

**SAN LEANDRO
POLICE DEPARTMENT**

**COMPLAINT RE:
SERGEANT JERRY (DEWAYNE) STANCILL**

Attorney-Client Privileged Communication

PREPARED BY: DEBRA L. ESTRIN

**DEBRA L. ESTRIN
INVESTIGATIONS**

Submitted: April 25, 2008

EXHIBIT E

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Summary of
Investigation

CSL000098

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SUMMARY OF INVESTIGATION

The law firm of Meyers Nave has retained this Investigator to investigate allegations by several City of San Leandro employees that Police Sergeant Jerry (DeWayne) Stancill engaged in harassment. Specifically, I have been asked to reach factual conclusions regarding whether the alleged conduct occurred.

This report is a fact-finding document created through the methodology described herein. The report contains factual conclusions based upon the information made available in the course of the investigation. It does not draw any legal conclusions. Furthermore, while many hours were spent conducting the investigation, this report does not purport to include every detail described by the individuals involved. Rather, it assesses the important facts as they pertain to the specific claims of harassment made by the Complainants.

This investigation was initiated after Amanda Kerr, San Leandro Police Services Aide, met with Justinian Caire, Human Resources Director, on January 11, 2008 to discuss issues that she had with Sergeant Stancill. These issues were disclosed during the time Ms. Kerr, who has since been released from her probationary employment, was involved in a disciplinary interview.

While speaking to Mr. Caire, Ms. Kerr stated that she had been "hounded" by Sergeant Stancill. She explained that he made comments regarding her clothing, which made her feel "creepy." She also stated that Sergeant Stancill was questioning her as to why they do not talk anymore, since they used to be friends. This made Ms. Kerr very "ill at ease." A copy of the memorandum from Justinian Caire is incorporated into this report as Exhibit A.

In addition to Ms. Kerr, allegations were made by other female officers and civilian employees of similar and more egregious behavior on the part of Sergeant Stancill. Much of the information was obtained second-hand, and several of the females (Officers Kami Jackson, Tai Pena, and Christina Tilete) resigned from the Police Department during this investigation. Numerous attempts were made to interview Officer Tilete; and although she eventually agreed to an interview, she cancelled it on the day it was to take place. Officer Pena was interviewed by telephone; however, when contacted

for additional information, she also did not return this Investigator's calls. Officer Kerri Platt and Police Services Aide Christy Colon cooperated with the investigation; however, they did not wish to file a complaint against Sergeant Stancill. They were only interviewed because their names had been disclosed by other individuals. Other officers interviewed included Officer Deborah Trujillo, Officer Cathy Pickard, Acting Sergeant Anne O'Callaghan, Detective Dan Ruff, and Sergeant DeWayne Stancill.

Allegations made by others included addressing people as "Baby," "Mama," "Sweetie," "Sweetheart," and "Honey." There were also allegations that Sergeant Stancill made comments about how a female officer's jeans fit her; how a police services aide looked in a low-cut dress; discussions of breast implants; requesting sex from Christina Tiletile; and responding to Officer Platt when she said she "needed chocolate" by saying, "Here's 265 pounds of chocolate."

Sergeant Stancill denied most of the allegations other than possibly using the term "What's happening, Baba?" or "What's happening, Mama?" He also admitted that he asked Officer Tiletile for sex, and that he had been involved in conversations about breast implants.

Summary of
Findings

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SUMMARY OF FINDINGS

Many of the complaints about Sergeant Stancill stemmed from personality conflicts and people's perceptions of his management style. It was also apparent that a lot of women in the Department seem to have problems with Sergeant Stancill. Many of the allegations complained of are stale, occurring well over one year ago. It should also be noted that due to the fact that some individuals failed to cooperate with this investigation, it was impossible to reach some factual conclusions.

I have determined that Sergeant Stancill referred to numerous women on multiple occasions as "Baby" or "Mama." These comments ceased after one of the women complained to Sergeant Stancill about using those terms. Furthermore, Sergeant Stancill has made comments about the way certain women were dressed, including comments about his preference for when a woman wore lacy t-shirts under another top, and that a female employee's jeans fit just fine. In addition, Sergeant Stancill spoke with two former female employees about breast augmentations, and requested sex from one of the female employees. Because the former female employees did not fully participate in this investigation, I could not determine whether these comments were unwelcome. Finally, Sergeant Stancill told a female employee that "Here's 265 pounds. of chocolate" when she mentioned that she needed some chocolate on one occasion. A detailed summary of the findings are included in the Analysis and Findings section of this report.

Complainants'
Statements

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COMPLAINANTS' STATEMENTS

AMANDA KERR

Amanda Kerr was interviewed on January 14, 2008. The interview was digitally recorded. Ms. Kerr is a Police Services Aide with the City of San Leandro. Ms. Kerr stated that she began her career with San Leandro Police Department as a Fingerprint Technician in May, 2006. She held that position until she became a Police Service Aide on January 2, 2007.

Ms. Kerr stated that she first started having problems with Sergeant Stancill a few months after she began working as a Fingerprint Technician. At that time, Sergeant Stancill had not yet been promoted to sergeant, and he was working as a detective. Ms. Kerr stated that as a Fingerprint Technician she wore business attire to work. On at least two occasions, but possibly as many as three or four occasions, in one month Sergeant Stancill would comment on Ms. Kerr's clothing. Sergeant Stancill told Ms. Kerr that he preferred it when she wore "lacy t-shirts" under another top. According to Ms. Kerr, Sergeant Stancill told her that it made her mysterious. There were also occasions when Sergeant Stancill would "look me up and down." She added that the comments about the t-shirts "felt like sexual harassment." Ms. Kerr never complained to Sergeant Stancill or her supervisor about these comments until she was the subject of alleged misconduct. The first time she mentioned these incidents was on December 26, 2007 while meeting with her supervisor, Denise Lenz. Officer Cathy Pickard was present during this meeting.

Ms. Kerr claims that after Sergeant Stancill made comments about her clothing, she avoided him and was careful not to put herself in a position where she was alone with Sergeant Stancill. Ms. Kerr told her father about her concerns about Sergeant Stancill. Her father, who is also a police officer with San Leandro Police Department, told her to ignore Sergeant Stancill since they did not work directly with each other. On two or three occasions Sergeant Stancill would ask Ms. Kerr, "Why aren't we cool?" Ms. Kerr told him that they have a professional relationship. Sergeant Stancill then began ignoring Ms. Kerr. He would walk into a room where she was, address everyone else in the room, but ignore her. Other people brought to Ms. Kerr's attention that Sergeant Stancill would say hello to everyone but her. She added that Sergeant Stancill would also give her "dirty looks" and "cold looks," which she described as "mean glaring" looks. This would give

Ms. Kerr "the willies." Her heart would begin pounding, and she would feel ill. Ms. Kerr never mentioned these feelings to anyone else because she did not want to jeopardize her job, as she was still on probation. This is also the reason that she did not tell anyone about the comments Sergeant Stancill made about her "lacy t-shirts."

On December 1, 2007 Ms. Kerr and Sergeant Stancill spoke to each other for the first time in a year. Ms. Kerr had gone downstairs near the Sergeant's office to get Christmas decorations. Sergeant Stancill asked, "Hey, could I talk to you for a minute?" Ms. Kerr was nervous. She stood halfway in the doorway of the Sergeant's office. She said Sergeant Stancill gave her a "creepy feeling," and she was "on edge." Sergeant Stancill asked Ms. Kerr, "What is your problem with me?" Ms. Kerr again told him that they had a professional relationship. Sergeant Stancill replied, "You don't talk to me anymore." Ms. Kerr then responded, "You don't talk to me anymore." Ms. Kerr claims that during this conversation she felt unsafe and kept looking to see if anyone else was around, but she did not see anyone. Ms. Kerr told Sergeant Stancill that she did not have a problem with him, but added that in her opinion she did not like the way he handled things. While talking, Ms. Kerr folded her arms across her chest because her arms were shaking. Sergeant Stancill asked Ms. Kerr why she was aggressive. He then asked why she did not call him, and stated that they had been friends when he was a detective. Ms. Kerr told Sergeant Stancill that they were never friends, and that "it's always been professional." She then stated, "With all due respect, I'm not going to kiss your ass because you're a sergeant." Sergeant Stancill was grabbing the arms of his chair. By the tone of his voice and the look on his face, he appeared "pissed." She asked if she could leave. Sergeant Stancill told Ms. Kerr that she was inappropriate, and that she used profanity. He told her that she could leave and to call him when she was ready to talk. She later heard that Sergeant Stancill told others that she told him to "kiss her ass."

On December 28, 2007 Sergeant Stancill never approved a report submitted by Ms. Kerr. All of the other reports in the box were approved. Ms. Kerr's report was not approved until the next sergeant came on duty. On that day Ms. Kerr sent twelve reports down to the Sergeant's office, including the one that she prepared. The reports were all written between 0300 and 1708 hours. Sergeant Stancill approved all of them except Ms. Kerr's, which was written at 1417.

OFFICER DEBORAH TRUJILLO

Officer Deborah Trujillo was interviewed on January 14, 2008 and again by telephone on February 25, 2008. The interview of January 14, 2008 was digitally recorded. Officer Trujillo has been employed as a police officer for the City of San Leandro for five years.

Officer Trujillo stated that she is concerned regarding her relationship with Sergeant DeWayne Stancill. She explained that she "had some issues" with him a few years ago, and that since he became her sergeant in October 2007, she experienced more problems with him. She added that the problems became worse in November and December 2007.

When Sergeant Stancill was a school resource officer (SRO) and was getting ready to be reassigned as a sexual assault detective, Officer Trujillo was applying for the school resource officer position. She wanted to talk to Sergeant Stancill about the position to prepare herself for the interview. Since she never crossed paths with Sergeant Stancill, she asked her friend, Detective Dan Ruff, to ask Sergeant Stancill if he would talk to her. Detective Ruff told Officer Trujillo that when asked if he would talk to her, Sergeant Stancill replied, "Fuck, no. I will never help her get anywhere in this Department." Sergeant Stancill told Detective Ruff that Officer Trujillo treated him "like shit" and did not talk to him when he came into the room. Officer Trujillo was "floored," as she never thought that they had a problem, and felt that his excuse that she treated him poorly did not make sense.

A few days later Sergeant Stancill told Officer Trujillo that he should not have said those things and agreed to help her. He then told Officer Trujillo directly that he felt that whenever they were in a room together, she treated him "like a dog." Officer Trujillo talked to Sergeant Stancill about the fact that they had only been on one call together while she was in the Field Training Program. When she began her career with San Leandro Police Department, Sergeant Stancill was the school resource officer, and Officer Trujillo was working midnights on patrol on Friday, Saturday, and Sunday. During that time, she had very little contact with Sergeant Stancill. Eventually Sergeant Stancill did discuss the SRO position with Officer Trujillo. She described the conversation as "professional."

Officer Trujillo did recall within the first few months while she was still on probation that Sergeant Stancill asked her when she was going to "come out and party with us?" Officer Trujillo had been warned by other females that Sergeant Stancill was flirtatious, and that he "stepped outside his marriage." Officer Trujillo told him that she was "seeing someone."

During the period of time after Sergeant Stancill's promotion was announced, but before it took effect, he told Officer Trujillo that he knew that "people talked crap behind his back, and that he would always remember." Officer Trujillo commented, "You're going to be a supervisor; you can't do that." Sergeant Stancill was specifically talking about Annie O'Callaghan. After hearing him say this, Officer Trujillo was concerned that maybe things were not okay between them, due to the earlier statement he made when she was interested in talking to him about the SRO position.

After Sergeant Stancill was promoted, he would ask Officer Trujillo to do something, and he would respond by saying, "Thanks, Baby." The first few times he said this, it took Officer Trujillo by surprise because they do not have a relationship away from the workplace. Most of the time this occurred over the cell phone, which is how Sergeant Stancill contacts his staff. Initially, Officer Trujillo was afraid to say anything in fear of retaliation based on her past experiences with him. Finally, she was "fed up," and decided she should not be spoken to in a "demeaning way."

On December 14, 2007 Officer Trujillo called Sergeant Stancill from the jail to tell him that she was there doing paperwork. Sergeant Stancill replied, "Okay, Baby." At that point Officer Trujillo told him that she needed to talk to him when she left the jail. Sergeant Stancill kept pressing her as to what she needed to talk to him about. Later she saw Sergeant Stancill in the report writing room, and he asked her, "What's up?" Officer Trujillo told him, "You always call me 'Baby,' and you need to find a different way to talk to me." Sergeant Stancill replied, "I'm not hitting on you." Officer Trujillo told him that she did not accuse him of "hitting on her," but that "Baby" is a "trigger word" for her, due to a problem she encountered in another agency when a citizen called her that. Sergeant Stancill never apologized or acknowledged that he used the term, but just kept telling Officer Trujillo that he was not "hitting on her." Officer Trujillo concluded the conversation by telling him that he needed to find a different way to talk to her.

The day after this conversation, Sergeant Stancill said it one more time over the phone. Officer Trujillo hung up on him, and he has not done it since. However, since that time, his behavior toward her has become "aggressive, hostile, and demeaning."

At briefing Sergeant Stancill let the entire team know that "someone said that the way he spoke was offensive." He explained that he uses slang, and if anyone else has a problem with it, to bring it to his attention. Officer Trujillo was "furious" that he made the complaint "public." She felt as though she was being "put on notice." No one else in line-up knew what he was talking about. At that point Sergeant Stancill was "cold and distant" when he spoke with her, or did not acknowledge her at all.

The following day, the officers were standing in the "pit" waiting for the on-coming shift. Everyone on the team was joking around. Officer Trujillo said "hi" to Sergeant Stancill, and he did not acknowledge her. She then asked him if he was "done talking to me." Officer Stancill replied, "Yep." As she walked away, he yelled, "Do you mean today or forever?" Officer Trujillo told him not to worry about it, and said, "I got it. I know what you mean."

After this time, every report that Officer Trujillo wrote was rejected. Prior to her telling him not to call her "Baby," some of her reports were rejected, but not every one. The earlier reports were rejected for English and grammar issues. He would also advise her that a report was being rejected. After she complained about being called "Baby," Sergeant Stancill did not tell her that he rejected her reports, so she would not be aware of it until the end of her shift. A lot of the reports were rejected for "style."

Prior to Officer Trujillo complaining about being addressed as "Baby," Sergeant Stancill made sure that everyone was headed into the Police Department or had field relief at the end of the shift. On December 21, 2007 Sergeant Stancill did not do that with Officer Trujillo. She explained that she and Officer Clifford were on a robbery call at the end of their shift. Sergeant Stancill never contacted Officer Trujillo, but he did contact Officer Clifford, who went home on time, and Officer Trujillo did not.

The more Sergeant Stancill "micro-managed" Officer Trujillo, the more mistakes she made. She was taking longer with her reports, and it was causing her stress. She explained that she has always been known as a

good report writer. She has not had any problems with other sergeants that she works under when she works her eight-hour shift every other week.

During this same period of time while Officer Trujillo was doing a follow-up at the Police Station in CID, Sergeant Stancill contacted her. She stated that his tone of voice and demeanor was "mean and condescending" when he asked Officer Trujillo, "Why are you looking at me like you want to shoot me?" Officer Trujillo left the station and cried because she was so upset and furious about Sergeant Stancill's behavior. She felt that every day he was becoming more condescending and belittling toward her. She could not work, and she called the Police Officers' Association representative, telling him that she wanted to file a harassment complaint. She stated that she was currently working on the complaint, and she would provide a copy to this Investigator when it was complete. It should be noted that Officer Trujillo did email this Investigator a copy of that complaint, which is incorporated into this report as Exhibit B. The written complaint is essentially identical to the information Officer Trujillo relayed during the interview.

Officer Trujillo stated that since she is now working under a different sergeant, she has only had one report "kicked back" for a declaration for a warrant. None of her reports have been rejected for "silly reasons." Her new sergeant appears happy with her reports.

Officer Trujillo stated that Christi Colon, a Records clerk, complained to her about the way Sergeant Stancill talks to her also, by calling her "Baby" and "Mama." Ms. Colon was trying to work up the courage to talk to Sergeant Stancill about the way he addressed her; however, he stopped calling her by those names after Officer Trujillo complained to him that it offended her (Trujillo).

Officer Trujillo stated that she wants to see Sergeant Stancill "grow up," and she wants to "be treated the way I deserve to be treated." She added, "It's my right to be able to tell people I don't like the way they talk to me, and not have a hostile environment." She fears additional retaliation from Sergeant Stancill and is concerned that this complaint is going to hurt her career.

On February 25, 2008 Officer Trujillo was re-interviewed by telephone. She stated that she received her review from Sergeant Stancill, which she felt contained untrue items.

OFFICER KERRI PLATT

Officer Kerri Platt was interviewed on January 14, 2008. The interview was digitally recorded. Officer Platt has been employed by San Leandro Police Department for thirteen years.

Officer Platt stated that she has known Sergeant Stancill since he was hired by the Department. They worked the same shift five to seven years ago, and recently he was her supervisor every other Friday when she works her eight-hour shift.

On Friday, December 21, 2007 Officer Platt was working for Sergeant Stancill and was standing in the doorway of the Sergeant's office. She mentioned to Sergeant Stancill that she needed chocolate. Sergeant Stancill, who was seated at the sergeant's desk, replied, "Here's 265 pounds of chocolate." Officer Platt does not believe that she responded to the comment. That was the last day that she worked for Sergeant Stancill.

Officer Platt explained that she has never had any other problems with Sergeant Stancill. She also said that she was not offended by the comment. Officer Platt had taken a lunch break with her partner, Walt Aldred, and Officer Aldred's wife, and she told them about the "chocolate comment." The next thing she knew, she was called into Sergeant O'Callaghan's office and asked about the comment.

Officer Platt has never socialized with Sergeant Stancill outside of work; and other than the chocolate comment, he has never acted or spoken to her inappropriately.

After the recorder was turned off, Officer Platt suggested this Investigator talk to the people that work for Sergeant Stancill. She stated that "he comes down hard" on them. She added that one of the officers that works for him is the son of a civilian employee at the Police Department, and that Sergeant Stancill complains to the officer's mother about problems that he has with her son.

ACTING SERGEANT ANNE O'CALLAGHAN

Sergeant Anne O'Callaghan was interviewed on January 22, 2008. The interview was digitally recorded. Sergeant O'Callaghan has been employed by San Leandro Police Department for over eighteen years. She has held the rank of Acting Sergeant since November 2007, and will hold that rank until March 2008.

Sergeant O'Callaghan stated that one or two weeks before Christmas 2007, Amanda Kerr contacted her. Ms. Kerr told Sergeant O'Callaghan that she was being investigated for being insubordinate to Sergeant Stancill, and she was looking for some direction from Sergeant O'Callaghan. She described the problems that she was having with Sergeant Stancill, and Sergeant O'Callaghan relayed the information to Lieutenant Pricco. At that time Sergeant O'Callaghan told Lieutenant Pricco that she had similar experiences with Sergeant Stancill.

Sergeant O'Callaghan explained that the problems she encountered with Sergeant Stancill first began in 2000 – 2001, when he was a SRO. They were attending a training day at Santa Rita, and during the "simmunition training" (similar to paintball), Sergeant O'Callaghan ran into a room and Sergeant Stancill fired two rounds at her, hitting her in the buttocks. After the scenario, Sergeant Stancill said, "You stick that big booty out, and I couldn't wait to hit it." Sergeant O'Callaghan does not joke and socialize with Sergeant Stancill. She did not complain to anyone. She just "thought he was being stupid." Over the next several months when Sergeant Stancill saw Sergeant O'Callaghan, he would refer to "that time, and how he shot me."

Around the end of 2005 or beginning of 2006 Sergeant O'Callaghan was in the squad room with two other officers and Sergeant Stancill, who was a SRO at the time. There was a box of donuts, and Sergeant O'Callaghan's partner asked her if she was on a diet because she did not take one. Sergeant O'Callaghan replied, "No, just trying to get my jeans to fit better." Sergeant Stancill then told Sergeant O'Callaghan, "Oh, believe me, your jeans fit just fine." Officer Cronin walked out of the squad room with Sergeant O'Callaghan and said, "That was uncomfortable." Sergeant O'Callaghan responded, "It happens from time to time." Sergeant O'Callaghan then explained to this Investigator that that was not the first time Sergeant Stancill made comments about how her jeans fit, or something she was wearing.

Sergeant O'Callaghan did not complain about the incident in the squad room. She explained that she was involved in an internal affairs investigation early in her career, and she knows what it is like to be the subject of one an internal affairs investigation. She did not want to cause problems for Sergeant Stancill, and added that she does not see him often, so she "chalked it up to bad judgment."

When Sergeant Stancill was a SRO, he hurt his hand. Sergeant O'Callaghan saw him one week later, and he was wearing a cast. Sergeant O'Callaghan said, "Wow, I didn't know you had a cast." Sergeant Stancill replied, "You didn't want to know because of this (pointing to the color of his skin)." That comment bothered Sergeant O'Callaghan. She went into the motor barn and told another motor officer that "something weird just happened that made me uncomfortable." Sergeant O'Callaghan does not believe that she has ever given Sergeant Stancill any reason to think that she would discriminate. She added that that is another reason why he is not a person that she would want to complain about, because she believes he would make it a racial incident. When Sergeant O'Callaghan was selected for motors, Sergeant Stancill told her, "Way to break the glass ceiling," and commented that it was "good for us minorities."

A couple of months before Sergeant Stancill was promoted to sergeant, he started to ignore Sergeant O'Callaghan. Sergeant O'Callaghan would continue to say hello. Sometimes he answered her, and other times he did not. Sergeant O'Callaghan did not hide her feelings about Sergeant Stancill's placement on the sergeants list. She did not think that he was the most qualified, and she believes that her opinion got back to Sergeant Stancill. Since that time, when he walks into a room, he says hello to everyone but Sergeant O'Callaghan. She will then say, "Hi, DeWayne," at which time he will respond, "What's up." Sergeant O'Callaghan states that there were several times when that occurred, and she documented three or four of those times after he was promoted. Every time Sergeant Stancill ignores Sergeant O'Callaghan, she says "hello." He continues to ignore her to this day.

On November 1, 2007 when Sergeant O'Callaghan was given the acting sergeant position, she contacted Sergeant Stancill in the Sergeant's office and said, "How about we at least agree not to ignore one another?" Sergeant Stancill said, "That's fine." Sergeant O'Callaghan stuck her hand out, and they shook hands. Sergeant Stancill will pass on information regarding

business to Sergeant O'Callaghan, and he will acknowledge everyone in the office except her, unless she says hello first (which she always does).

In Sergeant O'Callaghan's opinion, Sergeant Stancill is not smart enough to know not to joke with people he is not friends with. She feels that it is easier to ignore his behavior since she does not have to deal with it on a day-to-day basis. She added that it is not her intention to see Sergeant Stancill in trouble or demoted. She is not trying to get his position, since she has a better schedule if she does not get promoted.

Sergeant O'Callaghan has told lieutenants that she does not trust Sergeant Stancill, and that she thinks he is a liability because he does not know how to keep his mouth shut. In her opinion, experienced people were passed over for the sergeant's position that he was given. "The City would rather have an angry woman than one black person crying discrimination." Of the last three promotions to sergeant, all had college degrees and less experience. She feel that this has been a "big morale hit to the Department."

OFFICER CATHY PICKARD

Officer Cathy Pickard was interviewed on January 22, 2008. The interview was digitally recorded. Officer Pickard has been employed by San Leandro Police Department for sixteen years, and is assigned to Patrol.

In early December Ms. Kerr contacted Officer Pickard and said that she was receiving discipline for inappropriate action toward Sergeant Stancill and requested that Officer Pickard accompany her to the interview with her supervisor, Denise Lenz.

According to Officer Pickard, Sergeant Stancill has a "way about him." "He can be professional in one regard, and totally inappropriate the next." She added that now that Sergeant Stancill has promoted, people expect more from him. Officer Trujillo told Officer Pickard in the locker room that she was having problems with him, but would not say anything because she is new. Officer Platt told Officer Pickard that Sergeant Stancill does not think before he talks, but she also did not give Officer Pickard any specifics. Sergeant O'Callaghan told Officer Pickard that Sergeant Stancill was rude, and ignored her. For the past two weeks he has ignored Officer Pickard, too. She believes he is doing so because he knows that she accompanied Ms. Kerr into the meeting with Denise Lenz.

When Sergeant Stancill worked Sexual Assault, he was talking loudly about a specific case, discussing videos that were taken of the juvenile victim. He stated, "You should see the video," and went on to describe the position the victim was in and what the suspect was doing to the victim. These comments were made in an area where citizens were waiting to talk to detectives, and the receptionist was also present. Officer Pickard told Sergeant Stancill to "shut up." There were other instances when he talked about cases in an inappropriate setting, and Officer Pickard would tell him to be quiet, or that she did not want to hear it.

In Officer Pickard's opinion, Sergeant Stancill is not appropriate or professional. She added that he can act professional, and he has the Administration believing that he is. She has responded to calls with Sergeant Stancill where he talks "ghetto." Officer Pickard does not like Sergeant Stancill's style. She does not think he treats co-workers and citizens appropriate all the time. She added that there are two sides to him. "He

goes to church with his lieutenant and to prayer groups and family get-togethers; and the other side is that he cheats on his wife, gets drunk, and acts inappropriately." She added that if Sergeant Stancill feels he is being attacked, he fights. He took it personally when he found out that Officer Pickard did not agree with his promotion. Sergeant Stancill asked Officer Pickard what her problem was with him, and she told him that it was not personal, but she felt there were people more worthy than him for the sergeant's position.

Officer Pickard is working vacation relief because she did not know which shift Sergeant Stancill was going to work, and she will not work for him.

CRISTI COLON

Cristi Colon was interviewed on February 22, 2008. The interview was digitally recorded. Ms. Colon is a Police Services Aide. She has been employed with the City of San Leandro for two and one half years, and has held the position of Police Service Aide for the past two years.

Ms. Colon stated that since Sergeant Stancill was promoted, he would say "Thanks, Honey, Mama, or Baby" to her. She does not recall him saying that before he was promoted, but she has more interaction with him since he became a sergeant. Ms. Colon felt that the way he addressed her was "really demeaning." Sergeant Stancill stopped talking that way after Officer Trujillo approached him about it. Ms. Colon and Officer Trujillo had talked about the way Sergeant Stancill addressed them, and they both felt that it was demeaning. After Officer Trujillo complained to him about it, he began "nit-picking" her work. Ms. Colon wanted to complain, but she did not want him to "nit-pick" her work.

Ms. Colon does not recall Sergeant Stancill saying anything specific about the dress that she wore to the Christmas party. She recalled that others talked to her about it. The dress was low cut, and it would not surprise her if Sergeant Stancill did say something to her about it. She added that it takes a lot for her to get offended by people's comments on her clothing. She may not recall any statements made by him because she did not pay attention. When Ms. Colon wears street clothes people tell her she looks nice, or her makeup looks good. She does not recall if it was ever said by Sergeant Stancill.

Since this investigation commenced, Sergeant Stancill "has not been shy about talking about it." He has stated, "If I hit on someone, I'd get a D.A." She believes that other sergeants are aware of this investigation because Sergeant Stancill talks about it. Ms. Colon is concerned about retaliation because she has seen the way Deborah Trujillo was treated by Sergeant Stancill. Ms. Colon worries about how she would be treated by Sergeant Stancill if he knew that she was talking to this Investigator.

Ms. Colon concluded, "Overall, he's a nice guy. I don't have a problem with him as a person. As a sergeant, he should learn to better communicate with people."

KAMILAH JACKSON

Kamilah (Kami) Jackson was interviewed by telephone on February 21, 2008. She had been employed as a police officer for the City of San Leandro from August 2006 until she resigned on February 20, 2008. Ms. Jackson was assigned to work under Sergeant DeWayne Stancill from the time he was promoted until the day she resigned from the Department.

Ms. Jackson stated that before Sergeant Stancill was promoted, he was her mentor. She told him about problems she had with other sergeants; and after he became her supervisor, he took that information and put it in her evaluation, claiming she had poor interpersonal skills. Ms. Jackson added that Sergeant Stancill would "call her out" in front of the whole squad. This behavior contributed to Ms. Jackson taking a leave of absence due to stress.

Sergeant Stancill told Ms. Jackson that from August to December she did not have any traffic citations. She argued that she did, and pulled all the citations to show him. She felt that their personality conflict made him a poor supervisor for her.

On another occasion Ms. Jackson was in the locker room using the restroom, and Sergeant Stancill wanted her to come out immediately. He then told her, "The quickest way to piss me off is not do what I tell you to do."

After Sergeant Stancill was promoted, he began treating Ms. Jackson differently. He would reject her reports for minor corrections, such as Ms. Jackson referring to ATF (Alcohol Tobacco and Firearms) in lower case letters. Ms. Jackson stated that she pulled other officers' reports and noted that he was not being as picky with other reports. On another occasion she made a mistake on a 5150 sheet and filled it out the way she had done so when she worked for Oakland Police Department.

While Ms. Jackson was out on stress, Sergeant Stancill told Ms. Jackson's best friend, Tai Pena, that what Ms. Jackson did on the 5150 sheet was unethical, and discussed Ms. Jackson's personnel issues with Ms. Pena.

Sergeant Stancill did refer to Ms. Jackson as "Baby, Sweetie, or Sweetheart" on occasion. She added that she has been "doing this job so long, I ignore stuff like that."

Ms. Jackson concluded that having to deal with Sergeant Stancill "took a toll" on her. She added that Christina Tiletile told Ms. Jackson about problems she had with Sergeant Stancill making inappropriate comments to her. Sergeant Stancill told Ms. Tiletile that she was developing a bad reputation because she was associating with Ms. Jackson and Ms. Pena. Male officers on the squad (Officers Gill and Morgan) told Ms. Jackson that it was not fair the way Sergeant Stancill treats females. A copy of Ms. Jackson's resignation is incorporated into this report as Exhibit C.

TAIWO PENA

Taiwo (Tai) Pena was interviewed on February 22, 2008 by telephone. She had been employed as a police officer for the City of San Leandro from February 2007 until she resigned on February 20, 2008. Ms. Pena stated that Sergeant Stancill was not part of the reason she resigned. They never worked together except for possibly a few overlap shifts. She added that her personal opinion about him is that "something is not right. I'd tell younger female officers to stay away from him."

According to Ms. Pena, Sergeant Stancill knew that Christina Tiletile had breast augmentation. She stated that Sergeant Stancill would flirt with and say many inappropriate things to Ms. Tiletile. Sergeant Stancill was good friends with Ms. Pena's Sergeant, who knew that Ms. Pena was also going to have breast augmentation surgery. One day just prior to Sergeant Stancill's promotion he "eye fucked me," and said, "So, you're getting it done too? That will look good. I can't wait to see it."

Ms. Pena stated that Sergeant Stancill used "cutesy names" for her before he became sergeant. In her opinion, Sergeant Stancill is intimidated by women in general, and she told him so. They had an "open discussion" as to why the Department was losing females.

In early January 2008 Sergeant Stancill computer-messaged Ms. Pena to see if she was available to talk. They met in the pit. Sergeant Stancill spent 30 to 45 minutes "arguing his case about what he was doing to Kami" (Kamilah Jackson). Sergeant Stancill called Ms. Jackson unethical, and Ms. Pena "set him straight." Sergeant Stancill would "continually discuss Ms. Jackson's and Ms. Tiletile's performance with Ms. Pena, even though she would tell him not to.

On March 19, 2008 this Investigator made another attempt to contact Ms. Pena on her cell phone. A message was left, but she has not returned the call.

A copy of Ms. Pena's resignation is incorporated into this report as Exhibit D.

CHRISTINA TILETILE

Christina Tiletile was employed as a police officer for the City of San Leandro on September 18, 2006, and resigned in February 2008. Prior to her resignation, this Investigator had arranged to interview her, but she resigned prior to that date. Numerous telephone calls were made to Ms. Tiletile, and eventually it was agreed upon that this Investigator would interview her on March 13, 2008 at 7:00 p.m. at Pete's Coffee in Castro Valley. That afternoon this Investigator received a telephone message from Ms. Tiletile, stating that she was "exercising her legal options," and would not be interviewed that evening. She did add that she would telephone this Investigator when she was prepared to reschedule.

This Investigator made attempts at contacting Ms. Tiletile, but the telephone calls were not returned.

Lieutenant M. DeCoulode prepared a memorandum of a conversation he had with Ms. Tiletile the day she turned in her equipment. Ms. Tiletile told Lieutenant DeCoulode that the primary reason she was leaving San Leandro Police Department was due to the treatment she received from Sergeant Stancill, who she stated spoke to her in a very rude and demeaning manner. Ms. Tiletile felt that Sergeant Stancill questioned her integrity for no reason. Ms. Tiletile also disclosed that prior to Sergeant Stancill's promotion, he conducted her background investigation, and they developed a friendship. During the course of this friendship Sergeant Stancill asked Ms. Tiletile for sex, and she declined. A copy of this memorandum is incorporated into this report as Exhibit E.

Witness's
Statement

Confidential and Protected
Documents Subject to
Protective Order

CSL000121

WITNESS'S STATEMENT

DETECTIVE DANIEL RUFF

Detective Daniel Ruff was interviewed on February 22, 2008. The interview was digitally recorded. Detective Ruff has been employed by San Leandro Police Department for six years, and has held the rank of Detective since July 2007.

Detective Ruff stated that he is familiar with Officer Deborah Trujillo. She started her employment with the Police Department several months after Detective Ruff began his employment, and they have worked shifts together over the years.

Officer Trujillo told Detective Ruff that she was interested in the School Resource Officer position. She asked him if he would talk with Sergeant DeWayne Stancill to arrange for them to talk about the position. Detective Ruff recalls talking to Sergeant Stancill in the pit before shift for "quite a while." He recalled that Sergeant Stancill was upset that Officer Trujillo did not come to talk to him about the position; however, he does not recall Sergeant Stancill using obscenities stating that he was not going to help Officer Trujillo get anywhere in the Department. He did admit that words like those alleged are used frequently enough that it would not necessarily stick in his (Ruff's) mind. Detective Ruff believes that Sergeant Stancill will never say anything behind someone's back that he would not say to their face.

Detective Ruff has a good working relationship with Officer Trujillo. They have socialized outside of work. He has never socialized outside of work with Sergeant Stancill. In his opinion, Officer Trujillo does a good job. He always felt as though she was a good cover officer. He does recall Officer Trujillo telling him that she was not getting along with Sergeant Stancill when she was working for him (Stancill).

Subject's
Statement

Confidential and Protected
Documents Subject to
Protective Order

CSL000123

SUBJECT'S STATEMENT

SERGEANT JERRY DEWAYNE STANCILL

Sergeant Jerry DeWayne Stancill was interviewed on March 14, 2008 in the presence of his attorney, Alison Berry Wilkinson. The interview was digitally recorded. The Miranda Warning and Lybarger Advisement were given to Sergeant Stancill by Lieutenant Chris Tankson.

Sergeant Stancill has been employed by San Leandro Police Department since October 15, 1998. He has held the rank of Sergeant since October 15, 2007. When asked what his understanding was as to why he was being interviewed, Sergeant Stancill responded that it was because he made inappropriate comments. Sergeant Stancill stated that he was familiar with the Department Operations Directive 88-03 regarding sexual misconduct. He admitted that he recently attended a class that included that directive on January 29, 2008, and he reviewed the book he received during that class a few weeks ago.

Sergeant Stancill was aware that Officer Deborah Trujillo complained to him about him using the term "Baby" when he referred to her. He explained that he has never had a close friendship with Officer Trujillo that would include them talking about personal matters. In 2002 they worked possibly two calls together. After Sergeant Stancill became a school resource officer, he rarely saw her. Officer Trujillo was interested in the school resource officer position, and she "finally" came and talked to Sergeant Stancill about the position. Officer Trujillo was not selected for the position, and she and Sergeant Stancill no longer spoke with each other. Sergeant Stancill then became the Sexual Assault Detective, and another position opened up. Officer Trujillo then began talking to Sergeant Stancill, saying, "Hi Sweetie. Hi Love. You look nice today in your suit. You made my day wearing that green tie." Sergeant Stancill thought that it was a way for her to "break the ice." Officer Trujillo tested for detective, and did not get the position, and their conversations stopped again.

When Sergeant Stancill was promoted, Officer Trujillo was on his shift. The first week after he became sergeant, Officer Trujillo said that Sergeant Stancill reminded her of her favorite "ex-sergeant, Aubrey James." Officer Trujillo told Sergeant Stancill that people asked her how he was doing, and she told them he was doing a good job. After a while, Sergeant Stancill

started "seeing issues" with Officer Trujillo. She was the primary officer on a robbery at a pizza parlor, and instead of protecting the scene, came to the perimeter. Officer Trujillo also spent a lot of time in the police station. Sergeant Stancill made a suggestion to Officer Trujillo how to handle a call, and she responded, "Well, how dare I tell a sergeant how to do something." Officer Trujillo admitted to Sergeant Stancill that she was "tough on sergeants."

When asked if Sergeant Stancill specifically called her "Baby," he responded, "That was just my language." He said that it was not unusual for him to say, "What's up, Homeboy? What's up, Home Girl? What's up, Baba?" He explained that he did not use the term "Baby," but "Baba." At that time, his attorney corrected him and said that it sounded more like it would be spelled, "Beh Beh." When Officer Trujillo complained to him he told her that if he ever said that, he apologized, although he does not recall ever calling her by that name. Officer Trujillo did not explain why she did not want him to refer to her in that manner, but admitted to him that she has heard him talking to others (including males) in that manner.

Sergeant Stancill told her that it would never happen again. The following day Sergeant Stancill felt that it would make a good topic for lineup, so he told his shift, "People came up to me, and they don't like my language." He explained that he used slang, and that it made people uncomfortable. He told the squad that everyone should use the names on the nametags, and that if he ever called anyone "Homeboy," "Home Girl," "Baba," or "Dawg," that it would not happen again. He also told the squad not to ask anyone anything about this subject (as he was trying not to indicate that the complaint came from one particular person).

Sergeant Stancill talked to his lieutenant about the fact that Officer Trujillo was hard to supervise. Officer Trujillo had a problem with dispatch, which she felt was becoming an officer safety issue. Sergeant Stancill monitored the radio for a few days and noticed that the situation had improved. He called Officer Trujillo to ask her what she thought, and he felt that she was not "appreciative." He described her as being moody. Since Officer Trujillo dated Sergeant Troy Young (who is Sergeant Stancill's relief sergeant) for a long time, Sergeant Stancill approached Sergeant Young to see if he could tell him if he was over-supervising her. Sergeant Stancill stated that he is very concerned because there has been so much "dissent with my promotion."

During the last week that Officer Trujillo worked on Sergeant Stancill's shift, Officer Trujillo walked up to him while he was telling another officer what he could do to improve his report writing. Officer Trujillo said, "So you're not talking to me today?" Sergeant Stancill told her that he was talking to an officer, and it was private. Officer Trujillo then went to her car.

Sergeant Stancill feels that his entire team has report writing issues, although he admitted that Officer Trujillo's reports never really were bad. However, in December, her reports went from "decent" to leaving out pages or going from third person to first person. There were two reports that were so bad; Sergeant Stancill thought she made the errors on purpose.

The final week that Officer Trujillo was assigned to Sergeant Stancill, she either called in sick or "comped off" the entire week. The next time that he saw her, she was typing something with Sergeant Anne O'Callaghan, Officer Cathy Pickard, and Officer Tim DeGrano. They all became quiet when Sergeant Stancill walked through the room.

Sergeant Stancill was asked if he recalled Dan Ruff asking him if he would talk to Officer Trujillo about the School Resource Officer position. He stated that he did recall that, and he recalled that he initially said that he would not talk to her, but he does not recall using "harsh words" when talking to Officer Ruff about it. Sergeant Stancill admitted that he "was a little offended" because Officer Trujillo "went to everyone but me" when inquiring about the job. According to Sergeant Stancill, during that time Officer Trujillo was on light duty and was working upstairs where Sergeant Stancill's office was; therefore, he was available to her. He stated that he may have contacted Officer Trujillo after realizing that he "shouldn't have conducted myself in that manner." He does recall talking to Officer Trujillo before the interviews were conducted for the position. Officer Trujillo was late when they had set up a time to talk, and they later talked at the 7-11 store on 136th Street.

Sergeant Stancill also recalled having a "heated conversation" with Officer Trujillo the second or third week that he had been promoted to sergeant and before he had any problems with Officer Trujillo. At that time Officer Trujillo told him that she reminded him of her favorite sergeant. He talked to her about him being upset because Sergeant O'Callaghan and Officer Pickard had called him an "idiot" and "stupid." This Investigator asked him how he learned that he had been called these names. Sergeant Stancill stated that a

few weeks before he was promoted, but after it had been announced, he was coming out of the elevator into the hallway when he observed Sergeant O'Callaghan pointing at his name on the overtime sheet and stating, "He's an idiot." With regard to Officer Pickard, Sergeant Stancill stated, "a long time ago," while Sergeant Stancill was still in Patrol, Officer Pickard told him that he carried himself like a black man. Initially Sergeant Stancill took it as a compliment, but after thinking about it, he decided that she was referring to him as "stupid" when he learned that she was telling other officers that he was "stupid."

Sergeant Stancill added that during the summer of 2007, after a trial for a defendant that killed a San Leandro police officer, a group of officers were at a restaurant with the family of the slain officer. Sergeant Stancill arrived with Sergeant Rick DeCosta, and Sergeant Stancill received "looks" from Sergeant O'Callaghan and Officer Pickard "like, what are you doing here?" He also added that Sergeant O'Callaghan and Officer Pickard are trying to get the sergeant's test changed.

During the "heated conversation" that Sergeant Stancill had with Officer Trujillo, he admitted that he was angry and told Officer Trujillo, "I'll never f'ing forget the way they (O'Callaghan and Pickard) have been treating me." He added that "it didn't stop with them. Sergeant Stancill admitted that he "expressed a lot of anger being treated like I wasn't human."

Sergeant Stancill denies ever calling anyone, other than his children, "Baby." He told Officer Trujillo that he may have used the term "Baba." He claims that he apologized if he ever called her anything other than Deborah Trujillo or Officer Trujillo. Officer Trujillo told him that he did refer to her as "Baby" on one occasion. He does not recall ever talking to her on the telephone after her complaint.

When Sergeant Stancill mentioned during briefing that "people" had complained about how he addressed them, the rest of the team was "looking at me wondering why I brought it up."

The following day Sergeant Stancill was talking to Officer Jackson in the pit when Officer Trujillo asked him, "So, you're not talking to me?" He does not recall Officer Trujillo asking him if it was for "today or forever." Sergeant Stancill does not know why he would say something like that, since it "would only incite things to go further."

From October 15, 2007 until December 29, 2007 Sergeant Stancill critiqued the reports from every officer on his team. Other than the two reports he received from Officer Trujillo that he felt were terrible, Sergeant Stancill stated that Officer Trujillo's reports were not critiqued harder than anyone else's. He added that the Department has pushed the officers to improve on their report writing. The only officer on the team whose reports were consistently good was Officer Rich Kwan.

Sergeant Stancill does not specifically recall a robbery call on December 21, 2007 when Officer Trujillo was held over. He added that there is no specific method to determine when an officer stays and when an officer is relieved. He added that he does not single people out. It is possible that Officer Trujillo was the primary officer.

Sergeant Stancill recalled seeing Officer Trujillo in CID when she claimed that she was doing a follow-up on a vandalism case. Since she had been there for 20 to 30 minutes, and she had already made the telephone call she needed to make, Sergeant Stancill vocalized a long drawn out, "Okay." Officer Trujillo asked him if that was a hint, and he responded, "Yeah," implying that she needed to get out in the field. According to Sergeant Stancill, Officer Trujillo spent too much time in the Police Station. He does not recall ever asking her, "Why are you looking at me like you want to shoot me?" He got the feeling that Officer Trujillo thought that he was checking up on her; however, he denies ever doing that.

Sergeant Stancill stated that he was familiar with Amanda Kerr as being the step-daughter of an officer that also tested for Sergeant at the same time as Sergeant Stancill and was ranked right behind Sergeant Stancill. He also knew that Ms. Kerr worked in Records. He did not recall her working anywhere but in Records where she wore a Records uniform. He recalls seeing her in street clothes when she was arriving or leaving, but he does not recall her wearing lacy camisoles or t-shirts, nor does he recall ever making any comments on her clothing.

Sergeant Stancill added that he began socializing with Ms. Kerr just prior to his promotion to sergeant. While he was the Sexual Assault Detective in January 2007, Ms. Kerr would come to his office and talk. Ms. Kerr's step-father was working in CID approximately ten feet away from him. He kept his office door open during these conversations. Sergeant Stancill added that

Ms. Kerr would call him often, but admitted that the calls were work-related. He felt that the calls were more frequent than necessary, and it was his impression that Ms. Kerr was interested in him. He told Detective Torres that he felt Ms. Kerr was coming to his office too frequently. Sergeant Stancill would go into Detective Torres' office when he would see Ms. Kerr coming. Sergeant Stancill and Detective Torres would laugh about the situation and talk about staying away from her because she is under age. On one occasion he recalled Ms. Kerr talking about working at a bowling alley as a bartender. Sergeant Stancill made a joke about him being able to receive free drinks. Ms. Kerr responded, "You're married. Sorry, I don't get down like that."

On February 16, 2007 the sergeant's examination results came out, and Ms. Kerr stopped talking to Sergeant Stancill. She would walk past Sergeant Stancill and roll her eyes or look straight ahead when they passed each other.

On Saturday, December 1, 2007 Ms. Kerr was near the Sergeant's office and Sergeant Stancill asked her why she was not speaking to him, or why she rolled her eyes at him. Ms. Kerr told him that she did not like some of his decisions. Sergeant Stancill stated that her comment "blew me away" because he had not seen her since he had been promoted. He asked Ms. Kerr to be specific, and Ms. Kerr could not be. Sergeant Stancill said that he was just "looking to say hi to you," or "we used to be friends." Ms. Kerr became angry, and Sergeant Stancill put his hands up and told her to calm down. Ms. Kerr then told Sergeant Stancill that just because he was a sergeant, she was not going to "kiss his ass." Sergeant Stancill told Ms. Kerr that he was sorry that they could not work together. He admitted that he was angry, and believes that her behavior was a result of her step-father not doing as well as he did on the sergeant's exam. Sergeant Stancill prepared a Memorandum to the Records Supervisor, Denise Lenz, regarding this incident. A copy of that Memorandum is incorporated into this report as Exhibit F.

Sergeant Stancill told this Investigator that no one has ever complained to him that he was leering at them or looking at them with lascivious interest, and added that he has never given anyone reason to complain about that.

Sergeant Stancill stated that he is familiar with Officer Kerri Platt, and explained that they have never gotten along. Officer Platt has more seniority

than Sergeant Stancill, and they have never been assigned to work the same shift.

Sergeant Stancill stated that during the first week he was employed by San Leandro Police Department, he was getting a patrol car ready for his field training officer when Officer Platt took all of Sergeant Stancill's belongings out of the car and placed them on the ground. He did not mention this to his field training officer. Sergeant Stancill said that this action made him feel "tiny and degraded." "It raised my antennas. I felt degraded and not human. I wanted nothing to do with her." Sergeant Stancill later observed Officer Platt to do the same thing to another officer.

After Sergeant Stancill had been with the Police Department for one to one and a half years, he and Officer Platt responded to a call together involving someone grabbing shoes from a shoe store and running. Officer Platt made contact with the store manager, who could not make a positive identification of the suspect. Sergeant Stancill had made contact with the suspect, who had the shoes on him when he patted him down. Sergeant Stancill told Officer Platt to take a statement anyway. When they were at the jail, Officer Platt told Sergeant Stancill, "Don't you ever fucking say nothing about that at the scene." She was referring to something that Sergeant Stancill said, that she felt could get her sued. Sergeant Stancill responded, "Don't you ever fucking talk to me like that again. As many calls as you fucked up, don't talk to me."

Since that time, he has interacted with Officer Platt. They will say "hello," but not talk about personal matters. He added, "She's one person I always felt not like being around."

Just prior to Sergeant Stancill's promotion, he was talking to Officer Platt at the Corp Yard, and Officer Platt asked Sergeant Stancill, "You're not going to turn into a dick because you're a sergeant?" Sergeant Stancill told her that he was "just going to be DeWayne Stancill."

Although Sergeant Stancill claims he "wants nothing to do with her," on an extra day that they worked together after he became sergeant, he wanted to help her out because she was going through a divorce, so he made her "city-wide officer" so she could take care of her personal business and not be the primary officer. Officer Platt was grateful for Sergeant Stancill's accommodation.

Sergeant Stancill denies ever hearing Officer Platt saying that she wanted chocolate or had an urge or need for chocolate. He also denied ever saying, "Here's 265 pounds of chocolate." Sergeant Stancill explained that he would never say anything like that to Officer Platt. He added that he weighs 225 to 230 pounds, and they do not have "that type of friendship." Sergeant Stancill admitted that a statement like that would violate the Sexual Harassment Policy of the Department. When asked if he could speculate why Officer Platt claimed that he made such a statement, Sergeant Stancill offered that they have never liked each other, and there is no other reason why Officer Platt would make up that statement.

With regard to Sergeant Stancill's relationship with Acting Sergeant Anne O'Callaghan, he stated that she is married to the Police Officers Association Vice President. When Sergeant Stancill first began working for the Police Department, she was assigned to a special division. He does not believe he has ever worked patrol with her or been assigned to the same team. They never came in contact with each other, although they would acknowledge each other in passing, and treated each other professionally until the results from the sergeant's exam came out. After the results were made public, Sergeant Stancill observed Sergeant O'Callaghan point to his name on the overtime sheet and refer to him as an "idiot." He also believes that she was involved in putting something in writing to the Police Chief about her displeasure as to how people came out on the sergeants list. Sergeant Stancill added that last summer after the murder trial of a slain officer, Sergeant O'Callaghan gave him a terrible look at a restaurant. He interpreted the look to say, "What are you doing here? You're not part of this." The look was "so intense" Sergeant Stancill left immediately.

Sergeant Stancill denies ever shooting Sergeant O'Callaghan in the buttocks during simmunitions training. He stated that he was present when it happened, but that Wayne Collier, who no longer works for the Police Department, is the one that shot her. He added that Officer Collier said, "You stick that big booty out, and I couldn't wait to hit it." Sergeant O'Callaghan said something about "it being big," and Sergeant Stancill agreed with her. There were approximately twenty officers in the area, and everyone was laughing about it. It was not said with "any sexual undertone."

Sergeant Stancill also does not recall being present with Sergeant O'Callaghan at anytime in the briefing room when there were donuts, or

making any comments about how her jeans fit. "It was not often that our paths would cross."

When Sergeant O'Callaghan became acting sergeant, she approached Sergeant Stancill and said, "Let's not ignore each other anymore." Sergeant Stancill was relieved. Prior to that time, Sergeant O'Callaghan "made it really clear she wanted nothing to do with me."

Sergeant Stancill added that after the sergeant's exam results came out, Officer Pickard made it clear that she wanted nothing to do with him either. He stated that they do not communicate. She refers to him as "Sergeant," and he refers to her as "Officer."

Officer Pickard worked for Sergeant Stancill for two days, and they did not have any problems, nor did they have conversations of a personal nature. Officer Pickard "worked her shift and did her job."

Sergeant Stancill stated that Christi Colon is a records clerk for San Leandro Police Department. He does not recall ever calling her "Honey." He explained that he would use that term at home, but he does not believe he would use that term at work. He admitted that he could have used the "street lingo, 'what's happening, Mama?'" or "what's happening 'Baba.'" He does not believe that at any time did he say something to indicate that he was interested in Ms. Colon. He feels as though they have a good relationship, and would talk about reality shows on television. Prior to this investigation, Sergeant Stancill would have said that comments like that do not violate the Department's policy; however, he now realizes that "it's not what you say, but someone's perception of what you say."

Sergeant Stancill vaguely recalls Ms. Colon getting ready for the Department's Christmas Party on December 14, 2007, and stated that he could have complimented her on being "dressed up," but that it was not to insinuate that he "wanted something from her." Although he claims that he has never had a personal relationship with her, he stated that they would talk about "guys that she liked." And when Sergeant Stancill attended functions at the Concord Pavilion, he would park at Ms. Colon's apartment, which was nearby.

Sergeant Stancill initially claimed that he never had a sexual conversation with Tai Pena; however, he then admitted that on one occasion while Officer

Pena was giving him a ride to Central Chevrolet to pick up his truck, Officer Pena told him that she was going to "get her breasts done" after she got off probation. Although he does not recall the specifics of the conversation, he admitted that he could have said, "Those will look nice," but it would not have been said in a sexual content. Officer Pena was talking about how nice Officer Tiletile's breasts looked, and that she had touched them (although not in a "sexual manner"). Officer Pena stated to him, "You think your locker room is bad." Sergeant Stancill replied, "It's different in our locker room. I'm not going to check out guy's parts." Sergeant Stancill believes this conversation occurred after he became sergeant because he recalled getting dressed "downstairs."

Officer Pena never worked for Sergeant Stancill. Although they talked about doing things with their families, it never happened because their relationship "started going downhill." Officer Pena talked to Sergeant Stancill about issues she had with sergeants because she was "black and female." Officer Stancill stated that Officer Pena would talk to him about performance issues he had with Officer Kami Jackson, which she had heard about from Officer Jackson. Officer Pena would say that Officer Jackson told her that he (Sergeant Stancill) put certain things in her evaluation, and he (Sergeant Stancill) told her (Officer Pena) that he never put things in Officer Jackson's evaluation that he had not discussed with Officer Jackson. Officer Pena repeated information that Sergeant Stancill had discussed with Officer Jackson. He told Officer Pena to talk to Officer Jackson because there was another side to the story. Sergeant Stancill admitted that he was closer to Officer Christina Tiletile than he was with anyone else. He does not recall ever discussing any performance issues concerning Officer Tiletile with Officer Pena, and added that there were none to discuss.

Sergeant Stancill supervised Officer Kami Jackson. He stated that he would never call her "Sweetie" or "Sweetheart." Although he used "street language," he does not recall specifically using any endearment with Officer Jackson. He felt that Officer Jackson resisted being supervised. There were performance issues that needed to be addressed. Sergeant Stancill felt that Officer Jackson started hating him. Sergeant Stancill did not allow Officer Jackson to take time off that she did not have on the books. She did not complete her paperwork, resulting in two suspects in custody being released. Officer Jackson violated the chain of command by calling lieutenants instead of sergeants for time off. She signed his name to the bottom of two documents. Sergeant Stancill gave Officer Jackson a written counseling. It

was not done as a deliberate attack, but done to address issues that needed to be addressed.

Officer Christina Tiletile worked for Sergeant Stancill from January 2007 until two or three weeks ago. Sergeant Stancill admits that they were "really close," and that he had been assigned to complete her background investigation when she applied to work for the Department. He stated that they had similar backgrounds, in that they both "came from the ghetto." Their friendship started to decline after he became her supervisor. He had "high hopes" for Officer Tiletile, and encouraged her to update case law and know the rules and regulations. He would question her about certain scenarios at lineup, but she did not give the correct answers.

Officer Tiletile had two accidents with her patrol car. Sergeant Stancill claims that he told her she needed to slow down because she was always driving too fast. During one of the accidents, Officer Tiletile gave several different versions about what happened. Later she called Sergeant Stancill and told him that she was "pissed off" at him for questioning her integrity by calling her a liar. On another occasion Officer Tiletile pointed a finger at him and told him that she did not appreciate him telling her she did not "know shit." Sergeant Stancill explained to her that he wanted her to educate herself so she was not a liability.

While Sergeant Stancill was working in the Criminal Investigation Division, Sergeant Stancill and Officer Tiletile talked about their personal lives. Officer Tiletile admitted that she had a "crush" on Sergeant Stancill. Sergeant Stancill told her that he had "something for her" but did not know what it was. She disclosed to Sergeant Stancill that she had spent the night out with a man, and that the father of her child, whom she lived with, was mad. "There was no limit to what we talked about." Sergeant Stancill told Officer Tiletile that Officer Cook really cared about her. Officer Tiletile replied, "Dudes are like bitches; they don't know how to just kick it and not get attached."

One night Sergeant Stancill and Officer Tiletile made plans to go to San Francisco, but it never happened. He asked her to have sex with him, and Officer Tiletile agreed. Officer Tiletile would also ask Sergeant Stancill to have sex with her, and he would agree; however, it never happened. He described the communication as "a challenge," and added that he was "not going to put pressure on her." He believed that the night that they were supposed to go to San Francisco was the night that Officer Tiletile lost her

badge and her gun while she was there (According to Justinian Caire, Human Resources Director, this would have been around December 31, 2006).

Officer Tiletile asked Sergeant Stancill how she could get time off for a breast augmentation. Sergeant Stancill suggested she look at the MOU. Officer Tiletile told Sergeant Stancill over the telephone when she had the breast surgery. When Officer Tiletile went on light duty, they talked about her recovery, and Officer Tiletile told him that the first time she had sex after the surgery, she was very sore. Sergeant Stancill asked Officer Tiletile if she had to wear something special after the surgery.

The last time Sergeant Stancill and Officer Tiletile talked about anything sexual was at the pit while Sergeant Stancill was still a detective. Officer Tiletile said that she went to the Erotic Exotic Ball. She showed Sergeant Stancill naked pictures that she had of herself on her cell phone wearing a cat costume. Officer Tiletile asked Sergeant Stancill if people were talking about her and Officer Cook. She had heard rumors that people were saying that he paid for her breast augmentation. Officer Tiletile used to go to lunch with Officer Cook, and Officer Cook told Sergeant Stancill that Officer Tiletile had shown him her breasts. Officer Cook has "a crush" on Officer Tiletile, and "everyone in the Department knows it." When Officer Cook changed his mind about retiring, some people in the Department felt that Officer Tiletile had something to do with his decision. Sergeant Stancill told Officer Tiletile that if she wanted the perception of her involvement with Officer Cook to change, then she had to change and "not prance around him."

The "sex talk" between Sergeant Stancill and Officer Tiletile was "playful and friendly." When Officer Tiletile told Sergeant Stancill that she had a "crush" on him, and he told her that he felt something toward her, they were not joking. There was an attraction and feelings between the two of them, but nothing ever came of it.

Subject matter between Officer Tiletile and Sergeant Stancill changed over time. Although the conversations about sex "faded out," the friendship was still there until Sergeant Stancill did not believe that Officer Tiletile was forthcoming about the last accident she was in.

In conclusion, Sergeant Stancill stated that he has learned to draw the line and not get involved in any conversation that is not professional. He claims

that he "just wants to be accepted and feel human." He has not deliberately ever hurt anyone.

ADMINISTRATIVE RIGHTS/SWORN SUBJECTS

NOTE: This admonition is for SWORN SUBJECTS only and should not be read to other persons interviewed.

I am Lieutenant Christopher Tankson and this is

A DEPARTMENTAL INVESTIGATION

You are about to be questioned as part of an official San Leandro Police Department administrative investigation.

This investigation concerns: (Explain allegations/basic reason for investigation.)

SERGEANT DEWAYNE STANCILL

If this were a criminal investigation, any statements you made could be used against you in a court of law. Since this is an administrative investigation, neither your statements nor any information or evidence which is gained by such statements can be used against you in any subsequent criminal proceedings. However, these statements may be used against you in subsequent administrative actions.

You are being ordered to answer questions specifically related to the performance of your official duties and/or your conduct as related to your employment with the Department, AS POSTED BY DEBRA ESTRIN
A REPRESENTATIVE Hired BY THE CITY OF SAN LEANDRO.

You are hereby notified that although you have the right to remain silent, failure to answer questions directly related to this administrative investigation may result in your discharge or other punitive action.

You have the right to have a representative of your choice, who is not involved in this investigation, present with you during your interviews.

You may record this interview if you wish.

The above admonition has been explained to me and I understand its contents.

DATE March 14, 2008 FILE NO.

PERSON INTERVIEWED: Sergeant DeWayne Stancill #276

WITNESS: Debra L. Estrin

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CSL000137

Analysis and
Findings

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CSL000138

ANALYSIS AND FINDINGS

Many of the complaints about Sergeant Stancill stemmed from personality conflicts and people's perceptions of his management style. It was also apparent that a lot of women in the Department seem to have problems with Sergeant Stancill. Many of the allegations complained of are stale, occurring well over one year ago. It should also be noted that due to the fact that some individuals failed to cooperate with this investigation, it was impossible to reach some factual conclusions.

Amanda Kerr

With regard to Amanda Kerr, it is believable that Sergeant Stancill made the alleged comments about her clothing, including telling Ms. Kerr that he preferred it when she wore lacy t-shirts under another top and that it made her look mysterious. I have thus determined that the comments did occur. Ms. Kerr indicated that these comments were made a year before an unrelated incident that occurred between Ms. Kerr and Sergeant Stancill on December 1, 2007.

Officer Deborah Trujillo

Officer Trujillo also brought up incidents that occurred years ago, such as Sergeant Stancill allegedly stating, "Fuck, no. I won't help her get anywhere in this Department." Although Sergeant Stancill does not recall using that language, it is believable that he did, since he used it freely when discussing other matters with this Investigator.

Sergeant Stancill did admit that he had a "heated discussion" with Officer Trujillo, when he was upset that Acting Sergeant O'Callaghan and Officer Pickard called him an "idiot" and "stupid." During that discussion he told Officer Trujillo that he would never "f-ing forget the way they (O'Callaghan and Pickard) have been treating him. This comment, along with complaints from several individuals that Sergeant Stancill ignores people, shows a pattern of immature actions.

It is also apparent that Sergeant Stancill does hold grudges, based on the comments he made to, and about Officer Trujillo, and the fact that he has

never forgiven Officer Platt for taking his belongings out of the patrol car the first week he worked for the Department.

Officer Trujillo's complaint that Sergeant Stancill addressed her as "Baby" is believable, and I have determined that it did occur. Sergeant Stancill ceased using these names after Officer Trujillo complained to him. Sergeant Stancill does not recall using the term "Baby," but stated that it was not uncommon for him address people with "What's up Baba?" (phonetically "Beh Beh").

Officer Kerri Platt

Officer Platt was believable when she stated that she mentioned that she needed chocolate, and Sergeant Stancill replied, "Here's 265 pounds of chocolate." Accordingly, I have determined that this comment occurred. The only reason Officer Platt was interviewed was because she mentioned the comment about "chocolate" to her partner, who then told Acting Sergeant O'Callaghan.

Officer Platt did not have anything negative to say about Sergeant Stancill, and added that she was not offended by the comment.

Acting Sergeant Anne O'Callaghan

Acting Sergeant Anne O'Callaghan's complaint regarding being shot in the buttocks during simmunitions training, although denied by Sergeant Stancill, allegedly occurred seven or eight years ago. Sergeant Stancill claimed that it was done by another officer who is no longer employed by the City of San Leandro. Given the length of time that has occurred since this incident, it is too remote to reach a conclusion regarding what specifically occurred.

Sergeant Stancill did admit that he agreed with Acting Sergeant O'Callaghan when she described her buttocks as being big during the incident. Acting Sergeant O'Callaghan was believable when she complained that Sergeant Stancill made comments about the way her jeans fit. Specifically, Sergeant Stancill told Sergeant O'Callaghan that her jeans fit just fine in response to Sergeant O'Callaghan's statement that she was trying to get her jeans to fit better. Specifically, Sergeant Stancill told Sergeant O'Callaghan that her jeans fit just fine in response to Sergeant O'Callaghan's statement that she was trying to get her jeans to fit better. It should be noted that the comment was made two or three years ago.

Officer Cathy Pickard

Officer Pickard's complaints about Sergeant Stancill involve his management style and personality conflicts.

Christy Colon

I have determined that Sergeant Stancill referred to Christy Colon as "Mama," and that she felt the term was degrading. She was afraid to complain about the action, but stated that he ceased using that name after Officer Trujillo complained about being called "Baby."

Ms. Colon does not recall Sergeant Stancill saying anything about a low-cut dress she was wearing to the Christmas party.

Kamilah Jackson

Ms. Jackson's complaints were primarily those of a personality conflict and disagreement with Sergeant Stancill's management style. She did admit that he would use the terms, "Baby," "Sweetheart," or "Sweetie" on occasion, but that she was not disturbed by those references.

Taiwo Pena

It is undisputed that Sergeant Stancill discussed breast augmentation with Tai Pena. However, without further cooperation from Ms. Pena, it is impossible to know if the comments took place during working hours, or if the discussion took place on more than one occasion. Sergeant Stancill claims that the discussion with Officer Pena occurred while she was driving him to pick up his personal vehicle. He also believes that it occurred after he was promoted to the rank of sergeant.

Ms. Pena also stated that Sergeant Stancill addressed her with "cutesy names," which is believable based on the number of other women who alleged they were addressed as "Baby," "Mama," etc.

Christina Tiletile

Sergeant Stancill admitted that he requested sex from Christina Tiletile, but denies that it occurred after his promotion. Sergeant Stancill also claimed that Ms. Tiletile requested sex from him also, and that they never actually had sex. Due to the fact that Ms. Tiletile did not cooperate in this investigation, it is impossible to determine if she in fact did request sex from him, or if the sexual advances or propositions were unwelcome.

Sergeant Stancill also admitted that he discussed Ms. Tiletile's breast augmentation with her.

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CITY OF SAN LEANDRO
DEBRA L. ESTRIN INVESTIGATIONS

39

CONFIDENTIAL
ATTORNEY-CLIENT PRIVILEGED COMMUNICATION

CSL000142

Exhibits

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CSL000143

Exhibit A

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CSL000144

City of San Leandro
Human Resources Department
Memorandum
Attorney-Client Privileged Communication

Date: January 11, 2008
To: Jesse Lad, Assistant City Attorney
From: Justinian Caire, Human Resources Director 
Subject: Discussion with Amanda Kerr regarding Complaint against DeWayne Stancill

On Friday, January 11, 2008 @ 1:00p.m. I met with Amanda Kerr (Kerr), Police Services Aide, in response to a verbal complaint made by her at a meeting with her supervisor in early December, 2007. The meeting was held to discuss a pending departmental action being taken against her. She was meeting with her supervisor, Denise Lenz and Cathy Piccard, Kerr's representative. At the end of the meeting, her issues with Sergeant Dewayne Stancill (Stancill) were briefly discussed before Lenz stopped the meeting (A tape of the meeting exists). The complaint was forwarded to Lieutenant Steve Pricco, who informed me of the issue. I scheduled a meeting with Kerr which was delayed until today.

According to Kerr, on December 1, 2007 she was accused by Stancill of saying "kiss my ass". She claimed that she really said, "With all respect, I'm not going to kiss your ass because you're a Sergeant." According to Kerr, her comments were the culmination of a series of situations in which she was increasingly hounded by Stancill.

Kerr related that when she was a fingerprint technician (Administrative Assistant II) in late summer of 2006, Stancill made a comment regarding the blouse she was wearing. She wore civilian clothes at the time and had worn a blouse over an undershirt that had white lace on the top and bottom. She stated that Stancill (then an officer), stated that he preferred when she wore ones with laces on top and bottom. He allegedly said that they made her look nice and mysterious. Kerr stated that she didn't say anything at the time to Stancill, but that it made her feel creepy. She would back off when she saw him and tried to avoid him. Kerr stated that he made a similar comment a second time approximately 2 weeks later. Kerr also stated that Stancill gave her his work telephone number and wondered why she never called him. After these instances he did not directly speak with her. When he would visit the records room he would say hello to everyone but her.

On December 1, 2007, she came in early to get the Christmas decorations from the basement. Stancill's office is in the basement. Since the earlier incidents, she has had other employees bring Stancill reports to avoid him (He is not her direct supervisor, but as a patrol sergeant approves reports). Stancill called Christine Selleaze, Administrative Specialist - Police, and stated that he noticed Kerr had not picked up the morning mail. Kerr took the elevator downstairs and when she was beginning to walk up the stairs, Stancill said "hey, can I talk with you for a minute?" She stood in his doorway while he sat at one of the desks in the room. According to Kerr, Stancill asked her, "Do you have a problem with me?" She replied

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CSL000145

that she didn't. He then asked, "why don't we talk like we used to. We used to be friends." She replied that they had a professional relationship. He also said, "we used to be cool." She said she replied that there are certain things you do that I don't agree with. He asked her what and she said she couldn't think of anything. She felt very ill at ease as there was no one else downstairs. She didn't want to say anything that would upset him with no one around. She said to him, "Are we done." He reportedly said, everyone in dispatch likes me." That's when she made the inappropriate comment to him as stated previously in this memorandum.

Prior to her meeting on December 1, 2007 there was another incident with Stencil. She was in the office when a customer requested a copy of an incident report. Kerr had determined that it was the type of report that could be released and her supervisor, Peggy Hubel, had agreed. She gave the report to the customer. A few minutes later, Stancill came in and was visibly upset and yelling wanting to know who gave the report to the customer. He said there was information in the report that the person couldn't have and that he would have to get it through his lawyer. Stancill had taken the report from the man and he didn't give it back.

Kerr stated that the investigator should speak with Catherine Pickard; Kerri Platt; Denise Lenz and Ann O'Callaghan. She said there are others, but she doesn't know the particulars or the names. She also said she has notes that she didn't realize she would need. I requested that she bring them to her meeting with the investigator on Monday.

Kerr mentioned that she had contacted the City's EAP program and was waiting to see a counselor. She also mentioned her concern that she and Stancill were scheduled into the same sexual harassment class later this month and that she had requested another placement from Rick Turner. Her concern was also stated to supervisor Lenz.

C: Debra Estrin

Exhibit B

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[illegible]

Memorandum

From: Officer D. Treppe

CSL000148

Another conversation I had with Sergeant Stancill took place just weeks prior to him becoming a sergeant. We were discussing him being promoted and he had said that there had been negative talk circled through the police department regarding him since the promotion list had come out. Sergeant Stancill said that he remembers what everyone says to him and behind his back and he does not forgive. He made it very clear that he remembers every perceived slight and is not going to help anyone in this agency that slight him. I was particularly alarmed by this because he said, he "holds grudges" and that it is "just the way I am." He went on to tell me he would forget how some people, like Annie (O'Callaghan) had "stabbed him" in the back and he would never forget it. He told me he would work with her but that was it. I found this disturbing behavior for someone coming into a new role with supervisor status. This conversation confirmed for me that this person would equate confronting or questioning him on any disagreement as a personal attack or slight. Furthermore, during this conversation the tone and manner in which he spoke reinforced my concern he had never forgiven what he saw as a transgression by me years earlier.

These incidents caused me distress in working for him and having to deal with him making me wonder how he would perceive any and all interactions.

Once Sergeant Stancill was promoted he asked for everyone's cell phone number, so that we could contact each other. A list was made for everyone on this team, day shift 3/12 (Friday-Sunday) 0700-1900 hours. Sergeant Stancill began calling me if he had a problem with any of my reports, to let me know if he was going to reject a report and what I needed to do to correct it; he would also call if he wanted me to not take a late code 7 (meal break) or if he wanted me to handle a call in a particular way.

Sergeant Stancill and I have never had any personal conversations regarding our personal lives or personal things. Our conversations and interactions revolve around work. And prior to becoming my supervisor, Sergeant Stancill has never called me "baby".

After several weeks of Sergeant Stancill referring to me as "baby", I was compelled to tell him to stop, regardless of the possible retaliation I was more than likely to endure. I was uncomfortable and angry with the way he spoke to me. It was disrespectful and demeaning to me as a coworker, professional, and most of all as a police officer. I had not ever heard him talk to any male counterparts this way and I also began to notice that he only addressed me in this manner when no one else was around or on the phone.

On 12/14/2007 I was in the jail processing an arrestee when Sergeant Stancill called to tell me something. At the conclusion of the conversation he once again said, "Ok baby thanks." I immediately told him I needed to speak with him outside the jail. He asked me what it was and I told him I would talk to him as soon as I left the jail. He asked me again what it was regarding and I told him the phone and jail were not appropriate places to talk to him about it. He pressed me two more times and I firmly told him I would talk to him when I left the jail.

I left the jail a few minutes later and went into the evidence/report writing room. Sergeant Stancill exited the locker room and was no longer in uniform. He sat down next to me and asked me what I needed to talk to him about. I told him that I do not like to be referred to as "baby". I said he ends each or nearly each conversation with "thanks baby" and that I do not like to be called that. I asked him to find a different way to speak to me. The door remained open during this conversation. I told him that it had been bothering me for some time and that I needed him to stop using these phrases and specifically the term "baby". I told him I found it offensive and I did not want it to continue.

Sergeant Stancill seemed surprised by this conversation and assured me he did not mean what he said as a "come on" or that he was flirting with me. He did not apologize or directly acknowledge that he had been speaking to me in this manner using those words; he only said that he was not "hitting on me"; it was "50 times away from his thought". I told him I did not feel he was "hitting on me" but I needed him to stop saying it. He continually told me he did not mean it sexually. This dialogue continued for about 5-10 minutes. He ended the conversation saying that he would not do it anymore. After that conversation Sergeant Stancill became hostile toward me.

Beginning the next shift, 12/15/2007, his treatment of me became hostile. Sergeant Stancill began line up, with the information that someone had confronted him regarding the way he talks to them. Sergeant Stancill explained to the entire crew and support staff that it was brought to his attention that the way he speaks is offensive to some. Sergeant Stancill said that this was his way of speaking and that he is aware that he uses a lot of slang but that is the way he speaks. He continued his line up by saying that he does not mean to be

offensive and if anyone else has a problem he looks forward to them contacting him.

Officer Shedd and I spoke after this line up. Officer Shedd asked me, "what was that all about? That was completely out of the blue." These questions confirmed that other officer's had no idea what Sergeant Stancill was addressing in line up. I told Officer Shedd what had transpired between Sergeant Stancill and I the day before and that is what the line up was about. Officer Shedd made the comment that he was disappointed the line up was so confusing as he and it appeared to him that others had no idea what the line up was about; further there was no room for discussion regarding the topic. Officer Shedd made the comment that Sergeant Stancill's demeanor was one of assertiveness not one that welcomed other officers to come forward and speak their opinion as he had said in line up.

I felt this line up was directed toward me and it was a warning that Sergeant Stancill did not like that I asked him to stop calling me "baby". I felt that Sergeant Stancill's words that he welcomed people coming forward to speak to him betrayed the tone in his voice. The tone of his voice was aggressive and said to me that he did not like being told to stop his behavior. My feelings were further confirmed after my conversation with Officer Shedd.

At the end of shift the entire team will usually congregate in the pit (police parking lot). This is where we wait for the next team to come out and relieve us. Usually this becomes where the team will talk about the events of the day. However, I was the last to arrive in the pit that day. The team was in a circle and there was some space next to Sergeant Stancill. As usual I placed my pursuit bag on the ground and joined the group. Sergeant Stancill saw me coming, turned back to the group and did not acknowledge me as I said "hi".

The team was discussing the events of the day. As we were all talking and laughing about things, I made a comment/joke pertaining to what the group was talking about. Sergeant Stancill immediately quit laughing, turned away from me and acted as if I hadn't spoke.

This was new and different behavior than he had ever had with me. Prior to me asking him to stop calling me "baby" he would always acknowledge and communicate with me and say hello when I joined the group. However, now his demeanor towards me was now cold and distant.

This behavior continued throughout the time we were all waiting the pit for shift relief. The entire team was present for this behavior. I finally caught Sergeant Stancill's eye and asked him if he was done talking to me. He looked at me and said, "yep." I looked at him and said, "OK." and walked away. He called out to me, "Hey I rapped do you mean today or forever?" I told him, "Don't worry about it. I heard you. I understand." At this time the night shift came out side. I went inside, changed and left the station for the night.

At line up when the Sergeant is done disseminating information to us, he will go around the table and ask each officer if they have anything to say to the group. Sergeant Stancill would usually complete this task by starting at one end of the table and moving down the line to the next officer until he reaches the end, however the next day, 12/16/2007, he passed over me, went to the other officers and then came back to me last. Prior to me asking him to stop calling me "baby" he had always systematically moved down the line of officers.

Once line up was over we all left the line up room and all headed out to make relief to the night shift. Sergeant Stancill approached me in the pit and asked me why I was "so emotional", the day before. I asked him what he meant. He went on to tell me that I was very emotional all day yesterday (12/15/2007). I asked him again what he meant since the only time we saw each other on that day was at the end of our shift. He went on to tell me that when I was in the circle with everyone I was "super quiet" and "emotional". I told him I had no idea what he was talking about, and the only time I remember being quiet was when everyone else was talking. He said "Ok well you really wear your emotions on your sleeve and you need to watch that cause you won't get the Sexual Assault desk if you're like that." I was shocked to hear him say something like this. I replied since Officer Ramsey had gotten the desk I didn't have to worry about it for a few more years. He told me one more time that I was too emotional and I needed to "watch that." He then went on to tell me to keep trying for the position and maybe I could get the next SRO position. I just listened and waited for him to end the conversation and leave. At the end of that day I chose to not be apart of the typical end of shift in the pit, wishing only to no longer be around Sergeant Stancill. I remained in my vehicle until the night shift came outside.

On 12/15/2007 I responded to a deceased person call, 07-57077. The policy is that Sergeants will arrive at all deceased person calls. Sergeant Stancill did not arrive or contact me regarding this call. I found nothing

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suspicious about this death. I contacted the coroner who arrived to take custody of the body. I called Sergeant Stancill to advise him of the deceased person and the details of the call. Sergeant Stancill said he would not be responding to the call. I completed my report and submitted it. As I stated previously Sergeant Stancill would call or message me regarding rejected reports. Since I had asked him to stop calling me "baby" he had stopped contacting me to let me know he had rejected my reports. Toward the end of my shift I checked my reports and saw that my report had been rejected. Sergeant Stancill had attached a note to the report that asked, "Why didn't you take photos." I called Sergeant Stancill in the sergeant's office and told him I did not take photographs at the scene of the deceased person as I found nothing suspicious about the death. I have taken numerous deceased person calls/reports and photographs are usually only taken in suspicious circumstances or at a specific request. Sergeant Stancill told me, "well I don't know why you didn't do that you should have. It's on you know. I don't know what you are going to do." I was taken aback at this reaction of a supervisor to an employee. I felt I had been set up for failure as he chose to not show up to a call that is policy that sergeants do so and then find fault with the way it was handled. I told him I could either have photographs taken tonight although it was dark now or it could be done the following day as I was working my 8 hours shift. Sergeant Stancill told me to do "whatever I felt I should." I contacted the coroner who advised he had taken photographs of the scene and also felt there were no suspicious circumstances but the photos would be in his report. The following day I had Officer Hennino, the technician for the day, respond to the address and take photographs of the scene.

Prior to me asking Sergeant Stancill to stop calling me "baby" I had no significance issues with him regarding my reports. I have come to be known for my conscientious report writing skills. My past sergeants have complimented me on this particular skill and I have received commendations from past sergeants and detectives for the work I have done. From that weekend forward I have had nearly every report rejected for various reasons. My report writing time has tripled as I am in fear of submitting any report as I now know it will be rejected. I spent more and more time trying to anticipate what he would find wrong with my reports. Sergeant Stancill was rejecting reports for the smallest grammatical errors, asking for documentation on reports that he had never required before and rejecting reports because he felt they did not "read well."

Sergeant Stancill's behavior toward me has become increasingly more hostile. He has stopped acknowledging me at all. He now will walk past me and not acknowledge my presence unless I say something to him. This has made working with him unbearable for me.

Prior to me asking Sergeant Stancill to stop calling me "baby" he would call me or any other team member if they were still on the street at end of shift to make sure they were coming in or had relief but since our discussion he no longer makes sure I have an officer to relieve me in the field when the shift comes to an end. This became very noticeable when I ended up responding to a robbery near the end of shift on 12/21/2007. 07-58046.

On this occasion Officer Mark Clifford and I both responded to the scene. Sergeant Stancill contacted Officer Clifford via the radio and requested a phone call. Officer Clifford advised he was in the middle of the robbery call. Sergeant Stancill told him to call anyway. It was about 1850 hours. A few minutes later Officer Clifford advised over the radio that he was enroute to the station for off duty time. I received no contact from my sergeant that I would get relief. This was not typical behavior from him prior to me asking him to not call me "baby" anymore.

Sergeant Stancill continues to skip me in line up, either putting me at the end of line up or skipping me and then going back to me. My reports continued to get rejected. Under the constant new pressure of his hostility I began to make more mistakes on my reports. Sergeant Stancill rejected a report stating I had spoken in third person, which I did not. I resubmitted it making no corrections and it was approved by him. Sergeant Stancill rejected a robbery report (07-58046) stating the narrative was confusing to him and it did not make sense, he did this in front of Lt. Ballew and Sergeant Young. He told me to re-read it and make corrections. I found nothing wrong with it. re-submitted without making corrections and it was approved by him.

12/22/2007 Sergeant Stancill told all of us in line up that we would have to drop all of our overtime slips for 2007. Sergeant Stancill asked me specifically about my overtime slips after line up. I had several overtime slips that I had left with Sergeant McManus. I told him I still had slips that needed to be signed by Sergeant McManus. Sergeant Stancill told me he would go ahead and trust me and he (Sergeant Stancill) would sign them. I explained that Sergeant McManus had them in his possession. Sergeant Stancill told me that since they had to be dropped this pay period I would have to have Sergeant McManus sign them and add them to my time sheets.

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On 12/23/2007 Sergeant Stancill spoke to us regarding a felony car stop that had occurred the previous day (12/22/2007). He wanted to debrief the incident with the team. Sergeant Stancill requested and feed back and I raised my hand and gave my opinion. Sergeant Stancill treated me dismissively and condescendingly. I later asked Officer Shedd, a team member if he had noticed and he said that he did and asked if something had happened between us. I told him that nothing new had occurred since me asking him to stop calling me "baby".

On 12/26/2007 I received some of my overtime slips in my mail box from Sergeant McManus. I asked Sergeant Young to add them to my paycheck as directed by Sergeant Stancill. Sergeant Young was the only Sergeant on duty at that time and Sergeant McManus was not on duty that day. Sergeant Young noticed the slips added up to over 60 hours of overtime and asked if I wanted to keep some of them for the next pay period. I stated I was told by Sergeant Stancill that was not an option as he was directed by finance that all over time for 2007 must be paid out by the end of this pay period. I handed Sergeant Young my slips and left the office.

A short time later Sergeant Young advised me he had spoken to Lt. Decoloude and it was decided I could hold some of my slips for the next few pay periods. I was told to no longer hold slips for so long. Sergeant Young gave me back 5 slips. Sergeant Young told me he would advise Sergeant Stancill of what was being done.

On 12/28/2007 Sergeant Stancill skipped me again in line up. While outside during shift change, I was talking with Sergeant Torres. Sergeant Stancill grabbed me by the forearm and told me I needed to hand in the rest of my overtime slips. I told him I thought I was going to be able to hold on to some of my over time until the next few pay periods. He laughed and told me, "oh yeah that's taken care of but I need your OT slips." I asked him why and he told me, "Because I want to hold on to them." I have never had a Sergeant demand to hold on to my overtime slips. I told him I still had slips that had not been signed yet on Sergeant McManus' desk. He told me to go get them that he would sign them. I made copies of my overtime slips and handed them to him later that morning. This interaction occurred in front of Sergeant Torres and most of the day and night shift. I felt humiliated that I was being spoken to as a child and felt him grabbing my forearm was a way for him to intimidate me.

Later that same day, after a vandalism report I drove to the station to do some follow up. I was notified by Danielle Fowler (a dispatcher) that Sergeant Stancill was looking for me. I went downstairs to look for him but found the sergeants office locked. I went back upstairs and Officer Goodman told me he saw Sergeant Stancill upstairs in CID. I found Sergeant Stancill in the desk area of CID. Sergeant Joanicout, Sergeant McManus, Officer Nguyen were all present. I said hello to everyone and received no response from Sergeant Stancill. He looked at me very seriously and very coldly asked me what I was doing at the station. I told him I was doing follow up. He said, "I know you're here on follow up, I asked you what you were doing." I told him I had some phone calls to make. He just stared at me and asked me, "Don't you have a phone in your car?" I told him I did not have a phone in my car. He asked me where my personal cell phone was and I told him it was in my pocket. He laughed and said, "oh ok, why didn't you answer it a few minutes ago." I told him I was unaware it had rung. He told me he had called me a few minutes prior to find me. I looked at my phone and noticed I had a missed call from a trunk line at the department. He told me he had wanted me to do something for the detectives in Castro Valley, but since I didn't answer my phone he had someone else take care of it. He just stared at me. I asked him if it was a problem that I was doing follow up and he said, "No you just need to leave as soon as you're done." I asked him if he was trying to give me a hint and he said, "Yes that is a hint." I asked him again if there was a problem and he told me, "nope you just need to leave as soon as you finish your follow up." I was shocked at the tone of voice he was using on me, and that he was using such a condescending and belittling tone of voice and that it was in front of people. I stared back at him and he said, "Why you lookin' at me like you want to shoot me?" I was taken aback by such a statement. I told him I wasn't looking at him like I wanted to shoot him and I left. I was utterly humiliated that he was so condescending and abusive to me in such a public forum. I was equally disturbed he would state that I was looking at him like I wanted to shoot him.

I am not compensated for my telephone by the department and am not required to use it to conduct follow up. I did not complete my follow up this day at the department. I left the department humiliated and it became completely clear that he was not only accelerating his harassment of me because I had confronted him but that he was going to continue. It was clear that he was completely comfortable harassing me in front of people regardless of who they were. I was and still am very upset by his behavior and actions toward me. I left the department in my vehicle and was unable to stop from crying. I called Officer Joe Molettieri and explained everything. I expressed my deep fear.

I have been an officer for ten years and I have worked under several new sergeants. my complaints are

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CSL000152

valid. Nevertheless, I expressed my deep fear of coming forward and filing a complaint and it not being taken seriously. I was fearful that it would be explained away as he is being a new sergeant. Officer Molettieri called Sergeant Mike Sobek and it was determined I should speak to the Chief of Police.

I asked Officer Molettieri to come with me to tell the Chief of my complaint. I gave the Chief a brief overview of my complaint. I was visibly upset as I had spent much of the morning crying. I explained to the Chief that I had been crying and it was due to my treatment by Sergeant Stancill and I would try to keep my tears in check while I spoke to him. During this conversation I told the Chief my concerns with Sergeant Stancill doing my review and continuing to supervise me. I expressed my fear and the growing hostile work environment in continuing to work under Sergeant Stancill. The Chief asked me if I thought Sergeant Stancill's behavior was one of a new sergeant and not necessarily one of harassment. I told him it was not one of a new sergeant it was absolutely one of harassment toward me. The Chief assured me my review would have to pass through several people and if there were inconsistencies it would be addressed. The Chief told me that he wanted me to talk to Lt. Ballew as he was the one that would be doing the investigation. The Chief also told me that someone outside our department would most likely be contacting me soon. The conversation ended and I was sent back to work.

On 12/29/2007 Sergeant Stancill skipped me in line up again. Lieutenant Ballew contacted me by messaging me on my mobile computer in the patrol vehicle that he wanted to "940": meet with me. I was surprised at the casualness of the inquiry regarding my complaint. I messaged him back to name a location and I would meet him. He replied that I should pick the location on my beat. I asked him meet me to the rear of Fire Station 19. Lieutenant Ballew drove up and told me he had heard from the Chief that I had some concerns with Sergeant Stancill. He told me to go ahead and tell him about it. I asked him where he wanted me to begin and he told me anywhere I felt comfortable.

I was again struck at the unprofessional way this was being addressed. It was quickly apparent that my complaint was not being taken seriously. I was shocked that I was being told by a lieutenant that I was going to have to explain harassment by my sergeant while in the field and still responsible for answering and monitoring the radio.

I told Lieutenant Ballew most everything in this memo. During my conversation with Lt. Ballew I told him of my discomfort working for Sergeant Stancill. I wasn't able to finish telling him what happened because I was sent as a cover officer other side of town. I told Lieutenant Ballew I had to cover someone and should I meet up with him after that call to finish up? Lieutenant Ballew said, "If you want to you can. I'm pretty hungry so I'm going to get something to eat. If you feel like you want to finish up you can get a hold of me after that." I was completely stunned. I felt like my complaint was completely baseless to Lieutenant Ballew and the police department. I felt like what I had to say was unbelievable and was not be taken seriously, nor would anything be done about it. This made everything worse. I felt that I would not be protected from Sergeant Stancill's harassment and increasing hostility toward me. This is only confirmed by the way the complaint was being handled, the fact that I had told the Chief and the Lieutenant that I felt uncomfortable working for him, yet I was sent back to the patrol with nothing more than, "let us know if anything else happens."

I had allowed a sergeant to speak to me in a demeaning way for several weeks based on fear that I would be retaliated against if I said anything. I finally said something and I was in fact harassed by him for simply asking him to stop calling me "baby". I feared making the complaint for fear I would be treated like my complaint had no validity and a bigger fear that nothing would be done. I feared I would be treated by management as a female just making waves. Lieutenant Ballew's lack of interest and unprofessional treatment only confirmed this for me.

We parted ways and again I was frustrated and angry at my treatment. I was not being taken seriously. I contacted Officer Molettieri and told him of what occurred and how I felt. He suggested I contact Sergeant Sobek and I did. Sergeant Sobek asked me if I wanted him to speak with Lieutenant Ballew and I said that I did.

I made the decision to re-contact Lieutenant Ballew and sent him a text message via my mobile unit. I received a message from Lieutenant Ballew later that evening that stated he was busy and he would get back to me the following day.

Lieutenant Ballew contacted me as I was leaving the station that night. He apologized for the way he treated me and that he did take my complaint seriously and wanted to speak to me. He explained to me that he wanted to do the interview away from the station so rumors would not occur. I just listened to what he said. Lieutenant Ballew said he would try to come in early to speak to me the following day.

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I did not sleep at all that night. I was very upset over the treatment from Sergeant Stancill and that it was escalating as time went on. I was upset over the way the investigation was being handled and that I was still going to have to finish my shift with a sergeant that was harassing me. The next day I literally felt terrible. I had not slept all night; my stomach was upset either because I was upset over the situation or because I was sick. I cannot say for sure if I was sick or just so nervous and upset about working for Sergeant Stancill. I called in sick the next day.

Lieutenant Ballew called me at home to inquire if I was calling in sick due to Sergeant Stancill. I could not tell him for sure that is what it was. I was afraid to tell him that I was that upset and I was unsure if I was actually getting sick. He assured me he would contact me in the future to finish our interview. He also explained to me that he did not receive my message about wishing to finish our interview until after he told me he was too busy to finish hearing my complaint. Lieutenant Ballew apologized that we were interrupted and said he would get with me later.

Coming forward and filing a complaint against my sergeant was not easy. It is frightening and intimidating. My sergeant has made work a hostile place for me to be. The treatment I have received since this complaint has made it worse. It is apparent that there is no concern for the hostile work place I work in. As the days got closer to me having to work for Sgt. Stancill the more anxious and sick I became. I made the decision to have Sergeant O'Callaghan post my days off for the coming weekend shift. I used 36 hours of comp time and 12 hours of sick time to avoid working for Sergeant Stancill. I contacted Sergeant Sobek to advise him of my decision.

I actively sought out people to work for me. Detective Olivera offered to take the entire three day shift for me. I contacted Sergeant O'Callaghan and it was approved that day. I immediately felt relief.

I began my new schedule of Monday through Thursday working 2100 hours to 0700 hours on January 7, 2008. On January 8, 2008 I received a message on my mobile lap top from Lieutenant Ballew requesting I give him a location that we could meet. I messaged him back that I was at the post office located on Adams Court. Lieutenant Ballew messaged me that he would be there shortly. It was about 0600 hours when he contacted me. Lieutenant Ballew arrived shortly after the messages and told me he wanted to hear the rest of my complaint. He held up some papers and told me that it was from our previous conversation. Lieutenant Ballew told me to go ahead and continue from our last conversation. I tried to tell him everything that I had been unable to finish before.

I still am at a loss as to why I was being interviewed out in the street. I have never been interviewed in this manner before for anything. The explanation that the reason it was occurring out in the field and not anywhere else, such as City Hall, a private room at the library or a private room at the Marina Community Center, so that Sergeant Stancill would not be made aware or so that rumors would not begin to circulate only further confirmed that he was being considered and I was not.

It was after weeks of Sergeant Stancill's behavior toward me escalating I realized that it had come to me needing to file a complaint. I tried to address the problem at my level. It was only after Sergeant Stancill's behavior became aggressive, condescending and harassing in public that I knew I had to make a complaint. I came forward because my work place became a place of hostility.

It is my right to tell anyone that I do not wished to be addressed as "baby" or any other nickname or moniker. It is my right to expect that it will stop upon my request and there is no retaliation because of it. It is my right to complain if there is retaliation or it persists. It is my right to be treated with respect upon making a complaint and it should be ensured that my work place remains a place comfortable for me to work in.

My work is where I respond on a regular basis to emergency calls. I should not have to worry about my supervisor retaliating against me while also worrying about responding to the safety of my co-workers, citizens and myself. I am disappointed with the way I have been treated regarding my complaint.

I request that a formal investigation be done about the matters I have brought to your attention. Please feel free to contact me as soon as possible.

With respect,

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Officer Deborah Trujillo

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CSL000155

Exhibit C

CSL000156

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Human Resources Dept.

San Leandro Police Department
Patrol Division
Memorandum

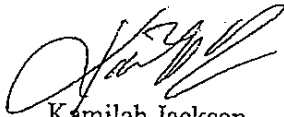
FEB 21 2008

CITY OF SAN LEANDRO

To Chief D Attarian
From Officer K Jackson
Date 2-20-08
Regarding Resignation

This letter is to inform you that effective immediately I am resigning as a police officer with the San Leandro Police Department. At your convenience I would like to schedule an exit interview with you to discuss recent incidents that led to my decision to resign.

Your attention to this matter is greatly appreciated.



Kamilah Jackson
Police Officer
Patrol Division

CSL000157

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**City of San Leandro
EXIT INTERVIEW**

Human Resources Dept.

FEB 21 2008

CITY OF SAN LEANDRO

THIS SECTION TO BE COMPLETED BY DEPARTMENT

NAME JACKSON, KAMILAH SOCIAL SECURITY # 561-11-9131
 POSITION TITLE POLICE OFFICER PAY 7456 Monthly
Hourly
 LAST DAY WORKED FEBRUARY 20, 2008 TERMINATION (if different
 from last day worked)
 DEPT/DIV/SECTION POLICE/PATROL IMMEDIATE SUPERVISOR LT. PETE BALLEW

COMPLETE PART A OR B BELOW

- A. **VOLUNTARY TERMINATION:** (To be completed by employee) - **COMPLETE REVERSE ALSO.**
 I am voluntarily resigning as an employee of the City of San Leandro. My last day of work will be:
20 Feb 08, at 1500 a.m./p.m.

My effective date of termination will be: _____
 (complete ONLY if different from above date)

My reasons are: Transfer back to ODD

Signed: [Signature]Date: 20 Feb 08

- B. **INVOLUNTARY TERMINATION** (To be completed by supervisor)
 AFTER CHECKING THE APPROPRIATE BOX, **ALWAYS** PROVIDE AN EXPLANATION BELOW.

REASON	<input type="checkbox"/> Expiration of part-time or temporary assignment.	<input type="checkbox"/> Laid off due to lack of work or funds
	<input type="checkbox"/> Mandatory retirement	<input type="checkbox"/> Discharge for Cause
	<input type="checkbox"/> Release during probation	<input type="checkbox"/> Other

EXPLANATION _____

Completed and/or Accepted by: [Signature]

(Division Head or Supervisor)

Reviewed and Accepted by: [Signature]

(Department Head)

Department Comments NO 21 WRIT NOTICE

I.D. RETURNED AND FORWARDED TO HUMAN RESOURCES

KEYS RETURNED - NOTIFY PUBLIC WORKS/BLDG MAINTENANCE

DL NOTIFY INFORMATION SERVICES MANAGER OF ALL SEPARATIONS

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CSL000158

Exhibit D

Human Resources Dept.

FEB 21 2008

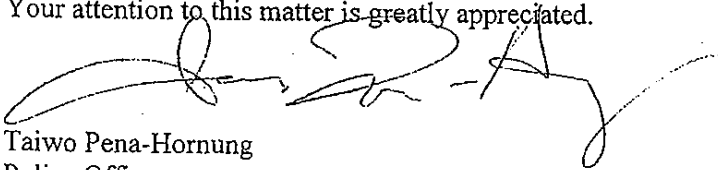
CITY OF SAN LEANDRO

San Leandro Police Department
Patrol Division
Memorandum

To Chief D Attarian
From Officer T. Pena-Hornung
Date 2-20-08
Regarding Resignation

This letter is to inform you that effective March 3, 2008, I am resigning as a police officer with the San Leandro Police Department. At your convenience I would like to schedule an exit interview with you to discuss recent incidents that led to my decision to resign.

Your attention to this matter is greatly appreciated.



Taiwo Pena-Hornung
Police Officer
Patrol Division

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CSL000161

**City of San Leandro
EXIT INTERVIEW**

Human Resources Dept.

FEB 21 2008

CITY OF SAN LEANDRO

THIS SECTION TO BE COMPLETED BY DEPARTMENT

NAME PENA-HORNUNG, TAI SOCIAL SECURITY # 561-11-9131
 POSITION TITLE POLICE OFFICER PAY 7456 Monthly
Hourly
 LAST DAY WORKED MARCH 3, 2008 TERMINATION (if different
 from last day worked) _____
 DEPT/DIV/SECTION POLICE/PATROL IMMEDIATE SUPERVISOR LT. PETE BALLEW

COMPLETE PART A OR B BELOW

- A. **VOLUNTARY TERMINATION:** (To be completed by employee) - COMPLETE REVERSE ALSO.
 I am voluntarily resigning as an employee of the City of San Leandro. My last day of work will be:
3/3/08 at 0700 (a.m.)/p.m.

My effective date of termination will be: _____
 (complete ONLY if different from above date)

My reasons are: TO BE STATED IN EXIT INTERVIEW
WITH CHIEF

Signed: [Signature] Date: 2/20/08

- B. **INVOLUNTARY TERMINATION** (To be completed by supervisor)
 AFTER CHECKING THE APPROPRIATE BOX, ALWAYS PROVIDE AN EXPLANATION BELOW.

REASON	<input type="checkbox"/> Expiration of part-time or temporary assignment.	<input type="checkbox"/> Laid off due to lack of work or funds
	<input type="checkbox"/> Mandatory retirement	<input type="checkbox"/> Discharge for Cause
	<input type="checkbox"/> Release during probation	<input type="checkbox"/> Other
EXPLANATION	_____	

Completed and/or Accepted by: _____

(Division Head or Supervisor)

Reviewed and Accepted by _____

(Department Head)

Department Comments _____

I.D. RETURNED AND FORWARDED TO HUMAN RESOURCES

KEYS RETURNED - NOTIFY PUBLIC WORKS/BLDG MAINTENANCE

NOTIFY INFORMATION SERVICES MANAGER OF ALL SEPARATIONS

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EXIT INTERVIEW

(Continuation of Section A - Voluntary Termination)

THIS SECTION MUST BE COMPLETED ONLY WHEN AN EMPLOYEE RESIGNS

Two common reasons for leaving employment are listed under "A" and "B" below with questions that must be answered. If the employee's reason for leaving does not fall into either of these categories, review the Gibben Company's "Guide for Exit Interviewing and Termination Report," and then fill in the appropriate questions and answers which apply to the resignation under "C" below. If you have any questions, call Human Resources (ext. 3396).

A. REASON FOR LEAVING - OTHER EMPLOYMENT

1. Does he/she have another job or just leaving to seek another job?

YES

2. Name and address of new employer:

O.P.D. (RE-HIRE)

3. Starting date: 3/24/08 4. Full-time: Y Part-time: _____ position?

5. New position: _____

6. New salary: _____

B. REASON FOR LEAVING - SCHOOL

1. Has he/she already been accepted? _____ Yes _____ No

2. Name of school: _____ 3. Starting date: _____

4. Full-time _____ Part-time _____ 5. Night school: _____ or Day school: _____

6. Does he/she plan on working? _____ Yes _____ No

C. REASON FOR LEAVING - ANY OTHER REASON (Review the questions from Gibben's Guide, i.e., Change of Residence, Domestic Responsibilities, Illness, etc. Then write in the appropriate questions and answers).

DEPARTMENTAL PROBLEMS TRANSITIONING TO STRONG MINORITY FEMALE, EXPERIENCED OUT-SPOKEN COPS. NOT THE DEPARTMENT AS A WHOLE, JUST SOME IN SUPERVISORY POSITIONS. I HOPE TO BE ABLE TO HAVE AN OPEN & HONEST DISCUSSION WITH SLPD Chief & PERSONNEL. IT COULD POSSIBLY LEAD TO A MORE DIVERSE DEPARTMENT THAT MORE REPRESENTS THE COMMUNITY IT SERVES. I'VE DEFINITELY GROWN FROM THIS EXPERIENCE.

Tamara H.

CSL000163

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Exhibit E

CSL000164

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**SAN LEANDRO POLICE DEPARTMENT
PATROL DIVISION**

~~Human Resources Dept.~~

FEB 29 2008

CITY OF SAN LEANDRO

TO: D. Attarian, Chief of Police, via
I. Willis, Captain

FROM: M. DeCoulode, Lieutenant

DATE: February 28, 2008

SUBJECT: Allegations by Officer Tiletile against Sergeant Stancill

On February 28, 2008, at 1735 hours, Sergeant Sobek contacted me by telephone and asked to meet with me. I met with Sergeant Sobek in the Lieutenant's Office and he explained the following.

Sergeant Sobek was present as Officer Tiletile was turning in her equipment as she resigned her position with the San Leandro Police Department. As Sergeant Sobek was walking Officer Tiletile out of the Department she disclosed information to him which he felt a Command Officer should be apprised of.

I then met with Officer Tiletile and Sergeant Sobek. Officer Tiletile seemed reluctant to speak and Sergeant Sobek encouraged her to "tell him what you told me". Officer Tiletile then explained to me that her primary reason for leaving the Department was due to the treatment she received from Sergeant Stancill who was her current supervisor. Officer Tiletile stated that on multiple occasions Sergeant Stancill spoke to her in a very rude and demeaning manner. Officer Tiletile also felt Sergeant Stancill frequently questioned her integrity for no reason.

Officer Tiletile stated this behavior took place both in line-up, during a training scenario in the Police parking lot and in one on one conversations. Officer Tiletile recalled one incident was witnessed by Officer Shedd. Officer Tiletile also stated that Sergeant Stancill told her "you are hanging with the wrong crowd and you will never be more than a beat cop pushing a beat car". Officer Tiletile believed the comment was directed at her friendship with Officers K. Jackson and T. Pena-Hornung.

Officer Tiletile further stated that prior to Sergeant Stancill's promotion to Sergeant she developed a friendship with him as he had conducted her pre-employment background investigation. During the course of this friendship, then Officer Stancill had asked Officer Tiletile for sex and she declined. Officer Tiletile did not elaborate on this and I did not inquire further at this time.

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When asked if there was any other information she would like to mention, Officer Tiletile stated that both Officer K. Jackson and T. Pena-Hornung who recently resigned were leaving for similar reasons. Officer Tiletile stated that she was told by Officer Pena-Hornung that Sergeant Stancill believed she was going to have breast augmentation surgery and while looking at her asked "when can I see those" referring to her breasts.

I did not question Officer Tiletile regarding the specific details of the allegations at this time as I am aware Human Resources is conducting an investigation and I am not fully aware of the details of their investigation. I asked Officer Tiletile if she had spoken to the investigator in Human Resources and she stated that someone had provided her the investigators number but she had not called her as yet. I asked Officer Tiletile if she would disclose the information to the investigator and she indicated she would. Officer Tiletile stated she did not report the incident sooner because she was not sure what she wanted to do. I asked her if she would be willing to disclose this conversation with Captain Willis if I was present and she indicated she might be willing to but she was not very comfortable talking with people she did not know.

It is my opinion the allegations by Officer Tiletile are credible and warrant a formal Departmental Investigation. I notified Captain Willis of my conversation with Officer Tiletile at 1915 hours and he directed I document my meeting with Officer Tiletile and forward it to you.

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