**Commission on Peace Officer Standards and Training**
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On June 25, 2025, California Commission on Peace Officer Standards and Training ("POST") Law Enforcement Consultant Kevin Sherburne interviewed Ryan Dunnigan at his office in San Rafael, California. Also present during the interview was Carrie Woolley, counsel for POST. 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 Dunnigan. After being advised of the identity of the interviewer and the purpose of the interview, that being to obtain information related to allegations of serious misconduct, Dunnigan provided the following information:

In November 2023, Dunnigan performed a secondary psychological evaluation of Michael Kim. Kim was a candidate for a position with the San Francisco Sheriff's Office and did not pass the initial evaluation. He contacted Dunnigan for a secondary evaluation. San Francisco Sheriff's Office provides the polygraph but not the initial evaluation to the secondary evaluator. Dunnigan did not have a pre-existing relationship with Kim prior to Kim asking for a secondary evaluation in connection with employment. Neither did Kim continue in any professional way with Dunnigan after the evaluation. The only relationship Dunnigan had with Kim was with respect to the secondary evaluation for employment purposes.

Dunnigan did not meet Kim in person. He conducted the evaluation by Zoom. Dunnigan's communications with San Francisco Sheriff's Office were through their internal email system. He likely reached out to Sergeant Mel Fonthal who was the usual point person. After requesting records, it usually is about 3-5 days for Sergeant Fonthal to get him records. After that, Dunnigan schedules the appointment with the candidate for 1-2 weeks after that. After making a finding of not suitable in November 2023, Dunnigan completed the paperwork and submitted it to Sergeant Fonthal or the lieutenant through their internal system. They responded asking that he change one of the words. Dunnigan used the words "correctional deputy," and that is different than a deputy sheriff, so Sergeant Fonthal wanted the wording to reflect the position of deputy sheriff.

Later, Kim asked if he could wait and postpone the finding of not suitable but that was not acceptable clinically. Some of the information can become stale or other events could occur in the interim. A couple of days is one thing but a couple of months is too long. Kim wanted Dunnigan to wait a couple of months. So, Dunnigan submitted his finding of not suitable. Kim's position was that the Sheriff really wanted him to work there. Dunnigan said that if the dust settles on this other investigation, then maybe I can re-evaluate you. Then, in approximately March 2024, Kim reached out for a re-evaluation. No one else reached out to Dunnigan in the meantime.

This case was very unusual. Normally, a candidate has to wait a year before reapplying. That was not the case for the San Francisco Sheriff's Office. If they want to do it, then it is not an ethical or clinical problem for Dunnigan.

Shown a letter stating it was from Paul Miyamoto and addressed to To Whom It May Concern, Dunnigan stated he recognized it. Dunnigan has only received maybe one or two

letters from a sheriff or chief in his role as an evaluator. That made the letter memorable and very rare that a sheriff or chief would step into the process.

The letter carried "considerable weight" because it leans into Dunnigan's lane in the road. Kim performed fairly well on both psychometric tests, his personality traits were pretty well-rounded, and there was nothing there that would preclude him from moving forward on those bases. What concerned Dunnigan was information in Kim's background investigation. After he came back and said the investigation at the War Memorial had concluded and was not sustained, coupled with the sheriff's letter, Dunnigan's position was that, if you want him, and he's psychiatrically stable, that's your department and you can do that.

Dunnigan noted the letter from Miyamoto was not on letterhead, which could have been because he wrote it as his buddy, not coworker. Dunnigan did not recall if he asked anyone at the Sheriff's Office about the letter. He did not call the Sheriff. Dunnigan did not solicit the letter. Dunnigan did not tell Kim that, if the War Memorial investigation went away, he could mark Kim as suitable. That would have been up to the Sheriff's Office. Dunnigan did not recall speaking with Deputy Ronnie Wan about the letter.

If there is an appeals process after a finding by a secondary evaluator, that's up to the hiring department. Normally, the candidate is out for a certain amount of time. Here, it was very strange that they reopened the case after Dunnigan's finding of not suitable.

Maybe the Sheriff and Kim were buddies or colleagues. During interviews with Kim, Kim made it known to Dunnigan that he and the Sheriff knew each other for a long time and that he was "really close" and "very close," and went up the ranks together, or statements that the Sheriff was great and really wanted Kim there.

Kim told Dunnigan that he had spoken with people in the Sheriff's Office, but other than the Sheriff, Dunnigan was not sure with whom Kim had spoken.

The evaluations take an hour or two. Some go longer. There was a lot of stuff in Kim's file that concerned Dunnigan. Even during the second evaluation, Dunnigan was hesitant to sign off on Kim but if the Sheriff wanted to "take that liability" and they were comfortable with Kim, they have that right. Dunnigan found the contempt charge disturbing. That's a big deal to Dunnigan.

Kim tended to gloss over things and minimize his role. He did not take accountability for his own actions. It was a little incongruent compared to the gravity of the situation. The To Whom It May Concern weighed a lot. Dunnigan just did not feel comfortable with him without that letter. Dunnigan likely would have failed Kim were it not for the letter. If he were a chief or sheriff, he would not have hired Kim.

Dunnigan is familiar with the POST Dimensions in background investigations. Kim's statement to Dunnigan about the contempt conviction was framed in terms of downplaying certain things and highlighting that Kim was protecting the Sheriff's Office by resigning and that they dropped the charge from a felony to a misdemeanor. The contempt charge was a

perjury charge. Kim did not initially raise that but Dunnigan kind of had to pull that out of him and what that looked like.

In law enforcement, there's a saying, "you lie, you die." Kim said the misdemeanor would allow him to return to the Sheriff's Office and they were OK with it.

Kim was protecting his buddy and lent him a ballistic vest. Initially, Dunnigan thought it was a coworker but it was a friend from high school. Kim presented himself as very selfless. Kim knew it was wrong at the time.

Dunnigan would likely found him not suitable. Dunnigan has dealt with applicants who have numerous investigations or complaints against them. Dunnigan would not put someone in the department "with that kind of liability" and would have really questioned the POST Dimensions of ethics and judgement. If he had not seen the letter, he would have probably found him not suitable.