INTERVIEW OF SERGEANT JAMES MUTUKU

PA2211047 Date/Time: 1-19-23/1026 Hours
Sergeant Karla Corbett = CORBETT
Sergeant James Mutuku = MUTUKU
Lieutenant Eric Detmer = DETMER

The timing of the recording, at intervals of approximately one minute, is shown in boldface type, in brackets.

CORBETT: Okay. Good morning. Today is Thursday, January 19th. It's, uh, 10:26 a.m. I'm Sergeant Karla Corbett. I'm in the Internal Affairs conference room with Sergeant James Mutuku, um, and we are going to be interviewing, uh, James this morning, uh, regarding a hostile work complaint filed by Officer C1 C1 Assisting me in today's interview is Lieutenant Eric Detmer, and this investigation is documented in PA2211047, and, James, we spent a couple minutes, uh, off tape going over the fact that you are here as a—as a subject officer, um, and so, at this time, we'll just go through your admonition-of-rights packet. Uh, let's see. The first, uh, couple of pages go over your—your rights as a peace officer. **[1:00]** Um, are you aware of your—your rights?

MUTUKU: Yes.

CORBETT: Okay, and, um, I did provide you this packet prior to going on tape. Do you have any questions about any of your rights?

MUTUKU: No, I do not.

CORBETT: Okay. If I could just get your signature and—and the date here, that you have read and understand your rights. (pause) Thank you. You want to sign that, too, sir? (pause) Okay, then, continuing on, um, if you could just read the top three questions. They talk about if you're taking any medication or anything that would cause you to be unanswer—unable to answer truthfully. If you could just initial—thank you. (pause) **[2:00]** All right, and then, of course, you do have the right to

have a representative present with you while being questioned. Do you wish to have a representative present with you today?

MUTUKU: No.

CORBETT: Okay. Um, (unintelligible) mark this for you, and then it's, um—I'm gonna ask you to print and sign your name here, um, to acknowledge that I am, uh, order—ordering you to answer truthfully and completely questions relating to this investigation. (pause) (unintelligible)

DETMER: Is that right?

CORBETT: Well, it says "person giving advisement."

DETMER: I'll give it to him.

CORBETT: Okay.

DETMER: Okay

CORBETT: Oh, I'm sorry. (unintelligible)

DETMER: I'm hereby ordering you answer truthfully and completely questions relating to this interview and investigation. Do you understand that?

MUTUKU: Yes.

DETMER: Okay.

CORBETT: Sorry. That's the whole reason he's here. I'm just used to reading that.

MUTUKU: No (sighs). No worries.

CORBETT: Thank you, sir. **[3:00]** This is not a criminal investigation, so, uh, I'm not gonna read you Miranda. Uh, I am gonna order you not to disclose any of the information, uh, that we talk about here today, um, so you're directed not to discuss this investigation with anyone other than your attorney, representative, personal clergy, or psychological counselor until the investigation has been completed. Uh, failure to abide by this directive could result in a charge of insubordination and subject you to disciplinary action up to and including termination from the employment of

the Department. If you could just sign and date, and the reason for that is we're just trying to keep things, um, quiet and prevent this from kind of snowballing, if you will.

MUTUKU: Okay.

CORBETT: Thank you, and then I'll get you a copy before you go.

MUTUKU: Okay.

CORBETT: All right. So, to start, if you would, **[4:00]** um, please tell us how long you've worked for the Department and how long you've been a supervisor.

MUTUKU: Um, so I've worked for the Police Department since s—2009, so, I guess, roughly 13, I think get—almost 14 years this July. Um, I've been a sergeant for about—a little bit over two and a half years now.

CORBETT: Okay, (unintelligible) and—

MUTUKU: On patrol.

CORBETT: Okay, and you are assigned to day watch right now; right?

MUTUKU: Correct.

CORBETT: Watch B, and were you also on Watch B this last rotation, so July 2022 through this most recent shift change?

MUTUKU: Um, so shift change is tomorrow, so—

CORBETT: Oh.

MUTUKU: --uh, starting tomorrow, I'll be assigned to shift—to swing—Watch C, swing shift.

CORBETT: Okay.

MUTUKU: Uh, so, but—yeah, my current—from—I'm currently assigned to Watch B. This is the last day of it, so—

CORBETT: Okay, okay. My mistake. All right. Thank you, and then, um, as you know, we—we are here because, uh, C1 has filed a complaint. Um, I want to ask **[5:00]** a little bit about your—your history with him, you know, like how well do you know

him, have you ever worked with him as a, um—as an officer on patrol, have you ever supervised him?—that type of thing.

MUTUKU: So, yeah—so, when I was, uh—when I got off training, I went to swing shift, uh, which is mostly what I worked for my patrol—as a patrol officer, for that part of my career. Uh, C1 was on swing shift at the time. Um, I worked the West End, predominately. I want to say he either worked Central or West, but we would have overlap, uh, so, uh, I—I—I wasn't, uh, best friends with, uh—I wasn't friends with him, uh, on patrol, but he—C1 has this thing where he seeks out younger officers when they first get here—

CORBETT: Mm-hm (affirmative).

MUTUKU: --and tries to act as a mentor. So, uh, I specifically worked for Sergeant Banks at that time—Kendall Banks—and he did, amongst other officers, I'm sure, uh, seek me out and try to offer words of wisdom and/or mentorship through my young patrol career.

CORBETT: Okay.

MUTUKU: **[6:00]** Um, that's mostly the interaction I had with him. From that point—after leaving, going on to special assignments and promoting to detective, very limited, if at all—any interaction with him at all. Uh, as a supervisor, I worked mostly graveyard for that two and a half years, all—all the shifts but one.

CORBETT: Mm-hm (affirmative).

MUTUKU: So, uh, again, limited interaction with him at that time, just 'cause how the shifts work. Maybe during the crossover, but that's it.

CORBETT: Okay. So, when you did work patrol with him as an officer, um, fair to say you had a relatively good relationship with him?

MUTUKU: Yes.

CORBETT: Okay, and, um, you are married to, um—to O1 O1 (unintelligible) um, who's also kind of involved in this. Um, we've—we've talked to her. We interviewed her as a—as a witness in this investigation, but, um, (unintelligible) at some point or another, um, some issues started to, **[7:00]** um, come about between C1 and—and your O1 O1 Is that right?

MUTUKU: Yes.

CORBETT: Okay. Um, when—when did these issues start?

MUTUKU: Um, they started probably about before she got pregnant, so I'd say—I mean, from now, um—I don't know—maybe two years ago, two and a half years ago.

CORBETT: Okay, and—and what was the issue, or what were the issues, if you know?

MUTUKU: Uh, so, early on, when she got here, um, her and Officer O2 O2 uh, worked the East Side. Uh, she specifically was—uh, her (unintelligible) talked a lot, uh, again, C1 trying to mentor younger officers—whatever. Um, back then, I specifically told her, "Be careful. I've seen this play itself out before." I was specifically talking about him and Missa— O5 O5 **[8:00]** So a—a previous relationship where C1 s trying to mentor a younger female officer because he thinks that they're trying to do good police work and trying to put his input on—on them. I said, uh, "Be friendly with him, but just—you and O2 be careful." So I told her that back then.

CORBETT: Mm-hm (affirmative).

MUTUKU: So they had—they were—they had a good relationship, a good working relationship. He worked the East Side, they worked the East Side, and they'd—whatever—common—he'd commonly try to mentor them, uh, in the effort of doing what he considered good police work.

CORBETT: Mm-hm (affirmative).

MUTUKU: Um, a situation happened where there was a call, him and—again, this is all relayed to me. I don't know—

CORBETT: Sure.

MUTUKU: --uh, all the facts of everything, but a call where they requested assistance, and a—apparently her and O2 didn't respond in a time—quick enough for him, for—I think he was—he needed a camera. So, when they got to scene, he kind of barked at them about A, B, C, and D.

CORBETT: Mm-hm (affirmative).

MUTUKU: Uh, they didn't appreciate that, so they **[9:00]** barked back. Um, but some type of verbal confrontation or altercation or whatever it may have been, and I think that's where the—their relationship soured, from that point on, um, from that shift. Again, it was, I'd say, (unintelligible) probably about two—more than two years ago, at this point. Um, after that happened, I said it was only a matter of time for something like this to happen, 'cause I've seen it happen before. Um, "You guys"—I told both, "You guys just do your job. Just stay clear of him. It—it's happened. It is—just do whatever you guys—you guys are partners. You should—you don't need him for anything. Just do your job, but just—that's who he is. Just know that, going forward. Don't try to mend anything. Just be done with it, 'cause he will never—he—he thinks you fronted him off."

CORBETT: Mm.

MUTUKU: "He thinks two 20-year-old girls fronted him off. That's never—he's never gonna get over it, so just let it be." So that's—as far I know, that's when the relationship, uh, soured between them two.

CORBETT: Okay, and did—did O2 **[10:00]** or O1 um, say what, if anything, changed with him after that point?

MUTUKU: Yeah, there would be—speaking with O1 specifically, there'd be times where he'd call 'em over the—call them out over the radio or Channel One, uh, o---o—ob—just very, uh, mean and—and brash towards them, uh, in different ways, and all things—again, this is all relayed to me, but things that they just—they were—they were over it, and in their minds, it's a bitter old man. Let's go on to the next thing. Like, they didn't think anything of it. Uh, they thought he was trying to pull them out of the—the beat, the East Side, but—

CORBETT: Mm-hm (affirmative).

MUTUKU: --they didn't care to leave, and there's—"We'll stay—we'll st—we're gonna stay here." So—and at that time, I know the supervisor they had was supportive of it, so he's like, "You guys just do whatever you guys do." So—

DETMER: He was supportive of them staying there?

MUTUKU: Yes.

DETMER: Okay.

CORBETT: And you mentioned, um, a little bit ago, you saw something similar play out **[11:00]** with, uh, O5 O5 What—what was that about?

MUTUKU: And (unintelligible)—a lot of this—this was never relayed to me, either via O5 and/or C1

CORBETT: Sure.

MUTUKU: --but it—it—it—it—it was known that they were close, initially, and he'd try to ride—or he'd ride with her and be a mentor to her. Um, there was a f—a fronting-off or a disagreement where she basically—she kept her opinion, whatever sh—they were—the issue was—

CORBETT: Mm-hm (affirmative).

MUTUKU: --and that was kind of the, uh—the souring of that relationship, and it got ugly, where C1 would, I mean, just bash her publicly all the time and talk about her

fertility issues, just as—it got—it got to the point where it was an ugly thing, so, uh, but again, a—and I just—not like—I'm not com—really comparing it to O1 I—the more—reason why I kind of—that was my advice to her was more so 'cause if it was a—a female that he was, uh, mentoring, and my thing was more so, "Don't think for a second, 'cause you're a female, that he won't get **[12:00]** malicious like he would with a male."

CORBETT: Mm.

MUTUKU: Just—that—that was the comparison of it—

CORBETT: Okay.

MUTUKU: --not the exact, uh, dynamics of the relationships.

CORBETT: Okay, but you had seen something before, and that's what made you, uh, warn both O1

MUTUKU: Yes.

CORBETT: --and O2 about—about working—

MUTUKU: Yes (unintelligible)—

CORBETT: --with him.

MUTUKU: Just the more so, like—"Just 'cause you're females, don't think he won't get malicious with you. He will get malicious with you"—

CORBETT: I understand.

MUTUKU: --"uh, male or female, period."

CORBETT: Okay.

MUTUKU: So—

CORBETT: And then, um, when—when you worked with him, um—and this would have been prior to you and O1

MUTUKU: Yes.

CORBETT: --um, your relationship—when you worked with, uh, C1 um, how would you describe him as, um, an employee, um, and/or a beat partner?

MUTUKU: Uh, uh, he—he—he was—so, when I got here as a cop, I'd always heard about, uh, for lack of a better term, the—the—the **[13:00]** legend of C1 Uh, I never saw this, so I never saw who this cop ever was that people talked about, 'cause when I got here, he's extremely disgruntled and didn't really do anything, uh, by the time I got here. So I'd always heard of him being A, B, C, and D of a cop—

CORBETT: Mm-hm (affirmative).

MUTUKU: --uh, (unintelligible) in—in a—in a positive way.

CORBETT: Okay.

MUTUKU: So, uh, for that reason, I—I gave him—even though he was disgruntled, I gave him, in my mind, a little bit of respect, 'cause of what other offi—older officers said about him—

CORBETT: Okay.

MUTUKU: --um, none of which I had seen, but nonetheless, so that—that—that myth was in Patrol—or that—not myth, but that story was in Patrol.

CORBETT: Mm-hm (affirmative).

MUTUKU: So I—I lent him an ear, but immediately, he started—and I didn't really know him, but he started immediately bashing my supervisor at that time, who was Sergeant Banks, saying—it was about reports getting kicked back—is how I vaguely remember it. Uh, he can't do A, B, C, and D. This is out of policy, A, B, C, and D. So, immediately, I started—I already started to try to distance myself back **[14:00]** then, not disrespectfully, just I—I was a brand-new cop. I didn't want to—the negative, negative, negative was—I was—I wasn't trying to be around that kind of atmosphere in general.

CORBETT: Mm-hm (affirmative).

MUTUKU: So that's the immediate interactions that we had—were just about—and I don't remember him talking about other sergeants, speci—specifically my sergeant at the time, who was Sergeant Banks. He—what—he'd—he'd ask me, like, fish—like, "What'd he say for you guys to do on that call?" or "What did he do on—what did he kick back that report for?"—just fishing for anything opposing, uh, Sergeant Banks at the time, who was my supervisor. So—and I think, at—from that point on, we never really ever—'cause I started—uh, he probably saw I started distancing myself from that—

CORBETT: Mm-hm (affirmative).

MUTUKU: --kind of environment, so—or if—if he was at Mag and Jurupa, I would not—I'd—I'd drive away from there, just in general. I just—

CORBETT: Mm-hm (affirmative).

MUTUKU: Like, again, maybe he—maybe he felt it, but I never—there was never any confrontation between us, ever, at any point, so, uh, I—I might have gone off. What was the initial question?

CORBETT: That's okay. Just how he was as an employee or as a partner, but—

MUTUKU: Oh, okay. So—so, to answer your—your question in short, I guess it'd be, **[15:00]** from the onset, he was disgruntled—

CORBETT: Okay.

MUTUKU: --and very negative.

CORBETT: All right. So you saw that as a brand-new officer—

MUTUKU: A brand-new cop.

CORBETT: --and—and tried to distance yourself from him.

MUTUKU: Yes.

CORBETT: And now that you've been here, you know, a little over 10 years—well, actually more. You've been—it's been—

MUTUKU: (Unintelligible) 13 and a half, 14—yeah.

CORBETT: Yeah, okay. So what is your—and now that you're a supervisor, what is your, um—a—and I know it's—it's—you're gonna be kind of—leaving O1 and O2 outside of this, how would you describe him as—as an employee?

MUTUKU: He's toxic. (unintelligible)

CORBETT: Why do you say that?

MUTUKU: It's—so, becoming a supervisor, I've had the—basically, I guess—I don't know—opportunity, I guess you could call it, or, um—my mentorship of a—of a newer, younger officers—I'd like to say I think I have probably one of the better pulses on cops with five years or less on here, as far as a supervisor, on the general **[16:00]** consens—general feeling they have of this Department, and he's often put in a category with probably two or three only other officers here who they consider as toxic, who they don't respect, who they try to get away from as far as possible, who they've said they have—they've—they know, if they call for help, he's not coming, uh, and—and it's just—so I—I'd say "toxic"—is what I'd say. He's a toxic employee to young cops, but fortunately, I think—unlike my generation of young cops, I think these young cops know that, though. They—they can see it quicker than, I think, my generation of cops saw it.

CORBETT: Okay, and is that, do you think, because, like you said, when you first got here there was that talk about C1 once being like a—an all-star, if you will—

MUTUKU: Mm-hm (affirmative).

CORBETT: --of a police officer? Even though you didn't see it, that story was out there.

MUTUKU: Yes.

CORBETT: Bot now, fast-forward 13 years later, that—that—**[17:00]** that former officer of—of C1 being an all-star, it's—(unintelligible) some of those same officers aren't here anymore to kind of tell—share those stories, where—

MUTUKU: I think that's exactly what it is.

CORBETT: And people haven't seen him for so very long.

MUTUKU: Yes, I—I think the stories died out, and there's no generation—there's very few people pushing it, and probably even fewer people pushing it that these cops care to listen to, so it—it's a nonexistent thing.

CORBETT: Okay. So (unintelligible)—and you've answered this. I was gonna ask what—what his reputation was, if you knew, um, and this—again, not—not your opinion and—or your O1 but what—what the general consensus out there is of him or—or what his reputation is, but you said it's—

MUTUKU: Uh, yeah, a hundred percent, if a—if a blind survey was taken of patrol cops, he—they'd rate him as a toxic employee.

CORBETT: Okay. What about supervisors?

MUTUKU: It—it's probably even worse with supervisors.

CORBETT: And why is that?

MUTUKU: Because—uh, well, unfortunately, for a lot of 'em, they've had **[18:00]** to supervise him, so they know firsthand, um, some of which—we used to obviously work patrol with him, so know even more firsthand, but it—it's—I mean, it—it—it's—they've had firsthand knowledge of—of, I guess, the—his toxicity, um, amongst not just towards them. I mean, he's known for being the anti-supervisor employee. He—he prides himself on that, so, um, I—I—I—he's known for just being confrontational when unnecessary with sergeants, and there's multiple sergeants who have multiple stories, so—

CORBETT: Okay. Have you witnessed any—any actions by C1 toward supervisors that would, like, provoke or cause tension, or just heard stories?

MUTUKU: Yeah, of—of—just—I guess this is just stories. I—I—have I ever seen C1 I mean, (unintelligible) my seeing him confront **[19:00]** supervisors was more so back in the day when he—

CORBETT: As an officer.

MUTUKU: As an officer, was an—when I was an officer.

CORBETT: Okay.

MUTUKU: Those are the confrontations I saw.

CORBETT: Okay.

MUTUKU: Yeah.

CORBETT: All right. Um, now you mentioned that issues began to arise between, um, C1 and then, um, your O1 and—and probably O2 in there, too, 'cause they rode as partners—

MUTUKU: Yes, they were partners.

CORBETT: --all the time; right? Like, two and a half years ago or so; right?

MUTUKU: Yes.

CORBETT: But recently, well, in the last six months or so, um, another issue came to light, which was, um—was—a—apparently, he had some sort of an issue with the—with the two female officers riding together.

MUTUKU: Mm-hm (affirmative).

CORBETT: When did you become aware of that, and how did you become aware that he had an issue with that?

MUTUKU: Um, he never said anything to me about it, but I—I mean, it was just the general talk in the ser—**[20:00]** uh, you know how the sergeants' bay is. There's—uh, during shift changes, there's six, eight sergeants back there and—or more. Um, yeah, it's just—I don't think I—I can't pinpoint the exact time I heard about it—

CORBETT: Mm-hm (affirmative).

MUTUKU: --but I did know—and I—I don't think I even heard of he had an issue with them riding. I think, when I initially heard about it, it was an issue with her lactation breaks. Uh, I—I don't—I don't remember hearing the issue about them riding, but I specifically did remember hearing, in the sergeants' bay, um, that there was an issue—he was having an issue with the lactation breaks—

CORBETT: Okay.

MUTUKU: --and complained to a supervisor about it or—

CORBETT: Okay.

MUTUKU: --multiple supervisors, I guess.

CORBETT: So, at some point, you did learn of that, uh, in the sergeants' bay—that—that he h—had complained about her lactation breaks.

MUTUKU: Yes.

CORBETT: Okay. Did you ever, uh, confront him about this or—or ask him about what his problem was or anything like that?

MUTUKU: With the lactation breaks?

CORBETT: Mm-hm (affirmative).

MUTUKU: No.

CORBETT: Did—did you ever make any comments to him, um—something similar to, "I heard you had an issue with my O1 feeding my son" or anything like that?

MUTUKU: No, **[21:00]** no.

CORBETT: Okay. Um, so no conversations with C1 about—about the lactation breaks.

MUTUKU: No.

CORBETT: Um, and so (unintelligible), just so you know, one of the issues he—ee—ee—well, he claims that he didn't have an issue with her taking lactation breaks, but it was more that O2 would also participate in these breaks, so, um, he didn't feel that they should ride together—

MUTUKU: Okay.

CORBETT: --is—is really what he says his—his—his issue was, but, um, nonetheless, O2 and O1 worked some arrangement out with their supervisor, and—and at the end of the day, he was okay with it, as was the watch commander. Um, let's see—now, (pause) aside from—well, let me ask you—so this starts after **[22:00]** July of last year, and then, at some point, um, C1 also, um, notified Internal Affairs about a call that—that O1 and O2 responded to or—or handled, but they didn't take a report on. Um, did you—did you learn about—about that from somebody?

MUTUKU: Yes.

CORBETT: Okay. Ha—who—who said something to you about that?

MUTUKU: Again, I—I don't think anybody specifically told me. I think it was, again, just sergeants' bay—just supervisors talking.

CORBETT: Okay.

MUTUKU: And I—that I—I wasn't even—wasn't ever even confirmed to me. It was just—the thing that I heard was C1 went to I.A. about some cops not taking a report, then later learned specifically who the cops were.

CORBETT: Oh, I see. So you—

MUTUKU: Yeah.

CORBETT: --just heard that he had complained about some officers, and when you first—

MUTUKU: NR'ing a call—

CORBETT: Okay.

MUTUKU: --is exactly what was said.

CORBETT: But you didn't know initially that it was about O2 and O1

MUTUKU: No, shortly after—probably the—either that day or the next day, I learned exactly who it was about.

CORBETT: Okay, and how **[23:00]** did you learn who it was about?

MUTUKU: I can't—I don't—(unintelligible) it's—maybe O1 said that C1 went to I.A. about us. I—I don't—I can't even—I don't—it was either O1 and/or somebody—a s—a sergeant in sergeants' bay.

CORBETT: Okay.

MUTUKU: Yeah.

DETMER: In your experience, is that normal for an officer to go to I.A. and complain about other cops NR'ing a call?

MUTUKU: No.

DETMER: Okay.

CORBETT: What—what is the normal practice, or have you even—

MUTUKU: I don't—I mean, I guess, if a cop had an issue with somebody NR'ing a call, that th—I mean, I guess, if a cop was on—I've seen cops have issues with the cops entering a call—one that they're on—they just take the report.

CORBETT: Mm-hm (affirmative).

MUTUKU: Or—or if they're senior officers, they just pull the cop aside, say, "You should probably take a report on this."

CORBETT: Mm-hm (affirmative).

MUTUKU: Um, so, yeah, I guess it's—if it's a call he was on, I guess he should just pull the report or—and—I guess they addre—address it amongst themselves, I guess—is probably what the normal **[24:00]** practice would be. Uh, if it's something egregious, uh, uh, I—I don't think there's anything to say about normal practice. I don't think it's just a normal thing for a—a cop to have such an issue with, but I guess he could just, I assume, maybe go to the sergeant, if it's something that you think it's—that needs (unintelligible) called attention to, maybe get—to get corrected.

CORBETT: Mm-hm (affirmative).

MUTUKU: Um, more so, just, yeah, if it's—I gue—it's—I guess this is all circumstantial, if you think that the cop is—just doesn't know—it's a newer cop and just got off training and they just don't know you're supposed to take a report. If you can't—if you—if they're not taking your mentorship, maybe could have a sergeant have them—just say, "You want to talk to him about A, B, C, and D," so I guess that'd be normal, but—

CORBETT: Okay. Now, after this, after learning that he, um, filed a complaint, um, against O1 and O2 did you—did you confront him about this?

MUTUKU: No, I was upset by it, but I didn't confront him about it.

CORBETT: Okay. Um, **[25:00]** did you have any negative interactions with him after this?

MUTUKU: Yes, we had a negative interactions [sic].

CORBETT: Tell—tell us about those.

MUTUKU: So, again, that—that—that—the lactation break thing—and again, I'm not sh—I think the lactation break allegations happened before, uh, the report one, if I remember it correctly, but that's the sequence I remember 'em, and so, after the report-writing thing, like I said, I was upset by that, um, more so 'cause it was my O1 involved.

CORBETT: Mm-hm (affirmative).

MUTUKU: Um, I—again, we wouldn't see each other a lot. I worked day shift, but I specifically remember one time, uh, walking out of roll call, walking down the hallway, and he works overtime a lot on the weekends. So that's usually the only time I ever see him. And he's walking—we're crossing paths, and he said something to me, and I just ignored him. Uh, there wasn't any interaction at all. Like, there was no talking. He just said something. I just ignored him. Maybe he probably greeted me, 'cause, like I said, before **[26:00]** this, we were on speaking terms. We were—see each other at the gym, talk all the time. It wasn't like any—

CORBETT: Mm-hm (affirmative).

MUTUKU: --kind of animosity at all. So that's probably when he first knew that I was not okay with any of this, obviously. Um, went into the sergeants' office. That's probably our first interaction, at—post—I'm pretty sure that was after the—the NR—the NR—

CORBETT: Okay.

MUTUKU: --allegations.

CORBETT: So, prior to that, if you would—if you would see him at the station, um, it—it was normal that you guys would say hi to each other—

MUTUKU: Yes.

CORBETT: --and stuff. Okay. Um, but on that particular day, when he greeted you, you didn't acknowledge him. You just ignored him.

MUTUKU: Yeah, I'm not sure ne even greeted me. He pau—I think (unintelligible)—I don't want to misquote him, but something along the lines of, like, a—he didn't say, "You—oh, you're gonna ignore me," but just like something along lines of, like, like, "You're not—like, you're not gonna address me?"—like, "You're not gonna"—again, I don't want to—it wasn't like he said, "Hello." It was like he said—either gave me a head nod or said, **[27:00]** like, something like in—in a greeting form, and I ignored him, and his response was something like, "Oh, you're just ignoring me?"—s—ma—something, like, along those lines of—

CORBETT: Okay.

MUTUKU: --"You're just gonna, like, dismiss me," but not—those weren't his words—"just dis—dismiss me"—but it's like, "Oh, like, oh, really?"—like one of those kind of things.

CORBETT: Okay.

MUTUKU: Yeah.

CORBETT: And so, um—

MUTUKU: It wasn't confrontational, though, in any way. It was—that—that—that—that was it.

CORBETT: Okay.

MUTUKU: Went to sergeants' office, and he—he left.

CORBETT: Okay. Um, any other negative interactions?

MUTUKU: So that was the first interaction. Um, after that—and I might get these next two out of sequence—but I want to say the next one was, uh, maybe the week later or maybe two weeks later, again, a weekend. Uh, we're sitting up in the sergeants'—sergeants', uh, uh, like, the podium after roll call. Again, Watch A, (unintelligible) B Watch. He's coming to work his overtime. Again, swap meet overtime or either—I'm not sure what overtime—the swap meet or, like, a (unintelligible)—like, a community events type thing.

DETMER: Special overtime or something.

MUTUKU: Yeah, one of those. It was in the morning, so one of those, eh, overtimes. **[28:00]** Walks in, greets—sarcastically greets all of us up there. Um, I di—I don't greet—I didn't greet him, but nonetheless, he doesn't—that's all that—that's all that part is to it. He changes out, comes back. At this point, everybody's left the podium, besides me and Asbury. We're just sitting there, talking. Uh, he says something along the lines of, "I checked my mailbox. Uh, it's clear. Thanks, guys." Something along those lines. Uh, I don't know what he's talking about—completely confused. Yeah, 'cause that was—okay. So he says, "I checked my mailbox. It's completely clear." Walks out. So I—I asked Nate—I'm like, "What—what was all that about?" And then he says, "That poster. That's what he's talking about." So I'm like, "Oh." So now I'm putting two and two together like—he's basically, like, accusing us—accusing me—I mean, he hasn't had any issue with Nate. So I go

out—out of the door, the side door to roll call. I say, "Hey, have a good day, C1 Have a good day, dude. Be safe out there." I—I yell at—**[29:00]** he's just in the parking lot, so I'm yelling at him. And then he says—he turns immediately beet red, starts charging at me, but doesn't come all the way towards me. He's probably 10 feet away—or so away from me, and says, "I know you put that fucking thing in my mailbox." A, B, C, and D. Um, now he's saying, like, I put the—"You put the flyer in my mailbox." Uh, do you want to—uh, just before I go too far on this story, I didn't know, sitting up at that podium, that there was, uh, a flyer that had been distributed, 'cause, when Nate said it's about the flyer, I knew that—what he was—I didn't have to ask him, "What—what flyer are you talking about?"

CORBETT: Okay.

MUTUKU: So I must have had knowledge that—about that flyer at that point.

DETMER: Okay.

MUTUKU: So he says, "I know you put that fucking flyer in my mailbox." A, B, C, and D. "That's a fucking threat on my life." A, B, C, and D. I'm like, "What are you talking about?" And then he yells at me, "Are you pointing a gun at me? Are you pointing a gun at me?" 'Cause I had pointed at him to have a good day. I'm like, "You're joking; right?" Like, that's why I'm like, "C1 you're—you're—you're h—you're joking."

DETMER: So you're using one finger like (unintelligible)—

MUTUKU: My finger's like—my finger's a gun now? I'm like, "S—st—like, stop. [Unintelligible] you're being **[30:00]** silly now." And then he's—again, he's going off about the poster, A, B, C, and D. "You're threatening my life. You're threatening my life. Are you threatening my life?" I said, "Have a good day," and I walked back in to the—the—the si—the same side where I came through. I walked back in. I'm like, well, is—(laughs) I said—I asked—and then Na—and Nate's just like, "Just leave

it alone." I said, "Okay." I was like, "That"—I was like, "It's my fault for even going out there." And that was—we didn't have any more interactions that—that day, so—

CORBETT: When you walked out the, um—I'm assuming it's the door right there by the—

MUTUKU: Yeah.

CORBETT: --podium—right?—did—did you walk free of the door and it closed behind you, or did you have to close it?

MUTUKU: I—no, I was—I—I was—I never broke that—I was holding the door open.

CORBETT: Oh, okay. So—

MUTUKU: Yeah, I didn't—I didn't walk all the way out to where he was at.

CORBETT: So—so Asbury heard the conversation (unintelligible).

MUTUKU: Yeah, he'd have heard this exchange, yeah, 'cause the door's open.

CORBETT: Okay. Did you see anyone else in the parking lot who may have witnessed—

MUTUKU: There may have been people (unintelligible), but I didn't—I didn't see anybody.

CORBETT: Okay.

MUTUKU: But I gue—(unintelligible) 'cause we just broke roll call, so **[31:00]** somebody might have been out there.

CORBETT: But you don't remember seeing—

MUTUKU: I don't remember seeing anybody.

CORBETT: --anybody, but—but the door was open, so Nate—

MUTUKU: Yeah.

CORBETT: --would have heard everything. Okay. Um, so you—you brought up the—well, let me ask you before we talk about the—the—the rat flyers or whatever. Um, were there any other negative interactions between you two?

MUTUKU: Um, yeah, there's another one. Uh, again, I don't know the timing, but it's for sure it was after this one, uh, within a couple weeks, (unintelligible) maybe even a

month. Who knows? Um, where I was the Central supervisor for the Central beat, and again, h—he works the swap meet overtime a lot, so one day, he—nobody's logged on for the swap meet, but—and I—I—I'm sure I—I—I'm assuming it was him working it, 'cause he works it all the time, uh, but I wasn't sure, but it—nobody was logged on, so I drove to the swap meet to see if anybody was there or if—if they were there and/or Code 4, **[32:00]** and nobody was there, but as I was driving there, I saw him, uh, driving out, so that was that.

CORBETT: Driving out where?

MUTUKU: Driving out, like his shift is o—like he's just leaving, like his—we were—'cause we're passing each other, basically. There's a gate between us, but we're passing each other. Like, his shift was over. Like, he's going back.

CORBETT: Oh, he's leaving the swap meet.

MUTUKU: It was probably towards the end of—yeah, it's probably towards the end of his shift.

CORBETT: Okay.

MUTUKU: So he's driving back to the station, presumably. Um, so, by the time I get back to the station, he's changed out and leaving. So he's walking out the front door now—

CORBETT: Mm-hm (affirmative).

MUTUKU: --of Lincoln, and I say, "Hey, if you're gonna work my beat, make sure you're gonna—you log on. Make sure you log on. I got to account for everybody on my beat." And then he flips again. Um, "That's not your beat. You don't have a fucking beat." A, B, C, and D. "You're a punk. You're this, you're that." So—and—and that was that. He—he said—he said, "It's not your beat. I'm not gonna log on. What are you gonna do about it?" And he stormed off.

CORBETT: That conversation occurred at Lincoln Station.

MUTUKU: Yeah, right at the doors.

CORBETT: Was anyone present?

MUTUKU: Uh—

CORBETT: Were—was anyone there that you can remember?

MUTUKU: There's cars **[33:00]** rolling around (unintelligible) the parking lot, but I don't remember seeing anybody like "That person was there," so—

CORBETT: And he called you a punk?

MUTUKU: Yeah.

CORBETT: Okay. Did anyone ask you to go drive over to the swap meet, or is that something you did on your own?

MUTUKU: Yeah, it's something I did on my own. I—I—I—I'm sure—I—I—no—no, I'm sure—I—I know that, uh, lieutenant and I had a conversation about, uh, just, like, the accountability, but it was not a direction of him to go over there. That—I did that on my own.

CORBETT: And what lieutenant are you talking about?

MUTUKU: Collins.

CORBETT: Okay. So you—you and Collins had a discussion about some—

MUTUKU: I think he asked me, "Who's working the swap meet today, 'cause nobody's logged on?"

CORBETT: Okay.

MUTUKU: Something like that, but he did not direct me to go to the swap meet.

CORBETT: Okay.

MUTUKU: Yeah.

CORBETT: Okay. So he asked you who was working the swap meet, 'cause nobody was logged on, and then, after that conversation, you took it upon yourself, as part of your duty as a supervisor, to drive over there—

MUTUKU: And see if anybody was working.

CORBETT: --make sure there was an officer—

MUTUKU: Yes.

CORBETT: --all of that. Okay, and—and at that point, **[34:00]** as you get to the swap meet, he was—

MUTUKU: He's—he's leaving.

CORBETT: --he's leaving the swap meet.

MUTUKU: I can see, on the other side of the gate, he's just leaving.

CORBETT: Okay.

MUTUKU: Yeah.

CORBETT: Got you. Okay. So you—you ask him about that, and—

MUTUKU: At that point, there's no interaction between us at all, at the swap meet. I just happened to see him when I got back to Lincoln.

CORBETT: Okay.

MUTUKU: And that's when I just said, "Next time you're working—if I'm working it, I'm the supervisor, then [unintelligible] make sure you log on."

CORBETT: Okay. Were—were you, um, demeaning when you told him that, or was it just—"Okay, next time"—

MUTUKU: I'm sure I was sarcastic, maybe.

CORBETT: Uh-huh (affirmative).

MUTUKU: I—I wasn't demeaning.

CORBETT: Okay.

MUTUKU: I just—"Next time you work"—yeah, I wasn't—I didn't—there's no disrespect or demeaning in anything, but obviously, there's a background of what's going on currently.

CORBETT: Yeah.

MUTUKU: I mean, yeah.

CORBETT: Okay. So you tell him to do that, and then that's when he tells you that it's not your beat or you don't have a beat and—

MUTUKU: Yeah, he just explodes, um, like he did the first time, so—

CORBETT: Okay. Um, and then any other, um, negative interactions?

MUTUKU: **[35:00]** I'm—I think that was—I'm pretty sure that was the last one.

CORBETT: Okay.

MUTUKU: Like where we're actually—yeah. I can't think of—I've seen him since then, but there's been no interaction. I'm trying to make sure I don't misspeak, but I can't think of any other time—

CORBETT: Okay.

MUTUKU: --I came across him and that we spoke words.

CORBETT: Um, the first interaction you mentioned, where he kind of gave you a head nod or something, um, and you said that you just ignored him—did you ever, um, tell him, "You'll see, you'll see"?

MUTUKU: No.

CORBETT: Okay. Have you ever said that to him?

MUTUKU: No.

CORBETT: Okay, and then you mentioned the, um—the—the flyers. Did you ever see the flyers?

MUTUKU: No.

CORBETT: Okay. You heard about 'em, though?

MUTUKU: I heard about 'em.

CORBETT: Okay. Did you ever see a picture of it after the fact, **[36:00]** or anything?

MUTUKU: I bare—I looked it up, 'cause Nate told me, uh—'cause he was yelling about, uh, a rat buster or rat (unintelligible) being a weapon, 'cause that—I was—that first interaction between him and I in the parking lot—

CORBETT: Mm-hm (affirmative).

MUTUKU: --I was confused about. When I came back in, Nate said A, B, C, and D. This is—what he's talking about is the flyer that had A, B, C, and D on it, and I looked it up on my phone to what—what he was talking about that was a weapon.

CORBETT: Okay.

MUTUKU: And then his yelling made sense, once I looked everything up.

CORBETT: Okay. So what—what did you find when you looked it up?

MUTUKU: Well, (unintelligible) rat buster, it was—it's a—it's a—like a—a gun you shoot rats with—

CORBETT: Okay.

MUTUKU: --like an exterminator thing.

CORBETT: Okay.

MUTUKU: So—so it was like he's talking about this with my finger, then think it's just like he's just crazy, dude.

CORBETT: I see.

MUTUKU: Yeah.

CORBETT: Okay. So you never saw any of the—

MUTUKU: I've never—I've never seen this flyer.

CORBETT: Okay. So that was—I was gonna ask you that—that, um—that first day that you **[37:00]** had that, did you see any f—flyers in the locker room when you left—

MUTUKU: No.

CORBETT: --or anything like that?

MUTUKU: No.

CORBETT: Okay. Um, you heard people talk about the flyers. Did you hear who might have placed 'em?

MUTUKU: No.

CORBETT: Okay.

MUTUKU: Well, I did hear who might have placed it, but I just never—it's just the myth of Lincoln or just—people just talking.

CORBETT: And what did you hear?

MUTUKU: That C1 placed 'em.

CORBETT: Okay. So you heard that C1 placed 'em.

MUTUKU: That's what I heard, yes.

CORBETT: Okay. Um, you didn't place 'em?

MUTUKU: No.

CORBETT: Um, your fingerprints aren't gonna be on 'em or anything like that?

MUTUKU: No, they're not gonna be on those.

CORBETT: Okay. Um, and the only person that you heard, um, who might have printed or placed 'em was—was C1

MUTUKU: Yeah, that's what everybody was saying, that C1 put them up.

CORBETT: Did you hear you might have placed 'em?

MUTUKU: Yes, I've heard people say I might have placed 'em.

CORBETT: Okay. Um, you looked up "rat busters," and you said, after you looked it up, it—it—what C1 said to you **[38:00]** made sense, where he was say—saying, like, you threatened his life or something.

MUTUKU: Exactly.

CORBETT: Okay.

MUTUKU: And if you look at my phone, I looked up "rat busters" the day after we had our—our incident with each other.

CORBETT: Okay. Do you ever use the computers in the—in the report writing room at Lincoln?

MUTUKU: No, I—I mean, (unintelligible) when you asked me (unintelligible), in my head, it mainly was (unintelligible) an officer asked me to look over his report and, sitting

down, looking over his report and making edits to his report while sitting down there.

CORBETT: Okay, but you—

MUTUKU: But, uh, me, myself, no, I don't go in there.

CORBETT: So you have a computer in the back that you share with another sergeant; right?

MUTUKU: Yes.

CORBETT: Okay. Um, that first, um—well, let me see—C1 of course, claims that you, um—you printed the flyers. Let me ask you this. The—that Sunday that you went to tell C1 **[39:00]** to log on, do you remember what time it was that you ran into him at the station?

MUTUKU: It must have been—so that overtime is worked till 2:00 p.m.

CORBETT: Mm-hm (affirmative).

MUTUKU: So the fact that he was leaving, it—it had to be around—between 1:00 and 2:00, I'd imagine, because that's—if he was leaving the swap meet at that time, I think it—they usually leave around—around that time. So it was between 1:00 and 2:00 is—is the time that our interaction would have been.

CORBETT: Okay, and I know sometimes he likes to work out at the station. Would—would this have happened—when you saw him drive out of the swap meet—

MUTUKU: Uh-huh (affirmative).

CORBETT: --did you immediately go back to the station?

MUTUKU: I mean, it took me a while, 'cause he was on—leaving on the exit. He was in the exit lane. It just took me a while to—

CORBETT: To go in—

MUTUKU: --to—and turn—

CORBETT: (unintelligible)

MUTUKU: --all the way around with all the traffic and everything, but, yes, I didn't stop anywhere else. I went straight—

CORBETT: Okay.

MUTUKU: --to the station.

CORBETT: Okay. So then that conversation took place then, so I'm saying, like, he didn't go work out and then you had it later. It was—

MUTUKU: No, no, it was—it was, like, pretty fresh afterwards.

CORBETT: --right after.

MUTUKU: Yes.

CORBETT: Okay. Um, that—**[40:00]** hm, okay. So—and then he—and then he leaves; right?

MUTUKU: Yeah, I—I—I just went—I just went inside, so, I mean, he might have—at that point, I guess she might have gone to work out or whatever, but—

CORBETT: Okay. Then, after that, did you go back out, um, you know, driving around or anything like that, if you can remember?

MUTUKU: No, if I'd have gone back out, it would have been to—to leave, to go home, because I'd already—the reason why I would have came through that way was 'cause it was the end of my day, so I had already downloaded my car. Okay. I was—I had (unintelligible)—had no reason to go back out there until I'm going to leave to go home—

CORBETT: Okay.

MUTUKU: --uh, maybe an hour or so later.

CORBETT: All right. Um, so C1 he—he finds a flyer in his mailbox, and there's some, uh, flyers that were posted in the men's locker room. They were taken down by other supervisors who—who saw them, but, um, **[41:00]** his allegation is that you—you posted the flyers. He wanted to—

MUTUKU: I've heard that, yeah.

CORBETT: Yeah, he wanted to make a complaint about that. So, um, Lieutenant Meier actually, before we got this, started looking into who might have—who might have—

MUTUKU: Mm-hm (affirmative).

CORBETT: --done this. Um, he was able to—to pull a print log from—from Lincoln, and it shows that the—that the flyer was actually printed from one of the computers in the report writing room at Lincoln.

MUTUKU: Okay.

CORBETT: Okay? Um, the flyer was—was printed on October 1st at 4:17. Um, he pulled video, and video shows you coming—driving into the station, the back lot, at about 4:05 p.m. on that day and—and going into the station, um, at that time. So, about 12 minutes after you go into the station, the—the flyer is printed.

MUTUKU: (laughs) Okay.

CORBETT: **[42:00]** Yeah.

MUTUKU: (laughs)

CORBETT: Um, any explanation for—

MUTUKU: No.

CORBETT: --for that? Okay, and you—and as you sit here before us, you—you're saying that you don't use those computers (unintelligible)—

MUTUKU: I haven't used those computers in—besides, again, an officer telling me to look over their report or a s—directed reason, I'd never go in and use one of those computers—

CORBETT: Okay. Um—

MUTUKU: --to log onto 'em or do anything with 'em.

CORBETT: Okay. One of your—one of your confrontations or negative interactions with him—he—do you remember him asking you why your voice was trembling?

MUTUKU: I asked him.

CORBETT: Oh, you asked him.

MUTUKU: Yeah, every single time we got into it, I always asked him that, 'cause he turned red immediately, and his voice would start cracking. So I'd always ask him, "Why are you scared? Why is your voice cracking?" Every single time—asked him every single t—every single question I got into with him, I'd always ask him that, every time. (chuckles) So that's funny. (chuckles)

CORBETT: What did he say?

MUTUKU: He'd get even more mad. He'd—he'd go through the roof every time I asked him that.

CORBETT: **[43:00]** Okay.

MUTUKU: And he'd literally be shaking of anger.

CORBETT: Okay. Um, and you said that that conversation where you opened the—the back door of the roll call room, you kind of pointed at him to have a good day. Did you ever—

MUTUKU: Yeah.

CORBETT: --manipulate your hand to make it resemble a firearm and—

MUTUKU: No.

CORBETT: --(unintelligible) simulate you were firing a—a—a gun at him?

MUTUKU: No, and I think that door is on video, so, no, it'd show. I pointed at him with my finger.

CORBETT: Okay, and is that why you were confused when he said you were threatening his life, like you had no clue what you were tal—

MUTUKU: Yes.

CORBETT: --what he was talking about?

MUTUKU: When he said that, "Why are you pointing a gun?"—that's why I was flabbergasted that he'd even make a jump that crazy.

CORBETT: Okay. Let's see. Since C1 has voiced issues about, uh, O2 and O1 **[44:00]** riding together or—or your O1 lactation breaks, um, and since he's filed a complaint, um, with, initially, Internal Affairs about them not taking a report, have you done anything to retaliate against him?

MUTUKU: No.

CORBETT: Have you done anything to create a hostile work environment for him?

MUTUKU: No.

CORBETT: Have you observed any behavior, um, by any other supervisors toward C1 that you would consider hostile or retaliatory?

MUTUKU: No.

CORBETT: Have you heard of anything that they might have done?

MUTUKU: No.

CORBETT: And I already asked you earlier if—if you've ever observed C1 um, speak to supervision or do things to cause or provoke tension. You said you've never personally witnessed anything as a supervisor. You witnessed things early on as an officer where he was confrontational with, at least, Sergeant Banks; right?

MUTUKU: Mm-hm (affirmative), yes.

CORBETT: Okay. **[45:00]** Lieutenant, uh, Detmer, do you have any questions?

DETMER: Um, yeah. So, obviously, when, you know—back in the day, C1 had a lot of friends, like, when he was in his glory days and doing a great job—

MUTUKU: Mm-hm (affirmative).

DETMER: --but it seems like that relationship, as you say, has soured with a lot of different people; right?

MUTUKU: Yes.

DETMER: So, in this—in this investigation, we've interviewed a ton of people, as you probably know.

MUTUKU: Mm-hm (affirmative).

DETMER: Who are his close allies and friends, because, a lot of times, people who are really close kind of get—don't get as much credit as people that aren't, so who—are you aware of any people that work around him that are very close with him, that would stick up for him, or—

MUTUKU: Uh, Weddle.

DETMER: Other than Weddle—

MUTUKU: Uh, Spencer.

DETMER: --is there anyone else?

MUTUKU: No.

DETMER: Okay. So you would say that the—the consensus in Patrol is most people are not amused by him anymore.

MUTUKU: Yes.

DETMER: And do you think that has caused some of this anger and resentment and—

MUTUKU: I think it's caused all of it.

DETMER: Okay.

MUTUKU: Or—and/or private-life stuff, but for sure, police-wise, yes.

DETMER: So, just to be very clear, you have **[46:00]** done nothing to create a hostile work environment for C1

MUTUKU: Nothing.

DETMER: Have you seen other supervisors do that?

MUTUKU: No.

DETMER: Have you seen him create hostile work environments for other people?

MUTUKU: (unintelligible)

DETMER: C1

MUTUKU: Me see him?

DETMER: Yes.

MUTUKU: Uh, uh, again, just bes—besides just what's talked about and relayed—

DETMER: Yes.

MUTUKU: --in the comment, have I personally ever seen him do A, B, C, D to somebody? No, I've never seen C1 specifically cause harm or go and tell—again, me as an officer, I saw it all the time.

DETMER: Well, that's what I mean, so—

MUTUKU: Oh, okay. Yes, that way I've seen it.

DETMER: --so, like—so, since you've started, you've—you've—'cause you—

MUTUKU: I'm sorry. I thought you asked me as a supervisor.

DETMER: (Unintelligible) well, no, I'm just saying—

MUTUKU: Okay.

DETMER: --because you—you referenced O5 O5

MUTUKU: Yes.

DETMER: --and what happened with that, and the warning you gave your O1

MUTUKU: Yes.

DETMER: --who, I'm sure—she told O2 O2

MUTUKU: A hundred percent, yes.

DETMER: --and you've seen this occur—

MUTUKU: (unintelligible)

DETMER: --time and time again—

MUTUKU: A hundred percent, yes.

DETMER: --and—and so you have witnessed it—

MUTUKU: Yes.

DETMER: --maybe not all the instances, but you have witnessed—

MUTUKU: Incidences.

DETMER: --incidences. Yes.

MUTUKU: True.

DETMER: And then the way he's treated you, and I'm sure you've heard of some of the other, um, **[47:00]** discussions he's had with other supervisors that didn't go so well, either.

MUTUKU: Correct.

DETMER: So, okay. Thank you. I have nothing else.

CORBETT: Um, we've asked a lot of questions, um, but is there anything that we haven't touched on, um, or asked you about that you think's important that we know?

MUTUKU: Um, a—again, I just really more so just want it on record, 'cause it's—it's something that it's a general consensus, um, and, again, just as—as supervisors at Lincoln, um, a lot of which just retired, um, but, again, it's just a feeling, um, a—and it's—it's hard to just say something so vague about having to pinpoint it, but this—people—a lot of people—a lot of supervisors there have known C1 for a long time, and this person that's here today is not who they consider the C1 that they knew coming up this Department. **[48:00]** A lot of people think that there is a mental issue going on with C1 The C1 who I saw that immediately with a "have a good day" comment—uh, again, it's—sure, it's whatever may—(unintelligible) he may have taken it sarcastically or (unintelligible) A, B, C, and D, but how instantaneously red and just filled with anger and—to a point where he couldn't control his body. His whole body was shaking, uh, including his voice when he's—is trying to project it. Now, I don't think it was—uh, uh, it's—I don't think it's out of fear. I think it was out of anger, actual—just the smallest things I've seen trigger him to a point where somebody who—I mean, that, coupled with what people

say—uh, he might be going through a mental issue, and sergeants telling my O1 to be careful around him; he is not safe; like, "I am worried for your safety." Just the fact that you can walk back there—and again, a lot of us can't pinpoint it, but if a general consensus among supervisors that he's working for **[49:00]** is that he is not safe and he's going to be an issue, uh, whether that's backing officers up for safety-wise and/or harming any of us with his whole anti-supervisor rhetic [sic] that—that just encompasses all of C1 that, to me, is—is—is an issue, if that's a general consensus of supervisors and a station—at a police station, that an officer's going to be a safety hazard and/or an issue for us, uh, where people are like, "He may harm one of us." That—that, to me, is a problem, so—and again, uh, that's just not my—my opinion. Again, I—(unintelligible) I don't—it's not lost on me that I have a personal connection to this whole thing—

CORBETT: Mm-hm (affirmative).

MUTUKU: --but (unintelligible) that's just everybody's general consensus. It's at a point where sergeants try to avoid supervising him and try to pawn him off to maybe more junior sergeants so they don't have to deal with him. Um, a lot of issues that he's had when they have arised [sic], it wasn't even with his sergeant. It was with other sergeants. That's—he got **[50:00]** moved to a different beat to avoid certain things, so, uh, th—that's—(unintelligible) again, uh, it's—can I pinpoint one thing exactly? No, but just the totality of everything, um, is worrisome.

CORBETT: Okay. So (unintelligible) you're saying, though, that he's unsafe because he's maybe not backing other officers in the field; right? Okay. You're shaking your head "yes"; right?

MUTUKU: Yes—I'm sorry—yes.

CORBETT: Okay. So—and, although, maybe, you haven't witnessed it firsthand, you—you've—you've heard—well, let me ask you. Has O2 or O1 ever shared

that they requested an 11-11 or had some significant incident or a hot call where they worked the same beat with—with—with C1 and he didn't show up?

MUTUKU: Yes, they have.

CORBETT: More than once?

MUTUKU: Multiple times, and I hate to say it, but it's not surprising, because you've heard of the previous incidences where an 11-11's requested, and I know somebody's already been brought—complaints have already been brought **[51:00]** to I.A.'s, uh, attention where he's driving the—driving the opposite ways, and officers seeing this and reporting it to the supervisors, and so it's—again, it's not—it—it's—it's almost—a—again, young cops with five years or less on say, if you call for an 11-11, they know C1 s gonna drive the opposite way. Like, they know that. It's not even like a—it's almost like an ongoing joke.

CORBETT: So it's not exclusive to O1 and O2

MUTUKU: No.

CORBETT: Okay.

MUTUKU: If—if—and again, I think it's—it's a—if he has an issue with you, which this long list, he's not coming.

CORBETT: Okay, and then you also said s—something in there that, um—so a safety issue (unintelligible) for maybe failing to back someone who needed help, but also, are you saying that there's concerns that—because of some possible issues that he's having, that he could intentionally harm someone he works with?

MUTUKU: Ye—yes, uh, it's—it's—again, it's th—the person—and I—I've heard of these things, but when I **[52:00]** saw—seeing it physi—seeing the—the anger that—that instantaneously fills him, uh, over minute things, that's (unintelligible)—that, again, coupled with people who actually know C1 like, knew C1 or the old C1 and,

like, saying, “This isn’t him. This is a different, completely different person from the person we used to know.”

CORBETT: Okay.

MUTUKU: So—

CORBETT: And so it—it’s maybe gotten to the point to where, um, it sounds like, not only officers don’t want to work around him, but supervisors also don’t want to work around him or have to—

MUTUKU: Abso—

CORBETT: --supervise him.

MUTUKU: Absolutely not—they do not.

CORBETT: Okay. Um, and that’s—that’s talked about in—in the sergeants’ bay, where just issues—like, you’d never—you’d—like you said, you’d never personally saw it till it happened to you where you saw him turn red and all of these things, but you’ve heard of other, um, instances **[53:00]** where it has happened, and you’ve—and you’ve heard about those.

MUTUKU: Yes.

CORBETT: Okay. Anything else? Anything else, James?

MUTUKU: No.

CORBETT: All right. Well, we appreciate you—you coming in, and we’ll go ahead and end the recording. It’s 11:19 p.m. [sic].

End of recording.