Commission on Peace Officer Standards and Training
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On March 11, 2025, California Commission on Peace Officer Standards and Training ("POST") Law Enforcement Consultants Kevin Sherburne and James Saso interviewed Tiffany Martin in a conference room located at 455 Golden Gate Avenue, San Francisco, California. Communications by the parties during the interview were electronically recorded. The recording will serve as the true and accurate record of the statements made by Martin. After being advised of the identity of the interviewers and the purpose of the interview, that being to obtain information related to allegations of serious misconduct, Martin provided the following information:

Martin started with San Francisco Sheriff's Office ("SFSO") in 2009. She started out at the women's jail. She promoted because she kept putting in for transfers and was always denied because of "needs of the facility." In 2015, she promoted to sergeant and worked on the 7th floor and the maximum security jail. She was there for about two years, then worked in San Bruno for about one and one-half to two years. She was then assigned as sergeant in Background Investigations Unit ("BIU"). From BIU, she transferred to Community San Bruno as a Lieutenant, then to Community Programs, where she currently works.

She was not 100% sure when she was BIU commander, likely from 2018-2022. There was only a sergeant in BIU, not a lieutenant. Deputies were only allowed to do backgrounds for deputies. The unit had a Proposition F guy who could work on civilian backgrounds. Ronnie Wan worked for Martin.

Guardian is an online portal that serves to collect applications from candidates.

If BIU had objections, such as when POST Dimensions were violated, they could write up what was found, but it was not BIU's decision. As a sergeant in BIU, she also worked investigations to help balance out the workload. If she found something in a POST Dimension, she put in a request to the next highest ranking person (Captain) and requested termination of the file and she included the reason (*e.g.*, violation of a POST Dimension). If a deputy came to her, she would submit a request. The captain could overturn Martin or agree with her.

Shown a copy of Kim's background investigation file, Martin stated there was a place at the very end for a short paragraph to describe the BIU comments about an applicant. The timing is off and Dr. Dunnigan said he was not suitable and Dr. Dunnigan was his own doctor. Martin has not seen a situation where an applicant fails two assessments and still be hired. You can't do that because there was no appeal process that would allow further appeal if an applicant's own doctor rejected the applicant and the applicant went back to the doctor and said your rejection reason is no longer valid. If the first doctor said no and the applicant's doctor said yes, a third doctor would review the assessments and reach an independent conclusion.

Kim may have failed and reapplied again. Nucci is SFSO's doctor. She said he's not suitable. Dunnigan is his doctor, who rejected him. Then, Dunnigan reversed his

opinion. Usually, it's one no. If it's a no, it's a no. Martin is not sure what's happening and does not understand how Kim was hired. If our no and their no, it's an easy one. If it's a no and a yes, the third doctor is the tie breaker. The final DQ is final. They have 30 days for their appeal if SFSO's doctor says no.

Martin has only seen 2-3 where an applicant hired their own who says yes.

There's a list of candidates. If the list is still open, they can keep going. If closed, they can't pick from that list anymore. If they run out of names, they run another list from the written tests. Martin surmised that they ran another list.

By November 2023, Martin was not in BIU. Martin never had experience where an doctor changed his mind because an applicant asked the doctor to reconsider the rejection based on the fact that the underlying reason for the failure no longer existed.

Nucci failed an applicant. She failed again. The applicant appealed successfully because the applicant argued that it should have been a second doctor. That was the only weird situation Martin could think of.

If Wan objected, his objections would be in the "ladder." It's an area where people in BIU would type. It might be called a "request for DQ." Martin is confused because, once Kim failed psych, the file is done.

Sometimes, the chain of command didn't want that BIU did not do the complete process and wanted the entire background done even when there were clear indicators not to hire an applicant.

Martin reviewed the terms "approved," "skipped," "pending," "declined" on page 375/376. Skipped meant someone was on vacation. They didn't want to hold up the application. Approved meant hire the person.

Martin did not get a vote. Her approval was just that the file was complete and ready to move forward. The first vote was likely at the captain level.

Martin has never seen the purported letter from Paul Miyamoto on behalf of Kim. She did not hear that there was such a letter. Martin wondered how Kim got hired. She was shocked because of the heavy allegations. She knew that the story related to how Kim knew an inmate on the 7th floor who had Kim's vest.

Shown a copy of the background file named "Archived," Martin stated that the investigation was never assigned. In order for Kim to undergo a background investigation, this file first had to be closed out.

Kim used to work with Martin in her department.

Martin did not express concerns to chain of command about Kim. They talked internally in BIU. Martin did not know what Kim was convicted of. A conviction would be

documented as a Dimension. If they didn't want the file to be appealed if the applicant were rejected, they would say to finish it and then document it all.

Martin did not know of any memo that Kim submitted to Matt Freeman.

There are some "musts" that an applicant must pass – medical and psychological. Sometimes, they reapply after a year. The psychologist gets everything – including EEO complaints – to make an assessment.

Martin reviewed the file for inconsistent answers, especially if candidates reapplied. She'd compare the two files' answers.

There is no appeal for the second psychological assessment. The file doesn't sit around for several months. Martin perceived there was a conflict. In accordance with POST guidelines, after two independent psychological assessments that rejected an applicant, the applicant cannot move forward in the hiring process. It's "must," not discretionary.