you know,
179 okay. Maybe there isn't a want at the time but he takes off running. And they
180 chase him or whatever. And then a fight starts to happen. Like you already
181 kind of want to be in route to that, going to that in case that happens to be able
182 to give cover rather than, you know, because people who run tend to fight and
183 other things. And that was explained to me. But that wasn't explained to me
184 with her. So but and I thought this explanation of Corporal Carr made a lot
185 more sense. But it just - I don't know. The whole Code 3 thing it was really
186 confusing when I rode with her. I never felt confused throughout training on
187 the Code 3 policy. And when I rode with her, I was very confused as to what I
188 should be going Code to and what I shouldn't. And though she explained her
189 reasons behind what she was telling me, I didn't, you know, and going over and
190 having the policy so fresh in my head because I had just taken my Phase 4 test
191 and that's a big point that they hit on. Like it didn't seem like that there wasn't
192 reasons that were justified as to not to go code to those situations, so.

193
194 [REDACTED] And that leads to my next question. Do you feel your time with Officer
195 Lansdale did it kind of negatively impact your training experience?

196
197 [REDACTED] Absolutely.

198
199 [REDACTED] All right. So you feel like some of that confusion with the Code 3 policy, some
200 of the tactics as far as officer safety in that backyard it set you back a little bit?

201
202 [REDACTED] I did. And I don't want it to seem like - I mean I don't want it - like I don't
203 want to make it seem like it's an excuse but the things I did on shadow week I
204 chose to do. I just - it did - it was confusing for me. And it - like I didn't even
205 want to read my eval from her prior to shadow week because I thought I did
206 terrible with her. I thought everything I did was wrong and I ended up reading
207 them earlier this week and they weren't bad. But in the moment it seemed like
208 the way she was describing it or getting on my like I was like oh man, you
209 know, I screwed up. Like what am I doing testing next week kind of things, so?

210
211 [REDACTED] So was her style of teaching did it lend itself to you being able to learn and for a
212 productive learning environment inside of her car?

213
214 [REDACTED] Yeah. I'd say it - other than those handful of incidents I got - I didn't have a
215 whole month with her. But for the most part, the majority of the time yeah, I
216 think it was productive.

217
218 [REDACTED] You kind of just said though that the way the week went you felt like you did
219 horrible. Was there something to that I mean in regards to how she acted

220 towards you, how she corrected you that made you think that everything you
221 were doing was wrong or bad, are you going to have a bad eval?
222

223 [REDACTED] Like it was - like a lot of the smaller things, you know, using your blinker, you
224 know, for - like correcting, that's fine. I get that. You're absolutely right. But
225 there was I'd say - I mean those reasons that I mentioned here in the memo were
226 the ones that really stuck out to me. But everything else like I didn't really have
227 - I know that there's going to be personality conflicts. I know not everyone's
228 going to get along and mesh together well. I don't think her and I meshed
229 together well. But I'm not holding - I don't think I should hold that against her.
230 Just because everyone's going to have different personalities. And yeah, they
231 clash and they didn't link up but I don't think that was a negative thing. She did
232 - I did learn - I did learn some things. But when things did go bad like - like it
233 wasn't necessary she was yelling at me when she was explaining why we're not
234 going Code 3. But that caused that confusion because I'm like okay, like I
235 didn't understand when am I allowed to go now because now I've just been told
236 not to. And every other officer - I mean there was probably 20 officers on that
237 call where the guy ran everyone went code except us. That's where the
238 confusion started. But there was some things with reports she would use like
239 her educational background as to why like I need to do something this way.
240 You know, I'm not the - I've been out of school for a long time. I haven't had
241 any real issues with report writing from the Academy until now. And when she
242 would look over my reports, it would be a lot of corrections. But then when I
243 looked at my eval, I got threes on it. So it didn't really - the eval didn't line up
244 to what I was getting from her while we were in the car. Maybe - I don't know.
245 Because I didn't - it wasn't like oh you left a big piece of information out that is
246 necessary for this case. It was like, you know, proper pronouns and things that I
247 didn't really even understand. But I mean
248

249 [REDACTED] So it was my style versus content.
250

251 [REDACTED] Style versus content. But like I didn't think that was negative. I did think it
252 was a little bit negative I had mentioned here because being so far along in
253 training and trying to completely change my entire style I think has a
254 detrimental effect because you go so long and you're like yeah, your reports are
255 fine, your reports are fine, your reports are fine. And then I got with her and it
256 was like oh man, it didn't seem like they were fine with her but it my eval it
257 didn't reflect that. So I - there was a little confusion there. But I'm not sure if
258 I'm answering the question properly. I just think for what I've stated here those
259 were the big things that caused the confusion for me going into shadow week.
260 The other things they were very minor but I don't think there was anything
261 wrong with how she corrected me or the way she did it.
262

263 [REDACTED] Yeah. My next question if you did make a mistake, how did she address it?

264 [REDACTED]
265 [REDACTED] She would just - she just went right to it. She just attacked it and nipped it in
266 [REDACTED] the butt right when it happened and I appreciate that.
267 [REDACTED]
268 [REDACTED] Okay. So what was her tone like?
269 [REDACTED]
270 [REDACTED] Her tone. I mean a teaching tone. Yeah. It wasn't any - I didn't take it as
271 [REDACTED] disrespectful or rude or anything. It was just a correction. It was like a teacher
272 [REDACTED] correcting a student.
273 [REDACTED]
274 [REDACTED] Did you find it to be condescending, belittling, disrespectful?
275 [REDACTED]
276 [REDACTED] No. No.
277 [REDACTED]
278 [REDACTED] Okay. Direct?
279 [REDACTED]
280 [REDACTED] Direct. I'd say direct is a good word.
281 [REDACTED]
282 [REDACTED] All right. Did she ever correct you in front of other officers, members of the
283 [REDACTED] public?
284 [REDACTED]
285 [REDACTED] Yes.
286 [REDACTED]
287 [REDACTED] Okay.
288 [REDACTED]
289 [REDACTED] There was a time I got - we were number two in a 10851 that pulled over. They
290 [REDACTED] were cooperating. And we get out. I draw my firearm. I'm on the driver. She
291 [REDACTED] goes less lethal. Communication between the units - I think there was a SSD
292 [REDACTED] canine who came in. I was going to go hands on. Driver comes out. I go hands
293 [REDACTED] on with driver. Pat him down, no weapons. Cuff him, stuff him in a car. Get
294 [REDACTED] back. Passenger comes out. Check him for quick weapons. I felt some bulky
295 [REDACTED] things in his jacket but I was - they weren't guns, anything that was right away -
296 [REDACTED] sorry. Passenger came out first I believe. And so we stuff him. I cuff him.
297 [REDACTED] And all right, finish your search on him. Do a full thorough search. And I get
298 [REDACTED] out and I feel these bulky items. He had kind of like, you know, bulkier clothes
299 [REDACTED] on - jacket
300 [REDACTED]
301 [REDACTED] Okay.
302 [REDACTED]
303 [REDACTED] the passenger did. So I began to go in the jacket and she like - she kind of
304 [REDACTED] snapped and I think it was Corporal Clatterbuck was there and she had Ruiz at
305 [REDACTED] the time and he was a trainee who was in my class. She kind of snapped on me
306 [REDACTED] and was like, "Are you about to illegally go into this guys pockets?" And I kind
307 [REDACTED] of was like shocked at the moment. You know, a lot of officers there. I was

308 like, "Well no." She's like, "Well do we arrest passengers?" "No." "Then why
309 are you going to go into his pockets?" She's like, "You already did your search
310 for weapons. Like what are we doing here?" So I kind of was like okay. She
311 doesn't want me to search this guy. Like she doesn't want me to go into his
312 pockets. So he's cuffed. I put him in the back of the car. Investigation goes on.
313 We search the car. I'm kind of like okay. So the driver says that he had some
314 meth in his wallet. And one of those bulky items to me felt like it could maybe
315 be a wallet. So I go, "Hey, is it okay if we go in your pocket to see if" - he says
316 there's a wallet. The guy gives us consent. We go in and it's this little like
317 Coleman kind of camping pouch thing that was like a shape of a wallet. It
318 ended up not being that. But as we're going in there, there was a folding pocket
319 knife that I didn't pull out when - in my initial search. And she like flipped and
320 was like, "Officer [REDACTED] can knives kill cops" in front of everyone like. It's yes
321 it could. It made me feel like shit. I was - like I said, I was - I had every
322 intention of going in this guy's pockets because I felt like I could articulate
323 these things to possibly be weapons. Hard, elongated, you know, objects but I
324 couldn't - with my dexterity and how many jackets, I couldn't really feel if it
325 was a knife. But when she corrected me like I was kind of - I kind of puckered
326 up and was like nervous to now go in his pockets because she had mentioned
327 like illegal search and all these things. And so, like I said, I had put them back
328 in the car but she did correct me in front of all the officers and some like -
329 Clatterbuck came up to me, he's like told Ruiz, Ruiz told me that she was like
330 yeah, she felt like I did fine. Like, you know, going hands on, getting him
331 cuffed quickly. Like she said she didn't understand why like she kind of yelled
332 at me like that. But

333
334 [REDACTED] Have you had that type of scenario with other training officers where maybe
335 you missed something or you're about to do something and suddenly they kind
336 of say hey, put the brakes on something?

337
338 [REDACTED] Yeah. But not in the manner.

339
340 [REDACTED] How did other TOs or training officers address something like that?

341
342 [REDACTED] They would want to get in my head. Like what are you thinking right now?
343 Like why are you going to do this? Like what's the why? And then I'd explain
344 like hey, I feel like this could be a weapon like - and I would articulate. Okay.
345 Yeah. Go. And you have every right to - you can articulate something that
346 could be used as a weapon against you, you have the right to go and remove that
347 for officer safety. I didn't get that in that situation. I did not get that with her.
348 And it was really - it was pretty embarrassing like a knife gets pulled out.
349 There's other officers. Yeah. A knife could possibly harm us. I felt like shit
350 about it. I just didn't like, you know, situation was contained. The guy was in
351 handcuffs when we found it. It was in the frontal area like I think it could have

352 been addressed better with me. But at the same time I understand that that's an
353 officer safety thing and I get why she did it. But I think for my confidence, I
354 think it could have been maybe something we talked about in the car afterwards.
355
356 [REDACTED] Is that a tactic other TOs had employed with you as talking about things
357
358 [REDACTED] Yeah.
359
360 [REDACTED] when they weren't necessarily an emergency right then and there.
361
362 [REDACTED] Yes. Yeah.
363
364 [REDACTED] For the fact in the car kind of just one on one.
365
366 [REDACTED] Yes. They have. I remember riding with Officer Stanionis and there was an
367 instance where I did this search and it was - it wasn't good at all. There was
368 other officers on scene but I worked through it. I got through it. And
369 afterwards we get in the car and it was kind of like all right, that was a shit
370 show. And was like, yeah, it was. Let's talk about it. Like what was going
371 through your head. And we talked about it. We explained it. She said, "Like
372 hey, next time you do this, do that" and it was perfect. And rather than like
373 escalating the situation when we're in front of a bunch of people because it was
374 just kind of - it was embarrassing. You know, like I missed the knife. I get it. I
375 screwed up. But, like I said, the situation was kind of contained and I was - had
376 every intention of pulling the thing out but
377
378 [REDACTED] And moving forward on that day - I don't know if that was the end of your shift
379 or whatever. But did that have any negative effect on you moving forward
380 where you're kind of constantly thinking about that incident?
381
382 [REDACTED] I - my personally I get over things pretty quickly. Like, you know, I always
383 look at it like you get kicked in the nuts, it eventually goes away. It sucked in
384 the moment. But by the time the next call came, I'm - it's in the past for me. I
385 don't like holding onto stuff. It does feel shitty in the moment but I mean it -
386 gone, there's nothing I can do about it at that point. So I - for me, no. It didn't.
387
388 [REDACTED] Okay. Other than what you've already spoke to, any specific incidents that
389 come to mind where you felt Officer Lansdale was disrespectful, condescending
390 to other officers or members of the public?
391
392 [REDACTED] Nothing that comes to mind other than what I've stated.
393
394 [REDACTED] How many training officers have you had to date?
395

396 [REDACTED] Nine.
397
398 [REDACTED] Okay. I know you only had Officer Lansdale for a week but out of those nine
399 officers, where would you rank her? When you compare her to the style or
400 competency of other training officers you had.
401
402 [REDACTED] Yeah. I'd rank her ninth.
403
404 [REDACTED] So towards the bottom.
405
406 [REDACTED] And I've actually - now I think I had ten. I rode with (Art Hall) for a day or
407 two. A lot of that was - like I rode with Stanionis when I was riding with
408 Mahoney but Mahoney had a two week vacation. So I had rode with her. I
409 kind of jumped all over the place. I - Ryan Buchanan, I rode with him for a
410 day. So that would be 11. But yeah, it was
411
412 [REDACTED] So your experience was not good with her?
413
414 [REDACTED] Compared to others, no.
415
416 [REDACTED] Okay. And what's your opinion based on? Is it the things we've talked about
417 today with some of the officer safety things and some of the confusion when it
418 comes to policy for Code 3 driving?
419
420 [REDACTED] For me it's the confusion. Just with other training officers, especially some of
421 the more older guys like the - like Tim Martin and Corporal Lindner, there
422 wasn't confusion. You know, they would give - they would give their reasons
423 but their reasons made sense to me. I don't know if it was because of our -
424 Corporal Lansdale and I's opinions or personalities got in the way of that but
425 just - I just remember driving to that call where the guy was running and I'm
426 like why aren't we going to like - why, what - why aren't we going. And she
427 was explaining why. It just didn't make sense to me. Whereas there's some
428 things she explained to me like the bag incident. That made complete sense.
429 Yeah. I got to go and grab a spike strip, I'm going to be throwing everything
430 out. I don't want all my gear everywhere. Makes perfect sense. But that -
431 those things didn't make sense and it was confusing and it just didn't seem like
432 her justification was correct. But in the moment I'm in phase training like I'd
433 tell myself like what do I know. Like she's an FTO for a reason. So I don't
434 doubt it. I just stash it in my, you know, box of tools and do what I can with it.
435 But it was - for me, yeah, definitely confusion. Like after my last day with her,
436 I was just like okay, knowing I'm going to shadow in a day or two, it was like
437 whoa, I honestly I didn't feel ready after that. But I think with other - the
438 explanations and the getting inside my head as to the why and actually taking an

439 extra five or ten minutes to have a conversation like we are now with other
440 FTOs it helped.
441
442 [REDACTED] Okay. Do you think Officer Lansdale is a competent Police Officer?
443
444 [REDACTED] Yes.
445
446 [REDACTED] Okay. Do you think she's a competent training officer?
447
448 [REDACTED] I think there's always room for improvement but I - for the time I'd say she was
449 good. I mean there were some things that, like I said, it was just a handful of
450 instances but I don't think that doesn't make her not good.
451
452 [REDACTED] Okay.
453
454 [REDACTED] Just some style things could be changed.
455
456 [REDACTED] Do you believe she should be a training officer?
457
458 [REDACTED] Yes.
459
460 [REDACTED] Okay. All right. Sergeant, anything from you?
461
462 BUCHANAN No. Not from me.
463
464 BOYD No sir.
465
466 [REDACTED] Anything else you want to add before we wrap it up?
467
468 [REDACTED] No.
469
470 [REDACTED] All right.
471
472 BUCHANAN We'll go to closing. Is there anything else related to this matter that I have not
473 covered that needs to be added, clarified or changed? If so, I am ordering you
474 to provide that information now.
475
476 [REDACTED] No. I mean it just seems weird though like I say all these things and then I say I
477 think she should still be a training officer. I get how that's weird but the
478 instances were - I mean we deal with 15, 20 things a day over four days, you
479 know, that's 80 instances. And there's only like four that come to my mind. So
480 I look at that as pretty good percentage of good compared to the bad. So that's
481 why I'd say yes to that last question.
482

483 [REDACTED] Okay.

484
485 BUCHANAN After you leave this interview should you remember anything that is different
486 from or in addition to the information you've been given today, I am ordering
487 you to contact me immediately. I am also ordering you not to discuss this
488 matter with any other department employee. Do you understand these orders?
489

490 [REDACTED] I do.

491
492 [REDACTED] All right. Concluding interview at 9:37.

493
494 **End of recording.**

495
496
497 The transcript has been reviewed with the audio recording submitted and it is an accurate
498 transcription.

499 Signed _____
500 Sgt. [REDACTED]

DALE #0
DENTIAL * OFC. LA

IA

1 INTERVIEW WITH OFC. [REDACTED]
2 Det. Lilia Alonso
3 Sgt. [REDACTED]
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 ALONSO The date is February 19, 2020. The time is 2055 hours. Present in the Internal
9 Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and
10 myself, Detective Lilia Alonso. The purpose of this investigation is to conduct
11 an interview of [REDACTED] who is an employee with the Sacramento Police
12 Department in the capacity of Police Officer. This is an administrative
13 investigation on the charges against Angela Lansdale for conduct unbecoming
14 and discrimination in which you may be a witness. Do you understand that this
15 is an administrative investigation only?
16

17 [REDACTED] Yes.
18

19 ALONSO The results of this investigation could lead to disciplinary actions up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] Yes.
24

25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all the questions fully and honestly. Also, you
28 are ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?
33

34 [REDACTED] Yes.
35

36 [REDACTED] Okay. We are here today to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with a memo you wrote to Sergeant Echeverria
40 detailing some of the issues you had with Officer Lansdale as well as two body
41 worn cam videos, one from SAC PD Call 19-94290 and one from SAC PD Call
42 19-373237. Have you had enough time to view this material?
43

44 [REDACTED] Yes.

45 [REDACTED]
46 [REDACTED] All right. For the record, can you please say and spell your full name?
47 [REDACTED]
48 [REDACTED] [REDACTED], [REDACTED], [REDACTED].
49 [REDACTED]
50 [REDACTED] And what is your current rank?
51 [REDACTED]
52 [REDACTED] Police Officer.
53 [REDACTED]
54 [REDACTED] How long have you been a Police Officer?
55 [REDACTED]
56 [REDACTED] Let's see. Like three or four months.
57 [REDACTED]
58 [REDACTED] Okay. And what was your career before Police Officer?
59 [REDACTED]
60 [REDACTED] Prior to working for SAC PD?
61 [REDACTED]
62 [REDACTED] Yes.
63 [REDACTED]
64 [REDACTED] I worked in Child Protective Services.
65 [REDACTED]
66 [REDACTED] For how long?
67 [REDACTED]
68 [REDACTED] Three to four years.
69 [REDACTED]
70 [REDACTED] Okay. And what was your - what was your title or role there?
71 [REDACTED]
72 [REDACTED] So it was a child welfare case worker. So I investigated child abuse and neglect
73 cases for El Paso County in Colorado.
74 [REDACTED]
75 [REDACTED] Oh. So it was kind of an investigative type of job description.
76 [REDACTED]
77 [REDACTED] Yeah. It's child abuse and sexual assault cases.
78 [REDACTED]
79 [REDACTED] Was it sworn or non-sworn?
80 [REDACTED]
81 [REDACTED] It's not sworn.
82 [REDACTED]
83 [REDACTED] Not sworn. What's your current assignment right now?
84 [REDACTED]
85 [REDACTED] I'm in the South Station. I'm in Field Training phase 3.
86 [REDACTED]
87 [REDACTED] Okay. And how long have you been in Phase 3?
88 [REDACTED]

89 [REDACTED] One or two weeks.
90
91 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
92 officer?
93
94 [REDACTED] Yes.
95
96 [REDACTED] Okay.
97
98 [REDACTED] So I graduated Academy as a Community Service Officer. So I had her about a
99 year ago.
100
101 [REDACTED] Okay.
102
103 [REDACTED] So it was last March is when I had her.
104
105 [REDACTED] March of 2019.
106
107 [REDACTED] Yes. So she was my second training officer out of the Academy as a
108 Community Service Officer. So I did the
109
110 [REDACTED] Community - do CSOs have phases?
111
112 [REDACTED] No.
113
114 [REDACTED] No.
115
116 [REDACTED] I went through the Police Academy, graduated as a CSO and then I was in
117 training for four months, in FTO.
118
119 [REDACTED] So when do you upgrade to Officer?
120
121 [REDACTED] I think October or November.
122
123 [REDACTED] Okay. Of 2019.
124
125 [REDACTED] Yes.
126
127 [REDACTED] On or about May 28 after taking your test to go solo as a CSO, did you advise
128 Officer Madsen some of the issues you were having with Officer Lansdale?
129
130 [REDACTED] Yes.
131
132 [REDACTED] Okay. And what were some of those issues that you brought up to him?

133
134 [REDACTED] So he just asked me about FTOs I had like if I had a favorite or I had a least
135 favorite. And told him who my favorite was and then I said I didn't want to talk
136 ill about anybody else. And he said well, just, you know, "Who did you not
137 like" and I said, "I didn't like Angela Lansdale." And I kind of talked about
138 what was good with her and I said, you know, "I learned a lot from her on the
139 computer." Like, she was very knowledgeable on MDT. I said, "However, I
140 felt awful every time I was around her." She talks ill in front of victims and
141 witnesses and suspects. Like, she belittled me. The things she said in front of
142 people I thought was inappropriate. And it was more just a feeling I didn't want
143 to go to work, I didn't want to be around her. Kind of left it at that. I didn't get
144 into any like specific instances. It was kind of more casual and he was kind of
145 like okay, you know. Kind of feel that way about her but like he kind of knew
146 that about her is kind of what he said. That I was her first trainee I think ever.
147 And so kind of let it go at that.

148
149 [REDACTED] Okay. And was this the first time you'd ever brought up these issues to a
150 supervisor or

151 [REDACTED] Yes.

152
153 [REDACTED] an FTO coordinator?

154 [REDACTED] that was only because I was asked.

155
156 [REDACTED] Okay.

157
158 [REDACTED] It wasn't anything that I felt like I needed to complain about. It felt like a minor
159 petty issue in my feeling at that point.

160
161 [REDACTED] Okay.

162
163 [REDACTED] Nothing that I felt like I was going to go and complain because I - those were
164 my feelings at that point. I had only had two FTOs. I didn't really know how
165 other people were. And then the farther I got in the FTOs, after I'd been with
166 many FTOs, I kind of - my feelings kind of changed a little bit more like yeah,
167 that wasn't right, those things that happened when I was with her. That make
168 sense?

169
170 [REDACTED] It does. So just to clarify, at the time you were - she was your second TO.
171 Okay. And who'd you have before that?

172 [REDACTED] Lewis Smith.

173
174
175
176

177 [REDACTED] All right. So at that point you'd only had two training officers so you really
178 didn't have much of a bar that had been set as far as how
179
180 [REDACTED] Right.
181
182 [REDACTED] a training officer would typically conduct themselves.
183
184 [REDACTED] I wasn't with Lewis Smith very long because we kept getting pulled for
185 training. So I only had her for three weeks and it was like three days a week.
186 So it was more of like a glorified ride along to be honest. I hadn't really learned
187 anything yet, so.
188
189 [REDACTED] But as you had more TOs, you - when you thought back, you realized maybe
190 some of the conduct wasn't quite right
191
192 [REDACTED] Correct.
193
194 [REDACTED] or aligned with what the program should be
195
196 [REDACTED] Yes.
197
198 [REDACTED] as far as the quality of training officer - quality of training.
199
200 [REDACTED] Absolutely. And then I kind of started to have that feeling like it wasn't fair and
201 I felt like other people shouldn't have to go through what I went through.
202
203 [REDACTED] And that was kind of one of my questions was when you first reported this to
204 Corporal Madsen, how come you hadn't went to a sergeant, her sergeant,
205 someone else in the FTO unit if it had been something that would have been -
206 had been so disturbing to you?
207
208 [REDACTED] I think because I was so new. It felt more like Academy style training like how
209 she treated me. So it was more very stern like yelling in the car kind of when
210 you're at the Academy and they're yelling to get you to react and how they
211 want you to train so that you're on alert all the time. I felt like it was kind of
212 like that if that makes sense. I didn't feel like it was anything that she should
213 get in trouble for. But then looking back on it, I felt like I didn't want to be
214 around her and I didn't think other people should have to go through that.
215
216 [REDACTED] Okay. At some point did you complete a memo for Sergeant Echeverria
217 regarding your time with Officer Lansdale, which was basically probably a
218 more
219
220 [REDACTED] Yes.

221 [REDACTED]
222 [REDACTED] descriptive account of what you had told Officer Madsen.
223 [REDACTED]
224 [REDACTED] He reached out to me in regards to her because I had her as an FTO. And he
225 asked me to think of any specific instances that bothered me when I was in
226 training with her.
227 [REDACTED]
228 [REDACTED] And this is the memo that I supplied you with, right?
229 [REDACTED]
230 [REDACTED] Yes. That's correct.
231 [REDACTED]
232 [REDACTED] Do you remember about when you completed this memo?
233 [REDACTED]
234 [REDACTED] I have it on my email on my phone. It was
235 [REDACTED]
236 [REDACTED] Yeah. You can check that. That's fine.
237 [REDACTED]
238 [REDACTED] recent.
239 [REDACTED]
240 [REDACTED] Was it within the last week or two?
241 [REDACTED]
242 [REDACTED] Yeah. So it was after I tested even. So it would have had to been last week or
243 the week prior.
244 [REDACTED]
245 [REDACTED] Okay. That's probably sufficient.
246 [REDACTED]
247 [REDACTED] Okay.
248 [REDACTED]
249 [REDACTED] You did have some positive takeaways. Can you go over some of the positive
250 things you learned from Officer Lansdale?
251 [REDACTED]
252 [REDACTED] Yes. So pretty much everything on the MDT she's really good at. She knows
253 the hot keys. She was able to teach me that. She would get frustrated that she
254 would teach me ten things one day and I couldn't remember all ten things the
255 next day. So that would be very frustrating to her. But I think I took away a lot
256 from her in that aspect. More so than any other FTO I'd had at that
257 [REDACTED]
258 [REDACTED] Did you find that frustrating as well I guess the quantity of information that she
259 was trying
260 [REDACTED]
261 [REDACTED] Yes.
262 [REDACTED]
263 [REDACTED] to train you on. Did you ever address that with her?
264 [REDACTED]

265 [REDACTED] Not really address it with her. Like she would be mad and then I would just
266 say, "I can't remember" or, you know, I didn't like bring it up. It was just my
267 reply to her being like, "Why don't you get this, don't you remember, I taught
268 you this yesterday." And I'm like, "Yeah, you taught me so many things
269 yesterday I don't remember." Or we had a three day weekend and now I don't
270 remember the hot key for that or, you know. So it was more like that.

271 [REDACTED]
272 [REDACTED] Okay. Describe Officer Lansdale's general - her attitude in general while you
273 rode with her.

274 [REDACTED]
275 [REDACTED] Very unpleasant, unhappy with everything. Never gave me more than a one
276 word answer like even off shift like I would see her after I had her like in the
277 locker room like, "Hi, how are you today" and it was, "Fine." And like, you
278 know, "Oh, are you here for overtime." "Yes." And like just one word
279 answers. Like she was like that through training too. Never any kind of
280 conversation or anything pleasant at all.

281 [REDACTED]
282 [REDACTED] Did you feel that was something personal towards you or is that how she was
283 with everybody?

284 [REDACTED]
285 [REDACTED] I think she was just like that with everybody. But at the time it felt personal.

286 [REDACTED]
287 [REDACTED] So didn't single you out but maybe at the time it felt like that.

288 [REDACTED]
289 [REDACTED] Yeah.

290 [REDACTED]
291 [REDACTED] Did she have a certain style for correcting any issues or mistakes that she
292 observed with you?

293 [REDACTED]
294 [REDACTED] Sternly criticize me about it in a moment wherever we were in front of whoever
295 was there.

296 [REDACTED]
297 [REDACTED] So it was typically right when it happened she would address it

298 [REDACTED]
299 [REDACTED] Yes.

300 [REDACTED]
301 [REDACTED] and didn't matter if you were with a suspect or a citizen or another officer.

302 [REDACTED]
303 [REDACTED] Correct. Yeah.

304 [REDACTED]
305 [REDACTED] Okay. And having had some experience now with other FTOs, is that
306 something that other FTOs - is that a tactic they would use or

307 [REDACTED]
308 [REDACTED] No.

309 [REDACTED] did they do other things to correct some minor issues?
310 [REDACTED]
311 [REDACTED]
312 [REDACTED] None of them.
313 [REDACTED]
314 [REDACTED] What's some other
315 [REDACTED]
316 [REDACTED] They would wait.
317 [REDACTED]
318 [REDACTED] tactics the other FTOs would use?
319 [REDACTED]
320 [REDACTED] They would wait to get in the car to pull you aside privately and to talk to you
321 [REDACTED] about it and to ask your opinion and how you felt and what you think you could
322 [REDACTED] have done better or what could have - what you could have done better. What
323 [REDACTED] wasn't so good on the call they would pull you aside and talk to you about it?
324 [REDACTED]
325 [REDACTED] All right. We're going to go through this memo and kind of just pick out the
326 [REDACTED] kind of the separate incidents one by one and
327 [REDACTED]
328 [REDACTED] Okay.
329 [REDACTED]
330 [REDACTED] kind of just give some more detail surrounding them. And if we had - if I was
331 [REDACTED] able to find video of any of these, we'll go and review that real quick
332 [REDACTED]
333 [REDACTED] Okay.
334 [REDACTED]
335 [REDACTED] and just get your best recollection of what happened. Okay. So we'll go to the
336 [REDACTED] gunshop call first. And I have that queued up here on our body worn cam. Is
337 [REDACTED] this the first time you've reviewed this?
338 [REDACTED]
339 [REDACTED] Yes.
340 [REDACTED]
341 [REDACTED] Okay. And I'll ask you in reviewing it now, is it how you remember it?
342 [REDACTED]
343 [REDACTED] Yes and no. I think originally it felt more like - I mean she was mad. And
344 [REDACTED] when we got back to the car, she was mad that I hadn't wrote the report number
345 [REDACTED] down. But she's more - when she gets mad, it's more stern like talking and
346 [REDACTED] looking at you like why didn't you do it right. And how it felt was more like
347 [REDACTED] out of control like why couldn't you do this right and like yelling. That's more
348 [REDACTED] how it feels.
349 [REDACTED]
350 [REDACTED] Was there anything as you're pulling in the parking lot leading up to this call
351 [REDACTED] that wasn't captured on body cam was her giving instructions on anything or
352 [REDACTED]

353 [REDACTED] No. Not that I recall. I just know it's her pet peeve to make sure I always write
354 the report number down before I go in, which I think is appropriate. I do that
355 myself now so it's something I did take away from her. But in that instance I
356 didn't write it down and I knew I didn't write it down when she was like asking
357 me. I'm like, "No. No I didn't." And so I know a lot of officers they need a
358 report number, they radio for it or they run out to the car and grab it, you know,
359 if they forgot and I felt like that was appropriate. I'm just going to run out to
360 the car and grab it for him. But she was not okay with that.

361 [REDACTED]
362 [REDACTED] Okay.

363 [REDACTED]
364 [REDACTED] And she made sure I felt like that after the call.

365 [REDACTED]
366 [REDACTED] We'll review this quick again. Let's see probably right about here. And we're
367 at time stamp - I think it's 23:59 - going back to 40, 46.

368
369 ((BEGIN RECORDING))

370
371 ((END RECORDING))

372 [REDACTED]
373 [REDACTED] Okay. And part of the purpose of doing this is that so when we go through your
374 memo we make sure everything is totally accurate. So

375 [REDACTED]
376 [REDACTED] Absolutely.

377 [REDACTED]
378 [REDACTED] this is, you know, you've written this almost a year after these things happened.
379 So your recollection of what happened may be a little different from what
380 actually happened.

381 [REDACTED]
382 [REDACTED] Yeah.

383 [REDACTED]
384 [REDACTED] So part of us doing this is going through and making sure that everything is
385 totally accurate and - so on something like this in your memo you wrote
386 specifically that when it came time to give the owner the report number, I told
387 her I need to go to the radio to run - I need to - I need to radio or to run back out
388 to the car to grab it. She decided to yell at me in front of the gun owner and the
389 customers in the store for failing to write it down before walking in. Now doing
390 this again, would you feel that's an accurate depiction of what actually took
391 place in the store?

392 [REDACTED]
393 [REDACTED] I don't think she's yelling. I think it's just more of her stern and it made me feel
394 like she's yelling. Yeah.

395 [REDACTED]
396 [REDACTED] Stern correction.

397 [REDACTED]
398 [REDACTED] Yeah.
399 [REDACTED]
400 [REDACTED] Okay.
401 [REDACTED]
402 [REDACTED] Yeah.
403 [REDACTED]
404 [REDACTED] Did anything happen after you got in the car? You mentioned a little bit there
405 was still a little bit of maybe some correction going on after you got in the car
406 that wouldn't be on body cam.
407 [REDACTED]
408 [REDACTED] I don't recall to be honest. From what I remember just on being the calls it was
409 more correction when we got to the car.
410 [REDACTED]
411 [REDACTED] Okay. Next we're going to go to the 5150 that you handled with Officer [REDACTED]
412 And kind of the same questions with this one. I know - has - is this the first
413 time you've viewed this again
414 [REDACTED]
415 [REDACTED] Yeah.
416 [REDACTED]
417 [REDACTED] since it happened?
418 [REDACTED]
419 [REDACTED] Yeah.
420 [REDACTED]
421 [REDACTED] In comparing what you wrote in your memo to what you're seeing in the body
422 cam is anything that you - would you change anything from what you saw?
423 [REDACTED]
424 [REDACTED] Probably just again just the stern correcting her in front of somebody.
425 [REDACTED]
426 [REDACTED] Okay.
427 [REDACTED]
428 [REDACTED] And how it made us feel like that's something we could address later.
429 [REDACTED]
430 [REDACTED] Okay. So you wrote in your memo I once observed her yell at her trainee [REDACTED],
431 which is [REDACTED] right
432 [REDACTED]
433 [REDACTED] Correct.
434 [REDACTED]
435 [REDACTED] in front of subject on a 5150. And this is the incident that you're
436 [REDACTED]
437 [REDACTED] Yeah.
438 [REDACTED]
439 [REDACTED] referring to. Is that correct?
440 [REDACTED]

441 [REDACTED] Yeah. That's it.

442
443 [REDACTED] Okay. So we'll get up to for the record 00:14:12.

444
445 ((BEGIN RECORDING))

446
447 ((END RECORDING))

448
449 [REDACTED] Okay. So is that the exact moment you're referring to in your memo?

450
451 [REDACTED] Yeah.

452
453 [REDACTED] Okay. Would you still characterize that as a yell?

454
455 [REDACTED] No.

456
457 [REDACTED] Okay. But stern correction?

458
459 [REDACTED] Yeah. Absolutely.

460
461 [REDACTED] Okay. You referenced a couple things in your memo as far as a lot of yelling
462 and screaming inside the car while going to calls for service. Is there any one or
463 maybe multiple instances you can remember that where you can maybe give me
464 some more detail? When, where?

465
466 [REDACTED] So mainly like what I remember is going to a call because she always drove.
467 She didn't let me drive. So I needed to learn the computers. That was kind of
468 day one we talked about that. I drove a lot the first month and hadn't touched
469 the computer at all. So we wanted to focus on that. So on the computer she
470 would be like, "Navigate me." And I'm like, "Okay." So, you know, I'd pull
471 up the map, see where we're going to go and I'd be like, "Okay. So up here
472 we're going to make a right on this street." And she'd be like, "Navigate me."
473 And I'd be like, "Okay. So like we're going to go north on this street." And
474 she'd be like, "Navigate me." And I'd be like, "Okay." So I'd be like, "Turn
475 left." And then she's like, "Okay." Like she wanted me to like, I don't know,
476 yell at her about which way to go. I guess my voice wasn't loud enough or
477 however - she didn't understand it. So she would do that. And then like she
478 would be like pull somebody up and I'd like try to pull on the Web KPF or, you
479 know, run them this way or check the house and she would try to have me doing
480 like three things at once and then purposely speed up and go by a house and to
481 miss it or something like that. So it was more like trying to do everything in the
482 car and her sternly yelling, doing all this the same time to try to kind of fluster
483 me, to try to like trip me up. That's how I felt.

484

485 [REDACTED] Think that was on purpose?
486 [REDACTED]
487 [REDACTED] Yes.
488 [REDACTED]
489 [REDACTED] To put you in a stressful situation
490 [REDACTED]
491 [REDACTED] Yes.
492 [REDACTED]
493 [REDACTED] to try and
494 [REDACTED]
495 [REDACTED] Yes.
496 [REDACTED]
497 [REDACTED] make you function?
498 [REDACTED]
499 [REDACTED] Yeah.
500 [REDACTED]
501 [REDACTED] Or was it like
502 [REDACTED]
503 [REDACTED] No. I
504 [REDACTED]
505 [REDACTED] more nefarious purpose to it?
506 [REDACTED]
507 [REDACTED] No. I think it was a stressful situation that you need to function.
508 [REDACTED]
509 [REDACTED] Okay.
510 [REDACTED]
511 [REDACTED] She would purposely like speed up to go by houses though or things like that.
512 [REDACTED] I'm going to be like, "You just drove by the house." And then she'd be like,
513 [REDACTED] "Yeah, I know. Were you going to tell me to stop?" I'm like, "Okay. The
514 [REDACTED] house is right here. I'll tell you what number or how many houses in" or - she
515 [REDACTED] didn't like the normal just conversation. She wanted me to be like turn right.
516 [REDACTED] Turn left, you know. Go this way and like
517 [REDACTED]
518 [REDACTED] Did she ever just give expectations of how like if - in that instance of asking you
519 [REDACTED] to navigate, did she ever give you instructions when this even started about
520 [REDACTED] here's what I want you to do and here's how I want you to tell me how to get to
521 [REDACTED] this address
522 [REDACTED]
523 [REDACTED] No.
524 [REDACTED]
525 [REDACTED] or even would expect of you as we're going to this location? Anything like
526 [REDACTED] that?
527 [REDACTED]
528 [REDACTED] No.

529 [REDACTED]
530 [REDACTED] It was just navigate and she expected you just to kind of infer what she wanted?
531 [REDACTED]
532 [REDACTED] Yes.
533 [REDACTED]
534 [REDACTED] Okay. Is there any particular - from your recollection with your month with her
535 - anything that comes to mind that would be a good example of that?
536 Something that may be on body cam if you're a - if it's a Code 3 run or
537 something like that that maybe we could possibly find?
538 [REDACTED]
539 [REDACTED] The only thing I could think of is we went to like a - it's like an elderly lady that
540 was lost and we went to her where we found her. So a citizen called in and said
541 she had a lady that didn't know where she was. So we went to that call and ran
542 her up and found where she lived and we drove - then we drove her home.
543 [REDACTED]
544 [REDACTED] Was it like a 981 type of deal or
545 [REDACTED]
546 [REDACTED] It might have been.
547 [REDACTED]
548 [REDACTED] a 972?
549 [REDACTED]
550 [REDACTED] I'm not sure what the call was.
551 [REDACTED]
552 [REDACTED] Okay.
553 [REDACTED]
554 [REDACTED] It wasn't a missing person. So it might have just been a welfare check.
555 [REDACTED]
556 [REDACTED] Okay.
557 [REDACTED]
558 [REDACTED] I know we went and picked her up and then we drove her home. And that's the
559 call I remember that we drove past her house. So I'm not sure if there would be
560 a lot on that because it was kind of a short distance.
561 [REDACTED]
562 [REDACTED] Okay. But you had someone in the backseat.
563 [REDACTED]
564 [REDACTED] Yeah.
565 [REDACTED]
566 [REDACTED] So your ICC would have been activated
567 [REDACTED]
568 [REDACTED] Yeah.
569 [REDACTED]
570 [REDACTED] microphone's activated.
571 [REDACTED]

572 [REDACTED] And I remember she didn't like how I talked to her when we got there. Like I
573 treated her like I would my grandma like really nice like, "Can we help you"
574 you know and she didn't like my tone of voice.
575
576 [REDACTED] Officer Lansdale didn't like your tone of voice with the person you were taking
577 home?
578
579 [REDACTED] Yes. And she called me out on that in front of her, something of how I should
580 talk to her like right in front of her, even though this lady wasn't really all there
581 kind of like so I remember feeling uncomfortable in that situation. I don't
582 know.
583
584 [REDACTED] Okay.
585
586 [REDACTED] That would be the only one I can think of
587
588 [REDACTED] All right.
589
590 [REDACTED] that where our cameras would have been on.
591
592 [REDACTED] Okay.
593
594 [REDACTED] I never had a Code 3 run with her. We tried to mainly take CSO calls since I
595 was a CSO in training.
596
597 [REDACTED] You commented in your memo that she constantly made old age comments.
598
599 [REDACTED] Yeah.
600
601 [REDACTED] She had a problem - you felt she had a problem with you being an older trainee.
602 She said, "Wow, you can actually type fast. Did you learn that on a
603 typewriter?" Is that all accurate?
604
605 [REDACTED] Yeah.
606
607 [REDACTED] Okay. And for the record, how old are you?
608
609 [REDACTED] I'm 38.
610
611 [REDACTED] Okay. Is - are those the only comments she made or was there more?
612
613 [REDACTED] So when I learned how to type, we always made like two spaces after a period.
614 I don't know if you learned how to type like that. So I had a hard time
615 correcting that because our system doesn't really - it leaves funny spaces. Due

616 to like the formatting on it. So it took me a day or two to kind of - because
617 you're typing and you automatically do two spaces after a period. So she would
618 have me go back and backspace everything and took me a couple days to not do
619 that anymore after, what, 25 years of typing like that. That's the only thing I
620 can think of that is in addition to that.

621 [REDACTED]

622 [REDACTED] How old - and see if you can understand this question. How old - did she know
623 how old you were?

624 [REDACTED]

625 [REDACTED] Yeah.

626 [REDACTED]

627 [REDACTED] Okay. So you told her. She didn't think you were like 45 or anything like that.
628 She perceived you - I'm just asking if she perceived you to be older than you
629 actually are.

630 [REDACTED]

631 [REDACTED] I'm pretty sure she knew how old I was.

632 [REDACTED]

633 [REDACTED] Okay.

634 [REDACTED]

635 [REDACTED] I mean she never talked about anything personal. I don't think ever asked me
636 anything about me personal. So I'm not really positive but I'm pretty sure I said
637 my age at some point because I was like, "Honey, I'm not that old." Like, you
638 know. Because she's like, "You learned to type of a typewriter, right?" And I
639 was like, "Really? Like how old do you think I am?"

640 [REDACTED]

641 [REDACTED] And this was

642 [REDACTED]

643 [REDACTED] And then I think I was like, you know

644 [REDACTED]

645 [REDACTED] You didn't take that as a joke?

646 [REDACTED]

647 [REDACTED] Oh no. It wasn't a joke. She didn't joke

648 [REDACTED]

649 [REDACTED] Okay.

650 [REDACTED]

651 [REDACTED] at all about anything.

652 [REDACTED]

653 [REDACTED] Okay. Do you feel that she treated you differently based on your age?

654 [REDACTED]

655 [REDACTED] I don't know. I can't say that either way.

656 [REDACTED]

657 [REDACTED] Okay. You referenced a call where you had a prisoner in the backseat and then
658 she said something like, "A monkey can do this. I don't know why you can't

659 figure it out.” Do you remember what the details were behind that and the
660 context of that?
661
662 [REDACTED] Yes. It was a juvenile. So you should be able to pull that up, and our camera
663 should have been on.
664
665 [REDACTED] Okay.
666
667 [REDACTED] And our camera shows him on.
668
669 [REDACTED] What kind of call was that?
670
671 [REDACTED] I think we just did a transport to juvenile hall. I think we came to HOJ and
672 picked up the juvenile and transported to juvenile hall.
673
674 [REDACTED] Okay.
675
676 [REDACTED] So we were pulling into juvenile hall. I believe we were just pulling into the
677 parking lot when she said that.
678
679 [REDACTED] And why’d she say that?
680
681 [REDACTED] I don’t remember the context of it but - I don’t remember.
682
683 [REDACTED] Okay.
684
685 [REDACTED] I don’t know if she wanted me to pull something up or run something or
686 something I couldn’t remember how to do or didn’t know yet and - I don’t
687 remember.
688
689 [REDACTED] Okay.
690
691 BOYD You think she was trying to be funny or was she
692
693 [REDACTED] No.
694
695 BOYD trying to insult you?
696
697 [REDACTED] No. Yeah.
698
699 [REDACTED] Think the prisoner heard it? Was it loud enough for the person in back overheard
700 what she said?
701

702 [REDACTED] Well I mean you can tell that she talked with that stern like - I don't know if he
703 would have been able to heard it but I felt like he could of and that it wasn't
704 appropriate to say that with someone in the back or at all to be honest, but.
705
706 [REDACTED] Okay. You overheard her telling another I guess a training officer that she
707 doesn't allow you to use workout time because she doesn't get FTO pay for
708 that.
709
710 [REDACTED] Yes.
711
712 [REDACTED] Do you recall who she was talking to when she said that?
713
714 [REDACTED] I don't think it was another FTO. I think it was her partner, Brierley maybe.
715
716 [REDACTED] Okay.
717
718 [REDACTED] I don't remember who she was talking to. I know I was in my car writing like
719 at the end of shift and she got out and was talking to whoever was in the car just
720 parked next to us at end of shift. So it was probably Brierley. And I don't think
721 he's an FTO. But I don't remember for sure.
722
723 [REDACTED] Okay. Last thing here.
724
725 [REDACTED] Because I asked her about it afterwards. Because I heard her just talking with
726 him like, you know, you don't - she said something like, "Yeah, we don't get
727 paid if we let them work out because we're just part time." And so then when
728 she got back in the car, I was like, "Is that why you don't let me work out? Like
729 I mean I'm fine with it either way. Like I understand some FTOs don't work
730 out. They don't get that work out time and that's fine. It was just the reasoning
731 behind it that I was like okay. And then she said something like how it would
732 gross her out if I would want to use the showers there anyways. I shouldn't
733 want to work out there because that's disgusting. She was very much a
734 germaphobe. Like she yelled at me one day for - I rubbed my nose and God
735 forbid I rub my nose. Like little things like that. So it was - you just kind of
736 learn to deal with like her, you know, little things and try not to do that like - I
737 don't know. I was slipping through my training book one time and I couldn't
738 get the pages to go so I licked my finger to turn the page and she flipped out like
739 something that you just do but you don't realize you're doing it and that grossed
740 her out like it was the end of the world. God forbid that happened.
741
742 [REDACTED] Okay. You referenced a time when you had approval to get off early to go to a
743 funeral.
744
745 [REDACTED] Yes.

746 [REDACTED]
747 [REDACTED] Okay. So per your memo, you had permission from Sergeant McCain and
748 Sergeant Thompson to go into watch at 10 o'clock.
749 [REDACTED]
750 [REDACTED] Yeah.
751 [REDACTED]
752 [REDACTED] That correct? So you could be at the airport at 6:00 am the next morning.
753 [REDACTED]
754 [REDACTED] Correct. My flight left at 6:00.
755 [REDACTED]
756 [REDACTED] Okay. How or do you know how Officer Lansdale was notified of this - the
757 early end of watch approval for you?
758 [REDACTED]
759 [REDACTED] So originally when I found out I wanted to travel for the funeral, I contacted her
760 via text message.
761 [REDACTED]
762 [REDACTED] Officer Lansdale?
763 [REDACTED]
764 [REDACTED] Yes.
765 [REDACTED]
766 [REDACTED] Okay.
767 [REDACTED]
768 [REDACTED] And she said, "Go ahead and talk to the sergeant." I wanted to go up my chain
769 of command. So I talked to her first. And I think it was our day off. I texted
770 her. And she said, "Yes. Go ahead and contact the sergeant." So I called
771 Sergeant McCain because I wasn't sure which sergeant. And then he said yes.
772 And then I contacted Sergeant Thompson. And then I think I said I can work
773 that day or I can take it off, you know, depending on what time I can get off.
774 And they're like no problem. You can get off at 10:00. And I said, "Okay. I'll
775 come into work that day." Because I wanted to take I think two days off. And
776 then that hit my three day weekend. So I was going to be gone for five days.
777 And I didn't want to take any more off than that. So I thought I would be able
778 to come in and work that shift and then I could go early. So I think it was that
779 day that was decided by Sergeant Thompson that said, "Make sure you're out of
780 her by 10:00." And I don't know if he talked to me and Lansdale together about
781 that.
782 [REDACTED]
783 [REDACTED] That was my next question. Was Officer Lansdale there when Sergeant
784 Thompson told you to be out by 10:00?
785 [REDACTED]
786 [REDACTED] I don't recall.
787 [REDACTED]
788 [REDACTED] Okay.
789 [REDACTED]

790 [REDACTED] But she knew it was 10 o'clock.
791 [REDACTED]
792 [REDACTED] She knew it was 10 o'clock.
793 [REDACTED]
794 [REDACTED] Yes.
795 [REDACTED]
796 [REDACTED] Do you know
797 [REDACTED]
798 [REDACTED] And it's either by me or by Sergeant at roll call that day - at roll call.
799 [REDACTED]
800 [REDACTED] Okay. So it was conveyed to her you're pretty sure.
801 [REDACTED]
802 [REDACTED] Oh yes.
803 [REDACTED]
804 [REDACTED] Okay.
805 [REDACTED]
806 [REDACTED] Absolutely.
807 [REDACTED]
808 [REDACTED] In the shift was there any...
809 [REDACTED]
810 [REDACTED] He even came in while we were back at the station writing the 901 and was like,
811 "You guys are still here. Why are you still here?" And we were writing and
812 she's like, "Oh, we're just going to write this." And I was like okay, we haven't
813 started yet and I've never done one and it was a big one. I knew it would take
814 me a couple hours to do. And it did take me a couple hours. And then she
815 dissected it for another hour before it was
816 [REDACTED]
817 [REDACTED] Approving it?
818 [REDACTED]
819 [REDACTED] ready for it to be turned in.
820 [REDACTED]
821 [REDACTED] Okay.
822 [REDACTED]
823 [REDACTED] To her approval. Yes.
824 [REDACTED]
825 [REDACTED] Okay. Was there anything leading up to that, getting that call and reminders
826 from MDT from the Sergeant and saying remember
827 [REDACTED]
828 [REDACTED] Not that I recall.
829 [REDACTED]
830 [REDACTED] be done by 10 o'clock, that kind of thing?
831 [REDACTED]
832 [REDACTED] No. Not that I recall. She knew.
833 [REDACTED]

834 [REDACTED] Okay. I kind of went through all your calls for service for the month. I was
835 only able to find one three vehicle 901. And I just want to make sure we have
836 the timeline correct.
837
838 [REDACTED] Yeah. Because I'm not sure. It was so long ago.
839
840 [REDACTED] Yeah. And that's why I wanted to go through this.
841
842 [REDACTED] Right.
843
844 [REDACTED] So let me just see if this sounds familiar to you. Do you know what the location
845 where the accident was?
846
847 [REDACTED] I don't.
848
849 [REDACTED] Okay.
850
851 [REDACTED] I mean if you said it, it might ring a bell but
852
853 [REDACTED] Florin and Amherst? You said in your - you said
854
855 [REDACTED] That's probably it.
856
857 [REDACTED] in your memo it was out of your beat.
858
859 [REDACTED] That's probably it, yeah.
860
861 [REDACTED] And this was in 4B. I believe you were 4C when you were with her?
862
863 [REDACTED] And it was a B unit there, so.
864
865 [REDACTED] Okay.
866
867 [REDACTED] Christine Lakin was the Officer on scene
868
869 [REDACTED] Okay.
870
871 [REDACTED] when we got there.
872
873 [REDACTED] Okay. So it sounds like we found the right one. Three vehicle 901, medical
874 needed.
875
876 [REDACTED] Yeah.
877

878 [REDACTED] And yes, it looks like Lakin was another officer on it. So this particular call it
879 has you being dispatched at 1932. So 7:30 as opposed to 9:30 like you
880
881 [REDACTED] Okay.
882
883 [REDACTED] put in your memo. So does that
884
885 [REDACTED] Okay.
886
887 [REDACTED] sound like it's more accurate?
888
889 [REDACTED] Yeah.
890
891 [REDACTED] Okay. Do you remember what you did after you went to the accident?
892
893 [REDACTED] Mm-mm.
894
895 [REDACTED] No?
896
897 [REDACTED] I felt like we were there for a long time.
898
899 [REDACTED] Okay.
900
901 [REDACTED] And then we went back and wrote.
902
903 [REDACTED] Did you go right back to the station afterwards?
904
905 [REDACTED] I don't know.
906
907 [REDACTED] Did you handle any calls after that?
908
909 [REDACTED] I don't remember.
910
911 [REDACTED] Okay. Could you have possibly after clearing the accident - do you remember
912 handling a 484 of the license plate call?
913
914 [REDACTED] Maybe.
915
916 [REDACTED] Maybe. Okay. Because I have you being dispatched basically right after you
917 go in service from clearing the accident right at 2041 hours. You get dispatched
918 to a - I believe it was a call you had earlier in the shift and maybe you were
919 preempted off of it. So you went back on it at 2041. And then from
920
921 [REDACTED] Do you know what day that was because I know what day I left for the funeral.

922 [REDACTED]
923 [REDACTED] Day of the week?
924 [REDACTED]
925 [REDACTED] No, the number day.
926 [REDACTED]
927 [REDACTED] Oh.
928 [REDACTED]
929 [REDACTED] I was gone like the 16th, 17th
930 [REDACTED]
931 [REDACTED] Sure.
932 [REDACTED]
933 [REDACTED] would have been like the 14th or 15th?
934 [REDACTED]
935 [REDACTED] March 14, yes. It's March 14.
936 [REDACTED]
937 [REDACTED] Yeah. That's the day we left.
938 [REDACTED]
939 [REDACTED] So that's the right day.
940 [REDACTED]
941 [REDACTED] Yeah.
942 [REDACTED]
943 [REDACTED] Okay. So by your call logs you went to the accident at - marked on scene at
944 [REDACTED] 1939. You cleared it at 2041. And
945 [REDACTED]
946 [REDACTED] Okay.
947 [REDACTED]
948 [REDACTED] then right from there directly to another report call, which you did take a report
949 [REDACTED] on a (484) license plate call.
950 [REDACTED]
951 [REDACTED] Okay.
952 [REDACTED]
953 [REDACTED] And then it looks like
954 [REDACTED]
955 [REDACTED] And I had two reports to write that night. Okay.
956 [REDACTED]
957 [REDACTED] You went to Code 7 at 2155 at the station.
958 [REDACTED]
959 [REDACTED] Yeah. I was - I just wrote while we did that. She probably went on and ate and
960 [REDACTED] I stayed and wrote.
961 [REDACTED]
962 [REDACTED] And then it appears that you got dispatched to another call at 2321. Do you
963 [REDACTED] remember leaving
964 [REDACTED]
965 [REDACTED] No.

966 [REDACTED]
967 [REDACTED] eating Code 7 and then - would she ever leave you at the station to write on
968 [REDACTED] your own
969 [REDACTED]
970 [REDACTED] No.
971 [REDACTED]
972 [REDACTED] and go handle a call
973 [REDACTED]
974 [REDACTED] No.
975 [REDACTED]
976 [REDACTED] then come back? No. So
977 [REDACTED]
978 [REDACTED] No.
979 [REDACTED]
980 [REDACTED] standard operating procedure would dictate that when you were - she was
981 [REDACTED]
982 [REDACTED] I would just stay in the car and write.
983 [REDACTED]
984 [REDACTED] dispatched at 2321, you would be going with her.
985 [REDACTED]
986 [REDACTED] Oh yeah.
987 [REDACTED]
988 [REDACTED] Okay.
989 [REDACTED]
990 [REDACTED] Do you know what that was?
991 [REDACTED]
992 [REDACTED] What's that?
993 [REDACTED]
994 [REDACTED] Do you know what call that was?
995 [REDACTED]
996 [REDACTED] It was a 911 hang up, 952. And I think it looks like you got Code 4'd from it
997 [REDACTED]
998 [REDACTED] Okay.
999 [REDACTED]
1000 [REDACTED] before you ever got there.
1001 [REDACTED]
1002 [REDACTED] Okay.
1003 [REDACTED]
1004 [REDACTED] I'm just trying to jar your memory here and kind of recreate your activity
1005 [REDACTED] leading up to the time you were supposed to be end of watch. And
1006 [REDACTED]
1007 [REDACTED] I honestly recall it like we did that 901 and it took forever and then we wrote
1008 [REDACTED] forever. That's how I remember it.
1009 [REDACTED]

1010 [REDACTED] And then I have you going reporting writing at JERPF at 2322 I think after your
1011 Code 4'd from the 952. And then signing off at 0050 hours or right before 1
1012 o'clock.
1013
1014 [REDACTED] Before 1 o'clock?
1015
1016 [REDACTED] Yes. Does that jar anything, ringing a bell?
1017
1018 BOYD Would you ever sign off the MDC and then go ahead and write in the station?
1019
1020 [REDACTED] Yeah. That's what we did. We went to the computer and we wrote at the
1021 computer. Yeah.
1022
1023 [REDACTED] And to the best of your recollection
1024
1025 [REDACTED] I know we were there until like 3:00 because I
1026
1027 [REDACTED] you were till?
1028
1029 [REDACTED] drove straight from there to the airport to meet my family.
1030
1031 [REDACTED] Okay.
1032
1033 [REDACTED] I pulled in around 4 o'clock by the time I got parking and got up there and
1034 found them. Yeah.
1035
1036 [REDACTED] Okay. And in this time any reminder to her of kind of hey, I'm trying to do
1037 something
1038
1039 [REDACTED] Only a sergeant coming in being like you guys are still here and we were like
1040 we have these reports and that was the end of it. Yeah.
1041
1042 [REDACTED] Okay.
1043
1044 [REDACTED] And I was just under the impression that I had to get this done, so.
1045
1046 [REDACTED] You made a comment in your memo that she did not like the fact that you were
1047 getting off early.
1048
1049 [REDACTED] Yeah.
1050
1051 [REDACTED] How do you know this to be a fact?
1052
1053 [REDACTED] Just the feeling I got from her. Nothing she said to me.

1054 [REDACTED]
1055 [REDACTED] Okay. Just a vibe?
1056 [REDACTED]
1057 [REDACTED] Just her like demeanor about it I guess. Nothing she said or anything like that.
1058 [REDACTED]
1059 [REDACTED] So overall your month with Officer Lansdale how did this experience affect
1060 you? Positives or negatives.
1061 [REDACTED]
1062 [REDACTED] Well like I said before, positives I learned a lot from her on the MDC and on the
1063 computer. I really did. Negatives, when I see her now I just get that awful
1064 feeling that I don't want to be around her. And during the month I didn't want
1065 to come to work.
1066 [REDACTED]
1067 [REDACTED] Did you ever call in sick?
1068 [REDACTED]
1069 [REDACTED] No.
1070 [REDACTED]
1071 [REDACTED] No.
1072 [REDACTED]
1073 [REDACTED] I used that time for the funeral I think.
1074 [REDACTED]
1075 [REDACTED] Okay.
1076 [REDACTED]
1077 [REDACTED] But and I never called in. I wanted to except, you know, but I wouldn't do that.
1078 [REDACTED]
1079 [REDACTED] Any thoughts about quitting all together?
1080 [REDACTED]
1081 [REDACTED] Yeah.
1082 [REDACTED]
1083 [REDACTED] Serious or just passing?
1084 [REDACTED]
1085 [REDACTED] No, not serious. No, I wouldn't have done that. But I wish I would have been
1086 with somebody else. Yeah.
1087 [REDACTED]
1088 [REDACTED] How would you characterize the learning environment?
1089 [REDACTED]
1090 [REDACTED] Stressful. I would say a step above the Academy like stress like just constantly
1091 on edge of just heightened. And it wasn't about the job itself. It was about
1092 stupid little petty things. Just her own little things that she didn't like such as
1093 writing down the report number or itching my nose or shouldn't have a cup
1094 holder in the car or things like that that she was just flip out and then you'd have
1095 to figure it out for her.
1096 [REDACTED]
1097 [REDACTED] Okay.

1098
1099 [REDACTED] So it wasn't ever really job related. It wasn't like the job was hard like I didn't
1100 want to go in because I didn't think I could do the job. It was just I didn't know
1101 how she would react because nothing could be done right. Like, I couldn't
1102 mark on scene quick enough. And then when I marked it too quick, that was a
1103 problem. So like just things like that like are we on scene like just when we'd
1104 get to a call, you know, you can't do it quick enough for her but then - so then I
1105 would try to do it early to make her happy and that didn't work either. So just
1106 little things like that. It's just stupid little things that just built up and up and up
1107 every day. So I don't know.
1108
1109 [REDACTED] Now that you've had some other FTOs, how many FTOs have you had all
1110 together?
1111
1112 [REDACTED] Let's see. I have five as a CSO if you include my shadow officer. And then
1113 I've had one, two, three - I'm on three now. And then I've rode with lots of
1114 people like when mine's out for the day. Like this month alone I've had three.
1115 So I've had probably more than ten at least that I've rode with.
1116
1117 [REDACTED] Where would you rank Officer Lansdale out of all the FTOs that you've had?
1118
1119 [REDACTED] At the bottom.
1120
1121 [REDACTED] Do you think Officer Lansdale was a competent Police Officer?
1122
1123 [REDACTED] Yes.
1124
1125 [REDACTED] Do you think Officer Lansdale is a competent training officer?
1126
1127 [REDACTED] No.
1128
1129 [REDACTED] Should Officer Lansdale be a training officer?
1130
1131 [REDACTED] No.
1132
1133 [REDACTED] Why is that?
1134
1135 [REDACTED] I feel like there's a better way to go about training and that she's not competent
1136 in being able to teach somebody appropriately so that they can understand and
1137 they can do the job effectively without all of these other little things that get in
1138 the way of just her own personal bias or idiosyncrasies. It's just more of a
1139 feeling and uncomfortableness when you're around her. And I don't think that
1140 a training officer should be like that.
1141

1142 [REDACTED] Lili, anything?
1143
1144 [REDACTED] Mic. Okay.
1145
1146 BOYD No sir.
1147
1148 ALONSO Ok.
1149
1150 [REDACTED] Anything else to add that you think may be helpful for us?
1151
1152 [REDACTED] Not that I can think of, no.
1153
1154 [REDACTED] Okay.
1155
1156 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
1157 needs to be added, clarified or changed? If so, I am ordering you to provide that
1158 information now.
1159
1160 [REDACTED] No.
1161
1162 ALONSO After you leave this interview should you remember anything that is different
1163 from or in addition to the information you've been given us today, I am
1164 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering
1165 you not to discuss this matter with any other department employee. Do you
1166 understand those orders?
1167
1168 [REDACTED] I do.
1169
1170 [REDACTED] Okay. We are done at 2136 hours.
1171
1172 **End of recording.**
1173
1174
1175 The transcript has been reviewed with the audio recording submitted and it is an accurate
1176 transcription.
1177 Signed _____
1178 Sgt [REDACTED]

IA

INTERVIEW WITH OFC. [REDACTED]
Sgt. Ryan Bullard
Sgt. [REDACTED]
Ofc. [REDACTED]
Rep. Mick Boyd

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BULLARD

The date is February 19, 2020. The time is 1436 hours. Present in the Internal Affairs Office are [REDACTED] Representative Mick Boyd, Sergeant [REDACTED] and myself, Sergeant Ryan Bullard. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED]

Yes.

BULLARD

The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED]

Yes.

BULLARD

Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all the questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED]

Yes.

[REDACTED]

Okay. [REDACTED], we are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a Field Training Officer with the Sacramento Police Department. Before the interview I supplied you with a memo you wrote to Sergeant Echeverria on February 12, 2020 detailing some of the issues you had with Officer Lansdale. Have you had enough time to review this material?

[REDACTED]

Yes.

45 [REDACTED] Okay. For the record, can you please say and spell your full name?
46 [REDACTED]
47 [REDACTED] [REDACTED] [REDACTED].
48 [REDACTED]
49 [REDACTED] And what is your current rank?
50 [REDACTED]
51 [REDACTED] Police Officer.
52 [REDACTED]
53 [REDACTED] Okay. How long have you been a Police Officer?
54 [REDACTED]
55 [REDACTED] Eight months I think.
56 [REDACTED]
57 [REDACTED] And what's your current assignment?
58 [REDACTED]
59 [REDACTED] Patrol.
60 [REDACTED]
61 [REDACTED] What phase are you currently in?
62 [REDACTED]
63 [REDACTED] Phase 3.
64 [REDACTED]
65 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
66 [REDACTED] officer?
67 [REDACTED]
68 [REDACTED] Yes.
69 [REDACTED]
70 [REDACTED] And do you remember the month that you had her?
71 [REDACTED]
72 [REDACTED] October of 2019.
73 [REDACTED]
74 [REDACTED] Okay. What phase were you in when you had Officer Lansdale as a training
75 [REDACTED] officer?
76 [REDACTED]
77 [REDACTED] Two.
78 [REDACTED]
79 [REDACTED] Okay. My next question is open ended. So please be as detailed as you can.
80 [REDACTED] Can you describe your month with Officer Lansdale?
81 [REDACTED]
82 [REDACTED] It wasn't my favorite month. I kind of hated going to work every day. She just
83 [REDACTED] wasn't personable and never really talked and every time she did talk, it was
84 [REDACTED] something negative or something I did wrong. And then even hearing stories
85 [REDACTED] like before going to her, it was like you're going to hate it, don't quit. So it was
86 [REDACTED] like - it was hard going to work but I didn't want to. It just wasn't fun at all.
87 [REDACTED]
88 [REDACTED] So it's safe to say she had a reputation before you actually rode with her?

* SKELLY

E

DENIAL * OFC. LAN

89 [REDACTED]
90 [REDACTED] Yeah.
91 [REDACTED]
92 [REDACTED] Okay. For the purpose of this interview, even though she had a reputation, I
93 really want to focus on the things that you observed from her and the things that
94 you were a party to while she was training you. Okay? So we're going to talk
95 about your memo a little bit.
96 [REDACTED]
97 [REDACTED] Okay.
98 [REDACTED]
99 [REDACTED] And pick out a couple pieces and I'll just have you kind of describe in better
100 detail exactly what you were talking about in here. So as far as the positives go,
101 you said in here that one positive takeaway you had was that you learned what
102 not to do and how not to treat people. Can you kind of give more detail as to
103 why you said that?
104 [REDACTED]
105 [REDACTED] So she was always -not always but on calls even when talking to like victims or
106 suspects, she was always very sarcastic and sometimes I was kind of scared that
107 we were going to get into a fight because of stuff that she would say. Just like
108 her tone and the way she said it, not like - like I can't remember any examples.
109 But and then so that's like how not to treat people and then can I
110 [REDACTED]
111 [REDACTED] Yeah. Anything you need to do to get off of that, that's fine.
112 [REDACTED]
113 [REDACTED] What not to do. So like I feel like if I was an FTO, I wouldn't treat my trainees
114 like that because I don't know what her experience was on field training. But I
115 feel like she's just trying to take out her anger or what - I don't know her past or
116 anything but take it out on trainees, so. I just felt like - I mean I get it like we're
117 trainees but I felt like we were like - she was really treating us like or treating
118 me like a trainee
119 [REDACTED]
120 [REDACTED] Okay.
121 [REDACTED]
122 [REDACTED] not like an equal officer.
123 [REDACTED]
124 [REDACTED] So not as a peer
125 [REDACTED]
126 [REDACTED] Yeah.
127 [REDACTED]
128 [REDACTED] but like someone that's maybe beneath her or definitely subordinate to her.
129 [REDACTED]
130 [REDACTED] Yeah.
131 [REDACTED]

132 [REDACTED] Okay. In her interactions with the public, was it kind of the same way that you
133 felt when you saw her talk to people?
134
135 [REDACTED] Yeah. Not like all the time but sometimes definitely.
136
137 [REDACTED] Okay. You said in here that you expressed to her that you hadn't found any
138 drugs yet and she said - you said she basically laughed and told other officers
139 about that instead of assisting you in finding drugs. Can you talk about that?
140
141 [REDACTED] So it was like towards the end of my training when I told her. Because like we
142 hadn't really done anything like super cool. It was my third month and I didn't
143 really get into anything yet. And when I told her, she's like, "Really? Like you
144 haven't gotten drugs yet? Like who have you ridden with?" Like stuff like that.
145 And then when she had her next trainee, [REDACTED] and she was my friend she goes,
146 "Yeah, she's talking about how [REDACTED] hasn't found drugs yet" stuff like that,
147 so. I don't think that was cool.
148
149 [REDACTED] Okay. And why - I mean why'd it hurt your feelings?
150
151 [REDACTED] I feel like because she's my training officer and she should want to help me get
152 better and want me to experience these things instead of just like we haven't
153 done that yet.
154
155 [REDACTED] So you felt like she was making fun of you?
156
157 [REDACTED] In a way.
158
159 [REDACTED] Okay.
160
161 [REDACTED] Yeah.
162
163 [REDACTED] Did that take place on a call or was it just while you were talking in a car?
164
165 [REDACTED] No. I think we were just talking in the car.
166
167 [REDACTED] All right. Wouldn't have been captured on body worn cam or an ICC, anything
168 like that?
169
170 [REDACTED] No. I don't think so.
171
172 [REDACTED] All right. How would you categorize her flexibility in her approach to teaching
173 you something?
174

175 [REDACTED] I think it was fine especially like ACB because obviously like a month of in
176 service and you kind of lose some of it. So when it came to that, she was
177 always helpful in teaching me like okay, we'll do it this way instead of this way.
178 So like ACB techniques. But I feel like other stuff like she would yell at me for
179 making u-turns. She's like, "It's unsafe. You're going to cause accidents." Or
180 she would always say - because you know how you can hold down the button
181 for the ICC to turn it off and she would always say, "No, don't do it that way.
182 You need to copy the report number first and do it this way. You have to do
183 what I'm telling you. Look. You have to do it this way. It's the only way."
184

185 [REDACTED] She's very strict on her procedures, how things
186

187 [REDACTED] Yeah.
188

189 [REDACTED] she wanted things done.
190

191 [REDACTED] And like I get it because they tell us to be flexible and stuff. But it's like if I
192 already found like a good way that works for me, I feel like that should be as
193 sufficient.
194

195 [REDACTED] Right. And did she always explain to you why she wanted you to do it a certain
196 way especially if it's a way you had learned kind of accomplishes the same
197 task?
198

199 [REDACTED] I can't remember like a specific thing but I feel like every time I'd bring
200 something up, she'd be like, "Well those are wrong and you have to do it this
201 way." Like when I am - when I was searching -- what's it called -- records
202 check, she'd be like, "Okay. Well you have to do it this way first and you have
203 to go to this first because that's wrong. And whoever taught you that isn't
204 doing it right." And so.
205

206 [REDACTED] Did she explain why though?
207

208 [REDACTED] Well she was - in that case she was, "It'll be more thorough of a search of
209 people." But I didn't really understand like her sequence of doing things when
210 she did it. But
211

212 [REDACTED] Okay.
213

214 [REDACTED] she said it was the only way, so.
215

216 [REDACTED] Okay. And if you ever did something wrong, what was her reaction?
217

218 [REDACTED] I don't want to say that she like yelled-yelled but she kind of talked to you
219 sternly and it's like you need to understand this and you need to like learn fast
220 because - I don't - so like I guess it depended. So like every time I would enter
221 an entity like when doing a report, I guess I would like leave out some stuff like
222 did they speak English or what was their height or stuff like that. And she'd be
223 like, "This is the only way." And she yelled at me and she'd be like, "You're
224 not making it easier for other officers to conduct a records check later."
225
226 [REDACTED] Okay. So she was very thorough. That's one of her positives
227
228 [REDACTED] Yeah.
229
230 [REDACTED] sounds like. Okay. You noted in your memo that certain points while training
231 with her you questioned whether or not you wanted to still do this job or be a
232 police officer. Does that sound accurate?
233
234 [REDACTED] Yeah.
235
236 [REDACTED] Okay.
237
238 [REDACTED] I don't think it was like necessarily anything we were doing but just like having
239 to go to work knowing that I was probably going to get yelled at.
240
241 [REDACTED] That ever make you want to quit?
242
243 [REDACTED] Yeah. But I was like well, it's just a month. You can push through it, so.
244
245 [REDACTED] All right. Did she ever correct you in front of other officers or citizens?
246
247 [REDACTED] Yes. In front of both. I can't remember like a specific incident. But I know it
248 was like a handful of times.
249
250 [REDACTED] Don't remember a specific call or anything like that?
251
252 [REDACTED] No. I know - trying to remember. That was a couple months ago.
253
254 [REDACTED] Yeah.
255
256 [REDACTED] I can't remember specifics but I know she did that before in front of both. But I
257 really can't remember. Sorry.
258
259 [REDACTED] That's okay. That's okay. You spoke about an incident with your eyelashes.
260 Can you talk more about that please?
261

262 [REDACTED] Okay. So one weekend I went and got eyelash extensions because I know in
263 policy it says fake eyelashes are prohibited but I thought they might
264 (unintelligible) fall off in a fight or something like that. So I got eyelash
265 extensions and then - so I was actually with her one week as Phase 1 and then
266 the three weeks as Phase 2. So when - the weekend I got them and then we
267 came back on Monday and I was taking my test and I took it with Corporal
268 Madsen. And then after roll call she talked to me and she said, "You can't have
269 those on. You're not going on patrol with those." And so I wasn't telling
270 Corporal Madsen as like, "Hey, she's not letting me go on patrol." I was telling
271 him. I was like you're my - you're like the FTO guy. So I said, "Hey, she's not
272 letting me go on patrol. I'll just get them removed." And he basically said,
273 "Well I don't see anything wrong with them like they look fine." He goes, "I'll
274 just talk to her." And so he talked to her and she basically said, "Well, you
275 didn't like mom's answer so you went to dad." And then
276
277 BULLARD She actually say that?
278
279 [REDACTED] Yeah she did. Multiple times. And then she basically - we went into the report
280 writing room and she pulled up the GO and that's in front of other officers,
281 sorry.
282
283 [REDACTED] That's okay.
284
285 BOYD: You need water or anything? You need to take a break, you just name it, right.
286
287 [REDACTED] Used to have tissue in here. Let's take a break. We'll grab some tissues.
288 Okay? Take a break.
289
290 BULLARD Pausing at about 1448.
291
292 BULLARD We're back on the record at 1449.
293
294 [REDACTED] It was just a little embarrassing. So we went to the reporting writing room and
295 she pulled up the GO, like the attire GO or whatever it is. And it was other
296 officers in the report writing room and she's basically like reprimanding me in
297 front of everyone. So it's a little embarrassing especially being new and being a
298 phase trainee. And so she's like, "You need to have them off this weekend."
299 Because I explained to her you have to get them professionally taken off
300 because they're like glued-glued on. And she said, "Well get them off by this
301 weekend." And so I didn't bring it up after that. And then I forget what day it
302 was - it might have been our Friday. And Corporal Madsen calls me. He goes,
303 "Hey, did she bring it up again?" And okay, also in the report writing room,
304 because she said, "We don't want to look like those Sector 5 girls with big
305 eyelashes." So that was also embarrassing.

306 [REDACTED]
307 [REDACTED] Sector 5 officers or Sector 5 residents?
308 [REDACTED]
309 [REDACTED] I took it as residents.
310 [REDACTED]
311 [REDACTED] Okay.
312 [REDACTED]
313 [REDACTED] And so when Corporal Madsen called me he goes, "Hey, did she bring it up
314 again because I talked to her saying that just to let you keep them on." And I
315 said, "Well she brought it up" and he goes, "Okay, well" - because I explained
316 to him I need to get them professionally removed. And he goes, "Well will it
317 cost money?" And I said, "Yeah." He goes, "No, it's fine. Just let them fall
318 naturally. I'll talk to her." And then on Monday when I come back and we get
319 in the car and she basically just yelled at me and she's like, "You lied to me.
320 We had an agreement." And then she like - I was like okay. But then she made
321 me - she gave me like ones on my appearance on my evals. I just thought that
322 was kind of uncalled for. But and then I ended up getting them off any ways
323 because I just didn't want to deal with her. But I just thought it was
324 embarrassing.
325 [REDACTED]
326 [REDACTED] When she took you into the report writing room and pulled up that GO, the
327 grooming - must be the grooming GO, you said there were other officers in
328 there. Do you know which officers
329 [REDACTED]
330 [REDACTED] No.
331 [REDACTED]
332 [REDACTED] were in there? Do you remember?
333 [REDACTED]
334 [REDACTED] No.
335 [REDACTED]
336 [REDACTED] No. How many officers were in there?
337 [REDACTED]
338 [REDACTED] I think there was like two or three.
339 [REDACTED]
340 [REDACTED] Okay.
341 [REDACTED]
342 [REDACTED] There was for sure two.
343 [REDACTED]
344 [REDACTED] Do you remember about what time it was?
345 [REDACTED]
346 [REDACTED] It was right after roll call. So maybe like 2:45 or 3:00.
347 [REDACTED]
348 [REDACTED] Okay, 2:45 or 3:00 in the afternoon?
349 [REDACTED]

350 [REDACTED] Yeah. No, it was the day of my Phase 2 test. So whenever that was.
351
352 [REDACTED] Okay.
353
354 BULLARD How far into your month with Officer Lansdale was that when that happened?
355
356 [REDACTED] It was like Monday of my second week.
357
358 BULLARD So it was the beginning of your second week with Officer Lansdale.
359
360 [REDACTED] Any reactions from the other officers while you were in there? Were they
361 shaking their heads, were they
362
363 [REDACTED] I just tried not looking at them because I was embarrassed.
364
365 [REDACTED] You made some remarks in your memo also that
366
367 [REDACTED] Oh yeah.
368
369 [REDACTED] she felt maybe you were getting special treatment from
370
371 [REDACTED] So in the car
372
373 [REDACTED] Officer Madsen.
374
375 [REDACTED] Yeah. In the car when she was telling me I lied and stuff and she goes - she said
376 it again. "You didn't like mom's answer so you went to dad." And she used a
377 big word and I don't remember what it was because I had asked her. I said, "I
378 don't know what that means." She goes, "It's basically when you're doing stuff
379 with someone to get your way."
380
381 [REDACTED] Okay.
382
383 [REDACTED] I didn't want to go any further but that's how I took it.
384
385 BULLARD How did you take it specifically?
386
387 [REDACTED] I thought that she was saying that I was sleeping with Corporal Madsen. I was
388 like I know stuff happens but how could you even say that.
389
390 BOYD: Did she ever specifically say having sex or but the word she used you can't
391 remember that word?
392
393 [REDACTED] Yeah. I can't remember what word it was but it was a big word.

394 [REDACTED] Remember what it starts with?
395 [REDACTED]
396 [REDACTED]
397 [REDACTED] No.
398 [REDACTED]
399 [REDACTED] Okay. How'd the rest of that shift go?
400 [REDACTED]
401 [REDACTED] It was awkward, silent. I tried not like keep on trying to not engage with her at
402 [REDACTED] all because like how can you bounce back from something like that?
403 [REDACTED]
404 [REDACTED] Did she bring it up the rest of your month with her - the rest of your time with
405 [REDACTED] her?
406 [REDACTED]
407 [REDACTED] No.
408 [REDACTED]
409 [REDACTED] No. That was it?
410 [REDACTED]
411 [REDACTED] Yeah.
412 [REDACTED]
413 [REDACTED] Okay. So would you say that Officer Lansdale's - say I guess personality,
414 [REDACTED] method of training, did that have a positive or negative effect on you?
415 [REDACTED]
416 [REDACTED] I'd say negative.
417 [REDACTED]
418 [REDACTED] Okay.
419 [REDACTED]
420 [REDACTED] Like yes, she taught me to do thorough searches of people but everything else
421 [REDACTED] was like I don't feel like I learned anything. She just wasn't nice about how
422 [REDACTED] other people did things. So she'd talk bad about not specific officers but she'd
423 [REDACTED] be like, "Well you see how they did it this way. Well you need to do it this way
424 [REDACTED] because" whatever it was. And then she's like - in general she'd be like, "Well
425 [REDACTED] officers always say this or they do that and it's wrong."
426 [REDACTED]
427 [REDACTED] Do you feel like your time in Officer Lansdale's car was productive for your
428 [REDACTED] learning environment to be a Police Officer?
429 [REDACTED]
430 [REDACTED] I mean we got like a lot of calls so like I was learning as we went. But I don't
431 [REDACTED] feel like we like went hunting for cars or did stuff like that to like really enhance
432 [REDACTED] my learning. And I felt like I didn't even want to do that because like I don't
433 [REDACTED] want to go on the calls and get yelled at for what I did wrong.
434 [REDACTED]
435 [REDACTED] As far as what you learned though, was it about equal to what you learned with
436 [REDACTED] other FTOs? I mean the amount of knowledge that she had, did she show you
437 [REDACTED] things you thought were good?

438
439 [REDACTED] I'd just say like the thorough search of people like on WebKPF and stuff like
440 that. I don't
441
442 [REDACTED] So computer skills she taught you.
443
444 [REDACTED] Yeah.
445
446 [REDACTED] Okay. How many FTOs have you had up to date?
447
448 [REDACTED] I'm on my eighth.
449
450 [REDACTED] Okay.
451
452 [REDACTED] They were short weeks on some of them though.
453
454 [REDACTED] Where would you rank Officer Lansdale?
455
456 [REDACTED] Eight.
457
458 [REDACTED] At the bottom. And is that based on her knowledge level or her training style?
459
460 [REDACTED] I'd say everything
461
462 [REDACTED] Okay. So knowledge and training style?
463
464 [REDACTED] Yeah.
465
466 [REDACTED] So it wasn't just what she taught you, it was how she taught it to you also. Do
467 you believe Officer Lansdale to be a competent Police Officer?
468
469 [REDACTED] Yeah. I think she's like really knowledgeable and knows what she's doing and
470 stuff. I think she just comes across the wrong way and she doesn't know how to
471 like talk to people.
472
473 [REDACTED] So do you think that she is a competent training officer?
474
475 [REDACTED] It's like I know she knows her stuff. It's just if she changed the way she talked
476 to me, then I'd feel like it'd be a better learning environment. But I feel like
477 because she was always like my way or the highway. It wasn't a good learning
478 environment.
479
480 [REDACTED] Do you feel it put more undue stress on you?
481

* SKELLY

CONFIDENTIAL * OFC. LANSDALE

482 [REDACTED] Oh yeah.

483

484 [REDACTED] Okay. Do you believe Officer Lansdale should be a training officer?

485

486 [REDACTED] No.

487

488 [REDACTED] Is there any particular call that you can think of and I'm looking specifically for
489 something where something maybe captured in body cam or ICC that would
490 capture some of these things - some of these issues that you're talking to us
491 about today?

492

493 [REDACTED] I'm really trying to remember. Maybe - because it's all jumbling together too.
494 Maybe the one where we - I think his name was [REDACTED] and we charged him
495 with 69 PC. We kind of got into a little tussle. I can't remember on that one if
496 it - if she like said anything or not. And then I think there was one other time
497 we went to like a potential dead body call and I think there was like flies in the
498 window or something out like in an apartment complex. And I think she said
499 something to me in front of another officer but I really can't remember.

500

501 [REDACTED] Okay. So that was the - the last one was like a 981 check?

502

503 [REDACTED] Mm-hm.

504

505 [REDACTED] Okay. Do you remember where it was at?

506

507 [REDACTED] I know it was in an apartment complex somewhere.

508

509 [REDACTED] Do you remember a street?

510

511 [REDACTED] No.

512

513 [REDACTED] Okay. Do you remember is it - was it daylight out, was it dark out?

514

515 [REDACTED] No, it was dark.

516

517 [REDACTED] Okay. And was this during the first part of your time with her or middle or
518 towards the end?

519

520 [REDACTED] I think middle. I can't remember though?

521

522 [REDACTED] Do you remember what officer was there with you?

523

524 [REDACTED] That one was McVane.

525

526 [REDACTED] Okay.

527 [REDACTED]

528 [REDACTED] And then the first one we were in Sector 6. I can't remember that guy.

529 [REDACTED]

530 [REDACTED] It's like a cover call or

531 [REDACTED]

532 [REDACTED] No. We got shipped that day.

533 [REDACTED]

534 [REDACTED] Okay.

535 [REDACTED]

536 [REDACTED] I think it was our Friday.

537 [REDACTED]

538 [REDACTED] Do you remember what your identifier was that day?

539 [REDACTED]

540 [REDACTED] I think we were in 6A.

541 [REDACTED]

542 [REDACTED] Okay.

543 [REDACTED]

544 [REDACTED] But even like going into 6 like I got a text saying, "Hey, no one really wants to be your beat partner today since she got shipped to 6." Because at least that's what - someone texted me and they were like, "Hey, just so you know, everyone's trying to stay out of your beat today."

545 [REDACTED]

546 [REDACTED]

547 [REDACTED]

548 [REDACTED]

549 Q, What does that mean? What do you mean by that? Why is that important?

550 [REDACTED]

551 [REDACTED] I'd saying probably trying to avoid her and having to go to calls with her.

552 [REDACTED]

553 [REDACTED] The arrest for [REDACTED], how'd that - what kind of call was that?

554 [REDACTED]

555 [REDACTED] It initially was a DV I think. And then he was like on probation and then we ended up - he tried to shut the door on us and we got him out and then we got into a fight.

556 [REDACTED]

557 [REDACTED]

558 [REDACTED]

559 [REDACTED] Okay. And you think maybe she had

560 [REDACTED]

561 [REDACTED] Maybe.

562 [REDACTED]

563 [REDACTED] done something on that that was kind of in line with what you're describing to us today?

564 [REDACTED]

565 [REDACTED]

566 [REDACTED] Yeah. But I really can't remember.

567 [REDACTED]

568 [REDACTED] All right. Did you ever notice any tension between her and her patrol team? Her regular patrol team in Sector 4?

569 [REDACTED]

* SKELLY

DENIAL OFC. [REDACTED]

570 [REDACTED]
571 [REDACTED] No. I feel like she had like a fine relationship with them. The only thing that I
572 felt was weird was when McVane asked her, "Oh, hey, how was your
573 weekend." She goes, "We'll talk about it later." Like I get I'm a trainee. I
574 don't need to know stuff. But that was the only instance where I thought it was
575 weird but.

576 [REDACTED]
577 [REDACTED] Because it was in front of you or

578 [REDACTED]
579 [REDACTED] Yeah, I think so. But other than that, I think other relationships were fine.

580 [REDACTED]
581 [REDACTED] All right. Anything?

582 BULLARD
583 This email here that - between you and Sergeant Echeverria that's dated
584 February 12 of this year and it's your summary about your experience with
585 Officer Lansdale. During your time - prior to this email here, had you ever
586 approached any kind of supervisor or superior about your issues that you had
587 noticed with Officer Lansdale from the time you started training with her or any
588 time after?

589 [REDACTED]
590 [REDACTED] Yes. Corporal Madsen. So I think it was the first week. I can't remember
591 when. But and I don't even remember if it was before or after the eyelash
592 situation. And he goes, "How is it?" And I looked at him. He goes, "I know.
593 You have to get through it."

594 [REDACTED]
595 [REDACTED] This was a face to face conversation you had with him?

596 [REDACTED]
597 [REDACTED] Yes

598 [REDACTED]
599 [REDACTED] Okay.

600 [REDACTED]
601 [REDACTED] I can't remember what it - it might have been after when I was taking my Phase
602 3 test. I don't remember when. But I know he asked me either how is it or how
603 was it. And I kind of gave him my look and he goes, "I know. I know." But he
604 like - after the eyelash situation he's like, "Hey, if anything else happens like
605 this, just let me know." So other than that, I can't remember anything.

606 [REDACTED]
607 BULLARD
608 So and I guess my follow up question then is do you feel the things that you
609 have discussed here about Officer Lansdale, the issues that you noted, the
610 negative ones, do you feel it would have been appropriate to have - for you to
611 have notified a supervisor at that time or afterwards above Corporal Madsen
612 who's in the Field Training Unit? That could be your direct patrol supervisor at
613 that time or maybe after. Did you ever feel there was a time where that would
have been appropriate or necessary?

614 [REDACTED]
615 [REDACTED] I told Corporal Madsen everything about the eyelash situation but I didn't feel
616 like - so I knew she - like based on like the scene in the roll call room I felt like
617 she had a good relationship with the sergeant because the sergeant was cool so I
618 was like well, I don't know if he's going to do anything. And then I don't know
619 like - I'm only a trainee. Like is this really that big of a deal? But nothing like
620 except the eyelash situation I'd being that to a supervisor.
621
622 BULLARD That was only brought up to Madsen through. Correct?
623
624 [REDACTED] Yeah.
625
626 BULLARD The eyelashes? Do you think it would have been an accepted practice you
627 being in the Field Training Program - in your own opinion and what you've
628 experienced and amongst the other field trainees that you were working
629 amongst, do you think it would have been accepted for you to have done that -
630 to have gone to a direct patrol supervisor about these issues that you had with
631 Officer Lansdale?
632
633 [REDACTED] I think I could have done it but I feel like they already knew that she was kind
634 of not the best FTO. So I don't feel like it would have really been taken into
635 consideration. It was just have been like oh, well this is another thing she did.
636 So we'll just keep that in mind. Does that answer that?
637
638 [REDACTED] Yes. Yes it does. As far as you knew throughout the FTO program, Corporal
639 Madsen was - was he basically your next step in your chain of command? Was
640 that the way it was kind of posed to you through this process of the FTO
641 program? If there were any issues, if anything ever come up, was it basically
642 understood that you contacted Corporal Madsen?
643
644 [REDACTED] Well both Corporal Madsen and Sergeant McCain were very open and they're
645 like, "Hey, contact us if you have any problems." So
646
647 [REDACTED] No, no.
648
649 [REDACTED] I just felt like
650
651 [REDACTED] But someone in the FTO coordinating program as opposed to say the patrol
652 Sergeant and then whatever FTO you were with or anything like that?
653
654 [REDACTED] Yeah. I felt like going to the FTO program would have been better because she
655 was an FTO versus like the - I don't - I guess like that early on I didn't really
656 know the difference so I was like well this - I think is her supervisor besides that

657 sergeant so maybe they'll do something to train her. But I didn't really know
658 that early on.

659

660 BULLARD Did you ever - do you recall if you ever called in sick at all during your month
661 with Officer Lansdale?

662

663 [REDACTED] I don't think so but I know I had like rifle training and I think less lethal during
664 that time. But

665

666 BULLARD The only reason I asked that is because you had mentioned that you hated
667 coming to work.

668

669 [REDACTED] Oh yeah. But I didn't

670

671 BULLARD And so sometimes people because they dread work so much

672

673 [REDACTED] Yeah.

674

675 BULLARD you know, they find a reason to not come to work. Did you ever use a vacation
676 day or anything like that that you can recall riding with Officer Lansdale

677

678 [REDACTED] I don't think I did.

679

680 BULLARD for the reason - for the purposes of avoiding working with her.

681

682 [REDACTED] I don't think I did. I know I wanted to but I don't think I did. Because like
683 every time I'd get up I'd be like, oh I don't want to go today. I could be sick.
684 But then it's like okay, well I'm only Phase 2. I need to get it together and

685

686 [REDACTED] Anything else that you want to add that you think would be helpful for us?

687

688 [REDACTED] No.

689

690 [REDACTED] Okay.

691

692 BULLARD Is there anything else relating to this matter that we have not covered that needs
693 to be added, clarified or changed? If so, I am ordering you to provide that
694 information now.

695

696 [REDACTED] Nothing.

697

698 BULLARD After you leave this interview should you remember anything that is different
699 from or in addition to the information that you've been given today, I am
700 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering

701 you not to discuss this matter with any other department employee. Do you
702 understand these orders?

703 [REDACTED]
704 [REDACTED] Yes.

705
706 BULLARD We're concluding interview at 1506.

707
708 **End of recording.**

709
710 The transcript has been reviewed with the audio recording submitted and it is an accurate
transcription.

Signed _____
711 Sgt. [REDACTED]

* SKELLY

DENTIAL * OFC. LAN

E

IA

* SKELLY

INTERVIEW WITH OFC. [REDACTED]
Sgt. [REDACTED]
Det. Lilia Alonso
Ofc. [REDACTED]
Mick Boyd

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ALONSO The date is February 24, 2020. The time is 2057 hours. Present in the Internal Affairs Office are [REDACTED] Mick Boyd; Sergeant [REDACTED] and myself, Detective Lilia Alonso. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes.

ALONSO The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes.

ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes.

ALONSO Okay.

[REDACTED] We are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a

46 Field Training Officer with the Sacramento Police Department. Before the
47 interview I provided you with a memo you sent to Sergeant Echeverria and
48 myself on February 20, 2020. Have you had enough time to review this
49 material?

50 [REDACTED]
51 [REDACTED] Yes.

52 [REDACTED]
53 [REDACTED] Okay. For the record, can you please say and spell your full name?

54 [REDACTED]
55 [REDACTED] Name is [REDACTED] first [REDACTED]; last [REDACTED].

56 [REDACTED]
57 [REDACTED] And what's your current rank [REDACTED]

58 [REDACTED]
59 [REDACTED] Police Officer.

60 [REDACTED]
61 [REDACTED] Okay. And how long have you been a Police Officer?

62 [REDACTED]
63 [REDACTED] Just over a year.

64 [REDACTED]
65 [REDACTED] What is your current assignment in the Police Department?

66 [REDACTED]
67 [REDACTED] I work downtown patrol.

68 [REDACTED]
69 [REDACTED] Are you currently in phase training?

70 [REDACTED]
71 [REDACTED] No I'm not. Well, I'm Phase 4.

72 [REDACTED]
73 [REDACTED] You're Phase 4. And how long have you been in Phase 4?

74 [REDACTED]
75 [REDACTED] Since August of last year.

76 [REDACTED]
77 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
78 officer?

79 [REDACTED]
80 [REDACTED] I did.

81 [REDACTED]
82 [REDACTED] And do you recall what month she was your training officer?

83 [REDACTED]
84 [REDACTED] I believe it was July.

85 [REDACTED]
86 [REDACTED] Okay. Possibly August?

87 [REDACTED]
88 [REDACTED] Yeah. I know I went Phase 4 then but I...

89 [REDACTED]
90 [REDACTED] Okay.

91 [REDACTED]
92 [REDACTED] ...remember I was phased out or possibly three and then was there for a long
93 time so I don't exactly remember. Probably August.
94 [REDACTED]
95 [REDACTED] Okay. July or August, late summer we'll just say.
96 [REDACTED]
97 [REDACTED] Yeah.
98 [REDACTED]
99 [REDACTED] Okay. 2019?
100 [REDACTED]
101 [REDACTED] Yes.
102 [REDACTED]
103 [REDACTED] All right. So you were Phase 3 when you had Officer Lansdale as a training
104 officer.
105 [REDACTED]
106 [REDACTED] Correct.
107 [REDACTED]
108 [REDACTED] And was she one of your last training officers?
109 [REDACTED]
110 [REDACTED] She was.
111 [REDACTED]
112 [REDACTED] Did you go Phase 4 out of her car?
113 [REDACTED]
114 [REDACTED] Yes.
115 [REDACTED]
116 [REDACTED] Okay.
117 [REDACTED]
118 [REDACTED] But I shadowed out after I left her car.
119 [REDACTED]
120 [REDACTED] And who was your shadow Officer?
121 [REDACTED]
122 [REDACTED] Tim Martin.
123 [REDACTED]
124 [REDACTED] All right. And this is an open ended question. Can you describe your week or
125 sorry, your month with Officer Lansdale?
126 [REDACTED]
127 [REDACTED] Was pretty standard.
128 [REDACTED]
129 [REDACTED] And feel free to - you can refer to your memo there at any time.
130 [REDACTED]
131 [REDACTED] All right. It was pretty standard. A little bit more stressful than some
132 previous FTOs. She was a bit more uptight. But nothing huge that I saw in a
133 difference.
134 [REDACTED]
135 [REDACTED] Okay. Were there some positives that you took away from Officer Lansdale?

136 [REDACTED]
137 [REDACTED] She is very good with the computer and finding people. She taught me more
138 information on RMS researching and less information on KPF. And you can
139 find people easier. So I became a lot faster at finding people who are
140 uncooperative or didn't want to give their birthday or last name.
141
142 [REDACTED] Okay. So computer skills very good. All right. Any negatives?
143
144 [REDACTED] As I listed in my memo, there was one incident that made me uncomfortable,
145 which was just her having my - me draw my weapon when I was in the car.
146
147 [REDACTED] Okay.
148
149 [REDACTED] But understood that she wanted to inspect my weapon. Just we were on the
150 ready line and I didn't feel entirely comfortable since we were seated. But
151 then other than that, it was just she was very particular in the way she operated
152 and expected her trainees to be exactly the same as her. Like the first three
153 days she drove so that we could exactly replicate the way she drove so that we
154 would drive the exact same way. So it's just very particular.
155
156 [REDACTED] Okay. We'll talk a little bit about the weapon inspection first. Can you just
157 kind of describe the setting for that? Said you were on the ready line but
158 exactly where you were, time of day, all those things; kind of set the scene for
159 me.
160
161 [REDACTED] So it was swing shift so it was probably just about 3:00 pm. And we were on
162 the ready line facing the cinder block wall so it was after - it's the cinder block
163 wall facing the houses.
164
165 [REDACTED] On the north side?
166
167 [REDACTED] On the north side.
168
169 [REDACTED] Okay.
170
171 [REDACTED] On the north side of the ready line. And she was in the driver's seat. I was in
172 the passenger seat.
173
174 [REDACTED] Okay. And how did the - how did the exchange start?
175
176 [REDACTED] She told me to draw my weapon and hand it to her.
177
178 [REDACTED] Okay.
179

180 [REDACTED] And was a little confused at first. And she looked at me like yes, I'm serious.
181 So...
182
183 [REDACTED] Okay.
184
185 [REDACTED] ...she said she wanted to inspect my firearm because she's had trainees in the
186 past get in without it loaded.
187
188 [REDACTED] Okay. So I'm guessing you drew your firearm.
189
190 [REDACTED] I did.
191
192 [REDACTED] You handed it to her.
193
194 [REDACTED] Yes.
195
196 [REDACTED] How was that - how was - can you kind of describe the exchange to me, the
197 hand off?
198
199 [REDACTED] Well drew it with my right hand because I'm right handed. Placed it my left
200 and then grabbed it over the top by the barrel and handed it to her so that she
201 could grab the grip.
202
203 [REDACTED] Okay. And then what did she do - and this is while she was sitting in the
204 driver's seat?
205
206 [REDACTED] Correct.
207
208 [REDACTED] Okay. What did she do with it?
209
210 [REDACTED] She proceeded just eject magazine, make sure it was loaded and then she
211 checked to make sure there was a chamber round.
212
213 [REDACTED] Okay. Like what the press checked just to make sure there was something in
214 there. Okay. She reinsert the magazine?
215
216 [REDACTED] Yes.
217
218 [REDACTED] She hand it back to you?
219
220 [REDACTED] Yes.
221
222 [REDACTED] Okay. Other than it being kind of an odd setting, was there anything else
223 unsafe about that? Did she, you know, I guess the way that the gun was
224 pointed or anything like that that...

225
226 [REDACTED] No.
227
228 [REDACTED] ...would make you feel unsafe or there may be a discharge accidentally?
229
230 [REDACTED] No.
231
232 [REDACTED] No.
233
234 [REDACTED] Just the cramped quarters in the patrol car made me a little uncomfortable.
235
236 [REDACTED] All right. Has any other TO ever done that?
237
238 [REDACTED] No.
239
240 [REDACTED] All right. Have they ever inspected your weapon before?
241
242 [REDACTED] No.
243
244 [REDACTED] No. Okay. You said she was very particular about things. Did you feel her
245 particularness was unreasonable as far as the things that she wanted you to
246 know?
247
248 [REDACTED] Not completely. I think at some points it got a little overboard as if - so earlier
249 I mentioned that she was very good with the computer. So she liked to search
250 KPF first and then RMS. And at the end of my training it's like well so all the
251 previous FTOs I had were like search RMS and then KPF. So I'd been doing
252 that for months. So it was very muscle memory habit for me to just pull up
253 the sheet and start typing in RMS. After a couple times she's like, "You know
254 to search KPF, then RMS." If ever I would pull up RMS first, she would not
255 be happy and start scolding me basically. She's like, "Told you this before.
256 KPF first." So I didn't think it was that big of a deal to search one first, then
257 the other. But she was very...
258
259 [REDACTED] What was her reason for that?
260
261 [REDACTED] So that if the person was lying to us about their name and date of birth that we
262 would find out faster and it reduced the work.
263
264 [REDACTED] So efficiency. All right. If - you kind of said that if you were doing
265 something wrong she scolded you a little bit. Was that a commonality
266 throughout your month? If you had made a mistake, how would she address it
267 typically?
268

* SKELLY

E

INTERVIEW WITH OFC. [REDACTED]

269 [REDACTED] It ranged to - I mean a lot was just very normal FTO like, "Hey, you're doing
270 this. I need you to do this." It was just very occasionally that she would get
271 extremely frustrated and say, "Hey, I've told you this before" like raising her
272 voice and - but that was just - it wasn't more of the way she scolded. It was
273 just what it was about.

274 [REDACTED]
275 [REDACTED] Okay. So did you feel it was about very minor things?

276 [REDACTED]
277 [REDACTED] Yes.

278 [REDACTED]
279 [REDACTED] All right. Never anything major? No major officer safety issues, major
280 driving hazards, anything like that?

281 [REDACTED]
282 [REDACTED] No.

283 [REDACTED]
284 [REDACTED] Okay. When she did make a correction, was it ever in front of other officers
285 or in front of the public?

286 [REDACTED]
287 [REDACTED] Not that I can remember.

288 [REDACTED]
289 [REDACTED] All right. Do you remember any particular call where maybe she did have a
290 tone that you found that maybe wasn't agreeable?

291 [REDACTED]
292 [REDACTED] Not that I...

293 [REDACTED]
294 [REDACTED] No.

295 [REDACTED]
296 [REDACTED] ...can remember, no.

297 [REDACTED]
298 [REDACTED] Okay. Did you witness Officer Lansdale ever being disrespectful or
299 condescending or belittling to any other officers or members of the public?

300 [REDACTED]
301 [REDACTED] Not to their face.

302 [REDACTED]
303 [REDACTED] Okay. And how many training officers did you have during your phase
304 training?

305 [REDACTED]
306 [REDACTED] Sorry. I need to count quick.

307 [REDACTED]
308 [REDACTED] It's okay.

309 [REDACTED]
310 [REDACTED] Wow. It hasn't been that long I swear. Five or six. Six.

311 [REDACTED]
312 [REDACTED] That sounds reasonable. Yeah.

313

314 BOYD We will defer to six.
315
316 [REDACTED] Yes. Where would you rank Officer Lansdale among your other FTOs?
317
318 [REDACTED] At the bottom.
319
320 [REDACTED] Okay. Towards the bottom or at the bottom?
321
322 [REDACTED] At the bottom.
323
324 [REDACTED] All right. Is there a particular reason for that?
325
326 [REDACTED] I had extremely good FTOs. So I was very fortunate.
327
328 [REDACTED] So was it her - was it her knowledge or was it the way she delivered her
329 knowledge to you that would put her at the bottom?
330
331 [REDACTED] The way she delivered her knowledge.
332
333 [REDACTED] Okay. Do you think Officer Lansdale is a competent Officer?
334
335 [REDACTED] Yes.
336
337 [REDACTED] Do you think she is a competent Training Officer?
338
339 [REDACTED] Yes.
340
341 [REDACTED] Do you think Officer Lansdale should be an FTO?
342
343 [REDACTED] Yes.
344
345 [REDACTED] Okay. Nothing else. You have anything?
346
347 ALONSO I don't have anything.
348
349 [REDACTED] Mick?
350
351 BOYD No sir.
352
353 [REDACTED] Wrap it up.
354
355 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
356 needs to be added, clarified or changed? If so, I am ordering you to provide
357 that information now.
358

* SKELLY

CONFIDENTIAL * OFC. LANSDALE

359 [REDACTED] No.

360
361 ALONSO After you leave this interview should you remember anything that is different
362 from or in addition to the information that you've been given today, I am
363 ordering you to contact Sergeant [REDACTED] immediately. I am also
364 ordering you not to discuss this matter with any other department employee.
365 Do you understand those orders?
366

367 [REDACTED] Yes.

368
369 ALONSO Okay. We are done at 9:09.

370
371
372 This transcript has been reviewed with the audio recording submitted and it is an accurate
373 transcription.

374 Signed _____

Sgt [REDACTED]

DENTIAL * OFC. LAN

* SKELLY

IA

INTERVIEW WITH ANGELA LANSDALE

Sgt. Jeff Shiraishi

Sgt. [REDACTED]

Josh Olander

Angela Lansdale

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4
5
6
7
8 SHIRAISHI The date is March 26, 2020, and the time is 1356 hours. Present in the Internal
9 Affairs Division Office is Angela Lansdale, Josh Olander, Sergeant [REDACTED]
10 [REDACTED] and myself, Sergeant Jeffrey Shiraishi. The purpose of this
11 meeting is to conduct an interview of Angela Lansdale who is an employee with
12 the Sacramento Police Department in the capacity of officer. This is an
13 administrative investigation on the charges against Angela Lansdale for conduct
14 unbecoming of an officer and discrimination. Do you understand that this an
15 administrative investigation only?
16
17 LANSDALE Yes.
18
19 SHIRAISHI The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22
23 LANSDALE Yes.
24
25 SHIRAISHI Based upon the authority invested in me by the Chief of Police, I am ordering
26 you to cooperate with this investigation. This means that you must be truthful
27 in all of your statements and answer all questions fully and honestly. Also, you
28 are ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully,
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?
33
34 LANSDALE Yes.
35
36 SHIRAISHI Do you understand this is only an administrative investigation?
37
38 LANSDALE Yes.
39
40 SHIRAISHI Do you understand the allegations?
41
42 LANSDALE Yes.
43

44 [REDACTED] Do you understand that I am ordering you to answer my - our questions and that
45 if you don't answer them truthfully and fully, it could result in disciplinary
46 action up to and including termination?
47

48 LANSDALE Yes.

49

50 SHIRAISHI Okay.

51

52 [REDACTED] And we are here today to discuss multiple incidents that occurred between
53 Officer Angela Lansdale and her trainees when she was working in the capacity
54 of a Field Training Officer. Several weeks before our interview I supplied you
55 with a list of call numbers and videos directly related to events cited by
56 witnesses in this investigation. Have you had enough time to review all those
57 materials?
58

59 LANSDALE Yes.

60

61 [REDACTED] Before our interview today, I provided you with the Field Training Manual
62 updated 7/21/15. General Order 2/10/04 on general and professional conduct
63 updated 7/12/17. The City of Sacramento's Equal Employment Opportunity
64 Policy. A unit activity log from March 14th and 15th of 2019. And an outline
65 of instructional blocks 3, 7, and 9 from the Post Field Training Officer course.
66 Have you had enough time to review these materials?
67

68 LANSDALE Yes.

69

70 [REDACTED] Okay. And something that we talked about before we began the interview is,
71 you're willing to stipulate that the materials for the FTO training blocks 3, 7,
72 and 9 are a fair and accurate representation of what you learned in the 40 hour
73 post FTO course, is that correct?
74

75 LANSDALE Yes.

76

77 [REDACTED] Okay. For the record, can you please say and spell your first name and last
78 name?
79

80 LANSDALE Angela Lansdale, A-N-G-E-L-A, L-A-N-S-D-A-L-E.

81

82 [REDACTED] And what's your current rank?
83

84 LANSDALE Police Officer.

85

86 [REDACTED] And how long have you been a police officer?
87

88 LANSDALE Approximately five years.
89
90 [REDACTED] What academy did you graduate from?
91
92 LANSDALE 14 BR2.
93
94 [REDACTED] Do you have any prior law enforcement experience?
95
96 LANSDALE No.
97
98 [REDACTED] And what was your profession prior to becoming a police officer?
99
100 LANSDALE Sales Associate.
101
102 [REDACTED] Where?
103
104 LANSDALE JC Penney.
105
106 [REDACTED] Okay. What's your educational background?
107
108 LANSDALE Bachelor of Science Degree in Business Administration with a concentration in
109 human resources from CSU Sacramento.
110
111 [REDACTED] And did you attend a 40 hour Post Certified Field Training Officer course?
112
113 LANSDALE Yes.
114
115 [REDACTED] And do you remember when you completed that course?
116
117 LANSDALE Approximately, February 2019.
118
119 [REDACTED] And are you currently an FTO?
120
121 LANSDALE Yes.
122
123 [REDACTED] Was there a time when you were a part time FTO?
124
125 LANSDALE Yes.
126
127 [REDACTED] Do you remember when you went from part time FTO to permanent FTO?
128
129 LANSDALE As for a date?
130
131 [REDACTED] Around, yeah, a roundabout date.

132
133 LANSDALE I think it was approximately
134 [REDACTED]
135 [REDACTED] Approximately.
136
137 LANSDALE August 2019.
138
139 [REDACTED] Okay. Have you had the following officers as trainees at some point since you
140 completed the FTO course? And I'll list them out for you. Officer [REDACTED]
141 [REDACTED]?
142
143 LANSDALE Yes.
144
145 [REDACTED] Was she your trainee for March of 2019?
146
147 LANSDALE Yes.
148
149 [REDACTED] Okay. [REDACTED]?
150
151 LANSDALE Yes.
152
153 [REDACTED] And was he your trainee for April 2019?
154
155 LANSDALE Yes.
156
157 [REDACTED] [REDACTED]?
158
159 LANSDALE Yes.
160
161 [REDACTED] And was he your trainee for June of 2019?
162
163 LANSDALE Yes.
164
165 [REDACTED] [REDACTED]?
166
167 LANSDALE Yes.
168
169 [REDACTED] And was she your trainee for - it would be mostly August of 2019?
170
171 LANSDALE Yes.
172
173 [REDACTED] [REDACTED]?
174
175 LANSDALE Yes.

176 [REDACTED]
177 [REDACTED] And was he your trainee for mostly September of 2019?
178 [REDACTED]
179 LANSDALE Yes.
180 [REDACTED]
181 [REDACTED] [REDACTED] ?
182 [REDACTED]
183 LANSDALE Yes.
184 [REDACTED]
185 [REDACTED] And was she your trainee for most of October 2019?
186 [REDACTED]
187 LANSDALE Yes.
188 [REDACTED]
189 [REDACTED] [REDACTED] ?
190 [REDACTED]
191 LANSDALE Yes.
192 [REDACTED]
193 [REDACTED] And was she your trainee for most of November 2019?
194 [REDACTED]
195 LANSDALE Yes.
196 [REDACTED]
197 [REDACTED] [REDACTED] ?
198 [REDACTED]
199 LANSDALE Yes.
200 [REDACTED]
201 [REDACTED] And was he your trainee for most of December 2019?
202 [REDACTED]
203 LANSDALE Yes.
204 [REDACTED]
205 [REDACTED] And [REDACTED] ?
206 [REDACTED]
207 LANSDALE Yes.
208 [REDACTED]
209 [REDACTED] And was he your trainee for approximately one week at the end of January
210 2020? Oh, I'm sorry, 2020. Yes, 2020?
211 [REDACTED]
212 LANSDALE Yes.
213 [REDACTED]
214 [REDACTED] Okay. All right. If I can have your attention up to the monitor. Did you
215 respond to [REDACTED] Donner Way on 3/24/2019 on a welfare check of a female who
216 appeared to be lost?
217 [REDACTED]
218 LANSDALE Yes.
219 [REDACTED]

220 [REDACTED] And did you have a trainee at the time?
221
222 LANSDALE Yes.
223
224 SHIRAISHI Hey, it looks like your Power Point's off. That's January.
225
226 [REDACTED] All right. And who was your trainee?
227
228 LANSDALE CSO [REDACTED]
229
230 [REDACTED] And she was a CSO at the time?
231
232 LANSDALE Yes.
233
234 [REDACTED] Were you a full time FTO at the time?
235
236 LANSDALE I do not believe so.
237
238 ***VIDEO REVIEW FROM 19-90012***
239
240 [REDACTED] Okay. Sorry, I'm going to turn the volume up just a little bit on this, okay.
241 Okay. So I'll ask you a couple questions about the first two videos we watched
242 here. When you interjected and told Officer [REDACTED] not to be condescending,
243 was that a form of correction you were giving her?
244
245 LANSDALE Yes.
246
247 [REDACTED] Okay. And when you made this correction were there other citizens present or
248 officers?
249
250 LANSDALE Yes.
251
252 [REDACTED] Okay. And why did you consider her tone condescending?
253
254 LANSDALE Because she had an influx in her voice.
255
256 [REDACTED] Okay. Like that you consider belittling or was she talking down to her? Be
257 more - elaborate just a little bit more on just what that tone was that that you
258 thought was
259
260 LANSDALE I consider it talking down
261
262 [REDACTED] something needing to be corrected.
263

264 LANSDALE to a person and with the assumption that the person is uneducated or unable to
265 comprehend normal tone of voice words.
266
267 [REDACTED] Mm-hm.
268
269 LANSDALE So I felt that she was talking down to the person just because of a possible
270 disability or the person wasn't speaking to her.
271
272 [REDACTED] Okay. And was this something that you felt needed to be immediately
273 addressed or was it something that could have been taken care of after the fact
274 with just you and Officer [REDACTED] one on one?
275
276 LANSDALE I felt that the reason for doing it immediately is so that the time is still relevant
277 of when it happened. Because once a moment has passed, it could not - it could
278 possibly have gone away from of the CSO's memory. She'd be like, what
279 incident are you talking about
280
281 [REDACTED] Mm-hm.
282
283 LANSDALE or what moment in a 10-minute conversation.
284
285 SHIRAISHI Okay. Had - had you ever addressed this issue with CSO [REDACTED] prior to this
286 video clip we're watching here?
287
288 LANSDALE I don't recall if it was prior, but I know I did at other times.
289
290 SHIRAISHI Can you explain or fill in some of the background as to what behavior or - or
291 conduct you saw before. Was it similar in that nature or is it an ongoing thing
292 with her?
293
294 LANSDALE It was similar in nature in that it just didn't seem genuine. Sometimes the - her
295 changing her tone would again - again make it sound like somebody doesn't -
296 isn't able to understand what you're saying in a - just a normal tone of voice.
297 And yeah, just because somebody's having a bad day, or you need to - a ride
298 home doesn't mean they're unable to - they're not educated and able to
299 understand your words.
300
301 SHIRAISHI And just estimate how many times you would have addressed this prior to this
302 with CSO [REDACTED] ?
303
304 LANSDALE Approximately one.
305
306 [REDACTED] Okay. Moving on to the third video here.
307

308 ***CONTINUED VIDEO REVIEW FROM 19-90012***

309 [REDACTED]
310 [REDACTED] Regarding your correction of Officer [REDACTED], not attaching information to the
311 call, was this a reoccurring issue with her?
312

313 LANSDALE Yes.

314 [REDACTED]
315 [REDACTED] That you recall?
316

317 LANSDALE Yes.

318 [REDACTED]
319 [REDACTED] All right. Any idea how many times on previous calls that she had failed to
320 attach information?
321

322 LANSDALE No, I couldn't give an estimate.

323 [REDACTED]
324 [REDACTED] But enough to where it was becoming a recurring problem?
325

326 LANSDALE Yes.

327 [REDACTED]
328 [REDACTED] And did you give her a reason for why you wanted the information attached?
329

330 LANSDALE Yes.

331 [REDACTED]
332 [REDACTED] And what was it?
333

334 LANSDALE It's an officer safety issue because at - while I recognize that this person was not
335 a criminal and not a suspect in any case today, most of our - most of law
336 enforcements contacts with people are with people that are criminals. That's
337 the nature of our business. And when criminals fight with us or flee from us it
338 is our duty to get out the suspect description if they flee from us and broadcast
339 that to other units in the area, so they know what the suspect looks like. Or if
340 the subject commits an assault on an officer that subject needs to be
341 apprehended. So by attaching that information out of habit on calls, if it were a
342 bad situation and subject flee - fled other officers responding could pull up that
343 information and have a visual picture of the suspect in the area. So if they're
344 driving down the street, they know what you look like in advance. I could say
345 that's the guy.

346 [REDACTED]
347 [REDACTED] Mm-hm.
348

349 LANSDALE And they'll apprehend that subject. So the reason for that is an officer safety
350 reason and I want to instill good habits on her in low stress situations, so that
351 when she encounters higher stress situations, she's able to perform proficiently.

352 [REDACTED]
353 [REDACTED] Okay. And how would you classify your tone when you were correcting her on
354 that issue?
355
356 LANSDALE Calm.
357
358 [REDACTED] Anything? All right. Did you respond to [REDACTED] Florin Road on 3/28/19 on an
359 errand call to pick up an unclaimed gun part?
360
361 LANSDALE Yes.
362
363 [REDACTED] Okay. And was Officer [REDACTED], sorry, CSO [REDACTED] at that time still your trainee?
364
365 LANSDALE Yes.
366
367 ***VIDEO REVIEW FROM***
368
369 [REDACTED] So the conversation you had with Officer [REDACTED], what was that about?
370
371 LANSDALE Having - providing the complainant with their report number. And having - and
372 her not having the report number already written down on her notes.
373
374 [REDACTED] Okay. Did you give her prior instruction to write down call numbers before
375 contacting the complainant?
376
377 LANSDALE Yes.
378
379 [REDACTED] Any idea how many times you've given her that instruction?
380
381 LANSDALE Everyday on every report call.
382
383 [REDACTED] Okay. So seeing as how this was March 28, 2019, towards the end of your
384 training session with her, or training month with her, is it safe to assume you've
385 given her that instruction several times?
386
387 LANSDALE Yes.
388
389 [REDACTED] Okay. Was the conversation intended to be a correction or was it an attempt to
390 ascertain if Officer [REDACTED] had actually written down the call number and just
391 didn't know it, or could it have been both?
392
393 LANSDALE It was both because based off my recollection prior to arriving to this call, we
394 were in route, so I know what type of call we were going to.
395

396 [REDACTED] Mm-hm.
397
398 LANSDALE And it is my general practice that I discuss the call for service on the way to the
399 call prior to us arriving on scene so we know what type of call we're
400 encountering. And I know that we have to provide a report number on those
401 types of calls. Even if she didn't know that I know it, so I tell them, hey, this is
402 a type - the type of call that we provide a report number on for his
403 documentation with the DOJ and surrendering property. So I assist the trainees
404 in gathering that information prior to going in
405
406 [REDACTED] Mm-hm.
407
408 LANSDALE so that they don't have to double back.
409
410 [REDACTED] So you thought she'd actually written it down and you - you were just kind of
411 causing her to kind of recheck her notes to make sure that she didn't have to go
412 back out to the car?
413
414 LANSDALE Correct. She, based off my recollection, she did take her notebook out
415
416 [REDACTED] Mm-hm.
417
418 LANSDALE when we were in route to that call and write down a call number. And at that
419 time I had perceived that she just didn't know what she had written down. I
420 think she had the answers, she just didn't know she had the answers.
421
422 [REDACTED] Mm-hm.
423
424 LANSDALE And that's why I was like, well, I think you already got the answer.
425
426 [REDACTED] Mm-hm. Just based on the look on your face were you frustrated at that point
427 with her?
428
429 LANSDALE No.
430
431 [REDACTED] No? Okay. Even though you'd given her the instructions several times
432 throughout the month, this wasn't an area that I guess was a point of contention.
433
434 LANSDALE No.
435
436 [REDACTED] All right. And did this conversation happened in front of the citizen?
437
438 LANSDALE Yes.
439

440 [REDACTED] Based on your training and experience, what can be the affects, positive or
441 negative, on Officer [REDACTED] by addressing that issue the way you did in front of
442 the citizen?
443

444 OLANDER Why don't you go ahead and start with positive and - and go from there.

445

446 LANSDALE Yeah. Can you please repeat the question?

447

448 [REDACTED] Sure. And I'm just going back, I guess, my interpretation it looked like you
449 were a little frustrated or irritated with Officer [REDACTED] at that point for not writing
450 down or at least not being certain that she didn't write that report number down.
451 So is it fair to say the perception of that citizen would also be that as he's
452 watching this interaction with - with you and Officer [REDACTED] that you were a little
453 frustrated with her? Based on your tone of voice and your demeanor.
454

455 LANSDALE No.

456

457 [REDACTED] No.

458

459 LANSDALE Because I don't believe I was - at that moment at - based on my recollection of
460 the incident, I don't recall being frustrated with it
461

462 [REDACTED] Mm-hm.
463

464 LANSDALE and I'm sorry if my face offends you there, I didn't feel - feel that I was - even
465 reviewing the video I don't feel frustrated there.
466

467 [REDACTED] Okay. Based upon your training in your FTO class, maybe your training even
468 as a - as a trainee, are they're positive or negatives to giving direct or possibly
469 what could be perceived as more harsh discipline or direction to a trainee in
470 front of the citizen. Do you think it could embarrass them possibly, the - the
471 trainee?
472

473 LANSDALE I don't feel that because it's not - it's based off when I was a trainee
474

475 [REDACTED] Mm-hm.
476

477 LANSDALE that is the way my FTO's addressed me.
478

479 [REDACTED] Mm-hm.
480

481 LANSDALE So that they could - if there was a question that they had to ask of the witness or
482 victim or suspect they could immediately ask that instead of waiting until the
483 end of a 10-hour shift report writing and then see that we didn't have that

484 information. And then when it's also a suspect we still have to be within
485 eyesight of the suspect. So that is way - based off my training and experience
486
487 [REDACTED] Mm-hm.
488
489 LANSDALE that's the way my interactions with my field training officers were so - and it's
490 not something that offended me when that was done to me, so I did not realize
491 that I had offended somebody by doing that.
492
493 [REDACTED] All right. Reasonably in a situation, would you have waited a 10-hour shift if
494 there was something wrong, could you have just stepped out of the - the shop
495 and addressed it with her right there?
496
497 LANSDALE Yes. And I could have said okay, just go to the car and do it. But that, again,
498 goes back to building bad habits. She's not aware of something. And, again, I
499 just - I think she had the answer on her card.
500
501 [REDACTED] Mm-hm. Okay.
502
503 LANSDALE But she didn't - I think she just didn't know it. But she could have written
504 down the wrong number or I could be mistaken, and she could have not written
505 anything down at all.
506
507 [REDACTED] Mm-hm.
508
509 LANSDALE But at that time I recall that she - or I thought she had written it down.
510
511 [REDACTED] Okay. I'm going to ask you on this one and I'm going to rephrase this last
512 question. I'm going to ask you to put yourself in Officer [REDACTED]'s position for a
513 moment. In your opinion, based on maybe what you know from your - your
514 field training officer class where your - is it true your kind of taught to mold to
515 when maybe what your - your trainee's learning attributes are or the way they
516 learn?
517
518 LANSDALE Yes.
519
520 [REDACTED] Okay. And what makes a - a better learning environment for them?
521
522 LANSDALE Yes.
523
524 [REDACTED] Okay. If Officer [REDACTED] had pursued this as possibly embarrassing to be
525 corrected like this in front of a citizen, what could be the affects for her learning
526 environment as a trainee in your car?
527

528 LANSDALE She could be less receptive to training instruction.
529
530 [REDACTED] Mm-hm. Is there any positives? Could it reinforce something that had been a
531 problem for a long time?
532
533 LANSDALE Yes. The positives are that it's direct and immediate and clear on what the
534 expectation or the issue is
535
536 [REDACTED] Mm-hm.
537
538 LANSDALE and not just broad and vague like at the end of a shift, "Oh well, I would have
539 liked if you could have done this, you could have done that". But instead I
540 chose the direct and immediate rout to provide feedback.
541
542 [REDACTED] Okay. Did you - you say a lot of correcting things after a shift, but is it your
543 standard procedure to correct right then and there or do you wait after a call or
544 obviously it's probably more immediate as opposed to waiting until the end of a
545 shift, but are there any circumstances where you wait until after a call or during
546 even during a call, kind of stepping aside with - with your trainee and
547 discussing certain points that you want them to cover during a statement or
548 certain aspects of how the call is going?
549
550 LANSDALE It's usually immediately at the time
551
552 [REDACTED] Mm-hm.
553
554 LANSDALE so that we can correct it and move forward. There are certain situations where
555 our role wasn't as, like, if it's not the primary officer role or if we're just there
556 for assistance and then I gather information at the scene. Then that's something
557 that I had - I could take back at the end of the shift and discuss. Hey, this is
558 what happened on the call. There are more than - there's more than one way to
559 approach it. If you did this it could have prevented that. This is what officers
560 did good on. So it's just case by case. Time and place, I guess, I would say
561 when it's appropriate.
562
563 [REDACTED] Mm-hm. Okay.
564
565 LANSDALE But if it's something like getting information at the scene, I try to get it
566 immediately so that - by me working swing shift the end of my 10-hour shift is
567 12:30 P.M. I realize it would be rude or discourteous to sometimes call people
568 at 12:30 or 1:00 A.M. in the morning. And our phone calls could or likely be
569 unanswered if I waited
570
571 [REDACTED] Yeah.

572
573 LANSDALE until the end of a shift.
574
575 [REDACTED] Okay. You got anything on that before I move on to the next issue on this one?
576
577 SHIRAISHI Yeah. Was your intent to belittle CSO [REDACTED] ?
578
579 LANSDALE No, not all.
580
581 SHIRAISHI Was your intent to harass her?
582
583 LANSDALE No.
584
585 SHIRAISHI Was your intent to embarrass her?
586
587 LANSDALE No.
588
589 SHIRAISHI You were just being unambiguous, direct, immediate, and clear?
590
591 LANSDALE Yes.
592
593 SHIRAISHI That's it.
594
595 [REDACTED] For this portion I'm going to have you refer to your CAD call logs from March
596 14th and 15th. Do you recall a shift, specifically March 15th, when Officer
597 [REDACTED] requested and was approved to go end of watch at 2200 hours because
598 she was flying out of town for a funeral at 0600 hours the next morning?
599
600 LANSDALE I recall having a discussion with her that she wanted to get off either early or on
601 time from that shift
602
603 [REDACTED] Mm-hm.
604
605 LANSDALE because of that reason. But I do not recall the specific time.
606
607 [REDACTED] Okay. Do you recall when you were made aware of that request?
608
609 LANSDALE Based off my recollection it was at the beginning of the shift.
610
611 [REDACTED] At beginning of - of that same shift that she wanted to get off early for?
612
613 LANSDALE Yes.
614

615 [REDACTED] All right. And from what you remember, was she able to leave at 2200 hours as
616 she would have liked to that shift?
617
618 LANSDALE No.
619
620 [REDACTED] Okay. Do you recall what time she ended up leaving at that shift?
621
622 LANSDALE Based off the log off time it was approximately
623
624 [REDACTED] And this would have been, I think probably by March 16th now on your call
625 log.
626
627 LANSDALE Yeah, so approximately 0100 hours.
628
629 [REDACTED] Okay. So, I'm sorry. It's going to be the call log from March 15th and 16th.
630 The very top here, March 16th. It looks like there's a sign off at 0237 hours.
631 Referring to this one actually. 0237 hours for a log off. I'm sorry sign off.
632
633 LANSDALE Oh, I see. Correct. Yeah, because there was multiple log on's and log off's.
634
635 [REDACTED] So the beginning shift that she wanted off was on the 15th, but since it carried
636 over past midnight
637
638 LANSDALE Yes.
639
640 [REDACTED] it be actually logging off on the 16th at almost 3:00 o'clock in the morning or
641 0237 hours.
642
643 LANSDALE Yes.
644
645 [REDACTED] Is that accurate?
646
647 LANSDALE Yes.
648
649 [REDACTED] Okay. And do you remember the reason why she wasn't able to leave at - at 10
650 o'clock like she wanted?
651
652 LANSDALE Yes. Because we had to complete a report.
653
654 [REDACTED] Okay. Do you remember what report that was?
655
656 LANSDALE Yes.
657
658 [REDACTED] And which - what report was that or what call was that?

659
660 LANSDALE A traffic collision.
661
662 [REDACTED] And was that a collision from that shift or the previous shift?
663
664 LANSDALE Based off my recollection a previous shift.
665
666 [REDACTED] Previous shift. So the previous shift when you had that traffic accident, do you
667 recall how much of that report was written or if you stayed overtime to try and
668 complete that report in preparation for her maybe being able to get off shift on
669 time or when she wanted to the following shift?
670
671 LANSDALE I do not recall if we stayed over, but if I had call logs that might refresh my
672 memory.
673
674 [REDACTED] The call log from the previous shift is that one right there where it looks like it's
675 0050 was the sign off.
676
677 LANSDALE So 15th. Okay so it shows we were over
678
679 [REDACTED] 'Mm-hm.
680
681 LANSDALE on that shift as well. So that could have been the reason.
682
683 [REDACTED] Okay. Do you know if she completed the 901 on that shift? Do you remember?
684
685 LANSDALE I know that she did not. I think she - based off my recollection, I think she had
686 started it. Such as page
687
688 [REDACTED] Mm-hm.
689
690 LANSDALE one, two and three and just needed to do the text portion, the following shift but
691
692 [REDACTED] Okay. So it carried over to Friday's shift, which was the 15th?
693
694 LANSDALE Yes.
695
696 [REDACTED] All right.
697
698 OLANDER And if I could just ask one question here. And is it - I believe it's your
699 recollection that on the shift ending on the 15th is when you were not aware that
700 on the next shift, she wanted to get off early at that time. Is that your
701 recollection? Because I think you had said you found out
702

703 LANSDALE That day that she needed to get off either on time or early.
704
705 [REDACTED] Mm-hm.
706
707 LANSDALE Again I don't remember a specific time. So, yeah, based off my recollection I
708 was only made aware of the time issue that day.
709
710 [REDACTED] Okay. Did you make every effort to get her off at the 2200 hours on - on the
711 15th as she'd requested?
712
713 LANSDALE Yes, I did.
714
715 [REDACTED] Okay. And from your call logs on the 15th does it show when you, for all
716 intents purposes, went back to the station and started 907 or being on reports?
717
718 LANSDALE Yes.
719
720 [REDACTED] And what time was that? I think it's this one right here, Angela. Right at the
721 bottom down here it shows your times from when you...
722
723 LANSDALE Approximately, 1940 hours.
724
725 [REDACTED] Okay. So from your recollection you didn't take any other calls passed about
726 7:30 that night?
727
728 LANSDALE Yes.
729
730 [REDACTED] And was that in an attempt to allow Officer [REDACTED] to complete her reports?
731
732 LANSDALE Yes.
733
734 [REDACTED] Did you have any issues with her getting off early?
735
736 LANSDALE No. I just knew that if I didn't have her complete that report
737
738 [REDACTED] Mm-hm.
739
740 LANSDALE it would be in violation of the report writing general order because she was
741 going to be out for five days.
742
743 [REDACTED] All right.
744
745 LANSDALE So I knew that the workload had to be completed.
746

747 [REDACTED] Mm-hm.
748
749 LANSDALE Without facing the repercussions of neglecting to do that
750
751 [REDACTED] Was there any
752
753 LANSDALE aspect of our job.
754
755 [REDACTED] was there any thought to getting a - a supervisor's approval to hold that ever if it
756 was not a priority traffic accident?
757
758 LANSDALE It wasn't something - asking a supervisor for that permission wasn't something
759 that I felt was necessary, because I know that there are multiple parties involved
760 in a traffic collision such as all the parties that were drivers and also their
761 insurance companies can also be dependent on that report.
762
763 [REDACTED] Mm-hm.
764
765 LANSDALE And I know there's that time delay of going through the sergeant's approval at
766 each station then forwarding to record and making it - scanning it in and making
767 it available to the public. So it's not something that I wanted to happen. I
768 didn't want that report to be held for five days, because I know other people are
769 dependent on that. And I am conscientious of that and I don't want the public
770 to have that negative perception of us - of us just kissing off their report and not
771 completing it in a timely manner.
772
773 [REDACTED] Okay.
774
775 LANSDALE So, no, I did not ask the sergeant for approval to hold it for five days.
776
777 [REDACTED] Okay. Questions on that? No. All right. At any time while you were training
778 Officer [REDACTED] did you ever make any reference to her age?
779
780 LANSDALE Not that I recall.
781
782 [REDACTED] Did you ever make a specific statement to something along the lines of being
783 surprised that she could type as fast as she could and asking if she learned on a
784 typewriter.
785
786 LANSDALE No. I recall complimenting her that she is a very proficient typer. The
787 comment that I made was with regard to a style issue. And she said that there
788 was something that she was - that was different then the way I was taught. And
789 I told her there's a generational thing just as modern language association their
790 style format changes, APA format changes. It's just - it depends on when you

791 went to school. I used the example of the report writing system that we use,
792 MRE, doesn't have a word processor in it. It says many words are misspelled.
793 It doesn't have autocorrect. And then as of a couple weeks ago when we got the
794 new MRE version, it has a word processor in it that corrects a lot of grammar
795 and spelling mistakes.

796 [REDACTED]

797 [REDACTED] Mm-hm.

798

799 LANSDALE But I did make reference to there's a general - generational difference of when
800 you went to school, what major you did. Just if - as if you were a science major
801 your - you may not have the same writing skills as somebody that's an English
802 major. I wasn't an English major. I may not have the same writing skills as
803 somebody that was an English major. But I do not recall making any reference
804 to her age. I do not even know how old she is.

805 [REDACTED]

806 [REDACTED] All right. So generational - when you say generational were you referring to an
807 older generation of - of individuals?

808

809 LANSDALE No. Just when you went to school and then, again, back to your major. When
810 you went and where you went. And even it could come to teachers. Some
811 teacher address certain issues. Some teachers don't address

812 [REDACTED]

813 [REDACTED] Mm-hm.

814

815 LANSDALE other issues.

816 [REDACTED]

817 [REDACTED] Did you ever treat Officer [REDACTED] differently because of what you may perceive
818 her age to be?

819

820 LANSDALE No.

821 [REDACTED]

822 [REDACTED] And how old do you think Officer [REDACTED] is?

823

824 LANSDALE 32 possibly. Again, I - I don't know how old she is.

825 [REDACTED]

826 [REDACTED] Okay. Did you adjust your style of training based upon what you had said
827 before being her generational exposure to education?

828

829 LANSDALE No.

830 [REDACTED]

831 [REDACTED] Or certain types of word formatting?

832

833 LANSDALE No.

834

835 [REDACTED] Did you allow Officer [REDACTED] any workout time when she was training with you?
836
837 LANSDALE No.
838
839 [REDACTED] Okay. And was there a reason for that?
840
841 LANSDALE Yes.
842
843 [REDACTED] And what was that reason?
844
845 LANSDALE I do not take on duty workout time. Typically there are few weeks - few days I
846 claim it, but I typically don't do on duty workout.
847
848 [REDACTED] And is that common for other FTO's if they don't participate in workout time,
849 do they allow their trainee to participate in workout time?
850
851 LANSDALE Yes. The gym is open for access. Anybody can go use it.
852
853 [REDACTED] Mm-hm.
854
855 LANSDALE It's always available.
856
857 [REDACTED] But if - if you are - other trainees that - that you know, I'm sorry, other FTO's
858 that you know of, if they do not participate in on duty workout time, do they
859 still allow their trainee to participate in those two hours a week that we get on
860 duty for workout time?
861
862 LANSDALE I don't know. I know that I would - well see this is a difference between what
863 sergeants allow. And some sergeants allow FTO's to do evals during that time
864 when the trainee's working out.
865
866 [REDACTED] Mm-hm.
867
868 LANSDALE Some say, "No, workout time is for workout only". Some people sit in the
869 breakroom all workout. So I haven't asked other FTO's how they actually use
870 their workout time. But I just typically don't take workout time. And that's
871 been consistent with all of my trainees.
872
873 [REDACTED] Okay. And for you, is there any consideration to health benefits both physical
874 and mental for a trainee being able to participate in their workout time during
875 their shift?
876
877 LANSDALE Yes.
878

879 [REDACTED] And has that consideration been that there's no benefit to that?
880
881 LANSDALE No, I believe there is a benefit, however, I recognize that with a trainee, report
882 writing takes a significant amount of time and we are still over on report writing
883 time
884
885 [REDACTED] Mm-hm.
886
887 LANSDALE on a routine basis with every trainee. It's just - it - it takes time to learn. And
888 my training logs or the CAD logs reflect that and as well as my Ecaps, the
889 timesheets. When I have a trainee, I make overtime claims for report writing.
890 So, again, like I said they're open. You're able to go use the gym before shift
891
892 [REDACTED] Mm-hm. Just off - off duty basically or outside of your normal duty hours from
893 when your training is when you would allow that?
894
895 LANSDALE Yes, but so - and to further explain that. Swing shift has to be logged on by -
896 we're told we're - have to be logged on by 3:00 pm. And we can come in and
897 do an hour of workout, a half hour or an hour before shift.
898
899 [REDACTED] Mm-hm.
900
901 LANSDALE However, if we have reports to write at the end of the shift so we would - we
902 should get off at 11:30 that night and we have reports to write, you don't get
903 that extra hour of overtime. So if you - I told him - I think she did come in early
904 - you're always able to come in early and use it and I can't log off at 11:30 to
905 12:30 that extra hour at the end of shift to go in and workout when we have
906 reports to write, because it would be working out and then going back to report
907 writing.
908
909 [REDACTED] Mm-hm.
910
911 LANSDALE So
912
913 [REDACTED] Okay. And before shift was, I'm sorry, at the beginning of your shift was also
914 off the table?
915
916 LANSDALE Correct. Swing shift does not do that.
917
918 [REDACTED] Got it.
919
920 LANSDALE I don't
921
922 [REDACTED] Because of calls for service?

923
924 LANSDALE Yes.
925
926 [REDACTED] Workload.
927
928 LANSDALE Call volume, yeah.
929
930 [REDACTED] Okay. Did you ever during a conversation, advise Officer Brierley that you
931 don't allow your trainee's workout time because as a part time FTO you do not
932 get paid the extra percentage for that time that your trainee was in the gym?
933
934 LANSDALE Yes.
935
936 [REDACTED] Okay. Anything?
937
938 SHIRAISHI For all of 2019, did you work on the same patrol team?
939
940 LANSDALE Yes.
941
942 SHIRAISHI What team number was that?
943
944 LANSDALE I do not know.
945
946 SHIRAISHI Who was your sergeant?
947
948 LANSDALE Justin Thompson.
949
950 SHIRAISHI Days off?
951
952 LANSDALE Monday, Tuesday, Wednesday.
953
954 SHIRAISHI And swing shift out of the south station?
955
956 LANSDALE Yes.
957
958 SHIRAISHI And excuse me for asking this, but how old are you?
959
960 LANSDALE 27.
961
962 SHIRAISHI 27. Is it your understanding that field training officers part time or full time,
963 have the discretion to order their trainees to take workout time or not?
964
965 LANSDALE Can you say that again?
966

967 SHIRAISHI What's your understanding of an FTO, either part time or full time, to have the
968 authority or the discretion to have their trainee take workout time or not?
969

970 LANSDALE That they're allowed to come in but, again, I was even told this year, we're not
971 allowed to claim that as overtime. So if you come in early and don't have the, I
972 would say of luxury of getting off early, then you're just volunteering your
973 time. And some of us go in and workout four days a week, some people go to
974 other gyms. But the way I understand workout time is that it's a privilege and
975 not a guarantee. And it's not a mandatory thing.
976

977 OLANDER And so I think what you're saying is that it's your understanding that you have
978 the discretion to not allow a trainee workout time during the shift?
979

980 LANSDALE Correct. However, if they wanted to come in an hour before their shift on their
981 own time, they are able to do that.
982

983 OLANDER Is that what you're asking?
984

985 SHIRAISHI Yes. Thank you.
986

987 LANSDALE I just don't have the ability to claim that if we don't get off on time.
988

989 SHIRAISHI Right.
990

991 LANSDALE To get paid, then they would therefore being paid for the same workout that
992 they would otherwise be volunteering for.
993

994 SHIRAISHI And Sergeant Thompson was your sergeant last year, who - who is - are you on
995 the same patrol team you started with in January of 2020?
996

997 LANSDALE Yes.
998

999 SHIRAISHI Sergeant - who is your sergeant?
1000

1001 LANSDALE James Sobdash.
1002

1003 SHIRAISHI Swing shift?
1004

1005 LANSDALE Yes.
1006

1007 SHIRAISHI Days off?
1008

1009 LANSDALE Monday, Tuesday, Wednesday.
1010

1011 SHIRAISHI South station?
1012
1013 LANSDALE Yes.
1014
1015 SHIRAISHI All right.
1016
1017 [REDACTED] Josh, do you have anything before we move to the next month?
1018
1019 OLANDER No, sir. Thank you.
1020
1021 [REDACTED] Okay. All right. So we'll move to April. Did you respond to Florin Road and
1022 Macero Way on May 3, 2019, for an injury accident?
1023
1024 LANSDALE Yes.
1025
1026 [REDACTED] Okay. Move to the next video.
1027
1028 ***VIDEO REVIEW FROM 19-137573***
1029
1030 [REDACTED] So as far as your communication with the CSO, did you have a problem with
1031 that CSO's use of the police radio to start the tow truck?
1032
1033 LANSDALE At that time I - as I explained to him on the video that nonpriority traffic doesn't
1034 need to be broadcasted on the air.
1035
1036 [REDACTED] Okay.
1037
1038 LANSDALE The administrative stuff.
1039
1040 [REDACTED] And - and why is that? What is the reasoning behind that?
1041
1042 LANSDALE An officer's safety reason because when they're on Channel 4 two other sectors
1043 on the radio sometimes 6 is on Channel 4 also. At any given moment
1044 something could be a public safety hazard that other officers are on and they
1045 need to call priority traffic such as on that domestic violence call that was going
1046 on they - they could be - have to broadcast the suspect description, or that they
1047 were fighting with a suspect. The police radio also needs to be open for officers
1048 to call for cover and traffic stops
1049
1050 [REDACTED] Mm-hm.
1051
1052 LANSDALE so that other units can know where they're at. So it's an officer safety issue not
1053 to send out nonpriority stuff over the radio just like we should not have
1054 conversations on the police radio. It should be clear and brief and also in

1055 accordance with the General Order for the police using the call - MDT that says
1056 that administrative messages are supposed to be done over the MDT when
1057 possible.
1058
1059 [REDACTED] Okay.
1060
1061 LANSDALE And, again, back to officer safety, somebody has to call for cover you want - I
1062 would think any officer would want the air open and available for that.
1063
1064 [REDACTED] When you addressed this with the CSO, were other officers present?
1065
1066 LANSDALE Yes.
1067
1068 [REDACTED] What about fire personnel, were they within ear shot?
1069
1070 LANSDALE Yes.
1071
1072 [REDACTED] What about citizens?
1073
1074 LANSDALE Yes.
1075
1076 [REDACTED] Okay. And, again, like with CSO [REDACTED], was this something that you felt
1077 needed to be addressed immediately or could have been done after the fact, one
1078 on one with that CSO?
1079
1080 LANSDALE I felt immediately because if I just allowed it to happen then it would defeat the
1081 whole purpose of training. It would sort of say, like, if you're just going to sit
1082 back and watch it happen why say anything. So that's why I felt it was direct
1083 and immediate.
1084
1085 [REDACTED] Okay. Do you feel though that you could achieve the same desired effect with
1086 taking a CSO over to a car and just discussing it one and one with that
1087 individual?
1088
1089 LANSDALE If my action - if I was aware that that offended them, I could change my
1090 teaching method. But I was unaware that that offended him.
1091
1092 ***CONTINUED VIDEO REVIEW FROM 19-137573***
1093
1094 [REDACTED] So what was the context of that short interaction you had with that - the citizen
1095 there?
1096
1097 LANSDALE He was attempting to drive passed the red and blue police lights to go where he
1098 wanted to go.

1099 [REDACTED]
1100 [REDACTED] Okay.
1101 [REDACTED]
1102 LANSDALE And I did not want him to drive there, so I put my hand up and yelled stop.
1103 [REDACTED]
1104 [REDACTED] Okay. Do you know if he was trying to pull into his driveway? Was there a
1105 certain reason he was trying to circumvent the police lights?
1106 [REDACTED]
1107 LANSDALE Yes, he was trying to pull into his driveway.
1108 [REDACTED]
1109 [REDACTED] All right. How would you describe your tone of communication with the driver
1110 for that interaction?
1111 [REDACTED]
1112 LANSDALE Loud.
1113 [REDACTED]
1114 [REDACTED] Would you classify it as direct?
1115 [REDACTED]
1116 LANSDALE Yes.
1117 [REDACTED]
1118 [REDACTED] Okay. Discourteous?
1119 [REDACTED]
1120 LANSDALE No.
1121 [REDACTED]
1122 [REDACTED] Rude?
1123 [REDACTED]
1124 LANSDALE No.
1125 [REDACTED]
1126 [REDACTED] Informative?
1127 [REDACTED]
1128 LANSDALE Yes.
1129 [REDACTED]
1130 [REDACTED] Did you ever recontact with the driver afterwards to explain the reason why you
1131 wanted him to stop in the middle of the street and not be able to pull into his
1132 driveway?
1133 [REDACTED]
1134 LANSDALE I recall that I did.
1135 [REDACTED]
1136 [REDACTED] Oh, you did? Okay.
1137 [REDACTED]
1138 LANSDALE I think so.
1139 [REDACTED]
1140 [REDACTED] I didn't find it on Body Cam that's why I'm asking if there's anything outside
1141 that would have been captured on bodycam about this incident.
1142 [REDACTED]

1143 LANSDALE I think he's the guy that comes out, yeah. He parks and then he talks to multiple
1144 officers.
1145
1146 [REDACTED] Mm-hm.
1147
1148 LANSDALE And even says that he used to be or maybe that was the school administrator. I
1149 know we had conversations with somebody else.
1150
1151 [REDACTED] I know there is a -a school administrator that came down and said that he had
1152 witnessed several collisions or accidents at that same stretch of - of roadway.
1153
1154 LANSDALE But I think I did talk to that guy. I think that's the guy that even said he was
1155 prior - he was one of us or prior
1156
1157 [REDACTED] Mm-hm.
1158
1159 LANSDALE government employees. Something like that. Was there somebody
1160
1161 [REDACTED] I don't recall.
1162
1163 LANSDALE because I think we even asked him if he would - I don't know how far down in
1164 the stretch
1165
1166 [REDACTED] Mm-hm.
1167
1168 LANSDALE but to see if he was - one - one of the people that had property damage.
1169
1170 [REDACTED] Mm-hm.
1171
1172 LANSDALE Because he would have to be on the collision.
1173
1174 [REDACTED] Okay.
1175
1176 LANSDALE So I - I think I did have a conversation with him.
1177
1178 [REDACTED] Okay. Anything?
1179
1180 SHIRAIISHI Is that first time you have seen that gentleman driving that SUV before?
1181
1182 LANSDALE Yes.
1183
1184 SHIRAIISHI So this is the only time you ever interacted him that you can recall?
1185
1186 LANSDALE Yes.

1187
1188 SHIRAISHI That's it.
1189
1190 OLANDER When you were interacting with this gentleman - this interaction right here on
1191 the video, were you angry with him?
1192
1193 LANSDALE No.
1194
1195 OLANDER Were you upset?
1196
1197 LANSDALE No.
1198
1199 OLANDER Why were you speaking in a loud voice?
1200
1201 LANSDALE So that he could hear me because there were at least two lanes of traffic
1202 immediately next to us, multiple vehicles, car - the sound of cars still going by
1203 and his windshield, I don't know if his passenger - his driver side window was
1204 up but it was so that he could hear me. If I talked in this tone of voice
1205 somebody on the other side of the wall let alone a glass car and with vehicles
1206 driving by could hear me. So I spoke loudly so that he could hear me. And
1207 used the hand gesture in case he couldn't hear me, so that he could see this with
1208 assistance of the red and blue police lights flashing.
1209
1210 [REDACTED] Anything that prevented you from walking up to his driver's side window and
1211 just having a casual conversation with him, which would I guess negate the
1212 need to yell?
1213
1214 LANSDALE He would have just driven passed. He was trying to drive where I was standing
1215 and just circumvent the whole police vehicles using it
1216
1217 SHIRAISHI Mm-hm.
1218
1219 LANSDALE for traffic control. He was just trying to drive around, so that's why I put my
1220 hand up to stop him.
1221
1222 SHIRAISHI I understand that. Stop him.
1223
1224 LANSDALE Yeah, so
1225
1226 SHIRAISHI And then take the action to go up to his window and have the conversation with
1227 him.
1228
1229 LANSDALE Then I would've unblocked the road. He - that's what I'm saying my body
1230 moving he was still trying to drive around me. So if I went and talked to him at

1231 his driver side window or even the passenger side window, I would have
1232 unblocked the street with my body, and he would just drive into his driveway.
1233
1234 [REDACTED] Okay. All right. Move on to June. You guys doing okay? Any breaks? Good
1235 to go, okay?
1236
1237 OLANDER I'm fine. Angela?
1238
1239 LANSDALE I'm okay.
1240
1241 SHIRAISHI Okay.
1242
1243 [REDACTED] Did you respond to [REDACTED] Arbusto Circle on 6/8 of 2019, for a domestic violence
1244 call?
1245
1246 LANSDALE Yes.
1247
1248 [REDACTED] And did you have a trainee with you at the time?
1249
1250 LANSDALE Yes.
1251
1252 [REDACTED] And who was that trainee?
1253
1254 LANSDALE Officer [REDACTED].
1255
1256 [REDACTED] What phase was Officer [REDACTED] in when he rode with you?
1257
1258 LANSDALE Phase 3.
1259
1260 [REDACTED] New Phase 3 or had he been a Phase 3 before he came to your car?
1261
1262 LANSDALE I do not recall.
1263
1264 [REDACTED] Do you know what the expectations are of - of a Phase 3 officer?
1265
1266 LANSDALE Yes.
1267
1268 [REDACTED] Can you elaborate please?
1269
1270 LANSDALE To apply their knowledge and training to be able to handle a call for service to
1271 an attempt to meet the solo officer standard.
1272
1273 [REDACTED] All right. So their generally expected to perform and operate as a solo officer
1274 when on a call?

1275
1276 LANSDALE Yes.
1277
1278 ***VIDEO REVIEW FROM 19-180578***
1279
1280 [REDACTED] Okay. And for the record, do you recognize this as Officer Brierley's
1281 bodycam?
1282
1283 LANSDALE Yes.
1284
1285 ***CONTINUED REVIEW FROM 19-180578***
1286
1287 [REDACTED] Okay. That's it for that one.
1288
1289 ***CONTINUED REVIEW FROM 19-180578***
1290
1291 [REDACTED] Do you remember seeing the details of this call? It was a DV call, correct?
1292
1293 LANSDALE Yes.
1294
1295 [REDACTED] Were both parties still on scene?
1296
1297 LANSDALE Yes.
1298
1299 [REDACTED] All right. And you're talking with Officer Brierly. Is he the - your cover officer
1300 on this?
1301
1302 LANSDALE Yes
1303
1304 [REDACTED] All right. Did you advice Officer Brierly to not assist Officer [REDACTED] with either
1305 this call or any other call for service that you responded to?
1306
1307 LANSDALE Not so say assist, but don't just give him the answers.
1308
1309 [REDACTED] Okay.
1310
1311 LANSDALE Let him work through it so that he can learn and again apply his knowledge.
1312
1313 [REDACTED] Okay. So that - that was your way of not so much telling him not to help out at
1314 all, but just to have Officer [REDACTED] be a good primary officer and delegate or
1315 direct or work his way through the call?
1316
1317 LANSDALE Yes.
1318

1319 [REDACTED] Without taking it over so to speak.
1320
1321 LANSDALE Well and even if Officer [REDACTED] wanted to take it over - if Officer ([REDACTED]) wanted
1322 to take it over that is ideal, so he does the primary officer role for evidence
1323 collection obtaining statements and determining what crimes occurred.
1324
1325 [REDACTED] Mm-hm.
1326
1327 LANSDALE I wanted Officer Brierly to act as more of a cover officer.
1328
1329 [REDACTED] Okay.
1330
1331 LANSDALE So instead of a contact officer act as the cover officer.
1332
1333 [REDACTED] You think
1334
1335 LANSDALE Secondary officer.
1336
1337 [REDACTED] you think that was communicated well there as far as the role of, act as a cover
1338 officer as opposed to, I think what you said was something along the lines of,
1339 you know, I don't want you to do anything because he needs to do everything?
1340
1341 LANSDALE I don't recall.
1342
1343 [REDACTED] We can listen to it again if you like?
1344
1345 LANSDALE Yeah. Can we listen to it again?
1346
1347 ***CONTINUED REVIEW FROM 19-180578***
1348
1349 [REDACTED] Sure. And in your opinion is Officer [REDACTED] within ear shot of this conversation?
1350
1351 LANSDALE Yes.
1352
1353 [REDACTED] Is he able to hear what you're saying to Officer Brierly?
1354
1355 LANSDALE Yes.
1356
1357 [REDACTED] So again to reiterate the purpose of the comment to Officer Brierly was - was it
1358 kind of defining boundaries of what you want him to do as a cover officer?
1359
1360 LANSDALE Yes. And to not step on the trainee's toes even if it takes time for the trainee to
1361 get somewhere. Let the trainee work through a call and demonstrate that they
1362 have the skills and abilities to handle that call for service.

1363 [REDACTED]
1364 [REDACTED] Mm-hm.
1365 [REDACTED]
1366 LANSDALE So, but a lot of people are eager and want to just - because on a normal call for
1367 service we just get out and go talk and we just do our thing. But with a trainee
1368 we have to know to step back let the trainee do the - the performance. But if
1369 they don't know something, we're there for them to ask. Or if there - there
1370 needs to be physical intervention we're there to intervene also. But, yeah, it's to
1371 not step on the trainee's toes. To let them be able to - give them the opportunity
1372 to demonstrate their skills.
1373 [REDACTED]
1374 [REDACTED] Okay. Did you (unintelligible) on that, Jeff?
1375 [REDACTED]
1376 OLANDER Well I just - I think your - your question before we watched the video was
1377 whether Officer Lansdale effectively communicated
1378 [REDACTED]
1379 [REDACTED] Mm-hm.
1380 [REDACTED]
1381 OLANDER the expectations terms of, I guess, the perception of the trainee was that she -
1382 her instruction was to provide no assistance to that trainee.
1383 [REDACTED]
1384 [REDACTED] Correct.
1385 [REDACTED]
1386 OLANDER And I just kind of like to go back to that - that question. I'm not sure if that was
1387 answered directly. Could you repeat that question?
1388 [REDACTED]
1389 [REDACTED] I think that was actually one that I was just off - off the top of my head.
1390 [REDACTED]
1391 SHIRAISHI I think it was do you believe that you effectively communicated at that time that
1392 you wanted the other officer to act as more of a cover officer than a contact
1393 officer?
1394 [REDACTED]
1395 LANSDALE Yes.
1396 [REDACTED]
1397 OLANDER Do you believe that you communicated that effectively?
1398 [REDACTED]
1399 LANSDALE Yes.
1400 [REDACTED]
1401 OLANDER Thank you.
1402 [REDACTED]
1403 [REDACTED] Did you respond to [REDACTED] 53rd Avenue on 6/9/19, for a disturbance between
1404 roommates?
1405 [REDACTED]
1406 LANSDALE Its 43rd Avenue, but yes.

1407 [REDACTED]
1408 [REDACTED] I'm sorry 43rd Avenue.
1409 [REDACTED]
1410 LANSDALE Yeah, it's okay.
1411 [REDACTED]
1412 [REDACTED] And was Officer [REDACTED] still your trainee?
1413 [REDACTED]
1414 LANSDALE Yes.
1415 [REDACTED]
1416 ***VIDEO REVIEW FROM 19-181714***
1417 [REDACTED]
1418 [REDACTED] Okay. So what - during this interaction did you have a purpose for interjecting
1419 when Officer [REDACTED] was attempting to gain a statement from this individual -
1420 from the citizen?
1421 [REDACTED]
1422 LANSDALE Yes.
1423 [REDACTED]
1424 [REDACTED] Okay. And what was that for?
1425 [REDACTED]
1426 LANSDALE To see if he was asking appropriate questions to establish if a crime had
1427 occurred or not.
1428 [REDACTED]
1429 [REDACTED] Okay.
1430 [REDACTED]
1431 LANSDALE And then
1432 [REDACTED]
1433 [REDACTED] Okay.
1434 [REDACTED]
1435 LANSDALE The reason for asking about the physical injuries is to determine whether or not
1436 we needed to request medical attention for the subject there.
1437 [REDACTED]
1438 ***CONTINUED REVIEW FROM 19-181714***
1439 [REDACTED]
1440 [REDACTED] Okay. So what was your purpose for interjecting when Officer [REDACTED] was
1441 obtaining the other party's information?
1442 [REDACTED]
1443 LANSDALE To explain to them - him that he already had the information.
1444 [REDACTED]
1445 [REDACTED] Mm-hm.
1446 [REDACTED]
1447 LANSDALE I don't think he was recognizing that that's the one of the people that we had ran
1448 prior to us going to the call for service.
1449 [REDACTED]

1450 [REDACTED] I see. Did you see him write it down on his notepad when you were in the car
1451 earlier?
1452
1453 LANSDALE I do not recall.
1454
1455 [REDACTED] Okay. So his - his method of taking notes there is that something that's taught
1456 in the academy?
1457
1458 LANSDALE Yes.
1459
1460 [REDACTED] Okay. Is there - anything necessarily wrong with that with what he's doing?
1461
1462 LANSDALE No.
1463
1464 [REDACTED] Were you just trying to make it, so he didn't duplicate his effort?
1465
1466 LANSDALE Yes.
1467
1468 ***CONTINUED REVIEW FROM 19-181714***
1469
1470 [REDACTED] All right. So in this one, did you advise Officer Clatterbuck not to assist Officer
1471 [REDACTED] with this call after she asked Officer [REDACTED] if he needed any assistance
1472 with it?
1473
1474 LANSDALE I don't recall telling her not to tell help him, but I said to allow him to work
1475 through it.
1476
1477 [REDACTED] So effectively you didn't tell her that, don't help us, but you said he needs to
1478 work through it. Was that kind of an inference of - to not provide assistance?
1479 To let him figure out everything on his own.
1480
1481 LANSDALE Not that she's not - not to say that she's not there for assistance. It's similar to
1482 the last one. Don't step on his toes and just do all the work for him. Let him
1483 demonstrate his ability to perform the job and work through it. So it's - I didn't
1484 want her to take the work away from him and then she would end up writing the
1485 report
1486
1487 [REDACTED] Mm-hm.
1488
1489 LANSDALE and doing the work. I want him to be able to function and demonstrate he's
1490 capable of doing it and, but if we just did it for him, he wouldn't be able to
1491 demonstrate that for us. Because, again, not - I didn't do it to tell her no, don't
1492 help him
1493

1494 [REDACTED] Mm-hm.

1495

1496 LANSDALE but give him the opportunity to demonstrate his ability to do it.

1497

1498 [REDACTED] Okay. With him hearing this though, do you think it's reasonable where he

1499 could have the perspective that you're telling her not to help him at all and his

1500 Phase 3 officer who is supposed to be solo and working with other officers on

1501 the scene to - to manage a call. Would that be looked - could be looked upon by

1502 him as - as you making him do all the work when in fact, he's supposed to be

1503 working with other officers to - to work through a - a call?

1504

1505 LANSDALE If that was - is what he was upset by, I don't

1506

1507 [REDACTED] Mm-hm.

1508

1509 LANSDALE I didn't know at the time that that upset him. That wasn't my intention. Again,

1510 my intention was to be able to give him the opportunity to allow him to

1511 demonstrate that he's capable of doing it.

1512

1513 [REDACTED] If he had asked Officer Clatterbuck to perform a task, "Hey, take a statement"

1514 or, "Collect some evidence", what would have been your response to that?

1515

1516 LANSDALE Okay.

1517

1518 [REDACTED] After watching these videos do you believe it's apparent either any of the

1519 citizens that Officer [REDACTED] contacted, that he is a trainee or at the minimum a

1520 less experienced officer?

1521

1522 LANSDALE No.

1523

1524 SHIRAISHI Why do you believe that?

1525

1526 LANSDALE Because he was out there doing the work and contacting people and obtaining

1527 statements. He was doing what he was supposed to be doing.

1528

1529 [REDACTED] As he's doing that though, it's very clear interjecting with direction or questions

1530 for him, you don't believe the citizen may have recognized that as being an

1531 indication that Officer [REDACTED] maybe wasn't the most experienced officer out

1532 there?

1533

1534 LANSDALE I can't attest to what the citizen perceived.

1535

1536 [REDACTED] Is it possible?

1537

1538 LANSDALE Yes, it's possible.
1539
1540 [REDACTED] Do you think your style of training lends itself to a citizen identifying an officer
1541 as a trainee or a less experienced officer as opposed to your partner? And by
1542 that, I mean the corrections - immediate corrections as they're interacting with a
1543 citizen.
1544
1545 LANSDALE Can you repeat the question?
1546
1547 [REDACTED] Sure. Do you believe your style of training, and by that, I mean your immediate
1548 corrections, lends itself to a citizen identifying or having the perception that an
1549 officer is a trainee or maybe a less experienced officer?
1550
1551 LANSDALE I just feel like that's speculating again like the last one is
1552
1553 OLANDER I mean if it's - its
1554
1555 LANSDALE possible
1556
1557 OLANDER it's possible.
1558
1559 LANSDALE percept - everybody is entitled to have their own beliefs and
1560
1561 [REDACTED] Mm-hm.
1562
1563 LANSDALE what - I can't testify to what other people perceive. So, yes, it is possible for
1564 people to perceive things.
1565
1566 [REDACTED] If a citizen believes an officer is less experienced or maybe unknowledgeable in
1567 a certain area, can that affect the way they interact with that officer?
1568
1569 LANSDALE It is possible.
1570
1571 [REDACTED] Yeah. Do you think they would be - do you think they would be more apt to
1572 either to trust the - the way the officer's handling the call if they believe the
1573 officer wasn't the most experienced one there?
1574
1575 LANSDALE Can you repeat the question.
1576
1577 [REDACTED] Do you think there would be more - do you think there would be more or less
1578 trust on the part of that citizen, that your trainee would be handle - effectively
1579 handle that call if they believe that wasn't the most experienced officer there?
1580 Or that officer was in training.
1581

1582 LANSDALE I think they could have less trust.
1583
1584 [REDACTED] Okay. Do you think that would make them more or less apt to interact with that
1585 officer if they weren't confident that they weren't the most experienced one
1586 there Or knowledgeable about what they were doing.
1587
1588 LANSDALE I think less.
1589
1590 [REDACTED] Do you think that might limit the officer's ability to get exposure to certain
1591 types of calls?
1592
1593 SHIRAISHI I don't understand your question.
1594
1595 [REDACTED] If a citizen is - is less apt to communicate or interact with an officer because
1596 they feel they're not the most experienced officer at the scene or in training, do
1597 you think that would negatively impact the trainee's interaction with that
1598 citizen? Do you think that would limit their exposure or maybe their
1599 communication if that citizen maybe doesn't want to communicate with them
1600 anymore or looks to you to handle the call or give a statement to?
1601
1602 LANSDALE No. Because based off of my experience in the field training program when I
1603 went through it there was sometimes a 20-year age difference between myself
1604 and my field training officer. And it was very apparent that I was a trainee and
1605 the public would make comments all the time such as what are you a rookie?
1606 Oh, you must be in training. And I took no offense to that.
1607
1608 [REDACTED] Mm-hm.
1609
1610 LANSDALE I said yeah, I confirmed their perceptions and beliefs and told them that I was in
1611 fact in training and that's why I had another officer there. And another
1612 comment that the public constantly makes to us is, why are there so many
1613 officers here? And we always have to tell them well, if it's a domestic violence,
1614 two and then if it's something like a ringer call it's only one call for service.
1615 There are - excuse me. One assigned officer but if they're in training there's
1616 always that secondary officer. So, again, based off my training and experience
1617 even the way you talk to people shows your level of experience and confidence.
1618 And I feel that the public can immediately see that, but I don't feel that it's a
1619 hindrance to the trainee. I feel that it's just something that it is. We all have to
1620 start somewhere. And the people call us on our stuff and we just continue to
1621 ask the questions and people take - I've never had an issue with somebody
1622 wanting to speak to me over my trainee - else. I mean it could have happened
1623 one or two times
1624
1625 [REDACTED] Mm-hm.

1626
1627 LANSDALE but I'll just say oh, just answer it to this officer here.
1628
1629 OLANDER In your training and experience as a trainee, did the fact that you were a trainee,
1630 and it was maybe obvious to the members of the public, impair your ability to
1631 get the necessary experience to get through your phase training and become a
1632 solo officer?
1633
1634 LANSDALE No.
1635
1636 OLANDER And based upon that do you believe that that impaired this trainee or any
1637 trainee's ability to get the necessary experience and exposure to become a solo
1638 officer?
1639
1640 LANSDALE No.
1641
1642 [REDACTED] Okay. Could a new officer be embarrassed by an FTO or senior officer pointing
1643 out their deficiencies or inexperience in front of the citizens who they are trying
1644 to interact with?
1645
1646 LANSDALE Yes.
1647
1648 [REDACTED] If an officer is - is embarrassed can it alter their mindset and affect the trainee's
1649 ability to work through a call?
1650
1651 LANSDALE Yes.
1652
1653 [REDACTED] Okay. What about absorb information or learn new skills?
1654
1655 LANSDALE Yes.
1656
1657 [REDACTED] What about focus on important issues such as officer safety?
1658
1659 LANSDALE Yes.
1660
1661 [REDACTED] Is there anything in this situation that would have prevented you from
1662 addressing these issues in the videos, again, privately with Officer [REDACTED]?
1663 Away from ear shot of the citizen or another officer.
1664
1665 LANSDALE No.
1666
1667 [REDACTED] Anything on that?
1668

1669 SHIRAISHI Just - I don't know what has been provided to you from Sergeant [REDACTED] in
1670 terms of your involvement with the FTO program. Any sort of memorandums
1671 or any of the stuff that was stipulated to you at the start of our conversation, so
1672 I'm just going to back us up a little bit. Give me an idea of three characteristics
1673 in your opinion that make a good FTO?
1674

1675 LANSDALE Being a clear communicator. Being proficient in job duties and assignments.
1676 And being a good leader.
1677

1678 SHIRAISHI And then are these characteristics given to your trainees in the form of
1679 expectations, say first shift you ride with before you leave the roll call room and
1680 for your first shift. What's that look like? Because I'm counting nine trainees
1681 here just on this page, but more than likely you've had more than 10 trainees. Is
1682 that fair to say?
1683

1684 LANSDALE Yes.
1685

1686 SHIRAISHI So what - what does your expectations if - if they exist, what does it sound like
1687 to a trainee when you first ride with them?
1688

1689 LANSDALE I tell them that officer safety is paramount. Their own safety. I want them to
1690 consider their own safety first. And then the safety of other officers and the
1691 public. And I explain to them that if they're concerned about my safety and I'm
1692 concerned about my safety first then their safety could get neglected. So I
1693 always want them to consider their safety first, because if their safety is
1694 compromised and they're injured or killed and then they would be unable to
1695 perform a job and keep the - their partners and the public safe. I tell them to
1696 refer to their training. What they've been taught in the academy. And be
1697 consistent with that training and the field training manual. And I have also told
1698 them to - that I evaluate based off the standard evaluation guidelines, so that
1699 they know what areas they need to work on. And I do that in alignment with the
1700 field training manual so that issues, after I talk to them, it's written down to
1701 refresh their memory and that it's available, so they know areas that they need
1702 to address to improve their performance.
1703

1704 SHIRAISHI So I'm just going to repeat this just so I understand. Clear communicator,
1705 proficient at duties, and a good leader are the characteristics of - of what you
1706 believe is a good FTO. And you cover a lot of safety stuff with your trainees, is
1707 that correct?
1708

1709 LANSDALE Yes.
1710

1711 SHIRAISHI Be consistent, refer to training, the manuals and that they will be evaluated off
1712 the standard set in the FTO manual, is that correct?

1713
1714 LANSDALE Yes.
1715
1716 SHIRAISHI And to be an FTO, is that something in our department that you just get by
1717 tenure, it's your turn, is this a position you had to test for, were you recruited,
1718 did you try out for it? Kind of explain what that looks like.
1719
1720 LANSDALE It was a testing process that included a written application, a - I don't recall if it
1721 was approximately 200-word essay, as well as a interview process and a review
1722 of watch files and possibly a review of internal affair files.
1723
1724 SHIRAISHI So you want to be an FTO, is that correct?
1725
1726 LANSDALE Yes.
1727
1728 SHIRAISHI Give me three reasons why.
1729
1730 LANSDALE Because I am very passionate about law enforcement profession and
1731 maintaining safe officers and having officers that are confident and proficient at
1732 their duties. And I want to assist in developing safe and competent officers for
1733 this department, because I know one day, they will be my partners on the street
1734 and eventually promote to supervisors. And we are all members of this
1735 department, so I believe in the team mentality that their performance and my
1736 performance affects theirs. We're all interdependent on each other for the
1737 success of the organization.
1738
1739 SHIRAISHI Thank you. With respect to interaction there with Officer [REDACTED], did you mean,
1740 or did you intend to belittle him in front of the citizens?
1741
1742 LANSDALE No.
1743
1744 SHIRAISHI Other officers or other community members?
1745
1746 LANSDALE No.
1747
1748 SHIRAISHI Did you intend to harass him?
1749
1750 LANSDALE No.
1751
1752 SHIRAISHI Did you intend to embarrass him?
1753
1754 LANSDALE No.
1755
1756 SHIRAISHI That's all I got.

1757 [REDACTED]
1758 [REDACTED] Okay. Did you conduct a traffic stop at Florin Road?
1759 [REDACTED]
1760 OLANDER Sergeant?
1761 [REDACTED]
1762 [REDACTED] Yeah, go ahead, Josh.
1763 [REDACTED]
1764 OLANDER I think this is a good time to take a very brief break.
1765 [REDACTED]
1766 [REDACTED] You bet, yeah.
1767 [REDACTED]
1768 SHIRAISHI We'll call a break at 1520 hours.
1769 [REDACTED]
1770 SHIRAISHI All right. Were back on the record 1530 hours.
1771 [REDACTED]
1772 [REDACTED] Did you and Officer [REDACTED] conduct a traffic stop at Florin Road and Havenside
1773 [REDACTED] on 6/15 of '19?
1774 [REDACTED]
1775 LANSDALE Yes.
1776 [REDACTED]
1777 [REDACTED] Okay. And Officer [REDACTED] was still your trainee, correct?
1778 [REDACTED]
1779 LANSDALE Yes.
1780 [REDACTED]
1781 ***VIDEO REVIEW FROM 19-189706***
1782 [REDACTED]
1783 [REDACTED] Okay. Can you describe what's happening in this video?
1784 [REDACTED]
1785 LANSDALE Yes. I was driving because - and we observed a vehicle drive out of the area of
1786 [REDACTED] the Nugget parking lot. And as I recall the driver was not wearing a seat belt.
1787 [REDACTED] So we decided to make a traffic stop on it. And prior to conducting the traffic
1788 [REDACTED] stop, we practiced how to call a traffic stop over the radio because that was a
1789 [REDACTED] area of performance that Officer [REDACTED] needed to improve on. So we did that.
1790 [REDACTED] And then went live by activating the lights for the person to pull over. And he
1791 [REDACTED] seemed to be unfamiliar with how to call a traffic stop at that point.
1792 [REDACTED]
1793 [REDACTED] How would you describe your tone of voice in this video?
1794 [REDACTED]
1795 LANSDALE Calm.
1796 [REDACTED]
1797 [REDACTED] Condensing?
1798 [REDACTED]
1799 LANSDALE No.
1800 [REDACTED]

1801 [REDACTED] Okay. Direct?

1802

1803 LANSDALE Yes.

1804

1805 [REDACTED] And you said, "We've discussed this before, this is why I do not have you on
1806 the air." And what's the

1807

1808 OLANDER I don't believe it was, "I did not have you on the air before".

1809

1810 [REDACTED] "That is why I did not have you on the air before." Correct. Can you give some
1811 context to that statement?

1812

1813 LANSDALE Yes, Officer [REDACTED] was - when he came to my car, he was a Phase 3 officer and
1814 he was unfamiliar with how to call traffic stops on the radio. So we had
1815 practiced it numerous times prior to this. I don't recall how many live traffic
1816 stops we did.

1817

1818 [REDACTED] Mm-hm.

1819

1820 LANSDALE But we had - I - recognize that as an issue with him, so I attempted to improve
1821 his performance by training him and role playing in a sterile environment. For
1822 example, we drove through the parking lot at JERPF and parked behind a
1823 vehicle. And he would act as if he's getting up on the radio to call a traffic stop.
1824 And I would act as the dispatcher. And we did that several times.

1825

1826 [REDACTED] Mm-hm.

1827

1828 LANSDALE And in role play he demonstrated that he was proficient and able to do that.
1829 And then when we went live, he seemed unfamiliar with how to do that task.

1830

1831 [REDACTED] So he had never done a traffic stop in his two or three months of training before
1832 he got with you?

1833

1834 LANSDALE He told me he had.

1835

1836 [REDACTED] I'm sorry, but I thought - I thought you said he had not. He had not done a
1837 traffic stop before?

1838

1839 OLANDER No, I believe she said - he was - he appeared unfamiliar on how to call out a
1840 traffic stop.

1841

1842 [REDACTED] Okay. So he had done a traffic stop.

1843

1844 LANSDALE He told me he had.

1845 [REDACTED]
1846 [REDACTED] Okay.
1847
1848 LANSDALE He seemed very unfamiliar with how to broadcast that over the - the procedures
1849 for radio broadcast.
1850
1851 [REDACTED] Okay.
1852
1853 LANSDALE He seemed unfamiliar with that.
1854
1855 [REDACTED] So did you kind of quiz him on that? Like what do you do or tell me how to do
1856 one?
1857
1858 LANSDALE Yes.
1859
1860 [REDACTED] All right.
1861
1862 LANSDALE And then he demonstrated that, and I demonstrated him - to him again the
1863 practice in the JERPF parking lot
1864
1865 [REDACTED] Okay.
1866
1867 LANSDALE of my expectation of the clear, direct, and brief radio
1868
1869 [REDACTED] Mm-hm.
1870
1871 LANSDALE transmissions.
1872
1873 [REDACTED] So when he told you he had - he had done one before and he demonstrated to
1874 you, do you recall exactly what - how he did one? How he did a traffic stop?
1875
1876 LANSDALE No.
1877
1878 [REDACTED] Okay. Was it - he put out the basics, but it just not was par for what your
1879 method is or what your methodology is for a traffic stop?
1880
1881 LANSDALE I do not recall.
1882
1883 [REDACTED] Okay. Can you provide your sequence of actions that you tell your trainees to
1884 perform when they're making a traffic stop?
1885
1886 LANSDALE Yes. Would you - would one of you be the dispatcher or do you want me to be
1887 the officer and dispatcher?
1888

1889 [REDACTED] Well that's a sequence of, I guess
1890
1891 LANSDALE Radio broadcast.
1892
1893 [REDACTED] do you have a certain sequence of things that you want done in a - in a - your
1894 standard traffic stop scenario?
1895
1896 LANSDALE Yes.
1897
1898 [REDACTED] Okay. I'll play the dispatcher.
1899
1900 LANSDALE Okay.
1901
1902 [REDACTED] Mm-hm.
1903
1904 LANSDALE 1 Charles 47 traffic stop.
1905
1906 [REDACTED] 1 Charles
1907
1908 LANSDALE 47.
1909
1910 [REDACTED] 47 go ahead. I'm a bad dispatcher.
1911
1912 LANSDALE 5770 Freeport Boulevard. [REDACTED].
1913
1914 [REDACTED] Copy that. That's it? Two things.
1915
1916 LANSDALE For the radio transmission.
1917
1918 [REDACTED] Okay.
1919
1920 LANSDALE And I also have explained - so that is the minimum.
1921
1922 [REDACTED] Mm-hm.
1923
1924 LANSDALE If it doesn't have - if the vehicle doesn't have a license plate then to call - then
1925 it's mandatory call the make and model if you know it, such as a silver Corolla.
1926 If you're unfamiliar with the make and or model you can say broader
1927 generalization, such as a red two door pickup.
1928
1929 [REDACTED] Mm-hm.
1930
1931 LANSDALE Or these high-end sports cars that I'm unfamiliar with. If you're unfamiliar
1932 with it, just say something that you can to the best of your ability and also so

1933 that other officers would be able to recognize it if it went into pursuit or shot at
1934 you. As it - as trainees become more proficient in calling traffic stops on the
1935 radio, I also recommend to them to broadcast a vehicle description after giving
1936 the license plate, so it doesn't throw dispatch out of their order. So they don't
1937 have to back track on screens, such as after calling the license plate [REDACTED]
1938 [REDACTED] Silver Corolla. And the reason for that is, if the vehicle had been cold
1939 plated, if it is or isn't in the system, and we get into a shooting and that vehicle
1940 flees, other officers need to know what the vehicle looks like. If we're shot
1941 dead and can't get out anymore radio transmissions, again, officers need to
1942 know what that suspect vehicle looks like. More skilled dispatchers will catch
1943 on to that and see if running the plate comes back to a Toyota, but you said it's
1944 on a Honda Accord

1945

1946 [REDACTED] Mm-hm.

1947

1948 LANSDALE again, skilled dispatchers will say, confirm your plate. And if you say, yep
1949 that's it, but it's on a Honda Accord they will start you additional officers with
1950 the assumption that it's likely a stolen vehicle or stolen - or a stolen license
1951 plate. So those are the officer safety reasons in doing the suspect - the vehicle
1952 description, but the minimum basic is what I first demonstrated to you. It's just
1953 once they become more proficient and more confident in their broadcast that I
1954 say you can add on this and this is the reason why.

1955

1956 [REDACTED] So okay, building blocks.

1957

1958 LANSDALE Yes.

1959

1960 [REDACTED] So to speak. Okay. Is there a different way to do traffic stops that you would
1961 be acceptable with? And maybe a different sequence of them putting out the
1962 plate versus location something like that. Or was it always very specific in your
1963 sequence and how you wanted it?

1964

1965 LANSDALE It is always very specific.

1966

1967 [REDACTED] Mm-hm. Did you accept anything else?

1968

1969 LANSDALE Not as an acceptable level.

1970

1971 [REDACTED] Mm-hm.

1972

1973 LANSDALE And the reason is for that is for standardization across the department, so that
1974 things get into other officer's head and primarily for the - the job duties of the
1975 dispatcher. I explained to the trainees just as our CAD screen and when we on
1976 to you a call, there are things in certain orders. And so for example, ours, we do

1977 control 'O' for on view. It asks what type of call. Traffic stop. Location. 5770
1978 Freeport Boulevard. Tab down to the next screen, license plate. And the reason
1979 for doing it that way is so that dispatch can just enter the call quickly. Put you
1980 on it. If you have to call for immediate cover, then the star is already on the
1981 map, the call is up. But every time you go out of that order - out of that
1982 sequence it - it definitely nuts up the new dispatchers.

1983 [REDACTED]

1984 [REDACTED] Mm-hm.

1985 [REDACTED]

1986 LANSDALE And then if you don't get the information out, experienced dispatchers will
1987 prompt you for that information. I have seen several times dispatcher just says,
1988 check. And they don't prompt you for a vehicle description or anything and if
1989 that officer were killed, we would have no leads for officers responding to the
1990 area if they say hey, it's a red two door mustang there's, you know, that would
1991 stand out. We should go stop that red two door mustang, but versus if you just
1992 let everybody flee from the scene would be an hour or, you know, a significant
1993 time delay for anybody to stop their bodycam. Review that deceased officer's
1994 bodycam or in car camera.

1995 [REDACTED]

1996 [REDACTED] Mm-hm.

1997 [REDACTED]

1998 LANSDALE So that's - there's a reason for the sequence of radio broadcast for officer safety
1999 reasons, for dispatch reasons, standardization across the department, as well as
2000 other officers hearing it. There's several times when CAD goes down. So the
2001 officers in the area know your last known verbalized location.

2002 [REDACTED]

2003 [REDACTED] Mm-hm. Okay. Are you frustrated with him on this call?

2004 [REDACTED]

2005 LANSDALE A little bit.

2006 [REDACTED]

2007 [REDACTED] Mm-hm.

2008 [REDACTED]

2009 LANSDALE In the fact that we had practiced it numerous times. I don't know what day with
2010 him in the cycle this is, but I had - this was one area that I had harped on him
2011 several times because I called - I do several traffic stops and that
2012 standardization, again, it's - it's important for a reason, for calling it because
2013 when I do a traffic stop, you need to get out of the vehicle and contact the
2014 driver. But if those two subjects just shot at us and fled, we would have got out
2015 of the vehicle with no license plate out.

2016 [REDACTED]

2017 [REDACTED] Okay. Do you think that frustration was picked up by Officer [REDACTED]?

2018 [REDACTED]

2019 LANSDALE Yes.

2020 [REDACTED]

2021 [REDACTED] Anything?
2022
2023 SHIRAISHI So you said that's why you didn't have him on the air before, so I - I gather that
2024 you identified this is something he needed to work on. As a Phase 3 officer you
2025 felt he should be more proficient, is that correct?
2026
2027 LANSDALE Yes.
2028
2029 SHIRAISHI And so as a result of that you practiced. You - you explained how you want it
2030 done. You guys practiced in the parking lot. So did you actually take him off
2031 the air in terms of having the responsibility of broadcasting traffic stops?
2032
2033 LANSDALE I do not recall. I know another thing that I did to accommodate his - to - ability
2034 to learn that is, I drove. So in the video I don't know if that's what I actually
2035 meant there that - that this is why I'm not having you drive because I know I did
2036 allow him - him to drive and then he wasn't able to call a traffic stop and drive
2037 at the same time. So we switched roles. So I could have meant this is why I'm
2038 not having you drive so that you can focus on that area of deficiency and get
2039 better at it.
2040
2041 SHIRAISHI Okay.
2042
2043 LANSDALE So I don't know if I
2044
2045 SHIRAISHI Misspoke? *
2046
2047 LANSDALE Yeah, misspoke.
2048
2049 SHIRAISHI Okay.
2050
2051 LANSDALE I don't recall ever, like, stopping him on his radio traffic.
2052
2053 SHIRAISHI Right. And did you document this deficiency in Officer [REDACTED]'s daily, weekly,
2054 whatever evaluations you're responsible for as his training officer?
2055
2056 LANSDALE Yes, I did.
2057
2058 ***CONTINUED REVIEW FROM 19-181714***
2059
2060 [REDACTED] So you said to Officer [REDACTED] right there, "Get your foot off the ground unless
2061 you want it to be severed. Unless you want to walk around with one leg." And
2062 what was your reasoning for giving him that instruction?
2063

2064 LANSDALE Based off when I was in training I had an FTO explain to me that by sitting
2065 halfway in the vehicle and one leg out of the vehicle, if the patrol were to get
2066 rear ended this leg would likely be severed off or significantly mutilated from -
2067 because the mass of our bodies inside the vehicle, it would propelled forward
2068 with the vehicle that gets rear ended and this leg would likely be severed by the
2069 sharp angle of the doorframe there.
2070
2071 [REDACTED] Mm-hm.
2072
2073 LANSDALE So it was something that was taught to me in training to get either your bodies
2074 all the way inside the vehicle or all the way outside of the vehicle. Not half in
2075 half out. And - and that's the reason for when police officer vehicles get hit to
2076 avoid significant dismemberment or injury
2077
2078 [REDACTED] Mm-hm. Mm-hm.
2079
2080 LANSDALE to the officer.
2081
2082 [REDACTED] Are you aware of if his positioning at the time was something that was taught in
2083 the academy in traffic stops?
2084
2085 LANSDALE No.
2086
2087 [REDACTED] Not aware or no it's not?
2088
2089 LANSDALE I'm not aware that halfway in of the vehicle is taught. I am aware that some
2090 training officers say that a proponent of that teaching method is so that you can
2091 get out of the vehicle and engage in a foot pursuit faster, but I feel that the
2092 likelihood of that happening versus the likelihood of us getting rear ended is
2093 different. I feel like I would care about my safety first of not getting injured in a
2094 rear end collision. I value that over engaging in a foot pursuit faster.
2095
2096 [REDACTED] Okay.
2097
2098 LANSDALE But I am not aware that the academy teaches to stick half your limbs out of the
2099 vehicle.
2100
2101 [REDACTED] You talked about this a little bit. I just want to drill down on it. Did you allow
2102 Officer [REDACTED] to drive at any time during the month he was with you?
2103
2104 LANSDALE I recall that I did at the beginning of our rotation.
2105
2106 [REDACTED] Do you remember how many times he drove?
2107

2108 LANSDALE No. May I refer to my training logs?
2109
2110 [REDACTED] Sure. Yes.
2111
2112 LANSDALE So based off the five training logs that I have here, it shows that he did not drive
2113 but I don't know if this is all inclusive. And as I recall he drove at some point,
2114 but I don't know the days. But I could be incorrect.
2115
2116 [REDACTED] Mm-hm.
2117
2118 LANSDALE I could have not let him drive after seeing that he didn't know how to broadcast
2119 traffic stops. Because, again, I wanted him to focus on that specific job function
2120 without having to worry about the concerns of driving, vehicle positioning, and
2121 activating the lights.
2122
2123 [REDACTED] Okay. So your reason and - and his statement to us was that he was not able to
2124 drive at all while he was in your car. And as a Phase 3 officer he felt that was
2125 detrimental to his training and his development. You said the reason was why
2126 again you didn't let him drive?
2127
2128 LANSDALE So that he could focus on the other job function of calling traffic - calling a
2129 traffic stop.
2130
2131 [REDACTED] Okay, and how did that progress throughout your month, was he ever
2132 effectively able to call a traffic stop? That you can recall.
2133
2134 LANSDALE I do not recall.
2135
2136 [REDACTED] Okay.
2137
2138 LANSDALE At the end I know that he had several weeks off so we - we didn't complete that
2139 training cycle. He - they were just given time off. So it was a very short - there
2140 were very few days that he was with me.
2141
2142 [REDACTED] Okay. Recognizing the fact that he couldn't make a traffic stop yet he was
2143 Phase 3, was that ever an issue you brought up to the field training coordinator?
2144
2145 LANSDALE No.
2146
2147 [REDACTED] Were you surprised he was a Phase 3 officer at that point if he couldn't make a
2148 traffic stop?
2149
2150 LANSDALE Yes.
2151

2152 [REDACTED] But never voiced that opinion?
2153
2154 LANSDALE I documented it in the performance evals that are reviewed by the field training
2155 unit.
2156
2157 [REDACTED] Okay. Did Officer [REDACTED] have issues with his report writing?
2158
2159 LANSDALE Yes.
2160
2161 [REDACTED] Can you describe some of those issues?
2162
2163 LANSDALE He struggled with grammar and punctuation and spelling as well as content,
2164 such as I know there was at a certain point there was a lack of accuracy between
2165 what the subjects had told him versus what he was documenting. So there was a
2166 lack of factual accuracy
2167
2168 [REDACTED] Mm-hm.
2169
2170 LANSDALE among those other things I said, and they lack general - they had the general
2171 content typically but lacked specific but necessary details such as weights of
2172 drug ceased.
2173
2174 [REDACTED] And this was throughout the time he was with you?
2175
2176 LANSDALE Yes. *
2177
2178 [REDACTED] And those deficiencies were documented in his evaluations?
2179
2180 LANSDALE Yes.
2181
2182 [REDACTED] Because of these issues with his report writing, did you ever seek input from a
2183 previous FTO regarding his writing style?
2184
2185 LANSDALE I do not recall. I know I did not speak to any others, but I do not - with some
2186 trainees I have reviewed their previous evals. I do not recall if I did with his.
2187
2188 [REDACTED] Was it to the level where you even thought to reach back to a prior FTO and -
2189 and ask was he having these same issues when he was in your car?
2190
2191 LANSDALE No.
2192
2193 [REDACTED] No. And were his reports routinely kicked back for errors by whatever
2194 supervisor was approving them?
2195

2196 LANSDALE I do not recall. But I know as a field training officer it's my duty to review his
2197 reports first to an acceptable standard so that ideally that would illuminate the
2198 need for a sergeant
2199
2200 [REDACTED] Mm-hm.
2201
2202 LANSDALE to kick it back.
2203
2204 [REDACTED] And did you feel like you were finding more errors than is normal for a Phase 3
2205 officer at that point?
2206
2207 LANSDALE Yes.
2208
2209 [REDACTED] You ever ask Officer [REDACTED] if he [REDACTED] ?
2210
2211 LANSDALE Yes.
2212
2213 [REDACTED] What was your purpose for asking him that?
2214
2215 LANSDALE So that I could be aware of a disability, so that I could make an accommodation
2216 for that. I recognized that he wasn't responding to the instruction that I had
2217 given him and the reports were taking a significant amount of time to
2218 accomplish, so instead of me just repeating his performance on these evals day
2219 after day without him responding to it and just making the same thing without
2220 any changes, I wanted to know if there was an underlying issue that I should be
2221 aware of to - to adapt my training instruction to him, to adapt to those needs and
2222 accommodations. So I did not say that to offend him, I said it so that I could be
2223 aware of it so that I could attempt to accommodate it.
2224
2225 [REDACTED] Do you have any recollection of how that conversation took place?
2226
2227 LANSDALE Yes.
2228
2229 [REDACTED] Can you detail?
2230
2231 LANSDALE It was at the beginning of a shift after we had pulled out of the parking lot from
2232 JERPF. And the reason for that is - was so that I - the reason for me choosing
2233 that time was so that I wasn't frustrated with him and I didn't want him to - I
2234 didn't want it to be at the end of a shift when he had done a report incorrectly
2235 and he's thinking it's just then and me getting frustrated with that one report.
2236 So I waited until we had a clean slate and I was calm, he was clam. Our
2237 memories were or our - our slates were clean of no reports lying over our head
2238 or held over from the previous shift. So that I could discuss with him hey, this

2239 is a serious issue when you make factual inaccuracies on police reports. There's
2240 a significant amount of grammar and spelling issues.
2241
2242 [REDACTED] Yeah.
2243
2244 LANSDALE And all of these reports go to the public, any involved party, the courts,
2245 attorneys. These reports matter and report writing is definitely something that I
2246 care about very much, because when it's a factual inaccuracy that change - can
2247 change the meaning of the report. So I explained to him the importance of the
2248 report writing and asked if there are any issues that I should be concerned about.
2249 And I asked if he [REDACTED] so that I could research ways to accommodate
2250 that. I'm unfamiliar right now with how to treat or to adapt with people with
2251 [REDACTED]. But I know it's something that you can defiantly overcome. I didn't
2252 go to school to be a teacher, so I don't know specifically those teaching
2253 methodologies or ways to adapt to that, but I know it's possible. There are very
2254 - many successful people that [REDACTED] that can be proficient in writing -
2255 in jobs that require writing skills. I used the example to him when I speak
2256 sometimes my mind gets ahead of what I can actually verbalize. So with traffic
2257 stops I have to call them very clearly and deliberately because I will end up
2258 transposing the numbers and letters. And I know it's something if I - even five
2259 years in, if I get ahead of myself, I will still make that same mistake. I did it
2260 even recently after reviewing this - being notified on this case I was, like, see
2261 I'm still making those mistakes. If I don't - if I'm not conscientious of that and
2262 if I let my mind get ahead of what my mouth can actually speak so I have to be
2263 very slow and deliberate on the radio not to jumble my numbers. So that was
2264 my intent - my intention was to accommodate him so I could be a better teacher
2265 for him.
2266
2267 [REDACTED] And you use verbatim the word [REDACTED] or are you [REDACTED]?
2268
2269 LANSDALE Yes.
2270
2271 [REDACTED] Okay. How did he take that after you said it?
2272
2273 LANSDALE He said no. And I do not recall the rest of the conversation beyond what I had
2274 already told you.
2275
2276 [REDACTED] Okay. So the comment was not meant to belittle but to assist him or find a
2277 better methodology to work with him?
2278
2279 LANSDALE Yes.
2280

2281 [REDACTED] After that did you make any efforts to adjust your style of training to
2282 accommodate what his learning ability may be even though he told you he
2283 didn't have [REDACTED] ?
2284
2285 LANSDALE Yes.
2286
2287 [REDACTED] What were some of those accommodations?
2288
2289 LANSDALE I referred to the report writing manual that's on AMS as well as I looked up
2290 online on websites like the Owl from Purdue. That's what I used in college.
2291
2292 [REDACTED] Mm-hm.
2293
2294 LANSDALE And just other credible grammar sites that can help me teach to explain to him
2295 what tense reports should be written in, such as active voice versus passive
2296 voice, first person voice and active tense because I don't know all of those,
2297 again, I wasn't - I didn't go to school to be a teacher. I don't have any English
2298 teaching skills beyond report writing class. So I would look up those things
2299 online to be able to try to explain it to him because they're better at teaching
2300
2301 [REDACTED] Mm-hm.
2302
2303 LANSDALE those things then I am.
2304
2305 [REDACTED] Did you tell Officer [REDACTED] that he should be a CSO so he can get more
2306 experience at report writing?
2307
2308 LANSDALE I likely did. I don't recall specifically. But I told him that CSO's get exposed
2309 to primarily report calls and that if - if the report writing skills - because it's a
2310 critical aspect of a police officers' job.
2311
2312 [REDACTED] Mm-hm.
2313
2314 LANSDALE If that's something that he needs more time on that's always an option as well.
2315
2316 [REDACTED] Okay. In our opinion, even though you weren't trying to belittle him if pointing
2317 out someone - thinking someone has a learning disability could that be
2318 considered offensive to them?
2319
2320 LANSDALE It could be but it's something that I feel as an employer they need to be aware
2321 of. And I - I realize I'm not his employer but I'm his immediate supervisor.
2322
2323 [REDACTED] Mm-hm.
2324

2325 LANSDALE Again, so I don't just keep harping on him on the same things. So that I can
2326 address that special accommodation for him. But I - I meant no - I didn't mean
2327 for it to be offensive. I meant for it as - because I care. If I didn't care I could
2328 have just ignored it and passed him on. And just said you know what it will be
2329 your lawsuit or, you know, your omissions in your police reports that you're
2330 writing but it'll - where your cases don't get prosecuted, statements are
2331 inaccurate. But I did that because I care.
2332
2333 [REDACTED] Okay. How do you think this affected your FTO training relationship with
2334 Officer [REDACTED]?
2335
2336 LANSDALE I felt that it had no effect because his performance didn't change after that. But
2337 I don't recall what day of our training cycle that was. I know that he was pulled
2338 from the streets. They didn't return to training after the OIS.
2339
2340 [REDACTED] Okay. Anything? Josh?
2341
2342 OLANDER No, thank you.
2343
2344 [REDACTED] Okay. At some point after training Officer [REDACTED], did you have a conversation
2345 with Officer Madsen regarding the time you spent training Officer [REDACTED] and
2346 Officer [REDACTED], was there a phone conversation with Officer Madsen regarding
2347 those two - your two months with those trainees?
2348
2349 LANSDALE Yes. *
2350
2351 [REDACTED] Okay. Do you recall approximately when that conversation took place?
2352
2353 LANSDALE No. I just know it was sometime when I was off duty.
2354
2355 [REDACTED] Okay. Was it - do you remember the month at all?
2356
2357 LANSDALE No.
2358
2359 [REDACTED] Okay. Was it after you trained Officer [REDACTED]?
2360
2361 LANSDALE Yes.
2362
2363 [REDACTED] All right. Can you tell me what the details were of that conversation?
2364
2365 LANSDALE Officer Madsen told me that Officer [REDACTED] was offended by me asking if he had
2366 [REDACTED]. And I explained - I attempted to explain to Officer Madsen what I
2367 had just explained to you, but I felt that he was not very receptive of that and
2368 didn't really want to hear what I had to say in my explanation for it.

2369 [REDACTED]
2370 [REDACTED] Officer Madsen did not?
2371 [REDACTED]
2372 LANSDALE That's what I perceived over the phone.
2373 [REDACTED]
2374 [REDACTED] Mm-mm. Was there a discussion about your time with Officer [REDACTED]?
2375 [REDACTED]
2376 LANSDALE I do not recall.
2377 [REDACTED]
2378 [REDACTED] Don't recall. Did Officer Madsen at the time advise you that he felt the tone of
2379 your instruction or at least the trainee's felt the tone of your instruction was
2380 demeaning and counterproductive to their learning environment?
2381 [REDACTED]
2382 LANSDALE I do not recall him addressing tone and I feel - I recall that that conversation was
2383 about me asking if Officer [REDACTED] had [REDACTED]
2384 [REDACTED]
2385 [REDACTED] There isn't - you don't recall any comment about specifically the age remarks to
2386 Officer [REDACTED]?
2387 [REDACTED]
2388 LANSDALE I do not recall.
2389 [REDACTED]
2390 [REDACTED] And you don't recall Officer Madsen saying you cannot say things like that to
2391 people?
2392 [REDACTED]
2393 LANSDALE No. Well I - I - I recall him saying I cannot ask if people have [REDACTED].
2394 [REDACTED]
2395 [REDACTED] Did Officer Madsen give you any directions moving forward regarding how to
2396 communicate with your trainees?
2397 [REDACTED]
2398 LANSDALE No.
2399 [REDACTED]
2400 [REDACTED] What was your perception of that conversation afterwards?
2401 [REDACTED]
2402 LANSDALE That my opinion doesn't matter in the field training program. That they're just
2403 going to do what they're going to do.
2404 [REDACTED]
2405 [REDACTED] Did you walk away from that conversation with the attitude you were going to
2406 try and change something or was it the attitude of I'm doing the best I can. I'm
2407 going to keep moving forward with the things I've been doing so far with my
2408 training.
2409 [REDACTED]
2410 LANSDALE I moved on with the attitude that, yes, I'm doing the best I can. But I know
2411 there's areas that I can improve upon
2412 [REDACTED]

2413 [REDACTED] Mm-hm.
2414
2415 LANSDALE and I'm open to that feedback. And I want to accommodate each trainee's
2416 needs. But if I'm not aware of them I don't know how to address them. So and
2417
2418 [REDACTED] Okay. At that point were any areas of deficiency for your training style
2419 addressed or made clear to you?
2420
2421 LANSDALE No. It was just that at that point.
2422
2423 [REDACTED] Mm-hm.
2424
2425 LANSDALE When I asked the - the phone conversation with Officer Madsen.
2426
2427 [REDACTED] Okay. Had self-perceived at that point. Did you know that there was areas that
2428 you could do better as far as communicating with trainees?
2429
2430 LANSDALE No.
2431
2432 [REDACTED] Okay. You said you had some weak spots though as far as just self-perception
2433 of - of what you can do better moving forward as a trainee. What - what were
2434 those things? I'm sorry as an FTO, what were those things?
2435
2436 LANSDALE I don't know specifically. It's just - I mean I'm saying I'm not perfect.
2437
2438 [REDACTED] Mm-hm.
2439
2440 LANSDALE I have flaws and if I ask you what my flaws are, they may be different from
2441 what you say my flaws are and different what he says my flaws are. Because I
2442 know in job performance, I care about officer safety and report writing. But if
2443 you ask another FTO what their values or their things they really care about
2444 with regards to job performance they'll be different. So that's what I'm saying
2445 yeah, I have room to improve in just as a police officer as a general human
2446 being
2447
2448 [REDACTED] Mm-hm.
2449
2450 LANSDALE I have areas to improve upon.
2451
2452 [REDACTED] Have there been commonalities with any evaluations you have had whether as
2453 an officer or as an FTO, things that have been, I guess, a commonalities or
2454 common areas other people have cited as far as areas of improvement as far as
2455 your ability to train or communicate ideas?
2456

2457 LANSDALE Not that I recall.
2458
2459 OLANDER Did you receive any evaluations from your superiors while you were a field
2460 training officer?
2461
2462 LANSDALE Yes.
2463
2464 OLANDER Did those address any perceived deficiencies in your abilities to be a field
2465 training officer?
2466
2467 LANSDALE No.
2468
2469 OLANDER What - do you recall what those evaluations - what the - what your rating was in
2470 those evaluations?
2471
2472 LANSDALE That I was proficient in my duties.
2473
2474 OLANDER Okay.
2475
2476 [REDACTED] Was there anything ever addressed for interpersonal skills? Any talk of - of
2477 your ability to connect with - with trainees on a personal level?
2478
2479 LANSDALE Not that I recall.
2480
2481 OLANDER And - and are you talking about in just in general or an evaluation or in any
2482 direction from a superior?
2483
2484 [REDACTED] I would say either an evaluation or a direction from a superior?
2485
2486 LANSDALE After having all these trainees when Sergeant Echeverria and Corporal Madsen
2487 called me in to their office, he asked me questions such as that - as how I get
2488 along with my trainees and what conversations I have with them.
2489
2490 [REDACTED] Okay.
2491
2492 OLANDER And when was that?
2493
2494 LANSDALE Approximately February of this year.
2495
2496 SHIRAISHI If I could just clean up on this conversation with Corporal Madsen. Am I
2497 understanding that you did not receive any feedback as to how the trainees, thus
2498 far, had perceived of your style or how you are as a field training officer, is that
2499 correct?
2500

2501 LANSDALE He told me that Officer [REDACTED] just shut - well I don't remember if this was the
2502 phone conversation or conversation that I had with Corporal Madsen in person.
2503 He told me that by me asking [REDACTED] that just totally shut him down
2504 to everything in training.
2505

2506 SHIRAISHI Okay. But there was no, to the best of your recollection, no feedback to you
2507 though as how to better accommodate trainee's?
2508

2509 LANSDALE No.
2510

2511 OLANDER And I'm sorry. Before we move on
2512

2513 [REDACTED] Mm-hm.
2514

2515 OLANDER though could you - can you elaborate on this conversation, the in-person
2516 meeting that you had with Echeverria and Madsen?
2517

2518 LANSDALE Yes. So at the beginning of my shift my sergeant - Sergeant Sobadash told me
2519 after roll call to go down to Sergeant Madsen's office and meet with him. And I
2520 did. And Corporal Madsen told me that all - almost all of my trainees have had
2521 an issue with me, with regards to me demeaning or belittling them. And I
2522 informed him that I was unaware of that. Again, I had already admitted yes, I
2523 did ask Officer [REDACTED] if he had [REDACTED]. And at that time Corporal Madsen
2524 also told me several times that I had called Officer [REDACTED] old. And I did not
2525 respond to that because I did not recall calling Officer [REDACTED] old.
2526

2527 [REDACTED] Officer [REDACTED] or Officer [REDACTED]?
2528

2529 LANSDALE He repeatedly told me that I called Officer [REDACTED] old. And so I know that the
2530 information that the Officer Madsen had is not - well it's already - there's a time
2531 delay and then how he tells it to me could be different then what the original
2532 person said. So I told him I was unaware that they had an issue with me. That I
2533 again had no intentions of demeaning or belittling anyone. And Sergeant
2534 Echeverria asked me if I had ever attended a leadership course. And I told him,
2535 no. And he asked me if I - a leadership or supervisory course. And I told him
2536 no. And he told me that by taking one of those it could significantly improve
2537 my - the areas of performance that I could improve upon. And that time he had
2538 told me that I would be going to the AICC course at the academy in I think it
2539 was - I think a couple weeks out. And then approximately a week after that
2540 conversation I was notified of this IA complaint and then not put in the AICC
2541 class. And the reason for the AICC class is the Academy Instructor
2542 Certification Course, so that that covers areas of teaching styles and teaching
2543 methodologies also with the intent that the people that go through that course
2544 teach classes at the academy.

2545
2546 OLANDER And - and did you - you said you were not aware of the way that your trainees
2547 had perceived your instructions or that they were offended.
2548
2549 LANSDALE Correct.
2550
2551 OLANDER Is that correct? And as a - as an FTO at any point are you - do you receive
2552 evaluations from your trainee's?
2553
2554 LANSDALE I have not received any from my trainee's.
2555
2556 OLANDER Is that something that you're supposed to receive as a field training officer?
2557
2558 LANSDALE Based off of the field training manual, the trainees are supposed to complete an
2559 eval of each field training officer upon going solo, but again I have not received
2560 any of them if they are completed.
2561
2562 [REDACTED] Okay.
2563
2564 OLANDER So - so is approximately - you're a field training officer for approximately one
2565 year before any performance deficiencies were brought to your attention?
2566
2567 LANSDALE Yes.
2568
2569 OLANDER Okay. *
2570
2571 [REDACTED] Officially. There was a conversation though after about two trainee's you had
2572 with Corporal Madsen over the phone, yes?
2573
2574 LANSDALE Yes, I recall him - a conversation with - about Officer [REDACTED] and I don't recall
2575 what he said about Officer or CSO [REDACTED] at that time. I don't recall
2576
2577 [REDACTED] Okay.
2578
2579 LANSDALE that conversation with - about CSO [REDACTED].
2580
2581 [REDACTED] Anything else, Josh, you good?
2582
2583 OLANDER No.
2584
2585 [REDACTED] Okay. Moving forward. Going into August 2019. Did you respond to 24th
2586 Streets and X Street on 9/6/2019, to assist with detaining a suspect who is
2587 possibly under the influence?
2588

2589 LANSDALE Yes.
2590
2591 [REDACTED] Okay. Do you remember who your trainee was at that point?
2592
2593 LANSDALE Yes.
2594
2595 [REDACTED] And who was that?
2596
2597 LANSDALE Officer [REDACTED]
2598
2599 [REDACTED] Okay. What phase was Officer [REDACTED] in? Do you recall?
2600
2601 LANSDALE I recall phase 1.
2602
2603 ***VIDEO REVIEW FROM 19-290773***
2604
2605 [REDACTED] What was the context of your conversation - that very quick comment you made
2606 to Officer [REDACTED] right there?
2607
2608 LANSDALE That
2609
2610 [REDACTED] To have him back off out of the street. Remember why you made that?
2611
2612 LANSDALE Yes.
2613 *
2614 [REDACTED] Okay. What was the purpose of that?
2615
2616 LANSDALE So that if anybody drove by and hit an officer on the street or crashed into a
2617 patrol vehicle, we would not be in the street that we would be on the sidewalk.
2618 So for officer safety reasons
2619
2620 [REDACTED] Mm-hm.
2621
2622 LANSDALE I didn't want him standing in the street.
2623
2624 OLANDER And you call that crush zone?
2625
2626 LANSDALE Yes.
2627
2628 OLANDER Okay. Based on your training and experience?
2629
2630 LANSDALE Yes. Based on my training and experience that if a human were standing in
2631 front of a vehicle and a vehicle got rear ended they would be pushed under the

2632 vehicle or if a vehicle hit the patrol vehicle from human side first, that human
2633 would just be crushed in between the two vehicles and sandwiched.
2634
2635 [REDACTED] Okay.
2636
2637 LANSDALE So it's referred to as the crush zone.
2638
2639 ***CONTINUED REVIEW FROM 19-290773***
2640
2641 [REDACTED] So what was the - the purpose of the instruction you are providing to Officer
2642 [REDACTED] right there?
2643
2644 LANSDALE To narrate to him that while officers may do something out of everyday habit,
2645 it's not necessarily the safest way to do things. I felt that the - by standing in
2646 the road for other people I didn't need to correct them on their actions, I just
2647 explained to him hey, you'll see this. These are a lot of mistakes that
2648 commonly happen because of our everyday habits, but we can - I view the job
2649 as similar to risk assessment. If we can just minimize these risks, these risks,
2650 these risks, then we only have to deal with a smaller area of potential risks and
2651 threats. So I just took that opportunity of seeing other officers and again that's a
2652 daily habit that officers do
2653
2654 [REDACTED] Mm-hm.
2655
2656 LANSDALE I just wanted to narrate to him hey, you may see this a lot of times, but it doesn't
2657 mean it's the safest way to do things. I felt that the reason I told him
2658 immediately to stand out of the crush zone again I care about his safety. I don't
2659 know now if that's frowned upon, but I view him as my trainee, and he is my
2660 responsibility so that's why I took that direct and immediate action to tell him
2661 get up off the sidewalk and then we'll have this conversation.
2662
2663 [REDACTED] Mm-hm. Anytime did you yell at the other officers to get out of the street?
2664
2665 LANSDALE Not that I recall.
2666
2667 [REDACTED] Was your purpose of advising Officer [REDACTED] and pointing out some of the actions
2668 of the other officers was your intent to belittle or disrespect the other officers by
2669 pointing out mistakes they were making?
2670
2671 LANSDALE No.
2672
2673 OLANDER Fair to say you took this as a training - as a - a training moment?
2674
2675 LANSDALE Yes.

2676
2677 OLANDER Teaching moment for your training?
2678
2679 LANSDALE Yes.
2680
2681 [REDACTED] Did you respond to the Walgreens at Fruitridge and Freeport on 9/22/19, to
2682 assist Officer Hurr with a subject stop?
2683
2684 LANSDALE Yes.
2685
2686 [REDACTED] And this video really is more of a refresher. There's nothing of substance on it,
2687 but hopefully it will refresh your recollection of the incident. And just to be
2688 clear who - who is driving the vehicle?
2689
2690 LANSDALE Officer [REDACTED]
2691
2692 [REDACTED] Officer [REDACTED] was driving that day.
2693
2694 ***VIDEO REVIEW FROM 19-309615***
2695
2696 [REDACTED] Is that sufficient or would you like to see the rest of the video?
2697
2698 LANSDALE Since I've already reviewed it I can
2699
2700 [REDACTED] You're good. *
2701
2702 LANSDALE explain from here.
2703
2704 [REDACTED] Okay. Do you recall if there was an issue with the way Officer [REDACTED] drove to
2705 this call?
2706
2707 LANSDALE Yes.
2708
2709 [REDACTED] Can you explain?
2710
2711 LANSDALE We responded to the call from the water tower at Freeport under I-5 and that
2712 location is Freeport and Fruitridge. To get to there we would just drive north on
2713 Freeport Boulevard and then be there. When we were at Fruitridge Road south
2714 or on Freeport Boulevard south of Fruitridge Road, he still didn't see the police
2715 lights
2716
2717 [REDACTED] Mm-hm.
2718

2719 LANSDALE the red and blue lights on the top of those patrol vehicles that were activated.
2720 And he asked me if he wanted to - if he wanted me to - he asked me if I wanted
2721 him to drive left going westbound on Fruitridge Road. And I said, no the
2722 officers are right in front of us right there. Just go up beside them. So I - at that
2723 point I perceived that he had significant tunnel vision and couldn't scan the
2724 scene around him to see that a patrol vehicle was a few hundred feet in front of
2725 him.
2726
2727 [REDACTED] Mm-hm. Okay. And you said he was - he's Phase 1 correct?
2728
2729 LANSDALE Yes.
2730
2731 [REDACTED] Do you know if - about how many times he'd driven before this?
2732
2733 LANSDALE No.
2734
2735 [REDACTED] Did you have a conversation with Officer [REDACTED] after the call?
2736
2737 LANSDALE I do not recall.
2738
2739 [REDACTED] Okay. Do you recall a conversation you had with Officer [REDACTED] I believe here in
2740 the parking lot of HOJ when you referenced the route he took to this call, and
2741 believing he was taking an elongated route so that he didn't have to go to the
2742 call and called him a quote coward?
2743
2744 LANSDALE Yes.
2745
2746 [REDACTED] Okay. Can you explain the context of that particular term?
2747
2748 LANSDALE Yes, so when I saw that he was - when he asked me if I wanted him to drive to
2749 the left, I said no they're right there. And that was at least the second time that
2750 he had - so that he was trying to drive away from the call. And then a time prior
2751 to that was coincidentally involving the same intersection, he had stopped at a
2752 green light when the other officer was already on the call. And his explanation
2753 for that he had - it was either a green or a fresh yellow that he could have
2754 absolutely gone through the intersection safely. And the first time he did it, I
2755 asked him why that was because then the light ended up being red. We had to
2756 wait - the officer was on scene alone and we were his cover officer, we were
2757 driving right behind we should have been there. I asked him why that was, and
2758 he said he had never experienced that type of call before and he was nervous on
2759 it. And I assured him that I was right there with him. We had the cover unit on
2760 the scene. It was our job to be the second officer on scene in case anything
2761 went bad. We were there to offer assistance. And then seeing that this was the
2762 second incident of him either stopping before getting to a call or not driving to it

2763 when it's right in front of your nose, I noticed a pattern and I was very
2764 concerned about it that he was not willing to engage because both calls involved
2765 - well the first call involved a subject acting erratic inside. I think it was Carl's
2766 Jr. It was something in the complex up there. And then this one, you should be
2767 able to see the officers right in front of you. And then it seemed like he was
2768 shying away from it. And since I saw that pattern, it was something that I really
2769 wanted to address like hey, are you afraid to go to these calls or are you not
2770 wanting to, are you not seeing it? What is the issue? Because it seems very
2771 cowardly that an officer would ask for assistance or our job is to be the second
2772 officer on scene, and you would stop at a yellow light to wait until it goes red
2773 and use that and not go in or to drive away from the scene where an officer is
2774 asking for assistance. I perceive that - I - I told him I - I didn't know if he was
2775 intentionally being cowardly then, but I discussed that this is a major issue when
2776 we're the backup officer. Our job is to get there safely and help another officer
2777 out. But, like, turning away from a call for service appears very cowardly to
2778 me.
2779

2780 [REDACTED] Okay. And was there a reason why you use that specific word of - of coward or
2781 - or cowardly?
2782

2783 LANSDALE I felt it was descriptive in conveying my message. Again, like I did today I also
2784 said "shy away" and I'm sure there are synonyms - would it be synonyms for it?
2785 that would be appropriate?
2786

2787 [REDACTED] Mm-hm. Okay. Does coward have a different connotation than shy away or
2788 failure to engage?
2789

2790 LANSDALE I think failure to engage is a commonly used word or phrase in performance
2791 evals. But I
2792

2793 [REDACTED] Would you consider that a more professional comment as opposed to cowardly?
2794

2795 LANSDALE Not particularly because I feel like failure to engage is used when you are, like,
2796 in the immediate presence and person to person distance if they're - I feel like it
2797 would be applicable then like the person just doesn't want to go hands on with
2798 somebody. But when you're just driving passed the call like you don't see them
2799 again, I guess, that's the difference in synonyms which is most appropriate at
2800 the time.
2801

2802 [REDACTED] Do you think he was offended by you calling him cowardly?
2803

2804 LANSDALE No.
2805

2806 OLANDER Or was it your perception at the time that he was offended?

2807
2808 LANSDALE No.
2809
2810 OLANDER Did he ever express to you that he was offended?
2811
2812 LANSDALE No.
2813
2814 OLANDER Okay.
2815
2816 [REDACTED] Is it possible that calling someone cowardly could offend them?
2817
2818 LANSDALE Yes.
2819
2820 [REDACTED] Would you consider it a derogatory term?
2821
2822 LANSDALE Yes. And I did not call him
2823
2824 OLANDER Well then do you consider it a derogatory term?
2825
2826 LANSDALE No.
2827
2828 OLANDER But you can see how it could possibly offend somebody?
2829
2830 LANSDALE Yes.
2831
2832 OLANDER Okay.
2833
2834 [REDACTED] Does - would that type of accusation lend itself, in your opinion, to a conducive
2835 learning environment? Affectively calling someone a coward.
2836
2837 LANSDALE Yes, but I did not call him a coward. I did not say you are a coward.
2838
2839 [REDACTED] Okay it was
2840
2841 LANSDALE I said
2842
2843 [REDACTED] making it - saying his decision was cowardly.
2844
2845 LANSDALE Yes.
2846
2847 [REDACTED] Okay.
2848
2849 SHIRAIISHI Is that something that you would write on an evaluation for Officer [REDACTED] specific
2850 to his performance on these two incidents you discussed?

2851
2852 LANSDALE Yes.
2853
2854 SHIRAISHI You would write that in his evaluation?
2855
2856 LANSDALE Yes.
2857
2858 [REDACTED] Do you think this affected your FTO training relationship with Officer [REDACTED] this
2859 [REDACTED] incident?
2860
2861 LANSDALE No.
2862
2863 [REDACTED] Everything seemed to carry on after that just as it had before?
2864
2865 LANSDALE Yes.
2866
2867 [REDACTED] Anything else?
2868
2869 SHIRAISHI No.
2870
2871 OLANDER No.
2872
2873 [REDACTED] No? Okay. Moving on. We have no videos for this next one. Moving on to
2874 [REDACTED] October 2019. Did you have Officer [REDACTED] as a trainee for October?
2875
2876 LANSDALE Yes.
2877
2878 [REDACTED] All right. Do you remember what phase Officer [REDACTED] was in?
2879
2880 LANSDALE Phase 2 for the beginning. And then she passed her test and then went Phase 3.
2881
2882 [REDACTED] Okay. Did you encounter an issue with Officer [REDACTED]'s false eyelashes that
2883 [REDACTED] she had put on while she was your trainee?
2884
2885 LANSDALE Yes.
2886
2887 [REDACTED] Or had adhered to her face.
2888
2889 LANSDALE Yes.
2890
2891 [REDACTED] Can you explain the situation?
2892
2893 LANSDALE Yes. I believe it was October 10th, I walked into the locker room prior to shift,
2894 [REDACTED] saw that she had them on. I said something similar to you can't have those - I

2895 said take them off. And she - I don't remember what her response was. And
2896 then she went to Corporal Madsen who then apparently talked to my sergeant,
2897 Sergeant Thompson at the time, and he then - Corporal Madsen then texted me
2898 and said she is not in violation of any GO. You're not sending her home. And I
2899 said well, I never said I was going to send her home I just gave her the
2900 opportunity to - I made it - I brought to her attention that she was in violation of
2901 a reference manual or General Order that could have been unaware of it. And
2902 it's not something that I have the authority to send her home over. So I
2903 explained to her that if she was unfamiliar with the General Order, she could
2904 come and ask me about it. And then after that I brought up the order that she
2905 was in violation of. And I asked her now seeing that General Order or reference
2906 manual whichever it is that she was in violation of, can she be in compliance
2907 with it upon returning to work. And she told me she will be in compliance with
2908 it upon returning to work

2909 [REDACTED]
2910 [REDACTED] Mm-hm.
2911

2912 LANSDALE the next shift or whenever. And I also explained to her the chain of command,
2913 that I'm her first supervisor and then my supervisor as well as there's the field
2914 training unit, but I explained to her that I was unhappy with her going behind
2915 my back. And then I further explained that it just seems very unprofessional
2916 just because one sergeant says yes or no then you go to somebody else to get
2917 contradicting permission or forgiveness for something. I gave her the analogy
2918 that it's similar to if mom says no and dad says yes, does it make it okay? And
2919 some of it seemed to go over her head, but eventually she was in compliance
2920 with the General Order again. I also explained to her that I was very unhappy
2921 with her lying directly to my face saying that she would be in compliance with
2922 it now seeing that she was in violation of it. And then after Madsen said it was
2923 okay, she's okay to break the rules. I explained that I was very unhappy with
2924 her performance for that.

2925 [REDACTED]
2926 [REDACTED] All right. And so there was a - what was the timeline of how this whole thing
2927 took place? Was it within a - a day, two days, three days?

2928
2929 LANSDALE I think the 10th was a Thursday and she had Friday the 11th off for training.

2930 [REDACTED]
2931 [REDACTED] Mm-hm.

2932
2933 LANSDALE And then returned on the 12th not being in compliance because she, again,
2934 Madsen said it was okay. Let's see Thursday. And then after that she was in
2935 compliance, so.

2936 [REDACTED]
2937 [REDACTED] Okay.
2938

2939 LANSDALE I don't know how many days it lasted.
2940
2941 [REDACTED] When you initially discovered the eye lashes was that like beginning of shift,
2942 beginning of your week?
2943
2944 LANSDALE Yes.
2945
2946 [REDACTED] All right. And where did you first them?
2947
2948 LANSDALE When I walked into the locker room.
2949
2950 [REDACTED] Okay. And did the conversation take place in the locker room about her being
2951 out of compliance?
2952
2953 LANSDALE Not the long conversation
2954
2955 [REDACTED] Okay.
2956
2957 LANSDALE no. I just briefly walked past because I had to get ready. I said something like
2958 you can't have those or take those off - something - I don't recall specially what
2959 I said.
2960
2961 [REDACTED] Mm-hm.
2962
2963 LANSDALE But I know I did not say you have - I can relieve you from your duties you have
2964 to go home
2965
2966 [REDACTED] So you're not
2967
2968 LANSDALE I don't have that authority.
2969
2970 [REDACTED] trying to send her home?
2971
2972 LANSDALE No. I'm - as far as I know as field training officer, I do not have that authority.
2973
2974 [REDACTED] Okay. Did another longer conversation took - take place that same day at
2975 another area in the station?
2976
2977 LANSDALE Yes.
2978
2979 [REDACTED] And where was that?
2980
2981 LANSDALE I originally pulled up the manual in, I think it was the report writing room.
2982

2983 [REDACTED] Mm-hm. And was this after role call?
2984
2985 LANSDALE Yes. And after Corporal Madsen told me she is not in violation.
2986
2987 [REDACTED] So are you assuming that she contacted Corporal Madsen after you saw her in
2988 the locker room?
2989
2990 LANSDALE Yes.
2991
2992 [REDACTED] And to advise him what was taking place?
2993
2994 LANSDALE Yes.
2995
2996 [REDACTED] Do you feel that was wrong of her?
2997
2998 LANSDALE Yes.
2999
3000 [REDACTED] Because you're her direct supervisor in your opinion?
3001
3002 LANSDALE Yes.
3003
3004 [REDACTED] Okay. And so if she feels she may be about to be disciplined you feel it's out of
3005 line for her to contact the FTO coordinator?
3006
3007 LANSDALE I don't know if she felt, like, it wasn't disciplinary action.
3008
3009 [REDACTED] Mm-hm.
3010
3011 LANSDALE I - it was more corrective, like, if you forgot your gun.
3012
3013 [REDACTED] Mm-hm.
3014
3015 LANSDALE Yes, I guess, you - that could be negligent duty, but it's I don't know the - what
3016 discipline arrives out of it. Yeah, I had no intention of disciplining her. Again
3017 that role as a FTO I don't think I'm authorized to give discipline
3018
3019 [REDACTED] Mm-hm.
3020
3021 LANSDALE so.
3022
3023 [REDACTED] Okay. So in the roll call, I'm sorry, in the report writing room is where you
3024 pulled up the policy for her?
3025
3026 LANSDALE Based off my recollection, yes.

3027 [REDACTED]
3028 [REDACTED] All right. Do you remember if there are other officers in the room when that
3029 happened?
3030
3031 LANSDALE No.
3032
3033 [REDACTED] Don't remember or there were not any officers in the room?
3034
3035 LANSDALE I do not remember if there were any other officers in the room.
3036
3037 [REDACTED] Okay. Seeing that it - at - that it was after a roll call specially the swing - was it
3038 swing shift then?
3039
3040 LANSDALE Yes.
3041
3042 [REDACTED] Was the station fairly busy on that day?
3043
3044 LANSDALE Likely.
3045
3046 [REDACTED] Okay. So it's possible there were other officers or at least some people in the
3047 vicinity when this was taking place?
3048
3049 LANSDALE Yes.
3050
3051 [REDACTED] Okay. What was her attitude when this was going on? When you were
3052 showing her the policy inside the report writing room.
3053
3054 LANSDALE When I showed her the policy, she was kind of like, oh, I see.
3055
3056 [REDACTED] Okay.
3057
3058 LANSDALE She seemed like she understood
3059
3060 [REDACTED] Mm-hm.
3061
3062 LANSDALE the policy.
3063
3064 [REDACTED] Did she ever become emotional throughout this interaction with you and her on
3065 that day the first day?
3066
3067 LANSDALE Not that I recall.
3068
3069 [REDACTED] All right. No crying, no being just overly emotional about the situation?
3070

3071 LANSDALE Not that I recall. But Corporal Madsen told me that she was in tears.
3072
3073 [REDACTED] All right. Other than being out of policy, did you ever provide her a reason
3074 behind why the eye lashes were unacceptable?
3075
3076 LANSDALE Yes.
3077
3078 [REDACTED] And what was that?
3079
3080 LANSDALE More so not specifically the eye lash, but the general fact that different people
3081 can get away with different things. And if one person says it's okay then they
3082 get away with it repeatedly, but other people can get discipline for it. For
3083 example, when I was on a call for service that required me to put my riot helmet
3084 on, I had to take out - this is how I wear my hair here and on calls for service. I
3085 had to take this out to be able to fit my riot helmet because of the hair line it
3086 goes down to here. Therefore my hair was at the bottom of my collar being in
3087 violation of this and a supervisor came to me and told me to fix my hair, while
3088 still having the helmet on my head. And I made my best attempt to stuff it
3089 inside the collar of my shirt and I didn't argue with the supervisor. I
3090 acknowledged the supervisor gave me instruction and the supervisor was not
3091 wrong. The supervisor was correct and in accordance with the uniform manual,
3092 so I adjust my behavior and actions so that I would be in compliance with this.
3093 I used that example for her.
3094
3095 [REDACTED] Mm-hm. *
3096
3097 LANSDALE I also used a recent - more recent example of drama that started throughout the
3098 department recently regarding another female officer being out of compliance
3099 because of her hairstyle and color. And that created a significant amount of
3100 discontentment among male and female officers because that officer is, so to
3101 say, exempt from being in compliance with this. And that officer has a male
3102 supervisor who I perceive as not willing to address that issue, yet all this gossip
3103 and discontent continues among other officers because, again, some people are
3104 allowed to violate policy constantly while others will get disciplined or
3105 reprimanded for it. And I told her that I don't want to set the example, but it's
3106 okay to be in violation of those policies. Yes, it is a very little trivial thing
3107 having false eye lashes. Big whoop. But the fact that you're setting that tone
3108 and that behavior that I can get away with violating the rules, so it's okay
3109 because it only affects me. It appeases to me. So I only want to do what
3110 appeases to me. Explained these things to her. And I explained to her that I
3111 was very unhappy with it and then when she returned that she had lied to me
3112 saying what she said. She would now, be seeing the policy, she would be in
3113 compliance with it and still lied right to my face. And I marked her down for
3114 integrity because yes, it is a trivial thing but it's more of the principal that you

3115 think it's okay to violate the policy just because it accommodates you and what
3116 you want to do.
3117
3118 [REDACTED] Mm-hm. Did you ever tell her quote, "Because of the eye lashes we don't want
3119 to look like those Sector 5 girls with the big eye lashes?"
3120
3121 LANSDALE Yes.
3122
3123 [REDACTED] Okay. Can you tell me the context behind that statement?
3124
3125 LANSDALE So it is
3126
3127 [REDACTED] What was meant by it?
3128
3129 LANSDALE very common that citizens in Sector 5 and, just in the general, some people have
3130 false hair, wigs, weaves, braids, false lashes, false nails, it's just like I'd stop it
3131 there. Don't, don't add more fakeness to your face
3132
3133 [REDACTED] Mm-hm.
3134
3135 LANSDALE and end up looking like, I used the analogy of Sector 5 girls because that's an
3136 area that I used to work
3137
3138 [REDACTED] Is there something about that particular area?
3139
3140 LANSDALE There are a lot of females with wigs and hair pieces and long fake nails and long
3141 fake eye lashes on.
3142
3143 [REDACTED] Okay. Specifically you are describing the residents, or the inhabitants of Sector
3144 5 as opposed to officers that work in Sector 5?
3145
3146 LANSDALE Yes.
3147
3148 [REDACTED] Okay. Do you see any issues with drawing an analogy between residents and
3149 how an officer presents themselves?
3150
3151 LANSDALE Yes.
3152
3153 [REDACTED] How so?
3154
3155 LANSDALE That everybody's perception is different, and people can perceive things in
3156 many different ways.
3157

3158 [REDACTED] Mm-hm. Could it appear that you're disparaging people in Sector 5 because of
3159 the way they look?
3160
3161 LANSDALE No, because I - I didn't feel like it was meant with any - I wouldn't treat them
3162 any differently because of that. I'm saying it's a generalization such as, I don't
3163 know, it's not something that I would treat them differently because of that it's
3164 just something what it is. You are wearing a blue shirt, he's wearing a white
3165 shirt. I don't treat you guys differently because of that.
3166
3167 [REDACTED] Mm-hm.
3168
3169 SHIRAISHI If I could just - are you moving to a different area?
3170
3171 [REDACTED] Its - it's - the same - same thing but
3172
3173 SHIRAISHI Oh, then go ahead. I'll wait.
3174
3175 [REDACTED] a continuation of it.
3176
3177 SHIRAISHI Okay.
3178
3179 [REDACTED] So after she got back you said she had a day off, is that correct?
3180
3181 LANSDALE Yes.
3182
3183 [REDACTED] And when she came back, she had not removed the eye lashes like she had
3184 originally told you?
3185
3186 LANSDALE Yes.
3187
3188 [REDACTED] Accurate? And that made you upset because you felt like she lied to you?
3189
3190 LANSDALE Yes.
3191
3192 [REDACTED] Okay. And is that when you made the - you had the conversation with her
3193 about going to Corporal Madsen and feeling like she was searching for an
3194 answer that would accommodate her?
3195
3196 LANSDALE I don't recall which day
3197
3198 [REDACTED] Mm-hm.
3199
3200 LANSDALE of her returning after or if it was that immediate day because I knew
3201 immediately that she went to Corporal Madsen.

3202 [REDACTED]
3203 [REDACTED] Mm-hm.
3204 [REDACTED]
3205 LANSDALE I think I had the conversation about going behind my back to seek different
3206 answers
3207 [REDACTED]
3208 [REDACTED] Mm-hm.
3209 [REDACTED]
3210 LANSDALE both times.
3211 [REDACTED]
3212 [REDACTED] Okay. And ultimately Corporal Madsen, you had a conversation with him, was
3213 it via text or telephone?
3214 [REDACTED]
3215 LANSDALE It was just one text. He told me, based off my recollection, it was, "I couldn't
3216 find a violation that Officer [REDACTED] committed
3217 [REDACTED]
3218 [REDACTED] Mm-hm.
3219 [REDACTED]
3220 LANSDALE and you're not sending her home"
3221 [REDACTED]
3222 [REDACTED] Okay.
3223 [REDACTED]
3224 LANSDALE I do not recall if I responded back.
3225 [REDACTED]
3226 [REDACTED] Did you ever make any accusations to Officer [REDACTED] that she was doing
3227 special favors, possibly sexual favors for Officer Madsen so that he would side
3228 with her on this issue?
3229 [REDACTED]
3230 LANSDALE Can you repeat the question?
3231 [REDACTED]
3232 [REDACTED] Did you ever make any accusations to Officer [REDACTED] that she was doing
3233 special favors, possibly sexual favors for Officer Madsen so that he would side
3234 with on this issue?
3235 [REDACTED]
3236 LANSDALE No. And that goes back to the conversation or the explanation that I previous
3237 said, some people get away with breaking the rules a lot more than other people
3238 do. And then there's always the speculation. How the heck is that person
3239 getting away with breaking all these rules. Like there has to be more going on
3240 in the background. And I explained to her and documented it in here some of
3241 the common reasons are, nepotism, sometimes it's other things, there's sexual
3242 misconduct in police departments. And when we see this misconduct just
3243 general people we wonder, like, why is it that that person can always violate the
3244 rules. I didn't make any accusations of her and Madsen. I don't know what
3245 relationship they have among each other.

3246 [REDACTED]
3247 [REDACTED] Mm-hm. Did you use the word nepotism specifically?
3248 [REDACTED]
3249 LANSDALE Yes. And I
3250 [REDACTED]
3251 [REDACTED] Do you know if she understood what that word meant?
3252 [REDACTED]
3253 LANSDALE I don't think she understood what it meant. I think I explained it to her. But I
3254 know within the past couple of years there was a corporal at the academy who
3255 was having an affair and sexual relations with a trainee who then went to the
3256 streets and is no longer with us. But I don't know if she's aware of that issue,
3257 but I know that's not the first issue. And I just wanted to, like, explain to her
3258 hey, yes again it is a trivial thing, but in the grand scheme of things when you
3259 violate rules people are always wondering how does this person get to violate
3260 all these rules
3261 [REDACTED]
3262 [REDACTED] Mm-hm.
3263 [REDACTED]
3264 LANSDALE and be okay?
3265 [REDACTED]
3266 [REDACTED] So you - you brought up the word nepotism. And can you just give a brief
3267 description of what that word means?
3268 [REDACTED]
3269 LANSDALE Yes. Favoritism based off of family, relationships, such as, like, if you were the
3270 sergeant and you have a child that is of age to apply and they just get pushed
3271 through the application process because you get - because you put in a good
3272 word for them at the police department and say oh, yeah, he doesn't have a
3273 criminal background, he's great. I can attest to all his - his integrity and ethics.
3274 He'll be a great police officer just push him through. Then - then he kind a seen
3275 with that favoritism throughout his application and early career because people
3276 knew you and liked you, so they pushed him through.
3277 [REDACTED]
3278 [REDACTED] Okay.
3279 [REDACTED]
3280 LANSDALE So it's favoritism based off familial relationships.
3281 [REDACTED]
3282 [REDACTED] Can that be a relationship with a dating relationship or marriage relationship
3283 also?
3284 [REDACTED]
3285 LANSDALE Yes.
3286 [REDACTED]
3287 [REDACTED] Did you ever use that as an example with her when you were trying to explain
3288 this double standard you were speaking to?
3289 [REDACTED]

3290 LANSDALE Yes. I explained the nepotism, the
3291
3292 [REDACTED] In terms of a dating or marriage relationship?
3293
3294 LANSDALE The spousal, yes. And I know our city has a anti-nepotism policy. So I just
3295 wanted to bring all of those things to her attention in case she was unaware of
3296 them.
3297
3298 [REDACTED] Okay. Can - can you see her perspective of if your bringing up examples of
3299 people in dating relationships they get special preferences, how she may
3300 perceive that?
3301
3302 LANSDALE Again I had no - I don't know her relationship with her and Madsen, but I know
3303 Corporal Madsen's response was it looks good. So then that made me
3304 concerned well, are you concerned about policy and procedure or are you
3305 concerned about looks. And then, again, that makes me wonder like I keep
3306 saying it just makes a person wonder what is going on. Why is it okay for
3307 somebody to violate the rules? I don't know what their relationship is. I wasn't
3308 making any implications. I don't suspect they're in a relationship, but I'm
3309 saying as a generalization especially being a female because people talk behind
3310 your back and gossip and police department the rumor mill goes. I wanted to
3311 explain to her these are the reasons why.
3312
3313 OLANDER So is it - is it fair to say you were trying to educate her on maintaining a positive
3314 reputation within the police department?
3315
3316 LANSDALE Yes.
3317
3318 OLANDER Okay.
3319
3320 [REDACTED] And you are not making accusations that she was dating or in a relationship
3321 with Officer Madsen?
3322
3323 LANSDALE No.
3324
3325 [REDACTED] Okay.
3326
3327 OLANDER And if you could back to this comment that you mentioned Officer Madsen,
3328 about that she - that it looks good. Was this a conversation that you had with
3329 Officer Madsen in person about this eye lash incident?
3330
3331 LANSDALE I don't recall. I don't believe it was a in person conversation. I recall it was
3332 over the phone. He said something similar to he's a guy, he doesn't recognize
3333 those types of things. I took a look at her and she looks good. Or it looks good.

3334
3335 OLANDER And what did - what impression did that give you? What
3336
3337 LANSDALE That again he didn't care what I have to say. And his concern is not about
3338 policy, it's about looks and superficial things. And he doesn't - it seemed like
3339 he didn't care about the repercussions of her being allowed to violate policy.
3340 That and the negative, yeah, what's the word? It hampers morale at the police
3341 department when some people are allowed to violate policy and other people
3342 aren't.
3343
3344 OLANDER Thank you.
3345
3346 [REDACTED] How do you think, or do you think at all this - this incident affected your
3347 relationship - your FTO/trainee relationship with Officer [REDACTED]
3348
3349 LANSDALE I don't think it had a negative effect. She was in compliance after it.
3350
3351 [REDACTED] Mm-hm.
3352
3353 LANSDALE And I really think it was something she was totally unaware of.
3354
3355 [REDACTED] Okay. So everything after that seemed copasetic. You didn't sense there was
3356 any difference in her from before this incident to after this incident?
3357
3358 LANSDALE No.
3359
3360 [REDACTED] Okay.
3361
3362 SHIRAISHI I'm just a little fuzzy on a couple of things. First one being the remark
3363 regarding we don't want to look like those Sector 5 girls with big eye lashes.
3364 You reference Sector 5 specifically as an area you previously worked. Why did
3365 you choose Sector 5?
3366
3367 LANSDALE Because that was the most recent area that I can recall that has people that I - to
3368 use that analogy in. It was just a comment that I made.
3369
3370 SHIRAISHI If you were in Sector 5 in a professional capacity with Officer [REDACTED] wearing
3371 these eye lashes in uniform and you were in front of a resident or community
3372 member of Sector 5 and they overheard you say that, do you think they would
3373 have issue with it?
3374
3375 LANSDALE No.
3376
3377 SHIRAISHI Why?

3378
3379 LANSDALE Because people say things all the time and they don't think it causes issue. We
3380 get called derogatory things by citizens all the time and it doesn't create an
3381 issue. And I don't feel that that's a derogatory comment.
3382

3383 SHIRAISHI Okay. And then we've kind of talked around the issue with nepotism and
3384 Officer Madsen's and Officer [REDACTED] Did you specifically say the word
3385 nepotism and explain what that means, yes or no?
3386

3387 LANSDALE I recall that I did.
3388

3389 SHIRAISHI Okay. Did you say or reference the actual word sexual favors or sex or
3390 anything like that?
3391

3392 LANSDALE I do not recall specifically.
3393

3394 SHIRAISHI Did you in your explanation of nepotism infer that Officer [REDACTED] was
3395 performing some sort of sexual act or paying attention to Corporal Madsen to
3396 get her to side - to get him to side with her on this issue?
3397

3398 LANSDALE No.
3399

3400 SHIRAISHI And did you demean, or did you mean to demean Officer [REDACTED] by
3401 referencing her eye lashes as looking like or don't want to look like those Sector
3402 5 girls?
3403

3404 LANSDALE Can you repeat the question?
3405

3406 SHIRAISHI Did you mean to demean Officer [REDACTED] by referring to her eye lashes as
3407 being, or we don't want to look like those Sector 5 girls?
3408

3409 LANSDALE No.
3410

3411 SHIRAISHI Was that comment meant to harass her?
3412

3413 LANSDALE No.
3414

3415 SHIRAISHI And was that comment meant to embarrass her?
3416

3417 LANSDALE No.
3418

3419 SHIRAISHI Okay.
3420

3421 [REDACTED] Okay. Josh, anything from that?

3422
3423 OLANDER I do, yeah. Thank you.
3424
3425 [REDACTED] Mm-hm.
3426
3427 OLANDER Is it fair to say that obviously officers are held to a higher standard than
3428 civilians are?
3429
3430 LANSDALE Yes.
3431
3432 OLANDER And a particular in terms of grooming standards and appearance?
3433
3434 LANSDALE Yes.
3435
3436 OLANDER And that's an expectation of the Sacramento Police Department that you
3437 maintain grooming standards and comply with the policy - relevant policies?
3438
3439 LANSDALE Yes.
3440
3441 OLANDER And so it's fair to say that - that Officer [REDACTED] is held to a higher standard in
3442 terms of her appearance than its citizens in Sector 5?
3443
3444 LANSDALE Yes.
3445
3446 OLANDER Okay. And was your comment meant to demean the people that live in Sector
3447 5?
3448
3449 LANSDALE No.
3450
3451 OLANDER Okay. That's all I have.
3452
3453 [REDACTED] Mm-hm. Given the chance would you use a different comparison in the future?
3454
3455 LANSDALE Yes.
3456
3457 [REDACTED] Okay.
3458
3459 SHIRAI AHI Why?
3460
3461 LANSDALE Because based off this interviewing - this interview I am inferring that she was
3462 offended by that comment.
3463
3464 [REDACTED] Moving on to November, did you respond to the Sky Rider Motel on 11/14/19,
3465 to assist with a POD hit on a stolen vehicle?

3466
3467 LANSDALE Yes.
3468
3469 [REDACTED] Did you have a trainee with you during that time?
3470
3471 LANSDALE Yes.
3472
3473 [REDACTED] And who was that trainee?
3474
3475 LANSDALE Officer [REDACTED].
3476
3477 [REDACTED] Okay. Do you recall what phase Officer [REDACTED] was in?
3478
3479 LANSDALE No, I do not.
3480
3481 [REDACTED] Phase 2? Does that sound right?
3482
3483 LANSDALE Yes.
3484
3485 [REDACTED] Okay. We are going to view a first, a little bit of Officer [REDACTED] video and then
3486 I don't remember which one we have after that, but two videos.
3487
3488 ***VIDEO REVIEW FROM 19-370145***
3489
3490 [REDACTED] I'm going to stop it right here for a second and ask some questions. Sounds like
3491 there was some miscommunication with you and other officers on the this call
3492 at the very beginning. Can you describe what was going on?
3493
3494 LANSDALE Yes. So the POD hit here, and it drove into the Sky Riders Motel just south of
3495 here. I drove northbound Freeport Boulevard and saw, looking to my left, that
3496 it - the suspect vehicle was in the Sky Riders Hotel parking lot. I voiced that
3497 over the air and made a U-turn north of the hotel and parked outside of the
3498 parking lot out of view of the hotel parking lot. I'm assigned to this area. I'm
3499 familiar the Sky Riders Motel that there is only one way in and one way out for
3500 vehicles to travel. It's our general - general practice and procedure, I don't
3501 know if it's policy that it requires three officers to conduct a felony vehicle stop.
3502 Again, I had voiced that it's there, waited outside of the hotel parking lot so that
3503 we could have three officers on scene to conduct a felony traffic stop and K-9
3504 was also in route. I do not recall the location where K-9 was responding to, but
3505 I know that K-9 wants us to wait if appropriate and possible for them so that
3506 when we call subjects out of a vehicle the K-9 is there to possibly apprehend the
3507 fleeing suspects. Officer Lakin drove past me coming southbound on Freeport
3508 Boulevard and immediately went into the parking lot, which I perceived as
3509 forcing the exigency and not waiting for backup because we didn't have a third

3510 unit and K-9 had already asked, wait for me if possible. So since she went in, I
3511 went in to assist her in conducting that felony vehicle stop. I felt that at that
3512 time there was no exigency to immediately go into the parking lot because it
3513 hadn't just freshly driven in there, that POD had been out for a while. I
3514 responded from a location farther away than the other officers that lead me to
3515 believe that the vehicle had been parked there for some time, possibly five
3516 minutes. So usually people - well sometimes people sit in a car, sometimes they
3517 go into a building. But I didn't feel that there was a need for immediate
3518 apprehension to conduct that felony vehicle stop with only two officers. Yes,
3519 there are four there, but both are - two of them are trainee's so
3520
3521 [REDACTED] Mm-hm.
3522
3523 LANSDALE it's still two units. That's what I mean by well, you couldn't wait for the third
3524 unit. Time was on our side. We had K-9 making an attempt to come to us to
3525 assist us. But she just drove right passed me without communicating.
3526
3527 [REDACTED] Mm-hm.
3528
3529 LANSDALE She just drove in. She went passed me.
3530
3531 [REDACTED] Were you upset with her for that action?
3532
3533 LANSDALE Yes.
3534
3535 [REDACTED] Are you aware if Officer [REDACTED] noticed the tension between you and Officer
3536 Lakin? Did she address it later in the call asking if everything was okay?
3537
3538 LANSDALE Not that I
3539
3540 OLANDER I think that's assuming that there is tension
3541
3542 [REDACTED] Mm-hm.
3543
3544 OLANDER with Officer Lakin. Maybe you mean you noticed frustration?
3545
3546 [REDACTED] The fact that you were upset or frustrated with the situation. Do you know if
3547 Officer [REDACTED] picked up on that?
3548
3549 LANSDALE I don't know.
3550
3551 [REDACTED] Don't know.
3552
3553 LANSDALE But there I'm

3554 [REDACTED] Do you think it was apparent that you were frustrated?
3555 [REDACTED]
3556 [REDACTED]
3557 LANSDALE Yes, I was frustrated.
3558 [REDACTED]
3559 OLANDER Was this an officer safety issue?
3560 [REDACTED]
3561 LANSDALE Yes.
3562 [REDACTED]
3563 [REDACTED] Did you feel at that point even though you were frustrated you were still in
3564 [REDACTED] control of the situation?
3565 [REDACTED]
3566 LANSDALE Yes.
3567 [REDACTED]
3568 [REDACTED] Do you feel that the comment you made to Officer Laykin was it professional in
3569 [REDACTED] the circumstances?
3570 [REDACTED]
3571 LANSDALE Which comment?
3572 [REDACTED]
3573 [REDACTED] The you wanted - you wanted to come in here so bad go clear it yourself.
3574 [REDACTED] Something like that. In reference to her approaching the car.
3575 [REDACTED]
3576 LANSDALE It's not like a go up and clear it yourself.
3577 [REDACTED]
3578 [REDACTED] Mm-hm. *
3579 [REDACTED]
3580 LANSDALE It's so that we don't both approach and get a in a potential crossfire citation.
3581 [REDACTED]
3582 [REDACTED] Mm-hm.
3583 [REDACTED]
3584 LANSDALE That's an officer safety issue. So
3585 [REDACTED]
3586 [REDACTED] Right. But there's a point where you say and I'll - I'll go back a little bit.
3587 [REDACTED]
3588 ***CONTINUED REVIEW OF 19-370145***
3589 [REDACTED]
3590 [REDACTED] So that comment right there. You feel like that was a professional comment to
3591 [REDACTED] make at that point? It seemed like it was possibly tied into some of your
3592 [REDACTED] frustration?
3593 [REDACTED]
3594 LANSDALE It was tied into my frustration
3595 [REDACTED]
3596 [REDACTED] Mm-hm.
3597 [REDACTED]

3598 LANSDALE but to verbal communicate one person or one unit if the other person wasn't in
3599 training it would be two officers
3600 [REDACTED]
3601 [REDACTED] Mm-hm.
3602 [REDACTED]
3603 LANSDALE can go clear the car. It's something - it's still a task that needs to be done and
3604 verbalized
3605 [REDACTED]
3606 [REDACTED] Mm-hm.
3607 [REDACTED]
3608 LANSDALE so that we don't both walk up on each other.
3609 [REDACTED]
3610 ***CONTINUED REVIEW OF 19-370145***
3611 [REDACTED]
3612 [REDACTED] Okay. I'm going to jump up to the door of the motel, which was what I want to
3613 focus next, do you mind?
3614 [REDACTED]
3615 OLANDER Don't mind at all.
3616 [REDACTED]
3617 [REDACTED] And just to provide - can you provide some context as to why you're going to
3618 the door of the motel?
3619 [REDACTED]
3620 LANSDALE Yes. Officer Lakin and Officer Smart had gone to the office and, as far as I
3621 know, requested information as to who in the complex drove this vehicle in.
3622 [REDACTED]
3623 [REDACTED] Mm-hm.
3624 [REDACTED]
3625 LANSDALE Or rented a room here. And she received information that it was that room. I
3626 think simultaneously at the same time that I saw, when I was still downstairs,
3627 that door open.
3628 [REDACTED]
3629 [REDACTED] Okay. So you're suspecting that the people that were in that car, the POD hit
3630 car are in this motel room?
3631 [REDACTED]
3632 LANSDALE Yes.
3633 [REDACTED]
3634 [REDACTED] And you're going to make contact with them?
3635 [REDACTED]
3636 LANSDALE Yes.
3637 [REDACTED]
3638 [REDACTED] Any - do you have any prior knowledge of - of if the people are armed or is
3639 there any remarks on the POD hit that there's weapons in the car or anything
3640 like that or taking by force with a gun?
3641 [REDACTED]

3642 LANSDALE I don't recall, specifically, for this one if it had those notes on it.
3643
3644 [REDACTED] Mm-hm.
3645
3646 LANSDALE But based off my training and experience, stolen vehicles often times have
3647 weapons such as guns in them and they are of more - they're generally higher
3648 risk than just a regular traffic stop that you can pull somebody over for a traffic
3649 infraction. This is a felony offense and it's - stolen vehicles are typically
3650 occupied by criminals who have committed acts of violence in the past. And it
3651 is a higher risk situation. And for officer safety reasons that's why ideally, we
3652 would have three officers on scene to conduct the felony vehicle stop. So this
3653 one, specifically, I don't recall having specific knowledge that it was taken by
3654 force or had any weapons in it, but as a general practice and general police
3655 knowledge
3656
3657 [REDACTED] Okay.
3658
3659 LANSDALE stolen vehicles are of higher risk.
3660
3661 [REDACTED] And is that why you're making a higher risk contact at the door too? Weapons
3662 drawn, multiple officers are responding to the front of the motel?
3663
3664 LANSDALE Yes.
3665
3666 OLANDER So it's fair to say you treat these calls as if the subjects are armed?
3667
3668 LANSDALE Yes.
3669
3670 [REDACTED] In leading up to this do you recall giving Officer [REDACTED] any special instructions
3671 on where specifically you want her or what her role is to be when you are about
3672 to clear a building or you're making contact or extracting people, or doing call
3673 out from structure?
3674
3675 LANSDALE I don't recall specifically with her.
3676
3677 [REDACTED] Mm-hm.
3678
3679 LANSDALE I know I have had it with trainee's
3680
3681 [REDACTED] Mm-hm.
3682
3683 LANSDALE in the past with building searches.
3684
3685 ***CONTNUED REVIEW OF 19-370145***

3686 [REDACTED]
3687 [REDACTED] So at - at that point can you weigh in on your - your mindset for why you're
3688 [REDACTED] yelling Officer [REDACTED]'s name?
3689 [REDACTED]
3690 LANSDALE Yes. Because when I first ran up the stairs, I was unaware that the other officer
3691 [REDACTED] with the - that's cuffing that female initially
3692 [REDACTED]
3693 [REDACTED] Mm-hm.
3694 [REDACTED]
3695 LANSDALE that's Officer Texley. When I ran up the stairs, I didn't know that Officer was
3696 [REDACTED] Texley was on the scene yet. And he ran up the stairs after me. Because the
3697 [REDACTED] potential threat was inside the hotel room I didn't want to look back and see
3698 [REDACTED] who was behind me. So that's why I verbally asked who is behind me.
3699 [REDACTED]
3700 [REDACTED] Mm-hm.
3701 [REDACTED]
3702 LANSDALE Because I could hear and feel
3703 [REDACTED]
3704 [REDACTED] Mm-hm.
3705 [REDACTED]
3706 LANSDALE that somebody else was behind me.
3707 [REDACTED]
3708 [REDACTED] Mm-hm.
3709 [REDACTED]
3710 LANSDALE I knew Officer [REDACTED] ran up after me as well. I did not want officer [REDACTED] to
3711 [REDACTED] leave me and be with a potential suspect alone because I was concerned about
3712 [REDACTED] her safety. I would not immediately be there if she walked down the stairs and
3713 [REDACTED] put that person in the car. My - based off the field training officer manual,
3714 [REDACTED] trainees or FTO's are to have direct and immediate supervision over their
3715 [REDACTED] trainees for safety, liability, numerous
3716 [REDACTED]
3717 [REDACTED] Mm-hm.
3718 [REDACTED]
3719 LANSDALE reasons.
3720 [REDACTED]
3721 [REDACTED] So you wanted her by your side?
3722 [REDACTED]
3723 LANSDALE Yes.
3724 [REDACTED]
3725 [REDACTED] For all intents and purposes, right? Not taking a suspect down to a car.
3726 [REDACTED]
3727 LANSDALE Solo.
3728 [REDACTED]
3729 [REDACTED] Especially when you're dealing with a kind of a high-risk type of entry.

3730
3731 LANSDALE Correct. Because if that subject fought or fled from her, she would be alone. I
3732 know she has less experience than me. I don't know what her level of
3733 proficiency is in apprehending, fighting, or fleeing people
3734
3735 [REDACTED] Mm-hm.
3736
3737 LANSDALE so I didn't want her to be alone with the suspect.
3738
3739 [REDACTED] Mm-hm.
3740
3741 LANSDALE The reason that I asked who is behind me because I know the other officers -
3742 Officer Lakin and Officer Smart had the male half detained. I still needed one
3743 additional officer to assist me in clearing the hotel room. Again I didn't know
3744 who was behind me, but I knew somebody was. And then when I said okay, it's
3745 Officer Texley then I just needed one more person to assist in clearing the room.
3746 I know it's a small room. The reason that we - that I needed - or I desired other
3747 officers to still be up top on that walkway is because if we - inside the room
3748 were clearing it encounter somebody that needs to be detained we can detain
3749 him, do a cursory search and then send them out to the officers on that
3750 walkway, which can be referred to as receiving. I need somebody to receive
3751 these people. Once people are handcuffs, one officer would be okay to watch
3752 over multiple subjects that are already handcuffed and cursory searched if they
3753 are being compliant. That is the reason that I didn't want them to abandon this
3754 potential threat of the unsearched hotel room
3755
3756 [REDACTED] Mm-hm.
3757
3758 LANSDALE and just turn their backs to us, because if I went in that room and encounter
3759 gunfire that other officer would be walking down the stairs or other officers
3760 would have their backs to them. Based off my training and experience, I see a
3761 lot of times when officers put the handcuffs on, they think it's game over or
3762 they let their guard down and they're safe. But there was still another threat that
3763 hadn't been addressed on this call that was of significant concern. So, yes, I
3764 was frustrated on this call.
3765
3766 [REDACTED] Does that describe your tone of voice you were using when you said her name a
3767 couple times?
3768
3769 LANSDALE Yes, and also that I was still facing forward to the hotel room to the potential
3770 threat and I know and there was noise from Freeport Boulevard, I don't know if
3771 there was airport noise at the time, radio traffic, there was a little bit of
3772 commotion going on so I know that I was speaking to somebody that was
3773 behind me. I know I needed to project - project my voice so that she would be

3774 able to hear it. After reviewing her body camera I see that she did answer my
3775 question. But I know at the time
3776 [REDACTED]
3777 [REDACTED] Mm-hm.
3778
3779 LANSDALE I didn't hear that because of all the commotion going on. So that is why I had
3780 to raise my voice to project it so that I could get that answer.
3781
3782 ***CONTINUED REVIEW OF 19-370145***
3783
3784 [REDACTED] That comment you made, "Can I get a competent officer that can do a protective
3785 sweep." Can you tell me what you meant by that?
3786
3787 LANSDALE Yes. It seemed that because we had to rush into that, officers didn't really know
3788 - everybody didn't know what was going on. And like you said earlier, there
3789 was a lack of communication on that call. And at that point I knew what had to
3790 be done. I knew that we had to clear the building. There were two other
3791 trainees there that I don't expect them to know what to do all of the time. So
3792 that's why I took it upon myself to step up in that moment and address this
3793 potential threat. Again, not knowing that Officer Texley was behind me. I
3794 didn't know Officer Hur was behind me at the time until I had to turn around to
3795 get that information. I was frustrated and there - now I'm replaying this several
3796 times. I see there was a delay in that stalling, but all of this is still while we are
3797 not in a safe place. There's a - there could be other subjects in that hotel room.
3798 So I needed somebody that knew, again, I wouldn't expect a trainee to be
3799 comfortable in building searches. So I just said hey, somebody that's ready to
3800 go now or competent. I could have also said somebody that's confident in
3801 building searches, but at the time that is what came to my mind. And that's
3802 what - why I said it.
3803
3804 [REDACTED] Were you insinuating that Officer [REDACTED] was not a competent officer?
3805
3806 LANSDALE No.
3807
3808 [REDACTED] Would it be reasonable for her or other officers to have that opinion that you're
3809 referring to Officer [REDACTED] as incompetent?
3810
3811 LANSDALE No.
3812
3813 [REDACTED] You don't believe that's reasonable?
3814
3815 LANSDALE No.
3816

3817 [REDACTED] Okay. Even though she was right behind you and you said I need a competent
3818 officer.
3819
3820 LANSDALE That comment
3821
3822 [REDACTED] But yet she was right there behind you covering you so to speak?
3823
3824 LANSDALE no that comment wasn't directed to her it was - again I was frustrated. It wasn't
3825 saying she - I don't perceive that Officer [REDACTED] did anything wrong there. And
3826 at that time I did perceive that she did anything wrong.
3827
3828 [REDACTED] Mm-hm.
3829
3830 LANSDALE She followed my lead and I think I initially thought she still had the female, so I
3831 thought was out of the game
3832
3833 [REDACTED] Mm-hm.
3834
3835 LANSDALE to do that building search. But, yeah, I was
3836
3837 [REDACTED] Can you see how that would be a reasonable conclusion though that someone
3838 would draw? If they're right next to you and you're saying I need a competent
3839 officer and the officer that is right next you is hearing that?
3840
3841 LANSDALE Now seeing that we are here I see that she was offended by that.
3842
3843 [REDACTED] All right. You have anything on this?
3844
3845 SHIRAISHI You've identified your characteristics of priorities as being safe, officer safety,
3846 safety of yourself, and your superior - your trainees safety for themselves and
3847 therein lies that it's just the safety of the overall element in speaking to that, you
3848 admitted frustration with Officer Lakin kind of rushing to a - a stolen vehicle
3849 while we should have waited for a third unit, is that correct?
3850
3851 LANSDALE Yes.
3852
3853 OLANDER Looking back at this now, is there any rush or necessity to clear that hotel room
3854 or motel room in this fashion with poor communication and tactics?
3855
3856 LANSDALE In this, yes, to some extent. We had no true cover there. The glass windows
3857 with the curtains pulled absolute - again covered the sheetrock walls cut, oh,
3858 sorry. Those only provide us concealment, no true cover. So in that sense, yes,
3859 if somebody's just holding up in there with the - they know where we're at. I
3860 already called out, "We are the Sacramento Police Department" several times

3861 and made PA announcements. We are the police. If the suspect was in there,
3862 suspect would know where the police are at. So that was the reason for that. If
3863 we had just stopped and stood outside of that room, we would just be sitting
3864 ducks with no cover. We were only concealed by sheetrock walls and glass
3865 windows that provide no ballistic protection. So that was my reason for going
3866 in then because we knew for sure the door was already open. There's at least
3867 two subjects that we have detained. I don't feel comfortable being a sitting
3868 duck. So that was my reason for going in the room.
3869

3870 SHIRAISHI Sure. So with hindsight in reviewing it literally frame by frame, you would still
3871 have concluded this specific portion of the motel clearing the same way?
3872

3873 LANSDALE Can you rephrase the question?
3874

3875 SHIRAISHI Would you still have cleared it that way or in that fashion?
3876

3877 LANSDALE In terms of tactics or are you talking about verbal?
3878

3879 OLANDER Yeah, would you have changed anything
3880

3881 LANSDALE I would have not yelled out can I get a competent officer.
3882

3883 SHIRAISHI Okay.
3884

3885 OLANDER I - I think - what I think it - I don't know if you directly answered it. Is it - are
3886 you saying that you believed there were exigent circumstances to clear that
3887 room immediately rather than wait for additional officers?
3888

3889 LANSDALE Yes.
3890

3891 OLANDER Okay. So looking at it now would you have, not the comment that you made,
3892 but in terms of the immediate clearing of that hotel room, would you have still
3893 made sure to clear it immediately today?
3894

3895 LANSDALE Yes. And waiting for additional officers on scene wouldn't have assisted us
3896 further because I know the hotel room is small. It could be - it's approximately
3897 this size. I think actually smaller. There is not room for three officers or a
3898 significant number more for officers to go in. Yes, in hindsight it would have
3899 been great if we could have had one of those portable ballistic shields for our
3900 building clearing. But, again, that would have required time for us to stop, be
3901 sitting ducks, wait for another responding unit or one unit to run downstairs and
3902 get a shield and bring it up. But I didn't need additional officers on scene. We
3903 had the resources. We just had to take action to get the building cleared.
3904

3905 OLANDER So just to be clear, and you kind of referenced this earlier when you said can I
3906 get a competent officer to assist. Was that - would it be fair to say that that's
3907 the - that you intended to mean can I get an officer that's comfortable or
3908 confident with doing building searches?
3909

3910 LANSDALE Yes.

3911

3912 OLANDER Okay. You were not trying to insult anyone on the scene?

3913

3914 LANSDALE Correct.

3915

3916 OLANDER Okay. Thank you. And did you find anything of note in that hotel room?

3917

3918 LANSDALE Yes.

3919

3920 OLANDER What was that?

3921

3922 LANSDALE A gun.

3923

3924 OLANDER Okay.

3925

3926 [REDACTED] Moving on. Did you respond to 27th Street and 57th Avenue on November 17,
3927 2019, on a 5150 call?
3928

3929 LANSDALE Yes. *

3930

3931 [REDACTED] And was Officer [REDACTED] your trainee at the time?

3932

3933 LANSDALE Yes.

3934

3935 ***VIDEO REVIEW FROM 19-373237***

3936

3937 [REDACTED] Okay. Can explain what you were explaining to Officer [REDACTED] in that video?

3938

3939 LANSDALE Yes. So that is a street. It was a four-way intersection. By crossing a street at a
3940 perpendicular angle you can see approximately 180 degrees to your right and
3941 left. And if you're crossing from a sidewalk you would know behind you isn't -
3942 there are no vehicle threats, but you know that vehicles would be on the road.
3943 They could come at you from either of these two angles so that you can have
3944 broader vision versus if you go diagonal across traffic then you are losing that
3945 field of vision and could potentially get hit by a vehicle coming behind you.

3946

3947 [REDACTED] Mm-hm.

3948

3949 LANSDALE I also know that when we have subjects in custody, while she was not under
3950 criminal arrest she was still being detained. Her freedom of movement was -
3951 we had her lawfully detained so she couldn't move if there were a vehicle to
3952 come down the street and she got hit by a car, but the officer jumped out of the
3953 way we could still be found at fault - us as the department and City could still
3954 be found at - to be responsible for liability for that because we prohibited her
3955 freedom of movement by handcuffing her, having her in the position of escort.
3956 So I felt that it was necessary to address that issue immediately with Officer
3957 [REDACTED] because something like that walking diagonally explaining 180 degrees at
3958 the end of a shift based off of my experience the usual response is, what call?
3959 What? What moment? When? I don't remember doing that.
3960
3961 [REDACTED] Mm-hm.
3962
3963 LANSDALE Oh, okay. It just kind of gets pushed aside or brushed off. Yes, I was watching
3964 out for traffic then, but I am attempting to teach - I was attempting to teach
3965 Officer [REDACTED] to the solo officer standard that she has to be responsible for her
3966 own safety as well as the safety of her detainees. To scan a threat. She has told
3967 me in the past that she has a kid. And that's why I made that reference I would
3968 hope your teaching your kids also to cross safely just like I hope everybody
3969 teaches their kids not to run out in traffic and chase a ball. But we know kids do
3970 anyways. Kids are kids. And that was the reason for teaching her for officer
3971 safety. I don't want her to get hit. So you can see approximately 180 degrees
3972 field of vision.
3973
3974 [REDACTED] Okay. So it was done for officer safety?
3975
3976 LANSDALE Yes
3977
3978 [REDACTED] And prisoner safety?
3979
3980 LANSDALE Yes.
3981
3982 [REDACTED] This was a correction - specific correction, corrective action?
3983
3984 LANSDALE Yes.
3985
3986 [REDACTED] All right. And you were aware before you said this that Officer [REDACTED] did have
3987 a child?
3988
3989 LANSDALE Yes.
3990

3991 [REDACTED] All right. So was that in making that reference at the end to hopefully, you
3992 would teach a child to do the same thing, was that because you knew she was a
3993 mom?
3994
3995 LANSDALE Yes.
3996
3997 [REDACTED] All right.
3998
3999 LANSDALE And for relatability.
4000
4001 [REDACTED] Mm-hm.
4002
4003 LANSDALE Such as if somebody made the analogy to me, I would say, I'm not raising any
4004 kids.
4005
4006 [REDACTED] Mm-hm.
4007
4008 LANSDALE So, like, it would be like I don't know I just kind of like hey, I'm listening to
4009 what she says in these conversations that we have just person to person talking
4010 and conversation. I know she has a daughter, cared about her daughter. I hope
4011 she would treat these people - that ladies not a criminal she's just - but still our
4012 detainee we need to
4013
4014 [REDACTED] Mm-hm.
4015
4016 LANSDALE her with care as well.
4017
4018 [REDACTED] Okay. So your intention was not to belittle Officer [REDACTED] ?
4019
4020 LANSDALE No.
4021
4022 [REDACTED] Or insinuate that she was not able to teach her daughter the proper way to cross
4023 the street?
4024
4025 LANSDALE No.
4026
4027 [REDACTED] Okay. From you what you recall in your time training Officer [REDACTED], did she
4028 have any issues with grammar?
4029
4030 LANSDALE Yes.
4031
4032 [REDACTED] Okay. And can you explain?
4033

4034 LANSDALE She would repeatedly make the same mistakes in speaking and sometimes
4035 report writing. And I had repeatedly addressed them with her. And that I had
4036 become frustrated with it. And I asked her at a certain time do you even know,
4037 like, because I kept correcting her on it thinking she knew what I was talking
4038 about. And then I asked her, do you even - something like, do you even know
4039 what it is? Or what I'm trying to, like, correct you on. And then I realized she
4040 didn't have a clue what I was talking about. So the example is she repeatedly
4041 uses the word "seen" incorrectly. And I explained to her that it is typically
4042 preceded by the word has or have. But again there was longer conversation
4043 then just that.
4044
4045 [REDACTED] Mm-hm.
4046
4047 LANSDALE But
4048
4049 [REDACTED] So she would say, I seen him do this versus I have seen him
4050
4051 LANSDALE I have saw
4052
4053 [REDACTED] I have saw or something like that?
4054
4055 LANSDALE Yes.
4056
4057 [REDACTED] Okay.
4058
4059 LANSDALE Versus the past tense I saw him do this.
4060
4061 [REDACTED] Mm-hm.
4062
4063 LANSDALE And then the conditional tense I have seen that have
4064
4065 [REDACTED] Okay.
4066
4067 LANSDALE so.
4068
4069 [REDACTED] Did that make its way into her reporting as well?
4070
4071 LANSDALE She struggled with grammar in report writing.
4072
4073 [REDACTED] All right.
4074
4075 LANSDALE I don't recall if she used that specific thing, but I know in with verb tense and
4076 just general grammar
4077

4078 [REDACTED] Mm-hm.

4079

4080 LANSDALE she - I would not say performed poorly, but it was in an area that she needs to

4081 address and work on.

4082

4083 [REDACTED] Do you feel that affected her ability to communicate with people?

4084

4085 LANSDALE I don't know.

4086

4087 [REDACTED] That grammar issue?

4088

4089 LANSDALE I don't know.

4090

4091 [REDACTED] Well if you're addressing it, is that deficiency with her and correcting her do

4092 you feel that it could pose a problem when she's communicating with a citizen

4093 or other officers?

4094

4095 LANSDALE Yes.

4096

4097 [REDACTED] Okay. Or is it just more of a pet peeve and you just want her to speak properly?

4098

4099 LANSDALE In terms of report writing it's because it's improper English and again these

4100 documents go to courts and attorneys and the general public

4101

4102 [REDACTED] Mm-hm. *

4103

4104 LANSDALE And I would hope that she would have that care in her reports. And then in

4105 terms of the general speaking we are as law enforcement held to a higher

4106 standard. We have an educational requirement. We are to be professionals at

4107 all times, and when you speak like that sometimes it can make you be perceived

4108 as unprofessional.

4109

4110 [REDACTED] Okay. Did you ever correct her in front of other officers, the seen versus saw,

4111 that little issue?

4112

4113 LANSDALE Based off my recollection it was in the car.

4114

4115 [REDACTED] Okay.

4116

4117 LANSDALE Without any other officers or subjects present.

4118

4119 [REDACTED] Did you have her correct her speech while you were in the booking area at jail?

4120

4121 LANSDALE Yes.

4122 [REDACTED]
4123 [REDACTED] Okay. Can you tell me about that incident?
4124 [REDACTED]
4125 LANSDALE She was asking me something to write in a PC dec because I was watching over
4126 a subject that was not cooperative.
4127 [REDACTED]
4128 [REDACTED] Mm-hm.
4129 [REDACTED]
4130 LANSDALE And the subject was also yelling constantly and whatever question Officer [REDACTED]
4131 asked me I didn't hear her. And then she said something with reference to on
4132 scene S-C-E-N-E. And I didn't know that's what she was referencing because I
4133 didn't hear her.
4134 [REDACTED]
4135 [REDACTED] Mm-hm.
4136 [REDACTED]
4137 LANSDALE And I said - and this was, again, after telling her multiple times the proper word
4138 isn't seen S-E-E-N. Like I seen a cat. It's I saw, past tense. So I heard her say
4139 that and I looked at her and told - and said something or told - looked at her or
4140 said something and then she said loudly no, once on scene. I said oh, okay.
4141 Yeah.
4142 [REDACTED]
4143 [REDACTED] Okay.
4144 [REDACTED]
4145 LANSDALE So I didn't hear her, so.
4146 [REDACTED]
4147 [REDACTED] So you - you misheard or you made a mistake in hearing that word and thinking
4148 it was a different context?
4149 [REDACTED]
4150 LANSDALE Yes. She was using the words on scene S-C-E-N-E not seen S-E-E-N.
4151 [REDACTED]
4152 [REDACTED] Were you delivering - was that a correction? Did you call out a correction on
4153 your part?
4154 [REDACTED]
4155 LANSDALE Yes.
4156 [REDACTED]
4157 [REDACTED] All right. Was there other officers there?
4158 [REDACTED]
4159 LANSDALE I don't recall there were any other Sac PD officers.
4160 [REDACTED]
4161 [REDACTED] Mm-hm.
4162 [REDACTED]
4163 LANSDALE I know there were other deputies present because the subject was not
4164 cooperative.
4165 [REDACTED]

4166 [REDACTED] Mm-hm. So deputies and prisoners?
4167
4168 LANSDALE Yes.
4169
4170 [REDACTED] Were you aware that officer [REDACTED] spoke English as her second language?
4171
4172 LANSDALE No.
4173
4174 [REDACTED] Okay. If you were aware of that would that change the way you address some
4175 of her grammar flaws? Or would it give her a little more leniency?
4176
4177 LANSDALE It could have possibly increased my patience. But after being told by Officer
4178 Madsen that Officer [REDACTED] was offended by me addressing or exploring possible
4179 concerns that I could address and accommodate, I didn't even attempt to go that
4180 route, however, she did tell me that she was proficient in speaking Spanish
4181 because she offered up assistance on calls for service. So I was aware that she
4182 spoke Spanish, but I didn't even want to go down that road because of the
4183 negative feedback that I received from Corporal Madsen before in potentially
4184 trying to accommodate those needs. And I'm aware that there's the protections
4185 for ethnicity, origin, race, etcetera.
4186
4187 [REDACTED] Mm-hm.
4188
4189 LANSDALE So I didn't even attempt to address that as a possible explanation.
4190
4191 [REDACTED] Can we move on? You guys good? Break time or keep going?
4192
4193 OLANDER Angela you fine?
4194
4195 [REDACTED] You all right?
4196
4197 LANSDALE Yeah.
4198
4199 [REDACTED] Okay.
4200
4201 SHIRAISHI Good to go.
4202
4203 [REDACTED] Moving On. Did you respond to [REDACTED] Bernard Way on 12/14/19, about a
4204 disturbance between a male Hispanic adult and his mother?
4205
4206 LANSDALE Yes.
4207
4208 [REDACTED] Okay. Did you have a trainee on the call with you?
4209

4210 LANSDALE Yes.

4211 [REDACTED]

4212 [REDACTED] And do you remember who - what trainee that was?

4213

4214 LANSDALE Yes, Officer [REDACTED]

4215

4216 [REDACTED] Okay. Do you remember what phase Officer [REDACTED] was in?

4217

4218 LANSDALE I believe Phase 3.

4219

4220 ***VIDEO REVIEW FROM 19-399747***

4221

4222 [REDACTED] Okay. Okay. Appeared you asked Officer - I think was Lenahan?

4223

4224 LANSDALE Yes.

4225

4226 [REDACTED] Correct. To go close, was it your patrol car door?

4227

4228 LANSDALE Yes.

4229

4230 [REDACTED] Okay.

4231

4232 LANSDALE Well

4233

4234 [REDACTED] Can you, yeah, describe what happened with that?

4235

4236 LANSDALE I was driver on that day and Officer [REDACTED] was passenger.

4237

4238 [REDACTED] Mm-hm.

4239

4240 LANSDALE When I got out of the vehicle, I approached the female caller, the mother of that

4241 guy there, and spoke with her. And then Officer [REDACTED] came around also. And

4242 sense I had already engaged verbally with the female, I was unaware that

4243 Officer [REDACTED] left his patrol vehicle door open. I know that I carry an AR-15,

4244 and a less lethal shotgun as well as police gear. I was always take the key - my

4245 key out of the ignition so I wasn't concerned about the theft of the vehicle, I

4246 was concerned about the theft of the police equipment that could get stolen by

4247 leaving the patrol vehicle door open. So I didn't know until I had already

4248 walked away from the car that patrol vehicle door was still open.

4249

4250 [REDACTED] Mm-hm.

4251

4252 LANSDALE The reason I did not leave Officer [REDACTED] there and go do it myself was because

4253 then I wouldn't have direct and immediate supervision over Officer [REDACTED].

4254 [REDACTED] Okay. Would you consider it as a correction of Officer [REDACTED] ?

4255 [REDACTED]

4256 [REDACTED]

4257 LANSDALE Yes. But I didn't say it directly to him.

4258 [REDACTED]

4259 [REDACTED] Mm-hm.

4260 [REDACTED]

4261 LANSDALE It was more something that I had talked to him about before that hey, there's the concern of theft. I used the example of when an officer's patrol vehicle was stolen in Sector 6 and it went pursuit and the subject had access to the firearms and it could of gotten in a deadly situation. This - Officer [REDACTED] there knew what he did wrong. I didn't really need to correct him.

4262 [REDACTED]

4263 [REDACTED]

4264 [REDACTED]

4265 [REDACTED]

4266 [REDACTED]

4267 [REDACTED] Mm-hm.

4268 [REDACTED]

4269 LANSDALE We just needed to address the issue of closing the door.

4270 [REDACTED]

4271 [REDACTED] Okay.

4272 [REDACTED]

4273 LANSDALE That's why I requested Officer Lenahan to do it.

4274 [REDACTED]

4275 [REDACTED] So was he in ear shot when you said, "I don't know why he's ever left it unsecured"?

4276 [REDACTED]

4277 [REDACTED]

4278 LANSDALE Yes.

4279 [REDACTED]

4280 [REDACTED] Okay. Would you consider that a corrective action - letting him know that he's done something wrong?

4281 [REDACTED]

4282 [REDACTED]

4283 LANSDALE Yes.

4284 [REDACTED]

4285 [REDACTED] Okay. Was a citizen present as well when you gave the corrective action?

4286 [REDACTED]

4287 LANSDALE Yes.

4288 [REDACTED]

4289 [REDACTED] Do you think the citizen heard that?

4290 [REDACTED]

4291 LANSDALE Yes.

4292 [REDACTED]

4293 [REDACTED] Okay. Would it be reasonable for you to have asked Officer Lenahan to go close the door and then address the issue with Officer [REDACTED] after the call? Just one on one.

4294 [REDACTED]

4295 [REDACTED]

4296 [REDACTED]

4297 LANSDALE Yes.

4298 [REDACTED]
4299 [REDACTED] And for the next video. How many times had that been an issue before with
4300 him?
4301
4302 LANSDALE I don't know a number time.
4303
4304 [REDACTED] Mm-hm.
4305
4306 LANSDALE I know it's common practice that many officers will leave the - their cars
4307 running with the key in the ignition and the doors unlocked or the windows
4308 down. And the Sector 6 thing happened. We were all reminded again don't do
4309 it. It's in the General Order that it's a violation. I tell - I know it's such a
4310 common practice that officers do that. I instruct my trainee's if we are not
4311 immediately next to the vehicle to lock it up and take the key out of the ignition.
4312
4313 [REDACTED] Mm-hm.
4314
4315 LANSDALE I instruct them to leave it running and our doors unlocked. We were on a traffic
4316 stop because we're approximately 15 to 20 feet away from the vehicle and we
4317 need the car as our cover and if it goes pursuit and our tools are in there. But on
4318 calls for service that we're going to be - we know we're going to be going into
4319 an apartment, a house, away from the vehicle, as a broad generalization I teach
4320 them take the key out of the ignition, lock the doors.
4321
4322 SHIRAISHI Less than five times with Officer [REDACTED] More than five times?
4323
4324 LANSDALE I don't know because I don't know what date into the training cycle this is,
4325 but...
4326
4327 [REDACTED] About half way through. On December 12th
4328
4329 LANSDALE I was.
4330
4331 [REDACTED] I'm sorry December 14th.
4332
4333 LANSDALE So it would've been two weeks in. I would say at least five times,
4334 approximately.
4335
4336 SHIRAISHI Documented in his evaluations?
4337
4338 LANSDALE I do not recall.
4339
4340 ***CONTINUED REVIEW FROM 19-399747***
4341

4342 [REDACTED] And what were you explaining to Officer [REDACTED] right there?
4343
4344 LANSDALE Laws of arrest.
4345
4346 [REDACTED] Mm-hm.
4347
4348 LANSDALE Establishing probable cause, getting a solid statement because prior to going
4349 into that call that was the potential suspect the - the male half we detained, so.
4350 To lock him into a statement because since he - we first perceived him as the
4351 suspect but now he's claiming to be the victim. So just to get a statement,
4352 establish probable cause, determining what crime occurred, and how to affect
4353 that arrest. If private persons arrest is necessary or if it was a misdemeanor in
4354 our presence, we wouldn't need that and so, yeah Explaining just to make sure
4355 that he knew what was going on.
4356
4357 [REDACTED] Okay. And that was conducted in front of the citizen, yes?
4358
4359 LANSDALE Yes.
4360
4361 [REDACTED] Okay. Do you think the citizen heard that - heard all that, all your instructions?
4362
4363 LANSDALE Yes.
4364
4365 [REDACTED] Okay. Anything that prevented you from taking Officer [REDACTED] a few steps
4366 away from the citizen and ensuring his investigation was sound and give him
4367 further direction on how to handle the call from there?
4368
4369 LANSDALE Nothing prohibited me from that.
4370
4371 [REDACTED] Mm-hm.
4372
4373 LANSDALE However, as a general practice when we have somebody detained, we have to
4374 be within their immediate presence such as if that guy wanted to - if he
4375 attempted to flee or go inside the house
4376
4377 [REDACTED] Mm-hm.
4378
4379 LANSDALE we'd have to apprehend him there before going into the house. Or if he went
4380 into a medical emergency, we would need to render aide to him. Or call for
4381 aide. So I feel like the only way to be out of earshot in that situation would be
4382 to walk across the lawn. We had a good spot to sit him on the porch right there
4383 where he was at. I didn't feel the need to transport the subject all the way to the
4384 patrol vehicle because I felt it was unlikely that we were going to arrest that
4385 subject and take him to jail. So that's why I had him sit on the bench or the

4386 steps because that would be less uncomfortable than the grass. But to get out of
4387 ear shot would have meant being in an unsafe situation or detaining the subject
4388 in the patrol vehicle which I did not feel was necessary.
4389
4390 [REDACTED] Mm-hm.
4391
4392 LANSDALE And that guy was compliant with us. I didn't want to cause that hardship. Yes,
4393 I would have been legally justified in detaining him in the patrol vehicle, but I
4394 didn't feel it was necessary at the time. So to get out of ear shot didn't seem
4395 reasonable at the time.
4396
4397 [REDACTED] Okay. Do you believe having that instructional type of conversation with
4398 Officer [REDACTED] in front of the citizen, do you believe it could have changed the
4399 way the citizen perceived Officer [REDACTED] or his capabilities or his experience as
4400 an officer?
4401
4402 LANSDALE No.
4403
4404 [REDACTED] If that citizen does think that or has the perception that Officer [REDACTED] is a
4405 trainee or inexperienced officer, do you feel that decreases the level of respect
4406 or feeling of legitimacy the citizen now has for Officer [REDACTED]
4407
4408 LANSDALE No.
4409
4410 [REDACTED] Okay.
4411
4412 LANSDALE And I would also like to add field training officers are instructed to wear
4413 insignias on their shoulders or their - an FTO pin that is visible to the public. It
4414 points out you're an FTO just like sergeants. You wear a sergeant stripe, you
4415 wear a sergeant stripe, lieutenants bar, so and back to the conversation
4416 previously is it apparent that the public perceives trainees as trainees of less
4417 experience and FTO's as officers with more experience. That right there is
4418 purposely displaying that difference in professional level. Even people that
4419 don't have law enforcement or military experience know extra markings on the
4420 sleeves and stars and stripes signifies something typically of rank even if you
4421 don't know the exact rank. That already draws that difference to the public.
4422 Again the reference that I used when there was a 20 year or more age difference
4423 between me and my field training officers, people know that there's - that
4424 somebody's in training and I never have perceived that as they're being less
4425 revealing to us in the information they provide. They might naturally go - go to
4426 one person and then we just kindly redirect them to the other person. Go give
4427 your statement to his officer. He'll be taking your statement today. Go talk to
4428 him. But I've never perceived that or unaware that it was - that people had an
4429 issue with it.

4430 [REDACTED]
4431 [REDACTED] Josh?
4432 [REDACTED]
4433 OLANDER No.
4434 [REDACTED]
4435 [REDACTED] Okay. Moving on. Did you respond to [REDACTED] Franklin Boulevard on 12/14/19,
4436 for a robbery alarm?
4437 [REDACTED]
4438 LANSDALE Yes.
4439 [REDACTED]
4440 [REDACTED] And was Officer [REDACTED] still your trainee?
4441 [REDACTED]
4442 LANSDALE Yes.
4443 [REDACTED]
4444 ***VIDEO REVIEW FROM 19-399747***
4445 [REDACTED]
4446 [REDACTED] Okay. I know there's no audio here but were you giving any instructions to
4447 Officer [REDACTED] at this point when you're pulling up into the parking lot?
4448 [REDACTED]
4449 LANSDALE I don't recall.
4450 [REDACTED]
4451 [REDACTED] Okay. Recall any corrections?
4452 [REDACTED]
4453 LANSDALE After or prior
4454 [REDACTED]
4455 [REDACTED] You're giving at this point? At this point.
4456 [REDACTED]
4457 LANSDALE At this point. I - I don't recall.
4458 [REDACTED]
4459 [REDACTED] Okay. Do you recall if he was doing everything right here? Everything you
4460 expected of him?
4461 [REDACTED]
4462 LANSDALE As far as I recall, yes.
4463 [REDACTED]
4464 [REDACTED] So when you got back in the car with Officer [REDACTED] what was this
4465 conversation about?
4466 [REDACTED]
4467 LANSDALE I didn't know why he didn't get out of the car. So I was very unhappy with his
4468 performance and lack of willingness to engage in the call for service. The
4469 sergeant had already motioned to me like I was being too slow to come on lets
4470 go. And then that, like, I thought that sergeant already thought I was getting
4471 slow
4472 [REDACTED]
4473 [REDACTED] Mm-hm.

4474
4475 LANSDALE out of the car and then my trainee wasn't coming with me, too. I was frustrated
4476 and just confused. Why would you not get of the car while on a call for
4477 service?
4478
4479 [REDACTED] Okay. And this a correction
4480
4481 LANSDALE Yes.
4482
4483 [REDACTED] for him. Had this happened before?
4484
4485 LANSDALE I recall based off the video that it had.
4486
4487 [REDACTED] Mm-hm. Do you remember when, details of that call, was it fairly similar to
4488 this?
4489
4490 LANSDALE I don't recall.
4491
4492 [REDACTED] Okay. How would you describe the tone you were using?
4493
4494 LANSDALE Very direct.
4495
4496 [REDACTED] Okay. Would you consider it condensing or belittling?
4497
4498 LANSDALE No.
4499
4500 [REDACTED] Okay. What about the - strike that. In a situation like this what would be the
4501 instructions you would typically give a trainee? Like a list of what you expect
4502 of them as they were pulling up to a robbery alarm?
4503
4504 LANSDALE Park outside of the business so that you're not directly in front of glass or any
4505 doors. Ideally approach at an angle that you scan a significant portion of the
4506 building, of potential threats before going inside or on scene
4507
4508 [REDACTED] Mm-hm.
4509
4510 LANSDALE such as if you drove passed a business and saw that they were people inside that
4511 looked like they were normal and okay or if they looked like they were in
4512 distress, that's something that you can be aware of and also voice to dispatch.
4513 And the default practice by dispatch is typically giving us the beeper while in
4514 training. I don't have - I typically don't have trainees code 4 the beeper because
4515 I don't want to instill bad habits of them just letting their guard down thinking
4516 there's no potential threat. Upon arriving on scene of any call for service,
4517 constantly scanning the area as were going in knowing what the suspect looks

4518 like if there is one. On this call for service I don't think there was a subject
4519 description it was just a button pushed to activate the robbery alarm.
4520
4521 [REDACTED] Mm-hm.
4522
4523 LANSDALE So and marking 906 prior to getting on scene and activating the ICC and which
4524 should then activate, the bodycam. Sometimes it doesn't - most now, by now
4525 most are synced up but just all those things. And also having your head up,
4526 taking your seatbelt off
4527
4528 [REDACTED] Mm-hm.
4529
4530 LANSDALE could - putting the car in park. Taking your key out of the ignition so that
4531 you're ready to go, ready to engage if this were a robbery. Try to have the
4532 suspect at gunpoint or if they were shooting at you, engage in the gun fight.
4533
4534 [REDACTED] Okay. So that's a laundry list of things that you typically instruct your trainee
4535 to do and be prepared for when they are arriving to a robbery scene, in addition
4536 to operating the vehicle?
4537
4538 LANSDALE Yes.
4539
4540 [REDACTED] Okay. Do you feel that's an unreasonable amount of - of things for someone to
4541 pay attention to when it's maybe their first time driving the car with you or the
4542 first time, they're arriving to something like this?
4543
4544 LANSDALE I don't know if it's unreasonable but a lot of them such as activating the ICC,
4545 marking 906, they are transferable and applicable in all of our police calls for
4546 service. And I know that this trainee is not a new trainee, he's very proficient
4547 and at the time was very proficient in his duties and didn't struggle with any
4548 areas significantly. I knew that was a very trivial thing. Again, he was a great
4549 trainee. He performed very well for where he was at. Yes, as I'm explaining it
4550 it's a list
4551
4552 [REDACTED] Mm-hm.
4553
4554 LANSDALE but it's not all inclusive. They're for officer safety reasons why you have to
4555 head up to be able to engage and observe the suspects. So I don't know without
4556 having a written list of what I tell every trainee. I don't know specifically that I
4557 told them all of that. And I know I didn't specifically tell him that list that I just
4558 gave you prior to going
4559
4560 [REDACTED] Mm-hm.
4561

4562 LANSDALE this call because this trainee has had experienced calls for service before.
4563 All of those are what you do on every police call for service, excluding telling
4564 dispatch to code 4 the beeper. Dispatch doesn't give us that on all calls.
4565
4566 [REDACTED] Mm-hm. You said this was a fairly - you said it's a trivial issue that you had
4567 with him.
4568
4569 LANSDALE I would consider it, yes.
4570
4571 [REDACTED] Okay. Would you consider your
4572
4573 LANSDALE So it would because
4574
4575 [REDACTED] your correction style there to match what you consider a trivial issue?
4576
4577 LANSDALE No, in the sense of what that mistake was could potentially cost him his life if
4578 he - if it were to be a legitimate robbery in progress. Just sitting there in your
4579 police vehicle with nowhere to escape to cover or concealment or engage in a
4580 gun fight. While yes, again, he performed great, but I don't want to downplay a
4581 major officer safety issue. Yes that wasn't a real robbery. It ended well. But I
4582 don't want to teach him that that's okay to just sit in your patrol vehicle and be
4583 a sitting duck.
4584
4585 [REDACTED] Mm-hm. Did you offer any positive reinforcement on this call some of the
4586 thing you just heard that you thought he did a very good job other than getting
4587 out of the car, do you recall?
4588
4589 LANSDALE I don't recall, but we responded from JERPF and then just south of JERPF we
4590 were on the call Code 4'd from the call, then put back on the call. So in terms
4591 of positive encouragement like his - the correct actions that he did were drive
4592 straight line north from JERPF on Franklin Boulevard into that parking lot. I
4593 feel like if I gave him kudos for driving north on a call that like you can still
4594 map JERPF on that screen, I feel like that would have been kind of sarcastic to
4595 him.
4596
4597 [REDACTED] Mm-hm.
4598
4599 LANSDALE Like saying good job you drove in a straight line. You did that great. I feel like
4600 that would be condensing and treating him like a child. I think he knows what
4601 he did wrong there. And I definitely want him to succeed and be safe. And not
4602 think that - I don't want him to think that it's okay to sit in your patrol vehicle
4603 on a robbery call.
4604

4605 [REDACTED] Okay. And so the words slow and lethargic, is that why you used those to
4606 punctuate the fact that he needed to get out of the car?
4607
4608 LANSDALE Yes and quickly.
4609
4610 [REDACTED] Okay. Could those terms possibly be offensive to anyone?
4611
4612 LANSDALE It could be.
4613
4614 [REDACTED] Is this clip indicative of - of your style of correcting mistakes? Kind of laundry
4615 list of things that were missed in a very direct tone?
4616
4617 LANSDALE Yes. My style is to be clear and direct and to provide immediate feedback.
4618
4619 OLANDER In terms of the tone of this conversation the - the content and the style I
4620 understand but in terms of the tone, is the tone indicative of how you provide
4621 corrective feedback to your trainees? On a - I - I mean in terms of a regular
4622 basis.
4623
4624 LANSDALE When it comes to officer safety issues yes, there can be fluctuation in my voice
4625 and that is because it is a matter of life of death if I just brushed it off like, "Oh,
4626 you forgot to put a period at the end of the sentence." You're not going to die
4627 over that. But if this becomes a fatal error, you could die over that or get your
4628 partners killed. I change the tone in my voice to show emphasis and passion. I
4629 very much so care about officer safety issues and the survivability of officers on
4630 the streets. Like it's something I'm passionate about it. I use tone to show
4631 emphasis and that I care instead of being monotonous and just - officer safety
4632 issues are on the same scale of report writing. I don't agree with that. I think
4633 that officer safety issues are weighted - should be weighted much more heavily
4634 than report writing skills, or interpersonal skills, or appearance. I view officer
4635 safety as the utmost importance, and I change the tone in my voice to show
4636 emphasis and passion and compassion that I care about their safety.
4637
4638 OLANDER I know we're watching a lot of videos that are - that maybe your trainees have
4639 alleged some sort of discourteous treatment or - or, you know, only - it may
4640 give the impression that you only give negative feedback. Do you also give
4641 positive feedback to your trainees?
4642
4643 LANSDALE Yes.
4644
4645 OLANDER That's all I have.
4646

4647 [REDACTED] Sergeant, anything? Okay. Moving forward. We don't have a video of this
4648 one. Going to January 2020. Did you respond to [REDACTED] Santa Teresa Way on
4649 1/25/20, for a call about a female with a knife threatening to kill her husband?
4650
4651 LANSDALE Yes.
4652
4653 [REDACTED] Okay. Did you have a trainee on the call?
4654
4655 LANSDALE Yes.
4656
4657 [REDACTED] And was that Officer [REDACTED]
4658
4659 LANSDALE Yes.
4660
4661 [REDACTED] And do you remember what phase Officer [REDACTED] was in when you had him?
4662
4663 LANSDALE Phase 3.
4664
4665 [REDACTED] Did you respond Code 3 to this call?
4666
4667 LANSDALE No.
4668
4669 [REDACTED] Okay. Are you familiar with General Order 521.02, the Code 3 General Order?
4670
4671 LANSDALE Yes.
4672
4673 [REDACTED] Okay. Is it an officer's discretion whether or not they will respond Code 3 to an
4674 incident?
4675
4676 LANSDALE Yes.
4677
4678 [REDACTED] Okay. Do you recall if Officer [REDACTED] wanted to - I'm sorry was he driving that
4679 night, Officer [REDACTED] do you recall?
4680
4681 LANSDALE I don't recall but if I looked at the log on, I might be able to tell.
4682
4683 [REDACTED] That's just the one first page I believe of the CAD call.
4684
4685 LANSDALE I think he was because
4686
4687 [REDACTED] Mm-hm.
4688
4689 LANSDALE I think I had him drive all four days he was with me.
4690

4691 [REDACTED] Okay.

4692

4693 LANSDALE But I can't be certain on that.

4694

4695 [REDACTED] Do you recall if he wanted to respond Code 3 to this incident?

4696

4697 LANSDALE Yes, I do.

4698

4699 [REDACTED] Did you allow him to?

4700

4701 LANSDALE No.

4702

4703 [REDACTED] Okay. Based on what you knew from the initial information on the call, and per

4704 General Order 521.02, would this be a call that would fall into category that

4705 would allow an officer to respond Code 3?

4706

4707 LANSDALE Yes.

4708

4709 [REDACTED] And based on what criteria is that?

4710

4711 LANSDALE Preservation of life and a violent crime in progress.

4712

4713 [REDACTED] Did you advice Officer [REDACTED] he should not respond Code 3 to this?

4714

4715 LANSDALE I didn't say you should not respond, I told him we're not going Code 3. And

4716 explained the reasons why.

4717

4718 [REDACTED] Okay. So he wanted to go Code 3 and you said we're not going Code 3?

4719

4720 LANSDALE Correct.

4721

4722 [REDACTED] What were your reasonings for that?

4723

4724 LANSDALE Because based off my training and experience when officers drive Code 3 they

4725 often get overwhelmed and forget other issues because of the stress factors of

4726 speeding, violating traffic laws, red and blue lights flashing, and the sound of

4727 the siren. Those are all stress factors that hinder officers' abilities to perform

4728 and I know he has less experience then me and I don't want to do anything that

4729 would purposely amp him up. And I knew that other officers were already

4730 closer to us

4731

4732 OLANDER Closer to you or closer the scene?

4733

4734 LANSDALE They were already closer to the scene than us when they and other officers were
4735 already responding Code 3, they were closer to the call than us.
4736

4737 OLANDER Okay.
4738

4739 LANSDALE I also teach them to - I teach trainees to know the address that were going to,
4740 reading the text of the call, what the suspect looks like. Those are all things that
4741 they have to have in their mind prior to going on scene. Because I don't want
4742 him to not know the text of the call and the suspect description and then get
4743 there and not have any idea of what's going on. And again driving Code 3 adds
4744 a significant amount of stress to an officer experienced and inexperienced. And
4745 I just didn't feel that this call rose to that level that I needed to create that undue
4746 stress on Officer [REDACTED]. Yes, he was willing to go Code 3, but I still valued his
4747 safety over the safety of the public. So that is my reason for not going Code 3
4748 to this call.
4749

4750 [REDACTED] Okay. Officers train for stressful situations, correct?
4751

4752 LANSDALE Yes.
4753

4754 [REDACTED] What's one tactic that - or one methodology to overcome some of the stress?
4755

4756 LANSDALE Breathing techniques.
4757

4758 [REDACTED] Okay. Repetition? Is that another way?
4759

4760 LANSDALE Yes.
4761

4762 [REDACTED] Doing something over and over again so that it's no longer stressful. Where
4763 you're able to manage the stress effectively?
4764

4765 LANSDALE Yes.
4766

4767 [REDACTED] So would preventing officer [REDACTED] from engaging in this stressful event and not
4768 letting him participate in that repetition, could that be problematic in that he is
4769 not able to get that experience that allows him to operate under those stressful
4770 circumstances?
4771

4772 LANSDALE It could be but I feel like if I did - if I - if he didn't want to go Code 3 and I
4773 wanted him to go Code 3 and I instructed him hey, let's go Code 3 and he was
4774 driving, then I would be in the same situation that I created that undue stress on
4775 him. He didn't feel comfortable going Code 3 and I'm pushing him to his limits
4776 in telling him to Code 3, so.
4777

4778 [REDACTED] But in this case he wanted to go Code 3.
4779
4780 LANSDALE And I didn't want him to go Code 3, correct.
4781
4782 [REDACTED] And because it was too stressful? Is that your answer?
4783
4784 LANSDALE That's
4785
4786 [REDACTED] Even though you're a training officer and your task is to put him in these
4787 controlled situations that are stressful so he can become better at managing
4788 them.
4789
4790 LANSDALE It wasn't only that it was also the other factors that I had put in. There were
4791 other officers already closer to the call than us. And they stopped the text of the
4792 call. I didn't feel like it was significantly one that caused a red flag in my head
4793 that we needed to go Code 3 based off of my training and experience.
4794
4795 [REDACTED] Okay. So to clarify based on male advising, wife has a knife threatening to kill
4796 him, based on your training experience that does not qualify as something that
4797 you would typically go Code 3 to?
4798
4799 LANSDALE I don't know how many of these calls that I get, but I know we get a lot of
4800 priority one, two, and three calls that sound very or that could sound dramatic or
4801 appear one way on a screen or a text and then we get there and its nothing of
4802 that nature. And that goes back to my experience.
4803
4804 SHIRAISHI Specific to this call though, have you dealt with the address before, do you
4805 recognize any of the names or anything like that that gives you any information
4806 that's not indicated outside of the original remarks for the CAD call?
4807
4808 LANSDALE I had not been to that address before. I don't think that there were any names
4809 provided on the call for service.
4810
4811 SHIRAISHI Okay.
4812
4813 [REDACTED] Before advising officer [REDACTED] that you were not going to respond Code 3, did
4814 you ask him if his body camera was off?
4815
4816 LANSDALE No. Or I don't recall.
4817
4818 [REDACTED] If you had would there be a reason for that?
4819
4820 LANSDALE Yes.
4821

4822 [REDACTED] And what would that be?
4823
4824 LANSDALE To have instruction and based off my training and experience to have those side
4825 conversations and explanations prior to being engaged in the call for service.
4826 Because I try to not have side conversations on calls for service.
4827
4828 [REDACTED] So training conversations, things that discuss tactics typically are - we try and
4829 keep those off recorded conversations?
4830
4831 LANSDALE Yes.
4832
4833 [REDACTED] On bodycam. Did other units respond Code 3 to this call?
4834
4835 LANSDALE Yes.
4836
4837 [REDACTED] Did you have units pass you going Code 3 while you were in route?
4838
4839 LANSDALE I don't recall.
4840
4841 [REDACTED] Do you believe the instruction you provided Officer [REDACTED] to not respond Code
4842 3 or that the fact that you were not going to respond Code 3 to that call, could
4843 be confusing to him given the facts of the call, the General Order, and the fact
4844 that other units were responding code 3?
4845
4846 LANSDALE Yes. *
4847
4848 [REDACTED] Could this confusion about the application of the Code 3 driving possibly cause
4849 issues for his development as an officer?
4850
4851 LANSDALE It could.
4852
4853 OLANDER Oh, sorry. Do you believe you sufficiently explained to your trainee the - your
4854 rationale for not responding Code 3?
4855
4856 LANSDALE I don't recall all of the conversation that I had with him. In summary the
4857 conversation or based off my recollection, I remember explaining to him that a
4858 lot of times these calls come out that look horrendous and we get there and
4859 there's nothing. And I know that by driving Code 3 we're risking our lives, the
4860 lives the public, have a higher chance of getting into traffic collision. So I - I
4861 just don't recall all of our conversation together.
4862
4863 OLANDER But did he appear to understand your reasons for not responding Code 3?
4864
4865 LANSDALE Yes.

4866
4867 OLANDER Did he appear confused?
4868
4869 LANSDALE No.
4870
4871 OLANDER Did he ever say to you that he was confused about why you were not going
4872 Code 3?
4873
4874 LANSDALE No.
4875
4876 OLANDER Okay.
4877
4878 [REDACTED] Do you recall training from EVOC, and this is the opinion of EVOC instructors
4879 that given done correctly Code 3 should be the safest form of driving that we do
4880 because if we have sirens and lights notifying everyone where we're at if it done
4881 properly?
4882
4883 LANSDALE Can you repeat the question?
4884
4885 [REDACTED] Do you recall any instruction in your EVOC class from an EVOC instructor on
4886 Code 3 driving that in essence says that Code 3 driving should be the safest
4887 form of driving that we do as an officer?
4888
4889 LANSDALE No.
4890
4891 [REDACTED] Because of the fact we have lights and sirens, if it's done properly.
4892
4893 LANSDALE Is it the safest?
4894
4895 [REDACTED] Safest, yes?
4896
4897 LANSDALE No. We were drive - typically driving at increased speeds
4898
4899 [REDACTED] Mm-hm.
4900
4901 LANSDALE and not stopping for stop signs and not obeying traffic laws so I don't see that
4902 that would be safer.
4903
4904 [REDACTED] Okay. Do you know of any statistics to prove officers driving Code 3 are
4905 involved in more accidents versus officers that are not driving code 3?
4906
4907 LANSDALE No. I don't have statistics on it.
4908

4909 [REDACTED] Okay. So you have nothing to say for sure that Code 3 driving is more
4910 hazardous than a standard response someplace?
4911

4912 LANSDALE No. But I know that based off handling traffic collisions, primary collision
4913 factors are always based off of a vehicle code so the cause of a collision is
4914 always a vehicle code violation. And when we're driving Code 3 we are
4915 violating the vehicle codes. We're speeding, we're not stopping for stop signs
4916 and stop lights. So I would not say that Code 3 driving is safe or the safest that
4917 we do. And the chance in terms of chances of survivability in a traffic collision
4918 I would much rather get in a 25 mile per hour collision than a 100 mile per hour
4919 collision for chances of survivability. I do not have the statistics on that but on
4920 any given day I'd rather be in the 24 mile per hour collision than the 100 mile
4921 per hour collision.
4922

4923 [REDACTED] Okay. Well not every Code 3 run is 100 miles per hour correct? You drive
4924 within due regard for public safety
4925

4926 LANSDALE Correct and usually
4927

4928 [REDACTED] correct. And conditions of the road.
4929

4930 LANSDALE Correct. I'm using that as a dramatic analogy
4931

4932 [REDACTED] Mm-hm.
4933

4934 LANSDALE or comparison. I don't know the speeds that we were at. Again with - you
4935 would also have to be able to navigate to that call while driving code 3. It's just
4936 me not being with him for several days I don't know what his skill level is. If
4937 he knows - maybe he used to live on that street and knows right how to get to it
4938 without navigation. I don't know that. I just thought I was being mindful of his
4939 job performance at the time. And I didn't want to put his or allow him to put
4940 his self in unnecessary danger when it didn't really need to happen. I feel that
4941 as a FTO it is my duty to intervene at that time when it's not needed. I don't
4942 know if you also know that on the two - robbery alarm when the text of the call
4943 - again it's just the button activation, people often times go Code 3 to those.
4944 Based off of my experience over 99% of those are accidental. They didn't even
4945 know they hit the button because it's hidden away in the freezer and they're
4946 putting boxes away or they lean over the counter of the drive-thru or they just
4947 rest their hand or they're doing this under the counter and employees don't even
4948 know. But we are justified to go Code 3 to a robbery alarm because it's the
4949 assumption that we treat it as a robbery in progress, however, Officer [REDACTED]
4950 didn't request to go Code 3 to that. I didn't instruct him to go code 3 or to not
4951 go Code 3. But it's not - but that is something based off of my experience that
4952 the robbery alarms are usually not actual robberies in progress and sometimes

4953 these calls for service that sound dramatic over the call or the way dispatch
4954 voices them with fear fluctuation. I don't know the way dispatch voices them it
4955 gets people to raise their blood pressure and think they're more than what they
4956 really are when we get there. So, yes, there are times when we're authorized -
4957 we would be authorized to go Code 3 but it's our discretion that we don't have
4958 to.
4959

4960 [REDACTED] Moving on. Did you respond to a low jack hit on January 26, 2020, that
4961 eventually culminated at [REDACTED] 10th Avenue?
4962

4963 LANSDALE Yes.
4964

4965 [REDACTED] And was Officer [REDACTED] still your trainee?
4966

4967 LANSDALE Yes.
4968

4969 ***VIDEO REVIEW OF 20-28130***
4970

4971 [REDACTED] So at this point is this you giving Officer [REDACTED] instructions to take control of the
4972 - of the detainee or a passenger from that vehicle?
4973

4974 LANSDALE Yes. To do the physical apprehension.
4975

4976 ***CONTINUED REVIEW OF 20-28130***
4977

4978 [REDACTED] Okay. Okay. So right there you say put him in the car cursory search for
4979 weapons, don't do a detailed search, correct?
4980

4981 LANSDALE Yes.
4982

4983 [REDACTED] All right. And that was your instruction to Officer [REDACTED] in regards to his
4984 handling of a person who was in custody from the car?
4985

4986 LANSDALE Yes.
4987

4988 [REDACTED] And what was the purpose of those instructions?
4989

4990 LANSDALE To inform him to only do a cursory search for weapons
4991

4992 [REDACTED] Mm-hm.
4993

4994 LANSDALE and detain him so that he could be the receiving officer for the other occupant,
4995 the driver of the vehicle.
4996

4997 [REDACTED] Did it have the effect of speeding up the detention, so to speak, speeding up the
4998 process?
4999
5000 LANSDALE Yes.
5001
5002 [REDACTED] Okay. Were there any conditions at the time other than the fact there was
5003 another person in the car that would make it necessary to speed up the
5004 detention?
5005
5006 OLANDER You mean the - can - can you rephrase that? I think you mean just speeding up
5007 the process of searching.
5008
5009 [REDACTED] Speeding up the process of searching, was there anything that required you to
5010 speed up the process of handling the incident?
5011
5012 LANSDALE Yes. There was still a unknown threat - a threat of somebody in the vehicle.
5013
5014 [REDACTED] Mm-hm.
5015
5016 LANSDALE We didn't know if it was armed or was not armed. And I didn't want him to let
5017 his guard down and just think he was safe and there no more threats. The
5018 situation wasn't yet sterilized so he needed to do a cursory search on that
5019 subject and detain him in the back of - of police vehicle. So he could then
5020 receive the second known occupant of the vehicle. We didn't know if there
5021 more occupants in the vehicle.
5022
5023 [REDACTED] Mm-hm.
5024
5025 LANSDALE If there were more that was his role on the felony traffic stop.
5026
5027 [REDACTED] Okay. If an officer is searching a subject quickly can that affect the
5028 thoroughness of that search?
5029
5030 LANSDALE Yes.
5031
5032 [REDACTED] Especially if they're wearing bulky clothing or something with lots of pockets?
5033
5034 LANSDALE Yes.
5035
5036 ***CONTINUED REVIEW OF 20-28130***
5037
5038 [REDACTED] It was two occupants, correct? Of the car?
5039
5040 LANSDALE Of the suspect vehicle, yes.

5041 [REDACTED]
5042 [REDACTED] Yes. Okay. I'll jump forward just a little bit here. Can you tell me what I
5043 [REDACTED] guess is happening next to here, it appears that you have at least one suspect in
5044 [REDACTED] the back of your car, is that correct?
5045
5046 LANSDALE Yes.
5047
5048 [REDACTED] Okay. At some point you and Officer [REDACTED] have a discussion about searching
5049 [REDACTED] this individual, doing a better search of him because you could - he had
5050 [REDACTED] performed a very quick cursory search?
5051
5052 LANSDALE Yes.
5053
5054 [REDACTED] I think that's where this leads us up to this point in the video.
5055
5056 ***CONTINUED REVIEW OF 20-28130***
5057
5058 [REDACTED] In watching this video, I don't know if you're watching Officer [REDACTED]'s facial
5059 [REDACTED] expressions, does he seem very confident that he knows exactly what's going on
5060 [REDACTED] at this point in time?
5061
5062 LANSDALE No.
5063
5064 [REDACTED] Okay. Is there a lot of stimulus that has just taken place?
5065
5066 LANSDALE Yes.
5067
5068 [REDACTED] Felony vehicle stop, he just took two people in custody, he's got one suspect
5069 [REDACTED] that he's about to search and you're going over multiple aspects of case law
5070 [REDACTED] with him and - and - and search and seizure. Is - is there - would it be
5071 [REDACTED] reasonable that there would be a better time to possibly go over these things
5072 [REDACTED] with Officer [REDACTED] before he actually took this - the suspect out of the car and
5073 [REDACTED] started going through the - the search process?
5074
5075 LANSDALE If I was - if I had knowledge that he didn't know search and seizure law then
5076
5077 [REDACTED] Mm-hm.
5078
5079 LANSDALE because that was taught in the academy and he's Phase 3 so just - he had already
5080 [REDACTED] passed his Phase 3 test to go shadow so he was only with me for filler time. So
5081 [REDACTED] I - it was my assumption if I was incorrect it was an assumption that he was
5082 [REDACTED] familiar with search and seizure of law. So that's why I didn't quiz him before
5083 [REDACTED] but when I saw an illegal act about to happen
5084

5085 [REDACTED] Mm-hm.
5086
5087 LANSDALE that's why I provided immediate intervention because then I would be a witness
5088 to an illegal search. I saw the confusion and then that's why I just paused for
5089 that time
5090
5091 [REDACTED] Mm-hm.
5092
5093 LANSDALE time is on our side. And question on it. I didn't give him all the answers or just
5094 say no, don't that. I questioned him to see what his state of mind was and to get
5095 his - to - to quiz his knowledge.
5096
5097 [REDACTED] Mm-hm.
5098
5099 LANSDALE Because if I just gave him the answer and said no, don't search him he just
5100 thinks we don't search them.
5101
5102 [REDACTED] Mm-hm.
5103
5104 LANSDALE Just like if I only told him previously don't go Code 3. It would be like we
5105 don't go Code 3 ever. There's a time and a reason. So the reason I quizzed him
5106 on that is because I know he was driver that day. His point of view of the
5107 suspect vehicle could have been different than mine. He could - I don't know
5108 what Officer [REDACTED] saw. He could have thought that was the driver. I think he
5109 got out on his own or he was trying to sit down or something. That guy was
5110 doing something on his own. So that's why I verbally asked him what authority
5111 do we have because I didn't know that Officer [REDACTED]
5112
5113 [REDACTED] Mm-hm.
5114
5115 LANSDALE didn't know search and seizure. I don't know if he perceived that to be the
5116 driver and thinking we were already placing him under arrest. If it were a Phase
5117 1 officer and I knew he didn't know laws of search and seizure, then I could
5118 have taken that time after detaining him in the car have a side conversation with
5119 Officer [REDACTED] in the front seat of the car, but now I'm realizing that would have
5120 been within ear shot of the detainee, which may be perceived as offensive but
5121 take him out of the car - my trainee out of the car if I knew he didn't know what
5122 to do there. But if I was incorrect, I assumed he knew
5123
5124 [REDACTED] Mm-hm.
5125
5126 LANSDALE that.
5127
5128 [REDACTED] Okay.

5129
5130 OLANDER Is that the expectation by this time and Officer [REDACTED]'s training that he should
5131 know search and seizure?
5132
5133 LANSDALE Yes. And based off the field training manual as a Phase 3 - as an FTO over the
5134 Phase 3 officer my role is to step back and to allow the trainee to function on
5135 their own, however, be able to intervene when an illegal act is about to occur.
5136
5137 [REDACTED] Okay. Anything more? No. All right.
5138
5139 ***CONTINUED REVIEW OF 20-28130***
5140
5141 [REDACTED] So at this point is a search being - are other officers conducting a search of the
5142 suspect that Officer [REDACTED] was about to search?
5143
5144 LANSDALE Yes.
5145
5146 ***CONTINUED REVIEW OF 20-28130***
5147
5148 [REDACTED] Okay. So can you describe what happened in the video?
5149
5150 LANSDALE Yes. I saw that - I don't know who pulled that knife out of his pocket if it was
5151 Officer [REDACTED]
5152
5153 [REDACTED] Mm-hm.
5154
5155 LANSDALE or other officers. I saw that a knife was discovered on the subject. And then I
5156 questioned Officer [REDACTED] to be clear because maybe I was wrong. Did I ask you
5157 if there - if you had done the cursory search and I also thought I had clarified
5158 what a cursory search is for. It's not just for contraband because knives aren't
5159 illegal, but they can be used as a weapon against us. So it was for cursory
5160 search for weapons.
5161
5162 [REDACTED] Mm-hm.
5163
5164 LANSDALE So that is me providing direct and immediate feedback that it's unacceptable to
5165 leave knives in subjects pockets that are detained. While, yes, knives are not
5166 illegal they are still a weapon that can be used against us. I did not feel it was
5167 appropriate to ignore such a significant officer safety issue because if those two
5168 other officers saw that that I ignored it at the scene, they would have the
5169 perception that I'm okay with people leaving knives on subjects. And then I
5170 don't know what I'm doing. So that's my reasoning for providing that direct
5171 and immediate feedback. And again it goes back to it's an officer safety issue.

5172 I care very much about it, about the survivability of all of these officers and I
5173 don't think it's something that should be ignored.
5174
5175 [REDACTED] Okay. So it was for the perception of the other officers not wanting to think that
5176 you would ignore something and something like such an egregious officer
5177 safety issue, that's why you made the correction right there in front of the
5178 citizen and the two officers right then and there?
5179
5180 LANSDALE Not only that, that in addition to the other things I explained
5181
5182 [REDACTED] Mm-hm. Okay. Did you discuss any methods after the fact with Officer [REDACTED]
5183 about what he could have done to prevent from missing the knife?
5184
5185 LANSDALE I don't recall about that specifically.
5186
5187 [REDACTED] Mm-hm.
5188
5189 LANSDALE I know we did discuss the different roles of officers on a felony vehicle stop. I
5190 learned that that was I think his first felony vehicle stop. I told him that the
5191 positives of that were the vehicle positioning, the two initial officers had voice
5192 commands and lethal cover
5193
5194 [REDACTED] Mm-hm.
5195
5196 LANSDALE I was second on scene, so I did less lethal cover. Officer [REDACTED] didn't need to be
5197 less lethal also so he - I designated him as the officer that did the hand to hand
5198 contact. And I explained to him that though we also had K-9 from the sheriff I
5199 believe, so I debriefed that call with him. I know in the past with trainees I have
5200 discussed ways to do cursory searches on subjects by cuffing them first and then
5201 do the cursory search and then - as here I was okay with if you can't get
5202 everything immediately it's okay to go over and do a more detailed yet still
5203 cursory without violating the law
5204
5205 [REDACTED] Mm-hm.
5206
5207 LANSDALE search on the subject.
5208
5209 [REDACTED] Do you think he had ever done anything like that before? Kind of do a double
5210 cursory or an after the fact cursory once someone was secured?
5211
5212 LANSDALE I don't know.
5213
5214 [REDACTED] Don't know. And you said it was after the fact at when you're debriefing it that
5215 you find out that was actually his first felony vehicle stop, he had ever done?

5216
5217 LANSDALE Based off my recollection, yes.
5218
5219 [REDACTED] Okay.
5220
5221 SHIRAISHI Trainees are your responsibility, correct?
5222
5223 LANSDALE Yes.
5224
5225 SHIRAISHI And you've referenced this a number of times and the footage we viewed, but
5226 you kind of maintain the ability to intervene, is that correct?
5227
5228 LANSDALE Yes.
5229
5230 SHIRAISHI I'm just curious what your explanation is for having a less lethal shotgun in
5231 your hand not having the immediate ability to directly contact your trainee if he
5232 was, you know, in a situation that you needed to intervene. Is that just - had -
5233 had this officer demonstrated that he was beyond having to have you so close to
5234 him or is it just an oversight on your part?
5235
5236 LANSDALE Can you please ask the question again?
5237
5238 OLANDER Yeah, I don't understand it either.
5239
5240 SHIRAISHI Okay. *
5241
5242 OLANDER There's a couple questions there.
5243
5244 SHIRAISHI So you had the - you had the less lethal shotgun in your - in your hands, correct?
5245
5246 LANSDALE Yes.
5247
5248 SHIRAISHI Do you think that that inhibits your ability to directly intervene in your trainee?
5249
5250 LANSDALE No.
5251
5252 SHIRAISHI With your trainee?
5253
5254 LANSDALE No.
5255
5256 SHIRAISHI Okay. Is this a fail on his part?
5257
5258 LANSDALE No. I don't view it as a fail. He learned - I feel that he learned from that
5259 mistake and said hopefully, thought, I need to pay attention to my searches.

5260
5261 SHIRAISHI We've watched the footage, right, we're looking at this guy's face and he's
5262 obviously confused as to what he can do and - and you direct and immediately
5263 intervene, do you feel that you contributed to his inability to find that knife?
5264

5265 LANSDALE No. Because the intervention was after. Prior to that my instruction or my role
5266 was delegating but I wasn't stepping over those other officers. They already
5267 had lethal cover and voice commands and they were primary. So they were, so
5268 to say, running the scene. Our role was to provide a support role in receiving
5269 the detainee - the people - the occupants of the vehicle. And prior to him not
5270 seeing the knife, I think the video shows my interaction was delegation and hey,
5271 do this. If I said nothing, he would have likely just drawn his gun and pointed a
5272 third gun at the occupants of the vehicle. And then that would have - then I - or
5273 I could have instructed Officer [REDACTED] to do less lethal cover and I could have
5274 received the people with my hands. That would have prohibited Officer [REDACTED]
5275 from having that opportunity to get experience with searching subjects. And
5276 also based off my experience with a previous trainee there was one traffic stop
5277 that I did. That I detained the subject and did a search incident to arrest of the
5278 subject and I ended up locating the contraband and I therefore had to write the
5279 report. And I was fine with that I don't mind at all. However, that was a
5280 potential felony arrest that my trainee could have had, but the reason for me
5281 searching this - that subject on a different call for service was the time was
5282 right. I didn't want to step aside and scoot the trainee in there and say hey, you
5283 do this. It was just hey, the time is right I got compliance or the best
5284 opportunity to do it, so I did it. And yes, I took a little bit of the trainee's work
5285 but or his opportunity to gain that experience, but it was - it just at that time felt
5286 like it was right. If I had done the hand searching on this, I would not have been
5287 wrong, however, I think Officer [REDACTED] has probably had experience pointing a
5288 gun or a less lethal shotgun at people before.
5289

5290 [REDACTED] Josh, anything on that one?
5291

5292 OLANDER No.
5293

5294 [REDACTED] Okay. Moving on. This is our last incident before some closing questions and
5295 policy. Did you respond to [REDACTED] Center Parkway on January 30, 2020, for a
5296 foot pursuit?
5297

5298 LANSDALE Yes.
5299

5300 [REDACTED] Was Officer [REDACTED] still your trainee?
5301

5302 LANSDALE Yes.
5303

5304 [REDACTED] And did you respond Code 3 to that foot pursuit?
5305
5306 LANSDALE I do not think so.
5307
5308 [REDACTED] Do you remember why?
5309
5310 LANSDALE Based off my recollection we were from a significant distance away, possibly
5311 parked at HOJ I don't recall. And we were responding to Center Parkway north
5312 of Mack Rd, which is a significant distance and there was no want on the
5313 subject at the time.
5314
5315 [REDACTED] Mm-hm.
5316
5317 LANSDALE And most of Sector 5 was already on the call.
5318
5319 [REDACTED] Did you explain that - those reasons to Officer [REDACTED] ?
5320
5321 LANSDALE I believe that I did.
5322
5323 ***VIDEO REVIEW FROM 20-33103***
5324
5325 [REDACTED] So quickly when you got to the scene was there a perimeter set up?
5326
5327 LANSDALE Yes.
5328
5329 [REDACTED] Do you know if K-9 had been requested or authorized at this point?
5330
5331 LANSDALE They had been requested.
5332
5333 [REDACTED] Mm-hm.
5334
5335 LANSDALE I don't know if they had been authorized.
5336
5337 [REDACTED] Would a K-9 typically be authorized for a stand-alone foot pursuit with no want
5338 other than 148?
5339
5340 LANSDALE Not for apprehension based off my experience, but for perimeter assistance, yes.
5341
5342 [REDACTED] Mm-hm.
5343
5344 LANSDALE And the yard to yard search, yes.
5345
5346 [REDACTED] Okay. But not -not deployed per say to possibly bite an individual?
5347

5348 LANSDALE Correct.

5349

5350 ***CONTINUED REVIEW FROM 20-33103***

5351

5352 [REDACTED] Okay. At that point did you talk to an officer that directed you into a backyard?

5353

5354 LANSDALE Yes.

5355

5356 [REDACTED] Is that typical on a perimeter?

5357

5358 LANSDALE Yes.

5359

5360 [REDACTED] It is, okay.

5361

5362 LANSDALE Well I mean it's...

5363

5364 [REDACTED] Let me back up. If you know if K-9's going to be deployed and a dog may be search - roaming around - K-9 dog might be roaming around the backyard where an officer could be bit, do officers typically go into backyards of houses?

5365

5366

5367

5368 LANSDALE Its

5369

5370 [REDACTED] By themselves.

5371

5372 LANSDALE its case by case. I wasn't doing a yard to yard search for the suspect. And it is typical to meet up with an officer in charge who has

5373

5374

5375 [REDACTED] Okay.

5376

5377 LANSDALE more knowledge of the incident. Meet with them. What do you need? All right. I'll do it.

5378

5379

5380 [REDACTED] And at this point

5381

5382 LANSDALE But yeah, we set up in the yards.

5383

5384 [REDACTED] like you said K-9 was not being deployed, is that correct? This was just a standard perimeter.

5385

5386

5387 LANSDALE Correct. And based off of routine calls we do set up in backyards, yeah.

5388

5389 ***CONTINUED REVIEW FROM 20-33103***

5390

5391 [REDACTED] I'm going to skip forward just a little bit. So at this point it looks like you
5392 appear to be in the backyard of a residence. What are you doing at the fence
5393 here?
5394

5395 LANSDALE Seeing if the suspect is there even though we don't have knowledge that he is
5396 there. He could have still been there.
5397

5398 [REDACTED] Mm-hm.
5399

5400 LANSDALE So that I'm not just sitting there or standing there with a suspect right under my
5401 noise. Just because he's in the dark or hidden behind brushes or shrubs.
5402

5403 [REDACTED] So you're making sure the area that you have been deployed to is safe for you?
5404

5405 LANSDALE Yes.
5406

5407 [REDACTED] A fence, does that provide cover or concealment?
5408

5409 LANSDALE Concealment.
5410

5411 [REDACTED] Can someone shoot through a fence?
5412

5413 LANSDALE Yes.
5414

5415 [REDACTED] So you appear to have grabbed the chair to assist you in looking over a fence.
5416

5417 LANSDALE Yes.
5418

5419 [REDACTED] Is that correct? Is that to ensure there's no suspect on the other side of that
5420 fence that could be laying in wait for you?
5421

5422 LANSDALE Yes.
5423

5424 [REDACTED] Okay. And it appears Officer [REDACTED] is doing the same thing. Did you instruct
5425 him to do that or was he just following your lead by grabbing a chair and using
5426 it to peek over a fence?
5427

5428 LANSDALE I don't recall if I instructed him to or not?
5429

5430 [REDACTED] Okay. Is there any possible officer safety issues with popping your head over a
5431 fence?
5432

5433 LANSDALE Yes.
5434

5435 [REDACTED] Like what?
5436
5437 LANSDALE The suspect could see us and shoot at us.
5438
5439 [REDACTED] Possibly, yes. That's really all there is to that one. Any questions about that?
5440
5441 SHIRAISHI No.
5442
5443 [REDACTED] Okay. Were you ever - did any other officers ever talk to you about this and
5444 give you their opinion that they felt this was an unsafe tactic on your behalf?
5445
5446 LANSDALE The K-9 officer voiced on the radio whoever is in that backyard get down.
5447
5448 [REDACTED] Mm-hm. Okay.
5449
5450 LANSDALE So then I...
5451
5452 [REDACTED] Are you aware if he knew you were back there?
5453
5454 LANSDALE Based off my recollection in reviewing the full-length video I think the K-9
5455 officer did not know that I was back there. And I voiced my concerns to Officer
5456 [REDACTED]. I was like I don't know why they sent us back here. I feel unsafe back
5457 here that I'm - I announced that we're the police back there so that we don't get
5458 shot.
5459
5460 [REDACTED] Mm-hm.
5461
5462 LANSDALE However, we have no cover we only have concealment. So the suspect could
5463 see us and hear us because I'm rightfully so announcing our presence. I was
5464 confused as to why that officer wanted us in the backyard, however, seeing all
5465 this here, now knowing if I questioned that officer that instructed me to go in
5466 the backyard it would have - he would have just been another witness here
5467 possibly like
5468
5469 [REDACTED] Mm-hm. Once you found out
5470
5471 LANSDALE if I questioned him it could have been viewed as offensive.
5472
5473 [REDACTED] once you heard that a K-9 officer was orchestrating a perimeter did you leave
5474 the backyard and go out to the - the border of the perimeter?
5475
5476 LANSDALE No. We stayed in the backyard.
5477

5478 [REDACTED] Okay. You feel it was just kind of a communication issue, him not knowing
5479 you were back there?
5480
5481 LANSDALE Yes.
5482
5483 [REDACTED] All right. But you were directed to go back there from an officer that was
5484 already at the scene that had better knowledge than you about the travel - the -
5485 the direction of travel of the suspect, correct?
5486
5487 LANSDALE Yes.
5488
5489 [REDACTED] Okay. Closing questions and then policy. You want to take a quick break or
5490 you want to power through?
5491
5492 OLANDER Let's take a quick break.
5493
5494 [REDACTED] Okay.
5495
5496 SHIRAISHI We'll call it 1835 hours. All right. Were back on the record. Its 1904 hours.
5497
5498 [REDACTED] Of all your trainees, did you ever formally recommend any of them be
5499 downgraded to a CSO or be terminated from the training program?
5500
5501 LANSDALE No.
5502
5503 [REDACTED] Did you ever have any major personality conflicts with any of your trainees?
5504
5505 LANSDALE No.
5506
5507 [REDACTED] Any personal issues?
5508
5509 LANSDALE No.
5510
5511 [REDACTED] As a whole, how would you best describe the environment in your car when you
5512 had a trainee? I'll give you some options. Comfortable?
5513
5514 LANSDALE I would say I tried to create a learning environment that mirrors my values such
5515 as officer safety, being clear and direct. And I exhibit the things that I strongly
5516 value and try to convey that message to trainees. And another thing that is
5517 based off of my experience when receiving instruction is a lot of times people
5518 like to beat around the bush. And so - so to say I know that's a jargon or a
5519 phrase, but I appreciate when people are very clear and direct and specific in
5520 their training and remediation training also. So when people appear to me to be
5521 that they are submissive or want to be passive to a certain issue they kind of just

5522 further - they keep talking or they're afraid to be confrontational and just, so to
5523 say, beat around the bush instead of specifically telling me or somebody what
5524 they did wrong. I would - I much more appreciate when people are clear and
5525 direct and can identify a specific issue and that is why that is my teaching
5526 method. For example, last year I made an arrest that somebody in the
5527 department was not happy with [REDACTED]

5528 [REDACTED]
5529 [REDACTED]
5530 [REDACTED]
5531 [REDACTED]
5532 [REDACTED]
5533 [REDACTED]
5534 [REDACTED]
5535 [REDACTED]

5536 It took away my confidence in
5537 my ability to handle those calls for service because I felt like I would be
5538 scrutinized and always be wrong or displease somebody just because they didn't
5539 like the way it was handled. But I don't want to be like that to my trainees. I
5540 don't like when people beat around the bush to me. I want them to be very
5541 clear, specific, and direct if they have an issue to come to me. Or even if the
5542 field training office has an issue I would appreciate if they were clear and
5543 specific and offered immediate feedback as to how I can improve upon that
5544 area.

5545 [REDACTED] You said you didn't like it when [REDACTED] and it was - you said
5546 you were scrutinized. It made you feel not comfortable or maybe not or was it
5547 not confident.

5548
5549 LANSDALE It took away my confidence in the ability to handle a call for service knowing
5550 that I would face the scrutiny that just because somebody didn't like something
5551 and, again, they didn't tell me specifically what I did wrong. They would not
5552 say that I did anything wrong.

5553
5554 [REDACTED] Mm-hm.

5555
5556 LANSDALE They just didn't like it. And they just said you could have done this.

5557
5558 [REDACTED] Mm-hm.

5559
5560 LANSDALE Could have done that. But going forward because I know I'll handle calls for
5561 service again, they didn't say what I should do if I encounter that same situation
5562 again.

5563
5564 [REDACTED] Okay. Do you feel that the way you correct, or I guess scrutinize a trainee can
5565 that affect their ability or their confidence in handling a call within their mind

5566 that if they do one small thing they're going to be quickly and directly
5567 corrected?
5568

5569 LANSDALE It can, but none of the trainees have brought that to my attention that it offended
5570 them or inhibited their ability to learn. When I was in the academy I was
5571 constantly yelled at everyday multiple times a day I was yelled at in front of not
5572 just one or two coworkers or academy mates or other recruit training officers, I
5573 was yelled at in front of the entire class of when we started approximately 54
5574 people all the way up until graduation of 20 something people. And what I was
5575 taught in my training was adapt and overcome. Be able to persevere in these
5576 stressful conditions if you're getting yelled at or scrutinized because based off
5577 of my professional experience law enforcement is always scrutinized by the
5578 public and I want to address these what some would perceive as little issues
5579 with trainees immediately, because I am not somebody that is passive or doesn't
5580 care about officer safety issues. If it something that I'm passionate about, I will
5581 bring it to their attention. If they get offended by that I don't know because I
5582 think they don't want to tell me or maybe they've been told not to argue with
5583 their FTO, but I wouldn't perceive that as arguing I was just like oh, thank you
5584 for bringing that to my attention. Now I'm aware that that - my behavior upsets
5585 you, so I can adapt to your learning style of what you would appreciate. I think
5586 it would say a lot more if I just were passive, so the role of the field training
5587 officer is to develop officers that are going to be our partners. And for me to
5588 show that I don't care would be passive to these issues and just if you want
5589 me to be careless of this, like oh, yeah, yeah. You missed a knife big whoop.
5590 Or these other safety issues that these daily habits are what build our everyday
5591 actions and low stress situations, high stress situations it's how we perform.
5592 How we make these daily practices. So the reason I address these issues is
5593 because I care. That is my way of showing concern that I care about their
5594 survivability and their success in law enforcement.
5595

5596 [REDACTED] Okay. Well I'll touch on that again. I - I'm not sure if we got it answered. I
5597 would assume that when I ask you how do you best describe the environment in
5598 your car, I know you said it was - is it just professional would that be a good
5599 way to describe it?
5600

5601 LANSDALE Yes.
5602

5603 [REDACTED] Okay. Would you describe it as comfortable?
5604

5605 LANSDALE Everybody has their own level of comfort.
5606

5607 [REDACTED] Right.
5608

5609 LANSDALE Some people are comfortable.

5610 [REDACTED]
5611 [REDACTED] Obviously you're comfortable in it. Do you think your trainee's comfortable in
5612 [REDACTED] it?
5613 [REDACTED]
5614 LANSDALE I don't know without them bringing it to my attention.
5615 [REDACTED]
5616 [REDACTED] Mm-hm.
5617 [REDACTED]
5618 LANSDALE With all but two of these trainees I didn't know there was an issue until a year
5619 [REDACTED] later, so.
5620 [REDACTED]
5621 [REDACTED] Do you think
5622 [REDACTED]
5623 LANSDALE I don't know.
5624 [REDACTED]
5625 [REDACTED] do you think a trainee would feel comfortable coming to you and saying I don't
5626 [REDACTED] like the way you train me?
5627 [REDACTED]
5628 LANSDALE I don't know.
5629 [REDACTED]
5630 [REDACTED] Would you have done that as a trainee if you had an FTO and you didn't like
5631 [REDACTED] the way they corrected you or how it was done? Not so much the content but
5632 [REDACTED] how the message was delivered. Would you feel comfortable in doing that?
5633 [REDACTED]
5634 LANSDALE No. Because similar things that were - the way I was taught in the academy is -
5635 [REDACTED] are things such as - just to suck it up and adapt and overcome. And if you're -
5636 [REDACTED] and to have thick skin above all things or among all things that we really need to
5637 [REDACTED] have thick skin in this profession because we're constantly scrutinized, belittled
5638 [REDACTED] by the public and we need to be able to endure that to perform our job functions.
5639 [REDACTED]
5640 [REDACTED] Okay.
5641 [REDACTED]
5642 LANSDALE And that is something that was constantly taught in the academy.
5643 [REDACTED]
5644 [REDACTED] Is there a difference in the style of teaching in the academy versus the style of
5645 [REDACTED] teaching in the FTO program? Is there - I know the academy is a para-military
5646 [REDACTED] type of program. It's very strict. It is stressful. Is there a difference in the way
5647 [REDACTED] things are done in the FTO program? Is it more of a nurturing type of element?
5648 [REDACTED] Is there that para- military structure and strictness and stress that comes along
5649 [REDACTED] with what the academy brings?
5650 [REDACTED]
5651 LANSDALE To some extent I would - the - the training isn't contradictory from the - on the
5652 [REDACTED] streets to in the academy, however, the academy is a very sterile situation that
5653 [REDACTED] has no real threats in it. On the street there are real threats and things matter

5654 more on the street than they do in the academy. Based off a recent FTO update
5655 that I attended, the academy staff has described they would like us to be more
5656 nurturing and, yeah, I would say nurturing to the trainees which is not how I
5657 was trained.

5658 [REDACTED]

5659 [REDACTED] Was your FTO program different from the academy? I know you mentioned he
5660 academy a lot. Stress, working through everything, sucking it up. When you
5661 got to FTO was it different? Did officers - did the FTO officers treat you like
5662 an academy corporal.?

5663 [REDACTED]

5664 LANSDALE For the most part yes.

5665 [REDACTED]

5666 [REDACTED] The did? Okay. All nine of your previous were interviewed for this
5667 investigation. All of the were asked to rank you based upon their experiences
5668 with their other field training officers. Can you offer any explanation why
5669 every one of your previous trainees ranked you at the bottom when compared to
5670 other field training officers?

5671 [REDACTED]

5672 LANSDALE I know that everybody has a different perception of everybody and people have
5673 different values set and based off my conversation with the field training unit,
5674 they have made me aware that my trainee' rate me low and I haven't received
5675 any of that written feedback. So I don't know what their grading criteria is. So
5676 to answer that question specifically as to why don't they rate me well, I don't
5677 know what they're rating me on. I haven't received a single one of those evals.
5678 For example, if it had stuff about auto mechanics or medical profession, I would
5679 be rated rightfully so very lowly on it. Because I don't know any of that. So
5680 without seeing those evals and rating systems

5681 [REDACTED]

5682 [REDACTED] Mm-hm.

5683 [REDACTED]

5684 LANSDALE I can't offer an explanation.

5685 [REDACTED]

5686 [REDACTED] It was a very general question posed to them of out of all of your FTO's where
5687 would Officer Lansdale rank? And all of them towards the bottom. So there
5688 was no specific or one specific category or ranking it was just an overall - their
5689 experience they had with you?

5690 [REDACTED]

5691 LANSDALE Again ranking on

5692 [REDACTED]

5693 [REDACTED] Mm-hm.

5694 [REDACTED]

5695 LANSDALE what though?

5696 [REDACTED]

5697 SHIRAIISHI Their overall experience.

5698
5699 LANSDALE Do you like me as a person?
5700
5701 [REDACTED] Mm-hm.
5702
5703 LANSDALE Do you like me as a field training officer and teaching you knowledge, yeah,
5704 knowledge about the job or so, yeah
5705
5706 [REDACTED] Mm-hm.
5707
5708 LANSDALE it's just very vague. Do you like me as a person? Do you like me as a cop? Do
5709 you like a field raining officer? Do you like me with the instruction that I
5710 provide but not the method? It - without it being codified with more job
5711 performance duties that's hard to offer an explanation of that to see specific
5712 where the deficiencies are.
5713
5714 [REDACTED] Okay. Kind of a similar question. Eight out of nine of your previous trainings
5715 gave the opinion that you were a very competent officer but not a competent
5716 training officer. And did not believe you should be an FTO. Do you have any
5717 explanation for that?
5718
5719 LANSDALE Again I have not received feedback so when - with the field training unit when
5720 this information is brought to me - to my attention a year later and then I
5721 haven't had any trainees it makes it hard to adjust to that, however, the concern
5722 about asking one officer if he had a learning disability so I could accommodate
5723 that, now know or I was in - after that I was notified that that offended him. So
5724 then I didn't ever ask that type of question again because I know it could be
5725 offensive. But then another officer had an - a reasoning or an explanation for
5726 grammar usage. But I had never explored - desired to explore that route with
5727 her because I didn't want to be accused of making the same mistake twice. So
5728 it's just - when things are a year later to tell me that I offended somebody or
5729 need to improve on my training it makes it harder to address. And I told the
5730 field training unit I am willing to go to retraining if there are areas that I can
5731 improve upon, please let me know
5732
5733 [REDACTED] Mm-hm.
5734
5735 LANSDALE and I'm willing to go to that training because I am not perfect. I don't know
5736 any person that is perfect. And I'm willing to admit my faults, but if there is a
5737 fault that you want to address - or want me to improve upon I would think it
5738 would need to first be identified as to what it is so it can be addressed. Again
5739 back to the specific and direct thing.
5740
5741 [REDACTED] Okay. Have you attended any leadership courses or schools?

5742
5743 LANSDALE No.
5744
5745 [REDACTED] No. Okay. In the FTO 40-hour school do they go over any leadership
5746 components, qualities?
5747
5748 LANSDALE Yes.
5749
5750 [REDACTED] Okay. Did they ever go over concept of praising in public and correcting in
5751 private?
5752
5753 LANSDALE I don't recall.
5754
5755 [REDACTED] Looking back at all of these incidents is there anything that you would have
5756 done differently?
5757
5758 LANSDALE No.
5759
5760 [REDACTED] After reviewing all this material, is there anything you would change about your
5761 style of instruction with future trainees?
5762
5763 LANSDALE If given the opportunity I would like to attend training so that I can be more
5764 aware of what people appreciate so I can accommodate that. So going forward
5765 that is what I would do is seek out a training through the department or through
5766 POST website to attend a training. Sergeant Echeverria recommended a
5767 leadership training. So going forward if given the opportunity that's what I
5768 would do.
5769
5770 [REDACTED] Anything before I start policy stuff?
5771
5772 SHIRAISHI Yeah, just real quick. It isn't really poised in certain when given the facts that
5773 nine of the trainees rate you low, eight of the nine say you shouldn't be a
5774 training officer, I mean is that a surprise to you? Even we don't know the
5775 measurement of which that's kind of taking in as information but is this news to
5776 you? Did you expect it? Did - I mean.
5777
5778 LANSDALE It's not news to me because Corporal Madsen already made me of aware of it.
5779
5780 SHIRAISHI Its two incidents is right. But that's you know two of the nine. There's seven
5781 others that kind of rate you low.
5782
5783 LANSDALE Now when I went into his office, he told me - he said - I think he said every
5784 single one of your trainee's has an issue with you.
5785

5786 SHIRAISHI Mm-hm.
5787
5788 LANSDALE So it - it - it doesn't surprise me. But again to offer judgement to a - when
5789 there's no scale
5790
5791 SHIRAISHI Standardization on
5792
5793 LANSDALE yeah
5794
5795 SHIRAISHI Okay.
5796
5797 LANSDALE or standardization it's like if you called a toddler short. Yes, they are short to a
5798 grown adult but are they short amongst another toddlers? I recognize that I'm
5799 only one year into the field training program or being a field training officer, so
5800 I don't have - recognize that I may not be proficient in all areas of being a good
5801 - what others would deem a good field training officer.
5802
5803 SHIRAISHI Sure.
5804
5805 [REDACTED] Have you recognized any commonalities in the things we've discussed today?
5806
5807 LANSDALE Yes.
5808
5809 [REDACTED] And what are some of those things?
5810
5811 LANSDALE That people are offended by what I say.
5812
5813 [REDACTED] Is it what you say or the tone in which it's delivered?
5814
5815 LANSDALE I don't know if they don't bring it to my attention. So if you're saying based off
5816 of your review and these videos that you don't like my tone that's okay. But I
5817 don't know what the trainees are saying if I don't have that performance
5818 evaluation of them. So is it the timing, is it the tone, is it the tense, is it the fact
5819 that there were other people around? I don't know without having received that
5820 material.
5821
5822 [REDACTED] Okay. Angela, go ahead and grab the field training manual. And I'm going to
5823 have you read aloud the highlighted portions in Section B Subsection 6.
5824 Beginning on page three.
5825
5826 LANSDALE FTO responsibilities include but are not limited to, directly supervising assigned
5827 trainees, instructing trainees, and evaluating their performance in accordance
5828 with the field training manual and directives of the FTU. Providing training and
5829 or mediation to trainees. Documenting on the daily observation reports the

5830 approximate amount of time spent on remedial training. Documenting the
5831 trainee's mastery of material in the field training documentation book and
5832 required knowledge manual. Completing and reviewing with the trainee daily
5833 observation reports no later than the first day of the next work week. An
5834 extension must be approved through the field training unit. Making
5835 recommendations regarding trainees. Attending periodic training meetings.
5836 Facilitated department training. Mentoring and developing trainees. Attending
5837 specialized training. Identifying training needs. Avoiding exposure of CSO
5838 trainees to unnecessary danger. Knowing the CSO trainee limitations and
5839 responsibilities. Not signing up for the following cars, any type of hospital car,
5840 including the hospital hybrids, wagon.

5841 [REDACTED]

5842 [REDACTED] Do you feel like you followed all of those General Orders that are highlighted?
5843

5844 LANSDALE Yes.
5845

5846 [REDACTED] Next page. Page four. Please read aloud the highlighted portions under FTO
5847 qualifications in Section A, Subsection C on page four.
5848

5849 LANSDALE FTO officers. Officers wishing to become post certified as a FTO must go
5850 through a nomination and interview process. Officers must meet all of the
5851 below listed qualifications. Possess the POST basic certificate, non-
5852 probationary police officer with at least three years seniority or lateral of police
5853 officer with 12 months seniority on the department and two years prior law
5854 enforcement service. Continued satisfactory performance, above average
5855 preliminary investigative skills and report writing, above average ability to
5856 manage interpersonal relations, have the necessary skills to present instructional
5857 material, willingness to teach and ability to effectively evaluate trainees,
5858 minimal amount of personnel complaints, minimal amount of preventable
5859 vehicle collisions, balance of beat district integrity, self-initiated activity and
5860 focus area work. Good professional appearance. Willingness to be a FTO and
5861 accept trainees. Set a good example for trainees.
5862

5863 [REDACTED] Okay. Angela, do you feel like you adhered to all the portions of those
5864 highlighted areas you just read?
5865

5866 LANSDALE Yes.
5867

5868 [REDACTED] Okay. And specifically E, ability to - above average ability to manage
5869 interpersonal relationships. You feel like you were good at that?
5870

5871 LANSDALE Yes.
5872

5873 [REDACTED] Okay. And have - have the necessary skills to present instructional material?

5874
5875 LANSDALE Yes.
5876
5877 [REDACTED] Let's see. Let's grab the cities - City of Sacramento's Equal Opportunity
5878 Policy. And I'm going to have you read this policy statement on pages two and
5879 three. Just the highlighted areas please.
5880
5881 LANSDALE Policy Statement on discrimination and harassment. The City prohibits all
5882 forms of discrimination including any employment related action by any
5883 employee that adversely affects an applicant or worker and is based on any
5884 protected classification identified in this policy. Including age, ancestry, color,
5885 physical or mental disability, gender, gender expression, gender identity,
5886 genetic information, marital status, medical condition, military and veteran
5887 status, national origin, race, religious, creed, sex, sexual orientation, and any
5888 other classification protected by law. The City's commitment to Equal
5889 Opportunity and nondiscrimination extends to all job applicants, employees in
5890 all aspects of employment including but not limited to recruitment, hiring,
5891 training, assignment, promotion, compensation, transfer, layoff, reinstatement,
5892 benefits, education, and termination as well as to the provision of reasonable
5893 accommodation to qualified persons with disabilities.
5894
5895 [REDACTED] Go ahead and read the highlighted area on page three. About that.
5896
5897 LANSDALE Harassment including sexual harassment is verbal or physical conduct that
5898 demeans or shows hostility or aversion toward an individual based on that
5899 individuals protected class. It has the effect of interfering with an individual
5900 work performance or creating a hostile or abusive work environment. Conduct
5901 that may under certain circumstances constitute harassment can include making
5902 derogatory comments, crude and offensive statements or remarks, making slurs
5903 or off color jokes, stereotyping, engaging in threatening acts, displaying
5904 indecent gestures, pictures, cartoons, posters, or material, making inappropriate
5905 physical contact or using written material or City equipment and or systems to
5906 transmit or receive offensive material, statements or pictures. Such conduct is
5907 contrary to City policy and to the City's commitment to a discrimination free
5908 work environment.
5909
5910 [REDACTED] Do you feel you followed all the City's guidelines in regards to your treatment
5911 of other employees at the City of Sacramento?
5912
5913 LANSDALE Yes.
5914
5915 [REDACTED] Specifically in regards to the comment about girls from sector 5, do you feel
5916 that was discriminatory against any particular person of a color or race?
5917

5918 LANSDALE No.
5919
5920 [REDACTED] Continue please with page four the highlighted area.
5921
5922 LANSDALE Discrimination on the basis of disability against any applicant or employee who
5923 is a qualified individual with a disability by a supervisor, a management
5924 employee, or coworker will not be tolerated. This policy applies to the job
5925 application process and all terms and conditions of employment including but
5926 not limited to, recruitment, hiring, training, assignment, promotion,
5927 compensation, transfer, layoff reinstatement, benefits, education, termination
5928 and also in the provision of City programs, services and activities.
5929 Discrimination on the basis of disability includes but is into limited to the
5930 following, limiting, segregating or classifying a job applicant or employee in a
5931 way that may adversely affect opportunities or status because of the applicants
5932 or employee's real perceived or history of disability. Using any standards,
5933 criteria, or method of evaluation which could have the effect of discriminating
5934 on the basis of disability. Denying equal jobs or benefits because of a disability
5935 or the perception of a disability. Failing to make reasonable accommodations
5936 for known physical or mental limitations of an otherwise qualified individual
5937 unless it can be shown that the accommodation would impose an undue
5938 hardship or create a direct threat.
5939
5940 SHIRAISHI And just one more paragraph on the next page on page five, please.
5941
5942 LANSDALE Reasonable request or demands by a supervisor that a worker improve his her
5943 work quality or output that the worker will report to the job site on time. That
5944 the worker comply with the City or department rules or regulations or any other
5945 appropriate work-related communications between supervisor and worker.
5946
5947 [REDACTED] Okay. And specifically in regards to Officer [REDACTED]'s alleged comment about
5948 her age and Officer [REDACTED] remarks about learning disability. Do you
5949 feel there is any portion within the City of Sacramento's discrimination policy
5950 that you violated?
5951
5952 LANSDALE No.
5953
5954 SHIRAISHI 210?
5955
5956 [REDACTED] 210.04 please. And I'm going to have you read just one page on this one I
5957 think. Just the highlighted portions from the first page.
5958
5959 LANSDALE Professional conduct all employees. Employees on or off duty shall be
5960 governed by ordinary and reasonable rules of conduct and behavior. Not
5961 commit any act whether negligent, intentional, criminal or otherwise that could

5962 bring discredit upon this department or the City. Employees shall be
5963 responsible for establishing and maintaining a high spirit of cooperation and
5964 respect for others throughout the department. Treat other employees in the
5965 department regardless of rank with respect due to them as fellow employees.
5966 Not speak slightly or express humiliating discourtesies or derogatory comments
5967 to or engage in any harassing behavior towards any person. Employees should
5968 refrain from the use of profanity.

5969 [REDACTED]

5970 [REDACTED] Keeping in mind all of the material that we went over today, do you feel that
5971 you have treated other members of the department as well as the community
5972 with respect?

5973

5974 LANSDALE Yes.

5975 [REDACTED]

5976 [REDACTED] Okay. And you've been able to maintain a high spirit of cooperation and
5977 respect for others and your trainees?

5978

5979 LANSDALE Yes.

5980 [REDACTED]

5981 [REDACTED] Okay. The other portions of that GO that you read, do you feel like you
5982 violated?

5983

5984 LANSDALE No.

5985

5986 SHIRAISHI If all this body worn camera footage were to be redacted from you know PSD
5987 standards for public release including all these things we went over if you know
5988 we didn't have body camera, you know, conversations in the report writing
5989 room stuff like that, do you think - would you cringe at any of the stuff being
5990 released to have anyone watch or listen to? Or would you be okay with
5991 everything?

5992

5993 LANSDALE Is that asking if I consent to this being released without 1421?

5994

5995 SHIRAISHI No.

5996 [REDACTED]

5997 [REDACTED] No.

5998

5999 OLANDER No. It's just asking if - if - if - if this were - if in the event that this were made
6000 public, would you be embarrassed or feel you know certain negative way about
6001 the way that you talk to your trainees?

6002

6003 LANSDALE No.

6004

6005 SHIRAISHI You don't think it would reflect poorly on the - on the training program?

6006
6007 LANSDALE No.
6008
6009 SHIRAISHI The department?
6010
6011 LANSDALE No.
6012
6013 SHIRAISHI The City?
6014
6015 LANSDALE No.
6016
6017 SHIRAISHI Okay.
6018
6019 [REDACTED] Could your remark about Sector 5 girls, reflect negatively o the department. If
6020 someone were to hear that would they think it would be derogatory in nature?
6021 In the context for which is was provided and the fact that you don't want your
6022 trainee to look like someone from Sector 5. Even though you said it was for a
6023 professional reason, could someone have heard that and possibly be offended by
6024 it?
6025
6026 LANSDALE They could be possibly be offended by it.
6027
6028 SHIRAISHI And clearly based on the nature of this investigation people can be offended by
6029 all types of things So the fact that they're offended doesn't mean a whole lot.
6030
6031 [REDACTED] Would the fact that an employee of the Sacramento Police Department told
6032 another employee that we don't want to look like the girls from sector 5. Could
6033 that bring discredit, on the department?
6034
6035 LANSDALE No.
6036
6037 [REDACTED] No? Okay.
6038
6039 SHIRAISHI Why do think that?
6040
6041 LANSDALE In these - in all of this - well in my experience here I'm told talk more, joke, be
6042 more personable, be more friendly, and then I say it something that somebody
6043 perceives as offensive so it's hard to find a balance of things while being
6044 professional, maintaining interpersonal skills, being courteous to others of
6045 which I didn't think I had an issue with being courteous to others and
6046 professionalism, but to - when I'm told to talk more, joke more, maybe if I joke
6047 more it would relieve the stress in the training environment, to be more
6048 personable and then to be scrutinized on one joke. When other people say way
6049 worse things repeatedly in public in front of a roll call room with 20 plus

6050 people, sergeants, captains, lieutenants, other people say way worse comments
6051 all the time in front of people. But if they - if nobody speaks up to say that
6052 they're offended by it and people just laugh at it, it seems to be acceptable
6053 behavior. And now a year later - nearly a year later I'm being informed that a
6054 joke I made offended somebody.
6055
6056 [REDACTED] Was it a joke or was it a way to illustrate a point you were trying to make about
6057 the grooming standards?
6058
6059 LANSDALE It was to illustrate a point that we need to be in compliance within grooming
6060 standards to be professional in appearance.
6061
6062 [REDACTED] But it was meant to be a humorous illustration of that?
6063
6064 LANSDALE It was something that was not as clear and direct as other training moments.
6065 Which I'm also scrutinized for.
6066
6067 [REDACTED] Mm-hm. You said that people have told you to joke more, people have told you
6068 to be more personal better inner personal skills, it almost sounds like someone
6069 has spoken to you about some of your communication skills or personal
6070 relationships with people, is that accurate?
6071
6072 LANSDALE Yes, Sergeant Echeverria has.
6073
6074 [REDACTED] Okay. And that's just - and I think we've talked about. Was that the meeting
6075 you had with him when you were discussing some of the issues with the
6076 trainees?
6077
6078 LANSDALE Yes.
6079
6080 SHIRAISHI Okay. All right.
6081
6082 LANSDALE He told me that I needed - that he doesn't even get a smile from me and I feel
6083 like that was just a comment that made me believe he doesn't care much about
6084 job performance and cares more about aesthetics and perception of the way I
6085 look. I don't see how the way I look has anything to do with job performance.
6086 Job performance is in here and I haven't violated any of this. He's concerned
6087 about the way I look. That I don't smile at him. I don't owe anybody a smile or
6088 humor it's not a job performance category. I don't owe him anything. I don't
6089 owe him a smile. If I don't feel like smiling at him, I don't need to smile. He's
6090 - and when Corporal Madsen said that somebody was okay to violate policy
6091 because he liked the way it looked confirmed by belief - my perception that he
6092 doesn't care much about job performance. He cares about looks. And I think
6093 that creates poor morale in the department when people are okay with brushing

6094 aside job performance factors such as officer safety, report writing, but they
6095 care about how a person looks. If they look good, they're okay. But how does
6096 looks have anything to do with job performance. Yes there are professional
6097 grooming standards that I adhere to and I would expect my trainees to adhere to
6098 but looks and not smiling enough, and not joking with people, my sense of
6099 humor is different than other people's sense of humor. [REDACTED]
6100 made a sexual joke in front to the entire field training class at the beginning of
6101 March, that it was a joke that he was a having a sexual affair with a married
6102 man's wife during on duty time. Everybody laughed. I didn't laugh. It made
6103 me perceive him as - it made me have an extremely negative perception of him.
6104 But it was a joke. It could be perceived as - I perceived it absolutely as very
6105 unprofessional of him. Sure he had another explanation of why he was really
6106 late to the field training program but guess what, he was in front of rank of
6107 everybody else. They all laughed so it's okay to make that joke that you're
6108 having a sexual affair with somebody during on duty work time. So I realize
6109 each of these little clips is - amounts to maybe 60 minutes out of - well and each
6110 of them are a couple of minutes out of each of the days of patrol and not even
6111 every single day with each of these trainees. That's not even included in here.
6112 So I think what's not included in here is the positives, the positive
6113 reinforcement that I do to the trainees. That's just about every other moment of
6114 each training shift. It's documented in their performance evals what they do
6115 well. It's documents to them after the calls. Again I say I tried to avoid having
6116 personal conversation while on a call for service because I don't think it's
6117 appropriate, but I offer that constructive criticism and positive feedback. I have
6118 never heard of the analogy what you said praise in public something else. I've
6119 never heard of that analogy so that's, yeah, so it's news to me but it's a method
6120 that can be applied but I recognize that everybody has a different sense of
6121 humor. I for one prefer sarcasm but I recognize that it can be deemed as
6122 unprofessional so I avoid making jokes knowing that it could upset or offend
6123 somebody. And then I'm told that I don't talk enough, or I don't reveal enough
6124 personal information. For example a recent trainee I had at the beginning of
6125 this year made an - or had a story of how he had a girlfriend for this and a
6126 girlfriend for that and a girlfriend for this. I perceived him as something that I
6127 would say as a derogatory, but it would be unprofessional, but he was just
6128 tooting it off like it was something to be proud of, however, I have a very
6129 negative perception of that. But it had very little if nothing to do with job
6130 performance, so I didn't bring that issue to his attention because I decided as a
6131 more experienced officer and a field training officer to not let the little things
6132 bother me. And to just move past it that he thinks, or he is proud of revealing
6133 I've got a girlfriend for this I had a girlfriend for that. I dated this chick for this.
6134 Again I view that as very unprofessional, but it was a comment he said person
6135 to person not in front of the public and on on a call of service. It didnt have
6136 much relevancy, but I definitely feel like there's the double standard that - and I
6137 have witnessed other field raining officers talk to trainees in similar ways to this

6138 and I don't believe that they are in this situation. So I am aware that I have
6139 offended somebody in the field training office. And I don't think that they liked
6140 my response, but I don't think that anybody else is getting every single day of
6141 their bodycam reviewed and every one of their trainees called in. Do you like
6142 her? How would you rank her? Those are things that are very subjective.
6143 Again what do you like? If I bring in food every day or if you go to a sushi
6144 restaurant and ask somebody that loves pasta did you like it? No because they
6145 don't like sushi, they like pasta. So those things to say, how do you like her?
6146 doesn't offer much - I know there's - I know that people don't like me and
6147 that's part of life and part of the profession. There will be people that don't like
6148 you. But to have questions like that to try to elicit something that would be of
6149 any value doesn't really make sense when any job performance - any job that
6150 has evaluations are supposed to be backed by POST, be in accordance with the
6151 City's policy to make sure they're not in violation and to see that it actually has
6152 a job performance application to it. So do you like somebody - there - I don't
6153 know how to respond to that. When I've been scrutinized in the past, my jokes,
6154 not talking enough, not serious enough on a call for service, they don't like
6155 when we high five on calls. That shows - to me I perceive that as like boosting
6156 moral. Hey, we like working with each other high five. But nope, we were told
6157 that's unprofessional because of how the public could view it. Laughing on
6158 calls is unprofessional, being stern and stoic is offending trainees now. It's very
6159 hard without written feedback that's backed by a job qualification or
6160 performance area to know specially what to address because I've just been told.
6161 They don't like you. Okay, what? So I can address it. I'm admitting I am not
6162 perfect. I am willing to change my ways and to educate. I'm definitely willing
6163 to educate myself more. I like training. I'm not pushing it away but if I go to
6164 the training without knowing the objective, I don't think I will get the full
6165 benefit if I just go to burn time. To get - some people go to get off patrol.
6166 What's - it doesn't really clearly convey the message of what the objective is.
6167 So if I have offended somebody, I was unaware at the time that my actions
6168 offended somebody. I would be appreciative if they could bring that to my
6169 attention specifically during a specific incident and in a timely manner so I can
6170 address that and not keep making the same mistakes repeatedly.

6171
6172 [REDACTED] Okay. Josh, do you have anything to add?

6173
6174 OLANDER No I don't.

6175
6176 [REDACTED] Okay. All right. Anything before we wrap it up? Anything else?

6177
6178 LANSDALE If given the opportunity to review other field training officer's camera - body
6179 camera I would like to do that to confirm or disprove my perception that other
6180 field training officers are able to talk to trainee's in this specific way. Because I
6181 just - again I know I upset somebody at the field training unit but my behavior is

6182 not in violation of any policies so just to be simply upset doesn't necessarily
6183 warrant - I mean this seems to be a very big elaborate and long thing and
6184 meeting and reviewing hours of video and this meeting alone is timely. So I
6185 don't think my behavior is abnormal and contrary to any policies. I don't think
6186 it's contrary to the academy or the field training manual. But I would like more
6187 bodycam - the ability to review other field training officer's bodycam to see
6188 how they interact with trainees.

6189 [REDACTED]
6190 [REDACTED] Okay.

6191
6192 SHIRAISHI Is there anything else related to this matter that we have not covered that needs
6193 to be added, correct by, or changed if so, I am ordering you to provide that
6194 information now.

6195
6196 LANSDALE Nothing further.

6197
6198 SHIRAISHI After you leave this interview should you remember anything that is different
6199 from or in addition to information that you've given today, I am ordering you to
6200 contact Sergeant [REDACTED] immediate. I am also ordering you not to discuss
6201 this matter with any other department employee. Do you understand these
6202 orders?

6203
6204 LANSDALE Yes.

6205
6206 SHIRAISHI All right. 1949 hours.

6207
6208 **End of recording.**

6209
6210
6211 The transcript has been reviewed with the audio recording submitted and it is an accurate
6212 transcription.

6213 Signed _____

6214 _____
Sgt. [REDACTED]

**Sacramento Police Department
Internal Affairs Division**

Investigative Log

Compl2020-031

Investigator: Sgt. [REDACTED] #3038

On 02-13-20 I met with Captain Green, Lt Bailey, and Sgt Echeverria regarding an issue with Field Training Officer Angela Lansdale. Per Sgt Echeverria, it was brought to his attention that Officer Lansdale made belittling, condescending, and possibly discriminating comments towards several of her trainees since she had become a Field Training Officer. Sgt Echeverria provided me with several historical documents, which included an email Officer Madsen sent to him outlining when the alleged misconduct was brought to Officer Madsen's attention on 05-28-2019. Sgt Echeverria also provided me with a list of all the officers Officer Lansdale had trained since she had become a full time FTO in March of 2019. The list of officers included [REDACTED] (March 2 – April 5, 2019), [REDACTED] (April 6 – May 3, 2019), [REDACTED] (June 1 – June 28, 2019), [REDACTED] (July 27 – August 30, 2019), [REDACTED] (August 31 – October 4, 2019), [REDACTED] (October 5 – November 1, 2019), [REDACTED] (November 2 – December 6, 2019), [REDACTED] (December 7, 2019 – January 3, 2020), and [REDACTED] (January 25 – January 31, 2020).

In addition to the list of officers trained by Officer Lansdale, Sgt Echeverria also provided me with memos written by each officer in which they detailed positive aspects, negative aspects, and any specific situations they felt was important to bring to the attention of the training unit during their time training with Officer Lansdale. Sgt Echeverria also provided me with all of Officer Lansdale's FTO evaluations and her application packet from her FTO testing process.

On 02-17-20 I interviewed Officer and Field Training Coordinator Eric Madsen.

On 02-17-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED], he cited three specific incidents that he felt were relevant to the investigation. Based on Officer [REDACTED]'s description of events, I was able to locate calls for service 19-180578, 19-181714, and 189706. I viewed and downloaded BWC footage from each call and placed it on the investigation flash drive. During Officer [REDACTED]'s interview, he made specific allegations that Officer Lansdale commended on his grammar and asked if he was [REDACTED]. I was unable to find this conversation recorded on any BWC or ICC media.

On 02-17-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] he cited one specific incident that he felt was relevant to the investigation. Based on Officer [REDACTED]'s description of events, I was able to locate call for service 19-137573. I viewed and downloaded BWC footage from the call and placed it on the investigation flash drive.

On 02-18-20 I contacted Kevin Finnerty, the organizer of the 40 hour POST Field Training Officer Course. Finnerty provided me with outlines of each block of material that is instructed during the course. PC Clerk Erika Grace was able to confirm that Officer Lansdale completed the POST Field Training Officer Course on February 1, 2019.

On 02-18-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] she cited two specific incidents that she felt were relevant to the investigation. Based on Officer [REDACTED]'s description of events, I was able to locate calls for service 19-370145 and 19-373237. I viewed and downloaded BWC footage from the calls and placed it on the investigation flash drive.

On 02-18-20 I interviewed Officer [REDACTED]. Before Officer [REDACTED]'s interview, I reviewed the memo he wrote to Sgt Echeverria was able to locate one incident 19-402388 and the related

**Sacramento Police Department
Internal Affairs Division**

Investigative Log

Compl2020-031

BWC footage which we were able to review during the interview. In addition to the call reviewed during the interview, Officer [REDACTED] cited one other incident he felt was relevant to the investigation. Based on Officer [REDACTED]'s description of the event, I was able to locate call for service 19-399747. I viewed and downloaded BWC footage from the calls and placed it on the investigative flash drive.

On 02-19-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED] he cited two specific incidents that he felt were relevant to the investigation. Based on Officer [REDACTED]'s description of events, I was able to locate calls for service 19-290773 and 19-309615. 19-309615 was specifically related to the incident when Officer Lansdale allegedly called Officer [REDACTED] a coward, however the comment was not captured on the BWC activation. I viewed and downloaded BWC footage from the calls and placed it on the investigative flash drive.

On 02-19-20 I interviewed Officer [REDACTED]. During my interview with Officer [REDACTED], it was determined that her allegations centered around the incident related to Officer Lansdale confronting her about grooming standards and there were no incidents that were captured on BWC or ICC.

On 02-19-20 I interviewed Officer [REDACTED]. Before Officer [REDACTED]'s interview, I reviewed the memo she wrote to Sgt Echeverria and was able to locate calls 19-94290 and 19-373237 and the related BWC footage which we were able to review during the interview. In addition to the calls reviewed during the interview, Officer [REDACTED] cited two more incidents she felt were relevant to the investigation. Based on Officer [REDACTED]'s description of the event, I was able to locate calls for service 19-90012 and 19-94425. I viewed both incidents and only found 19-90012 to be relevant to the investigation. Incident 19-94425 was related to an allegation that Officer Lansdale told Officer [REDACTED], "A monkey can do this job, I don't know why you can't figure it out." I viewed BWC and ICC footage from the call, however the comment was not captured. I downloaded footage from 19-90012 and 19-94290 and placed it on the investigative flash drive.

Officer [REDACTED] also made allegations that Officer Lansdale made no effort to ensure she was end of watch at a reasonable hour so she could catch a plane to attend an out of town family funeral. I located the two shifts that pertained to her allegation (March 14 and 15, 2019) and included the CAD call and radio log for each shift in the investigation binder.

On 02-24-20 I interviewed Officer [REDACTED]. There were no specific incidents cited by Officer [REDACTED] that could be associated with a call for service or reviewable BWC footage.

On 03-26-20 I interviewed Officer Angela Lansdale regarding allegations made by her previous trainees.

On 04-09-20 the investigation binder was completed and submitted for review.

Follow up on meeting from 2/6/20

Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Fri 2/7/2020 8:12 AM

To: Angela Lansdale <alansdale@pd.cityofsacramento.org>

Cc: James Sobodash <JSobodash@pd.cityofsacramento.org>; Joe Bailey <JBailey@pd.cityofsacramento.org>

Bcc: Keri Woolery <KWoolery@pd.cityofsacramento.org>; Eric Madsen <EMadsen@pd.cityofsacramento.org>; Daniel Chipp <dchipp@pd.cityofsacramento.org>; Ralph Knecht <RKnecht@pd.cityofsacramento.org>

Hey Angela,

Again I want to thank you for coming in and having such an open mind. I appreciate you acknowledging specific areas of improvement that you need as well as the Field Training Unit needs to ensure success within the program and meet the ultimate goal of effectively training our new officers. I hope you have a full understanding of the importance of treating these new officers as human beings and respecting their different learning styles. We all understand it can be frustrating when mistakes are made but at the end of the day it is our job to find creative ways to help them. I believe one suggestion was to seek leadership training to give you an opportunity to understand various leadership style, effective communication, and what people do and don't respond to. In addition, I would like you to attend our tactical communication course which we offer in house. I just recently attended a portion of this course and it is awesome! The learning never stops. Overall, I appreciate your attention to detail, knowledge you bring to the trainees, and dedication to the unit. You are doing it for the right reasons but now we need to focus on doing it the right way. I look forward to working with you on your progress.

Respectfully,

Sergeant Nick Echeverria
Sacramento Police Department
Field Training Unit
Cell [REDACTED]
necheverria@pd.cityofsacramento.org



Fwd: Complaints regarding Cpl Lansdale

Eric Madsen <EMadsen@pd.cityofsacramento.org>

Mon 2/17/2020 12:17 PM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

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From: Eric Madsen

Sent: Wednesday, February 12, 2020 4:34:58 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Subject: Complaints regarding Cpl Lansdale

Good afternoon Sgt Echeverria,

I assigned Ofc [REDACTED] to Cpl Sunny Cranford for the FTO training period of December 7th thru January 3rd. Ofc [REDACTED] started exhibiting multiple training issues almost immediately (low proactivity, poor command presence, lack of initiative on calls, etc) so Cpl Cranford felt it would be beneficial to bring her into the Field Training Office for me to speak to her. Ofc [REDACTED] seemed very bothered, so I tried to put my finger on the root of her issues (issues with her home life etc.), with negative results. Ofc [REDACTED] further insisted that she was ok with her current FTO. Ultimately Ofc [REDACTED] broke down in tears and told me that she had a really bad experience training with Cpl Lansdale the month prior.

Ofc [REDACTED] went on to say that Cpl Lansdale demeaned her by screaming at her in front of other officers and the public. She went on to say that when she did something wrong, Cpl Lansdale would tell her, "I don't trust that you can cross the street by yourself" and "I don't trust that you can go to the bathroom by yourself." Ofc [REDACTED] advised me that Cpl Lansdale's attitude would shut her down and make her stop learning. I kept insisting to Ofc [REDACTED] that Cpl Cranford was here to help her and that her experience with Cpl Lansdale was over. Ofc [REDACTED] told me that she did not want to be down-graded to CSO, nor did she want to quit. Ofc [REDACTED] insisted to me that all she needed was to rest these coming off days, and that she would return ready to improve/work on her issues.

I discussed this issue with my partner, Keri Woolery the following day. We both advised Sgt Echeverria soon after he moved into the Field Training Office (approx. the following week). It was agreed to that we would pull Cpl Lansdale from training future trainees.

On February 6th, I was advised by Sgt Echeverria that Cpl Lansdale was coming into the Field Training Office to speak to him. Sgt Echeverria requested my presence, due to my prior history with her. In sum we spoke about the fact that we were getting more complaints about her demeaning trainees. On several occasions during the meeting, Cpl Lansdale admitted that she had problems connecting with trainees and that this in turn would foster a very toxic learning environment for them. Ultimately we came to an understanding that this type of behavior would end immediately. Sgt Echeverria further recommended she attend leadership classes in an effort to gain more personal skills.

On February 7th at 0900 hours, I was beginning to administer Ofc [REDACTED] his Phase 3 Test in my office. Prior to giving him the test, I asked him about his training experience; any FTOs that may have stood out with him negatively or positively? He immediately identified Cpl Lansdale as a negative experience. I asked him if she was demeaning to him, and he immediately answered, "Absolutely!" I then told him to hold that thought, as I walked next door to Sgt Echeverria's office. I advised Sgt Echeverria that he needed to come to my office, as we were getting yet

2/17/2020

Mail - [REDACTED] - Outlook

another complaint about Cpl Lansdale. For information regarding our talk with Ofc [REDACTED] see Sgt Echeverria's account and Ofc [REDACTED] attached statement.

Corporal Eric F. Madsen
Field Training Coordinator
Sacramento Police Department
300 Richards Blvd
Sacramento, Ca 95811
[REDACTED]

Complaints regarding Ofc Lansdale

Eric Madsen <EMadsen@pd.cityofsacramento.org>

Tue 2/11/2020 4:04 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Good afternoon Sgt Echeverria,

On May 28th, 2019 I administered [REDACTED] her CSO Test (her final test before going solo). Prior to the test, I spoke with CSO [REDACTED] regarding her training experience. CSO [REDACTED] was positive regarding the every FTO that trained her with the exception of Cpl Lansdale. CSO [REDACTED] said that Cpl Lansdale spoke very condescending to her and would scream/correct her in front of the public and other officers. CSO [REDACTED] advised me that Cpl Lansdale would even argue with other officers on calls in front of the public. CSO [REDACTED] went on to tell me that on one occasion, Cpl Lansdale was upset with her because she did not do something right and she called her old. CSO [REDACTED] told me that although she felt that she learned a lot, she also felt like quitting on several occasions because of Cpl Lansdale's negative attitude.

I advised Sgt Bill McCain of the aforementioned immediately after CSO [REDACTED] passed her test and left my office.

On June 26th, 2019 at approx. 1700 hrs, I spoke with Ofc [REDACTED] at a celebration to remember Ofc Tara O'Sullivan. This event was held at the Sacramento Police Academy, inside of room# 139 and all of Tara's classmates and family were in attendance. While I was at this event, I was approached by Ofc [REDACTED] a phase 3 trainee at this time), [REDACTED] went on to tell me about his month of training with Cp Lansdale. Ofc [REDACTED] told me that he did not have a productive month of training with Cpl Lansdale. He then went on to say that Cpl Lansdale was condescending and that he did not find the environment in her car to be conducive with learning. He went on to tell me, that at one point Cpl Lansdale asked him if he had, [REDACTED] in a very condescending manor. He told me that Cpl Lansdale then followed this up by telling him that, "You have to take more reports" and "Your grammar sucks" and "You need to be a CSO." Ofc [REDACTED] then went on to tell me that he does indeed have [REDACTED] and that her approach in this one instance made him shut down and stop learning with her. Ofc [REDACTED] told me that he was not thinking about quitting, as his rotation with her was nearing an end very soon.

I advised Sgt Bill McCain of the aforementioned upon our return to the office (July 1st or 2nd), as the following day (June 27th) was Ofc O'Sullivan's funeral.

Sgt Bill McCain approached me several weeks after Ofc Tara O'Sullivan's funeral. He advised me that he wanted me to contact Cpl Lansdale and deal with the aforementioned complaints about her. Per Sgt McCain's directive, I was to speak with Cpl Lansdale and advise her to immediately stop demeaning trainees and that he would personally take this matter to the next level, should we continue to hear complaints.

I contacted Cpl Lansdale via the telephone. I was inside of Sgt McCain's office and he was present as I spoke with her. I briefed Cpl Lansdale per the reason of my call. Cpl Lansdale attempted to defend her actions, by saying that she was genuinely trying to help both of the trainees and that they were mistaking her actions/methods and teaching style. Cpl Lansdale ultimately thanked me for giving her a "Heads up" so that she could self-correct before this issue went any further. The call concluded with Cpl. Lansdale having a clear understanding that this behavior needed to stop immediately.

Corporal Eric F. Madsen
Field Training Coordinator
Sacramento Police Department
300 Richards Blvd
Sacramento, Ca 95811

Re: Text message

[REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Mon 4/6/2020 11:58 PM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

📎 4 attachments (2 MB)

Screenshot 20200406 142414 Messages.jpg; Screenshot 20200406 142436 Messages.jpg; Screenshot 20200406 142444 Messages.jpg; Screenshot 20200406 142455 Messages.jpg;

Sgt. [REDACTED]

Here are the text messages that I have. They were to request the time off. We didn't discuss getting off at 10pm in a text. That was done in person by Sgt. J. Thompson. I am not sure if this helps.

Thanks
[REDACTED]

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Sent: Monday, April 6, 2020 11:47 AM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Subject: Text message

Officer [REDACTED]

During our interview we discussed a situation where you had requested to get off at 2200 hours and ended up getting off at 0300 hrs. You had mentioned that you had notified Officer Lansdale about the request via text message possibly a day or two before the shift. Is there any way you could possibly look to see if you still have the communication between you and Officer Lansdale. It would have been within a few days of April 15 or 16, 2019.

Please let me know,
[REDACTED]

[REDACTED]
Sergeant

Sacramento Police Internal Affairs Unit

LOR Served To Angela Lansdale

Robert McCloskey <RMcCloskey@pd.cityofsacramento.org>

Wed 5/27/2020 9:38 AM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>; Aaron Wallace <AWallace@pd.cityofsacramento.org>
Cc: David Risley <DRisley@pd.cityofsacramento.org>; Robert McCloskey <RMcCloskey@pd.cityofsacramento.org>

📎 1 attachments (506 KB)

Signed LOR Angela Lansdale.pdf;

[REDACTED]

Just FYI, I served Angela Lansdale this morning at 9:00 am with the LOR for her assigned IA case (see attached). I explained the letter and her decertification as an FTO, as well as her option to have an administrative review by submitting a request in writing within (7) days to the Director of Human Resources. I will get a hold of Audrey Lee in Personnel to advise her of the decertification as an FTO part, so her pay grade can reflect the appropriate level (after her administrative review deadline date). I directed Officer Lansdale to remove any FTO stripes/pin from her uniforms (if any) within the next week to be in compliance with the Uniform & Grooming Manual. If you need anything else on this matter, please let me know.

Thanks,

Bob

Captain Bob McCloskey

Sacramento Police Department

Office of Investigations

Training, Research & Development Division

(916) 808-2461

RMcCloskey@pd.cityofsacramento.org



From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Angela Lansdale Trainer Critique
Date: Wednesday, May 4, 2022 10:53:33 AM
Attachments: [Angela Lansdale Trainer Critique.pdf](#)

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Wednesday, April 27, 2022 4:07 PM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Cc: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: Angela Lansdale Trainer Critique

Gentlemen,

This is a Trainer Critique that the FTU has received today from CSO [REDACTED] regarding Angela Lansdale.

Please let me know if you need anything else,
Gabe

From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Lansdale
Date: Wednesday, May 4, 2022 10:54:09 AM

This is the email I received prior to the evaluation.

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Monday, April 25, 2022 10:09 AM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Subject: Lansdale

LT,

Just FYI this is the email that the trainee sent us regarding Lansdale.

Gabe

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Thursday, April 21, 2022 4:59 PM
To: Clara Mello <cmello@pd.cityofsacramento.org>
Cc: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Subject: FTO Cycle

Hi Cpl. Mello,

This training cycle has been kind of rough. In the beginning, I brushed it off; but, now it is hard not to let it get to me.

I'm finding that FTO Lansdale is contradicting herself and it's making my learning a challenge. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours).

Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has been putting a toll on me.

I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "no, I think he went this way".

On Sunday, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday. I pointed out that it seemed like a firefighter was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.).

She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously.

Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated no one can do their jobs right.

Overall, she is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSO's and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting what I've learned in the academy.

If a new FTO can be found, that would be great. However, I realize that due to the time period a new assignment may not be possible.

CSO [REDACTED]

From: [Neil Cybulski](#)
To: [Justin Thompson](#)
Subject: Fwd: FTO Lansdale
Date: Thursday, May 5, 2022 11:32:06 AM

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From: Rudolph Chan <RChan@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 2:18 PM
To: Neil Cybulski <NCybulski@pd.cityofsacramento.org>
Cc: Adam Green <AGreen@pd.cityofsacramento.org>
Subject: Fw: FTO Lansdale

Lt. Cybulski,

I concur with Lt. Morgado's assessment (see below) and we respectfully request that IAD initiate a LOI to decertify Officer Lansdale as an FTO per the agreement as outlined in her previous settlement and release.

RC

Rudy Chan
Captain
Research, Development and Training
Office of Investigations
916-808-3783

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 1:32 PM
To: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below

from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado

Lieutenant – Research, Development and Training

Per Officer Lansdale's Settlement and Release, Section 5, and Attachment 1, Section 7 (a):

5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA here by waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.

7. Officer Lansdale shall be decertified as an FTO for any of the following:
a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.



SACRAMENTO POLICE DEPARTMENT

CAD Call Audit Print

Total: 10

Search Criteria:

From: 03/14/2019 1200 To: 03/15/2019 0300

District
Reporting Officer

Beat
Org Unit

Final Call Type
Report?

Dispatched Officer [REDACTED]
Cleared By

Rpt?	Call Number	Call Type Initial / Final	Date	Location	District	Reporting Officer 1	Org
Yes	SA 2019-78669	415W (DISTURBANCE-WEAPON) / 415W (DISTURBANCE-WEAPON)	2019-03-14 14:39:16	[REDACTED] WINDWARD WAY	4	4501 (MOWER, DAVID 1028)	
Yes	SA 2019-78778	484LIC (THEFT-LICENSE PLATE-REPORT) / 484LIC (THEFT-LICENSE PLATE-REPORT)	2019-03-14 16:07:52	[REDACTED] GREENHAVEN DR	4	4160 (LANSDALE, ANGELA 0926)	
Yes	SA 2019-78801	288R (SEX CRIMES-REPORT) / 288R (SEX CRIMES-REPORT)	2019-03-14 16:30:03	[REDACTED] GLORIA DR	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78806	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-14 16:32:15	[REDACTED] RIVERSIDE BLVD	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78807	983 (CHECK ON HAZARD) / 983 (CHECK ON HAZARD)	2019-03-14 16:36:32	FLORIN RD / GREENHAVEN DR	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-78868	933R (RINGING ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-14 17:31:37	[REDACTED] 43RD AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-78881	971 (SUSPICIOUS VEHICLE-OCCUPIED) / 971 (SUSPICIOUS VEHICLE-OCCUPIED)	2019-03-14 17:41:49	[REDACTED] RIVERSIDE BLVD	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78929	211A (SILENT ROBBERY ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-14 18:26:13	[REDACTED] GREENHAVEN DR	4	4133 (REASON, NATHANIEL 0507)	
Yes	SA 2019-78983	901A (VEHICLE ACCIDENT-INJURIES) / 901 (VEHICLE ACCIDENT-NO OR UNKNOWN INJURIES)	2019-03-14 19:29:15	FLORIN RD / AMHERST ST	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-79177	952 (INCOMPLETE CALL FOR POLICE) / 952 (INCOMPLETE CALL FOR POLICE)	2019-03-14 23:18:19	[REDACTED] 40TH AVE	4	3568 (VANG, CHAI 0253)	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1519	50	NA SIGNOFF		1C47
1C47-PT	[REDACTED]	Mar1519	50	IS		1C47
1C47-PT	[REDACTED]	Mar1519	42	OA (RP) REPORT WRITING RMS Q PERS-DL [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	42	OA (RP) REPORT WRITING EXT Q PERS-DL [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	22	OA (RP) REPORT WRITING RMS Q PERS-DL [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	22	OA (RP) REPORT WRITING EXT Q PERS-DL: [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	11	OA (RP) REPORT WRITING EXT Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	11	OA (RP) REPORT WRITING RMS Q VEH-LIC [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	9	OA (RP) REPORT WRITING RMS Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	9	OA (RP) REPORT WRITING EXT Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1419	2322	OA (RP) REPORT WRITING JERPF		1C47
1C47-PT	[REDACTED]	Mar1419	2322	IS	SA19-79177SR4	
1C47-PT	[REDACTED]	Mar1419	2321	ER	SA19-791771C47	
1C47-PT	[REDACTED]	Mar1419	2321	DP [REDACTED] 40TH AVE	SA19-79177SR4	
1C47-PT	[REDACTED]	Mar1419	2313	OA (RP) REPORT WRITING RMS Q PERS-NAME: [REDACTED] G1:		1C47
1C47-PT	[REDACTED]	Mar1419	2313	OA (RP) REPORT WRITING EXT Q PERS-NAME: [REDACTED] G1:		1C47
1C47-PT	[REDACTED]	Mar1419	2236	OA (RP) REPORT WRITING JERPF		1C47
1C47-PT	[REDACTED]	Mar1419	2155	OA (C7) LUNCH JERPF		SR4
1C47-PT	[REDACTED]	Mar1419	2155	IS	SA19-78778SR4	
1C47-PT	[REDACTED]	Mar1419	2155	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2146	ER JERPF	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2144	OS EXT Q VEH-STATE: [REDACTED] TYPE:PC YR:2019 VIN [REDACTED]	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2144	OS RMS Q VEH-STATE: [REDACTED] TYPE:PC YR:2019 VIN [REDACTED]	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2143	OS EXT Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2143	OS RMS Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2137	OS RMS Q RPT-TYPE:GO RYR:2019 RNM:70318 [REDACTED]	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2121	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2104	ER [REDACTED] PARDIS LN	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2055	OS EXT Q VEH-LIC [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2055	OS RMS Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2054	OS RMS Q RPT-TYPE:GO		

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
				RJR:2019 RNM:70318 OPJUR:S	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2052	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2050	ER RMS Q VEH-LIC [REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2050	ER EXT Q VEH-LIC: [REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2042	ER [REDACTED] GREENHAVEN DR - V	SA19-78778SR4	
1C47-PT	[REDACTED]	Mar1419	2041	IS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1939	OS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1937	ER	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1937	OS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1932	ER FLORIN RD / AMHERST ST	SA19-78983SR4	
1C47-PT	[REDACTED]	Mar1419	1932	IS REQUEUE	SA19-78801SR4	
1C47-PT	[REDACTED]	Mar1419	1924	ER RMS Q LOC-LOC [REDACTED] FELL ST		
				MUN:1 REC:Y CAD:Y	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1919	ER RMS Q LOC-LOC [REDACTED] GLORIA		
				DR TYPE:H MUN:1 AP	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1915	ER	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1914	ER [REDACTED] GLORIA DR - VOL	SA19-78801SR4	
1C47-PT	[REDACTED]	Mar1419	1913	IS RMS Q LOC-LOC: [REDACTED] GLORIA DR TYPE:H		
				MUN:1 AP	1C47	
1C47-PT	[REDACTED]	Mar1419	1908	IS	SA19-788061C47	
1C47-PT	[REDACTED]	Mar1419	1856	OS	SA19-788061C47	
1C47-PT	[REDACTED]	Mar1419	1851	ER [REDACTED] RIVERSIDE BLVD	SA19-78806SR12	
1C47-PT	[REDACTED]	Mar1419	1851	IS	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1847	OS RMS Q PERS-NAME: [REDACTED]		
				G1: [REDACTED] DOB: [REDACTED] SEX	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1847	OS EXT Q PERS-NAME: [REDACTED]		
				G1 [REDACTED] DOB [REDACTED] SEX	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1844	OS	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1837	ER	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1837	DP [REDACTED] RIVERSIDE BLVD	SA19-78881SR4	
1C47-PT	[REDACTED]	Mar1419	1835	IS	SA19-789291C47	
1C47-PT	[REDACTED]	Mar1419	1828	ER	SA19-789291C47	
1C47-PT	[REDACTED]	Mar1419	1828	DP [REDACTED] GREENHAVEN DR	SA19-78929SR4	
1C47-PT	[REDACTED]	Mar1419	1809	IS	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS RMS Q PERS-DL: [REDACTED]		
				STATE:CA REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS EXT Q PERS-DL: [REDACTED]		
				STATE:CA REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS RMS Q PERS-DL: [REDACTED]		
				STATE:CA REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS EXT Q PERS-DL: [REDACTED]		
				STATE:CA REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1801	OS	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1741	ER RMS Q LOC-LOC: [REDACTED] 43RD		
				AVE TYPE:H MUN:1 SVT	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1740	ER	SA19-788681C47	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1419	1740	DP [REDACTED] 43RD AVE	SA19-78868SR4	
1C47-PT	[REDACTED]	Mar1419	1736	IS	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1728	OS EXT Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1728	OS RMS Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1659	OS EXT Q PERS-DL: [REDACTED] STATE: [REDACTED] REC:Y CAD:N	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1659	OS RMS Q PERS-DL: [REDACTED] STATE: [REDACTED] REC:Y CAD:N	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1644	OS	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1639	ER	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1639	DP FLORIN RD / GREENHAVEN DR	SA19-78807SR4	
1C47-PT	[REDACTED]	Mar1419	1635	IS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1626	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1626	ER ASSIST:1C49 /JAIL BM: 78663.7	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1625	IS RMS Q LOC-LOC: [REDACTED] 13TH ST MUN:1 SVTP	TYPE:H 1C47	
1C47-PT	[REDACTED]	Mar1419	1619	IS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1619	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1600	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1529	ER RMS Q LOC-LOC: [REDACTED] WINDWARD WAY TYPE:H MUN:1	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1527	ER RMS Q LOC-LOC: [REDACTED] WINDWARD WAY TYPE:H MUN:1	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1527	ER	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1526	DP [REDACTED] WINDWARD WAY	SA19-78669SR4	
1C47-PT	[REDACTED]	Mar1419	1525	IS VEH:12388 ID:16665 MDT SIGNON	1C47	

END OF RADIO LOG



SACRAMENTO POLICE DEPARTMENT

CAD Call Audit Print

Total: 7

Search Criteria:

From: 03/15/2019 1200 To: 03/16/2019 0300

District
Reporting Officer

Beat
Org Unit

Final Call Type
Report?

Dispatched Officer
Cleared By



Rpt?	Call Number	Call Type Initial / Final	Date	Location	District	Reporting Officer 1	Org
Yes	SA 2019-79876	211P (ROBBERY-IN PROGRESS) / 487T (GRAND THEFT-LESS THAN 5 AGO)	2019-03-15 15:07:19	████████ FLORIN RD	4	4346 (WALKER, DRAKE 0835)	
No	SA 2019-79887	933R (RINGING ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-15 15:16:02	████████ 51ST AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-79927	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-15 15:47:49	████████ 28TH ST	4	4389 (LENEHAN, JESSICA 0929)	
No	SA 2019-79978	927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED) / 927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED)	2019-03-15 16:31:34	████████ CARNATION AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-80015	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-15 16:56:47	████████ POCKET RD	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-80064	927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED) / 927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED)	2019-03-15 17:36:20	████████ GREEN MIST CT	4	4160 (LANSDALE, ANGELA 0926)	
Yes	SA 2019-80077	503RPT (STOLEN VEHICLE-REPORT) / 503RPT (STOLEN VEHICLE-REPORT)	2019-03-15 17:46:18	████████ T ST	3	4160 (LANSDALE, ANGELA 0926)	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
[REDACTED] NM	[REDACTED]	Mar1619	237	NA SIGNOFF VEH:B12415 ID:B12415		SR4
[REDACTED] NM	[REDACTED]	Mar1619	232	OA (RP) REPORT WRITING [REDACTED] IDK WHAT YOUR IDENTIFI		SR4
[REDACTED] NM	[REDACTED]	Mar1619	18	OA (RP) REPORT WRITING RMS Q LOC-LOC:FLORIN RD : A		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2351	OA (RP) REPORT WRITING INFO ON SSD IN THE AREA, (RE		SR4
[REDACTED] NM	[REDACTED]	Mar1519	2336	OA (RP) REPORT WRITING EXT Q VEH-LIC:[REDACTED] STAT		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2336	OA (RP) REPORT WRITING RMS Q VEH-LIC:[REDACTED] STAT		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2211	OA (RP) REPORT WRITING INFO ON 972 FROM CHILDREN'S		SR4
[REDACTED] NM	[REDACTED]	Mar1519	2209	OA (RP) REPORT WRITING RMS Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2209	OA (RP) REPORT WRITING EXT Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2208	OA (RP) REPORT WRITING RMS Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2208	OA (RP) REPORT WRITING EXT Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2203	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G1:		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2203	OA (RP) REPORT WRITING RMS Q PERS-NAME [REDACTED] G1:		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2134	OA (RP) REPORT WRITING #2019-78983		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2124	IS VEH:B12415 ID:B12415 MDT SIGNON		[REDACTED]
NM47-NM	[REDACTED]	Mar1519	2114	NA SIGNOFF		NM47
NM47-NM	[REDACTED]	Mar1519	1952	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G		NM47
NM47-NM	[REDACTED]	Mar1519	1952	OA (RP) REPORT WRITING RMS Q PERS-NAME:[REDACTED] G		NM47
NM47-NM	[REDACTED]	Mar1519	1950	OA (RP) REPORT WRITING RMS Q PERS-NAME:[REDACTED] G1		NM47
NM47-NM	[REDACTED]	Mar1519	1950	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G1		NM47
NM47-NM	[REDACTED]	Mar1519	1949	OA (RP) REPORT WRITING RMS Q RPT-TYPE:GO RYR:2019		NM47
NM47-NM	[REDACTED]	Mar1519	1948	OA (RP) REPORT WRITING RP		NM47
NM47-NM	[REDACTED]	Mar1519	1948	ER (RP) REPORT WRITING		NM47
NM47-NM	[REDACTED]	Mar1519	1942	OA (RP) REPORT WRITING RP		NM47
NM47-NM	[REDACTED]	Mar1519	1941	IS VEH:12399 ID:16660 MDT SIGNON		NM47
1C47-PT	[REDACTED]	Mar1519	1941	NA SIGNOFF		1C47
1C47-PT	[REDACTED]	Mar1519	1941	IS		1C47
1C47-PT	[REDACTED]	Mar1519	1940	NA (J) JERPF J		1C47
1C47-PT	[REDACTED]	Mar1519	1940	IS	SA19-800771C47	1C47
1C47-PT	[REDACTED]	Mar1519	1937	OS	SA19-800771C47	1C47
1C47-PT	[REDACTED]	Mar1519	1936	ER EXT Q PERS-STATE:CA REC:Y		1C47

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
				CAD:N EXTN:Y EXTE	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1936	ER RMS Q PERS-STATE:CA REC:Y		
				CAD:N EXTN:Y EXTE	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1934	ER RMS Q PERS-NAME:[REDACTED]		
				G1:[REDACTED] SEX:F STA	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1934	ER EXT Q PERS-NAME:[REDACTED]		
				G1:[REDACTED] SEX:F STA	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1923	ER EXT Q VEH-LIC:[REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1923	ER RMS Q VEH-LIC:[REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1922	ER JERPF	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1833	OS SD9,(TOW TRUCK)MAJOR FRONT END		
				DAMAGE SA19-8007		1C47
1C47-PT	[REDACTED]	Mar1519	1833	OS SD9,(TOW TRUCK)PLEASE START A TOW TO		
				[REDACTED] GREEN MI		1C47
1C47-PT	[REDACTED]	Mar1519	1819	OS [REDACTED] GREEN MIST CT (V)	SA19-80077SR4	
1C47-PT	[REDACTED]	Mar1519	1819	OS [REDACTED] T ST	SA19-80077SR4	
1C47-PT	[REDACTED]	Mar1519	1819	IS REQUEUE	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1815	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1815	OS EXT Q VEH-LIC:[REDACTED]		
				STATE:[REDACTED] TYPE:PC	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1815	OS RMS Q VEH-LIC [REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1806	OS SCENE	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1755	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1753	ER [REDACTED] GREEN MOSS DR	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS EXT Q VEH-LIC:[REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS RMS Q VEH-LIC:[REDACTED]		
				STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1744	ER [REDACTED] GREEN MIST CT	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1744	IS	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1743	ER [REDACTED] GREEN MIST CT	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1740	IS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1733	OS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1727	TR RMS Q LOC-LOC:[REDACTED] TEEKAY		
				WAY MUN:1 REC:Y CA	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1720	TR [REDACTED] TEEKAY WAY	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1714	OS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1711	ER RMS Q LOC-LOC:[REDACTED] TEEKAY		
				WAY MUN:1 REC:Y CA	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1709	ER RMS Q PERS-NAME:[REDACTED]		
				G1:[REDACTED] DOB:[REDACTED]	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1709	ER EXT Q PERS-NAME:[REDACTED]		
				G1:[REDACTED] DOB:[REDACTED]	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1705	ER	SA19-800151C47	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1519	1705	DP [REDACTED] POCKET RD	SA19-80015SR4	
1C47-PT	[REDACTED]	Mar1519	1700	IS	SA19-79927SR4	
1C47-PT	[REDACTED]	Mar1519	1657	ER	SA19-799271C47	
1C47-PT	[REDACTED]	Mar1519	1657	DP BROADWAY / 28TH ST	SA19-79927SR4	
1C47-PT	[REDACTED]	Mar1519	1645	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1645	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1643	IS	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1634	OS RMS Q VEH-STATE:[REDACTED] TYPE:PC YR:2019 VIN:[REDACTED]	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1634	OS EXT Q VEH-STATE:[REDACTED] TYPE:PC YR:2019 VIN:[REDACTED]	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1631	OS ONVIEW:[REDACTED] CARNATION AVE/BLACK SEDAN	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1627	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1627	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1626	IS	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1616	OS	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1600	ER RMS Q LOC-LOC:[REDACTED] 51ST AVE TYPE:H MUN:1 SVT	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1600	ER RMS Q LOC-LOC:[REDACTED] 51ST AVE TYPE:H MUN:1 SVT	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1559	ER [REDACTED] 51ST AVE	SA19-79887SR12	
1C47-PT	[REDACTED]	Mar1519	1537	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1537	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1532	IS	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1524	OS	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1513	ER	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1511	DP [REDACTED] FLORIN RD	SA19-79876SR4	
1C47-PT	[REDACTED]	Mar1519	1510	IS		1C47
1C47-PT	[REDACTED]	Mar1519	1506	NA (J) JERPF EQUIP		1C47
1C47-PT	[REDACTED]	Mar1519	1506	IS VEH:12399 ID:16660 MDT SIGNON		1C47

END OF RADIO LOG

**SACRAMENTO POLICE DEPARTMENT
SUPERVISOR FIELD TRAINING OFFICER EVALUATION**

<u>INITIALS</u>	<u>DATE</u>
_____ FTO Sgt.	_____ 6/1/19
_____ FTO Coord.	_____

F.T.O. NAME: Angela Lansdale BADGE # 926 DATE 6/1/19

INSTRUCTIONS: All sergeants will critique/evaluate their field training officers every six (6) months. This evaluation form is due by the 2nd week of June and the 2nd week of November. The sergeant will return the completed evaluation through their chain of command to the Field Training Unit (FTU). The sergeant will be required to review this evaluation with the F.T.O. before it is submitted. This evaluation will be reviewed by the FTU and Training Manager.

RATING VALUE DEFINITIONS: 1 - Not Acceptable, 2 - Improvement Needed, 3 - Minimum Acceptance Level, 4 - Exceeds Minimum Acceptable Level, 5 - Superior, N.O. - Not Observed.
All ratings of 1 or 5 require narrative explanation on the reverse side of this form.

APPEARANCE/ATTITUDE

- | | | | | | | | |
|--|----|---|---|---|---|-------------|-----------------------|
| | | | | | | N.O. | |
| 1. Maintains a professional appearance. | 1. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 2. Sets a good example for recruits. | 2. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 3. Maintains a positive attitude about field training. | 3. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

KNOWLEDGE

- | | | | | | | | |
|--|----|---|---|---|---|---|-----------------------|
| 4. Knowledge of criminal statutes. | 4. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 5. Knowledge of policies and procedures. | 5. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

PERFORMANCE

- | | | | | | | | |
|--|-----|---|---|---|---|---|-----------------------|
| 6. Quality of daily and weekly evaluations. | 6. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 7. Submits evaluations on a timely basis. | 7. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 8. Demonstrates fairness and objectivity in evaluations. | 8. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 9. Demonstrates necessary skills to present training material. | 9. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 10. Demonstrates good report writing skills. | 10. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 11. Demonstrates good judgment. | 11. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 12. Exercises basic safety procedures. | 12. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 13. Exercises good officer survival tactics. | 13. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 14. Demonstrates proper use of ACB tactics. | 14. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 15. Demonstrates positive self-initiative. | 15. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 16. Continually updates the sergeant on trainee's progress. | 16. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 17. Properly identifies a trainee's deficient area. | 17. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 18. Gives appropriate remedial training. | 18. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

PLEASE ADD COMMENTS ON BACK SIDE

SACRAMENTO POLICE DEPARTMENT
SUPERVISOR'S F.T.O. EVALUATION NARRATIVE (REQUIRED)

Officer Lansdale sets a great example for her trainees each day, including being prepared and on-time to start each shift. Her knowledge of the penal code and case law are excellent and she speaks up in roll call asking and answering questions regarding the general orders as well as the penal code. Officer Lansdale became a full time FTO at the beginning of this year and since then has had multiple CSO's and officer trainees. Her daily evaluations are on-time and complete with detailed information regarding trainee's strengths and weaknesses for that day. The evaluations typically include steps that she took as the FTO to correct any deficiencies found during the shift. I believe she continues to be an asset to the FTO program and our future generation of officers.

Going forward I would like to see her and I meet more regularly to discuss her trainees so that we can better coordinate their training and development while working on Team 23.

PREPARED BY SERGEANT: Justin Thompson Digitally signed by Justin Thompson
Date: 2019.06.01 16:10:57 -07'00'

3143
BADGE

6/1/19
DATE

WATCH COMMANDER COMMENTS:

Having observed Officer Lansdale over the course of several months, I have observed no issues and is a strong officer. She is passionate about her career and that passion flows into her work with her trainees, which will set them up for success in their own careers.

Sameer Sood Digitally signed by Sameer Sood
Date: 2019.06.02 13:08:40 -07'00'

6/2/19
DATE

WATCH COMMANDER SIGNATURE

STATION CAPTAIN COMMENTS:

Retention Recommendation.

[Signature]
STATION CAPTAIN SIGNATURE

6/1/19
DATE

(Completed by Station Captain)

FTO RETENTION RECOMMENDATION: YES

NO
(If "No", provide reason(s) below)

[Signature]
F.T.O. SIGNATURE

07-28-19
DATE

Re: Request

[redacted] <[redacted]@pd.cityofsacramento.org>

Tue 3/3/2020 10:54 AM

To: Erika Grace <egrace@pd.cityofsacramento.org>

Thank you for the speedy response. That is all I need.

[redacted]

**Sergeant
Sacramento Police Internal Affairs Unit**

From: Erika Grace <egrace@pd.cityofsacramento.org>

Sent: Tuesday, March 3, 2020 10:53 AM

To: [redacted] <[redacted]@pd.cityofsacramento.org>

Cc: Brent Meyer <BMeyer@pd.cityofsacramento.org>

Subject: RE: Request

Good morning,

Yes, according to her POST profile she took the 40 hour FTO course (CCN 2970-31725-18-002) January 28-February 1, 2019. Let us know if you need anything else!

Thank you,

Erika Grace
Police Clerk II
Sacramento Police Department
Research and Development Unit
training@pd.cityofsacramento.org
Badge #6403
916-808-2418



From [redacted] <[redacted]@pd.cityofsacramento.org>

Sent: Tuesday, March 3, 2020 10:35 AM

To: Erika Grace <egrace@pd.cityofsacramento.org>

Subject: Request

Hi Erika,

Would you be able to tell me when Officer Angela Lansdale completed the 40 FTO instructor course?

[redacted]

**Sergeant
Sacramento Police Internal Affairs Unit**

[redacted]

List of officers trained by Angela Lansdale

Eric Madsen <EMadsen@pd.cityofsacramento.org>

Fri 2/7/2020 2:06 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Here are all of Angela Lansdale's trainees, since she has been an FTO:

- [REDACTED] (1 week/January 25th thru January 31st)
- [REDACTED] December 7th thru January 3rd)
- [REDACTED] November 2nd thru December 6th)
- [REDACTED] October 5th thru November 1st)
- [REDACTED] August 31st thru October 4th)
- [REDACTED] (July 27th thru August 30th)
- [REDACTED] (June 1st thru June 28th)
- [REDACTED] May 4th thru May 31st)
- [REDACTED] (April 6th thru May 3rd)
- [REDACTED] (March 2nd thru April 5th)

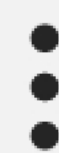
The Following Officers have approached the Field Training Unit regarding complaints against Col Lansdale: Ofc [REDACTED] (02-07-20), Ofc [REDACTED] (02-20), [REDACTED] (12-19), [REDACTED] (07-19), [REDACTED] (10-19).

Corporal Eric F. Madsen
Field Training Coordinator
Sacramento Police Department
300 Richards Blvd
Sacramento, Ca 95811
[REDACTED]



Me

12:09 PM, Mar 12



Officer Lansdale,
I am sorry to bother you on your day off. My husband's grandmother passed away and I would like to request time off to attend the funeral. The funeral is on Tuesday the 19th in Nebraska. I would like to request Sunday the 17th and Thursday the 21st in addition to my normal days off for travel time. I spoke with Sgt. McCain, my training Sgt., and he stated that he approves and I could use sick leave for the 20 hours. Can you please call or text me at your earliest convenience as I would like to make flight reservations if approved.

Thanks

CSO 

Copy text



Share



< New conversation

Officer Angela Landsdale 

Recipient



Thank you for letting me know. Email Sgt. Justin Tjompson. I can't approve days off, it's up to the sergeants.

12:44 PM



*Thompson

12:45 PM

12:45 PM

Thank you, I will do that right now.

Do you happen to know if Sgt.



< New conversation

Officer Angela Landsdale 

Recipient



12:45 PM

Do you happen to know if Sgt. Thompson will check his email on his days off or would it be better to text him? Thanks

1:44 PM



Probably email. Trainees don't count towards scheduling so it shouldn't be an issue.

5:03



 New conversation

Officer Angela Landsdale 

Recipient



Thank you, I literally just sent him a text and he responded. I do need to change the days off due to flight availability. I will be taking Saturday and Sunday off and will return to work on Thursday. Thanks again

5:07 PM

Friday, March 29, 2019





Angela Lansdale

Form Date: 04/27/2022

Questions

Did your trainer set the example in their personal appearance?

1 2 3 4 5

Did your trainer project a positive and respectful attitude towards training?

1 2 3 4 5

Did your trainer project a positive and respectful attitude towards police work?

1 2 3 4 5

Did your trainer project a positive attitude towards the department?

1 2 3 4 5

Please rate your trainer's courteousness and professionalism with you and others including department members and the public.

1 2 3 4 5

How would you rate the trainer's knowledge of statutory law, case law, search & seizure, general orders, tactics, etc?

1 2 3 4 5

Did your trainer clearly define your responsibilities and what is expected of you?

1 2 3 4 5

Did your trainer teach you department policies and procedures and did they model those consistently?

1 2 3 4 5

Did the FTO exhibit safe driving habits including following the rules of the road, code 3 driving, and pursuit driving?

1 2 3 4 5

How often did your trainer update your task book?

1 2 3 4 5

How often did your trainer provide feedback or constructive criticism?

1 2 3 4 5

Rate how often the trainer worked with you on areas he/she identified as deficient or where improvement was needed?

1 2 3 4 5

Please describe the trainer's method of critiquing your performance.

1 2 3 4 5

Do you feel your trainer genuinely wanted you to succeed?

1 2 3 4 5

Please rate the trainer's honesty, fairness, and objectivity in evaluating you.

1 2 3 4 5

Was the trainer attentive to your needs, concerns, and problems?

1 2 3 4 5

Please rate the trainer's skill as a teacher (his/her training methods, creativity, role-plays, etc.).

1 2 3 4 5

How would you rate the trainer's ability to communicate with you?

1 2 3 4 5

Was your trainer Informative?

1 2 3 4 5

Did you experience differences between this trainer and others you have had?

 1 2

If there were differences between trainers please describe:

Ofc. ██████ was very calm and clear about his expectations. He also treated me like a partner and was always willing to help me or answer questions, no matter how dumb the question may have been. ██████ was also open to helping others in the department and never treated others poorly. ██████ would also let me take lead on CSO calls and only stepped in when I was stuck which helped me grow a lot. Although Ofc. ██████ and Ofc. ██████ were not my official FTO's, I enjoyed the shifts we had together as well. They both gave me good information and let me take lead on CSO calls. They were also able to give me clear expectations and gave me constructive criticism when needed.

Were there any differences between what you were taught in the classroom/academy training and what you experienced from this trainer?

 1 2

If there were differences between your classroom training and trainer's teaching please describe:

In the academy we learned to grab the information and statements from witnesses first because they often leave. Ofc. Lansdale and I arrived 906 to a 901 and when I went to talk to the witnesses, she got upset that I did that. I tried explaining that we were taught to go talk to witnesses first but it did not seem like she listened to what I had to say.

Was your trainer verbally belittling, demeaning?

 1 2 3 4 5

Did your trainer embarrass you in front of employees or the public?

 1 2 3 4 5

Did your trainer uphold the Law Enforcement Code Of Ethics?

 1 2 3 4 5

Explain how your trainer invested in you and your training?

Ofc. Lansdale asked about my task book and wanted me to complete as many reports as I could.

What areas do you believe are the trainer's greatest strengths?

I feel that Ofc. Lansdale is a very cautious officer and is very knowledgeable about the department.

What areas do you believe the trainer could improve?

I feel Ofc. Lansdale can improve on being more approachable as well as being more of a team player.

Describe the teaching methods that worked best for you?

A teaching method that worked was when she would ask me what something meant until I remembered.

Describe how your trainer was a role model for you?

Ofc. Lansdale is very knowledgeable about the department and I see how important it is to know information when you are on a call.

Do you feel you are a better officer now then when you started this training cycle with your trainer?

I feel that my computer skills have improved while being with Ofc. Lansdale.

Additional comments and suggestions?

I'm finding that working with FTO Lansdale has been making my learning a challenge. She contradicts herself, is not always willing to communicate with others, and sometimes comes across unprofessional. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours). Another situation I recall was when I was writing a report and we went to a call (the man that broke the door of Jack in the Box). When we were 906, I rolled up the windows thinking I was going to go inside with her and she rudely said something along the lines of can you keep the windows down for officer safety. I understood where she was coming from but she never mentioned that she wanted me to continue writing so I was getting ready to go inside. Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has put a toll on me. On Friday, 04-22-22, we responded to a 245. According to the man, some juveniles were throwing rocks at his trailer and later hit him with sticks and a bottle. During the call, I asked if there was anything I could help with but Lansdale rudely said no. We got back inside the patrol car to move it closer to the trailer when another officer on the call waived at us because he needed to talk to us. As I started slowing down, she raised her voice to keep driving and I pointed out that the other officer wanted to talk to us. When I stopped to see what the other officer wanted, she got upset (Our body cameras were recording during this incident). After this call, she told me "in the future, if you're not going to do anything on a call then don't bother showing up". I think she was referring to Officer Cato because Cato was the first one 906 and she gathered the victim's information but Lansdale said you can't use information gathered from other officers because it is hearsay. I am not exactly sure what she was referring to though because I tried to quickly change the conversation due to the fact that I do not enjoy constantly hearing rude comments. On Sunday, 04-24-2022, Lansdale and I took a 459R and later went to HOJ to write the report. Officer Smart pulled up next to us in his patrol car and said thank you for taking that call, I was just trying to get ahold of you guys to see in you needed help. Lansdale rudely replied "Why? It's a one officer call." Smart seemed thrown off by what she said and so was I. Smart replied, "I could've done the canvass for you guys or something" and Lansdale ignored him and went on the computer. I was in shock about how rude Lansdale was so I tried to make light of the conversation and told Smart "thank you for wanting to help me, and it's no biggie that's what I'm here for". Lansdale and I responded to a MP call with CSO Tarbet. When Lansdale and I left to check some possible locations, Tarbet messaged us on MDT and asked if we had went to a certain park. I was about to message Tarbet but Lansdale told me not to because "if we would have found something, we would have told her". I thought that her statement was rude because we are here to be working as a team and I could have easily said "yes". Tarbet later called me and I told her we checked and I apologized for not answering. Tarbet mentioned that it was a little awkward because the family was asking her where we've checked and Tarbet was unable to give a confident answer because we did not give her an answer. I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "No, I think he went this way". Officer Lansdale would provide feedback at the end of watch. On Sunday 04-17-22, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday, 04-17-22. We responded to a fire department because there was a Mercedes in the roadway and it was also blocking the FD's driveway. I pointed out that it seemed like one of the firefighters was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.). After the tow truck moved the vehicle, I called records and she started freaking out saying that I need to get out of the roadway (we were pulled off to the side, parked next to a curb and our lights were on). I was still on the phone at this point and when I was about to write down the FCN she then mentioned to do it later we need to get out of the roadway. She wanted me to drive while being on the phone but I did not feel comfortable with that so I stayed. She later got upset that I did not get out of the roadway when she wanted me to. Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated on several occasions that no one can do their jobs right. She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously but it did not seem like she listened to what I had to say. I once made a legal U-turn and still used my lights (first switch-backlights) and she very rudely said "what are you doing?" and "what do you do in your civilian car?" and I replied, "I guess just make the U-turn". She replied, "don't be abusing your power". I feel a different approach could have been taken and she could've mentioned that I only need the lights when making illegal turns or U-turns. Throughout our time on patrol, we got hailed twice and neither time she stopped. Once was when we were working during the car show and the other was on our way to take a 459R. When we were working the car show a man was on the phone waiving at us, I pointed him out and she said "we're working this" and kept driving. On our way to take the 459R, a woman pulled up next to us and got out of her car, and was waiving at us to help her. When I pointed her out, Lansdale said "we're on this call". I did not say anything after that but in my mind I thought, this lady may really need our help and I feel that a 459R is less of a priority. Before our shift, I was changing into my uniform and she waited at the end of the bench, staring until I was done. There was enough room for her to change as well. (Our lockers are across from each other so I was on one side of the bench and the only other person there at that time). When I was done, I found her staring into my locker from the other side of the bench until I moved. It made me feel really awkward, so I quickly left and waited in the roll call room. Overall, I think Officer Lansdale wanted me to succeed but her approach was off and often created a negative work environment. Lansdale is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSOs and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting of what I've learned in the academy. Lansdale is very smart and knowledgeable about the department and its policies. She is also a good officer who has great officer safety. But, I feel that her approach to certain situations can be a bit rude and unfair. She often gets easily irritated, especially, if another person approaches a situation differently than she would have.

Review History

User Name	Date	Workflow Stage	Action
[REDACTED]	04/27/2022	Create	-
[REDACTED]	04/27/2022	Start	Submitted



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



210.04 GENERAL AND PROFESSIONAL CONDUCT

07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

PREAMBLE

Working in partnership with the community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City shall be the mission of the Department.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

1. Employees on or off duty shall
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal, or otherwise that could bring discredit upon the Department or the City.
 - c. Abide by all laws to include, but not limited to the Penal Code, the Health and Safety Code, and the Welfare and Institutions Code. In addition, employees shall ensure that their personal vehicles are compliant with the California Vehicle Code.
2. Employees shall
 - a. Serve the public by direction, counsel, and example that does not interfere with the discharge of their police responsibilities. They shall respect and protect the rights of individuals and perform their services with honesty and integrity.
 - b. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - c. Treat other employees in the Department, regardless of rank, with the respect due to them as fellow employees.
 - d. Properly perform assigned police responsibilities during a scheduled shift.
NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - e. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.
 - f. When contacting the public in the performance of their official duties
 - (1) Courteously and accurately provide all appropriate information upon request.
 - (2) Respectfully provide their name, badge, and/or identification number upon request.
 - (3) Impartially serve all persons coming to the attention of the Department.
 - g. Remain awake while on duty. If unable to stay awake, employees shall report this fact to their supervisor, who shall determine the appropriate course of action.
NOTE: Sleeping on duty shall be regarded as dereliction of duty and cause for disciplinary action.



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



- h. Not lend, sell, or permit the use of their badges or credentials by other employees/persons under any circumstances.
- i. Not seek the influence or intervention of any person outside the Department for purposes of personal advantage, transfer, or advancement.
- j. Not use any electronic amplifying or recording device to eavesdrop upon or record the conversation of any other employee without their knowledge. This shall not prohibit the use of taping devices or electronic amplifying or recording devices during criminal investigations or other law enforcement activity in which there is no expectation of privacy.
- k. Not file false, inaccurate or improper information orally or in writing, either personally or through another employee, for criminal prosecution, personal gain, or for unearned recognition, including sick or injury reports, falsification of public records, or for any other purpose.
- l. Submit written reports as required by Department orders or instructions from a superior.
- m. Pay their debts promptly.
- n. Maintain a telephone with voicemail capability where they can be reached during any emergency requiring their services. NOTE: Employees on duty or officially on call shall be directly available by normal communication, including cellular telephones.
- o. Complete an Emergency Notification Form (SPD 552) pursuant to General Order 256.01 (Address and Telephone Changes).
- p. Upon notification of an emergency, report for duty as soon as reasonably possible or in compliance with the directive given upon notification.
- q. Not interfere with any person arrested, case under investigation, or case being prosecuted, with the intention of doing physical harm, delaying, or preventing the case from reaching a successful conclusion in accordance with lawful procedure.
- r. Not converse with arrested persons unless required by the nature of their police duties or connected with an official investigation of a case.
- s. Report all facts in writing to the COP if they receive any information that the lawful prosecution of any criminal charge is being, or has been, interfered with in any manner that would indicate any unlawful compounding, compromising, or fixing.
- t. Not, while on duty, suggest, recommend, advise, or otherwise counsel the retention of any attorney or bail bond broker to any person coming to their attention as a result of police business. Employees shall not
 - (1) Convey communications between prisoners and their attorneys, bail bond brokers, or persons involved in a criminal or civil case of interest to this Department. A supervisory officer may exercise such authorization when an in-custody prisoner requests a specific attorney to be contacted.
 - (2) Act as bailor for any person in custody where a fee, gratuity, or reward is solicited or accepted.

B. AUDIOVISUAL MEDIA FOR SOCIAL NETWORKING OR PERSONAL USE

- 1. All audiovisual media (e.g., film/digital images, video, etc.) captured in the performance of an employee's duties shall be considered property of the Sacramento Police Department.
- 2. It shall not be recorded, printed, downloaded, or distributed for an employee's personal or non-Departmental use unless used in a manner approved by the Chief of Police.
- 3. Employees shall not use personally-owned cameras or equipment (including cellular phone cameras) to capture audiovisual media during the performance of their duties pursuant to GO 525.04 (Use of Digital Cameras for Investigative Purposes).
- 4. If a situation exists in which the use of personal or non-Departmental equipment is deemed necessary, employees shall notify their supervisor.



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



C. GRATUITIES

1. A gratuity is defined as any gift or reduction in normal price, offered or given, whether solicited or not, because of one's position with the Police Department. These include
 - a. Discounts or free food and drink (including coffee) at restaurants and drive-ins.
 - b. Discounts or free admission to places of amusement (e.g., sporting events and theaters) on or off duty.
2. Employees shall not accept any gratuity as they represent a compromise of our professional status.
3. This order shall apply only to those types of gratuities that are given to employees because of their employment with the Police Department. Discount prices offered to employee groups as a normal procedure for business operations shall not be prohibited by this order.
4. Employees offered or who suspect that they have been given a gratuity shall
 - a. Explain to the donor that they cannot accept a discount or gift as it is against Department policy.
 - b. Ask the person(s) offering to cooperate with the Department in doing their part to eliminate this practice.
5. Supervisors who are made aware of the gratuity shall
 - a. Contact the business person(s) suspected of or known to offer gratuities and advise them of the Department policy.
 - b. Advise these persons that if the practice continues, it may result in officers not being allowed to frequent the establishment during duty hours. NOTE: Officers invited to various functions to speak or for other purposes as Department representatives are allowed to accept free meals.
6. Department personnel in their capacity as City employees shall not endorse products or services when they know or should reasonably know the endorsement identifying the Department will be used for advertising.

D. SUPERVISION/LAWFUL ORDERS

1. Employees are subject to the lawful supervision of all superiors.
 - a. Any employee given an order in conflict with any previous order or direction shall call the conflict to the attention of the person giving the order.
 - b. If that supervisor requires the order still be carried out, the employee shall comply and the responsibility for the conflict and the action taken by the employee shall rest with that supervisor.
2. Supervisors shall not knowingly issue any order that is in violation of any law, ordinance, Department order, or the Law Enforcement Code of Ethics.
3. Employees shall fulfill the functions of the Department and the office to which they are assigned and perform any lawful duty assigned by a superior.
4. The willful disobedience of any lawful order issued by a superior is insubordination.
5. Employees shall not publicly criticize instructions or orders received.
6. Employees in doubt as to the nature or details of their assignment shall seek clarification from their supervisor.

E. OFFICER RESPONSIBILITY

1. Officers shall act reasonably within the limits of their authority as defined by statute and judicial interpretations to ensure the rights of both the individual and the public are protected.
2. Officers, on or off duty, shall take appropriate police action toward aiding all fellow peace officers exposed to danger.
3. On duty officers shall
 - a. Be in uniform/properly dressed and have required equipment required on/with them.
 - b. Be attentive and alert to the directions of supervisors at roll call.



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



- c. Acquaint themselves daily with the information provided by the Department (e.g., AB, IB, SNOW, etc.).
 - d. Respond to their given assignment promptly and remain to the end of their shift, unless otherwise relieved.
 - e. Be attentive to reports and complaints by citizens and take appropriate action or refer them to the appropriate person or agency.
 - f. Not allow prisoners or suspects access to weapons or objects readily adaptable as weapons.
 - g. Respond as soon as possible to calls meeting the criteria for police assistance from citizens or other officers.
 - (1) Failure to answer a call for police assistance promptly without justification shall be regarded as dereliction of duty and cause for disciplinary action.
 - (2) Except under extraordinary circumstances or when otherwise directed by a supervisor, employees shall not fail to answer any direct landline or radio call directed to them.
 - h. **When in plain clothes, conspicuously display their badge if their firearm is exposed.**
 4. Off-duty officers shall perform reasonable police services pursuant to GO 570.02 (Crimes Involving Officers or Their Families).
 5. Plainclothes **off-duty** officers shall not wear or carry their firearm conspicuously exposed.
 6. On or off-duty plainclothes officers shall not draw or display their firearm in any public place except during the course of an arrest or investigation or when an officer reasonably believes it is necessary for their safety or the safety of others.
 7. Officers outside the boundaries of this state for extradition or other matters of direct concern to the City shall not engage in police activities unless necessary in the performance of their extradition duties as an agent of the state, and then only after consideration of the tactical situation. If an officer does engage in police activities, he/she must notify the Department as soon as reasonably practical after taking such action.
 8. The priority of call assignments depends on many factors and shall normally be the responsibility of Communications personnel and field supervisors.
 - a. Officers may delay responding to a call if
 - (1) Contacted by a citizen in need of immediate police attention.
 - (2) Personal observation of an event requires immediate police attention.
 - b. Such determination shall be based on the comparative urgency and the risk to life and property of the assigned call and the intervening incident.
 - c. When it is impossible for an officer to handle a citizen's concern or an observed event, the officer shall, if circumstances permit, either give directions for obtaining such assistance or initiate the necessary notifications.
- F. MEALS/PERSONAL BUSINESS**
1. While on duty, employees shall
 - a. Devote their time to the performance of police functions.
 - b. Not carry on personal business. Personal visitations shall only be made during the approved meal period.
 - c. Arrange for a meal period in accordance with the established labor agreements and the schedule made by the employees' supervisors and/or the need for police service.
 - d. Not play any illegal games of chance for money.
 - e. Not, while in uniform, shop or carry packages containing merchandise unless required in the line of duty.
 - f. Not leave their assigned area for any reason other than for police duties without permission from their supervisor. Approval or disapproval of the request shall be within the authority of



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



the supervisor and shall be based on the following considerations, including, but not limited to:

- (1) Distance from the work area.
- (2) Anticipated time required.
- (3) Expected workload.
- (4) Need for police services.

2. No more than four (4) uniformed personnel and a maximum of three (3) marked cars shall be permitted at a place of business or parked together except for official business.
3. Police Department cashiers shall not cash personal checks for employees at any time.

G. ABSENCE WITHOUT LEAVE

1. Employees shall report for duty as scheduled unless absence is authorized by a supervisor.
2. Employees shall be absent without leave upon failing to appear for duty at the date, time, and location specified without supervisory approval.
3. Supervisors shall report absences without leaves as follows:
 - a. Absences of one (1) day shall be reported in writing to the respective division/watch commander.
 - b. Absences in excess of one (1) day shall be reported in writing to the Chief of Police (COP).

H. ALCOHOL/DRUG IMPAIRMENT

1. Employees shall not
 - a. Use or possess marijuana or marijuana products as defined by California H&S code Section 11018.1, medical or otherwise, on or off duty.
 - b. Drink alcoholic beverages to an extent that renders them unfit to report for their next regularly scheduled shift.
Appear on duty under the influence of any alcoholic beverage or drug.
 - c. While on duty, transport alcoholic beverages in a police vehicle except as evidence, property of the prisoner or suspect, or found property.
 - d. Carry a firearm on or off duty when impaired due to being under the influence of alcohol, medication, or any other substance.
 - e. While on duty or on call, drink any kind of intoxicating beverage or take any intoxicating drugs.
 - (1) Employees shall notify their supervisor if they are taking, while on duty or on call, a prescribed medication that may impair their judgment or performance.
 - (2) Supervisors shall follow GO 220.06 (Employees Suspected of Working Under the Influence - WUI) concerning the employee's fitness for duty or his/her ability to remain on call.
2. Plainclothes officers may, while on special assignment, partake of an alcoholic beverage when necessary for the performance of such assignment.
 - a. The alcoholic beverage shall be consumed in moderation and officers shall not become intoxicated.
 - b. Advance notice of the assignment shall be given to the Division Commander. This advance notice shall include pertinent details of the assignment, as well as the specific location(s) (if known) where the employees are going to consume alcoholic beverages.
 - c. Employees working hours during which their respective division commander is not available shall give advance notice to an on-duty watch commander

Protected Classes

- Race
- Color
- Religion (includes religious dress and grooming practices)
- Sex/gender (includes pregnancy, childbirth, breastfeeding and/ or related medical conditions)
- Gender identity, gender expression
- Sexual orientation
- Marital status
- Medical Condition (genetic characteristics, cancer or a record or history of cancer)
- Military or veteran status
- National origin (includes language use and possession of a driver's license issued to persons unable to provide their presence in the United State is authorized under federal law)
- Ancestry
- Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics)
- Genetic information
- Request for family care leave
- Request for leave for an employee's own serious health condition
- Request for Pregnancy Disability Leave
- Retaliation for reporting patient abuse in tax-supported institutions
- Age (over 40)

* Source: The California Department of Fair Employment and Housing

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SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



RM 260.12



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INTRODUCTION FIELD TRAINING MANUAL

07-21-15

TO ALL PERSONNEL

The FIELD TRAINING PROGRAM (FTP) is a standardized program established to train new officers in the field. The program includes uniform standards for evaluating trainee performance. Upon completion of the Academy, each new officer is assigned to a POST-Certified Field Training Officer (FTO). They will remain with a FTO for Phase I to III, as well as Shadow Week. During Phase IV, new officers work independently.

In order for the program to successfully and equitably train new officers, it is essential to define uniform guidelines outlining the roles, responsibilities, and the evaluation criteria of all involved. This manual gives an overview of the program roles, responsibilities, and evaluation criteria.

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ORGANIZATIONAL AND STRUCTURE RESPONSIBILITY

A. GENERAL

1. The Department will provide a FTP that is in compliance with the standards set forth by the California Peace Officers' Standards and Training (POST).
 - a. The FTP shall be delivered over a minimum of ten weeks based upon the standards set forth by POST.
 - b. Trainees must complete the Regular Basic Course Academy before participating in the FTP.
 - c. All newly hired officers will complete the entire FTP prior to transitioning to solo patrol duties.
2. The Department will maintain a sufficient number of FTOs to meet the training needs of newly sworn officers and Limited-Term Community Service Officers (CSOs).
3. The FTP shall be utilized for:
 - a. Training of all sworn personnel and CSOs.
 - b. Retraining of sworn personnel, based upon specific needs, as determined by the Deputy Chief, Office of Operational Services.
4. All newly hired officers will complete the entire FTP prior to transitioning to solo patrol duties.

B. FIELD TRAINING UNIT (FTU) RESPONSIBILITIES

1. General
 - a. Responsibility and supervision for the FTOs shall be divided between the shift where the FTO is assigned and the FTU, with distinction between line and staff responsibilities.
 - b. The FTU shall develop and manage the FTP, certify FTOs, and monitor FTOs and trainees.
 - c. The shift supervisors shall be responsible for the line supervision of FTOs and trainees, accomplishing all training expectations established by the FTU, and for evaluating the performance of each participant.
 - d. FTOs shall have primary responsibility for the supervision and training of trainees.
2. Field Training **Supervisor** responsibilities include, but are not limited to:
 - a. **Managing and supervising** the FTP.
 - b. Revising the Field Training Documentation Book and Required Knowledge Manual.
 - c. Evaluating the program and FTOs.
 - d. Monitoring the progress of trainees.
 - e. Administering the phase upgrade tests.
 - f. Conferring with the Watch Commanders in determining and meeting special training needs.
 - g. Preparing reports in accordance with this manual.
 - h. Assigning FTOs to special training.
 - i. Providing FTO schools and meetings.
 - j. Coordinating FTO selection.
 - k. Serving as a resource agent for FTOs.
 - l. Reviewing and signing evaluation reports, including Daily Observation Reports and Monthly Evaluations.
 - m. Acting as a liaison among Department divisions and facilities.
 - n. **Recommending termination or downgrade of trainees.**
 - o. **Recommending removal of FTOs for cause.**
 - p. Monitoring developments in the field training programs, including changes dictated by POST, and ensuring that the Department maintains compliance with all standards set forth by POST and statutory/case law, as relevant to the FTP.
 - q. Attesting, in writing, to the trainee's successful completion of the FTP. The statement shall release the trainee from the program and shall be signed by the Chief of Police or designee. That record shall be maintained in the trainee's personnel record and field training file.
 - r. **Providing an annual evaluation of each FTO, regarding his/her performance as a FTO. The annual evaluation shall only be required of those FTOs who had a trainee within that year. The**



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annual evaluations are to be completed no later than December 31st of each year and shall be placed in the FTU File, after review.

3. Field Training **Coordinator** responsibilities include, but are not limited to:
 - a. Administering the FTP.
 - b. Coordinating the Trainee Orientation and Department-specific training.
 - c. Evaluating the program and FTOs.
 - d. Monitoring the progress of trainees.
 - e. Administering the phase upgrade tests.
 - f. Conferring with the Watch Commanders in determining and meeting special training needs.
 - g. Preparing reports in accordance with this manual.
 - h. Assigning FTOs to special training.
 - i. Providing FTO and Trainee meetings.
 - j. Coordinating FTO selection.
 - k. Serving as a resource agent for FTOs.
 - l. Acting as liaison among Department divisions and facilities.
 - m. Transferring trainees between watches.
 - n. Reviewing and signing Daily Observation Reports and Monthly Evaluations.
 - o. Maintaining FTO evaluations.
 - p. Recommending termination of trainees.
 - q. Recommending removal of FTOs for cause.
 - r. Acting as a liaison between the POST and the Department.
4. Watch Commander responsibilities include, but are not limited to:
 - a. Ensuring that program guidelines are met.
 - b. Providing feedback on program effectiveness.
 - c. Nominating FTO candidates for the FTO Interview Panel.
 - d. Recommending removal of FTOs for cause.
 - e. Monitoring trainee progress.
 - f. Recommending termination of trainees.
5. **Sector Sergeant responsibilities include, but are not limited to:**
 - a. Being cognizant of the trainee's performance by personal observation and review of the FTOs evaluations.
 - b. Administering the Phase I to II and II to III upgrade tests.
 - c. Ensuring they are available to the FTOs on their watch.
 - d. Providing feedback of their trainees and the FTOs to the Field Training Supervisor.
 - e. **Completing a Monthly Evaluation on Phase I to III Officers assigned to their team. The Monthly Evaluations are due prior to the trainee cycle change.**
 - f. **Completing a Monthly Evaluation on Phase IV Officers and Solo CSOs. On the Solo CSO Evaluation, include a recommendation for or against upgrade to Phase I Officer.**
 - g. **Recommending remediation alternatives.**
 - h. Expediting evaluations of problem trainees.
 - i. Serving as a resource agent for FTOs.
 - j. Evaluating the program and FTOs.
 - k. Recommending retention or release of existing FTOs.
 - l. Identifying candidates for the FTO program.
 - m. Completing Semi-Annual Evaluations on each FTO assigned to their teams. This form will be provided by the FTU and **is due the second week of June and the second week of November, which coincides with the Employee Performance Evaluation due dates.**



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6. FTO responsibilities include, but are not limited to:
 - a. Directly supervising assigned trainees.
 - b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
 - c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
 - d. Documenting the trainee's mastery of material in the Field Training Documentation Book and Required Knowledge Manual.
 - e. Completing and reviewing with the trainee, Daily Observation Reports, no later than the first day of the next work week. Any extension must be approved through the FTU.
 - f. Making recommendations regarding trainees.
 - g. Attending periodic training meetings.
 - h. Facilitating Department training.
 - i. Mentoring and developing trainees.
 - j. Attending specialized training.
 - k. Identifying training needs.
 - l. Avoiding exposure of CSO trainees to unnecessary danger.
 - m. Knowing the CSO trainee limitations and responsibilities.
 - n. **Not signing-up for the following cars**
 1. Any type of Hospital Car, including the Hospital Hybrids
 2. Wagon
7. Trainee responsibilities include, but are not limited to:
 - a. Completing an evaluation of the FTP at the completion of probation.
 - b. Completing an evaluation of all assigned FTOs. **These evaluations are due one (1) month after the trainee goes Phase IV or solo CSO, and shall include a ranked ordering of assigned FTOs from top to bottom.**
 - c. Reviewing, with the FTO, the Daily Observation Reports and Supervisor Evaluations.
 - d. Reviewing the Field Training evaluation system **sometime during each duty-day.**
 - e. Identifying and reporting training needs.



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SELECTION

A. QUALIFICATIONS

- a. Field Training Supervisors - Sergeants wishing to become a Field Training Supervisor shall:
 - a. Possess the POST Supervisory Certificate.
 - b. Successfully complete the **Field Training Supervisor/Administrator/Coordinator (S.A.C.) Course**, prior to or within 12-months of the assignment.
- b. **Field Training Coordinator - Officers wishing to become a Field Training Coordinator shall meet the below listed qualifications:**
 - a. **Meet all the FTO qualifications, listed below.**
 - b. **Have successfully completed the Field Training Supervisor/Administrator/Coordinator (S.A.C.) Course, prior to or within 12-months of the assignment.**
- c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and **interview** process. Officers must meet all of the below listed qualifications:
 - a. Possess the POST Basic Certificate.
 - b. Non-probationary police officer with at least three (3) years seniority or lateral police officer with 12-months seniority on the Department and two (2) years prior law-enforcement service.
 - c. Continued satisfactory performance.
 - d. Above average preliminary investigation skills' and report writing.
 - e. Above average ability to manage interpersonal relations.
 - f. Have the necessary skills to present instructional material.
 - g. Willingness to teach and ability to effectively evaluate trainees.
 - h. Minimal amount of personnel complaints.
 - i. Minimal amount of preventable vehicle collisions.
 - j. Balance of beat/district integrity, self-initiated activity, and focus-area work.
 - k. Good professional appearance.
 - l. Willingness to be a FTO and accept trainees.
 - m. Set a good example for trainees.

B. NOMINATION PROCESS

1. Candidates shall:
 - a. Complete a SPD 563 (Candidate Information Sheet).
 - b. Secure written recommendations from their current supervisor and their immediately previous supervisor on SPD 564 (Field Training Officer Candidate Sheet).
 - c. Write a memorandum, **300 to 500-words**, explaining their qualifications for FTO.
2. The candidate's Sergeant shall:
 - a. **Complete a SPD 564 and include their recommendation.**
 - b. **Forward the FTO packet to their Watch Commander.**
3. The candidate's Watch Commander shall:
 - a. **Add comments to the SPD 563.**
 - b. **Review the division (watch) level file and note any adverse actions on SPD 563.**
 - c. **Forward the FTO packet to their Station Captain.**
4. The candidate's Station Captain shall:
 - a. **Add comments and their recommendation to SPD 563.**
 - b. **Provide the completed FTO packet to the FTO candidate to bring to the interview.**
5. The FTU shall:
 - a. **Review and process the FTO packets.**
 - b. **Coordinate and administer the FTO Candidate Interview Panels.**
 - c. **Complete the "360" Evaluation Process on the FTO Candidates. Those selected to provide feedback on the FTO Candidate should have worked directly with and/or supervised the FTO Candidate. Information provided should be first-hand information only.**



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C. SELECTION

1. The FTU shall:
 - a. Send the list of approved FTO candidates to Internal Affairs for review.
 - b. Complete a list of FTO candidate recommendations and forward to the Deputy Chief, Office of Operational Services.
2. The Deputy Chief, Office of Operational Services, shall give final approval of the selected FTOs.
3. Upon selection, the officers will meet with FTU to discuss the program and expectations.

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CERTIFICATION

A. CERTIFICATION

1. Approved Candidates shall complete a 40-Hour POST-Certified FTO course. The FTU shall coordinate when the officer attends the FTO course and ensure that the travel and training for the course is routed through the officer's chain-of-command.
2. FTOs must complete a 24-Hour POST-Certified FTO Update Course, every three (3) years.

B. RECERTIFICATION

1. Every reassigned FTO after a three (3) year or longer break in service as a FTO shall successfully complete a POST-Certified FTO Update Course, prior to training new officers.
2. The candidate must meet the "Qualification" and "Selection" requirements as stated earlier.
3. Candidates must be current on FTO policy and procedures as determined by the FTU.
4. Unless waived with cause by the Training Manager, candidates must advance through the nomination, selection, and interview process.

C. DECERTIFICATION

1. Decertification could be for cause, and not the result of disciplinary action, including, but not limited to, a failure to meet the qualifications established in the "Qualifications" section of this chapter. The decertification of a FTO may occur under the following circumstances:
 - a. The FTO transfers from patrol.
 - b. The FTO receives formal discipline.
 1. The Training Manager may decertify the FTO for a minimum of six (6) months.
 2. The FTO may be required to recertify as specified in "Recertification".
 - c. The Station Captain, Watch Commander, and/or Field Training Supervisor recommend decertification of the FTO to the Training Manager.
2. Officers no longer wishing to train shall forward a memorandum to the FTU.



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INCENTIVES

A. FIELD TRAINING OFFICERS

1. Field Training officer incentives include, but are not limited to:
 - a. Corporal Rank (refer to RM 430.01, Uniform Manual).
 - b. Supervisory authority and responsibility for assigned trainee.
 - c. Incentive pay, as specified by the current Memorandum of Understanding.
 - d. Identification as a FTO on the **Candidate Resume**.
 - e. Preferential status for teaching assignments within the Department.
2. **Field Training Officers should commit to serve two (2) years minimum as a FTO.**
3. **A FTO-of-the-Year shall be selected for outstanding performance**

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ASSIGNMENTS

- A. **LIMITED-TERM COMMUNITY SERVICE OFFICER (CSO)**
1. Pre-FTO Assignment
 2. Department/FTO Orientation
 3. Firearms Refresher/Qualification (Handgun and Shotgun)
 4. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 5. Peer Support
 6. Draeger Breathalyzer/SFST Training (May be completed in training.)
 7. Crowd and Riot Control
 8. C.E.D. Training
 9. Property/Evidence
 10. Traffic/Collision Training
 11. Homicide/OIS Training
 12. Internal Affairs Orientation
 13. SPOA
 14. Personnel/Benefits
 15. Fitness Training
 16. CSI Orientation
 17. Domestic Violence Training
 18. Lo-Jack/RAM/Grab'em Training
- B. **CSO ASSIGNMENT to a FTO**
1. The FTU shall determine trainee/FTO assignment. The standard assignment term for FTO/CSO Trainee is one (1) month.
 2. The CSO must successfully complete the Field Training Documentation Book, CSO Oral Interview Test, and Shadow-week prior to going solo.
 3. CSOs who do not meet a minimum acceptable level of performance after three (3) months of field training, and have failed to go solo, will receive a 30-Day Trainee Warning Letter from the Field Training Supervisor. Additionally this Warning Letter can also be given at any time for specific and/or serious training issues.
 4. CSOs must be solo by the end of the fourth (4) month. Absent extenuating circumstances, CSOs who do not meet this requirement may be released from probation.
- C. **TRAINEES (ALSO INCLUDES BASIC ACADEMY GRADUATES)**
1. Pre-FTO Assignment
 - a. Department/FTO Orientation
 - b. Firearms Refresher/Qualification (Handgun and Shotgun)
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. Peer Support
 - e. Draeger Breathalyzer/SFST Training (May be completed in training)
 - f. Crowd and Riot Control
 - g. C.E.D. Training
 - h. Property/Evidence
 - i. Traffic/Collision Training
 - j. Homicide/OIS Training
 - k. Internal Affairs Orientation
 - l. SPOA
 - m. Personnel/Benefits
 - n. Fitness Training
 - o. Domestic Violence Training
 - p. Lo-Jack/RAM/Grab'em Training
 - q. Handgun Qualification/TAC light Orientation



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2. Trainee assignment to a FTO
 - a. The FTU shall determine trainee/FTO assignment.
 - b. The trainee/FTO should not be separated, except in extreme circumstances. Another FTO or non-probationary officer may be assigned during the primary FTOs vacation, holiday, etc.
 - c. Phase Progression
 1. The standard assignment for Trainee/FTO is **one (1) month**.
 2. Only FTOs shall sign off "Instructed" and "Competent" sections for phases above the current level of the trainee as appropriate.
 3. **Trainees who are Phase I, II, or III for more than two (2) months each, without justification, shall receive a 30-Day Trainee Warning Letter from the Field Training Supervisor. Additionally this Warning Letter can also be given at any time for specific and/or serious training issues.**
 4. The trainee must successfully complete the Field Training Documentation Book, Phase IV Interview Test, and Shadow-Week prior to going solo.
 5. **Trainees must be solo by the end of the ninth (9) month. Absent extenuating circumstances, trainees who do not meet this requirement may be released from probation.**
3. **All time-off requests, with the exception of sick leave, shall be submitted to the FTU and evaluated on a case-by-case basis. If the request is approved, the FTU shall coordinate with the appropriate patrol Sergeant and Watch Commander, for the time off.**
4. **Each FTO is permitted one (1) training day per assigned trainee, where no evaluation is completed. This will allow the FTO an opportunity to train only on deficient areas. A Daily Observation Report shall be completed, indicating "Training Day".**

D. LATERAL OFFICERS

1. Pre-FTO Assignment Training
 - a. Department/FTO Orientation
 - b. Firearms Refresher/Qualification (Handgun and Shotgun)
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. Peer Support
 - e. Draeger Breathalyzer/SFST Training (May be completed in training)
 - f. Crowd and Riot Control
 - g. C.E.D. Training
 - h. Property/Evidence
 - i. Traffic/Collision Training
 - j. Homicide/OIS Training
 - k. Internal Affairs Orientation
 - l. SPOA
 - m. Personnel/Benefits
 - n. Fitness Training
 - o. Domestic Violence Training
 - p. Lo-Jack/RAM/Grab'em Training
 - q. Handgun Training and Qualification/TAC light Orientation
 - r. Emergency Vehicle Operation Course (EVOC)
 - s. Arrest, Control, Baton Training
 - t. High Risk Traffic Stops
 - u. Report writing
 - v. Crimes in progress
 - w. Ethics
2. Lateral officers assignments to a FTO
 - a. The standard assignment for lateral officers is one (1) month per FTO.
 - b. Lateral officers should progress through Phase I to III at a rate of one (1) phase per month.
 - c. Only FTOs shall sign off "Instructed" and "Applied" section for phases above the current level of the lateral as appropriate.



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- d. Laterals who are Phase I, II, or III for longer than 30-days each, without justification, shall receive a 30-Day Trainee Warning Letter by the Field Training Supervisor. Additionally, this Warning Letter can also be given at any time for specific and/or serious training issues.
- e. Laterals must successfully complete the Field Training Documentation Book, Phase IV Interview Test, and Shadow-week prior to going solo.
- f. Laterals must be solo by the end of the sixth (6) month. Absent extenuating circumstances, laterals who do not meet this requirement may be released from probation.

E. RETURNING OFFICERS

1. Officers returning after an absence of more than one year shall complete, at a minimum, the following refresher training:
 - a. Handgun Refresher/qualification
 - b. Arrest, Control, and Baton Refresher
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. EVOG
2. If returning officers do not physically perform at a minimum acceptable level of performance in these areas by the end of these training hours, remedial training shall be scheduled.
3. Officers shall be assigned to work with another non-probationary officer for eighty (80) hours.
4. The assigned Sergeant shall make the determination if the officer is ready to work solo, or shall continue to work with another officer for an additional forty (40) hours at a time.
5. The assigned Sergeant shall complete a Monthly Evaluation once they are satisfied that the officer is ready to work solo.



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PHASE TRAINING ROLES AND RESPONSIBILITIES

A. PHASE TRAINING

1. All trainees shall be given the following **Field Training materials**:
 - a. Field Training Documentation Book. FTOs are responsible for signing off on the identified tasks where the trainee **satisfactorily** performs.
 - b. Required Knowledge Manual. This book is a study-guide for the trainees to use for all Phase Tests.
2. **First-Day FTO Role**
 - a. **Shall complete the First Day Checklist.**
 - b. Perform visual assessments of professional appearance of the trainee, such as uniform, equipment, etc.
 - c. Assess the trainee's attitude and knowledge through general conversation.
 - d. Discuss and practice an action plan in case of dangerous situations.
 - e. Discuss expectations with the trainee.
 - f. **Review critical Department policies to ensure understanding. The minimum policies include:**
 1. Use of Force (GO 580.01)
 2. Discharge of Firearm (GO 580.03)
 3. Code 3 Driving (GO 521.02)
 4. Pursuit Policy (GO 521.01)
 5. General and Professional Conduct (GO 210.04)
 6. Department Mission and Goal Statements
3. **First-Week FTO Role**
 - a. **The first week of phase training is an Orientation Week only. Procedures, techniques, and tactics should be demonstrated by the FTO. Expectations shall be clearly outlined.**
 - b. Daily Observation Reports shall be completed, indicating "Orientation Week".
4. **Phase I: FTO/Trainee shall log-on as a 1-unit identifier**
 - a. **FTO Role**
 1. Inform the trainee of the rules of the car, such as using the radio, Code 7, business checks, etc.
 2. If possible, tour the various sections of the Department. At a minimum, tour the assigned facility (HOJ, JERPF, WJKPF, or Central).
 3. Stress the importance of Phase I and explain that it is a foundation for all police work to come.
 4. Frequently demonstrate tasks.
 5. Be sensitive to the trainee's actions, reactions, attitudes, and confusions.
 6. Enhance the trainee's self-esteem and potential.
 7. Sign off on "instructed" and "competent" sections in the Trainee's Documentation Book.
 8. Quiz and prepare the trainee for the Phase I to II Test.
 9. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
 - b. **Trainee Role**
 1. Actively participate in calls, as directed.
 2. Display eagerness and assertiveness.
 3. Accept constructive criticism.
 4. Work to improve identified deficiencies.
 5. **Study** and pass the written Phase I to II Test.
5. **Phase II: FTO/Trainee should log-on as a 1-unit identifier. It is the FTOs discretion to log-on as a 2-unit identifier.**
 - a. **FTO Role**
 1. Give guidance, as opposed to demonstrating tasks.
 2. Evaluate the trainee's performance with the goal of increasing the skills necessary to develop proficiency in each area.



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3. Advise, document, and correct trainee's deficiencies.
 4. Provide or coordinate with the FTU to provide remedial training in deficient areas.
 5. Quiz and prepare the trainee for the Phase II to III Test.
 6. Sign off "instructed" and "competent" sections of the Trainee's Documentation Book.
 7. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. Assume responsibility for work assignments.
 2. Demonstrate enthusiasm with exposure to new situations.
 3. Develop individual techniques, skills, and habits.
 4. Seek out complex tasks.
 5. **Study** and pass the written Phase II to III Test.
6. **Phase III: FTO/Trainee shall log-on as a 2-unit identifier. As the trainee nears Shadow Week, the FTO/Trainee should log-on as a 1-unit identifier.**
- a. FTO Role
1. Scrutinize trainee's performance as a single-officer unit.
 2. Allow the trainee to function on own.
 3. Document and correct deficiencies.
 4. Recommendation for upgrade should occur.
 5. Sign off instructed and applied sections of trainee's Documentation Book as appropriate. All sections must be signed off as "Satisfactory" prior to Phase IV.
 6. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. Demonstrate an understanding of police work.
 2. Perform assignments independently at a solo-officer standard.
 3. Exhibit self-initiated activity.
 4. Display proficiency in interacting with citizens and criminals.
 5. Initiate field contacts and possess knowledge of the beat/district.
 6. Study and pass the Phase IV Oral Test.
7. **Shadow Week: This is the first week of Phase IV. The Shadow Week must be a minimum of four (4) shifts, but may be extended up to eight (8) shifts, with cause.**
- a. FTO Role
1. The FTO shall ride with trainee, dressed in plain-clothes, wearing a Department approved raid identification vest.
 2. The FTO shall wear the Sam/Sally Brown belt and carry all their equipment on it.
 3. The FTO shall have crowd and riot gear readily available in the patrol-car.
 4. **The FTO shall evaluate the trainee's performance working as a solo patrol officer.**
 5. **The FTO shall complete Daily Observation Reports for each day in Shadow Week.**
 6. The FTO shall only step in to protect someone from injury or to keep the trainee from seriously violating Department policy or the law.
 7. **The FTO shall review all reports, prior to submission, for appropriate documentation. In cases where a deficient report is completed, the FTO should not make corrections to the report, but shall notify the sector Sergeant of the deficient report.**
 8. The FTO shall include a recommendation at the end of the week on whether the trainee has successfully passed Shadow Week or should be placed back into Phase III.
 9. **Trainees who fail Shadow Week may remain with the shadow FTO to work on the deficient areas. Re-training shall be a minimum of one (1) week.**
 10. **The FTO Unit will assign a FTO to re-shadow the trainee.**
 11. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. The trainee must meet the minimum acceptable standards in field performance expected of



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- a solo patrol officer.
 - 2. The trainee shall plan for adequate cover on calls, traffic stops, and all other situations.
 - 3. The trainee is expected to use good judgment in balancing the need for self-initiated activity and handling calls-for-service.
 - c. Phase IV-Trainee Role
 - 1. Seek advice or assistance from fellow officers and supervisors.
 - 2. Correct identified problems, prior to completion of probation.
 - 3. Accept scrutiny of work by superiors, as an integral part of the training period.
 - 4. Prepare for the End-of-Probation Examination.
 - 5. Complete an evaluation of the Field Training Program one (1) month after completion of probation.
 - 6. Complete an evaluation on each FTO one (1) month after going Phase IV. Provide a ranked ordering of assigned FTOs to the Field Training Supervisor.
 - 7. On a case-by-case basis, Phase IV Officers may be placed back into a Phase III status. The amount of time is based upon the specific performance issues of the officer.
 - d. Staffing
 - 1. Phase I to Phase III officers should not count towards patrol staffing, even in instances where the FTO/Trainee log-on as a 2-unit identifier.
 - 2. Phase IV officers shall be counted towards patrol staffing.
- B. FTO PROGRAM AND THE CSO**
- 1. The role of the CSO is to relieve officers of assignments which could otherwise consume much of the officer's time. The primary responsibilities of the CSOs are listed below.
 - a. Cold reports
 - b. Stolen vehicle reports
 - c. Tow truck standby
 - d. Traffic control
 - e. Missing person reports and investigations
 - f. Found property
 - g. Casualty reports
 - h. Transportation
 - i. Standby in lieu of officers
 - j. Non-violent crowd control
 - k. Command post recorder
 - l. Collision reports
 - 2. The FTO shall keep the following points in mind when working with CSOs.
 - a. Make a reasonable effort to keep the CSO out of danger.
 - b. Discourage the CSO from becoming involved in dangerous activities.
 - c. Maintain close observation of the CSO.
 - d. Document, in the Daily Observation Report, if the CSO does not follow instructions or demonstrates the inability to maintain emotional control.
 - e. Evaluate the CSO on performance objectives related to the job.
 - f. CSOs are not peace officers. Therefore, they shall follow Department policy and law and shall not initiate a vehicle-stop, drive Code-3, or actively pursue an offender operating a motor vehicle.
 - g. Maintain "direct and immediate" supervision of assigned CSOs, when involved in uniformed patrol duties.
 - 3. Solo CSOs
 - a. Upgrade to Phase I Officer shall be determined on a case-by-case basis.
 - b. The assigned District Sergeant shall include a recommendation for or against upgrade to Phase I Officer on the Monthly Evaluation.



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PERFORMANCE EVALUATIONS

A. PROCEDURES

1. FTO

- a. The FTO shall complete Daily Observation Reports.
- b. The "Solo Patrol Officer" standards shall be used to evaluate trainees as the "Acceptable" standard.
- c. Only POST-Certified FTOs shall complete Daily Observation Reports and/or Weekly Evaluations. In instances where a trainee is assigned to an officer, who is not a certified FTO, that officer will write a narrative and forward it to the assigned FTO. The assigned FTO shall complete the evaluation.

2. District Sergeant

- a. The assigned District Sergeant shall review the progress of the trainee and determine the need for measures to correct deficiencies.
- b. The District Sergeant may review all Daily Observation Reports.
- c. Prior to the trainee cycle change, complete a Monthly Evaluation on trainees (Phase I to III and CSOs) assigned to their team
- d. Complete a Monthly Evaluation on Phase IV officers and Solo CSOs, until the completion of probation.
- e. The assigned District Sergeant shall include a recommendation for or against upgrade to Phase I Officer on the Monthly Evaluations for solo CSOs.

3. Due Dates

- a. FTOs shall complete Daily Observation Reports, no later than the first day of the next work week. Any extension shall be approved by the FTU.
- b. If a trainee is off work for a scheduled shift, all categories shall be marked "Not Observed" (N.O.) and the reason for the absence indicated on the Daily Observation Report. The FTO shall comment on the trainee's evaluation if they followed the proper procedures for calling in sick or submitting a time-off request.
- c. Trainees shall log into the Field Training evaluation system to read and electronically sign Daily Observation Reports, each day of scheduled duty.
- d. District Sergeants shall complete a Monthly Evaluation on trainees (Phase I to III) assigned to their team. This Monthly Evaluation shall be completed prior to the trainee cycle change. District Sergeants shall also complete a Monthly Evaluation on Phase IVs assigned to their team, until completion of probation.
- e. The FTU Staff shall electronically sign all submitted evaluations.

4. Retaining Evaluations

- a. All evaluations shall be kept on the Field Training Evaluation System unit until such time as they are archived and saved or purged by proper procedures.

5. Documented Counseling

- a. District Sergeants may issue documented counseling to a trainee for items which require immediate correction (tardiness, grooming standards, etc.).
 1. If immediate correction is required, the District Sergeant shall first confer with the Watch Commander or designee.
 2. If correction is made in part or full, a follow-up memorandum is required.
- b. Prior approval of the Watch Commander is needed before counseling on incidents which may result in disciplinary action.

6. Trainee Warning Letter

- a. Chronic deficiencies where corrections are mandatory shall be issued by the FTU.
- b. If acceptable improvement is not made, the Field Training Supervisor shall recommend dismissal.



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7. Extension of Field Training

- a. When a trainee is absent due to medical reasons for a continuous period of thirty (30) consecutive calendar days, a request for extension of probationary period shall be submitted by the Personnel Services Department (PSD) to the Department of Personnel (Civil Service Rule 7, Probationary Period).

8. Completion of Phases

- a. District Sergeants shall administer the written Phase I to II and Phase II to III tests. The Watch Commander or Field Training Supervisor/Coordinator may also administer these tests.
- b. Trainees are allowed to miss up to five (5) questions from a twenty-five (25) question written test to obtain a passing score.
- c. Prior to upgrading a trainee to the next phase, all tasks listed in the Documentation Book must be signed off as "instructed" and "competent" for that specific phase.
- d. The written tests shall be sent to the FTU and placed in the trainee's training file.
- e. Trainees who fail the written examination:
 1. May re-take a different 25-question test one (1) week later.
 2. After a second (2) failure, the trainee shall receive a Trainee Warning Letter indicating that a fourth (4) failure may result in release from probation.
 3. On the fourth (4) failure, the trainee may be released from probation.
- f. The FTU shall administer the Phase IV Oral Examination.
- g. Trainees who fail the Phase IV Oral Examination may re-take the test one (1) week later. A written assignment will be given and is due one (1) week later. Trainees who fail a second Phase IV Oral Examination may be released from training.
- h. The FTO attestation of each trainee's competence and successful completion of the FTP, shall be retained in Department records.

B. Performance Evaluations of the FTO

1. District Sergeant

- a. The District Sergeant shall:
 1. Evaluate assigned FTOs on a semi-annual basis. These evaluations are due the 2nd week of June and the 2nd week of November.
 2. Include a recommendation for retention, or not, as a FTO.
- b. Evaluations by the District Sergeant shall be:
 1. Based on the "Qualification" requirements stated earlier and feedback from the trainees.
 2. Due by the second week of June and the second week of November, which coincides with the Employee Performance Evaluation due dates.
 3. Given to the Watch Commander and station Captain for review and comment. The station Captain shall provide a recommendation for FTO retention or decertification.
 4. Reviewed and signed by the FTO, after all comments have been made.
 5. Retained by the Field Training Unit for two (2) years.
- c. The Field Training Supervisor shall:
 1. Meet with the FTO, during the last quarter of the year.
 2. Review evaluations with the FTO.
 3. Review the contributions the FTO has made to the program during the past year.
 4. Discuss the upcoming year expectations and continued development of the FTO.
 5. Review evaluations and make recommendations for retention.
 6. Immediately discuss with the FTO's chain-of-command any deficiencies.



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TRAINEE EVALUATION CRITERIA

A. EVALUATIONS

1. An explanation must be provided for performance ratings of one (1) and five (5) (See Field Training Standards for Performance Measurements).

B. RATING SCALE

1. All trainees shall be evaluated using the "Solo Patrol Officer" Standard as the "Acceptable" Standard
 - a. (1) Unacceptable
 - b. (2) Improvement needed
 - c. (3) Acceptable (meets minimum acceptable level)
 - d. (4) Exceeds acceptable level
 - e. (5) Superior

C. CONTENT

1. Thorough, detailed, accurate, and qualitative documentation is imperative in both the trainee's written assignments and the FTO(s) evaluation reports. Include call-numbers. Do not provide predictions, but comment on current performance.

D. SPELLING

1. Document misspelled words as a deficiency and suggest the spell-check and/or dictionary be used.

E. PUNCTUATION

1. Ensure the use of commonly used punctuation in all trainee written assignments.

F. JOB SPECIFIC

1. The evaluation report must relate to the task(s) performed.

G. MULTIPLE PERFORMANCES

1. Do not focus on one performance task area, but rather numerous aspects of the job.

H. PROVIDE EXAMPLES

1. Give as many examples of the trainee's activities as possible to support deficient or exemplary performances. Also list and discuss the "Most Satisfactory" and "Least Satisfactory" areas of performance.

I. PRAISE

1. Include positive actions and redeeming qualities in the evaluations.

J. FORMAL COUNSELING

1. Conduct formal counseling when a trainee is having specific and documented deficiencies

K. REMEDIAL TRAINING

1. A correction or review of previously taught information or procedures is necessary when the trainee's job performance is evaluated as less than acceptable level. Include in the evaluations the total amount of time spent on remedial training.



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STANDARD EVALUATION GUIDELINES

A. ATTITUDE

1. **Acceptance of Feedback/FTO/FTP:** Evaluates the way the trainee accepts criticism, how the trainee interacts with the FTO, and how the trainee accepts the training program, including how the FTO's feedback is received and used to further learning and improve performance.
 - (1) Unacceptable Rationalizes mistakes. Denies that errors were made. Is argumentative. Refuses to, or does not attempt to, make corrections. Considers criticism a personal attack.
 - (3) Acceptable Accepts criticism in a positive manner and applies it to improve performance and further learning.
 - (5) Superior Actively solicits criticism/feedback in order to further learning and improve performance. Does not argue or blame other persons/things for errors.
2. **Attitude toward Police Work:** Evaluates the trainee in terms of personal motivation, goals and his/her acceptance of the job's responsibilities.
 - (1) Unacceptable Abuses authority. Demonstrates little dedication to the principles of the profession. Is disinterested. Lacks motivation and does not attempt to improve performance. Unable to identify areas in need of improvement.
 - (3) Acceptable Demonstrates an active interest in the new position and responsibilities.
 - (5) Superior Strives to further professional knowledge by actively soliciting assistance from others to improve skills. Demonstrates concern for the fair and equitable enforcement of the law, maintaining high ideals in terms of professional responsibility. Exhibits a desire to complete Field Training and become a productive member of the organization. Aware of public image, personal biases, and self-motivation.
3. **Integrity/Ethics:** Evaluates the manner in which the trainee understands, accepts, and employs his/her own integrity and ethics.
 - (1) Unacceptable Accepts and employs a standard of mediocrity. Has little or no sense of accountability and/or responsibility to the department or community.
 - (3) Acceptable Demonstrates ability to build/maintain public trust through honesty, community awareness, and professionalism. Able to resolve ethical situations through planning, evaluation, and decision-making.
 - (5) Superior Consistently demonstrates high degree of internal strength, courage, and character. Models responsibility of service and enhances public trust.
4. **Leadership:** Evaluates the trainee's ability to exercise influence among people using ethical values and goals for an intended change.
 - (1) Unacceptable Does not use command presence appropriately. Does not prevent/reduce conflict. Fails to show empathy.
 - (3) Acceptable Understands the difference between influence and authority. Provides expected level of competency to the community through effective collaboration, communication/mediation, and compassion.
 - (5) Superior Will not rationalize to compromise integrity. Has the courage to be flexible and employ discretion. Consistently demonstrates trust, respect, and genuine concern.



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B. APPEARANCE

1. **General Appearance:** Evaluates physical appearance, dress, demeanor, and equipment.

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| (1) Unacceptable | Fails to present a professional image. Uniform fits poorly or is improperly worn or wrinkled. Hair not groomed and/or in violation of Department regulation. Dirty shoes, weapon, and/or equipment. Equipment is missing or inoperative. |
| (3) Acceptable | Uniform is neat/clean. Uniform fits and is properly worn. Weapon, leather, and equipment are clean and operative. Hair within regulations. Shoes and brass are shined. |
| (5) Superior | Uniform is neat, clean, and tailored. Leather gear is shined. Shoes are polished. Displays command bearing. |

C. RELATIONSHIPS

1. **Relationship with Citizens/Community:** Evaluates the trainee's ability to interact with citizens (including suspects) and diverse members of the community in an appropriate and efficient manner.

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|------------------|---|
| (1) Unacceptable | Abrupt, belligerent, demeaning, overbearing, arrogant, uncommunicative. Overlooks or avoids "service" aspects of the job. Is inaccessible to the public. Introverted, overly sympathetic, ineffective, prejudicial, biased. Fails to explain actions to citizens. Does not follow up on citizen requests. Poor "non-verbal" skills. Communications are confusing to the public. |
| (3) Acceptable | Courteous, friendly, and empathetic to citizen's perceptions of problems. Communicates in a professional, unbiased manner. Fully explains police actions to public contacts and follows up on public inquiries and requests. Is service-oriented and contacts the public in non-enforcement situations. Good "non-verbal" skills. Communicates well when interacting with the public. |
| (5) Superior | Is very much at ease with citizen and suspect contacts. Effectively manages time to allow increased citizen contact. Quickly establishes rapport and leaves people with the feeling that the officer is interested in serving them. Is objective in all contacts. Excellent "non-verbal" skills. Routinely exhibits strong communication skills when interacting with the public. |

2. **Relationship with Other Department Members:** Evaluates the trainee's ability to effectively interact with Department members of all ranks, capacities, and positions.

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|------------------|--|
| (1) Unacceptable | Patronizes FTO/superiors/peers or is antagonistic toward them. Gossips. Is insubordinate, argumentative, and/or sarcastic. Resists instruction. Considers himself/herself superior. Belittles others. Is not a "team player." Relies on others to carry his/her share of the work. |
| (3) Acceptable | Adheres to the Chain of Command. Good FTO, superior, and peer relationships. Demonstrates a teamwork attitude. |
| (5) Superior | Is at ease in contact with all members of the organization while displaying professionalism. Understands supervisors' responsibilities and their positions. Actively assists others. |



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3. **Community Organizing and Problem-solving:** Evaluates the manner in which the trainee assists members of the community in handling neighborhood issues

- (1) Unacceptable Makes little attempt to establish or attend crime-watch meetings. Does not know the resources available to the community for problem-solving. Acts as “sole authority” and does not include the public in problem-solving process.
- (3) Acceptable Assists members of the community in establishing crime-watch programs. Attends established group meetings as time allows. Provides the community lists of available resources. Includes the public in problem-solving.
- (5) Superior Actively seeks out public involvement in crime-watch programs. Makes time to attend crime-watch programs and other neighborhood activities. Researches possible resources for neighborhoods to use. Encourages citizens to participate in decisions affecting their community.

D. PERFORMANCE

1. **Driving Skill: Normal Conditions:** Evaluates the trainee's skill in the operation of department vehicles under normal and routine driving conditions.

- (1) Unacceptable Frequently violates traffic laws. Involved in chargeable accidents. Fails to maintain control of vehicle or displays poor manipulative skills in vehicle operation. Drives too fast or too slow for conditions.
- (3) Acceptable Obeys traffic laws. Maintains control of the vehicle while being alert to activity outside of the vehicle. Drives defensively.
- (5) Superior Sets an example for lawful, courteous driving. Maintains complete control of the vehicle while operating radio, checking mobile computer terminals (MDTs, MCTs, CDTs), etc. Consistently demonstrates Situation-Appropriate, Focused, and Educated (SAFE) driving concepts.

2. **Driving Skill: Moderate/High Stress Conditions:** Evaluates the trainee's skill in vehicle operation under Code 3 situations, in situations calling for other than usual driving, and under conditions calling for other than normal driving skill.

- (1) Unacceptable Involved in chargeable accidents. Uses red lights and siren unnecessarily or improperly. Drives too fast or too slow for conditions/situation. Loses control of the vehicle.
- (3) Acceptable Maintains control of the vehicle and evaluates driving conditions/situation properly. Adheres to department policies and procedures regarding Code 3 pursuit enforcement driving. Practices defensive driving techniques.
- (5) Superior Displays high degree of reflex ability and driving competency. Anticipates driving situations in advance and acts accordingly. Responds well relative to the degree of stress present. Consistently demonstrates Situation-Appropriate, Focused, and Educated (SAFE) driving concepts.



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3. **Use of Map Book/GPS: Orientation/Response Time:** Evaluates the trainee's awareness of surroundings, ability to find locations, and ability to arrive at destination within an acceptable amount of time.
- (1) Unacceptable Unaware of location on patrol. Does not properly use map book or GPS. Unable to relate location to destination. Gets lost. Spends too much time getting to destination.
 - (3) Acceptable Is aware of location while on patrol. Properly uses map book or GPS. Can relate location to destination. Arrives within reasonable amount of time using the most practical route to reach destination.
 - (5) Superior Remembers locations from previous visits and seldom needs map book or GPS. Is aware of shortcuts and utilizes them to save time. High level of orientation to the beat and the community.
4. **Routine Forms: Accuracy/Completeness:** Evaluates the trainee's ability to properly utilize departmental forms.
- (1) Unacceptable Is unaware that a form must be completed and/or is unable to complete the proper form for the given situation. Forms are incomplete, inaccurate, or improperly used.
 - (3) Acceptable Knows of the commonly used forms, consistently makes accurate form selection, and understands their use. Completes them with accuracy and thoroughness.
 - (5) Superior Consistently completes detailed forms rapidly and accurately with little or no assistance.
5. **Report Writing: Organization/Details/Use of Time:** Evaluates the trainee's ability to organize reports, supply the necessary details for a good report, obtain all necessary information from reporting person and/or witnesses, and to complete a report in an appropriate amount of time.
- (1) Unacceptable Fails to elicit necessary information. Unable to organize information in a logical manner and reduce it to writing. Omits pertinent details in the report. Report is inaccurate and/or incorrect. Routinely requires an excessive amount of time to complete a report.
 - (3) Acceptable Elicits most information and records same. Completes reports, organizing information in a logical manner. Reports contain the required information and details. Completes reports within a reasonable amount of time.
 - (5) Superior Reports are a complete and detailed account of events, written and organized so that any reader understands what occurred. Completes complex reports efficiently and in a timely manner with little or no assistance.



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6. **Report Writing: Grammar/Spelling/Neatness:** Evaluates the trainee's ability to use proper grammar, to spell correctly, and to prepare reports that are neat and legible.
- (1) Unacceptable Reports are illegible. Reports contain an excessive number of misspelled words. Sentence structure and/or word usage is incorrect or incomplete. Reports are confusing and not easily understood by the reader/evaluator.
 - (3) Acceptable Reports are legible and grammar is at an acceptable level. Spelling is acceptable and errors are few. Errors, if present, do not distract from understanding the report. Report is neat and clean in appearance.
 - (5) Superior Reports are very neat and legible. Contain no spelling or grammatical errors. Reports are thorough, complete, and easily understood by the reader/evaluator.
7. **Field Performance: Non-stress Conditions:** Evaluates the trainee's ability to perform routine, non-stress police activities.
- (1) Unacceptable Becomes confused and disoriented when confronted with routine, non-stress tasks. Does not or cannot complete tasks. Unable to determine the appropriate course of action, avoids taking action, or employs inappropriate action for a given situation.
 - (3) Acceptable Properly assesses aspects of routine situations; determines appropriate action, and takes same.
 - (5) Superior Properly assesses aspects of both routine and complex situations. Quickly determines and employs appropriate course of action.
8. **Field Performance: Stress Conditions:** Evaluates the trainee's ability to perform in moderate to high stress conditions.
- (1) Unacceptable Becomes emotional, panic stricken, unable to function. Holds back, loses temper, or displays cowardice. Over/under reacts, or acts in unsafe or ineffective manner.
 - (3) Acceptable Maintains calm and self-control in most situations. Determines proper course of action and takes it. Controls a situation and does not allow it to further deteriorate. Keeps safety in mind.
 - (5) Superior Maintains calm and self-control in even the most extreme situations. Quickly restores control of the situation and takes command. Determines and employs best course of action. Handles situations safely, efficiently, and effectively.



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9. **Investigative Skills:** Evaluates the trainee's ability to conduct a proper investigation with an emphasis on crime scene investigatory procedures.

(1) Unacceptable Does not conduct a basic investigation or conducts investigation improperly. Unable to accurately identify offense committed. Fails to discern readily available evidence. Makes frequent mistakes when identifying, collecting, or submitting evidence. Does not connect evidence with suspect when apparent. Lacks skill in collection and preservation of fingerprints. Does not protect crime scene. Fails to identify and follow up obvious investigative leads.

(3) Acceptable Follows proper investigatory procedure in routine cases. Is generally accurate in identifying the nature of offense committed. Identifies, collects, tags, logs, and submits evidence properly. Connects evidence with suspect when apparent. Collects useable fingerprints from crime scenes, with little assistance, when conditions allow. Protects crime scene. Knows when to consult a supervisor, investigator, or crime scene technician when processing is needed at involved or unusual crime scenes.

(5) Superior Consistently follows proper investigatory procedure and is routinely accurate in identifying the nature of the offense committed. Connects evidence with suspect even when not readily apparent. Collects useable fingerprints from crime scenes, with little to no assistance, when conditions allow. Actively seeks to improve evidence collection and processing skills.

10. **Interview/Interrogation Skills:** Evaluates the trainee's ability to use proper questioning techniques, to vary techniques to fit persons being interviewed/interrogated, and to follow proper and lawful procedure.

(1) Unacceptable Fails to use proper questioning techniques. Does not elicit and/or record available information. Does not establish appropriate rapport with subject and/or does not control interrogation of suspect. Fails to recognize when to give the Miranda admonishment. Fails to elicit or obtain enough information to determine what is occurring. Fails to identify citizens contacted during the course of the investigation.

(3) Acceptable Uses proper questioning techniques. Elicits available information and records same. Establishes proper rapport with victims/witnesses. Controls the interrogation of suspects and properly conducts a Miranda admonishment.

(5) Superior Consistently uses proper investigative questioning techniques. Establishes rapport with all victims/witnesses. Controls the interrogation of even the most difficult suspects. Conducts successful interrogations of suspects. Fully understands the legalities associated with the Miranda admonishment, and administers the admonishment appropriately.



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11. **Self-initiated Field Activity:** Evaluates the trainee's desire and ability to observe and act upon suspicious activity, and to address situations where citizens may require law enforcement assistance.

- (1) Unacceptable Fails to observe and/or avoids suspicious activity. Does not investigate same. Rationalizes suspicious circumstances. Avoids or does not recognize situations where citizens may require law enforcement assistance.
- (3) Acceptable Recognizes and acts upon situations requiring law enforcement contact or attention. Develops cases from observed activity. Displays inquisitiveness.
- (5) Superior Routinely acts on situations requiring law enforcement contact or attention. Maintains "Watch Bulletins" and information provided at roll call for later use in the field. Appropriately uses the information as reasonable suspicion to detain, or to develop probable cause to arrest. Makes quality contacts and/or arrests from observed activity. "Sees" beyond the obvious. Maintains vigilance for suspicious activity and/or situations where citizens may require law enforcement assistance.

12. **Officer Safety: General:** Evaluates the trainee's ability to perform police tasks without injuring self or others, and without exposing self or others to unreasonable danger or risk.

- (1) Unacceptable Fails to follow acceptable safety procedures. Fails to exercise officer safety, including but not limited to:
 - 1. Exposes weapons to suspect (handgun, baton, chemical agents, etc.).
 - 2. Fails to keep weapon hand free in enforcement situations.
 - 3. Stands in front of/next to violator's vehicle door.
 - 4. Fails to control suspect's movements.
 - 5. Fails to use illumination when necessary or uses it improperly.
 - 6. Does not keep violator/suspect in sight.
 - 7. Fails to advise Communications when leaving vehicle.
 - 8. Fails to maintain good physical condition.
 - 9. Fails to properly maintain personal safety equipment.
 - 10. Does not anticipate potentially dangerous situations.
 - 11. Stands too close to passing vehicular traffic.
 - 12. Is careless with gun and/or other weapons.
 - 13. Fails to position vehicle properly during vehicle stops.
 - 14. Stands in front of door when making contact with occupants.
 - 15. Makes poor choice of which weapon to use and when to use it.
 - 16. Cannot justify why a particular weapon was employed.
 - 17. Fails to cover other officers or maintain awareness of their activities.
 - 18. Stands between police and violator's vehicle on a vehicle stop.
 - 19. Fails to search police vehicle prior to duty and after transporting other than police personnel.
- (3) Acceptable Follows acceptable safety procedures. Understands and applies them.
- (5) Superior Consistently works safely. Foresees dangerous situations and prepares for them. Keeps partner informed and determines best position for self and partner. Is not overconfident. Serves as an "officer safety" model for others.



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13. **Officer Safety: *Suspicious Persons, Suspects, and Prisoners:*** Evaluates the trainee's ability to perform police-related tasks safely while dealing with suspicious persons, suspects, and prisoners.
- (1) Unacceptable Violates officer safety practices as outlined in SEG 20 (above). Additionally, fails to "pat search," allows people to approach while seated in patrol vehicle, fails to handcuff when appropriate. Conducts poor searches and fails to maintain a position of advantage that could prevent attack or escape.
 - (3) Acceptable Follows acceptable safety procedures with suspicious persons, suspects, and prisoners. Routinely works with an officer safety mindset.
 - (5) Superior Foresees potential dangers or hazards and acts to mitigate or eliminate them. Consistently maintains control and a position of advantage during contacts in the field. Remains alert to changing events and adjusts accordingly to maintain safety and control.
14. **Control of Conflict: *Voice Command:*** Evaluates the trainee's ability to gain and maintain control of situations through verbal command and instruction.
- (1) Unacceptable Speaks too softly or timidly, speaks too loudly, confuses or angers listener by what is said and/or how it is said. Speaks when inappropriate. Unable to use a confident/commanding tone of voice.
 - (3) Acceptable Speaks with authority in a calm, clear voice. Proper selection of words and knowledge of how and when to use them. Commands usually result in compliance.
 - (5) Superior Completely controls situations with voice tone, word selection, inflection, and command bearing. Restores order in even the most trying situation through voice and language usage.
15. **Control of Conflict: *Physical Skill:*** Evaluates the trainee's ability to use the proper level of force for the given situation.
- (1) Unacceptable Employs too little or too much force for a given situation. Is physically unable to gain compliance or affect an arrest. Does not use proper restraints or uses them improperly.
 - (3) Acceptable Obtains and maintains control through the proper use and amount of force. Uses restraints effectively.
 - (5) Superior Displays above average knowledge and skill in the use of restraints. Extremely adept in employing the proper use of force for a given situation. Understands the legalities involved in the use of force.



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16. **Problem-solving Techniques/Decision Making:** Evaluates the trainee's performance in terms of ability to perceive problems accurately, form valid conclusions, arrive at sound judgments, and make proper decisions.

- (1) Unacceptable Acts without thought or good reason. Avoids problems. Demonstrates a failure to understand problem-solving techniques by not using them or not applying them effectively. Fails to ask the right questions. Does not assess a proper or effective response to the problem. Is unable to reason through a problem and come to a conclusion. Is unable to choose alternative solutions. Is indecisive, naive. Cannot recall previous solutions and apply them in similar situations.
- (3) Acceptable Able to reason through a problem and come to an acceptable conclusion in routine situations. Perceives situations as they really are. Is capable of explaining what a problem-solving model is. Generates proper questions designed to identify problem. Generally able to choose a solution. Analyzes response for further action. Makes decisions with little assistance. Makes reasonable decisions based on information available.
- (5) Superior Able to reason through most routine and complex situations and reach appropriate conclusions. When confronted with a problem, uses SARA (Scan – Analyze — Respond —Assess) or other department-endorsed problem-solving approach/model. Has keen perception. Identifies root causes of problems, not just symptoms. Anticipates problems and prepares potential resolutions in advance. Relates past experiences to present situations, and selects workable solutions. Properly assesses response, adjusts accordingly, and plans for follow-up.

17. **Communications: Appropriate Use of Codes/Procedure:** Evaluates the trainee's use of communications equipment in accordance with department policy and procedure.

- (1) Unacceptable Violates policy concerning use of communications equipment. Does not follow correct procedures. Does not understand or use proper communication codes/language.
- (3) Acceptable Complies with policy and accepted procedures. Has good working knowledge of most common communication codes/language, and uses communication equipment appropriately.
- (5) Superior Consistently adheres to department communications policies. Has superior working knowledge of communication codes/language used during communications, and properly applies that knowledge as appropriate.

18. **Radio: Listens and Comprehends:** Evaluates the trainee's ability to pay attention to radio traffic and to understand the information transmitted.

- (1) Unacceptable Repeatedly misses own call sign and is unaware of traffic in adjoining beats. Requires dispatcher to repeat radio transmissions or does not accurately comprehend transmission.
- (3) Acceptable Copies own radio transmissions and is normally aware of radio traffic directed to adjoining beats.
- (5) Superior Is aware of own traffic and what is occurring throughout the service area. Recalls previous transmissions and uses that information to advantage.



SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL



19. **Radio: Articulation of Transmissions:** Evaluates the trainee's ability to communicate with others via the law enforcement radio.

- (1) Unacceptable Does not pre-plan transmissions. Over/under modulates. Improperly uses microphone. Speaks too rapidly or too slowly. Multiple complaints regarding trainee's use of the radio.
- (3) Acceptable Uses proper procedure with clear, concise, and complete transmissions. Few complaints regarding trainee's use of the radio.
- (5) Superior Transmits clearly, calmly, concisely, and completely, even in stressful situations. Transmissions are well thought out and do not have to be repeated. No complaints regarding trainee's use of the radio.

20. **Mobile Computer Terminal: Use/Comprehension/Articulation:** Evaluates the trainee's ability to operate the Mobile Computer Terminal and receive and send clear communications via the terminal.

- (1) Unacceptable Does not understand dispatch and/or message formats. Does not recognize messages addressed to his/her unit. Fails to properly update the status of the unit. Is unfamiliar with formats necessary for routine operation and inquiries. Is unable to compose understandable text. Does not recognize officer safety issues involved in dispatch calls. Violates FCC regulations and/or department policy.
- (3) Acceptable Understands the operation and formats required for all function and status keys. Can communicate by administrative message. Understands message, dispatch, and database formats used daily by officers. Properly updates status. Readily recognizes officer safety issues involved in the disposition of calls. Types clear and brief messages. Adheres to FCC regulations and department policy.
- (5) Superior Consistently recalls dispatch information without running summaries. Understands CAD, DMV, and CLETS error messages. Proficient in use of all function keys, administrative messages, and BOLO file retrieval.

E. **KNOWLEDGE**

1. **Department Policies and Procedures:** Evaluates the trainee's knowledge of department policies/procedures and ability to apply this knowledge under field conditions.

a. Reflected by Verbal/Written/Simulated Testing:

- (1) Unacceptable When tested, answers with less than 70% accuracy.
- (3) Acceptable When tested, answers with at least 70% accuracy.
- (5) Superior When tested, answers with 100% accuracy.

b. Reflected in Field Performance:

- (1) Unacceptable Fails to display knowledge of department policies, regulations, and/or procedures, or violates same.
- (3) Acceptable Familiar with most commonly applied department policies, regulations, procedures, and complies with same.
- (5) Superior Has an excellent working knowledge of department policies, regulations, and procedures, including those less known and seldom used.



SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL



2. **Criminal Statutes:** Evaluates the trainee's knowledge of the criminal statutes [Penal Code (PC), Vehicle Code (VC), Welfare & Institutions (W&I), Business & Professions Code (B&P or BPC), Health & Safety Code (H&S or HSC), and all applicable city/county codes] and his/her ability to apply that knowledge to field situations.
- a. Reflected by Verbal/Written/Simulated Testing:
- (1) Unacceptable Does not know the elements of basic code sections. Does not recognize criminal offenses when encountered or makes mistakes relative to whether or not crimes have been committed and, if so, which crimes. Incorrectly identifies violation(s). Provides incorrect court assignments or dates.
 - (3) Acceptable Recognizes commonly encountered criminal offenses and applies appropriate code section. Recognizes differences between criminal and non-criminal activity. Correctly identifies violation(s). Provides correct court assignments and dates.
 - (5) Superior Has outstanding knowledge of all codes and applies that knowledge to normal and unusual activity quickly and effectively. Consistently able to locate lesser known code sections in reference material.
- b. Reflected in Field Performance:
- (1) Unacceptable Does not know the elements of basic code sections. Does not recognize criminal offenses when encountered or makes mistakes relative to whether or not crimes have been committed and, if so, which crimes. Incorrectly identifies violation(s). Provides incorrect court assignments or dates.
 - (3) Acceptable Recognizes commonly encountered criminal offenses and applies appropriate code section. Recognizes differences between criminal and non-criminal activity. Correctly identifies violation(s). Provides correct court assignments and dates.
 - (5) Superior Has outstanding knowledge of all codes and applies that knowledge to normal and unusual activity quickly and effectively. Consistently able to locate lesser known code sections in reference material.
3. **Criminal Procedure:** Evaluates the trainee's knowledge of criminal procedures including laws of arrest, search and seizure, warrants, juvenile law, etc. Evaluates ability to apply those procedures to field situations.
- a. Reflected by Verbal/Written/Simulated Testing
- (1) Unacceptable When tested, answers with less than 70% accuracy.
 - (3) Acceptable When tested, answers with at least 70% accuracy.
 - (5) Superior When tested, answers with 100% accuracy.
- b. Reflected in Field Performance
- (1) Unacceptable Violates procedural requirements. Attempts to conduct illegal searches, fails to search when appropriate, attempts to seize evidence illegally, and arrest unlawfully.
 - (3) Acceptable Follows required procedure in commonly encountered situations. Conducts proper searches and seizes evidence legally. Makes arrests within guidelines.
 - (5) Superior Follows required procedure in all cases, accurately applying the law relative to searching, seizing evidence, release of information, and effecting arrests.



F. AGENCY-SPECIFIC

1. **Preparedness:** Evaluates the trainee's preparedness for patrol-duty.
 - (1) Unacceptable Unprepared to begin shift. Does not carry proper report forms or mandatory safety equipment. Does not complete specific assignments.
 - (3) Acceptable Comes prepared for the upcoming shift. Carries appropriate report forms and safety equipment. Consistently completes homework assignments on time.
 - (5) Superior Always prepared to work at beginning of shift. Carries appropriate report forms, safety equipment, and specialty equipment, such as digital records, drug testing kits. Always completes assignments on time and often conducts additional research.
2. **Use of Time:** Evaluates the trainee's overall use of time, while on patrol duty.
 - (1) Unacceptable Constantly mismanages time. Late for roll call. Does not go 909 in a timely fashion. Concentrates on socializing instead of handling duties and responsibilities. Takes inordinate amount of time to complete basic tasks and written reports.
 - (3) Acceptable Manages time well. Reports to roll-call on time and goes 909 in a prompt manner. Keeps social conversations to a minimum. Completes tasks and written reports in a timely fashion.
 - (5) Superior Manages time wisely. Comes to work early and goes 909 immediately after roll-call. Completes tasks thoroughly and expediently. Completes detailed reports in a minimum of time with no assistance.
3. **Common Sense and Judgment:** Evaluates the trainee's common sense and overall judgment.
 - (1) Unacceptable Acts without thought or indecisive, naïve. Unable to make decisions alone and inability reason a situation out. Considerable lack of common sense and judgment.
 - (3) Acceptable Able to reason out problems and relate to training. Good perception and ability to make decisions. Shows common sense judgment in most situations.
 - (5) Superior Shows above average ability to evaluate a situation and uses common sense and good judgment in arriving at course of action. Foresees potential problems and arrives at advanced solutions.



SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



4. **Traffic Collision Investigation:** Evaluates the trainee's ability to conduct a comprehensive and thorough traffic collision investigation.
- (1) Unacceptable Unable to take proper control of a collision scene. Does not recognize physical evidence at scene. Omits important details in report. Unable to condense collision into proper report format. Unable to use physical evidence and statements to reconstruct collision. Unable to determine the primary collision factor and unable to determine the area of impact.
 - (3) Acceptable Takes control of collision scene. Able to correctly determine proper reporting criteria. Able to properly reconstruct collision by using statements and physical evidence. Able to determine the area of impact and primary collision factor. Completes collision report in proper format with few errors.
 - (5) Superior Maintains excellent control of collision scene. Demonstrates superior ability to analyze and reconstruct the collision. Produces a complete, concise, and accurate traffic report with no assistance.
5. **Arrest/Control:** Evaluates the trainee's use of Department-approved arrest and control techniques.
- (1) Unacceptable No knowledge of technique elements during the arrest and control (i.e. cursory search, twist lock, standing-modified, kneeling search, prone search, and handcuff). Unable to apply techniques in field. Fails to locate contraband or weapons.
 - (3) Acceptable Good knowledge of technique elements during arrest and control. Able to apply techniques in field. Uses the proper technique for circumstances.
 - (5) Superior Excellent knowledge of technique elements during arrest and control. Correctly applies techniques. Always uses the proper technique for the situation.

SETTLEMENT AND RELEASE

This Settlement and Release (hereafter Agreement) is made and entered into November ____, 2020, by and between the City of Sacramento (City), Police Officer Angela Lansdale (Lansdale), and the Sacramento Police Officers Association (SPOA), regarding the disposition of Internal Affairs case number IAD2020-031 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as a Field Training Officer.

Specifically, the Agreement is as follows:

1. Officer Lansdale hereby acknowledges that her conduct, as outlined in the letter of reprimand in case number IAD2020-031, Labor Relations case number 8674, violated City Policy and Police Department General Orders. Case number IAD2020-031 will be resolved by the issuance of a letter of reprimand and completion of the Education-Based Discipline (EBD) program.
2. Officer Lansdale will be assigned an EBD coordinator, Lieutenant Joseph Bailey, to facilitate the completion of the program. Officer Lansdale will meet with Lieutenant Bailey within thirty (30) days of the date of this agreement to develop an EBD plan.
3. Officer Lansdale shall complete the EBD program within the timelines outlined in attachment 1. During that time, she shall not be assigned a trainee, but will continue to receive the FTO incentive, until she has satisfactorily completed the requirements within the EBD program, as outlined in attachment 1.
4. Officer Lansdale is required to actively participate and satisfactorily complete each of the elements of the EBD program. Failure to comply with these requirements will result in the termination of the EBD and Officer Lansdale's decertification as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of decertification if it is imposed due to Officer Lansdale's failure to complete the EBD. No punitive action will be taken for any POST mandatory courses that cannot be completed within the stated timeframe due to scheduling issues related to COVID-19 but will be completed by Officer Lansdale at the earliest opportunity.
5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.
6. The letter of reprimand will be removed from all files eighteen (18) months after the date of issuance provided Officer Lansdale has not received any additional formal discipline during that time. If formal discipline above a written reprimand is imposed during that time period, the letter of reprimand will remain in Officer Lansdale's official personnel files and may be used as the basis for progressive discipline in that, or any subsequent disciplinary proceeding.
7. The City has sole discretion whether to use EBD to address any future acts of misconduct.
8. Officer Lansdale and the SPOA waive the right to appeal the decertification as a Field Training Officer to the Civil Service Board. Officer Lansdale and the SPOA waive the right to appeal, challenge, grieve, litigate, or otherwise file any claim regarding any matter concerning the decertification, or any associated

circumstances or issues, to the Civil Service Board, or in any other administrative or judicial forum. Officer Lansdale further agrees to withdraw, with prejudice, any and all current appeals, challenges, grievances, litigation, or claims, with the exception of valid worker's compensation claims, concerning the matters referenced in this agreement, or any associated circumstances or issues, to the Civil Service Board or in any other administrative or judicial forum.

9. Officer Lansdale and the SPOA agree that any and all issues associated with matters in this agreement are hereby resolved and that this agreement is the parties' acknowledgement that the resolution is mutually satisfactory and constitutes final settlement. By this agreement, it is the intent of the parties to effect final and comprehensive settlement.
10. Officer Lansdale and her representative agree to withdraw any and all claims that have been filed with the Department of Fair Employment and Housing (DFEH) and/or Equal Employment Opportunity Commission (EEOC) regarding Internal Affairs case number IAD2020-031, Labor Relations case number 8674, or the matters referenced in this agreement. In addition to withdrawing any and all claims that have been filed with the DFEH or EEOC, Officer Lansdale hereby releases and forever discharges the City and its successors, assigns, officers, agents, employees and any and all persons, firms and corporations having any interest in them or any of them of and from any and all claims and demands of any kind, nature and description whatsoever and from any and all liabilities, damage, injuries, action or causes of action either at law or in equity which Officer Lansdale has or in the future may have against any such entities or any one or more of them, arising out of or in any way related to or connected to the matters referenced in this agreement or the final notice of suspension referenced above, including, but not limited to, mental and emotional distress, psychic injury, bodily injury, attorneys' fees, and costs of suit.
11. Officer Lansdale understands and acknowledges that various federal and state laws provide the right to file charges, claims or complaints against an employer for discrimination on the basis of race, ancestry, color, religion, sex, marital status, national origin, age, physical or mental disability or sexual preference. Among these laws are Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, the California Family Rights Act of 1991, the California Fair Employment and Housing Act, as amended, or any successor or replacement statutes.
12. With full understanding of the rights afforded to Officer Lansdale under these and all other available state, federal and local laws, Officer Lansdale, to the extent permitted by law, agree that she will not file or cause to be filed against the City, its officers, agents, employees or representatives, and does fully and finally release, discharge, indemnify and hold the City, its officers, agents, employees or representatives harmless from any charges, complaints or actions based on any alleged violation of these or other available laws, including but not limited to, common law and/or statutory claims relating to wrongful discharge whether in tort or on a contractual theory. Officer Lansdale agrees and represents that the City has not engaged in unlawful discriminatory conduct or actions against them related to or arising out of the facts and circumstances at issue in Internal Affairs case number IAD2020-031 or Labor Relations case number 8674.
13. Officer Lansdale hereby agrees to waive and release all claims arising from or related to Internal Affairs case number IAD2020-031, Labor Relations case


number 8674, or this agreement whether known, unknown, contingent, liquidated or non-liquidated. Officer Lansdale has read and understands and knowingly waives the benefit of the provisions of California Civil Code Section 1542, which reads as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”


14. Officer Lansdale understands and acknowledges the significance and consequences of this Release and of the specific waiver of section 1542, and expressly consents that this Release shall be given full force and effect as to all claims, whether known or unknown.
15. Officer Lansdale acknowledges, agrees and understands that this agreement is executed voluntarily and without duress or undue influence on the part of or on behalf of any person, corporation or entity, and that she has been afforded an opportunity to discuss and review this agreement with her representative.
16. The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies or procedures of the Police Department, or the City.
17. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first above written.

FOR THE CITY:


Howard Chan (Nov 6, 2020 17:15 PST)

Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
Assistant City Manager

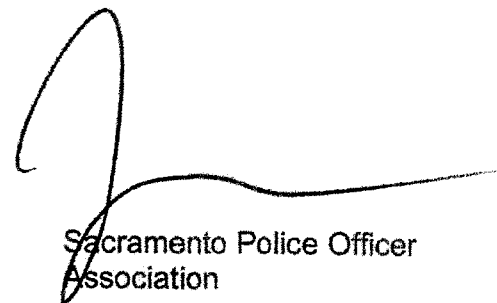

Daniel Hahn
Chief of Police


Aaron A Donato (Nov 4, 2020 12:32 PST)


Aaron Donato
Labor Relations Manager

FOR THE EMPLOYEE:


Police Officer Angela Lansdale


Sacramento Police Officer
Association
Timothy Dams

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
Supervising Deputy City Attorney

**Education Based Discipline
Lansdale, Angela
Attachment 1**

Officer Lansdale's Plan:

In order for Officer Lansdale to improve her performance and correct past performance issues, the Field Training Unit (FTU) requires the following requirements be met for her to remain as a Field Training Officer (FTO):

1. Attend two (2) mandatory training classes within six (6) months, from the service of the final letter of disciplinary action, as listed in the Field Training Unit Manual to include:
 - a. 40-Hour POST FTO School
 - b. 40-Hour POST AICC Course
2. The above listed courses must be completed before being assigned a trainee.
3. Attend three (3) additional training classes approved by the Field Training Unit Lieutenant within nine (9) months from the service of the final letter of disciplinary action, related to the following topics:
 - a. Leadership
 - b. Effective Communication
 - c. Emotional Intelligence
 - d. Inclusion and/or EEO training
 - e. Coaching and/or mentoring employees
4. Complete three (3) reading assignments approved by the Field Training Unit Lieutenant related to the subsection topics of area 2, as stated above within nine (9) months from the service of the final letter of disciplinary action. Each reading selection must be a minimum of 180 pages.
5. Submit a ten (10) page writing assignment to the Field Training Unit Lieutenant outlining how the subsection topics of area 2, above will be incorporated into training new employees within nine (9) months from the service of the final letter of disciplinary action.
6. Meet with the Field Training Unit Sergeant monthly, after being assigned a trainee(s), for one (1) year for performance evaluations and/or feedback on training progress. Any issues raised each month shall be handled/corrected in a timely manner.
7. Officer Lansdale shall be decertified as an FTO for any of the following:
 - a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.
 - b. Failure to complete the above assignments within the designated timeframe.
**Officer Lansdale won't be penalized for any POST mandatory courses that are not scheduled within the stated timeframe due to COVID-19 issues. Mandatory courses will be taken at the earliest opportunity.*

Some examples of specific courses that would qualify as additional training classes include:

**Education Based Discipline
Lansdale, Angela
Attachment 1**

PORAC Leadership Course – this course meets for 2 weeks over a 3-4-month period. This course really dives into behaviors and treating people with respect.

Sacramento State (CSUS)

ANTH 101. Cultural Diversity

General Education Area/Graduation Requirement: United States History, GE AREA D, Race & Ethnicity Graduation Requirement (RE)

Term Typically Offered: Fall, Spring, Summer

Focuses on analyzing the historically conditioned political, economic and social factors that have contributed to cultural diversity in the U.S; a critical anthropological approach is developed to explore the intersection of race, class, gender, ethnicity and sexuality; the political economy of institutions and ideas, such as racism, classism, sexual stereotyping, family, religion, state, color-blindness, multiculturalism, etc.; and, discourses of cultural diversity in the U.S.

Empathy and Emotional Intelligence at Work – by UC Berkeley (edX)

This tutorial on Emotional Intelligence is created to help you enhance your emotional and social skills that build positive relationships at organization. The instructors will explain you the neuroscientific and psychological roots of compassionate, cooperative behaviors. By joining these classes, you will learn how to devise research-based strategies to resolve conflicts and strengthen empathy constructively. This program will help you improve skill set that will let you create more satisfying, productive and innovative experiences at work. Being a self-paced program, you can attend it from anywhere.

Key Take-aways:

- Get information about the biological and physiological roots of trust and empathy
- Know how you can lead with social intelligence
- Taught by experts from top university
- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

https://www.edx.org/course/empathy-and-emotional-intelligence-at-work?source=aw&awc=6798_1597770127_0e5cbb3fbc889491cbf188433ae7b59e&utm_source=aw&utm_medium=affiliate_partner&utm_content=text-link&utm_term=427859_Digital+Defynd

Inspiring Leadership through Emotional Intelligence (Coursera)

Conducted by Richard Boyatzis, this online program will help you reverse the harm of chronic stress. By attending this tutorial, you will learn how to refresh your body and mind by creating good relationships. You will be taught by a good professor who is a distinguished university professor. It is a self-paced learning program that you can attend from any place. Throughout

**Education Based Discipline
Lansdale, Angela
Attachment 1**

the class, you will come to know how to coach others effectively towards increased or learning motivation in work as well as life.

Key Take-aways:

- Learn about most interesting theories like emotional intelligence, intentional change theory and coaching with compassion
- Get learning from top instructor in a funny, interesting and engaging way
- Good exercises, readings and videos by highly experienced trainers
- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Lansdale
Date: Wednesday, May 4, 2022 10:54:09 AM

This is the email I received prior to the evaluation.

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Monday, April 25, 2022 10:09 AM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Subject: Lansdale

LT,

Just FYI this is the email that the trainee sent us regarding Lansdale.

Gabe

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Thursday, April 21, 2022 4:59 PM
To: Clara Mello <cmello@pd.cityofsacramento.org>
Cc: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Subject: FTO Cycle

Hi Cpl. Mello,

This training cycle has been kind of rough. In the beginning, I brushed it off; but, now it is hard not to let it get to me.

I'm finding that FTO Lansdale is contradicting herself and it's making my learning a challenge. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours).

Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has been putting a toll on me.

I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "no, I think he went this way".

On Sunday, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday. I pointed out that it seemed like a firefighter was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.).

She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously.

Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated no one can do their jobs right.

Overall, she is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSO's and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting what I've learned in the academy.

If a new FTO can be found, that would be great. However, I realize that due to the time period a new assignment may not be possible.

CSO [REDACTED]

IAD * CONFIDENTIAL * OFC. LANSDALE #0926 * SKELLY

From: [Neil Cybulski](#)
To: [Justin Thompson](#)
Subject: Fwd: FTO Lansdale
Date: Thursday, May 5, 2022 11:32:06 AM

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From: Rudolph Chan <RChan@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 2:18 PM
To: Neil Cybulski <NCybulski@pd.cityofsacramento.org>
Cc: Adam Green <AGreen@pd.cityofsacramento.org>
Subject: Fw: FTO Lansdale

Lt. Cybulski,

I concur with Lt. Morgado's assessment (see below) and we respectfully request that IAD initiate a LOI to decertify Officer Lansdale as an FTO per the agreement as outlined in her previous settlement and release.

RC

Rudy Chan
Captain
Research, Development and Training
Office of Investigations
916-808-3783

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 1:32 PM
To: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below

from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado
Lieutenant – Research, Development and Training

Per Officer Lansdale's Settlement and Release, Section 5, and Attachment 1, Section 7 (a):

5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA here by waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.

7. Officer Lansdale shall be decertified as an FTO for any of the following:
a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.

IAD * CONFIDENTIAL * OFC. LANSDALE #0920 * SKELLY

Re: Text message

[REDACTED]@pd.cityofsacramento.org>

Mon 4/6/2020 11:58 PM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

📎 4 attachments (2 MB)

Screenshot 20200406 142414 Messages.jpg; Screenshot 20200406 142436 Messages.jpg; Screenshot 20200406 142444 Messages.jpg; Screenshot 20200406 142455 Messages.jpg;

Sgt. [REDACTED]

Here are the text messages that I have. They were to request the time off. We didn't discuss getting off at 10pm in a text. That was done in person by Sgt. J. Thompson. I am not sure if this helps.

Thanks

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Sent: Monday, April 6, 2020 11:47 AM

To: [REDACTED]@pd.cityofsacramento.org>

Subject: Text message

Officer [REDACTED]

During our interview we discussed a situation where you had requested to get off at 2200 hours and ended up getting off at 0300 hrs. You had mentioned that you had notified Officer Lansdale about the request via text message possibly a day or two before the shift. Is there any way you could possibly look to see if you still have the communication between you and Officer Lansdale. It would have been within a few days of April 15 or 16, 2019.

Please let me know,

[REDACTED]
Sergeant

Sacramento Police Internal Affairs Unit

Fw: Angela Lansdale - Discovery Request

[REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Wed 6/10/2020 12:33 PM

To: Joshua A. Olander <jolander@mastagni.com>

📎 1 attachments (4 MB)

Lansdale_Skelly.pdf;

Here you are sir. Let me know if you need anything else.

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

From: Desiree Sayles <dsayles@pd.cityofsacramento.org>
Sent: Wednesday, June 10, 2020 12:30 PM
To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>
Subject: RE: Angela Lansdale - Discovery Request

Attached

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Wednesday, June 10, 2020 11:40 AM
To: Desiree Sayles <dsayles@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>
Subject: Fw: Angela Lansdale - Discovery Request

We need to get on this asap. I will show you what needs to be watermarked and sent to Josh.

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

From: Joshua A. Olander <jolander@mastagni.com>
Sent: Wednesday, June 10, 2020 11:31 AM
To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Cc: Aaron Wallace <AWallace@pd.cityofsacramento.org>; Renee L. Ramirez <r Ramirez@mastagni.com>
Subject: Angela Lansdale - Discovery Request

[REDACTED]

During my review of the *Skelly* materials it has become apparent that evidence obtained from witnesses that was subsequently utilized during this investigation was not provided to Officer Lansdale. As noted in your Investigation Log and the witness interviews, Sgt. Echeverria solicited memorandums of each trainee witness and provided them to Professional Standards for this investigation. None of those memorandums were provided in the *Skelly* materials. Officer Lansdale is entitled to these memorandums as they are statements by adverse witnesses that were utilized for your investigation of Officer Lansdale.

In addition to the trainee memorandums regarding Officer Lansdale, we request you also provide the following evidence that was also omitted from the Skelly packet: (1) Officer Lansdale's FTO application and (2) the outlines of the POST Field Training Officer Course provided by Kevin Finnerty for the February 12, 2019 course that Officer Lansdale attended.

Please provide these materials today at your earliest possible convenience as Officer Lansdale's Skelly hearing is scheduled for tomorrow, June 11th, at 1000 hours. Thank you.

Joshua A. Olander | Senior Associate

 **MASTAGNI HOLSTEDT, A.P.C.**

Labor and Employment Department

1912 I Street, Sacramento, CA 95811

Main: (916) 446 4692 | Fax: (916) 447 4614

Direct: (916) 491 4227 | Cell: [REDACTED]

www.mastagni.com

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City of
SACRAMENTO
Police Department

KATHERINE LESTER
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

November 29, 2022
IAD2020-031

Officer Angela Lansdale #926
5770 Freeport Blvd., Suite 100
Sacramento, California 95822

Intent Letter Received

Date 12-15-22
Employee AL #926 12-15-22
Supervisor D. W. #5025

Dear Officer Lansdale:

This letter is to inform you of our intent to remove you from your assignment as a Field Training Officer (FTO), making you ineligible for the nine and one-half percent (9.5%) training pay associated with that assignment. This action is based on the following facts:

1. You entered into a settlement agreement with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as an FTO.
2. The settlement agreement included the following paragraph:
 - a. "Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation" (Page 1, point #5).
3. On April 2, 2022, you resumed training as an FTO. Your first trainee assigned was Community Service Officer (CSO) [REDACTED]
4. On April 21, 2022, CSO [REDACTED] sent an email to the Field Training Unit in which she documented your abusive behavior toward her during field training.
5. On April 27, 2022, CSO [REDACTED] authored an FTO Trainer Critique in which she continued to document your abusive behavior toward her and provided you a negative FTO evaluation.
6. On April 27, 2022, Field Training Unit Lieutenant Jason Morgado (Badge #4067) verified the evaluation of you by CSO [REDACTED]

Your actions in this matter constitute cause for disciplinary action pursuant to the City of Sacramento Rules and Regulations of the Civil Service Board, specifically Rule 12.2. (c) inefficiency; (o) discourteous treatment of any other City employee; and (w) caused impairment, disruption, and discredit to your employment and the public service.

Your actions in this matter are in violation of the settlement agreement you entered into with the City of Sacramento on December 10, 2020, regarding the disposition of Internal Affairs case number IAD2020-31 and the disciplinary action (Labor Relations case number 8674) which states in relevant part:

“Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation” (Page 1, point #5).

You have a right to respond to this letter either orally or in writing. If you choose to respond in writing, you have until Wednesday, January 4, 2023, by 5:00 p.m. to provide a written *Skelly* response to Captain Stephen Moore. If you wish to respond orally, your *Skelly* meeting is scheduled with assigned *Skelly* Officer, Captain Moore on Thursday, January 5, 2023, at 3:00 p.m. at 300 Richards Boulevard, Sacramento, CA, 95811. Captain Moore can be reached at (916) 808-0388.

Your *Skelly* package contains all written materials, reports, and documents upon which this action will be based and is available for review. If you wish to obtain a copy of your *Skelly* package, please contact Christen Snyder in Labor Relations at (916) 808-3148. It is your responsibility to request, obtain, and fully review the *Skelly* package prior to providing your written response, or attending your *Skelly* meeting. The deadline for your written response and/or *Skelly* meeting will not be rescheduled due to a failure on your part, or on the part of your representative to request, obtain, and/or fully review the *Skelly* package prior to the scheduled time.

IF YOU DO NOT RESPOND EITHER ORALLY OR IN WRITING BY THE DATE AND TIME SCHEDULED, YOU WILL HAVE WAIVED THE RIGHT TO RESPOND.

Your response, if any, will be considered prior to the imposition of the proposed discipline.

Sincerely,




Steve Oliveira, Deputy Chief
Office of Operations

Approved:



Katherine Lester
Chief of Police

Approved:


Aaron A. Donato (Dec 1, 2022 14:10 PST) 12/01/2022

Aaron Donato
Labor Relations Manager

Approved:

 12/01/2022

Christen Snyder
Labor Relations Officer

cc: HR – Labor Relations

IDENTITY LABOR * SKELLY

IAD *

SETTLEMENT AND RELEASE

This Settlement and Release (hereafter Agreement) is made and entered into November ____, 2020, by and between the City of Sacramento (City), Police Officer Angela Lansdale (Lansdale), and the Sacramento Police Officers Association (SPOA), regarding the disposition of Internal Affairs case number IAD2020-031 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as a Field Training Officer.

Specifically, the Agreement is as follows:

1. Officer Lansdale hereby acknowledges that her conduct, as outlined in the letter of reprimand in case number IAD2020-031, Labor Relations case number 8674, violated City Policy and Police Department General Orders. Case number IAD2020-031 will be resolved by the issuance of a letter of reprimand and completion of the Education-Based Discipline (EBD) program.
2. Officer Lansdale will be assigned an EBD coordinator, Lieutenant Joseph Bailey, to facilitate the completion of the program. Officer Lansdale will meet with Lieutenant Bailey within thirty (30) days of the date of this agreement to develop an EBD plan.
3. Officer Lansdale shall complete the EBD program within the timelines outlined in attachment 1. During that time, she shall not be assigned a trainee, but will continue to receive the FTO incentive, until she has satisfactorily completed the requirements within the EBD program, as outlined in attachment 1.
4. Officer Lansdale is required to actively participate and satisfactorily complete each of the elements of the EBD program. Failure to comply with these requirements will result in the termination of the EBD and Officer Lansdale's decertification as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of decertification if it is imposed due to Officer Lansdale's failure to complete the EBD. No punitive action will be taken for any POST mandatory courses that cannot be completed within the stated timeframe due to scheduling issues related to COVID-19 but will be completed by Officer Lansdale at the earliest opportunity.
5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.
6. The letter of reprimand will be removed from all files eighteen (18) months after the date of issuance provided Officer Lansdale has not received any additional formal discipline during that time. If formal discipline above a written reprimand is imposed during that time period, the letter of reprimand will remain in Officer Lansdale's official personnel files and may be used as the basis for progressive discipline in that, or any subsequent disciplinary proceeding.
7. The City has sole discretion whether to use EBD to address any future acts of misconduct.
8. Officer Lansdale and the SPOA waive the right to appeal the decertification as a Field Training Officer to the Civil Service Board. Officer Lansdale and the SPOA waive the right to appeal, challenge, grieve, litigate, or otherwise file any claim regarding any matter concerning the decertification, or any associated

circumstances or issues, to the Civil Service Board, or in any other administrative or judicial forum. Officer Lansdale further agrees to withdraw, with prejudice, any and all current appeals, challenges, grievances, litigation, or claims, with the exception of valid worker's compensation claims, concerning the matters referenced in this agreement, or any associated circumstances or issues, to the Civil Service Board or in any other administrative or judicial forum.

9. Officer Lansdale and the SPOA agree that any and all issues associated with matters in this agreement are hereby resolved and that this agreement is the parties' acknowledgement that the resolution is mutually satisfactory and constitutes final settlement. By this agreement, it is the intent of the parties to effect final and comprehensive settlement.
10. Officer Lansdale and her representative agree to withdraw any and all claims that have been filed with the Department of Fair Employment and Housing (DFEH) and/or Equal Employment Opportunity Commission (EEOC) regarding Internal Affairs case number IAD2020-031, Labor Relations case number 8674, or the matters referenced in this agreement. In addition to withdrawing any and all claims that have been filed with the DFEH or EEOC, Officer Lansdale hereby releases and forever discharges the City and its successors, assigns, officers, agents, employees and any and all persons, firms and corporations having any interest in them or any of them of and from any and all claims and demands of any kind, nature and description whatsoever and from any and all liabilities, damage, injuries, action or causes of action either at law or in equity which Officer Lansdale has or in the future may have against any such entities or any one or more of them, arising out of or in any way related to or connected to the matters referenced in this agreement or the final notice of suspension referenced above, including, but not limited to, mental and emotional distress, psychic injury, bodily injury, attorneys' fees, and costs of suit.
11. Officer Lansdale understands and acknowledges that various federal and state laws provide the right to file charges, claims or complaints against an employer for discrimination on the basis of race, ancestry, color, religion, sex, marital status, national origin, age, physical or mental disability or sexual preference. Among these laws are Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, the California Family Rights Act of 1991, the California Fair Employment and Housing Act, as amended, or any successor or replacement statutes.
12. With full understanding of the rights afforded to Officer Lansdale under these and all other available state, federal and local laws, Officer Lansdale, to the extent permitted by law, agree that she will not file or cause to be filed against the City, its officers, agents, employees or representatives, and does fully and finally release, discharge, indemnify and hold the City, its officers, agents, employees or representatives harmless from any charges, complaints or actions based on any alleged violation of these or other available laws, including but not limited to, common law and/or statutory claims relating to wrongful discharge whether in tort or on a contractual theory. Officer Lansdale agrees and represents that the City has not engaged in unlawful discriminatory conduct or actions against them related to or arising out of the facts and circumstances at issue in Internal Affairs case number IAD2020-031 or Labor Relations case number 8674.
13. Officer Lansdale hereby agrees to waive and release all claims arising from or related to Internal Affairs case number IAD2020-031, Labor Relations case


number 8674, or this agreement whether known, unknown, contingent, liquidated or non-liquidated. Officer Lansdale has read and understands and knowingly waives the benefit of the provisions of California Civil Code Section 1542, which reads as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”

14. Officer Lansdale understands and acknowledges the significance and consequences of this Release and of the specific waiver of section 1542, and expressly consents that this Release shall be given full force and effect as to all claims, whether known or unknown.
15. Officer Lansdale acknowledges, agrees and understands that this agreement is executed voluntarily and without duress or undue influence on the part of or on behalf of any person, corporation or entity, and that she has been afforded an opportunity to discuss and review this agreement with her representative.
16. The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies or procedures of the Police Department, or the City.
17. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first above written.

FOR THE CITY:


Howard Chan (Nov 6, 2020 17:15 PST)

Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
Assistant City Manager

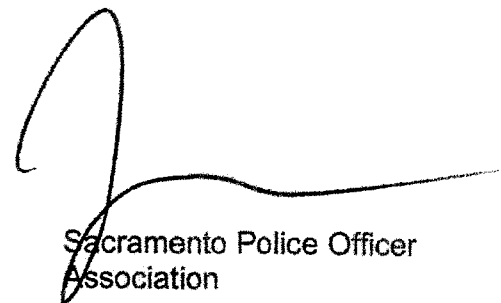

Daniel Hahn
Chief of Police


Aaron A Donato (Nov 4, 2020 12:32 PST)


Aaron Donato
Labor Relations Manager

FOR THE EMPLOYEE:


Police Officer Angela Lansdale


Sacramento Police Officer
Association
TIMOTHY DAMS

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
Supervising Deputy City Attorney

**Education Based Discipline
Lansdale, Angela
Attachment 1**

Officer Lansdale's Plan:

In order for Officer Lansdale to improve her performance and correct past performance issues, the Field Training Unit (FTU) requires the following requirements be met for her to remain as a Field Training Officer (FTO):

1. Attend two (2) mandatory training classes within six (6) months, from the service of the final letter of disciplinary action, as listed in the Field Training Unit Manual to include:
 - a. 40-Hour POST FTO School
 - b. 40-Hour POST AICC Course
2. The above listed courses must be completed before being assigned a trainee.
3. Attend three (3) additional training classes approved by the Field Training Unit Lieutenant within nine (9) months from the service of the final letter of disciplinary action, related to the following topics:
 - a. Leadership
 - b. Effective Communication
 - c. Emotional Intelligence
 - d. Inclusion and/or EEO training
 - e. Coaching and/or mentoring employees
4. Complete three (3) reading assignments approved by the Field Training Unit Lieutenant related to the subsection topics of area 2, as stated above within nine (9) months from the service of the final letter of disciplinary action. Each reading selection must be a minimum of 180 pages.
5. Submit a ten (10) page writing assignment to the Field Training Unit Lieutenant outlining how the subsection topics of area 2, above will be incorporated into training new employees within nine (9) months from the service of the final letter of disciplinary action.
6. Meet with the Field Training Unit Sergeant monthly, after being assigned a trainee(s), for one (1) year for performance evaluations and/or feedback on training progress. Any issues raised each month shall be handled/corrected in a timely manner.
7. Officer Lansdale shall be decertified as an FTO for any of the following:
 - a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.
 - b. Failure to complete the above assignments within the designated timeframe.
**Officer Lansdale won't be penalized for any POST mandatory courses that are not scheduled within the stated timeframe due to COVID-19 issues. Mandatory courses will be taken at the earliest opportunity.*

Some examples of specific courses that would qualify as additional training classes include:

**Education Based Discipline
Lansdale, Angela
Attachment 1**

PORAC Leadership Course – this course meets for 2 weeks over a 3-4-month period. This course really dives into behaviors and treating people with respect.

Sacramento State (CSUS)

ANTH 101. Cultural Diversity

General Education Area/Graduation Requirement: United States History, GE AREA D, Race & Ethnicity Graduation Requirement (RE)

Term Typically Offered: Fall, Spring, Summer

Focuses on analyzing the historically conditioned political, economic and social factors that have contributed to cultural diversity in the U.S; a critical anthropological approach is developed to explore the intersection of race, class, gender, ethnicity and sexuality; the political economy of institutions and ideas, such as racism, classism, sexual stereotyping, family, religion, state, color-blindness, multiculturalism, etc.; and, discourses of cultural diversity in the U.S.

Empathy and Emotional Intelligence at Work – by UC Berkeley (edX)

This tutorial on Emotional Intelligence is created to help you enhance your emotional and social skills that build positive relationships at organization. The instructors will explain you the neuroscientific and psychological roots of compassionate, cooperative behaviors. By joining these classes, you will learn how to devise research-based strategies to resolve conflicts and strengthen empathy constructively. This program will help you improve skill set that will let you create more satisfying, productive and innovative experiences at work. Being a self-paced program, you can attend it from anywhere.

Key Take-aways:

- Get information about the biological and physiological roots of trust and empathy
- Know how you can lead with social intelligence
- Taught by experts from top university
- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

https://www.edx.org/course/empathy-and-emotional-intelligence-at-work?source=aw&awc=6798_1597770127_0e5cbb3fbc889491cbf188433ae7b59e&utm_source=aw&utm_medium=affiliate_partner&utm_content=text-link&utm_term=427859_Digital+Defynd

Inspiring Leadership through Emotional Intelligence (Coursera)

Conducted by Richard Boyatzis, this online program will help you reverse the harm of chronic stress. By attending this tutorial, you will learn how to refresh your body and mind by creating good relationships. You will be taught by a good professor who is a distinguished university professor. It is a self-paced learning program that you can attend from any place. Throughout

**Education Based Discipline
Lansdale, Angela
Attachment 1**

the class, you will come to know how to coach others effectively towards increased or learning motivation in work as well as life.

Key Take-aways:

- Learn about most interesting theories like emotional intelligence, intentional change theory and coaching with compassion
- Get learning from top instructor in a funny, interesting and engaging way
- Good exercises, readings and videos by highly experienced trainers
- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

City of
SACRAMENTO
Police Department

DANIEL HAHN
Chief of Police

5770 Freeport Blvd., Suite 100
Sacramento, CA 95822-3516

(916) 808-0800
Fax: (916) 808-0818
www.sacpd.org

October 12, 2020
IAD2020-031



Officer Angela Lansdale
5770 Freeport Blvd., Suite 100
Sacramento, CA 95822

Officer Lansdale:

This letter is to inform you that you are hereby reprimanded in your position as a Police Officer with the City of Sacramento. This action is based on the following facts:

1. On May 28, 2019, the Sacramento Police Department Field Training Unit was made aware of behavior and statements made by you to your trainees that were not conducive to a positive learning environment for a police officer trainee.
2. On February 17, 2020, Field Training Coordinator Officer Eric Madsen participated in a fact-finding interview and relayed the following:
 - On May 28, 2019, while soliciting feedback from Officer [REDACTED] who was a trainee in the Field Training Officer program, about her experience in the program, she informed Officer Madsen that she did not have a positive experience as your trainee. Officer [REDACTED] advised Officer Madsen that you called her "old" and treated her in a condescending and demeaning manner.
 - On June 26, 2019, Officer [REDACTED] informed Officer Madsen that his time as your trainee was not productive and not conducive to learning. Officer [REDACTED] further stated that you asked if he was [REDACTED] which he found offensive and ended his desire to learn from you.
 - Within a month of speaking to Officer [REDACTED] Officer Madsen had a phone conversation with you and advised you of the complaints from Officers [REDACTED] and [REDACTED]. Officer Madsen advised you to stop the behavior that caused the complaints from Officers [REDACTED] and [REDACTED] as your tone and delivery were wrong. You thanked Officer Madsen for bringing the matter to your attention before it became a bigger problem.
 - On February 6, 2020, during a face-to-face meeting with yourself, Officer Madsen and Sgt. Echeverria to address the issues cited by your previous trainees, you admitted your interpersonal skills were lacking and you had problems with making a connection to your trainees. Officer Madsen felt both he and Sgt. Echeverria were clear with their instructions that the behavior in question needed to cease.
3. On February 17, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
 - Officer [REDACTED] was your trainee in June 2019.

The Mission of the Sacramento Police Department is to work in partnership with the Community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City.

- Officer [REDACTED] described his time as your trainee to be “very difficult” as you fostered a learning environment that was not conducive to learning.
 - Officer [REDACTED] described not wanting to come to work while he was your trainee.
 - Officer [REDACTED] described your tone as “hostile,” and “very uncondusive to learning.”
 - After having a report rejected, you asked Officer [REDACTED] if he had [REDACTED] Officer [REDACTED] described how your remark made him question his ability to be an officer.
 - During his time as a phase 3 trainee with you, you did not allow him to drive the patrol vehicle.
 - i. It is important for a training officer to observe a trainee’s driving ability in both non-emergency and emergency situations, especially during phase 3 as in this phase the trainee is nearing the conclusion of the field training program and should be able to operate at or near the level of a solo officer.
 - Based on his experience with you as a trainee, Officer [REDACTED] did not feel you should be a field training officer.
4. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in November 2019.
 - Officer [REDACTED] described her time as your trainee to be, “very hard” because she felt you spoke to her as if she was a child during her time as your trainee.
 - Officer [REDACTED] described having a hard time going to work every day while she was your trainee.
 - Officer [REDACTED] described an incident (19-370145) wherein you asked for a “competent officer” to assist you in a structure search. Officer [REDACTED] indicated she felt as through your comment inferred that she was an incompetent officer.
 - Officer [REDACTED] indicated her time training with you was, “hostile” due to your treatment toward her and caused her training to regress.
 - Officer [REDACTED] indicated that of the eight training officers she had, you were the “worst” due to the hostile and condescending environment you created while she was your trainee.
5. On February 18, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:
- Officer [REDACTED] was your trainee in December 2019.
 - Officer [REDACTED] described his time as your trainee to be the most difficult month he had in training because of your treatment towards him as a trainee.
 - Officer [REDACTED] described not wanting to go to work while he was your trainee.
 - Officer [REDACTED] indicated you had a demeaning tone almost every day and created an atmosphere that made it hard to learn.
 - Officer [REDACTED] described an incident (19-402388) wherein he made a mistake upon arriving at the scene of robbery. He felt the way in which you corrected his mistake was demeaning and was an example of how you would, “go like off on like every little thing” and ask him why he didn’t understand.
 - Officer [REDACTED] described an incident (19-399747) wherein you gave him corrections while he was interviewing a citizen. The tone you used to correct him in front of the citizen made him lose track

of his line of questioning and based on his experience was unlike how other training officers would have handled the correction.

- Officer [REDACTED] indicated his time training with you was not conducive to learning and left him feeling less confident in his abilities.
- Officer [REDACTED] indicated that of the six training officers he had you were “at the bottom” of the list if asked to rank those six training officers from best to worst and that you should not be a training officer.

6. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in September 2019.
- Officer [REDACTED] described his time as your trainee to be one of the toughest months of his training because it was constantly stressful because of the way you treated him, and he was unable to feel comfortable in the car with you.
- Officer [REDACTED] indicated the corrections you gave him, “came off more condescending than helpful.”
- Officer [REDACTED] indicated that after the first couple of days training with you, he did not want to come to work, began looking for new jobs, and considered quitting.
- Officer [REDACTED] indicated he was so concerned with making mistakes and being belittled by you, he was unable to de-stress in the patrol car and this would in turn cause him to fail when performing basic tasks.
- Officer [REDACTED] indicated your training methods caused him to, “shut down” and not absorb information.
- Officer [REDACTED] indicated that of the ten training officers he had you were, “at the bottom” based upon how you gave him information.
- Officer [REDACTED] indicated he felt you should not be a training officer.
- Officer [REDACTED] described an incident (19-290773) wherein you called him a “coward” after it appeared, he was avoiding a call for service and told him you could downgrade him to a Community Service Officer position.

7. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in October 2019.
- Officer [REDACTED] indicated that while she was your trainee, she hated going to work every day and the most important thing she learned as your trainee was how not to treat people.
- Officer [REDACTED] described your tone and manner of communication when dealing with individuals in the public as sarcastic, which she was often scared that it would cause a situation to escalate to a physical confrontation between officers and the members of the public.
- Officer [REDACTED] indicated that when she informed you that she had not been able to make a narcotic arrest thus far in her training, which is a task to be completed while in training, you ridiculed her instead of assisting her with the task of making a narcotic arrest.
- Officer [REDACTED] described an incident wherein you observed that her false eyelashes were out of policy. You then reviewed the grooming policy and reprimanded Officer [REDACTED] in front of other

officers and stated, "we don't want to look like those sector 5 girls with big eyelashes," which she believed was a reference to some women in South Sacramento.

- Officer [REDACTED] indicated you had a conversation with her after the eyelash incident wherein she felt you accused her of having a sexual relationship with the field training coordinator in return for preferential treatment.
- Officer [REDACTED] indicated that of the eight training officers she had, she ranked you, "eighth," did not believe you created a good learning environment and you should not be a training officer.

8. On February 19, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following:

- Officer [REDACTED] was your trainee in March of 2019.
- Officer [REDACTED] described your general attitude as unpleasant and unhappy with everything.
- Officer [REDACTED] indicated that you sternly criticized her for mistakes in front of both officers and members of the public.
- Officer [REDACTED] described an incident (19-94290) wherein you sternly corrected her in front of a gun store owner during a call for service.
- Officer [REDACTED] described an incident (19-90012) wherein you sternly corrected her for the way she was speaking to a woman during a call for service. The correction happened in front of other members of the public and officers. Your actions made Officer [REDACTED] feel uncomfortable.
- Officer [REDACTED] indicated that during her time training with you, you made several comments related to her age (38). On one occasion you stated, "Wow, you can actually type fast. Did you learn that on a typewriter?"
- Officer [REDACTED] described an incident (19-94425) wherein you made the comment, "a monkey can do this. I don't know why you can't," which she took as an insult.
- Officer [REDACTED] indicated she overheard you advising another officer that you did not allow your trainees to participate in on-duty work out time because as a part-time field training officer, you would not get the extra field training officer incentive pay for the hour that your trainee was exercising.
- Officer [REDACTED] indicated that while she was your trainee, she did not want to come to work for her shift and described the learning environment as, "a step above academy" stressful.
- Officer [REDACTED] indicated that out of ten training officers she had, you were, "at the bottom" when ranked from best to worst and did not believe you should be a training officer.

9. On February 20, 2020, Officer [REDACTED] participated in a fact-finding interview and relayed the following:

- Officer [REDACTED] was your trainee in January of 2020.
- Officer [REDACTED] indicated that you instructed him not to respond code 3, emergency lights and siren, to a violent crime in progress (20-27379) and again while responding to an officer's call for assistance who was involved in a foot pursuit (20-33103). A code 3 response was reasonable and within department policy for these types of calls, and your direction caused confusion with Officer [REDACTED] which made him feel less confident. Officer [REDACTED] indicated he believed the confusion over the code 3 policy was detrimental to his training, as he stated a similar situation occurred which required a code 3 response during his shadow phase of training and he did not respond code 3 because of your previous direction. As a result, he was docked points on his evaluation.

- Officer [REDACTED] described an incident (20-28130) wherein you sternly corrected him for failing to locate a knife on a detained subject. The correction happened in front of the detained subject and several other officers and made Officer [REDACTED] feel embarrassed.
- Officer [REDACTED] indicated that out of nine training officers he had, when ranked from best to worst, he would rank you in the 9th position.

10. On February 24, 2020, Officer [REDACTED] participated in a fact-finding interview and related the following in summary:

- Officer [REDACTED] described an incident wherein you asked to inspect her loaded duty handgun while both of you were seated in the front seats of a patrol vehicle. This request made Officer [REDACTED] feel uncomfortable as this did not seem like it was the appropriate place to make such an inspection.
- Officer [REDACTED] indicated that out of six training officers she had, you were at the bottom, when ranking from best to worst, based upon the way you delivered information.

11. During a fact-finding interview conducted on March 26, 2020, you admitted the following:

- You attended a 40-hour POST certified Field Training Officer Course in February 2019. (page 3, lines 111-113)
- You corrected Officer [REDACTED] in front of members of the public and other officers while she was speaking to a woman during a welfare check call for service. (page 6, lines 240-250)
- You complimented Officer [REDACTED] for being proficient at typing and made a reference to a generational difference regarding when Officer [REDACTED] went to school. (pages 18 and 19, lines 777-811)
- You had a conversation with Officer Brierly wherein you advised him that you don't allow your trainees on-duty workout time because as a part time FTO you do not get paid the extra percentage for the time your trainee is in the gym. (page 22, lines 930-934)
- You agreed a new officer could be embarrassed by an FTO pointing out their deficiencies or inexperience in front of members of the public and this can affect the trainee's ability to work through a call, absorb information, learn new skills, and focus on officer safety. (page 38, lines 1642-1659)
- Your training logs contained no record indicating that Officer [REDACTED] was allowed to drive the patrol vehicle while he was your trainee. (pages 48-49, lines 2101-2114)
- Due to deficiencies in his report writing, you asked Officer [REDACTED] if he was [REDACTED]. Your purpose for asking Officer [REDACTED] if he was [REDACTED] was to be aware of his disability and make accommodations for it. (pages 50-51, lines 2157-2223)
- You had a phone conversation with Officer Madsen wherein he told you that you can't ask people if they have [REDACTED] (page 55, line 2393)
- You had an in-person meeting in February 2020, with Officer Madsen and Sgt. Echeverria wherein they advised you that almost all of your trainees have had issues with you regarding your demeaning or belittling treatment towards them. (pages 57 and 58, lines 2486-2544)
- You told Officer [REDACTED] his actions were, "cowardly" when discussing his performance after a call for service. (pages 63 and 64, lines 2739-2778)
- Due to her false eye lashes, you reviewed the grooming policy with Officer [REDACTED] in the report writing room of a police facility directly after roll call when other officers were in the vicinity.

You further advised Officer [REDACTED] that, "we don't want to look like those sector 5 girls with the big eye lashes." When explaining to Officer [REDACTED] why some individuals are allowed to violate the grooming policy and others are not, you referenced "nepotism" and general sexual misconduct in police departments. (pages 69-76, lines 3023-3323)

- While preparing to clear a hotel room, you were aware that Officer [REDACTED] was near you, but were not aware that she was directly behind you, when you yelled her name and stated loudly, "can I get a competent officer that can do a protective sweep." (pages 83-87, lines 3612-3802)
- While booking a subject at the main jail, you verbally corrected Officer [REDACTED] for her speaking grammar in front of your prisoner and Sacramento Sheriff personnel. (pages 94-96, lines 4119-4168)
- You corrected Officer [REDACTED] in front of a subject he was searching and another officer because he left the patrol car door open, then gave him instruction about laws of arrest and investigative procedures in front of the detained subject. (pages 97-101, lines 4222-4395)
- Even though it was within policy to respond code 3, emergency lights and siren, to a violent crime in progress, you instructed Officer [REDACTED] to not respond code 3. You agreed that the instruction you provided Officer [REDACTED] regarding not responding code 3 to a situation where a code 3 response was within policy could have confused him and caused issues with his development as an officer. (pages 108-111, lines 4695-4851)
- You agreed that the way in which you correct and provide feedback to a trainee can affect their ability or their confidence in handling a call. (pages 127-128, lines 5564-5569)

12. On May 14, 2020, Don Demavivas, the City of Sacramento's Equal Employment Manager, rendered an opinion that you violated the City's Equal Opportunity Policy when you asked Officer [REDACTED] if he was [REDACTED]

Your actions in this matter are in violation of the City of Sacramento Civil Service Board Rules and Regulations 12.2. (c) inefficiency in performance of work which results in performance lower than that which is typically expected of a similar employee in a similar position; (o) discourteous treatment of another city employee in a situation where an employment relationship exists at the time of the incident; and (w) any conduct rationally related to employment which impairs, disrupts, or causes discredit to your employment or the public service.

Your actions in this matter are in violation of the Sacramento Police Departments Manual of Orders and the City's Equal Employment Opportunity policy, which states, in relevant part:

SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL

07-21-15 *

6. FTO responsibilities include, but are not limited to:

- a. Directly supervising assigned trainees.
- b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
- c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
- i. Mentoring and developing trainees.
- k. Identifying training needs.

A. QUALIFICATIONS

c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and interview process. Officers must meet all of the below listed qualifications:

- e. Above average ability to manage interpersonal relations.
- f. Have the necessary skills to present instructional material.
- g. Willingness to teach and ability to effectively evaluate trainees.
- m. Set a good example for trainees.

GENERAL ORDERS
G.O 210.04
GENERAL AND PROFESSIONAL CONDUCT
07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

- 1. Employees on or off duty shall:
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal or otherwise that could bring discredit upon the Department or the City.
- 2. Employees shall:
 - a. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - b. Treat other employees in the Department, regardless of rank, with respect due to them as fellow employees.
 - c. Properly perform assigned police responsibilities during a scheduled shift. NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - d. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.

G.O 220.04
EQUAL EMPLOYMENT OPPORTUNITY
12-16-02

PURPOSE

To outline procedures for reporting and investigating discrimination/harassment, equal employment, and sexual harassment complaints.

POLICY

To afford equal employment opportunity to all persons, and to prohibit illegal discrimination, harassment, or sexual harassment.

PROCEDURE

A. DEFINITIONS

1. DISCRIMINATION/HARASSMENT

- a. "Unlawful employment practice" To limit, fail or refuse to hire, or to discharge any individual in the terms, conditions, compensation or privileges of employment, or to limit, segregate, or classify an employee or applicant for employment, in any way that would deprive, tend to deprive, or adversely affect an individual's opportunity or status because of religion, color, national origin, ancestry, physical/mental disability, medical condition, pregnancy, marital status, gender, sexual orientation, or age.
- b. Examples include but are not limited to intentionally excluding an individual from an employment opportunity because of their race or sex, or retaliatory behavior toward an individual for filing or participating in a charge of discrimination or harassment.

B. GENERAL

1. The Department's Equal Employment Opportunity Procedures shall be based on the City of Sacramento's Equal Employment Opportunity Policy Statement, and state and federal laws.
2. The Department's Equal Employment Opportunity (EEO) goal shall be to hire, train, compensate, assign, and promote all persons on the basis of merit and fitness, without discrimination.
3. This Order shall not prohibit social relationships between employees when the social relationship has no bearing on employment decisions or benefits and it is not in violation of other provisions of this procedure. See also GO 210.07 Nepotism/Conflict of Interest.

C. EQUAL EMPLOYMENT OPPORTUNITY REGULATIONS

All job applicants and employees shall be treated fairly and without discrimination in recruitment, examination, appointment, promotion, transfer, job rotation, training, work assignment, merit increases, overtime, and related employment decisions.

1. It shall not be discriminatory and/or harassment to:
 - a. follow a seniority system as long as it is bonafide and not designed to circumvent or evade this policy.
 - b. select or reject a person based upon a bonafide occupational qualification.
2. Retaliation against an employee for filing or participating in a discrimination or sexual harassment complaint is prohibited.
3. All exempt management personnel and all supervisors shall be responsible for ensuring compliance with discrimination and sexual harassment policies in their work area. Should such problems develop, exempt managers and supervisors shall seek out solutions and ensure these problems are resolved.
4. Employees may be held personally liable for violations of state and federal law.
5. Corrective or disciplinary action shall be initiated against any employee who violates this policy.

City of Sacramento Equal Employment Opportunity Policy

1. Policy Statement on Discrimination and Harassment

The City prohibits all forms of discrimination, including any employment-related action by an employee that adversely affects an applicant or worker and is based on any protected classification identified in this policy, including age, ancestry, color, physical or mental disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, military and veteran status, national origin, race, religious creed, sex, sexual orientation, and any other classification protected by law. The City's commitment to equal opportunity and non-discrimination extends to all job applicants, employees, and all aspects of employment, including but not

limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as to the provision of reasonable accommodation to qualified persons with disabilities.

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

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

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

4. Additional Policy Statement on Disability Discrimination

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability by a supervisor, management employee or coworker will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to: recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff reinstatement, benefits, education, termination and also in the provision of City programs, services and activities.

a. Discrimination on the basis of disability includes, but is not limited to, the following:

1. Limiting, segregating, or classifying a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's real, perceived, or history of disability.
3. Using any standards, criteria or method of evaluation which could have the effect of discriminating on the basis of disability.
4. Denying equal jobs or benefits because of a disability or the perception of a disability.
5. Failing to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship or create a direct threat.

Definitions: EQUAL EMPLOYMENT OPPORTUNITY POLICY

DISCRIMINATION/HARASSMENT

Discrimination

Treating, considering or making a distinction in favor of or against an employee, job applicant or group based on their actual or perceived protected status in relation to a decision or the terms and conditions of employment, that is reasonably likely to negatively affect prospects for hire, advancement, promotion or job performance. Discrimination includes treatment that deprives, or tends to deprive, the employee or job applicant of employment opportunities or employment status. It is also discrimination to fail to provide reasonable accommodation to an employee or applicant with a disability unless doing so creates an undue hardship or direct threat.

Protected Group Member

An individual who falls within a group that is identified in the City Equal Employment Opportunity Policy. Those groups include:

- Physical or Mental Disability - Any physiological disease, disorder or condition, including HIV and AIDS, cosmetic disfigurement or anatomical loss. Also includes any mental or psychological disorder or condition. Excludes any sexual behavior disorder, compulsive gambling, kleptomania, pyromania, or

psychoactive substance use disorder resulting from the current illegal use of a controlled substance or other drug.

DISABILITY DISCRIMINATION

Disability

A person is recognized as disabled if he/she:

- has a physical or mental impairment that limits (i.e., it makes the achievement of the major life activity difficult) one or more major life activities (construed broadly to include physical, mental, social activities and working)
- has a history of such an impairment known to the employer; or is incorrectly regarded or treated as having or having had such an impairment
- is regarded or treated as having or having had such an impairment that presently has no disabling effects, but may become a qualifying impairment in the future

Your conduct constitutes just cause for disciplinary action pursuant to the Agreement covering your classification. Further, continuation of the above acts or other misconduct on your part will subject you to further disciplinary action, up to and including termination.

A copy of this letter will be placed in your personnel file. This letter will be withdrawn from your official personnel file eighteen (18) months from the date issued provided there has not been additional formal discipline during the eighteen (18) month period.

Sincerely,



David Risley, Deputy Chief
Office of Investigations

Approved:



Aaron Donato
Labor Relations Manager

Cc: Human Resources - Labor Relations

IAD *

IDENTITY * LABOR * SKELLY



Angela Lansdale

Form Date: 04/27/2022

Questions

Did your trainer set the example in their personal appearance?

1 2 3 4 **5**

Did your trainer project a positive and respectful attitude towards training?

1 **2** 3 4 5

Did your trainer project a positive and respectful attitude towards police work?

1 2 **3** 4 5

Did your trainer project a positive attitude towards the department?

1 2 **3** 4 5

Please rate your trainer's courteousness and professionalism with you and others including department members and the public.

1 **2** 3 4 5

How would you rate the trainer's knowledge of statutory law, case law, search & seizure, general orders, tactics, etc?

1 2 3 4 **5**

Did your trainer clearly define your responsibilities and what is expected of you?

1 2 **3** 4 5

Did your trainer teach you department policies and procedures and did they model those consistently?

1 2 3 **4** 5

Did the FTO exhibit safe driving habits including following the rules of the road, code 3 driving, and pursuit driving?

1 2 3 4 **5**

How often did your trainer update your task book?

1 2 3 **4** 5

How often did your trainer provide feedback or constructive criticism?

1 2 3 **4** 5

Rate how often the trainer worked with you on areas he/she identified as deficient or where improvement was needed?

1 2 3 **4** 5

Please describe the trainer's method of critiquing your performance.

1 2 **3** 4 5

Do you feel your trainer genuinely wanted you to succeed?

1 2 3 **4** 5

Please rate the trainer's honesty, fairness, and objectivity in evaluating you.

1 **2** 3 4 5

Was the trainer attentive to your needs, concerns, and problems?

1 2 3 **4** 5

Please rate the trainer's skill as a teacher (his/her training methods, creativity, role-plays, etc.).

1 2 3 4 5

How would you rate the trainer's ability to communicate with you?

1 **2** 3 4 5

Was your trainer Informative?

1 2 3 4 5

Did you experience differences between this trainer and others you have had?

1

2

If there were differences between trainers please describe:

Ofc. [REDACTED] was very calm and clear about his expectations. He also treated me like a partner and was always willing to help me or answer questions, no matter how dumb the question may have been. [REDACTED] was also open to helping others in the department and never treated others poorly. [REDACTED] would also let me take lead on CSO calls and only stepped in when I was stuck which helped me grow a lot. Although Ofc. [REDACTED] and Ofc. [REDACTED] were not my official FTO's, I enjoyed the shifts we had together as well. They both gave me good information and let me take lead on CSO calls. They were also able to give me clear expectations and gave me constructive criticism when needed.

Were there any differences between what you were taught in the classroom/academy training and what you experienced from this trainer?

1

2

If there were differences between your classroom training and trainer's teaching please describe:

In the academy we learned to grab the information and statements from witnesses first because they often leave. Ofc. Lansdale and I arrived 906 to a 901 and when I went to talk to the witnesses, she got upset that I did that. I tried explaining that we were taught to go talk to witnesses first but it did not seem like she listened to what I had to say.

Was your trainer verbally belittling, demeaning?

1

2

3

4

5

Did your trainer embarrass you in front of employees or the public?

1

2

3

4

5

Did your trainer uphold the Law Enforcement Code Of Ethics?

1

2

3

4

5

Explain how your trainer invested in you and your training?

Ofc. Lansdale asked about my task book and wanted me to complete as many reports as I could.

What areas do you believe are the trainer's greatest strengths?

I feel that Ofc. Lansdale is a very cautious officer and is very knowledgeable about the department.

What areas do you believe the trainer could improve?

I feel Ofc. Lansdale can improve on being more approachable as well as being more of a team player.

Describe the teaching methods that worked best for you?

A teaching method that worked was when she would ask me what something meant until I remembered.

Describe how your trainer was a role model for you?

Ofc. Lansdale is very knowledgeable about the department and I see how important it is to know information when you are on a call.

Do you feel you are a better officer now then when you started this training cycle with your trainer?

I feel that my computer skills have improved while being with Ofc. Lansdale.

Additional comments and suggestions?

I'm finding that working with FTO Lansdale has been making my learning a challenge. She contradicts herself, is not always willing to communicate with others, and sometimes comes across unprofessional. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours). Another situation I recall was when I was writing a report and we went to a call (the man that broke the door of Jack in the Box). When we were 906, I rolled up the windows thinking I was going to go inside with her and she rudely said something along the lines of can you keep the windows down for officer safety. I understood where she was coming from but she never mentioned that she wanted me to continue writing so I was getting ready to go inside. Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has put a toll on me. On Friday, 04-22-22, we responded to a 245. According to the man, some juveniles were throwing rocks at his trailer and later hit him with sticks and a bottle. During the call, I asked if there was anything I could help with but Lansdale rudely said no. We got back inside the patrol car to move it closer to the trailer when another officer on the call waived at us because he needed to talk to us. As I started slowing down, she raised her voice to keep driving and I pointed out that the other officer wanted to talk to us. When I stopped to see what the other officer wanted, she got upset (Our body cameras were recording during this incident). After this call, she told me "in the future, if you're not going to do anything on a call then don't bother showing up". I think she was referring to Officer Cato because Cato was the first one 906 and she gathered the victim's information but Lansdale said you can't use information gathered from other officers because it is hearsay. I am not exactly sure what she was referring to though because I tried to quickly change the conversation due to the fact that I do not enjoy constantly hearing rude comments. On Sunday, 04-24-2022, Lansdale and I took a 459R and later went to HOJ to write the report. Officer Smart pulled up next to us in his patrol car and said thank you for taking that call, I was just trying to get ahold of you guys to see in you needed help. Lansdale rudely replied "Why? It's a one officer call." Smart seemed thrown off by what she said and so was I. Smart replied, "I could've done the canvass for you guys or something" and Lansdale ignored him and went on the computer. I was in shock about how rude Lansdale was so I tried to make light of the conversation and told Smart "thank you for wanting to help me, and it's no biggie that's what I'm here for". Lansdale and I responded to a MP call with CSO Tarbet. When Lansdale and I left to check some possible locations, Tarbet messaged us on MDT and asked if we had went to a certain park. I was about to message Tarbet but Lansdale told me not to because "if we would have found something, we would have told her". I thought that her statement was rude because we are here to be working as a team and I could have easily said "yes". Tarbet later called me and I told her we checked and I apologized for not answering. Tarbet mentioned that it was a little awkward because the family was asking her where we've checked and Tarbet was unable to give a confident answer because we did not give her an answer. I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "No, I think he went this way". Officer Lansdale would provide feedback at the end of watch. On Sunday 04-17-22, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday, 04-17-22. We responded to a fire department because there was a Mercedes in the roadway and it was also blocking the FD's driveway. I pointed out that it seemed like one of the firefighters was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.). After the tow truck moved the vehicle, I called records and she started freaking out saying that I need to get out of the roadway (we were pulled off to the side, parked next to a curb and our lights were on). I was still on the phone at this point and when I was about to write down the FCN she then mentioned to do it later we need to get out of the roadway. She wanted me to drive while being on the phone but I did not feel comfortable with that so I stayed. She later got upset that I did not get out of the roadway when she wanted me to. Throughout our conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated on several occasions that no one can do their jobs right. She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously but it did not seem like she listened to what I had to say. I once made a legal U-turn and still used my lights (first switch-backlights) and she very rudely said "what are you doing?" and "what do you do in your civilian car?" and I replied, "I guess just make the U-turn". She replied, "don't be abusing your power". I feel a different approach could have been taken and she could've mentioned that I only need the lights when making illegal turns or U-turns. Throughout our time on patrol, we got hailed twice and neither time she stopped. Once was when we were working during the car show and the other was on our way to take a 459R. When we were working the car show a man was on the phone waiving at us, I pointed him out and she said "we're working this" and kept driving. On our way to take the 459R, a woman pulled up next to us and got out of her car, and was waiving at us to help her. When I pointed her out, Lansdale said "we're on this call". I did not say anything after that but in my mind I thought, this lady may really need our help and I feel that a 459R is less of a priority. Before our shift, I was changing into my uniform and she waited at the end of the bench, staring until I was done. There was enough room for her to change as well. (Our lockers are across from each other so I was on one side of the bench and the only other person there at that time). When I was done, I found her staring into my locker from the other side of the bench until I moved. It made me feel really awkward, so I quickly left and waited in the roll call room. Overall, I think Officer Lansdale wanted me to succeed but her approach was off and often created a negative work environment. Lansdale is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSOs and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting of what I've learned in the academy. Lansdale is very smart and knowledgeable about the department and its policies. She is also a good officer who has great officer safety. But, I feel that her approach to certain situations can be a bit rude and unfair. She often gets easily irritated, especially, if another person approaches a situation differently than she would have.

Review History

User Name	Date	Workflow Stage	Action
	04/27/2022	Create	-
	04/27/2022	Start	Submitted

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>

Sent: Wednesday, May 4, 2022 1:32 PM

To: Rudolph Chan <RChan@pd.cityofsacramento.org>

Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado

Lieutenant – Research, Development and Training

From: [Desiree Sayles](#)
To: [Christen Snyder](#); [Justin Thompson](#)
Subject: RE: Skelly packet - Lansdale FTO Removal
Date: Tuesday, January 3, 2023 9:49:30 AM
Attachments: [Lansdale_Angela\(FTORemoval\)\(Skelly\).pdf](#)
[image001.jpg](#)

Good morning Christen –

Attached is the watermarked copy. I am not sure if it removes the bookmarks . I can't tell if anything changed. Please let me know if this did not work and I can try something else.

Best,

Desiree Sayles

Internal Affairs Division
Sacramento Police Department
Desk: (916)808-3796
Main: (916)808-2290

**Email correspondence with the City of Sacramento (and attachments, if any) may be subject to the California Public Records Act, and as such may therefore be subject to public disclosure unless otherwise exempt under the Act*

From: Christen Snyder <CSnyder@cityofsacramento.org>
Sent: Tuesday, January 3, 2023 9:44 AM
To: Justin Thompson <JThompson@pd.cityofsacramento.org>; Desiree Sayles <dsayles@pd.cityofsacramento.org>
Subject: Skelly packet - Lansdale FTO Removal

Good morning,

Thank you for your call this morning Justin, I thought I had sent the PDF file over last week, but I did not.

Desiree, can you assist with watermarking pages 1-3, 10-19, and 23, and then send a copy of the file back to me? Do you know offhand if watermarking will remove the PDF bookmarks?

Thank you,

Christen Snyder
Labor Relations Officer

Human Resources
Historic City Hall
915 I Street
Sacramento, CA 95814

916-808-3148



Workforce Equity Goal: To Reflect the City to Better Serve the City
Have you viewed the City's [Racial and Gender Equity Action Plan](#)?

E-mail correspondence with the City of Sacramento (and attachments, if any) may be subject to the California Public Records Act, and as such may therefore be subject to public disclosure unless otherwise exempt under the Act.



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>INTRODUCTION</p> <p>What does it take to make an FTO?</p> <p style="padding-left: 40px;">It takes commitment, dedication, desire, and much more.</p> <p style="padding-left: 40px;">There's no such thing as a perfect FTO</p> <p>A. EXPLAIN THE ATTRIBUTES OF A SUCCESSFUL FTO, WHICH MAY INCLUDE:</p> <ol style="list-style-type: none"> 1. Effective communicator <ol style="list-style-type: none"> a. Uses active listening skills b. Remains calm c. Controls the situation 2. Ethical <ol style="list-style-type: none"> a. Demonstrates integrity b. Promotes character c. Displays professional values 3. Professional <ol style="list-style-type: none"> a. Works with other FTOs to help the whole program b. Appearance and demeanor 4. Knowledgeable <ol style="list-style-type: none"> a. Knows and stays current with the law b. Demonstrates knowledge through proper application 5. Experienced <ol style="list-style-type: none"> a. Broad experience base b. Associates with other quality role models c. Willing to ask questions d. Knows where to look for information 6. Courageous 	<p><i>Optional LA-Building the FTO</i></p>



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> a. Physical courage b. Moral courage <p>7. Fair</p> <ul style="list-style-type: none"> a. Reviews training b. Communicates clearly c. Sets goals/expectations d. Objective evaluations e. Gives immediate feedback <p>8. Committed</p> <ul style="list-style-type: none"> a. Understands training requires long hours b. Accepts responsibility of teaching c. Willing to mentor and nurture the trainee d. Has respect for training <p>9. Loyal</p> <ul style="list-style-type: none"> a. Displays loyalty to the community b. Displays loyalty to the department <ul style="list-style-type: none"> 1) Its mission, vision, and values <p>B. IDENTIFY AND EXPLAIN THE FUNCTIONS OR ROLES OF THE FTO, INCLUDING:</p> <p>1. Role Model</p> <ul style="list-style-type: none"> a. Leads by example b. Teaches by example c. Strong values <ul style="list-style-type: none"> 1) Personally 2) Professionally d. High level of integrity <p>2. Trainer/Teacher</p>	



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> a. Wants/Helps trainee to learn b. Accepts responsibility for progress of trainee c. Reinforces positive attributes & accomplishments d. Individualizes training/Breaks down information <ul style="list-style-type: none"> 1) Easily understood manner 2) Relative to trainee's skill level 3) Relative to trainee's learning style <p>3. Evaluator</p> <ul style="list-style-type: none"> a. Makes honest, objective assessments of behavior and performance b. Provides feedback c. Makes decisions and forwards to supervisor <p>4. Supervisor</p> <ul style="list-style-type: none"> a. First in the trainee's chain of command b. Oversees daily work c. Sets goals and objectives <p>5. Coach/Mentor/Counselor</p> <ul style="list-style-type: none"> a. Allows for practice b. Provides hints and encouragement to motivate trainee c. Allows trainee to work through problems d. Answers questions e. Provides direction or assistance f. Knows when to inform supervisor <p>6. Leader</p> <ul style="list-style-type: none"> a. Able to develop others/hold trainee accountable b. Shares responsibilities with trainee c. Develops/utilizes resources 	



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> d. Sets clear expectations in a positive environment e. Models appropriate behavior f. Able to act as a change agent <p>C. DISCUSS THE KEY ELEMENTS FOR ESTABLISHING TRUST BETWEEN THE FTO AND THE TRAINEE, INCLUDING:</p> <ul style="list-style-type: none"> 1. <u>T</u> ruth <ul style="list-style-type: none"> a. Established by integrity 2. <u>R</u> espect <ul style="list-style-type: none"> a. Gives personal worth 3. <u>U</u> nderstanding <ul style="list-style-type: none"> a. Shows compassion and empathy 4. <u>S</u> upport <ul style="list-style-type: none"> a. Provides strength and shows commitment 5. <u>T</u> eamwork <ul style="list-style-type: none"> a. Brings trainees into the organization <p>D. DEMONSTRATE THE ABILITY TO ESTABLISH A MUTUALLY POSITIVE WORKING RELATIONSHIP BETWEEN THE TRAINEE AND FTO USING KNOWLEDGE OF THE TRAINEE’S EDUCATION, BACKGROUND, CULTURAL PERCEPTIONS, WORK HISTORY, ETC.</p> <ul style="list-style-type: none"> 1. Develop rapport 2. Good interpersonal skills <ul style="list-style-type: none"> a. Open b. Responsive c. Approachable d. Supportive 	<p><i>Required LA-POST FTO Responses Discussion Scenario Video</i></p> <p><i>Optional LA- Introduction Session</i></p> <p><i>Optional LA-FTO Qualities Review</i></p>



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>E. DISCUSS SOURCES OF STRESS THAT MAY AFFECT TRAINEE PERFORMANCE, INCLUDING:</p> <ol style="list-style-type: none"> 1. Personal sources <ol style="list-style-type: none"> a. Family b. Friends/family’s lack of understanding of the law enforcement “culture” c. Financial d. Wellness 2. Professional sources <ol style="list-style-type: none"> a. Expectations of trainee performance b. Administration c. Peer pressure d. Personal – “Failure is not an option” <p>F. RECOGNIZE SYMPTOMS OF TRAINEE PSYCHOLOGICAL, PHYSICAL, AND EMOTIONAL STRESS</p> <ol style="list-style-type: none"> 1. Impaired judgment <ol style="list-style-type: none"> a. Poor decisions b. Unable to make decisions 2. Deteriorating health <ol style="list-style-type: none"> a. Becomes sick easily b. Increase in sick leave use c. Muscle tics 3. Impatience with self and others <p>G. IDENTIFY AVAILABLE METHODS AND RESOURCES TO MINIMIZE TRAINEE PSYCHOLOGICAL, PHYSICAL, AND EMOTIONAL STRESS</p> <ol style="list-style-type: none"> 1. Employee Assistance Programs 2. Chaplains/Clergy 	<p><i>Optional LA-Stress Simulation</i></p> <p><i>Required POST “Trainee Stress” Discussion Scenario Video</i></p>



**POST FIELD TRAINING OFFICER COURSE
BLOCK 3
EXPECTATIONS, FUNCTIONS, AND ROLES
OF THE FIELD TRAINING OFFICER (FTO)
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>3. Psychologists</p> <p>4. Mentoring program</p> <p>5. Exercise/work-out plan</p> <p>H. CASE STUDY EXERCISE</p> <p>Student groups determined on Day One will discuss and address their trainee's written case study provided for this block of instruction.</p>	<p><i>Required LA-Case Studies</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> a. Words and tone used b. Often it is not <i>what</i> is said as much as <i>how</i> it is said that makes the impact on the receiver <p>5. The channel used to convey the message</p> <ul style="list-style-type: none"> a. Verbal b. Written <p>6. Noise and filters (both the sender's and receiver's)</p> <ul style="list-style-type: none"> a. Distraction b. Background c. Biases <p>7. Feedback on the message</p> <ul style="list-style-type: none"> a. Was it understood? <p>D. RECOGNIZE THE COMMUNICATION SKILLS NEEDED TO DELIVER EFFECTIVE TRAINING, INCLUDING:</p> <ul style="list-style-type: none"> 1. Verbal and non-verbal <ul style="list-style-type: none"> a. Verbal (word choice, delivery, etc.) b. Non-verbal (body language, distance, etc.) 2. Effective active listening <ul style="list-style-type: none"> a. Validate the sender's message (repeat or paraphrase) 3. Recognizing and overcoming barriers to communication <ul style="list-style-type: none"> a. Unspoken biases/prejudices <p>E. IDENTIFY AND EXPLAIN COMPONENTS OF EFFECTIVE TRAINING, INCLUDING:</p> <ul style="list-style-type: none"> 1. Instructor qualities <ul style="list-style-type: none"> a. High level of communication skills <ul style="list-style-type: none"> 1) Voice tone 2) Eye contact 	<p><i>Optional LA-Listening Barriers</i></p> <p><i>HO-Effective Listening,</i></p> <p><i>Optional LA-Teaching Effectiveness or Training Experiences</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> 3) Use of words 4) Rate of speech 5) Hand gestures 6) Active listening skills <ul style="list-style-type: none"> b. Understands learning process c. Understands teaching methodology d. Understands and uses a variety of teaching aids e. Works to develop and maintain his/her skills <p>2. Presentation skills</p> <ul style="list-style-type: none"> a. Ability to present information in a manner that is easily understood b. Uses diverse presentation methods <p>3. Teaching/Training styles</p> <ul style="list-style-type: none"> a. Rote b. Intimidator c. Presenter d. Developer e. Facilitator <p>4. Teaching/Training aids</p> <ul style="list-style-type: none"> a. Maps b. Chalkboard/white board c. Computer-based training (CBT) d. Video/audio tapes e. POST Workbooks f. Evaluations/assessments/tests g. Scenarios h. Reference materials <ul style="list-style-type: none"> 1) Peace Officer Sourcebook 	<p><i>HO-Teaching and Training Considerations</i></p> <p><i>Optional LA-Dead Poet's Society Video</i></p> <p><i>Optional LA: Stand & Deliver Video</i></p>



**POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline**



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> 2) Case law updates 3) Field Training Manual <p>5. Training plans</p> <ul style="list-style-type: none"> a. Has a training game plan <ul style="list-style-type: none"> 1) Keeps trainee on track 2) Allows for flexibility 3) Lists learning expectations <p>F. COMPARE AND CONTRAST THE ELEMENTS OF STUDENT-CENTERED VS. TEACHER-CENTERED LEARNING, USING THE RIDEM ACRONYM</p> <ul style="list-style-type: none"> 1. Student/Trainee Centered <ul style="list-style-type: none"> a. Focuses on student/trainee learning needs b. Puts the onus of learning on the student/trainee 2. Teacher/FTO Centered <ul style="list-style-type: none"> a. Focuses on the teacher/FTO b. Focuses on what the teacher/FTO knows 3. RIDEM Theory <ul style="list-style-type: none"> a. <u>R</u>elevance b. <u>I</u>nvolve<u>m</u>ent c. <u>D</u>iscovery d. <u>E</u>xperience e. <u>M</u>odeling <p>G. ANALYZE ADULT LEARNING STYLES (e.g. visual, auditory, and kinesthetic) AND LEARNING DOMAINS (e.g. affective, cognitive, and psychomotor) AND HOW THEY IMPACT THE LEARNING PROCESS</p> <ul style="list-style-type: none"> 1. Learning Styles <ul style="list-style-type: none"> a. Visual 	<p><i>HO-Ridem Article & Ridem Checklist</i></p> <p><i>Optional LA- Perceptual Learning Styles HO-Principles of Adult Learners</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> 1) Learns by seeing/watching b. Auditory <ul style="list-style-type: none"> 1) Learns by hearing/being told c. Kinesthetic <ul style="list-style-type: none"> 1) Learns by doing/trying different things d. Multi-sensory approach is the most effective <p>2. Learning Domains</p> <ul style="list-style-type: none"> a. Cognitive <ul style="list-style-type: none"> 1) Involves knowledge and development of intellectual skills <ul style="list-style-type: none"> a) Evaluation b) Synthesis c) Analysis d) Comprehension 2) Includes recall or recognition of facts, patterns, and concepts <ul style="list-style-type: none"> a) Short-term memory b) Long-term memory b. Affective <ul style="list-style-type: none"> 1) The manner in which we deal with things emotionally <ul style="list-style-type: none"> a) Feelings b) Values c) Appreciation d) Enthusiasm e) Motivation f) Attitude c. Psychomotor <ul style="list-style-type: none"> 1) Physical movement 	<p><i>Optional LA-Learning Styles Application</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> 2) Coordination 3) Motor skills 4) Requires practice <ul style="list-style-type: none"> a) Speed b) Precision c) Distance d) Procedures e) Techniques 3. Adult Learning Concepts <ul style="list-style-type: none"> a. Types <ul style="list-style-type: none"> 1) Experience-based 2) Self-directed/Facilitated learning 3) Participatory b. Importance of application <ul style="list-style-type: none"> 1) Respects the learner 2) Respects diversity 3) Focuses on needs of learner 4) Practical and meaningful 5) Challenging 6) Fun = increased retention 4. Rates of Learning <ul style="list-style-type: none"> a. Individuals learn at different rates/speeds b. The more senses involved, the more effective the learning 	
<p>H. DISCUSS OTHER FACTORS OR ISSUES THAT MAY IMPACT THE LEARNING PROCESS</p> <ul style="list-style-type: none"> 1. Learning Environment 	<p><i>Optional LA-Hand to Chin</i></p> <p><i>Required LA-POST Trainee Learning Styles Scenario Video</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> a. Formal instructional setting (Classroom) b. Patrol Car c. Range 	<i>HO-Good Teaching</i>
2. Student Factors	
<ul style="list-style-type: none"> a. Personal distractions b. Learning plateaus 	
3. Other outside factors	
<ul style="list-style-type: none"> a. Presence of non-field training personnel b. Availability of appropriate training aids and resources 	
I. IDENTIFY AND EXPLAIN QUALITIES OF SUCCESSFUL TEACHERS, WHICH MAY INCLUDE:	
1. Caring/Passion	
<ul style="list-style-type: none"> a. “People don’t care how much you know until they know how much you care” 	
2. Knowledge (Subject Matter Expert/Resource)	
<ul style="list-style-type: none"> a. Broad base of knowledge to draw on b. Accuracy of that knowledge c. Stays current on information needed to competently perform duties 	
3. Skill	
<ul style="list-style-type: none"> a. Willfully demonstrates skills correctly b. Maintains skill levels c. Works to learn new skills 	
4. Motivation	
<ul style="list-style-type: none"> a. Wants to teach b. Works to help others learn 	
5. Focused on values	
<ul style="list-style-type: none"> a. Strong work ethic 	
J. ANALYZE PERSONAL STRENGTHS AND WEAKNESSES AS A	



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>TRAINER</p> <ol style="list-style-type: none"> 1. Assess performance in the Instruction Game Exercise <ol style="list-style-type: none"> a. Can you improve on your performance? b. Did you recognize what worked and what didn't work? <p>K. DEVELOP A TRAINING PLAN USING A COMMON INSTRUCTIONAL DESIGN METHOD, WHICH MAY INCLUDE:</p> <ol style="list-style-type: none"> 1. Introduction (Performance objectives are explained) <ol style="list-style-type: none"> a. What it is that will be taught b. Why it is important (WIIFM) 2. Presentation (Impart the new knowledge or skill) <ol style="list-style-type: none"> a. Delivery methods b. Manner best suited for trainee 3. Application (Opportunity to put new knowledge or skill to use) <ol style="list-style-type: none"> a. Active involvement for adult learning b. Did trainee correctly explain or demonstrate skill 4. Test (Evaluation of progress – holds the learner accountable) <ol style="list-style-type: none"> a. Provides immediate feedback to trainer/trainee b. Evaluation of progress c. Allows for remediation if needed d. Serves as documentation of training and knowledge/skill level <p>L. DEVELOP LEARNING ACTIVITIES</p> <ol style="list-style-type: none"> 1. Purpose <ol style="list-style-type: none"> a. Reinforce training b. Learning by doing c. Promote decision making d. Promote teamwork e. Safely problem solve 	<p><i>HO-Selecting a Delivery Strategy</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 7
TEACHING AND TRAINING SKILLS DEVELOPMENT
General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>2. Types</p> <ul style="list-style-type: none">a. Case studiesb. Role playc. Brain stormingd. Scenarios/table top exercisese. Simulationsf. Group exercises	
<p>M. CREATE USEFUL FIELD TRAINING INSTRUCTIONAL AIDS</p> <p>1. Establish relevance</p> <ul style="list-style-type: none">a. Specific to topicb. Specific to agency	
<p>N. CASE STUDY EXERCISE</p> <p>The student groups determined on Day One will discuss and address their trainee's written case study provided for this block of instruction</p>	<p><i>Required LA-Case Study</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 9
INTERVENTION TECHNIQUES
 General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<p>INTRODUCTION</p> <p>Trainees will make and must be allowed to make mistakes</p> <p>The FTO’s responsibility to intervene when a trainee’s actions/decisions are inappropriate is critical</p> <p>There are different ways to intervene and one may be more appropriate than another depending on the situation</p> <p>A. DISCUSS THE CONCEPT OF ‘FAILING FORWARD’, INCLUDING:</p> <ol style="list-style-type: none"> 1. Some of the most profound learning occurs when mistakes are made 2. Allows trainees to explore ideas and make mistakes fosters an environment of learning 3. In the context of ‘failing forward’, trainees discover not only positive solutions, but also what does not work 4. FTOs must recognize the value of trainee mistakes and problems associated with trainees being afraid to make them <p>B. EXPLAIN HOW INTERVENTION TECHNIQUES ARE USED AS LEARNING TOOLS, TO INCLUDE:</p> <ol style="list-style-type: none"> 1. Trainees should be allowed to experience as much as possible within certain/safe limits <ol style="list-style-type: none"> a. Safety should be paramount 2. Trainees learn best by doing and can learn from their mistakes 3. The FTO must know the trainee and the importance of turning a situation back over to the trainee when appropriate (as soon as possible) <p>C. IDENTIFY SITUATIONS WHERE INTERVENTION BY THE FTO WOULD BE APPROPRIATE AND EXPLAIN APPLICABLE INTERVENTION TECHNIQUES FOR EACH SITUATION, TO INCLUDE:</p> <ol style="list-style-type: none"> 1. Officer safety <ol style="list-style-type: none"> a. Searches 	<p><i>Optional LA- Intervention Video Clips or Role Play</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 9
INTERVENTION TECHNIQUES
 General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
<ul style="list-style-type: none"> b. Driver side vs. Passenger side approach 2. Public safety <ul style="list-style-type: none"> a. Separating involved parties b. Hazards 3. Misapplication or violation of law <ul style="list-style-type: none"> a. Attempting an arrest for a misdemeanor not committed in their presence 4. Violation of department rules, regulations, or procedures <ul style="list-style-type: none"> a. Handcuffing b. Pursuit policy 5. Any other safety, procedural, or liability issue (i.e., property damage, escape of prisoner, violation of civil rights, etc.) <p>D. EVALUATE THE APPROPRIATE USE OF INTERVENTION TECHNIQUES, INCLUDING:</p> <ul style="list-style-type: none"> 1. Subtle <ul style="list-style-type: none"> a. Certain signals can reinforce/redirect learning <ul style="list-style-type: none"> 1) Clearing throat 2) Simple questions b. Body Language <ul style="list-style-type: none"> 1) Eye contact 2) Facial expressions 3) Gestures 4) Body posture and orientation 5) Proximity 6) Paralinguistics 7) Humor c. Increases perceived psychological closeness between teacher and student 	<p><i>HO-Six Ways to Improve Your Non-Verbal Communications</i></p> <p><i>Optional LA- Intervention-Non Verbal</i></p>



POST FIELD TRAINING OFFICER COURSE
BLOCK 9
INTERVENTION TECHNIQUES
 General Course Outline



TOPIC OUTLINE	INSTRUCTIONAL CLUES
2. Overt <ul style="list-style-type: none"> a. Verbal (Interrupt, shout, etc.) b. Physical (tap/grab trainee’s arm, signal/gesture, etc.) 	<i>Optional LA- Tap In/Tap Out</i>
E. ASSESS THE POTENTIAL POSITIVE AND NEGATIVE EFFECTS OF FTO INTERVENTION ON THE TRAINEE AND THE WORKING RELATIONSHIP WITH THE FTO <ul style="list-style-type: none"> 1. Potential Positive Effects of Timely FTO Intervention <ul style="list-style-type: none"> a. Gives trainee back his/her confidence and self-respect b. Does not relieve the trainee of responsibility c. Makes trainee solve the problem d. Maintains safety, reduces liability 2. Potential Negative Effects of FTO Intervention <ul style="list-style-type: none"> a. Inhibits or stops learning b. Compromises or erodes relationship between FTO and trainee c. May give citizen’s the impression of incompetence 	
F. CASE STUDY EXERCISE The student groups determined on Day One will discuss and address their trainee’s written case study provided for this block of instruction.	<i>Required LA-Case Studies</i>



SACRAMENTO REGIONAL PUBLIC SAFETY TRAINING CENTER

AMERICAN RIVER COLLEGE – LOS RIOS COMMUNITY COLLEGE DISTRICT

5146 Arnold Ave., McClellan, CA 95652

916-570-5000 (phone) 916-570-5023 (fax)

srcjtc@arc.losrios.edu (e-mail) <http://www.arc.losrios.edu/safety> (web site)



FIELD TRAINING OFFICER

COURSE DESCRIPTION: Field Training Officer is a 40-hour course designed for newly assigned personnel whose responsibility is to train law enforcement officers. Topics include: liability issues, remediation strategies, adult learning concepts, evaluations and Field Training Officer and trainee relationships.

IMPORTANT NOTES: To successfully complete this course, POST regulation and the SRPSTC require the student to make a 5-10 minute presentation. Students may present on a topic of their choosing, and as such they should bring training aids or supplies that may be used during their presentation. Presentation outlines will be developed during the 40-hour FTO Course; however, students may bring prepared course outlines for use during their presentation.

Upon completion of the course, all students will receive an ARC SRPSTC Certificate of Completion and 2 units through American River College. Only in-service peace officers shall receive POST credit.

Students are strongly encouraged to arrive on time in order to complete the registration process and avoid impeding instructional time. Late students who miss this process will not be allowed to attend the course.

MATERIALS NEEDED: Students are to bring their agency's FTO Manual.

PREREQUISITES: POST certified basic law enforcement academy or equivalent as determined by the Dean of Academy Instruction. NOTE: Approval of equivalent training is not a guarantee state regulatory or licensing agencies will also grant equivalency.

ENROLLMENT LIMITATION: Students must 1) Be free of felony convictions; 2) possess a valid California Driver's License; 3) undergo a fingerprint and criminal history check; 4) be a minimum of 18 years of age; 5) be a United States high school graduate; pass the GED, pass the California High School Proficiency Examination, or have attained a two-year or four-year degree from an accredited college or university; and 6) complete a medical suitability examination.

DESCRIPTION: This course is designed for newly assigned personnel responsible for training entry-level law enforcement officers. Topics include field training program goals and objectives; the expectations, functions, and roles of the field training officer; legal and liability issues for field training officers; driver awareness and safety; interaction with persons with mental illness or intellectual disability; teaching and training skills development; competency evaluation and documentation; intervention techniques; remediation; and test and scenario development strategies. Field Training Officer is certified by the California Commission on Peace Officer Standards and Training (POST), certification #2970-31725. Pass/No Pass only.

COURSE DATES & LOCATION: Please click on link below to see current course dates and locations.
<https://apps.arc.losrios.edu/SRPSTC/reports/calendarbymonth.asp>

HOURS: 8:00 a.m. – 5:00 p.m.
40 hours lecture, 80 hours out-of-class work, for a total of 120 student learning hours.

CREDIT: Two (2) units through [American River College](#)

RESERVATIONS: To confirm whether there are any openings in a class, call 916-570-5000, fax 916-570-5023, or e-mail srcjtc@arc.losrios.edu

IMPORTANT: Note: We no longer accept TBA / reservations without names
***To register in a class: Everyone must complete a [Course Reservation and Payment Form](#) (On our website on the Forms page) and fax (916.570.5023) or scan/email it to this office at srcjtc@arc.losrios.edu**

2020 TOTAL FEE: \$143.00*

\$92.00 Enrollment fee
\$49.00 Material fee
\$2.00 SRF fee

(No SRF Fee for Summer Courses)

*Students who have not established legal residence in CA are required to pay additional tuition and fees. Payment for non-resident tuition must be paid at the time of registration.

*Course Reservation Instructions Continued Below:



SACRAMENTO REGIONAL PUBLIC SAFETY TRAINING CENTER

AMERICAN RIVER COLLEGE – LOS RIOS COMMUNITY COLLEGE DISTRICT

5146 Arnold Ave., McClellan, CA 95652

916-570-5000 (phone) 916-570-5023 (fax)

srcjtc@arc.losrios.edu (e-mail) <http://www.arc.losrios.edu/safety> (web site)



FIELD TRAINING OFFICER

RESERVATIONS:

Students are also required to complete the mandatory college enrollment process prior to the first day of class to ensure they are current in the college system.

**Mandatory College Enrollment procedure is outlined below:*

All Fees Subject to Change

ENROLLMENT:

***Mandatory College Enrollment Instructions / to obtain your college Student ID# (SID#):**

- a) Please click on the following link: http://www.losrios.edu/lrc/lrc_app.php
- b) Please click on "Apply to American River College"
- c) If you are new to the OpenCCC website, you will need to create an account. Please write down your username and password as you may need it in the future. If you are a returning user, please log in with your username and password
- d) Once you're done creating an account or signing in, click on "start a new application"
- e) This will take you to the application you need to complete in order to obtain your Student ID#
- f) Contact us at (916) 570-5000 or srcjtc@arc.losrios.edu with your SID# prior to the first day of class

IMPORTANT: Make sure to fill out the date in the box that says "When did you start your present stay in California?" If you were born in California, please enter your date of birth. Leaving it blank on the application for admissions will automatically make you an out of state resident and you will be charged out of state tuition fees

**Save each page as you complete it so all of the information that you have entered will be saved in case you are timed out*

Contact us with your SID# prior to the first day of class
(If you did not provide us with it on the Course Registration Form)

CERTIFICATION:

P.O.S.T. Plan II #2970-31725

JOB ANNOUNCEMENT

Office of Investigations

Field Training Unit

POSITION: **PART-TIME FIELD TRAINING OFFICER (FTO).** Field Training Officer to work 4/10 work week. A Part-Time Field Training Officer will receive nine and one-half percent (9½%) of the base rate of pay only when training. A Part-Time FTO may be upgraded to full-time FTO as needed. This is a training position that requires strong writing, speaking, teaching, and computer skills. The candidate must be proficient in multi-tasking, time management and prioritization. The candidate must also possess skills in mentoring trainees both in a one-on-one and group environment.

DEADLINE: **THURSDAY, DECEMBER 27, 2018**

TERM: **NO TERM LIMITS.** Upon acceptance into the Field Training Program, Officers must sign up to work patrol in the Office of Operations.

REQUIREMENTS: Officer must be off probation with at least three (3) years of sworn seniority, or lateral police officer with 12 months sworn seniority with the Sacramento Police Department, and two years of prior service. Additionally, selected officers must meet all the qualifications listed in the Field Training Officer's Manual.

Candidates must:

- Complete a Field Training Officer Application (SPD563)
- Have current supervisor and previous supervisor complete a Field Training Officer Candidate Evaluation (SPD564)
- Submit a Request for Transfer (SPD320) to Personnel Services Division
- Three (3) copies of SPD563 (page 1 only) required at the time of interview

TESTING: May include any/all the following:

- Oral interview(s)
- Review of SPD563, SPD564
- Review of "360 degree" evaluations,
- Review of supervisor(s) and peer comments
- Review of division files/employee evaluations
- I.A. records **may** be reviewed prior to appointment

CONTACT: **Sergeant William McCain, Field Training Unit Sergeant, 808-1471**
Lieutenant Steve Oliveira, Training Section, 566-6565

Applicants may schedule a feedback interview with Lieutenant Oliveira or his designee after the selection process is completed.

Ken Bernard, Deputy Chief
Office of Investigations

**SACRAMENTO POLICE DEPARTMENT
FIELD TRAINING OFFICER CANDIDATE EVALUATION**

NAME OF CANDIDATE: Angela Lansdale BADGE #: 0926 DATE: 12-14-2018

INSTRUCTIONS: Officers who desire to become a FTO must submit recommendations from their immediate supervisor and their immediately previous supervisor. Please complete this form. Your recommendations and comments will be forwarded to the FTO Unit.

RATING VALUE DEFINITIONS: ①-Not Acceptable, ②-Improvement Needed, ③-Minimum Acceptance Level, ④Exceeds Minimum Acceptable Level, ⑤-Superior. All ratings of ①, ②, and ⑤, require narrative explanation at the bottom of this form.

APPEARANCE/ATTITUDE

- | | | | | | | |
|--|----|---|---|---|---|---|
| 1. Maintains a professional appearance. | 1. | ① | ② | ③ | ● | ⑤ |
| 2. Maintains a positive attitude towards his / her duties. | 2. | ① | ② | ③ | ● | ⑤ |
| 3. Demonstrates good interpersonal relations. | 3. | ① | ② | ● | ④ | ⑤ |

KNOWLEDGE

- | | | | | | | |
|---|----|---|---|---|---|---|
| 4. Knowledge of criminal statutes. | 4. | ① | ② | ③ | ● | ⑤ |
| 5. Knowledge of department policies and procedures. | 5. | ① | ② | ③ | ● | ⑤ |

PERFORMANCE

- | | | | | | | |
|--|-----|---|---|---|---|---|
| 6. Demonstrates good preliminary investigation skills. | 6. | ① | ② | ③ | ● | ⑤ |
| 7. Demonstrates good report writing skills. | 7. | ① | ② | ③ | ● | ⑤ |
| 8. Demonstrates good judgment. | 8. | ① | ② | ● | ④ | ⑤ |
| 9. Exercises basic safety procedures. | 9. | ① | ② | ● | ④ | ⑤ |
| 10. Exercises good officer survival tactics. | 10. | ① | ② | ● | ④ | ⑤ |
| 11. Demonstrates proper use of ACB tactics. | 11. | ① | ② | ● | ④ | ⑤ |
| 12. Demonstrates good self-initiative. | 12. | ① | ② | ③ | ● | ⑤ |

List any additional information which would help qualify or disqualify the candidate for the position of Field Training Officer. Also include your recommendation. (Attached additional pages if needed)

Officer Lansdale presents a professional appearance and communicates in a clear manner both orally and in writing. Officer Lansdale writes thorough reports and has shown good judgment and decision-making ability. She has beat integrity and rarely needs guidance from her supervisor in handling calls. Officer Lansdale has an understanding of the general orders, laws, and technology associated with her work and generally gets along well with members of the public. Officer Lansdale is reliable and organized. When not handling calls for service, Officer Lansdale is proactive and makes traffic stops routinely. She often takes note of information and arrest bulletins and effectively conducts follow-up. She is one of the most proactive members of the team, consistently making traffic stops and citizen contacts. Officer Lansdale has expressed a goal of becoming a Field Training Officer in the future and has begun working toward this goal by becoming a Field Training Officer for Reserve CSOs. Officer Lansdale has had CSO and officer trainees since the mid-year. While training new employees, Officer Lansdale has ensured that she has made training calls a priority. She proactively seeks these types of calls, even in adjacent sectors. Officer Lansdale also assists in training at the Sacramento Police Academy, where she has participated in scenarios and other activities. I would like to see Officer Lansdale continue to work toward her goal of becoming an FTO by seeking out FTO schools and continuing to take on trainees.

Prepared By: Sgt WJ Conner Badge # 3011 Date: 12-14-2018

**SACRAMENTO POLICE DEPARTMENT
FIELD TRAINING OFFICER CANDIDATE EVALUATION**

NAME OF CANDIDATE: Angela Lansdale BADGE #: 0926 DATE: 12/18/18

INSTRUCTIONS: Officers who desire to become a FTO must submit recommendations from their immediate supervisor and their immediately previous supervisor. Please complete this form. Your recommendations and comments will be forwarded to the FTO Unit.

RATING VALUE DEFINITIONS: ① -Not Acceptable, ② -Improvement Needed, ③ -Minimum Acceptance Level, ④ Exceeds Minimum Acceptable Level, ⑤ -Superior. All ratings of ①, ②, and ③, require narrative explanation at the bottom of this form.

APPEARANCE/ATTITUDE

- | | | | | | | |
|--|----|---|---|---|---|---|
| 1. Maintains a professional appearance. | 1. | ① | ② | ● | ④ | ⑤ |
| 2. Maintains a positive attitude towards his / her duties. | 2. | ① | ② | ● | ④ | ⑤ |
| 3. Demonstrates good interpersonal relations. | 3. | ① | ② | ● | ④ | ⑤ |

KNOWLEDGE

- | | | | | | | |
|---|----|---|---|---|---|---|
| 4. Knowledge of criminal statutes. | 4. | ① | ② | ③ | ● | ⑤ |
| 5. Knowledge of department policies and procedures. | 5. | ① | ② | ● | ④ | ⑤ |

PERFORMANCE

- | | | | | | | |
|--|-----|---|---|---|---|---|
| 6. Demonstrates good preliminary investigation skills. | 6. | ① | ② | ③ | ● | ⑤ |
| 7. Demonstrates good report writing skills. | 7. | ① | ② | ③ | ● | ⑤ |
| 8. Demonstrates good judgment. | 8. | ① | ② | ● | ④ | ⑤ |
| 9. Exercises basic safety procedures. | 9. | ① | ② | ● | ④ | ⑤ |
| 10. Exercises good officer survival tactics. | 10. | ① | ② | ● | ④ | ⑤ |
| 11. Demonstrates proper use of ACB tactics. | 11. | ① | ② | ● | ④ | ⑤ |
| 12. Demonstrates good self-initiative. | 12. | ① | ② | ● | ④ | ⑤ |

List any additional information which would help qualify or disqualify the candidate for the position of Field Training Officer. Also include your recommendation. (Attached additional pages if needed)

Ofc. Lansdale initially had some negative attitude issues last year (2017) when I supervised her, however by the end of the year (reflecting in her end of year eval), she improved in this area and to my understanding w/her current supervisor, she has continued to improve in this area during this year. Ofc. Lansdale shows a strong ability at her preliminary investigations and computer/information systems on calls for service. She has also shown a stronger than average knowledge when it comes to traffic laws/investigations. I recommend Ofc. Lansdale for FTO.

Prepared By: Ryan Bullard Badge # 3135 Date: 12/18/18

SACRAMENTO POLICE DEPARTMENT REQUEST FOR TRANSFER

NOTE: Sworn personnel may submit a request for transfer if they have two years of service with the Sacramento Police Department and are off probation (see GO 255.01, Section C.1.). Civilian personnel may submit a request for transfer if they hold permanent Civil Service status and are off probation (see GO 255.01, Section C.4.). These requirements and the specialty unit time commitment (see GO 255.01, Section C.2.) must be met by the job posting closing date.

Instructions:		DATE OF REQUEST: 12-26-18	
<ol style="list-style-type: none"> 1. Complete the form and send via electronic mail to "SPD Personnel." 2. The Officer shall "cc" his/her entire chain of command, including his/her Office Chief, as well as the Captain or designee of the position being posted. 3. The Personnel Services Division will return an acknowledgment email to you for your records. 			
Employee's Name (Last, First, M.I.) Lansdale, Angela N.	Badge #: 926	Title: Police Officer	Date of Current Rank: 08-08-15
	ABRA #: 4160		
FROM OFFICE OF: Operations	Section: Patrol	Assignment: Southwest District 4/Mid/Team 23, MTW	
Date of Current Assignment: 01-06-18	Posted Term: 1 year	Minimum Time Commitment Fulfilled? (Per G.O. 255.01) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
TO OFFICE OF: Investigations	Section: Field Training Unit	Assignment: Part Time Field Training Officer	
		PSD Ref. #: 2018-055	
Phone Number: [REDACTED]			
COMMENTS:			
<p>The Personnel Services Division acknowledges your request for transfer, which will be retained for a period of one (1) year. Your request will receive due consideration contingent upon qualifications, vacancy, and the procedure as outlined in Departmental General Order 255.01.</p> <p style="text-align: center;"> </p> <p style="text-align: center;"> Personnel Services Division Date </p>			
TO BE COMPLETED BY PERSONNEL SERVICES			
<input type="checkbox"/> Selected <input type="checkbox"/> Not selected		Job Posting Info: Posting Term: _____ Date in: _____	

**SACRAMENTO POLICE DEPARTMENT
FIELD TRAINING OFFICER APPLICATION**

Date: 12-26-18

*The Sacramento Police Department is committed to providing the best training for new officers. Qualified applicants desiring to become a FTO must complete this application and attached a 300-500 word essay on their qualifications. Completed application shall be forwarded through their chain of command to the FTO coordinator. **Additionally applicants must ask two supervisors; one immediate and one past, to complete an SPD 564 and forward it directly to the officer's chain of command.***

PERSONAL INFORMATION:

Name: Angela Lansdale Badge #: 926

Experience as CSO? YES NO Years of Service: 8 months

Lateral Police Officer? YES NO Agency: _____ Years of Service: _____

Total Service Time as Police Officer with SPD: 3

EDUCATIONAL INFORMATION: List the college(s) you attended, the number of units you took and the degrees you have. If you have no degree put N/A.

California State University, Sacramento
120 Units
Bachelor's Degree in Business Administration.

LAW ENFORCEMENT CLASSES/SEMINARS: List the law enforcement classes/seminars you have attended.

Basic Patrol Rifle Operator course; Strategies for Youth - Policing the Teen Brain; Street Survival Seminar; Motorcycle Safety & Enforcement; Suspect Containment and Perimeter; Edged Weapons; Human Trafficking class; Sheepdog Training Seminar; CNOA Undercover Operations class; Integrated Gang training; Defensive Tactics Update; Gracie Survival Tactics Level 1.

POLICE EXPERIENCE: (Assignments, commendations/awards, formal discipline)

ASSIGNMENTS: (List all the assignments and the dates you held them in the Department)

Patrol Sector 4 Days, 2016. Methodist Hospital, January 2017-March 2017. Patrol Sector 5 Swings, March 2017-December 2017. Patrol Sector 4 Swings, January 2018-Present.

Commendation/Awards (List all the commendation/awards you have received)

10-09-15, Letter of Commendation from Kohl's
04-18-17, Letter of Commendation for no sick leave used during 2016
05-21-18, Letter of Commendation for 945 call for service.
12-07-18, Letter of Commendation for assistance on a call.

Formal Discipline (List all the formal discipline you have received within the last 5.5 years If you received none put N/A)

TO: FIELD TRAINING UNIT

FROM: OFC. ANGELA LANSDALE

SUBJECT: FIELD TRAINING APPLICATION ESSAY

I would like to become a Field Training Officer with the Sacramento Police Department to assist upcoming officers into becoming productive and effective police officers. I value continuous education and lifetime learning and feel that as an FTO, I can share my knowledge with others to shape them into the future of our department.

I have eight months of experience as a Community Service Officer and three years of experience as a Police Officer. During this time, I have experienced a variety of calls on patrol and feel proficient in my duties. I am very satisfied with patrol duties and am enthusiastic to come to work. I also volunteer to take trainees when an assigned FTO is absent.

I have attended a variety of special trainings that directly relate to my duties as a patrol officer. I have attended trainings offered by SPD including edged weapons defense class, performance pistol training, and defensive tactics updates class. These classes were optional to take but I felt they covered important, perishable skills that are critical components to be a patrol officer.

I value continuous personal development and have taken the initiative to invest in additional training during my off-duty time and at my own expense. I regularly train in Brazilian Jiu Jitsu to improve my skill set during hands-on encounters. By training in Jiu jitsu, I have felt an increased level of confidence in hands-on encounters.

I am extremely dedicated to the job and have a good attendance record. On top of my continuous training, I have also taken on the duties to be active with the Sacramento Police Officers Association as a member of the Board of Directors. This duty has been time consuming but rewarding and I am more than happy to help the SPOA better serve its members through various ways such as professional networking and legal defense services.

I also help teach a portion of Start Smart, which is a class held by our department to teach young drivers on topics that might not otherwise be covered in a driver's education course or behind the wheel training. This course also helps expose young people to law enforcement who may have never interacted with law enforcement before. This class provides young drivers the opportunity to ask officers questions in an open forum and is a good way to engage the community.

Overall, I maintain a full schedule and am ready to take on the task of being a Field Training Officer to help better serve the department and the City of Sacramento.

William McCain

From: Stephen Mota
Sent: Monday, January 07, 2019 10:47 PM
To: William McCain
Subject: 360 Lansdale
Attachments: 360 lansdale.docx

See attached

STRENGTHS:

Angela has a few different strengths. She is very knowledgeable with penal codes, vehicle codes and recent case law. Her knowledge level is above that of an average officer with 3 years of experience.

Angela has no problem staying busy. She always finding vehicle stops or cars to tow. She has a hard work ethic and will write a report even if one is not warranted. She works well with most her co-workers and completes tasks above par when directed to do so by the primary officer on a call.

WEAKNESS:

Angela can be narrow minded at times. She tends to believe that her way is the only right way. While on calls for service Angela tends to treat people as if she is better than them.

As an FTO I cannot recommend Angela as an FTO at this time. Though she has a lot of knowledge she lacks maturity and the ability to adapt to different people. Throughout the year Angela has interfered in multiple training situations and has also DEMANDED of trainees to explain to her why they were doing something even if it was instructed by the FTO.

On more than one occasion I have had to inform Angela that she is not a certified FTO and she could not do evaluations on Officer trainee and she needed to send a synopsis of the trainees daily events to the trainer. She ignored this and wrote the evaluation anyways. She believes because she has access to something it gives her the right to do it. She has also offered to sign off an Officer Trainee's task book

This shows a lack of maturity, and lack of being able to follow instruction. Allowing her access to trainees at this time would be detrimental to the trainees ability to learn and well as detrimental to the long term development of Angela.

360 on Ofc. Lansdale

Michelle Cranford

Wed 1/2/2019 1:51 PM

To: Stephen Mota <smota@pd.cityofsacramento.org>; Nalee Moua <nmoua@pd.cityofsacramento.org>; Christine Lakin <clakin@pd.cityofsacramento.org>; Gaeton McVane <gmcvane@pd.cityofsacramento.org>;

Cc: William McCoin <WMcCoin@pd.cityofsacramento.org>; Eric Madsen <EMadsen@pd.cityofsacramento.org>;

Officer Angela Lansdale has applied for a position as a Part Time Field Training Officer in the Field Training Unit. Would you please take the time to complete a 360 review and send it back to Sgt. McCoin no later than Wednesday, January 9, 2019?

1. Candidate's strengths?
2. Candidate's weaknesses?
3. Do you recommend the candidate for this position?

Thank you in advance,

Cpl. Sunny Cranford #558
Sacramento Police Department
East Command

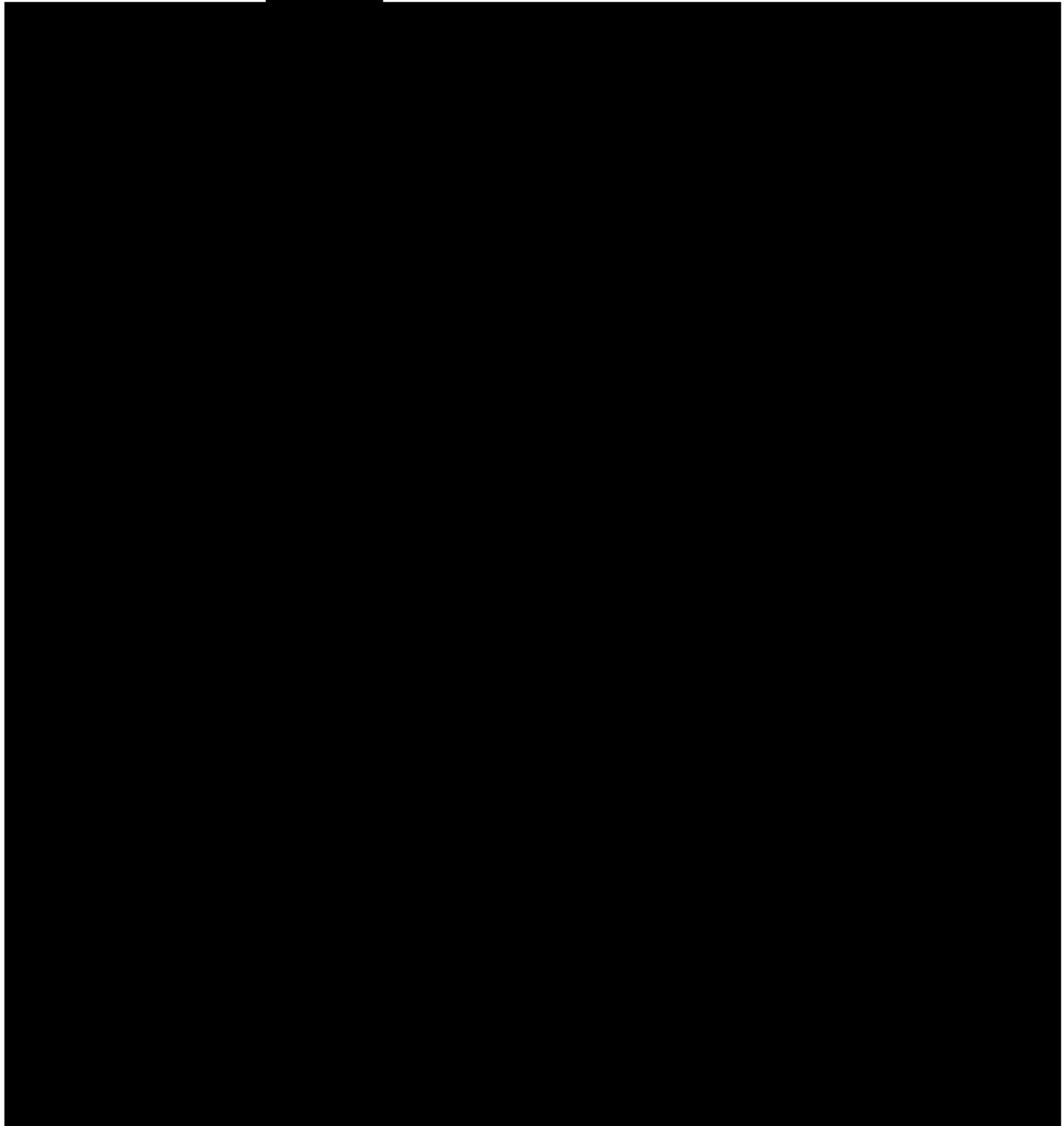
ANGELA LANDALE

Field Training Officer Test

Jan 13-14, 2019

Panel: Sgt. M. Gigante, Sgt. B. McCoin

Total Score



**SACRAMENTO POLICE DEPARTMENT
FIELD TRAINING OFFICER APPLICATION**

Date: 12-26-18

*The Sacramento Police Department is committed to providing the best training for new officers. Qualified applicants desiring to become a FTO must complete this application and attached a 300-500 word essay on their qualifications. Completed application shall be forwarded through their chain of command to the FTO coordinator. **Additionally applicants must ask two supervisors; one immediate and one past, to complete an SPD 564 and forward it directly to the officer's chain of command.***

PERSONAL INFORMATION:

Name: Angela Lansdale Badge #: 926

Experience as CSO? YES NO Years of Service: 8 months

Lateral Police Officer? YES NO Agency: _____ Years of Service: _____

Total Service Time as Police Officer with SPD: 3

EDUCATIONAL INFORMATION: List the college(s) you attended, the number of units you took and the degrees you have. If you have no degree put N/A.

California State University, Sacramento
120 Units
Bachelor's Degree in Business Administration.

LAW ENFORCEMENT CLASSES/SEMINARS: List the law enforcement classes/seminars you have attended.

Basic Patrol Rifle Operator course; Strategies for Youth - Policing the Teen Brain; Street Survival Seminar; Motorcycle Safety & Enforcement; Suspect Containment and Perimeter; Edged Weapons; Human Trafficking class; Sheepdog Training Seminar; CNOA Undercover Operations class; Integrated Gang training; Defensive Tactics Update; Gracie Survival Tactics Level 1.

POLICE EXPERIENCE: (Assignments, commendations/awards, formal discipline)

ASSIGNMENTS: (List all the assignments and the dates you held them in the Department)

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Commendation/Awards (List all the commendation/awards you have received)

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05-21-18, Letter of Commendation for 945 call for service.
12-07-18, Letter of Commendation for assistance on a call.

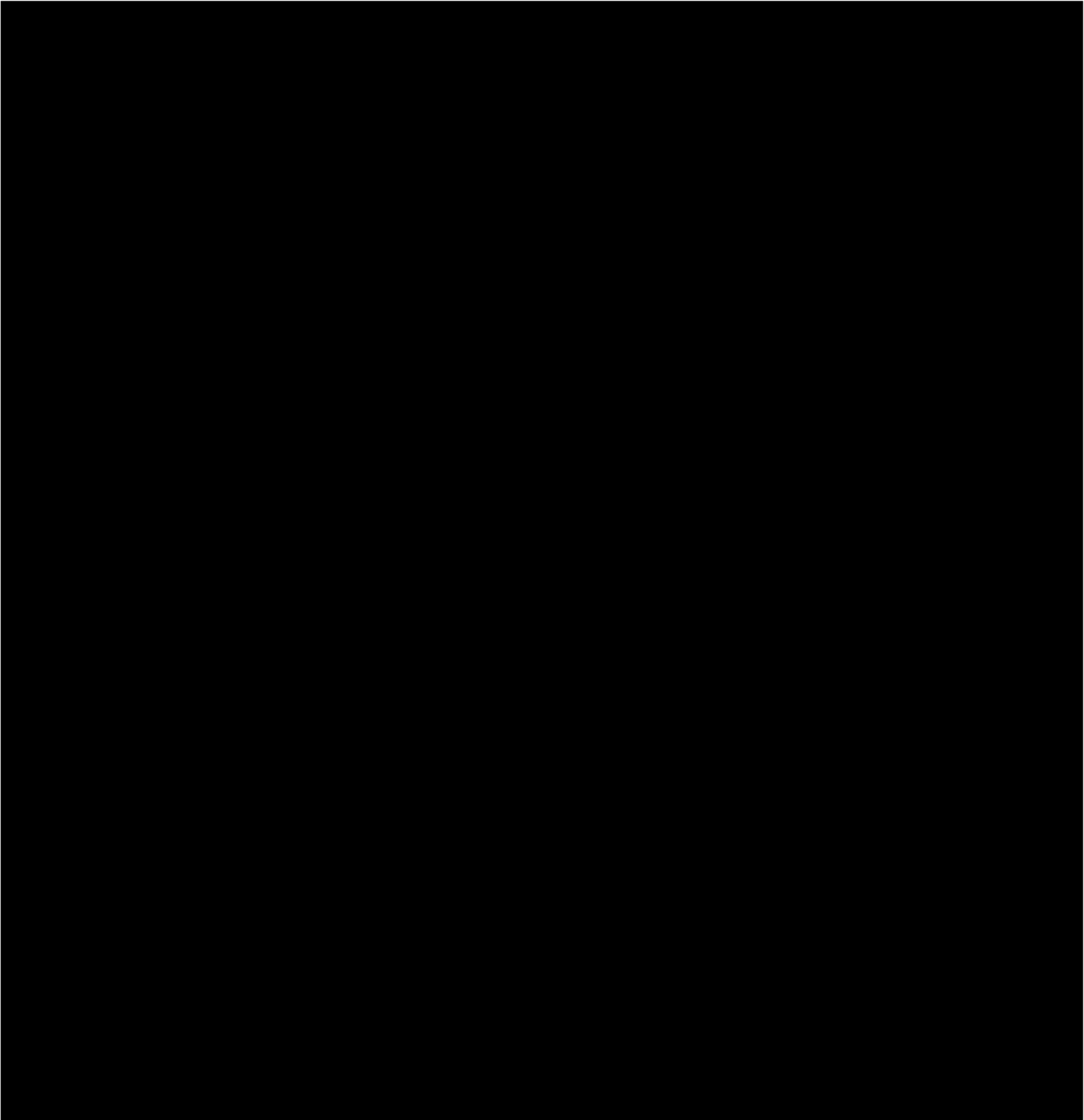
Formal Discipline (List all the formal discipline you have received within the last 5.5 years If you received none put N/A)

Field Training Officer Test

Jan 13-14, 2019

Panel: Sgt. M. Gigante, Sgt. B. McCain

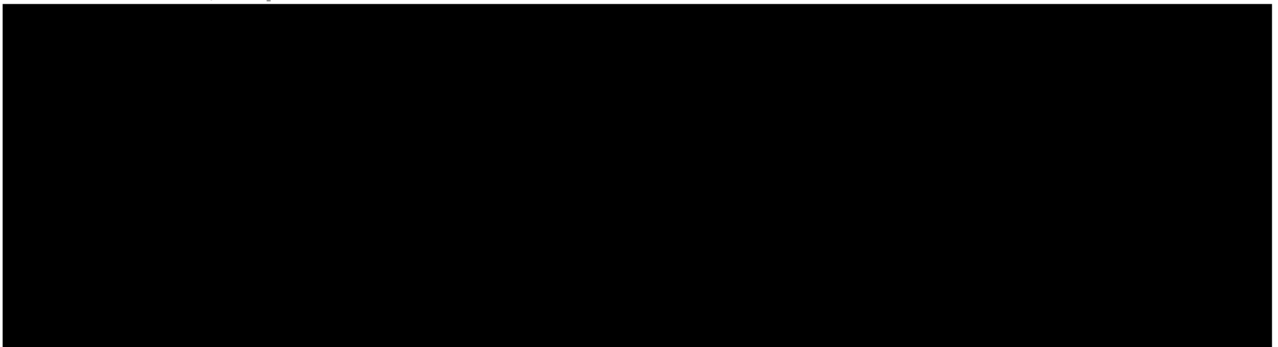
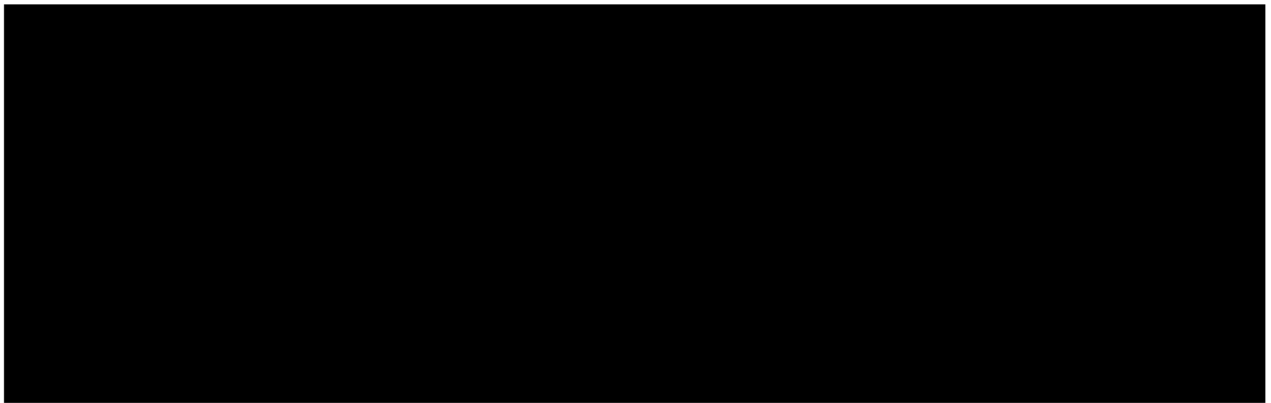
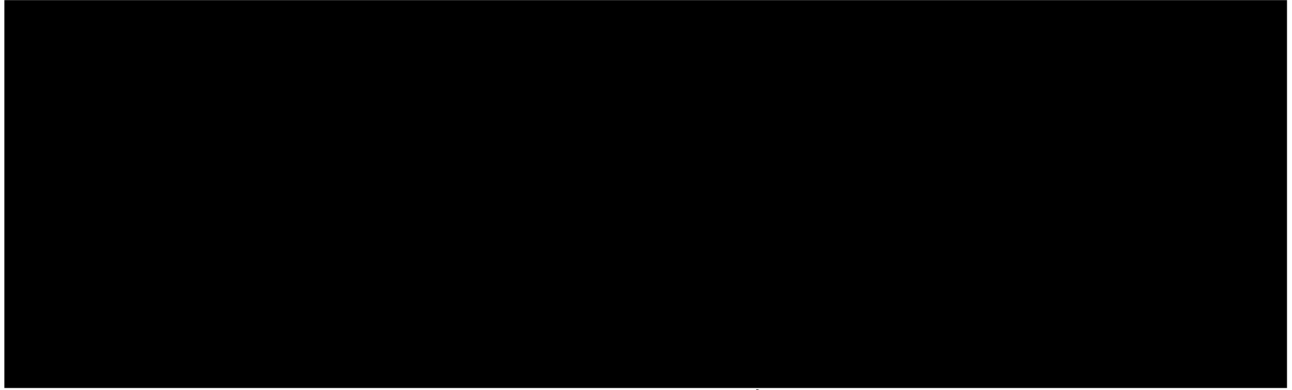
Total Score



Field Training Officer Test

Jan 13-14, 2019

Panel: Sgt. M. Gigante, Sgt. B. McCoin



**Sacramento Police Department
Field Training Unit
Fraternization Policy**

The following **Fraternization Policy Statement** is effective immediately.

The Sacramento Police Department Field Training Unit is committed to the creation of a positive and professional learning environment. To avoid the creation of an atmosphere that may produce claims of preferential treatment, bias, or sexual harassment, fraternization between Field Training Officers and Officer Trainees is **strictly prohibited**.

Fraternization is defined as engaging in any social, romantic, or personal relationship, either on or off duty.

Field Training Officers and Officer Trainees shall exhibit conduct of a professional level and maintain proper subordinate roles at all time

It is the individual responsibility of Field Training Officers and Officer Trainees to seek clarification of this policy beforehand of any situation that could be perceived as fraternization

Failure to adhere to this policy can result in disciplinary action, up to and including removal of Field Training Officer from the unit and/or Officer Trainee from probation

STATEMENT OF COMPLIANCE

I have been given a copy of the Fraternization Policy and agree to comply with its provisions.

Field Training Officer ANGELA LANSDALE Date 02-28-19
(print name)

Field Training Officer 
(signature)

RE: Request**Erika Grace** <egrace@pd.cityofsacramento.org>

Tue 3/3/2020 10:53 AM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Cc: Brent Meyer <BMeyer@pd.cityofsacramento.org>

Good morning,

Yes, according to her POST profile she took the 40 hour FTO course (CCN 2970-31725-18-002) January 28-February 1, 2019. Let us know if you need anything else!

Thank you,

Erika Grace

Police Clerk II
Sacramento Police Department
Research and Development Unit
training@pd.cityofsacramento.org
Badge #6403
916-808-2418



From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Tuesday, March 3, 2020 10:35 AM
To: Erika Grace <egrace@pd.cityofsacramento.org>
Subject: Request

Hi Erika,

Would you be able to tell me when Officer Angela Lansdale completed the 40 FTO instructor course?

[REDACTED]

Sergeant**Sacramento Police Internal Affairs Unit**

**SACRAMENTO POLICE DEPARTMENT
SUPERVISOR FIELD TRAINING OFFICER EVALUATION**

INITIALS	DATE
<i>WJ</i>	<i>6/1/19</i>
FTO Sgt.	
	6/1/19
FTO Coord.	

F.T.O. NAME: Angela Lansdale

BADGE # 926

DATE 6/1/19

INSTRUCTIONS: All sergeants will critique/evaluate their field training officers every six (6) months. This evaluation form is due by the 2nd week of June and the 2nd week of November. The sergeant will return the completed evaluation through their chain of command to the Field Training Unit (FTU). The sergeant will be required to review this evaluation with the F.T.O. before it is submitted. This evaluation will be reviewed by the FTU and Training Manager.

RATING VALUE DEFINITIONS: 1 - Not Acceptable, 2 - Improvement Needed, 3 - Minimum Acceptance Level, 4 - Exceeds Minimum Acceptable Level, 5 - Superior, N.O. - Not Observed
All ratings of 1 or 5 require narrative explanation on the reverse side of this form.

APPEARANCE/ATTITUDE

							N.O.
1. Maintains a professional appearance.	1.	①	②	③	④	⑤	○
2. Sets a good example for recruits.	2.	①	②	③	④	⑤	○
3. Maintains a positive attitude about field training.	3.	①	②	③	④	⑤	○

KNOWLEDGE

4. Knowledge of criminal statutes.	4.	①	②	③	④	⑤	○
5. Knowledge of policies and procedures.	5.	①	②	③	④	⑤	○

PERFORMANCE

6. Quality of daily and weekly evaluations.	6.	①	②	③	④	⑤	○
7. Submits evaluations on a timely basis.	7.	①	②	③	④	⑤	○
8. Demonstrates fairness and objectivity in evaluations.	8.	①	②	③	④	⑤	○
9. Demonstrates necessary skills to present training material.	9.	①	②	③	④	⑤	○
10. Demonstrates good report writing skills.	10.	①	②	③	④	⑤	○
11. Demonstrates good judgment.	11.	①	②	③	④	⑤	○
12. Exercises basic safety procedures.	12.	①	②	③	④	⑤	○
13. Exercises good officer survival tactics.	13.	①	②	③	④	⑤	○
14. Demonstrates proper use of ACB tactics.	14.	①	②	③	④	⑤	○
15. Demonstrates positive self-initiative.	15.	①	②	③	④	⑤	○
16. Continually updates the sergeant on trainee's progress.	16.	①	②	③	④	⑤	○
17. Properly identifies a trainee's deficient area.	17.	①	②	③	④	⑤	○
18. Gives appropriate remedial training.	18.	①	②	③	④	⑤	○

PLEASE ADD COMMENTS ON BACK SIDE

SACRAMENTO POLICE DEPARTMENT
SUPERVISOR'S F.T.O. EVALUATION NARRATIVE (REQUIRED)

Officer Lansdale sets a great example for her trainees each day, including being prepared and on-time to start each shift. Her knowledge of the penal code and case law are excellent and she speaks up in roll call asking and answering questions regarding the general orders as well as the penal code. Officer Lansdale became a full time FTO at the beginning of this year and since then has had multiple CSO's and officer trainees. Her daily evaluations are on-time and complete with detailed information regarding trainee's strengths and weaknesses for that day. The evaluations typically include steps that she took as the FTO to correct any deficiencies found during the shift. I believe she continues to be an asset to the FTO program and our future generation of officers.

Going forward I would like to see her and I meet more regularly to discuss her trainees so that we can better coordinate their training and development while working on Team 23.

PREPARED BY SERGEANT: Justin Thompson Digitally signed by Justin Thompson
Date: 2019.06.01 19:10:57 -07'00'

3143

BADGE

6/1/19

DATE

WATCH COMMANDER COMMENTS:

Having observed Officer Lansdale over the course of several months, I have observed no issues and is a strong officer. She is passionate about her career and that passion flows into her work with her trainees, which will set them up for success in their own careers.

Sameer Sood Digitally signed by Sameer Sood
Date: 2019.06.02 13:08:40 -07'00'

6/2/19

WATCH COMMANDER SIGNATURE

DATE

STATION CAPTAIN COMMENTS:

Retention Recommended

S. Bradley

STATION CAPTAIN SIGNATURE

6/1/19

DATE

(Completed by Station Captain)

FTO RETENTION RECOMMENDATION:

YES

NO

(If "No", provide reason(s) below)

Justin Thompson

F.T.O. SIGNATURE

07-28-19

DATE

Lansdale

Justin Thompson <JThompson@pd.cityofsacramento.org>

Tue 1/21/2020 8:31 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

📎 1 attachments (241 KB)

Lansdale FTO Eval End of Year.pdf;

Here is an unofficial copy of Lansdales eval. I won't be able to get her to sign it till next week when she and I are at work the same day.

Justin

Sergeant Justin Thompson #3143
Sacramento Police Department
South Gang Enforcement Team
916-808-6137

SACRAMENTO POLICE DEPARTMENT SUPERVISOR FIELD TRAINING OFFICER EVALUATION

INITIALS	DATE
FTO Sgt. _____	_____
FTO Coord. _____	1/17/2020

F.T.O. NAME: Angela Lansdale BADGE # 926 DATE 1/17/2020

INSTRUCTIONS: All sergeants will critique/evaluate their field training officers every six (6) months. This evaluation form is due by the 2nd week of June and the 2nd week of November. The sergeant will return the completed evaluation through their chain of command to the Field Training Unit (FTU). The sergeant will be required to review this evaluation with the F.T.O. before it is submitted. This evaluation will be reviewed by the FTU and Training Manager.

RATING VALUE DEFINITIONS: 1 - Not Acceptable, 2 - Improvement Needed, 3 - Minimum Acceptance Level, 4 - Exceeds Minimum Acceptable Level, 5 - Superior, N.O. - Not Observed.
All ratings of 1 or 5 require narrative explanation on the reverse side of this form.

APPEARANCE/ATTITUDE

- | | | ① | ② | ③ | ④ | ⑤ | N.O. |
|--|----|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|
| 1. Maintains a professional appearance. | 1. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| 2. Sets a good example for recruits. | 2. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| 3. Maintains a positive attitude about field training. | 3. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

KNOWLEDGE

- | | | | | | | | |
|--|----|-----------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| 4. Knowledge of criminal statutes. | 4. | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Knowledge of policies and procedures. | 5. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PERFORMANCE

- | | | | | | | | |
|--|-----|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|-----------------------|
| 6. Quality of daily and weekly evaluations. | 6. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Submits evaluations on a timely basis. | 7. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Demonstrates fairness and objectivity in evaluations. | 8. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Demonstrates necessary skills to present training material. | 9. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Demonstrates good report writing skills. | 10. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Demonstrates good judgment. | 11. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Exercises basic safety procedures. | 12. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Exercises good officer survival tactics. | 13. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Demonstrates proper use of ACB tactics. | 14. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 15. Demonstrates positive self-initiative. | 15. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. Continually updates the sergeant on trainee's progress. | 16. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Properly identifies a trainee's deficient area. | 17. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Gives appropriate remedial training. | 18. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

PLEASE ADD COMMENTS ON BACK SIDE

SACRAMENTO POLICE DEPARTMENT
SUPERVISOR'S F.T.O. EVALUATION NARRATIVE (REQUIRED)

Officer Lansdale sets a great example for her trainees each day, including being prepared and on-time to start each shift. She has a positive attitude and work ethic towards policing and her community. She speaks up in roll call, asking and answering questions regarding the general orders as well as the penal code. Her daily evaluations are on-time and complete with detailed information regarding trainee's strengths and weaknesses for that day. The evaluations typically include steps that she took as the FTO to correct any deficiencies found during the shift. Officer Lansdale and I agreed to meet and talk more often in the second half of the year regarding her trainees and we were able to do so frequently. In December Officer Lansdale was tasked with re-training related to a domestic violence incident she handled. The training was in response to decisions she and another officer made during a call for service.

PREPARED BY SERGEANT: Justin Thompson Digitally signed by Justin Thompson
Date: 2020.01.17 20:06:28 -08'00'

3143

BADGE

1/17/2020

DATE

WATCH COMMANDER COMMENTS:

WATCH COMMANDER SIGNATURE

DATE

STATION CAPTAIN COMMENTS:

STATION CAPTAIN SIGNATURE

DATE

(Completed by Station Captain)

FTO RETENTION RECOMMENDATION: YES _____

NO _____
(If "No", provide reason(s) below)

F.T.O. SIGNATURE

DATE

Equal Opportunity Policy

(Discrimination/Harassment Complaint Procedure)

Scope: CITYWIDE

Policy Contact

Melissa Chaney
Director of Human Resources
Department of Human Resources
(916) 808-7173
mdchaney@cityofsacramento.org

Table of Contents

01-Policy
02-Discrimination Complaint Resolution Procedure
03-Equal Opportunity Policy Definitions
04-Charge of Discrimination Form

Regulatory References

California Government Code § 12900 et seq.
Title VII of the 1964 Civil Rights Act et al.

Supersedes

- Policy Statement on Discrimination and Harassment
Effective: 2012
- Policy Statement on Sexual Harassment
Effective: 2012
- Policy Statement on Disability Discrimination
Effective: 2012

Reviewed/Effective: November 17, 2016

Charter Officer Review and Acknowledgement
Equal Opportunity Policy

City Manager

 e-Signed by Howard Chan
on 2016-11-17 21:00:32 GMT

November 17, 2016

Interim City Manager

City Attorney

 e-Signed by Brett Witter
on 2016-11-17 20:01:36 GMT

November 17, 2016

Supervising Deputy City Attorney

City Clerk

 e-Signed by Shirley Concolino
on 2016-11-17 21:19:55 GMT

November 17, 2016

City Clerk, MMC

City Treasurer

 e-Signed by John Colville
on 2016-11-17 21:21:01 GMT

November 17, 2016

City Treasurer

POLICY STATEMENT

The City of Sacramento is an equal opportunity employer and is committed to creating and maintaining a work environment that is free of all forms of discrimination and harassment, including sexual harassment, retaliation, and malicious false accusation. In furtherance of this commitment, the City will consider any report of harassment, discrimination, retaliation, or malicious false accusation to be deserving of investigation.

All employees, applicants, and independent contractors working with the City of Sacramento are to be treated with dignity and respect, and the City will not tolerate discrimination or harassment in the hiring, promotion, discharge, compensation, fringe benefits and other privileges of employment. Further, the City will not tolerate harassment or discrimination of its workers by others with whom the City has a business, service, or professional relationship.

The non-discrimination policies of the City may be more comprehensive than state or federal law. Conduct that violates these policies may not violate state or federal law but still could subject an employee to discipline. The City will take preventive and corrective action, up to and including termination, to address any of the following, but not exhaustive, list of behaviors:

- Failure to follow any provision of this policy and/or for behavior that violates this policy or the rights it is designed to protect.
- Making unfounded allegations of harassment or discrimination.
- Purposely impeding an investigation involving harassment or discrimination.
- Retaliation related to the reporting or investigation of harassment or discrimination.

The Director of Human Resources is the City Manager's designee to direct, coordinate, and supervise the activities associated with the City's Equal Opportunity Policy and the Discrimination/Harassment Complaint Procedure.

All new hires shall receive training on harassment and discrimination.

I. Policy Statement on Discrimination and Harassment

The City prohibits all forms of discrimination, including any employment-related action by an employee that adversely affects an applicant or worker and is based on any protected classification identified in this policy, including age, ancestry, color, physical or mental disability, gender, gender expression, gender identity, genetic information, marital status, medical condition, military and veteran status, national origin, race, religious creed, sex, sexual orientation, and any other classification protected by law. The City's commitment to equal opportunity and non-discrimination extends to all job applicants, employees, and all aspects of employment, including but not limited to recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination, as well as to the provision of reasonable accommodation to qualified persons with disabilities.

The City prohibits discrimination against an individual for having a driver's license obtained without proof of lawful presence in the United States. The City cannot require an employee to present a driver's license unless required by state or federal law or when otherwise

permitted by law (e.g., a driver's license is needed to perform an essential function of the job).

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

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

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

2. Additional Policy Statement on Sexual Harassment

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

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

Conduct which seems innocent or trivial to some people may constitute unlawful sexual harassment.

Some examples are:

- Physical: Assault, touching, leering, impeding movement;
- Visual: Derogatory or sexually explicit posters, photographs or drawings; written slurs, "bumper stickers" and the like;
- Verbal: Slurs, derogatory sexual comments, requests for sexual favors, invitations to engage in sexual activities, which need not be based on genuine sexual interest or desire.

3. Additional Policy Statement on Racial Harassment

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in any aspect of employment on the basis of race. The City will not tolerate any racial harassment. Examples of racial harassment include derogatory remarks based on race, discriminatory behavior based on race, and any act which places the employee at a deliberate disadvantage based on race.

4. Additional Policy Statement on Disability Discrimination

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability by a supervisor, management employee or coworker will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including, but not limited to: recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff reinstatement, benefits, education, termination and also in the provision of City programs, services and activities.

- a. Discrimination on the basis of disability includes, but is not limited to, the following:
 1. Limiting, segregating, or classifying a job applicant or employee in a way that may adversely affect opportunities or status because of the applicant's or employee's real, perceived, or history of disability.
 2. Participating in a contract which could subject an applicant or employee with a disability to discrimination.
 3. Using any standards, criteria or method of evaluation which could have the effect of discriminating on the basis of disability.
 4. Denying equal jobs or benefits because of a disability or the perception of a disability.
 5. Failing to make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual unless it can be shown that the accommodation would impose an undue hardship or create a direct threat.
 6. Using selection criteria which exclude persons with disabilities unless the criteria is job-related and consistent with business necessity; and
 7. Failing to use employment tests in a manner that ensures that the test results accurately reflect the applicant's or employee's skills or aptitude for a particular job.

Other Considerations

Discrimination and discriminatory harassment do not include actions that are in accordance with established rules, principles, or general standards of professional decorum including but not limited to:

- Acts or omission of acts based solely upon bona fide occupational qualifications under Equal Employment Opportunity Commission and the Department of Fair Employment and Housing guidelines.
- Reasonable requests or demands by a supervisor that a worker improve his/her work quality or output, that the worker report to the job site on time, that the worker comply with City or department rules or regulations, or any other appropriate work-related communication between supervisor and worker.

5. Policy Guidance

Responsibilities

This policy applies to all workers. All workers shall follow the intent of this policy in a manner that reflects professional work-place standards and the best interest of the City and its mission.

Employees are encouraged to promptly report any discriminatory, retaliatory or harassing conduct or known violations of this policy to a supervisor, whether that conduct is directed at that employee, or the employee has observed such conduct directed at another employee. Any employee who is not comfortable with reporting violations of this policy to his/her immediate supervisor may bypass the chain of command and make the report to a higher ranking supervisor or manager. Complaints may also be filed with the Department Head, the Human Resources Director, Civil Rights' staff, or Labor Relations' staff.

A. Individual Employees

- Any worker who believes that he/she has been discriminated against, harassed, subjected to retaliation, or who has observed harassment or discrimination, is encouraged to promptly report such conduct in accordance with the procedures set forth in this policy.
- Workers who believe they are experiencing discrimination, harassment or retaliation are encouraged to inform the individual that his/her behavior is unwelcome. However, this step is not required. If the worker feels uncomfortable, threatened or has difficulty expressing his/her concern, or if doing so does not resolve the concern, assistance should be sought from a supervisor or manager who is at least one level higher than the alleged transgressor. Human Resources may also assist.
- Any worker who observes others engaging in harassing or discriminating behavior towards another employee shall report the actions to a supervisor or manager, even if the person harassed does not complain.

B. Management and Supervisory Personnel

Each supervisor and manager shall:

- Continually monitor the work environment and strive to ensure that it is free from all types of unlawful discrimination, including harassment or retaliation.

- Take prompt, appropriate action within their work units to avoid and minimize the incidence of any form of discrimination, harassment or retaliation.
- Ensure their subordinates understand their responsibilities under this policy.
- Ensure workers who make complaints or who oppose any unlawful employment practices are protected from retaliation and that such matters are kept confidential to the extent possible.
- Notify Human Resources in writing of the circumstances surrounding any reported allegations or observed acts of discrimination, harassment or retaliation as soon as possible and no later than the next business day.
- Because of differences in individuals, supervisors and managers may find it difficult to recognize that their behavior or the behavior of others is discriminatory, harassing or retaliatory. Supervisors and managers shall be aware of the following considerations:
 - Behavior of supervisors and managers should represent the mission, vision, values and goals of the City and professional work-place standards.
 - False accusations of discrimination, harassment or retaliation can have negative effects on the careers of innocent workers.
 - Supervisors and managers must act promptly and responsibly in the prevention, reporting, and resolution of any form of discrimination, harassment or retaliation.

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

C. Human Resources

The Director of Human Resources or his/her designee is responsible for:

- Keeping records of all harassment complaints for a minimum of two years. No destruction should be made without compliance with the City's records destruction resolution.
- Taking all complaints seriously and coordinating an unbiased investigation of complaints.
- Tracking each investigation into each complaint to ensure that the investigation is concluded in a timely fashion, and that the complaining party receives an appropriate and timely response.

- Initiating appropriate disciplinary action based on the finding of an investigation undertaken in consultation with the Department Head and/or supervisor.
- Taking appropriate action to prevent retaliation against a complaining party.

Further Considerations/Information

To achieve the goals of this City policy, it is necessary that each worker understand the importance of the policy and his or her individual responsibility to contribute toward its maximum fulfillment. Workers are encouraged to report any and all incidents of harassment and are assured that there will not be any retaliation for having reported, in good faith, any incident of suspected harassment or discrimination.

Anyone having questions regarding the meaning of any of the terms or provisions of this policy should immediately contact the Director Human Resources.

Training

All new workers shall be provided with a copy of this policy as part of their orientation. The policy shall be reviewed with each new worker. The worker shall certify by signing the prescribed form that he/she has been advised of this policy, is aware of and understands its contents and agrees to abide by its provisions during his/her term of employment.

All workers shall receive information on the requirements of this policy and shall certify by signing the prescribed form that they have reviewed the policy, understand its contents and agree that they will continue to abide by its provisions.

Complaint Procedure

Employees are encouraged to promptly report any discriminatory, retaliatory or harassing conduct or known violations of this policy to a supervisor, whether the conduct is directed at that employee or the employee has observed such conduct directed at another employee. Any employee who is not comfortable with reporting violations of this policy to his/her immediate supervisor may bypass the chain of command and make the report to a higher ranking supervisor or manager. Complaints may also be filed with the Department Head, the Human Resources Director, Civil Rights' staff, or Labor Relations' staff.

Anyone receiving a complaint of harassment, discrimination, or retaliation shall immediately document the complaint in writing and refer the complaint to the Human Resources Department, who will ensure that a timely, effective, thorough, and objective confidential investigation of the allegation(s) is undertaken. In addition, Human Resources will fully inform the employee of:

- His or her rights to complain and redress the harassment or discrimination;
- The worker's own obligations to secure his or her rights; and
- Any assistance available under City policies.

All complaints of discrimination or harassment shall be fully documented and promptly and thoroughly investigated. The participating or opposing employees should be protected against retaliation, and the complaint and related investigation should be kept confidential to the extent possible.

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

During the pendency of any investigation, the supervisor/manager of the involved workers should, in cooperation with the Office of Civil Rights or Labor Relations, take prompt and reasonable steps to mitigate or eliminate any continuing abusive or hostile work environment.

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

If it is determined that harassment, discrimination, or retaliation has occurred, effective remedial action will be taken in a manner consistent with the circumstances. Discipline ranging from verbal or written warnings and up to and including termination may be administered.

After the investigation and findings have been concluded, the City will communicate the confidential finding to the complainant, alleged harasser, and any other concerned party. No provision of this policy shall be construed to prevent any worker from seeking legal redress outside the Department. Workers who believe they have been harassed or discriminated against are entitled to bring complaints of employment discrimination to federal, state and/or local agencies responsible for investigating such allegations. Specific time limitations apply to the filing of such charges. Employees are advised that proceeding with complaints under the provisions of this policy does not in any way affect those filing requirements. Additionally, if a worker thinks he or she has been harassed, discriminated against, or that he or she has been retaliated against for complaining, that person may file a complaint or obtain additional information from the State of California Department of Fair Employment and Housing at 800-884-1684 and/or U.S. Equal Employment Opportunity Commission, 800-669-4000.

Human Resources Information

Office of the Director – 916-808-7173
Historic City Hall, 915 I Street, First Floor, Sacramento, CA 95814

Civil Rights – 916-808-5270
Historic City Hall, 915 I Street, First Floor, Sacramento, CA 95814

Labor Relations – 916-808-5541
Historic City Hall, 915 I Street, First Floor, Sacramento, CA 95814

Human Resources Administration – 916-808-5731
Historic City Hall, 915 I Street, First Floor, Sacramento, CA 95814

DISCRIMINATION/HARASSMENT

Discrimination

Treating, considering or making a distinction in favor of or against an employee, job applicant or group based on their actual or perceived protected status in relation to a decision or the terms and conditions of employment, that is reasonably likely to negatively affect prospects for hire, advancement, promotion or job performance. Discrimination includes treatment that deprives, or tends to deprive, the employee or job applicant of employment opportunities or employment status. It is also discrimination to fail to provide reasonable accommodation to an employee or applicant with a disability unless doing so creates an undue hardship or direct threat.

Harassment

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

Protected Group Member

An individual who falls within a group that is identified in the City Equal Employment Opportunity Policy. Those groups include:

- Age - Any individual who has reached their 40th birthday.
- Ancestry – One's family or ethnic descent, lineage. A person's origin or background.
- Color – Based on skin pigmentation (lightness or darkness of skin) complexion, shade, or tone. May occur between persons of different races or ethnicities, or between persons of the same race or ethnicity.
- Gender - Refers to sex, gender identity, gender expression, and transgender.
- Gender Expression –A person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth.
- Gender Identity – A person's identification as male, female, a gender different from the person's sex at birth, or transgender.
- Genetic Information - Any information with respect to genetic test of an individual or test of their family member or the manifestation of a disease or disorder in family members. Excludes information on sex or age.
- Marital Status - Either married or unmarried.
- Medical Condition - Cancer and genetic characteristics - Any health impairment related to or associated with a diagnosis, record or history of cancer or any scientifically or medically identifiable gene or chromosome that is known to be a cause of a disease or disorder or a statistically increased risk of developing a disease or disorder.

- Military and Veteran Status - A member or veteran of any US armed force or reserve or US or California National Guard.
- National Origin –Ancestors from a particular country, ethnicity or accent, or particular ethnic background, or marriage or association with someone of a particular nationality based on birthplace, surname or linguistic characteristic, including language use restrictions.
- Physical or Mental Disability - Any physiological disease, disorder or condition, including HIV and AIDS, cosmetic disfigurement or anatomical loss. Also includes any mental or psychological disorder or condition. Excludes any sexual behavior disorder, compulsive gambling, kleptomania, pyromania, or psychoactive substance use disorder resulting from the current illegal use of a controlled substance or other drug.
- Race –Ancestry or cultural characteristics associated with a certain group of people such as skin color, hair texture or style or certain facial features.
- Religious Creed - All aspects of religious belief, observation and practice. Includes dress and grooming practices. Very broadly defined covers traditional, organized religions and new, uncommon beliefs that are not part of a formal church or sect.
- Sex –Gender, but also includes pregnancy, childbirth, breastfeeding, and any related medical conditions, and gender identity and expression.
- Sexual Orientation –Heterosexuality, homosexuality and bisexuality.
- Transgender – A person whose gender identity differs from the person’s sex at birth. A transgender person may or may not have a gender expression that is different from the social expectations of the sex assigned at birth. A transgender person may or may not identify as “transsexual.”

SEXUAL HARASSMENT

Sexual Harassment

Any unsolicited and unwelcomed sexual advances, request for sexual favors, or other verbal, visual or physical conduct of a sexual nature by an employee, supervisor, or manager when:

- Submission to such conduct is made either explicitly or implicitly as a term or condition of employment.
- Submission or rejection of such conduct is used as a basis for employment decisions affecting the employee.
- Such conduct has the purpose or effect of unreasonably interfering with an employee’s work performance or creating an intimidating, hostile, or offensive working environment.

Sexual Harassment can occur in Verbal, Physical or Visual Forms. While it is not possible to list all circumstances that may constitute sexual harassment, the following are some samples of conduct and offensive behavior, which, if unsolicited and unwelcomed, may constitute sexual harassment:

- Sexually suggestive jokes, propositions or comments about a person's body
- Physical contact such as unwelcomed or unsolicited touching, patting, pinching, hugging, grabbing, cornering, or brushing against another person's body, assaults or threats of assault
- Explicit or implicit statements that suggest an employee's lack of submission to another's sexual advances will effect a term or condition of employment
- Leering, sexual looks or gestures with hands or through body movement
- Sexually suggestive visual displays, objects including electronic media or pictures

DISABILITY DISCRIMINATION

Direct Threat

Is a significant risk of substantial harm to the health or safety of the employee or others, which cannot be eliminated or reduced by a reasonable accommodation.

Disability

A person is recognized as disabled if he/she:

- has a physical or mental impairment that limits (i.e., it makes the achievement of the major life activity difficult) one or more major life activities (construed broadly to include physical, mental, social activities and working)
- has a history of such an impairment known to the employer; or is incorrectly regarded or treated as having or having had such an impairment
- is regarded or treated as having or having had such an impairment that presently has no disabling effects, but may become a qualifying impairment in the future

Perceived Disability

Means being regarded as, perceived as, or treated as having a physical or mental impairment.

Qualified Individual with a Disability

Is an applicant or employee who has the requisite skill, experience, education, and other job-related requirements of the employment position such individual holds or desired, and who, with or without reasonable accommodation, can perform the essential functions of such position.

Reasonable Accommodation

Is any change in the work environment or in the way things are customarily done that enables an individual with a disability to perform the essential functions of a job, enjoy an equal

opportunity or that accommodates an individual's religious beliefs. There are four types of reasonable accommodations:

- Modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position that the applicant desires
- Modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position
- Modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities
- Modifications or adjustments that allow an individual to exercise a "sincerely held" religious belief or practice

Undue Hardship

When a reasonable accommodation causes significant difficulty or expense. This determination focuses on the resources and circumstances of the particular employer in relationship to the cost or difficulty of providing a specific accommodation.

ADDITIONAL DEFINITIONS

Malicious False Accusation

Malicious means to knowingly lie about someone or something with the intent to cause damage to them. To accuse means to make a charge of wrongdoing against another. An accusation that is contrary to fact or truth is a false accusation.

Retaliation

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



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



210.04 GENERAL AND PROFESSIONAL CONDUCT 07-12-17

PURPOSE

The purpose of this order is to establish criteria for the general and professional conduct of Department employees.

PREAMBLE

Working in partnership with the community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City shall be the mission of the Department.

POLICY

It shall be the policy of the Sacramento Police Department to ensure exemplary conduct of Department employees, both on and off duty, and in keeping with the standards of the City Charter, Civil Service Rules and Regulations, and established labor agreements.

PROCEDURE

A. PROFESSIONAL CONDUCT (ALL EMPLOYEES)

1. Employees on or off duty shall
 - a. Be governed by ordinary and reasonable rules of good conduct and behavior.
 - b. Not commit any act whether negligent, intentional, criminal, or otherwise that could bring discredit upon the Department or the City.
 - c. Abide by all laws to include, but not limited to the Penal Code, the Health and Safety Code, and the Welfare and Institutions Code. In addition, employees shall ensure that their personal vehicles are compliant with the California Vehicle Code.
2. Employees shall
 - a. Serve the public by direction, counsel, and example that does not interfere with the discharge of their police responsibilities. They shall respect and protect the rights of individuals and perform their services with honesty and integrity.
 - b. Be responsible for establishing and maintaining a high spirit of cooperation and respect for others throughout the Department.
 - c. Treat other employees in the Department, regardless of rank, with the respect due to them as fellow employees.
 - d. Properly perform assigned police responsibilities during a scheduled shift.
NOTE: Improper performance or failure to perform assigned police responsibilities during a scheduled shift shall be regarded as neglect or dereliction of duty and cause for disciplinary action.
 - e. Not speak slightingly or express humiliating discourtesies or derogatory comments to or engage in any harassing behavior towards any person. Employees should refrain from the use of profanity.
 - f. When contacting the public in the performance of their official duties
 - (1) Courteously and accurately provide all appropriate information upon request.
 - (2) Respectfully provide their name, badge, and/or identification number upon request.
 - (3) Impartially serve all persons coming to the attention of the Department.
 - g. Remain awake while on duty. If unable to stay awake, employees shall report this fact to their supervisor, who shall determine the appropriate course of action.
NOTE: Sleeping on duty shall be regarded as dereliction of duty and cause for disciplinary action.



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- h. Not lend, sell, or permit the use of their badges or credentials by other employees/persons under any circumstances.
- i. Not seek the influence or intervention of any person outside the Department for purposes of personal advantage, transfer, or advancement.
- j. Not use any electronic amplifying or recording device to eavesdrop upon or record the conversation of any other employee without their knowledge. This shall not prohibit the use of taping devices or electronic amplifying or recording devices during criminal investigations or other law enforcement activity in which there is no expectation of privacy.
- k. Not file false, inaccurate or improper information orally or in writing, either personally or through another employee, for criminal prosecution, personal gain, or for unearned recognition, including sick or injury reports, falsification of public records, or for any other purpose.
- l. Submit written reports as required by Department orders or instructions from a superior.
- m. Pay their debts promptly.
- n. Maintain a telephone with voicemail capability where they can be reached during any emergency requiring their services. NOTE: Employees on duty or officially on call shall be directly available by normal communication, including cellular telephones.
- o. Complete an Emergency Notification Form (SPD 552) pursuant to General Order 256.01 (Address and Telephone Changes).
- p. Upon notification of an emergency, report for duty as soon as reasonably possible or in compliance with the directive given upon notification.
- q. Not interfere with any person arrested, case under investigation, or case being prosecuted, with the intention of doing physical harm, delaying, or preventing the case from reaching a successful conclusion in accordance with lawful procedure.
- r. Not converse with arrested persons unless required by the nature of their police duties or connected with an official investigation of a case.
- s. Report all facts in writing to the COP if they receive any information that the lawful prosecution of any criminal charge is being, or has been, interfered with in any manner that would indicate any unlawful compounding, compromising, or fixing.
- t. Not, while on duty, suggest, recommend, advise, or otherwise counsel the retention of any attorney or bail bond broker to any person coming to their attention as a result of police business. Employees shall not
 - (1) Convey communications between prisoners and their attorneys, bail bond brokers, or persons involved in a criminal or civil case of interest to this Department. A supervisory officer may exercise such authorization when an in-custody prisoner requests a specific attorney to be contacted.
 - (2) Act as bailor for any person in custody where a fee, gratuity, or reward is solicited or accepted.

B. AUDIOVISUAL MEDIA FOR SOCIAL NETWORKING OR PERSONAL USE

- 1. All audiovisual media (e.g., film/digital images, video, etc.) captured in the performance of an employee's duties shall be considered property of the Sacramento Police Department.
- 2. It shall not be recorded, printed, downloaded, or distributed for an employee's personal or non-Departmental use unless used in a manner approved by the Chief of Police.
- 3. Employees shall not use personally-owned cameras or equipment (including cellular phone cameras) to capture audiovisual media during the performance of their duties pursuant to GO 525.04 (Use of Digital Cameras for Investigative Purposes).
- 4. If a situation exists in which the use of personal or non-Departmental equipment is deemed necessary, employees shall notify their supervisor.



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C. GRATUITIES

1. A gratuity is defined as any gift or reduction in normal price, offered or given, whether solicited or not, because of one's position with the Police Department. These include
 - a. Discounts or free food and drink (including coffee) at restaurants and drive-ins.
 - b. Discounts or free admission to places of amusement (e.g., sporting events and theaters) on or off duty.
2. Employees shall not accept any gratuity as they represent a compromise of our professional status.
3. This order shall apply only to those types of gratuities that are given to employees because of their employment with the Police Department. Discount prices offered to employee groups as a normal procedure for business operations shall not be prohibited by this order.
4. Employees offered or who suspect that they have been given a gratuity shall
 - a. Explain to the donor that they cannot accept a discount or gift as it is against Department policy.
 - b. Ask the person(s) offering to cooperate with the Department in doing their part to eliminate this practice.
5. Supervisors who are made aware of the gratuity shall
 - a. Contact the business person(s) suspected of or known to offer gratuities and advise them of the Department policy.
 - b. Advise these persons that if the practice continues, it may result in officers not being allowed to frequent the establishment during duty hours. NOTE: Officers invited to various functions to speak or for other purposes as Department representatives are allowed to accept free meals.
6. Department personnel in their capacity as City employees shall not endorse products or services when they know or should reasonably know the endorsement identifying the Department will be used for advertising.

D. SUPERVISION/LAWFUL ORDERS

1. Employees are subject to the lawful supervision of all superiors.
 - a. Any employee given an order in conflict with any previous order or direction shall call the conflict to the attention of the person giving the order.
 - b. If that supervisor requires the order still be carried out, the employee shall comply and the responsibility for the conflict and the action taken by the employee shall rest with that supervisor.
2. Supervisors shall not knowingly issue any order that is in violation of any law, ordinance, Department order, or the Law Enforcement Code of Ethics.
3. Employees shall fulfill the functions of the Department and the office to which they are assigned and perform any lawful duty assigned by a superior.
4. The willful disobedience of any lawful order issued by a superior is insubordination.
5. Employees shall not publicly criticize instructions or orders received.
6. Employees in doubt as to the nature or details of their assignment shall seek clarification from their supervisor.

E. OFFICER RESPONSIBILITY

1. Officers shall act reasonably within the limits of their authority as defined by statute and judicial interpretations to ensure the rights of both the individual and the public are protected.
2. Officers, on or off duty, shall take appropriate police action toward aiding all fellow peace officers exposed to danger.
3. On duty officers shall
 - a. Be in uniform/properly dressed and have required equipment required on/with them.
 - b. Be attentive and alert to the directions of supervisors at roll call.



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- c. Acquaint themselves daily with the information provided by the Department (e.g., AB, IB, SNOW, etc.).
 - d. Respond to their given assignment promptly and remain to the end of their shift, unless otherwise relieved.
 - e. Be attentive to reports and complaints by citizens and take appropriate action or refer them to the appropriate person or agency.
 - f. Not allow prisoners or suspects access to weapons or objects readily adaptable as weapons.
 - g. Respond as soon as possible to calls meeting the criteria for police assistance from citizens or other officers.
 - (1) Failure to answer a call for police assistance promptly without justification shall be regarded as dereliction of duty and cause for disciplinary action.
 - (2) Except under extraordinary circumstances or when otherwise directed by a supervisor, employees shall not fail to answer any direct landline or radio call directed to them.
 - h. **When in plain clothes, conspicuously display their badge if their firearm is exposed.**
 4. Off-duty officers shall perform reasonable police services pursuant to GO 570.02 (Crimes Involving Officers or Their Families).
 5. Plainclothes **off-duty** officers shall not wear or carry their firearm conspicuously exposed.
 6. On or off-duty plainclothes officers shall not draw or display their firearm in any public place except during the course of an arrest or investigation or when an officer reasonably believes it is necessary for their safety or the safety of others.
 7. Officers outside the boundaries of this state for extradition or other matters of direct concern to the City shall not engage in police activities unless necessary in the performance of their extradition duties as an agent of the state, and then only after consideration of the tactical situation. If an officer does engage in police activities, he/she must notify the Department as soon as reasonably practical after taking such action.
 8. The priority of call assignments depends on many factors and shall normally be the responsibility of Communications personnel and field supervisors.
 - a. Officers may delay responding to a call if
 - (1) Contacted by a citizen in need of immediate police attention.
 - (2) Personal observation of an event requires immediate police attention.
 - b. Such determination shall be based on the comparative urgency and the risk to life and property of the assigned call and the intervening incident.
 - c. When it is impossible for an officer to handle a citizen's concern or an observed event, the officer shall, if circumstances permit, either give directions for obtaining such assistance or initiate the necessary notifications.
- F. MEALS/PERSONAL BUSINESS**
1. While on duty, employees shall
 - a. Devote their time to the performance of police functions.
 - b. Not carry on personal business. Personal visitations shall only be made during the approved meal period.
 - c. Arrange for a meal period in accordance with the established labor agreements and the schedule made by the employees' supervisors and/or the need for police service.
 - d. Not play any illegal games of chance for money.
 - e. Not, while in uniform, shop or carry packages containing merchandise unless required in the line of duty.
 - f. Not leave their assigned area for any reason other than for police duties without permission from their supervisor. Approval or disapproval of the request shall be within the authority of



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



the supervisor and shall be based on the following considerations, including, but not limited to:

- (1) Distance from the work area.
- (2) Anticipated time required.
- (3) Expected workload.
- (4) Need for police services.

2. No more than four (4) uniformed personnel and a maximum of three (3) marked cars shall be permitted at a place of business or parked together except for official business.
3. Police Department cashiers shall not cash personal checks for employees at any time.

G. ABSENCE WITHOUT LEAVE

1. Employees shall report for duty as scheduled unless absence is authorized by a supervisor.
2. Employees shall be absent without leave upon failing to appear for duty at the date, time, and location specified without supervisory approval.
3. Supervisors shall report absences without leaves as follows:
 - a. Absences of one (1) day shall be reported in writing to the respective division/watch commander.
 - b. Absences in excess of one (1) day shall be reported in writing to the Chief of Police (COP).

H. ALCOHOL/DRUG IMPAIRMENT

1. Employees shall not
 - a. Use or possess marijuana or marijuana products, as defined by California H&S code Section 11018.1, medical or otherwise, on or off duty.
 - b. Drink alcoholic beverages to an extent that renders them unfit to report for their next regularly scheduled shift.
Appear on duty under the influence of any alcoholic beverage or drug.
 - c. While on duty, transport alcoholic beverages in a police vehicle except as evidence, property of the prisoner or suspect, or found property.
 - d. Carry a firearm on or off duty when impaired due to being under the influence of alcohol, medication, or any other substance.
 - e. While on duty or on call, drink any kind of intoxicating beverage or take any intoxicating drugs.
 - (1) Employees shall notify their supervisor if they are taking, while on duty or on call, a prescribed medication that may impair their judgment or performance.
 - (2) Supervisors shall follow GO 220.06 (Employees Suspected of Working Under the Influence - WUI) concerning the employee's fitness for duty or his/her ability to remain on call.
2. Plainclothes officers may, while on special assignment, partake of an alcoholic beverage when necessary for the performance of such assignment.
 - a. The alcoholic beverage shall be consumed in moderation and officers shall not become intoxicated.
 - b. Advance notice of the assignment shall be given to the Division Commander. This advance notice shall include pertinent details of the assignment, as well as the specific location(s) (if known) where the employees are going to consume alcoholic beverages.
 - c. Employees working hours during which their respective division commander is not available shall give advance notice to an on-duty watch commander

Protected Classes

- Race
- Color
- Religion (includes religious dress and grooming practices)
- Sex/gender (includes pregnancy, childbirth, breastfeeding and/ or related medical conditions)
- Gender identity, gender expression
- Sexual orientation
- Marital status
- Medical Condition (genetic characteristics, cancer or a record or history of cancer)
- Military or veteran status
- National origin (includes language use and possession of a driver's license issued to persons unable to provide their presence in the United State is authorized under federal law)
- Ancestry
- Disability (mental and physical including HIV/AIDS, cancer, and genetic characteristics)
- Genetic information
- Request for family care leave
- Request for leave for an employee's own serious health condition
- Request for Pregnancy Disability Leave
- Retaliation for reporting patient abuse in tax-supported institutions
- Age (over 40)

* Source: The California Department of Fair Employment and Housing

SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



RM 260.12



SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



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SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



INTRODUCTION FIELD TRAINING MANUAL 07-21-15

TO ALL PERSONNEL

The FIELD TRAINING PROGRAM (FTP) is a standardized program established to train new officers in the field. The program includes uniform standards for evaluating trainee performance. Upon completion of the Academy, each new officer is assigned to a POST-Certified Field Training Officer (FTO). They will remain with a FTO for Phase I to III, as well as Shadow Week. During Phase IV, new officers work independently.

In order for the program to successfully and equitably train new officers, it is essential to define uniform guidelines outlining the roles, responsibilities, and the evaluation criteria of all involved. This manual gives an overview of the program roles, responsibilities, and evaluation criteria.



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ORGANIZATIONAL AND STRUCTURE RESPONSIBILITY

A. GENERAL

1. The Department will provide a FTP that is in compliance with the standards set forth by the California Peace Officers' Standards and Training (POST).
 - a. The FTP shall be delivered over a minimum of ten weeks based upon the standards set forth by POST.
 - b. Trainees must complete the Regular Basic Course Academy before participating in the FTP.
 - c. All newly hired officers will complete the entire FTP prior to transitioning to solo patrol duties.
2. The Department will maintain a sufficient number of FTOs to meet the training needs of newly sworn officers and Limited-Term Community Service Officers (CSOs).
3. The FTP shall be utilized for:
 - a. Training of all sworn personnel and CSOs.
 - b. Retraining of sworn personnel, based upon specific needs, as determined by the Deputy Chief, Office of Operational Services.
4. All newly hired officers will complete the entire FTP prior to transitioning to solo patrol duties.

B. FIELD TRAINING UNIT (FTU) RESPONSIBILITIES

1. General
 - a. Responsibility and supervision for the FTOs shall be divided between the shift where the FTO is assigned and the FTU, with distinction between line and staff responsibilities.
 - b. The FTU shall develop and manage the FTP, certify FTOs, and monitor FTOs and trainees.
 - c. The shift supervisors shall be responsible for the line supervision of FTOs and trainees, accomplishing all training expectations established by the FTU, and for evaluating the performance of each participant.
 - d. FTOs shall have primary responsibility for the supervision and training of trainees.
2. Field Training **Supervisor** responsibilities include, but are not limited to:
 - a. **Managing and supervising** the FTP.
 - b. Revising the Field Training Documentation Book and Required Knowledge Manual.
 - c. Evaluating the program and FTOs.
 - d. Monitoring the progress of trainees.
 - e. Administering the phase upgrade tests.
 - f. Conferring with the Watch Commanders in determining and meeting special training needs.
 - g. Preparing reports in accordance with this manual.
 - h. Assigning FTOs to special training.
 - i. Providing FTO schools and meetings.
 - j. Coordinating FTO selection.
 - k. Serving as a resource agent for FTOs.
 - l. Reviewing and signing evaluation reports, including Daily Observation Reports and Monthly Evaluations.
 - m. Acting as a liaison among Department divisions and facilities.
 - n. **Recommending termination or downgrade of trainees.**
 - o. **Recommending removal of FTOs for cause.**
 - p. Monitoring developments in the field training programs, including changes dictated by POST, and ensuring that the Department maintains compliance with all standards set forth by POST and statutory/case law, as relevant to the FTP.
 - q. Attesting, in writing, to the trainee's successful completion of the FTP. The statement shall release the trainee from the program and shall be signed by the Chief of Police or designee. That record shall be maintained in the trainee's personnel record and field training file.
 - r. **Providing an annual evaluation of each FTO, regarding his/her performance as a FTO. The annual evaluation shall only be required of those FTOs who had a trainee within that year. The**



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annual evaluations are to be completed no later than December 31st of each year and shall be placed in the FTU File, after review.

3. Field Training **Coordinator** responsibilities include, but are not limited to:
 - a. Administering the FTP.
 - b. Coordinating the Trainee Orientation and Department-specific training.
 - c. Evaluating the program and FTOs.
 - d. Monitoring the progress of trainees.
 - e. Administering the phase upgrade tests.
 - f. Conferring with the Watch Commanders in determining and meeting special training needs.
 - g. Preparing reports in accordance with this manual.
 - h. Assigning FTOs to special training.
 - i. Providing FTO and Trainee meetings.
 - j. Coordinating FTO selection.
 - k. Serving as a resource agent for FTOs.
 - l. Acting as liaison among Department divisions and facilities.
 - m. Transferring trainees between watches.
 - n. Reviewing and signing Daily Observation Reports and Monthly Evaluations.
 - o. Maintaining FTO evaluations.
 - p. Recommending termination of trainees.
 - q. Recommending removal of FTOs for cause.
 - r. Acting as a liaison between the POST and the Department.
4. Watch Commander responsibilities include, but are not limited to:
 - a. Ensuring that program guidelines are met.
 - b. Providing feedback on program effectiveness.
 - c. Nominating FTO candidates for the FTO Interview Panel.
 - d. Recommending removal of FTOs for cause.
 - e. Monitoring trainee progress.
 - f. Recommending termination of trainees.
5. **Sector Sergeant responsibilities include, but are not limited to:**
 - a. Being cognizant of the trainee's performance by personal observation and review of the FTOs evaluations.
 - b. Administering the Phase I to II and II to III upgrade tests.
 - c. Ensuring they are available to the FTOs on their watch.
 - d. Providing feedback of their trainees and the FTOs to the Field Training Supervisor.
 - e. **Completing a Monthly Evaluation on Phase I to III Officers assigned to their team. The Monthly Evaluations are due prior to the trainee cycle change.**
 - f. **Completing a Monthly Evaluation on Phase IV Officers and Solo CSOs. On the Solo CSO Evaluation, include a recommendation for or against upgrade to Phase I Officer.**
 - g. **Recommending remediation alternatives.**
 - h. Expediting evaluations of problem trainees.
 - i. Serving as a resource agent for FTOs.
 - j. Evaluating the program and FTOs.
 - k. Recommending retention or release of existing FTOs.
 - l. Identifying candidates for the FTO program.
 - m. Completing Semi-Annual Evaluations on each FTO assigned to their teams. This form will be provided by the FTU and **is due the second week of June and the second week of November, which coincides with the Employee Performance Evaluation due dates.**



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6. FTO responsibilities include, but are not limited to:
 - a. Directly supervising assigned trainees.
 - b. Instructing trainees and evaluating their performance in accordance with the Field Training Manual and directives of the FTU.
 - c. Providing training and remediation to trainees. Documenting on the Daily Observation Reports, the approximate amount of time spent on remedial training.
 - d. Documenting the trainee's mastery of material in the Field Training Documentation Book and Required Knowledge Manual.
 - e. Completing and reviewing with the trainee, Daily Observation Reports, no later than the first day of the next work week. Any extension must be approved through the FTU.
 - f. Making recommendations regarding trainees.
 - g. Attending periodic training meetings.
 - h. Facilitating Department training.
 - i. Mentoring and developing trainees.
 - j. Attending specialized training.
 - k. Identifying training needs.
 - l. Avoiding exposure of CSO trainees to unnecessary danger.
 - m. Knowing the CSO trainee limitations and responsibilities.
 - n. **Not signing-up for the following cars**
 1. **Any type of Hospital Car, including the Hospital Hybrids**
 2. **Wagon**
7. Trainee responsibilities include, but are not limited to:
 - a. Completing an evaluation of the FTP at the completion of probation.
 - b. Completing an evaluation of all assigned FTOs. **These evaluations are due one (1) month after the trainee goes Phase IV or solo CSO, and shall include a ranked ordering of assigned FTOs from top to bottom.**
 - c. Reviewing, with the FTO, the Daily Observation Reports and Supervisor Evaluations.
 - d. Reviewing the Field Training evaluation system **sometime during each duty-day.**
 - e. Identifying and reporting training needs.



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SELECTION

A. QUALIFICATIONS

- a. Field Training Supervisors - Sergeants wishing to become a Field Training Supervisor shall:
 - a. Possess the POST Supervisory Certificate.
 - b. Successfully complete the **Field Training Supervisor/Administrator/Coordinator (S.A.C.) Course**, prior to or within 12-months of the assignment.
- b. **Field Training Coordinator - Officers wishing to become a Field Training Coordinator shall meet the below listed qualifications:**
 - a. **Meet all the FTO qualifications, listed below.**
 - b. **Have successfully completed the Field Training Supervisor/Administrator/Coordinator (S.A.C.) Course, prior to or within 12-months of the assignment.**
- c. FTO Officers - Officers wishing to become POST certified as a FTO must go through a nomination and **interview** process. Officers must meet all of the below listed qualifications:
 - a. Possess the POST Basic Certificate.
 - b. Non-probationary police officer with at least three (3) years seniority or lateral police officer with 12-months seniority on the Department and two (2) years prior law-enforcement service.
 - c. Continued satisfactory performance.
 - d. Above average preliminary investigation skills' and report writing.
 - e. Above average ability to manage interpersonal relations.
 - f. Have the necessary skills to present instructional material.
 - g. Willingness to teach and ability to effectively evaluate trainees.
 - h. Minimal amount of personnel complaints.
 - i. Minimal amount of preventable vehicle collisions.
 - j. Balance of beat/district integrity, self-initiated activity, and focus-area work.
 - k. Good professional appearance.
 - l. Willingness to be a FTO and accept trainees.
 - m. Set a good example for trainees.

B. NOMINATION PROCESS

1. Candidates shall:
 - a. Complete a SPD 563 (Candidate Information Sheet).
 - b. Secure written recommendations from their current supervisor and their immediately previous supervisor on SPD 564 (Field Training Officer Candidate Sheet).
 - c. Write a memorandum, **300 to 500-words**, explaining their qualifications for FTO.
2. The candidate's Sergeant shall:
 - a. **Complete a SPD 564 and include their recommendation.**
 - b. **Forward the FTO packet to their Watch Commander.**
3. The candidate's Watch Commander shall:
 - a. **Add comments to the SPD 563.**
 - b. **Review the division (watch) level file and note any adverse actions on SPD 563.**
 - c. **Forward the FTO packet to their Station Captain.**
4. The candidate's Station Captain shall:
 - a. **Add comments and their recommendation to SPD 563.**
 - b. **Provide the completed FTO packet to the FTO candidate to bring to the interview.**
5. The FTU shall:
 - a. **Review and process the FTO packets.**
 - b. **Coordinate and administer the FTO Candidate Interview Panels.**
 - c. **Complete the "360" Evaluation Process on the FTO Candidates. Those selected to provide feedback on the FTO Candidate should have worked directly with and/or supervised the FTO Candidate. Information provided should be first-hand information only.**



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C. SELECTION

1. The FTU shall:
 - a. Send the list of approved FTO candidates to Internal Affairs for review.
 - b. Complete a list of FTO candidate recommendations and forward to the Deputy Chief, Office of Operational Services.
2. The Deputy Chief, Office of Operational Services, shall give final approval of the selected FTOs.
3. Upon selection, the officers will meet with FTU to discuss the program and expectations.



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CERTIFICATION

A. CERTIFICATION

1. Approved Candidates shall complete a 40-Hour POST-Certified FTO course. The FTU shall coordinate when the officer attends the FTO course and ensure that the travel and training for the course is routed through the officer's chain-of-command.
2. FTOs must complete a 24-Hour POST-Certified FTO Update Course, every three (3) years.

B. RECERTIFICATION

1. Every reassigned FTO after a three (3) year or longer break in service as a FTO shall successfully complete a POST-Certified FTO Update Course, prior to training new officers.
2. The candidate must meet the "Qualification" and "Selection" requirements as stated earlier.
3. Candidates must be current on FTO policy and procedures as determined by the FTU.
4. Unless waived with cause by the Training Manager, candidates must advance through the nomination, selection, and interview process.

C. DECERTIFICATION

1. Decertification could be for cause, and not the result of disciplinary action, including, but not limited to, a failure to meet the qualifications established in the "Qualifications" section of this chapter. The decertification of a FTO may occur under the following circumstances:
 - a. The FTO transfers from patrol.
 - b. The FTO receives formal discipline.
 1. The Training Manager may decertify the FTO for a minimum of six (6) months.
 2. The FTO may be required to recertify as specified in "Recertification".
 - c. The Station Captain, Watch Commander, and/or Field Training Supervisor recommend decertification of the FTO to the Training Manager.
2. Officers no longer wishing to train shall forward a memorandum to the FTU.



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INCENTIVES

A. FIELD TRAINING OFFICERS

1. Field Training officer incentives include, but are not limited to:
 - a. Corporal Rank (refer to RM 430.01, Uniform Manual).
 - b. Supervisory authority and responsibility for assigned trainee.
 - c. Incentive pay, as specified by the current Memorandum of Understanding.
 - d. Identification as a FTO on the **Candidate Resume**.
 - e. Preferential status for teaching assignments within the Department.
2. **Field Training Officers should commit to serve two (2) years minimum as a FTO.**
3. **A FTO-of-the-Year shall be selected for outstanding performance**



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ASSIGNMENTS

- A. **LIMITED-TERM COMMUNITY SERVICE OFFICER (CSO)**
1. Pre-FTO Assignment
 2. Department/FTO Orientation
 3. Firearms Refresher/Qualification (Handgun and Shotgun)
 4. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 5. Peer Support
 6. Draeger Breathalyzer/SFST Training (May be completed in training.)
 7. Crowd and Riot Control
 8. C.E.D. Training
 9. Property/Evidence
 10. Traffic/Collision Training
 11. Homicide/OIS Training
 12. Internal Affairs Orientation
 13. SPOA
 14. Personnel/Benefits
 15. Fitness Training
 16. CSI Orientation
 17. Domestic Violence Training
 18. Lo-Jack/RAM/Grab'em Training
- B. **CSO ASSIGNMENT to a FTO**
1. The FTU shall determine trainee/FTO assignment. The standard assignment term for FTO/CSO Trainee is one (1) month.
 2. The CSO must successfully complete the Field Training Documentation Book, CSO Oral Interview Test, and Shadow-week prior to going solo.
 3. CSOs who do not meet a minimum acceptable level of performance after three (3) months of field training, and have failed to go solo, will receive a 30-Day Trainee Warning Letter from the Field Training Supervisor. Additionally, this Warning Letter can also be given at any time for specific and/or serious training issues.
 4. CSOs must be solo by the end of the fourth (4) month. Absent extenuating circumstances, CSOs who do not meet this requirement may be released from probation.
- C. **TRAINEES (ALSO INCLUDES BASIC ACADEMY GRADUATES)**
1. Pre-FTO Assignment
 - a. Department/FTO Orientation
 - b. Firearms Refresher/Qualification (Handgun and Shotgun)
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. Peer Support
 - e. Draeger Breathalyzer/SFST Training (May be completed in training)
 - f. Crowd and Riot Control
 - g. C.E.D. Training
 - h. Property/Evidence
 - i. Traffic/Collision Training
 - j. Homicide/OIS Training
 - k. Internal Affairs Orientation
 - l. SPOA
 - m. Personnel/Benefits
 - n. Fitness Training
 - o. Domestic Violence Training
 - p. Lo-Jack/RAM/Grab'em Training
 - q. Handgun Qualification/TAC light Orientation



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2. Trainee assignment to a FTO
 - a. The FTU shall determine trainee/FTO assignment.
 - b. The trainee/FTO should not be separated, except in extreme circumstances. Another FTO or non-probationary officer may be assigned during the primary FTOs vacation, holiday, etc.
 - c. Phase Progression
 1. The standard assignment for Trainee/FTO is **one (1) month**.
 2. Only FTOs shall sign off "Instructed" and "Competent" sections for phases above the current level of the trainee as appropriate.
 3. **Trainees who are Phase I, II, or III for more than two (2) months each, without justification, shall receive a 30-Day Trainee Warning Letter from the Field Training Supervisor. Additionally this Warning Letter can also be given at any time for specific and/or serious training issues.**
 4. The trainee must successfully complete the Field Training Documentation Book, Phase IV Interview Test, and Shadow-Week prior to going solo.
 5. **Trainees must be solo by the end of the ninth (9) month. Absent extenuating circumstances, trainees who do not meet this requirement may be released from probation.**
3. **All time-off requests, with the exception of sick leave, shall be submitted to the FTU and evaluated on a case-by-case basis. If the request is approved, the FTU shall coordinate with the appropriate patrol Sergeant and Watch Commander, for the time off.**
4. **Each FTO is permitted one (1) training day per assigned trainee, where no evaluation is completed. This will allow the FTO an opportunity to train only on deficient areas. A Daily Observation Report shall be completed, indicating "Training Day".**

D. LATERAL OFFICERS

1. Pre-FTO Assignment Training
 - a. Department/FTO Orientation
 - b. Firearms Refresher/Qualification (Handgun and Shotgun)
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. Peer Support
 - e. Draeger Breathalyzer/SFST Training (May be completed in training)
 - f. Crowd and Riot Control
 - g. C.E.D. Training
 - h. Property/Evidence
 - i. Traffic/Collision Training
 - j. Homicide/OIS Training
 - k. Internal Affairs Orientation
 - l. SPOA
 - m. Personnel/Benefits
 - n. Fitness Training
 - o. Domestic Violence Training
 - p. Lo-Jack/RAM/Grab'em Training
 - q. Handgun Training and Qualification/TAC light Orientation
 - r. Emergency Vehicle Operation Course (EVOC)
 - s. Arrest, Control, Baton Training
 - t. High Risk Traffic Stops
 - u. Report writing
 - v. Crimes in progress
 - w. Ethics
2. Lateral officers assignments to a FTO
 - a. The standard assignment for lateral officers is one (1) month per FTO.
 - b. Lateral officers should progress through Phase I to III at a rate of one (1) phase per month.
 - c. Only FTOs shall sign off "Instructed" and "Applied" section for phases above the current level of the lateral as appropriate.



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- d. Laterals who are Phase I, II, or III for longer than 30-days each, without justification, shall receive a 30-Day Trainee Warning Letter by the Field Training Supervisor. Additionally, this Warning Letter can also be given at any time for specific and/or serious training issues.
- e. Laterals must successfully complete the Field Training Documentation Book, Phase IV Interview Test, and Shadow-week prior to going solo.
- f. Laterals must be solo by the end of the sixth (6) month. Absent extenuating circumstances, laterals who do not meet this requirement may be released from probation.

E. RETURNING OFFICERS

1. Officers returning after an absence of more than one year shall complete, at a minimum, the following refresher training:
 - a. Handgun Refresher/qualification
 - b. Arrest, Control, and Baton Refresher
 - c. Computer and In-car Camera Training (MDC, MRE, ICC, etc.)
 - d. EVOG
2. If returning officers do not physically perform at a minimum acceptable level of performance in these areas by the end of these training hours, remedial training shall be scheduled.
3. Officers shall be assigned to work with another non-probationary officer for eighty (80) hours.
4. The assigned Sergeant shall make the determination if the officer is ready to work solo, or shall continue to work with another officer for an additional forty (40) hours at a time.
5. The assigned Sergeant shall complete a Monthly Evaluation once they are satisfied that the officer is ready to work solo.



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PHASE TRAINING ROLES AND RESPONSIBILITIES

A. PHASE TRAINING

1. All trainees shall be given the following **Field Training materials**:
 - a. Field Training Documentation Book. FTOs are responsible for signing off on the identified tasks where the trainee **satisfactorily** performs.
 - b. Required Knowledge Manual. This book is a study-guide for the trainees to use for all Phase Tests.
2. **First-Day FTO Role**
 - a. **Shall complete the First Day Checklist.**
 - b. Perform visual assessments of professional appearance of the trainee, such as uniform, equipment, etc.
 - c. Assess the trainee's attitude and knowledge through general conversation.
 - d. Discuss and practice an action plan in case of dangerous situations.
 - e. Discuss expectations with the trainee.
 - f. **Review critical Department policies to ensure understanding. The minimum policies include:**
 1. **Use of Force (GO 580.01)**
 2. **Discharge of Firearm (GO 580.03)**
 3. **Code 3 Driving (GO 521.02)**
 4. **Pursuit Policy (GO 521.01)**
 5. **General and Professional Conduct (GO 210.04)**
 6. **Department Mission and Goal Statements**
3. **First-Week FTO Role**
 - a. **The first week of phase training is an Orientation Week only. Procedures, techniques, and tactics should be demonstrated by the FTO. Expectations shall be clearly outlined.**
 - b. Daily Observation Reports shall be completed, indicating "Orientation Week".
4. **Phase I: FTO/Trainee shall log-on as a 1-unit identifier**
 - a. **FTO Role**
 1. Inform the trainee of the rules of the car, such as using the radio, Code 7, business checks, etc.
 2. If possible, tour the various sections of the Department. At a minimum, tour the assigned facility (HOJ, JERPF, WJKPF, or Central).
 3. Stress the importance of Phase I and explain that it is a foundation for all police work to come.
 4. Frequently demonstrate tasks.
 5. Be sensitive to the trainee's actions, reactions, attitudes, and confusions.
 6. Enhance the trainee's self-esteem and potential.
 7. Sign off on "instructed" and "competent" sections in the Trainee's Documentation Book.
 8. Quiz and prepare the trainee for the Phase I to II Test.
 9. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
 - b. **Trainee Role**
 1. Actively participate in calls, as directed.
 2. Display eagerness and assertiveness.
 3. Accept constructive criticism.
 4. Work to improve identified deficiencies.
 5. **Study** and pass the written Phase I to II Test.
5. **Phase II: FTO/Trainee should log-on as a 1-unit identifier. It is the FTOs discretion to log-on as a 2-unit identifier.**
 - a. **FTO Role**
 1. Give guidance, as opposed to demonstrating tasks.
 2. Evaluate the trainee's performance with the goal of increasing the skills necessary to develop proficiency in each area.



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3. Advise, document, and correct trainee's deficiencies.
 4. Provide or coordinate with the FTU to provide remedial training in deficient areas.
 5. Quiz and prepare the trainee for the Phase II to III Test.
 6. Sign off "instructed" and "competent" sections of the Trainee's Documentation Book.
 7. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. Assume responsibility for work assignments.
 2. Demonstrate enthusiasm with exposure to new situations.
 3. Develop individual techniques, skills, and habits.
 4. Seek out complex tasks.
 5. **Study** and pass the written Phase II to III Test.
6. **Phase III: FTO/Trainee shall log-on as a 2-unit identifier. As the trainee nears Shadow Week, the FTO/Trainee should log-on as a 1-unit identifier.**
- a. FTO Role
1. Scrutinize trainee's performance as a single-officer unit.
 2. Allow the trainee to function on own.
 3. Document and correct deficiencies.
 4. Recommendation for upgrade should occur.
 5. Sign off instructed and applied sections of trainee's Documentation Book as appropriate. All sections must be signed off as "Satisfactory" prior to Phase IV.
 6. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. Demonstrate an understanding of police work.
 2. Perform assignments independently at a solo-officer standard.
 3. Exhibit self-initiated activity.
 4. Display proficiency in interacting with citizens and criminals.
 5. Initiate field contacts and possess knowledge of the beat/district.
 6. Study and pass the Phase IV Oral Test.
7. **Shadow Week: This is the first week of Phase IV. The Shadow Week must be a minimum of four (4) shifts, but may be extended up to eight (8) shifts, with cause.**
- a. FTO Role
1. The FTO shall ride with trainee, dressed in plain-clothes, wearing a Department approved raid identification vest.
 2. The FTO shall wear the Sam/Sally Brown belt and carry all their equipment on it.
 3. The FTO shall have crowd and riot gear readily available in the patrol-car.
 4. **The FTO shall evaluate the trainee's performance working as a solo patrol officer.**
 5. **The FTO shall complete Daily Observation Reports for each day in Shadow Week.**
 6. The FTO shall only step in to protect someone from injury or to keep the trainee from seriously violating Department policy or the law.
 7. **The FTO shall review all reports, prior to submission, for appropriate documentation. In cases where a deficient report is completed, the FTO should not make corrections to the report, but shall notify the sector Sergeant of the deficient report.**
 8. The FTO shall include a recommendation at the end of the week on whether the trainee has successfully passed Shadow Week or should be placed back into Phase III.
 9. **Trainees who fail Shadow Week may remain with the shadow FTO to work on the deficient areas. Re-training shall be a minimum of one (1) week.**
 10. **The FTO Unit will assign a FTO to re-shadow the trainee.**
 11. **Maintain "direct and immediate" supervision of assigned trainees, when involved in uniformed patrol duties.**
- b. Trainee Role
1. The trainee must meet the minimum acceptable standards in field performance expected of



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- a solo patrol officer.
 - 2. The trainee shall plan for adequate cover on calls, traffic stops, and all other situations.
 - 3. The trainee is expected to use good judgment in balancing the need for self-initiated activity and handling calls-for-service.
 - c. Phase IV-Trainee Role
 - 1. Seek advice or assistance from fellow officers and supervisors.
 - 2. Correct identified problems, prior to completion of probation.
 - 3. Accept scrutiny of work by superiors, as an integral part of the training period.
 - 4. Prepare for the End-of-Probation Examination.
 - 5. Complete an evaluation of the Field Training Program one (1) month after completion of probation.
 - 6. Complete an evaluation on each FTO one (1) month after going Phase IV. Provide a ranked ordering of assigned FTOs to the Field Training Supervisor.
 - 7. On a case-by-case basis, Phase IV Officers may be placed back into a Phase III status. The amount of time is based upon the specific performance issues of the officer.
 - d. Staffing
 - 1. Phase I to Phase III officers should not count towards patrol staffing, even in instances where the FTO/Trainee log-on as a 2-unit identifier.
 - 2. Phase IV officers shall be counted towards patrol staffing.
- B. FTO PROGRAM AND THE CSO**
- 1. The role of the CSO is to relieve officers of assignments which could otherwise consume much of the officer's time. The primary responsibilities of the CSOs are listed below.
 - a. Cold reports
 - b. Stolen vehicle reports
 - c. Tow truck standby
 - d. Traffic control
 - e. Missing person reports and investigations
 - f. Found property
 - g. Casualty reports
 - h. Transportation
 - i. Standby in lieu of officers
 - j. Non-violent crowd control
 - k. Command post recorder
 - l. Collision reports
 - 2. The FTO shall keep the following points in mind when working with CSOs.
 - a. Make a reasonable effort to keep the CSO out of danger.
 - b. Discourage the CSO from becoming involved in dangerous activities.
 - c. Maintain close observation of the CSO.
 - d. Document, in the Daily Observation Report, if the CSO does not follow instructions or demonstrates the inability to maintain emotional control.
 - e. Evaluate the CSO on performance objectives related to the job.
 - f. CSOs are not peace officers. Therefore, they shall follow Department policy and law and shall not initiate a vehicle-stop, drive Code-3, or actively pursue an offender operating a motor vehicle.
 - g. Maintain "direct and immediate" supervision of assigned CSOs, when involved in uniformed patrol duties.
 - 3. Solo CSOs
 - a. Upgrade to Phase I Officer shall be determined on a case-by-case basis.
 - b. The assigned District Sergeant shall include a recommendation for or against upgrade to Phase I Officer on the Monthly Evaluation.



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PERFORMANCE EVALUATIONS

A. PROCEDURES

1. FTO

- a. The FTO shall complete Daily Observation Reports.
- b. The "Solo Patrol Officer" standards shall be used to evaluate trainees as the "Acceptable" standard.
- c. Only POST-Certified FTOs shall complete Daily Observation Reports and/or Weekly Evaluations. In instances where a trainee is assigned to an officer, who is not a certified FTO, that officer will write a narrative and forward it to the assigned FTO. The assigned FTO shall complete the evaluation.

2. District Sergeant

- a. The assigned District Sergeant shall review the progress of the trainee and determine the need for measures to correct deficiencies.
- b. The District Sergeant may review all Daily Observation Reports.
- c. Prior to the trainee cycle change, complete a Monthly Evaluation on trainees (Phase I to III and CSOs) assigned to their team
- d. Complete a Monthly Evaluation on Phase IV officers and Solo CSOs, until the completion of probation.
- e. The assigned District Sergeant shall include a recommendation for or against upgrade to Phase I Officer on the Monthly Evaluations for solo CSOs.

3. Due Dates

- a. FTOs shall complete Daily Observation Reports, no later than the first day of the next work week. Any extension shall be approved by the FTU.
- b. If a trainee is off work for a scheduled shift, all categories shall be marked "Not Observed" (N.O.) and the reason for the absence indicated on the Daily Observation Report. The FTO shall comment on the trainee's evaluation if they followed the proper procedures for calling in sick or submitting a time-off request.
- c. Trainees shall log into the Field Training evaluation system to read and electronically sign Daily Observation Reports, each day of scheduled duty.
- d. District Sergeants shall complete a Monthly Evaluation on trainees (Phase I to III) assigned to their team. This Monthly Evaluation shall be completed prior to the trainee cycle change. District Sergeants shall also complete a Monthly Evaluation on Phase IVs assigned to their team, until completion of probation.
- e. The FTU Staff shall electronically sign all submitted evaluations.

4. Retaining Evaluations

- a. All evaluations shall be kept on the Field Training Evaluation System unit until such time as they are archived and saved or purged by proper procedures.

5. Documented Counseling

- a. District Sergeants may issue documented counseling to a trainee for items which require immediate correction (tardiness, grooming standards, etc.).
 1. If immediate correction is required, the District Sergeant shall first confer with the Watch Commander or designee.
 2. If correction is made in part or full, a follow-up memorandum is required.
- b. Prior approval of the Watch Commander is needed before counseling on incidents which may result in disciplinary action.

6. Trainee Warning Letter

- a. Chronic deficiencies where corrections are mandatory shall be issued by the FTU.
- b. If acceptable improvement is not made, the Field Training Supervisor shall recommend dismissal.



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7. Extension of Field Training

- a. When a trainee is absent due to medical reasons for a continuous period of thirty (30) consecutive calendar days, a request for extension of probationary period shall be submitted by the Personnel Services Department (PSD) to the Department of Personnel (Civil Service Rule 7, Probationary Period).

8. Completion of Phases

- a. District Sergeants shall administer the written Phase I to II and Phase II to III tests. The Watch Commander or Field Training Supervisor/Coordinator may also administer these tests.
- b. Trainees are allowed to miss up to five (5) questions from a twenty-five (25) question written test to obtain a passing score.
- c. Prior to upgrading a trainee to the next phase, all tasks listed in the Documentation Book must be signed off as "instructed" and "competent" for that specific phase.
- d. The written tests shall be sent to the FTU and placed in the trainee's training file.
- e. Trainees who fail the written examination:
 1. May re-take a different 25-question test one (1) week later.
 2. After a second (2) failure, the trainee shall receive a Trainee Warning Letter indicating that a fourth (4) failure may result in release from probation.
 3. On the fourth (4) failure, the trainee may be released from probation.
- f. The FTU shall administer the Phase IV Oral Examination.
- g. Trainees who fail the Phase IV Oral Examination may re-take the test one (1) week later. A written assignment will be given and is due one (1) week later. Trainees who fail a second Phase IV Oral Examination may be released from training.
- h. The FTO attestation of each trainee's competence, and successful completion of the FTP, shall be retained in Department records.

B. Performance Evaluations of the FTO

1. District Sergeant

- a. The District Sergeant shall:
 1. Evaluate assigned FTOs on a semi-annual basis. These evaluations are due the 2nd week of June and the 2nd week of November.
 2. Include a recommendation for retention, or not, as a FTO.
- b. Evaluations by the District Sergeant shall be:
 1. Based on the "Qualification" requirements stated earlier and feedback from the trainees.
 2. Due by the second week of June and the second week of November, which coincides with the Employee Performance Evaluation due dates.
 3. Given to the Watch Commander and station Captain for review and comment. The station Captain shall provide a recommendation for FTO retention or decertification.
 4. Reviewed and signed by the FTO, after all comments have been made.
 5. Retained by the Field Training Unit for two (2) years.
- c. The Field Training Supervisor shall:
 1. Meet with the FTO, during the last quarter of the year.
 2. Review evaluations with the FTO.
 3. Review the contributions the FTO has made to the program during the past year.
 4. Discuss the upcoming year expectations and continued development of the FTO.
 5. Review evaluations and make recommendations for retention.
 6. Immediately discuss with the FTO's chain-of-command any deficiencies.



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TRAINEE EVALUATION CRITERIA

A. EVALUATIONS

1. An explanation must be provided for performance ratings of one (1) and five (5) (See Field Training Standards for Performance Measurements).

B. RATING SCALE

1. All trainees shall be evaluated using the “Solo Patrol Officer” Standard as the “Acceptable” Standard
 - a. (1) Unacceptable
 - b. (2) Improvement needed
 - c. (3) Acceptable (meets minimum acceptable level)
 - d. (4) Exceeds acceptable level
 - e. (5) Superior

C. CONTENT

1. Thorough, detailed, accurate, and qualitative documentation is imperative in both the trainee’s written assignments and the FTO(s) evaluation reports. Include call-numbers. Do not provide predictions, but comment on current performance.

D. SPELLING

1. Document misspelled words as a deficiency and suggest the spell-check and/or dictionary be used.

E. PUNCTUATION

1. Ensure the use of commonly used punctuation in all trainee written assignments.

F. JOB SPECIFIC

1. The evaluation report must relate to the task(s) performed.

G. MULTIPLE PERFORMANCES

1. Do not focus on one performance task area, but rather numerous aspects of the job.

H. PROVIDE EXAMPLES

1. Give as many examples of the trainee’s activities as possible to support deficient or exemplary performances. Also list and discuss the “Most Satisfactory” and “Least Satisfactory” areas of performance.

I. PRAISE

1. Include positive actions and redeeming qualities in the evaluations.

J. FORMAL COUNSELING

1. Conduct formal counseling when a trainee is having specific and documented deficiencies

K. REMEDIAL TRAINING

1. A correction or review of previously taught information or procedures is necessary when the trainee’s job performance is evaluated as less than acceptable level. Include in the evaluations the total amount of time spent on remedial training.



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STANDARD EVALUATION GUIDELINES

A. ATTITUDE

1. **Acceptance of Feedback/FTO/FTP:** Evaluates the way the trainee accepts criticism, how the trainee interacts with the FTO, and how the trainee accepts the training program, including how the FTO's feedback is received and used to further learning and improve performance.
 - (1) Unacceptable Rationalizes mistakes. Denies that errors were made. Is argumentative. Refuses to, or does not attempt to, make corrections. Considers criticism a personal attack.
 - (3) Acceptable Accepts criticism in a positive manner and applies it to improve performance and further learning.
 - (5) Superior Actively solicits criticism/feedback in order to further learning and improve performance. Does not argue or blame other persons/things for errors.
2. **Attitude toward Police Work:** Evaluates the trainee in terms of personal motivation, goals and his/her acceptance of the job's responsibilities.
 - (1) Unacceptable Abuses authority. Demonstrates little dedication to the principles of the profession. Is disinterested. Lacks motivation and does not attempt to improve performance. Unable to identify areas in need of improvement.
 - (3) Acceptable Demonstrates an active interest in the new position and responsibilities.
 - (5) Superior Strives to further professional knowledge by actively soliciting assistance from others to improve skills. Demonstrates concern for the fair and equitable enforcement of the law, maintaining high ideals in terms of professional responsibility. Exhibits a desire to complete Field Training and become a productive member of the organization. Aware of public image, personal biases, and self-motivation.
3. **Integrity/Ethics:** Evaluates the manner in which the trainee understands, accepts, and employs his/her own integrity and ethics.
 - (1) Unacceptable Accepts and employs a standard of mediocrity. Has little or no sense of accountability and/or responsibility to the department or community.
 - (3) Acceptable Demonstrates ability to build/maintain public trust through honesty, community awareness, and professionalism. Able to resolve ethical situations through planning, evaluation, and decision-making.
 - (5) Superior Consistently demonstrates high degree of internal strength, courage, and character. Models responsibility of service and enhances public trust.
4. **Leadership:** Evaluates the trainee's ability to exercise influence among people using ethical values and goals for an intended change.
 - (1) Unacceptable Does not use command presence appropriately. Does not prevent/reduce conflict. Fails to show empathy.
 - (3) Acceptable Understands the difference between influence and authority. Provides expected level of competency to the community through effective collaboration, communication/mediation, and compassion.
 - (5) Superior Will not rationalize to compromise integrity. Has the courage to be flexible and employ discretion. Consistently demonstrates trust, respect, and genuine concern.



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B. APPEARANCE

1. **General Appearance:** Evaluates physical appearance, dress, demeanor, and equipment.

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| (1) Unacceptable | Fails to present a professional image. Uniform fits poorly or is improperly worn or wrinkled. Hair not groomed and/or in violation of Department regulation. Dirty shoes, weapon, and/or equipment. Equipment is missing or inoperative. |
| (3) Acceptable | Uniform is neat/clean. Uniform fits and is properly worn. Weapon, leather, and equipment are clean and operative. Hair within regulations. Shoes and brass are shined. |
| (5) Superior | Uniform is neat, clean, and tailored. Leather gear is shined. Shoes are polished. Displays command bearing. |

C. RELATIONSHIPS

1. **Relationship with Citizens/Community:** Evaluates the trainee's ability to interact with citizens (including suspects) and diverse members of the community in an appropriate and efficient manner.

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|------------------|---|
| (1) Unacceptable | Abrupt, belligerent, demeaning, overbearing, arrogant, uncommunicative. Overlooks or avoids "service" aspects of the job. Is inaccessible to the public. Introverted, overly sympathetic, ineffective, prejudicial, biased. Fails to explain actions to citizens. Does not follow up on citizen requests. Poor "non-verbal" skills. Communications are confusing to the public. |
| (3) Acceptable | Courteous, friendly, and empathetic to citizen's perceptions of problems. Communicates in a professional, unbiased manner. Fully explains police actions to public contacts and follows up on public inquiries and requests. Is service-oriented and contacts the public in non-enforcement situations. Good "non-verbal" skills. Communicates well when interacting with the public. |
| (5) Superior | Is very much at ease with citizen and suspect contacts. Effectively manages time to allow increased citizen contact. Quickly establishes rapport and leaves people with the feeling that the officer is interested in serving them. Is objective in all contacts. Excellent "non-verbal" skills. Routinely exhibits strong communication skills when interacting with the public. |

2. **Relationship with Other Department Members:** Evaluates the trainee's ability to effectively interact with Department members of all ranks, capacities, and positions.

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|------------------|--|
| (1) Unacceptable | Patronizes FTO/superiors/peers or is antagonistic toward them. Gossips. Is insubordinate, argumentative, and/or sarcastic. Resists instruction. Considers himself/herself superior. Belittles others. Is not a "team player." Relies on others to carry his/her share of the work. |
| (3) Acceptable | Adheres to the Chain of Command. Good FTO, superior, and peer relationships. Demonstrates a teamwork attitude. |
| (5) Superior | Is at ease in contact with all members of the organization while displaying professionalism. Understands supervisors' responsibilities and their positions. Actively assists others. |



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3. **Community Organizing and Problem-solving:** Evaluates the manner in which the trainee assists members of the community in handling neighborhood issues

- (1) Unacceptable Makes little attempt to establish or attend crime-watch meetings. Does not know the resources available to the community for problem-solving. Acts as “sole authority” and does not include the public in problem-solving process.
- (3) Acceptable Assists members of the community in establishing crime-watch programs. Attends established group meetings as time allows. Provides the community lists of available resources. Includes the public in problem-solving.
- (5) Superior Actively seeks out public involvement in crime-watch programs. Makes time to attend crime-watch programs and other neighborhood activities. Researches possible resources for neighborhoods to use. Encourages citizens to participate in decisions affecting their community.

D. PERFORMANCE

1. **Driving Skill: Normal Conditions:** Evaluates the trainee's skill in the operation of department vehicles under normal and routine driving conditions.

- (1) Unacceptable Frequently violates traffic laws. Involved in chargeable accidents. Fails to maintain control of vehicle or displays poor manipulative skills in vehicle operation. Drives too fast or too slow for conditions.
- (3) Acceptable Obeys traffic laws. Maintains control of the vehicle while being alert to activity outside of the vehicle. Drives defensively.
- (5) Superior Sets an example for lawful, courteous driving. Maintains complete control of the vehicle while operating radio, checking mobile computer terminals (MDTs, MCTs, CDTs), etc. Consistently demonstrates Situation-Appropriate, Focused, and Educated (SAFE) driving concepts.

2. **Driving Skill: Moderate/High Stress Conditions:** Evaluates the trainee's skill in vehicle operation under Code 3 situations, in situations calling for other than usual driving, and under conditions calling for other than normal driving skill.

- (1) Unacceptable Involved in chargeable accidents. Uses red lights and siren unnecessarily or improperly. Drives too fast or too slow for conditions/situation. Loses control of the vehicle.
- (3) Acceptable Maintains control of the vehicle and evaluates driving conditions/situation properly. Adheres to department policies and procedures regarding Code 3 pursuit enforcement driving. Practices defensive driving techniques.
- (5) Superior Displays high degree of reflex ability and driving competency. Anticipates driving situations in advance and acts accordingly. Responds well relative to the degree of stress present. Consistently demonstrates Situation-Appropriate, Focused, and Educated (SAFE) driving concepts.



SACRAMENTO POLICE DEPARTMENT FIELD TRAINING MANUAL



3. **Use of Map Book/GPS: *Orientation/Response Time*:** Evaluates the trainee's awareness of surroundings, ability to find locations, and ability to arrive at destination within an acceptable amount of time.
 - (1) Unacceptable Unaware of location on patrol. Does not properly use map book or GPS. Unable to relate location to destination. Gets lost. Spends too much time getting to destination.
 - (3) Acceptable Is aware of location while on patrol. Properly uses map book or GPS. Can relate location to destination. Arrives within reasonable amount of time using the most practical route to reach destination.
 - (5) Superior Remembers locations from previous visits and seldom needs map book or GPS. Is aware of shortcuts and utilizes them to save time. High level of orientation to the beat and the community.

4. **Routine Forms: *Accuracy/Completeness*:** Evaluates the trainee's ability to properly utilize departmental forms.
 - (1) Unacceptable Is unaware that a form must be completed and/or is unable to complete the proper form for the given situation. Forms are incomplete, inaccurate, or improperly used.
 - (3) Acceptable Knows of the commonly used forms, consistently makes accurate form selection, and understands their use. Completes them with accuracy and thoroughness.
 - (5) Superior Consistently completes detailed forms rapidly and accurately with little or no assistance.

5. **Report Writing: *Organization/Details/Use of Time*:** Evaluates the trainee's ability to organize reports, supply the necessary details for a good report, obtain all necessary information from reporting person and/or witnesses, and to complete a report in an appropriate amount of time.
 - (1) Unacceptable Fails to elicit necessary information. Unable to organize information in a logical manner and reduce it to writing. Omits pertinent details in the report. Report is inaccurate and/or incorrect. Routinely requires an excessive amount of time to complete a report.
 - (3) Acceptable Elicits most information and records same. Completes reports, organizing information in a logical manner. Reports contain the required information and details. Completes reports within a reasonable amount of time.
 - (5) Superior Reports are a complete and detailed account of events, written and organized so that any reader understands what occurred. Completes complex reports efficiently and in a timely manner with little or no assistance.



SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL



6. **Report Writing: Grammar/Spelling/Neatness:** Evaluates the trainee's ability to use proper grammar, to spell correctly, and to prepare reports that are neat and legible.
- (1) Unacceptable Reports are illegible. Reports contain an excessive number of misspelled words. Sentence structure and/or word usage is incorrect or incomplete. Reports are confusing and not easily understood by the reader/evaluator.
 - (3) Acceptable Reports are legible and grammar is at an acceptable level. Spelling is acceptable and errors are few. Errors, if present, do not distract from understanding the report. Report is neat and clean in appearance.
 - (5) Superior Reports are very neat and legible. Contain no spelling or grammatical errors. Reports are thorough, complete, and easily understood by the reader/evaluator.
7. **Field Performance: Non-stress Conditions:** Evaluates the trainee's ability to perform routine, non-stress police activities.
- (1) Unacceptable Becomes confused and disoriented when confronted with routine, non-stress tasks. Does not or cannot complete tasks. Unable to determine the appropriate course of action, avoids taking action, or employs inappropriate action for a given situation.
 - (3) Acceptable Properly assesses aspects of routine situations; determines appropriate action, and takes same.
 - (5) Superior Properly assesses aspects of both routine and complex situations. Quickly determines and employs appropriate course of action.
8. **Field Performance: Stress Conditions:** Evaluates the trainee's ability to perform in moderate to high stress conditions.
- (1) Unacceptable Becomes emotional, panic stricken, unable to function. Holds back, loses temper, or displays cowardice. Over/under reacts, or acts in unsafe or ineffective manner.
 - (3) Acceptable Maintains calm and self-control in most situations. Determines proper course of action and takes it. Controls a situation and does not allow it to further deteriorate. Keeps safety in mind.
 - (5) Superior Maintains calm and self-control in even the most extreme situations. Quickly restores control of the situation and takes command. Determines and employs best course of action. Handles situations safely, efficiently, and effectively.



SACRAMENTO POLICE DEPARTMENT

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9. **Investigative Skills:** Evaluates the trainee's ability to conduct a proper investigation with an emphasis on crime scene investigatory procedures.

(1) Unacceptable Does not conduct a basic investigation or conducts investigation improperly. Unable to accurately identify offense committed. Fails to discern readily available evidence. Makes frequent mistakes when identifying, collecting, or submitting evidence. Does not connect evidence with suspect when apparent. Lacks skill in collection and preservation of fingerprints. Does not protect crime scene. Fails to identify and follow up obvious investigative leads.

(3) Acceptable Follows proper investigatory procedure in routine cases. Is generally accurate in identifying the nature of offense committed. Identifies, collects, tags, logs, and submits evidence properly. Connects evidence with suspect when apparent. Collects useable fingerprints from crime scenes, with little assistance, when conditions allow. Protects crime scene. Knows when to consult a supervisor, investigator, or crime scene technician when processing is needed at involved or unusual crime scenes.

(5) Superior Consistently follows proper investigatory procedure and is routinely accurate in identifying the nature of the offense committed. Connects evidence with suspect even when not readily apparent. Collects useable fingerprints from crime scenes, with little to no assistance, when conditions allow. Actively seeks to improve evidence collection and processing skills.

10. **Interview/Interrogation Skills:** Evaluates the trainee's ability to use proper questioning techniques, to vary techniques to fit persons being interviewed/interrogated, and to follow proper and lawful procedure.

(1) Unacceptable Fails to use proper questioning techniques. Does not elicit and/or record available information. Does not establish appropriate rapport with subject and/or does not control interrogation of suspect. Fails to recognize when to give the Miranda admonishment. Fails to elicit or obtain enough information to determine what is occurring. Fails to identify citizens contacted during the course of the investigation.

(3) Acceptable Uses proper questioning techniques. Elicits available information and records same. Establishes proper rapport with victims/witnesses. Controls the interrogation of suspects and properly conducts a Miranda admonishment.

(5) Superior Consistently uses proper investigative questioning techniques. Establishes rapport with all victims/witnesses. Controls the interrogation of even the most difficult suspects. Conducts successful interrogations of suspects. Fully understands the legalities associated with the Miranda admonishment, and administers the admonishment appropriately.



SACRAMENTO POLICE DEPARTMENT

FIELD TRAINING MANUAL



11. **Self-initiated Field Activity:** Evaluates the trainee's desire and ability to observe and act upon suspicious activity, and to address situations where citizens may require law enforcement assistance.

- (1) Unacceptable Fails to observe and/or avoids suspicious activity. Does not investigate same. Rationalizes suspicious circumstances. Avoids or does not recognize situations where citizens may require law enforcement assistance.
- (3) Acceptable Recognizes and acts upon situations requiring law enforcement contact or attention. Develops cases from observed activity. Displays inquisitiveness.
- (5) Superior Routinely acts on situations requiring law enforcement contact or attention. Maintains "Watch Bulletins" and information provided at roll call for later use in the field. Appropriately uses the information as reasonable suspicion to detain, or to develop probable cause to arrest. Makes quality contacts and/or arrests from observed activity. "Sees" beyond the obvious. Maintains vigilance for suspicious activity and/or situations where citizens may require law enforcement assistance.

12. **Officer Safety: General:** Evaluates the trainee's ability to perform police tasks without injuring self or others, and without exposing self or others to unreasonable danger or risk.

- (1) Unacceptable Fails to follow acceptable safety procedures. Fails to exercise officer safety, including but not limited to:
 - 1. Exposes weapons to suspect (handgun, baton, chemical agents, etc.).
 - 2. Fails to keep weapon hand free in enforcement situations.
 - 3. Stands in front of/next to violator's vehicle door.
 - 4. Fails to control suspect's movements.
 - 5. Fails to use illumination when necessary or uses it improperly.
 - 6. Does not keep violator/suspect in sight.
 - 7. Fails to advise Communications when leaving vehicle.
 - 8. Fails to maintain good physical condition.
 - 9. Fails to properly maintain personal safety equipment.
 - 10. Does not anticipate potentially dangerous situations.
 - 11. Stands too close to passing vehicular traffic.
 - 12. Is careless with gun and/or other weapons.
 - 13. Fails to position vehicle properly during vehicle stops.
 - 14. Stands in front of door when making contact with occupants.
 - 15. Makes poor choice of which weapon to use and when to use it.
 - 16. Cannot justify why a particular weapon was employed.
 - 17. Fails to cover other officers or maintain awareness of their activities.
 - 18. Stands between police and violator's vehicle on a vehicle stop.
 - 19. Fails to search police vehicle prior to duty and after transporting other than police personnel.
- (3) Acceptable Follows acceptable safety procedures. Understands and applies them.
- (5) Superior Consistently works safely. Foresees dangerous situations and prepares for them. Keeps partner informed and determines best position for self and partner. Is not overconfident. Serves as an "officer safety" model for others.



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13. **Officer Safety: *Suspicious Persons, Suspects, and Prisoners:*** Evaluates the trainee's ability to perform police-related tasks safely while dealing with suspicious persons, suspects, and prisoners.
- (1) Unacceptable Violates officer safety practices as outlined in SEG 20 (above). Additionally, fails to "pat search," allows people to approach while seated in patrol vehicle, fails to handcuff when appropriate. Conducts poor searches and fails to maintain a position of advantage that could prevent attack or escape.
 - (3) Acceptable Follows acceptable safety procedures with suspicious persons, suspects, and prisoners. Routinely works with an officer safety mindset.
 - (5) Superior Foresees potential dangers or hazards and acts to mitigate or eliminate them. Consistently maintains control and a position of advantage during contacts in the field. Remains alert to changing events and adjusts accordingly to maintain safety and control.
14. **Control of Conflict: *Voice Command:*** Evaluates the trainee's ability to gain and maintain control of situations through verbal command and instruction.
- (1) Unacceptable Speaks too softly or timidly, speaks too loudly, confuses or angers listener by what is said and/or how it is said. Speaks when inappropriate. Unable to use a confident/commanding tone of voice.
 - (3) Acceptable Speaks with authority in a calm, clear voice. Proper selection of words and knowledge of how and when to use them. Commands usually result in compliance.
 - (5) Superior Completely controls situations with voice tone, word selection, inflection, and command bearing. Restores order in even the most trying situation through voice and language usage.
15. **Control of Conflict: *Physical Skill:*** Evaluates the trainee's ability to use the proper level of force for the given situation.
- (1) Unacceptable Employs too little or too much force for a given situation. Is physically unable to gain compliance or affect an arrest. Does not use proper restraints or uses them improperly.
 - (3) Acceptable Obtains and maintains control through the proper use and amount of force. Uses restraints effectively.
 - (5) Superior Displays above average knowledge and skill in the use of restraints. Extremely adept in employing the proper use of force for a given situation. Understands the legalities involved in the use of force.



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16. **Problem-solving Techniques/Decision Making:** Evaluates the trainee's performance in terms of ability to perceive problems accurately, form valid conclusions, arrive at sound judgments, and make proper decisions.

- (1) Unacceptable Acts without thought or good reason. Avoids problems. Demonstrates a failure to understand problem-solving techniques by not using them or not applying them effectively. Fails to ask the right questions. Does not assess a proper or effective response to the problem. Is unable to reason through a problem and come to a conclusion. Is unable to choose alternative solutions. Is indecisive, naive. Cannot recall previous solutions and apply them in similar situations.
- (3) Acceptable Able to reason through a problem and come to an acceptable conclusion in routine situations. Perceives situations as they really are. Is capable of explaining what a problem-solving model is. Generates proper questions designed to identify problem. Generally able to choose a solution. Analyzes response for further action. Makes decisions with little assistance. Makes reasonable decisions based on information available.
- (5) Superior Able to reason through most routine and complex situations and reach appropriate conclusions. When confronted with a problem, uses SARA (Scan – Analyze — Respond —Assess) or other department-endorsed problem-solving approach/model. Has keen perception. Identifies root causes of problems, not just symptoms. Anticipates problems and prepares potential resolutions in advance. Relates past experiences to present situations, and selects workable solutions. Properly assesses response, adjusts accordingly, and plans for follow-up.

17. **Communications: *Appropriate Use of Codes/Procedure:*** Evaluates the trainee's use of communications equipment in accordance with department policy and procedure.

- (1) Unacceptable Violates policy concerning use of communications equipment. Does not follow correct procedures. Does not understand or use proper communication codes/language.
- (3) Acceptable Complies with policy and accepted procedures. Has good working knowledge of most common communication codes/language, and uses communication equipment appropriately.
- (5) Superior Consistently adheres to department communications policies. Has superior working knowledge of communication codes/language used during communications, and properly applies that knowledge as appropriate.

18. **Radio: *Listens and Comprehends:*** Evaluates the trainee's ability to pay attention to radio traffic and to understand the information transmitted.

- (1) Unacceptable Repeatedly misses own call sign and is unaware of traffic in adjoining beats. Requires dispatcher to repeat radio transmissions or does not accurately comprehend transmission.
- (3) Acceptable Copies own radio transmissions and is normally aware of radio traffic directed to adjoining beats.
- (5) Superior Is aware of own traffic and what is occurring throughout the service area. Recalls previous transmissions and uses that information to advantage.



SACRAMENTO POLICE DEPARTMENT

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19. **Radio: *Articulation of Transmissions***: Evaluates the trainee's ability to communicate with others via the law enforcement radio.

- (1) Unacceptable Does not pre-plan transmissions. Over/under modulates. Improperly uses microphone. Speaks too rapidly or too slowly. Multiple complaints regarding trainee's use of the radio.
- (3) Acceptable Uses proper procedure with clear, concise, and complete transmissions. Few complaints regarding trainee's use of the radio.
- (5) Superior Transmits clearly, calmly, concisely, and completely, even in stressful situations. Transmissions are well thought out and do not have to be repeated. No complaints regarding trainee's use of the radio.

20. **Mobile Computer Terminal: *Use/Comprehension/Articulation***: Evaluates the trainee's ability to operate the Mobile Computer Terminal and receive and send clear communications via the terminal.

- (1) Unacceptable Does not understand dispatch and/or message formats. Does not recognize messages addressed to his/her unit. Fails to properly update the status of the unit. Is unfamiliar with formats necessary for routine operation and inquiries. Is unable to compose understandable text. Does not recognize officer safety issues involved in dispatch calls. Violates FCC regulations and/or department policy.
- (3) Acceptable Understands the operation and formats required for all function and status keys. Can communicate by administrative message. Understands message, dispatch, and database formats used daily by officers. Properly updates status. Readily recognizes officer safety issues involved in the disposition of calls. Types clear and brief messages. Adheres to FCC regulations and department policy.
- (5) Superior Consistently recalls dispatch information without running summaries. Understands CAD, DMV, and CLETS error messages. Proficient in use of all function keys, administrative messages, and BOLO file retrieval.

E. KNOWLEDGE

1. **Department Policies and Procedures**: Evaluates the trainee's knowledge of department policies/procedures and ability to apply this knowledge under field conditions.

a. Reflected by Verbal/Written/Simulated Testing:

- (1) Unacceptable When tested, answers with less than 70% accuracy.
- (3) Acceptable When tested, answers with at least 70% accuracy.
- (5) Superior When tested, answers with 100% accuracy.

b. Reflected in Field Performance:

- (1) Unacceptable Fails to display knowledge of department policies, regulations, and/or procedures, or violates same.
- (3) Acceptable Familiar with most commonly applied department policies, regulations, procedures, and complies with same.
- (5) Superior Has an excellent working knowledge of department policies, regulations, and procedures, including those less known and seldom used.



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2. **Criminal Statutes:** Evaluates the trainee's knowledge of the criminal statutes [Penal Code (PC), Vehicle Code (VC), Welfare & Institutions (W&I), Business & Professions Code (B&P or BPC), Health & Safety Code (H&S or HSC), and all applicable city/county codes] and his/her ability to apply that knowledge to field situations.

a. Reflected by Verbal/Written/Simulated Testing:

- (1) Unacceptable Does not know the elements of basic code sections. Does not recognize criminal offenses when encountered or makes mistakes relative to whether or not crimes have been committed and, if so, which crimes. Incorrectly identifies violation(s). Provides incorrect court assignments or dates.
- (3) Acceptable Recognizes commonly encountered criminal offenses and applies appropriate code section. Recognizes differences between criminal and non-criminal activity. Correctly identifies violation(s). Provides correct court assignments and dates.
- (5) Superior Has outstanding knowledge of all codes and applies that knowledge to normal and unusual activity quickly and effectively. Consistently able to locate lesser known code sections in reference material.

b. Reflected in Field Performance:

- (1) Unacceptable Does not know the elements of basic code sections. Does not recognize criminal offenses when encountered or makes mistakes relative to whether or not crimes have been committed and, if so, which crimes. Incorrectly identifies violation(s). Provides incorrect court assignments or dates.
- (3) Acceptable Recognizes commonly encountered criminal offenses and applies appropriate code section. Recognizes differences between criminal and non-criminal activity. Correctly identifies violation(s). Provides correct court assignments and dates.
- (5) Superior Has outstanding knowledge of all codes and applies that knowledge to normal and unusual activity quickly and effectively. Consistently able to locate lesser known code sections in reference material.

3. **Criminal Procedure:** Evaluates the trainee's knowledge of criminal procedures including laws of arrest, search and seizure, warrants, juvenile law, etc. Evaluates ability to apply those procedures to field situations.

a. Reflected by Verbal/Written/Simulated Testing

- (1) Unacceptable When tested, answers with less than 70% accuracy.
- (3) Acceptable When tested, answers with at least 70% accuracy.
- (5) Superior When tested, answers with 100% accuracy.

b. Reflected in Field Performance

- (1) Unacceptable Violates procedural requirements. Attempts to conduct illegal searches, fails to search when appropriate, attempts to seize evidence illegally, and arrest unlawfully.
- (3) Acceptable Follows required procedure in commonly encountered situations. Conducts proper searches and seizes evidence legally. Makes arrests within guidelines.
- (5) Superior Follows required procedure in all cases, accurately applying the law relative to searching, seizing evidence, release of information, and effecting arrests.



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F. AGENCY-SPECIFIC

1. **Preparedness:** Evaluates the trainee's preparedness for patrol-duty.
 - (1) Unacceptable Unprepared to begin shift. Does not carry proper report forms or mandatory safety equipment. Does not complete specific assignments.
 - (3) Acceptable Comes prepared for the upcoming shift. Carries appropriate report forms and safety equipment. Consistently completes homework assignments on time.
 - (5) Superior Always prepared to work at beginning of shift. Carries appropriate report forms, safety equipment, and specialty equipment, such as digital records, drug testing kits. Always completes assignments on time and often conducts additional research.
2. **Use of Time:** Evaluates the trainee's overall use of time, while on patrol-duty.
 - (1) Unacceptable Constantly mismanages time. Late for roll call. Does not go 909 in a timely fashion. Concentrates on socializing instead of handling duties and responsibilities. Takes inordinate amount of time to complete basic tasks and written reports.
 - (3) Acceptable Manages time well. Reports to roll-call on time and goes 909 in a prompt manner. Keeps social conversations to a minimum. Completes tasks and written reports in a timely fashion.
 - (5) Superior Manages time wisely. Comes to work early and goes 909 immediately after roll-call. Completes tasks thoroughly and expediently. Completes detailed reports in a minimum of time with no assistance.
3. **Common Sense and Judgment:** Evaluates the trainee's common sense and overall judgment.
 - (1) Unacceptable Acts without thought or indecisive, naïve. Unable to make decisions alone and inability reason a situation out. Considerable lack of common sense and judgment.
 - (3) Acceptable Able to reason out problems and relate to training. Good perception and ability to make decisions. Shows common sense judgment in most situations.
 - (5) Superior Shows above average ability to evaluate a situation and uses common sense and good judgment in arriving at course of action. Foresees potential problems and arrives at advanced solutions.



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4. **Traffic Collision Investigation:** Evaluates the trainee's ability to conduct a comprehensive and thorough traffic collision investigation.
 - (1) Unacceptable Unable to take proper control of a collision scene. Does not recognize physical evidence at scene. Omits important details in report. Unable to condense collision into proper report format. Unable to use physical evidence and statements to reconstruct collision. Unable to determine the primary collision factor and unable to determine the area of impact.
 - (3) Acceptable Takes control of collision scene. Able to correctly determine proper reporting criteria. Able to properly reconstruct collision by using statements and physical evidence. Able to determine the area of impact and primary collision factor. Completes collision report in proper format with few errors.
 - (5) Superior Maintains excellent control of collision scene. Demonstrates superior ability to analyze and reconstruct the collision. Produces a complete, concise, and accurate traffic report with no assistance.

5. **Arrest/Control:** Evaluates the trainee's use of Department-approved arrest and control techniques.
 - (1) Unacceptable No knowledge of technique elements during the arrest and control (i.e. cursory search, twist lock, standing-modified, kneeling search, prone search, and handcuff). Unable to apply techniques in field. Fails to locate contraband or weapons.
 - (3) Acceptable Good knowledge of technique elements during arrest and control. Able to apply techniques in field. Uses the proper technique for circumstances.
 - (5) Superior Excellent knowledge of technique elements during arrest and control. Correctly applies techniques. Always uses the proper technique for the situation.

Re: CPL Angela Lansdale

[REDACTED]@pd.cityofsacramento.org>

Wed 2/12/2020 7:25 AM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Hello Sgt.,

1. There was one positive takeaway from Cpl. Lansdale. I learned what not to do and how not to treat people.
2. There were several negative takeaways from Cpl. Lansdale. She would constantly talk bad about other SPD officers and talked as if she was above everyone else. I understand that there are multiple ways to do things in this job, but it was always her way or the highway. If I didn't do something her way she would always yell at me stating that whoever taught me a certain technique or way to do something was wrong. She would even go as far as to tell me how to cross the street properly. She would never let me make u-turns due to officer safety. She would always yell at me to copy the report number before turning off the ICC because it had to be done a certain way in order every time. I expressed to her that I hadn't found any drugs yet and she basically laughed and told other officers that I hadn't found drugs yet instead of assisting me in finding them to further my experience and knowledge. She was by far the hardest FTO to work with. The car rides were always silent because she didn't ever care to talk even when a conversation was trying to be initiated. It was extremely hard to go to work everyday while training with her because I wasn't having fun or learning anything. At certain points while training with her, it made me question whether or not I wanted to do this job anymore just so I could get away from her.
3. Ofc. Lansdale doesn't take workout time which I think hindered me physically. There was an incident where I had eyelash extensions which I'm sure the Field Training Unit knows about. After Cpl. Madsen specifically told her to let me keep them until they naturally fell out, she made a point to take me to the report writing room and go over the policy with me in front of multiple officers which was embarrassing and unprofessional. She would constantly bring up how I lied to her about getting them removed because i didn't like "mom's" answer so I went to "dad." She also mentioned how I may be sleeping with Cpl. Madsen because I was getting my way by him letting me keep them on. She didn't use this exact verbiage, but she definitely insinuated it. I couldn't handle the pestering so I just got them removed. I thought that this was absolutely unacceptable and unprofessional, and she wouldn't drop the subject until I agreed with her that I lied to her and that I was wrong. This resulted in me getting a 1 in my evals for appearance. I don't think that she's a pleasant person to work with.

If you have any other questions, don't hesitate to contact me.

Thank you,
Ofc. [REDACTED]

From: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Sent: Sunday, February 9, 2020 11:07 AM

Subject: CPL Angela Lansdale

Hello,

MEMORANDUM**SACRAMENTO POLICE DEPARTMENT**

TO: KATHY LESTER, CHIEF OF POLICE**DATE: 1/11/2022****REF: IAD 2020-031****FROM: STEPHEN MOORE, CAPTAIN****SUBJECT: SKELLY HEARING – OFFICER NAME HERE**

On January 5, 2022 at 1500 hours, I held the Skelly Hearing for Officer Angela Lansdale as the Skelly Review Officer. The hearing was held at 300 Richards Blvd, Room 115. Present for the hearing, were Officer Angela Lansdale and her representative, Officer Tim Davis Sr. The allegation in the Internal Affairs case was for violating terms of a settlement agreement. The allegation was sustained with the discipline being removal from assignment, and decertification, as a Field Training Officer.

At the conclusion of the meeting Officer Davis provided a summary of SPOA's arguments against the imposition of intended discipline which is attached hereto.

I recommend no change of the discipline based on the Skelly Hearing.

OFFICERS

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Second Vice President

CHESSA MAITA
Civilian Vice President

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AARON WALLACE
Retired Member Delegate

JOE WAGSTAFF
Reserve Member Delegate



**SACRAMENTO
POLICE OFFICERS ASSOCIATION**

SERVING THE INTERESTS OF LAW ENFORCEMENT PROFESSIONALS SINCE 1969

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Ryan McCarthy
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January 5, 2023

Captain Moore,

Officer Lansdale should not be removed from her assignment as an FTO because her actions did not rise to the level of "abusive behavior towards trainee." Additionally, she should not be removed from her assignment because the Letter of Reprimand and its attached settlement agreement and education-based discipline plan are expired.

The Documents the City is Relying on are Expired

The City, in their removal of Officer Lansdale, cite the cause for removal as a violation of a settlement agreement attached to a letter of reprimand. The letter of reprimand is dated October 12, 2020. The letter states that the letter will be withdrawn after 18 months, if there is no additional formal discipline during the 18 month period. The 18-month period ended on April 12, 2022. During the 18-month period Officer Lansdale did not receive any formal discipline. Additionally, Officer Lansdale was required to complete an education-based discipline plan during the period following the issuance of the letter of reprimand. Officer Lansdale completed the education-based discipline plan in a timely manner in approximately April of 2021. The letter of reprimand, and with it, the settlement agreement and education based discipline plan all expired after 18 months, which was April 12, 2022. The City can no longer rely on these documents to impose any new discipline.

The Standard for Discipline Established by the City of "abusive behavior towards trainee" was not met

The City, in its letter of intent cites the expired settlement agreement and established the standard of "abusive behavior towards trainee" to constitute a violation sufficient to remove Officer Lansdale from the FTO unit. Officer Lansdale's actions do not rise to the level of "abusive behavior". To reach the level of "abusive behavior" ones actions must be "violent" or "extremely offensive." The evaluation written by CSO [REDACTED] states that Officer Lansdale was "unprofessional", "rude", "negative" "not a team player" and "unfair." While these traits are negative, they do not rise to the level of "abusive behavior towards trainee." There is no allegation that Officer Lansdale was violent and no allegation that she was extremely offensive. The City has

failed to allege any actions by Officer Lansdale that rise to the level of abusive and as such has failed to justify its cause for removal

CSO [REDACTED] also stated that Officer Lansdale was “a good officer”, “very smart”, “knowledgeable”, “a great officer”, and “has great officer safety.” Officer Lansdale possesses important traits that an FTO should possess and is a quality FTO. The City has not established a cause for her removal and Officer Lansdale should be retained in her assignment as an FTO.

A handwritten signature in blue ink, consisting of a large, stylized loop followed by a horizontal line that tapers to the right.

Timothy Davis
President,
Sacramento Police Officers Association

Fwd: CPL Angela Lansdale

Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Thu 2/13/2020 7:31 PM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

This came in just FYI... he was on the list.

Ech

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]@pd.cityofsacramento.org>
Date: February 13, 2020 at 7:28:17 PM PST
To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>
Subject: Re: CPL Angela Lansdale

Good evening Sergeant,

I apologize for my delayed response. I was Corporal Lansdale's trainee during my first month of my second phase of training.

1. Some positive takeaways I had from training with Corporal Lansdale included radio etiquette (she emphasized the importance of not talking on the radio just to talk, to use the computer functions ie hot seat to request tows, R/O checks etc). She emphasized the importance of doing your research when responding to calls. I also believe she had a positive impact on my report writing skills. She was very knowledgeable and brought good discussion to the car regarding case law and general orders.

2. In my opinion, Corporal Lansdale is not very personable. While on CFS, I have noticed that she interacts with the community almost a robotic manner. I also observed a bit of friction between her and other officers on her team.

3. There were several occasions where she has called another officer out for doing something she did not like, while on a call, in front of members of the community. One specific situation that comes to mind was while on scene of a traffic collision, a CSO attached a license plate over the radio. Cpl. Lansdale began lecturing the CSO about not using the radio for things like that. This was done in front of the parties of the collision, several bystanders and other officers. It did not seem very professional to talk down to another coworker in front of other people.

I did learn a lot while in her car. It was one of the more stressful months I had, but as with all FTO's, I had both positive and negative takeaways.

Respectfully,

[REDACTED]

Get [Outlook for iOS](#)

From: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Sent: Sunday, February 9, 2020 11:07:04 AM

Subject: CPL Angela Lansdale

Hello,

I am reaching out to you because you have been identified as an officer that was trained by Cpl. Lansdale. I am requesting feedback regarding your time in her car. Please respond to the following questions:

1. If applicable, what were some of the positive takeaways you took from your training with Cpl. Lansdale.
2. If applicable, what were some of the negative takeaways you took from your training with Cpl. Lansdale.
3. Can you comment on any specific situations that you feel are important to bring to the Field Training Unit.

Your responses will be kept confidential within the Field Training Unit.

Thank you for your time and I appreciate your timely response.

Respectfully,

Sergeant Nick Echeverria
Sacramento Police Department
Field Training Unit
Cell [REDACTED]
necheverria@pd.cityofsacramento.org



Fwd: CPL Angela Lansdale

Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Thu 2/13/2020 10:51 PM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

One more in the bag...

Sent from my iPhone

Begin forwarded message:

From: "[REDACTED]" <[REDACTED]@pd.cityofsacramento.org>
Date: February 13, 2020 at 10:44:43 PM PST
To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>
Subject: Re: CPL Angela Lansdale

Good evening Sergeant,

Here are my answers to the questions:

1. I learned to be efficient in running people and writing reports.
2. She was very harsh and very negative towards "lazy" officers who didn't do things her way. She was also harsh towards me when I made mistakes. She expected perfection pretty much right off the bat and if I messed up at all she would come down on me.
3. I went to a 211 alarm at a gas station off of Franklin. This was my first day driving (day 3, I think). I didn't turn off the car quick enough and I parked a little too close to the glass of the door, so she was yelling at me during the call to get out and asking if there was a reason that I was so slow and not responding to her training. Another time, I was driving code 3 to a cover call and I took my right hand off the steering wheel to honk the horn and clear the intersection once and she started yelling at me for being unsafe. Those are two distinct moments I remember but there were more like that.

Please let me know if you need anything else. Thanks.

Respectfully,

Ofc. [REDACTED]

From: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>
Sent: Sunday, February 9, 2020 11:07 AM
Subject: CPL Angela Lansdale

Hello,

I am reaching out to you because you have been identified as an officer that was trained by Cpl. Lansdale. I am requesting feedback regarding your time in her car. Please respond to the following questions:

1. If applicable, what were some of the positive takeaways you took from your training with Cpl. Lansdale.
2. If applicable, what were some of the negative takeaways you took from your training with Cpl. Lansdale.
3. Can you comment on any specific situations that you feel are important to bring to the Field Training Unit.

Your responses will be kept confidential within the Field Training Unit.

Thank you for your time and I appreciate your timely response.

Respectfully,

Sergeant Nick Echeverria
Sacramento Police Department
Field Training Unit
Cell [REDACTED]
necheverria@pd.cityofsacramento.org



Sgt Echeverria,

I spoke my concerns about Corporal Lansdale during my CSO oral exam with Corporal Madsen. I do not like putting this in writing as I do not want it to affect my career with this agency. I understand that you stated this is confidential, however I do want to make it clear that I do not want to make a formal complaint. I do however believe that Corporal Lansdale should not be a training officer and no other trainee should have to be put in the same situation that I was in.

Corporal Lansdale was very knowledgeable on the computer and MDT and I learned a lot from her in those areas. She appeared to be very book smart. Unfortunately, those are the only positive things that I can think of.

Corporal Lansdale was my 2nd training officer after the Academy. I was very new and my skills on patrol were very limited.

Corporal Lansdale was condescending, demeaning, and would belittle me in front of witnesses, victims, and suspects on a daily basis. Instead of waiting to address issues after a call or pulling me aside she would voice her concerns in front of anyone and everyone. It was generally petty, minor things that could be talked about later. It was never anything serious such as officer safety that needed to be addressed immediately. On one occasion we took a call at a gun dealership for a found property report. I forgot to write the call number down prior to going into the gun shop (which was one of her many pet peeves). When it came time to give the owner the report number I told her I needed to radio or to run back out to the car to grab it. She decided to yell at me in front of the gun owner and customers in the store for failing to write it down before walking in.

I once observed her yell at her trainee [REDACTED] in front of a subject on a 5150 hold for not walking the correct way to cross the street. [REDACTED] walked diagonal to cross the street to her patrol car, instead of walking straight, like Lansdale thought she should walk. My FTO at the time (Clatterbuck) was appalled by Lansdale's comments in front of the subject on the 5150 hold.

Corporal Lansdale told me I wasn't allowed to talk on the radio, because she didn't think I would be able to do it right. She never even gave me a chance to talk on the radio. She did not let me drive a single day in training with her. I feel like these things held me back in progressing through training.

One day about half way through our shift she realized that the patrol car we had did not have a cup holder in it. She decided to scream at me and make me figure it out to find her a cup holder. She made me message several other units to locate a cup holder and then drive to their calls to get a cup holder. This seemed trivial, but she felt screaming at me would make it better.

She yelled and screamed at me continuously in the car while going to calls for service. I was constantly on edge and uncomfortable in her presence. I could not do anything right in her eyes, whether it was navigating her on a call or running someone up in webkpf. She would scream about everything.

She constantly made old age comments. She had a problem with me being an older trainee. She said, "Wow you can actually type fast, didn't you learn to type on a typewriter". She was not trying to be funny. She made comments about my eyesight, saying I should be able to read a license plate blocks away. I know she couldn't read the plate either. (I have had my eyes checked and I have 20/20 vision).

We had a prisoner in the back of our car one day. I don't remember what she was mad about, but she basically called me a monkey. She said something like, "A monkey can do this job, I don't know why you can't figure it out". She would say, "I know you are smart, you just don't act like it". She would say these things in front of suspects.

I was not allowed to use workout time when I was her trainee (which is fine, as I know not all trainers use workout time). But... then I heard her talking to another trainer and she said that she doesn't allow her trainees to use workout time because she doesn't get FTO pay for the hour that they are working out since she is a part time FTO. She also made the comment to me that it is gross to use the showers at the station, so I shouldn't want to work out at work and shower there.

I had a death in the family and at the approval of Sgt. McCain and Sgt. J. Thompson I was allowed to travel to Nebraska for the funeral. My flight left at 6:00 am and I was told by Sgt. J. Thompson to be off by 10:00 pm. Corporal Lansdale didn't like that I had permission to leave early. A three car 901 came out at around 9:30 pm that was out of beat. She immediately radioed the out of beat units and told them to hold paper. We arrived on scene and there were two other officers there that were beat units making multiple people wait on scene for us. There were three cars involved and two or more people in each vehicle. We were on scene for quite some time. We then went back to the station to write the report. At the time I did not know that 901's could be held over a few days, but she insisted that we write it that night. It was one of my first 901's and there were multiple entities so it took some time to write. She had me stay until 3:00 am to work on the report. She knew I was supposed to be off at 10:00 pm so I could get some sleep and get my family to the airport. I had to meet my husband and three kids at the airport to catch my flight with no sleep to go to a funeral.

She never let me start any report until end of watch, even if we had down time. She wanted the overtime pay, so I had to wait until end of watch so that she could get the overtime.

I have never in my life experienced a person who is so unhappy and miserable to be around. I felt sick and anxious just thinking about going into work each day. I wanted to quit on a daily basis. The Academy was a cake walk compared to being in a car for 10 hours a day with her. Her peers on her team and the senior team would constantly check on me and ask me how I was doing. They did not want to work with her or be on calls with her. I now have those same feelings for her. I don't want to work around her or be on calls with her.

If you have any additional questions, please don't hesitate to contact me.



TO: Sergeant Echeverria, Field Training Unit
FROM: [REDACTED] Field Training
DATE: February 9, 2020
SUBJECT: Corporal Lansdale #926

I am writing this memo to document my time spent with Corporal Lansdale during my field training, per your request. I rode with Corporal Lansdale from August 31st, 2019 until October 4th, 2019. This was my second month of field training. The following is my experience in summary:

During my time spent with Corporal Lansdale I improved greatly in my report writing skills as well as my computer skills. When I made mistakes, Corporal Lansdale was quick to catch them and explain why we do things in a certain order or why we document things in specific ways. These explanations helped me grasp why we do specific things, not just that we must.

Issues arose quickly for me when it came to the way Corporal Lansdale addressed me and others. While riding in the patrol vehicle with her, there was minimal talking unless I had specific questions about work, or if I or another officer had done something wrong. When Corporal Lansdale would correct anyone, the correction came off as condescending. I do not know if there was any intention of being condescending.

Due to my concern of making mistakes and being belittled by Corporal Lansdale, I was never able to be comfortable and de-stress in the patrol vehicle. This would reveal itself at moments when my stress would increase more due to calls and I would fail to even the most basic tasks. I believe some of this was due to my lack of knowledge and still learning how to work as a police officer, and some was due to constant elevation of stress levels.

There was one instance that stands above the rest. Corporal Lansdale and I were signing off my task book when an officer requested an additional unit, but was stable. I did not know the geography of my district well, so I did not know where I was or where the officer was who requested the unit. I attempted to look at the map to figure out where I needed to go, when Corporal Lansdale told me to drive. As I drove north on Freeport Blvd, I was still unsure of where I was going. Corporal Lansdale asked me what I saw ahead, and I told her that I saw orange flashing lights. At the time, I could not see the vehicle the lights were coming from and did not make the connection that

orange lights were from a police vehicle. Traffic was heavy as I approached the intersection of Freeport Blvd / Fruitridge Rd where the flashing lights were. I still could not see that the officer who requested an additional unit was across the intersection. I asked Corporal Lansdale if I needed to turn at the intersection. She then pointed out that the orange lights were from a police vehicle and asked me why I wanted to turn away from them.

Later that shift, we were debriefing the call and she asked me why I asked if I needed to turn at that intersection. I stated that I did not know where I was or where I needed to be. She stated that she thought I was scared and a coward and was trying to dodge helping another officer who needed help. She further stated that by me trying to turn away from the call she could have me dropped down to a community service officer position. Corporal Lansdale stated that I could complain to the Field Training Unit if I wanted to, but to bring her in so that she could explain the reason she said what she did.

Due to being unable to de-stress in the patrol vehicle with Corporal Lansdale and her constant belittling, I never felt as if I could trust her. We did have a conversation about how it is her job as a field training officer to oversee me and be able to jump in and help if something were to go wrong. I appreciated that conversation and have no doubt that if we got in a fight with a subject she would be there. However, after she called me a coward, I lost all trust in her. This was impactful to me, because situations arise where I need to be able to trust the person I am working with.

During my time with Corporal Lansdale, I began to dread coming into work every day and did not enjoy being at work. While with her, I began to question if this was the right career for me and I even began looking for a new job. I did not make a complaint against her, because that is not how I handle problems.

I was the first trainee in my class to be assigned to Corporal Lansdale, so I thought the issues I was having were more due to my personality than hers. After speaking with other trainees who have been with her, I saw that my experiences were not unique. I routinely checked in with the trainees after me and encouraged them to work through the month and to not quit. I have no issues with being corrected when I am wrong, but when she called me a coward, she was attacking my character.

Re: CPL Angela Lansdale

[Redacted]@pd.cityofsacramento.org>

Tue 2/11/2020 8:24 AM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Good Morning,

e LATOR BULK

The month I had with Cpl. Lansdale was by far the worse month I had in training. I hated going to work every day knowing I would spend 10 plus hours with her. I lost all motivation in this career in the short month I was with Cpl. Lansdale. I do not remember any positive takeaways that I took away in that short month besides what not to be as a field training officer in the future. There was one instance where we were conducting a felony stop and in front of both fellow officers and the suspect, I was called incompetent. I spoke to senior officers who were on scene and witnessed the incident stated that it was both not professional and very disrespectful. Another incident I recall was when she stated that I was unable to walk across a street correctly with a detainee. While with the detainee she stated that I was unable to walk across a street properly because I walked across diagonally rather than straight. I was reminded that if I wanted to teach my daughter the proper way of crossing the street I must know myself. A senior officer was there to witness this incident as well. I was reminded almost every day that I must remove my foot off the brake while parked inside of the police station because if a car would hit us, our car would roll over and hurt her. After a call, Cpl. Lansdale advised me that she did not trust me because I failed to put gender/ race on a persons search on MDT. She stated that she was concerned to go to the restroom and leave alone while doing my reports because she no longer trusted me alone. She stated she believed that I would be on my phone instead of writing my reports even though I had never given her a reason to believe that I'd be on my phone. She reminded me constantly of the proper way of using the word seen/saw. She advised me that she found an article for me to read if I wanted to so that I could be more educated on the way that I talk. It was very hard to remember what I have been trying to forget for the past months but these were some incidents that affected me the most. She constantly talk about fellow officers mistakes however, she had a very hard time accepting criticism about her self. I had a very hard time getting my motivation back after the month with her.

If you have any questions, please let me know.

Ofc. [Redacted]
Sacramento Police Department
[Redacted]

From: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>
Sent: Sunday, February 9, 2020 11:07 AM
Subject: CPL Angela Lansdale

Hello,

I am reaching out to you because you have been identified as an officer that was trained by Cpl. Lansdale. I am requesting feedback regarding your time in her car. Please respond to the following questions:

1. If applicable, what were some of the positive takeaways you took from your training with Cpl. Lansdale.
2. If applicable, what were some of the negative takeaways you took from your training with Cpl. Lansdale.

Fw: CPL Angela Lansdale

Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Thu 2/20/2020 8:14 AM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

From: [REDACTED]@pd.cityofsacramento.org>

Sent: Monday, February 10, 2020 8:09 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Subject: Re: CPL Angela Lansdale

Sgt. Echeverria,

Some of the positive things that I took away from my experience with Cpl. Lansdale was that she explained her reasoning behind why she wanted you to do something. I really like when FTO's do that because it helps you get an idea about what is in their head. She did not just tell you to do something just because she was the FTO and you had to listen. She thoroughly explained her reasoning which I really appreciated.

Some of the negative things roll right into actual situations that I feel are important to bring to your attention. I think it is negative that she would try and change my entire writing style. I understand that everyone has different styles, but to try and change someones entire writing style just because it bothers her is not good for the progression of a trainee, especially a week before shadow.

There were also two incidents where a code 3 response was completely justified and all other units were rolling code. She did not approve a code 3 response. One was a 952 in which a male subject called the police and said his wife had a knife and was threatening to kill him then hung up the phone and did not answer on call backs. Every other unit went code 3 and I drove at a normal pace and watched multiple units pass me while en route to the call. The call ended up being nothing but while we were en route she explained to me how the husband who called most likely would not want the police to shoot his wife. She explained that if we were to role code to a call like that, it may escalate the situation and force PD into shooting the callers wife. She also mentioned how the situation at the moment was contained inside of their own home. I did not feel this was appropriate because we are in the business of saving people from danger. Though the call ended up being nothing, per the text, it could have ended up being something a code 3 response could have prevented.

The other incident occurred when a tac unit over off of Mack Rd and Center Parkway flipped on a group of guys. One guy in the group took off running on foot. Every unit went code 3 to this call to help set a perimeter. Once again, I was told not to go code 3 and it was explained to me that there was no want. I again watched multiple units pass me going code 3 while I drove in a normal manner. I feel this had a direct effect on me during shadow week because I had a very similar call take place in almost the exact same location and I was extremely hesitant on going code 3 to the call because of my experience with Cpl. Lansdale.

During that same call we ended up getting permission to enter a residence in order to search and clear a backyard that was directly north of where the suspect was supposed to be hiding. After clearing the backyard, Cpl. Lansdale instructed me to grab chair and peak over the fence to see if I could possibly see

the suspect. While doing this K9 Officer Wagstaff saw my head over the fence and got extremely upset with me. He yelled from the front yard of the house and told me to take cover. After the call Ofc. Wagstaff explained to me why looking over a fence of a backyard that had not been searched yet was extremely dangerous. He explained to me that a Sac Sheriff Deputy was killed doing something similar.

I only rode with Cpl. Lansdale for one week and at the moment those were the significant things that came to mind. Please let me know if there is anything else you may need from me.

Regards,

From: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Sent: Sunday, February 9, 2020 11:07 AM

Subject: CPL Angela Lansdale

Hello,

I am reaching out to you because you have been identified as an officer that was trained by Cpl. Lansdale. I am requesting feedback regarding your time in her car. Please respond to the following questions:

1. If applicable, what were some of the positive takeaways you took from your training with Cpl. Lansdale.
2. If applicable, what were some of the negative takeaways you took from your training with Cpl. Lansdale.
3. Can you comment on any specific situations that you feel are important to bring to the Field Training Unit.

Your responses will be kept confidential within the Field Training Unit.

Thank you for your time and I appreciate your timely response.

Respectfully,

Sergeant Nick Echeverria

Sacramento Police Department

Field Training Unit

Cell [REDACTED]

necheverria@pd.cityofsacramento.org



FTO Feedback Request

[REDACTED]@pd.cityofsacramento.org>

Thu 2/20/2020 9:31 AM

To: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Cc: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Good morning,

Regarding the feedback request for Cpl Lansdale:

Some positives from my training with Cpl Lansdale were that she showed me how to search WebKPF and RMS more efficiently for subjects with uncommon spelling or if they were being uncooperative/not truthful with their name and/or date of birth.

A negative that I experienced was that Cpl Lansdale was overly set in how she operated and expected her trainees to operate EXACTLY the same as she did. I understand that with each training cycle, trainees are expected to structure the way they work after their FTO. However, it seemed to be that Cpl Lansdale had unreasonable expectations regarding her trainees operating exactly how she did.

For example, she liked to search a person on KPF before RMS. I had already gone through months of training with all of my other FTOs teaching me to search through RMS then get the xref if possible and search in KPF. Out of muscle memory and habit, I would sometimes search RMS first. When this happened, Cpl Lansdale would get extremely frustrated and start yelling about how she had told me before to search KPF first. I did not believe searching one or the other first warranted that level of response from my FTO.

One other thing that made me feel uncomfortable was on the first day of training with her, we were seated in the patrol vehicle parked on the ready line and she asked me to draw my firearm and hand it to her for inspection. I dont disagree with an FTO inspecting a firearm, it just made me uncomfortable doing it like that in the patrol vehicle.

Respectfully submitted,

[REDACTED]

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Re: Request

[REDACTED] <[REDACTED]@pd.cityofsacramento.org>

Tue 3/3/2020 10:54 AM

To: Erika Grace <egrace@pd.cityofsacramento.org>

Thank you for the speedy response. That is all I need.

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

From: Erika Grace <egrace@pd.cityofsacramento.org>

Sent: Tuesday, March 3, 2020 10:53 AM

To: [REDACTED]@pd.cityofsacramento.org>

Cc: Brent Meyer <BMeyer@pd.cityofsacramento.org>

Subject: RE: Request

Good morning,

Yes, according to her POST profile she took the 40 hour FTO course (CCN 2970-31725-18-002) January 28-February 1, 2019. Let us know if you need anything else!

Thank you,

Erika Grace
Police Clerk II
Sacramento Police Department
Research and Development Unit
training@pd.cityofsacramento.org
Badge #6403
916-808-2418



From: [REDACTED]@pd.cityofsacramento.org>

Sent: Tuesday, March 3, 2020 10:35 AM

To: Erika Grace <egrace@pd.cityofsacramento.org>

Subject: Request

Hi Erika,

Would you be able to tell me when Officer Angela Lansdale completed the 40 FTO instructor course?

[REDACTED]
Sergeant
Sacramento Police Internal Affairs Unit

List of officers trained by Angela Lansdale

Eric Madsen <EMadsen@pd.cityofsacramento.org>

Fri 2/7/2020 2:06 PM

To: Nicholas Echeverria <NEcheverria@pd.cityofsacramento.org>

Here are all of Angela Lansdale's trainees, since she has been an FTO:

- [REDACTED] (1 week/January 25th thru January 31st)
- [REDACTED] (December 7th thru January 3rd)
- [REDACTED] (November 2nd thru December 6th)
- [REDACTED] (October 5th thru November 1st)
- [REDACTED] August 31st thru October 4th)
- [REDACTED] (July 27th thru August 30th)
- [REDACTED] (June 1st thru June 28th)
- [REDACTED] (May 4th thru May 31st)
- [REDACTED] (April 6th thru May 3rd)
- [REDACTED] (March 2nd thru April 5th)

The Following Officers have approached the Field Training Unit regarding complaints against Cpl Lansdale: Ofc [REDACTED] (02-07-20), Ofc [REDACTED] (02-20), [REDACTED] (12-19), [REDACTED] (07-19), [REDACTED] (10-19).

Corporal Eric F. Madsen
 Field Training Coordinator
 Sacramento Police Department
 300 Richards Blvd
 Sacramento, Ca 95811
 [REDACTED]

**SACRAMENTO POLICE DEPARTMENT
SUPERVISOR FIELD TRAINING OFFICER EVALUATION**

<u>INITIALS</u>	<u>DATE</u>
_____	_____
FTO Sgt.	6/1/19
_____	_____
FTO Coord.	

F.T.O. NAME: Angela Lansdale BADGE # 926 DATE 6/1/19

INSTRUCTIONS: All sergeants will critique/evaluate their field training officers every six (6) months. This evaluation form is due by the 2nd week of June and the 2nd week of November. The sergeant will return the completed evaluation through their chain of command to the Field Training Unit (FTU). The sergeant will be required to review this evaluation with the F.T.O. before it is submitted. This evaluation will be reviewed by the FTU and Training Manager.

RATING VALUE DEFINITIONS: 1 - Not Acceptable, 2 - Improvement Needed, 3 - Minimum Acceptance Level, 4 - Exceeds Minimum Acceptable Level, 5 - Superior, N.O. - Not Observed.
All ratings of 1 or 5 require narrative explanation on the reverse side of this form.

APPEARANCE/ATTITUDE

- | | | | | | | | |
|--|----|---|---|---|---|-------------|-----------------------|
| | | | | | | N.O. | |
| 1. Maintains a professional appearance. | 1. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 2. Sets a good example for recruits. | 2. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 3. Maintains a positive attitude about field training. | 3. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

KNOWLEDGE

- | | | | | | | | |
|--|----|---|---|---|---|---|-----------------------|
| 4. Knowledge of criminal statutes. | 4. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 5. Knowledge of policies and procedures. | 5. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

PERFORMANCE

- | | | | | | | | |
|--|-----|---|---|---|---|---|-----------------------|
| 6. Quality of daily and weekly evaluations. | 6. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 7. Submits evaluations on a timely basis. | 7. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 8. Demonstrates fairness and objectivity in evaluations. | 8. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 9. Demonstrates necessary skills to present training material. | 9. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 10. Demonstrates good report writing skills. | 10. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 11. Demonstrates good judgment. | 11. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 12. Exercises basic safety procedures. | 12. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 13. Exercises good officer survival tactics. | 13. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 14. Demonstrates proper use of ACB tactics. | 14. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 15. Demonstrates positive self-initiative. | 15. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 16. Continually updates the sergeant on trainee's progress. | 16. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 17. Properly identifies a trainee's deficient area. | 17. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |
| 18. Gives appropriate remedial training. | 18. | ① | ② | ③ | ④ | ⑤ | <input type="radio"/> |

PLEASE ADD COMMENTS ON BACK SIDE

SACRAMENTO POLICE DEPARTMENT
SUPERVISOR'S F.T.O. EVALUATION NARRATIVE (REQUIRED)

Officer Lansdale sets a great example for her trainees each day, including being prepared and on-time to start each shift. Her knowledge of the penal code and case law are excellent and she speaks up in roll call asking and answering questions regarding the general orders as well as the penal code. Officer Lansdale became a full time FTO at the beginning of this year and since then has had multiple CSO's and officer trainees. Her daily evaluations are on-time and complete with detailed information regarding trainee's strengths and weaknesses for that day. The evaluations typically include steps that she took as the FTO to correct any deficiencies found during the shift. I believe she continues to be an asset to the FTO program and our future generation of officers.

Going forward I would like to see her and I meet more regularly to discuss her trainees so that we can better coordinate their training and development while working on Team 23.

PREPARED BY SERGEANT: Justin Thompson Digitally signed by Justin Thompson
Date: 2019.06.01 16:10:57 -07'00'

3143
BADGE

6/1/19
DATE

WATCH COMMANDER COMMENTS:

Having observed Officer Lansdale over the course of several months, I have observed no issues and is a strong officer. She is passionate about her career and that passion flows into her work with her trainees, which will set them up for success in their own careers.

Sameer Sood Digitally signed by Sameer Sood
Date: 2019.06.02 13:08:40 -07'00'

6/2/19
DATE

WATCH COMMANDER SIGNATURE

STATION CAPTAIN COMMENTS:

Retention Recommendations.

[Signature]
STATION CAPTAIN SIGNATURE

6/1/19
DATE

(Completed by Station Captain)

FTO RETENTION RECOMMENDATION: YES

NO
(If "No", provide reason(s) below)

[Signature]
F.T.O. SIGNATURE

07-28-19
DATE

First Name	Last Name	Employee ID	Assignment Name	Assignment Type	Assignment Method	Completion Date	Completion Time	Date Submitted	Course ID	Duration (hours)
Angela	Lansdale	16248	Sexual Harassment Prevention for Supervisors (California AB 1825)	TS Course	Self Assign	12/1/2019	5:03 PM	12/1/2019	1675	2
Angela	Lansdale	16248	Equal Employment Opportunity Policy	Policy Review	Create New Assignment	4/24/2017	11:15 PM	4/24/2017	594271	
Angela	Lansdale	16248	EEO In-Person Training	Policy Review	Record Completions	9/21/2017	12:00 AM	9/22/2017	722830	



SACRAMENTO POLICE DEPARTMENT

CAD Call Audit Print

Total: 10

Search Criteria:

From: 03/14/2019 1200 To: 03/15/2019 0300

Rpt?	Call Number	Call Type Initial / Final	Date	Location	District	Reporting Officer 1	Org
Yes	SA 2019-78669	415W (DISTURBANCE-WEAPON) / 415W (DISTURBANCE-WEAPON)	2019-03-14 14:39:16	████ WINDWARD WAY	4	4501 (MOWER, DAVID 1028)	
Yes	SA 2019-78778	484LIC (THEFT-LICENSE PLATE-REPORT) / 484LIC (THEFT-LICENSE PLATE-REPORT)	2019-03-14 16:07:52	████ GREENHAVEN DR	4	4160 (LANSDALE, ANGELA 0926)	
Yes	SA 2019-78801	288R (SEX CRIMES-REPORT) / 288R (SEX CRIMES-REPORT)	2019-03-14 16:30:03	████ GLORIA DR	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78806	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-14 16:32:15	████ RIVERSIDE BLVD	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78807	983 (CHECK ON HAZARD) / 983 (CHECK ON HAZARD)	2019-03-14 16:36:32	FLORIN RD / GREENHAVEN DR	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-78868	933R (RINGING ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-14 17:31:37	████ 43RD AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-78881	971 (SUSPICIOUS VEHICLE-OCCUPIED) / 971 (SUSPICIOUS VEHICLE-OCCUPIED)	2019-03-14 17:41:49	████ RIVERSIDE BLVD	4	4383 (BRIERLEY, KYLE 0955)	
No	SA 2019-78929	211A (SILENT ROBBERY ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-14 18:26:13	████ GREENHAVEN DR	4	4133 (REASON, NATHANIEL 0507)	
Yes	SA 2019-78983	901A (VEHICLE ACCIDENT-INJURIES) / 901 (VEHICLE ACCIDENT-NO OR UNKNOWN INJURIES)	2019-03-14 19:29:15	FLORIN RD / AMHERST ST	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-79177	952 (INCOMPLETE CALL FOR POLICE) / 952 (INCOMPLETE CALL FOR POLICE)	2019-03-14 23:18:19	████ 40TH AVE	4	3568 (VANG, CHAI 0253)	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1519	50	NA SIGNOFF		1C47
1C47-PT	[REDACTED]	Mar1519	50	IS		1C47
1C47-PT	[REDACTED]	Mar1519	42	OA (RP) REPORT WRITING RMS Q PERS-DL: [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	42	OA (RP) REPORT WRITING EXT Q PERS-DL: [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	22	OA (RP) REPORT WRITING RMS Q PERS-DL: [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	22	OA (RP) REPORT WRITING EXT Q PERS-DL: [REDACTED] STA		1C47
1C47-PT	[REDACTED]	Mar1519	11	OA (RP) REPORT WRITING EXT Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	11	OA (RP) REPORT WRITING RMS Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	9	OA (RP) REPORT WRITING RMS Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1519	9	OA (RP) REPORT WRITING EXT Q VEH-LIC: [REDACTED] STAT		1C47
1C47-PT	[REDACTED]	Mar1419	2322	OA (RP) REPORT WRITING JERPF		1C47
1C47-PT	[REDACTED]	Mar1419	2322	IS	SA19-79177SR4	
1C47-PT	[REDACTED]	Mar1419	2321	ER	SA19-791771C47	
1C47-PT	[REDACTED]	Mar1419	2321	DP [REDACTED] 40TH AVE	SA19-79177SR4	
1C47-PT	[REDACTED]	Mar1419	2313	OA (RP) REPORT WRITING RMS Q PERS-NAME [REDACTED] G1:		1C47
1C47-PT	[REDACTED]	Mar1419	2313	OA (RP) REPORT WRITING EXT Q PERS-NAME: [REDACTED] G1:		1C47
1C47-PT	[REDACTED]	Mar1419	2236	OA (RP) REPORT WRITING JERPF		1C47
1C47-PT	[REDACTED]	Mar1419	2155	OA (C7) LUNCH JERPF		SR4
1C47-PT	[REDACTED]	Mar1419	2155	IS	SA19-78778SR4	
1C47-PT	[REDACTED]	Mar1419	2155	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2146	ER JERPF	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2144	OS EXT Q VEH-STATE: [REDACTED] TYPE:PC YR:2019 VIN: [REDACTED]	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2144	OS RMS Q VEH-STATE: [REDACTED] TYPE:PC YR:2019 VIN: [REDACTED]	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2143	OS EXT Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2143	OS RMS Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2137	OS RMS Q RPT-TYPE:GO RYR:2019 RNM:70318 [REDACTED]:S	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2121	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2104	ER [REDACTED] PARDIS LN	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2055	OS EXT Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2055	OS RMS Q VEH-LIC: [REDACTED] STATE: [REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2054	OS RMS Q RPT-TYPE:GO		

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
				RYS:2019 RNM:70318 [REDACTED]:S	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2052	OS	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2050	ER RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2050	ER EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2042	ER [REDACTED] GREENHAVEN DR - V	SA19-787781C47	
1C47-PT	[REDACTED]	Mar1419	2041	IS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1939	OS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1937	ER	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1937	OS	SA19-789831C47	
1C47-PT	[REDACTED]	Mar1419	1932	ER FLORIN RD / AMHERST ST	SA19-78983SR4	
1C47-PT	[REDACTED]	Mar1419	1932	IS REQUEUE	SA19-78801SR4	
1C47-PT	[REDACTED]	Mar1419	1924	ER RMS Q LOC-LOC:[REDACTED] FELL ST MUN:1 REC:Y CAD:Y	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1919	ER RMS Q LOC-LOC:[REDACTED] GLORIA DR TYPE:H MUN:1 AP	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1915	ER	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1914	ER [REDACTED] GLORIA DR - VOL	SA19-78801SR4	
1C47-PT	[REDACTED]	Mar1419	1913	IS RMS Q LOC-LOC:[REDACTED] GLORIA DR MUN:1 AP	SA19-788011C47	
1C47-PT	[REDACTED]	Mar1419	1908	IS	SA19-788061C47	
1C47-PT	[REDACTED]	Mar1419	1856	OS	SA19-788061C47	
1C47-PT	[REDACTED]	Mar1419	1851	ER [REDACTED] RIVERSIDE BLVD	SA19-78806SR12	
1C47-PT	[REDACTED]	Mar1419	1851	IS	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1847	OS RMS [REDACTED] G1 [REDACTED] DOB:[REDACTED] SEX	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1847	OS EXT Q PERS-NAME:[REDACTED] G1 [REDACTED] DOB:[REDACTED] SEX	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1844	OS	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1837	ER	SA19-788811C47	
1C47-PT	[REDACTED]	Mar1419	1837	DP [REDACTED] RIVERSIDE BLVD	SA19-78881SR4	
1C47-PT	[REDACTED]	Mar1419	1835	IS	SA19-789291C47	
1C47-PT	[REDACTED]	Mar1419	1828	ER	SA19-789291C47	
1C47-PT	[REDACTED]	Mar1419	1828	DP [REDACTED] GREENHAVEN DR	SA19-78929SR4	
1C47-PT	[REDACTED]	Mar1419	1809	IS	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS RMS Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS EXT Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS RMS Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1806	OS EXT Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1801	OS	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1741	ER RMS Q LOC-LOC:[REDACTED] 43RD AVE TYPE:H MUN:1 SVT	SA19-788681C47	
1C47-PT	[REDACTED]	Mar1419	1740	ER	SA19-788681C47	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 14, 2019 (1200) - Mar. 15, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1419	1740	DP [REDACTED] 43RD AVE	SA19-78868SR4	
1C47-PT	[REDACTED]	Mar1419	1736	IS	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1728	OS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1728	OS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1659	OS EXT Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1659	OS RMS Q PERS-DL:[REDACTED] STATE:[REDACTED] REC:Y CAD:N	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1644	OS	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1639	ER	SA19-788071C47	
1C47-PT	[REDACTED]	Mar1419	1639	DP FLORIN RD / GREENHAVEN DR	SA19-78807SR4	
1C47-PT	[REDACTED]	Mar1419	1635	IS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1626	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1626	ER ASSIST:1C49 /JAIL BM: 78663.7	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1625	IS RMS Q LOC-LOC:[REDACTED] 13TH ST MUN:1 SVTP	TYPE:H 1C47	
1C47-PT	[REDACTED]	Mar1419	1619	IS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1619	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1600	OS	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1529	ER RMS Q LOC-LOC:[REDACTED] WINDWARD WAY TYPE:H MUN:1	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1527	ER RMS Q LOC-LOC:[REDACTED] WINDWARD WAY TYPE:H MUN:1	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1527	ER	SA19-786691C47	
1C47-PT	[REDACTED]	Mar1419	1526	DP [REDACTED] WINDWARD WAY	SA19-78669SR4	
1C47-PT	[REDACTED]	Mar1419	1525	IS VEH:12388 ID:16665 MDT SIGNON	1C47	

END OF RADIO LOG



SACRAMENTO POLICE DEPARTMENT

CAD Call Audit Print

Total: 7

Search Criteria:

From: 03/15/2019 1200 To: 03/16/2019 0300

District	Beat	Final Call Type	Dispatched Officer
Reporting Officer	Org Unit	Report?	Cleared By

Rpt?	Call Number	Call Type Initial / Final	Date	Location	District	Reporting Officer 1	Org
Yes	SA 2019-79876	211P (ROBBERY-IN PROGRESS) / 487T (GRAND THEFT-LESS THAN 5 AGO)	2019-03-15 15:07:19	████████ FLORIN RD	4	4346 (WALKER, DRAKE 0835)	
No	SA 2019-79887	933R (RINGING ALARM) / ALMACC (ALARM-ACCIDENTAL)	2019-03-15 15:16:02	████████ 51ST AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-79927	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-15 15:47:49	████████ 28TH ST	4	4389 (LENEHAN, JESSICA 0929)	
No	SA 2019-79978	927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED) / 927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED)	2019-03-15 16:31:34	████████ CARNATION AVE	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-80015	981 (WELFARE CHECK) / 981 (WELFARE CHECK)	2019-03-15 16:56:47	████████ POCKET RD	4	4160 (LANSDALE, ANGELA 0926)	
No	SA 2019-80064	927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED) / 927VEH (SUSPICIOUS VEHICLE-UNOCCUPIED)	2019-03-15 17:36:20	████████ GREEN MIST CT	4	4160 (LANSDALE, ANGELA 0926)	
Yes	SA 2019-80077	503RPT (STOLEN VEHICLE-REPORT) / 503RPT (STOLEN VEHICLE-REPORT)	2019-03-15 17:46:18	████████ T ST	3	4160 (LANSDALE, ANGELA 0926)	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
[REDACTED] NM	[REDACTED]	Mar1619	237	NA SIGNOFF VEH:B12415 ID:B12415		SR4
[REDACTED] NM	[REDACTED]	Mar1619	232	OA (RP) REPORT WRITING [REDACTED] IDK WHAT YOUR IDENTIFI		SR4
[REDACTED] NM	[REDACTED]	Mar1619	18	OA (RP) REPORT WRITING RMS Q LOC-LOC:FLORIN RD : A		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2351	OA (RP) REPORT WRITING INFO ON SSD IN THE AREA, (RE		SR4
[REDACTED] NM	[REDACTED]	Mar1519	2336	OA (RP) REPORT WRITING EXT Q VEH-LIC:[REDACTED] STAT		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2336	OA (RP) REPORT WRITING RMS Q VEH-LIC:[REDACTED] STAT		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2211	OA (RP) REPORT WRITING INFO ON 972 FROM CHILDREN'S		SR4
[REDACTED] NM	[REDACTED]	Mar1519	2209	OA (RP) REPORT WRITING RMS Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2209	OA (RP) REPORT WRITING EXT Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2208	OA (RP) REPORT WRITING RMS Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2208	OA (RP) REPORT WRITING EXT Q PERS-DL:[REDACTED] STA		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2203	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G1:		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2203	OA (RP) REPORT WRITING RMS Q PERS-NAME:[REDACTED] G1:		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2134	OA (RP) REPORT WRITING #2019-78983		[REDACTED]
[REDACTED] NM	[REDACTED]	Mar1519	2124	IS VEH:B12415 ID:B12415 MDT SIGNON		[REDACTED]
NM47-NM	[REDACTED]	Mar1519	2114	NA SIGNOFF		NM47
NM47-NM	[REDACTED]	Mar1519	1952	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G		NM47
NM47-NM	[REDACTED]	Mar1519	1952	OA (RP) REPORT WRITING RMS Q PERS-NAME:[REDACTED] G		NM47
NM47-NM	[REDACTED]	Mar1519	1950	OA (RP) REPORT WRITING RMS Q PERS-NAME:[REDACTED] G1		NM47
NM47-NM	[REDACTED]	Mar1519	1950	OA (RP) REPORT WRITING EXT Q PERS-NAME:[REDACTED] G1		NM47
NM47-NM	[REDACTED]	Mar1519	1949	OA (RP) REPORT WRITING RMS Q RPT-TYPE:GO RYR:2019		NM47
NM47-NM	[REDACTED]	Mar1519	1948	OA (RP) REPORT WRITING RP		NM47
NM47-NM	[REDACTED]	Mar1519	1948	ER (RP) REPORT WRITING		NM47
NM47-NM	[REDACTED]	Mar1519	1942	OA (RP) REPORT WRITING RP		NM47
NM47-NM	[REDACTED]	Mar1519	1941	IS VEH:12399 ID:16660 MDT SIGNON		NM47
1C47-PT	[REDACTED]	Mar1519	1941	NA SIGNOFF		1C47
1C47-PT	[REDACTED]	Mar1519	1941	IS		1C47
1C47-PT	[REDACTED]	Mar1519	1940	NA (J) JERPF J		1C47
1C47-PT	[REDACTED]	Mar1519	1940	IS	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1937	OS	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1936	ER EXT Q PERS-STATE:CA REC:Y		

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1519	1936	CAD:N EXTN:Y EXTE ER RMS Q PERS-STATE:[REDACTED] REC:Y	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1934	CAD:N EXTN:Y EXTE ER RMS Q PERS-NAME:[REDACTED]	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1934	G1:[REDACTED] SEX:F STA ER EXT Q PERS-NAME:[REDACTED]	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1923	G1:[REDACTED] SEX:F STA ER EXT Q VEH-LIC:[REDACTED]	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1923	STATE:[REDACTED] TYPE:PC YR:20 ER RMS Q VEH-LIC:[REDACTED]	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1922	STATE:[REDACTED] TYPE:PC YR:20 ER JERPF	SA19-800771C47	
1C47-PT	[REDACTED]	Mar1519	1833	OS SD9,(TOW TRUCK)MAJOR FRONT END DAMAGE SA19-8007		1C47
1C47-PT	[REDACTED]	Mar1519	1833	OS SD9,(TOW TRUCK)PLEASE START A TOW TO [REDACTED] GREEN MI		1C47
1C47-PT	[REDACTED]	Mar1519	1819	OS [REDACTED] GREEN MIST CT (V)	SA19-80077SR4	
1C47-PT	[REDACTED]	Mar1519	1819	OS [REDACTED] T ST	SA19-80077SR4	
1C47-PT	[REDACTED]	Mar1519	1819	IS REQUEUE	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1815	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1815	OS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1815	OS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1806	OS SCENE	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1755	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1753	ER [REDACTED] GREEN MOSS DR	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1750	OS	SA19-800641C47	
1C47-PT	[REDACTED]	Mar1519	1744	ER [REDACTED] GREEN MIST CT	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1744	IS	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1743	ER [REDACTED] GREEN MIST CT	SA19-80064SR4	
1C47-PT	[REDACTED]	Mar1519	1740	IS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1733	OS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1727	TR RMS Q LOC-LOC:[REDACTED] TEEKAY WAY MUN:1 REC:Y	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1720	TR [REDACTED] TEEKAY WAY	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1714	OS	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1711	ER RMS Q LOC-LOC:[REDACTED] TEEKAY WAY MUN:1 REC:Y	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1709	ER RMS Q PERS-NAME:[REDACTED] G1:[REDACTED] DOB:[REDACTED]	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1709	ER EXT Q PERS-NAME:[REDACTED] G1:[REDACTED] DOB:[REDACTED]	SA19-800151C47	
1C47-PT	[REDACTED]	Mar1519	1705	ER	SA19-800151C47	

OFFICER RADIO LOG FOR
from Position:TRC

Mar. 25, 2020

Criteria:Range: Mar. 15, 2019 (1200) - Mar. 16, 2019 (0300), Unit Jur:SA, Off#: [REDACTED],
Logon/off: No

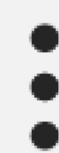
Unit	Officer	Date	Time	Status/Activity	Call	By
1C47-PT	[REDACTED]	Mar1519	1705	DP [REDACTED] POCKET RD	SA19-80015SR4	
1C47-PT	[REDACTED]	Mar1519	1700	IS	SA19-79927SR4	
1C47-PT	[REDACTED]	Mar1519	1657	ER	SA19-799271C47	
1C47-PT	[REDACTED]	Mar1519	1657	DP BROADWAY / 28TH ST	SA19-79927SR4	
1C47-PT	[REDACTED]	Mar1519	1645	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1645	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1643	IS	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1634	OS RMS Q VEH-STATE:[REDACTED] TYPE:PC YR:2019 VIN:[REDACTED]	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1634	OS EXT Q VEH-STATE:[REDACTED] TYPE:PC YR:2019 VIN:[REDACTED]	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1631	OS ONVIEW:[REDACTED] CARNATION AVE/BLACK SEDAN	SA19-799781C47	
1C47-PT	[REDACTED]	Mar1519	1627	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1627	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1626	IS	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1616	OS	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1600	ER RMS Q LOC-LOC:[REDACTED] 51ST AVE TYPE:H MUN:1 SVT	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1600	ER RMS Q LOC-LOC:[REDACTED] 51ST AVE TYPE:H MUN:1 SVT	SA19-798871C47	
1C47-PT	[REDACTED]	Mar1519	1559	ER [REDACTED] 51ST AVE	SA19-79887SR12	
1C47-PT	[REDACTED]	Mar1519	1537	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1537	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS EXT Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1536	IS RMS Q VEH-LIC:[REDACTED] STATE:[REDACTED] TYPE:PC YR:20		1C47
1C47-PT	[REDACTED]	Mar1519	1532	IS	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1524	OS	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1513	ER	SA19-798761C47	
1C47-PT	[REDACTED]	Mar1519	1511	DP [REDACTED] FLORIN RD	SA19-79876SR4	
1C47-PT	[REDACTED]	Mar1519	1510	IS		1C47
1C47-PT	[REDACTED]	Mar1519	1506	NA (J) JERPF EQUIP		1C47
1C47-PT	[REDACTED]	Mar1519	1506	IS VEH:12399 ID:16660 MDT SIGNON		1C47

END OF RADIO LOG



Me

12:09 PM, Mar 12



Officer Lansdale,
I am sorry to bother you on your day off. My husband's grandmother passed away and I would like to request time off to attend the funeral. The funeral is on Tuesday the 19th in Nebraska. I would like to request Sunday the 17th and Thursday the 21st in addition to my normal days off for travel time. I spoke with Sgt. McCain, my training Sgt., and he stated that he approves and I could use sick leave for the 20 hours. Can you please call or text me at your earliest convenience as I would like to make flight reservations if approved.

Thanks

CSO 

Copy text



Share



< New conversation

Officer Angela Landsdale 

Recipient



Thank you for letting me know. Email Sgt. Justin Tjompson. I can't approve days off, it's up to the sergeants.

12:44 PM



*Thompson

12:45 PM

12:45 PM

Thank you, I will do that right now.

Do you happen to know if Sgt.



< New conversation

Officer Angela Landsdale 

Recipient



12:45 PM

Do you happen to know if Sgt. Thompson will check his email on his days off or would it be better to text him? Thanks

1:44 PM



Probably email. Trainees don't count towards scheduling so it shouldn't be an issue.

5:03



< New conversation

Officer Angela Landsdale 

Recipient



Thank you, I literally just sent him a text and he responded. I do need to change the days off due to flight availability. I will be taking Saturday and Sunday off and will return to work on Thursday. Thanks again

5:07 PM

Friday, March 29, 2019



Close Out Form

Date: May 27, 2020
IA Case #: Compl2020-031
OPSA Case #: OPSA2020-0102
Complainant's Name: SPD
Employee(s) Name: Officer A Lansdale [0926]

OPSA:

- CLOSE CASE
 DO NOT CLOSE

Notes:

Sustained

Approved By:

Kevin Gardner, Interim Director
Office of Public Safety Accountability

Request for Review Form

Date of Request: April 1, 2020
IA Case #: Compl2020-031
OPSA Case #: OPSA2020-0102
Complainant's Name: SPD
Employee(s): Officer A Lansdale [0926]

OPSA:

WILL REVIEW

WILL NOT REVIEW*

** Send DISPOSITION form(s) to OPSA upon completion of case.*



Angela Lansdale

Form Date: 04/27/2022

Questions

Did your trainer set the example in their personal appearance?

1 2 3 4 **5**

Did your trainer project a positive and respectful attitude towards training?

1 **2** 3 4 5

Did your trainer project a positive and respectful attitude towards police work?

1 2 **3** 4 5

Did your trainer project a positive attitude towards the department?

1 2 **3** 4 5

Please rate your trainer's courteousness and professionalism with you and others including department members and the public.

1 **2** 3 4 5

How would you rate the trainer's knowledge of statutory law, case law, search & seizure, general orders, tactics, etc?

1 2 3 4 **5**

Did your trainer clearly define your responsibilities and what is expected of you?

1 2 **3** 4 5

Did your trainer teach you department policies and procedures and did they model those consistently?

1 2 3 **4** 5

Did the FTO exhibit safe driving habits including following the rules of the road, code 3 driving, and pursuit driving?

1 2 3 4 **5**

How often did your trainer update your task book?

1 2 3 **4** 5

How often did your trainer provide feedback or constructive criticism?

1 2 3 **4** 5

Rate how often the trainer worked with you on areas he/she identified as deficient or where improvement was needed?

1 2 3 **4** 5

Please describe the trainer's method of critiquing your performance.

1 2 **3** 4 5

Do you feel your trainer genuinely wanted you to succeed?

1 2 3 **4** 5

Please rate the trainer's honesty, fairness, and objectivity in evaluating you.

1 **2** 3 4 5

Was the trainer attentive to your needs, concerns, and problems?

1 2 3 **4** 5

Please rate the trainer's skill as a teacher (his/her training methods, creativity, role-plays, etc.).

1 2 3 4 5

How would you rate the trainer's ability to communicate with you?

1 **2** 3 4 5

Was your trainer Informative?

1 2 3 4 5

Did you experience differences between this trainer and others you have had?

 1 2

If there were differences between trainers please describe:

Ofc. █████ was very calm and clear about his expectations. He also treated me like a partner and was always willing to help me or answer questions, no matter how dumb the question may have been. █████ was also open to helping others in the department and never treated others poorly. █████ would also let me take lead on CSO calls and only stepped in when I was stuck which helped me grow a lot. Although Ofc. █████ and Ofc. █████ were not my official FTO's, I enjoyed the shifts we had together as well. They both gave me good information and let me take lead on CSO calls. They were also able to give me clear expectations and gave me constructive criticism when needed.

Were there any differences between what you were taught in the classroom/academy training and what you experienced from this trainer?

 1 2

If there were differences between your classroom training and trainer's teaching please describe:

In the academy we learned to grab the information and statements from witnesses first because they often leave. Ofc. Lansdale and I arrived 906 to a 901 and when I went to talk to the witnesses, she got upset that I did that. I tried explaining that we were taught to go talk to witnesses first but it did not seem like she listened to what I had to say.

Was your trainer verbally belittling, demeaning?

 1 2 3 4 5

Did your trainer embarrass you in front of employees or the public?

 1 2 3 4 5

Did your trainer uphold the Law Enforcement Code Of Ethics?

 1 2 3 4 5

Explain how your trainer invested in you and your training?

Ofc. Lansdale asked about my task book and wanted me to complete as many reports as I could.

What areas do you believe are the trainer's greatest strengths?

I feel that Ofc. Lansdale is a very cautious officer and is very knowledgeable about the department.

What areas do you believe the trainer could improve?

I feel Ofc. Lansdale can improve on being more approachable as well as being more of a team player.

Describe the teaching methods that worked best for you?

A teaching method that worked was when she would ask me what something meant until I remembered.

Describe how your trainer was a role model for you?

Ofc. Lansdale is very knowledgeable about the department and I see how important it is to know information when you are on a call.

Do you feel you are a better officer now then when you started this training cycle with your trainer?

I feel that my computer skills have improved while being with Ofc. Lansdale.

Additional comments and suggestions?

I'm finding that working with FTO Lansdale has been making my learning a challenge. She contradicts herself, is not always willing to communicate with others, and sometimes comes across unprofessional. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours). Another situation I recall was when I was writing a report and we went to a call (the man that broke the door of Jack in the Box). When we were 906, I rolled up the windows thinking I was going to go inside with her and she rudely said something along the lines of can you keep the windows down for officer safety. I understood where she was coming from but she never mentioned that she wanted me to continue writing so I was getting ready to go inside. Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has put a toll on me. On Friday, 04-22-22, we responded to a 245. According to the man, some juveniles were throwing rocks at his trailer and later hit him with sticks and a bottle. During the call, I asked if there was anything I could help with but Lansdale rudely said no. We got back inside the patrol car to move it closer to the trailer when another officer on the call waived at us because he needed to talk to us. As I started slowing down, she raised her voice to keep driving and I pointed out that the other officer wanted to talk to us. When I stopped to see what the other officer wanted, she got upset (Our body cameras were recording during this incident). After this call, she told me "in the future, if you're not going to do anything on a call then don't bother showing up". I think she was referring to Officer Cato because Cato was the first one 906 and she gathered the victim's information but Lansdale said you can't use information gathered from other officers because it is hearsay. I am not exactly sure what she was referring to though because I tried to quickly change the conversation due to the fact that I do not enjoy constantly hearing rude comments. On Sunday, 04-24-2022, Lansdale and I took a 459R and later went to HOJ to write the report. Officer Smart pulled up next to us in his patrol car and said thank you for taking that call, I was just trying to get ahold of you guys to see in you needed help. Lansdale rudely replied "Why? It's a one officer call." Smart seemed thrown off by what she said and so was I. Smart replied, "I could've done the canvass for you guys or something" and Lansdale ignored him and went on the computer. I was in shock about how rude Lansdale was so I tried to make light of the conversation and told Smart "thank you for wanting to help me, and it's no biggie that's what I'm here for". Lansdale and I responded to a MP call with CSO Tarbet. When Lansdale and I left to check some possible locations, Tarbet messaged us on MDT and asked if we had went to a certain park. I was about to message Tarbet but Lansdale told me not to because "if we would have found something, we would have told her". I thought that her statement was rude because we are here to be working as a team and I could have easily said "yes". Tarbet later called me and I told her we checked and I apologized for not answering. Tarbet mentioned that it was a little awkward because the family was asking her where we've checked and Tarbet was unable to give a confident answer because we did not give her an answer. I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "No, I think he went this way". Officer Lansdale would provide feedback at the end of watch. On Sunday 04-17-22, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday, 04-17-22. We responded to a fire department because there was a Mercedes in the roadway and it was also blocking the FD's driveway. I pointed out that it seemed like one of the firefighters was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.). After the tow truck moved the vehicle, I called records and she started freaking out saying that I need to get out of the roadway (we were pulled off to the side, parked next to a curb and our lights were on). I was still on the phone at this point and when I was about to write down the FCN she then mentioned to do it later we need to get out of the roadway. She wanted me to drive while being on the phone but I did not feel comfortable with that so I stayed. She later got upset that I did not get out of the roadway when she wanted me to. Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated on several occasions that no one can do their jobs right. She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously but it did not seem like she listened to what I had to say. I once made a legal U-turn and still used my lights (first switch-backlights) and she very rudely said "what are you doing?" and "what do you do in your civilian car?" and I replied, "I guess just make the U-turn". She replied, "don't be abusing your power". I feel a different approach could have been taken and she could've mentioned that I only need the lights when making illegal turns or U-turns. Throughout our time on patrol, we got hailed twice and neither time she stopped. Once was when we were working during the car show and the other was on our way to take a 459R. When we were working the car show a man was on the phone waiving at us, I pointed him out and she said "we're working this" and kept driving. On our way to take the 459R, a woman pulled up next to us and got out of her car, and was waiving at us to help her. When I pointed her out, Lansdale said "we're on this call". I did not say anything after that but in my mind I thought, this lady may really need our help and I feel that a 459R is less of a priority. Before our shift, I was changing into my uniform and she waited at the end of the bench, staring until I was done. There was enough room for her to change as well. (Our lockers are across from each other so I was on one side of the bench and the only other person there at that time). When I was done, I found her staring into my locker from the other side of the bench until I moved. It made me feel really awkward, so I quickly left and waited in the roll call room. Overall, I think Officer Lansdale wanted me to succeed but her approach was off and often created a negative work environment. Lansdale is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSOs and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting of what I've learned in the academy. Lansdale is very smart and knowledgeable about the department and its policies. She is also a good officer who has great officer safety. But, I feel that her approach to certain situations can be a bit rude and unfair. She often gets easily irritated, especially, if another person approaches a situation differently than she would have.

Review History

User Name	Date	Workflow Stage	Action
[REDACTED]	04/27/2022	Create	-
[REDACTED]	04/27/2022	Start	Submitted

From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Angela Lansdale Trainer Critique
Date: Wednesday, May 4, 2022 10:53:33 AM
Attachments: [Angela Lansdale Trainer Critique.pdf](#)

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Wednesday, April 27, 2022 4:07 PM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Cc: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: Angela Lansdale Trainer Critique

Gentlemen,

This is a Trainer Critique that the FTU has received today from CSO [REDACTED] regarding Angela Lansdale.

Please let me know if you need anything else,
Gabe

From: [Jason Morgado](#)
To: [Justin Thompson](#)
Subject: FW: Lansdale
Date: Wednesday, May 4, 2022 10:54:09 AM

This is the email I received prior to the evaluation.

From: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Sent: Monday, April 25, 2022 10:09 AM
To: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Subject: Lansdale

LT,

Just FYI this is the email that the trainee sent us regarding Lansdale.

Gabe

From: [REDACTED] <[REDACTED]@pd.cityofsacramento.org>
Sent: Thursday, April 21, 2022 4:59 PM
To: Clara Mello <cmello@pd.cityofsacramento.org>
Cc: Gabe Lamar <GLaMar@pd.cityofsacramento.org>
Subject: FTO Cycle

Hi Cpl. Mello,

This training cycle has been kind of rough. In the beginning, I brushed it off; but, now it is hard not to let it get to me.

I'm finding that FTO Lansdale is contradicting herself and it's making my learning a challenge. As an example, at the beginning of the cycle, I asked Lansdale if she had a preference for patrol cars and she stated she did not. She told me she was not going to be at the station one day, so I picked out a patrol car for me and the officer I'd be riding with. It turns out, Lansdale ended up coming to work and I told her that I got a car already (washed, cleaned, and gassed up) and so she went outside to put her things inside. She mentioned that she did not like the newer series and had me wait in the locker room until she got a new one (we got out of roll call around 1440 hours and we didn't log on until around 1530 hours).

Every day she has something negative things to say about almost everyone in our district, including dispatch. Lansdale continually states that no one can do their jobs efficiently. Regardless of her opinions, I like to provide people with the benefit of the doubt; but hearing her negativity has been putting a toll on me.

I'd also like to respond regarding her statement on my eval that mentioned that I did not point out a suspect. I in fact did and she said, "no, I think he went this way".

On Sunday, she pointed out that I need to start taking more initiative on calls, but I mentioned to Lansdale that statement is unfair. In the MP call, we responded to on Friday, I tried making suggestions, but she did not want to listen. Regarding the 901 that we responded to, she was upset that officers were not c4 like she asked and took it out on me. Regarding the "inappropriate" comments she is referring to, I was asking if two people were dating or beat partners (I was still new to the station and was still trying to figure things out). The second incident she is referring to was on Sunday. I pointed out that it seemed like a firefighter was flirting with her and she laughed when I pointed it out. However, after the shift, she very rudely told me that what I said was uncalled for. (Looking back, I can see how it could get misinterpreted and that is on me; but at the same time, it seemed like she thought it was funny. It was my way of breaking the ice.).

She also got very upset that I used 22350 VC on a 480 that I took a report on during a day when she was not there. I tried telling her that I was recommended to use that VC by the officer I was riding with for the day. It was something that another CSO had suggested previously.

Throughout our attempted conversations, she kept cutting me off and never give me a chance to respond. She says she doesn't want a hostile environment, but I think it already became a hostile work environment during the first couple of days of riding with her when she stated no one can do their jobs right.

Overall, she is a good officer, but she is not a good team player. She is very hard to work with and please. She is also very easily irritated. When she is in a bad mood she takes it out on the people she works with and I do not think FTO's with poor attitudes should be the ones training the new generation of CSO's and officers. I'm unable to learn when she points out everything is wrong and provides unclear directions that are sometimes contradicting what I've learned in the academy.

If a new FTO can be found, that would be great. However, I realize that due to the time period a new assignment may not be possible.

CSO [REDACTED]

From: [Neil Cybulski](#)
To: [Justin Thompson](#)
Subject: Fwd: FTO Lansdale
Date: Thursday, May 5, 2022 11:32:06 AM

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From: Rudolph Chan <RChan@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 2:18 PM
To: Neil Cybulski <NCybulski@pd.cityofsacramento.org>
Cc: Adam Green <AGreen@pd.cityofsacramento.org>
Subject: Fw: FTO Lansdale

Lt. Cybulski,

I concur with Lt. Morgado's assessment (see below) and we respectfully request that IAD initiate a LOI to decertify Officer Lansdale as an FTO per the agreement as outlined in her previous settlement and release.

RC

Rudy Chan
Captain
Research, Development and Training
Office of Investigations
916-808-3783

From: Jason Morgado <JMorgado@pd.cityofsacramento.org>
Sent: Wednesday, May 4, 2022 1:32 PM
To: Rudolph Chan <RChan@pd.cityofsacramento.org>
Subject: FTO Lansdale

Captain Chan,

On Monday, April 25, 2022, I was forwarded an email from the FTO Coordinator, Sergeant Lamar regarding FTO Lansdale. The email was dated Thursday, April 21, 2022 and was from CSO [REDACTED] detailing her training cycle with FTO Lansdale. In the email, CSO [REDACTED] claims that FTO Lansdale has created a hostile work environment and was making her learning a challenge. After reviewing the email, I advised Sergeant Lamar to have CSO [REDACTED] complete her trainer critique on FTO Lansdale. On Wednesday, April 27, 2022, I received FTO Lansdale's Trainer Critique from Sergeant Lamer. I reviewed the evaluation and verified that it was consistent with the email that I received on April 25, 2022. Based on the negative Trainer Critique written by CSO [REDACTED] and the information below

from FTO Lansdale's Settlement and Release, I recommend FTO Lansdale be decertified as an FTO. Thank you for your attention to this matter.

Regards,

Jason Morgado

Lieutenant – Research, Development and Training

Per Officer Lansdale's Settlement and Release, Section 5, and Attachment 1, Section 7 (a):

5. Once reassigned as an FTO, if Officer Lansdale receives an evaluation, verified by the Field Training Unit Lieutenant, documenting abusive behavior toward trainee(s) or a failure to provide trainee(s) the necessary exposure to the duties of a police officer, Officer Lansdale will be decertified as an FTO. Officer Lansdale and the SPOA here by waive any right to appeal the imposition of the decertification if it is imposed as a result of a verified negative evaluation.

7. Officer Lansdale shall be decertified as an FTO for any of the following:
a. A negative evaluation, which has been verified by the Research and Development/Training Unit Lieutenant over the FTU, as such evaluation shows abusive behavior toward trainee(s) or a lack to provide trainee(s) the necessary exposure to the duties of a police officer.

SETTLEMENT AND RELEASE

This Settlement and Release (hereafter Agreement) is made and entered into November ____, 2020, by and between the City of Sacramento (City), Police Officer Angela Lansdale (Lansdale), and the Sacramento Police Officers Association (SPOA), regarding the disposition of Internal Affairs case number IAD2020-031 and the disciplinary action (Labor Relations case number 8674) which would have resulted in decertification as a Field Training Officer.

Specifically, the Agreement is as follows:

1. Officer Lansdale hereby acknowledges that her conduct, as outlined in the letter of reprimand in case number IAD2020-031, Labor Relations case number 8674, violated City Policy and Police Department General Orders. Case number IAD2020-031 will be resolved by the issuance of a letter of reprimand and completion of the Education-Based Discipline (EBD) program.
2. Officer Lansdale will be assigned an EBD coordinator, Lieutenant Joseph Bailey, to facilitate the completion of the program. Officer Lansdale will meet with Lieutenant Bailey within thirty (30) days of the date of this agreement to develop an EBD plan.
3. Officer Lansdale shall complete the EBD program within the timelines outlined in attachment 1. During that time, she shall not be assigned a trainee, but will continue to receive the FTO incentive, until she has satisfactorily completed the requirements within the EBD program, as outlined in attachment 1.
4. Officer Lansdale is required to actively participate and satisfactorily complete each of the elements of the EBD program. Failure to comply with these requirements will result in the termination of the EBD and Officer Lansdale's decertification as an FTO. Officer Lansdale and the SPOA hereby waive any right to appeal the imposition of decertification if it is imposed due to Officer Lansdale's failure to complete the EBD. No punitive action will be taken for any POST mandatory courses that cannot be completed within the stated timeframe due to scheduling issues related to COVID-19 but will be completed by Officer Lansdale at the earliest opportunity.
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7. The City has sole discretion whether to use EBD to address any future acts of misconduct.
8. Officer Lansdale and the SPOA waive the right to appeal the decertification as a Field Training Officer to the Civil Service Board. Officer Lansdale and the SPOA waive the right to appeal, challenge, grieve, litigate, or otherwise file any claim regarding any matter concerning the decertification, or any associated

circumstances or issues, to the Civil Service Board, or in any other administrative or judicial forum. Officer Lansdale further agrees to withdraw, with prejudice, any and all current appeals, challenges, grievances, litigation, or claims, with the exception of valid worker's compensation claims, concerning the matters referenced in this agreement, or any associated circumstances or issues, to the Civil Service Board or in any other administrative or judicial forum.

9. Officer Lansdale and the SPOA agree that any and all issues associated with matters in this agreement are hereby resolved and that this agreement is the parties' acknowledgement that the resolution is mutually satisfactory and constitutes final settlement. By this agreement, it is the intent of the parties to effect final and comprehensive settlement.
10. Officer Lansdale and her representative agree to withdraw any and all claims that have been filed with the Department of Fair Employment and Housing (DFEH) and/or Equal Employment Opportunity Commission (EEOC) regarding Internal Affairs case number IAD2020-031, Labor Relations case number 8674, or the matters referenced in this agreement. In addition to withdrawing any and all claims that have been filed with the DFEH or EEOC, Officer Lansdale hereby releases and forever discharges the City and its successors, assigns, officers, agents, employees and any and all persons, firms and corporations having any interest in them or any of them of and from any and all claims and demands of any kind, nature and description whatsoever and from any and all liabilities, damage, injuries, action or causes of action either at law or in equity which Officer Lansdale has or in the future may have against any such entities or any one or more of them, arising out of or in any way related to or connected to the matters referenced in this agreement or the final notice of suspension referenced above, including, but not limited to, mental and emotional distress, psychic injury, bodily injury, attorneys' fees, and costs of suit.
11. Officer Lansdale understands and acknowledges that various federal and state laws provide the right to file charges, claims or complaints against an employer for discrimination on the basis of race, ancestry, color, religion, sex, marital status, national origin, age, physical or mental disability or sexual preference. Among these laws are Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Americans With Disabilities Act, the California Family Rights Act of 1991, the California Fair Employment and Housing Act, as amended, or any successor or replacement statutes.
12. With full understanding of the rights afforded to Officer Lansdale under these and all other available state, federal and local laws, Officer Lansdale, to the extent permitted by law, agree that she will not file or cause to be filed against the City, its officers, agents, employees or representatives, and does fully and finally release, discharge, indemnify and hold the City, its officers, agents, employees or representatives harmless from any charges, complaints or actions based on any alleged violation of these or other available laws, including but not limited to, common law and/or statutory claims relating to wrongful discharge whether in tort or on a contractual theory. Officer Lansdale agrees and represents that the City has not engaged in unlawful discriminatory conduct or actions against them related to or arising out of the facts and circumstances at issue in Internal Affairs case number IAD2020-031 or Labor Relations case number 8674.
13. Officer Lansdale hereby agrees to waive and release all claims arising from or related to Internal Affairs case number IAD2020-031, Labor Relations case

number 8674, or this agreement whether known, unknown, contingent, liquidated or non-liquidated. Officer Lansdale has read and understands and knowingly waives the benefit of the provisions of California Civil Code Section 1542, which reads as follows:

“A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.”

14. Officer Lansdale understands and acknowledges the significance and consequences of this Release and of the specific waiver of section 1542, and expressly consents that this Release shall be given full force and effect as to all claims, whether known or unknown.
15. Officer Lansdale acknowledges, agrees and understands that this agreement is executed voluntarily and without duress or undue influence on the part of or on behalf of any person, corporation or entity, and that she has been afforded an opportunity to discuss and review this agreement with her representative.
16. The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies or procedures of the Police Department, or the City.
17. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date and year first above written.

FOR THE CITY:


Howard Chan (Nov 6, 2020 17:15 PST)

Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
Assistant City Manager


Daniel Hahn
Chief of Police


Aaron A Donato (Nov 4, 2020 12:32 PST)

Aaron Donato
Labor Relations Manager

FOR THE EMPLOYEE:


Police Officer Angela Lansdale


Sacramento Police Officer
Association
TIMOTHY DAUS

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
Supervising Deputy City Attorney

**Education Based Discipline
Lansdale, Angela
Attachment 1**

Officer Lansdale's Plan:

In order for Officer Lansdale to improve her performance and correct past performance issues, the Field Training Unit (FTU) requires the following requirements be met for her to remain as a Field Training Officer (FTO):

1. Attend two (2) mandatory training classes within six (6) months, from the service of the final letter of disciplinary action, as listed in the Field Training Unit Manual to include:
 - a. 40-Hour POST FTO School
 - b. 40-Hour POST AICC Course
2. The above listed courses must be completed before being assigned a trainee.
3. Attend three (3) additional training classes approved by the Field Training Unit Lieutenant within nine (9) months from the service of the final letter of disciplinary action, related to the following topics:
 - a. Leadership
 - b. Effective Communication
 - c. Emotional Intelligence
 - d. Inclusion and/or EEO training
 - e. Coaching and/or mentoring employees
4. Complete three (3) reading assignments approved by the Field Training Unit Lieutenant related to the subsection topics of area 2, as stated above within nine (9) months from the service of the final letter of disciplinary action. Each reading selection must be a minimum of 180 pages.
5. Submit a ten (10) page writing assignment to the Field Training Unit Lieutenant outlining how the subsection topics of area 2 above will be incorporated into training new employees within nine (9) months from the service of the final letter of disciplinary action.
6. Meet with the Field Training Unit Sergeant monthly, after being assigned a trainee(s), for one (1) year for performance evaluations and/or feedback on training progress. Any issues raised each month shall be handled/corrected in a timely manner.
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 - b. Failure to complete the above assignments within the designated timeframe.
**Officer Lansdale won't be penalized for any POST mandatory courses that are not scheduled within the stated timeframe due to COVID-19 issues. Mandatory courses will be taken at the earliest opportunity.*

Some examples of specific courses that would qualify as additional training classes include:

**Education Based Discipline
Lansdale, Angela
Attachment 1**

PORAC Leadership Course – this course meets for 2 weeks over a 3-4-month period. This course really dives into behaviors and treating people with respect.

Sacramento State (CSUS)

ANTH 101. Cultural Diversity

General Education Area/Graduation Requirement: United States History, GE AREA D, Race & Ethnicity Graduation Requirement (RE)

Term Typically Offered: Fall, Spring, Summer

Focuses on analyzing the historically conditioned political, economic and social factors that have contributed to cultural diversity in the U.S; a critical anthropological approach is developed to explore the intersection of race, class, gender, ethnicity and sexuality; the political economy of institutions and ideas, such as racism, classism, sexual stereotyping, family, religion, state, color-blindness, multiculturalism, etc.; and, discourses of cultural diversity in the U.S.

Empathy and Emotional Intelligence at Work – by UC Berkeley (edX)

This tutorial on Emotional Intelligence is created to help you enhance your emotional and social skills that build positive relationships at organization. The instructors will explain you the neuroscientific and psychological roots of compassionate, cooperative behaviors. By joining these classes, you will learn how to devise research-based strategies to resolve conflicts and strengthen empathy constructively. This program will help you improve skill set that will let you create more satisfying, productive and innovative experiences at work. Being a self-paced program, you can attend it from anywhere.

Key Take-aways:

- Get information about the biological and physiological roots of trust and empathy
- Know how you can lead with social intelligence
- Taught by experts from top university
- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

https://www.edx.org/course/empathy-and-emotional-intelligence-at-work?source=aw&awc=6798_1597770127_0e5cbb3fbc889491cbf188433ae7b59e&utm_source=aw&utm_medium=affiliate_partner&utm_content=text-link&utm_term=427859_Digital+Defynd

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Education Based Discipline
Lansdale, Angela
Attachment 1

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- Learn about most interesting theories like emotional intelligence, intentional change theory and coaching with compassion
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- Good exercises, readings and videos by highly experienced trainers
- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

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Howard Chan
City Manager


Christopher C Conlin (Nov 5, 2020 17:38 PST)

Chris Conlin
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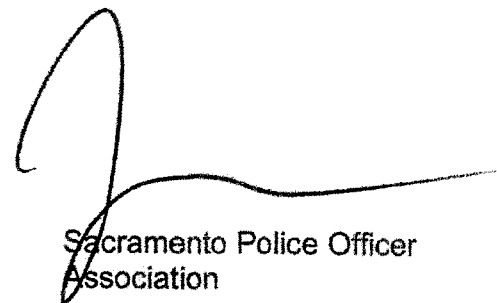

Daniel Hahn
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Aaron A Donato (Nov 4, 2020 12:32 PST)


Aaron Donato
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FOR THE EMPLOYEE:


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Sacramento Police Officer
Association
TIMOTHY DAMS

APPROVED AS TO FORM:


Brett M. Witter (Nov 4, 2020 17:07 PST)

Brett Witter
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**Education Based Discipline
Lansdale, Angela
Attachment 1**

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- Get a great insight on how social intelligence and emotional skills support productivity and organizational happiness
- Detailed course that will help you learn about emotional intelligence

Duration: 4 Weeks

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**Education Based Discipline
Lansdale, Angela
Attachment 1**

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- Kickstart your career after completing the course
- Learn how to increase motivation in work and life
- Get certificate on completion that you can share on LinkedIn

Duration: 25 Hrs

https://www.coursera.org/learn/emotional-intelligence-leadership?ranMID=40328&ranEAID=vedj0cWlu2Y&ranSiteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&siteID=vedj0cWlu2Y-Lnix2gKRWIV2.O5mjL5cRw&utm_content=10&utm_medium=partners&utm_source=linkshare&utm_campaign=vedj0cWlu2Y

INTERVIEW WITH CPL. ERIC MADSEN

Det. Lilia Alonso
Sgt. [REDACTED]
Cpl. Eric Madsen
Rep. Mick Boyd

1
2
3
4
5
6
7
8 ALONSO Okay. The date is February 17, 2020. The time is 1350 hours. Present in the
9 Internal Affairs Division Office are Eric Madsen, Mick Boyd, Sergeant [REDACTED]
10 [REDACTED] and myself, Detective Lilia Alonso. The purpose of this
11 investigation is to conduct an interview of Eric Madsen who is an employee
12 with the Sacramento Police Department in the capacity of Police Officer. This is
13 an administrative investigation on the charges against Angela Lansdale for
14 conduct unbecoming and discrimination in which you may be a witness. Do you
15 understand that this is an administrative investigation only?
16
17 MADSEN I do.
18
19 ALONSO The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you understand
21 this?
22
23 MADSEN I do.
24
25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all our questions fully and honestly. Also, you
28 are ordered to provide at this time all the information you may know regarding
29 this incident. Failure to answer a question or failure to answer it truthfully and
30 fully will be considered a lack of cooperation that could subject you to
31 disciplinary actions up to and including termination for insubordination. Do you
32 understand this?
33
34 MADSEN I do.
35
36 ALONSO Okay.
37
38 [REDACTED] All right. We are here today to discuss allegations that Officer Angela Lansdale
39 made disrespectful or discriminating comments towards her trainees in her role
40 as a Field Training Officer with the Sacramento Police Department. Before the
41 interview I supplied you with an email you sent to Sergeant Echeverria on
42 February 11, 2020 detailing conversations you had with both CSO [REDACTED] and
43 Officer [REDACTED]. Before the interview you also provided me an additional email
44 that you sent to Sergeant Echeverria on February 12, 2020 outlining additional

45 allegations by Officers [REDACTED] and [REDACTED]. Have you had enough
46 time to review all these documents before we begin?
47

48 MADSEN I have. I have.
49

50 [REDACTED] Okay. Please say and spell your full name.
51

52 MADSEN Eric Madsen, E-R-I-C, M-A-D-S-E-N.
53

54 [REDACTED] Okay. What is your current rank?
55

56 MADSEN I'm a corporal.
57

58 [REDACTED] And how long have you been a police officer?
59

60 MADSEN Going on 21 years in May.
61

62 [REDACTED] How long have you been a corporal?
63

64 MADSEN Four and a half years, five years.
65

66 [REDACTED] And a corporal, is that a training officer?
67

68 MADSEN Yes sir.
69

70 [REDACTED] And what's your current assignment in the police department?
71

72 MADSEN I'm the field training coordinator.
73

74 [REDACTED] And how long have you held that position?
75

76 MADSEN Four and a half, going on five years.
77

78 [REDACTED] Please describe your duties as the FTO Coordinator.
79

80 MADSEN I give Phase 4 interviews. I schedule all the training for the officers. I do a lot of
81 mentoring with young officers and young FTOs. I field complaints and deal
82 with personal issues and quite a bit more stuff.
83

84 [REDACTED] Do you schedule which trainee goes to a particular FTO?
85

86 MADSEN I do. I do. There'd be the monthly training rotation.
87

88 [REDACTED] Okay. Do you ever elicit feedback from officers who pass the FTO program
89 regarding the quality of the training officers?
90

91 MADSEN Every single time.
92

93 [REDACTED] And typically what's done with that feedback?
94

95 MADSEN That feedback is used so that I know what officers have strength in what areas. I
96 want to know what officers would be good for shadowing. Pretty much every
97 single month this always - probably my biggest hurdle would be to know my
98 FTO strengths versus training weaknesses and pair them accordingly.
99

100 [REDACTED] I see.
101

102 MADSEN So it's very important that I know where my FTOs are in regards to being
103 teachers and where their strengths are.
104

105 [REDACTED] What if any role do you have with managing or maintaining the quality of the
106 training officers in the FTO program?
107

108 MADSEN Pretty big role.
109

110 [REDACTED] Are you involved in the FTO candidate selection process?
111

112 MADSEN I am not.
113

114 [REDACTED] Okay.
115

116 MADSEN I mentor officers when they come to me and ask me can you help me with my
117 interviewing skills or can you - can I pick your brain maybe on what qualities I
118 need to know or help them do good on the test.
119

120 [REDACTED] And can you give me a quick rundown of what the potential FTO candidates go
121 through to achieve that rank of corporal and become an FTO?
122

123 MADSEN Yes. They go through an interview process because probably about a 45 minute
124 interview process. And then they're ranked accordingly. There's usually two
125 sergeants that sit on that panel. The last ones that I saw was Sergeant Bill
126 McCain and Sergeant Michele Gigante. But I know that Nick Echeverria did
127 some last. I think he did the last ones. But a sergeant or three will sit on that.
128 And then they'll rank them accordingly per how they did on the test. Ultimately
129 though before they go full time, I believe it's seniority based. So if there's 20
130 different officers that put in for FTO, their ranked I think according to their
131 seniority and they would get full time according to that seniority.

132 [REDACTED]
133 [REDACTED] I see. Is there any prerequisites for being an FTO?
134 [REDACTED]
135 MADSEN You have to have three years on and you have to be in good standing. I believe
136 there's a review of the Internal Affairs file. And you have to get the blessing of
137 your chain of command at your given station.
138 [REDACTED]
139 [REDACTED] Do they typically get say recommendations from previous sergeants?
140 [REDACTED]
141 MADSEN Sure.
142 [REDACTED]
143 [REDACTED] Okay. Do they have to write an essay to be evaluated to be...
144 [REDACTED]
145 MADSEN There's 360s.
146 [REDACTED]
147 [REDACTED] ...considered?
148 [REDACTED]
149 MADSEN 360's will be put out.
150 [REDACTED]
151 [REDACTED] 360's also?
152 [REDACTED]
153 MADSEN Yeah.
154 [REDACTED]
155 [REDACTED] Okay.
156 [REDACTED]
157 MADSEN As well too. And then their current chain they would have to get a sergeant,
158 lieutenant, captain approval. So they could get shot down at that level right
159 there...
160 [REDACTED]
161 [REDACTED] Okay.
162 [REDACTED]
163 MADSEN ...and not make even the interview process.
164 [REDACTED]
165 [REDACTED] Okay. Once an officer makes FTO, are they periodically evaluated to ensure
166 they're maintaining acceptable standards?
167 [REDACTED]
168 MADSEN Yeah. The sergeants write their evals on them.
169 [REDACTED]
170 [REDACTED] Their patrol sergeants?
171 [REDACTED]
172 MADSEN Their patrol sergeants do. And we will see those. I peruse those and look
173 through and see how they do.
174 [REDACTED]
175 [REDACTED] So those evaluations go to the training officer...

176
177 MADSEN Yes they do.
178
179 [REDACTED] ...the training coordinator and they get evaluated.
180
181 MADSEN Not to the coordinator. To my office. I look at them and then I always put them
182 on the table to make sure the sergeant reviews them as well. And then as well
183 too we have Form 562, which is the Field Training Officer evaluation. And they
184 are to review every one of their FTOs once they've completed training and turn
185 those in.
186
187 [REDACTED] And how often are those completed?
188
189 MADSEN So in the past they've been very sporadic. Sergeant McCain wasn't the stickler
190 on getting those in. Now we've made a new protocol to where they're being
191 turned in on everybody. Probably within the last two months the protocol has
192 changed.
193
194 [REDACTED] And those are supposed to be done monthly?
195
196 MADSEN No. Those are - at the completion of your training you are to do on every single
197 FTO that you had during your training. So you'll take your Phase 4 exam.
198
199 [REDACTED] Oh okay.
200
201 MADSEN And then you'll pass your exam and then you're told that part of the process is
202 to critique all of your prior FTOs that you had.
203
204 [REDACTED] I see. I see.
205
206 MADSEN Yeah. So it'd should be the summation of all your FTOs you have to critique
207 them.
208
209 [REDACTED] Okay.
210
211 MADSEN And it's in AMS, it's Form 562.
212
213 [REDACTED] So those are the prior trainees doing that once they've gone Phase 4.
214
215 MADSEN Exactly.
216
217 [REDACTED] Okay.
218

219 MADSEN And that's actually a pretty good indicator on how the training officers are
220 doing.
221
222 [REDACTED] Okay. I'm sorry. I think I got a little confused because...
223
224 MADSEN Okay.
225
226 [REDACTED] ...I thought - initially I was kind of going down the road of the patrol sergeants,
227 how often do they have to - do they evaluate the FTOs on their team?
228
229 MADSEN They do.
230
231 [REDACTED] Okay. How often do they evaluate them?
232
233 MADSEN Oh gosh. It's either biyearly or once a year.
234
235 [REDACTED] Okay.
236
237 MADSEN Just drawing a blank on which one. It's either twice a year or once a year...
238
239 [REDACTED] All right.
240
241 MADSEN ...that they have to provide feedback via a evaluation on the training officers on
242 their team. They do.
243
244 [REDACTED] So there's - sounds like you're telling me basically that there's two ways to
245 evaluate a Field Training Officer. That's both through their patrol sergeant and
246 through their previous trainees.
247
248 MADSEN Yes sir.
249
250 [REDACTED] And that's what maintains the level of acceptable standards for a training
251 officer.
252
253 MADSEN Yes.
254
255 [REDACTED] That correct? All right. Is there a school that an officer attends in order to
256 become a Field Training Officer?
257
258 MADSEN Yes they do. They have to go to 40 hours Field Training Officer course as soon
259 as they get confirmation that they passed their interview.
260
261 [REDACTED] All right. And who instructs that?
262

263 MADSEN It's a Los Rios course I think that the guy that we've always used. His name is
264 Kevin O'Farrity - Kevin O'finity?
265
266 [REDACTED] Okay.
267
268 MADSEN Kevin Finity?
269
270 [REDACTED] Can you off the top of your head give me some curriculum that they learn
271 during that 40 hour course?
272
273 MADSEN Sure. They teach you how to write evals. They actually even teach some skills
274 to make a effective training officer. [cell phone buzzing] Oh, couldn't even tell
275 it was mine. A lot of the time is spent in writing evaluations. There's quite a bit
276 of time spent as well too on how to foster a relationship between a trainee and a
277 training officer to - so that you can get your biggest bang for your buck in
278 knowing what - maybe what their issues are outside of work if something is
279 bringing them down or how to deal with them. They try to give you some skills
280 at work and how to deal with your trainee.
281
282 [REDACTED] Okay.
283
284 MADSEN Yeah.
285
286 [REDACTED] Do they go over teaching practices like adult learning theory...
287
288 MADSEN They do.
289
290 [REDACTED] ...things like that?
291
292 MADSEN They do.
293
294 [REDACTED] So the best way to communicate...
295
296 MADSEN They do.
297
298 [REDACTED] ...information to a police officer.
299
300 MADSEN Correct.
301
302 [REDACTED] Are you familiar with Officer Angela Lansdale?
303
304 MADSEN I am.
305
306 [REDACTED] Have you ever worked with Angela Lansdale?

307
308 MADSEN I have.
309
310 [REDACTED] Okay. And when was that?
311
312 MADSEN Oh boy. I can tell you the sergeant. It was on Sergeant Palmy's team - Jason
313 Palmy. Five years ago. Four years ago.
314
315 [REDACTED] All right. Were you both Patrol Officers at that point?
316
317 MADSEN I as an FTO. She was just a...
318
319 [REDACTED] Okay.
320
321 MADSEN ...she was a Phase 4 on the team.
322
323 [REDACTED] Okay. Not one of your trainees though?
324
325 MADSEN No.
326
327 [REDACTED] Okay.
328
329 MADSEN Never had her as training.
330
331 [REDACTED] So basically a peer on your...
332
333 MADSEN Peer.
334
335 [REDACTED] ...patrol team. Okay. How long did you work with her?
336
337 MADSEN I don't remember if it was midyear or the whole year. I don't - maybe a half
338 year. Maybe. I'm speculating.
339
340 [REDACTED] What was your experience with her just working side by side with her?
341
342 MADSEN That she could be one dimensional.
343
344 [REDACTED] And by that...can you expound a little bit?
345
346 MADSEN And by that I mean people skills were limited. Yeah. Like with me, I talk really
347 well and I thought that maybe her people skills dealing with people were a little
348 lacking.
349

350 [REDACTED] Okay. Anything specific come to mind that you can recall with working with
351 here, any good examples of that? I know it's asking a lot to recall that from five
352 years ago.
353
354 MADSEN I do remember one thing. Palmy - she was going to ride with I think like Bryan
355 Gomez. And but then she said, "I'd like to ride with this officer so they can do
356 something else." And the people skills weren't there either to say hey, I'm
357 riding with this guy. He assumes she was riding with her and she says, "No, I'm
358 not riding with you," or something like that. And the sergeant noticed it and the
359 sergeant I remember pulled her aside and talked to her about that. That a lot of
360 life is in the delivery and that your delivery was a little bit lacking there and
361 communicating that you weren't working with him, that you're going to work
362 with this guy in this car. I do remember that.
363
364 [REDACTED] So not so much what she said. It was the way she said it that was of issue?
365
366 MADSEN Yes. Yes.
367
368 [REDACTED] Okay.
369
370 MADSEN And it was an issue that was resolved when the sergeant talked to her. I
371 remember.
372
373 [REDACTED] Did you ever see her interact with the public and find that she had the same
374 issues?
375
376 MADSEN No. I mean I never saw her do anything illegal or immoral. Yeah. No, nothing
377 illegal.
378
379 [REDACTED] Okay.
380
381 MADSEN Just it didn't have like real good personal skills though. It was very direct and it
382 was very one dimensional.
383
384 [REDACTED] Could people find her condescending or demeaning?
385
386 MADSEN Back then? Did I...
387
388 [REDACTED] Yes. Like back then even when you worked with her.
389
390 MADSEN I don't remember anybody complaining. I don't remember anybody saying
391 anything back then.
392
393 [REDACTED] Okay.

394
395 MADSEN But I just found her that - I remember that she needed to work on her personal
396 skills.
397
398 [REDACTED] Okay. Officer Lansdale, was she currently an FTO?
399
400 MADSEN She is now, yes.
401
402 [REDACTED] And about long has she been an FTO for?
403
404 MADSEN A year.
405
406 [REDACTED] Did you play any role in her process to become an FTO? Any mentoring, testing
407 process leading up to...
408
409 MADSEN No. She never...
410
411 [REDACTED] ...anything like that.
412
413 MADSEN ...I don't solicit those people. They'll call me pretty regularly like, "Hey Eric, I
414 know that you speak really well. Can you help me with my interviewing skills?"
415 And so, like I said, I don't solicit people and she did not solicit me on it.
416
417 [REDACTED] Okay. During Officer Lansdale's process to becoming an FTO, were there any
418 weaknesses ever brought to your attention or the attention of the FTO
419 Coordinator Unit as a whole in the application process leading up to her
420 becoming an actual FTO?
421
422 MADSEN I don't think so because she got the - she got the approval per the chain. So I
423 wouldn't have known past that. I know she got the approval and she was putting
424 in for it.
425
426 [REDACTED] Nothing specifically brought to your attention?
427
428 MADSEN No.
429
430 [REDACTED] Okay. And did Officer Lansdale attend the FTO training program that you were
431 speaking of earlier, that Los Rios class?
432
433 MADSEN I believe so. I remember seeing her at the Academy taking the class with the
434 other new FTOs, yes.
435
436 [REDACTED] Okay. And how were you made aware that Officer Lansdale was experiencing
437 some issues with her trainees?

438
439 MADSEN So the very first time that I was made aware was when I had CSO [REDACTED]
440 [REDACTED] come in and take her solo CSO test.
441
442 [REDACTED] Okay.
443
444 MADSEN And then the exact date on that would be May 28 of last year.
445
446 [REDACTED] Okay. And what did CSO [REDACTED] tell you?
447
448 MADSEN So this is the same thing I'd asked her. "What do you think about the program?
449 Do any FTOs stick out positively or negatively? That I use that information
450 constructively." And she did. She said that, "I had one FTO that I did not have a
451 good experience with." And I'm summarizing. I don't remember the exact how
452 she described her experience with her. But it was not positive. She told me one
453 thing stuck out, that when she said it that she really seemed bothered was that
454 she called her old. And there was almost nothing that I could say back except,
455 "I'm sorry that, you know, that that was said to you." She told her that she was
456 old. She told her that she was demeaning. She pretty much - she said that it was
457 - she was condescending, that she would scream and correct her in front of the
458 public and other officers. She told me - I believe it was her that she said that she
459 would argue with other officers in front of the public. And that she didn't do
460 something right or the way Angela wanted it - I remember that she told me that
461 Angela was a 'my way or the highway' kind of person if you didn't do
462 something the way that she wanted and she called her old. I remember she told
463 me that she didn't - that she felt like she learned a lot and that...
464
465 [REDACTED] That she did or did not feel like she learned a lot? I'm sorry.
466
467 MADSEN I think she's one of the people that said, "You know what? I did learn a lot but
468 that it wasn't an overall positive experience."
469
470 [REDACTED] Okay.
471
472 MADSEN Yeah.
473
474 [REDACTED] Did she say that she felt like maybe quitting on several occasions?
475
476 MADSEN Yeah. She said that she did feel like quitting on several occasions because of her
477 attitude. Yeah.
478
479 [REDACTED] Okay.
480

481 MADSEN Yeah. I think that now certainly the dust had cleared when she talked to me at
482 the interview and so she was more uplifting and kind of recognizing that she
483 was going to up on shadow and not dealing with her again. So yeah, I remember
484 she actually said, "Well I did learn a lot," you know. But the old part was really
485 stuck in her mind though because she did emphasize that, about that comment.
486

487 [REDACTED] Okay. Did you have a conversation with Officer [REDACTED] around the same time or
488 maybe a month later?
489

490 MADSEN I did.
491

492 [REDACTED] Okay.
493

494 MADSEN So I was at a - like a celebration of life event for Tara O'Sullivan. It would have
495 been on June 26 of that year. It was probably about 5 o'clock at night. And I
496 remember I was sitting against the back wall in Room 139. And I remember that
497 to my right I think was Keri and then Bill over here - well, no. It was Bill Mcoin
498 and then Keri on the other side.
499

500 [REDACTED] Keri?
501

502 MADSEN Keri Woolery.
503

504 [REDACTED] Woolery. Okay.
505

506 MADSEN And [REDACTED] either sat down right next to me or I got up and I talked to him. And
507 he's always really upbeat. But he says, "Hey, I want to kind of share an
508 experience with you." He talked to me about her. He said that he didn't have a
509 productive month. He said that again, Angela was condescending. He didn't
510 find the environment conducive to learning in the car. And he told me
511 specifically he said it shuttered - it just shut him down. He said at one point she
512 asked in a very condescending way, "Are you [REDACTED]?" And so he says,
513 "Corporal, it ends up that I am and I took offense to that. And I just shut her -
514 and I just shut her off and she never got me back after that, like attention wise."
515 And it just kind of rang bells in my head like oh my God, here we go with
516 another one. So yeah, he told me that he'd had it before. He told me he did not
517 feel like quitting. I think he had a couple days left before his rotation were over
518 and we were giving everybody - all of her classmates like a two week period off
519 to kind of cool down. And so he knew that his rotation with her was over. So he
520 said, "I don't feel like quitting or anything but completely just shut her off from
521 learning after what she said to me."
522

523 [REDACTED] I see.
524

525 MADSEN Said in a very demeaning way.
526
527 MADSEN Bill McCain, I either told him immediately after that like when [REDACTED] left. This
528 is where I get a little bit fuzzy. Either immediately after that or when we
529 returned back to the office.
530
531 [REDACTED] Okay. And did you take any action to correct Officer Lansdale's behavior at that
532 point? So after the conversation you had with Officers [REDACTED] and [REDACTED].
533 Sometime after those conversations you spoke to Sergeant McCain and...
534
535 MADSEN Yeah.
536
537 [REDACTED] ...did you take any action directly with Officer Lansdale at that point?
538
539 MADSEN Yeah. So I remember telling Bill that, "Hey, these are two complaints now and
540 these are kind of serious issues, the age discrimination and then the comment
541 about the [REDACTED]." If you were going to ask somebody about some kind of
542 medical condition, you need to say it like in a - in the proper context where you
543 want to help them and not put them down about it. I remember Bill after a
544 couple weeks says, "Hey Eric, I've been thinking about this. I want you to call
545 her and deal with her." So I was in my office when he contacted me and told me
546 that. I remember I said, "Hey, let me grab my cell phone." And then I sat down
547 right here in his office looking right at him and I said, "Hey, if you don't mind,
548 just so she doesn't get confrontational with me, I'm just going to talk here in
549 front of you and you tell me if you want me to bring anything else up." So I
550 briefed her as to why I was calling her. I told her that we got multiple
551 complaints. I told her just what I told you that lots of officers were coming into
552 my office and I intentionally asked them how their experience was for purposes
553 of bettering their training. And I said, "We very seldom if ever, ever get
554 complaints about somebody being disrespectful or demeaning." But hear people
555 say hey, she was tough. Boy I'm glad I had her. Oh man, he was tough but I'm
556 all the better for it. That's what you'll hear. You never hear this kind of stuff.
557 And I told her that. And I said, "This needs to stop immediately." And so she
558 said - I said, "I'm telling you this right now before this gets even worse. I'm
559 doing this per Bill's directive and I'm telling you right now this needs to stop
560 now." She says - I think on two occasions she thanked me and said, "Well thank
561 you for giving me the heads up on this and telling me before it gets to be a big
562 full blown problem." I said, "No problem." I think I asked her how things were
563 going, anything in her personal life. She said, "Everything's fine." I said,
564 "Okay." It went on for - it was a 10 minute, 15 minute phone call. I can't
565 remember everything. But the direction of it was that where this needs to stop
566 immediately and these are what the complaints are and that we just don't get
567 complaints like this and this needs to be nipped now.
568

569 [REDACTED] Okay. Did she ever give a reason or an explanation for why she was behaving in
570 such a way?

571
572 MADSEN She did actually. She said that she - I said, "It's from a couple people." And
573 right off the bat she surmised, "Well if it's the guy I'm thinking of, I tried to
574 help him. I really tried to help him. He told me or I asked him if he was [REDACTED]
575 because I really wanted to help him." And I said, "Angela, your tone shut him
576 down and he took it as demeaning that you were putting him down about it. It's
577 in the delivery Angela and your delivery was bad and you shut him down and
578 he says that you really didn't have another chance from teaching him because
579 you shut him down." And then so she tried to keep giving, you know, her reason
580 why. And I said, "Angela, it was - your delivery was wrong and it shut him
581 down. I don't know what else to tell you. That's what he told me." And then so
582 she said - and as far as - I think she said, "As far as [REDACTED] I tried to help her."
583 And I said, "Angela, stop right there. There's never a good time to call
584 somebody old or make a comment about that. You can say whatever you want
585 but," - and then she just was quiet. It was quiet airtime. And I said, "You can't
586 do that. That's a no-no. You can't do that." And so she literally - she didn't
587 argue about that. And we moved on and I said, "This is done from here on. This
588 is finished. You're not going to make any more comments or demean anybody.
589 If we hear anybody else, it goes to the next step." And then we ended the phone
590 call.

591
592 [REDACTED] Okay. What was her overall reaction to the conversation?

593
594 MADSEN The overall reaction was she was defensive on trying to defend herself on the
595 accusations. And she got to the accusations before I even brought them up. She
596 knew what they were.

597
598 [REDACTED] So she knew this was possibly coming or at least knew what it was going to be
599 about.

600
601 MADSEN She knew when I said that some people were complaining. Then she went right
602 to them. But I think at that time it was very limited. She had only had a couple
603 trainees, maybe three or four at that time. So she knew which ones they were
604 and she knew what it was. That it was about [REDACTED]. And that - and she
605 knew the other one was [REDACTED] as well too.

606
607 [REDACTED] All right. At the end was it - I mean did she walk away with a positive...
608

609 MADSEN It sounded like it was nipped, yes.

610
611 [REDACTED] ...takeaway saying thank you, I'll do better or this won't happen again?
612

613 MADSEN She wasn't being - actually when I told Bill, I said, "She actually took it really
614 well. She had a really good attitude and she said thank you." And I thought -
615 and like Bill and I thought maybe it'll effect change.
616
617 [REDACTED] Okay. So was it clear to you and do you believe it was clear to Officer Lansdale
618 that she needed to alter her behavior...
619
620 MADSEN Oh yeah.
621
622 [REDACTED] ...with the trainees from that point forward?
623
624 MADSEN Oh yeah. I made it very clear, yeah.
625
626 [REDACTED] Okay. Do you remember on or about when that conversation happened?
627
628 MADSEN Oh boy.
629
630 [REDACTED] So obviously it was after June 26 of 2019, correct, because that's when you
631 talked to Officer [REDACTED]
632
633 MADSEN Absolutely. I would say a couple weeks to a month afterwards.
634
635 [REDACTED] Okay.
636
637 MADSEN Yeah.
638
639 [REDACTED] Probably no more than a month? Does that sound...
640
641 MADSEN I don't think it's more than a month.
642
643 [REDACTED] ...all right.
644
645 MADSEN And then there was another phone call too just - the other phone call - yeah. So
646 maybe about a month or two had passed. And the...
647
648 [REDACTED] After the first phone call with her.
649
650 MADSEN ...phone call. After the first phone call.
651
652 [REDACTED] All right.
653
654 MADSEN And then I want to say that a trainee came in and again I asked positive or
655 negative. And mind you, when I ask them this, I don't look at the list of FTOs

656 that they've had. It's just we have too many trainees, too many FTOs. So it's a
657 very open end question. What was your positive or negative experience? And...
658
659 [REDACTED] So not even knowing this trainee had Officer...
660
661 MADSEN Correct.
662
663 [REDACTED] ...Lansdale as FTO...
664
665 MADSEN Exactly.
666
667 [REDACTED] ...at some point, you just...
668
669 MADSEN Exactly.
670
671 [REDACTED] ...posed the question.
672
673 MADSEN Exactly.
674
675 [REDACTED] Okay.
676
677 MADSEN So the officer, and I don't remember which one it was, says, "Yeah. It was a
678 positive experience. I learned a lot. It was a positive experience." I told Bill
679 about that and Bill says, "All right." Well. I think proper management is, you
680 know, we kind of identified a problem and kind of acted. I think proper
681 management as well as too hey, maybe you're shaping up and call her and say
682 hey, I heard a positive thing about you. If you're correcting things, keep it up
683 because now we heard a positive thing about you. And I did.
684
685 [REDACTED] So this officer had Officer Lansdale as a TO and gave...
686
687 MADSEN Yes. Yes.
688
689 [REDACTED] ...positive feedback...
690
691 MADSEN Yes.
692
693 [REDACTED] ...about her performance.
694
695 MADSEN Yes.
696
697 [REDACTED] All right.
698

699 MADSEN So I called her and I told her just that. I said, "Hey, I just want you to know that
700 proper management is when I'm going - when I have to call you and talk about
701 a bad thing, proper management is also as well to call you and tell you hey, you
702 know, we had that talk and maybe you're cleaning things up because I heard a
703 positive thing about you." And so she said, "Well hey, I'm training exactly the
704 same way as," [cell phone buzzing] - is that me again?
705
706 [REDACTED] Yeah.
707
708 MADSEN "I'm training exactly the same way as I did before and I'm not - I'm doing the
709 same as I did before." And so I said, "Well, just stop right there. All I'm trying
710 to tell you is we've heard a positive thing. If you're subconsciously tuning
711 things in, then we just heard a positive phone call. This is just telling you thank
712 you." And we ended the phone call.
713
714 [REDACTED] Okay. Was there ever an email, anything to memorialize either of those phone
715 conversations...
716
717 MADSEN There wasn't.
718
719 [REDACTED] ...between anyone in the department?
720
721 MADSEN There was not.
722
723 [REDACTED] Okay.
724
725 MADSEN Like I said, it was done in front of Bill and he didn't tell me to put it down on
726 paper.
727
728 [REDACTED] Okay.
729
730 MADSEN Because I think we thought maybe we had it nipped or not sure.
731
732 [REDACTED] And since those two conversations you had with Officer Lansdale and the
733 conversations you had with Officer [REDACTED] and Officer [REDACTED] have you talked to
734 any other officers who had or could provide you any details about Officer
735 Lansdale?
736
737 MADSEN Yes.
738
739 [REDACTED] Okay.
740
741 MADSEN So I assigned Officer [REDACTED] to Corporal Sunny Cranford for the field
742 training rotation of December 7 through January 3.

743
744 [REDACTED] Two thousand nineteen...
745
746 MADSEN Two thousand...
747
748 [REDACTED] ...into - or into 2020?
749
750 MADSEN Yes. Yes sir.
751
752 [REDACTED] Okay.
753
754 MADSEN And Corporal Cranford called me I think on a couple occasions telling me that
755 she was struggling in several categories - several different areas. And I
756 remember her saying one time that I would ask her a question and she would
757 just say, "I don't know." And you just don't see that in trainees. The trainees
758 want to do good. I remember she just sounded like she was defeated and giving
759 up. And so I said, "Bring her in the office. I'll talk to her." So she brought her in
760 the office. And I was asking her, "Is everything okay at home? You know, your
761 home life's good? Everything else is okay?" "Everything's all right sir." And I
762 talked about some of the issues. Didn't have a whole lot of initiative. No
763 proactivity. And she said that she'll get better. And yeah, she seemed kind of
764 defeated though. And so we talked for a while and eventually she said, "I had a
765 really tough month last month." And I said, "Okay. Who did you have?" "Well
766 I had Corporal Lansdale." And I thought okay. All right. And then she just
767 turned and bursting in tears. Just sobbing and shaking and in effect she had been
768 traumatized. And so I told her - I remember saying, "It's over. That's in your
769 rear view mirror. You know, I put you with Corporal Cranford. And I know you
770 had a tough month with her but Corporal Cranford's been told of your
771 weaknesses and she wants to help you do better and she wants to push forward.
772 And you didn't complain about Corporal Cranford at all whatsoever." And she
773 just kept really talking about her experience with Angela and it really bothered
774 her. She made comments to me that Angela said that she didn't trust her to cross
775 the street by herself or to go to the bathroom by herself.
776
777 [REDACTED] And is that in reference to an intelligence level, a maturity level?
778
779 MADSEN I don't know.
780
781 [REDACTED] Do you know what the context was with some of this?
782
783 MADSEN I don't know. She didn't say. Maybe the way that I think I surmised that was
784 that it was in regards to a competency, that maybe she wasn't getting things and
785 Angela was saying well hey, Jesus, you can't even cross the street by yourself.
786 That's what I took that as actually - yes.

787 [REDACTED]
788 [REDACTED] All right.
789
790 MADSEN I think it was the exact same thing with her. She advised that she shut her down.
791 I remember a couple of people used that terminology. I just shut down. I kept
792 insisting that Corporal Cranford was there to teach her and that she'll go to great
793 lengths to teach her and that I've directed her to have patience and teach her.
794 And I kept emphasizing this is over with now. That's gone. Angela's gone.
795 Let's move forward. And her issues were pretty bad that week. And I said that
796 we need to start shaping it up because - I mean she had the whole month with
797 Angela and it wasn't the best. And then she's going into next week with another
798 FTO. That she couldn't have two bad months in a row. And I said, "Well the
799 alternative would be to be a CSO or to get released if you don't start
800 improving." "I don't want that. I don't want either of those. I want to be a police
801 officer. If you just give me this weekend," - I remember her saying that. This
802 weekend just to rest. "I'll come back next week and I'll do better." I remember
803 her saying that.
804
805 [REDACTED] Okay. Any other officers that you spoke to?
806
807 MADSEN So...
808
809 [REDACTED] I'm sorry. Do you remember exactly about when you talked to Officer [REDACTED]
810 about this?
811
812 MADSEN Yeah. Well it would have - it would have been - I would say a week after
813 December 7.
814
815 [REDACTED] Right.
816
817 MADSEN So it would have been by say the 14th or 15th of December.
818
819 [REDACTED] And that's about when Corporal Cranford said, "Hey, she's having a lot of
820 issues." And that's when you brought her in to kind of..
821
822 MADSEN Yes sir.
823
824 [REDACTED] ...get to the root of things.
825
826 MADSEN Yes sir.
827
828 [REDACTED] All right.
829

830 MADSEN And like I said, I was in there. I was trying to put my finger on what was
831 bothering her like, "What is happening. She's saying you're kind of giving up
832 pretty easy. Everything okay at home? Everything okay with the FTO?" And
833 then like I say, I would just try and keep asking her that. And then all of a
834 sudden she went into tears about Lansdale.
835
836 [REDACTED] And Officer [REDACTED] would have been trained by Corporal Lansdale after you had
837 those two phone conversations with her about the initial...
838
839 MADSEN Yes sir.
840
841 [REDACTED] ...issues.
842
843 MADSEN Yes sir.
844
845 [REDACTED] Okay.
846
847 MADSEN Yes.
848
849 [REDACTED] Anyone else?
850
851 MADSEN Yes. So okay, so I think it's important to mention though that this was in the
852 transition period between my sergeants. And then I had mentioned that Kari
853 Woolery, I remember her and I talking to Sergeant Echeverria on several
854 occasions. Something needs to be done about this.
855
856 [REDACTED] And what was Corporal Woolery's assignment at the time?
857
858 MADSEN She's my partner.
859
860 [REDACTED] Okay.
861
862 MADSEN She's also the Field Training Coordinator.
863
864 [REDACTED] Oh, so there's two.
865
866 MADSEN There's two of us.
867
868 [REDACTED] Got you.
869
870 MADSEN I was by myself for about two years.
871
872 [REDACTED] All right.
873

874 MADSEN She's my partner now. So within a day or two of him moving in, we told him
875 about her. This needs to be dealt with. This needs to be something that's a
876 priority agenda for you. So we briefed him on it. And then - so then we had her
877 come into the office. You want me to talk about that or you want me to talk
878 about my next contact with another officer?
879

880 [REDACTED] Oh, so you had - let's talk about it chronologically. So...

881

882 MADSEN Okay. So...

883

884 [REDACTED] ...you had Officer Lansdale actually come into the FTO office. Okay.

885

886 MADSEN So...

887

888 [REDACTED] What day was that on?

889

890 MADSEN I'm sorry.

891

892 [REDACTED] Was that February 6?

893

894 MADSEN Yes sir.

895

896 [REDACTED] Okay.

897

898 MADSEN So Sergeant Echeverria - I think I misquoted in here. He told me that day that
899 she was coming in. It was the day before he said she's coming in. And so he
900 said, "Hey Eric, I - she's coming in tomorrow," or tomorrow is what it was. It
901 was the day before. And so I said, "Okay." "And we're going to talk to her
902 about this yet one more complaint added on to what you talked about before."
903 And so I said, "Okay. All right." So then she came in. And it was probably a
904 half hour talk. Nick - Sergeant Echeverria opened it up by telling her why we
905 were there. That we wanted her to be successful. We want our trainees to be
906 successful and we don't want them talked down upon and demeaned. And that
907 we're getting all these complaints about her. And she admitted that her
908 interpersonal skills were lacking. And she brought up on a couple occasions,
909 "Well I don't want to go do things off duty with my trainees or whatever else."
910 And we said, "You're missing the boat. We're not asking you to establish a
911 rapport or relation with them outside of work. We don't want that. We want you
912 when you're in the car with them to make a connection with them so that you
913 can give them the biggest bang you possibly can for teaching them." And so
914 that kind of action is vital with a healthy learning environment. And so she
915 admitted that she has problems with connections. That she just wants to work
916 and train and that making connections was clearly something that she was
917 lacking and she admitted it. Sergeant Echeverria gave her some ideas like to go

918 to a leadership class, that it would help with the way that she treats people and
919 leads in her car and what not. Like I said, she recognized that was what it was.
920 We told her about we emphasized what the problem was. And...

921 [REDACTED]

922 [REDACTED] Did she ever acknowledge that yes there was maybe some toxic...

923 [REDACTED]

924 MADSEN Yes.

925 [REDACTED]

926 [REDACTED] ...it was a toxic environment at some point in her car based...

927 [REDACTED]

928 MADSEN Oh yeah.

929 [REDACTED]

930 [REDACTED] ...on her communication issues?

931 [REDACTED]

932 MADSEN Oh yeah. She...

933 [REDACTED]

934 [REDACTED] Okay.

935 [REDACTED]

936 MADSEN ...recognized that or she totally recognized that she wasn't the best at making
937 connections. And that yeah, that it wasn't the healthy environment in many
938 circumstances. Absolutely.

939 [REDACTED]

940 [REDACTED] At the culmination of that meeting, was it very clear again - I guess the second
941 conversation with her that this type of behavior needed to cease.

942 [REDACTED]

943 MADSEN Oh yeah. We drew a very hard line that this is not to happen. This is completely
944 and totally unacceptable and this is not what Nick and I stand for. Yeah.

945 [REDACTED]

946 [REDACTED] Okay. How did she come - after, how did she come away with it? Positive?

947 [REDACTED]

948 MADSEN So she was positive and she wasn't argumentative. But when she left the office,
949 it didn't seem like - I didn't feel as if she could turn it around. I didn't feel like
950 it - the way that she was talking to us, I was not impressed that she would take
951 all this stuff constructively and then spin things and be able to turn it around.
952 The way that she was talking to us is this is just the way she's wired. That she's
953 not good at one on one communication and making a connection with people.

954 [REDACTED]

955 [REDACTED] Okay.

956 [REDACTED]

957 MADSEN She clearly said that to us.

958 [REDACTED]

959 [REDACTED] All right.

960 [REDACTED]

961 MADSEN I didn't have a whole lot of hopes that she could correct that behavior.

962 [REDACTED]
963 [REDACTED] So after your meeting with her, were you eventually contacted by another
964 [REDACTED] trainee that discussed some issues with her?
965
966 MADSEN So that was I want to say like a Wednesday or a Thursday night. I might have
967 worked Friday. And if I didn't work Friday, then overtime Friday, then I would
968 have worked - it would have been a Wednesday night with our meeting and then
969 my Friday was on a Thursday.
970
971 [REDACTED] Okay.
972
973 MADSEN So I had a Phase 4 interview scheduled for that morning, either Friday or
974 Thursday. Or wait, you know, the date is there.
975
976 [REDACTED] Yeah.
977
978 MADSEN Whether it would be the...
979
980 [REDACTED] Would have been February 7 possibly.
981
982 MADSEN Oh for sure February 7, whatever day that was. So it was the next day after
983 talking to Angela. So same scenario. I had Officer [REDACTED] come in for his
984 Phase 4 interview. It's with 19 BR 1. And same questions. How was your
985 training experience? "Sir, I thought it was really good. You showed me all the
986 different stations. You showed me different shifts. You showed me different
987 styles and personalities." And I said, "Okay. Was there any positives or
988 negatives that stand out as far as my FTOs?" "Yes." And I said, "With which
989 FTO?" "Corporal Lansdale." And I said, "One question. Was she demeaning to
990 you?" His response back to me was, "Absolutely." So I said, "Stop right there.
991 I'm not trying to put you on the spot. I know you got a test here in a minute. I
992 don't want to throw you off on your test. This is important. I need to talk to my
993 sergeant and bring him over here. And we need to just expand upon that." So I
994 went next door. I said, "Hey Sergeant, we're getting yet another complaint
995 about Angela." So he comes over. He sits down in the chair. He closes the door
996 and then we just asked him about the root of what his complaint about her is. He
997 said that at one point she called him a coward. He said he was having problems
998 with navigation and that - kind of took the long way around to get to a call
999 because he didn't know the area and didn't know the navigation system. Took
1000 an extra turn or something so it put him a couple minutes behind. And so she
1001 questioned him, "Are you trying to avoid getting on scene first or whatever to
1002 make contact with people? Are you a coward?" Yeah. And so it kind of took me
1003 back by hearing that. And then we just kind of had him explain more. Tell us
1004 more about her. And I'd have to look a little bit. And he said overall it was a
1005 demeaning experience, not positive for learning. He said that - over here. Yeah.

1006 So that was it. I mean I remember the one about the coward thing and it was
1007 about the navigation was - he wasn't getting it and he'd go a little bit slower to
1008 calls and she said, "Are you a coward because you don't want to get there on
1009 scene on time?" And overall it was demeaning. As he's talking to us he's
1010 shaking. And his eyes were tearing up.
1011
1012 [REDACTED] So obviously very emotional for him.
1013
1014 MADSEN Oh, he was shaking and his eyes were tearing up. I could see them and his eyes
1015 were red. And as he would talk about the learning environment in her car that,
1016 you know, that she was demeaning and - yeah.
1017
1018 [REDACTED] Okay. Is there anyone else not speaking about trainees but any other officers
1019 either in the FTO program or anyone that you would know just through a
1020 conversation that maybe has had a bad experience with Officer Lansdale?
1021
1022 MADSEN I would tell you that if I knew one more I would have added it to this. So...
1023
1024 [REDACTED] Okay.
1025
1026 MADSEN ...I'm going to say probably no, not offhand. After the last complaint, I think it
1027 was that day or the next day where a sergeant said, "Hey, I need you to get a list
1028 of every single trainee that she's had." And then he solicited from there. I
1029 didn't. So I didn't hear about anything else. If there was any more, it would
1030 have been added to this.
1031
1032 [REDACTED] Okay. Some of the issues that Officer Lansdale had probably with several of the
1033 earlier trainees we talked about, in particular Officer [REDACTED] and some of the
1034 issues he was having with his reporting measures. Did you ever go back and
1035 look at prior evaluations from previous or even after FTOs that Officer [REDACTED]
1036 had to see if that was a common issue that he was having?
1037
1038 MADSEN So...
1039
1040 [REDACTED] Or was it isolated to only that month with Officer Lansdale?
1041
1042 MADSEN ...he did well overall. So I didn't specifically after I talked to him go back and
1043 pull evals up. But I remember that he had a positive experience throughout
1044 training and finished in a respectable amount of time. And I talk to a lot of
1045 FTOs on a daily, even weekly basis. I can't remember which ones it was or
1046 whatever it was, but I don't remember anything else negative about.
1047

1048 [REDACTED] Okay. Have all the officers - trainees that Officer Lansdale trained, have they
1049 ended up to go on and reach Phase 4 so far and actually completed the field
1050 training process?
1051
1052 MADSEN I would be speculating but I think every one of them have. I think.
1053
1054 [REDACTED] Okay.
1055
1056 MADSEN I think they have.
1057
1058 [REDACTED] Okay. Anything?
1059
1060 ALONSO Yeah, I do have a couple of questions.
1061
1062 MADSEN Okay.
1063
1064 ALONSO The first phone call that you had with Officer Lansdale, did she ask for
1065 assistance in learning how to communicate with officers?
1066
1067 MADSEN No.
1068
1069 ALONSO Did you offer any additional training to address the issues that you were
1070 addressing with her?
1071
1072 MADSEN So I'm a Corporal. I had my sergeant there. So I wasn't sure how he was going
1073 to handle it or what route he would take. I briefed him on everything she said on
1074 the phone. And I'm not sure how he was going to - what he was going to do
1075 about that.
1076
1077 ALONSO But as far as you know, you - McCain did not communicate with you...
1078
1079 MADSEN No, he did not.
1080
1081 ALONSO ...offering or you looking as a mentor looking for any additional training that
1082 you would maybe provide her.
1083
1084 MADSEN No. Nor did I know if McCain would maybe go hey, in a month or whatever,
1085 after we had figured all this stuff out. I want to call her back. I was never told.
1086
1087 ALONSO Okay.
1088
1089 MADSEN I don't think he did.
1090

1091 ALONSO Okay. And in that same note, are FTOs required to go to additional training
1092 after they become FTOs?
1093

1094 MADSEN An FTO update every three years.
1095

1096 ALONSO Okay.
1097

1098 MADSEN So it's a 3-day course. The original is a 4-day course. And then the update is a
1099 3-day course. It's every three years.
1100

1101 ALONSO Okay. If someone is - if you're seeing an FTO having issues communicating or
1102 teaching, do you guys have any - a list of classes that they can go to or...
1103

1104 MADSEN It's not a common problem.
1105

1106 ALONSO Okay.
1107

1108 MADSEN Typically the ones that come to the FTOs are the ones that are good talkers. The
1109 ones that have a passion for teaching, the ones that want to teach. I got to tell
1110 you I haven't seen something like this. I haven't seen this. And quite honestly, I
1111 would offer to mentor them or talk to them and help them with skills. She is
1112 somebody that recognizes she has a problem. To me she has on the phone and in
1113 front of Nick the other day. But I think for instance when we were talking with
1114 Sergeant Echeverria the other day, he asked her, "Would you be interested in
1115 going to a leadership class," and she said, "Sir, I'm not interested in moving up
1116 and being a sergeant, whatever. I want to do what I'm doing." And I said, "Stop.
1117 That's the wrong answer. The right answer to that is yes sergeant, I'd love to
1118 take that if it would increase my skills." And like I said, she didn't want
1119 anything to do with that either really and kind of reluctantly agreed to it at the
1120 end.
1121

1122 ALONSO Even when it was offered to her, she said no.
1123

1124 MADSEN Yeah. Her attitude was, "I'm not interested in promoting. I want to stay. I like
1125 being a Patrol Officer." And so I stopped her. I said, "Angela, that's a wrong
1126 answer. He's asking you if you want to go to a class to increase your ability to
1127 make a connection with these people. The answer's yes." And then so she goes,
1128 "Okay, then yes Sergeant." But only when she was kind of pushed. And I'm not
1129 100% sure she was really sold on going to it. Like I said, she put up a little bit.
1130 "I'm not interested Sergeant." So that's the wrong answer. The right answer if
1131 you want to be an FTO and you want to be more of an effective FTO, yes. If
1132 that's what I need, yes I'll take it. And she didn't want to say yes to it right off
1133 the bat.
1134

1135 ALONSO At the end of that meeting, what was - did you - were you guys pretty specific
1136 as to what the next steps would be if she did not...
1137

1138 MADSEN So...
1139

1140 ALONSO ...change her attitude or change the way she was teaching? Was there - was she
1141 clear as to what would happen if she did not?
1142

1143 MADSEN Oh yeah. Oh yeah.
1144

1145 ALONSO So what was going...
1146

1147 MADSEN Well...
1148

1149 ALONSO ...what was the next step?
1150

1151 MADSEN ...that's above my pay grade. I'm a Corporal. And he's my sergeant. He - I
1152 know he was writing something about our contact with her. I know he was -
1153 there was things on the burners. I don't know what that would be. So I know he
1154 would listen to me maybe and hear my recommendation but it's up - ultimately
1155 up to him. So I don't know what he was going to do. I'm pretty sure he was
1156 going further than a talk. And I know that we were shelving her as well too. We
1157 weren't giving her trainees.
1158

1159 ALONSO So at that end of that meeting, she wasn't told what would happen to her if she
1160 did not change her attitude.
1161

1162 MADSEN Oh, we told her it's not acceptable and it's stopping now.
1163

1164 ALONSO Okay.
1165

1166 MADSEN Yeah. She had a very clear understanding what was asked of her.
1167

1168 ALONSO And did - do you remember if Officer Lansdale ever contacted you just like
1169 Officer - Sunny did in addressing any issues that she was having with either
1170 CSO [REDACTED] or Officer [REDACTED] or CSO [REDACTED] Anything other than writing her
1171 daily eval, did she contact you?
1172

1173 MADSEN I hear from so many FTOs, so many of them. I'm going to say I don't think so. I
1174 really truly don't think so. I don't remember anything about that.
1175

1176 ALONSO Okay. And you've - have you gotten any complaints about Officer Lansdale
1177 from other FTOs?
1178

1179 MADSEN Nothing specific. But I, you know, I've heard from other FTOs like, you know,
1180 I mean just the normal chatter. She's an FTO. She passed the test, you know,
1181 and got off probation and made full time. Yeah. It wasn't positive like, "Hey
1182 you know, I'm glad she's here." And I try not to entertain that. But yeah, I mean
1183 I've heard roundabout stuff.
1184

1185 ALONSO That's all I have.
1186

1187 [REDACTED] Okay. Mick, you got anything?
1188

1189 BOYD So when they become FTO they do - I think it's a post certified, right?
1190

1191 MADSEN I'm sorry. Post certified 40 hours class.
1192

1193 BOYD Okay. And then post only requires them to go to an update class once every
1194 three years.
1195

1196 MADSEN Yes sir.
1197

1198 BOYD So we don't do - the department doesn't have a yearly FTO - do they do a
1199 yearly meeting?
1200

1201 MADSEN I'm sorry, we do have yearly meetings as well too.
1202

1203 BOYD Okay.
1204

1205 MADSEN We do. We have yearly meetings where we get together. I think we have three
1206 of them like within a month time span to talk about trends, to talk about
1207 different little training things. I think the last - this coming one is in March.
1208 We're going to talk about some DUI stuff and some other things. Just so that
1209 everybody's on a linear line.
1210

1211 [REDACTED] It's kind of like CPT for FTO's.
1212

1213 MADSEN Exactly, CPT for FTOs.
1214

1215 BOYD And all FTOs are required to attend?
1216

1217 MADSEN All of them are required. It's one day.
1218

1219 BOYD And then when you met with - both when you spoke to Angela over the phone
1220 and when you guys met her in person, did you ever relay to her specifically
1221 what some of those complaints were that she had called somebody old or that

1222 she had called somebody - any of those specific things brought to her attention
1223 or was it just a general, her inability to be...
1224

1225 MADSEN It was general. I told her that we were getting complaints on her. And then
1226 immediately she went to [REDACTED] and she said, "Hey, that guy, I was trying
1227 to help him. Eric, I said that I was trying to identify do you have [REDACTED]
1228 because there's ways I can help you from there." And I said, "Angela, he didn't
1229 take it as a positive thing." And then I do believe that she defaulted going right
1230 to [REDACTED] as well too. "I tried to help her too." You know, and I said, "Angela,
1231 stop. You called her old. That's not helping. I don't care what the context of the
1232 conversation is. That's not appropriate."
1233

1234 BOYD So in those specific incidents she was aware that...

1235

1236 MADSEN Oh yeah.

1237

1238 BOYD ...the old comment was...

1239

1240 MADSEN Yes.

1241

1242 BOYD ...and aware that the [REDACTED] comment was...

1243

1244 MADSEN Yes.

1245

1246 BOYD Do you remember if she was ever made aware of the comment about her calling
1247 somebody a coward?
1248

1249 MADSEN No because that would have happened after our interview with her.

1250

1251 BOYD Okay.

1252

1253 MADSEN Yeah. Because all the stuff from [REDACTED] on, is all new fresh stuff. We haven't dealt
1254 with her, so.
1255

1256 [REDACTED] Okay. Is there anything else that you feel could help us with this investigation?
1257

1258 MADSEN Yeah. I mean anything else you want to ask me, I'll be more than cooperative
1259 about. There's a lot of stuff, so.
1260

1261 [REDACTED] Yes.
1262

1263 MADSEN No. I don't think so.
1264

1265 [REDACTED] All right.

1266
1267 ALONSO Okay. Is there anything else relating to this matter that we have not covered that
1268 needs to be added, clarified or changed? If so, I'm ordering you to provide that
1269 information now.
1270
1271 MADSEN I gave the sergeant this - my next paper that...
1272
1273 ALONSO Okay. After you leave the interview should you remember anything that is
1274 different from or in addition to the information that you've given today, I'm
1275 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering
1276 you to not discuss this matter with any other department employees. Do you
1277 understand these orders?
1278
1279 MADSEN I do.
1280
1281 ALONSO Perfect. We are done at 1:44.
1282
1283 **End of Recording**
1284
1285
1286 The transcript has been reviewed with the audio recording submitted and it is an accurate
1287 transcription.
1288 Signed _____
1289 Sgt. [REDACTED]

INTERVIEW WITH OFC. [REDACTED]
Det. Lili Alonso
Sgt. [REDACTED]
Ofc. [REDACTED]
Rep. Mick Boyd

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ALONSO Okay. The date is February 17, 2020. The time is 1439 hours. Present in the Internal Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and myself, Detective Lili Alonso. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of police officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes, I do.

ALONSO The result of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes, I do.

ALONSO Based upon the authority vested in me by the chief of police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your answers and answer all questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes, I do.

ALONSO Okay.

[REDACTED] We are here today to discuss allegations that Officer Lansdale made disrespectful or discriminating comments towards her trainees in her role as a field training officer with the Sacramento Police Department. Before the interview I supplied you with an e-mail authored by Officer Madsen outlining a conversation you had with him on or about June 26, 2019. Have you had enough time to review this document?

45 [REDACTED] Yes, I have.
46
47 [REDACTED] All right. Can you please say and spell your full name for the record?
48
49 [REDACTED] First name [REDACTED], [REDACTED]. Last name [REDACTED] [REDACTED].
50
51 [REDACTED] And what's your current rank?
52
53 [REDACTED] Police Officer.
54
55 [REDACTED] Okay. How long have you been a police officer?
56
57 [REDACTED] About a year and five months.
58
59 [REDACTED] And what is your current assignment in the police department?
60
61 [REDACTED] Patrol, North Division.
62
63 [REDACTED] Are you currently in phase training?
64
65 [REDACTED] Phase 4.
66
67 [REDACTED] In Phase 4. And how long have you been in Phase 4?
68
69 [REDACTED] About six months.
70
71 [REDACTED] All right.
72
73 [REDACTED] Seven months, give or take.
74
75 [REDACTED] During your phase training did you have Officer Lansdale as a training officer?
76
77 [REDACTED] Yes, sir, I did.
78
79 [REDACTED] And when was she your training officer?
80
81 [REDACTED] She was my first Phase 3 training officer.
82
83 [REDACTED] Do you remember what month about that was?
84
85 [REDACTED] At the time I do not recall.
86
87 [REDACTED] Okay. Possibly was it June 2019?
88

89 [REDACTED] That sounds correct.
90
91 [REDACTED] Okay. And you said you were Phase 3 when you were in her car, yes?
92
93 [REDACTED] Yes, sir.
94
95 [REDACTED] Okay. And can you -- this is very open ended -- can you describe your month
96 with Officer Lansdale.
97
98 [REDACTED] Very difficult. Every week I did not want to come to work. The tone set by
99 Officer Lansdale was very uncondusive to my learning. Very hostile. No room
100 for deviation other than her way. And I know that's expected in the field
101 training department that not every FTO's going to be understanding. But I
102 didn't want to come to work.
103
104 [REDACTED] Okay. You said difficult...hostile. Is there any particular reason why you used
105 those words?
106
107 [REDACTED] Just her overall conversation with me didn't - there were no - there was nothing
108 positive that was said on any call that I can recall.
109
110 [REDACTED] Mm-hm.
111
112 [REDACTED] It was either, "You're too slow at this, you're too slow at that." "I don't trust
113 you with the computer." "You haven't demonstrated enough knowledge to run
114 the car." I never drove in Phase 3 which, as Phase 3 is kind of a crucial month
115 where you're figuring out how you're going to run your car when you get to
116 Phase 4.
117
118 [REDACTED] Mm-hm.
119
120 [REDACTED] So that was I felt a setback. She said she couldn't understand how I didn't
121 know some of the commands in the CAD system or on the MDC. At which
122 point - at one point after I got a report kicked back for minor corrections that's
123 when I had an inappropriate conversation that I feel was unwarranted.
124
125 [REDACTED] Mm-hm.
126
127 [REDACTED] And where she brought in [REDACTED] and learning disabilities which I do have.
128
129 [REDACTED] Okay. Go into that a little bit. The conversation you had with Officer Madsen.
130 You described an incident where Officer Lansdale asked you if you had
131 [REDACTED]. Can you kind of go through what the context of the situation was
132 surrounding that comment?

133 [REDACTED]
134 [REDACTED] So in June as I was riding with her I wrote a report. And it got kicked back
135 [REDACTED] regarding a "subject". The sergeant who reviewed it wanted a "subject" to be
136 [REDACTED] listed as a witness. And there were a few minor grammatical mistakes like
137 [REDACTED] "have" and "uh" kind of got combined into one word. And she brought that up
138 [REDACTED] the next day when I rode with her. I was still in the passenger seat. She asked
139 [REDACTED] me if I had [REDACTED]. I said I have [REDACTED], I have a learning disability from a
140 [REDACTED] very young age. And there's some portion of [REDACTED] associated with my
141 [REDACTED] learning disability.
142 [REDACTED]
143 [REDACTED] Mm-hm.
144 [REDACTED]
145 [REDACTED] I didn't explain to her my whole background because I don't feel like she's
146 [REDACTED] entitled to understand what my learning disability is.
147 [REDACTED]
148 [REDACTED] Mm-hm.
149 [REDACTED]
150 [REDACTED] But I said, "Yes, I have." She says, "Have you gotten it corrected?" And
151 [REDACTED] [REDACTED] is something you don't get corrected. It doesn't get fixed. It's one of
152 [REDACTED] those things that you learn how to cope with it over time.
153 [REDACTED]
154 [REDACTED] Mm-hm.
155 [REDACTED]
156 [REDACTED] And you kind of grow out of it. So it still comes and goes from time to time.
157 [REDACTED] But when she said that I was just like, "You know what? I don't even want to
158 [REDACTED] talk to you. Let's just get through the day. Let's go about it." And then as we
159 [REDACTED] were driving to get coffee we were going up Franklin towards Sutterville. She
160 [REDACTED] was like - she said, "You should be a CSO so you can take all these report calls.
161 [REDACTED] I can't help you with your grammar. I expect you to have more - your grammar
162 [REDACTED] should be better with the degree that you have." And I have a bachelors in
163 [REDACTED] criminal justice. She's like, "I can help you articulate things. But I'm not here
164 [REDACTED] to proofread your grammar." And I was like, "Okay, that's fair. But you don't
165 [REDACTED] need to bring in [REDACTED] as a condescending or demeaning punishment."
166 [REDACTED]
167 [REDACTED] Mm-hm.
168 [REDACTED]
169 [REDACTED] It was almost as if [REDACTED] was the punishment for why I had the report kicked
170 [REDACTED] back.
171 [REDACTED]
172 [REDACTED] Mm-hm.
173 [REDACTED]
174 [REDACTED] And that's what it felt like. And so I didn't want to interact with her the rest of
175 [REDACTED] the day.
176 [REDACTED]

177 [REDACTED] Was this all the same day?
178
179 [REDACTED] This is all in the same - compartmentalized in the same day.
180
181 [REDACTED] And this was the day after you got a report kicked back?
182
183 [REDACTED] Yes, sir.
184
185 [REDACTED] Okay. Do you remember maybe the date and time this conversation took place
186 with her?
187
188 [REDACTED] It was at the very beginning of shift. So approximately 2:30. It was either the
189 middle of my work week I believe she -- it's been so long since I rode with her -
190 - I believe she has Saturday, Sunday, Monday off.
191
192 [REDACTED] Mm-hm.
193
194 [REDACTED] So it was either Tuesday, Wednesday
195
196 [REDACTED] Mm-hm.
197
198 [REDACTED] that this possibly could have happened.
199
200 [REDACTED] Okay. Do you remember the report? Anything about it, where it was, what it
201 was?
202
203 [REDACTED] I don't at the time. I don't recall.
204
205 [REDACTED] All right. I know it's tough to recall some of the stuff because it was so long
206 ago.
207
208 [REDACTED] There's so many reports that I've written.
209
210 BOYD Yeah. Would she have known that you had [REDACTED] prior to that conversation,
211 or do you think that she had no idea? I'm just curious as to whether or not
212
213 [REDACTED] I think she just threw it out
214
215 BOYD Okay.
216
217 [REDACTED] as - I don't really know why she threw [REDACTED] out there. But it was more of
218 like a posed question like, "Do you have [REDACTED]?"
219
220 BOYD But you guys had never discussed it before?

221 [REDACTED]
222 [REDACTED] No.
223 [REDACTED]
224 BOYD So - okay.
225 [REDACTED]
226 [REDACTED] We have never discussed my learning disability or
227 [REDACTED]
228 [REDACTED] Mm-hm.
229 [REDACTED]
230 [REDACTED] any challenges in learning
231 [REDACTED]
232 [REDACTED] Mm-hm.
233 [REDACTED]
234 [REDACTED] that I have.
235 [REDACTED]
236 [REDACTED] Was it earlier in the month that this happened or later in the month?
237 [REDACTED]
238 [REDACTED] It was earlier in the month. It was a couple weeks before Tara passed away.
239 [REDACTED]
240 [REDACTED] Okay. So it was - so you have about four weeks with a TO.
241 [REDACTED]
242 [REDACTED] And I had two weeks off with her. It was probably the beginning portion of me
243 [REDACTED] being in her car. Maybe end of the second week.
244 [REDACTED]
245 [REDACTED] Mm-hm. So the second week possibly?
246 [REDACTED]
247 [REDACTED] Yes, sir.
248 [REDACTED]
249 [REDACTED] Okay. And when this conversation happened any chance this was on body
250 [REDACTED] camera or ICC? Were you on a call, or en route to a call? Or
251 [REDACTED]
252 [REDACTED] It was not on a call. But I believe my body cam was in standby mode.
253 [REDACTED]
254 [REDACTED] Mm-hm.
255 [REDACTED]
256 [REDACTED] I think that's per policy. Our camera was supposed to be in standby mode. I
257 [REDACTED] don't know if that records anything or if that's more of like a live view if
258 [REDACTED] someone wants to watch it.
259 [REDACTED]
260 [REDACTED] So it was on but not actively recording?
261 [REDACTED]
262 [REDACTED] Yes, sir.
263 [REDACTED]
264 [REDACTED] Is that correct? Okay. And this was just you and her in the patrol car?

265 [REDACTED]
266 [REDACTED] Yes, sir.
267 [REDACTED]
268 [REDACTED] Anyone else around or witness to the things that she said?
269 [REDACTED]
270 [REDACTED] No, sir.
271 [REDACTED]
272 [REDACTED] All right.
273 [REDACTED]
274 ALONSO Has she addressed any issues with your reports before this conversation?
275 [REDACTED]
276 [REDACTED] Yes. I'm not the fastest at writing reports. And I'm - yeah, grammar - I would
277 say grammar is probably one of my struggling points. It is for many people
278 because the report - the way reports are written is kind of third person versus
279 what's actually in the moment. So she has brought concerns about my reports
280 and the grammar. But in this particular instance it was this one report. And I
281 can't remember which report it is. But it didn't warrant - I felt it didn't warrant
282 challenging - or not challenging but inquiring about my learning disability. And
283 I felt that was unprofessional.
284 [REDACTED]
285 [REDACTED] Mm-hm.
286 [REDACTED]
287 ALONSO So that was the only time that she mentioned the concerns that she had with
288 your report writing. And then talking about your learning disability. That was
289 the only time that she mentioned those two topics together.
290 [REDACTED]
291 [REDACTED] And those - and [REDACTED], learning disability and reporting writing, yes, that was
292 the only incidents that she talked - put them together.
293 [REDACTED]
294 [REDACTED] With other FTOs have those same issues been addressed as far as reporting-
295 writing measures go, grammar, speed?
296 [REDACTED]
297 [REDACTED] They
298 [REDACTED]
299 [REDACTED] Was she the only one that ever brought that up?
300 [REDACTED]
301 [REDACTED] No one - no other FTO had put it in a way - they've always - all my other FTOs
302 were fairly constructive.
303 [REDACTED]
304 [REDACTED] Mm-hm.
305 [REDACTED]
306 [REDACTED] Like, "Hey, this is what you can do to make it faster. This is what you can trim
307 out of it. These are what - these are some of the things that you can improve
308 on." And they wrote those in the 360 - agency 360. So I was able to go through

309 and kind of fix things. And then if I regressed they would write it in the 360
310 again. But no FTO said that my grammar was terrible, that I belong as a CSO
311 and that I belong taking all the report calls to fix my grammar [REDACTED].
312

313 [REDACTED] Okay. And you said - I think you addressed this a little bit. But her demeanor
314 when she said this to you, she was not joking. This was a very serious comment
315 she made to you?
316

317 [REDACTED] Yes. There was no - I didn't any hints of - or any inclination that she was in a
318 joking manner. She's - one of those things about - you asked earlier about what
319 made her car so uncomfortable is there is no personality in the car. There's no -
320 she doesn't give you the opportunity to express your personality or how you are
321 as an officer.
322

323 [REDACTED] Mm-hm.
324

325 [REDACTED] It's either you conform to her style or you just are going to have a terrible
326 month.
327

328 [REDACTED] Okay. And is that - you mentioned the word hostile earlier, too. Is that kind of
329 what made it a hostile environment?
330

331 [REDACTED] Yeah. Yes, sir. It was her tone, the way she talked to other officers on calls.
332 The way she talked to me as a trainee on calls. It was just - also the word
333 hostile is a really good word I'm trying to describe. It's just every moment was
334 uncomfortable.
335

336 [REDACTED] Mm-hm.
337

338 [REDACTED] And every moment was critiqued to the point where there was no learning. It
339 was just get it done as fast as you can go so you can go on to the next call and
340 get over with your shift.
341

342 [REDACTED] Okay. I'm going to go back a little bit to some of the learning disability things,
343 okay?
344

345 [REDACTED] Yes, sir.
346

347 [REDACTED] Have you been officially diagnosed with any type of learning disability?
348

349 [REDACTED] At a very young age.
350

351 [REDACTED] Okay. What age was that?
352

353 [REDACTED] It started in first grade. My teachers noticed that I had those - reading at a lower
354 level.

355 [REDACTED]
356 [REDACTED] Mm-hm.

357 [REDACTED]
358 [REDACTED] At a young age my parents got me [REDACTED]
359 [REDACTED] at a young age to cope with my learning disability. And then through
360 diagnosis [REDACTED]
361 [REDACTED].

362 [REDACTED]
363 [REDACTED] Okay. So [REDACTED] which is kind of a symptom of
364 that.

365 [REDACTED]
366 [REDACTED] It's

367 [REDACTED]
368 [REDACTED] Is that fair to say?

369 [REDACTED]
370 [REDACTED] I would think it would be fair to say that they're kind of like corr- they correlate
371 together. They kind of go hand in hand.

372 [REDACTED]
373 [REDACTED] And has this affected you either on a professional level or a personal level?

374 [REDACTED]
375 [REDACTED] Yes. But I've always overcome it. Like in college writing reports were really
376 difficult. Like I would have to use like Dragon Speak or one of those things
377 where I could say what I wanted to say. And then I could go back and I can
378 type it out.

379 [REDACTED]
380 [REDACTED] Okay.

381 [REDACTED]
382 [REDACTED] And so in college that was difficult but I overcame it. And then field training it
383 was also difficult just writing the reports, trying to get them in as fast as I can.
384 [REDACTED].

385 [REDACTED]
386 [REDACTED] Mm-hm.

387 [REDACTED]
388 [REDACTED] So I'd have to go through and proofread multiple times to ensure they were
389 correct.

390 [REDACTED]
391 [REDACTED] Okay. That was my next question other than you said Dragon Speak you said
392 proofreading. Any other measures you've taken to cope or address some of the
393 issues that come with what you've been diagnosed with?

394 [REDACTED]
395 [REDACTED] If I have any questions I'll ask coworkers, colleagues, to ask them if this
396 sounds good.

397 [REDACTED]
398 [REDACTED] Mm-hm.
399 [REDACTED]
400 [REDACTED] But with her it was - I never got that chance to do it. Like now I could do it.
401 [REDACTED] But her it was, "I think it's ready." She'd read it, she would be like, "Nope, it's
402 [REDACTED] not ready. You continue writing." And then I would have three or four reports
403 [REDACTED] and it would take me a while. I can't say that I'm the fastest, but now as a
404 [REDACTED] Phase 4 I can
405 [REDACTED]
406 [REDACTED] Mm-hm.
407 [REDACTED]
408 [REDACTED] take my - not my time, but I can make sure that it's correct.
409 [REDACTED]
410 [REDACTED] Mm-hm. Okay. And before Officer Lansdale made this comment about
411 [REDACTED] you never advised her of maybe some of these coping measures you
412 [REDACTED] were taking or why you were taking them?
413 [REDACTED]
414 [REDACTED] No.
415 [REDACTED]
416 [REDACTED] Is that correct?
417 [REDACTED]
418 [REDACTED] No, sir.
419 [REDACTED]
420 [REDACTED] Okay. So how did this comment affect the rest of your time as her trainee?
421 [REDACTED]
422 [REDACTED] Well, I didn't want to come to work. I didn't know if I - I questioned myself
423 [REDACTED] whether I was actually doing a good job or if I was performing at a level that I
424 [REDACTED] should be performing. And coming up to Phase 4 is kind of like am I going to
425 [REDACTED] make it? Am I not? Am I going to still be an employee of Sacramento? Am I
426 [REDACTED] going to be an officer? But - can you repeat the question?
427 [REDACTED]
428 [REDACTED] Yeah. I think you covered most of it. I was asking how it affected you for the
429 [REDACTED] rest of your time in her - as her trainee. You said you did not look forward to
430 [REDACTED] coming to work anymore.
431 [REDACTED]
432 [REDACTED] No.
433 [REDACTED]
434 [REDACTED] Kind of questioned your ability to succeed
435 [REDACTED]
436 [REDACTED] Mm-hm.
437 [REDACTED]
438 [REDACTED] as a police officer.
439 [REDACTED]

440 [REDACTED] I passed that along to other trainees who were going to have her. I was like,
441 "Hey, good luck. Have fun - try and have fun your month."

442 [REDACTED]
443 [REDACTED] Mm-hm.

444 [REDACTED]
445 [REDACTED] And other trainees that come up to me and ask, "Is she always like that?" And I
446 was like, "Yeah, she's always like that. You're just going to have to bite your
447 tongue and kind of just deal with it."

448 [REDACTED]
449 [REDACTED] Okay. Did this event affect anything outside work for you on a personal level?

450 [REDACTED]
451 [REDACTED] Other than venting to my wife when I come home.

452 [REDACTED]
453 [REDACTED] Mm-hm.

454 [REDACTED]
455 [REDACTED] Which I think everyone does. But she was kind of - I'm not that type of person
456 to question - why I question myself. But I'm not that type of person that lets an
457 obstacle get in my way. If I have to find a way to overcome it I'll overcome it.
458 And that's something that I was taught [REDACTED] But this particular FTO
459 really questioned like my core belief of being an officer.

460 [REDACTED]
461 [REDACTED] Did you find yourself changing anything about your day-to-day routine at work
462 while you were riding with her?

463 [REDACTED]
464 [REDACTED] I get there extra early just so I would have some time to myself and prepare
465 myself for the shift ahead. At night I would just come home, go straight to bed
466 and try and get up early the next day to, again, have time to myself before I had
467 to deal with her.

468 [REDACTED]
469 [REDACTED] Mm-hm.

470 [REDACTED]
471 [REDACTED] So I don't know if that answered the question.

472 [REDACTED]
473 [REDACTED] No, you did. Did you observe Officer Lansdale treat - and this is, again, open
474 ended -- treat any other officer or member of the public in a demeaning or
475 belittling fashion. And, if so, if you can give me specific incidents that you can
476 remember so maybe we can drill down and either find a call, or find an occasion
477 on a body camera, something like that, that would be helpful.

478 [REDACTED]
479 [REDACTED] There's one call that I thought was kind of - well, there were two calls that were
480 kind of - that stood out to me. One was a DV call

481 [REDACTED]
482 [REDACTED] Mm-hm.

483

484 [REDACTED] that I had. Her partner at the time, Officer Brierley, who's I think bike unit
485 now, we were on a call. He handled one portion talking to the male half, or the
486 male victim. And we detained one of the subjects. But then he comes over to
487 the car and he tells me that it's a 273.5, it's a domestic violence. That they're in
488 a relationship and she snapped at him and it was like, no. He needs to do the
489 whole call all by himself without your help. And I was - I'm thinking to myself
490 that this is - the whole point of this job is to be a team and to be effective. If
491 one person's doing it all - and I get as a trainee that they want you to get the
492 exposure of talking to everyone. But at this point in training I felt that it was
493 important that we handle the call correctly and we get it right. And by her
494 snapping at her partner made him take a step back instead of helping me who's
495 going to take the report, do it correctly. It was

496 [REDACTED]
497 [REDACTED] Okay. So you said she was partnering up with Officer Brierley?

498 [REDACTED]
499 [REDACTED] They were beat partners. They were

500 [REDACTED]
501 [REDACTED] Beat partners?

502 [REDACTED]
503 [REDACTED] Beat partners.

504 [REDACTED]
505 [REDACTED] But you were still her trainee?

506 [REDACTED]
507 [REDACTED] Yes, sir.

508 [REDACTED]
509 [REDACTED] Okay. And that - okay. Do you remember where possibly the address of that
510 call? Or

511 [REDACTED]
512 [REDACTED] I don't. I can always search my body cam.

513 [REDACTED]
514 [REDACTED] Mm-hm.

515 [REDACTED]
516 [REDACTED] And hone it in. Or I can always send it to you if I find it. I don't recall the
517 actual call at this point in time.

518 [REDACTED]
519 ALONSO Was it daylight, night?

520 [REDACTED]
521 [REDACTED] It was day. It was

522 [REDACTED]
523 ALONSO Day.

524 [REDACTED]
525 [REDACTED] in the day. It was fairly close to maybe 3:00, 4 o'clock.

526 [REDACTED]
527 [REDACTED] Do you remember what street you were on?

528
529 [REDACTED] I don't. Not at the point. Not at this point in time.
530
531 [REDACTED] Okay.
532
533 [REDACTED] I guess I could search call logs.
534
535 ALONSO Was it a male and female
536
537 [REDACTED] A male and male.
538
539 ALONSO Male and male?
540
541 [REDACTED] Yes, sir.
542
543 ALONSO Okay.
544
545 [REDACTED] Yes, ma'am.
546
547 ALONSO Nationality, race?
548
549 [REDACTED] Pacific Islander and white.
550
551 ALONSO Okay.
552
553 [REDACTED] Anyone else on the call with you, or was it just
554
555 [REDACTED] It was me, Officer Brierley and I believe Officer Hur arrived later.
556
557 [REDACTED] Okay.
558
559 [REDACTED] Yeah. And me and Officer Lansdale.
560
561 [REDACTED] Okay.
562
563 ALONSO Anyone transported to - anyone arrested?
564
565 [REDACTED] Yes.
566
567 ALONSO And who was it? Was it a male or - I mean the white male?
568
569 [REDACTED] It was the Pacific Islander.
570
571 [REDACTED] Male half or the female half?

572
573
574 [REDACTED] It's a male male.
575
576 ALONSO Male male.
577
578 [REDACTED] Got it.
579
580 ALONSO Okay.
581
582 [REDACTED] And then there was another incident it was just off of Riverside. There's an
583 apartment complex on the right. And it was kind of a roommate gone bad 242
584 vandalism. And her tone with people on scene just kind of amped them up.
585 And I'm trying to get everyone sorted out. And trying to figure out who
586 everyone is. And it just - her presence on scene talking to people made my job
587 incredibly more difficult. And it was - it wasn't that I was running the show. It
588 was more like she was running the show. And it was, I don't know. I can't
589 explain it. It was just a bad call.
590
591 [REDACTED] Okay. So this was a 415 off Riverside at some apartments?
592
593 [REDACTED] Yes, sir.
594
595 [REDACTED] Okay. During the daylight hours, nighttime hours?
596
597 [REDACTED] Day.
598
599 [REDACTED] Okay. Anyone else with you on that one?
600
601 [REDACTED] It was Officer Ridley and his training officer at the time I believe it was
602 Clatterbuck.
603
604 [REDACTED] And the issue on that call was just her interaction with people involved?
605
606 [REDACTED] With the people involved. It was
607
608 [REDACTED] Okay.
609
610 [REDACTED] vandalism to - the tenant of the apartment vandalized her own stuff.
611
612 [REDACTED] Was it vandalism or a 415 that had come out?
613
614 [REDACTED] There was a 4 - it came out as a 415. And then it was a vandalism. But it was
615 vandalism of her own property.

616 [REDACTED]
617 [REDACTED] Was a report taken on that?
618 [REDACTED]
619 [REDACTED] I think it was an I report.
620 [REDACTED]
621 [REDACTED] Okay. Did you take it?
622 [REDACTED]
623 [REDACTED] I did.
624 [REDACTED]
625 [REDACTED] All right. For vandalism?
626 [REDACTED]
627 [REDACTED] Yes.
628 [REDACTED]
629 [REDACTED] Anything else?
630 [REDACTED]
631 [REDACTED] Not off the top of my head. Not at this moment, sir.
632 [REDACTED]
633 [REDACTED] Okay. Your honest opinion do you believe Officer Lansdale should be a field
634 training officer?
635 [REDACTED]
636 [REDACTED] No, sir, I do not.
637 [REDACTED]
638 [REDACTED] And why is that?
639 [REDACTED]
640 [REDACTED] She is a fairly young FTO who needs, in my personal opinion, she needs to
641 figure out how she can best teach someone. And give a positive learning
642 environment that would be conducive for trainees to go on to other FTOs. If
643 she's going to - in my experience if she's going to have a Phase 3 then she
644 needs to let - she needs to kind of loosen the reins a little bit and let them figure
645 out how they're going to run the car. Now, if she has a critique about how
646 they're running their car she's - she doesn't seem to have a constructive
647 criticism. It's always a demeaning comment about something that they're
648 lacking in.
649 [REDACTED]
650 [REDACTED] Mm-hm.
651 [REDACTED]
652 [REDACTED] "If you don't know something about the computer I can't believe you don't
653 know this X, Y, and Z about the computer. You're a Phase 3. I expect this out
654 of you." Well, if I have an OG for - or an original officer from back in the days
655 who don't like to use a computer, they prefer the radio, then I'm not going to
656 get the computer learning that I'm supposed to have.
657 [REDACTED]
658 [REDACTED] Mm-hm.
659 [REDACTED]

660 [REDACTED] Whereas if I have a younger officer like she is, she's really adept at computer
661 work. So she just isn't flexible. And just makes her car unworkable.
662
663 [REDACTED] Mm-hm.
664
665 [REDACTED] Where you don't want to work with her.
666
667 [REDACTED] Were there any positives from riding in her car for a month?
668
669 [REDACTED] Yeah, there were. She's really smart about the computer. She knows a lot
670 about Sector 4, which is where she is at. So if I had any questions about where
671 I'm going I can ask her. But she knows everything about Sector 4 that I need to
672 know. Very proactive. She - now, there was another call. There was a traffic
673 stop on Florin. And she wanted me to put out the stop at the intersection of --
674 let's see -- Florin and Havenside, I believe. There's like a walkway over
675
676 [REDACTED] Mm-hm.
677
678 [REDACTED] And there's like a park on either end.
679
680 [REDACTED] Yeah, greenbelt.
681
682 [REDACTED] And she wanted me to put out the stop. And, yeah, I muffed up the stop. I was
683 looking for an actual address of the park, or the name of the park, to be more
684 accurate. But then she was like, "No. I told you to put out this." And then she
685 said, "I can't - you're not getting on the radio." I was like, "Okay." Well, then
686 I'm relegated to doing nothing in this car. So when she finds that I'm worthy to
687 operate the computer and the radio then I'll be good, I guess.
688
689 [REDACTED] That was actually at Florin and Havenside, is that where you put it out at?
690
691 [REDACTED] That's where we put it out at.
692
693 [REDACTED] All right. Any other officers with you?
694
695 [REDACTED] Officer Brierley was there.
696
697 [REDACTED] Brierley.
698
699 [REDACTED] But he showed up a little bit after. He was coming from a ways. You know, I
700 can actually - if it's okay I can probably pull up the GPS of where it was at.
701
702 [REDACTED] Yeah, if it helps you.
703

704 [REDACTED] Yup. Florin and Havenside is where we put it out at.
705
706 [REDACTED] All right.
707
708 [REDACTED] We were right under the overpass.
709
710 [REDACTED] Okay.
711
712 [REDACTED] Of the pedestrian bridge.
713
714 [REDACTED] Got it. So you did have some good positives from her car.
715
716 [REDACTED] I did.
717
718 [REDACTED] And the computer work, navigation. Anything else?
719
720 [REDACTED] Importance about being detailed in what type of car you're stopping.
721
722 [REDACTED] Mm-hm.
723
724 [REDACTED] She had a frank conversation with me about - it was off Delta Shores. It was
725 another traffic stop. But she did say that like - I - there's many different types
726 of Chrysler SUVs. And I didn't know the specific type of SUV it was. And she
727 wanted it to be specific. Like if you know the type of Sebring, it was either a
728 Sebring or one of the SUVs. But if you know the type of vehicle, you know the
729 color, put out that information so - and then she went in to, "If you get shot in
730 the head and there's no other information other officers can find this vehicle
731 fast." And I was like, "Okay. That's a valid point." But there was a caveat to
732 that. She also said, "I can't believe you don't know your types of vehicles."
733 Like, "You should know these types of vehicles." And I was like, "Well, if it
734 doesn't have the emblem on it, or if it doesn't have what the vehicle is how am I
735 supposed to know what it is?"
736
737 [REDACTED] Mm-hm.
738
739 [REDACTED] So there's positives and negatives on I think every call that I went on.
740
741 [REDACTED] Okay. Do you have anything?
742
743 ALONSO I do. You talked about you being a [REDACTED]
744
745 [REDACTED] I was.
746
747 ALONSO How long?

748 [REDACTED]
749 [REDACTED] Eight years.

750 [REDACTED]
751 ALONSO And what was your specialty?

752 [REDACTED]
753 [REDACTED] I was a m- sorry. I was a machine gunner with [REDACTED] out of [REDACTED]
754 [REDACTED] I was a corporal, which means that I was in charge of a machine gun
755 section and team. So I have leadership experience. And in my professional
756 opinion as a leader in the [REDACTED] That's not what leadership is. Or I would
757 never want to emulate - she's one of those FTOs that I would never ever - if I
758 become an FTO want to bring to my car. There's almost - other than the
759 computer work and her knowledge of vehicles there's nothing that I want to
760 take from her. Every other FTO is someone who I respect and admire. That's
761 just my opinion.

762 [REDACTED]
763 ALONSO So tell me about you - the knowledge of the computer. Is there a way that she
764 explained her knowledge to you of the computer that made it where you
765 actually received what she was trying to teach you? Is

766 [REDACTED]
767 [REDACTED] Yes. There - I just didn't want to get yelled at which is why I - when she would
768 give me a little tidbit like the C - the cover command, the CU command.
769 Instead of getting on the radio and tying up air time just utilize either F10 and
770 hit assist unit, or use a CU command and know who the designator is. And that
771 was something that we were going to a weapons call off of Florin. And it was
772 going in to Sector 5. And I used the CU command and I got there. She was
773 also big on looking in KPF at the remarks. Because sometimes they add
774 probation values. Or if they have a warrant that hasn't been uploaded in the
775 system to check that. And I found a person that had a warrant that way. So
776 those are the only two kind of positives that I had. Other than that I don't know.
777 She's just not an FTO that I would want to emulate.

778 [REDACTED]
779 ALONSO So describe just your day-to-day in the car. Like what - if you were not actively
780 looking for a stop to make, or going to a call, or writing reports, what was -
781 describe the mood in the car. I mean, did you try to talk to her about your
782 personal life, or does she elicit any conversation about you? Or

783 [REDACTED]
784 [REDACTED] It was very hard to have a lasting conversation. It wasn't - it felt - it was more
785 forced. Like, "Hey, why do you - why do certain vehicles you pay more
786 attention?" Or it was always about work. It was never about anything outside.
787 It was never - I don't know. I was never - like I never got a sense of who she
788 was as a person. It was just always work. If the question wasn't work related,
789 or if it wasn't about something that we were doing, then I didn't talk to her. I
790 just sat there in the passenger seat and waited for the next call hoping that there
791 was another call right around the corner. Because sometimes these calls take an

792 hour of your time, or 30 minutes. And 30 minutes not having to - but for me to
793 tootle around through the call to get to the end solution allowed me some
794 breathing room from her.

795
796 ALONSO And you mentioned that you couldn't express your personal style. You couldn't
797 be yourself. Can you give me any specific examples of why you felt like that?
798 I mean, does she - other than obviously you mentioned she didn't ask you for
799 anything personal. But did you try to connect with her in any other way and
800 then she made it important?

801
802 [REDACTED] I feel like I am a pretty outgoing person. I'm fairly - I'm really easy to get
803 along with. I try to be courteous. And I'm generally a funny guy. I think
804 people think I'm funny. But I just couldn't express how I wanted to be as an
805 officer. I couldn't run the computer. I couldn't be on the radio. Other than
806 updates here and there it was just nothing about me. I couldn't - the only time
807 that I was able to be myself was when I was talking to a victim or someone on a
808 call. And in her car I was just Officer [REDACTED] the person in the passenger seat.
809 And just not holding a conversation with her.

810
811 [REDACTED] So if you made a mistake with something, was whatever that thing you made a
812 mistake with was, that basically off limits for the rest of the day or the rest of
813 the month? Like so if you mess up on something at the computer and she would
814 say you can't operate the computer anymore does that mean for the rest of that
815 shift, or the rest of the week?

816
817 [REDACTED] At the beginning when I first started with her we hopped in the car. She asked
818 me the GO's, per what every other TO did. And then when we got in to our
819 first call ever she asked me, "Where are we going? Do we have any status?
820 Find me status." And when I was - I think we were just arriving to where we
821 were going. And I was just getting all the ducks in a row to figure out who we
822 had, what - if there was any status at the house. Like probation or parole or
823 anything like that. She was like, "No, you know what? You're too slow at this.
824 You're not - until you can - I can trust you at the computer and you can drive
825 you're not driving. And you're not doing the computer."

826
827 [REDACTED] Mm-hm.

828
829 [REDACTED] But

830
831 [REDACTED] So where's there a method, then, to getting her to trust you? Was there some
832 things that she went through to help you maybe speed up or do things
833 differently to get to the point where she did trust you with that computer, or that
834 task, whatever it may be?

835

836 [REDACTED] She never ever relinquished that control to me. It was more of like - I have to
837 use the computer. But when I'm using the computer it's like she's just only
838 watching. And then other than that I was never - I never drove with her. So I
839 never got to do both. So it was either sit in the passenger seat and run the - run
840 what little I could do on the computer. And then - she didn't always keep the
841 computer from me. She didn't keep the computer from me. That's the clear
842 part. Like I still had to do my job. But she just didn't trust me to run the
843 computer and the car at the same time. I don't know if that make - if that
844 answers your question. Like she took it away and then she - the next day I
845 would run the computer. And then if something happened she would take the
846 computer and do everything and then give it back to me.
847
848 [REDACTED] Okay. So you had another chance even though you may not have
849
850 [REDACTED] Yeah.
851
852 [REDACTED] done something to her standard. You were given the chance - another
853 opportunity maybe the next day
854
855 [REDACTED] Yes.
856
857 [REDACTED] to try again.
858
859 [REDACTED] Yes.
860
861 [REDACTED] Okay.
862
863 [REDACTED] And as soon as the mistake happened then that's when she was like, "No, I'll do
864 it." And it's like, "Okay. Here you go."
865
866 ALONSO Got it. In terms of using the computer specifically since we're talking about
867 that, what - does she try to give you any feedback on any ideas on how to run
868 people faster and to get the information faster? Was there anything like that
869 either at the end of the night, or at the end of the call, or at the beginning of the
870 following day?
871
872 [REDACTED] In the beginning she was very quick to use like alt tab. If you like - an instance
873 to highlight the report number I'll tab to the camera, put the call number in the
874 camera. There was little things, like copy and paste, so you can, again, alt tab to
875 wherever you want to go and then punch in your names or your date of births.
876 So I don't know if that answered your question.
877
878 ALONSO And you said you never drove with her.
879

880 [REDACTED] I never drove with her.
881
882 ALONSO Okay. And did she ever give you a reason why you didn't drive?
883
884 [REDACTED] That was the main reason. Until she can trust me with the computer
885
886 ALONSO Got it.
887
888 [REDACTED] then I can drive. But apparently I never
889
890 ALONSO Okay.
891
892 [REDACTED] showed her that I could be trusted with the computer.
893
894 ALONSO Okay.
895
896 [REDACTED] So I never drove. And then when O'Sullivan got shot and killed that's when my
897 month ended with her because we were on bereavement for a month.
898
899 ALONSO Okay. And do you - how was your driving with your FTO the month prior to
900 going to Officer Lansdale?
901
902 [REDACTED] Let's see. Who did I have? I'll run through my FTOs real quick.
903
904 [REDACTED] [REDACTED]
905
906 [REDACTED] Oh, it came from [REDACTED]
907
908 ALONSO Did he voice any concerns about your driving?
909
910 [REDACTED] Mm-mm.
911
912 ALONSO No. Did you drive off often with him?
913
914 [REDACTED] I drove every day of the week except for our Fridays which is when he wanted
915 to drive.
916
917 ALONSO Okay. And then about reports. You said that she had the same concerns about
918 just your grammar and how long it took you.
919
920 [REDACTED] Mm-hm.
921
922 ALONSO Did she give you specific directions on how to - or ideas on how to solve those
923 two problems?

924 [REDACTED]
925 [REDACTED] No, ma'am.
926 [REDACTED]
927 ALONSO No. And did she - the one report that you're talking about where she made
928 mention to your learning disability, did she read and approve that report before
929 you submitted it the night before?
930 [REDACTED]
931 [REDACTED] Yes, she did.
932 [REDACTED]
933 ALONSO Okay. And did she voice any concerns with it?
934 [REDACTED]
935 [REDACTED] Not at the time that she approved it. When it got kicked back she said, "This
936 looks bad on me and it looks bad on you." And then I was sitting in the car and
937 I was like, "But it's just a switch this to a witness versus a subject and change
938 have and uh and separate them."
939 [REDACTED]
940 ALONSO To which she approved it the night before she didn't catch that.
941 [REDACTED]
942 [REDACTED] No.
943 [REDACTED]
944 ALONSO That problem. Or
945 [REDACTED]
946 [REDACTED] That specific mistake, no.
947 [REDACTED]
948 ALONSO Okay. Did you voice any of your concerns about the way she was talking to
949 you or the way you were feeling at all with her? Did you at all attempt to do
950 that?
951 [REDACTED]
952 [REDACTED] It crossed my mind but, no, I didn't - I did not talk to her regarding the
953 conversation she had in my car. Or in the car.
954 [REDACTED]
955 ALONSO Or your feelings about it.
956 [REDACTED]
957 [REDACTED] Well, my feelings. I shut - one I shut down. And, two, I didn't think that I
958 owed her an explanation to my learning disability. I didn't think she was
959 entitled after making that comment that she was entitled to know my back
960 history of what my learning disability is.
961 [REDACTED]
962 ALONSO But prior to that just the fact that how she made you feel.
963 [REDACTED]
964 [REDACTED] No, I didn't. I just - I kind of took it at face value. It was like not every - when
965 we got in to the FTO program not every FTO is going to be your friend. Not
966 every FTO you're going to like. And I embraced that. And I figured that this

967 was just one of those FTOs. But when she told me that my [REDACTED] I was like,
968 "You know I need to tell Madsen this isn't"
969

970 ALONSO Did you ever hear - what was your perception of other - of her other team
971 members?
972

973 [REDACTED] I really liked her
974

975 ALONSO Of her?
976

977 [REDACTED] Oh, their perception of her?
978

979 ALONSO Yup. Did you ever hear anything either negative or positive about her?
980

981 [REDACTED] No. None that I don't think they would voice to me as a trainee. I think as
982 partners it's kind of like a known - well-known fact that you just - you work
983 with them.
984

985 ALONSO And then before - did she give you any expectations before riding with her the
986 first day?
987

988 [REDACTED] Yes. She went through the normal, "I expect that your reports are done in a
989 timely fashion." "I expect you to handle your calls." "If there are issues we'll
990 go over them." The whole normal what all the FTOs tell you is their
991 expectation of the car.
992

993 ALONSO They were all normal and reasonable?
994

995 [REDACTED] Yeah. They were all
996

997 ALONSO She didn't give you an explicit expectations that were
998

999 [REDACTED] Yes, ma'am. They were all
1000

1001 ALONSO unreasonable.
1002

1003 [REDACTED] ascertainable and reasonable - yeah.
1004

1005 ALONSO Okay. That's all I have.
1006

1007 [REDACTED] Okay. Anything else you think that helps out with this information?
1008

1009 [REDACTED] Not at this time. But if I can find call numbers or anything would you like me
1010 to e-mail you guys?

1011 [REDACTED]
1012 [REDACTED] Yes. Please e-mail me, yes.
1013 [REDACTED]
1014 [REDACTED] Yes, sir.
1015 [REDACTED]
1016 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
1017 needs to be added, clarified or changed? If so I am ordering you to provide that
1018 information now.
1019 [REDACTED]
1020 [REDACTED] No, ma'am.
1021 [REDACTED]
1022 ALONSO After you leave this interview should you remember anything that is different
1023 from or in addition to the information that you've been - that you've given
1024 today, I am ordering you to contact Sergeant [REDACTED] immediately. I am
1025 also ordering you not to discuss this matter with any other department
1026 employee. Do you understand these orders?
1027 [REDACTED]
1028 [REDACTED] Yes, ma'am.
1029 [REDACTED]
1030 ALONSO We are done at 1524.
1031 [REDACTED]
1032 **End of recording.**
1033 [REDACTED]
1034 [REDACTED]
1035 The transcript has been reviewed with the audio recording submitted and it is an accurate
1036 transcription.
1037 Signed _____
1038 Sgt [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]
2 Det. Lilia Alonso
3 Sgt. [REDACTED]
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 ALONSO Okay. The date is February 17, 2020. The time is 2048 hours. Present in the
9 Internal Affairs Division Office are [REDACTED] Mick Boyd, Sergeant
10 [REDACTED] and myself, Detective Lilia Alonso. The purpose of this
11 investigation is to conduct an interview of [REDACTED] who is an
12 employee with the Sacramento Police Department in the capacity of Police
13 Officer. This is an administrative investigation on the charges against Angela
14 Lansdale for conduct unbecoming and discrimination in which you may be a
15 witness. Do you understand that this is an administrative investigation only?
16

17 [REDACTED] I do.
18

19 ALONSO The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] I do.
24

25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all our questions fully and honestly. Also, you
28 are ordered to provide at this time all the information you may know regarding
29 this incident. Failure to answer a question or failure to answer it truthfully and
30 fully will be considered a lack of cooperation that could subject you to
31 disciplinary action up to and including termination for insubordination. Do you
32 understand this?
33

34 [REDACTED] I do.
35

36 [REDACTED] Hey, we are here tonight to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with an email you wrote to Sergeant (on February 13,
40 2020 regarding your experience as Officer Lansdale's trainee. Have you had
41 enough time to review this document?
42

43 [REDACTED] I have.
44

45 [REDACTED] Okay. Please say and spell your full name for the record.
46
47 [REDACTED] My first name is [REDACTED], [REDACTED]. My last name is [REDACTED] [REDACTED]
48 [REDACTED].
49
50 [REDACTED] And what is your current rank?
51
52 [REDACTED] I'm a Police Officer.
53
54 [REDACTED] How long have you been a Police Officer?
55
56 [REDACTED] Approximately one year.
57
58 [REDACTED] And what is your current assignment?
59
60 [REDACTED] Patrol Sector 4 late Junior Team.
61
62 [REDACTED] Okay. You currently Phase 4?
63
64 [REDACTED] I am.
65
66 [REDACTED] How long have you been Phase 4?
67
68 [REDACTED] Since August of last year.
69
70 [REDACTED] During your phased training did you have Officer Lansdale as a training officer?
71
72 [REDACTED] I did.
73
74 [REDACTED] Do you remember what month you spent with her?
75
76 [REDACTED] Believe it was in April of 2019.
77
78 [REDACTED] Okay. And what phase were you in when you were with Officer Lansdale?
79
80 [REDACTED] I was a Phase 2 trainee.
81
82 [REDACTED] And this is an open ended question but can you describe your month with
83 Officer Lansdale?
84
85 [REDACTED] It was fairly uneventful just like any other training. Any specific
86
87 [REDACTED] Okay.
88

89 [REDACTED] questions?
90
91 [REDACTED] I guess go through kind of a - as you kind of broke it down in the email
92
93 [REDACTED] Right.
94
95 [REDACTED] some positives that you discovered while training with her.
96
97 [REDACTED] Sure. She was very intelligent when it came to the computer. I learned a lot
98 regarding MRE and report writing and using MDT, things of that sort. Those
99 were my positive takeaways from her.
100
101 [REDACTED] Okay. So MDT, computer work?
102
103 [REDACTED] Sure.
104
105 [REDACTED] Okay. Any negatives that you experienced while riding with Officer Lansdale?
106
107 [REDACTED] I think I explained pretty well in my email. That's about as - I don't know.
108
109 [REDACTED] You can look at your email too
110
111 [REDACTED] Sure.
112
113 [REDACTED] just to kind of refresh your recollection a little bit. Do you want to I guess look
114 at Number 3 there I think is where you cited some of the areas of concern
115
116 [REDACTED] Well
117
118 [REDACTED] you might have.
119
120 [REDACTED] she definitely wasn't the easiest person to get along with. She just didn't have a
121 whole lot of personality I guess. She didn't open up or there wasn't a lot of
122 relaxed conversation. It was just more work.
123
124 [REDACTED] Yeah.
125
126 [REDACTED] That sort of thing.
127
128 [REDACTED] Okay. So very businesslike?
129
130 [REDACTED] Very.
131

132 [REDACTED] Okay. You also mentioned in your email that you noticed there was some
133 friction between her and other officers on her team.

134 [REDACTED]
135 [REDACTED] Sure. It just didn't seem like from my observations that she wasn't well
136 received I guess. There wasn't a whole lot of conversation between everyone.
137 It was like go to a call, on to the next.

138 [REDACTED]
139 [REDACTED] All right.

140 [REDACTED]
141 [REDACTED] That sort of thing.

142 [REDACTED]
143 [REDACTED] Okay. So just very professional and very businesslike.

144 [REDACTED]
145 [REDACTED] Yeah.

146 [REDACTED]
147 [REDACTED] Did she ever mention anything derogatory about any of her teammates when she
148 was with you?

149 [REDACTED]
150 [REDACTED] No.

151 [REDACTED]
152 [REDACTED] All right.

153 [REDACTED]
154 [REDACTED] Not that I can recall.

155 [REDACTED]
156 [REDACTED] You mentioned in your email that there was one incident that you recalled
157 where she spoke to a CSO about attaching a plate on a call.

158 [REDACTED]
159 [REDACTED] Correct.

160 [REDACTED]
161 [REDACTED] Do you recall that incident?

162 [REDACTED]
163 [REDACTED] I do. It was a traffic collision. It was on Greenhaven. Remember the cross - it
164 was close to Windbridge I want to say. But a CSO attached the plate over the
165 air and she had a pet peeve about using the radio for non-priority things like
166 that. And so she kind of came down on him for using the radio for something
167 like attaching a plate where you could just take it and go back and attach it on
168 the call or run it and attach it sort of thing.

169 [REDACTED]
170 [REDACTED] Okay. And why did this incident stick out to you?

171 [REDACTED]
172 [REDACTED] It just seemed strange to me that right then and there rather than pulling him
173 aside later and just having a one on one conversation like hey, you can try doing
174 it this way, she was just, "Don't use the radio for stuff like that. Go back. Use

175 your computer, attach it.” And there were other people around. I just - it came
176 across kind of strange.
177
178 [REDACTED] Okay. So was it more I guess the audience she had when she addressed it as
179 opposed to
180
181 [REDACTED] Right. There’s a
182
183 [REDACTED] what she actually said.
184
185 [REDACTED] time and a place. There’s a time and a place to talk to someone about how you
186 can do things better or not to do things and - in front of - the community is
187 probably not a good time to do that.
188
189 [REDACTED] Was it in front of officers or officers and citizens?
190
191 [REDACTED] Oh, I believe there were some bystanders around. And there were officers.
192
193 [REDACTED] Okay. And what CSO was that?
194
195 [REDACTED] I don’t recall exactly which CSO it was.
196
197 [REDACTED] Okay. But it was during your training month.
198
199 [REDACTED] It was during my training month.
200
201 [REDACTED] Was the CSO riding with someone else?
202
203 [REDACTED] I think there were a couple of CSOs on scene.
204
205 [REDACTED] Okay.
206
207 [REDACTED] And I - they were solo. I don’t remember if they were gray shirt CSOs or blue
208 shirt CSOs.
209
210 [REDACTED] Okay.
211
212 [REDACTED] I can’t remember exactly which one it is. If I knew, I would
213
214 [REDACTED] And you said it was a traffic collision, correct?
215
216 [REDACTED] Correct.
217

218 [REDACTED] Do you remember even around what date it might have been on? I know this
219 was a long time ago.
220
221 [REDACTED] Yeah. I couldn't pin it down to one date.
222
223 [REDACTED] Yeah.
224
225 [REDACTED] I just remember it was a rollover traffic collision.
226
227 [REDACTED] Okay.
228
229 [REDACTED] And it was kind of amazing because the tree when through the car. I mean and
230 no one was actually really hurt.
231
232 [REDACTED] Do you remember where it was at?
233
234 [REDACTED] It was Greenhaven. They were going eastbound. Oh no, I'm sorry, Florin. It
235 was Florin. They were going eastbound Windbridge. They were coming from
236 that school over - I can't remember what the cross is but there's a school over
237 on Florin. It's way west.
238
239 [REDACTED] Would that be Kennedy High School?
240
241 [REDACTED] I think so, yeah.
242
243 [REDACTED] Okay. So it was on
244
245 [REDACTED] Yeah. They were students coming from Kennedy.
246
247 [REDACTED] Okay. Like after school.
248
249 [REDACTED] It was like a sweeping turn. It was after school, so.
250
251 [REDACTED] Okay. So Florin Road and Windbridge?
252
253 [REDACTED] Ish.
254
255 [REDACTED] Okay.
256
257 [REDACTED] I was never good with navigation in the pocket.
258
259 [REDACTED] Yes. And this was during a call for service, right?
260
261 [REDACTED] It was.

262 [REDACTED]
263 [REDACTED] Okay. So all body cams should have been activated for that.
264 [REDACTED]
265 [REDACTED] Correct.
266 [REDACTED]
267 [REDACTED] All right. Can you tell me any other officers that were present that you can
268 remember?
269 [REDACTED]
270 [REDACTED] I couldn't say. I don't recall.
271 [REDACTED]
272 [REDACTED] Don't recall. Are there other FTOs there?
273 [REDACTED]
274 [REDACTED] Not that I remember.
275 [REDACTED]
276 [REDACTED] All right. Any other specific occasions you can remember where Officer
277 Lansdale demeaned or belittled other officers or any members of the public for
278 that matter?
279 [REDACTED]
280 [REDACTED] Not that I can recall.
281 [REDACTED]
282 [REDACTED] Okay. Were there any occasions when you felt that she treated you in a
283 disrespectful or demeaning manner?
284 [REDACTED]
285 [REDACTED] Nothing that I really took offense to.
286 [REDACTED]
287 [REDACTED] And do you feel that Officer Lansdale is a competent Field Training Officer?
288 [REDACTED]
289 [REDACTED] I didn't have an issue with her. I learned a lot like I said. I felt safe riding with
290 her, so. There's nothing that I would say that she was - I wouldn't go to the
291 extent to say that she was incompetent.
292 [REDACTED]
293 [REDACTED] Okay. Do you feel like it was a good learning environment for you inside of her
294 car?
295 [REDACTED]
296 [REDACTED] Sure like I said but I never had an issue riding with her.
297 [REDACTED]
298 [REDACTED] Okay. Anything?
299 [REDACTED]
300 ALONSO How did she address any problems that she solved either in terms of writing
301 reports or driving or using the computer? Did she have - how would she
302 address concerns that she saw with you?
303 [REDACTED]
304 [REDACTED] She shot from the hip. She pretty - she was outspoken about things that she
305 didn't like, so.

306
307 ALONSO And did she offer any ideas on how to fix whatever issues that she was voicing
308 with you or did she have any expectations on how to fix the issues?
309
310 [REDACTED] I can't recall any exact circumstances. I mean she - I don't know.
311
312 ALONSO Okay.
313
314 [REDACTED] Yeah. Sorry. It is a little while ago.
315
316 ALONSO That's it. Nothing else.
317
318 [REDACTED] Okay.
319
320 ALONSO Okay.
321
322 [REDACTED] We'll wrap it up.
323
324 ALONSO Is there anything else relating to this matter that I have not covered that needs to
325 be added, clarified or changed? If so, I am ordering you to provide that
326 information now.
327
328 [REDACTED] No.
329
330 ALONSO After you leave the interview should you remember anything that is different
331 from or in addition to the information that you've given today, I'm ordering you
332 to contact Sergeant [REDACTED] immediately. I am also ordering you not to
333 discuss this matter with any other department employee. Do you understand
334 these orders?
335
336 [REDACTED] I understand.
337
338 ALONSO Okay. Interview concluding at 2058 hours.
339
340 **End of recording.**
341
342
343 The transcript has been reviewed with the audio recording submitted and it is an accurate
344 transcription.
345 Signed _____
346 Sgt [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]

2 Sgt. Ryan Bullard

3 Sgt. [REDACTED]

4 Ofc. [REDACTED]

5 Rep. Mick Boyd

6
7
8 BULLARD

The date is February 18, 2020. The time is 0900 hours. Present in the Internal Affairs Office are [REDACTED] Representative Mick Boyd, Sergeant [REDACTED] and myself, Sergeant Ryan Bullard. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

16 [REDACTED]
17 Yes.

18
19 BULLARD

The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

22 [REDACTED]
23 Yes.

24
25 BULLARD

Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

33 [REDACTED]
34 Yes.

35 [REDACTED]
36 Okay. We are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a Field Training Officer with the Sacramento Police Department. Before the interview I supplied you with an email authored by Officer Madsen to Sergeant Echeverria dated February 12 of 2020 outlining a conversation Officer Madsen had with you in December of 2019 and a memo you wrote to Sergeant Echeverria on February 11, 2020 detailing some of the issues that you had with Officer Lansdale. Have you had enough time to review this material?

45 [REDACTED] I did not read over it, but.
46
47 [REDACTED] It's okay. If you need to reference it during our interview, feel free to look at it.
48
49 [REDACTED] Okay.
50
51 [REDACTED] Okay. For the record, can you please say and spell your full name?
52
53 [REDACTED] [REDACTED], [REDACTED].
54
55 [REDACTED] And [REDACTED], what's your current rank?
56
57 [REDACTED] Police Officer.
58
59 [REDACTED] And how long have you been a Police Officer?
60
61 [REDACTED] I'd say about seven months.
62
63 [REDACTED] Okay. And what's your current assignment?
64
65 [REDACTED] I'm with the Impact Team.
66
67 [REDACTED] With the Impact Team. Are you Phase 4 currently?
68
69 [REDACTED] I am not.
70
71 [REDACTED] You are not Phase 4.
72
73 [REDACTED] I'm still in training.
74
75 [REDACTED] Okay. Are you Phase 3?
76
77 [REDACTED] Phase 3.
78
79 [REDACTED] During your phase training, did you have Officer Lansdale as a Training
80 Officer?
81
82 [REDACTED] I did.
83
84 [REDACTED] And approximately what month did you ride with Officer Lansdale?
85
86 [REDACTED] My fourth month.
87
88 [REDACTED] Do you remember - was that possibly in November of 2019?

89
90 [REDACTED] Yes, I believe so.

91
92 [REDACTED] Okay. And what phase were you in when you rode with Officer Lansdale?

93
94 [REDACTED] Phase 2.

95
96 [REDACTED] And this is kind of an open ended question and we may end up covering some
97 of this stuff in the memo that you wrote. Can you describe your month with
98 Officer Lansdale?

99
100 [REDACTED] It was very hard - very hard month. I had a hard time going to work every day.
101 I just didn't enjoy my time, didn't enjoy my shift. It was just hard to deal with.

102
103 [REDACTED] And can you give me some reasons why it was difficult? Was she very
104 demanding? Was it more of a personal issue, her personality, hard to deal with?

105
106 [REDACTED] Well first it was kind of like demanding or like nitpicky and I didn't mind that.
107 She had her ways and that's fine. Things like how she wants the car or things
108 like - simple things where it's like I mean obviously like that's kind of expected
109 of us, right. But then there was other things where it's like if I was at a light or
110 something, was my first day driving and I'm on a turning lane and I didn't put
111 my turning signal and obviously that's - you have to put your turning signal. So
112 she's like yelling at me, "Put your turning signal. Put your turning signal. Put
113 your turning signal." And I don't like being spoken to like a child. So there
114 was like things like that where it's just very, very frustrating especially you're
115 getting the same type of treatment during the whole shift where it's like - I
116 never said anything back to her. But there was many situations like that where
117 it's like hey, you really don't have to talk to me like that. And I never said
118 anything to her, so.

119
120 [REDACTED] Okay. So was it more the way she was saying it to you as opposed to what she
121 was saying many times?

122
123 [REDACTED] Yeah.

124
125 [REDACTED] All right. Is it fair to say that the issues in Officer Madsen's email are basically
126 the same that are in your memo? I believe he references something about how

127
128 [REDACTED] I think

129
130 [REDACTED] Officer Lansdale yelled at you with something or screamed at you for
131 something?

132

133 [REDACTED] I think he - yeah. So it's just - so I think what he understood a little wrong here
134 but

135 [REDACTED]
136 [REDACTED] Which part?

137 [REDACTED]
138 [REDACTED] So she didn't yell at me. She just said something about, "I don't trust that you
139 can cross the street by yourself." I mean I guess he could - you could say he
140 like put in his own words but

141 [REDACTED]
142 [REDACTED] Okay.

143 [REDACTED]
144 [REDACTED] there was an incident where I go to a 5150 call and she's deemed a danger to
145 herself. So I have her in handcuffs and I'm walking across the street. I walked
146 diagonally instead of straight. And she yells at me, "Hey, you're supposed to
147 walk this street straight." And my - the chick I have detained she's like, "Oh
148 wow, there's a certain way you cross the street." And I go, "You know, I'm
149 learning something new every day." And there was other officers there. After
150 the fact I spoke to the other officers and the other officers basically said that that
151 was kind of unnecessary. And like they felt bad for me because just the type of
152 attitude and things that I was getting yelled at for. It was just unnecessary kind
153 of.

154 [REDACTED]
155 [REDACTED] And you said this was a 5150 call?

156 [REDACTED]
157 [REDACTED] Yes.

158 [REDACTED]
159 [REDACTED] Do you remember - any idea what the date of that might have been or the day of
160 the week or anything like that?

161 [REDACTED]
162 [REDACTED] I don't remember.

163 [REDACTED]
164 [REDACTED] You remember if it was earlier in your time with her or more later in the month?

165 [REDACTED]
166 [REDACTED] Later in the month I believe.

167 [REDACTED]
168 [REDACTED] Okay. Do you remember where that 5150 call was at?

169 [REDACTED]
170 [REDACTED] Not the exact street, no.

171 [REDACTED]
172 [REDACTED] What about just the area?

173 [REDACTED]
174 [REDACTED] Near the corp yard on 24th.

175 [REDACTED]
176 [REDACTED] Okay. Did you write a report on that?

177 [REDACTED]
178 [REDACTED] I believe I did, yeah.
179 [REDACTED]
180 [REDACTED] Okay. What other officers were on the call with you?
181 [REDACTED]
182 [REDACTED] It was [REDACTED] - Officer [REDACTED] and Clatterbuck - Officer Clatterbuck.
183 [REDACTED]
184 [REDACTED] Okay.
185 [REDACTED]
186 [REDACTED] Corporal Clatterbuck.
187 [REDACTED]
188 [REDACTED] And you said another officer came up and kind of said it was maybe a little over
189 [REDACTED] the top or something like that.
190 [REDACTED]
191 [REDACTED] That was Officer [REDACTED].
192 [REDACTED]
193 [REDACTED] Officer [REDACTED] said that? Okay. And that's different from - is there a CSO
194 [REDACTED] [REDACTED] also?
195 [REDACTED]
196 [REDACTED] She is now an Officer.
197 [REDACTED]
198 [REDACTED] She's now an Officer. But is that the one that said that to you?
199 [REDACTED]
200 [REDACTED] Yeah.
201 [REDACTED]
202 [REDACTED] Okay.
203 [REDACTED]
204 BOYD Was [REDACTED] the CSO at the time or was she an officer at the time?
205 [REDACTED]
206 [REDACTED] She was an Officer at the time.
207 [REDACTED]
208 BULLARD In training or
209 [REDACTED]
210 [REDACTED] In training. Phase 1.
211 [REDACTED]
212 BULLARD in training?
213 [REDACTED]
214 [REDACTED] And do you know if Officer [REDACTED] ever had Officer Lansdale as
215 [REDACTED]
216 [REDACTED] She did.
217 [REDACTED]
218 [REDACTED] a training officer? She did.
219 [REDACTED]
220 [REDACTED] She did.

221 [REDACTED]
222 [REDACTED] Okay.
223 [REDACTED]
224 [REDACTED] I believe it was
225 [REDACTED]
226 [REDACTED] Was this before or after?
227 [REDACTED]
228 [REDACTED] That was after. But when she had her?
229 [REDACTED]
230 [REDACTED] Yes.
231 [REDACTED]
232 [REDACTED] She had her before me.
233 [REDACTED]
234 [REDACTED] Okay. So she kind of got on you for crossing diagonally as opposed to
235 [REDACTED]
236 [REDACTED] Straight.
237 [REDACTED]
238 [REDACTED] straight across. Did she ever give a reason for that?
239 [REDACTED]
240 [REDACTED] She talked to me after and she said something along the lines of like, "If you
241 [REDACTED] want to teach your daughter how to walk across the street correctly, you have to
242 [REDACTED] know how to walk the street correctly."
243 [REDACTED]
244 [REDACTED] Okay. Did she pose it as some sort of officer safety issue or sort of a vehicle
245 [REDACTED] code
246 [REDACTED]
247 [REDACTED] I think that what she
248 [REDACTED]
249 [REDACTED] issue that we need to be adhering to?
250 [REDACTED]
251 [REDACTED] I think her thing was officer safety. I'm not sure.
252 [REDACTED]
253 [REDACTED] All right. Did she explain that to you?
254 [REDACTED]
255 [REDACTED] I don't remember if she did.
256 [REDACTED]
257 [REDACTED] Okay. Was it - had that ever been an issue before
258 [REDACTED]
259 [REDACTED] No. This was my first time.
260 [REDACTED]
261 [REDACTED] in your training? Okay.
262 [REDACTED]
263 [REDACTED] I guess crossing the street.
264 [REDACTED]

265 [REDACTED] Okay.
266
267 BULLARD Remember about what time of day that was?
268
269 [REDACTED] I don't know.
270
271 BULLARD Daylight, nighttime.
272
273 [REDACTED] It was daylight.
274
275 BULLARD You said near the corp yard. So presumably would you have been walking
276 across 24th Street with this individual - this
277
278 [REDACTED] It was residential area.
279
280 BULLARD Okay.
281
282 [REDACTED] So it's on the other side
283
284 BULLARD So on the other side, across from the corp yard.
285
286 [REDACTED] Yeah.
287
288 BULLARD Okay.
289
290 [REDACTED] And did you say you wrote a report on that?
291
292 [REDACTED] I believe so.
293
294 [REDACTED] Okay. So what I'll do is kind of go I guess line by line down this memo.
295 We've kind of already talked about one issue here with her talking to you about
296 crossing the street. Can we talk a little bit about you note here that while
297 conducting a felony vehicle stop in front of both fellow officers and a suspect
298 you were called incompetent. Can you talk about that a little bit for me?
299
300 [REDACTED] Sure. I guess I'll put this - make up the scene or whatever. So there's a pod hit
301 of a vehicle. Officers end up going to the vehicle or whatever. The vehicle's
302 empty. So but as we're clearing the vehicle - it's a hotel. So hotel person
303 comes out and goes, "Hey, the people that are driving that vehicle are directly
304 above you guys, Room 131" or something. So we go up to the apartment door.
305 And a female subject had come out prior to us arriving at the door. And we told
306 her, "Hey, get back in." We go up and we detain both subjects. I tell my fellow
307 officer, "Hey, I'll take female. I'll search her and take her downstairs to the
308 car." And she yells at me, she says, "No [REDACTED] you're staying here with me."

309 And then I said, "Okay." And I get right behind her and she says something
310 along the lines of, "I need an officer to help me clear the room." And I'm - she
311 had just called me behind her so she knows I'm behind her. And she goes she
312 can't turn around for some - because she's like checking the room or whatever.
313 And she goes, "Is there an officer behind me?" And I don't answer her because
314 I am under the impression she knows I'm right behind her because she had just
315 called me over. And then she goes something along the lines of, "I need a
316 competent officer to come help me search this room." And there was other
317 officers there. The suspect was still there.

318
319 [REDACTED] So they were all within ear shot of what she was saying to you?

320
321 [REDACTED] Yeah. At the moment I didn't even realize she was calling me incompetent or
322 saying that it was me that she was talking about. I mean it was after the fact
323 that an officer talked to me about it and said, "Hey, like that wasn't cool." I
324 probably should have said something but I didn't. And we just squashed it.

325
326 [REDACTED] Okay. And what officer came up afterward and said it wasn't cool?

327
328 [REDACTED] Officer Lakin.

329
330 [REDACTED] Did she talk with you about it afterwards?

331
332 [REDACTED] Yes.

333
334 [REDACTED] Okay. And what was the - how'd that conversation go?

335
336 [REDACTED] So she had to be my training officer for a day and we had a talk about it.
337 Because she kind of was yelling at other officers at the - on the scene. And it
338 was kind of very unprofessional of her. And I told her - asked her how she felt
339 about her getting yelled at by another officer like that. And that's when she
340 brought it up.

341
342 [REDACTED] I'm sorry. So back up just a little bit. So at the scene, this was at a hotel.

343
344 [REDACTED] Yes.

345
346 [REDACTED] And there was just a felony vehicle stop done.

347
348 [REDACTED] Yes.

349
350 [REDACTED] Were you guys clearing the room of this hotel room?

351
352 [REDACTED] We were about to, yes.

353 [REDACTED]
354 [REDACTED] Okay. And so was she having I guess arguments or conversations with other
355 officers on how to do that?
356 [REDACTED]
357 [REDACTED] Yes. Yes.
358 [REDACTED]
359 [REDACTED] All right. And you said that was - was it I guess good communication or was
360 she barking orders at people?
361 [REDACTED]
362 [REDACTED] Kind of barking.
363 [REDACTED]
364 [REDACTED] Okay.
365 [REDACTED]
366 [REDACTED] Yeah.
367 [REDACTED]
368 [REDACTED] And that's when this thing happened where she thought - she told you to get
369 behind her and she basically said I need a competent officer?
370 [REDACTED]
371 [REDACTED] Yes.
372 [REDACTED]
373 [REDACTED] Okay. And so going forward a little bit, you said you did talk to her about that.
374 [REDACTED]
375 [REDACTED] Not Officer - not - I talked to Officer Lakin.
376 [REDACTED]
377 [REDACTED] Oh, Officer Lakin. Okay.
378 [REDACTED]
379 [REDACTED] Not Lansdale, no.
380 [REDACTED]
381 [REDACTED] And what did Officer Lakin say again?
382 [REDACTED]
383 [REDACTED] That it wasn't cool basically and that
384 [REDACTED]
385 [REDACTED] All right.
386 [REDACTED]
387 [REDACTED] it was like - I don't remember the exact words she said but basically like it
388 wasn't cool like to talk to another officer like that basically. It was kind of our
389 conversation.
390 [REDACTED]
391 [REDACTED] All right.
392 [REDACTED]
393 [REDACTED] Yeah.
394 [REDACTED]
395 [REDACTED] Did you ever talk about the issue with Officer Lansdale?
396 [REDACTED]

397 [REDACTED] I never, no.
398
399 [REDACTED] No. Okay. She never said what your
400
401 [REDACTED] I asked her
402
403 [REDACTED] issue was, what your particular problem was that she
404
405 [REDACTED] No. Because I didn't even realize that she had talked - she had - was calling me
406 incompetent at the time.
407
408 [REDACTED] But there was no - afterwards there was no I guess breaking down the scenario
409 of here's what I need you to do, here's what you should be doing, the
410 expectations of
411
412 [REDACTED] She's just more upset
413
414 [REDACTED] you in that situation?
415
416 [REDACTED] with other officers.
417
418 [REDACTED] Okay. Did she ever vent to you about the things that she thought
419
420 [REDACTED] I did ask her in the car.
421
422 [REDACTED] should happen?
423
424 [REDACTED] I did ask her in the car, "Hey, everything cool? Like you're good?" And she
425 said she was upset with other officers.
426
427 [REDACTED] Did she say why?
428
429 [REDACTED] It was - I think it was - well I guess it was just the way that the scene went on.
430 So the pod hit comes in and she's waiting for third vehicle and Officer Lakin
431 without any backup basically goes into the hotel room parking lot. So then we
432 have to follow her and she gets very upset that it's just us two. And then after
433 that she's barking orders and telling us where to go, how to do stuff and - so
434 yeah. She seemed more upset with other officers at the time.
435
436 [REDACTED] Okay.
437
438 [REDACTED] And I didn't realize that she was calling me the incompetent officer.
439
440 [REDACTED] Okay.

441
442 BOYD So could you tell that there was - that her and the other officers were
443
444 [REDACTED] There was - yeah.
445
446 BOYD for lack of a better term in a 415 with each other about something?
447
448 [REDACTED] Yes.
449
450 BOYD You could tell?
451
452 [REDACTED] Yes. It was pretty obvious.
453
454 BOYD And do you remember who else was there besides Lakin?
455
456 [REDACTED] Later on was Officer Hur, Officer Texley. Officer Texley was there when we
457 got - when I got called incompetent.
458
459 [REDACTED] What officer is that?
460
461 [REDACTED] Texley.
462
463 [REDACTED] Can you spell that?
464
465 [REDACTED] T-E-X-L-Y I believe or I don't know (unintelligible).
466
467 [REDACTED] Okay.
468
469 [REDACTED] And then Officer Smart.
470
471 [REDACTED] Smart?
472
473 [REDACTED] Yes.
474
475 [REDACTED] S-M-A-R-T?
476
477 [REDACTED] Yes.
478
479 [REDACTED] All right. So going down list anyone else have any questions about that
480 Sergeant?
481
482 BULLARD Not really.
483

484 [REDACTED] Okay. Going down the list here, the next portion I want to cover, you said after
485 a call Corporal Lansdale advised you that she did not trust you because you
486 failed to put gender and race on a person's search on the MDT.

487 [REDACTED]
488 [REDACTED] Yes.

489 [REDACTED]
490 [REDACTED] Okay. Can you talk about that a little bit?

491 [REDACTED]
492 [REDACTED] Yeah. We did the traffic stop of a vehicle. It was speeding near - the back of
493 here, HOJ. Stops at Jack in the Box. When I did his search of his name on
494 MDT, I didn't put gender and race. And she explained that to me - plenty of
495 times actually that it doesn't give you an accurate search if you don't put gender
496 and race. So then after the fact we're 940 here and behind HOJ and she tells me
497 like that if I can't put gender and race every time I do a search when she's not
498 inside the vehicle watching my screen, then what makes me think or what
499 makes her think that she can go to the restroom and leave me writing reports
500 and I'm not on my cell phone or doing things of that nature. And I told her - I
501 replied to her and I said, "I've never given you a reason to think that I'm on my
502 cell phone." And she said, "I'm not saying that. I'm giving you an example of
503 that." And so I - and then I said, "Okay." She left to the restroom and I stayed
504 there.

505 [REDACTED]
506 [REDACTED] Okay.

507 [REDACTED]
508 [REDACTED] Yeah.

509 [REDACTED]
510 [REDACTED] This is an area though that she had addressed before with you, something that
511 you had not been able to do and she addressed it with you?

512 [REDACTED]
513 [REDACTED] Yes.

514 [REDACTED]
515 [REDACTED] All right.

516 [REDACTED]
517 [REDACTED] Yes.

518 [REDACTED]
519 [REDACTED] How many times do you think you forgot to put that data in when you're doing
520 a person search?

521 [REDACTED]
522 [REDACTED] I'm not sure. A few times.

523 [REDACTED]
524 [REDACTED] A few times.

525 [REDACTED]
526 [REDACTED] Yes.

527

528 [REDACTED] So this was something that I guess had been reoccurring and she
529
530 [REDACTED] Yes.
531
532 [REDACTED] addressed it before. Okay. The next thing is she reminded you of the proper
533 use of some grammar seen and saw?
534
535 [REDACTED] Yes.
536
537 [REDACTED] Okay. Can you talk a little bit about that?
538
539 [REDACTED] So a lot of times when I would say like kind of what happened or in a scenario
540 or whatever and I'm trying to explain it to her, I would say "oh, well Mr. so and
541 so said he seen the lady over there." And she would educate me about how it's
542 supposed to be he saw the lady over there. And I kept saying that, kept saying
543 that. A few times she would stop me and yell at me. Actually tell me the
544 proper way - it's saw. "It's saw. It's saw." And then one day after - I don't
545 even remember if it was my last day with her she said, "You know, I found an
546 article about the word saw and seen and the proper way of using those two
547 words if you want me to send it to you." And I said, "No, I'm okay. Thank
548 you."
549
550 [REDACTED] Okay.
551
552 BULLARD You said she yelled at you over this?
553
554 [REDACTED] Yes. We were at a jail one time and I think she - she thought that I said the
555 word seen and I -- and I...
556
557 BULLARD I'm sorry. Go ahead.
558
559 [REDACTED] sure. I used the word saw. And then - or actually I don't even think I used saw
560 or seen. I used some other words. And she said, "It's saw. It's saw." And I'm
561 like, "I didn't even say that."
562
563 BULLARD So she actually - when you're saying yell, you're actually - sometimes people
564 just say yell but they're enhancing what they're trying to tell us. But she's
565 actually like raising her voice to the point of actually yelling this at you.
566
567 [REDACTED] Yeah. But - yes. The way she speaks is pretty quiet and low so it's kind of
568 obvious when she's yelling.
569
570 [REDACTED] And were there other - was this in the booking area at jail?
571

572 [REDACTED] Yeah. But it was - I don't think anyone would be there to witness it plus
573
574 [REDACTED] Were there other
575
576 [REDACTED] we had a prisoner who was yelling in front of us.
577
578 [REDACTED] Okay. Were there other officers there?
579
580 [REDACTED] Not that I knew about. I don't know who - I mean I'm sure there was but I'm
581 not sure who they were.
582
583 [REDACTED] All right. And was it kind of - was she yelling across the booking area at you?
584
585 [REDACTED] No. We were right in front of each other.
586
587 [REDACTED] Right - okay. You put in here that she reminded you almost every day to
588 remove your foot off the brake while parked inside the police station because if
589 the car could - would hit you, the car would roll over and hurt her?
590
591 [REDACTED] Yes.
592
593 [REDACTED] Can you describe that a little bit?
594
595 [REDACTED] Sure. So we're parked inside JERPD parking lot. And I have the habit of
596 leaving my foot on the brake even though it's on park. And she would tell me -
597 she would look on the mirror or wherever and I could see she was looking and I
598 would take it off and she would get out the car. And there would be times
599 where she wanted to get out the car and she says, "Can you please take your
600 foot off the brake because if a vehicle just hits us right now, my - the vehicle
601 could roll over and I could die." I could get hurt or stuff like that she would
602 say. And it was just like I really wonder when a vehicle would hit us inside of
603 JERFP parking lot but that's my thing. But there was things like that or
604 anywhere I guess when we're parking. It wasn't really like a - I'd understand
605 like if we're parking outside of HOJ and my lights are on and obviously I'm
606 trying to be hidden or whatever and now my brake lights are obviously all the
607 way in the back just lighting up the wall or whatever. But it wasn't like that. It
608 was just like just because I'm parked or whatever and I have my brake on - I
609 mean is that possible for the vehicle to roll over? I don't know.
610
611 [REDACTED] This was - was it a daily occurrence or almost daily occurrence?
612
613 [REDACTED] She would talk to me, yeah, very often.
614

615 [REDACTED] All right. Going back to the grammar issue, seen versus saw and she - you said
616 that she gave - found an article for you. And I guess encouraged you to read it
617 and you said no.

618 [REDACTED]
619 [REDACTED] Yeah.

620 [REDACTED]
621 [REDACTED] In your mind was this an honest effort for her to help you with an issue that she
622 saw?

623 [REDACTED]
624 [REDACTED] I don't know. I just - I was fed up with it. Sure I have grammar issues. But I
625 guess I know how to use the words saw and seen now. I don't know. I don't
626 think I had to, you know, read an article to reeducate myself on the words saw
627 and seen. It was kind of a - just upsetting, frustrating for her to keep telling me
628 stuff like that.

629 [REDACTED]
630 [REDACTED] Did she ever - was she - did you feel she was implying that you weren't
631 educated and she was

632 [REDACTED]
633 [REDACTED] I'm not sure.

634 [REDACTED]
635 [REDACTED] condescending about it or was she being genuine to the fact that this may help
636 you?

637 [REDACTED]
638 [REDACTED] I don't know. I think - it seemed condescending to me but that's just my
639 personal opinion.

640 [REDACTED]
641 [REDACTED] Okay. You talk a little bit about how she's very critical of her other officers and
642 maybe her partners. But she has a hard time accepting criticism about her. Do
643 you have any examples of that?

644 [REDACTED]
645 [REDACTED] Yeah. So I guess like that hotel scenario that I'm telling you about. She tells us
646 to go - there's two stairways to get to the same room. And she tells me and -
647 she says that we're going to go this way and Officer Lakin and I believe Officer
648 Smart was going to go the other way. And after the fact she - Sergeant Vu talks
649 to us and goes like, "Hey, like maybe you guys should have gone the same
650 stairway because if you guys go both ways or whatever and somebody comes
651 out with a gun, you guys would be in crossfire of each other because you guys
652 were in the same hallway. And after the fact she was just like talking and
653 talking about how that's not correct and how we have discipline and we should
654 be able to shoot and, you know, even though we were in the back draw or
655 whatever like we should be able to shoot or basically saying like Sergeant Vu
656 was wrong about what he was saying. But then we go back to Lakin driving up
657 to the vehicle with just us two and she was - she went off on her kind of. So it

658 was just like she can't accept her own criticism or her own mistakes basically.
659 So I don't know.
660
661 [REDACTED] All right. Does she have a hard time accepting that there's other - maybe other
662 ways to do something other than the way she wants to do them?
663
664 [REDACTED] That's very much possible.
665
666 [REDACTED] Okay. Compared to your other training officers, had some of the things that
667 Officer Lansdale addressed with you, were those issues other training officers
668 had also addressed with you such as grammar, what else, crossing the street,
669 anything like that?
670
671 [REDACTED] My grammar I guess would come in play just in report writing and things like
672 that. Just I mean I'm, you know, Spanish is my first language so yeah, I guess
673 that's an issue. It's been an issue since I was born I guess. And English isn't
674 my first thing, you know, so. So yeah, that one's probably very much so.
675
676 [REDACTED] Has that been addressed by other training officers though?
677
678 [REDACTED] Yeah.
679
680 [REDACTED] Okay. And evals or just kind of informal
681
682 [REDACTED] Informal.
683
684 [REDACTED] conversations?
685
686 [REDACTED] Just when we're writing our reports or whatever.
687
688 [REDACTED] Okay.
689
690 [REDACTED] "Hey, that's not how you say that." Or even like names if I read them in
691 English, it's like is that how you say it? And like no, that's not. Like Deborah,
692 I say Dee-borah. That's not how you say it. You can laugh. It's fine. It
693 happens, so. But it's just, yeah. Yeah.
694
695 [REDACTED] But the way - did Officer - the way other TOs have addressed those issues was
696 it different from the way Officer Lansdale addressed those issues?
697
698 [REDACTED] Yes.
699
700 [REDACTED] How so?
701

702 [REDACTED] I mean it's more informal and like how you said it's like - it's simple. It's more
703 like hey like, you don't use this word. You know, I'm going to just change this
704 word for you because this isn't how you use it or whatever. Or I'm - things like
705 that. But I think for her it was just that word saw and seen was big.

706 [REDACTED]
707 [REDACTED] Did you feel that your time in Officer Lansdale's car was conducive to learning
708 the job of being a Police Officer?
709

710 [REDACTED] I mean there were some aspects but I think the other parts kind of outweigh the
711 learning environment and kind of take away that learning environment. It's
712 more of a - I don't know how to explain it but you kind of don't learn after a
713 point when you're just being yelled at every two seconds and it's like
714 unnecessary yelling. It's just nitpicky and yeah.

715 [REDACTED]
716 [REDACTED] And overall what kind of affect did your time with Officer Lansdale have on
717 you?
718

719 [REDACTED] I think it kind of backed me up in my training. Just because I was kind of fed
720 up with the job. I really didn't want to come to work every day like it's - it was
721 that bad. Like I was really, really happen when she had like a week off for the
722 union stuff because it was like the best time I've had. So it was kind of a break
723 for me.

724 [REDACTED]
725 [REDACTED] So it's safe to say you were not looking forward to coming to work?
726

727 [REDACTED] No.
728

729 [REDACTED] Okay. Did you ever feel like quitting?
730

731 [REDACTED] I didn't - the only reason why I didn't quite was because I have bills at home
732 and children and a daughter at home. That's the only reason why I didn't quit.

733 [REDACTED]
734 [REDACTED] Did you have a - would you consider it a hostile
735

736 [REDACTED] Yeah.
737

738 [REDACTED] type of environment? All right.
739

740 BULLARD Did you ever offer any kind of criticism or anything towards Officer Lansdale
741 yourself?
742

743 [REDACTED] I spoke to other officers about it who had her. And basically told me, "Hey, just
744 ride it, ride the boat. Just deal with her for now." I don't - I didn't really
745 understand the conversation I had with another trainee who I'm sure you guys

746 are going to speak to and basically said, "Have you had an unprofessional
747 conversation with her, and I really kind of recommend that if you haven't had
748 the conversation of her attitude just don't have it because it's just going to make
749 things worse." So I just never brought it up to her.
750

751 BULLARD So would it be safe to say or a fair statement on your part is the reason that you
752 never brought up directly to Officer Lansdale about any criticisms to her is
753 because you felt it would only make it worse for you at work with her?
754

755 [REDACTED] Yes.
756

757 BULLARD Okay. How many field training officers have you had to date?
758

759 [REDACTED] How many have I had today?
760

761 BULLARD To this date. I'm sorry.
762

763 [REDACTED] Oh. Shoot. I believe seven.
764

765 BULLARD And that includes Officer Lansdale?
766

767 [REDACTED] Oh. Eight.
768

769 BULLARD Eight. How would you rate your experience - your training experience as far as
770 your time with Officer Lansdale in training as far as the best time in training, it
771 was the worst time? Is there a scale that you would rate it on amongst your
772 other FTOs that you have trained with?
773

774 [REDACTED] The worst.
775

776 BULLARD And in your own words, why would that be?
777

778 [REDACTED] Just because of the environment she gives you. Just the way, you know, I don't
779 know. It's just yeah, like he said, hostile and she's kind of condescending and
780

781 [REDACTED] You said another trainee of hers said something about not having a professional
782 or having professional conversation with her.
783

784 [REDACTED] I didn't really understand what he said but he said if I had had an unprofessional
785 conversation with her.
786

787 [REDACTED] Okay.
788

789 [REDACTED] I don't know what that meant. And then he said, "If you haven't had the
790 conversation of her attitude, just don't even do it."

791 [REDACTED]
792 [REDACTED] What officer was that?

793 [REDACTED]
794 [REDACTED] [REDACTED].

795 [REDACTED]
796 [REDACTED] Officer [REDACTED]. Okay. That's all I have. Mick, do you have anything?
797 Anything else? Okay. So wrap it up.

798 [REDACTED]
799 BULLARD Is there anything else relating to this matter that we have not covered that needs
800 to be added, clarified or changed? If so, I am ordering you to provide that
801 information now.

802 [REDACTED]
803 [REDACTED] No.

804 [REDACTED]
805 BULLARD After you leave this interview should you remember anything that is different
806 from or in addition to the information that you've given today, I am ordering
807 you to contact Sergeant [REDACTED] immediately. I am also ordering you not to
808 discuss this matter with any other department employee. Do you understand
809 these orders?

810 [REDACTED]
811 [REDACTED] Yes.

812 [REDACTED]
813 BULLARD Concluding at 0931.

814 [REDACTED]
815 **End of recording.**

816 [REDACTED]
817 [REDACTED]
818 The transcript has been reviewed with the audio recording submitted and it is an accurate
819 transcription.

820 Signed _____
821 Sgt. [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]

2 Sgt. [REDACTED]
3 Det. Lili Alonso
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 ALONSO The date is February 18, 2020. The time is 1432 hours. Present in the Internal
9 Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and
10 myself Detective Lili Alonso. The purpose of this investigation is to conduct an
11 interview of [REDACTED] who is an employee with the Sacramento Police
12 Department in the capacity of officer. This is an administrative investigation on
13 the charges against Angela Lansdale for conduct unbecoming and
14 discrimination in which you may be a witness. Do you understand this is an
15 administrative investigation only?
16

17 [REDACTED] Yes.
18

19 ALONSO The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] Yes.
24

25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all questions fully and honestly. Also you are
28 ordered to provide at this time all the information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 actions up to and including termination for insubordination. Do you understand
32 this?
33

34 [REDACTED] Yes, sir.
35

36 ALONSO Okay.
37

38 [REDACTED] Okay we are here today to discuss allegations that Officer Angela Lansdale
39 made disrespectful or discriminating comments towards her trainees in her role
40 as a Field Training Officer with the Sacramento Police Department. Before the
41 interview I supplied you with a memo you wrote to Sergeant Echeverria on
42 February 13, 2020 detailing some of the issues you had with Officer Lansdale
43 and I provided you with a video from CAD Call 19-402388. Have you had
44 enough time to review these materials?

45 [REDACTED]
46 [REDACTED] Yes, sir.
47 [REDACTED]
48 [REDACTED] All right. For the record please say and spell your full name.
49 [REDACTED]
50 [REDACTED] [REDACTED] is [REDACTED]
51 [REDACTED]
52 [REDACTED] And what's your current rank?
53 [REDACTED]
54 [REDACTED] Officer.
55 [REDACTED]
56 [REDACTED] And how long have you been a police officer?
57 [REDACTED]
58 [REDACTED] Six months.
59 [REDACTED]
60 [REDACTED] Okay. You currently Phase 4?
61 [REDACTED]
62 [REDACTED] Yes, sir.
63 [REDACTED]
64 [REDACTED] What's your current assignment?
65 [REDACTED]
66 [REDACTED] District or Sector 6 - A.
67 [REDACTED]
68 [REDACTED] How long have you been in Phase 4?
69 [REDACTED]
70 [REDACTED] Three weeks.
71 [REDACTED]
72 [REDACTED] During your phase training did you have Officer Lansdale as a training officer?
73 [REDACTED]
74 [REDACTED] Yes.
75 [REDACTED]
76 [REDACTED] All right. And when was she your training officer?
77 [REDACTED]
78 [REDACTED] December.
79 [REDACTED]
80 [REDACTED] December of 2019?
81 [REDACTED]
82 [REDACTED] Yes.
83 [REDACTED]
84 [REDACTED] Okay. And when you had Officer Lansdale what phase were you in?
85 [REDACTED]
86 [REDACTED] Phase 3.
87 [REDACTED]

88 [REDACTED] And this is an open-ended question but can you describe to me your month with
89 Officer Lansdale?

90 [REDACTED]
91 [REDACTED] It was definitely - it was the most difficult month for training

92 [REDACTED]
93 [REDACTED] Mm-hm.

94 [REDACTED]
95 [REDACTED] just because - I mean I didn't really like going into work which is fine but she
96 just oftentimes like in the video would have this tone like pretty much - at least
97 every day for most of the day or just like kind of a demeaning tone. I mean she
98 didn't say anything specific to me. Like call me any names or anything I think -
99 that I remember so it was just the whole atmosphere that kind of made it hard to
100 learn and be there

101 [REDACTED]
102 [REDACTED] Mmm.

103 [REDACTED]
104 [REDACTED] and feel confident.

105 [REDACTED]
106 [REDACTED] Okay. I want to go over some things in your memo that you wrote. So it looks
107 like a few of the positives. You said you learned to be efficient in running
108 people and

109 [REDACTED]
110 [REDACTED] Mm-hm.

111 [REDACTED]
112 [REDACTED] writing reports.

113 [REDACTED]
114 [REDACTED] Yeah. She was like

115 [REDACTED]
116 [REDACTED] Yeah?

117 [REDACTED]
118 [REDACTED] super particular on how to do that. So

119 [REDACTED]
120 [REDACTED] Mm-hm.

121 [REDACTED]
122 [REDACTED] I just - I mean she liked to do it her way so once I learned that I mean it was
123 efficient with her.

124 [REDACTED]
125 [REDACTED] Did she explain everything well?

126 [REDACTED]
127 [REDACTED] Yes.

128 [REDACTED]
129 [REDACTED] Okay. Did she describe reasons for why she was teaching what she was
130 teaching?
131

132 [REDACTED] Everything. Yeah reasons for everything.
133
134 [REDACTED] Okay. Some of the negatives. You wrote that she was very harsh and negative
135 towards quote "lazy officers who didn't do things her way."
136
137 [REDACTED] Mm-hm.
138
139 [REDACTED] Is that correct?
140
141 [REDACTED] Yeah. That was more - that came out like toward the last - so the second half of
142 the month.
143
144 [REDACTED] Okay. Can you provide any examples?
145
146 [REDACTED] I mean I just remember like a couple days in a row or like the whole week she
147 was just like harping on like Officer [REDACTED].
148
149 [REDACTED] Mm-hm.
150
151 [REDACTED] We had - he was on our team and like we took this report - I can't even
152 remember what it was. It was like a 273. And we ended up taking most of the
153 statements and stuff. And then like she was just like the whole time like
154 complaining to me about like, "He's super lazy." Like, "He doesn't do it this
155 way. See this is why you" And she's just really harsh about it. Like, "This is
156 why you need to do this. This is why you need to do this." And then we went
157 to jail with him one time and he wrote the PC deck for us and he messed up a
158 couple things.
159
160 [REDACTED] Mm-hm.
161
162 [REDACTED] And then she was like - just like harping on like lazy pe- and like he being super
163 lazy and like officers being lazy and just like it kind of just was like a negative
164 look to the whole team and like
165
166 [REDACTED] Mm-hm.
167
168 [REDACTED] it just made it feel like so - like I was walking on eggshells all the time. Like
169 you know? Just super like edgy and
170
171 [REDACTED] Mm-hm.
172
173 [REDACTED] uh, I don't know.
174

175 [REDACTED] Is that something that when you rode with other training officers did they talk
176 about other officers on the team particularly as far as performance or work ethic
177 - anything like that?
178
179 [REDACTED] Yeah, definitely.
180
181 [REDACTED] To that extent that Officer Lansdale did?
182
183 [REDACTED] No. I mean yeah she was just like beating a dead horse it seems.
184
185 [REDACTED] Mm-hm.
186
187 [REDACTED] Like trying to train me with it. But I don't know. I feel like she was just taking
188 out. Which is fine. Like there's nothing wrong with that. It's just
189
190 [REDACTED] Mm-hm.
191
192 [REDACTED] harsh I guess.
193
194 [REDACTED] Okay.
195
196 [REDACTED] But
197
198 [REDACTED] And what were her expectations of you while she was your training officer?
199
200 [REDACTED] Basically - so I remember this because this was my first day driving.
201
202 [REDACTED] Mm-hm.
203
204 [REDACTED] She drove I think the first two days and like on certain calls she would like want
205 me to have the parking lights on. Just like little things like that. And some calls
206 leave the high beams on - not high beams but the actual headlights on. And
207 then sometimes turn it all the way off. And like she would explain that to me
208 like while she was driving the first two days but then the first day I was driving
209 like I had never been taught that before like when to do that. And it made sense
210 for when she was saying it but it was just like really specific situations and I just
211 didn't know so I messed up obviously. And then like the order. She had me
212 like hit the ICC and take a - I can't even remember the order. But it was like it
213 had to be the same order every time the way I parked the car and like where I
214 parked on certain calls and just - so everything had to be perfect. And then like
215 on this call I remember like she was saying that stuff. And then I think right
216 when we got out of the car is when she was - she wasn't like screaming but she
217 was yelling with that
218

219 [REDACTED] Mm-hm.
220
221 [REDACTED] tone but just louder so I could hear her like while we're on this call. Like she's
222 just standing there at the front of the car saying all this stuff to me. Like
223 basically, "Why aren't you doing it this way? Why ar-," like, "I showed you
224 how to do it the first two days. Why aren't" Basically like, "Why aren't you
225 per- why aren't you doing it the way I taught you?" And I'm - you know I'm
226 just like, "Mm-mm. I don't know. I," you know I just - it was all new to me
227 because I had never had to do it in that specific order or, I don't know.
228
229 [REDACTED] And did you find some of these expectations that she had of you to be
230 unrealistic as far as like you said some of them were very specific
231
232 [REDACTED] But yeah some of that.
233
234 [REDACTED] or for specific situations?
235
236 [REDACTED] I mean I got the hang of most of the things just because she was always harping
237 on them but the main thing - yeah just the little things like when to park on the
238 curb like for what call and like when to leave the rear lights on. And like some
239 of that stuff to me was just like kind of unrealistic. Like how am I supposed to
240 remember. Because it wasn't like the same reason for every call so I couldn't
241 just say, you know, "Okay, this is - on these calls I'm going to park like this."
242
243 [REDACTED] Mm-hm.
244
245 [REDACTED] And do - it just depended on like the street we were on or like
246
247 [REDACTED] Mm-hm.
248
249 [REDACTED] you know the time of day. And so I think there were reasons but I just - it was
250 unrealistic for me to remember and know when she wanted me to do that.
251
252 [REDACTED] Mm-hm. Did you find that to be maybe distracting when you were maybe
253 arriving to a call - trying to remember the exact sequence of things you were
254 supposed to do in that situation? Were you focusing on that rather than maybe
255 some of the bigger picture type of things like your real basic officer safety and
256 things like that?
257
258 [REDACTED] Yes, sir. Yeah that's all I was thinking about.
259
260 [REDACTED] Mm-hm.
261
262 [REDACTED] Like everything else just had to come

263
264 [REDACTED] Just not messing up. Right?
265
266 [REDACTED] like from instinct. Yeah. Like
267
268 [REDACTED] Okay.
269
270 [REDACTED] make sure I'd get there how she wants me to get there and
271
272 [REDACTED] Mm-hm.
273
274 [REDACTED] the way I turn the car and everything. Like it just - I was just thinking about
275 that all the time.
276
277 [REDACTED] Okay.
278
279 [REDACTED] But
280
281 [REDACTED] And you kind of spoke this a little bit. If you had - if you did make a mistake
282 what was the reaction to that by her?
283
284 [REDACTED] It was basically you hear in here. She'd just go like off on like every little thing
285 and ask me like why I'm not understanding and
286
287 [REDACTED] Mm-hm.
288
289 [REDACTED] just like she does here.
290
291 [REDACTED] Mm-hm.
292
293 [REDACTED] Sometimes it was a little more loud or - but she never - like I said I - and I think
294 she - by the time that she was training me like I had heard that she would - she
295 was like really hard on people and I think she knew she was kind of in hot water
296 by the time she had me. So I could tell that she was trying to not, I don't know
297 be so rude I guess.
298
299 [REDACTED] Mm-hm.
300
301 [REDACTED] But I think that's probably just her personality. She's just very like OCD and
302 like everything needs to be her way. So
303
304 [REDACTED] Okay. Other than this 211 call is there anything else -- and we'll look - take a
305 look at this in just a sec -- is there anything else that you can remember where

306 you made a mistake and then she addressed it a little more harshly than you
307 believe was fair?
308
309 [REDACTED] Yeah I mean not that I can remember. I just remember every day there was
310 something.
311
312 [REDACTED] Mm-hm.
313
314 [REDACTED] But it was - and like I said like it would - like she had reasons for everything.
315
316 [REDACTED] Mm-hm.
317
318 [REDACTED] So she's not wrong. Like I'm definitely making mistakes but it was just hard to
319 - I do remember - I can't remember what day or - I wasn't driving so it must
320 have been the fir- one of the first two or three days but we went to like a
321 possible 211. It was between a mom and a son. It ended up being a 415. But I
322 was like I was interviewing the kid and I - she was just like and asking - she was
323 like using that tone and kind of like telling me why I was wrong the questions
324
325 [REDACTED] Mm-hm.
326
327 [REDACTED] I was asking like right in front of the kid.
328
329 [REDACTED] Mm-hm.
330
331 [REDACTED] And so I was like - it was just weird. Like it's totally fine that she did that but it
332 was just - like I had never had anyone do that before.
333
334 [REDACTED] So correcting you as you were engaging in
335
336 [REDACTED] Yeah. Like during the
337
338 [REDACTED] taking a statement?
339
340 [REDACTED] Like instead of waiting. Just like during
341
342 [REDACTED] Mm-hm.
343
344 [REDACTED] And asking me like, "Why are you doing this?" Like, "Don't you know blah,
345 blah, blah or whatever?" I can't even remember what it was. But I just
346 remember like being right in front of this kid and he's looking at me because
347 I'm talking to him and she's just standing there like just like harping on me.
348 And I'm - so I'm like, "Okay now I don't even - I don't even know like what I
349 was going to ask. I don't even know why I'm here anymore." Like

350 [REDACTED]
351 [REDACTED] Mm-hm.
352 [REDACTED]
353 [REDACTED] I can't remember what I was asking the guy. So
354 [REDACTED]
355 [REDACTED] So if that situation would have happened with another TO. If you
356 [REDACTED]
357 [REDACTED] Mm-hm.
358 [REDACTED]
359 [REDACTED] were conducting an interview and maybe you weren't asking quite the right
360 [REDACTED] questions what would another TO would have done typically in that situation?
361 [REDACTED]
362 [REDACTED] I - most of my TOs they just would kind of ask the person and redirect them
363 [REDACTED] back to
364 [REDACTED]
365 [REDACTED] Mm-hm.
366 [REDACTED]
367 [REDACTED] what they wanted to hear.
368 [REDACTED]
369 [REDACTED] Mm-hm.
370 [REDACTED]
371 [REDACTED] And kind of jump in and not just like cut me off
372 [REDACTED]
373 [REDACTED] Mm-hm.
374 [REDACTED]
375 [REDACTED] in the middle of my sentence and like talk to me. They would kind of just direct
376 [REDACTED] it as if we were partners so the person knew like who was getting interviewed
377 [REDACTED] like and they didn't feel so weird about it.
378 [REDACTED]
379 [REDACTED] Right. So definitely other TOs would make it more of a partner situation
380 [REDACTED]
381 [REDACTED] Mm-hm.
382 [REDACTED]
383 [REDACTED] where you were more of an equal
384 [REDACTED]
385 [REDACTED] Mm-hm.
386 [REDACTED]
387 [REDACTED] as opposed to Officer Lansdale where she treated you kind of more definitely as
388 [REDACTED] a subordinate
389 [REDACTED]
390 [REDACTED] Yeah, definitely.
391 [REDACTED]

392 [REDACTED] you felt? Mm-hm. All right. We'll watch this video real quick. And is there
393 anything at the beginning that you want to talk about? Because I know it - I
394 can't really hear much audio to it at the

395
396 [REDACTED] Yeah, I think

397
398 [REDACTED] very beginning of it.

399
400 [REDACTED] it's because and the 30 second.

401
402 [REDACTED] Yeah.

403
404 [REDACTED] But she basically says

405
406 [REDACTED] Are there things that she's saying though that aren't captured on the body worn
407 cam that are

408
409 [REDACTED] Yeah. When she's standing here

410
411 [REDACTED] kind of relevant?

412
413 [REDACTED] that's when she said everything.

414
415 [REDACTED] Okay.

416
417 [REDACTED] That - that's what I was writing on here. But I

418
419 [REDACTED] Got you.

420
421 [REDACTED] You can't hear it.

422
423 [REDACTED] Okay. So this is her body cam - Officer Lansdale's body cam - and we're
424 picking up here at for the record 5:44:49 Zulu time. So this is our 30 second
425 delay and you say right here is when she's kind of verbalizing

426
427 [REDACTED] I think it was like as she was getting out. Because I didn't do the order of - I
428 can't remember what it was. Like, and maybe I was slow to get out of the car
429 like and turn off the car. Because on - with my previous FTOs like I was taught
430 on calls like this when it's so close to the door and like and I would just lock the
431 car and leave it running because I'm going to be right in front of it

432
433 [REDACTED] Mm-hm.

434

435 [REDACTED] instead of turning it off. And that's what kind of started it I think. So she was
436 basically saying what she said at the end. Just
437
438 [REDACTED] Okay.
439
440 [REDACTED] as far as I remember.
441
442 [REDACTED] And is she talking to you right here still or is
443
444 [REDACTED] Yeah this is when she was talking to me.
445
446 [REDACTED] Okay. As you're getting out of the car?
447
448 [REDACTED] Yeah.
449
450 [REDACTED] All right. So our 30 second delay is up right about here. So at this point have
451 you gotten back in the patrol car?
452
453 [REDACTED] Mm-hm.
454
455 [REDACTED] And so you're just kind of sitting there waiting for her?
456
457 [REDACTED] Mm-hm. Yeah.
458
459 [REDACTED] Okay.
460
461 [REDACTED] That's the word - yeah that the word I'm (unintelligible).
462
463 [REDACTED] So was that pretty indicative of how she would typically address any issues with
464 you?
465
466 [REDACTED] Yeah. Yeah it was just like that like
467
468 [REDACTED] Mm-hm.
469
470 [REDACTED] all day
471
472 [REDACTED] So kind of rapid fire.
473
474 [REDACTED] every day. Mm-hm.
475
476 [REDACTED] Of, "Why you doing this? Why you doing
477
478 [REDACTED] Mm-hm.

479 [REDACTED]
480 [REDACTED] that?" And then just a rapid fire sequence of the things that she saw you did
481 [REDACTED] wrong?
482 [REDACTED]
483 [REDACTED] Mm-hm.
484 [REDACTED]
485 [REDACTED] Okay. Did she ever take time to figure out any other alternative solutions to
486 [REDACTED] maybe some mistakes you were making and then how to solve those instead of
487 [REDACTED] just disre- "Why did you do this? Why did you do that?" Was there any other
488 [REDACTED] different way to approach some of the things you were having issues with? Or
489 [REDACTED] was it basically
490 [REDACTED]
491 [REDACTED] Uh
492 [REDACTED]
493 [REDACTED] always like this for the whole month?
494 [REDACTED]
495 [REDACTED] Yeah it was either she would ask me why I'm doing it or just tell me
496 [REDACTED]
497 [REDACTED] Mm-hm. Would she wait
498 [REDACTED]
499 [REDACTED] you
500 [REDACTED]
501 [REDACTED] for an answer? If she said, "Why did you do this? Why did you do that," would
502 [REDACTED] you actually give her an answer?
503 [REDACTED]
504 [REDACTED] Yeah. I think - I mean you probably don't want to hear it but I would just
505 [REDACTED]
506 [REDACTED] I - yeah.
507 [REDACTED]
508 [REDACTED] say like, "There's no reason, ma'am." Or like something like that. I mean
509 [REDACTED]
510 [REDACTED] Mm-hm.
511 [REDACTED]
512 [REDACTED] because there was none. Like I just didn't - I just wasn't doing it right.
513 [REDACTED]
514 [REDACTED] Mm-hm.
515 [REDACTED]
516 [REDACTED] So I - not really. I mean she was - it was pretty much like that. That's it.
517 [REDACTED]
518 [REDACTED] Mmm. You mentioned in the second part of your memo about a time you were
519 [REDACTED] driving Code 3 to a cover call and you took your hand off the steering wheel to
520 [REDACTED] honk the horn
521 [REDACTED]
522 [REDACTED] Mm-hm.

523
524 [REDACTED] and then she started yelling at you for being unsafe?
525
526 [REDACTED] Yeah. And
527
528 [REDACTED] Do you
529
530 ((Crosstalk))
531
532 [REDACTED] Because again like she's right on that too. But
533
534 [REDACTED] Mm-hm.
535
536 [REDACTED] I just been taught like when we're clearing an intersection before I get there just
537 honk like this because it changes the cycle you know so people can hear. And
538 but she wanted me to have it like this and just use my thumbs. So and that
539 makes sense to me. I know it's safer now. But I just never heard it before. And
540 so like
541
542 [REDACTED] Mm-hm.
543
544 [REDACTED] while I'm going Code trying to figure out where I'm going I did that and then I
545 just remember she was like pretty much like that but actually yelling. So I was
546 like super distracted then and I'm like, "I don't even know what she's talking
547 about." She was like, "Take your hand out of that steering wheel." And I'm
548 like, "I don't," like, "I don't know what that means."
549
550 [REDACTED] Mm-hm.
551
552 [REDACTED] "What do you mean?" And then later she was using like that tone and telling
553 me like, "You need to grab it like this." Because I was going like this to clear
554 the intersection. And that - so
555
556 [REDACTED] Do you remember how they taught you in the Academy?
557
558 [REDACTED] Yeah. I mean like this but it - I don't - they didn't
559
560 [REDACTED] They don't go over hand placement for when you're trying to alternate
561
562 [REDACTED] No.
563
564 [REDACTED] siren?
565
566 [REDACTED] No.

567 [REDACTED]
568 [REDACTED] Nothing like that?
569 [REDACTED]
570 [REDACTED] No.
571 [REDACTED]
572 [REDACTED] Nothing that specific?
573 [REDACTED]
574 [REDACTED] Nothing that specific no.
575 [REDACTED]
576 [REDACTED] Okay. So this is maybe just a particular thing and that was - that was her - just
577 her
578 [REDACTED]
579 [REDACTED] Yeah.
580 [REDACTED]
581 [REDACTED] That was her thing?
582 [REDACTED]
583 [REDACTED] Mm-hm.
584 [REDACTED]
585 [REDACTED] Okay. Do you recall what type of call that was that you were going to Code 3?
586 [REDACTED]
587 [REDACTED] I think it was somebody calling for cover but I don't remember exactly.
588 [REDACTED]
589 [REDACTED] Do you remember where it was? Where you ended up at?
590 [REDACTED]
591 [REDACTED] I don't. I mean
592 [REDACTED]
593 [REDACTED] Mm-hm.
594 [REDACTED]
595 [REDACTED] I want to say it was somewhere in 5. I think we were crossed to Sector 5
596 [REDACTED]
597 [REDACTED] Okay.
598 [REDACTED]
599 [REDACTED] but I don't - yeah I don't remember.
600 [REDACTED]
601 [REDACTED] Is it day or night?
602 [REDACTED]
603 [REDACTED] It was dark.
604 [REDACTED]
605 [REDACTED] Dark?
606 [REDACTED]
607 [REDACTED] But in December I mean you know.
608 [REDACTED]
609 [REDACTED] And you were driving?
610 [REDACTED]

611 [REDACTED] Yes.
612
613 [REDACTED] Was there certain days that you drove?
614
615 [REDACTED] I drove every day after
616
617 [REDACTED] You drove every day?
618
619 [REDACTED] after like the second or third day whatever it was.
620
621 [REDACTED] Okay. Do you remember maybe if that was later in the month you had with her
622 or was it towards the end of the month?
623
624 [REDACTED] It was probably somewhere in the middle. Yeah sorry I
625
626 [REDACTED] Okay. That's all right.
627
628 [REDACTED] I know.
629
630 [REDACTED] Do you remember any other officers that were on the call?
631
632 [REDACTED] No. I mean because by the time we got there it was Code 4. Like
633
634 [REDACTED] Okay.
635
636 [REDACTED] we weren't needed anymore. So I didn't even get out I don't think.
637
638 [REDACTED] All right.
639
640 [REDACTED] I just kept driving.
641
642 [REDACTED] Okay. Did Officer Lansdale's FTO methods have any effect on you positive or
643 negative?
644
645 [REDACTED] Negative.
646
647 [REDACTED] Negative?
648
649 [REDACTED] Yeah.
650
651 [REDACTED] And you said earlier that you kind of didn't look forward to coming to work?
652
653 [REDACTED] Yeah.
654

655 [REDACTED] All right. Anything else?
656
657 [REDACTED] No it was just that
658
659 [REDACTED] All right.
660
661 [REDACTED] overall feeling.
662
663 [REDACTED] Of just not - not wanting to go through this
664
665 [REDACTED] Yeah.
666
667 [REDACTED] for 10 hours?
668
669 [REDACTED] Mm-hm.
670
671 [REDACTED] Any thoughts about quitting? Anything like that?
672
673 [REDACTED] I mean I - I think I like joked around about it but I wasn't actually going to quit.
674 I mean I - just because like it was like a known thing that she would make
675 people feel like they want to quit. But no I actually
676
677 [REDACTED] Mm-hm.
678
679 [REDACTED] I never would have quit
680
681 [REDACTED] Okay.
682
683 [REDACTED] because of this. It wasn't that bad.
684
685 [REDACTED] Any effects on your personal life?
686
687 [REDACTED] Mm-mm.
688
689 [REDACTED] Losing sleep? Anything like that?
690
691 [REDACTED] No, no.
692
693 [REDACTED] All right. Would you consider the environment to be hostile - a hostile work
694 environment?
695
696 [REDACTED] I mean I don't know what that
697
698 BOYD: Would uncomfortable

699 [REDACTED]
700 [REDACTED] what exactly
701 [REDACTED]
702 BOYD: be a better
703 [REDACTED]
704 [REDACTED] Yeah.
705 [REDACTED]
706 BOYD: term than hostile?
707 [REDACTED]
708 [REDACTED] Yeah. Just uncomfortable.
709 [REDACTED]
710 [REDACTED] Mm-hm. Do you believe your time with Officer Lansdale was it conducive or
711 I'm sorry conducive to learning the profession of being a police officer?
712 [REDACTED]
713 [REDACTED] No. Besides like that I got efficient at running people.
714 [REDACTED]
715 [REDACTED] Mm-hm.
716 [REDACTED]
717 [REDACTED] But not - I mean not the overall month no I didn't really feel very confident at
718 all after that.
719 [REDACTED]
720 [REDACTED] Mm-hm.
721 [REDACTED]
722 [REDACTED] Or during. So
723 [REDACTED]
724 [REDACTED] Do you believe what she was teaching was valid and important but it was just
725 the methods used
726 [REDACTED]
727 [REDACTED] Yeah.
728 [REDACTED]
729 [REDACTED] to instruct those
730 [REDACTED]
731 [REDACTED] Yes.
732 [REDACTED]
733 [REDACTED] those things?
734 [REDACTED]
735 [REDACTED] Yes.
736 [REDACTED]
737 [REDACTED] And how many training officers did you have all together?
738 [REDACTED]
739 [REDACTED] Six.
740 [REDACTED]
741 [REDACTED] Okay. In those six where would you put Officer Lansdale? Where would you
742 rank her?

743 [REDACTED]
744 [REDACTED] At the bottom.
745 [REDACTED]
746 [REDACTED] At the bottom? And your opinion is based on just the teaching methods she
747 [REDACTED] used and
748 [REDACTED]
749 [REDACTED] Mm-hm.
750 [REDACTED]
751 [REDACTED] some of the ways she conveyed and communicated with you?
752 [REDACTED]
753 [REDACTED] Yes.
754 [REDACTED]
755 [REDACTED] Okay. Do you think Officer Lansdale is a competent training officer? Do you
756 [REDACTED] think she should be a training officer?
757 [REDACTED]
758 [REDACTED] No.
759 [REDACTED]
760 [REDACTED] Okay.
761 [REDACTED]
762 [REDACTED] I mean she's definitely a competent officer. And she has reasons
763 [REDACTED]
764 [REDACTED] Mm-hm.
765 [REDACTED]
766 [REDACTED] for the things she's doing. But I just don't think - I mean like I'm pretty like
767 [REDACTED] easygoing so I don't - that type of stuff doesn't really affect me. So I was able
768 [REDACTED] to get through the month relatively smoothly like but most people - I mean I
769 [REDACTED] don't know what it is but like in my class who had her or just people that I heard
770 [REDACTED] about her - just most people in general that I met like they can't - well you just
771 [REDACTED] can't learn well under that and like stress.
772 [REDACTED]
773 [REDACTED] Mm-hm.
774 [REDACTED]
775 [REDACTED] It's like unnecessary stress. Because we're already super stressed out
776 [REDACTED]
777 [REDACTED] Mm-hm.
778 [REDACTED]
779 [REDACTED] trying to figure out the job on our own and so it was just adding unnecessary
780 [REDACTED] stress and distractions I guess.
781 [REDACTED]
782 [REDACTED] Is it safe to say she's developed a reputation among trainees at least
783 [REDACTED]
784 [REDACTED] Yes.
785 [REDACTED]
786 [REDACTED] from your academy

787 [REDACTED]
788 [REDACTED] Mm-hm.
789 [REDACTED]
790 [REDACTED] as being a difficult officer?
791 [REDACTED]
792 [REDACTED] Yes.
793 [REDACTED]
794 [REDACTED] All right. Did you see any issues with her and her teammates - patrol
795 [REDACTED] teammates? Other than her talking about some of the work ethic
796 [REDACTED]
797 [REDACTED] Yeah.
798 [REDACTED]
799 [REDACTED] issues did you ever see her - was there any like type of arguments or friction
800 [REDACTED] between her and her other teammates that you witnessed?
801 [REDACTED]
802 [REDACTED] No, not - not that I witnessed. I mean I just - I heard that like most people
803 [REDACTED] didn't like her.
804 [REDACTED]
805 [REDACTED] Mm-hm.
806 [REDACTED]
807 [REDACTED] But there was nothing that I saw like them actually verbally like arguing or
808 [REDACTED] anything. Just that people just didn't like her or being around her.
809 [REDACTED]
810 [REDACTED] Mm-hm.
811 [REDACTED]
812 [REDACTED] So
813 [REDACTED]
814 [REDACTED] Okay. Mick anything?
815 [REDACTED]
816 BOYD No, sir.
817 [REDACTED]
818 [REDACTED] Okay. Anything else to add?
819 [REDACTED]
820 [REDACTED] No, sir.
821 [REDACTED]
822 [REDACTED] All right.
823 [REDACTED]
824 ALONSO Okay is there anything else relating to this matter that we have not covered that
825 [REDACTED] needs to be added, clarified or changed? If so I am ordering you to provide that
826 [REDACTED] information now.
827 [REDACTED]
828 [REDACTED] No.
829 [REDACTED]

830 ALONSO After you leave this interview should you remember anything that is different
831 from or in addition to the information that you've given today I am ordering you
832 to contact Sergeant [REDACTED] immediately. I am also ordering you to not
833 discuss this matter with any other department employee. Do you understand
834 this orders?
835

836 [REDACTED] Yes, ma'am.
837

838 ALONSO Okay. We are done at 1455.
839

840 **End of recording.**
841

842

843 The transcript has been reviewed with the audio recording submitted and it is an accurate
844 transcription.

845 Signed _____

846

Sgt. [REDACTED]

INTERVIEW WITH OFC. [REDACTED]
Sgt. [REDACTED]
Sgt. Jeffrey Shiraishi
Ofc. [REDACTED]
Rep. Mick Boyd

1
2
3
4
5
6
7
8 SHIRAISHI The date is February 19, 2020. And the time is 8:56 in the morning. Present in
9 the Internal Affairs Division Office are [REDACTED] SPOA Representative Mick
10 Boyd, Sergeant [REDACTED] and myself, Sergeant Jeffrey Shiraishi. The
11 purpose of this investigation is to conduct an interview of [REDACTED] who is an
12 employee with the Sacramento Police Department in the capacity of Officer.
13 This is an administrative investigation on the charges against Angela Lansdale
14 for conduct unbecoming and discrimination in which you may be a witness. Do
15 you understand that this is an administrative investigation only?
16
17 [REDACTED] Yes.
18
19 SHIRAISHI The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22
23 [REDACTED] Yes.
24
25 SHIRAISHI Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all questions fully and honestly. Also, you are
28 ordered to provide at this time all the information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 actions up to and including termination for insubordination. Do you understand
32 this?
33
34 [REDACTED] Yes.
35
36 [REDACTED] Okay. We are here today to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with a memo you wrote to Sergeant Echeverria on
40 February 9, 2020 detailing some of the issues you had with Officer Lansdale.
41 Have you had enough time to review that material?
42
43 [REDACTED] Yes.
44

45 [REDACTED] Okay. For the record, can you please say and spell your full name?
46
47 [REDACTED] [REDACTED], [REDACTED].
48
49 [REDACTED] And what's your current rank [REDACTED]
50
51 [REDACTED] Officer.
52
53 [REDACTED] And how long have you been a Police Officer?
54
55 [REDACTED] Graduated June of 2019.
56
57 [REDACTED] Okay. So a little over six months.
58
59 [REDACTED] Six, seven months.
60
61 [REDACTED] Okay. What's your current assignment in the police department?
62
63 [REDACTED] I'm currently Sector 5, swing shift on senior side in shadow week.
64
65 [REDACTED] You're in shadow week.
66
67 [REDACTED] Yes sir.
68
69 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
70 officer?
71
72 [REDACTED] Yes sir.
73
74 [REDACTED] And what phase were you in when you had Officer Lansdale?
75
76 [REDACTED] Phase 1 Month 2.
77
78 [REDACTED] Do you remember what month you had her? What month of the year.
79
80 [REDACTED] I believe it was September.
81
82 [REDACTED] Okay. And this is a very open ended question but can you describe your month
83 with Officer Lansdale for us?
84
85 [REDACTED] Yes. It was one of the toughest months of my training for sure. It was at the
86 beginning so I was still I guess overwhelmed, if you will, with learning
87 everything and all that. Throughout the month the times spent at work was
88 constantly stressful. I was unable to feel comfortable in the car with her. And

89 that was, you know, that's something I've been working on trying to figure out
90 why. For me I think it came down to there was no personal communication
91 between the two of us. In the car it was either, you know, this is what you did
92 wrong, this is what other officers have done wrong or if I had work related
93 questions. Other than that, I was unable to kind of connect on any sort of
94 personal level. For me that made the month very challenging, not being able to
95 be comfortable. So with my stress level kind of not at its normal base level,
96 when something would come out, any call or anything like that which would
97 raise my stress, then I'd lock up and kind of barely be able to function.
98 However, I did my report writing skills with her and my, you know, ability to
99 use the computer greatly increased due to her kind of scrutinizing my reports
100 and the way I use a computer.

101
102 [REDACTED] Okay. So there were some positives

103
104 [REDACTED] Yes.

105
106 [REDACTED] you took away from the car. You mentioned it was tough. And was it tough
107 primarily because of what she demanded of you or was it more because of the
108 maybe challenging interpersonal relation that you had with her?

109
110 [REDACTED] I would say the challenging inter personal. There was nothing outlandish, right.
111 It was just standard demands or expectations. I wouldn't say demands,
112 expectations really. The - anything that outside of - at the end of my memo I
113 detailed where she had mentioned and called me a coward. Outside of that, I
114 don't think any of the times where she was correcting me she was in the wrong.
115 I - there were mistakes that I made. And being in training, you know, I
116 expected to make mistakes and I expected to get corrected. But it was more that
117 interpersonal rather than the demands or expectations.

118
119 [REDACTED] Okay. And when she corrected you, can you kind of give me I guess an
120 example of her style about how she would correct an issue that you were
121 having?

122
123 [REDACTED] So can't think of many examples. One on the way to the call or if we're
124 stopping on the side of the road or anything like that, at the time I would pull
125 over, keep the car in drive with my foot on the brake. You know, she'd explain
126 we want to put the car in park, take your foot off the brake. That way you're
127 not illuminating backwards, which, you know, I could understand. She would
128 give me explanations as to why it's like, you know, it being swing shift, you
129 know, we want to kill the lights. That way we're not giving away positions or
130 anything like that. But, you know, on the times I didn't do that, it would be
131 almost - she'd just be very short and be like, "I don't understand why you're not
132 getting this. Like we've talked about it multiple times. I don't understand."

133 And just kind of - it was kind of similar corrections on other mistakes. Like I
134 said, I can't think of anything specifically.

135 [REDACTED]
136 [REDACTED] Okay.

137 [REDACTED]
138 [REDACTED] But they came - the corrections came off more condescending than helpful.

139 [REDACTED]
140 [REDACTED] Understood. Okay. We're going to go through your memo a little bit.

141 [REDACTED]
142 [REDACTED] Okay.

143 [REDACTED]
144 [REDACTED] I'm going to pick out a couple finer spots and just ask you a few questions on
145 those. Did she ever give you expectations when you first got in her car of what
146 she expected you to do?

147 [REDACTED]
148 [REDACTED] I don't recall.

149 [REDACTED]
150 [REDACTED] Okay. I think we just went over her reaction if you did make a mistake, it was
151 more condescending than it was helpful?

152 [REDACTED]
153 [REDACTED] Yes. She would also - each mistake she would give me her explanation as why
154 we do it this way.

155 [REDACTED]
156 [REDACTED] Okay.

157 [REDACTED]
158 [REDACTED] Which I did appreciate it. You know, it wasn't just hey, you're wrong. It was,
159 "Hey, this is wrong and this is why."

160 [REDACTED]
161 [REDACTED] So because of Officer Lansdale's training methods or training styles, did this
162 have any effect on you as far as your desire to work?

163 [REDACTED]
164 [REDACTED] Absolutely.

165 [REDACTED]
166 [REDACTED] Okay. Can

167 [REDACTED]
168 [REDACTED] Yeah.

169 [REDACTED]
170 [REDACTED] you explain some of that?

171 [REDACTED]
172 [REDACTED] I think it was after the first couple days with her, I, you know, started now
173 wanting to come into work. Didn't want to be here when I was here. I was
174 looking at new jobs, which, you know, getting into the process it's not easy, it's
175 not short and that wasn't something I expected to happen.

176

177 [REDACTED] Anything - so that kind of affected your career. Anything personally? Did you
178 take stress home with you?
179
180 [REDACTED] I mean probably. Yeah. I had a friend - couple friends notice like kind of just
181 sort I don't know, down in the dumps. They did their best to help me out. But
182 yeah.
183
184 [REDACTED] So not really looking forward to coming to work. Started looking for another
185 job. Were you considering quitting?
186
187 [REDACTED] Yes. The thought crossed through my mind. I don't think on a personal level -
188 I'm not going to let one person one month make me quit though. And so, you
189 know, talking with people, it's okay, well get through the month, go in the next
190 month, get through training. You know, if you still don't like it, okay then
191 reevaluate, reconsider. But don't let one month or one person take it from you.
192
193 [REDACTED] Do you feel - you said this was your second month, correct, of FTO?
194
195 [REDACTED] Yes.
196
197 [REDACTED] Do you feel that your month with Officer Lansdale actually made you regress a
198 little bit in training?
199
200 [REDACTED] No.
201
202 [REDACTED] No.
203
204 [REDACTED] I wouldn't say that.
205
206 [REDACTED] Okay.
207
208 [REDACTED] I would say that I - on the point, my computer and my report writing, definitely
209 progressed very, very far from where they were.
210
211 [REDACTED] Okay.
212
213 [REDACTED] And I mean we still went out, we handled calls, we did what we needed to do.
214 And I was still learning.
215
216 [REDACTED] Okay. You noted in your memo that because of your concern of making
217 mistakes and being belittled by Corporal Lansdale you never felt comfortable
218 and you weren't able to de-stress in the patrol car and this would manifest itself
219 at moments when stress would increase due to calls and you would fail at even
220 doing basic tasks. Was that kind of commonality throughout the month?

221 [REDACTED]
222 [REDACTED] Yes, I would say so.
223
224 [REDACTED] Okay. Do you feel like because you were Phase 1, did she put maybe an
225 unreasonable or an inappropriate amount of tasks on you at that particular point
226 in your training?
227
228 [REDACTED] No. I don't think so. She - I mean quite a lot of calls she would just kind of let
229 me go. And then if I needed, you know, help with correct questioning, routes or
230 things like that, then she'd step in. I don't think I was ever, you know, just sort
231 of hung out to dry.
232
233 [REDACTED] Okay. But just based on I guess your level at that time being Phase 1, second
234 month, some of the things that she was instructing you to do with your
235 inexperience if she was giving you maybe a laundry list of things to remember
236 as you're pulling up, do you think that was a little too much for you at that
237 particular point in your training?
238
239 [REDACTED] No, I don't think so.
240
241 [REDACTED] Okay. Do you feel your time with Officer Lansdale was it conducive to
242 learning the profession of being a Police Officer?
243
244 [REDACTED] There were definitely things I learned. For me personally her
245
246 [REDACTED] And more maybe - did her style of teaching did it lend itself to you learning
247 how to be a Police Officer to the best of your ability?
248
249 [REDACTED] I'm not entirely certain on how to answer that. Because in some manners yes
250 but in some manners no.
251
252 [REDACTED] Okay. Were there times that her training method would in effect cause you to
253 maybe shut down
254
255 [REDACTED] Yes.
256
257 [REDACTED] or maybe not listen or start thinking about the way you were being corrected as
258 opposed to what you should be learning
259
260 [REDACTED] Yes.
261
262 [REDACTED] and absorbing the information?
263

264 [REDACTED] Absolutely. And I could tell when I hit those moments because I could feel
265 myself switch back into almost Academy mode whereas yes ma'am. And
266 there'd be no dialog. It would just be instructed.

267 [REDACTED]
268 [REDACTED] Okay. And how many TOs have you had up to this point?

269 [REDACTED]
270 [REDACTED] I'm just going to verbally through - had Valdez first month and then Angela
271 Lansdale, John Hosmer, my third, fourth month was a couple, Justin Hanks,
272 Dustin Smith, Zach Bell. And then I went Impact Team with Scott Hall, Kelly
273 Morrison out in Sector 6, Christopher Swift in Sector 1. And now I have Jake
274 Hensley for shadow week.

275 [REDACTED]
276 [REDACTED] Okay. So you've had better part of ten training officers.

277 [REDACTED]
278 [REDACTED] Yes.

279 [REDACTED]
280 [REDACTED] Where would you rank Officer Lansdale among those other training officers?

281 [REDACTED]
282 [REDACTED] I'd rank her at the bottom.

283 [REDACTED]
284 [REDACTED] At the bottom. And is that based on the information she was providing you or
285 based on how she was giving you that information?

286 [REDACTED]
287 [REDACTED] How she was giving that information.

288 [REDACTED]
289 [REDACTED] So it was more her methods as opposed to her knowledge of the job.

290 [REDACTED]
291 [REDACTED] Yes.

292 [REDACTED]
293 [REDACTED] Do you think Officer Lansdale should be an FTO?

294 [REDACTED]
295 [REDACTED] No.

296 [REDACTED]
297 [REDACTED] And why do you say that?

298 [REDACTED]
299 [REDACTED] I think from, you know, obviously the trainees that have had her, we've all
300 talked. We all had similar feelings from what I can gather of hating coming to
301 work, not wanting to be there, be with her. And I think if you've got a common
302 denominator like that, it's not the trainees. I would hate to see, you know,
303 someone who's got potential to be a great officer be put out and quit by one
304 training officer. And I think there's that potential with her.

305 [REDACTED]
306 [REDACTED] Okay. I believe your memo addressed some of that. Are you actively going
307 back and seeking out trainees that Officer Lansdale had to give them support?

308 [REDACTED]
309 [REDACTED] Right. Well, so I believe Officer [REDACTED] was after me and then [REDACTED] after her.
310 [REDACTED] During their times I've reached out, asked them how they're doing. And they
311 [REDACTED] pretty much stated that, you know, they hated coming to work. And so, you
312 [REDACTED] know, I encouraged them to keep going, not to quit and once you get there it
313 [REDACTED] gets better.

314 [REDACTED]
315 [REDACTED] Can you go into detail with me about the one incident that you had with her, the
316 [REDACTED] one you talked about on your memo where you're going to a call for service and
317 [REDACTED] there was looks like maybe some misunderstanding when you got to the area
318 [REDACTED] about which way you were supposed to go or exactly misidentifying patrol car
319 [REDACTED] or something like that?

320 [REDACTED]
321 [REDACTED] Yes.

322 [REDACTED]
323 [REDACTED] Can you talk about that for me?

324 [REDACTED]
325 [REDACTED] So we were south on Freeport by the water tower. We're going through my task
326 [REDACTED] book signing it off when we have an officer put out that needed an additional
327 [REDACTED] unit. He's stable. At the time what I didn't know was he was up here by - on
328 [REDACTED] Freeport and Fruitridge, right there by the Walgreens parking lot. So when I
329 [REDACTED] came out, I was - I didn't really know where I was in my beat. Because that
330 [REDACTED] was something that throughout the month I struggled to learn my whole district.
331 [REDACTED] And so I wasn't sure where I was or where I was going. She - I went to go grab
332 [REDACTED] the computer and

333 [REDACTED]
334 [REDACTED] Were you driving?

335 [REDACTED]
336 [REDACTED] I was driving, yes. So I went to grab the computer and she kind of like - I don't
337 [REDACTED] know if she took it or what but she's like, "What are you doing? Just drive. I'll
338 [REDACTED] get you there." Okay. So I was going - ended up going north on Freeport. So
339 [REDACTED] as we're approaching - I think it might have been as we're passing the HOJ
340 [REDACTED] here, she asked me what I see up ahead. And I can see orange flashing lights on
341 [REDACTED] the right hand side north of Fruitridge. And so I mentioned, "Yeah, I see orange
342 [REDACTED] flashing lights." In my head I hadn't put together orange flashing lights, police
343 [REDACTED] vehicle. So this is kind of maybe early evening, late afternoon. Still quite a bit
344 [REDACTED] of traffic. So as I'm approaching that intersection, I still can't see or I didn't see
345 [REDACTED] that that was where we were. That was where the patrol cars were and where I
346 [REDACTED] needed to go. So I'm in Number 1 lane trying to figure out where I need to go.
347 [REDACTED] Do I need to turn at this intersection? So I asked, you know, "Do I need to turn
348 [REDACTED] left here" and which point basically, "No. It's over here. We need to go over
349 [REDACTED] there. Why are you trying to turn away from the call?" Okay. So I go around,
350 [REDACTED] come into the Walgreens parking lot. Show up, assist. They were fine in the
351 [REDACTED] end. And then we leave. And I don't think it was right away when we

352 debriefed it but it was later on. Came parked behind HOJ kind of back in the
353 corner there. And she was - she's asking me like or she was telling me, "You
354 know, I think you were trying to dodge that call. I don't think you wanted to go
355 to that call. You know, I think you're a coward. This is something that I could
356 take back to the field training office and we could bump you down to a CSO for
357 doing.

358
359 [REDACTED] So she used the word coward verbatim?

360
361 [REDACTED] She used the word coward.

362
363 [REDACTED] Okay.

364
365 [REDACTED] And at that point like I understand, correct me for mistakes I made, right. But
366 that's attacking my character more than anything else, which I didn't appreciate
367 too much. But in my capacity, I didn't say anything. I'm not going to talk
368 back. So then we talked about that. We talked about - well, you know, she
369 asked me like, "Are you scared to go on scene, you know, to some like higher
370 risk calls?" And I don't know if I said I was scared. We talked about, you
371 know, all these calls have possibilities in the ways they can go. And yeah those
372 possibilities definitely go through my head. And that was kind of the extent of
373 that.

374
375 [REDACTED] Did you ever address that with her just I guess the way

376
377 [REDACTED] No.

378
379 [REDACTED] her using that word made you feel?

380
381 [REDACTED] No.

382
383 [REDACTED] No. Were there other times - let me back up a little bit. That time that she was
384 going over that call with you just back of HOJ here sitting down, were you on a
385 call or anything like that?

386
387 [REDACTED] No.

388
389 [REDACTED] Your body cam running, ICC running

390
391 [REDACTED] No.

392
393 [REDACTED] anything like that?

394
395 [REDACTED] Not really.

396 [REDACTED]
397 [REDACTED] Can you think of any other time in your month where you either witnessed
398 Officer Lansdale acting in maybe a belittling, disrespectful, condescending
399 manner to either you or any other member of the department, with the other
400 officers or the trainees or even
401
402 [REDACTED] To them or
403
404 [REDACTED] members of the public?
405
406 [REDACTED] speaking about them?
407
408 [REDACTED] Probably more to them.
409
410 [REDACTED] Okay. The only one that I can think of that comes to my mind we were under
411 50, one of the overpasses there. We had just - there was a 5150 guy running
412 through the streets. Fire ended up taking. And so we're sitting there.
413 Everyone's kind of discussing in the streets kind of what was going on. And I
414 don't think it was out of place but just the - maybe it's the tone, maybe it's the
415 way she said it, it was like, "Hey, how about we get out of the street before, you
416 know, we get hit by a car?" And I think it's reasonable. I think it was more just
417 the tone than anything else. It was like - the way I interpreted it was like you
418 guys are stupid, get out of the street. But I don't think it was wrong.
419
420 [REDACTED] And was that her addressing other officers
421
422 [REDACTED] It was - yes.
423
424 [REDACTED] that were on the call?
425
426 [REDACTED] Yeah. It was a group of them.
427
428 [REDACTED] All right. And that was a 5150 call?
429
430 [REDACTED] I believe so.
431
432 [REDACTED] Okay. And it was under Highway 50 like the WX portion?
433
434 [REDACTED] Yes.
435
436 [REDACTED] Do you remember what the cross street was?
437
438 [REDACTED] No.
439

440 [REDACTED] All right. Do you remember what time of day it was?
441
442 [REDACTED] It was still light but it was September then. No. Early evening.
443
444 [REDACTED] Okay.
445
446 SHIRAISHI Was it close to any business?
447
448 [REDACTED] No.
449
450 SHIRAISHI Describe the area.
451
452 [REDACTED] At least not that portion. There's a lot of those fenced off parking lots
453 underneath there. It was between two of them.
454
455 [REDACTED] Earlier in your month with her or later in the month?
456
457 [REDACTED] I don't know.
458
459 [REDACTED] Remember. Do you remember the other officers that were there?
460
461 [REDACTED] No. Not exactly. I could describe them. But not by name.
462
463 [REDACTED] Okay. You kind of mentioned she was critical of other officers. And this is just
464 her speaking to you. Was she critical of other officers about things they did,
465 actions?
466
467 [REDACTED] Yes.
468
469 [REDACTED] Okay. Was this out of the ordinary if you were with other TOs? I'd understand
470 people sometimes can vent their
471
472 [REDACTED] Right.
473
474 [REDACTED] frustrations with people that they work with or their peers. Was this - the things
475 that she was saying was this out of the ordinary from what you may have
476 experienced with other training officers?
477
478 [REDACTED] I think out of the ordinary, yes. I don't think there was, on her side...I don't
479 think it was anything malicious. It was more like hey, these are things that I see
480 them doing wrong and we don't do them because of X, Y and Z.
481
482 [REDACTED] Okay. So she's using it as kind of a training tool
483

484 [REDACTED] Yes.
485
486 [REDACTED] using other officers as examples of what not to do in an effort to train you what
487 to do.
488
489 [REDACTED] Right.
490
491 [REDACTED] Is that fair to say?
492
493 [REDACTED] Yes.
494
495 [REDACTED] Okay. Anything ever derogatory or disrespectful, belittling that she said
496 though?
497
498 [REDACTED] Not
499
500 [REDACTED] Other than just calling
501
502 [REDACTED] Again just
503
504 [REDACTED] their decisions bad?
505
506 [REDACTED] sometimes-right. No. Nothing that stands out.
507
508 [REDACTED] Okay.
509
510 SHIRAISHI How old are you?
511
512 [REDACTED] Twenty-six.
513
514 SHIRAISHI Do you know how old Officer Lansdale is? She tell you or do you know?
515
516 [REDACTED] No. If I had to ballpark a guess, I'd say 34, 35.
517
518 SHIRAISHI Okay. And then before working here, do you have any experience with like
519 military or other law enforcement agencies?
520
521 [REDACTED] No.
522
523 SHIRAISHI Okay. What's your background before law enforcement?
524
525 [REDACTED] I worked as [REDACTED]
526 [REDACTED]
527

528 SHIRAISHI A what [REDACTED] ?
529 [REDACTED]
530 [REDACTED].
531 [REDACTED]
532 SHIRAISHI Okay. And then I want to go back to - you considered quitting or looking for
533 other jobs. Does that mean with other law enforcement agencies or
534 [REDACTED]
535 [REDACTED] No.
536 [REDACTED]
537 SHIRAISHI totally different profession?
538 [REDACTED]
539 [REDACTED] Right. Totally different profession.
540 [REDACTED]
541 SHIRAISHI And what was the extent of kind of looking at other jobs? Was that Internet
542 searches, actually reaching out to people?
543 [REDACTED]
544 [REDACTED] It was just Internet searches. I didn't reach out. I didn't fill out any
545 applications, didn't update resumes, nothing like that.
546 [REDACTED]
547 SHIRAISHI Okay. And then Lansdale's treatment of you do you view it as being hazed or is
548 she just poor personal interpersonal skills?
549 [REDACTED]
550 [REDACTED] No. I don't - I really don't think it was malicious. I don't think it is hazing. I
551 think that's just her style.
552 [REDACTED]
553 SHIRAISHI Okay. So there's no like really bad motivation that you can tell of her wanting
554 [REDACTED]
555 [REDACTED] No.
556 [REDACTED]
557 SHIRAISHI to belittle people?
558 [REDACTED]
559 [REDACTED] No. I don't think so. We talked - I don't know if at the beginning of the month
560 or middle, whenever it was. She's like, "You know, the reason why I'm an
561 FTO, why I want to be an FTO is because I'm passionate about the job and I
562 want people to, you know, do it right." And so I don't think it was - I don't
563 think it was personal.
564 [REDACTED]
565 SHIRAISHI Okay. And then I know that you talked about the time that Lansdale called you
566 a coward. As soon as she kind of opened up, you just shut down and you
567 mentioned earlier that you just go into Academy mode and say, "Yes ma'am -
568 yes ma'am." Were there any other times that you confronted her about
569 something that she provided to you in terms of feedback?
570 [REDACTED]
571 [REDACTED] No.

572
573 SHIRAISHI No. Is when she got on that horse, you just kind of went into Academy mode?
574 Is that safe to say?
575
576 [REDACTED] Yes.
577
578 SHIRAISHI Okay.
579
580 BOYD: I have nothing.
581
582 [REDACTED] Anything else to add? Anything else you may be - you think may be useful to
583 us?
584
585 [REDACTED] Not from my time with her. No.
586
587 [REDACTED] Okay.
588
589 SHIRAISHI Is there anything else relating to this matter that we have not covered that needs
590 to be added, clarified or changed? If so, I am ordering you to provide that
591 information now.
592
593 [REDACTED] No. Nothing that I can think of.
594
595 SHIRAISHI After you leave the interview should you remember anything that is different
596 from or in addition to the information that you've given today, I am ordering
597 you to contact Sergeant [REDACTED] I am also ordering you to not discuss this
598 matter with any other department employee. Do you understand these orders?
599
600 [REDACTED] Yes.
601
602 SHIRAISHI Call concluding at 9:22 am.
603
604 **End of recording.**
605
606
607 The transcript has been reviewed with the audio recording submitted and it is an accurate
608 transcription.
609 Signed _____
610 Sgt. [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]
2 Sgt. Clayton Buchanan
3 Sgt. [REDACTED]
4 Ofc. [REDACTED]
5 Rep. Mick Boyd
6
7

8 BUCHANAN The date is February 20, 2020. The time is 0910. Present in the Internal Affairs
9 Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and myself,
10 Sergeant Buchanan. The purpose of this investigation is to conduct an
11 interview of [REDACTED] who is an employee with the Sacramento Police
12 Department in the capacity of Police Officer. This is an administrative
13 investigation on the charges against Officer Angela Lansdale for conduct
14 unbecoming and discrimination in which you may be a witness. Do you
15 understand that this is an administrative investigation only?
16

17 [REDACTED] Yes.
18

19 BUCHANAN The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22

23 [REDACTED] Yes.
24

25 BUCHANAN Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all the questions fully and honestly. Also, you
28 are ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?
33

34 [REDACTED] Yes.
35

36 [REDACTED] We are here today to discuss allegations that Officer Angela Lansdale made
37 disrespectful or discriminating comments towards her trainees in her role as a
38 Field Training Officer with the Sacramento Police Department. Before the
39 interview I provided you with a memo you sent to Sergeant Echeverria on
40 February 10, 2020. Have you had enough time to view this material?
41

42 [REDACTED] I have.
43

44 [REDACTED] Okay. [REDACTED] for the record, can you please say and spell your full name?

45 [REDACTED]
46 [REDACTED] First name [REDACTED] [REDACTED], last name [REDACTED] [REDACTED].
47 [REDACTED]
48 [REDACTED] And what's your current rank?
49 [REDACTED]
50 [REDACTED] Police Officer.
51 [REDACTED]
52 [REDACTED] How long have you been a Police Officer?
53 [REDACTED]
54 [REDACTED] I was sworn in on June 20 of 2019.
55 [REDACTED]
56 [REDACTED] And what's your current assignment with the police department?
57 [REDACTED]
58 [REDACTED] I am in Sector 5 riding with Corporal Car.
59 [REDACTED]
60 [REDACTED] Are you currently in phase training?
61 [REDACTED]
62 [REDACTED] Yes. I'm in Phase 3.
63 [REDACTED]
64 [REDACTED] During your phase training, did you have Officer Lansdale as a training officer?
65 [REDACTED]
66 [REDACTED] I did.
67 [REDACTED]
68 [REDACTED] And when did you have Officer Lansdale as your training officer?
69 [REDACTED]
70 [REDACTED] It was the week before I shadowed. I believe it was beginning of February, end
71 [REDACTED] of January time. I had her for four days.
72 [REDACTED]
73 [REDACTED] Okay. And you said you were just about to go Phase 4 or shadow?
74 [REDACTED]
75 [REDACTED] Yes. I was about to shadow.
76 [REDACTED]
77 [REDACTED] Okay. So you were Phase 3 when you had her?
78 [REDACTED]
79 [REDACTED] I was.
80 [REDACTED]
81 [REDACTED] Okay. And this is an open ended question. So can you just describe your week
82 [REDACTED] with Officer Lansdale?
83 [REDACTED]
84 [REDACTED] For the most part it was good. I really enjoyed how she would give instructions
85 [REDACTED] or tell me to do certain things and give a reason behind it. It wasn't just, you
86 [REDACTED] know, do this because I said kind of thing or because I'm your FTO. I know
87 [REDACTED] one instance there was - I left my bag open in the back and she made a good
88 [REDACTED] reason as to zipping it up because if something happens and we need to throw

89 stuff out, you know, all my stuff isn't going anywhere. And I'm like, "Oh wow,
90 that makes sense not just to go zip up your bag kind of thing." But there were
91 some instances that were pointed out to me by other officers that occurred that
92 kind of raised some concerns. One of those instances I stated in my memo to
93 Sergeant Echeverria. We were on a perimeter for a subject who had taken off
94 running from a tac unit. All units were going code to that response. We were
95 not. I was - don't know exactly what her reasoning was for not going code to it.
96 But I just - everyone else went code. We showed up on scene late. The
97 perimeter was already set and there was no real spots. And then a call had come
98 in that someone might be in a backyard. We were an available unit. We went
99 directly to that address. Knocked on the door. They allowed us in their house
100 into their backyard. We looked around, cleared the backyard. It was clear.
101 And it was - subject was - suspect was supposed to be in the backyard to the
102 south of us. There were lawn chairs in the backyard and she instructed me to
103 grab a lawn chair, stand on top of it and look over the fence and clear that
104 backyard. As I was doing that, Canine Officer Wagstaff had seen me from the
105 front yard as they were game planning on what they were going to do to get the
106 dogs in that backyard. And, you know, told me get my head down, go find
107 some cover like let the dogs do their job. After they cleared the backyard, he
108 wasn't there, he ended up going into a motor home or trailer that was to the
109 north of us. And I walk out and Wagstaff comes over and I had a locker next to
110 him at Richards so we kind of built a rapport. Like, "Hey man, I like you."
111 And I think he believed I was Phase 4 already because he kind of started telling
112 me like, you know, he told me a story about a SSD officer who looked over a
113 fence, guy was waiting and killed him. And he was like, "There's nothing that
114 we would have benefited from from you sticking your head over there looking
115 in the backyard and being like yeah, hey, he's behind this bush or" was like,
116 "Because we were going to run the dogs back there and the dogs would have
117 found him." And then Corporal Lansdale walked out and saw her and it was
118 like, "Oh." He's like, "You know what. Not your fault. Like she shouldn't
119 have told you to do that." So that kind of raised some concerns with me. But
120 then the three instances where everyone else in the beat was going Code 3 and I
121 was just explaining to like why. Why we're not going. It built some confusion
122 with me because I feel like I took some of that into my shadow week. I don't
123 want to make it sound like an excuse but one of the calls was a 952 hang up and
124 per the text of the call, husband said wife had a knife. She was threatening to
125 kill him and it was hung up. So I had just cleared a call with Officer - I can't
126 think of the name right now. But he was behind us. Same call came in, lights,
127 sirens. He was rolling code. So I go to try and activate and it was like no. And
128 I got explained to like, you know, one of the things that was said was like, "Are
129 you off." Okay. So then in my head it was like okay, what are you going to tell
130 me that you don't want.

131
132 [REDACTED] Leaving your body cam off?

133 [REDACTED]
134 [REDACTED] Yeah. So I was like yeah. And she said that and she goes, "Listen, you know,
135 it's between a husband and a wife. If we go lights and sirens and the wife who
136 allegedly has this knife hears that, do you think it's going to escalate the
137 situation or deescalate it." I said, "I think it'll probably escalate it." "So do you
138 think this husband wants us to shoot his wife?" I said, "No, probably not." She
139 goes, "And, you know, it's contained inside of the house." No one else is there
140 at the time but there ended up being children that were upstairs, which I don't
141 think we knew about at the time. So we drove normally to the call and when we
142 get there, it was kind of like - the officers were looking at us like what are you
143 doing. Like we're here, we're waiting for you now. Supposedly someone's in
144 here with a knife. Well they go up. We jump out. I hold - it was a duplex. I
145 hold the south corner by myself and they go and they're going to make contact
146 on the - I believe it was the east corner of the duplex. And I didn't see this
147 happen but what had happened was an elderly Asian lady opened the door from
148 what I was told Corporal Lansdale went hands on with her. They ended up
149 finding out that it's the wrong house. But I was on the other side so I didn't see
150 it but I had to stick around for the sergeant to come out, talk to the lady so I
151 heard the text of what had happened. I got explained to after that whole
152 incident as to like you know what, you know, "Everyone going Code 3 to that
153 amped everyone's - amped everyone up. They didn't do the proper research to
154 see what side it was on" which is correct because it was wrong. But it was like
155 more justification as to why we didn't go Code 3 to that. And kind of like
156 blamed that instance of like feeling rushed when we got there to as to why the
157 mistake was made. I don't know. Like I said, I didn't see that. But it was more
158 justification as to why we didn't go Code 3. But all I heard on the call was
159 someone has a knife, they're threatening to kill me and a hang up. To me like I
160 think that's the definition of preservation of life like is to we got to make sure
161 no one's about to get stabbed. That's how I took it. That's how three or four
162 other officer took it. But I got explained as to why no. Like we didn't go. So I
163 like that she explained it to me. I didn't really agree with it but I'm not going to
164 get in an argument or say that she's wrong. She has way more time than me.
165 And then for that same call with the - where I peeked my head over the fence,
166 every unit went code to that. They were there. They were there right away.
167 Units were rolling past us again and we're just not going and she mentioned,
168 you know, okay, "This guy's running like what's the want, what's this, what's
169 that." Okay. I don't know the want. The tac unit flipped on him. The guy took
170 off running and they pursued him. He went into a backyard. We set up a
171 perimeter. At the time I didn't know a want. And we didn't go code and that
172 kind of stuck with me like okay. And I had that exact same situation in shadow
173 week. And I didn't go code and I got docked for it. But that was kind of like in
174 my head. Like yeah. I remembered Bravo 57 flipped on a guy, they put him
175 out on a 927. Dude immediately took off. I'm in Elk Grove about to take a
176 possible child - a 273 report at Elk Grove High. I'm like okay, like there's no

177 want. So it was kind of like messing with me as far as what I thought was right
178 and what was wrong. And I got explained to by Corporal Carr that, you know,
179 okay. Maybe there isn't a want at the time but he takes off running. And they
180 chase him or whatever. And then a fight starts to happen. Like you already
181 kind of want to be in route to that, going to that in case that happens to be able
182 to give cover rather than, you know, because people who run tend to fight and
183 other things. And that was explained to me. But that wasn't explained to me
184 with her. So but and I thought this explanation of Corporal Carr made a lot
185 more sense. But it just - I don't know. The whole Code 3 thing it was really
186 confusing when I rode with her. I never felt confused throughout training on
187 the Code 3 policy. And when I rode with her, I was very confused as to what I
188 should be going Code to and what I shouldn't. And though she explained her
189 reasons behind what she was telling me, I didn't, you know, and going over and
190 having the policy so fresh in my head because I had just taken my Phase 4 test
191 and that's a big point that they hit on. Like it didn't seem like that there wasn't
192 reasons that were justified as to not to go code to those situations, so.

193
194 [REDACTED] And that leads to my next question. Do you feel your time with Officer
195 Lansdale did it kind of negatively impact your training experience?

196
197 [REDACTED] Absolutely.

198
199 [REDACTED] All right. So you feel like some of that confusion with the Code 3 policy, some
200 of the tactics as far as officer safety in that backyard it set you back a little bit?

201
202 [REDACTED] I did. And I don't want it to seem like - I mean I don't want it - like I don't
203 want to make it seem like it's an excuse but the things I did on shadow week I
204 chose to do. I just - it did - it was confusing for me. And it - like I didn't even
205 want to read my eval from her prior to shadow week because I thought I did
206 terrible with her. I thought everything I did was wrong and I ended up reading
207 them earlier this week and they weren't bad. But in the moment it seemed like
208 the way she was describing it or getting on my like I was like oh man, you
209 know, I screwed up. Like what am I doing testing next week kind of things, so?

210
211 [REDACTED] So was her style of teaching did it lend itself to you being able to learn and for a
212 productive learning environment inside of her car?

213
214 [REDACTED] Yeah. I'd say it - other than those handful of incidents I got - I didn't have a
215 whole month with her. But for the most part, the majority of the time yeah, I
216 think it was productive.

217
218 [REDACTED] You kind of just said though that the way the week went you felt like you did
219 horrible. Was there something to that I mean in regards to how she acted

220 towards you, how she corrected you that made you think that everything you
221 were doing was wrong or bad, are you going to have a bad eval?
222

223 [REDACTED] Like it was - like a lot of the smaller things, you know, using your blinker, you
224 know, for - like correcting, that's fine. I get that. You're absolutely right. But
225 there was I'd say - I mean those reasons that I mentioned here in the memo were
226 the ones that really stuck out to me. But everything else like I didn't really have
227 - I know that there's going to be personality conflicts. I know not everyone's
228 going to get along and mesh together well. I don't think her and I meshed
229 together well. But I'm not holding - I don't think I should hold that against her.
230 Just because everyone's going to have different personalities. And yeah, they
231 clash and they didn't link up but I don't think that was a negative thing. She did
232 - I did learn - I did learn some things. But when things did go bad like - like it
233 wasn't necessary she was yelling at me when she was explaining why we're not
234 going Code 3. But that caused that confusion because I'm like okay, like I
235 didn't understand when am I allowed to go now because now I've just been told
236 not to. And every other officer - I mean there was probably 20 officers on that
237 call where the guy ran everyone went code except us. That's where the
238 confusion started. But there was some things with reports she would use like
239 her educational background as to why like I need to do something this way.
240 You know, I'm not the - I've been out of school for a long time. I haven't had
241 any real issues with report writing from the Academy until now. And when she
242 would look over my reports, it would be a lot of corrections. But then when I
243 looked at my eval, I got threes on it. So it didn't really - the eval didn't line up
244 to what I was getting from her while we were in the car. Maybe - I don't know.
245 Because I didn't - it wasn't like oh you left a big piece of information out that is
246 necessary for this case. It was like, you know, proper pronouns and things that I
247 didn't really even understand. But I mean
248

249 [REDACTED] So it was my style versus content.
250

251 [REDACTED] Style versus content. But like I didn't think that was negative. I did think it
252 was a little bit negative I had mentioned here because being so far along in
253 training and trying to completely change my entire style I think has a
254 detrimental effect because you go so long and you're like yeah, your reports are
255 fine, your reports are fine, your reports are fine. And then I got with her and it
256 was like oh man, it didn't seem like they were fine with her but it my eval it
257 didn't reflect that. So I - there was a little confusion there. But I'm not sure if
258 I'm answering the question properly. I just think for what I've stated here those
259 were the big things that caused the confusion for me going into shadow week.
260 The other things they were very minor but I don't think there was anything
261 wrong with how she corrected me or the way she did it.
262

263 [REDACTED] Yeah. My next question if you did make a mistake, how did she address it?

264 [REDACTED]
265 [REDACTED] She would just - she just went right to it. She just attacked it and nipped it in
266 [REDACTED] the butt right when it happened and I appreciate that.
267 [REDACTED]
268 [REDACTED] Okay. So what was her tone like?
269 [REDACTED]
270 [REDACTED] Her tone. I mean a teaching tone. Yeah. It wasn't any - I didn't take it as
271 [REDACTED] disrespectful or rude or anything. It was just a correction. It was like a teacher
272 [REDACTED] correcting a student.
273 [REDACTED]
274 [REDACTED] Did you find it to be condescending, belittling, disrespectful?
275 [REDACTED]
276 [REDACTED] No. No.
277 [REDACTED]
278 [REDACTED] Okay. Direct?
279 [REDACTED]
280 [REDACTED] Direct. I'd say direct is a good word.
281 [REDACTED]
282 [REDACTED] All right. Did she ever correct you in front of other officers, members of the
283 [REDACTED] public?
284 [REDACTED]
285 [REDACTED] Yes.
286 [REDACTED]
287 [REDACTED] Okay.
288 [REDACTED]
289 [REDACTED] There was a time I got - we were number two in a 10851 that pulled over. They
290 [REDACTED] were cooperating. And we get out. I draw my firearm. I'm on the driver. She
291 [REDACTED] goes less lethal. Communication between the units - I think there was a SSD
292 [REDACTED] canine who came in. I was going to go hands on. Driver comes out. I go hands
293 [REDACTED] on with driver. Pat him down, no weapons. Cuff him, stuff him in a car. Get
294 [REDACTED] back. Passenger comes out. Check him for quick weapons. I felt some bulky
295 [REDACTED] things in his jacket but I was - they weren't guns, anything that was right away -
296 [REDACTED] sorry. Passenger came out first I believe. And so we stuff him. I cuff him.
297 [REDACTED] And all right, finish your search on him. Do a full thorough search. And I get
298 [REDACTED] out and I feel these bulky items. He had kind of like, you know, bulkier clothes
299 [REDACTED] on - jacket
300 [REDACTED]
301 [REDACTED] Okay.
302 [REDACTED]
303 [REDACTED] the passenger did. So I began to go in the jacket and she like - she kind of
304 [REDACTED] snapped and I think it was Corporal Clatterbuck was there and she had Ruiz at
305 [REDACTED] the time and he was a trainee who was in my class. She kind of snapped on me
306 [REDACTED] and was like, "Are you about to illegally go into this guys pockets?" And I kind
307 [REDACTED] of was like shocked at the moment. You know, a lot of officers there. I was

308 like, "Well no." She's like, "Well do we arrest passengers?" "No." "Then why
309 are you going to go into his pockets?" She's like, "You already did your search
310 for weapons. Like what are we doing here?" So I kind of was like okay. She
311 doesn't want me to search this guy. Like she doesn't want me to go into his
312 pockets. So he's cuffed. I put him in the back of the car. Investigation goes on.
313 We search the car. I'm kind of like okay. So the driver says that he had some
314 meth in his wallet. And one of those bulky items to me felt like it could maybe
315 be a wallet. So I go, "Hey, is it okay if we go in your pocket to see if" - he says
316 there's a wallet. The guy gives us consent. We go in and it's this little like
317 Coleman kind of camping pouch thing that was like a shape of a wallet. It
318 ended up not being that. But as we're going in there, there was a folding pocket
319 knife that I didn't pull out when - in my initial search. And she like flipped and
320 was like, "Officer [REDACTED] can knives kill cops" in front of everyone like. It's yes
321 it could. It made me feel like shit. I was - like I said, I was - I had every
322 intention of going in this guy's pockets because I felt like I could articulate
323 these things to possibly be weapons. Hard, elongated, you know, objects but I
324 couldn't - with my dexterity and how many jackets, I couldn't really feel if it
325 was a knife. But when she corrected me like I was kind of - I kind of puckered
326 up and was like nervous to now go in his pockets because she had mentioned
327 like illegal search and all these things. And so, like I said, I had put them back
328 in the car but she did correct me in front of all the officers and some like -
329 Clatterbuck came up to me, he's like told Ruiz, Ruiz told me that she was like
330 yeah, she felt like I did fine. Like, you know, going hands on, getting him
331 cuffed quickly. Like she said she didn't understand why like she kind of yelled
332 at me like that. But

333
334 [REDACTED] Have you had that type of scenario with other training officers where maybe
335 you missed something or you're about to do something and suddenly they kind
336 of say hey, put the brakes on something?

337
338 [REDACTED] Yeah. But not in the manner.

339
340 [REDACTED] How did other TOs or training officers address something like that?

341
342 [REDACTED] They would want to get in my head. Like what are you thinking right now?
343 Like why are you going to do this? Like what's the why? And then I'd explain
344 like hey, I feel like this could be a weapon like - and I would articulate. Okay.
345 Yeah. Go. And you have every right to - you can articulate something that
346 could be used as a weapon against you, you have the right to go and remove that
347 for officer safety. I didn't get that in that situation. I did not get that with her.
348 And it was really - it was pretty embarrassing like a knife gets pulled out.
349 There's other officers. Yeah. A knife could possibly harm us. I felt like shit
350 about it. I just didn't like, you know, situation was contained. The guy was in
351 handcuffs when we found it. It was in the frontal area like I think it could have

352 been addressed better with me. But at the same time I understand that that's an
353 officer safety thing and I get why she did it. But I think for my confidence, I
354 think it could have been maybe something we talked about in the car afterwards.

355
356 [REDACTED] Is that a tactic other TOs had employed with you as talking about things

357
358 [REDACTED] Yeah.

359
360 [REDACTED] when they weren't necessarily an emergency right then and there.

361
362 [REDACTED] Yes. Yeah.

363
364 [REDACTED] For the fact in the car kind of just one on one.

365
366 [REDACTED] Yes. They have. I remember riding with Officer Stanionis and there was an
367 instance where I did this search and it was - it wasn't good at all. There was
368 other officers on scene but I worked through it. I got through it. And
369 afterwards we get in the car and it was kind of like all right, that was a shit
370 show. And was like, yeah, it was. Let's talk about it. Like what was going
371 through your head. And we talked about it. We explained it. She said, "Like
372 hey, next time you do this, do that" and it was perfect. And rather than like
373 escalating the situation when we're in front of a bunch of people because it was
374 just kind of - it was embarrassing. You know, like I missed the knife. I get it. I
375 screwed up. But, like I said, the situation was kind of contained and I was - had
376 every intention of pulling the thing out but

377
378 [REDACTED] And moving forward on that day - I don't know if that was the end of your shift
379 or whatever. But did that have any negative effect on you moving forward
380 where you're kind of constantly thinking about that incident?

381
382 [REDACTED] I - my personally I get over things pretty quickly. Like, you know, I always
383 look at it like you get kicked in the nuts, it eventually goes away. It sucked in
384 the moment. But by the time the next call came, I'm - it's in the past for me. I
385 don't like holding onto stuff. It does feel shitty in the moment but I mean it -
386 gone, there's nothing I can do about it at that point. So I - for me, no. It didn't.

387
388 [REDACTED] Okay. Other than what you've already spoke to, any specific incidents that
389 come to mind where you felt Officer Lansdale was disrespectful, condescending
390 to other officers or members of the public?

391
392 [REDACTED] Nothing that comes to mind other than what I've stated.

393
394 [REDACTED] How many training officers have you had to date?

395

396 [REDACTED] Nine.

397
398 [REDACTED] Okay. I know you only had Officer Lansdale for a week but out of those nine
399 officers, where would you rank her? When you compare her to the style or
400 competency of other training officers you had.

401
402 [REDACTED] Yeah. I'd rank her ninth.

403
404 [REDACTED] So towards the bottom.

405
406 [REDACTED] And I've actually - now I think I had ten. I rode with (Art Hall) for a day or
407 two. A lot of that was - like I rode with Stanionis when I was riding with
408 Mahoney but Mahoney had a two week vacation. So I had rode with her. I
409 kind of jumped all over the place. I - Ryan Buchanan, I rode with him for a
410 day. So that would be 11. But yeah, it was

411
412 [REDACTED] So your experience was not good with her?

413
414 [REDACTED] Compared to others, no.

415
416 [REDACTED] Okay. And what's your opinion based on? Is it the things we've talked about
417 today with some of the officer safety things and some of the confusion when it
418 comes to policy for Code 3 driving?

419
420 [REDACTED] For me it's the confusion. Just with other training officers, especially some of
421 the more older guys like the - like Tim Martin and Corporal Lindner, there
422 wasn't confusion. You know, they would give - they would give their reasons
423 but their reasons made sense to me. I don't know if it was because of our -
424 Corporal Lansdale and I's opinions or personalities got in the way of that but
425 just - I just remember driving to that call where the guy was running and I'm
426 like why aren't we going to like - why, what - why aren't we going. And she
427 was explaining why. It just didn't make sense to me. Whereas there's some
428 things she explained to me like the bag incident. That made complete sense.
429 Yeah. I got to go and grab a spike strip, I'm going to be throwing everything
430 out. I don't want all my gear everywhere. Makes perfect sense. But that -
431 those things didn't make sense and it was confusing and it just didn't seem like
432 her justification was correct. But in the moment I'm in phase training like I'd
433 tell myself like what do I know. Like she's an FTO for a reason. So I don't
434 doubt it. I just stash it in my, you know, box of tools and do what I can with it.
435 But it was - for me, yeah, definitely confusion. Like after my last day with her,
436 I was just like okay, knowing I'm going to shadow in a day or two, it was like
437 whoa, I honestly I didn't feel ready after that. But I think with other - the
438 explanations and the getting inside my head as to the why and actually taking an

439 extra five or ten minutes to have a conversation like we are now with other
440 FTOs it helped.
441
442 [REDACTED] Okay. Do you think Officer Lansdale is a competent Police Officer?
443
444 [REDACTED] Yes.
445
446 [REDACTED] Okay. Do you think she's a competent training officer?
447
448 [REDACTED] I think there's always room for improvement but I - for the time I'd say she was
449 good. I mean there were some things that, like I said, it was just a handful of
450 instances but I don't think that doesn't make her not good.
451
452 [REDACTED] Okay.
453
454 [REDACTED] Just some style things could be changed.
455
456 [REDACTED] Do you believe she should be a training officer?
457
458 [REDACTED] Yes.
459
460 [REDACTED] Okay. All right. Sergeant, anything from you?
461
462 BUCHANAN No. Not from me.
463
464 BOYD No sir.
465
466 [REDACTED] Anything else you want to add before we wrap it up?
467
468 [REDACTED] No.
469
470 [REDACTED] All right.
471
472 BUCHANAN We'll go to closing. Is there anything else related to this matter that I have not
473 covered that needs to be added, clarified or changed? If so, I am ordering you
474 to provide that information now.
475
476 [REDACTED] No. I mean it just seems weird though like I say all these things and then I say I
477 think she should still be a training officer. I get how that's weird but the
478 instances were - I mean we deal with 15, 20 things a day over four days, you
479 know, that's 80 instances. And there's only like four that come to my mind. So
480 I look at that as pretty good percentage of good compared to the bad. So that's
481 why I'd say yes to that last question.
482

483 [REDACTED] Okay.

484
485 BUCHANAN After you leave this interview should you remember anything that is different
486 from or in addition to the information you've been given today, I am ordering
487 you to contact me immediately. I am also ordering you not to discuss this
488 matter with any other department employee. Do you understand these orders?
489

490 [REDACTED] I do.

491
492 [REDACTED] All right. Concluding interview at 9:37.
493

494 **End of recording.**

495
496
497 The transcript has been reviewed with the audio recording submitted and it is an accurate
498 transcription.

499 Signed _____

500

Sgt. [REDACTED]

1 **INTERVIEW WITH OFC. [REDACTED]**
2 **Det. Lilia Alonso**
3 **Sgt. [REDACTED]**
4 **Ofc. [REDACTED]**
5 **Rep. Mick Boyd**
6
7

8 ALONSO The date is February 19, 2020. The time is 2055 hours. Present in the Internal
9 Affairs Office are [REDACTED] Mick Boyd, Sergeant [REDACTED] and
10 myself, Detective Lilia Alonso. The purpose of this investigation is to conduct
11 an interview of [REDACTED] who is an employee with the Sacramento Police
12 Department in the capacity of Police Officer. This is an administrative
13 investigation on the charges against Angela Lansdale for conduct unbecoming
14 and discrimination in which you may be a witness. Do you understand that this
15 is an administrative investigation only?

16 [REDACTED]
17 [REDACTED] Yes.

18
19 ALONSO The results of this investigation could lead to disciplinary actions up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?

22 [REDACTED]
23 [REDACTED] Yes.

24
25 ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you
26 to cooperate with this investigation. This means that you must be truthful in all
27 of your statements and answer all the questions fully and honestly. Also, you
28 are ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?

33 [REDACTED]
34 [REDACTED] Yes.

35 [REDACTED]
36 [REDACTED] Okay. We are here today to discuss allegations that Officer Angela Lansdale
37 made disrespectful or discriminating comments towards her trainees in her role
38 as a Field Training Officer with the Sacramento Police Department. Before the
39 interview I supplied you with a memo you wrote to Sergeant Echeverria
40 detailing some of the issues you had with Officer Lansdale as well as two body
41 worn cam videos, one from SAC PD Call 19-94290 and one from SAC PD Call
42 19-373237. Have you had enough time to view this material?

43 [REDACTED]
44 [REDACTED] Yes.

45 [REDACTED]
46 [REDACTED] All right. For the record, can you please say and spell your full name?
47 [REDACTED]
48 [REDACTED] [REDACTED], [REDACTED], [REDACTED].
49 [REDACTED]
50 [REDACTED] And what is your current rank?
51 [REDACTED]
52 [REDACTED] Police Officer.
53 [REDACTED]
54 [REDACTED] How long have you been a Police Officer?
55 [REDACTED]
56 [REDACTED] Let's see. Like three or four months.
57 [REDACTED]
58 [REDACTED] Okay. And what was your career before Police Officer?
59 [REDACTED]
60 [REDACTED] Prior to working for SAC PD?
61 [REDACTED]
62 [REDACTED] Yes.
63 [REDACTED]
64 [REDACTED] I worked in Child Protective Services.
65 [REDACTED]
66 [REDACTED] For how long?
67 [REDACTED]
68 [REDACTED] Three to four years.
69 [REDACTED]
70 [REDACTED] Okay. And what was your - what was your title or role there?
71 [REDACTED]
72 [REDACTED] So it was a child welfare case worker. So I investigated child abuse and neglect
73 cases for El Paso County in Colorado.
74 [REDACTED]
75 [REDACTED] Oh. So it was kind of an investigative type of job description.
76 [REDACTED]
77 [REDACTED] Yeah. It's child abuse and sexual assault cases.
78 [REDACTED]
79 [REDACTED] Was it sworn or non-sworn?
80 [REDACTED]
81 [REDACTED] It's not sworn.
82 [REDACTED]
83 [REDACTED] Not sworn. What's your current assignment right now?
84 [REDACTED]
85 [REDACTED] I'm in the South Station. I'm in Field Training phase 3.
86 [REDACTED]
87 [REDACTED] Okay. And how long have you been in Phase 3?
88 [REDACTED]

89 [REDACTED] One or two weeks.
90
91 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
92 officer?
93
94 [REDACTED] Yes.
95
96 [REDACTED] Okay.
97
98 [REDACTED] So I graduated Academy as a Community Service Officer. So I had her about a
99 year ago.
100
101 [REDACTED] Okay.
102
103 [REDACTED] So it was last March is when I had her.
104
105 [REDACTED] March of 2019.
106
107 [REDACTED] Yes. So she was my second training officer out of the Academy as a
108 Community Service Officer. So I did the
109
110 [REDACTED] Community - do CSOs have phases?
111
112 [REDACTED] No.
113
114 [REDACTED] No.
115
116 [REDACTED] I went through the Police Academy, graduated as a CSO and then I was in
117 training for four months, in FTO.
118
119 [REDACTED] So when do you upgrade to Officer?
120
121 [REDACTED] I think October or November.
122
123 [REDACTED] Okay. Of 2019.
124
125 [REDACTED] Yes.
126
127 [REDACTED] On or about May 28 after taking your test to go solo as a CSO, did you advise
128 Officer Madsen some of the issues you were having with Officer Lansdale?
129
130 [REDACTED] Yes.
131
132 [REDACTED] Okay. And what were some of those issues that you brought up to him?

133 [REDACTED]
134 [REDACTED] So he just asked me about FTOs I had like if I had a favorite or I had a least
135 favorite. And told him who my favorite was and then I said I didn't want to talk
136 ill about anybody else. And he said well, just, you know, "Who did you not
137 like" and I said, "I didn't like Angela Lansdale." And I kind of talked about
138 what was good with her and I said, you know, "I learned a lot from her on the
139 computer." Like, she was very knowledgeable on MDT. I said, "However, I
140 felt awful every time I was around her." She talks ill in front of victims and
141 witnesses and suspects. Like, she belittled me. The things she said in front of
142 people I thought was inappropriate. And it was more just a feeling I didn't want
143 to go to work, I didn't want to be around her. Kind of left it at that. I didn't get
144 into any like specific instances. It was kind of more casual and he was kind of
145 like okay, you know. Kind of feel that way about her but like he kind of knew
146 that about her is kind of what he said. That I was her first trainee I think ever.
147 And so kind of let it go at that.
148
149 [REDACTED] Okay. And was this the first time you'd ever brought up these issues to a
150 supervisor or
151
152 [REDACTED] Yes.
153
154 [REDACTED] an FTO coordinator?
155
156 [REDACTED] that was only because I was asked.
157
158 [REDACTED] Okay.
159
160 [REDACTED] It wasn't anything that I felt like I needed to complain about. It felt like a minor
161 petty issue in my feeling at that point.
162
163 [REDACTED] Okay.
164
165 [REDACTED] Nothing that I felt like I was going to go and complain because I - those were
166 my feelings at that point. I had only had two FTOs. I didn't really know how
167 other people were. And then the farther I got in the FTOs, after I'd been with
168 many FTOs, I kind of - my feelings kind of changed a little bit more like yeah,
169 that wasn't right, those things that happened when I was with her. That make
170 sense?
171
172 [REDACTED] It does. So just to clarify, at the time you were - she was your second TO.
173 Okay. And who'd you have before that?
174
175 [REDACTED] Lewis Smith.
176

177 [REDACTED] All right. So at that point you'd only had two training officers so you really
178 didn't have much of a bar that had been set as far as how

179 [REDACTED]
180 [REDACTED] Right.

181 [REDACTED]
182 [REDACTED] a training officer would typically conduct themselves.

183 [REDACTED]
184 [REDACTED] I wasn't with Lewis Smith very long because we kept getting pulled for
185 training. So I only had her for three weeks and it was like three days a week.
186 So it was more of like a glorified ride along to be honest. I hadn't really learned
187 anything yet, so.

188 [REDACTED]
189 [REDACTED] But as you had more TOs, you - when you thought back, you realized maybe
190 some of the conduct wasn't quite right

191 [REDACTED]
192 [REDACTED] Correct.

193 [REDACTED]
194 [REDACTED] or aligned with what the program should be

195 [REDACTED]
196 [REDACTED] Yes.

197 [REDACTED]
198 [REDACTED] as far as the quality of training officer - quality of training.

199 [REDACTED]
200 [REDACTED] Absolutely. And then I kind of started to have that feeling like it wasn't fair and
201 I felt like other people shouldn't have to go through what I went through.

202 [REDACTED]
203 [REDACTED] And that was kind of one of my questions was when you first reported this to
204 Corporal Madsen, how come you hadn't went to a sergeant, her sergeant,
205 someone else in the FTO unit if it had been something that would have been -
206 had been so disturbing to you?

207 [REDACTED]
208 [REDACTED] I think because I was so new. It felt more like Academy style training like how
209 she treated me. So it was more very stern like yelling in the car kind of when
210 you're at the Academy and they're yelling to get you to react and how they
211 want you to train so that you're on alert all the time. I felt like it was kind of
212 like that if that makes sense. I didn't feel like it was anything that she should
213 get in trouble for. But then looking back on it, I felt like I didn't want to be
214 around her and I didn't think other people should have to go through that.

215 [REDACTED]
216 [REDACTED] Okay. At some point did you complete a memo for Sergeant Echeverria
217 regarding your time with Officer Lansdale, which was basically probably a
218 more

219 [REDACTED]
220 [REDACTED] Yes.

221 [REDACTED]
222 [REDACTED] descriptive account of what you had told Officer Madsen.
223 [REDACTED]
224 [REDACTED] He reached out to me in regards to her because I had her as an FTO. And he
225 asked me to think of any specific instances that bothered me when I was in
226 training with her.
227 [REDACTED]
228 [REDACTED] And this is the memo that I supplied you with, right?
229 [REDACTED]
230 [REDACTED] Yes. That's correct.
231 [REDACTED]
232 [REDACTED] Do you remember about when you completed this memo?
233 [REDACTED]
234 [REDACTED] I have it on my email on my phone. It was
235 [REDACTED]
236 [REDACTED] Yeah. You can check that. That's fine.
237 [REDACTED]
238 [REDACTED] recent.
239 [REDACTED]
240 [REDACTED] Was it within the last week or two?
241 [REDACTED]
242 [REDACTED] Yeah. So it was after I tested even. So it would have had to been last week or
243 the week prior.
244 [REDACTED]
245 [REDACTED] Okay. That's probably sufficient.
246 [REDACTED]
247 [REDACTED] Okay.
248 [REDACTED]
249 [REDACTED] You did have some positive takeaways. Can you go over some of the positive
250 things you learned from Officer Lansdale?
251 [REDACTED]
252 [REDACTED] Yes. So pretty much everything on the MDT she's really good at. She knows
253 the hot keys. She was able to teach me that. She would get frustrated that she
254 would teach me ten things one day and I couldn't remember all ten things the
255 next day. So that would be very frustrating to her. But I think I took away a lot
256 from her in that aspect. More so than any other FTO I'd had at that
257 [REDACTED]
258 [REDACTED] Did you find that frustrating as well I guess the quantity of information that she
259 was trying
260 [REDACTED]
261 [REDACTED] Yes.
262 [REDACTED]
263 [REDACTED] to train you on. Did you ever address that with her?
264 [REDACTED]

265 [REDACTED] Not really address it with her. Like she would be mad and then I would just
266 say, "I can't remember" or, you know, I didn't like bring it up. It was just my
267 reply to her being like, "Why don't you get this, don't you remember, I taught
268 you this yesterday." And I'm like, "Yeah, you taught me so many things
269 yesterday I don't remember." Or we had a three day weekend and now I don't
270 remember the hot key for that or, you know. So it was more like that.

271 [REDACTED]
272 [REDACTED] Okay. Describe Officer Lansdale's general - her attitude in general while you
273 rode with her.

274 [REDACTED]
275 [REDACTED] Very unpleasant, unhappy with everything. Never gave me more than a one
276 word answer like even off shift like I would see her after I had her like in the
277 locker room like, "Hi, how are you today" and it was, "Fine." And like, you
278 know, "Oh, are you here for overtime." "Yes." And like just one word
279 answers. Like she was like that through training too. Never any kind of
280 conversation or anything pleasant at all.

281 [REDACTED]
282 [REDACTED] Did you feel that was something personal towards you or is that how she was
283 with everybody?

284 [REDACTED]
285 [REDACTED] I think she was just like that with everybody. But at the time it felt personal.

286 [REDACTED]
287 [REDACTED] So didn't single you out but maybe at the time it felt like that.

288 [REDACTED]
289 [REDACTED] Yeah.

290 [REDACTED]
291 [REDACTED] Did she have a certain style for correcting any issues or mistakes that she
292 observed with you?

293 [REDACTED]
294 [REDACTED] Sternly criticize me about it in a moment wherever we were in front of whoever
295 was there.

296 [REDACTED]
297 [REDACTED] So it was typically right when it happened she would address it

298 [REDACTED]
299 [REDACTED] Yes.

300 [REDACTED]
301 [REDACTED] and didn't matter if you were with a suspect or a citizen or another officer.

302 [REDACTED]
303 [REDACTED] Correct. Yeah.

304 [REDACTED]
305 [REDACTED] Okay. And having had some experience now with other FTOs, is that
306 something that other FTOs - is that a tactic they would use or

307 [REDACTED]
308 [REDACTED] No.

309 [REDACTED]
310 [REDACTED] did they do other things to correct some minor issues?
311 [REDACTED]
312 [REDACTED] None of them.
313 [REDACTED]
314 [REDACTED] What's some other
315 [REDACTED]
316 [REDACTED] They would wait.
317 [REDACTED]
318 [REDACTED] tactics the other FTOs would use?
319 [REDACTED]
320 [REDACTED] They would wait to get in the car to pull you aside privately and to talk to you
321 [REDACTED] about it and to ask your opinion and how you felt and what you think you could
322 [REDACTED] have done better or what could have - what you could have done better. What
323 [REDACTED] wasn't so good on the call they would pull you aside and talk to you about it?
324 [REDACTED]
325 [REDACTED] All right. We're going to go through this memo and kind of just pick out the
326 [REDACTED] kind of the separate incidents one by one and
327 [REDACTED]
328 [REDACTED] Okay.
329 [REDACTED]
330 [REDACTED] kind of just give some more detail surrounding them. And if we had - if I was
331 [REDACTED] able to find video of any of these, we'll go and review that real quick
332 [REDACTED]
333 [REDACTED] Okay.
334 [REDACTED]
335 [REDACTED] and just get your best recollection of what happened. Okay. So we'll go to the
336 [REDACTED] gunshop call first. And I have that queued up here on our body worn cam. Is
337 [REDACTED] this the first time you've reviewed this?
338 [REDACTED]
339 [REDACTED] Yes.
340 [REDACTED]
341 [REDACTED] Okay. And I'll ask you in reviewing it now, is it how you remember it?
342 [REDACTED]
343 [REDACTED] Yes and no. I think originally it felt more like - I mean she was mad. And
344 [REDACTED] when we got back to the car, she was mad that I hadn't wrote the report number
345 [REDACTED] down. But she's more - when she gets mad, it's more stern like talking and
346 [REDACTED] looking at you like why didn't you do it right. And how it felt was more like
347 [REDACTED] out of control like why couldn't you do this right and like yelling. That's more
348 [REDACTED] how it feels.
349 [REDACTED]
350 [REDACTED] Was there anything as you're pulling in the parking lot leading up to this call
351 [REDACTED] that wasn't captured on body cam was her giving instructions on anything or
352 [REDACTED]

353 [REDACTED] No. Not that I recall. I just know it's her pet peeve to make sure I always write
354 the report number down before I go in, which I think is appropriate. I do that
355 myself now so it's something I did take away from her. But in that instance I
356 didn't write it down and I knew I didn't write it down when she was like asking
357 me. I'm like, "No. No I didn't." And so I know a lot of officers they need a
358 report number, they radio for it or they run out to the car and grab it, you know,
359 if they forgot and I felt like that was appropriate. I'm just going to run out to
360 the car and grab it for him. But she was not okay with that.

361 [REDACTED]
362 [REDACTED] Okay.

363 [REDACTED]
364 [REDACTED] And she made sure I felt like that after the call.

365 [REDACTED]
366 [REDACTED] We'll review this quick again. Let's see probably right about here. And we're
367 at time stamp - I think it's 23:59 - going back to 40, 46.

368
369 ((BEGIN RECORDING))

370
371 ((END RECORDING))

372 [REDACTED]
373 [REDACTED] Okay. And part of the purpose of doing this is that so when we go through your
374 memo we make sure everything is totally accurate. So

375 [REDACTED]
376 [REDACTED] Absolutely.

377 [REDACTED]
378 [REDACTED] this is, you know, you've written this almost a year after these things happened.
379 So your recollection of what happened may be a little different from what
380 actually happened.

381 [REDACTED]
382 [REDACTED] Yeah.

383 [REDACTED]
384 [REDACTED] So part of us doing this is going through and making sure that everything is
385 totally accurate and - so on something like this in your memo you wrote
386 specifically that when it came time to give the owner the report number, I told
387 her I need to go to the radio to run - I need to - I need to radio or to run back out
388 to the car to grab it. She decided to yell at me in front of the gun owner and the
389 customers in the store for failing to write it down before walking in. Now doing
390 this again, would you feel that's an accurate depiction of what actually took
391 place in the store?

392 [REDACTED]
393 [REDACTED] I don't think she's yelling. I think it's just more of her stern and it made me feel
394 like she's yelling. Yeah.

395 [REDACTED]
396 [REDACTED] Stern correction.

397 [REDACTED]
398 [REDACTED] Yeah.
399 [REDACTED]
400 [REDACTED] Okay.
401 [REDACTED]
402 [REDACTED] Yeah.
403 [REDACTED]
404 [REDACTED] Did anything happen after you got in the car? You mentioned a little bit there
405 was still a little bit of maybe some correction going on after you got in the car
406 that wouldn't be on body cam.
407 [REDACTED]
408 [REDACTED] I don't recall to be honest. From what I remember just on being the calls it was
409 more correction when we got to the car.
410 [REDACTED]
411 [REDACTED] Okay. Next we're going to go to the 5150 that you handled with Officer [REDACTED].
412 And kind of the same questions with this one. I know - has - is this the first
413 time you've viewed this again
414 [REDACTED]
415 [REDACTED] Yeah.
416 [REDACTED]
417 [REDACTED] since it happened?
418 [REDACTED]
419 [REDACTED] Yeah.
420 [REDACTED]
421 [REDACTED] In comparing what you wrote in your memo to what you're seeing in the body
422 cam is anything that you - would you change anything from what you saw?
423 [REDACTED]
424 [REDACTED] Probably just again just the stern correcting her in front of somebody.
425 [REDACTED]
426 [REDACTED] Okay.
427 [REDACTED]
428 [REDACTED] And how it made us feel like that's something we could address later.
429 [REDACTED]
430 [REDACTED] Okay. So you wrote in your memo I once observed her yell at her trainee [REDACTED],
431 which is [REDACTED] right
432 [REDACTED]
433 [REDACTED] Correct.
434 [REDACTED]
435 [REDACTED] in front of subject on a 5150. And this is the incident that you're
436 [REDACTED]
437 [REDACTED] Yeah.
438 [REDACTED]
439 [REDACTED] referring to. Is that correct?
440 [REDACTED]

441 [REDACTED] Yeah. That's it.

442

443 [REDACTED] Okay. So we'll get up to for the record 00:14:12.

444

445 ((BEGIN RECORDING))

446

447 ((END RECORDING))

448

449 [REDACTED] Okay. So is that the exact moment you're referring to in your memo?

450

451 [REDACTED] Yeah.

452

453 [REDACTED] Okay. Would you still characterize that as a yell?

454

455 [REDACTED] No.

456

457 [REDACTED] Okay. But stern correction?

458

459 [REDACTED] Yeah. Absolutely.

460

461 [REDACTED] Okay. You referenced a couple things in your memo as far as a lot of yelling
462 and screaming inside the car while going to calls for service. Is there any one or
463 maybe multiple instances you can remember that where you can maybe give me
464 some more detail? When, where?

465

466 [REDACTED] So mainly like what I remember is going to a call because she always drove.
467 She didn't let me drive. So I needed to learn the computers. That was kind of
468 day one we talked about that. I drove a lot the first month and hadn't touched
469 the computer at all. So we wanted to focus on that. So on the computer she
470 would be like, "Navigate me." And I'm like, "Okay." So, you know, I'd pull
471 up the map, see where we're going to go and I'd be like, "Okay. So up here
472 we're going to make a right on this street." And she'd be like, "Navigate me."
473 And I'd be like, "Okay. So like we're going to go north on this street." And
474 she'd be like, "Navigate me." And I'd be like, "Okay." So I'd be like, "Turn
475 left." And then she's like, "Okay." Like she wanted me to like, I don't know,
476 yell at her about which way to go. I guess my voice wasn't loud enough or
477 however - she didn't understand it. So she would do that. And then like she
478 would be like pull somebody up and I'd like try to pull on the Web KPF or, you
479 know, run them this way or check the house and she would try to have me doing
480 like three things at once and then purposely speed up and go by a house and to
481 miss it or something like that. So it was more like trying to do everything in the
482 car and her sternly yelling, doing all this the same time to try to kind of fluster
483 me, to try to like trip me up. That's how I felt.

484

485 [REDACTED] Think that was on purpose?
486
487 [REDACTED] Yes.
488
489 [REDACTED] To put you in a stressful situation
490
491 [REDACTED] Yes.
492
493 [REDACTED] to try and
494
495 [REDACTED] Yes.
496
497 [REDACTED] make you function?
498
499 [REDACTED] Yeah.
500
501 [REDACTED] Or was it like
502
503 [REDACTED] No. I
504
505 [REDACTED] more nefarious purpose to it?
506
507 [REDACTED] No. I think it was a stressful situation that you need to function.
508
509 [REDACTED] Okay.
510
511 [REDACTED] She would purposely like speed up to go by houses though or things like that.
512 I'm going to be like, "You just drove by the house." And then she'd be like,
513 "Yeah, I know. Were you going to tell me to stop?" I'm like, "Okay. The
514 house is right here. I'll tell you what number or how many houses in" or - she
515 didn't like the normal just conversation. She wanted me to be like turn right.
516 Turn left, you know. Go this way and like
517
518 [REDACTED] Did she ever just give expectations of how like if - in that instance of asking you
519 to navigate, did she ever give you instructions when this even started about
520 here's what I want you to do and here's how I want you to tell me how to get to
521 this address
522
523 [REDACTED] No.
524
525 [REDACTED] or even would expect of you as we're going to this location? Anything like
526 that?
527
528 [REDACTED] No.

529 [REDACTED]
530 [REDACTED] It was just navigate and she expected you just to kind of infer what she wanted?
531 [REDACTED]
532 [REDACTED] Yes.
533 [REDACTED]
534 [REDACTED] Okay. Is there any particular - from your recollection with your month with her
535 - anything that comes to mind that would be a good example of that?
536 Something that may be on body cam if you're a - if it's a Code 3 run or
537 something like that that maybe we could possibly find?
538 [REDACTED]
539 [REDACTED] The only thing I could think of is we went to like a - it's like an elderly lady that
540 was lost and we went to her where we found her. So a citizen called in and said
541 she had a lady that didn't know where she was. So we went to that call and ran
542 her up and found where she lived and we drove - then we drove her home.
543 [REDACTED]
544 [REDACTED] Was it like a 981 type of deal or
545 [REDACTED]
546 [REDACTED] It might have been.
547 [REDACTED]
548 [REDACTED] a 972?
549 [REDACTED]
550 [REDACTED] I'm not sure what the call was.
551 [REDACTED]
552 [REDACTED] Okay.
553 [REDACTED]
554 [REDACTED] It wasn't a missing person. So it might have just been a welfare check.
555 [REDACTED]
556 [REDACTED] Okay.
557 [REDACTED]
558 [REDACTED] I know we went and picked her up and then we drove her home. And that's the
559 call I remember that we drove past her house. So I'm not sure if there would be
560 a lot on that because it was kind of a short distance.
561 [REDACTED]
562 [REDACTED] Okay. But you had someone in the backseat.
563 [REDACTED]
564 [REDACTED] Yeah.
565 [REDACTED]
566 [REDACTED] So your ICC would have been activated
567 [REDACTED]
568 [REDACTED] Yeah.
569 [REDACTED]
570 [REDACTED] microphone's activated.
571 [REDACTED]

572 [REDACTED] And I remember she didn't like how I talked to her when we got there. Like I
573 treated her like I would my grandma like really nice like, "Can we help you"
574 you know and she didn't like my tone of voice.

575 [REDACTED]
576 [REDACTED] Officer Lansdale didn't like your tone of voice with the person you were taking
577 home?

578 [REDACTED]
579 [REDACTED] Yes. And she called me out on that in front of her, something of how I should
580 talk to her like right in front of her, even though this lady wasn't really all there
581 kind of like so I remember feeling uncomfortable in that situation. I don't
582 know.

583 [REDACTED]
584 [REDACTED] Okay.

585 [REDACTED]
586 [REDACTED] That would be the only one I can think of

587 [REDACTED]
588 [REDACTED] All right.

589 [REDACTED]
590 [REDACTED] that where our cameras would have been on.

591 [REDACTED]
592 [REDACTED] Okay.

593 [REDACTED]
594 [REDACTED] I never had a Code 3 run with her. We tried to mainly take CSO calls since I
595 was a CSO in training.

596 [REDACTED]
597 [REDACTED] You commented in your memo that she constantly made old age comments.

598 [REDACTED]
599 [REDACTED] Yeah.

600 [REDACTED]
601 [REDACTED] She had a problem - you felt she had a problem with you being an older trainee.
602 She said, "Wow, you can actually type fast. Did you learn that on a
603 typewriter?" Is that all accurate?

604 [REDACTED]
605 [REDACTED] Yeah.

606 [REDACTED]
607 [REDACTED] Okay. And for the record, how old are you?

608 [REDACTED]
609 [REDACTED] I'm 38.

610 [REDACTED]
611 [REDACTED] Okay. Is - are those the only comments she made or was there more?

612 [REDACTED]
613 [REDACTED] So when I learned how to type, we always made like two spaces after a period.
614 I don't know if you learned how to type like that. So I had a hard time
615 correcting that because our system doesn't really - it leaves funny spaces. Due

616 to like the formatting on it. So it took me a day or two to kind of - because
617 you're typing and you automatically do two spaces after a period. So she would
618 have me go back and backspace everything and took me a couple days to not do
619 that anymore after, what, 25 years of typing like that. That's the only thing I
620 can think of that is in addition to that.

621
622 [REDACTED] How old - and see if you can understand this question. How old - did she know
623 how old you were?

624
625 [REDACTED] Yeah.

626
627 [REDACTED] Okay. So you told her. She didn't think you were like 45 or anything like that.
628 She perceived you - I'm just asking if she perceived you to be older than you
629 actually are.

630
631 [REDACTED] I'm pretty sure she knew how old I was.

632
633 [REDACTED] Okay.

634
635 [REDACTED] I mean she never talked about anything personal. I don't think ever asked me
636 anything about me personal. So I'm not really positive but I'm pretty sure I said
637 my age at some point because I was like, "Honey, I'm not that old." Like, you
638 know. Because she's like, "You learned to type of a typewriter, right?" And I
639 was like, "Really? Like how old do you think I am?"

640
641 [REDACTED] And this was

642
643 [REDACTED] And then I think I was like, you know

644
645 [REDACTED] You didn't take that as a joke?

646
647 [REDACTED] Oh no. It wasn't a joke. She didn't joke

648
649 [REDACTED] Okay.

650
651 [REDACTED] at all about anything.

652
653 [REDACTED] Okay. Do you feel that she treated you differently based on your age?

654
655 [REDACTED] I don't know. I can't say that either way.

656
657 [REDACTED] Okay. You referenced a call where you had a prisoner in the backseat and then
658 she said something like, "A monkey can do this. I don't know why you can't

659 figure it out.” Do you remember what the details were behind that and the
660 context of that?
661
662 [REDACTED] Yes. It was a juvenile. So you should be able to pull that up, and our camera
663 should have been on.
664
665 [REDACTED] Okay.
666
667 [REDACTED] And our camera shows him on.
668
669 [REDACTED] What kind of call was that?
670
671 [REDACTED] I think we just did a transport to juvenile hall. I think we came to HOJ and
672 picked up the juvenile and transported to juvenile hall.
673
674 [REDACTED] Okay.
675
676 [REDACTED] So we were pulling into juvenile hall. I believe we were just pulling into the
677 parking lot when she said that.
678
679 [REDACTED] And why’d she say that?
680
681 [REDACTED] I don’t remember the context of it but - I don’t remember.
682
683 [REDACTED] Okay.
684
685 [REDACTED] I don’t know if she wanted me to pull something up or run something or
686 something I couldn’t remember how to do or didn’t know yet and - I don’t
687 remember.
688
689 [REDACTED] Okay.
690
691 BOYD You think she was trying to be funny or was she
692
693 [REDACTED] No.
694
695 BOYD trying to insult you?
696
697 [REDACTED] No. Yeah.
698
699 [REDACTED] Think the prisoner heard it? Was it loud enough for the person in back overhear
700 what she said?
701

702 [REDACTED] Well I mean you can tell that she talked with that stern like - I don't know if he
703 would have been able to heard it but I felt like he could of and that it wasn't
704 appropriate to say that with someone in the back or at all to be honest, but.

705
706 [REDACTED] Okay. You overheard her telling another I guess a training officer that she
707 doesn't allow you to use workout time because she doesn't get FTO pay for
708 that.

709
710 [REDACTED] Yes.

711
712 [REDACTED] Do you recall who she was talking to when she said that?

713
714 [REDACTED] I don't think it was another FTO. I think it was her partner, Brierley maybe.

715
716 [REDACTED] Okay.

717
718 [REDACTED] I don't remember who she was talking to. I know I was in my car writing like
719 at the end of shift and she got out and was talking to whoever was in the car just
720 parked next to us at end of shift. So it was probably Brierley. And I don't think
721 he's an FTO. But I don't remember for sure.

722
723 [REDACTED] Okay. Last thing here.

724
725 [REDACTED] Because I asked her about it afterwards. Because I heard her just talking with
726 him like, you know, you don't - she said something like, "Yeah, we don't get
727 paid if we let them work out because we're just part time." And so then when
728 she got back in the car, I was like, "Is that why you don't let me work out? Like
729 I mean I'm fine with it either way. Like I understand some FTOs don't work
730 out. They don't get that work out time and that's fine. It was just the reasoning
731 behind it that I was like okay. And then she said something like how it would
732 gross her out if I would want to use the showers there anyways. I shouldn't
733 want to work out there because that's disgusting. She was very much a
734 germaphobe. Like she yelled at me one day for - I rubbed my nose and God
735 forbid I rub my nose. Like little things like that. So it was - you just kind of
736 learn to deal with like her, you know, little things and try not to do that like - I
737 don't know. I was slipping through my training book one time and I couldn't
738 get the pages to go so I licked my finger to turn the page and she flipped out like
739 something that you just do but you don't realize you're doing it and that grossed
740 her out like it was the end of the world. God forbid that happened.

741
742 [REDACTED] Okay. You referenced a time when you had approval to get off early to go to a
743 funeral.

744
745 [REDACTED] Yes.

746 [REDACTED]
747 [REDACTED] Okay. So per your memo, you had permission from Sergeant McCain and
748 [REDACTED] Sergeant Thompson to go into watch at 10 o'clock.
749 [REDACTED]
750 [REDACTED] Yeah.
751 [REDACTED]
752 [REDACTED] That correct? So you could be at the airport at 6:00 am the next morning.
753 [REDACTED]
754 [REDACTED] Correct. My flight left at 6:00.
755 [REDACTED]
756 [REDACTED] Okay. How or do you know how Officer Lansdale was notified of this - the
757 [REDACTED] early end of watch approval for you?
758 [REDACTED]
759 [REDACTED] So originally when I found out I wanted to travel for the funeral, I contacted her
760 [REDACTED] via text message.
761 [REDACTED]
762 [REDACTED] Officer Lansdale?
763 [REDACTED]
764 [REDACTED] Yes.
765 [REDACTED]
766 [REDACTED] Okay.
767 [REDACTED]
768 [REDACTED] And she said, "Go ahead and talk to the sergeant." I wanted to go up my chain
769 [REDACTED] of command. So I talked to her first. And I think it was our day off. I texted
770 [REDACTED] her. And she said, "Yes. Go ahead and contact the sergeant." So I called
771 [REDACTED] Sergeant McCain because I wasn't sure which sergeant. And then he said yes.
772 [REDACTED] And then I contacted Sergeant Thompson. And then I think I said I can work
773 [REDACTED] that day or I can take it off, you know, depending on what time I can get off.
774 [REDACTED] And they're like no problem. You can get off at 10:00. And I said, "Okay. I'll
775 [REDACTED] come into work that day." Because I wanted to take I think two days off. And
776 [REDACTED] then that hit my three day weekend. So I was going to be gone for five days.
777 [REDACTED] And I didn't want to take any more off than that. So I thought I would be able
778 [REDACTED] to come in and work that shift and then I could go early. So I think it was that
779 [REDACTED] day that was decided by Sergeant Thompson that said, "Make sure you're out of
780 [REDACTED] her by 10:00." And I don't know if he talked to me and Lansdale together about
781 [REDACTED] that.
782 [REDACTED]
783 [REDACTED] That was my next question. Was Officer Lansdale there when Sergeant
784 [REDACTED] Thompson told you to be out by 10:00?
785 [REDACTED]
786 [REDACTED] I don't recall.
787 [REDACTED]
788 [REDACTED] Okay.
789 [REDACTED]

790 [REDACTED] But she knew it was 10 o'clock.
791
792 [REDACTED] She knew it was 10 o'clock.
793
794 [REDACTED] Yes.
795
796 [REDACTED] Do you know
797
798 [REDACTED] And it's either by me or by Sergeant at roll call that day - at roll call.
799
800 [REDACTED] Okay. So it was conveyed to her you're pretty sure.
801
802 [REDACTED] Oh yes.
803
804 [REDACTED] Okay.
805
806 [REDACTED] Absolutely.
807
808 [REDACTED] In the shift was there any...
809
810 [REDACTED] He even came in while we were back at the station writing the 901 and was like,
811 "You guys are still here. Why are you still here?" And we were writing and
812 she's like, "Oh, we're just going to write this." And I was like okay, we haven't
813 started yet and I've never done one and it was a big one. I knew it would take
814 me a couple hours to do. And it did take me a couple hours. And then she
815 dissected it for another hour before it was
816
817 [REDACTED] Approving it?
818
819 [REDACTED] ready for it to be turned in.
820
821 [REDACTED] Okay.
822
823 [REDACTED] To her approval. Yes.
824
825 [REDACTED] Okay. Was there anything leading up to that, getting that call and reminders
826 from MDT from the Sergeant and saying remember
827
828 [REDACTED] Not that I recall.
829
830 [REDACTED] be done by 10 o'clock, that kind of thing?
831
832 [REDACTED] No. Not that I recall. She knew.
833

834 [REDACTED] Okay. I kind of went through all your calls for service for the month. I was
835 only able to find one three vehicle 901. And I just want to make sure we have
836 the timeline correct.
837
838 [REDACTED] Yeah. Because I'm not sure. It was so long ago.
839
840 [REDACTED] Yeah. And that's why I wanted to go through this.
841
842 [REDACTED] Right.
843
844 [REDACTED] So let me just see if this sounds familiar to you. Do you know what the location
845 where the accident was?
846
847 [REDACTED] I don't.
848
849 [REDACTED] Okay.
850
851 [REDACTED] I mean if you said it, it might ring a bell but
852
853 [REDACTED] Florin and Amherst? You said in your - you said
854
855 [REDACTED] That's probably it.
856
857 [REDACTED] in your memo it was out of your beat.
858
859 [REDACTED] That's probably it, yeah.
860
861 [REDACTED] And this was in 4B. I believe you were 4C when you were with her?
862
863 [REDACTED] And it was a B unit there, so.
864
865 [REDACTED] Okay.
866
867 [REDACTED] Christine Lakin was the Officer on scene
868
869 [REDACTED] Okay.
870
871 [REDACTED] when we got there.
872
873 [REDACTED] Okay. So it sounds like we found the right one. Three vehicle 901, medical
874 needed.
875
876 [REDACTED] Yeah.
877

878 [REDACTED] And yes, it looks like Lakin was another officer on it. So this particular call it
879 has you being dispatched at 1932. So 7:30 as opposed to 9:30 like you
880
881 [REDACTED] Okay.
882
883 [REDACTED] put in your memo. So does that
884
885 [REDACTED] Okay.
886
887 [REDACTED] sound like it's more accurate?
888
889 [REDACTED] Yeah.
890
891 [REDACTED] Okay. Do you remember what you did after you went to the accident?
892
893 [REDACTED] Mm-mm.
894
895 [REDACTED] No?
896
897 [REDACTED] I felt like we were there for a long time.
898
899 [REDACTED] Okay.
900
901 [REDACTED] And then we went back and wrote.
902
903 [REDACTED] Did you go right back to the station afterwards?
904
905 [REDACTED] I don't know.
906
907 [REDACTED] Did you handle any calls after that?
908
909 [REDACTED] I don't remember.
910
911 [REDACTED] Okay. Could you have possibly after clearing the accident - do you remember
912 handling a 484 of the license plate call?
913
914 [REDACTED] Maybe.
915
916 [REDACTED] Maybe. Okay. Because I have you being dispatched basically right after you
917 go in service from clearing the accident right at 2041 hours. You get dispatched
918 to a - I believe it was a call you had earlier in the shift and maybe you were
919 preempted off of it. So you went back on it at 2041. And then from
920
921 [REDACTED] Do you know what day that was because I know what day I left for the funeral.

922 [REDACTED]
923 [REDACTED] Day of the week?
924 [REDACTED]
925 [REDACTED] No, the number day.
926 [REDACTED]
927 [REDACTED] Oh.
928 [REDACTED]
929 [REDACTED] I was gone like the 16th, 17th
930 [REDACTED]
931 [REDACTED] Sure.
932 [REDACTED]
933 [REDACTED] would have been like the 14th or 15th?
934 [REDACTED]
935 [REDACTED] March 14, yes. It's March 14.
936 [REDACTED]
937 [REDACTED] Yeah. That's the day we left.
938 [REDACTED]
939 [REDACTED] So that's the right day.
940 [REDACTED]
941 [REDACTED] Yeah.
942 [REDACTED]
943 [REDACTED] Okay. So by your call logs you went to the accident at - marked on scene at
944 [REDACTED] 1939. You cleared it at 2041. And
945 [REDACTED]
946 [REDACTED] Okay.
947 [REDACTED]
948 [REDACTED] then right from there directly to another report call, which you did take a report
949 [REDACTED] on a (484) license plate call.
950 [REDACTED]
951 [REDACTED] Okay.
952 [REDACTED]
953 [REDACTED] And then it looks like
954 [REDACTED]
955 [REDACTED] And I had two reports to write that night. Okay.
956 [REDACTED]
957 [REDACTED] You went to Code 7 at 2155 at the station.
958 [REDACTED]
959 [REDACTED] Yeah. I was - I just wrote while we did that. She probably went on and ate and
960 [REDACTED] I stayed and wrote.
961 [REDACTED]
962 [REDACTED] And then it appears that you got dispatched to another call at 2321. Do you
963 [REDACTED] remember leaving
964 [REDACTED]
965 [REDACTED] No.

966 [REDACTED]
967 [REDACTED] eating Code 7 and then - would she ever leave you at the station to write on
968 [REDACTED] your own
969 [REDACTED]
970 [REDACTED] No.
971 [REDACTED]
972 [REDACTED] and go handle a call
973 [REDACTED]
974 [REDACTED] No.
975 [REDACTED]
976 [REDACTED] then come back? No. So
977 [REDACTED]
978 [REDACTED] No.
979 [REDACTED]
980 [REDACTED] standard operating procedure would dictate that when you were - she was
981 [REDACTED]
982 [REDACTED] I would just stay in the car and write.
983 [REDACTED]
984 [REDACTED] dispatched at 2321, you would be going with her.
985 [REDACTED]
986 [REDACTED] Oh yeah.
987 [REDACTED]
988 [REDACTED] Okay.
989 [REDACTED]
990 [REDACTED] Do you know what that was?
991 [REDACTED]
992 [REDACTED] What's that?
993 [REDACTED]
994 [REDACTED] Do you know what call that was?
995 [REDACTED]
996 [REDACTED] It was a 911 hang up, 952. And I think it looks like you got Code 4'd from it
997 [REDACTED]
998 [REDACTED] Okay.
999 [REDACTED]
1000 [REDACTED] before you ever got there.
1001 [REDACTED]
1002 [REDACTED] Okay.
1003 [REDACTED]
1004 [REDACTED] I'm just trying to jar your memory here and kind of recreate your activity
1005 [REDACTED] leading up to the time you were supposed to be end of watch. And
1006 [REDACTED]
1007 [REDACTED] I honestly recall it like we did that 901 and it took forever and then we wrote
1008 [REDACTED] forever. That's how I remember it.
1009 [REDACTED]

1010 [REDACTED] And then I have you going reporting writing at JERPF at 2322 I think after your
1011 Code 4'd from the 952. And then signing off at 0050 hours or right before 1
1012 o'clock.
1013
1014 [REDACTED] Before 1 o'clock?
1015
1016 [REDACTED] Yes. Does that jar anything, ringing a bell?
1017
1018 BOYD Would you ever sign off the MDC and then go ahead and write in the station?
1019
1020 [REDACTED] Yeah. That's what we did. We went to the computer and we wrote at the
1021 computer. Yeah.
1022
1023 [REDACTED] And to the best of your recollection
1024
1025 [REDACTED] I know we were there until like 3:00 because I
1026
1027 [REDACTED] you were till?
1028
1029 [REDACTED] drove straight from there to the airport to meet my family.
1030
1031 [REDACTED] Okay.
1032
1033 [REDACTED] I pulled in around 4 o'clock by the time I got parking and got up there and
1034 found them. Yeah.
1035
1036 [REDACTED] Okay. And in this time any reminder to her of kind of hey, I'm trying to do
1037 something
1038
1039 [REDACTED] Only a sergeant coming in being like you guys are still here and we were like
1040 we have these reports and that was the end of it. Yeah.
1041
1042 [REDACTED] Okay.
1043
1044 [REDACTED] And I was just under the impression that I had to get this done, so.
1045
1046 [REDACTED] You made a comment in your memo that she did not like the fact that you were
1047 getting off early.
1048
1049 [REDACTED] Yeah.
1050
1051 [REDACTED] How do you know this to be a fact?
1052
1053 [REDACTED] Just the feeling I got from her. Nothing she said to me.

1054 [REDACTED]
1055 [REDACTED] Okay. Just a vibe?
1056 [REDACTED]
1057 [REDACTED] Just her like demeanor about it I guess. Nothing she said or anything like that.
1058 [REDACTED]
1059 [REDACTED] So overall your month with Officer Lansdale how did this experience affect
1060 you? Positives or negatives.
1061 [REDACTED]
1062 [REDACTED] Well like I said before, positives I learned a lot from her on the MDC and on the
1063 computer. I really did. Negatives, when I see her now I just get that awful
1064 feeling that I don't want to be around her. And during the month I didn't want
1065 to come to work.
1066 [REDACTED]
1067 [REDACTED] Did you ever call in sick?
1068 [REDACTED]
1069 [REDACTED] No.
1070 [REDACTED]
1071 [REDACTED] No.
1072 [REDACTED]
1073 [REDACTED] I used that time for the funeral I think.
1074 [REDACTED]
1075 [REDACTED] Okay.
1076 [REDACTED]
1077 [REDACTED] But and I never called in. I wanted to except, you know, but I wouldn't do that.
1078 [REDACTED]
1079 [REDACTED] Any thoughts about quitting all together?
1080 [REDACTED]
1081 [REDACTED] Yeah.
1082 [REDACTED]
1083 [REDACTED] Serious or just passing?
1084 [REDACTED]
1085 [REDACTED] No, not serious. No, I wouldn't have done that. But I wish I would have been
1086 with somebody else. Yeah.
1087 [REDACTED]
1088 [REDACTED] How would you characterize the learning environment?
1089 [REDACTED]
1090 [REDACTED] Stressful. I would say a step above the Academy like stress like just constantly
1091 on edge of just heightened. And it wasn't about the job itself. It was about
1092 stupid little petty things. Just her own little things that she didn't like such as
1093 writing down the report number or itching my nose or shouldn't have a cup
1094 holder in the car or things like that that she was just flip out and then you'd have
1095 to figure it out for her.
1096 [REDACTED]
1097 [REDACTED] Okay.

1098
1099 [REDACTED] So it wasn't ever really job related. It wasn't like the job was hard like I didn't
1100 want to go in because I didn't think I could do the job. It was just I didn't know
1101 how she would react because nothing could be done right. Like, I couldn't
1102 mark on scene quick enough. And then when I marked it too quick, that was a
1103 problem. So like just things like that like are we on scene like just when we'd
1104 get to a call, you know, you can't do it quick enough for her but then - so then I
1105 would try to do it early to make her happy and that didn't work either. So just
1106 little things like that. It's just stupid little things that just built up and up and up
1107 every day. So I don't know.
1108
1109 [REDACTED] Now that you've had some other FTOs, how many FTOs have you had all
1110 together?
1111
1112 [REDACTED] Let's see. I have five as a CSO if you include my shadow officer. And then
1113 I've had one, two, three - I'm on three now. And then I've rode with lots of
1114 people like when mine's out for the day. Like this month alone I've had three.
1115 So I've had probably more than ten at least that I've rode with.
1116
1117 [REDACTED] Where would you rank Officer Lansdale out of all the FTOs that you've had?
1118
1119 [REDACTED] At the bottom.
1120
1121 [REDACTED] Do you think Officer Lansdale was a competent Police Officer?
1122
1123 [REDACTED] Yes.
1124
1125 [REDACTED] Do you think Officer Lansdale is a competent training officer?
1126
1127 [REDACTED] No.
1128
1129 [REDACTED] Should Officer Lansdale be a training officer?
1130
1131 [REDACTED] No.
1132
1133 [REDACTED] Why is that?
1134
1135 [REDACTED] I feel like there's a better way to go about training and that she's not competent
1136 in being able to teach somebody appropriately so that they can understand and
1137 they can do the job effectively without all of these other little things that get in
1138 the way of just her own personal bias or idiosyncrasies. It's just more of a
1139 feeling and uncomfortableness when you're around her. And I don't think that
1140 a training officer should be like that.
1141

1142 [REDACTED] Lili, anything?
1143 [REDACTED]
1144 [REDACTED] Mic. Okay.
1145 [REDACTED]
1146 BOYD No sir.
1147 [REDACTED]
1148 ALONSO Ok.
1149 [REDACTED]
1150 [REDACTED] Anything else to add that you think may be helpful for us?
1151 [REDACTED]
1152 [REDACTED] Not that I can think of, no.
1153 [REDACTED]
1154 [REDACTED] Okay.
1155 [REDACTED]
1156 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
1157 needs to be added, clarified or changed? If so, I am ordering you to provide that
1158 information now.
1159 [REDACTED]
1160 [REDACTED] No.
1161 [REDACTED]
1162 ALONSO After you leave this interview should you remember anything that is different
1163 from or in addition to the information you've been given us today, I am
1164 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering
1165 you not to discuss this matter with any other department employee. Do you
1166 understand those orders?
1167 [REDACTED]
1168 [REDACTED] I do.
1169 [REDACTED]
1170 [REDACTED] Okay. We are done at 2136 hours.
1171 [REDACTED]
1172 **End of recording.**
1173 [REDACTED]
1174 [REDACTED]
1175 The transcript has been reviewed with the audio recording submitted and it is an accurate
1176 transcription.
1177 Signed _____
1178 Sgt [REDACTED]

1 INTERVIEW WITH OFC. [REDACTED]

2 Sgt. Ryan Bullard

3 Sgt. [REDACTED]

4 Ofc. [REDACTED]

5 Rep. Mick Boyd

6
7
8 BULLARD

The date is February 19, 2020. The time is 1436 hours. Present in the Internal Affairs Office are [REDACTED] Representative Mick Boyd, Sergeant [REDACTED] and myself, Sergeant Ryan Bullard. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

16 [REDACTED]
17 Yes.

18
19 BULLARD

The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

22 [REDACTED]
23 Yes.

24
25 BULLARD

Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all the questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

33 [REDACTED]
34 Yes.

35 [REDACTED]
36 Okay. [REDACTED] we are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a Field Training Officer with the Sacramento Police Department. Before the interview I supplied you with a memo you wrote to Sergeant Echeverria on February 12, 2020 detailing some of the issues you had with Officer Lansdale. Have you had enough time to review this material?

41 [REDACTED]
42
43 Yes.
44

45 [REDACTED] Okay. For the record, can you please say and spell your full name?
46
47 [REDACTED] [REDACTED] [REDACTED].
48
49 [REDACTED] And what is your current rank?
50
51 [REDACTED] Police Officer.
52
53 [REDACTED] Okay. How long have you been a Police Officer?
54
55 [REDACTED] Eight months I think.
56
57 [REDACTED] And what's your current assignment?
58
59 [REDACTED] Patrol.
60
61 [REDACTED] What phase are you currently in?
62
63 [REDACTED] Phase 3.
64
65 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
66 officer?
67
68 [REDACTED] Yes.
69
70 [REDACTED] And do you remember the month that you had her?
71
72 [REDACTED] October of 2019.
73
74 [REDACTED] Okay. What phase were you in when you had Officer Lansdale as a training
75 officer?
76
77 [REDACTED] Two.
78
79 [REDACTED] Okay. My next question is open ended. So please be as detailed as you can.
80 Can you describe your month with Officer Lansdale?
81
82 [REDACTED] It wasn't my favorite month. I kind of hated going to work every day. She just
83 wasn't personable and never really talked and every time she did talk, it was
84 something negative or something I did wrong. And then even hearing stories
85 like before going to her, it was like you're going to hate it, don't quit. So it was
86 like - it was hard going to work but I didn't want to. It just wasn't fun at all.
87
88 [REDACTED] So it's safe to say she had a reputation before you actually rode with her?

89 [REDACTED]
90 [REDACTED] Yeah.
91 [REDACTED]
92 [REDACTED] Okay. For the purpose of this interview, even though she had a reputation, I
93 really want to focus on the things that you observed from her and the things that
94 you were a party to while she was training you. Okay? So we're going to talk
95 about your memo a little bit.
96 [REDACTED]
97 [REDACTED] Okay.
98 [REDACTED]
99 [REDACTED] And pick out a couple pieces and I'll just have you kind of describe in better
100 detail exactly what you were talking about in here. So as far as the positives go,
101 you said in here that one positive takeaway you had was that you learned what
102 not to do and how not to treat people. Can you kind of give more detail as to
103 why you said that?
104 [REDACTED]
105 [REDACTED] So she was always -not always but on calls even when talking to like victims or
106 suspects, she was always very sarcastic and sometimes I was kind of scared that
107 we were going to get into a fight because of stuff that she would say. Just like
108 her tone and the way she said it, not like - like I can't remember any examples.
109 But and then so that's like how not to treat people and then can I
110 [REDACTED]
111 [REDACTED] Yeah. Anything you need to do to get off of that, that's fine.
112 [REDACTED]
113 [REDACTED] What not to do. So like I feel like if I was an FTO, I wouldn't treat my trainees
114 like that because I don't know what her experience was on field training. But I
115 feel like she's just trying to take out her anger or what - I don't know her past or
116 anything but take it out on trainees, so. I just felt like - I mean I get it like we're
117 trainees but I felt like we were like - she was really treating us like or treating
118 me like a trainee
119 [REDACTED]
120 [REDACTED] Okay.
121 [REDACTED]
122 [REDACTED] not like an equal officer.
123 [REDACTED]
124 [REDACTED] So not as a peer
125 [REDACTED]
126 [REDACTED] Yeah.
127 [REDACTED]
128 [REDACTED] but like someone that's maybe beneath her or definitely subordinate to her.
129 [REDACTED]
130 [REDACTED] Yeah.
131 [REDACTED]

132 [REDACTED] Okay. In her interactions with the public, was it kind of the same way that you
133 felt when you saw her talk to people?

134 [REDACTED]
135 [REDACTED] Yeah. Not like all the time but sometimes definitely.

136 [REDACTED]
137 [REDACTED] Okay. You said in here that you expressed to her that you hadn't found any
138 drugs yet and she said - you said she basically laughed and told other officers
139 about that instead of assisting you in finding drugs. Can you talk about that?

140 [REDACTED]
141 [REDACTED] So it was like towards the end of my training when I told her. Because like we
142 hadn't really done anything like super cool. It was my third month and I didn't
143 really get into anything yet. And when I told her, she's like, "Really? Like you
144 haven't gotten drugs yet? Like who have you ridden with?" Like stuff like that.
145 And then when she had her next trainee, [REDACTED], and she was my friend she goes,
146 "Yeah, she's talking about how [REDACTED] hasn't found drugs yet" stuff like that,
147 so. I don't think that was cool.

148 [REDACTED]
149 [REDACTED] Okay. And why - I mean why'd it hurt your feelings?

150 [REDACTED]
151 [REDACTED] I feel like because she's my training officer and she should want to help me get
152 better and want me to experience these things instead of just like we haven't
153 done that yet.

154 [REDACTED]
155 [REDACTED] So you felt like she was making fun of you?

156 [REDACTED]
157 [REDACTED] In a way.

158 [REDACTED]
159 [REDACTED] Okay.

160 [REDACTED]
161 [REDACTED] Yeah.

162 [REDACTED]
163 [REDACTED] Did that take place on a call or was it just while you were talking in a car?

164 [REDACTED]
165 [REDACTED] No. I think we were just talking in the car.

166 [REDACTED]
167 [REDACTED] All right. Wouldn't have been captured on body worn cam or an ICC, anything
168 like that?

169 [REDACTED]
170 [REDACTED] No. I don't think so.

171 [REDACTED]
172 [REDACTED] All right. How would you categorize her flexibility in her approach to teaching
173 you something?

174

175 [REDACTED] I think it was fine especially like ACB because obviously like a month of in
176 service and you kind of lose some of it. So when it came to that, she was
177 always helpful in teaching me like okay, we'll do it this way instead of this way.
178 So like ACB techniques. But I feel like other stuff like she would yell at me for
179 making u-turns. She's like, "It's unsafe. You're going to cause accidents." Or
180 she would always say - because you know how you can hold down the button
181 for the ICC to turn it off and she would always say, "No, don't do it that way.
182 You need to copy the report number first and do it this way. You have to do
183 what I'm telling you. Look. You have to do it this way. It's the only way."
184
185 [REDACTED] She's very strict on her procedures, how things
186
187 [REDACTED] Yeah.
188
189 [REDACTED] she wanted things done.
190
191 [REDACTED] And like I get it because they tell us to be flexible and stuff. But it's like if I
192 already found like a good way that works for me, I feel like that should be as
193 sufficient.
194
195 [REDACTED] Right. And did she always explain to you why she wanted you to do it a certain
196 way especially if it's a way you had learned kind of accomplishes the same
197 task?
198
199 [REDACTED] I can't remember like a specific thing but I feel like every time I'd bring
200 something up, she'd be like, "Well those are wrong and you have to do it this
201 way." Like when I am - when I was searching -- what's it called -- records
202 check, she'd be like, "Okay. Well you have to do it this way first and you have
203 to go to this first because that's wrong. And whoever taught you that isn't
204 doing it right." And so.
205
206 [REDACTED] Did she explain why though?
207
208 [REDACTED] Well she was - in that case she was, "It'll be more thorough of a search of
209 people." But I didn't really understand like her sequence of doing things when
210 she did it. But
211
212 [REDACTED] Okay.
213
214 [REDACTED] she said it was the only way, so.
215
216 [REDACTED] Okay. And if you ever did something wrong, what was her reaction?
217

218 [REDACTED] I don't want to say that she like yelled-yelled but she kind of talked to you
219 sternly and it's like you need to understand this and you need to like learn fast
220 because - I don't - so like I guess it depended. So like every time I would enter
221 an entity like when doing a report, I guess I would like leave out some stuff like
222 did they speak English or what was their height or stuff like that. And she'd be
223 like, "This is the only way." And she yelled at me and she'd be like, "You're
224 not making it easier for other officers to conduct a records check later."
225
226 [REDACTED] Okay. So she was very thorough. That's one of her positives
227
228 [REDACTED] Yeah.
229
230 [REDACTED] sounds like. Okay. You noted in your memo that certain points while training
231 with her you questioned whether or not you wanted to still do this job or be a
232 police officer. Does that sound accurate?
233
234 [REDACTED] Yeah.
235
236 [REDACTED] Okay.
237
238 [REDACTED] I don't think it was like necessarily anything we were doing but just like having
239 to go to work knowing that I was probably going to get yelled at.
240
241 [REDACTED] That ever make you want to quit?
242
243 [REDACTED] Yeah. But I was like well, it's just a month. You can push through it, so.
244
245 [REDACTED] All right. Did she ever correct you in front of other officers or citizens?
246
247 [REDACTED] Yes. In front of both. I can't remember like a specific incident. But I know it
248 was like a handful of times.
249
250 [REDACTED] Don't remember a specific call or anything like that?
251
252 [REDACTED] No. I know - trying to remember. That was a couple months ago.
253
254 [REDACTED] Yeah.
255
256 [REDACTED] I can't remember specifics but I know she did that before in front of both. But I
257 really can't remember. Sorry.
258
259 [REDACTED] That's okay. That's okay. You spoke about an incident with your eyelashes.
260 Can you talk more about that please?
261

262 [REDACTED] Okay. So one weekend I went and got eyelash extensions because I know in
263 policy it says fake eyelashes are prohibited but I thought they might
264 (unintelligible) fall off in a fight or something like that. So I got eyelash
265 extensions and then - so I was actually with her one week as Phase 1 and then
266 the three weeks as Phase 2. So when - the weekend I got them and then we
267 came back on Monday and I was taking my test and I took it with Corporal
268 Madsen. And then after roll call she talked to me and she said, "You can't have
269 those on. You're not going on patrol with those." And so I wasn't telling
270 Corporal Madsen as like, "Hey, she's not letting me go on patrol." I was telling
271 him. I was like you're my - you're like the FTO guy. So I said, "Hey, she's not
272 letting me go on patrol. I'll just get them removed." And he basically said,
273 "Well I don't see anything wrong with them like they look fine." He goes, "I'll
274 just talk to her." And so he talked to her and she basically said, "Well, you
275 didn't like mom's answer so you went to dad." And then
276

277 BULLARD She actually say that?

278
279 [REDACTED] Yeah she did. Multiple times. And then she basically - we went into the report
280 writing room and she pulled up the GO and that's in front of other officers,
281 sorry.
282

283 [REDACTED] That's okay.
284

285 BOYD: You need water or anything? You need to take a break, you just name it, right.
286

287 [REDACTED] Used to have tissue in here. Let's take a break. We'll grab some tissues.
288 Okay? Take a break.
289

290 BULLARD Pausing at about 1448.
291

292 BULLARD We're back on the record at 1449.
293

294 [REDACTED] It was just a little embarrassing. So we went to the reporting writing room and
295 she pulled up the GO, like the attire GO or whatever it is. And it was other
296 officers in the report writing room and she's basically like reprimanding me in
297 front of everyone. So it's a little embarrassing especially being new and being a
298 phase trainee. And so she's like, "You need to have them off this weekend."
299 Because I explained to her you have to get them professionally taken off
300 because they're like glued-glued on. And she said, "Well get them off by this
301 weekend." And so I didn't bring it up after that. And then I forget what day it
302 was - it might have been our Friday. And Corporal Madsen calls me. He goes,
303 "Hey, did she bring it up again?" And okay, also in the report writing room,
304 because she said, "We don't want to look like those Sector 5 girls with big
305 eyelashes." So that was also embarrassing.

306 [REDACTED]
307 [REDACTED] Sector 5 officers or Sector 5 residents?

308 [REDACTED]
309 [REDACTED] I took it as residents.

310 [REDACTED]
311 [REDACTED] Okay.

312 [REDACTED]
313 [REDACTED] And so when Corporal Madsen called me he goes, "Hey, did she bring it up
314 again because I talked to her saying that just to let you keep them on." And I
315 said, "Well she brought it up" and he goes, "Okay, well" - because I explained
316 to him I need to get them professionally removed. And he goes, "Well will it
317 cost money?" And I said, "Yeah." He goes, "No, it's fine. Just let them fall
318 naturally. I'll talk to her." And then on Monday when I come back and we get
319 in the car and she basically just yelled at me and she's like, "You lied to me.
320 We had an agreement." And then she like - I was like okay. But then she made
321 me - she gave me like ones on my appearance on my evals. I just thought that
322 was kind of uncalled for. But and then I ended up getting them off any ways
323 because I just didn't want to deal with her. But I just thought it was
324 embarrassing.

325 [REDACTED]
326 [REDACTED] When she took you into the report writing room and pulled up that GO, the
327 grooming - must be the grooming GO, you said there were other officers in
328 there. Do you know which officers

329 [REDACTED]
330 [REDACTED] No.

331 [REDACTED]
332 [REDACTED] were in there? Do you remember?

333 [REDACTED]
334 [REDACTED] No.

335 [REDACTED]
336 [REDACTED] No. How many officers were in there?

337 [REDACTED]
338 [REDACTED] I think there was like two or three.

339 [REDACTED]
340 [REDACTED] Okay.

341 [REDACTED]
342 [REDACTED] There was for sure two.

343 [REDACTED]
344 [REDACTED] Do you remember about what time it was?

345 [REDACTED]
346 [REDACTED] It was right after roll call. So maybe like 2:45 or 3:00.

347 [REDACTED]
348 [REDACTED] Okay, 2:45 or 3:00 in the afternoon?

349

350 [REDACTED] Yeah. No, it was the day of my Phase 2 test. So whenever that was.
351
352 [REDACTED] Okay.
353
354 BULLARD How far into your month with Officer Lansdale was that when that happened?
355
356 [REDACTED] It was like Monday of my second week.
357
358 BULLARD So it was the beginning of your second week with Officer Lansdale.
359
360 [REDACTED] Any reactions from the other officers while you were in there? Were they
361 shaking their heads, were they
362
363 [REDACTED] I just tried not looking at them because I was embarrassed.
364
365 [REDACTED] You made some remarks in your memo also that
366
367 [REDACTED] Oh yeah.
368
369 [REDACTED] she felt maybe you were getting special treatment from
370
371 [REDACTED] So in the car
372
373 [REDACTED] Officer Madsen.
374
375 [REDACTED] Yeah. In the car when she was telling me I lied and stuff and she goes - she said
376 it again. "You didn't like mom's answer so you went to dad." And she used a
377 big word and I don't remember what it was because I had asked her. I said, "I
378 don't know what that means." She goes, "It's basically when you're doing stuff
379 with someone to get your way."
380
381 [REDACTED] Okay.
382
383 [REDACTED] I didn't want to go any further but that's how I took it.
384
385 BULLARD How did you take it specifically?
386
387 [REDACTED] I thought that she was saying that I was sleeping with Corporal Madsen. I was
388 like I know stuff happens but how could you even say that.
389
390 BOYD: Did she ever specifically say having sex or but the word she used you can't
391 remember that word?
392
393 [REDACTED] Yeah. I can't remember what word it was but it was a big word.

394 [REDACTED] Remember what it starts with?
395 [REDACTED]
396 [REDACTED]
397 [REDACTED] No.
398 [REDACTED]
399 [REDACTED] Okay. How'd the rest of that shift go?
400 [REDACTED]
401 [REDACTED] It was awkward, silent. I tried not like keep on trying to not engage with her at
402 [REDACTED] all because like how can you bounce back from something like that?
403 [REDACTED]
404 [REDACTED] Did she bring it up the rest of your month with her - the rest of your time with
405 [REDACTED] her?
406 [REDACTED]
407 [REDACTED] No.
408 [REDACTED]
409 [REDACTED] No. That was it?
410 [REDACTED]
411 [REDACTED] Yeah.
412 [REDACTED]
413 [REDACTED] Okay. So would you say that Officer Lansdale's - say I guess personality,
414 [REDACTED] method of training, did that have a positive or negative effect on you?
415 [REDACTED]
416 [REDACTED] I'd say negative.
417 [REDACTED]
418 [REDACTED] Okay.
419 [REDACTED]
420 [REDACTED] Like yes, she taught me to do thorough searches of people but everything else
421 [REDACTED] was like I don't feel like I learned anything. She just wasn't nice about how
422 [REDACTED] other people did things. So she'd talk bad about not specific officers but she'd
423 [REDACTED] be like, "Well you see how they did it this way. Well you need to do it this way
424 [REDACTED] because" whatever it was. And then she's like - in general she'd be like, "Well
425 [REDACTED] officers always say this or they do that and it's wrong."
426 [REDACTED]
427 [REDACTED] Do you feel like your time in Officer Lansdale's car was productive for your
428 [REDACTED] learning environment to be a Police Officer?
429 [REDACTED]
430 [REDACTED] I mean we got like a lot of calls so like I was learning as we went. But I don't
431 [REDACTED] feel like we like went hunting for cars or did stuff like that to like really enhance
432 [REDACTED] my learning. And I felt like I didn't even want to do that because like I don't
433 [REDACTED] want to go on the calls and get yelled at for what I did wrong.
434 [REDACTED]
435 [REDACTED] As far as what you learned though, was it about equal to what you learned with
436 [REDACTED] other FTOs? I mean the amount of knowledge that she had, did she show you
437 [REDACTED] things you thought were good?

438
439 [REDACTED] I'd just say like the thorough search of people like on WebKPF and stuff like
440 that. I don't
441
442 [REDACTED] So computer skills she taught you.
443
444 [REDACTED] Yeah.
445
446 [REDACTED] Okay. How many FTOs have you had up to date?
447
448 [REDACTED] I'm on my eighth.
449
450 [REDACTED] Okay.
451
452 [REDACTED] They were short weeks on some of them though.
453
454 [REDACTED] Where would you rank Officer Lansdale?
455
456 [REDACTED] Eight.
457
458 [REDACTED] At the bottom. And is that based on her knowledge level or her training style?
459
460 [REDACTED] I'd say everything.
461
462 [REDACTED] Okay. So knowledge and training style?
463
464 [REDACTED] Yeah.
465
466 [REDACTED] So it wasn't just what she taught you, it was how she taught it to you also. Do
467 you believe Officer Lansdale to be a competent Police Officer?
468
469 [REDACTED] Yeah. I think she's like really knowledgeable and knows what she's doing and
470 stuff. I think she just comes across the wrong way and she doesn't know how to
471 like talk to people.
472
473 [REDACTED] So do you think that she is a competent training officer?
474
475 [REDACTED] It's like I know she knows her stuff. It's just if she changed the way she talked
476 to me, then I'd feel like it'd be a better learning environment. But I feel like
477 because she was always like my way or the highway. It wasn't a good learning
478 environment.
479
480 [REDACTED] Do you feel it put more undue stress on you?
481

482 [REDACTED] Oh yeah.

483

484 [REDACTED] Okay. Do you believe Officer Lansdale should be a training officer?

485

486 [REDACTED] No.

487

488 [REDACTED] Is there any particular call that you can think of and I'm looking specifically for
489 something where something maybe captured in body cam or ICC that would
490 capture some of these things - some of these issues that you're talking to us
491 about today?

492

493 [REDACTED] I'm really trying to remember. Maybe - because it's all jumbling together too.
494 Maybe the one where we - I think his name was [REDACTED] and we charged him
495 with 69 PC. We kind of got into a little tussle. I can't remember on that one if
496 it - if she like said anything or not. And then I think there was one other time
497 we went to like a potential dead body call and I think there was like flies in the
498 window or something out like in an apartment complex. And I think she said
499 something to me in front of another officer but I really can't remember.

500

501 [REDACTED] Okay. So that was the - the last one was like a 981 check?

502

503 [REDACTED] Mm-hm.

504

505 [REDACTED] Okay. Do you remember where it was at?

506

507 [REDACTED] I know it was in an apartment complex somewhere.

508

509 [REDACTED] Do you remember a street?

510

511 [REDACTED] No.

512

513 [REDACTED] Okay. Do you remember is it - was it daylight out, was it dark out?

514

515 [REDACTED] No, it was dark.

516

517 [REDACTED] Okay. And was this during the first part of your time with her or middle or
518 towards the end?

519

520 [REDACTED] I think middle. I can't remember though?

521

522 [REDACTED] Do you remember what officer was there with you?

523

524 [REDACTED] That one was McVane.

525

526 [REDACTED] Okay.

527

528 [REDACTED] And then the first one we were in Sector 6. I can't remember that guy.

529

530 [REDACTED] It's like a cover call or

531

532 [REDACTED] No. We got shipped that day.

533

534 [REDACTED] Okay.

535

536 [REDACTED] I think it was our Friday.

537

538 [REDACTED] Do you remember what your identifier was that day?

539

540 [REDACTED] I think we were in 6A.

541

542 [REDACTED] Okay.

543

544 [REDACTED] But even like going into 6 like I got a text saying, "Hey, no one really wants to

545 be your beat partner today since she got shipped to 6." Because at least that's

546 what - someone texted me and they were like, "Hey, just so you know,

547 everyone's trying to stay out of your beat today."

548

549 Q, What does that mean? What do you mean by that? Why is that important?

550

551 [REDACTED] I'd saying probably trying to avoid her and having to go to calls with her.

552

553 [REDACTED] The arrest for [REDACTED], how'd that - what kind of call was that?

554

555 [REDACTED] It initially was a DV I think. And then he was like on probation and then we

556 ended up - he tried to shut the door on us and we got him out and then we got

557 into a fight.

558

559 [REDACTED] Okay. And you think maybe she had

560

561 [REDACTED] Maybe.

562

563 [REDACTED] done something on that that was kind of in line with what you're describing to

564 us today?

565

566 [REDACTED] Yeah. But I really can't remember.

567

568 [REDACTED] All right. Did you ever notice any tension between her and her patrol team?

569 Her regular patrol team in Sector 4?

570 [REDACTED]
571 [REDACTED] No. I feel like she had like a fine relationship with them. The only thing that I
572 felt was weird was when McVane asked her, "Oh, hey, how was your
573 weekend." She goes, "We'll talk about it later." Like I get I'm a trainee. I
574 don't need to know stuff. But that was the only instance where I thought it was
575 weird but.

576 [REDACTED]
577 [REDACTED] Because it was in front of you or

578 [REDACTED]
579 [REDACTED] Yeah, I think so. But other than that, I think other relationships were fine.

580 [REDACTED]
581 [REDACTED] All right. Anything?

582 [REDACTED]
583 BULLARD This email here that - between you and Sergeant Echeverria that's dated
584 February 12 of this year and it's your summary about your experience with
585 Officer Lansdale. During your time - prior to this email here, had you ever
586 approached any kind of supervisor or superior about your issues that you had
587 noticed with Officer Lansdale from the time you started training with her or any
588 time after?

589 [REDACTED]
590 [REDACTED] Yes. Corporal Madsen. So I think it was the first week. I can't remember
591 when. But and I don't even remember if it was before or after the eyelash
592 situation. And he goes, "How is it?" And I looked at him. He goes, "I know.
593 You have to get through it."

594 [REDACTED]
595 [REDACTED] This was a face to face conversation you had with him?

596 [REDACTED]
597 [REDACTED] Yes.

598 [REDACTED]
599 [REDACTED] Okay.

600 [REDACTED]
601 [REDACTED] I can't remember what it - it might have been after when I was taking my Phase
602 3 test. I don't remember when. But I know he asked me either how is it or how
603 was it. And I kind of gave him my look and he goes, "I know. I know." But he
604 like - after the eyelash situation he's like, "Hey, if anything else happens like
605 this, just let me know." So other than that, I can't remember anything.

606 [REDACTED]
607 BULLARD So and I guess my follow up question then is do you feel the things that you
608 have discussed here about Officer Lansdale, the issues that you noted, the
609 negative ones, do you feel it would have been appropriate to have - for you to
610 have notified a supervisor at that time or afterwards above Corporal Madsen
611 who's in the Field Training Unit? That could be your direct patrol supervisor at
612 that time or maybe after. Did you ever feel there was a time where that would
613 have been appropriate or necessary?

614 [REDACTED] I told Corporal Madsen everything about the eyelash situation but I didn't feel
615 like - so I knew she - like based on like the scene in the roll call room I felt like
616 she had a good relationship with the sergeant because the sergeant was cool so I
617 was like well, I don't know if he's going to do anything. And then I don't know
618 like - I'm only a trainee. Like is this really that big of a deal? But nothing like
619 except the eyelash situation I'd being that to a supervisor.
620
621
622 BULLARD That was only brought up to Madsen through. Correct?
623
624 [REDACTED] Yeah.
625
626 BULLARD The eyelashes? Do you think it would have been an accepted practice you
627 being in the Field Training Program - in your own opinion and what you've
628 experienced and amongst the other field trainees that you were working
629 amongst, do you think it would have been accepted for you to have done that -
630 to have gone to a direct patrol supervisor about these issues that you had with
631 Officer Lansdale?
632
633 [REDACTED] I think I could have done it but I feel like they already knew that she was kind
634 of not the best FTO. So I don't feel like it would have really been taken into
635 consideration. It was just have been like oh, well this is another thing she did.
636 So we'll just keep that in mind. Does that answer that?
637
638 [REDACTED] Yes. Yes it does. As far as you knew throughout the FTO program, Corporal
639 Madsen was - was he basically your next step in your chain of command? Was
640 that the way it was kind of posed to you through this process of the FTO
641 program? If there were any issues, if anything ever come up, was it basically
642 understood that you contacted Corporal Madsen?
643
644 [REDACTED] Well both Corporal Madsen and Sergeant McCain were very open and they're
645 like, "Hey, contact us if you have any problems." So
646
647 [REDACTED] No, no.
648
649 [REDACTED] I just felt like
650
651 [REDACTED] But someone in the FTO coordinating program as opposed to say the patrol
652 Sergeant and then whatever FTO you were with or anything like that?
653
654 [REDACTED] Yeah. I felt like going to the FTO program would have been better because she
655 was an FTO versus like the - I don't - I guess like that early on I didn't really
656 know the difference so I was like well this - I think is her supervisor besides that

657 sergeant so maybe they'll do something to train her. But I didn't really know
658 that early on.

659

660 BULLARD Did you ever - do you recall if you ever called in sick at all during your month
661 with Officer Lansdale?

662

663 [REDACTED] I don't think so but I know I had like rifle training and I think less lethal during
664 that time. But

665

666 BULLARD The only reason I asked that is because you had mentioned that you hated
667 coming to work.

668

669 [REDACTED] Oh yeah. But I didn't

670

671 BULLARD And so sometimes people because they dread work so much

672

673 [REDACTED] Yeah.

674

675 BULLARD you know, they find a reason to not come to work. Did you ever use a vacation
676 day or anything like that that you can recall riding with Officer Lansdale

677

678 [REDACTED] I don't think I did.

679

680 BULLARD for the reason - for the purposes of avoiding working with her.

681

682 [REDACTED] I don't think I did. I know I wanted to but I don't think I did. Because like
683 every time I'd get up I'd be like, oh I don't want to go today. I could be sick.
684 But then it's like okay, well I'm only Phase 2. I need to get it together and

685

686 [REDACTED] Anything else that you want to add that you think would be helpful for us?

687

688 [REDACTED] No.

689

690 [REDACTED] Okay.

691

692 BULLARD Is there anything else relating to this matter that we have not covered that needs
693 to be added, clarified or changed? If so, I am ordering you to provide that
694 information now.

695

696 [REDACTED] Nothing.

697

698 BULLARD After you leave this interview should you remember anything that is different
699 from or in addition to the information that you've been given today, I am
700 ordering you to contact Sergeant [REDACTED] immediately. I am also ordering

701 you not to discuss this matter with any other department employee. Do you
702 understand these orders?

703
704 [REDACTED] Yes.

705
706 BULLARD We're concluding interview at 1506.

707
708 **End of recording.**

709
710 The transcript has been reviewed with the audio recording submitted and it is an accurate
transcription.

Signed _____
711 Sgt. [REDACTED]

1
2
3
4
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6
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10
11
12
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INTERVIEW WITH OFC. [REDACTED]
Sgt. [REDACTED]
Det. Lilia Alonso
Ofc. [REDACTED]
Mick Boyd

ALONSO The date is February 24, 2020. The time is 2057 hours. Present in the Internal Affairs Office are [REDACTED] Mick Boyd; Sergeant [REDACTED] and myself, Detective Lilia Alonso. The purpose of this investigation is to conduct an interview of [REDACTED] who is an employee with the Sacramento Police Department in the capacity of Police Officer. This is an administrative investigation on the charges against Angela Lansdale for conduct unbecoming and discrimination in which you may be a witness. Do you understand that this is an administrative investigation only?

[REDACTED] Yes.

ALONSO The results of this investigation could lead to disciplinary action up to and including termination of the employee allegedly responsible. Do you understand this?

[REDACTED] Yes.

ALONSO Based upon the authority vested in me by the Chief of Police I am ordering you to cooperate with this investigation. This means that you must be truthful in all of your statements and answer all questions fully and honestly. Also, you are ordered to provide at this time all information you may know regarding this incident. Failure to answer a question or failure to answer it truthfully and fully will be considered a lack of cooperation that could subject you to disciplinary action up to and including termination for insubordination. Do you understand this?

[REDACTED] Yes.

ALONSO Okay.

[REDACTED] We are here today to discuss allegations that Officer Angela Lansdale made disrespectful or discriminating comments towards her trainees in her role as a

46 Field Training Officer with the Sacramento Police Department. Before the
47 interview I provided you with a memo you sent to Sergeant Echeverria and
48 myself on February 20, 2020. Have you had enough time to review this
49 material?

50 [REDACTED]
51 [REDACTED] Yes.

52 [REDACTED]
53 [REDACTED] Okay. For the record, can you please say and spell your full name?

54 [REDACTED]
55 [REDACTED] Name is [REDACTED] first [REDACTED]; last [REDACTED].

56 [REDACTED]
57 [REDACTED] And what's your current rank [REDACTED]

58 [REDACTED]
59 [REDACTED] Police Officer.

60 [REDACTED]
61 [REDACTED] Okay. And how long have you been a Police Officer?

62 [REDACTED]
63 [REDACTED] Just over a year.

64 [REDACTED]
65 [REDACTED] What is your current assignment in the Police Department?

66 [REDACTED]
67 [REDACTED] I work downtown patrol.

68 [REDACTED]
69 [REDACTED] Are you currently in phase training?

70 [REDACTED]
71 [REDACTED] No I'm not. Well, I'm Phase 4.

72 [REDACTED]
73 [REDACTED] You're Phase 4. And how long have you been in Phase 4?

74 [REDACTED]
75 [REDACTED] Since August of last year.

76 [REDACTED]
77 [REDACTED] Okay. During your phase training did you have Officer Lansdale as a training
78 officer?

79 [REDACTED]
80 [REDACTED] I did.

81 [REDACTED]
82 [REDACTED] And do you recall what month she was your training officer?

83 [REDACTED]
84 [REDACTED] I believe it was July.

85 [REDACTED]
86 [REDACTED] Okay. Possibly August?

87 [REDACTED]
88 [REDACTED] Yeah. I know I went Phase 4 then but I...

89 [REDACTED]
90 [REDACTED] Okay.

91
92 [REDACTED] ...remember I was phased out or possibly three and then was there for a long
93 time so I don't exactly remember. Probably August.
94
95 [REDACTED] Okay. July or August, late summer we'll just say.
96
97 [REDACTED] Yeah.
98
99 [REDACTED] Okay. 2019?
100
101 [REDACTED] Yes.
102
103 [REDACTED] All right. So you were Phase 3 when you had Officer Lansdale as a training
104 officer.
105
106 [REDACTED] Correct.
107
108 [REDACTED] And was she one of your last training officers?
109
110 [REDACTED] She was.
111
112 [REDACTED] Did you go Phase 4 out of her car?
113
114 [REDACTED] Yes.
115
116 [REDACTED] Okay.
117
118 [REDACTED] But I shadowed out after I left her car.
119
120 [REDACTED] And who was your shadow Officer?
121
122 [REDACTED] Tim Martin.
123
124 [REDACTED] All right. And this is an open ended question. Can you describe your week or
125 sorry, your month with Officer Lansdale?
126
127 [REDACTED] Was pretty standard.
128
129 [REDACTED] And feel free to - you can refer to your memo there at any time.
130
131 [REDACTED] All right. It was pretty standard. A little bit more stressful than some
132 previous FTOs. She was a bit more uptight. But nothing huge that I saw in a
133 difference.
134
135 [REDACTED] Okay. Were there some positives that you took away from Officer Lansdale?

136 [REDACTED]
137 [REDACTED] She is very good with the computer and finding people. She taught me more
138 information on RMS researching and less information on KPF. And you can
139 find people easier. So I became a lot faster at finding people who are
140 uncooperative or didn't want to give their birthday or last name.
141

142 [REDACTED] Okay. So computer skills very good. All right. Any negatives?
143

144 [REDACTED] As I listed in my memo, there was one incident that made me uncomfortable,
145 which was just her having my - me draw my weapon when I was in the car.
146

147 [REDACTED] Okay.
148

149 [REDACTED] But understood that she wanted to inspect my weapon. Just we were on the
150 ready line and I didn't feel entirely comfortable since we were seated. But
151 then other than that, it was just she was very particular in the way she operated
152 and expected her trainees to be exactly the same as her. Like the first three
153 days she drove so that we could exactly replicate the way she drove so that we
154 would drive the exact same way. So it's just very particular.
155

156 [REDACTED] Okay. We'll talk a little bit about the weapon inspection first. Can you just
157 kind of describe the setting for that? Said you were on the ready line but
158 exactly where you were, time of day, all those things; kind of set the scene for
159 me.
160

161 [REDACTED] So it was swing shift so it was probably just about 3:00 pm. And we were on
162 the ready line facing the cinder block wall so it was after - it's the cinder block
163 wall facing the houses.
164

165 [REDACTED] On the north side?
166

167 [REDACTED] On the north side.
168

169 [REDACTED] Okay.
170

171 [REDACTED] On the north side of the ready line. And she was in the driver's seat. I was in
172 the passenger seat.
173

174 [REDACTED] Okay. And how did the - how did the exchange start?
175

176 [REDACTED] She told me to draw my weapon and hand it to her.
177

178 [REDACTED] Okay.
179

180 [REDACTED] And was a little confused at first. And she looked at me like yes, I'm serious.
181 So...

182 [REDACTED]
183 [REDACTED] Okay.

184 [REDACTED]
185 [REDACTED] ...she said she wanted to inspect my firearm because she's had trainees in the
186 past get in without it loaded.

187 [REDACTED]
188 [REDACTED] Okay. So I'm guessing you drew your firearm.

189 [REDACTED]
190 [REDACTED] I did.

191 [REDACTED]
192 [REDACTED] You handed it to her.

193 [REDACTED]
194 [REDACTED] Yes.

195 [REDACTED]
196 [REDACTED] How was that - how was - can you kind of describe the exchange to me, the
197 hand off?

198 [REDACTED]
199 [REDACTED] Well drew it with my right hand because I'm right handed. Placed it my left
200 and then grabbed it over the top by the barrel and handed it to her so that she
201 could grab the grip.

202 [REDACTED]
203 [REDACTED] Okay. And then what did she do - and this is while she was sitting in the
204 driver's seat?

205 [REDACTED]
206 [REDACTED] Correct.

207 [REDACTED]
208 [REDACTED] Okay. What did she do with it?

209 [REDACTED]
210 [REDACTED] She proceeded just eject magazine, make sure it was loaded and then she
211 checked to make sure there was a chamber round.

212 [REDACTED]
213 [REDACTED] Okay. Like what the press checked just to make sure there was something in
214 there. Okay. She reinsert the magazine?

215 [REDACTED]
216 [REDACTED] Yes.

217 [REDACTED]
218 [REDACTED] She hand it back to you?

219 [REDACTED]
220 [REDACTED] Yes.

221 [REDACTED]
222 [REDACTED] Okay. Other than it being kind of an odd setting, was there anything else
223 unsafe about that? Did she, you know, I guess the way that the gun was
224 pointed or anything like that that...

225
226 [REDACTED] No.
227
228 [REDACTED] ...would make you feel unsafe or there may be a discharge accidentally?
229
230 [REDACTED] No.
231
232 [REDACTED] No.
233
234 [REDACTED] Just the cramped quarters in the patrol car made me a little uncomfortable.
235
236 [REDACTED] All right. Has any other TO ever done that?
237
238 [REDACTED] No.
239
240 [REDACTED] All right. Have they ever inspected your weapon before?
241
242 [REDACTED] No.
243
244 [REDACTED] No. Okay. You said she was very particular about things. Did you feel her
245 particularness was unreasonable as far as the things that she wanted you to
246 know?
247
248 [REDACTED] Not completely. I think at some points it got a little overboard as if - so earlier
249 I mentioned that she was very good with the computer. So she liked to search
250 KPF first and then RMS. And at the end of my training it's like well so all the
251 previous FTOs I had were like search RMS and then KPF. So I'd been doing
252 that for months. So it was very muscle memory habit for me to just pull up
253 the sheet and start typing in RMS. After a couple times she's like, "You know
254 to search KPF, then RMS." If ever I would pull up RMS first, she would not
255 be happy and start scolding me basically. She's like, "Told you this before.
256 KPF first." So I didn't think it was that big of a deal to search one first, then
257 the other. But she was very...
258
259 [REDACTED] What was her reason for that?
260
261 [REDACTED] So that if the person was lying to us about their name and date of birth that we
262 would find out faster and it reduced the work.
263
264 [REDACTED] So efficiency. All right. If - you kind of said that if you were doing
265 something wrong she scolded you a little bit. Was that a commonality
266 throughout your month? If you had made a mistake, how would she address it
267 typically?
268

269 [REDACTED] It ranged to - I mean a lot was just very normal FTO like, "Hey, you're doing
270 this. I need you to do this." It was just very occasionally that she would get
271 extremely frustrated and say, "Hey, I've told you this before" like raising her
272 voice and - but that was just - it wasn't more of the way she scolded. It was
273 just what it was about.

274 [REDACTED]
275 [REDACTED] Okay. So did you feel it was about very minor things?

276 [REDACTED]
277 [REDACTED] Yes.

278 [REDACTED]
279 [REDACTED] All right. Never anything major? No major officer safety issues, major
280 driving hazards, anything like that?

281 [REDACTED]
282 [REDACTED] No.

283 [REDACTED]
284 [REDACTED] Okay. When she did make a correction, was it ever in front of other officers
285 or in front of the public?

286 [REDACTED]
287 [REDACTED] Not that I can remember.

288 [REDACTED]
289 [REDACTED] All right. Do you remember any particular call where maybe she did have a
290 tone that you found that maybe wasn't agreeable?

291 [REDACTED]
292 [REDACTED] Not that I...

293 [REDACTED]
294 [REDACTED] No.

295 [REDACTED]
296 [REDACTED] ...can remember, no.

297 [REDACTED]
298 [REDACTED] Okay. Did you witness Officer Lansdale ever being disrespectful or
299 condescending or belittling to any other officers or members of the public?

300 [REDACTED]
301 [REDACTED] Not to their face.

302 [REDACTED]
303 [REDACTED] Okay. And how many training officers did you have during your phase
304 training?

305 [REDACTED]
306 [REDACTED] Sorry. I need to count quick.

307 [REDACTED]
308 [REDACTED] It's okay.

309 [REDACTED]
310 [REDACTED] Wow. It hasn't been that long I swear. Five or six. Six.

311 [REDACTED]
312 [REDACTED] That sounds reasonable. Yeah.

313

314 BOYD We will defer to six.
315
316 [REDACTED] Yes. Where would you rank Officer Lansdale among your other FTOs?
317
318 [REDACTED] At the bottom.
319
320 [REDACTED] Okay. Towards the bottom or at the bottom?
321
322 [REDACTED] At the bottom.
323
324 [REDACTED] All right. Is there a particular reason for that?
325
326 [REDACTED] I had extremely good FTOs. So I was very fortunate.
327
328 [REDACTED] So was it her - was it her knowledge or was it the way she delivered her
329 knowledge to you that would put her at the bottom?
330
331 [REDACTED] The way she delivered her knowledge.
332
333 [REDACTED] Okay. Do you think Officer Lansdale is a competent Officer?
334
335 [REDACTED] Yes.
336
337 [REDACTED] Do you think she is a competent Training Officer?
338
339 [REDACTED] Yes.
340
341 [REDACTED] Do you think Officer Lansdale should be an FTO?
342
343 [REDACTED] Yes.
344
345 [REDACTED] Okay. Nothing else. You have anything?
346
347 ALONSO I don't have anything.
348
349 [REDACTED] Mick?
350
351 BOYD No sir.
352
353 [REDACTED] Wrap it up.
354
355 ALONSO Okay. Is there anything else relating to this matter that I have not covered that
356 needs to be added, clarified or changed? If so, I am ordering you to provide
357 that information now.
358

359 [REDACTED] No.

360
361 ALONSO After you leave this interview should you remember anything that is different
362 from or in addition to the information that you've been given today, I am
363 ordering you to contact Sergeant [REDACTED] immediately. I am also
364 ordering you not to discuss this matter with any other department employee.
365 Do you understand those orders?

366
367 [REDACTED] Yes.

368
369 ALONSO Okay. We are done at 9:09.

370
371
372 This transcript has been reviewed with the audio recording submitted and it is an accurate
373 transcription.

374 Signed

375 _____
Sgt [REDACTED]

INTERVIEW WITH ANGELA LANSDALE

Sgt. Jeff Shiraishi

Sgt. [REDACTED]

Josh Olander

Angela Lansdale

1
2
3
4
5
6
7
8 SHIRAISHI The date is March 26, 2020, and the time is 1356 hours. Present in the Internal
9 Affairs Division Office is Angela Lansdale, Josh Olander, Sergeant [REDACTED]
10 [REDACTED] and myself, Sergeant Jeffrey Shiraishi. The purpose of this
11 meeting is to conduct an interview of Angela Lansdale who is an employee with
12 the Sacramento Police Department in the capacity of officer. This is an
13 administrative investigation on the charges against Angela Lansdale for conduct
14 unbecoming of an officer and discrimination. Do you understand that this an
15 administrative investigation only?
16
17 LANSDALE Yes.
18
19 SHIRAISHI The results of this investigation could lead to disciplinary action up to and
20 including termination of the employee allegedly responsible. Do you
21 understand this?
22
23 LANSDALE Yes.
24
25 SHIRAISHI Based upon the authority invested in me by the Chief of Police, I am ordering
26 you to cooperate with this investigation. This means that you must be truthful
27 in all of your statements and answer all questions fully and honestly. Also, you
28 are ordered to provide at this time all information you may know regarding this
29 incident. Failure to answer a question or failure to answer it truthfully and fully,
30 will be considered a lack of cooperation that could subject you to disciplinary
31 action up to and including termination for insubordination. Do you understand
32 this?
33
34 LANSDALE Yes.
35
36 SHIRAISHI Do you understand this is only an administrative investigation?
37
38 LANSDALE Yes.
39
40 SHIRAISHI Do you understand the allegations?
41
42 LANSDALE Yes.
43

44 [REDACTED] Do you understand that I am ordering you to answer my - our questions and that
45 if you don't answer them truthfully and fully, it could result in disciplinary
46 action up to and including termination?
47

48 LANSDALE Yes.

49
50 SHIRAISHI Okay.

51
52 [REDACTED] And we are here today to discuss multiple incidents that occurred between
53 Officer Angela Lansdale and her trainees when she was working in the capacity
54 of a Field Training Officer. Several weeks before our interview I supplied you
55 with a list of call numbers and videos directly related to events cited by
56 witnesses in this investigation. Have you had enough time to review all those
57 materials?
58

59 LANSDALE Yes.

60
61 [REDACTED] Before our interview today, I provided you with the Field Training Manual
62 updated 7/21/15. General Order 2/10/04 on general and professional conduct
63 updated 7/12/17. The City of Sacramento's Equal Employment Opportunity
64 Policy. A unit activity log from March 14th and 15th of 2019. And an outline
65 of instructional blocks 3, 7, and 9 from the Post Field Training Officer course.
66 Have you had enough time to review these materials?
67

68 LANSDALE Yes.

69
70 [REDACTED] Okay. And something that we talked about before we began the interview is,
71 you're willing to stipulate that the materials for the FTO training blocks 3, 7,
72 and 9 are a fair and accurate representation of what you learned in the 40 hour
73 post FTO course, is that correct?
74

75 LANSDALE Yes.

76
77 [REDACTED] Okay. For the record, can you please say and spell your first name and last
78 name?
79

80 LANSDALE Angela Lansdale, A-N-G-E-L-A, L-A-N-S-D-A-L-E.

81
82 [REDACTED] And what's your current rank?
83

84 LANSDALE Police Officer.

85
86 [REDACTED] And how long have you been a police officer?
87

88 LANSDALE Approximately five years.
89
90 [REDACTED] What academy did you graduate from?
91
92 LANSDALE 14 BR2.
93
94 [REDACTED] Do you have any prior law enforcement experience?
95
96 LANSDALE No.
97
98 [REDACTED] And what was your profession prior to becoming a police officer?
99
100 LANSDALE Sales Associate.
101
102 [REDACTED] Where?
103
104 LANSDALE JC Penney.
105
106 [REDACTED] Okay. What's your educational background?
107
108 LANSDALE Bachelor of Science Degree in Business Administration with a concentration in
109 human resources from CSU Sacramento.
110
111 [REDACTED] And did you attend a 40 hour Post Certified Field Training Officer course?
112
113 LANSDALE Yes.
114
115 [REDACTED] And do you remember when you completed that course?
116
117 LANSDALE Approximately, February 2019.
118
119 [REDACTED] And are you currently an FTO?
120
121 LANSDALE Yes.
122
123 [REDACTED] Was there a time when you were a part time FTO?
124
125 LANSDALE Yes.
126
127 [REDACTED] Do you remember when you went from part time FTO to permanent FTO?
128
129 LANSDALE As for a date?
130
131 [REDACTED] Around, yeah, a roundabout date.

132
133 LANSDALE I think it was approximately
134
135 [REDACTED] Approximately.
136
137 LANSDALE August 2019.
138
139 [REDACTED] Okay. Have you had the following officers as trainees at some point since you
140 completed the FTO course? And I'll list them out for you. Officer [REDACTED]
141 [REDACTED]?
142
143 LANSDALE Yes.
144
145 [REDACTED] Was she your trainee for March of 2019?
146
147 LANSDALE Yes.
148
149 [REDACTED] Okay. [REDACTED]?
150
151 LANSDALE Yes.
152
153 [REDACTED] And was he your trainee for April 2019?
154
155 LANSDALE Yes.
156
157 [REDACTED] [REDACTED]?
158
159 LANSDALE Yes.
160
161 [REDACTED] And was he your trainee for June of 2019?
162
163 LANSDALE Yes.
164
165 [REDACTED] [REDACTED]?
166
167 LANSDALE Yes.
168
169 [REDACTED] And was she your trainee for - it would be mostly August of 2019?
170
171 LANSDALE Yes.
172
173 [REDACTED] [REDACTED]?
174
175 LANSDALE Yes.

176 [REDACTED]
177 [REDACTED] And was he your trainee for mostly September of 2019?
178 [REDACTED]
179 LANSDALE Yes.
180 [REDACTED]
181 [REDACTED] [REDACTED] ?
182 [REDACTED]
183 LANSDALE Yes.
184 [REDACTED]
185 [REDACTED] And was she your trainee for most of October 2019?
186 [REDACTED]
187 LANSDALE Yes.
188 [REDACTED]
189 [REDACTED] [REDACTED] ?
190 [REDACTED]
191 LANSDALE Yes.
192 [REDACTED]
193 [REDACTED] And was she your trainee for most of November 2019?
194 [REDACTED]
195 LANSDALE Yes.
196 [REDACTED]
197 [REDACTED] [REDACTED] ?
198 [REDACTED]
199 LANSDALE Yes.
200 [REDACTED]
201 [REDACTED] And was he your trainee for most of December 2019?
202 [REDACTED]
203 LANSDALE Yes.
204 [REDACTED]
205 [REDACTED] [REDACTED] ?
206 [REDACTED]
207 LANSDALE Yes.
208 [REDACTED]
209 [REDACTED] And was he your trainee for approximately one week at the end of January
210 2020? Oh, I'm sorry, 2020. Yes, 2020?
211 [REDACTED]
212 LANSDALE Yes.
213 [REDACTED]
214 [REDACTED] Okay. All right. If I can have your attention up to the monitor. Did you
215 respond to [REDACTED] Donner Way on 3/24/2019 on a welfare check of a female who
216 appeared to be lost?
217 [REDACTED]
218 LANSDALE Yes.
219 [REDACTED]

220 [REDACTED] And did you have a trainee at the time?
221
222 LANSDALE Yes.
223
224 SHIRAISHI Hey, it looks like your Power Point's off. That's January.
225
226 [REDACTED] All right. And who was your trainee?
227
228 LANSDALE CSO [REDACTED].
229
230 [REDACTED] And she was a CSO at the time?
231
232 LANSDALE Yes.
233
234 [REDACTED] Were you a full time FTO at the time?
235
236 LANSDALE I do not believe so.
237
238 ***VIDEO REVIEW FROM 19-90012***
239
240 [REDACTED] Okay. Sorry, I'm going to turn the volume up just a little bit on this, okay.
241 Okay. So I'll ask you a couple questions about the first two videos we watched
242 here. When you interjected and told Officer [REDACTED] not to be condescending,
243 was that a form of correction you were giving her?
244
245 LANSDALE Yes.
246
247 [REDACTED] Okay. And when you made this correction were there other citizens present or
248 officers?
249
250 LANSDALE Yes.
251
252 [REDACTED] Okay. And why did you consider her tone condescending?
253
254 LANSDALE Because she had an influx in her voice.
255
256 [REDACTED] Okay. Like that you consider belittling or was she talking down to her? Be
257 more - elaborate just a little bit more on just what that tone was that that you
258 thought was
259
260 LANSDALE I consider it talking down
261
262 [REDACTED] something needing to be corrected.
263

264 LANSDALE to a person and with the assumption that the person is uneducated or unable to
265 comprehend normal tone of voice words.
266
267 [REDACTED] Mm-hm.
268
269 LANSDALE So I felt that she was talking down to the person just because of a possible
270 disability or the person wasn't speaking to her.
271
272 [REDACTED] Okay. And was this something that you felt needed to be immediately
273 addressed or was it something that could have been taken care of after the fact
274 with just you and Officer [REDACTED] one on one?
275
276 LANSDALE I felt that the reason for doing it immediately is so that the time is still relevant
277 of when it happened. Because once a moment has passed, it could not - it could
278 possibly have gone away from of the CSO's memory. She'd be like, what
279 incident are you talking about
280
281 [REDACTED] Mm-hm.
282
283 LANSDALE or what moment in a 10-minute conversation.
284
285 SHIRAISHI Okay. Had - had you ever addressed this issue with CSO [REDACTED] prior to this
286 video clip we're watching here?
287
288 LANSDALE I don't recall if it was prior, but I know I did at other times.
289
290 SHIRAISHI Can you explain or fill in some of the background as to what behavior or - or
291 conduct you saw before. Was it similar in that nature or is it an ongoing thing
292 with her?
293
294 LANSDALE It was similar in nature in that it just didn't seem genuine. Sometimes the - her
295 changing her tone would again - again make it sound like somebody doesn't -
296 isn't able to understand what you're saying in a - just a normal tone of voice.
297 And yeah, just because somebody's having a bad day, or you need to - a ride
298 home doesn't mean they're unable to - they're not educated and able to
299 understand your words.
300
301 SHIRAISHI And just estimate how many times you would have addressed this prior to this
302 with CSO [REDACTED]
303
304 LANSDALE Approximately one.
305
306 [REDACTED] Okay. Moving on to the third video here.
307

308 ***CONTINUED VIDEO REVIEW FROM 19-90012***

309 [REDACTED]
310 [REDACTED] Regarding your correction of Officer [REDACTED] not attaching information to the
311 call, was this a reoccurring issue with her?

312
313 LANSDALE Yes.

314 [REDACTED]
315 [REDACTED] That you recall?

316
317 LANSDALE Yes.

318 [REDACTED]
319 [REDACTED] All right. Any idea how many times on previous calls that she had failed to
320 attach information?

321
322 LANSDALE No, I couldn't give an estimate.

323 [REDACTED]
324 [REDACTED] But enough to where it was becoming a recurring problem?

325
326 LANSDALE Yes.

327 [REDACTED]
328 [REDACTED] And did you give her a reason for why you wanted the information attached?

329
330 LANSDALE Yes.

331 [REDACTED]
332 [REDACTED] And what was it?

333
334 LANSDALE It's an officer safety issue because at - while I recognize that this person was not
335 a criminal and not a suspect in any case today, most of our - most of law
336 enforcements contacts with people are with people that are criminals. That's
337 the nature of our business. And when criminals fight with us or flee from us it
338 is our duty to get out the suspect description if they flee from us and broadcast
339 that to other units in the area, so they know what the suspect looks like. Or if
340 the subject commits an assault on an officer that subject needs to be
341 apprehended. So by attaching that information out of habit on calls, if it were a
342 bad situation and subject flee - fled other officers responding could pull up that
343 information and have a visual picture of the suspect in the area. So if they're
344 driving down the street, they know what you look like in advance. I could say
345 that's the guy.

346 [REDACTED]
347 [REDACTED] Mm-hm.

348
349 LANSDALE And they'll apprehend that subject. So the reason for that is an officer safety
350 reason and I want to instill good habits on her in low stress situations, so that
351 when she encounters higher stress situations, she's able to perform proficiently.

352 [REDACTED]
353 [REDACTED] Okay. And how would you classify your tone when you were correcting her on
354 that issue?
355
356 LANSDALE Calm.
357
358 [REDACTED] Anything? All right. Did you respond to [REDACTED] Florin Road on 3/28/19 on an
359 errand call to pick up an unclaimed gun part?
360
361 LANSDALE Yes.
362
363 [REDACTED] Okay. And was Officer [REDACTED] sorry, CSO [REDACTED] at that time still your trainee?
364
365 LANSDALE Yes.
366
367 ***VIDEO REVIEW FROM***
368
369 [REDACTED] So the conversation you had with Officer [REDACTED] what was that about?
370
371 LANSDALE Having - providing the complainant with their report number. And having - and
372 her not having the report number already written down on her notes.
373
374 [REDACTED] Okay. Did you give her prior instruction to write down call numbers before
375 contacting the complainant?
376
377 LANSDALE Yes.
378
379 [REDACTED] Any idea how many times you've given her that instruction?
380
381 LANSDALE Everyday on every report call.
382
383 [REDACTED] Okay. So seeing as how this was March 28, 2019, towards the end of your
384 training session with her, or training month with her, is it safe to assume you've
385 given her that instruction several times?
386
387 LANSDALE Yes.
388
389 [REDACTED] Okay. Was the conversation intended to be a correction or was it an attempt to
390 ascertain if Officer [REDACTED] had actually written down the call number and just
391 didn't know it, or could it have been both?
392
393 LANSDALE It was both because based off my recollection prior to arriving to this call, we
394 were in route, so I know what type of call we were going to.
395

396 [REDACTED] Mm-hm.
397
398 LANSDALE And it is my general practice that I discuss the call for service on the way to the
399 call prior to us arriving on scene so we know what type of call we're
400 encountering. And I know that we have to provide a report number on those
401 types of calls. Even if she didn't know that I know it, so I tell them, hey, this is
402 a type - the type of call that we provide a report number on for his
403 documentation with the DOJ and surrendering property. So I assist the trainees
404 in gathering that information prior to going in
405
406 [REDACTED] Mm-hm.
407
408 LANSDALE so that they don't have to double back.
409
410 [REDACTED] So you thought she'd actually written it down and you - you were just kind of
411 causing her to kind of recheck her notes to make sure that she didn't have to go
412 back out to the car?
413
414 LANSDALE Correct. She, based off my recollection, she did take her notebook out
415
416 [REDACTED] Mm-hm.
417
418 LANSDALE when we were in route to that call and write down a call number. And at that
419 time I had perceived that she just didn't know what she had written down. I
420 think she had the answers, she just didn't know she had the answers.
421
422 [REDACTED] Mm-hm.
423
424 LANSDALE And that's why I was like, well, I think you already got the answer.
425
426 [REDACTED] Mm-hm. Just based on the look on your face were you frustrated at that point
427 with her?
428
429 LANSDALE No.
430
431 [REDACTED] No? Okay. Even though you'd given her the instructions several times
432 throughout the month, this wasn't an area that I guess was a point of contention.
433
434 LANSDALE No.
435
436 [REDACTED] All right. And did this conversation happened in front of the citizen?
437
438 LANSDALE Yes.
439

440 [REDACTED] Based on your training and experience, what can be the affects, positive or
441 negative, on Officer [REDACTED] by addressing that issue the way you did in front of
442 the citizen?
443
444 OLANDER Why don't you go ahead and start with positive and - and go from there.
445
446 LANSDALE Yeah. Can you please repeat the question?
447
448 [REDACTED] Sure. And I'm just going back, I guess, my interpretation it looked like you
449 were a little frustrated or irritated with Officer [REDACTED] at that point for not writing
450 down or at least not being certain that she didn't write that report number down.
451 So is it fair to say the perception of that citizen would also be that as he's
452 watching this interaction with - with you and Officer [REDACTED] that you were a little
453 frustrated with her? Based on your tone of voice and your demeanor.
454
455 LANSDALE No.
456
457 [REDACTED] No.
458
459 LANSDALE Because I don't believe I was - at that moment at - based on my recollection of
460 the incident, I don't recall being frustrated with it
461
462 [REDACTED] Mm-hm.
463
464 LANSDALE and I'm sorry if my face offends you there, I didn't feel - feel that I was - even
465 reviewing the video I don't feel frustrated there.
466
467 [REDACTED] Okay. Based upon your training in your FTO class, maybe your training even
468 as a - as a trainee, are they're positive or negatives to giving direct or possibly
469 what could be perceived as more harsh discipline or direction to a trainee in
470 front of the citizen. Do you think it could embarrass them possibly, the - the
471 trainee?
472
473 LANSDALE I don't feel that because it's not - it's based off when I was a trainee
474
475 [REDACTED] Mm-hm.
476
477 LANSDALE that is the way my FTO's addressed me.
478
479 [REDACTED] Mm-hm.
480
481 LANSDALE So that they could - if there was a question that they had to ask of the witness or
482 victim or suspect they could immediately ask that instead of waiting until the
483 end of a 10-hour shift report writing and then see that we didn't have that

484 information. And then when it's also a suspect we still have to be within
485 eyesight of the suspect. So that is way - based off my training and experience
486
487 [REDACTED] Mm-hm.
488
489 LANSDALE that's the way my interactions with my field training officers were so - and it's
490 not something that offended me when that was done to me, so I did not realize
491 that I had offended somebody by doing that.
492
493 [REDACTED] All right. Reasonably in a situation, would you have waited a 10-hour shift if
494 there was something wrong, could you have just stepped out of the - the shop
495 and addressed it with her right there?
496
497 LANSDALE Yes. And I could have said okay, just go to the car and do it. But that, again,
498 goes back to building bad habits. She's not aware of something. And, again, I
499 just - I think she had the answer on her card.
500
501 [REDACTED] Mm-hm. Okay.
502
503 LANSDALE But she didn't - I think she just didn't know it. But she could have written
504 down the wrong number or I could be mistaken, and she could have not written
505 anything down at all.
506
507 [REDACTED] Mm-hm.
508
509 LANSDALE But at that time I recall that she - or I thought she had written it down.
510
511 [REDACTED] Okay. I'm going to ask you on this one and I'm going to rephrase this last
512 question. I'm going to ask you to put yourself in Officer [REDACTED]'s position for a
513 moment. In your opinion, based on maybe what you know from your - your
514 field training officer class where your - is it true your kind of taught to mold to
515 when maybe what your - your trainee's learning attributes are or the way they
516 learn?
517
518 LANSDALE Yes.
519
520 [REDACTED] Okay. And what makes a - a better learning environment for them?
521
522 LANSDALE Yes.
523
524 [REDACTED] Okay. If Officer [REDACTED] had pursued this as possibly embarrassing to be
525 corrected like this in front of a citizen, what could be the affects for her learning
526 environment as a trainee in your car?
527

528 LANSDALE She could be less receptive to training instruction.
529
530 [REDACTED] Mm-hm. Is there any positives? Could it reinforce something that had been a
531 problem for a long time?
532
533 LANSDALE Yes. The positives are that it's direct and immediate and clear on what the
534 expectation or the issue is
535
536 [REDACTED] Mm-hm.
537
538 LANSDALE and not just broad and vague like at the end of a shift, "Oh well, I would have
539 liked if you could have done this, you could have done that". But instead I
540 chose the direct and immediate rout to provide feedback.
541
542 [REDACTED] Okay. Did you - you say a lot of correcting things after a shift, but is it your
543 standard procedure to correct right then and there or do you wait after a call or
544 obviously it's probably more immediate as opposed to waiting until the end of a
545 shift, but are there any circumstances where you wait until after a call or during
546 even during a call, kind of stepping aside with - with your trainee and
547 discussing certain points that you want them to cover during a statement or
548 certain aspects of how the call is going?
549
550 LANSDALE It's usually immediately at the time
551
552 [REDACTED] Mm-hm.
553
554 LANSDALE so that we can correct it and move forward. There are certain situations where
555 our role wasn't as, like, if it's not the primary officer role or if we're just there
556 for assistance and then I gather information at the scene. Then that's something
557 that I had - I could take back at the end of the shift and discuss. Hey, this is
558 what happened on the call. There are more than - there's more than one way to
559 approach it. If you did this it could have prevented that. This is what officers
560 did good on. So it's just case by case. Time and place, I guess, I would say
561 when it's appropriate.
562
563 [REDACTED] Mm-hm. Okay.
564
565 LANSDALE But if it's something like getting information at the scene, I try to get it
566 immediately so that - by me working swing shift the end of my 10-hour shift is
567 12:30 P.M. I realize it would be rude or discourteous to sometimes call people
568 at 12:30 or 1:00 A.M. in the morning. And our phone calls could or likely be
569 unanswered if I waited
570
571 [REDACTED] Yeah.

572
573 LANSDALE until the end of a shift.
574
575 [REDACTED] Okay. You got anything on that before I move on to the next issue on this one?
576
577 SHIRAISHI Yeah. Was your intent to belittle CSO [REDACTED]
578
579 LANSDALE No, not all.
580
581 SHIRAISHI Was your intent to harass her?
582
583 LANSDALE No.
584
585 SHIRAISHI Was your intent to embarrass her?
586
587 LANSDALE No.
588
589 SHIRAISHI You were just being unambiguous, direct, immediate, and clear?
590
591 LANSDALE Yes.
592
593 SHIRAISHI That's it.
594
595 [REDACTED] For this portion I'm going to have you refer to your CAD call logs from March
596 14th and 15th. Do you recall a shift, specifically March 15th, when Officer
597 [REDACTED] requested and was approved to go end of watch at 2200 hours because
598 she was flying out of town for a funeral at 0600 hours the next morning?
599
600 LANSDALE I recall having a discussion with her that she wanted to get off either early or on
601 time from that shift
602
603 [REDACTED] Mm-hm.
604
605 LANSDALE because of that reason. But I do not recall the specific time.
606
607 [REDACTED] Okay. Do you recall when you were made aware of that request?
608
609 LANSDALE Based off my recollection it was at the beginning of the shift.
610
611 [REDACTED] At beginning of - of that same shift that she wanted to get off early for?
612
613 LANSDALE Yes.
614

615 [REDACTED] All right. And from what you remember, was she able to leave at 2200 hours as
616 she would have liked to that shift?
617
618 LANSDALE No.
619
620 [REDACTED] Okay. Do you recall what time she ended up leaving at that shift?
621
622 LANSDALE Based off the log off time it was approximately
623
624 [REDACTED] And this would have been, I think probably by March 16th now on your call
625 log.
626
627 LANSDALE Yeah, so approximately 0100 hours.
628
629 [REDACTED] Okay. So, I'm sorry. It's going to be the call log from March 15th and 16th.
630 The very top here, March 16th. It looks like there's a sign off at 0237 hours.
631 Referring to this one actually. 0237 hours for a log off. I'm sorry sign off.
632
633 LANSDALE Oh, I see. Correct. Yeah, because there was multiple log on's and log off's.
634
635 [REDACTED] So the beginning shift that she wanted off was on the 15th, but since it carried
636 over past midnight
637
638 LANSDALE Yes.
639
640 [REDACTED] it be actually logging off on the 16th at almost 3:00 o'clock in the morning or
641 0237 hours.
642
643 LANSDALE Yes.
644
645 [REDACTED] Is that accurate?
646
647 LANSDALE Yes.
648
649 [REDACTED] Okay. And do you remember the reason why she wasn't able to leave at - at 10
650 o'clock like she wanted?
651
652 LANSDALE Yes. Because we had to complete a report.
653
654 [REDACTED] Okay. Do you remember what report that was?
655
656 LANSDALE Yes.
657
658 [REDACTED] And which - what report was that or what call was that?

659
660 LANSDALE A traffic collision.
661
662 [REDACTED] And was that a collision from that shift or the previous shift?
663
664 LANSDALE Based off my recollection a previous shift.
665
666 [REDACTED] Previous shift. So the previous shift when you had that traffic accident, do you
667 recall how much of that report was written or if you stayed overtime to try and
668 complete that report in preparation for her maybe being able to get off shift on
669 time or when she wanted to the following shift?
670
671 LANSDALE I do not recall if we stayed over, but if I had call logs that might refresh my
672 memory.
673
674 [REDACTED] The call log from the previous shift is that one right there where it looks like it's
675 0050 was the sign off.
676
677 LANSDALE So 15th. Okay so it shows we were over
678
679 [REDACTED] 'Mm-hm.
680
681 LANSDALE on that shift as well. So that could have been the reason.
682
683 [REDACTED] Okay. Do you know if she completed the 901 on that shift? Do you remember?
684
685 LANSDALE I know that she did not. I think she - based off my recollection, I think she had
686 started it. Such as page
687
688 [REDACTED] Mm-hm.
689
690 LANSDALE one, two and three and just needed to do the text portion, the following shift but
691
692 [REDACTED] Okay. So it carried over to Friday's shift, which was the 15th?
693
694 LANSDALE Yes.
695
696 [REDACTED] All right.
697
698 OLANDER And if I could just ask one question here. And is it - I believe it's your
699 recollection that on the shift ending on the 15th is when you were not aware that
700 on the next shift, she wanted to get off early at that time. Is that your
701 recollection? Because I think you had said you found out
702

703 LANSDALE That day that she needed to get off either on time or early.
704
705 [REDACTED] Mm-hm.
706
707 LANSDALE Again I don't remember a specific time. So, yeah, based off my recollection I
708 was only made aware of the time issue that day.
709
710 [REDACTED] Okay. Did you make every effort to get her off at the 2200 hours on - on the
711 15th as she'd requested?
712
713 LANSDALE Yes, I did.
714
715 [REDACTED] Okay. And from your call logs on the 15th does it show when you, for all
716 intents purposes, went back to the station and started 907 or being on reports?
717
718 LANSDALE Yes.
719
720 [REDACTED] And what time was that? I think it's this one right here, Angela. Right at the
721 bottom down here it shows your times from when you...
722
723 LANSDALE Approximately, 1940 hours.
724
725 [REDACTED] Okay. So from your recollection you didn't take any other calls passed about
726 7:30 that night?
727
728 LANSDALE Yes.
729
730 [REDACTED] And was that in an attempt to allow Officer [REDACTED] to complete her reports?
731
732 LANSDALE Yes.
733
734 [REDACTED] Did you have any issues with her getting off early?
735
736 LANSDALE No. I just knew that if I didn't have her complete that report
737
738 [REDACTED] Mm-hm.
739
740 LANSDALE it would be in violation of the report writing general order because she was
741 going to be out for five days.
742
743 [REDACTED] All right.
744
745 LANSDALE So I knew that the workload had to be completed.
746

747 [REDACTED] Mm-hm.
748
749 LANSDALE Without facing the repercussions of neglecting to do that
750
751 [REDACTED] Was there any
752
753 LANSDALE aspect of our job.
754
755 [REDACTED] was there any thought to getting a - a supervisor's approval to hold that ever if it
756 was not a priority traffic accident?
757
758 LANSDALE It wasn't something - asking a supervisor for that permission wasn't something
759 that I felt was necessary, because I know that there are multiple parties involved
760 in a traffic collision such as all the parties that were drivers and also their
761 insurance companies can also be dependent on that report.
762
763 [REDACTED] Mm-hm.
764
765 LANSDALE And I know there's that time delay of going through the sergeant's approval at
766 each station then forwarding to record and making it - scanning it in and making
767 it available to the public. So it's not something that I wanted to happen. I
768 didn't want that report to be held for five days, because I know other people are
769 dependent on that. And I am conscientious of that and I don't want the public
770 to have that negative perception of us - of us just kissing off their report and not
771 completing it in a timely manner.
772
773 [REDACTED] Okay.
774
775 LANSDALE So, no, I did not ask the sergeant for approval to hold it for five days.
776
777 [REDACTED] Okay. Questions on that? No. All right. At any time while you were training
778 Officer [REDACTED] did you ever make any reference to her age?
779
780 LANSDALE Not that I recall.
781
782 [REDACTED] Did you ever make a specific statement to something along the lines of being
783 surprised that she could type as fast as she could and asking if she learned on a
784 typewriter.
785
786 LANSDALE No. I recall complimenting her that she is a very proficient typer. The
787 comment that I made was with regard to a style issue. And she said that there
788 was something that she was - that was different then the way I was taught. And
789 I told her there's a generational thing just as modern language association their
790 style format changes, APA format changes. It's just - it depends on when you

791 went to school. I used the example of the report writing system that we use,
792 MRE, doesn't have a word processor in it. It says many words are misspelled.
793 It doesn't have autocorrect. And then as of a couple weeks ago when we got the
794 new MRE version, it has a word processor in it that corrects a lot of grammar
795 and spelling mistakes.

796 [REDACTED]

797 [REDACTED] Mm-hm.

798

799 LANSDALE But I did make reference to there's a general - generational difference of when
800 you went to school, what major you did. Just if - as if you were a science major
801 your - you may not have the same writing skills as somebody that's an English
802 major. I wasn't an English major. I may not have the same writing skills as
803 somebody that was an English major. But I do not recall making any reference
804 to her age. I do not even know how old she is.

805 [REDACTED]

806 [REDACTED] All right. So generational - when you say generational were you referring to an
807 older generation of - of individuals?

808

809 LANSDALE No. Just when you went to school and then, again, back to your major. When
810 you went and where you went. And even it could come to teachers. Some
811 teacher address certain issues. Some teachers don't address

812 [REDACTED]

813 [REDACTED] Mm-hm.

814

815 LANSDALE other issues.

816 [REDACTED]

817 [REDACTED] Did you ever treat Officer [REDACTED] differently because of what you may perceive
818 her age to be?

819

820 LANSDALE No.

821 [REDACTED]

822 [REDACTED] And how old do you think Officer [REDACTED] is?

823

824 LANSDALE 32 possibly. Again, I - I don't know how old she is.

825 [REDACTED]

826 [REDACTED] Okay. Did you adjust your style of training based upon what you had said
827 before being her generational exposure to education?

828

829 LANSDALE No.

830 [REDACTED]

831 [REDACTED] Or certain types of word formatting?

832

833 LANSDALE No.

834

835 [REDACTED] Did you allow Officer [REDACTED] any workout time when she was training with you?
836
837 LANSDALE No.
838
839 [REDACTED] Okay. And was there a reason for that?
840
841 LANSDALE Yes.
842
843 [REDACTED] And what was that reason?
844
845 LANSDALE I do not take on duty workout time. Typically there are few weeks - few days I
846 claim it, but I typically don't do on duty workout.
847
848 [REDACTED] And is that common for other FTO's if they don't participate in workout time,
849 do they allow their trainee to participate in workout time?
850
851 LANSDALE Yes. The gym is open for access. Anybody can go use it.
852
853 [REDACTED] Mm-hm.
854
855 LANSDALE It's always available.
856
857 [REDACTED] But if - if you are - other trainees that - that you know, I'm sorry, other FTO's
858 that you know of, if they do not participate in on duty workout time, do they
859 still allow their trainee to participate in those two hours a week that we get on
860 duty for workout time?
861
862 LANSDALE I don't know. I know that I would - well see this is a difference between what
863 sergeants allow. And some sergeants allow FTO's to do evals during that time
864 when the trainee's working out.
865
866 [REDACTED] Mm-hm.
867
868 LANSDALE Some say, "No, workout time is for workout only". Some people sit in the
869 breakroom all workout. So I haven't asked other FTO's how they actually use
870 their workout time. But I just typically don't take workout time. And that's
871 been consistent with all of my trainees.
872
873 [REDACTED] Okay. And for you, is there any consideration to health benefits both physical
874 and mental for a trainee being able to participate in their workout time during
875 their shift?
876
877 LANSDALE Yes.
878

879 [REDACTED] And has that consideration been that there's no benefit to that?
880
881 LANSDALE No, I believe there is a benefit, however, I recognize that with a trainee, report
882 writing takes a significant amount of time and we are still over on report writing
883 time
884
885 [REDACTED] Mm-hm.
886
887 LANSDALE on a routine basis with every trainee. It's just - it - it takes time to learn. And
888 my training logs or the CAD logs reflect that and as well as my Ecaps, the
889 timesheets. When I have a trainee, I make overtime claims for report writing.
890 So, again, like I said they're open. You're able to go use the gym before shift
891
892 [REDACTED] Mm-hm. Just off - off duty basically or outside of your normal duty hours from
893 when your training is when you would allow that?
894
895 LANSDALE Yes, but so - and to further explain that. Swing shift has to be logged on by -
896 we're told we're - have to be logged on by 3:00 pm. And we can come in and
897 do an hour of workout, a half hour or an hour before shift.
898
899 [REDACTED] Mm-hm.
900
901 LANSDALE However, if we have reports to write at the end of the shift so we would - we
902 should get off at 11:30 that night and we have reports to write, you don't get
903 that extra hour of overtime. So if you - I told him - I think she did come in early
904 - you're always able to come in early and use it and I can't log off at 11:30 to
905 12:30 that extra hour at the end of shift to go in and workout when we have
906 reports to write, because it would be working out and then going back to report
907 writing.
908
909 [REDACTED] Mm-hm.
910
911 LANSDALE So
912
913 [REDACTED] Okay. And before shift was, I'm sorry, at the beginning of your shift was also
914 off the table?
915
916 LANSDALE Correct. Swing shift does not do that.
917
918 [REDACTED] Got it.
919
920 LANSDALE I don't
921
922 [REDACTED] Because of calls for service?

923
924 LANSDALE Yes.
925
926 [REDACTED] Workload.
927
928 LANSDALE Call volume, yeah.
929
930 [REDACTED] Okay. Did you ever during a conversation, advise Officer Brierley that you
931 don't allow your trainee's workout time because as a part time FTO you do not
932 get paid the extra percentage for that time that your trainee was in the gym?
933
934 LANSDALE Yes.
935
936 [REDACTED] Okay. Anything?
937
938 SHIRAISHI For all of 2019, did you work on the same patrol team?
939
940 LANSDALE Yes.
941
942 SHIRAISHI What team number was that?
943
944 LANSDALE I do not know.
945
946 SHIRAISHI Who was your sergeant?
947
948 LANSDALE Justin Thompson.
949
950 SHIRAISHI Days off?
951
952 LANSDALE Monday, Tuesday, Wednesday.
953
954 SHIRAISHI And swing shift out of the south station?
955
956 LANSDALE Yes.
957
958 SHIRAISHI And excuse me for asking this, but how old are you?
959
960 LANSDALE 27.
961
962 SHIRAISHI 27. Is it your understanding that field training officers part time or full time,
963 have the discretion to order their trainees to take workout time or not?
964
965 LANSDALE Can you say that again?
966

967 SHIRAISHI What's your understanding of an FTO, either part time or full time, to have the
968 authority or the discretion to have their trainee take workout time or not?
969

970 LANSDALE That they're allowed to come in but, again, I was even told this year, we're not
971 allowed to claim that as overtime. So if you come in early and don't have the, I
972 would say of luxury of getting off early, then you're just volunteering your
973 time. And some of us go in and workout four days a week, some people go to
974 other gyms. But the way I understand workout time is that it's a privilege and
975 not a guarantee. And it's not a mandatory thing.
976

977 OLANDER And so I think what you're saying is that it's your understanding that you have
978 the discretion to not allow a trainee workout time during the shift?
979

980 LANSDALE Correct. However, if they wanted to come in an hour before their shift on their
981 own time, they are able to do that.
982

983 OLANDER Is that what you're asking?
984

985 SHIRAISHI Yes. Thank you.
986

987 LANSDALE I just don't have the ability to claim that if we don't get off on time.
988

989 SHIRAISHI Right.
990

991 LANSDALE To get paid, then they would therefore being paid for the same workout that
992 they would otherwise be volunteering for.
993

994 SHIRAISHI And Sergeant Thompson was your sergeant last year, who - who is - are you on
995 the same patrol team you started with in January of 2020?
996

997 LANSDALE Yes.
998

999 SHIRAISHI Sergeant - who is your sergeant?
1000

1001 LANSDALE James Sobdash.
1002

1003 SHIRAISHI Swing shift?
1004

1005 LANSDALE Yes.
1006

1007 SHIRAISHI Days off?
1008

1009 LANSDALE Monday, Tuesday, Wednesday.
1010

1011 SHIRAISHI South station?
1012
1013 LANSDALE Yes.
1014
1015 SHIRAISHI All right.
1016
1017 [REDACTED] Josh, do you have anything before we move to the next month?
1018
1019 OLANDER No, sir. Thank you.
1020
1021 [REDACTED] Okay. All right. So we'll move to April. Did you respond to Florin Road and
1022 Macero Way on May 3, 2019, for an injury accident?
1023
1024 LANSDALE Yes.
1025
1026 [REDACTED] Okay. Move to the next video.
1027
1028 ***VIDEO REVIEW FROM 19-137573***
1029
1030 [REDACTED] So as far as your communication with the CSO, did you have a problem with
1031 that CSO's use of the police radio to start the tow truck?
1032
1033 LANSDALE At that time I - as I explained to him on the video that nonpriority traffic doesn't
1034 need to be broadcasted on the air.
1035
1036 [REDACTED] Okay.
1037
1038 LANSDALE The administrative stuff.
1039
1040 [REDACTED] And - and why is that? What is the reasoning behind that?
1041
1042 LANSDALE An officer's safety reason because when they're on Channel 4 two other sectors
1043 on the radio sometimes 6 is on Channel 4 also. At any given moment
1044 something could be a public safety hazard that other officers are on and they
1045 need to call priority traffic such as on that domestic violence call that was going
1046 on they - they could be - have to broadcast the suspect description, or that they
1047 were fighting with a suspect. The police radio also needs to be open for officers
1048 to call for cover and traffic stops
1049
1050 [REDACTED] Mm-hm.
1051
1052 LANSDALE so that other units can know where they're at. So it's an officer safety issue not
1053 to send out nonpriority stuff over the radio just like we should not have
1054 conversations on the police radio. It should be clear and brief and also in

1055 accordance with the General Order for the police using the call - MDT that says
1056 that administrative messages are supposed to be done over the MDT when
1057 possible.
1058
1059 [REDACTED] Okay.
1060
1061 LANSDALE And, again, back to officer safety, somebody has to call for cover you want - I
1062 would think any officer would want the air open and available for that.
1063
1064 [REDACTED] When you addressed this with the CSO, were other officers present?
1065
1066 LANSDALE Yes.
1067
1068 [REDACTED] What about fire personnel, were they within ear shot?
1069
1070 LANSDALE Yes.
1071
1072 [REDACTED] What about citizens?
1073
1074 LANSDALE Yes.
1075
1076 [REDACTED] Okay. And, again, like with CSO [REDACTED] was this something that you felt
1077 needed to be addressed immediately or could have been done after the fact, one
1078 on one with that CSO?
1079
1080 LANSDALE I felt immediately because if I just allowed it to happen then it would defeat the
1081 whole purpose of training. It would sort of say, like, if you're just going to sit
1082 back and watch it happen why say anything. So that's why I felt it was direct
1083 and immediate.
1084
1085 [REDACTED] Okay. Do you feel though that you could achieve the same desired effect with
1086 taking a CSO over to a car and just discussing it one and one with that
1087 individual?
1088
1089 LANSDALE If my action - if I was aware that that offended them, I could change my
1090 teaching method. But I was unaware that that offended him.
1091
1092 ***CONTINUED VIDEO REVIEW FROM 19-137573***
1093
1094 [REDACTED] So what was the context of that short interaction you had with that - the citizen
1095 there?
1096
1097 LANSDALE He was attempting to drive passed the red and blue police lights to go where he
1098 wanted to go.

1099 [REDACTED]
1100 [REDACTED] Okay.
1101
1102 LANSDALE And I did not want him to drive there, so I put my hand up and yelled stop.
1103
1104 [REDACTED] Okay. Do you know if he was trying to pull into his driveway? Was there a
1105 certain reason he was trying to circumvent the police lights?
1106
1107 LANSDALE Yes, he was trying to pull into his driveway.
1108
1109 [REDACTED] All right. How would you describe your tone of communication with the driver
1110 for that interaction?
1111
1112 LANSDALE Loud.
1113
1114 [REDACTED] Would you classify it as direct?
1115
1116 LANSDALE Yes.
1117
1118 [REDACTED] Okay. Discourteous?
1119
1120 LANSDALE No.
1121
1122 [REDACTED] Rude?
1123
1124 LANSDALE No.
1125
1126 [REDACTED] Informative?
1127
1128 LANSDALE Yes.
1129
1130 [REDACTED] Did you ever recontact with the driver afterwards to explain the reason why you
1131 wanted him to stop in the middle of the street and not be able to pull into his
1132 driveway?
1133
1134 LANSDALE I recall that I did.
1135
1136 [REDACTED] Oh, you did? Okay.
1137
1138 LANSDALE I think so.
1139
1140 [REDACTED] I didn't find it on Body Cam that's why I'm asking if there's anything outside
1141 that would have been captured on bodycam about this incident.
1142

1143 LANSDALE I think he's the guy that comes out, yeah. He parks and then he talks to multiple
1144 officers.
1145
1146 [REDACTED] Mm-hm.
1147
1148 LANSDALE And even says that he used to be or maybe that was the school administrator. I
1149 know we had conversations with somebody else.
1150
1151 [REDACTED] I know there is a -a school administrator that came down and said that he had
1152 witnessed several collisions or accidents at that same stretch of - of roadway.
1153
1154 LANSDALE But I think I did talk to that guy. I think that's the guy that even said he was
1155 prior - he was one of us or prior
1156
1157 [REDACTED] Mm-hm.
1158
1159 LANSDALE government employees. Something like that. Was there somebody
1160
1161 [REDACTED] I don't recall.
1162
1163 LANSDALE because I think we even asked him if he would - I don't know how far down in
1164 the stretch
1165
1166 [REDACTED] Mm-hm.
1167
1168 LANSDALE but to see if he was - one - one of the people that had property damage.
1169
1170 [REDACTED] Mm-hm.
1171
1172 LANSDALE Because he would have to be on the collision.
1173
1174 [REDACTED] Okay.
1175
1176 LANSDALE So I - I think I did have a conversation with him.
1177
1178 [REDACTED] Okay. Anything?
1179
1180 SHIRAISHI Is that first time you have seen that gentleman driving that SUV before?
1181
1182 LANSDALE Yes.
1183
1184 SHIRAISHI So this is the only time you ever interacted him that you can recall?
1185
1186 LANSDALE Yes.

1187
1188 SHIRAISHI That's it.
1189
1190 OLANDER When you were interacting with this gentleman - this interaction right here on
1191 the video, were you angry with him?
1192
1193 LANSDALE No.
1194
1195 OLANDER Were you upset?
1196
1197 LANSDALE No.
1198
1199 OLANDER Why were you speaking in a loud voice?
1200
1201 LANSDALE So that he could hear me because there were at least two lanes of traffic
1202 immediately next to us, multiple vehicles, car - the sound of cars still going by
1203 and his windshield, I don't know if his passenger - his driver side window was
1204 up but it was so that he could hear me. If I talked in this tone of voice
1205 somebody on the other side of the wall let alone a glass car and with vehicles
1206 driving by could hear me. So I spoke loudly so that he could hear me. And
1207 used the hand gesture in case he couldn't hear me, so that he could see this with
1208 assistance of the red and blue police lights flashing.
1209
1210 [REDACTED] Anything that prevented you from walking up to his driver's side window and
1211 just having a casual conversation with him, which would I guess negate the
1212 need to yell?
1213
1214 LANSDALE He would have just driven passed. He was trying to drive where I was standing
1215 and just circumvent the whole police vehicles using it
1216
1217 SHIRAISHI Mm-hm.
1218
1219 LANSDALE for traffic control. He was just trying to drive around, so that's why I put my
1220 hand up to stop him.
1221
1222 SHIRAISHI I understand that. Stop him.
1223
1224 LANSDALE Yeah, so
1225
1226 SHIRAISHI And then take the action to go up to his window and have the conversation with
1227 him.
1228
1229 LANSDALE Then I would've unblocked the road. He - that's what I'm saying my body
1230 moving he was still trying to drive around me. So if I went and talked to him at

1231 his driver side window or even the passenger side window, I would have
1232 unblocked the street with my body, and he would just drive into his driveway.
1233
1234 [REDACTED] Okay. All right. Move on to June. You guys doing okay? Any breaks? Good
1235 to go, okay?
1236
1237 OLANDER I'm fine. Angela?
1238
1239 LANSDALE I'm okay.
1240
1241 SHIRAISHI Okay.
1242
1243 [REDACTED] Did you respond to [REDACTED] Arbusto Circle on 6/8 of 2019, for a domestic violence
1244 call?
1245
1246 LANSDALE Yes.
1247
1248 [REDACTED] And did you have a trainee with you at the time?
1249
1250 LANSDALE Yes.
1251
1252 [REDACTED] And who was that trainee?
1253
1254 LANSDALE Officer [REDACTED]
1255
1256 [REDACTED] What phase was Officer [REDACTED] in when he rode with you?
1257
1258 LANSDALE Phase 3.
1259
1260 [REDACTED] New Phase 3 or had he been a Phase 3 before he came to your car?
1261
1262 LANSDALE I do not recall.
1263
1264 [REDACTED] Do you know what the expectations are of - of a Phase 3 officer?
1265
1266 LANSDALE Yes.
1267
1268 [REDACTED] Can you elaborate please?
1269
1270 LANSDALE To apply their knowledge and training to be able to handle a call for service to
1271 an attempt to meet the solo officer standard.
1272
1273 [REDACTED] All right. So their generally expected to perform and operate as a solo officer
1274 when on a call?

1275
1276 LANSDALE Yes.
1277
1278 ***VIDEO REVIEW FROM 19-180578***
1279
1280 [REDACTED] Okay. And for the record, do you recognize this as Officer Brierley's
1281 bodycam?
1282
1283 LANSDALE Yes.
1284
1285 ***CONTINUED REVIEW FROM 19-180578***
1286
1287 [REDACTED] Okay. That's it for that one.
1288
1289 ***CONTINUED REVIEW FROM 19-180578***
1290
1291 [REDACTED] Do you remember seeing the details of this call? It was a DV call, correct?
1292
1293 LANSDALE Yes.
1294
1295 [REDACTED] Were both parties still on scene?
1296
1297 LANSDALE Yes.
1298
1299 [REDACTED] All right. And you're talking with Officer Brierly. Is he the - your cover officer
1300 on this?
1301
1302 LANSDALE Yes.
1303
1304 [REDACTED] All right. Did you advice Officer Brierly to not assist Officer [REDACTED] with either
1305 this call or any other call for service that you responded to?
1306
1307 LANSDALE Not so say assist, but don't just give him the answers.
1308
1309 [REDACTED] Okay.
1310
1311 LANSDALE Let him work through it so that he can learn and again apply his knowledge.
1312
1313 [REDACTED] Okay. So that - that was your way of not so much telling him not to help out at
1314 all, but just to have Officer [REDACTED] be a good primary officer and delegate or
1315 direct or work his way through the call?
1316
1317 LANSDALE Yes.
1318

1319 [REDACTED] Without taking it over so to speak.
1320
1321 LANSDALE Well and even if Officer [REDACTED] wanted to take it over - if Officer ([REDACTED]) wanted
1322 to take it over that is ideal, so he does the primary officer role for evidence
1323 collection obtaining statements and determining what crimes occurred.
1324
1325 [REDACTED] Mm-hm.
1326
1327 LANSDALE I wanted Officer Brierly to act as more of a cover officer.
1328
1329 [REDACTED] Okay.
1330
1331 LANSDALE So instead of a contact officer act as the cover officer.
1332
1333 [REDACTED] You think
1334
1335 LANSDALE Secondary officer.
1336
1337 [REDACTED] you think that was communicated well there as far as the role of, act as a cover
1338 officer as opposed to, I think what you said was something along the lines of,
1339 you know, I don't want you to do anything because he needs to do everything?
1340
1341 LANSDALE I don't recall.
1342
1343 [REDACTED] We can listen to it again if you like?
1344
1345 LANSDALE Yeah. Can we listen to it again?
1346
1347 ***CONTINUED REVIEW FROM 19-180578***
1348
1349 [REDACTED] Sure. And in your opinion is Officer [REDACTED] within ear shot of this conversation?
1350
1351 LANSDALE Yes.
1352
1353 [REDACTED] Is he able to hear what you're saying to Officer Brierly?
1354
1355 LANSDALE Yes.
1356
1357 [REDACTED] So again to reiterate the purpose of the comment to Officer Brierly was - was it
1358 kind of defining boundaries of what you want him to do as a cover officer?
1359
1360 LANSDALE Yes. And to not step on the trainee's toes even if it takes time for the trainee to
1361 get somewhere. Let the trainee work through a call and demonstrate that they
1362 have the skills and abilities to handle that call for service.

1363 [REDACTED]
1364 [REDACTED] Mm-hm.
1365 [REDACTED]
1366 LANSDALE So, but a lot of people are eager and want to just - because on a normal call for
1367 service we just get out and go talk and we just do our thing. But with a trainee
1368 we have to know to step back let the trainee do the - the performance. But if
1369 they don't know something, we're there for them to ask. Or if there - there
1370 needs to be physical intervention we're there to intervene also. But, yeah, it's to
1371 not step on the trainee's toes. To let them be able to - give them the opportunity
1372 to demonstrate their skills.
1373 [REDACTED]
1374 [REDACTED] Okay. Did you (unintelligible) on that, Jeff?
1375 [REDACTED]
1376 OLANDER Well I just - I think your - your question before we watched the video was
1377 whether Officer Lansdale effectively communicated
1378 [REDACTED]
1379 [REDACTED] Mm-hm.
1380 [REDACTED]
1381 OLANDER the expectations terms of, I guess, the perception of the trainee was that she -
1382 her instruction was to provide no assistance to that trainee.
1383 [REDACTED]
1384 [REDACTED] Correct.
1385 [REDACTED]
1386 OLANDER And I just kind of like to go back to that - that question. I'm not sure if that was
1387 answered directly. Could you repeat that question?
1388 [REDACTED]
1389 [REDACTED] I think that was actually one that I was just off - off the top of my head.
1390 [REDACTED]
1391 SHIRAISHI I think it was do you believe that you effectively communicated at that time that
1392 you wanted the other officer to act as more of a cover officer then a contact
1393 officer?
1394 [REDACTED]
1395 LANSDALE Yes.
1396 [REDACTED]
1397 OLANDER Do you believe that you communicated that effectively?
1398 [REDACTED]
1399 LANSDALE Yes.
1400 [REDACTED]
1401 OLANDER Thank you.
1402 [REDACTED]
1403 [REDACTED] Did you respond to [REDACTED] 53rd Avenue on 6/9/19, for a disturbance between
1404 roommates?
1405 [REDACTED]
1406 LANSDALE Its 43rd Avenue, but yes.

1407 [REDACTED]
1408 [REDACTED] I'm sorry 43rd Avenue.
1409 [REDACTED]
1410 LANSDALE Yeah, it's okay.
1411 [REDACTED]
1412 [REDACTED] And was Officer [REDACTED] still your trainee?
1413 [REDACTED]
1414 LANSDALE Yes.
1415 [REDACTED]
1416 ***VIDEO REVIEW FROM 19-181714***
1417 [REDACTED]
1418 [REDACTED] Okay. So what - during this interaction did you have a purpose for interjecting
1419 when Officer [REDACTED] was attempting to gain a statement from this individual -
1420 from the citizen?
1421 [REDACTED]
1422 LANSDALE Yes.
1423 [REDACTED]
1424 [REDACTED] Okay. And what was that for?
1425 [REDACTED]
1426 LANSDALE To see if he was asking appropriate questions to establish if a crime had
1427 occurred or not.
1428 [REDACTED]
1429 [REDACTED] Okay.
1430 [REDACTED]
1431 LANSDALE And then
1432 [REDACTED]
1433 [REDACTED] Okay.
1434 [REDACTED]
1435 LANSDALE The reason for asking about the physical injuries is to determine whether or not
1436 we needed to request medical attention for the subject there.
1437 [REDACTED]
1438 ***CONTINUED REVIEW FROM 19-181714***
1439 [REDACTED]
1440 [REDACTED] Okay. So what was your purpose for interjecting when Officer [REDACTED] was
1441 obtaining the other party's information?
1442 [REDACTED]
1443 LANSDALE To explain to them - him that he already had the information.
1444 [REDACTED]
1445 [REDACTED] Mm-hm.
1446 [REDACTED]
1447 LANSDALE I don't think he was recognizing that that's the one of the people that we had ran
1448 prior to us going to the call for service.
1449 [REDACTED]

1450 [REDACTED] I see. Did you see him write it down on his notepad when you were in the car
1451 earlier?
1452
1453 LANSDALE I do not recall.
1454
1455 [REDACTED] Okay. So his - his method of taking notes there is that something that's taught
1456 in the academy?
1457
1458 LANSDALE Yes.
1459
1460 [REDACTED] Okay. Is there - anything necessarily wrong with that with what he's doing?
1461
1462 LANSDALE No.
1463
1464 [REDACTED] Were you just trying to make it, so he didn't duplicate his effort?
1465
1466 LANSDALE Yes.
1467
1468 ***CONTINUED REVIEW FROM 19-181714***
1469
1470 [REDACTED] All right. So in this one, did you advise Officer Clatterbuck not to assist Officer
1471 [REDACTED] with this call after she asked Officer [REDACTED] if he needed any assistance
1472 with it?
1473
1474 LANSDALE I don't recall telling her not to tell help him, but I said to allow him to work
1475 through it.
1476
1477 [REDACTED] So effectively you didn't tell her that, don't help us, but you said he needs to
1478 work through it. Was that kind of an inference of - to not provide assistance?
1479 To let him figure out everything on his own.
1480
1481 LANSDALE Not that she's not - not to say that she's not there for assistance. It's similar to
1482 the last one. Don't step on his toes and just do all the work for him. Let him
1483 demonstrate his ability to perform the job and work through it. So it's - I didn't
1484 want her to take the work away from him and then she would end up writing the
1485 report
1486
1487 [REDACTED] Mm-hm.
1488
1489 LANSDALE and doing the work. I want him to be able to function and demonstrate he's
1490 capable of doing it and, but if we just did it for him, he wouldn't be able to
1491 demonstrate that for us. Because, again, not - I didn't do it to tell her no, don't
1492 help him
1493

1494 [REDACTED] Mm-hm.
1495
1496 LANSDALE but give him the opportunity to demonstrate his ability to do it.
1497
1498 [REDACTED] Okay. With him hearing this though, do you think it's reasonable where he
1499 could have the perspective that you're telling her not to help him at all and his
1500 Phase 3 officer who is supposed to be solo and working with other officers on
1501 the scene to - to manage a call. Would that be looked - could be looked upon by
1502 him as - as you making him do all the work when in fact, he's supposed to be
1503 working with other officers to - to work through a - a call?
1504
1505 LANSDALE If that was - is what he was upset by, I don't
1506
1507 [REDACTED] Mm-hm.
1508
1509 LANSDALE I didn't know at the time that that upset him. That wasn't my intention. Again,
1510 my intention was to be able to give him the opportunity to allow him to
1511 demonstrate that he's capable of doing it.
1512
1513 [REDACTED] If he had asked Officer Clatterbuck to perform a task, "Hey, take a statement"
1514 or, "Collect some evidence", what would have been your response to that?
1515
1516 LANSDALE Okay.
1517
1518 [REDACTED] After watching these videos do you believe it's apparent either any of the
1519 citizens that Officer [REDACTED] contacted, that he is a trainee or at the minimum a
1520 less experienced officer?
1521
1522 LANSDALE No.
1523
1524 SHIRAISHI Why do you believe that?
1525
1526 LANSDALE Because he was out there doing the work and contacting people and obtaining
1527 statements. He was doing what he was supposed to be doing.
1528
1529 [REDACTED] As he's doing that though, it's very clear interjecting with direction or questions
1530 for him, you don't believe the citizen may have recognized that as being an
1531 indication that Officer [REDACTED] maybe wasn't the most experienced officer out
1532 there?
1533
1534 LANSDALE I can't attest to what the citizen perceived.
1535
1536 [REDACTED] Is it possible?
1537

1538 LANSDALE Yes, it's possible.
1539
1540 [REDACTED] Do you think your style of training lends itself to a citizen identifying an officer
1541 as a trainee or a less experienced officer as opposed to your partner? And by
1542 that, I mean the corrections - immediate corrections as they're interacting with a
1543 citizen.
1544
1545 LANSDALE Can you repeat the question?
1546
1547 [REDACTED] Sure. Do you believe your style of training, and by that, I mean your immediate
1548 corrections, lends itself to a citizen identifying or having the perception that an
1549 officer is a trainee or maybe a less experienced officer?
1550
1551 LANSDALE I just feel like that's speculating again like the last one is
1552
1553 OLANDER I mean if it's - its
1554
1555 LANSDALE possible
1556
1557 OLANDER it's possible.
1558
1559 LANSDALE percept - everybody is entitled to have their own beliefs and
1560
1561 [REDACTED] Mm-hm.
1562
1563 LANSDALE what - I can't testify to what other people perceive. So, yes, it is possible for
1564 people to perceive things.
1565
1566 [REDACTED] If a citizen believes an officer is less experienced or maybe unknowledgeable in
1567 a certain area, can that affect the way they interact with that officer?
1568
1569 LANSDALE It is possible.
1570
1571 [REDACTED] Yeah. Do you think they would be - do you think they would be more apt to
1572 either to trust the - the way the officer's handling the call if they believe the
1573 officer wasn't the most experienced one there?
1574
1575 LANSDALE Can you repeat the question.
1576
1577 [REDACTED] Do you think there would be more - do you think there would be more or less
1578 trust on the part of that citizen, that your trainee would be handle - effectively
1579 handle that call if they believe that wasn't the most experienced officer there?
1580 Or that officer was in training.
1581

1582 LANSDALE I think they could have less trust.
1583
1584 [REDACTED] Okay. Do you think that would make them more or less apt to interact with that
1585 officer if they weren't confident that they weren't the most experienced one
1586 there Or knowledgeable about what they were doing.
1587
1588 LANSDALE I think less.
1589
1590 [REDACTED] Do you think that might limit the officer's ability to get exposure to certain
1591 types of calls?
1592
1593 SHIRAISHI I don't understand your question.
1594
1595 [REDACTED] If a citizen is - is less apt to communicate or interact with an officer because
1596 they feel they're not the most experienced officer at the scene or in training, do
1597 you think that would negatively impact the trainee's interaction with that
1598 citizen? Do you think that would limit their exposure or maybe their
1599 communication if that citizen maybe doesn't want to communicate with them
1600 anymore or looks to you to handle the call or give a statement to?
1601
1602 LANSDALE No. Because based off of my experience in the field training program when I
1603 went through it there was sometimes a 20-year age difference between myself
1604 and my field training officer. And it was very apparent that I was a trainee and
1605 the public would make comments all the time such as what are you a rookie?
1606 Oh, you must be in training. And I took no offense to that.
1607
1608 [REDACTED] Mm-hm.
1609
1610 LANSDALE I said yeah, I confirmed their perceptions and beliefs and told them that I was in
1611 fact in training and that's why I had another officer there. And another
1612 comment that the public constantly makes to us is, why are there so many
1613 officers here? And we always have to tell them well, if it's a domestic violence,
1614 two and then if it's something like a ringer call it's only one call for service.
1615 There are - excuse me. One assigned officer but if they're in training there's
1616 always that secondary officer. So, again, based off my training and experience
1617 even the way you talk to people shows your level of experience and confidence.
1618 And I feel that the public can immediately see that, but I don't feel that it's a
1619 hindrance to the trainee. I feel that it's just something that it is. We all have to
1620 start somewhere. And the people call us on our stuff and we just continue to
1621 ask the questions and people take - I've never had an issue with somebody
1622 wanting to speak to me over my trainee - else. I mean it could have happened
1623 one or two times
1624
1625 [REDACTED] Mm-hm.

1626
1627 LANSDALE but I'll just say oh, just answer it to this officer here.
1628
1629 OLANDER In your training and experience as a trainee, did the fact that you were a trainee,
1630 and it was maybe obvious to the members of the public, impair your ability to
1631 get the necessary experience to get through your phase training and become a
1632 solo officer?
1633
1634 LANSDALE No.
1635
1636 OLANDER And based upon that do you believe that that impaired this trainee or any
1637 trainee's ability to get the necessary experience and exposure to become a solo
1638 officer?
1639
1640 LANSDALE No.
1641
1642 [REDACTED] Okay. Could a new officer be embarrassed by an FTO or senior officer pointing
1643 out their deficiencies or inexperience in front of the citizens who they are trying
1644 to interact with?
1645
1646 LANSDALE Yes.
1647
1648 [REDACTED] If an officer is - is embarrassed can it alter their mindset and affect the trainee's
1649 ability to work through a call?
1650
1651 LANSDALE Yes.
1652
1653 [REDACTED] Okay. What about absorb information or learn new skills?
1654
1655 LANSDALE Yes.
1656
1657 [REDACTED] What about focus on important issues such as officer safety?
1658
1659 LANSDALE Yes.
1660
1661 [REDACTED] Is there anything in this situation that would have prevented you from
1662 addressing these issues in the videos, again, privately with Officer [REDACTED]
1663 Away from ear shot of the citizen or another officer.
1664
1665 LANSDALE No.
1666
1667 [REDACTED] Anything on that?
1668

1669 SHIRAISHI Just - I don't know what has been provided to you from Sergeant [REDACTED] in
1670 terms of your involvement with the FTO program. Any sort of memorandums
1671 or any of the stuff that was stipulated to you at the start of our conversation, so
1672 I'm just going to back us up a little bit. Give me an idea of three characteristics
1673 in your opinion that make a good FTO?
1674

1675 LANSDALE Being a clear communicator. Being proficient in job duties and assignments.
1676 And being a good leader.
1677

1678 SHIRAISHI And then are these characteristics given to your trainees in the form of
1679 expectations, say first shift you ride with before you leave the roll call room and
1680 for your first shift. What's that look like? Because I'm counting nine trainees
1681 here just on this page, but more than likely you've had more than 10 trainees. Is
1682 that fair to say?
1683

1684 LANSDALE Yes.
1685

1686 SHIRAISHI So what - what does your expectations if - if they exist, what does it sound like
1687 to a trainee when you first ride with them?
1688

1689 LANSDALE I tell them that officer safety is paramount. Their own safety. I want them to
1690 consider their own safety first. And then the safety of other officers and the
1691 public. And I explain to them that if they're concerned about my safety and I'm
1692 concerned about my safety first then their safety could get neglected. So I
1693 always want them to consider their safety first, because if their safety is
1694 compromised and they're injured or killed and then they would be unable to
1695 perform a job and keep the - their partners and the public safe. I tell them to
1696 refer to their training. What they've been taught in the academy. And be
1697 consistent with that training and the field training manual. And I have also told
1698 them to - that I evaluate based off the standard evaluation guidelines, so that
1699 they know what areas they need to work on. And I do that in alignment with the
1700 field training manual so that issues, after I talk to them, it's written down to
1701 refresh their memory and that it's available, so they know areas that they need
1702 to address to improve their performance.
1703

1704 SHIRAISHI So I'm just going to repeat this just so I understand. Clear communicator,
1705 proficient at duties, and a good leader are the characteristics of - of what you
1706 believe is a good FTO. And you cover a lot of safety stuff with your trainees, is
1707 that correct?
1708

1709 LANSDALE Yes.
1710

1711 SHIRAISHI Be consistent, refer to training, the manuals and that they will be evaluated off
1712 the standard set in the FTO manual, is that correct?

1713
1714 LANSDALE Yes.
1715
1716 SHIRAISHI And to be an FTO, is that something in our department that you just get by
1717 tenure, it's your turn, is this a position you had to test for, were you recruited,
1718 did you try out for it? Kind of explain what that looks like.
1719
1720 LANSDALE It was a testing process that included a written application, a - I don't recall if it
1721 was approximately 200-word essay, as well as a interview process and a review
1722 of watch files and possibly a review of internal affair files.
1723
1724 SHIRAISHI So you want to be an FTO, is that correct?
1725
1726 LANSDALE Yes.
1727
1728 SHIRAISHI Give me three reasons why.
1729
1730 LANSDALE Because I am very passionate about law enforcement profession and
1731 maintaining safe officers and having officers that are confident and proficient at
1732 their duties. And I want to assist in developing safe and competent officers for
1733 this department, because I know one day, they will be my partners on the street
1734 and eventually promote to supervisors. And we are all members of this
1735 department, so I believe in the team mentality that their performance and my
1736 performance affects theirs. We're all interdependent on each other for the
1737 success of the organization.
1738
1739 SHIRAISHI Thank you. With respect to interaction there with Officer [REDACTED] did you mean,
1740 or did you intend to belittle him in front of the citizens?
1741
1742 LANSDALE No.
1743
1744 SHIRAISHI Other officers or other community members?
1745
1746 LANSDALE No.
1747
1748 SHIRAISHI Did you intend to harass him?
1749
1750 LANSDALE No.
1751
1752 SHIRAISHI Did you intend to embarrass him?
1753
1754 LANSDALE No.
1755
1756 SHIRAISHI That's all I got.

1757
1758 [REDACTED] Okay. Did you conduct a traffic stop at Florin Road?
1759
1760 OLANDER Sergeant?
1761
1762 [REDACTED] Yeah, go ahead, Josh.
1763
1764 OLANDER I think this is a good time to take a very brief break.
1765
1766 [REDACTED] You bet, yeah.
1767
1768 SHIRAISHI We'll call a break at 1520 hours.
1769
1770 SHIRAISHI All right. Were back on the record 1530 hours.
1771
1772 [REDACTED] Did you and Officer [REDACTED] conduct a traffic stop at Florin Road and Havenside
1773 on 6/15 of '19?
1774
1775 LANSDALE Yes.
1776
1777 [REDACTED] Okay. And Officer [REDACTED] was still your trainee, correct?
1778
1779 LANSDALE Yes.
1780
1781 ***VIDEO REVIEW FROM 19-189706***
1782
1783 [REDACTED] Okay. Can you describe what's happening in this video?
1784
1785 LANSDALE Yes. I was driving because - and we observed a vehicle drive out of the area of
1786 the Nugget parking lot. And as I recall the driver was not wearing a seat belt.
1787 So we decided to make a traffic stop on it. And prior to conducting the traffic
1788 stop, we practiced how to call a traffic stop over the radio because that was a
1789 area of performance that Officer [REDACTED] needed to improve on. So we did that.
1790 And then went live by activating the lights for the person to pull over. And he
1791 seemed to be unfamiliar with how to call a traffic stop at that point.
1792
1793 [REDACTED] How would you describe your tone of voice in this video?
1794
1795 LANSDALE Calm.
1796
1797 [REDACTED] Condescending?
1798
1799 LANSDALE No.
1800

1801 [REDACTED] Okay. Direct?

1802

1803 LANSDALE Yes.

1804

1805 [REDACTED] And you said, "We've discussed this before, this is why I do not have you on
1806 the air." And what's the

1807

1808 OLANDER I don't believe it was, "I did not have you on the air before".

1809

1810 [REDACTED] "That is why I did not have you on the air before." Correct. Can you give some
1811 context to that statement?

1812

1813 LANSDALE Yes, Officer [REDACTED] was - when he came to my car, he was a Phase 3 officer and
1814 he was unfamiliar with how to call traffic stops on the radio. So we had
1815 practiced it numerous times prior to this. I don't recall how many live traffic
1816 stops we did.

1817

1818 [REDACTED] Mm-hm.

1819

1820 LANSDALE But we had - I - recognize that as an issue with him, so I attempted to improve
1821 his performance by training him and role playing in a sterile environment. For
1822 example, we drove through the parking lot at JERPF and parked behind a
1823 vehicle. And he would act as if he's getting up on the radio to call a traffic stop.
1824 And I would act as the dispatcher. And we did that several times.

1825

1826 [REDACTED] Mm-hm.

1827

1828 LANSDALE And in role play he demonstrated that he was proficient and able to do that.
1829 And then when we went live, he seemed unfamiliar with how to do that task.

1830

1831 [REDACTED] So he had never done a traffic stop in his two or three months of training before
1832 he got with you?

1833

1834 LANSDALE He told me he had.

1835

1836 [REDACTED] I'm sorry, but I thought - I thought you said he had not. He had not done a
1837 traffic stop before?

1838

1839 OLANDER No, I believe she said - he was - he appeared unfamiliar on how to call out a
1840 traffic stop.

1841

1842 [REDACTED] Okay. So he had done a traffic stop.

1843

1844 LANSDALE He told me he had.

1845 [REDACTED]
1846 [REDACTED] Okay.
1847 [REDACTED]
1848 LANSDALE He seemed very unfamiliar with how to broadcast that over the - the procedures
1849 for radio broadcast.
1850 [REDACTED]
1851 [REDACTED] Okay.
1852 [REDACTED]
1853 LANSDALE He seemed unfamiliar with that.
1854 [REDACTED]
1855 [REDACTED] So did you kind of quiz him on that? Like what do you do or tell me how to do
1856 one?
1857 [REDACTED]
1858 LANSDALE Yes.
1859 [REDACTED]
1860 [REDACTED] All right.
1861 [REDACTED]
1862 LANSDALE And then he demonstrated that, and I demonstrated him - to him again the
1863 practice in the JERPF parking lot
1864 [REDACTED]
1865 [REDACTED] Okay.
1866 [REDACTED]
1867 LANSDALE of my expectation of the clear, direct, and brief radio
1868 [REDACTED]
1869 [REDACTED] Mm-hm.
1870 [REDACTED]
1871 LANSDALE transmissions.
1872 [REDACTED]
1873 [REDACTED] So when he told you he had - he had done one before and he demonstrated to
1874 you, do you recall exactly what - how he did one? How he did a traffic stop?
1875 [REDACTED]
1876 LANSDALE No.
1877 [REDACTED]
1878 [REDACTED] Okay. Was it - he put out the basics, but it just not was par for what your
1879 method is or what your methodology is for a traffic stop?
1880 [REDACTED]
1881 LANSDALE I do not recall.
1882 [REDACTED]
1883 [REDACTED] Okay. Can you provide your sequence of actions that you tell your trainees to
1884 preform when they're making a traffic stop?
1885 [REDACTED]
1886 LANSDALE Yes. Would you - would one of you be the dispatcher or do you want me to be
1887 the officer and dispatcher?
1888 [REDACTED]

1889 [REDACTED] Well that's a sequence of, I guess
1890
1891 LANSDALE Radio broadcast.
1892
1893 [REDACTED] do you have a certain sequence of things that you want done in a - in a - your
1894 standard traffic stop scenario?
1895
1896 LANSDALE Yes.
1897
1898 [REDACTED] Okay. I'll play the dispatcher.
1899
1900 LANSDALE Okay.
1901
1902 [REDACTED] Mm-hm.
1903
1904 LANSDALE 1 Charles 47 traffic stop.
1905
1906 [REDACTED] 1 Charles
1907
1908 LANSDALE 47.
1909
1910 [REDACTED] 47 go ahead. I'm a bad dispatcher.
1911
1912 LANSDALE 5770 Freeport Boulevard. [REDACTED].
1913
1914 [REDACTED] Copy that. That's it? Two things.
1915
1916 LANSDALE For the radio transmission.
1917
1918 [REDACTED] Okay.
1919
1920 LANSDALE And I also have explained - so that is the minimum.
1921
1922 [REDACTED] Mm-hm.
1923
1924 LANSDALE If it doesn't have - if the vehicle doesn't have a license plate then to call - then
1925 it's mandatory call the make and model if you know it, such as a silver Corolla.
1926 If you're unfamiliar with the make and or model you can say broader
1927 generalization, such as a red two door pickup.
1928
1929 [REDACTED] Mm-hm.
1930
1931 LANSDALE Or these high-end sports cars that I'm unfamiliar with. If you're unfamiliar
1932 with it, just say something that you can to the best of your ability and also so

1933 that other officers would be able to recognize it if it went into pursuit or shot at
1934 you. As it - as trainees become more proficient in calling traffic stops on the
1935 radio, I also recommend to them to broadcast a vehicle description after giving
1936 the license plate, so it doesn't throw dispatch out of their order. So they don't
1937 have to back track on screens, such as after calling the license plate [REDACTED]
1938 [REDACTED] Silver Corolla. And the reason for that is, if the vehicle had been cold
1939 plated, if it is or isn't in the system, and we get into a shooting and that vehicle
1940 flees, other officers need to know what the vehicle looks like. If we're shot
1941 dead and can't get out anymore radio transmissions, again, officers need to
1942 know what that suspect vehicle looks like. More skilled dispatchers will catch
1943 on to that and see if running the plate comes back to a Toyota, but you said it's
1944 on a Honda Accord

1945

1946 [REDACTED] Mm-hm.

1947

1948 LANSDALE again, skilled dispatchers will say, confirm your plate. And if you say, yep
1949 that's it, but it's on a Honda Accord they will start you additional officers with
1950 the assumption that it's likely a stolen vehicle or stolen - or a stolen license
1951 plate. So those are the officer safety reasons in doing the suspect - the vehicle
1952 description, but the minimum basic is what I first demonstrated to you. It's just
1953 once they become more proficient and more confident in their broadcast that I
1954 say you can add on this and this is the reason why.

1955

1956 [REDACTED] So okay, building blocks.

1957

1958 LANSDALE Yes.

1959

1960 [REDACTED] So to speak. Okay. Is there a different way to do traffic stops that you would
1961 be acceptable with? And maybe a different sequence of them putting out the
1962 plate versus location something like that. Or was it always very specific in your
1963 sequence and how you wanted it?

1964

1965 LANSDALE It is always very specific.

1966

1967 [REDACTED] Mm-hm. Did you accept anything else?

1968

1969 LANSDALE Not as an acceptable level.

1970

1971 [REDACTED] Mm-hm.

1972

1973 LANSDALE And the reason is for that is for standardization across the department, so that
1974 things get into other officer's head and primarily for the - the job duties of the
1975 dispatcher. I explained to the trainees just as our CAD screen and when we on
1976 to you a call, there are things in certain orders. And so for example, ours, we do

1977 control 'O' for on view. It asks what type of call. Traffic stop. Location. 5770
1978 Freeport Boulevard. Tab down to the next screen, license plate. And the reason
1979 for doing it that way is so that dispatch can just enter the call quickly. Put you
1980 on it. If you have to call for immediate cover, then the star is already on the
1981 map, the call is up. But every time you go out of that order - out of that
1982 sequence it - it definitely nuts up the new dispatchers.
1983
1984 [REDACTED] Mm-hm.
1985
1986 LANSDALE And then if you don't get the information out, experienced dispatchers will
1987 prompt you for that information. I have seen several times dispatcher just says,
1988 check. And they don't prompt you for a vehicle description or anything and if
1989 that officer were killed, we would have no leads for officers responding to the
1990 area if they say hey, it's a red two door mustang there's, you know, that would
1991 stand out. We should go stop that red two door mustang, but versus if you just
1992 let everybody flee from the scene would be an hour or, you know, a significant
1993 time delay for anybody to stop their bodycam. Review that deceased officer's
1994 bodycam or in car camera.
1995
1996 [REDACTED] Mm-hm.
1997
1998 LANSDALE So that's - there's a reason for the sequence of radio broadcast for officer safety
1999 reasons, for dispatch reasons, standardization across the department, as well as
2000 other officers hearing it. There's several times when CAD goes down. So the
2001 officers in the area know your last known verbalized location.
2002
2003 [REDACTED] Mm-hm. Okay. Are you frustrated with him on this call?
2004
2005 LANSDALE A little bit.
2006
2007 [REDACTED] Mm-hm.
2008
2009 LANSDALE In the fact that we had practiced it numerous times. I don't know what day with
2010 him in the cycle this is, but I had - this was one area that I had harped on him
2011 several times because I called - I do several traffic stops and that
2012 standardization, again, it's - it's important for a reason, for calling it because
2013 when I do a traffic stop, you need to get out of the vehicle and contact the
2014 driver. But if those two subjects just shot at us and fled, we would have got out
2015 of the vehicle with no license plate out.
2016
2017 [REDACTED] Okay. Do you think that frustration was picked up by Officer [REDACTED] ?
2018
2019 LANSDALE Yes.
2020

2021 [REDACTED] Anything?
2022
2023 SHIRAISHI So you said that's why you didn't have him on the air before, so I - I gather that
2024 you identified this is something he needed to work on. As a Phase 3 officer you
2025 felt he should be more proficient, is that correct?
2026
2027 LANSDALE Yes.
2028
2029 SHIRAISHI And so as a result of that you practiced. You - you explained how you want it
2030 done. You guys practiced in the parking lot. So did you actually take him off
2031 the air in terms of having the responsibility of broadcasting traffic stops?
2032
2033 LANSDALE I do not recall. I know another thing that I did to accommodate his - to - ability
2034 to learn that is, I drove. So in the video I don't know if that's what I actually
2035 meant there that - that this is why I'm not having you drive because I know I did
2036 allow him - him to drive and then he wasn't able to call a traffic stop and drive
2037 at the same time. So we switched roles. So I could have meant this is why I'm
2038 not having you drive so that you can focus on that area of deficiency and get
2039 better at it.
2040
2041 SHIRAISHI Okay.
2042
2043 LANSDALE So I don't know if I
2044
2045 SHIRAISHI Misspoke?
2046
2047 LANSDALE Yeah, misspoke.
2048
2049 SHIRAISHI Okay.
2050
2051 LANSDALE I don't recall ever, like, stopping him on his radio traffic.
2052
2053 SHIRAISHI Right. And did you document this deficiency in Officer [REDACTED] daily, weekly,
2054 whatever evaluations you're responsible for as his training officer?
2055
2056 LANSDALE Yes, I did.
2057
2058 ***CONTINUED REVIEW FROM 19-181714***
2059
2060 [REDACTED] So you said to Officer [REDACTED] right there, "Get your foot off the ground unless
2061 you want it to be severed. Unless you want to walk around with one leg." And
2062 what was your reasoning for giving him that instruction?
2063

2064 LANSDALE Based off when I was in training I had an FTO explain to me that by sitting
2065 halfway in the vehicle and one leg out of the vehicle, if the patrol were to get
2066 rear ended this leg would likely be severed off or significantly mutilated from -
2067 because the mass of our bodies inside the vehicle, it would propelled forward
2068 with the vehicle that gets rear ended and this leg would likely be severed by the
2069 sharp angle of the doorframe there.

2070 [REDACTED]
2071 [REDACTED] Mm-hm.

2072
2073 LANSDALE So it was something that was taught to me in training to get either your bodies
2074 all the way inside the vehicle or all the way outside of the vehicle. Not half in
2075 half out. And - and that's the reason for when police officer vehicles get hit to
2076 avoid significant dismemberment or injury

2077 [REDACTED]
2078 [REDACTED] Mm-hm. Mm-hm.

2079
2080 LANSDALE to the officer.

2081
2082 [REDACTED] Are you aware of if his positioning at the time was something that was taught in
2083 the academy in traffic stops?

2084
2085 LANSDALE No.

2086
2087 [REDACTED] Not aware or no it's not?

2088
2089 LANSDALE I'm not aware that halfway in of the vehicle is taught. I am aware that some
2090 training officers say that a proponent of that teaching method is so that you can
2091 get out of the vehicle and engage in a foot pursuit faster, but I feel that the
2092 likelihood of that happening versus the likelihood of us getting rear ended is
2093 different. I feel like I would care about my safety first of not getting injured in a
2094 rear end collision. I value that over engaging in a foot pursuit faster.

2095
2096 [REDACTED] Okay.

2097
2098 LANSDALE But I am not aware that the academy teaches to stick half your limbs out of the
2099 vehicle.

2100
2101 [REDACTED] You talked about this a little bit. I just want to drill down on it. Did you allow
2102 Officer [REDACTED] to drive at any time during the month he was with you?

2103
2104 LANSDALE I recall that I did at the beginning of our rotation.

2105
2106 [REDACTED] Do you remember how many times he drove?
2107

2108 LANSDALE No. May I refer to my training logs?
2109
2110 [REDACTED] Sure. Yes.
2111
2112 LANSDALE So based off the five training logs that I have here, it shows that he did not drive
2113 but I don't know if this is all inclusive. And as I recall he drove at some point,
2114 but I don't know the days. But I could be incorrect.
2115
2116 [REDACTED] Mm-hm.
2117
2118 LANSDALE I could have not let him drive after seeing that he didn't know how to broadcast
2119 traffic stops. Because, again, I wanted him to focus on that specific job function
2120 without having to worry about the concerns of driving, vehicle positioning, and
2121 activating the lights.
2122
2123 [REDACTED] Okay. So your reason and - and his statement to us was that he was not able to
2124 drive at all while he was in your car. And as a Phase 3 officer he felt that was
2125 detrimental to his training and his development. You said the reason was why
2126 again you didn't let him drive?
2127
2128 LANSDALE So that he could focus on the other job function of calling traffic - calling a
2129 traffic stop.
2130
2131 [REDACTED] Okay, and how did that progress throughout your month, was he ever
2132 effectively able to call a traffic stop? That you can recall.
2133
2134 LANSDALE I do not recall.
2135
2136 [REDACTED] Okay.
2137
2138 LANSDALE At the end I know that he had several weeks off so we - we didn't complete that
2139 training cycle. He - they were just given time off. So it was a very short - there
2140 were very few days that he was with me.
2141
2142 [REDACTED] Okay. Recognizing the fact that he couldn't make a traffic stop yet he was
2143 Phase 3, was that ever an issue you brought up to the field training coordinator?
2144
2145 LANSDALE No.
2146
2147 [REDACTED] Were you surprised he was a Phase 3 officer at that point if he couldn't make a
2148 traffic stop?
2149
2150 LANSDALE Yes.
2151

2152 [REDACTED] But never voiced that opinion?
2153
2154 LANSDALE I documented it in the performance evals that are reviewed by the field training
2155 unit.
2156
2157 [REDACTED] Okay. Did Officer [REDACTED] have issues with his report writing?
2158
2159 LANSDALE Yes.
2160
2161 [REDACTED] Can you describe some of those issues?
2162
2163 LANSDALE He struggled with grammar and punctuation and spelling as well as content,
2164 such as I know there was at a certain point there was a lack of accuracy between
2165 what the subjects had told him versus what he was documenting. So there was a
2166 lack of factual accuracy
2167
2168 [REDACTED] Mm-hm.
2169
2170 LANSDALE among those other things I said, and they lack general - they had the general
2171 content typically but lacked specific but necessary details such as weights of
2172 drug ceased.
2173
2174 [REDACTED] And this was throughout the time he was with you?
2175
2176 LANSDALE Yes.
2177
2178 [REDACTED] And those deficiencies were documented in his evaluations?
2179
2180 LANSDALE Yes.
2181
2182 [REDACTED] Because of these issues with his report writing, did you ever seek input from a
2183 previous FTO regarding his writing style?
2184
2185 LANSDALE I do not recall. I know I did not speak to any others, but I do not - with some
2186 trainees I have reviewed their previous evals. I do not recall if I did with his.
2187
2188 [REDACTED] Was it to the level where you even thought to reach back to a prior FTO and -
2189 and ask was he having these same issues when he was in your car?
2190
2191 LANSDALE No.
2192
2193 [REDACTED] No. And were his reports routinely kicked back for errors by whatever
2194 supervisor was approving them?
2195

2196 LANSDALE I do not recall. But I know as a field training officer it's my duty to review his
2197 reports first to an acceptable standard so that ideally that would illuminate the
2198 need for a sergeant
2199
2200 [REDACTED] Mm-hm.
2201
2202 LANSDALE to kick it back.
2203
2204 [REDACTED] And did you feel like you were finding more errors than is normal for a Phase 3
2205 officer at that point?
2206
2207 LANSDALE Yes.
2208
2209 [REDACTED] You ever ask Officer [REDACTED] if he [REDACTED] ?
2210
2211 LANSDALE Yes.
2212
2213 [REDACTED] What was your purpose for asking him that?
2214
2215 LANSDALE So that I could be aware of a disability, so that I could make an accommodation
2216 for that. I recognized that he wasn't responding to the instruction that I had
2217 given him and the reports were taking a significant amount of time to
2218 accomplish, so instead of me just repeating his performance on these evals day
2219 after day without him responding to it and just making the same thing without
2220 any changes, I wanted to know if there was an underlying issue that I should be
2221 aware of to - to adapt my training instruction to him, to adapt to those needs and
2222 accommodations. So I did not say that to offend him, I said it so that I could be
2223 aware of it so that I could attempt to accommodate it.
2224
2225 [REDACTED] Do you have any recollection of how that conversation took place?
2226
2227 LANSDALE Yes.
2228
2229 [REDACTED] Can you detail?
2230
2231 LANSDALE It was at the beginning of a shift after we had pulled out of the parking lot from
2232 JERPF. And the reason for that is - was so that I - the reason for me choosing
2233 that time was so that I wasn't frustrated with him and I didn't want him to - I
2234 didn't want it to be at the end of a shift when he had done a report incorrectly
2235 and he's thinking it's just then and me getting frustrated with that one report.
2236 So I waited until we had a clean slate and I was calm, he was clam. Our
2237 memories were or our - our slates were clean of no reports lying over our head
2238 or held over from the previous shift. So that I could discuss with him hey, this

2239 is a serious issue when you make factual inaccuracies on police reports. There's
2240 a significant amount of grammar and spelling issues.

2241 [REDACTED]
2242 [REDACTED] Yeah.

2243
2244 LANSDALE And all of these reports go to the public, any involved party, the courts,
2245 attorneys. These reports matter and report writing is definitely something that I
2246 care about very much, because when it's a factual inaccuracy that change - can
2247 change the meaning of the report. So I explained to him the importance of the
2248 report writing and asked if there are any issues that I should be concerned about.
2249 And I asked if he [REDACTED] so that I could research ways to accommodate
2250 that. I'm unfamiliar right now with how to treat or to adapt with people with
2251 [REDACTED]. But I know it's something that you can defiantly overcome. I didn't
2252 go to school to be a teacher, so I don't know specifically those teaching
2253 methodologies or ways to adapt to that, but I know it's possible. There are very
2254 - many successful people that [REDACTED] that can be proficient in writing -
2255 in jobs that require writing skills. I used the example to him when I speak
2256 sometimes my mind gets ahead of what I can actually verbalize. So with traffic
2257 stops I have to call them very clearly and deliberately because I will end up
2258 transposing the numbers and letters. And I know it's something if I - even five
2259 years in, if I get ahead of myself, I will still make that same mistake. I did it
2260 even recently after reviewing this - being notified on this case I was, like, see
2261 I'm still making those mistakes. If I don't - if I'm not conscientious of that and
2262 if I let my mind get ahead of what my mouth can actually speak so I have to be
2263 very slow and deliberate on the radio not to jumble my numbers. So that was
2264 my intent - my intention was to accommodate him so I could be a better teacher
2265 for him.

2266 [REDACTED]
2267 [REDACTED] And you use verbatim the word [REDACTED] or are you [REDACTED]?

2268
2269 LANSDALE Yes.

2270 [REDACTED]
2271 [REDACTED] Okay. How did he take that after you said it?

2272
2273 LANSDALE He said no. And I do not recall the rest of the conversation beyond what I had
2274 already told you.

2275 [REDACTED]
2276 [REDACTED] Okay. So the comment was not meant to belittle but to assist him or find a
2277 better methodology to work with him?

2278
2279 LANSDALE Yes.

2280

2281 [REDACTED] After that did you make any efforts to adjust your style of training to
2282 accommodate what his learning ability may be even though he told you he
2283 didn't have [REDACTED] ?
2284
2285 LANSDALE Yes.
2286
2287 [REDACTED] What were some of those accommodations?
2288
2289 LANSDALE I referred to the report writing manual that's on AMS as well as I looked up
2290 online on websites like the Owl from Purdue. That's what I used in college.
2291
2292 [REDACTED] Mm-hm.
2293
2294 LANSDALE And just other credible grammar sites that can help me teach to explain to him
2295 what tense reports should be written in, such as active voice versus passive
2296 voice, first person voice and active tense because I don't know all of those,
2297 again, I wasn't - I didn't go to school to be a teacher. I don't have any English
2298 teaching skills beyond report writing class. So I would look up those things
2299 online to be able to try to explain it to him because they're better at teaching
2300
2301 [REDACTED] Mm-hm.
2302
2303 LANSDALE those things then I am.
2304
2305 [REDACTED] Did you tell Officer [REDACTED] that he should be a CSO so he can get more
2306 experience at report writing?
2307
2308 LANSDALE I likely did. I don't recall specifically. But I told him that CSO's get exposed
2309 to primarily report calls and that if - if the report writing skills - because it's a
2310 critical aspect of a police officers' job.
2311
2312 [REDACTED] Mm-hm.
2313
2314 LANSDALE If that's something that he needs more time on that's always an option as well.
2315
2316 [REDACTED] Okay. In our opinion, even though you weren't trying to belittle him if pointing
2317 out someone - thinking someone has a learning disability could that be
2318 considered offensive to them?
2319
2320 LANSDALE It could be but it's something that I feel as an employer they need to be aware
2321 of. And I - I realize I'm not his employer but I'm his immediate supervisor.
2322
2323 [REDACTED] Mm-hm.
2324

2325 LANSDALE Again, so I don't just keep harping on him on the same things. So that I can
2326 address that special accommodation for him. But I - I meant no - I didn't mean
2327 for it to be offensive. I meant for it as - because I care. If I didn't care I could
2328 have just ignored it and passed him on. And just said you know what it will be
2329 your lawsuit or, you know, your omissions in your police reports that you're
2330 writing but it'll - where your cases don't get prosecuted, statements are
2331 inaccurate. But I did that because I care.
2332
2333 [REDACTED] Okay. How do you think this affected your FTO training relationship with
2334 Officer [REDACTED]?
2335
2336 LANSDALE I felt that it had no effect because his performance didn't change after that. But
2337 I don't recall what day of our training cycle that was. I know that he was pulled
2338 from the streets. They didn't return to training after the OIS.
2339
2340 [REDACTED] Okay. Anything? Josh?
2341
2342 OLANDER No, thank you.
2343
2344 [REDACTED] Okay. At some point after training Officer [REDACTED] did you have a conversation
2345 with Officer Madsen regarding the time you spent training Officer [REDACTED] and
2346 Officer [REDACTED], was there a phone conversation with Officer Madsen regarding
2347 those two - your two months with those trainees?
2348
2349 LANSDALE Yes.
2350
2351 [REDACTED] Okay. Do you recall approximately when that conversation took place?
2352
2353 LANSDALE No. I just know it was sometime when I was off duty.
2354
2355 [REDACTED] Okay. Was it - do you remember the month at all?
2356
2357 LANSDALE No.
2358
2359 [REDACTED] Okay. Was it after you trained Officer [REDACTED]
2360
2361 LANSDALE Yes.
2362
2363 [REDACTED] All right. Can you tell me what the details were of that conversation?
2364
2365 LANSDALE Officer Madsen told me that Officer [REDACTED] was offended by me asking if he had
2366 [REDACTED]. And I explained - I attempted to explain to Officer Madsen what I
2367 had just explained to you, but I felt that he was not very receptive of that and
2368 didn't really want to hear what I had to say in my explanation for it.

2369 [REDACTED]
2370 [REDACTED] Officer Madsen did not?
2371 [REDACTED]
2372 LANSDALE That's what I perceived over the phone.
2373 [REDACTED]
2374 [REDACTED] Mm-mm. Was there a discussion about your time with Officer [REDACTED]
2375 [REDACTED]
2376 LANSDALE I do not recall.
2377 [REDACTED]
2378 [REDACTED] Don't recall. Did Officer Madsen at the time advise you that he felt the tone of
2379 your instruction or at least the trainee's felt the tone of your instruction was
2380 demeaning and counterproductive to their learning environment?
2381 [REDACTED]
2382 LANSDALE I do not recall him addressing tone and I feel - I recall that that conversation was
2383 about me asking if Officer [REDACTED] had [REDACTED].
2384 [REDACTED]
2385 [REDACTED] There isn't - you don't recall any comment about specifically the age remarks to
2386 Officer [REDACTED]?
2387 [REDACTED]
2388 LANSDALE I do not recall.
2389 [REDACTED]
2390 [REDACTED] And you don't recall Officer Madsen saying you cannot say things like that to
2391 people?
2392 [REDACTED]
2393 LANSDALE No. Well I - I - I recall him saying I cannot ask if people have [REDACTED].
2394 [REDACTED]
2395 [REDACTED] Did Officer Madsen give you any directions moving forward regarding how to
2396 communicate with your trainees?
2397 [REDACTED]
2398 LANSDALE No.
2399 [REDACTED]
2400 [REDACTED] What was your perception of that conversation afterwards?
2401 [REDACTED]
2402 LANSDALE That my opinion doesn't matter in the field training program. That they're just
2403 going to do what they're going to do.
2404 [REDACTED]
2405 [REDACTED] Did you walk away from that conversation with the attitude you were going to
2406 try and change something or was it the attitude of I'm doing the best I can. I'm
2407 going to keep moving forward with the things I've been doing so far with my
2408 training.
2409 [REDACTED]
2410 LANSDALE I moved on with the attitude that, yes, I'm doing the best I can. But I know
2411 there's areas that I can improve upon
2412 [REDACTED]

2413 [REDACTED] Mm-hm.
2414
2415 LANSDALE and I'm open to that feedback. And I want to accommodate each trainee's
2416 needs. But if I'm not aware of them I don't know how to address them. So and
2417
2418 [REDACTED] Okay. At that point were any areas of deficiency for your training style
2419 addressed or made clear to you?
2420
2421 LANSDALE No. It was just that at that point.
2422
2423 [REDACTED] Mm-hm.
2424
2425 LANSDALE When I asked the - the phone conversation with Officer Madsen.
2426
2427 [REDACTED] Okay. Had self-perceived at that point. Did you know that there was areas that
2428 you could do better as far as communicating with trainees?
2429
2430 LANSDALE No.
2431
2432 [REDACTED] Okay. You said you had some weak spots though as far as just self-perception
2433 of - of what you can do better moving forward as a trainee. What - what were
2434 those things? I'm sorry as an FTO, what were those things?
2435
2436 LANSDALE I don't know specifically. It's just - I mean I'm saying I'm not perfect.
2437
2438 [REDACTED] Mm-hm.
2439
2440 LANSDALE I have flaws and if I ask you what my flaws are, they may be different from
2441 what you say my flaws are and different what he says my flaws are. Because I
2442 know in job performance, I care about officer safety and report writing. But if
2443 you ask another FTO what their values or their things they really care about
2444 with regards to job performance they'll be different. So that's what I'm saying
2445 yeah, I have room to improve in just as a police officer as a general human
2446 being
2447
2448 [REDACTED] Mm-hm.
2449
2450 LANSDALE I have areas to improve upon.
2451
2452 [REDACTED] Have there been commonalities with any evaluations you have had whether as
2453 an officer or as an FTO, things that have been, I guess, a commonalities or
2454 common areas other people have cited as far as areas of improvement as far as
2455 your ability to train or communicate ideas?
2456

2457 LANSDALE Not that I recall.
2458
2459 OLANDER Did you receive any evaluations from your superiors while you were a field
2460 training officer?
2461
2462 LANSDALE Yes.
2463
2464 OLANDER Did those address any perceived deficiencies in your abilities to be a field
2465 training officer?
2466
2467 LANSDALE No.
2468
2469 OLANDER What - do you recall what those evaluations - what the - what your rating was in
2470 those evaluations?
2471
2472 LANSDALE That I was proficient in my duties.
2473
2474 OLANDER Okay.
2475
2476 [REDACTED] Was there anything ever addressed for interpersonal skills? Any talk of - of
2477 your ability to connect with - with trainees on a personal level?
2478
2479 LANSDALE Not that I recall.
2480
2481 OLANDER And - and are you talking about in just in general or an evaluation or in any
2482 direction from a superior?
2483
2484 [REDACTED] I would say either an evaluation or a direction from a superior?
2485
2486 LANSDALE After having all these trainees when Sergeant Echeverria and Corporal Madsen
2487 called me in to their office, he asked me questions such as that - as how I get
2488 along with my trainees and what conversations I have with them.
2489
2490 [REDACTED] Okay.
2491
2492 OLANDER And when was that?
2493
2494 LANSDALE Approximately February of this year.
2495
2496 SHIRAISHI If I could just clean up on this conversation with Corporal Madsen. Am I
2497 understanding that you did not receive any feedback as to how the trainees, thus
2498 far, had perceived of your style or how you are as a field training officer, is that
2499 correct?
2500

2501 LANSDALE He told me that Officer [REDACTED] just shut - well I don't remember if this was the
2502 phone conversation or conversation that I had with Corporal Madsen in person.
2503 He told me that by me asking [REDACTED] that just totally shut him down
2504 to everything in training.
2505

2506 SHIRAISHI Okay. But there was no, to the best of your recollection, no feedback to you
2507 though as how to better accommodate trainee's?
2508

2509 LANSDALE No.
2510

2511 OLANDER And I'm sorry. Before we move on
2512

2513 [REDACTED] Mm-hm.
2514

2515 OLANDER though could you - can you elaborate on this conversation, the in-person
2516 meeting that you had with Echeverria and Madsen?
2517

2518 LANSDALE Yes. So at the beginning of my shift my sergeant - Sergeant Sobadash told me
2519 after roll call to go down to Sergeant Madsen's office and meet with him. And I
2520 did. And Corporal Madsen told me that all - almost all of my trainees have had
2521 an issue with me, with regards to me demeaning or belittling them. And I
2522 informed him that I was unaware of that. Again, I had already admitted yes, I
2523 did ask Officer [REDACTED] if he had [REDACTED]. And at that time Corporal Madsen
2524 also told me several times that I had called Officer [REDACTED] old. And I did not
2525 respond to that because I did not recall calling Officer [REDACTED] old.
2526

2527 [REDACTED] Officer [REDACTED] or Officer [REDACTED]?
2528

2529 LANSDALE He repeatedly told me that I called Officer [REDACTED] old. And so I know that the
2530 information that the Officer Madsen had is not - well it's already - there's a time
2531 delay and then how he tells it to me could be different then what the original
2532 person said. So I told him I was unaware that they had an issue with me. That I
2533 again had no intentions of demeaning or belittling anyone. And Sergeant
2534 Echeverria asked me if I had ever attended a leadership course. And I told him,
2535 no. And he asked me if I - a leadership or supervisory course. And I told him
2536 no. And he told me that by taking one of those it could significantly improve
2537 my - the areas of performance that I could improve upon. And that time he had
2538 told me that I would be going to the AICC course at the academy in I think it
2539 was - I think a couple weeks out. And then approximately a week after that
2540 conversation I was notified of this IA complaint and then not put in the AICC
2541 class. And the reason for the AICC class is the Academy Instructor
2542 Certification Course, so that that covers areas of teaching styles and teaching
2543 methodologies also with the intent that the people that go through that course
2544 teach classes at the academy.

2545
2546 OLANDER And - and did you - you said you were not aware of the way that your trainees
2547 had perceived your instructions or that they were offended.
2548
2549 LANSDALE Correct.
2550
2551 OLANDER Is that correct? And as a - as an FTO at any point are you - do you receive
2552 evaluations from your trainee's?
2553
2554 LANSDALE I have not received any from my trainee's.
2555
2556 OLANDER Is that something that you're supposed to receive as a field training officer?
2557
2558 LANSDALE Based off of the field training manual, the trainees are supposed to complete an
2559 eval of each field training officer upon going solo, but again I have not received
2560 any of them if they are completed.
2561
2562 [REDACTED] Okay.
2563
2564 OLANDER So - so is approximately - you're a field training officer for approximately one
2565 year before any performance deficiencies were brought to your attention?
2566
2567 LANSDALE Yes.
2568
2569 OLANDER Okay.
2570
2571 [REDACTED] Officially. There was a conversation though after about two trainee's you had
2572 with Corporal Madsen over the phone, yes?
2573
2574 LANSDALE Yes, I recall him - a conversation with - about Officer [REDACTED] and I don't recall
2575 what he said about Officer or CSO [REDACTED] at that time. I don't recall
2576
2577 [REDACTED] Okay.
2578
2579 LANSDALE that conversation with - about CSO [REDACTED].
2580
2581 [REDACTED] Anything else, Josh, you good?
2582
2583 OLANDER No.
2584
2585 [REDACTED] Okay. Moving forward. Going into August 2019. Did you respond to 24th
2586 Streets and X Street on 9/6/2019, to assist with detaining a suspect who is
2587 possibly under the influence?
2588

2589 LANSDALE Yes.
2590
2591 [REDACTED] Okay. Do you remember who your trainee was at that point?
2592
2593 LANSDALE Yes.
2594
2595 [REDACTED] And who was that?
2596
2597 LANSDALE Officer [REDACTED].
2598
2599 [REDACTED] Okay. What phase was Officer [REDACTED] in? Do you recall?
2600
2601 LANSDALE I recall phase 1.
2602
2603 ***VIDEO REVIEW FROM 19-290773***
2604
2605 [REDACTED] What was the context of your conversation - that very quick comment you made
2606 to Officer [REDACTED] right there?
2607
2608 LANSDALE That
2609
2610 [REDACTED] To have him back off out of the street. Remember why you made that?
2611
2612 LANSDALE Yes.
2613
2614 [REDACTED] Okay. What was the purpose of that?
2615
2616 LANSDALE So that if anybody drove by and hit an officer on the street or crashed into a
2617 patrol vehicle, we would not be in the street that we would be on the sidewalk.
2618 So for officer safety reasons
2619
2620 [REDACTED] Mm-hm.
2621
2622 LANSDALE I didn't want him standing in the street.
2623
2624 OLANDER And you call that crush zone?
2625
2626 LANSDALE Yes.
2627
2628 OLANDER Okay. Based on your training and experience?
2629
2630 LANSDALE Yes. Based on my training and experience that if a human were standing in
2631 front of a vehicle and a vehicle got rear ended they would be pushed under the

2632 vehicle or if a vehicle hit the patrol vehicle from human side first, that human
2633 would just be crushed in between the two vehicles and sandwiched.
2634
2635 [REDACTED] Okay.
2636
2637 LANSDALE So it's referred to as the crush zone.
2638
2639 ***CONTINUED REVIEW FROM 19-290773***
2640
2641 [REDACTED] So what was the - the purpose of the instruction you are providing to Officer
2642 [REDACTED] right there?
2643
2644 LANSDALE To narrate to him that while officers may do something out of everyday habit,
2645 it's not necessarily the safest way to do things. I felt that the - by standing in
2646 the road for other people I didn't need to correct them on their actions, I just
2647 explained to him hey, you'll see this. These are a lot of mistakes that
2648 commonly happen because of our everyday habits, but we can - I view the job
2649 as similar to risk assessment. If we can just minimize these risks, these risks,
2650 these risks, then we only have to deal with a smaller area of potential risks and
2651 threats. So I just took that opportunity of seeing other officers and again that's a
2652 daily habit that officers do
2653
2654 [REDACTED] Mm-hm.
2655
2656 LANSDALE I just wanted to narrate to him hey, you may see this a lot of times, but it doesn't
2657 mean it's the safest way to do things. I felt that the reason I told him
2658 immediately to stand out of the crush zone again I care about his safety. I don't
2659 know now if that's frowned upon, but I view him as my trainee, and he is my
2660 responsibility so that's why I took that direct and immediate action to tell him
2661 get up off the sidewalk and then we'll have this conversation.
2662
2663 [REDACTED] Mm-hm. Anytime did you yell at the other officers to get out of the street?
2664
2665 LANSDALE Not that I recall.
2666
2667 [REDACTED] Was your purpose of advising Officer [REDACTED] and pointing out some of the actions
2668 of the other officers was your intent to belittle or disrespect the other officers by
2669 pointing out mistakes they were making?
2670
2671 LANSDALE No.
2672
2673 OLANDER Fair to say you took this as a training - as a - a training moment?
2674
2675 LANSDALE Yes.

2676
2677 OLANDER Teaching moment for your training?
2678
2679 LANSDALE Yes.
2680
2681 [REDACTED] Did you respond to the Walgreens at Fruitridge and Freeport on 9/22/19, to
2682 assist Officer Hurr with a subject stop?
2683
2684 LANSDALE Yes.
2685
2686 [REDACTED] And this video really is more of a refresher. There's nothing of substance on it,
2687 but hopefully it will refresh your recollection of the incident. And just to be
2688 clear who - who is driving the vehicle?
2689
2690 LANSDALE Officer [REDACTED]
2691
2692 [REDACTED] Officer [REDACTED] was driving that day.
2693
2694 ***VIDEO REVIEW FROM 19-309615***
2695
2696 [REDACTED] Is that sufficient or would you like to see the rest of the video?
2697
2698 LANSDALE Since I've already reviewed it I can
2699
2700 [REDACTED] You're good.
2701
2702 LANSDALE explain from here.
2703
2704 [REDACTED] Okay. Do you recall if there was an issue with the way Officer [REDACTED] drove to
2705 this call?
2706
2707 LANSDALE Yes.
2708
2709 [REDACTED] Can you explain?
2710
2711 LANSDALE We responded to the call from the water tower at Freeport under I-5 and that
2712 location is Freeport and Fruitridge. To get to there we would just drive north on
2713 Freeport Boulevard and then be there. When we were at Fruitridge Road south
2714 or on Freeport Boulevard south of Fruitridge Road, he still didn't see the police
2715 lights
2716
2717 [REDACTED] Mm-hm.
2718

2719 LANSDALE the red and blue lights on the top of those patrol vehicles that were activated.
2720 And he asked me if he wanted to - if he wanted me to - he asked me if I wanted
2721 him to drive left going westbound on Fruitridge Road. And I said, no the
2722 officers are right in front of us right there. Just go up beside them. So I - at that
2723 point I perceived that he had significant tunnel vision and couldn't scan the
2724 scene around him to see that a patrol vehicle was a few hundred feet in front of
2725 him.
2726
2727 [REDACTED] Mm-hm. Okay. And you said he was - he's Phase 1 correct?
2728
2729 LANSDALE Yes.
2730
2731 [REDACTED] Do you know if - about how many times he'd driven before this?
2732
2733 LANSDALE No.
2734
2735 [REDACTED] Did you have a conversation with Officer [REDACTED] after the call?
2736
2737 LANSDALE I do not recall.
2738
2739 [REDACTED] Okay. Do you recall a conversation you had with Officer [REDACTED] I believe here in
2740 the parking lot of HOJ when you referenced the route he took to this call, and
2741 believing he was taking an elongated route so that he didn't have to go to the
2742 call and called him a quote coward?
2743
2744 LANSDALE Yes.
2745
2746 [REDACTED] Okay. Can you explain the context of that particular term?
2747
2748 LANSDALE Yes, so when I saw that he was - when he asked me if I wanted him to drive to
2749 the left, I said no they're right there. And that was at least the second time that
2750 he had - so that he was trying to drive away from the call. And then a time prior
2751 to that was coincidentally involving the same intersection, he had stopped at a
2752 green light when the other officer was already on the call. And his explanation
2753 for that he had - it was either a green or a fresh yellow that he could have
2754 absolutely gone through the intersection safely. And the first time he did it, I
2755 asked him why that was because then the light ended up being red. We had to
2756 wait - the officer was on scene alone and we were his cover officer, we were
2757 driving right behind we should have been there. I asked him why that was, and
2758 he said he had never experienced that type of call before and he was nervous on
2759 it. And I assured him that I was right there with him. We had the cover unit on
2760 the scene. It was our job to be the second officer on scene in case anything
2761 went bad. We were there to offer assistance. And then seeing that this was the
2762 second incident of him either stopping before getting to a call or not driving to it

2763 when it's right in front of your nose, I noticed a pattern and I was very
2764 concerned about it that he was not willing to engage because both calls involved
2765 - well the first call involved a subject acting erratic inside. I think it was Carl's
2766 Jr. It was something in the complex up there. And then this one, you should be
2767 able to see the officers right in front of you. And then it seemed like he was
2768 shying away from it. And since I saw that pattern, it was something that I really
2769 wanted to address like hey, are you afraid to go to these calls or are you not
2770 wanting to, are you not seeing it? What is the issue? Because it seems very
2771 cowardly that an officer would ask for assistance or our job is to be the second
2772 officer on scene, and you would stop at a yellow light to wait until it goes red
2773 and use that and not go in or to drive away from the scene where an officer is
2774 asking for assistance. I perceive that - I - I told him I - I didn't know if he was
2775 intentionally being cowardly then, but I discussed that this is a major issue when
2776 we're the backup officer. Our job is to get there safely and help another officer
2777 out. But, like, turning away from a call for service appears very cowardly to
2778 me.

2779

2780 [REDACTED] Okay. And was there a reason why you use that specific word of - of coward or
2781 - or cowardly?

2782

2783 LANSDALE I felt it was descriptive in conveying my message. Again, like I did today I also
2784 said "shy away" and I'm sure there are synonyms - would it be synonyms for it?
2785 that would be appropriate?

2786

2787 [REDACTED] Mm-hm. Okay. Does coward have a different connotation than shy away or
2788 failure to engage?

2789

2790 LANSDALE I think failure to engage is a commonly used word or phrase in performance
2791 evals. But I

2792

2793 [REDACTED] Would you consider that a more professional comment as opposed to cowardly?

2794

2795 LANSDALE Not particularly because I feel like failure to engage is used when you are, like,
2796 in the immediate presence and person to person distance if they're - I feel like it
2797 would be applicable then like the person just doesn't want to go hands on with
2798 somebody. But when you're just driving passed the call like you don't see them
2799 again, I guess, that's the difference in synonyms which is most appropriate at
2800 the time.

2801

2802 [REDACTED] Do you think he was offended by you calling him cowardly?

2803

2804 LANSDALE No.

2805

2806 OLANDER Or was it your perception at the time that he was offended?

2807
2808 LANSDALE No.
2809
2810 OLANDER Did he ever express to you that he was offended?
2811
2812 LANSDALE No.
2813
2814 OLANDER Okay.
2815
2816 [REDACTED] Is it possible that calling someone cowardly could offend them?
2817
2818 LANSDALE Yes.
2819
2820 [REDACTED] Would you consider it a derogatory term?
2821
2822 LANSDALE Yes. And I did not call him
2823
2824 OLANDER Well then do you consider it a derogatory term?
2825
2826 LANSDALE No.
2827
2828 OLANDER But you can see how it could possibly offend somebody?
2829
2830 LANSDALE Yes.
2831
2832 OLANDER Okay.
2833
2834 [REDACTED] Does - would that type of accusation lend itself, in your opinion, to a conducive
2835 learning environment? Affectively calling someone a coward.
2836
2837 LANSDALE Yes, but I did not call him a coward. I did not say you are a coward.
2838
2839 [REDACTED] Okay it was
2840
2841 LANSDALE I said
2842
2843 [REDACTED] making it - saying his decision was cowardly.
2844
2845 LANSDALE Yes.
2846
2847 [REDACTED] Okay.
2848
2849 SHIRAISHI Is that something that you would write on an evaluation for Officer [REDACTED] specific
2850 to his performance on these two incidents you discussed?

2851
2852 LANSDALE Yes.
2853
2854 SHIRAISHI You would write that in his evaluation?
2855
2856 LANSDALE Yes.
2857
2858 [REDACTED] Do you think this affected your FTO training relationship with Officer [REDACTED] this
2859 [REDACTED] incident?
2860
2861 LANSDALE No.
2862
2863 [REDACTED] Everything seemed to carry on after that just as it had before?
2864
2865 LANSDALE Yes.
2866
2867 [REDACTED] Anything else?
2868
2869 SHIRAISHI No.
2870
2871 OLANDER No.
2872
2873 [REDACTED] No? Okay. Moving on. We have no videos for this next one. Moving on to
2874 [REDACTED] October 2019. Did you have Officer [REDACTED] as a trainee for October?
2875
2876 LANSDALE Yes.
2877
2878 [REDACTED] All right. Do you remember what phase Officer [REDACTED] was in?
2879
2880 LANSDALE Phase 2 for the beginning. And then she passed her test and then went Phase 3.
2881
2882 [REDACTED] Okay. Did you encounter an issue with Officer [REDACTED]'s false eyelashes that
2883 [REDACTED] she had put on while she was your trainee?
2884
2885 LANSDALE Yes.
2886
2887 [REDACTED] Or had adhered to her face.
2888
2889 LANSDALE Yes.
2890
2891 [REDACTED] Can you explain the situation?
2892
2893 LANSDALE Yes. I believe it was October 10th, I walked into the locker room prior to shift,
2894 [REDACTED] saw that she had them on. I said something similar to you can't have those - I

2895 said take them off. And she - I don't remember what her response was. And
2896 then she went to Corporal Madsen who then apparently talked to my sergeant,
2897 Sergeant Thompson at the time, and he then - Corporal Madsen then texted me
2898 and said she is not in violation of any GO. You're not sending her home. And I
2899 said well, I never said I was going to send her home I just gave her the
2900 opportunity to - I made it - I brought to her attention that she was in violation of
2901 a reference manual or General Order that could have been unaware of it. And
2902 it's not something that I have the authority to send her home over. So I
2903 explained to her that if she was unfamiliar with the General Order, she could
2904 come and ask me about it. And then after that I brought up the order that she
2905 was in violation of. And I asked her now seeing that General Order or reference
2906 manual whichever it is that she was in violation of, can she be in compliance
2907 with it upon returning to work. And she told me she will be in compliance with
2908 it upon returning to work

2909 [REDACTED]
2910 [REDACTED] Mm-hm.

2911
2912 LANSDALE the next shift or whenever. And I also explained to her the chain of command,
2913 that I'm her first supervisor and then my supervisor as well as there's the field
2914 training unit, but I explained to her that I was unhappy with her going behind
2915 my back. And then I further explained that it just seems very unprofessional
2916 just because one sergeant says yes or no then you go to somebody else to get
2917 contradicting permission or forgiveness for something. I gave her the analogy
2918 that it's similar to if mom says no and dad says yes, does it make it okay? And
2919 some of it seemed to go over her head, but eventually she was in compliance
2920 with the General Order again. I also explained to her that I was very unhappy
2921 with her lying directly to my face saying that she would be in compliance with
2922 it now seeing that she was in violation of it. And then after Madsen said it was
2923 okay, she's okay to break the rules. I explained that I was very unhappy with
2924 her performance for that.

2925
2926 [REDACTED] All right. And so there was a - what was the timeline of how this whole thing
2927 took place? Was it within a - a day, two days, three days?

2928
2929 LANSDALE I think the 10th was a Thursday and she had Friday the 11th off for training.

2930
2931 [REDACTED] Mm-hm.

2932
2933 LANSDALE And then returned on the 12th not being in compliance because she, again,
2934 Madsen said it was okay. Let's see Thursday. And then after that she was in
2935 compliance, so.

2936
2937 [REDACTED] Okay.

2938

2939 LANSDALE I don't know how many days it lasted.
2940
2941 [REDACTED] When you initially discovered the eye lashes was that like beginning of shift,
2942 beginning of your week?
2943
2944 LANSDALE Yes.
2945
2946 [REDACTED] All right. And where did you first them?
2947
2948 LANSDALE When I walked into the locker room.
2949
2950 [REDACTED] Okay. And did the conversation take place in the locker room about her being
2951 out of compliance?
2952
2953 LANSDALE Not the long conversation
2954
2955 [REDACTED] Okay.
2956
2957 LANSDALE no. I just briefly walked past because I had to get ready. I said something like
2958 you can't have those or take those off - something - I don't recall specially what
2959 I said.
2960
2961 [REDACTED] Mm-hm.
2962
2963 LANSDALE But I know I did not say you have - I can relieve you from your duties you have
2964 to go home.
2965
2966 [REDACTED] So you're not
2967
2968 LANSDALE I don't have that authority.
2969
2970 [REDACTED] trying to send her home?
2971
2972 LANSDALE No. I'm - as far as I know as field training officer, I do not have that authority.
2973
2974 [REDACTED] Okay. Did another longer conversation took - take place that same day at
2975 another area in the station?
2976
2977 LANSDALE Yes.
2978
2979 [REDACTED] And where was that?
2980
2981 LANSDALE I originally pulled up the manual in, I think it was the report writing room.
2982

2983 [REDACTED] Mm-hm. And was this after role call?
2984
2985 LANSDALE Yes. And after Corporal Madsen told me she is not in violation.
2986
2987 [REDACTED] So are you assuming that she contacted Corporal Madsen after you saw her in
2988 the locker room?
2989
2990 LANSDALE Yes.
2991
2992 [REDACTED] And to advise him what was taking place?
2993
2994 LANSDALE Yes.
2995
2996 [REDACTED] Do you feel that was wrong of her?
2997
2998 LANSDALE Yes.
2999
3000 [REDACTED] Because you're her direct supervisor, in your opinion?
3001
3002 LANSDALE Yes.
3003
3004 [REDACTED] Okay. And so if she feels she may be about to be disciplined you feel it's out of
3005 line for her to contact the FTO coordinator?
3006
3007 LANSDALE I don't know if she felt, like, it wasn't disciplinary action.
3008
3009 [REDACTED] Mm-hm.
3010
3011 LANSDALE I - it was more corrective, like, if you forgot your gun.
3012
3013 [REDACTED] Mm-hm.
3014
3015 LANSDALE Yes, I guess, you - that could be negligent duty, but it's I don't know the - what
3016 discipline arrives out of it. Yeah, I had no intention of disciplining her. Again
3017 that role as a FTO I don't think I'm authorized to give discipline
3018
3019 [REDACTED] Mm-hm.
3020
3021 LANSDALE so.
3022
3023 [REDACTED] Okay. So in the roll call, I'm sorry, in the report writing room is where you
3024 pulled up the policy for her?
3025
3026 LANSDALE Based off my recollection, yes.

3027 [REDACTED]
3028 [REDACTED] All right. Do you remember if there are other officers in the room when that
3029 [REDACTED] happened?
3030 [REDACTED]
3031 LANSDALE No.
3032 [REDACTED]
3033 [REDACTED] Don't remember or there were not any officers in the room?
3034 [REDACTED]
3035 LANSDALE I do not remember if there were any other officers in the room.
3036 [REDACTED]
3037 [REDACTED] Okay. Seeing that it - at - that it was after a roll call specially the swing - was it
3038 [REDACTED] swing shift then?
3039 [REDACTED]
3040 LANSDALE Yes.
3041 [REDACTED]
3042 [REDACTED] Was the station fairly busy on that day?
3043 [REDACTED]
3044 LANSDALE Likely.
3045 [REDACTED]
3046 [REDACTED] Okay. So it's possible there were other officers or at least some people in the
3047 [REDACTED] vicinity when this was taking place?
3048 [REDACTED]
3049 LANSDALE Yes.
3050 [REDACTED]
3051 [REDACTED] Okay. What was her attitude when this was going on? When you were
3052 [REDACTED] showing her the policy inside the report writing room.
3053 [REDACTED]
3054 LANSDALE When I showed her the policy, she was kind of like, oh, I see.
3055 [REDACTED]
3056 [REDACTED] Okay.
3057 [REDACTED]
3058 LANSDALE She seemed like she understood
3059 [REDACTED]
3060 [REDACTED] Mm-hm.
3061 [REDACTED]
3062 LANSDALE the policy.
3063 [REDACTED]
3064 [REDACTED] Did she ever become emotional throughout this interaction with you and her on
3065 [REDACTED] that day the first day?
3066 [REDACTED]
3067 LANSDALE Not that I recall.
3068 [REDACTED]
3069 [REDACTED] All right. No crying, no being just overly emotional about the situation?
3070 [REDACTED]

3071 LANSDALE Not that I recall. But Corporal Madsen told me that she was in tears.
3072
3073 [REDACTED] All right. Other than being out of policy, did you ever provide her a reason
3074 behind why the eye lashes were unacceptable?
3075
3076 LANSDALE Yes.
3077
3078 [REDACTED] And what was that?
3079
3080 LANSDALE More so not specifically the eye lash, but the general fact that different people
3081 can get away with different things. And if one person says it's okay then they
3082 get away with it repeatedly, but other people can get discipline for it. For
3083 example, when I was on a call for service that required me to put my riot helmet
3084 on, I had to take out - this is how I wear my hair here and on calls for service. I
3085 had to take this out to be able to fit my riot helmet because of the hair line it
3086 goes down to here. Therefore my hair was at the bottom of my collar being in
3087 violation of this and a supervisor came to me and told me to fix my hair, while
3088 still having the helmet on my head. And I made my best attempt to stuff it
3089 inside the collar of my shirt and I didn't argue with the supervisor. I
3090 acknowledged the supervisor gave me instruction and the supervisor was not
3091 wrong. The supervisor was correct and in accordance with the uniform manual,
3092 so I adjust my behavior and actions so that I would be in compliance with this.
3093 I used that example for her.
3094
3095 [REDACTED] Mm-hm.
3096
3097 LANSDALE I also used a recent - more recent example of drama that started throughout the
3098 department recently regarding another female officer being out of compliance
3099 because of her hairstyle and color. And that created a significant amount of
3100 discontentment among male and female officers because that officer is, so to
3101 say, exempt from being in compliance with this. And that officer has a male
3102 supervisor who I perceive as not willing to address that issue, yet all this gossip
3103 and discontent continues among other officers because, again, some people are
3104 allowed to violate policy constantly while others will get disciplined or
3105 reprimanded for it. And I told her that I don't want to set the example, but it's
3106 okay to be in violation of those policies. Yes, it is a very little trivial thing
3107 having false eye lashes. Big whoop. But the fact that you're setting that tone
3108 and that behavior that I can get away with violating the rules, so it's okay
3109 because it only affects me. It appeases to me. So I only want to do what
3110 appeases to me. Explained these things to her. And I explained to her that I
3111 was very unhappy with it and then when she returned that she had lied to me
3112 saying what she said. She would now, be seeing the policy, she would be in
3113 compliance with it and still lied right to my face. And I marked her down for
3114 integrity because yes, it is a trivial thing but it's more of the principal that you

3115 think it's okay to violate the policy just because it accommodates you and what
3116 you want to do.
3117
3118 [REDACTED] Mm-hm. Did you ever tell her quote, "Because of the eye lashes we don't want
3119 to look like those Sector 5 girls with the big eye lashes?"
3120
3121 LANSDALE Yes.
3122
3123 [REDACTED] Okay. Can you tell me the context behind that statement?
3124
3125 LANSDALE So it is
3126
3127 [REDACTED] What was meant by it?
3128
3129 LANSDALE very common that citizens in Sector 5 and, just in the general, some people have
3130 false hair, wigs, weaves, braids, false lashes, false nails, it's just like I'd stop it
3131 there. Don't, don't add more fakeness to your face
3132
3133 [REDACTED] Mm-hm.
3134
3135 LANSDALE and end up looking like, I used the analogy of Sector 5 girls because that's an
3136 area that I used to work.
3137
3138 [REDACTED] Is there something about that particular area?
3139
3140 LANSDALE There are a lot of females with wigs and hair pieces and long fake nails and long
3141 fake eye lashes on.
3142
3143 [REDACTED] Okay. Specifically you are describing the residents, or the inhabitants of Sector
3144 5 as opposed to officers that work in Sector 5?
3145
3146 LANSDALE Yes.
3147
3148 [REDACTED] Okay. Do you see any issues with drawing an analogy between residents and
3149 how an officer presents themselves?
3150
3151 LANSDALE Yes.
3152
3153 [REDACTED] How so?
3154
3155 LANSDALE That everybody's perception is different, and people can perceive things in
3156 many different ways.
3157

3158 [REDACTED] Mm-hm. Could it appear that you're disparaging people in Sector 5 because of
3159 the way they look?
3160
3161 LANSDALE No, because I - I didn't feel like it was meant with any - I wouldn't treat them
3162 any differently because of that. I'm saying it's a generalization such as, I don't
3163 know, it's not something that I would treat them differently because of that it's
3164 just something what it is. You are wearing a blue shirt, he's wearing a white
3165 shirt. I don't treat you guys differently because of that.
3166
3167 [REDACTED] Mm-hm.
3168
3169 SHIRAISHI If I could just - are you moving to a different area?
3170
3171 [REDACTED] Its - it's - the same - same thing but
3172
3173 SHIRAISHI Oh, then go ahead. I'll wait.
3174
3175 [REDACTED] a continuation of it.
3176
3177 SHIRAISHI Okay.
3178
3179 [REDACTED] So after she got back you said she had a day off, is that correct?
3180
3181 LANSDALE Yes.
3182
3183 [REDACTED] And when she came back, she had not removed the eye lashes like she had
3184 originally told you?
3185
3186 LANSDALE Yes.
3187
3188 [REDACTED] Accurate? And that made you upset because you felt like she lied to you?
3189
3190 LANSDALE Yes.
3191
3192 [REDACTED] Okay. And is that when you made the - you had the conversation with her
3193 about going to Corporal Madsen and feeling like she was searching for an
3194 answer that would accommodate her?
3195
3196 LANSDALE I don't recall which day
3197
3198 [REDACTED] Mm-hm.
3199
3200 LANSDALE of her returning after or if it was that immediate day because I knew
3201 immediately that she went to Corporal Madsen.

3202 [REDACTED]
3203 [REDACTED] Mm-hm.
3204 [REDACTED]
3205 LANSDALE I think I had the conversation about going behind my back to seek different
3206 answers
3207 [REDACTED]
3208 [REDACTED] Mm-hm.
3209 [REDACTED]
3210 LANSDALE both times.
3211 [REDACTED]
3212 [REDACTED] Okay. And ultimately Corporal Madsen, you had a conversation with him, was
3213 it via text or telephone?
3214 [REDACTED]
3215 LANSDALE It was just one text. He told me, based off my recollection, it was, "I couldn't
3216 find a violation that Officer [REDACTED] committed
3217 [REDACTED]
3218 [REDACTED] Mm-hm.
3219 [REDACTED]
3220 LANSDALE and you're not sending her home."
3221 [REDACTED]
3222 [REDACTED] Okay.
3223 [REDACTED]
3224 LANSDALE I do not recall if I responded back.
3225 [REDACTED]
3226 [REDACTED] Did you ever make any accusations to Officer [REDACTED] that she was doing
3227 special favors, possibly sexual favors for Officer Madsen so that he would side
3228 with her on this issue?
3229 [REDACTED]
3230 LANSDALE Can you repeat the question?
3231 [REDACTED]
3232 [REDACTED] Did you ever make any accusations to Officer [REDACTED] that she was doing
3233 special favors, possibly sexual favors for Officer Madsen so that he would side
3234 with on this issue?
3235 [REDACTED]
3236 LANSDALE No. And that goes back to the conversation or the explanation that I previous
3237 said, some people get away with breaking the rules a lot more than other people
3238 do. And then there's always the speculation. How the heck is that person
3239 getting away with breaking all these rules. Like there has to be more going on
3240 in the background. And I explained to her and documented it in here some of
3241 the common reasons are, nepotism, sometimes it's other things, there's sexual
3242 misconduct in police departments. And when we see this misconduct just
3243 general people we wonder, like, why is it that that person can always violate the
3244 rules. I didn't make any accusations of her and Madsen. I don't know what
3245 relationship they have among each other.

3246 [REDACTED]
3247 [REDACTED] Mm-hm. Did you use the word nepotism specifically?
3248 [REDACTED]
3249 LANSDALE Yes. And I
3250 [REDACTED]
3251 [REDACTED] Do you know if she understood what that word meant?
3252 [REDACTED]
3253 LANSDALE I don't think she understood what it meant. I think I explained it to her. But I
3254 know within the past couple of years there was a corporal at the academy who
3255 was having an affair and sexual relations with a trainee who then went to the
3256 streets and is no longer with us. But I don't know if she's aware of that issue,
3257 but I know that's not the first issue. And I just wanted to, like, explain to her
3258 hey, yes again it is a trivial thing, but in the grand scheme of things when you
3259 violate rules people are always wondering how does this person get to violate
3260 all these rules
3261 [REDACTED]
3262 [REDACTED] Mm-hm.
3263 [REDACTED]
3264 LANSDALE and be okay?
3265 [REDACTED]
3266 [REDACTED] So you - you brought up the word nepotism. And can you just give a brief
3267 description of what that word means?
3268 [REDACTED]
3269 LANSDALE Yes. Favoritism based off of family, relationships, such as, like, if you were the
3270 sergeant and you have a child that is of age to apply and they just get pushed
3271 through the application process because you get - because you put in a good
3272 word for them at the police department and say oh, yeah, he doesn't have a
3273 criminal background, he's great. I can attest to all his - his integrity and ethics.
3274 He'll be a great police officer just push him through. Then - then he kind a seen
3275 with that favoritism throughout his application and early career because people
3276 knew you and liked you, so they pushed him through.
3277 [REDACTED]
3278 [REDACTED] Okay.
3279 [REDACTED]
3280 LANSDALE So it's favoritism based off familial relationships.
3281 [REDACTED]
3282 [REDACTED] Can that be a relationship with a dating relationship or marriage relationship
3283 also?
3284 [REDACTED]
3285 LANSDALE Yes.
3286 [REDACTED]
3287 [REDACTED] Did you ever use that as an example with her when you were trying to explain
3288 this double standard you were speaking to?
3289 [REDACTED]

3290 LANSDALE Yes. I explained the nepotism, the
3291
3292 [REDACTED] In terms of a dating or marriage relationship?
3293
3294 LANSDALE The spousal, yes. And I know our city has a anti-nepotism policy. So I just
3295 wanted to bring all of those things to her attention in case she was unaware of
3296 them.
3297
3298 [REDACTED] Okay. Can - can you see her perspective of if your bringing up examples of
3299 people in dating relationships they get special preferences, how she may
3300 perceive that?
3301
3302 LANSDALE Again I had no - I don't know her relationship with her and Madsen, but I know
3303 Corporal Madsen's response was it looks good. So then that made me
3304 concerned well, are you concerned about policy and procedure or are you
3305 concerned about looks. And then, again, that makes me wonder like I keep
3306 saying it just makes a person wonder what is going on. Why is it okay for
3307 somebody to violate the rules? I don't know what their relationship is. I wasn't
3308 making any implications. I don't suspect they're in a relationship, but I'm
3309 saying as a generalization especially being a female because people talk behind
3310 your back and gossip and police department the rumor mill goes. I wanted to
3311 explain to her these are the reasons why.
3312
3313 OLANDER So is it - is it fair to say you were trying to educate her on maintaining a positive
3314 reputation within the police department?
3315
3316 LANSDALE Yes.
3317
3318 OLANDER Okay.
3319
3320 [REDACTED] And you are not making accusations that she was dating or in a relationship
3321 with Officer Madsen?
3322
3323 LANSDALE No.
3324
3325 [REDACTED] Okay.
3326
3327 OLANDER And if you could back to this comment that you mentioned Officer Madsen,
3328 about that she - that it looks good. Was this a conversation that you had with
3329 Officer Madsen in person about this eye lash incident?
3330
3331 LANSDALE I don't recall. I don't believe it was a in person conversation. I recall it was
3332 over the phone. He said something similar to he's a guy, he doesn't recognize
3333 those types of things. I took a look at her and she looks good. Or it looks good.

3334
3335 OLANDER And what did - what impression did that give you? What
3336
3337 LANSDALE That again he didn't care what I have to say. And his concern is not about
3338 policy, it's about looks and superficial things. And he doesn't - it seemed like
3339 he didn't care about the repercussions of her being allowed to violate policy.
3340 That and the negative, yeah, what's the word? It hampers morale at the police
3341 department when some people are allowed to violate policy and other people
3342 aren't.
3343
3344 OLANDER Thank you.
3345
3346 [REDACTED] How do you think, or do you think at all this - this incident affected your
3347 relationship - your FTO/trainee relationship with Officer [REDACTED]
3348
3349 LANSDALE I don't think it had a negative effect. She was in compliance after it.
3350
3351 [REDACTED] Mm-hm.
3352
3353 LANSDALE And I really think it was something she was totally unaware of.
3354
3355 [REDACTED] Okay. So everything after that seemed copasetic. You didn't sense there was
3356 any difference in her from before this incident to after this incident?
3357
3358 LANSDALE No.
3359
3360 [REDACTED] Okay.
3361
3362 SHIRAISHI I'm just a little fuzzy on a couple of things. First one being the remark
3363 regarding we don't want to look like those Sector 5 girls with big eye lashes.
3364 You reference Sector 5 specifically as an area you previously worked. Why did
3365 you choose Sector 5?
3366
3367 LANSDALE Because that was the most recent area that I can recall that has people that I - to
3368 use that analogy in. It was just a comment that I made.
3369
3370 SHIRAISHI If you were in Sector 5 in a professional capacity with Officer [REDACTED] wearing
3371 these eye lashes in uniform and you were in front of a resident or community
3372 member of Sector 5 and they overheard you say that, do you think they would
3373 have issue with it?
3374
3375 LANSDALE No.
3376
3377 SHIRAISHI Why?

3378
3379 LANSDALE Because people say things all the time and they don't think it causes issue. We
3380 get called derogatory things by citizens all the time and it doesn't create an
3381 issue. And I don't feel that that's a derogatory comment.
3382

3383 SHIRAISHI Okay. And then we've kind of talked around the issue with nepotism and
3384 Officer Madsen's and Officer [REDACTED] Did you specifically say the word
3385 nepotism and explain what that means, yes or no?
3386

3387 LANSDALE I recall that I did.
3388

3389 SHIRAISHI Okay. Did you say or reference the actual word sexual favors or sex or
3390 anything like that?
3391

3392 LANSDALE I do not recall specifically.
3393

3394 SHIRAISHI Did you in your explanation of nepotism infer that Officer [REDACTED] was
3395 performing some sort of sexual act or paying attention to Corporal Madsen to
3396 get her to side - to get him to side with her on this issue?
3397

3398 LANSDALE No.
3399

3400 SHIRAISHI And did you demean, or did you mean to demean Officer [REDACTED] by
3401 referencing her eye lashes as looking like or don't want to look like those Sector
3402 5 girls?
3403

3404 LANSDALE Can you repeat the question?
3405

3406 SHIRAISHI Did you mean to demean Officer [REDACTED] by referring to her eye lashes as
3407 being, or we don't want to look like those Sector 5 girls?
3408

3409 LANSDALE No.
3410

3411 SHIRAISHI Was that comment meant to harass her?
3412

3413 LANSDALE No.
3414

3415 SHIRAISHI And was that comment meant to embarrass her?
3416

3417 LANSDALE No.
3418

3419 SHIRAISHI Okay.
3420

3421 [REDACTED] Okay. Josh, anything from that?

3422
3423 OLANDER I do, yeah. Thank you.
3424
3425 [REDACTED] Mm-hm.
3426
3427 OLANDER Is it fair to say that obviously officers are held to a higher standard than
3428 civilians are?
3429
3430 LANSDALE Yes.
3431
3432 OLANDER And a particular in terms of grooming standards and appearance?
3433
3434 LANSDALE Yes.
3435
3436 OLANDER And that's an expectation of the Sacramento Police Department that you
3437 maintain grooming standards and comply with the policy - relevant policies?
3438
3439 LANSDALE Yes.
3440
3441 OLANDER And so it's fair to say that - that Officer [REDACTED] is held to a higher standard in
3442 terms of her appearance than its citizens in Sector 5?
3443
3444 LANSDALE Yes.
3445
3446 OLANDER Okay. And was your comment meant to demean the people that live in Sector
3447 5?
3448
3449 LANSDALE No.
3450
3451 OLANDER Okay. That's all I have.
3452
3453 [REDACTED] Mm-hm. Given the chance would you use a different comparison in the future?
3454
3455 LANSDALE Yes.
3456
3457 [REDACTED] Okay.
3458
3459 SHIRAI AHI Why?
3460
3461 LANSDALE Because based off this interviewing - this interview I am inferring that she was
3462 offended by that comment.
3463
3464 [REDACTED] Moving on to November, did you respond to the Sky Rider Motel on 11/14/19,
3465 to assist with a POD hit on a stolen vehicle?

3466
3467 LANSDALE Yes.
3468
3469 [REDACTED] Did you have a trainee with you during that time?
3470
3471 LANSDALE Yes.
3472
3473 [REDACTED] And who was that trainee?
3474
3475 LANSDALE Officer [REDACTED]
3476
3477 [REDACTED] Okay. Do you recall what phase Officer [REDACTED] was in?
3478
3479 LANSDALE No, I do not.
3480
3481 [REDACTED] Phase 2? Does that sound right?
3482
3483 LANSDALE Yes.
3484
3485 [REDACTED] Okay. We are going to view a first, a little bit of Officer [REDACTED] video and then
3486 I don't remember which one we have after that, but two videos.
3487
3488 ***VIDEO REVIEW FROM 19-370145***
3489
3490 [REDACTED] I'm going to stop it right here for a second and ask some questions. Sounds like
3491 there was some miscommunication with you and other officers on the this call
3492 at the very beginning. Can you describe what was going on?
3493
3494 LANSDALE Yes. So the POD hit here, and it drove into the Sky Riders Motel just south of
3495 here. I drove northbound Freeport Boulevard and saw, looking to my left, that
3496 it - the suspect vehicle was in the Sky Riders Hotel parking lot. I voiced that
3497 over the air and made a U-turn north of the hotel and parked outside of the
3498 parking lot out of view of the hotel parking lot. I'm assigned to this area. I'm
3499 familiar the Sky Riders Motel that there is only one way in and one way out for
3500 vehicles to travel. It's our general - general practice and procedure, I don't
3501 know if it's policy that it requires three officers to conduct a felony vehicle stop.
3502 Again, I had voiced that it's there, waited outside of the hotel parking lot so that
3503 we could have three officers on scene to conduct a felony traffic stop and K-9
3504 was also in route. I do not recall the location where K-9 was responding to, but
3505 I know that K-9 wants us to wait if appropriate and possible for them so that
3506 when we call subjects out of a vehicle the K-9 is there to possibly apprehend the
3507 fleeing suspects. Officer Lakin drove past me coming southbound on Freeport
3508 Boulevard and immediately went into the parking lot, which I perceived as
3509 forcing the exigency and not waiting for backup because we didn't have a third

3510 unit and K-9 had already asked, wait for me if possible. So since she went in, I
3511 went in to assist her in conducting that felony vehicle stop. I felt that at that
3512 time there was no exigency to immediately go into the parking lot because it
3513 hadn't just freshly driven in there, that POD had been out for a while. I
3514 responded from a location farther away than the other officers that lead me to
3515 believe that the vehicle had been parked there for some time, possibly five
3516 minutes. So usually people - well sometimes people sit in a car, sometimes they
3517 go into a building. But I didn't feel that there was a need for immediate
3518 apprehension to conduct that felony vehicle stop with only two officers. Yes,
3519 there are four there, but both are - two of them are trainee's so
3520
3521 [REDACTED] Mm-hm.
3522
3523 LANSDALE it's still two units. That's what I mean by well, you couldn't wait for the third
3524 unit. Time was on our side. We had K-9 making an attempt to come to us to
3525 assist us. But she just drove right passed me without communicating.
3526
3527 [REDACTED] Mm-hm.
3528
3529 LANSDALE She just drove in. She went passed me.
3530
3531 [REDACTED] Were you upset with her for that action?
3532
3533 LANSDALE Yes.
3534
3535 [REDACTED] Are you aware if Officer [REDACTED] noticed the tension between you and Officer
3536 Lakin? Did she address it later in the call asking if everything was okay?
3537
3538 LANSDALE Not that I
3539
3540 OLANDER I think that's assuming that there is tension
3541
3542 [REDACTED] Mm-hm.
3543
3544 OLANDER with Officer Lakin. Maybe you mean you noticed frustration?
3545
3546 [REDACTED] The fact that you were upset or frustrated with the situation. Do you know if
3547 Officer [REDACTED] picked up on that?
3548
3549 LANSDALE I don't know.
3550
3551 [REDACTED] Don't know.
3552
3553 LANSDALE But there I'm

3554 [REDACTED]
3555 [REDACTED] Do you think it was apparent that you were frustrated?
3556 [REDACTED]
3557 LANSDALE Yes, I was frustrated.
3558 [REDACTED]
3559 OLANDER Was this an officer safety issue?
3560 [REDACTED]
3561 LANSDALE Yes.
3562 [REDACTED]
3563 [REDACTED] Did you feel at that point even though you were frustrated you were still in
3564 [REDACTED] control of the situation?
3565 [REDACTED]
3566 LANSDALE Yes.
3567 [REDACTED]
3568 [REDACTED] Do you feel that the comment you made to Officer Laykin was it professional in
3569 [REDACTED] the circumstances?
3570 [REDACTED]
3571 LANSDALE Which comment?
3572 [REDACTED]
3573 [REDACTED] The you wanted - you wanted to come in here so bad go clear it yourself.
3574 [REDACTED] Something like that. In reference to her approaching the car.
3575 [REDACTED]
3576 LANSDALE It's not like a go up and clear it yourself.
3577 [REDACTED]
3578 [REDACTED] Mm-hm.
3579 [REDACTED]
3580 LANSDALE It's so that we don't both approach and get a in a potential crossfire citation.
3581 [REDACTED]
3582 [REDACTED] Mm-hm.
3583 [REDACTED]
3584 LANSDALE That's an officer safety issue. So
3585 [REDACTED]
3586 [REDACTED] Right. But there's a point where you say and I'll - I'll go back a little bit.
3587 [REDACTED]
3588 ***CONTINUED REVIEW OF 19-370145***
3589 [REDACTED]
3590 [REDACTED] So that comment right there. You feel like that was a professional comment to
3591 [REDACTED] make at that point? It seemed like it was possibly tied into some of your
3592 [REDACTED] frustration?
3593 [REDACTED]
3594 LANSDALE It was tied into my frustration
3595 [REDACTED]
3596 [REDACTED] Mm-hm.
3597 [REDACTED]

3598 LANSDALE but to verbal communicate one person or one unit if the other person wasn't in
3599 training it would be two officers
3600
3601 [REDACTED] Mm-hm.
3602
3603 LANSDALE can go clear the car. It's something - it's still a task that needs to be done and
3604 verbalized
3605
3606 [REDACTED] Mm-hm.
3607
3608 LANSDALE so that we don't both walk up on each other.
3609
3610 ***CONTINUED REVIEW OF 19-370145***
3611
3612 [REDACTED] Okay. I'm going to jump up to the door of the motel, which was what I want to
3613 focus next, do you mind?
3614
3615 OLANDER Don't mind at all.
3616
3617 [REDACTED] And just to provide - can you provide some context as to why you're going to
3618 the door of the motel?
3619
3620 LANSDALE Yes. Officer Lakin and Officer Smart had gone to the office and, as far as I
3621 know, requested information as to who in the complex drove this vehicle in.
3622
3623 [REDACTED] Mm-hm.
3624
3625 LANSDALE Or rented a room here. And she received information that it was that room. I
3626 think simultaneously at the same time that I saw, when I was still downstairs,
3627 that door open.
3628
3629 [REDACTED] Okay. So you're suspecting that the people that were in that car, the POD hit
3630 car are in this motel room?
3631
3632 LANSDALE Yes.
3633
3634 [REDACTED] And you're going to make contact with them?
3635
3636 LANSDALE Yes.
3637
3638 [REDACTED] Any - do you have any prior knowledge of - of if the people are armed or is
3639 there any remarks on the POD hit that there's weapons in the car or anything
3640 like that or taking by force with a gun?
3641

3642 LANSDALE I don't recall, specifically, for this one if it had those notes on it.
3643
3644 [REDACTED] Mm-hm.
3645
3646 LANSDALE But based off my training and experience, stolen vehicles often times have
3647 weapons such as guns in them and they are of more - they're generally higher
3648 risk than just a regular traffic stop that you can pull somebody over for a traffic
3649 infraction. This is a felony offense and it's - stolen vehicles are typically
3650 occupied by criminals who have committed acts of violence in the past. And it
3651 is a higher risk situation. And for officer safety reasons that's why ideally, we
3652 would have three officers on scene to conduct the felony vehicle stop. So this
3653 one, specifically, I don't recall having specific knowledge that it was taken by
3654 force or had any weapons in it, but as a general practice and general police
3655 knowledge
3656
3657 [REDACTED] Okay.
3658
3659 LANSDALE stolen vehicles are of higher risk.
3660
3661 [REDACTED] And is that why you're making a higher risk contact at the door too? Weapons
3662 drawn, multiple officers are responding to the front of the motel?
3663
3664 LANSDALE Yes.
3665
3666 OLANDER So it's fair to say you treat these calls as if the subjects are armed?
3667
3668 LANSDALE Yes.
3669
3670 [REDACTED] In leading up to this do you recall giving Officer [REDACTED] any special instructions
3671 on where specifically you want her or what her role is to be when you are about
3672 to clear a building or you're making contact or extracting people, or doing call
3673 out from structure?
3674
3675 LANSDALE I don't recall specifically with her.
3676
3677 [REDACTED] Mm-hm.
3678
3679 LANSDALE I know I have had it with trainee's
3680
3681 [REDACTED] Mm-hm.
3682
3683 LANSDALE in the past with building searches.
3684
3685 ***CONTNUED REVIEW OF 19-370145***

3686 [REDACTED]
3687 [REDACTED] So at - at that point can you weigh in on your - your mindset for why you're
3688 yelling Officer [REDACTED] name?
3689
3690 LANSDALE Yes. Because when I first ran up the stairs, I was unaware that the other officer
3691 with the - that's cuffing that female initially
3692
3693 [REDACTED] Mm-hm.
3694
3695 LANSDALE that's Officer Texley. When I ran up the stairs, I didn't know that Officer was
3696 Texley was on the scene yet. And he ran up the stairs after me. Because the
3697 potential threat was inside the hotel room I didn't want to look back and see
3698 who was behind me. So that's why I verbally asked who is behind me.
3699
3700 [REDACTED] Mm-hm.
3701
3702 LANSDALE Because I could hear and feel
3703
3704 [REDACTED] Mm-hm.
3705
3706 LANSDALE that somebody else was behind me.
3707
3708 [REDACTED] Mm-hm.
3709
3710 LANSDALE I knew Officer [REDACTED] ran up after me as well. I did not want officer [REDACTED] to
3711 leave me and be with a potential suspect alone because I was concerned about
3712 her safety. I would not immediately be there if she walked down the stairs and
3713 put that person in the car. My - based off the field training officer manual,
3714 trainees or FTO's are to have direct and immediate supervision over their
3715 trainees for safety, liability, numerous
3716
3717 [REDACTED] Mm-hm.
3718
3719 LANSDALE reasons.
3720
3721 [REDACTED] So you wanted her by your side?
3722
3723 LANSDALE Yes.
3724
3725 [REDACTED] For all intents and purposes, right? Not taking a suspect down to a car.
3726
3727 LANSDALE Solo.
3728
3729 [REDACTED] Especially when you're dealing with a kind of a high-risk type of entry.

3730
3731 LANSDALE Correct. Because if that subject fought or fled from her, she would be alone. I
3732 know she has less experience than me. I don't know what her level of
3733 proficiency is in apprehending, fighting, or fleeing people
3734
3735 [REDACTED] Mm-hm.
3736
3737 LANSDALE so I didn't want her to be alone with the suspect.
3738
3739 [REDACTED] Mm-hm.
3740
3741 LANSDALE The reason that I asked who is behind me because I know the other officers -
3742 Officer Lakin and Officer Smart had the male half detained. I still needed one
3743 additional officer to assist me in clearing the hotel room. Again I didn't know
3744 who was behind me, but I knew somebody was. And then when I said okay, it's
3745 Officer Texley then I just needed one more person to assist in clearing the room.
3746 I know it's a small room. The reason that we - that I needed - or I desired other
3747 officers to still be up top on that walkway is because if we - inside the room
3748 were clearing it encounter somebody that needs to be detained we can detain
3749 him, do a cursory search and then send them out to the officers on that
3750 walkway, which can be referred to as receiving. I need somebody to receive
3751 these people. Once people are handcuffs, one officer would be okay to watch
3752 over multiple subjects that are already handcuffed and cursory searched if they
3753 are being compliant. That is the reason that I didn't want them to abandon this
3754 potential threat of the unsearched hotel room
3755
3756 [REDACTED] Mm-hm.
3757
3758 LANSDALE and just turn their backs to us, because if I went in that room and encounter
3759 gunfire that other officer would be walking down the stairs or other officers
3760 would have their backs to them. Based off my training and experience, I see a
3761 lot of times when officers put the handcuffs on, they think it's game over or
3762 they let their guard down and they're safe. But there was still another threat that
3763 hadn't been addressed on this call that was of significant concern. So, yes, I
3764 was frustrated on this call.
3765
3766 [REDACTED] Does that describe your tone of voice you were using when you said her name a
3767 couple times?
3768
3769 LANSDALE Yes, and also that I was still facing forward to the hotel room to the potential
3770 threat and I know and there was noise from Freeport Boulevard, I don't know if
3771 there was airport noise at the time, radio traffic, there was a little bit of
3772 commotion going on so I know that I was speaking to somebody that was
3773 behind me. I know I needed to project - project my voice so that she would be

3774 able to hear it. After reviewing her body camera I see that she did answer my
3775 question. But I know at the time

3776 [REDACTED]
3777 [REDACTED] Mm-hm.

3778
3779 LANSDALE I didn't hear that because of all the commotion going on. So that is why I had
3780 to raise my voice to project it so that I could get that answer.

3781
3782 ***CONTINUED REVIEW OF 19-370145***

3783
3784 [REDACTED] That comment you made, "Can I get a competent officer that can do a protective
3785 sweep." Can you tell me what you meant by that?

3786
3787 LANSDALE Yes. It seemed that because we had to rush into that, officers didn't really know
3788 - everybody didn't know what was going on. And like you said earlier, there
3789 was a lack of communication on that call. And at that point I knew what had to
3790 be done. I knew that we had to clear the building. There were two other
3791 trainees there that I don't expect them to know what to do all of the time. So
3792 that's why I took it upon myself to step up in that moment and address this
3793 potential threat. Again, not knowing that Officer Texley was behind me. I
3794 didn't know Officer Hur was behind me at the time until I had to turn around to
3795 get that information. I was frustrated and there - now I'm replaying this several
3796 times. I see there was a delay in that stalling, but all of this is still while we are
3797 not in a safe place. There's a - there could be other subjects in that hotel room.
3798 So I needed somebody that knew, again, I wouldn't expect a trainee to be
3799 comfortable in building searches. So I just said hey, somebody that's ready to
3800 go now or competent. I could have also said somebody that's confident in
3801 building searches, but at the time that is what came to my mind. And that's
3802 what - why I said it.

3803
3804 [REDACTED] Were you insinuating that Officer [REDACTED] was not a competent officer?

3805
3806 LANSDALE No.

3807
3808 [REDACTED] Would it be reasonable for her or other officers to have that opinion that you're
3809 referring to Officer [REDACTED] as incompetent?

3810
3811 LANSDALE No.

3812
3813 [REDACTED] You don't believe that's reasonable?

3814
3815 LANSDALE No.

3816

3817 [REDACTED] Okay. Even though she was right behind you and you said I need a competent
3818 officer.
3819
3820 LANSDALE That comment
3821
3822 [REDACTED] But yet she was right there behind you covering you so to speak?
3823
3824 LANSDALE no that comment wasn't directed to her it was - again I was frustrated. It wasn't
3825 saying she - I don't perceive that Officer [REDACTED] did anything wrong there. And
3826 at that time I did perceive that she did anything wrong.
3827
3828 [REDACTED] Mm-hm.
3829
3830 LANSDALE She followed my lead and I think I initially thought she still had the female, so I
3831 thought was out of the game
3832
3833 [REDACTED] Mm-hm.
3834
3835 LANSDALE to do that building search. But, yeah, I was
3836
3837 [REDACTED] Can you see how that would be a reasonable conclusion though that someone
3838 would draw? If they're right next to you and you're saying I need a competent
3839 officer and the officer that is right next you is hearing that?
3840
3841 LANSDALE Now seeing that we are here I see that she was offended by that.
3842
3843 [REDACTED] All right. You have anything on this?
3844
3845 SHIRAIISHI You've identified your characteristics of priorities as being safe, officer safety,
3846 safety of yourself, and your superior - your trainees safety for themselves and
3847 therein lies that it's just the safety of the overall element in speaking to that, you
3848 admitted frustration with Officer Lakin kind of rushing to a - a stolen vehicle
3849 while we should have waited for a third unit, is that correct?
3850
3851 LANSDALE Yes.
3852
3853 OLANDER Looking back at this now, is there any rush or necessity to clear that hotel room
3854 or motel room in this fashion with poor communication and tactics?
3855
3856 LANSDALE In this, yes, to some extent. We had no true cover there. The glass windows
3857 with the curtains pulled absolute - again covered the sheetrock walls cut, oh,
3858 sorry. Those only provide us concealment, no true cover. So in that sense, yes,
3859 if somebody's just holding up in there with the - they know where we're at. I
3860 already called out, "We are the Sacramento Police Department" several times

3861 and made PA announcements. We are the police. If the suspect was in there,
3862 suspect would know where the police are at. So that was the reason for that. If
3863 we had just stopped and stood outside of that room, we would just be sitting
3864 ducks with no cover. We were only concealed by sheetrock walls and glass
3865 windows that provide no ballistic protection. So that was my reason for going
3866 in then because we knew for sure the door was already open. There's at least
3867 two subjects that we have detained. I don't feel comfortable being a sitting
3868 duck. So that was my reason for going in the room.

3869

3870 SHIRAISHI Sure. So with hindsight in reviewing it literally frame by frame, you would still
3871 have concluded this specific portion of the motel clearing the same way?
3872

3873 LANSDALE Can you rephrase the question?
3874

3875 SHIRAISHI Would you still have cleared it that way or in that fashion?
3876

3877 LANSDALE In terms of tactics or are you talking about verbal?
3878

3879 OLANDER Yeah, would you have changed anything
3880

3881 LANSDALE I would have not yelled out can I get a competent officer.
3882

3883 SHIRAISHI Okay.
3884

3885 OLANDER I - I think - what I think it - I don't know if you directly answered it. Is it - are
3886 you saying that you believed there were exigent circumstances to clear that
3887 room immediately rather than wait for additional officers?
3888

3889 LANSDALE Yes.
3890

3891 OLANDER Okay. So looking at it now would you have, not the comment that you made,
3892 but in terms of the immediate clearing of that hotel room, would you have still
3893 made sure to clear it immediately today?
3894

3895 LANSDALE Yes. And waiting for additional officers on scene wouldn't have assisted us
3896 further because I know the hotel room is small. It could be - it's approximately
3897 this size. I think actually smaller. There is not room for three officers or a
3898 significant number more for officers to go in. Yes, in hindsight it would have
3899 been great if we could have had one of those portable ballistic shields for our
3900 building clearing. But, again, that would have required time for us to stop, be
3901 sitting ducks, wait for another responding unit or one unit to run downstairs and
3902 get a shield and bring it up. But I didn't need additional officers on scene. We
3903 had the resources. We just had to take action to get the building cleared.
3904

3905 OLANDER So just to be clear, and you kind of referenced this earlier when you said can I
3906 get a competent officer to assist. Was that - would it be fair to say that that's
3907 the - that you intended to mean can I get an officer that's comfortable or
3908 confident with doing building searches?
3909

3910 LANSDALE Yes.

3911

3912 OLANDER Okay. You were not trying to insult anyone on the scene?

3913

3914 LANSDALE Correct.

3915

3916 OLANDER Okay. Thank you. And did you find anything of note in that hotel room?

3917

3918 LANSDALE Yes.

3919

3920 OLANDER What was that?

3921

3922 LANSDALE A gun.

3923

3924 OLANDER Okay.

3925

3926 [REDACTED] Moving on. Did you respond to 27th Street and 57th Avenue on November 17,
3927 2019, on a 5150 call?

3928

3929 LANSDALE Yes.

3930

3931 [REDACTED] And was Officer [REDACTED] your trainee at the time?

3932

3933 LANSDALE Yes.

3934

3935 ***VIDEO REVIEW FROM 19-373237***

3936

3937 [REDACTED] Okay. Can explain what you were explaining to Officer [REDACTED] in that video?

3938

3939 LANSDALE Yes. So that is a street. It was a four-way intersection. By crossing a street at a
3940 perpendicular angle you can see approximately 180 degrees to your right and
3941 left. And if you're crossing from a sidewalk you would know behind you isn't -
3942 there are no vehicle threats, but you know that vehicles would be on the road.
3943 They could come at you from either of these two angles so that you can have
3944 broader vision versus if you go diagonal across traffic then you are losing that
3945 field of vision and could potentially get hit by a vehicle coming behind you.

3946

3947 [REDACTED] Mm-hm.

3948

3949 LANSDALE I also know that when we have subjects in custody, while she was not under
3950 criminal arrest she was still being detained. Her freedom of movement was -
3951 we had her lawfully detained so she couldn't move if there were a vehicle to
3952 come down the street and she got hit by a car, but the officer jumped out of the
3953 way we could still be found at fault - us as the department and City could still
3954 be found at - to be responsible for liability for that because we prohibited her
3955 freedom of movement by handcuffing her, having her in the position of escort.
3956 So I felt that it was necessary to address that issue immediately with Officer
3957 [REDACTED] because something like that walking diagonally explaining 180 degrees at
3958 the end of a shift based off of my experience the usual response is, what call?
3959 What? What moment? When? I don't remember doing that.
3960
3961 [REDACTED] Mm-hm.
3962
3963 LANSDALE Oh, okay. It just kind of gets pushed aside or brushed off. Yes, I was watching
3964 out for traffic then, but I am attempting to teach - I was attempting to teach
3965 Officer [REDACTED] to the solo officer standard that she has to be responsible for her
3966 own safety as well as the safety of her detainees. To scan a threat. She has told
3967 me in the past that she has a kid. And that's why I made that reference I would
3968 hope your teaching your kids also to cross safely just like I hope everybody
3969 teaches their kids not to run out in traffic and chase a ball. But we know kids do
3970 anyways. Kids are kids. And that was the reason for teaching her for officer
3971 safety. I don't want her to get hit. So you can see approximately 180 degrees
3972 field of vision.
3973
3974 [REDACTED] Okay. So it was done for officer safety?
3975
3976 LANSDALE Yes.
3977
3978 [REDACTED] And prisoner safety?
3979
3980 LANSDALE Yes.
3981
3982 [REDACTED] This was a correction - specific correction, corrective action?
3983
3984 LANSDALE Yes.
3985
3986 [REDACTED] All right. And you were aware before you said this that Officer [REDACTED] did have
3987 a child?
3988
3989 LANSDALE Yes.
3990

3991 [REDACTED] All right. So was that in making that reference at the end to hopefully, you
3992 would teach a child to do the same thing, was that because you knew she was a
3993 mom?
3994
3995 LANSDALE Yes.
3996
3997 [REDACTED] All right.
3998
3999 LANSDALE And for relatability.
4000
4001 [REDACTED] Mm-hm.
4002
4003 LANSDALE Such as if somebody made the analogy to me, I would say, I'm not raising any
4004 kids.
4005
4006 [REDACTED] Mm-hm.
4007
4008 LANSDALE So, like, it would be like I don't know I just kind of like hey, I'm listening to
4009 what she says in these conversations that we have just person to person talking
4010 and conversation. I know she has a daughter, cared about her daughter. I hope
4011 she would treat these people - that ladies not a criminal she's just - but still our
4012 detainee we need to
4013
4014 [REDACTED] Mm-hm.
4015
4016 LANSDALE her with care as well.
4017
4018 [REDACTED] Okay. So your intention was not to belittle Officer [REDACTED]
4019
4020 LANSDALE No.
4021
4022 [REDACTED] Or insinuate that she was not able to teach her daughter the proper way to cross
4023 the street?
4024
4025 LANSDALE No.
4026
4027 [REDACTED] Okay. From you what you recall in your time training Officer [REDACTED] did she
4028 have any issues with grammar?
4029
4030 LANSDALE Yes.
4031
4032 [REDACTED] Okay. And can you explain?
4033

4034 LANSDALE She would repeatedly make the same mistakes in speaking and sometimes
4035 report writing. And I had repeatedly addressed them with her. And that I had
4036 become frustrated with it. And I asked her at a certain time do you even know,
4037 like, because I kept correcting her on it thinking she knew what I was talking
4038 about. And then I asked her, do you even - something like, do you even know
4039 what it is? Or what I'm trying to, like, correct you on. And then I realized she
4040 didn't have a clue what I was talking about. So the example is she repeatedly
4041 uses the word "seen" incorrectly. And I explained to her that it is typically
4042 preceded by the word has or have. But again there was longer conversation
4043 then just that.
4044

4045 [REDACTED] Mm-hm.
4046

4047 LANSDALE But
4048

4049 [REDACTED] So she would say, I seen him do this versus I have seen him
4050

4051 LANSDALE I have saw
4052

4053 [REDACTED] I have saw or something like that?
4054

4055 LANSDALE Yes.
4056

4057 [REDACTED] Okay.
4058

4059 LANSDALE Versus the past tense I saw him do this.
4060

4061 [REDACTED] Mm-hm.
4062

4063 LANSDALE And then the conditional tense I have seen that have
4064

4065 [REDACTED] Okay.
4066

4067 LANSDALE so.
4068

4069 [REDACTED] Did that make its way into her reporting as well?
4070

4071 LANSDALE She struggled with grammar in report writing.
4072

4073 [REDACTED] All right.
4074

4075 LANSDALE I don't recall if she used that specific thing, but I know in with verb tense and
4076 just general grammar
4077

4078 [REDACTED] Mm-hm.
4079
4080 LANSDALE she - I would not say performed poorly, but it was in an area that she needs to
4081 address and work on.
4082
4083 [REDACTED] Do you feel that affected her ability to communicate with people?
4084
4085 LANSDALE I don't know.
4086
4087 [REDACTED] That grammar issue?
4088
4089 LANSDALE I don't know.
4090
4091 [REDACTED] Well if you're addressing it, is that deficiency with her and correcting her do
4092 you feel that it could pose a problem when she's communicating with a citizen
4093 or other officers?
4094
4095 LANSDALE Yes.
4096
4097 [REDACTED] Okay. Or is it just more of a pet peeve and you just want her to speak properly?
4098
4099 LANSDALE In terms of report writing it's because it's improper English and again these
4100 documents go to courts and attorneys and the general public
4101
4102 [REDACTED] Mm-hm.
4103
4104 LANSDALE And I would hope that she would have that care in her reports. And then in
4105 terms of the general speaking we are as law enforcement held to a higher
4106 standard. We have an educational requirement. We are to be professionals at
4107 all times, and when you speak like that sometimes it can make you be perceived
4108 as unprofessional.
4109
4110 [REDACTED] Okay. Did you ever correct her in front of other officers, the seen versus saw,
4111 that little issue?
4112
4113 LANSDALE Based off my recollection it was in the car.
4114
4115 [REDACTED] Okay.
4116
4117 LANSDALE Without any other officers or subjects present.
4118
4119 [REDACTED] Did you have her correct her speech while you were in the booking area at jail?
4120
4121 LANSDALE Yes.

4122 [REDACTED]
4123 [REDACTED] Okay. Can you tell me about that incident?
4124 [REDACTED]
4125 LANSDALE She was asking me something to write in a PC dec because I was watching over
4126 a subject that was not cooperative.
4127 [REDACTED]
4128 [REDACTED] Mm-hm.
4129 [REDACTED]
4130 LANSDALE And the subject was also yelling constantly and whatever question Officer [REDACTED]
4131 asked me I didn't hear her. And then she said something with reference to on
4132 scene S-C-E-N-E. And I didn't know that's what she was referencing because I
4133 didn't hear her.
4134 [REDACTED]
4135 [REDACTED] Mm-hm.
4136 [REDACTED]
4137 LANSDALE And I said - and this was, again, after telling her multiple times the proper word
4138 isn't seen S-E-E-N. Like I seen a cat. It's I saw, past tense. So I heard her say
4139 that and I looked at her and told - and said something or told - looked at her or
4140 said something and then she said loudly no, once on scene. I said oh, okay.
4141 Yeah.
4142 [REDACTED]
4143 [REDACTED] Okay.
4144 [REDACTED]
4145 LANSDALE So I didn't hear her, so.
4146 [REDACTED]
4147 [REDACTED] So you - you misheard or you made a mistake in hearing that word and thinking
4148 it was a different context?
4149 [REDACTED]
4150 LANSDALE Yes. She was using the words on scene S-C-E-N-E not seen S-E-E-N.
4151 [REDACTED]
4152 [REDACTED] Were you delivering - was that a correction? Did you call out a correction on
4153 your part?
4154 [REDACTED]
4155 LANSDALE Yes.
4156 [REDACTED]
4157 [REDACTED] All right. Was there other officers there?
4158 [REDACTED]
4159 LANSDALE I don't recall there were any other Sac PD officers.
4160 [REDACTED]
4161 [REDACTED] Mm-hm.
4162 [REDACTED]
4163 LANSDALE I know there were other deputies present because the subject was not
4164 cooperative.
4165 [REDACTED]

4166 [REDACTED] Mm-hm. So deputies and prisoners?
4167
4168 LANSDALE Yes.
4169
4170 [REDACTED] Were you aware that officer [REDACTED] spoke English as her second language?
4171
4172 LANSDALE No.
4173
4174 [REDACTED] Okay. If you were aware of that would that change the way you address some
4175 of her grammar flaws? Or would it give her a little more leniency?
4176
4177 LANSDALE It could have possibly increased my patience. But after being told by Officer
4178 Madsen that Officer [REDACTED] was offended by me addressing or exploring possible
4179 concerns that I could address and accommodate, I didn't even attempt to go that
4180 route, however, she did tell me that she was proficient in speaking Spanish
4181 because she offered up assistance on calls for service. So I was aware that she
4182 spoke Spanish, but I didn't even want to go down that road because of the
4183 negative feedback that I received from Corporal Madsen before in potentially
4184 trying to accommodate those needs. And I'm aware that there's the protections
4185 for ethnicity, origin, race, etcetera.
4186
4187 [REDACTED] Mm-hm.
4188
4189 LANSDALE So I didn't even attempt to address that as a possible explanation.
4190
4191 [REDACTED] Can we move on? You guys good? Break time or keep going?
4192
4193 OLANDER Angela you fine?
4194
4195 [REDACTED] You all right?
4196
4197 LANSDALE Yeah.
4198
4199 [REDACTED] Okay.
4200
4201 SHIRAISHI Good to go.
4202
4203 [REDACTED] Moving On. Did you respond to [REDACTED] Bernard Way on 12/14/19, about a
4204 disturbance between a male Hispanic adult and his mother?
4205
4206 LANSDALE Yes.
4207
4208 [REDACTED] Okay. Did you have a trainee on the call with you?
4209

4210 LANSDALE Yes.
4211 [REDACTED]
4212 [REDACTED] And do you remember who - what trainee that was?
4213 [REDACTED]
4214 LANSDALE Yes, Officer [REDACTED]
4215 [REDACTED]
4216 [REDACTED] Okay. Do you remember what phase Officer [REDACTED] was in?
4217 [REDACTED]
4218 LANSDALE I believe Phase 3.
4219 [REDACTED]
4220 ***VIDEO REVIEW FROM 19-399747***
4221 [REDACTED]
4222 [REDACTED] Okay. Okay. Appeared you asked Officer - I think was Lenahan?
4223 [REDACTED]
4224 LANSDALE Yes.
4225 [REDACTED]
4226 [REDACTED] Correct. To go close, was it your patrol car door?
4227 [REDACTED]
4228 LANSDALE Yes.
4229 [REDACTED]
4230 [REDACTED] Okay.
4231 [REDACTED]
4232 LANSDALE Well
4233 [REDACTED]
4234 [REDACTED] Can you, yeah, describe what happened with that?
4235 [REDACTED]
4236 LANSDALE I was driver on that day and Officer [REDACTED] was passenger.
4237 [REDACTED]
4238 [REDACTED] Mm-hm.
4239 [REDACTED]
4240 LANSDALE When I got out of the vehicle, I approached the female caller, the mother of that
4241 guy there, and spoke with her. And then Officer [REDACTED] came around also. And
4242 sense I had already engaged verbally with the female, I was unaware that
4243 Officer [REDACTED] left his patrol vehicle door open. I know that I carry an AR-15,
4244 and a less lethal shotgun as well as police gear. I was always take the key - my
4245 key out of the ignition so I wasn't concerned about the theft of the vehicle, I
4246 was concerned about the theft of the police equipment that could get stolen by
4247 leaving the patrol vehicle door open. So I didn't know until I had already
4248 walked away from the car that patrol vehicle door was still open.
4249 [REDACTED]
4250 [REDACTED] Mm-hm.
4251 [REDACTED]
4252 LANSDALE The reason I did not leave Officer [REDACTED] there and go do it myself was because
4253 then I wouldn't have direct and immediate supervision over Officer [REDACTED]

4254 [REDACTED]
4255 [REDACTED] Okay. Would you consider it as a correction of Officer [REDACTED]
4256 [REDACTED]
4257 LANSDALE Yes. But I didn't say it directly to him.
4258 [REDACTED]
4259 [REDACTED] Mm-hm.
4260 [REDACTED]
4261 LANSDALE It was more something that I had talked to him about before that hey, there's the
4262 concern of theft. I used the example of when an officer's patrol vehicle was
4263 stolen in Sector 6 and it went pursuit and the subject had access to the firearms
4264 and it could of gotten in a deadly situation. This - Officer [REDACTED] there knew
4265 what he did wrong. I didn't really need to correct him.
4266 [REDACTED]
4267 [REDACTED] Mm-hm.
4268 [REDACTED]
4269 LANSDALE We just needed to address the issue of closing the door.
4270 [REDACTED]
4271 [REDACTED] Okay.
4272 [REDACTED]
4273 LANSDALE That's why I requested Officer Lenahan to do it.
4274 [REDACTED]
4275 [REDACTED] So was he in ear shot when you said, "I don't know why he's ever left it
4276 unsecured"?
4277 [REDACTED]
4278 LANSDALE Yes.
4279 [REDACTED]
4280 [REDACTED] Okay. Would you consider that a corrective action - letting him know that he's
4281 done something wrong?
4282 [REDACTED]
4283 LANSDALE Yes.
4284 [REDACTED]
4285 [REDACTED] Okay. Was a citizen present as well when you gave the corrective action?
4286 [REDACTED]
4287 LANSDALE Yes.
4288 [REDACTED]
4289 [REDACTED] Do you think the citizen heard that?
4290 [REDACTED]
4291 LANSDALE Yes.
4292 [REDACTED]
4293 [REDACTED] Okay. Would it be reasonable for you to have asked Officer Lenahan to go
4294 close the door and then address the issue with Officer [REDACTED] after the call? Just
4295 one on one.
4296 [REDACTED]
4297 LANSDALE Yes.

4298
4299 [REDACTED] And for the next video. How many times had that been an issue before with
4300 him?
4301
4302 LANSDALE I don't know a number time.
4303
4304 [REDACTED] Mm-hm.
4305
4306 LANSDALE I know it's common practice that many officers will leave the - their cars
4307 running with the key in the ignition and the doors unlocked or the windows
4308 down. And the Sector 6 thing happened. We were all reminded again don't do
4309 it. It's in the General Order that it's a violation. I tell - I know it's such a
4310 common practice that officers do that. I instruct my trainee's if we are not
4311 immediately next to the vehicle to lock it up and take the key out of the ignition.
4312
4313 [REDACTED] Mm-hm.
4314
4315 LANSDALE I instruct them to leave it running and our doors unlocked. We were on a traffic
4316 stop because we're approximately 15 to 20 feet away from the vehicle and we
4317 need the car as our cover and if it goes pursuit and our tools are in there. But on
4318 calls for service that we're going to be - we know we're going to be going into
4319 an apartment, a house, away from the vehicle, as a broad generalization I teach
4320 them take the key out of the ignition, lock the doors.
4321
4322 SHIRAIISHI Less than five times with Officer [REDACTED] More than five times?
4323
4324 LANSDALE I don't know because I don't know what date into the training cycle this is,
4325 but...
4326
4327 [REDACTED] About half way through. On December 12th
4328
4329 LANSDALE I was.
4330
4331 [REDACTED] I'm sorry December 14th.
4332
4333 LANSDALE So it would've been two weeks in. I would say at least five times,
4334 approximately.
4335
4336 SHIRAIISHI Documented in his evaluations?
4337
4338 LANSDALE I do not recall.
4339
4340 ***CONTINUED REVIEW FROM 19-399747***
4341

4342 [REDACTED] And what were you explaining to Officer [REDACTED] right there?
4343
4344 LANSDALE Laws of arrest.
4345
4346 [REDACTED] Mm-hm.
4347
4348 LANSDALE Establishing probable cause, getting a solid statement because prior to going
4349 into that call that was the potential suspect the - the male half we detained, so.
4350 To lock him into a statement because since he - we first perceived him as the
4351 suspect but now he's claiming to be the victim. So just to get a statement,
4352 establish probable cause, determining what crime occurred, and how to affect
4353 that arrest. If private persons arrest is necessary or if it was a misdemeanor in
4354 our presence, we wouldn't need that and so, yeah. Explaining just to make sure
4355 that he knew what was going on.
4356
4357 [REDACTED] Okay. And that was conducted in front of the citizen, yes?
4358
4359 LANSDALE Yes.
4360
4361 [REDACTED] Okay. Do you think the citizen heard that - heard all that, all your instructions?
4362
4363 LANSDALE Yes.
4364
4365 [REDACTED] Okay. Anything that prevented you from taking Officer [REDACTED] a few steps
4366 away from the citizen and ensuring his investigation was sound and give him
4367 further direction on how to handle the call from there?
4368
4369 LANSDALE Nothing prohibited me from that.
4370
4371 [REDACTED] Mm-hm.
4372
4373 LANSDALE However, as a general practice when we have somebody detained, we have to
4374 be within their immediate presence such as if that guy wanted to - if he
4375 attempted to flee or go inside the house
4376
4377 [REDACTED] Mm-hm.
4378
4379 LANSDALE we'd have to apprehend him there before going into the house. Or if he went
4380 into a medical emergency, we would need to render aide to him. Or call for
4381 aide. So I feel like the only way to be out of earshot in that situation would be
4382 to walk across the lawn. We had a good spot to sit him on the porch right there
4383 where he was at. I didn't feel the need to transport the subject all the way to the
4384 patrol vehicle because I felt it was unlikely that we were going to arrest that
4385 subject and take him to jail. So that's why I had him sit on the bench or the

4386 steps because that would be less uncomfortable then the grass. But to get out of
4387 ear shot would have meant being in an unsafe situation or detaining the subject
4388 in the patrol vehicle which I did not feel was necessary.

4389 [REDACTED]
4390 [REDACTED] Mm-hm.

4391
4392 LANSDALE And that guy was compliant with us. I didn't want to cause that hardship. Yes,
4393 I would have been legally justified in detaining him in the patrol vehicle, but I
4394 didn't feel it was necessary at the time. So to get out of ear shot didn't seem
4395 reasonable at the time.

4396 [REDACTED]
4397 [REDACTED] Okay. Do you believe having that instructional type of conversation with
4398 Officer [REDACTED] in front of the citizen, do you believe it could have changed the
4399 way the citizen perceived Officer [REDACTED] or his capabilities or his experience as
4400 an officer?

4401
4402 LANSDALE No.

4403 [REDACTED]
4404 [REDACTED] If that citizen does think that or has the perception that Officer [REDACTED] is a
4405 trainee or inexperienced officer, do you feel that decreases the level of respect
4406 or feeling of legitimacy the citizen now has for Officer [REDACTED]

4407
4408 LANSDALE No.

4409 [REDACTED]
4410 [REDACTED] Okay.

4411
4412 LANSDALE And I would also like to add field training officers are instructed to wear
4413 insignias on their shoulders or their - an FTO pin that is visible to the public. It
4414 points out you're an FTO just like sergeants. You wear a sergeant stripe, you
4415 wear a sergeant stripe, lieutenants bar, so and back to the conversation
4416 previously is it apparent that the public perceives trainees as trainees of less
4417 experience and FTO's as officers with more experience. That right there is
4418 purposely displaying that difference in professional level. Even people that
4419 don't have law enforcement or military experience know extra markings on the
4420 sleeves and stars and stripes signifies something typically of rank even if you
4421 don't know the exact rank. That already draws that difference to the public.
4422 Again the reference that I used when there was a 20 year or more age difference
4423 between me and my field training officers, people know that there's - that
4424 somebody's in training and I never have perceived that as they're being less
4425 revealing to us in the information they provide. They might naturally go - go to
4426 one person and then we just kindly redirect them to the other person. Go give
4427 your statement to his officer. He'll be taking your statement today. Go talk to
4428 him. But I've never perceived that or unaware that it was - that people had an
4429 issue with it.

4430 [REDACTED]
4431 [REDACTED] Josh?
4432 [REDACTED]
4433 OLANDER No.
4434 [REDACTED]
4435 [REDACTED] Okay. Moving on. Did you respond to [REDACTED] Franklin Boulevard on 12/14/19,
4436 [REDACTED] for a robbery alarm?
4437 [REDACTED]
4438 LANSDALE Yes.
4439 [REDACTED]
4440 [REDACTED] And was Officer [REDACTED] still your trainee?
4441 [REDACTED]
4442 LANSDALE Yes.
4443 [REDACTED]
4444 ***VIDEO REVIEW FROM 19-399747***
4445 [REDACTED]
4446 [REDACTED] Okay. I know there's no audio here but were you giving any instructions to
4447 [REDACTED] Officer [REDACTED] at this point when you're pulling up into the parking lot?
4448 [REDACTED]
4449 LANSDALE I don't recall.
4450 [REDACTED]
4451 [REDACTED] Okay. Recall any corrections?
4452 [REDACTED]
4453 LANSDALE After or prior
4454 [REDACTED]
4455 [REDACTED] You're giving at this point? At this point.
4456 [REDACTED]
4457 LANSDALE At this point. I - I don't recall.
4458 [REDACTED]
4459 [REDACTED] Okay. Do you recall if he was doing everything right here? Everything you
4460 [REDACTED] expected of him?
4461 [REDACTED]
4462 LANSDALE As far as I recall, yes.
4463 [REDACTED]
4464 [REDACTED] So when you got back in the car with Officer [REDACTED] what was this
4465 [REDACTED] conversation about?
4466 [REDACTED]
4467 LANSDALE I didn't know why he didn't get out of the car. So I was very unhappy with his
4468 [REDACTED] performance and lack of willingness to engage in the call for service. The
4469 [REDACTED] sergeant had already motioned to me like I was being too slow to come on lets
4470 [REDACTED] go. And then that, like, I thought that sergeant already thought I was getting
4471 [REDACTED] slow
4472 [REDACTED]
4473 [REDACTED] Mm-hm.

4474
4475 LANSDALE out of the car and then my trainee wasn't coming with me, too. I was frustrated
4476 and just confused. Why would you not get of the car while on a call for
4477 service?
4478
4479 [REDACTED] Okay. And this a correction
4480
4481 LANSDALE Yes.
4482
4483 [REDACTED] for him. Had this happened before?
4484
4485 LANSDALE I recall based off the video that it had.
4486
4487 [REDACTED] Mm-hm. Do you remember when, details of that call, was it fairly similar to
4488 this?
4489
4490 LANSDALE I don't recall.
4491
4492 [REDACTED] Okay. How would you describe the tone you were using?
4493
4494 LANSDALE Very direct.
4495
4496 [REDACTED] Okay. Would you consider it condensing or belittling?
4497
4498 LANSDALE No.
4499
4500 [REDACTED] Okay. What about the - strike that. In a situation like this what would be the
4501 instructions you would typically give a trainee? Like a list of what you expect
4502 of them as they were pulling up to a robbery alarm?
4503
4504 LANSDALE Park outside of the business so that you're not directly in front of glass or any
4505 doors. Ideally approach at an angle that you scan a significant portion of the
4506 building, of potential threats before going inside or on scene
4507
4508 [REDACTED] Mm-hm.
4509
4510 LANSDALE such as if you drove passed a business and saw that they were people inside that
4511 looked like they were normal and okay or if they looked like they were in
4512 distress, that's something that you can be aware of and also voice to dispatch.
4513 And the default practice by dispatch is typically giving us the beeper while in
4514 training. I don't have - I typically don't have trainees code 4 the beeper because
4515 I don't want to instill bad habits of them just letting their guard down thinking
4516 there's no potential threat. Upon arriving on scene of any call for service,
4517 constantly scanning the area as were going in knowing what the suspect looks

4518 like if there is one. On this call for service I don't think there was a subject
4519 description it was just a button pushed to activate the robbery alarm.
4520
4521 [REDACTED] Mm-hm.
4522
4523 LANSDALE So and marking 906 prior to getting on scene and activating the ICC and which
4524 should then activate, the bodycam. Sometimes it doesn't - most now, by now
4525 most are synced up but just all those things. And also having your head up,
4526 taking your seatbelt off
4527
4528 [REDACTED] Mm-hm.
4529
4530 LANSDALE could - putting the car in park. Taking your key out of the ignition so that
4531 you're ready to go, ready to engage if this were a robbery. Try to have the
4532 suspect at gunpoint or if they were shooting at you, engage in the gun fight.
4533
4534 [REDACTED] Okay. So that's a laundry list of things that you typically instruct your trainee
4535 to do and be prepared for when they are arriving to a robbery scene, in addition
4536 to operating the vehicle?
4537
4538 LANSDALE Yes.
4539
4540 [REDACTED] Okay. Do you feel that's an unreasonable amount of - of things for someone to
4541 pay attention to when it's maybe their first time driving the car with you or the
4542 first time, they're arriving to something like this?
4543
4544 LANSDALE I don't know if it's unreasonable but a lot of them such as activating the ICC,
4545 marking 906, they are transferable and applicable in all of our police calls for
4546 service. And I know that this trainee is not a new trainee, he's very proficient
4547 and at the time was very proficient in his duties and didn't struggle with any
4548 areas significantly. I knew that was a very trivial thing. Again, he was a great
4549 trainee. He performed very well for where he was at. Yes, as I'm explaining it
4550 it's a list
4551
4552 [REDACTED] Mm-hm.
4553
4554 LANSDALE but it's not all inclusive. They're for officer safety reasons why you have to
4555 head up to be able to engage and observe the suspects. So I don't know without
4556 having a written list of what I tell every trainee. I don't know specifically that I
4557 told them all of that. And I know I didn't specifically tell him that list that I just
4558 gave you prior to going
4559
4560 [REDACTED] Mm-hm.
4561

4562 LANSDALE this call because this trainee has had experienced calls for service before.
4563 All of those are what you do on every police call for service, excluding telling
4564 dispatch to code 4 the beeper. Dispatch doesn't give us that on all calls.
4565
4566 [REDACTED] Mm-hm. You said this was a fairly - you said it's a trivial issue that you had
4567 with him.
4568
4569 LANSDALE I would consider it, yes.
4570
4571 [REDACTED] Okay. Would you consider your
4572
4573 LANSDALE So it would because
4574
4575 [REDACTED] your correction style there to match what you consider a trivial issue?
4576
4577 LANSDALE No, in the sense of what that mistake was could potentially cost him his life if
4578 he - if it were to be a legitimate robbery in progress. Just sitting there in your
4579 police vehicle with nowhere to escape to cover or concealment or engage in a
4580 gun fight. While yes, again, he performed great, but I don't want to downplay a
4581 major officer safety issue. Yes that wasn't a real robbery. It ended well. But I
4582 don't want to teach him that that's okay to just sit in your patrol vehicle and be
4583 a sitting duck.
4584
4585 [REDACTED] Mm-hm. Did you offer any positive reinforcement on this call some of the
4586 thing you just heard that you thought he did a very good job other than getting
4587 out of the car, do you recall?
4588
4589 LANSDALE I don't recall, but we responded from JERPF and then just south of JERPF we
4590 were on the call Code 4'd from the call, then put back on the call. So in terms
4591 of positive encouragement like his - the correct actions that he did were drive
4592 straight line north from JERPF on Franklin Boulevard into that parking lot. I
4593 feel like if I gave him kudos for driving north on a call that like you can still
4594 map JERPF on that screen, I feel like that would have been kind of sarcastic to
4595 him.
4596
4597 [REDACTED] Mm-hm.
4598
4599 LANSDALE Like saying good job you drove in a straight line. You did that great. I feel like
4600 that would be condensing and treating him like a child. I think he knows what
4601 he did wrong there. And I definitely want him to succeed and be safe. And not
4602 think that - I don't want him to think that it's okay to sit in your patrol vehicle
4603 on a robbery call.
4604

4605 [REDACTED] Okay. And so the words slow and lethargic, is that why you used those to
4606 punctuate the fact that he needed to get out of the car?
4607
4608 LANSDALE Yes and quickly.
4609
4610 [REDACTED] Okay. Could those terms possibly be offensive to anyone?
4611
4612 LANSDALE It could be.
4613
4614 [REDACTED] Is this clip indicative of - of your style of correcting mistakes? Kind of laundry
4615 list of things that were missed in a very direct tone?
4616
4617 LANSDALE Yes. My style is to be clear and direct and to provide immediate feedback.
4618
4619 OLANDER In terms of the tone of this conversation the - the content and the style I
4620 understand but in terms of the tone, is the tone indicative of how you provide
4621 corrective feedback to your trainees? On a - I - I mean in terms of a regular
4622 basis.
4623
4624 LANSDALE When it comes to officer safety issues yes, there can be fluctuation in my voice
4625 and that is because it is a matter of life of death if I just brushed it off like, "Oh,
4626 you forgot to put a period at the end of the sentence." You're not going to die
4627 over that. But if this becomes a fatal error, you could die over that or get your
4628 partners killed. I change the tone in my voice to show emphasis and passion. I
4629 very much so care about officer safety issues and the survivability of officers on
4630 the streets. Like it's something I'm passionate about it. I use tone to show
4631 emphasis and that I care instead of being monotonous and just - officer safety
4632 issues are on the same scale of report writing. I don't agree with that. I think
4633 that officer safety issues are weighted - should be weighted much more heavily
4634 than report writing skills, or interpersonal skills, or appearance. I view officer
4635 safety as the utmost importance, and I change the tone in my voice to show
4636 emphasis and passion and compassion that I care about their safety.
4637
4638 OLANDER I know we're watching a lot of videos that are - that maybe your trainees have
4639 alleged some sort of discourteous treatment or - or, you know, only - it may
4640 give the impression that you only give negative feedback. Do you also give
4641 positive feedback to your trainees?
4642
4643 LANSDALE Yes.
4644
4645 OLANDER That's all I have.
4646

4647 [REDACTED] Sergeant, anything? Okay. Moving forward. We don't have a video of this
4648 one. Going to January 2020. Did you respond to [REDACTED] Santa Teresa Way on
4649 1/25/20, for a call about a female with a knife threatening to kill her husband?
4650
4651 LANSDALE Yes.
4652
4653 [REDACTED] Okay. Did you have a trainee on the call?
4654
4655 LANSDALE Yes.
4656
4657 [REDACTED] And was that Officer [REDACTED]
4658
4659 LANSDALE Yes.
4660
4661 [REDACTED] And do you remember what phase Officer [REDACTED] was in when you had him?
4662
4663 LANSDALE Phase 3.
4664
4665 [REDACTED] Did you respond Code 3 to this call?
4666
4667 LANSDALE No.
4668
4669 [REDACTED] Okay. Are you familiar with General Order 521.02, the Code 3 General Order?
4670
4671 LANSDALE Yes.
4672
4673 [REDACTED] Okay. Is it an officer's discretion whether or not they will respond Code 3 to an
4674 incident?
4675
4676 LANSDALE Yes.
4677
4678 [REDACTED] Okay. Do you recall if Officer [REDACTED] wanted to - I'm sorry was he driving that
4679 night, Officer [REDACTED] do you recall?
4680
4681 LANSDALE I don't recall but if I looked at the log on, I might be able to tell.
4682
4683 [REDACTED] That's just the one first page I believe of the CAD call.
4684
4685 LANSDALE I think he was because
4686
4687 [REDACTED] Mm-hm.
4688
4689 LANSDALE I think I had him drive all four days he was with me.
4690

4691 [REDACTED] Okay.

4692

4693 LANSDALE But I can't be certain on that.

4694

4695 [REDACTED] Do you recall if he wanted to respond Code 3 to this incident?

4696

4697 LANSDALE Yes, I do.

4698

4699 [REDACTED] Did you allow him to?

4700

4701 LANSDALE No.

4702

4703 [REDACTED] Okay. Based on what you knew from the initial information on the call, and per

4704 General Order 521.02, would this be a call that would fall into category that

4705 would allow an officer to respond Code 3?

4706

4707 LANSDALE Yes.

4708

4709 [REDACTED] And based on what criteria is that?

4710

4711 LANSDALE Preservation of life and a violent crime in progress.

4712

4713 [REDACTED] Did you advice Officer [REDACTED] he should not respond Code 3 to this?

4714

4715 LANSDALE I didn't say you should not respond, I told him we're not going Code 3. And

4716 explained the reasons why.

4717

4718 [REDACTED] Okay. So he wanted to go Code 3 and you said we're not going Code 3?

4719

4720 LANSDALE Correct.

4721

4722 [REDACTED] What were your reasonings for that?

4723

4724 LANSDALE Because based off my training and experience when officers drive Code 3 they

4725 often get overwhelmed and forget other issues because of the stress factors of

4726 speeding, violating traffic laws, red and blue lights flashing, and the sound of

4727 the siren. Those are all stress factors that hinder officers' abilities to perform

4728 and I know he has less experience then me and I don't want to do anything that

4729 would purposely amp him up. And I knew that other officers were already

4730 closer to us

4731

4732 OLANDER Closer to you or closer the scene?

4733

4734 LANSDALE They were already closer to the scene than us when they and other officers were
4735 already responding Code 3, they were closer to the call than us.
4736

4737 OLANDER Okay.
4738

4739 LANSDALE I also teach them to - I teach trainees to know the address that were going to,
4740 reading the text of the call, what the suspect looks like. Those are all things that
4741 they have to have in their mind prior to going on scene. Because I don't want
4742 him to not know the text of the call and the suspect description and then get
4743 there and not have any idea of what's going on. And again driving Code 3 adds
4744 a significant amount of stress to an officer experienced and inexperienced. And
4745 I just didn't feel that this call rose to that level that I needed to create that undue
4746 stress on Officer [REDACTED]. Yes, he was willing to go Code 3, but I still valued his
4747 safety over the safety of the public. So that is my reason for not going Code 3
4748 to this call.
4749

4750 [REDACTED] Okay. Officers train for stressful situations, correct?
4751

4752 LANSDALE Yes.
4753

4754 [REDACTED] What's one tactic that - or one methodology to overcome some of the stress?
4755

4756 LANSDALE Breathing techniques.
4757

4758 [REDACTED] Okay. Repetition? Is that another way?
4759

4760 LANSDALE Yes.
4761

4762 [REDACTED] Doing something over and over again so that it's no longer stressful. Where
4763 you're able to manage the stress effectively?
4764

4765 LANSDALE Yes.
4766

4767 [REDACTED] So would preventing officer [REDACTED] from engaging in this stressful event and not
4768 letting him participate in that repetition, could that be problematic in that he is
4769 not able to get that experience that allows him to operate under those stressful
4770 circumstances?
4771

4772 LANSDALE It could be but I feel like if I did - if I - if he didn't want to go Code 3 and I
4773 wanted him to go Code 3 and I instructed him hey, let's go Code 3 and he was
4774 driving, then I would be in the same situation that I created that undue stress on
4775 him. He didn't feel comfortable going Code 3 and I'm pushing him to his limits
4776 in telling him to Code 3, so.
4777

4778 [REDACTED] But in this case he wanted to go Code 3.
4779
4780 LANSDALE And I didn't want him to go Code 3, correct.
4781
4782 [REDACTED] And because it was too stressful? Is that your answer?
4783
4784 LANSDALE That's
4785
4786 [REDACTED] Even though you're a training officer and your task is to put him in these
4787 controlled situations that are stressful so he can become better at managing
4788 them.
4789
4790 LANSDALE It wasn't only that it was also the other factors that I had put in. There were
4791 other officers already closer to the call than us. And they stopped the text of the
4792 call. I didn't feel like it was significantly one that caused a red flag in my head
4793 that we needed to go Code 3 based off of my training and experience.
4794
4795 [REDACTED] Okay. So to clarify based on male advising, wife has a knife threatening to kill
4796 him, based on your training experience that does not qualify as something that
4797 you would typically go Code 3 to?
4798
4799 LANSDALE I don't know how many of these calls that I get, but I know we get a lot of
4800 priority one, two, and three calls that sound very or that could sound dramatic or
4801 appear one way on a screen or a text and then we get there and its nothing of
4802 that nature. And that goes back to my experience.
4803
4804 SHIRAISHI Specific to this call though, have you dealt with the address before, do you
4805 recognize any of the names or anything like that that gives you any information
4806 that's not indicated outside of the original remarks for the CAD call?
4807
4808 LANSDALE I had not been to that address before. I don't think that there were any names
4809 provided on the call for service.
4810
4811 SHIRAISHI Okay.
4812
4813 [REDACTED] Before advising officer [REDACTED] that you were not going to respond Code 3, did
4814 you ask him if his body camera was off?
4815
4816 LANSDALE No. Or I don't recall.
4817
4818 [REDACTED] If you had would there be a reason for that?
4819
4820 LANSDALE Yes.
4821

4822 [REDACTED] And what would that be?
4823
4824 LANSDALE To have instruction and based off my training and experience to have those side
4825 conversations and explanations prior to being engaged in the call for service.
4826 Because I try to not have side conversations on calls for service.
4827
4828 [REDACTED] So training conversations, things that discuss tactics typically are - we try and
4829 keep those off recorded conversations?
4830
4831 LANSDALE Yes.
4832
4833 [REDACTED] On bodycam. Did other units respond Code 3 to this call?
4834
4835 LANSDALE Yes.
4836
4837 [REDACTED] Did you have units pass you going Code 3 while you were in route?
4838
4839 LANSDALE I don't recall.
4840
4841 [REDACTED] Do you believe the instruction you provided Officer [REDACTED] to not respond Code
4842 3 or that the fact that you were not going to respond Code 3 to that call, could
4843 be confusing to him given the facts of the call, the General Order, and the fact
4844 that other units were responding code 3?
4845
4846 LANSDALE Yes.
4847
4848 [REDACTED] Could this confusion about the application of the Code 3 driving possibly cause
4849 issues for his development as an officer?
4850
4851 LANSDALE It could.
4852
4853 OLANDER Oh, sorry. Do you believe you sufficiently explained to your trainee the - your
4854 rationale for not responding Code 3?
4855
4856 LANSDALE I don't recall all of the conversation that I had with him. In summary the
4857 conversation or based off my recollection, I remember explaining to him that a
4858 lot of times these calls come out that look horrendous and we get there and
4859 there's nothing. And I know that by driving Code 3 we're risking our lives, the
4860 lives the public, have a higher chance of getting into traffic collision. So I - I
4861 just don't recall all of our conversation together.
4862
4863 OLANDER But did he appear to understand your reasons for not responding Code 3?
4864
4865 LANSDALE Yes.

4866
4867 OLANDER Did he appear confused?
4868
4869 LANSDALE No.
4870
4871 OLANDER Did he ever say to you that he was confused about why you were not going
4872 Code 3?
4873
4874 LANSDALE No.
4875
4876 OLANDER Okay.
4877
4878 [REDACTED] Do you recall training from EVOC, and this is the opinion of EVOC instructors
4879 that given done correctly Code 3 should be the safest form of driving that we do
4880 because if we have sirens and lights notifying everyone where we're at if it done
4881 properly?
4882
4883 LANSDALE Can you repeat the question?
4884
4885 [REDACTED] Do you recall any instruction in your EVOC class from an EVOC instructor on
4886 Code 3 driving that in essence says that Code 3 driving should be the safest
4887 form of driving that we do as an officer?
4888
4889 LANSDALE No.
4890
4891 [REDACTED] Because of the fact we have lights and sirens, if it's done properly.
4892
4893 LANSDALE Is it the safest?
4894
4895 [REDACTED] Safest, yes?
4896
4897 LANSDALE No. We were drive - typically driving at increased speeds
4898
4899 [REDACTED] Mm-hm.
4900
4901 LANSDALE and not stopping for stop signs and not obeying traffic laws so I don't see that
4902 that would be safer.
4903
4904 [REDACTED] Okay. Do you know of any statistics to prove officers driving Code 3 are
4905 involved in more accidents versus officers that are not driving code 3?
4906
4907 LANSDALE No. I don't have statistics on it.
4908

4909 [REDACTED] Okay. So you have nothing to say for sure that Code 3 driving is more
4910 hazardous than a standard response someplace?
4911

4912 LANSDALE No. But I know that based off handling traffic collisions, primary collision
4913 factors are always based off of a vehicle code so the cause of a collision is
4914 always a vehicle code violation. And when we're driving Code 3 we are
4915 violating the vehicle codes. We're speeding, we're not stopping for stop signs
4916 and stop lights. So I would not say that Code 3 driving is safe or the safest that
4917 we do. And the chance in terms of chances of survivability in a traffic collision
4918 I would much rather get in a 25 mile per hour collision than a 100 mile per hour
4919 collision for chances of survivability. I do not have the statistics on that but on
4920 any given day I'd rather be in the 24 mile per hour collision than the 100 mile
4921 per hour collision.
4922

4923 [REDACTED] Okay. Well not every Code 3 run is 100 miles per hour correct? You drive
4924 within due regard for public safety
4925

4926 LANSDALE Correct and usually
4927

4928 [REDACTED] correct. And conditions of the road.
4929

4930 LANSDALE Correct. I'm using that as a dramatic analogy
4931

4932 [REDACTED] Mm-hm.
4933

4934 LANSDALE or comparison. I don't know the speeds that we were at. Again with - you
4935 would also have to be able to navigate to that call while driving code 3. It's just
4936 me not being with him for several days I don't know what his skill level is. If
4937 he knows - maybe he used to live on that street and knows right how to get to it
4938 without navigation. I don't know that. I just thought I was being mindful of his
4939 job performance at the time. And I didn't want to put his or allow him to put
4940 his self in unnecessary danger when it didn't really need to happen. I feel that
4941 as a FTO it is my duty to intervene at that time when it's not needed. I don't
4942 know if you also know that on the two - robbery alarm when the text of the call
4943 - again it's just the button activation, people often times go Code 3 to those.
4944 Based off of my experience over 99% of those are accidental. They didn't even
4945 know they hit the button because it's hidden away in the freezer and they're
4946 putting boxes away or they lean over the counter of the drive-thru or they just
4947 rest their hand or they're doing this under the counter and employees don't even
4948 know. But we are justified to go Code 3 to a robbery alarm because it's the
4949 assumption that we treat it as a robbery in progress, however, Officer [REDACTED]
4950 didn't request to go Code 3 to that. I didn't instruct him to go code 3 or to not
4951 go Code 3. But it's not - but that is something based off of my experience that
4952 the robbery alarms are usually not actual robberies in progress and sometimes

4953 these calls for service that sound dramatic over the call or the way dispatch
4954 voices them with fear fluctuation. I don't know the way dispatch voices them it
4955 gets people to raise their blood pressure and think they're more than what they
4956 really are when we get there. So, yes, there are times when we're authorized -
4957 we would be authorized to go Code 3 but it's our discretion that we don't have
4958 to.
4959

4960 [REDACTED] Moving on. Did you respond to a low jack hit on January 26, 2020, that
4961 eventually culminated at [REDACTED] 10th Avenue?
4962

4963 LANSDALE Yes.
4964

4965 [REDACTED] And was Officer [REDACTED] still your trainee?
4966

4967 LANSDALE Yes.
4968

4969 ***VIDEO REVIEW OF 20-28130***
4970

4971 [REDACTED] So at this point is this you giving Officer [REDACTED] instructions to take control of the
4972 - of the detainee or a passenger from that vehicle?
4973

4974 LANSDALE Yes. To do the physical apprehension.
4975

4976 ***CONTINUED REVIEW OF 20-28130***
4977

4978 [REDACTED] Okay. Okay. So right there you say put him in the car cursory search for
4979 weapons, don't do a detailed search, correct?
4980

4981 LANSDALE Yes.
4982

4983 [REDACTED] All right. And that was your instruction to Officer [REDACTED] in regards to his
4984 handling of a person who was in custody from the car?
4985

4986 LANSDALE Yes.
4987

4988 [REDACTED] And what was the purpose of those instructions?
4989

4990 LANSDALE To inform him to only do a cursory search for weapons
4991

4992 [REDACTED] Mm-hm.
4993

4994 LANSDALE and detain him so that he could be the receiving officer for the other occupant,
4995 the driver of the vehicle.
4996

4997 [REDACTED] Did it have the effect of speeding up the detention, so to speak, speeding up the
4998 process?
4999
5000 LANSDALE Yes.
5001
5002 [REDACTED] Okay. Were there any conditions at the time other than the fact there was
5003 another person in the car that would make it necessary to speed up the
5004 detention?
5005
5006 OLANDER You mean the - can - can you rephrase that? I think you mean just speeding up
5007 the process of searching.
5008
5009 [REDACTED] Speeding up the process of searching, was there anything that required you to
5010 speed up the process of handling the incident?
5011
5012 LANSDALE Yes. There was still a unknown threat - a threat of somebody in the vehicle.
5013
5014 [REDACTED] Mm-hm.
5015
5016 LANSDALE We didn't know if it was armed or was not armed. And I didn't want him to let
5017 his guard down and just think he was safe and there no more threats. The
5018 situation wasn't yet sterilized so he needed to do a cursory search on that
5019 subject and detain him in the back of - of police vehicle. So he could then
5020 receive the second known occupant of the vehicle. We didn't know if there
5021 more occupants in the vehicle.
5022
5023 [REDACTED] Mm-hm.
5024
5025 LANSDALE If there were more that was his role on the felony traffic stop.
5026
5027 [REDACTED] Okay. If an officer is searching a subject quickly can that affect the
5028 thoroughness of that search?
5029
5030 LANSDALE Yes.
5031
5032 [REDACTED] Especially if they're wearing bulky clothing or something with lots of pockets?
5033
5034 LANSDALE Yes.
5035
5036 ***CONTINUED REVIEW OF 20-28130***
5037
5038 [REDACTED] It was two occupants, correct? Of the car?
5039
5040 LANSDALE Of the suspect vehicle, yes.

5041
5042 [REDACTED] Yes. Okay. I'll jump forward just a little bit here. Can you tell me what I
5043 guess is happening next to here, it appears that you have at least one suspect in
5044 the back of your car, is that correct?
5045
5046 LANSDALE Yes.
5047
5048 [REDACTED] Okay. At some point you and Officer [REDACTED] have a discussion about searching
5049 this individual, doing a better search of him because you could - he had
5050 performed a very quick cursory search?
5051
5052 LANSDALE Yes.
5053
5054 [REDACTED] I think that's where this leads us up to this point in the video.
5055
5056 ***CONTINUED REVIEW OF 20-28130***
5057
5058 [REDACTED] In watching this video, I don't know if you're watching Officer [REDACTED]'s facial
5059 expressions, does he seem very confident that he knows exactly what's going on
5060 at this point in time?
5061
5062 LANSDALE No.
5063
5064 [REDACTED] Okay. Is there a lot of stimulus that has just taken place?
5065
5066 LANSDALE Yes.
5067
5068 [REDACTED] Felony vehicle stop, he just took two people in custody, he's got one suspect
5069 that he's about to search and you're going over multiple aspects of case law
5070 with him and - and - and search and seizure. Is - is there - would it be
5071 reasonable that there would be a better time to possibly go over these things
5072 with Officer [REDACTED] before he actually took this - the suspect out of the car and
5073 started going through the - the search process?
5074
5075 LANSDALE If I was - if I had knowledge that he didn't know search and seizure law then
5076
5077 [REDACTED] Mm-hm.
5078
5079 LANSDALE because that was taught in the academy and he's Phase 3 so just - he had already
5080 passed his Phase 3 test to go shadow so he was only with me for filler time. So
5081 I - it was my assumption if I was incorrect it was an assumption that he was
5082 familiar with search and seizure of law. So that's why I didn't quiz him before
5083 but when I saw an illegal act about to happen
5084

5085 [REDACTED] Mm-hm.
5086
5087 LANSDALE that's why I provided immediate intervention because then I would be a witness
5088 to an illegal search. I saw the confusion and then that's why I just paused for
5089 that time
5090
5091 [REDACTED] Mm-hm.
5092
5093 LANSDALE time is on our side. And question on it. I didn't give him all the answers or just
5094 say no, don't that. I questioned him to see what his state of mind was and to get
5095 his - to - to quiz his knowledge.
5096
5097 [REDACTED] Mm-hm.
5098
5099 LANSDALE Because if I just gave him the answer and said no, don't search him he just
5100 thinks we don't search them.
5101
5102 [REDACTED] Mm-hm.
5103
5104 LANSDALE Just like if I only told him previously don't go Code 3. It would be like we
5105 don't go Code 3 ever. There's a time and a reason. So the reason I quizzed him
5106 on that is because I know he was driver that day. His point of view of the
5107 suspect vehicle could have been different than mine. He could - I don't know
5108 what Officer [REDACTED] saw. He could have thought that was the driver. I think he
5109 got out on his own or he was trying to sit down or something. That guy was
5110 doing something on his own. So that's why I verbally asked him what authority
5111 do we have because I didn't know that Officer [REDACTED]
5112
5113 [REDACTED] Mm-hm.
5114
5115 LANSDALE didn't know search and seizure. I don't know if he perceived that to be the
5116 driver and thinking we were already placing him under arrest. If it were a Phase
5117 1 officer and I knew he didn't know laws of search and seizure, then I could
5118 have taken that time after detaining him in the car have a side conversation with
5119 Officer [REDACTED] in the front seat of the car, but now I'm realizing that would have
5120 been within ear shot of the detainee, which may be perceived as offensive but
5121 take him out of the car - my trainee out of the car if I knew he didn't know what
5122 to do there. But if I was incorrect, I assumed he knew
5123
5124 [REDACTED] Mm-hm.
5125
5126 LANSDALE that.
5127
5128 [REDACTED] Okay.

5129
5130 OLANDER Is that the expectation by this time and Officer [REDACTED] training that he should
5131 know search and seizure?
5132
5133 LANSDALE Yes. And based off the field training manual as a Phase 3 - as an FTO over the
5134 Phase 3 officer my role is to step back and to allow the trainee to function on
5135 their own, however, be able to intervene when an illegal act is about to occur.
5136
5137 [REDACTED] Okay. Anything more? No. All right.
5138
5139 ***CONTINUED REVIEW OF 20-28130***
5140
5141 [REDACTED] So at this point is a search being - are other officers conducting a search of the
5142 suspect that Officer [REDACTED] was about to search?
5143
5144 LANSDALE Yes.
5145
5146 ***CONTINUED REVIEW OF 20-28130***
5147
5148 [REDACTED] Okay. So can you describe what happened in the video?
5149
5150 LANSDALE Yes. I saw that - I don't know who pulled that knife out of his pocket if it was
5151 Officer [REDACTED]
5152
5153 [REDACTED] Mm-hm.
5154
5155 LANSDALE or other officers. I saw that a knife was discovered on the subject. And then I
5156 questioned Officer [REDACTED] to be clear because maybe I was wrong. Did I ask you
5157 if there - if you had done the cursory search and I also thought I had clarified
5158 what a cursory search is for. It's not just for contraband because knives aren't
5159 illegal, but they can be used as a weapon against us. So it was for cursory
5160 search for weapons.
5161
5162 [REDACTED] Mm-hm.
5163
5164 LANSDALE So that is me providing direct and immediate feedback that it's unacceptable to
5165 leave knives in subjects pockets that are detained. While, yes, knives are not
5166 illegal they are still a weapon that can be used against us. I did not feel it was
5167 appropriate to ignore such a significant officer safety issue because if those two
5168 other officers saw that that I ignored it at the scene, they would have the
5169 perception that I'm okay with people leaving knives on subjects. And then I
5170 don't know what I'm doing. So that's my reasoning for providing that direct
5171 and immediate feedback. And again it goes back to it's an officer safety issue.

5172 I care very much about it, about the survivability of all of these officers and I
5173 don't think it's something that should be ignored.
5174
5175 [REDACTED] Okay. So it was for the perception of the other officers not wanting to think that
5176 you would ignore something and something like such an egregious officer
5177 safety issue, that's why you made the correction right there in front of the
5178 citizen and the two officers right then and there?
5179
5180 LANSDALE Not only that, that in addition to the other things I explained.
5181
5182 [REDACTED] Mm-hm. Okay. Did you discuss any methods after the fact with Officer [REDACTED]
5183 about what he could have done to prevent from missing the knife?
5184
5185 LANSDALE I don't recall about that specifically.
5186
5187 [REDACTED] Mm-hm.
5188
5189 LANSDALE I know we did discuss the different roles of officers on a felony vehicle stop. I
5190 learned that that was I think his first felony vehicle stop. I told him that the
5191 positives of that were the vehicle positioning, the two initial officers had voice
5192 commands and lethal cover
5193
5194 [REDACTED] Mm-hm.
5195
5196 LANSDALE I was second on scene, so I did less lethal cover. Officer [REDACTED] didn't need to be
5197 less lethal also so he - I designated him as the officer that did the hand to hand
5198 contact. And I explained to him that though we also had K-9 from the sheriff I
5199 believe, so I debriefed that call with him. I know in the past with trainees I have
5200 discussed ways to do cursory searches on subjects by cuffing them first and then
5201 do the cursory search and then - as here I was okay with if you can't get
5202 everything immediately it's okay to go over and do a more detailed yet still
5203 cursory without violating the law
5204
5205 [REDACTED] Mm-hm.
5206
5207 LANSDALE search on the subject.
5208
5209 [REDACTED] Do you think he had ever done anything like that before? Kind of do a double
5210 cursory or an after the fact cursory once someone was secured?
5211
5212 LANSDALE I don't know.
5213
5214 [REDACTED] Don't know. And you said it was after the fact at when you're debriefing it that
5215 you find out that was actually his first felony vehicle stop, he had ever done?

5216
5217 LANSDALE Based off my recollection, yes.
5218
5219 [REDACTED] Okay.
5220
5221 SHIRAISHI Trainees are your responsibility, correct?
5222
5223 LANSDALE Yes.
5224
5225 SHIRAISHI And you've referenced this a number of times and the footage we viewed, but
5226 you kind of maintain the ability to intervene, is that correct?
5227
5228 LANSDALE Yes.
5229
5230 SHIRAISHI I'm just curious what your explanation is for having a less lethal shotgun in
5231 your hand not having the immediate ability to directly contact your trainee if he
5232 was, you know, in a situation that you needed to intervene. Is that just - had -
5233 had this officer demonstrated that he was beyond having to have you so close to
5234 him or is it just an oversight on your part?
5235
5236 LANSDALE Can you please ask the question again?
5237
5238 OLANDER Yeah, I don't understand it either.
5239
5240 SHIRAISHI Okay.
5241
5242 OLANDER There's a couple questions there.
5243
5244 SHIRAISHI So you had the - you had the less lethal shotgun in your - in your hands, correct?
5245
5246 LANSDALE Yes.
5247
5248 SHIRAISHI Do you think that that inhibits your ability to directly intervene in your trainee?
5249
5250 LANSDALE No.
5251
5252 SHIRAISHI With your trainee?
5253
5254 LANSDALE No.
5255
5256 SHIRAISHI Okay. Is this a fail on his part?
5257
5258 LANSDALE No. I don't view it as a fail. He learned - I feel that he learned from that
5259 mistake and said hopefully, thought, I need to pay attention to my searches.

5260
5261 SHIRAISHI We've watched the footage, right, we're looking at this guy's face and he's
5262 obviously confused as to what he can do and - and you direct and immediately
5263 intervene, do you feel that you contributed to his inability to find that knife?
5264

5265 LANSDALE No. Because the intervention was after. Prior to that my instruction or my role
5266 was delegating but I wasn't stepping over those other officers. They already
5267 had lethal cover and voice commands and they were primary. So they were, so
5268 to say, running the scene. Our role was to provide a support role in receiving
5269 the detainee - the people - the occupants of the vehicle. And prior to him not
5270 seeing the knife, I think the video shows my interaction was delegation and hey,
5271 do this. If I said nothing, he would have likely just drawn his gun and pointed a
5272 third gun at the occupants of the vehicle. And then that would have - then I - or
5273 I could have instructed Officer [REDACTED] to do less lethal cover and I could have
5274 received the people with my hands. That would have prohibited Officer [REDACTED]
5275 from having that opportunity to get experience with searching subjects. And
5276 also based off my experience with a previous trainee there was one traffic stop
5277 that I did. That I detained the subject and did a search incident to arrest of the
5278 subject and I ended up locating the contraband and I therefore had to write the
5279 report. And I was fine with that I don't mind at all. However, that was a
5280 potential felony arrest that my trainee could have had, but the reason for me
5281 searching this - that subject on a different call for service was the time was
5282 right. I didn't want to step aside and scoot the trainee in there and say hey, you
5283 do this. It was just hey, the time is right I got compliance or the best
5284 opportunity to do it, so I did it. And yes, I took a little bit of the trainee's work
5285 but or his opportunity to gain that experience, but it was - it just at that time felt
5286 like it was right. If I had done the hand searching on this, I would not have been
5287 wrong, however, I think Officer [REDACTED] has probably had experience pointing a
5288 gun or a less lethal shotgun at people before.
5289

5290 [REDACTED] Josh, anything on that one?
5291

5292 OLANDER No.
5293

5294 [REDACTED] Okay. Moving on. This is our last incident before some closing questions and
5295 policy. Did you respond to [REDACTED] Center Parkway on January 30, 2020, for a
5296 foot pursuit?
5297

5298 LANSDALE Yes.
5299

5300 [REDACTED] Was Officer [REDACTED] still your trainee?
5301

5302 LANSDALE Yes.
5303

5304 [REDACTED] And did you respond Code 3 to that foot pursuit?
5305
5306 LANSDALE I do not think so.
5307
5308 [REDACTED] Do you remember why?
5309
5310 LANSDALE Based off my recollection we were from a significant distance away, possibly
5311 parked at HOJ I don't recall. And we were responding to Center Parkway north
5312 of Mack Rd, which is a significant distance and there was no want on the
5313 subject at the time.
5314
5315 [REDACTED] Mm-hm.
5316
5317 LANSDALE And most of Sector 5 was already on the call.
5318
5319 [REDACTED] Did you explain that - those reasons to Officer [REDACTED]?
5320
5321 LANSDALE I believe that I did.
5322
5323 ***VIDEO REVIEW FROM 20-33103***
5324
5325 [REDACTED] So quickly when you got to the scene was there a perimeter set up?
5326
5327 LANSDALE Yes.
5328
5329 [REDACTED] Do you know if K-9 had been requested or authorized at this point?
5330
5331 LANSDALE They had been requested.
5332
5333 [REDACTED] Mm-hm.
5334
5335 LANSDALE I don't know if they had been authorized.
5336
5337 [REDACTED] Would a K-9 typically be authorized for a stand-alone foot pursuit with no want
5338 other than 148?
5339
5340 LANSDALE Not for apprehension based off my experience, but for perimeter assistance, yes.
5341
5342 [REDACTED] Mm-hm.
5343
5344 LANSDALE And the yard to yard search, yes.
5345
5346 [REDACTED] Okay. But not -not deployed per say to possibly bite an individual?
5347

5348 LANSDALE Correct.
5349
5350 ***CONTINUED REVIEW FROM 20-33103***
5351
5352 [REDACTED] Okay. At that point did you talk to an officer that directed you into a backyard?
5353
5354 LANSDALE Yes.
5355
5356 [REDACTED] Is that typical on a perimeter?
5357
5358 LANSDALE Yes.
5359
5360 [REDACTED] It is, okay.
5361
5362 LANSDALE Well I mean it's...
5363
5364 [REDACTED] Let me back up. If you know if K-9's going to be deployed and a dog may be
5365 search - roaming around - K-9 dog might be roaming around the backyard
5366 where an officer could be bit, do officers typically go into backyards of houses?
5367
5368 LANSDALE Its
5369
5370 [REDACTED] By themselves.
5371
5372 LANSDALE its case by case. I wasn't doing a yard to yard search for the suspect. And it is
5373 typical to meet up with an officer in charge who has
5374
5375 [REDACTED] Okay.
5376
5377 LANSDALE more knowledge of the incident. Meet with them. What do you need? All
5378 right. I'll do it.
5379
5380 [REDACTED] And at this point
5381
5382 LANSDALE But yeah, we set up in the yards.
5383
5384 [REDACTED] like you said K-9 was not being deployed, is that correct? This was just a
5385 standard perimeter.
5386
5387 LANSDALE Correct. And based off of routine calls we do set up in backyards, yeah.
5388
5389 ***CONTINUED REVIEW FROM 20-33103***
5390

5391 [REDACTED] I'm going to skip forward just a little bit. So at this point it looks like you
5392 appear to be in the backyard of a residence. What are you doing at the fence
5393 here?
5394
5395 LANSDALE Seeing if the suspect is there even though we don't have knowledge that he is
5396 there. He could have still been there.
5397
5398 [REDACTED] Mm-hm.
5399
5400 LANSDALE So that I'm not just sitting there or standing there with a suspect right under my
5401 noise. Just because he's in the dark or hidden behind brushes or shrubs.
5402
5403 [REDACTED] So you're making sure the area that you have been deployed to is safe for you?
5404
5405 LANSDALE Yes.
5406
5407 [REDACTED] A fence, does that provide cover or concealment?
5408
5409 LANSDALE Concealment.
5410
5411 [REDACTED] Can someone shoot through a fence?
5412
5413 LANSDALE Yes.
5414
5415 [REDACTED] So you appear to have grabbed the chair to assist you in looking over a fence.
5416
5417 LANSDALE Yes.
5418
5419 [REDACTED] Is that correct? Is that to ensure there's no suspect on the other side of that
5420 fence that could be laying in wait for you?
5421
5422 LANSDALE Yes.
5423
5424 [REDACTED] Okay. And it appears Officer [REDACTED] is doing the same thing. Did you instruct
5425 him to do that or was he just following your lead by grabbing a chair and using
5426 it to peek over a fence?
5427
5428 LANSDALE I don't recall if I instructed him to or not?
5429
5430 [REDACTED] Okay. Is there any possible officer safety issues with popping your head over a
5431 fence?
5432
5433 LANSDALE Yes.
5434

5435 [REDACTED] Like what?

5436

5437 LANSDALE The suspect could see us and shoot at us.

5438

5439 [REDACTED] Possibly, yes. That's really all there is to that one. Any questions about that?

5440

5441 SHIRAISHI No.

5442

5443 [REDACTED] Okay. Were you ever - did any other officers ever talk to you about this and give you their opinion that they felt this was an unsafe tactic on your behalf?

5444

5445

5446 LANSDALE The K-9 officer voiced on the radio whoever is in that backyard get down.

5447

5448 [REDACTED] Mm-hm. Okay.

5449

5450 LANSDALE So then I...

5451

5452 [REDACTED] Are you aware if he knew you were back there?

5453

5454 LANSDALE Based off my recollection in reviewing the full-length video I think the K-9 officer did not know that I was back there. And I voiced my concerns to Officer [REDACTED] I was like I don't know why they sent us back here. I feel unsafe back here that I'm - I announced that we're the police back there so that we don't get shot.

5455

5456

5457

5458

5459

5460 [REDACTED] Mm-hm.

5461

5462 LANSDALE However, we have no cover we only have concealment. So the suspect could see us and hear us because I'm rightfully so announcing our presence. I was confused as to why that officer wanted us in the backyard, however, seeing all this here, now knowing if I questioned that officer that instructed me to go in the backyard it would have - he would have just been another witness here possibly like

5463

5464

5465

5466

5467

5468

5469 [REDACTED] Mm-hm. Once you found out

5470

5471 LANSDALE if I questioned him it could have been viewed as offensive.

5472

5473 [REDACTED] once you heard that a K-9 officer was orchestrating a perimeter did you leave the backyard and go out to the - the border of the perimeter?

5474

5475

5476 LANSDALE No. We stayed in the backyard.

5477

5478 [REDACTED] Okay. You feel it was just kind of a communication issue, him not knowing
5479 you were back there?
5480
5481 LANSDALE Yes.
5482
5483 [REDACTED] All right. But you were directed to go back there from an officer that was
5484 already at the scene that had better knowledge then you about the travel - the -
5485 the direction of travel of the suspect, correct?
5486
5487 LANSDALE Yes.
5488
5489 [REDACTED] Okay. Closing questions and then policy. You want to take a quick break or
5490 you want to power through?
5491
5492 OLANDER Let's take a quick break.
5493
5494 [REDACTED] Okay.
5495
5496 SHIRAISHI We'll call it 1835 hours. All right. Were back on the record. Its 1904 hours.
5497
5498 [REDACTED] Of all your trainees, did you ever formally recommend any of them be
5499 downgraded to a CSO or be terminated from the training program?
5500
5501 LANSDALE No.
5502
5503 [REDACTED] Did you ever have any major personality conflicts with any of your trainees?
5504
5505 LANSDALE No.
5506
5507 [REDACTED] Any personal issues?
5508
5509 LANSDALE No.
5510
5511 [REDACTED] As a whole, how would you best describe the environment in your car when you
5512 had a trainee? I'll give you some options. Comfortable?
5513
5514 LANSDALE I would say I tried to create a learning environment that mirrors my values such
5515 as officer safety, being clear and direct. And I exhibit the things that I strongly
5516 value and try to convey that message to trainees. And another thing that is
5517 based off of my experience when receiving instruction is a lot of times people
5518 like to beat around the bush. And so - so to say I know that's a jargon or a
5519 phrase, but I appreciate when people are very clear and direct and specific in
5520 their training and remediation training also. So when people appear to me to be
5521 that they are submissive or want to be passive to a certain issue they kind of just

5522 further - they keep talking or they're afraid to be confrontational and just, so to
5523 say, beat around the bush instead of specifically telling me or somebody what
5524 they did wrong. I would - I much more appreciate when people are clear and
5525 direct and can identify a specific issue and that is why that is my teaching
5526 method. For example, last year I made an arrest that somebody in the
5527 department was not happy with [REDACTED]

5528 [REDACTED]
5529 [REDACTED]
5530 [REDACTED]
5531 [REDACTED]
5532 [REDACTED]
5533 [REDACTED]
5534 [REDACTED]
5535 [REDACTED] It took away my confidence in
5536 my ability to handle those calls for service because I felt like I would be
5537 scrutinized and always be wrong or displease somebody just because they didn't
5538 like the way it was handled. But I don't want to be like that to my trainees. I
5539 don't like when people beat around the bush to me. I want them to be very
5540 clear, specific, and direct if they have an issue to come to me. Or even if the
5541 field training office has an issue I would appreciate if they were clear and
5542 specific and offered immediate feedback as to how I can improve upon that
5543 area.

5544 [REDACTED]
5545 [REDACTED] You said you didn't like it when [REDACTED] and it was - you said
5546 you were scrutinized. It made you feel not comfortable or maybe not or was it
5547 not confident.

5548 [REDACTED]
5549 LANSDALE It took away my confidence in the ability to handle a call for service knowing
5550 that I would face the scrutiny that just because somebody didn't like something
5551 and, again, they didn't tell me specifically what I did wrong. They would not
5552 say that I did anything wrong.

5553 [REDACTED]
5554 [REDACTED] Mm-hm.

5555 [REDACTED]
5556 LANSDALE They just didn't like it. And they just said you could have done this.

5557 [REDACTED]
5558 [REDACTED] Mm-hm.

5559 [REDACTED]
5560 LANSDALE Could have done that. But going forward because I know I'll handle calls for
5561 service again, they didn't say what I should do if I encounter that same situation
5562 again.

5563 [REDACTED]
5564 [REDACTED] Okay. Do you feel that the way you correct, or I guess scrutinize a trainee can
5565 that affect their ability or their confidence in handling a call within their mind

5566 that if they do one small thing they're going to be quickly and directly
5567 corrected?

5568
5569 LANSDALE It can, but none of the trainees have brought that to my attention that it offended
5570 them or inhibited their ability to learn. When I was in the academy I was
5571 constantly yelled at everyday multiple times a day I was yelled at in front of not
5572 just one or two coworkers or academy mates or other recruit training officers, I
5573 was yelled at in front of the entire class of when we started approximately 54
5574 people all the way up until graduation of 20 something people. And what I was
5575 taught in my training was adapt and overcome. Be able to persevere in these
5576 stressful conditions if you're getting yelled at or scrutinized because based off
5577 of my professional experience law enforcement is always scrutinized by the
5578 public and I want to address these what some would perceive as little issues
5579 with trainees immediately, because I am not somebody that is passive or doesn't
5580 care about officer safety issues. If it something that I'm passionate about, I will
5581 bring it to their attention. If they get offended by that I don't know because I
5582 think they don't want to tell me or maybe they've been told not to argue with
5583 their FTO, but I wouldn't perceive that as arguing I was just like oh, thank you
5584 for bringing that to my attention. Now I'm aware that that - my behavior upsets
5585 you, so I can adapt to your learning style of what you would appreciate. I think
5586 it would say a lot more if I just were passive, so the role of the field training
5587 officer is to develop officers that are going to be our partners. And for me to
5588 show that I don't care would to be passive to these issues and just if you want
5589 me to be careless of this, like oh, yeah, yeah. You missed a knife big whoop.
5590 Or these other safety issues that these daily habits are what build our everyday
5591 actions and low stress situations, high stress situations it's how we perform.
5592 How we make these daily practices. So the reason I address these issues is
5593 because I care. That is my way of showing concern that I care about their
5594 survivability and their success in law enforcement.

5595
5596 [REDACTED] Okay. Well I'll touch on that again. I - I'm not sure if we got it answered. I
5597 would assume that when I ask you how do you best describe the environment in
5598 your car, I know you said it was - is it just professional would that be a good
5599 way to describe it?

5600
5601 LANSDALE Yes.

5602
5603 [REDACTED] Okay. Would you describe it as comfortable?

5604
5605 LANSDALE Everybody has their own level of comfort.

5606
5607 [REDACTED] Right.

5608
5609 LANSDALE Some people are comfortable.

5610 [REDACTED]
5611 [REDACTED] Obviously you're comfortable in it. Do you think your trainee's comfortable in
5612 [REDACTED] it?
5613 [REDACTED]
5614 LANSDALE I don't know without them bringing it to my attention.
5615 [REDACTED]
5616 [REDACTED] Mm-hm.
5617 [REDACTED]
5618 LANSDALE With all but two of these trainees I didn't know there was an issue until a year
5619 [REDACTED] later, so.
5620 [REDACTED]
5621 [REDACTED] Do you think
5622 [REDACTED]
5623 LANSDALE I don't know.
5624 [REDACTED]
5625 [REDACTED] do you think a trainee would feel comfortable coming to you and saying I don't
5626 [REDACTED] like the way you train me?
5627 [REDACTED]
5628 LANSDALE I don't know.
5629 [REDACTED]
5630 [REDACTED] Would you have done that as a trainee if you had an FTO and you didn't like
5631 [REDACTED] the way they corrected you or how it was done? Not so much the content but
5632 [REDACTED] how the message was delivered. Would you feel comfortable in doing that?
5633 [REDACTED]
5634 LANSDALE No. Because similar things that were - the way I was taught in the academy is -
5635 [REDACTED] are things such as - just to suck it up and adapt and overcome. And if you're -
5636 [REDACTED] and to have thick skin above all things or among all things that we really need to
5637 [REDACTED] have thick skin in this profession because were constantly scrutinized, belittled
5638 [REDACTED] by the public and we need to be able to endure that to perform our job functions.
5639 [REDACTED]
5640 [REDACTED] Okay.
5641 [REDACTED]
5642 LANSDALE And that is something that was constantly taught in the academy.
5643 [REDACTED]
5644 [REDACTED] Is there a difference in the style of teaching in the academy versus the style of
5645 [REDACTED] teaching in the FTO program? Is there - I know the academy is a para-military
5646 [REDACTED] type of program. It's very strict. It is stressful. Is there a difference in the way
5647 [REDACTED] things are done in the FTO program? Is it more of a nurturing type of element?
5648 [REDACTED] Is there that para- military structure and strictness and stress that comes along
5649 [REDACTED] with what the academy brings?
5650 [REDACTED]
5651 LANSDALE To some extent I would - the - the training isn't contradictory from the - on the
5652 [REDACTED] streets to in the academy, however, the academy is a very sterile situation that
5653 [REDACTED] has no real threats in it. On the street there are real threats and things matter

5654 more on the street than they do in the academy. Based off a recent FTO update
5655 that I attended, the academy staff has described they would like us to be more
5656 nurturing and, yeah, I would say nurturing to the trainees which is not how I
5657 was trained.
5658

5659 [REDACTED] Was your FTO program different from the academy? I know you mentioned he
5660 academy a lot. Stress, working through everything, sucking it up. When you
5661 got to FTO was it different? Did officers - did the FTO officers treat you like
5662 an academy corporal.?
5663

5664 LANSDALE For the most part yes.
5665

5666 [REDACTED] The did? Okay. All nine of your previous were interviewed for this
5667 investigation. All of the were asked to rank you based upon their experiences
5668 with their other field training officers. Can you offer any explanation why
5669 every one of your previous trainees ranked you at the bottom when compared to
5670 other field training officers?
5671

5672 LANSDALE I know that everybody has a different perception of everybody and people have
5673 different values set and based off my conversation with the field training unit,
5674 they have made me aware that my trainee' rate me low and I haven't received
5675 any of that written feedback. So I don't know what their grading criteria is. So
5676 to answer that question specifically as to why don't they rate me well, I don't
5677 know what they're rating me on. I haven't received a single one of those evals.
5678 For example, if it had stuff about auto mechanics or medical profession, I would
5679 be rated rightfully so very lowly on it. Because I don't know any of that. So
5680 without seeing those evals and rating systems
5681

5682 [REDACTED] Mm-hm.
5683

5684 LANSDALE I can't offer an explanation.
5685

5686 [REDACTED] It was a very general question posed to them of out of all of your FTO's where
5687 would Officer Lansdale rank? And all of them towards the bottom. So there
5688 was no specific or one specific category or ranking it was just an overall - their
5689 experience they had with you?
5690

5691 LANSDALE Again ranking on
5692

5693 [REDACTED] Mm-hm.
5694

5695 LANSDALE what though?
5696

5697 SHIRAISHI Their overall experience.

5698
5699 LANSDALE Do you like me as a person?
5700
5701 [REDACTED] Mm-hm.
5702
5703 LANSDALE Do you like me as a field training officer and teaching you knowledge, yeah,
5704 knowledge about the job or so, yeah
5705
5706 [REDACTED] Mm-hm.
5707
5708 LANSDALE it's just very vague. Do you like me as a person? Do you like me as a cop? Do
5709 you like a field raining officer? Do you like me with the instruction that I
5710 provide but not the method? It - without it being codified with more job
5711 performance duties that's hard to offer an explanation of that to see specific
5712 where the deficiencies are.
5713
5714 [REDACTED] Okay. Kind of a similar question. Eight out of nine of your previous trainings
5715 gave the opinion that you were a very competent officer but not a competent
5716 training officer. And did not believe you should be an FTO. Do you have any
5717 explanation for that?
5718
5719 LANSDALE Again I have not received feedback so when - with the field training unit when
5720 this information is brought to me - to my attention a year later and then I
5721 haven't had any trainees it makes it hard to adjust to that, however, the concern
5722 about asking one officer if he had a learning disability so I could accommodate
5723 that, now know or I was in - after that I was notified that that offended him. So
5724 then I didn't ever ask that type of question again because I know it could be
5725 offensive. But then another officer had an - a reasoning or an explanation for
5726 grammar usage. But I had never explored - desired to explore that route with
5727 her because I didn't want to be accused of making the same mistake twice. So
5728 it's just - when things are a year later to tell me that I offended somebody or
5729 need to improve on my training it makes it harder to address. And I told the
5730 field training unit I am willing to go to retraining if there are areas that I can
5731 improve upon, please let me know
5732
5733 [REDACTED] Mm-hm.
5734
5735 LANSDALE and I'm willing to go to that training because I am not perfect. I don't know
5736 any person that is perfect. And I'm willing to admit my faults, but if there is a
5737 fault that you want to address - or want me to improve upon I would think it
5738 would need to first be identified as to what it is so it can be addressed. Again
5739 back to the specific and direct thing.
5740
5741 [REDACTED] Okay. Have you attended any leadership courses or schools?

5742
5743 LANSDALE No.
5744
5745 [REDACTED] No. Okay. In the FTO 40-hour school do they go over any leadership
5746 components, qualities?
5747
5748 LANSDALE Yes.
5749
5750 [REDACTED] Okay. Did they ever go over concept of praising in public and correcting in
5751 private?
5752
5753 LANSDALE I don't recall.
5754
5755 [REDACTED] Looking back at all of these incidents is there anything that you would have
5756 done differently?
5757
5758 LANSDALE No.
5759
5760 [REDACTED] After reviewing all this material, is there anything you would change about your
5761 style of instruction with future trainees?
5762
5763 LANSDALE If given the opportunity I would like to attend training so that I can be more
5764 aware of what people appreciate so I can accommodate that. So going forward
5765 that is what I would do is seek out a training through the department or through
5766 POST website to attend a training. Sergeant Echeverria recommended a
5767 leadership training. So going forward if given the opportunity that's what I
5768 would do.
5769
5770 [REDACTED] Anything before I start policy stuff?
5771
5772 SHIRAISHI Yeah, just real quick. It isn't really poised in certain when given the facts that
5773 nine of the trainees rate you low, eight of the nine say you shouldn't be a
5774 training officer, I mean is that a surprise to you? Even we don't know the
5775 measurement of which that's kind of taking in as information but is this news to
5776 you? Did you expect it? Did - I mean.
5777
5778 LANSDALE It's not news to me because Corporal Madsen already made me of aware of it.
5779
5780 SHIRAISHI Its two incidents is right. But that's you know two of the nine. There's seven
5781 others that kind of rate you low.
5782
5783 LANSDALE Now when I went into his office, he told me - he said - I think he said every
5784 single one of your trainee's has an issue with you.
5785

5786 SHIRAISHI Mm-hm.
5787
5788 LANSDALE So it - it - it doesn't surprise me. But again to offer judgement to a - when
5789 there's no scale
5790
5791 SHIRAISHI Standardization on
5792
5793 LANSDALE yeah
5794
5795 SHIRAISHI Okay.
5796
5797 LANSDALE or standardization it's like if you called a toddler short. Yes, they are short to a
5798 grown adult but are they short amongst another toddlers? I recognize that I'm
5799 only one year into the field training program or being a field training officer, so
5800 I don't have - recognize that I may not be proficient in all areas of being a good
5801 - what others would deem a good field training officer.
5802
5803 SHIRAISHI Sure.
5804
5805 [REDACTED] Have you recognized any commonalities in the things we've discussed today?
5806
5807 LANSDALE Yes.
5808
5809 [REDACTED] And what are some of those things?
5810
5811 LANSDALE That people are offended by what I say.
5812
5813 [REDACTED] Is it what you say or the tone in which it's delivered?
5814
5815 LANSDALE I don't know if they don't bring it to my attention. So if you're saying based off
5816 of your review and these videos that you don't like my tone that's okay. But I
5817 don't know what the trainees are saying if I don't have that performance
5818 evaluation of them. So is it the timing, is it the tone, is it the tense, is it the fact
5819 that there were other people around? I don't know without having received that
5820 material.
5821
5822 [REDACTED] Okay. Angela, go ahead and grab the field training manual. And I'm going to
5823 have you read aloud the highlighted portions in Section B Subsection 6.
5824 Beginning on page three.
5825
5826 LANSDALE FTO responsibilities include but are not limited to, directly supervising assigned
5827 trainees, instructing trainees, and evaluating their performance in accordance
5828 with the field training manual and directives of the FTU. Providing training and
5829 or mediation to trainees. Documenting on the daily observation reports the

5830 approximate amount of time spent on remedial training. Documenting the
5831 trainee's mastery of material in the field training documentation book and
5832 required knowledge manual. Completing and reviewing with the trainee daily
5833 observation reports no later than the first day of the next work week. An
5834 extension must be approved through the field training unit. Making
5835 recommendations regarding trainees. Attending periodic training meetings.
5836 Facilitated department training. Mentoring and developing trainees. Attending
5837 specialized training. Identifying training needs. Avoiding exposure of CSO
5838 trainees to unnecessary danger. Knowing the CSO trainee limitations and
5839 responsibilities. Not signing up for the following cars, any type of hospital car,
5840 including the hospital hybrids, wagon.

5841
5842 [REDACTED] Do you feel like you followed all of those General Orders that are highlighted?
5843

5844 LANSDALE Yes.
5845

5846 [REDACTED] Next page. Page four. Please read aloud the highlighted portions under FTO
5847 qualifications in Section A, Subsection C on page four.
5848

5849 LANSDALE FTO officers. Officers wishing to become post certified as a FTO must go
5850 through a nomination and interview process. Officers must meet all of the
5851 below listed qualifications. Possess the POST basic certificate, non-
5852 probationary police officer with at least three years seniority or lateral of police
5853 officer with 12 months seniority on the department and two years prior law
5854 enforcement service. Continued satisfactory performance, above average
5855 preliminary investigative skills and report writing, above average ability to
5856 manage interpersonal relations, have the necessary skills to present instructional
5857 material, willingness to teach and ability to effectively evaluate trainees,
5858 minimal amount of personnel complaints, minimal amount of preventable
5859 vehicle collisions, balance of beat district integrity, self-initiated activity and
5860 focus area work. Good professional appearance. Willingness to be a FTO and
5861 accept trainees. Set a good example for trainees.
5862

5863 [REDACTED] Okay. Angela, do you feel like you adhered to all the portions of those
5864 highlighted areas you just read?
5865

5866 LANSDALE Yes.
5867

5868 [REDACTED] Okay. And specifically E, ability to - above average ability to manage
5869 interpersonal relationships. You feel like you were good at that?
5870

5871 LANSDALE Yes.
5872

5873 [REDACTED] Okay. And have - have the necessary skills to present instructional material?

5874
5875 LANSDALE Yes.
5876
5877 [REDACTED] Let's see. Let's grab the cities - City of Sacramento's Equal Opportunity
5878 Policy. And I'm going to have you read this policy statement on pages two and
5879 three. Just the highlighted areas please.
5880
5881 LANSDALE Policy Statement on discrimination and harassment. The City prohibits all
5882 forms of discrimination including any employment related action by any
5883 employee that adversely affects an applicant or worker and is based on any
5884 protected classification identified in this policy. Including age, ancestry, color,
5885 physical or mental disability, gender, gender expression, gender identity,
5886 genetic information, marital status, medical condition, military and veteran
5887 status, national origin, race, religious, creed, sex, sexual orientation, and any
5888 other classification protected by law. The City's commitment to Equal
5889 Opportunity and nondiscrimination extends to all job applicants, employees in
5890 all aspects of employment including but not limited to recruitment, hiring,
5891 training, assignment, promotion, compensation, transfer, layoff, reinstatement,
5892 benefits, education, and termination as well as to the provision of reasonable
5893 accommodation to qualified persons with disabilities.
5894
5895 [REDACTED] Go ahead and read the highlighted area on page three. About that.
5896
5897 LANSDALE Harassment including sexual harassment is verbal or physical conduct that
5898 demeans or shows hostility or aversion toward an individual based on that
5899 individuals protected class. It has the effect of interfering with an individual
5900 work performance or creating a hostile or abusive work environment. Conduct
5901 that may under certain circumstances constitute harassment can include making
5902 derogatory comments, crude and offensive statements or remarks, making slurs
5903 or off color jokes, stereotyping, engaging in threatening acts, displaying
5904 indecent gestures, pictures, cartoons, posters, or material, making inappropriate
5905 physical contact or using written material or City equipment and or systems to
5906 transmit or receive offensive material, statements or pictures. Such conduct is
5907 contrary to City policy and to the City's commitment to a discrimination free
5908 work environment.
5909
5910 [REDACTED] Do you feel you followed all the City's guidelines in regards to your treatment
5911 of other employees at the City of Sacramento?
5912
5913 LANSDALE Yes.
5914
5915 [REDACTED] Specifically in regards to the comment about girls from sector 5, do you feel
5916 that was discriminatory against any particular person of a color or race?
5917

5918 LANSDALE No.
5919
5920 [REDACTED] Continue please with page four the highlighted area.
5921
5922 LANSDALE Discrimination on the basis of disability against any applicant or employee who
5923 is a qualified individual with a disability by a supervisor, a management
5924 employee, or coworker will not be tolerated. This policy applies to the job
5925 application process and all terms and conditions of employment including but
5926 not limited to, recruitment, hiring, training, assignment, promotion,
5927 compensation, transfer, layoff reinstatement, benefits, education, termination
5928 and also in the provision of City programs, services and activities.
5929 Discrimination on the basis of disability includes but is into limited to the
5930 following, limiting, segregating or classifying a job applicant or employee in a
5931 way that may adversely affect opportunities or status because of the applicants
5932 or employee's real perceived or history of disability. Using any standards,
5933 criteria, or method of evaluation which could have the effect of discriminating
5934 on the basis of disability. Denying equal jobs or benefits because of a disability
5935 or the perception of a disability. Failing to make reasonable accommodations
5936 for known physical or mental limitations of an otherwise qualified individual
5937 unless it can be shown that the accommodation would impose an undue
5938 hardship or create a direct threat.
5939
5940 SHIRAISHI And just one more paragraph on the next page on page five, please.
5941
5942 LANSDALE Reasonable request or demands by a supervisor that a worker improve his her
5943 work quality or output that the worker will report to the job site on time. That
5944 the worker comply with the City or department rules or regulations or any other
5945 appropriate work-related communications between supervisor and worker.
5946
5947 [REDACTED] Okay. And specifically in regards to Officer [REDACTED] alleged comment about
5948 her age and Officer [REDACTED] remarks about learning disability. Do you
5949 feel there is any portion within the City of Sacramento's discrimination policy
5950 that you violated?
5951
5952 LANSDALE No.
5953
5954 SHIRAISHI 210?
5955
5956 [REDACTED] 210.04 please. And I'm going to have you read just one page on this one I
5957 think. Just the highlighted portions from the first page.
5958
5959 LANSDALE Professional conduct all employees. Employees on or off duty shall be
5960 governed by ordinary and reasonable rules of conduct and behavior. Not
5961 commit any act whether negligent, intentional, criminal or otherwise that could

5962 bring discredit upon this department or the City. Employees shall be
5963 responsible for establishing and maintaining a high spirit of cooperation and
5964 respect for others throughout the department. Treat other employees in the
5965 department regardless of rank with respect due to them as fellow employees.
5966 Not speak slightly or express humiliating discourtesies or derogatory comments
5967 to or engage in any harassing behavior towards any person. Employees should
5968 refrain from the use of profanity.

5969 [REDACTED]

5970 [REDACTED] Keeping in mind all of the material that we went over today, do you feel that
5971 you have treated other members of the department as well as the community
5972 with respect?
5973

5974 LANSDALE Yes.

5975 [REDACTED]

5976 [REDACTED] Okay. And you've been able to maintain a high spirit of cooperation and
5977 respect for others and your trainees?
5978

5979 LANSDALE Yes.

5980 [REDACTED]

5981 [REDACTED] Okay. The other portions of that GO that you read, do you feel like you
5982 violated?
5983

5984 LANSDALE No.

5985

5986 SHIRAISHI If all this body worn camera footage were to be redacted from you know PSD
5987 standards for public release including all these things we went over if you know
5988 we didn't have body camera, you know, conversations in the report writing
5989 room stuff like that, do you think - would you cringe at any of the stuff being
5990 released to have anyone watch or listen to? Or would you be okay with
5991 everything?
5992

5993 LANSDALE Is that asking if I consent to this being released without 1421?
5994

5995 SHIRAISHI No.
5996

5997 [REDACTED] No.
5998

5999 OLANDER No. It's just asking if - if - if - if this were - if in the event that this were made
6000 public, would you be embarrassed or feel you know certain negative way about
6001 the way that you talk to your trainees?
6002

6003 LANSDALE No.
6004

6005 SHIRAISHI You don't think it would reflect poorly on the - on the training program?

6006
6007 LANSDALE No.
6008
6009 SHIRAISHI The department?
6010
6011 LANSDALE No.
6012
6013 SHIRAISHI The City?
6014
6015 LANSDALE No.
6016
6017 SHIRAISHI Okay.
6018
6019 [REDACTED] Could your remark about Sector 5 girls, reflect negatively o the department. If
6020 someone were to hear that would they think it would be derogatory in nature?
6021 In the context for which is was provided and the fact that you don't want your
6022 trainee to look like someone from Sector 5. Even though you said it was for a
6023 professional reason, could someone have heard that and possibly be offended by
6024 it?
6025
6026 LANSDALE They could be possibly be offended by it.
6027
6028 SHIRAISHI And clearly based on the nature of this investigation people can be offended by
6029 all types of things. So the fact that they're offended doesn't mean a whole lot.
6030
6031 [REDACTED] Would the fact that an employee of the Sacramento Police Department told
6032 another employee that we don't want to look like the girls from sector 5. Could
6033 that bring discredit, on the department?
6034
6035 LANSDALE No.
6036
6037 [REDACTED] No? Okay.
6038
6039 SHIRAISHI Why do think that?
6040
6041 LANSDALE In these - in all of this - well in my experience here I'm told talk more, joke, be
6042 more personable, be more friendly, and then I say it something that somebody
6043 perceives as offensive so it's hard to find a balance of things while being
6044 professional, maintaining interpersonal skills, being courteous to others of
6045 which I didn't think I had an issue with being courteous to others and
6046 professionalism, but to - when I'm told to talk more, joke more, maybe if I joke
6047 more it would relieve the stress in the training environment, to be more
6048 personable and then to be scrutinized on one joke. When other people say way
6049 worse things repeatedly in public in front of a roll call room with 20 plus

6050 people, sergeants, captains, lieutenants, other people say way worse comments
6051 all the time in front of people. But if they - if nobody speaks up to say that
6052 they're offended by it and people just laugh at it, it seems to be acceptable
6053 behavior. And now a year later - nearly a year later I'm being informed that a
6054 joke I made offended somebody.
6055

6056 [REDACTED] Was it a joke or was it a way to illustrate a point you were trying to make about
6057 the grooming standards?
6058

6059 LANSDALE It was to illustrate a point that we need to be in compliance within grooming
6060 standards to be professional in appearance.
6061

6062 [REDACTED] But it was meant to be a humorous illustration of that?
6063

6064 LANSDALE It was something that was not as clear and direct as other training moments.
6065 Which I'm also scrutinized for.
6066

6067 [REDACTED] Mm-hm. You said that people have told you to joke more, people have told you
6068 to be more personal better inner-personal skills, it almost sounds like someone
6069 has spoken to you about some of your communication skills or personal
6070 relationships with people, is that accurate?
6071

6072 LANSDALE Yes, Sergeant Echeverria has.
6073

6074 [REDACTED] Okay. And that's just - and I think we've talked about. Was that the meeting
6075 you had with him when you were discussing some of the issues with the
6076 trainees?
6077

6078 LANSDALE Yes.
6079

6080 SHIRAISHI Okay. All right.
6081

6082 LANSDALE He told me that I needed - that he doesn't even get a smile from me and I feel
6083 like that was just a comment that made me believe he doesn't care much about
6084 job performance and cares more about aesthetics and perception of the way I
6085 look. I don't see how the way I look has anything to do with job performance.
6086 Job performance is in here and I haven't violated any of this. He's concerned
6087 about the way I look. That I don't smile at him. I don't owe anybody a smile or
6088 humor it's not a job performance category. I don't owe him anything. I don't
6089 owe him a smile. If I don't feel like smiling at him, I don't need to smile. He's
6090 - and when Corporal Madsen said that somebody was okay to violate policy
6091 because he liked the way it looked confirmed by belief - my perception that he
6092 doesn't care much about job performance. He cares about looks. And I think
6093 that creates poor morale in the department when people are okay with brushing

6094 aside job performance factors such as officer safety, report writing, but they
6095 care about how a person looks. If they look good, they're okay. But how does
6096 looks have anything to do with job performance. Yes there are professional
6097 grooming standards that I adhere to and I would expect my trainees to adhere to
6098 but looks and not smiling enough, and not joking with people, my sense of
6099 humor is different than other people's sense of humor. [REDACTED]
6100 made a sexual joke in front to the entire field training class at the beginning of
6101 March, that it was a joke that he was a having a sexual affair with a married
6102 man's wife during on duty time. Everybody laughed. I didn't laugh. It made
6103 me perceive him as - it made me have an extremely negative perception of him.
6104 But it was a joke. It could be perceived as - I perceived it absolutely as very
6105 unprofessional of him. Sure he had another explanation of why he was really
6106 late to the field training program but guess what, he was in front of rank of
6107 everybody else. They all laughed so it's okay to make that joke that you're
6108 having a sexual affair with somebody during on duty work time. So I realize
6109 each of these little clips is - amounts to maybe 60 minutes out of - well and each
6110 of them are a couple of minutes out of each of the days of patrol and not even
6111 every single day with each of these trainees. That's not even included in here.
6112 So I think what's not included in here is the positives, the positive
6113 reinforcement that I do to the trainees. That's just about every other moment of
6114 each training shift. It's documented in their performance evals what they do
6115 well. It's documents to them after the calls. Again I say I tried to avoid having
6116 personal conversation while on a call for service because I don't think it's
6117 appropriate, but I offer that constructive criticism and positive feedback. I have
6118 never heard of the analogy what you said praise in public something else. I've
6119 never heard of that analogy so that's, yeah, so it's news to me but it's a method
6120 that can be applied but I recognize that everybody has a different sense of
6121 humor. I for one prefer sarcasm but I recognize that it can be deemed as
6122 unprofessional so I avoid making jokes knowing that it could upset or offend
6123 somebody. And then I'm told that I don't talk enough, or I don't reveal enough
6124 personal information. For example a recent trainee I had at the beginning of
6125 this year made an - or had a story of how he had a girlfriend for this and a
6126 girlfriend for that and a girlfriend for this. I perceived him as something that I
6127 would say as a derogatory, but it would be unprofessional, but he was just
6128 tooting it off like it was something to be proud of, however, I have a very
6129 negative perception of that. But it had very little if nothing to do with job
6130 performance, so I didn't bring that issue to his attention because I decided as a
6131 more experienced officer and a field training officer to not let the little things
6132 bother me. And to just move past it that he thinks, or he is proud of revealing
6133 I've got a girlfriend for this I had a girlfriend for that. I dated this chick for this.
6134 Again I view that as very unprofessional, but it was a comment he said person
6135 to person not in front of the public and on on a call of service. It didnt have
6136 much relevancy, but I definitely feel like there's the double standard that - and I
6137 have witnessed other field raining officers talk to trainees in similar ways to this

6138 and I don't believe that they are in this situation. So I am aware that I have
6139 offended somebody in the field training office. And I don't think that they liked
6140 my response, but I don't think that anybody else is getting every single day of
6141 their bodycam reviewed and every one of their trainees called in. Do you like
6142 her? How would you rank her? Those are things that are very subjective.
6143 Again what do you like? If I bring in food every day or if you go to a sushi
6144 restaurant and ask somebody that loves pasta did you like it? No because they
6145 don't like sushi, they like pasta. So those things to say, how do you like her?
6146 doesn't offer much - I know there's - I know that people don't like me and
6147 that's part of life and part of the profession. There will be people that don't like
6148 you. But to have questions like that to try to elicit something that would be of
6149 any value doesn't really make sense when any job performance - any job that
6150 has evaluations are supposed to be backed by POST, be in accordance with the
6151 City's policy to make sure they're not in violation and to see that it actually has
6152 a job performance application to it. So do you like somebody - there - I don't
6153 know how to respond to that. When I've been scrutinized in the past, my jokes,
6154 not talking enough, not serious enough on a call for service, they don't like
6155 when we high five on calls. That shows - to me I perceive that as like boosting
6156 moral. Hey, we like working with each other high five. But nope, we were told
6157 that's unprofessional because of how the public could view it. Laughing on
6158 calls is unprofessional, being stern and stoic is offending trainees now. It's very
6159 hard without written feedback that's backed by a job qualification or
6160 performance area to know specially what to address because I've just been told.
6161 They don't like you. Okay, what? So I can address it. I'm admitting I am not
6162 perfect. I am willing to change my ways and to educate. I'm definitely willing
6163 to educate myself more. I like training. I'm not pushing it away but if I go to
6164 the training without knowing the objective, I don't think I will get the full
6165 benefit if I just go to burn time. To get - some people go to get off patrol.
6166 What's - it doesn't really clearly convey the message of what the objective is.
6167 So if I have offended somebody, I was unaware at the time that my actions
6168 offended somebody. I would be appreciative if they could bring that to my
6169 attention specifically during a specific incident and in a timely manner so I can
6170 address that and not keep making the same mistakes repeatedly.

6171
6172 [REDACTED] Okay. Josh, do you have anything to add?

6173
6174 OLANDER No I don't.

6175
6176 [REDACTED] Okay. All right. Anything before we wrap it up? Anything else?

6177
6178 LANSDALE If given the opportunity to review other field training officer's camera - body
6179 camera I would like to do that to confirm or disprove my perception that other
6180 field training officers are able to talk to trainee's in this specific way. Because I
6181 just - again I know I upset somebody at the field training unit but my behavior is

6182 not in violation of any policies so just to be simply upset doesn't necessarily
6183 warrant - I mean this seems to be a very big elaborate and long thing and
6184 meeting and reviewing hours of video and this meeting alone is timely. So I
6185 don't think my behavior is abnormal and contrary to any policies. I don't think
6186 it's contrary to the academy or the field training manual. But I would like more
6187 bodycam - the ability to review other field training officer's bodycam to see
6188 how they interact with trainees.

6189 [REDACTED]
6190 [REDACTED] Okay.

6191
6192 SHIRAISHI Is there anything else related to this matter that we have not covered that needs
6193 to be added, correct by, or changed if so, I am ordering you to provide that
6194 information now.

6195
6196 LANSDALE Nothing further.

6197
6198 SHIRAISHI After you leave this interview should you remember anything that is different
6199 from or in addition to information that you've given today, I am ordering you to
6200 contact Sergeant [REDACTED] immediate. I am also ordering you not to discuss
6201 this matter with any other department employee. Do you understand these
6202 orders?

6203
6204 LANSDALE Yes.

6205
6206 SHIRAISHI All right. 1949 hours.

6207
6208 **End of recording.**

6209
6210
6211 The transcript has been reviewed with the audio recording submitted and it is an accurate
6212 transcription.

6213 Signed _____

6214 _____
Sgt. [REDACTED]

Report Number: Compl2020-031

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