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In the Matter of:

Interview

VS

RYAN SANTHUFF

July 20, 2018

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Interview
TROOPER RYAN SANTHUFF

Taken at 705 Second Avenue, Suite 1200
Seattle, Washington 98104

DATE: JULY 20, 2018

REPORTED BY: Wade J. Johnson, RPR
CCR No.: 2574

A P P E A R A N C E S

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--oOo--

1 SEATTLE, WASHINGTON; FRIDAY, JULY 20, 2018

2 9:59 A.M.

3 --oOo--

4
5 MR. SHERIDAN: Let's go on the record. We'll
6 just each say our names. Go ahead.

7 TROOPER SANTHUFF: Ryan Santhuff,
8 S-a-n-t-h-u-f-f.

9 MR. SHERIDAN: Jack Sheridan. And we are here
10 just for an interview, so we're doing this for the benefit of
11 both parties.

12 MR. MCKNIGHT: My name is Larry McKnight,
13 M-c-K-n-i-g-h-t, and I'm with the Attorney General's Office.

14 MR. SHERIDAN: Okay. Go ahead.

15 MR. MCKNIGHT: Basically, I am an investigator
16 assigned to the torts division, and the whole reason that I'm
17 here is because, when claims come in -- which is prior to
18 someone's Complaint being filed or a lawsuit being filed --
19 against the State, naming a State agency and possibly State
20 employees, I go out and investigate the claim and find out as
21 much information as I can about the claim. And then I
22 prepare a report, and the report goes to my boss. I report
23 to an assistant attorney general, and he runs the
24 Investigations Unit and what we call Early Resolution Unit.
25 And he looks at my report, and, basically, everything that I

1 do is work product. So everything I do is for an assistant
2 attorney general.

3 In this particular case, there is no assistant
4 attorney general assigned to this claim. This is just me
5 going out, finding out as much information as I can, and then
6 I make a determination, sometimes I make a recommendation,
7 based upon the investigation, what I find. And then the
8 assistant attorney general, who I'm doing this for, Greg
9 Silvy, he makes a decision whether it stays with the Early
10 Resolution program or whether it needs to go to an assistant
11 attorney general or wait until the lawsuit is filed, and
12 then, as soon as the lawsuit is filed, an assistant attorney
13 general is assigned. So that's kind of basic process.

14 Today, basically, all I want to do is get some
15 details.

16 TROOPER SANTHUFF: Sure.

17 MR. MCKNIGHT: As you know there's a lot of
18 information, but there's been a lot of information lacking as
19 far as details. And for me to really get a good assessment,
20 I need a little more information. And when I talk to people,
21 I like to be very, very specific with them, especially the
22 incidents you've described, there's lot of details that can
23 be associated to those incidents.

24 TROOPER SANTHUFF: Absolutely.

25 MR. MCKNIGHT: Along with people that could

1 have either known about it or witnessed it or have some
2 additional information. And that's what I want to find out.

3 TROOPER SANTHUFF: Okay.

4 MR. MCKNIGHT: It's easier for me to come to
5 you and talk to you as the plaintiff, or, at this point, the
6 claimant, at the claim stage, to get these details because
7 then I can go talk to the specific people and say, "What do
8 you know about this?"

9 TROOPER SANTHUFF: I understand.

10 MR. MCKNIGHT: This is not something that is
11 very usual, it's not unheard of, but, in my 20 years of doing
12 this -- this is my second life, I had a career before this --
13 in almost 20 years of doing this, this is like the third time
14 that I've talked with the claimant. Because of the type of
15 claim that it is, it's really going to be helpful to get the
16 details from you. So that's all.

17 And the only thing that I ask is that you give
18 me as many details as you can remember. If you don't
19 remember, that's fine, that's okay, tell me you don't
20 remember, and then just be honest with me. Tell me as much
21 as you can remember.

22 TROOPER SANTHUFF: Of course.

23 MR. MCKNIGHT: Do you have any questions of
24 me, about the process or anything, before I get into the
25 other specifics?

1 TROOPER SANTHUFF: No. I feel like a lot of
2 questions you're probably going to ask have already been
3 outlined in documents that I provided to the patrol early on
4 to try to seek resolution to this problem. So a lot of what
5 I am going to tell you today is probably already written down
6 in information that I provided the state patrol and internal
7 affairs, which is referred to as Office of Professional
8 Standards, but I will be happy to provide whatever I can, I
9 got nothing to hide. This whole situation, in my opinion,
10 it's unfortunate we even have to have this meeting today
11 because I tried to do everything I could do within the patrol
12 to try to resolve this issue. And I think you're going to
13 see that as you continue on through your investigation
14 process. So, anyway, I will be happy to answer whatever you
15 have for me.

16 MR. MCKNIGHT: I thought I'd just go through
17 and just start out with how you broke it down in the
18 complaint and just ask about the specific incidents, and then
19 we can get general information. I guess I know a little bit,
20 looking at the documents that I have, that I've obtained. So
21 I know you've been with the patrol about ten years. You
22 started out on the road, and then you went to aviation
23 division. Was that in '14.

24 TROOPER SANTHUFF: Yes, sir, January 2014 is
25 when I started.

1 MR. MCKNIGHT: Okay. Can you give me a little
2 bit of background about going to aviation division and just
3 the whole perspective of going to aviation. Did you know
4 people there? Was it something that --

5 TROOPER SANTHUFF: Yeah. So I guess it all
6 started prior to me joining the state patrol. At a young
7 age, I had a strong interest in aviation, and I thought that
8 was what I wanted to do as a career. And after high school,
9 I started putting myself through flight school, and I started
10 taking college courses at Embry-Riddle for a professional
11 aeronautics degree, when 911 happened. And as we all know,
12 pilots started getting laid off, there was very few jobs, and
13 I was dumping a lot of money, thousands of dollars, towards
14 my ratings and my education and knowing that I was most
15 likely going to face a situation where there wasn't going to
16 be employment when I was done.

17 So I started looking at different avenues. A
18 very good family friend who is retired from the patrol
19 suggested that I look at being a trooper. And so I went on
20 one ride-along, and I thought this would be a blast, had a
21 ton of fun. And I applied, ultimately getting hired. I
22 worked -- I was commissioned in 2008, hired in 2006, but --
23 in December of '06 and commissioned in April of 2008. I was
24 having so much fun being a trooper on the road, that's what I
25 wanted to do. The idea is that one day I would pursue an

1 aviation career within the patrol.

2 So I worked the road for approximately five
3 years, and I had developed a strong interest in narcotic
4 interdiction and wanted to be a detective; however, there
5 wasn't opportunities in that career path at that time with
6 the patrol, and I knew there was going to be some openings in
7 aviation. So I was awarded a couple of awards. Well, it's
8 the same award, I received it two years in a row. It's
9 called Looking Beyond the Traffic Stop. With that award, if
10 you receive a state level award -- I can describe that if
11 you'd like -- but it comes with a 2 percent pay raise and 3
12 months of cross-training with criminal investigation
13 division, a detective position.

14 I did some cross-training the first year which
15 I received it, it was 2011, and the next year I realized
16 there wasn't going to be any openings in the detective field
17 for a number of years, so I pursued my interests in aviation.
18 Instead of cross-training with criminal investigation
19 division, I took that time away from the patrol off. I
20 burned vacation, they didn't pay me for it, but because I was
21 going to be away from my normal duties anyway, they allowed
22 me to take a big block of time off, which isn't standard, and
23 I went back to flight school.

24 I hadn't flown in seven years. Went back to
25 flight school, kind of got schooled back up, knocked the dust

1 off, per se. And then I completed my instrument rating and
2 my commercial rating in like six or seven weeks. And then
3 the next position in aviation came up, which was rather
4 quickly, I interviewed for it and was selected for that
5 position, and I started in January 2014.

6 So my first -- you asked me if I knew people
7 in aviation. I had done a little cross-training within
8 aviation, and I had met with some people prior to going in
9 there, to ask questions about it and kind of get an idea of
10 what they did. Like I said, I did cross-train, I think for
11 about a week, what I recall. And I developed a friendship
12 with Chris Noll when I was in there. That's who I mostly
13 shadowed when I was cross-training. So the first two years
14 of aviation were great. I got along with everybody there
15 very well, I feel like.

16 MR. MCKNIGHT: Did you go through the academy
17 with anybody or work with anybody like at CID or anywhere
18 that was in aviation before you went there.

19 TROOPER SANTHUFF: I did. When I was on
20 patrol, there was trooper, Dan Shades. He is now a sergeant.

21 MR. MCKNIGHT: Shades?

22 TROOPER SANTHUFF: Shades, S-h-a-d-e-s. He
23 works across the parking lot there from me in the Tumwater --

24 MR. MCKNIGHT: Olympia, okay.

25 TROOPER SANTHUFF: And so he was in aviation

1 for a period of time. I know there was some issues with
2 Shades and Lieutenant Nobach. I know Dan had some -- I don't
3 want to speak -- I don't know a lot of the details. I know
4 that when he left there was some things that happened. There
5 was a hostile work environment complaint filed, and then
6 Shades withdrew his complaint. But I didn't know a lot of
7 those details prior to going into aviation. But I worked
8 with Dan for probably close to a year. It's hard to tell.
9 Troopers kind of move around, but there was a period of time,
10 maybe eight months, a year, it could be slightly over, that I
11 worked with Dan Shades in the same detachment out of Olympia.

12 MR. MCKNIGHT: At the Olympia detachment.

13 TROOPER SANTHUFF: Yeah.

14 MR. MCKNIGHT: Not in aviation though.

15 TROOPER SANTHUFF: Correct.

16 MR. MCKNIGHT: So he had come out of aviation
17 before you.

18 TROOPER SANTHUFF: Years prior.

19 MR. MCKNIGHT: Oh, okay. All right. Gotcha.

20 TROOPER SANTHUFF: Years prior from me going
21 in there. Other than that, I don't think -- yeah, I don't
22 think there was anybody that I actually worked with on patrol
23 directly. Chris Noll was on patrol when I was on patrol. He
24 worked Tacoma, I worked Olympia, we saw each other at
25 different functions at the district office, but I didn't know

1 him at all.

2 MR. MCKNIGHT: Okay.

3 TROOPER SANTHUFF: So anyway --

4 MR. MCKNIGHT: Let's jump to the King Air
5 incident. That's the first thing. Unless there's something
6 else you wanted to add about aviation.

7 TROOPER SANTHUFF: No, I'm good.

8 MR. MCKNIGHT: Let's jump to the King Air
9 incident, and tell me about that. I've got a couple
10 paragraphs here, but tell me how it happened, how it went
11 down.

12 TROOPER SANTHUFF: All right. So the first
13 six months, a year, that I was in aviation, I was part of
14 their -- in their Cessna training program. I wasn't assigned
15 off to do traffic missions by myself or transportation
16 flights. So there's a period of time where I spent a lot of
17 time at the office, downtime. I would be studying or helping
18 out with different administrative-type duties. And during
19 that time frame -- I was at the office a lot, like I said --
20 I was downstairs talking to the secretary. Have you been
21 into the aviation section, you kind of know the layout, or
22 should I describe it to you?

23 MR. MCKNIGHT: A little bit, yes. Where you
24 go in and Brenda's counter/desk is right here, and Lieutenant
25 Nobach's office is here. The stairs go upstairs to the --

1 TROOPER SANTHUFF: Exactly.

2 MR. MCKNIGHT: Okay.

3 TROOPER SANTHUFF: So, on Brenda's, desk
4 there's a monthly desk calendar that's, if she was sitting
5 looking at her computer, it would be off to the left right
6 here. So there's some chairs in the back, then there was a
7 couch right there. And I was standing between the couch and
8 her, and we were talking about something, probably some sort
9 of administrative duty that I was helping her with or
10 something. And the phone rings, and Brenda answers the
11 phone. And it's governor's office asking for a flight, to
12 schedule a flight.

13 So I'm standing there to finish the
14 conversation that I was having with Brenda. And so she sees
15 the date or notes the date that they're requesting, and the
16 date's open on the calendar. And she puts him on hold, yells
17 into the lieutenant, who is in his office, and says, "Hey,
18 boss, the governor's office is on the phone, wants a flight
19 such-and-such date." And he says, "Tell him it's down for
20 maintenance," more words than that. And then she looks at
21 the calendar, and she looks at me, and she goes, "Okay."
22 She's like, "Oh, I'm sorry, the plane is down for
23 maintenance. Is there another day you would like to
24 schedule?"

25 Did they show you or describe the calendar to

1 you at all?

2 MR. MCKNIGHT: I haven't really gone there
3 yet.

4 TROOPER SANTHUFF: Okay.

5 MR. MCKNIGHT: When I propose this, I get
6 permission to talk to you, before I go out and do everything
7 else. I wanted to talk to you first before I go meet with
8 all these people, so I know in my head what I need to find
9 out. So I have just a general understanding. I've talked to
10 one person because he's leaving, and I wanted to meet with
11 him and interview him before he sells his house and goes off
12 to helicopter school. So I've actually intentionally kind of
13 waited until we could get together.

14 TROOPER SANTHUFF: Okay.

15 MR. MCKNIGHT: So there's a lot of details
16 that I don't have yet.

17 TROOPER SANTHUFF: Okay. So, on this desk
18 calendar, it's updated in pencil, the calendar is all in
19 pencil. We didn't do anything electronic there. There is an
20 exception to that, which we'll probably cover later. But on
21 the calendar, when they schedule a plane down for
22 maintenance, they would draw a line through the dates, and
23 then they put like King Air engines 100-hour service or
24 something and schedule out how many days it would take on the
25 calendar. There was nothing there on the calendar for that

1 time frame.

2 MR. MCKNIGHT: So all the maintenance and
3 annuals and everything are prescheduled?

4 TROOPER SANTHUFF: Unless it's unexpected
5 maintenance.

6 MR. MCKNIGHT: Right.

7 TROOPER SANTHUFF: Or if they have to make
8 accommodations for, let's say a plane has -- there is a
9 little bit of leeway, but the majority of the time, yes, the
10 answer to your question is yes.

11 MR. MCKNIGHT: Okay.

12 TROOPER SANTHUFF: There is a little bit of
13 flexibility with moving the schedule around to accommodate
14 flights, if necessary, okay. So back to the story or back to
15 what happened, Brenda looks at the calendar, and she's like,
16 "Okay." And she's like, "Oh, I'm sorry," tells them it's
17 down for maintenance. And she gets off the phone, and the
18 lieutenant comes walking out to her desk. And I think
19 they've changed office furniture in there, but anyway there
20 used to be like a counter between Brenda and the windows
21 there, faced out towards the runway. So he's standing right
22 there, I'm standing by the calendar, and he says something
23 along the lines of, "You know, the governor's office needs to
24 feel the hit when we don't have a plane available with these
25 last-minute requests." And it was more along the lines of,

1 "You know, fuck him. If they're not willing to fund these
2 aircraft, then" -- basically, that they need to feel the hit
3 with these last minute requests. And I remember sitting
4 there thinking to myself, holy shit, and this is what's going
5 through my mind. Excuse my language.

6 MR. MCKNIGHT: No, that's cool.

7 TROOPER SANTHUFF: I remember turning around
8 and I'm walking upstairs and I'm like, holy crap. And I'm
9 fairly new in the aviation section at the time, like I said.
10 I'm walking up the stairs thinking, dude, he has got to have
11 the biggest set of balls to screw with the governor like
12 that. I'm thinking to myself, jeez. These are just what I
13 remember thinking after the incident. I remember thinking to
14 myself, God, if the governor's office ever found out about
15 that, I could potentially -- the whole aviation section could
16 potentially be shut down. Because the governor's office
17 funds a lot of state patrol aviation. It's kind of a unique
18 entity within the patrol.

19 The budget, from my understanding, and you I'm
20 sure can find out a little bit more about it, but, from being
21 a pilot in there, my understanding is the governor's office
22 funds part of aviation directly and the King Air program
23 directly. And there's different budget codes and stuff, as a
24 pilot, I would have to use for governor transport flights and
25 such.

1 And what I mean by me potentially losing my
2 job in there is that aviation seems to always be on the
3 chopping block with the patrol because it's a very, very
4 expensive program. When the State doesn't have money,
5 there's legislators that are always looking at aviation as
6 to, why are we spending so much money on this program.

7 So that hopefully that answers your question
8 about what happened. That's basically it. I can't tell you
9 exactly verbatim what he said. I didn't write anything down
10 at that point. I did talk to some other people in there
11 though. I remember talking to some of the other pilots about
12 what happened, just like, "Jesus, dude."

13 MR. MCKNIGHT: Do you know who that was that
14 you talked to?

15 TROOPER SANTHUFF: You know, it probably
16 was -- I flew a lot with Chris Noll. I flew a lot with Jeff
17 Hatteberg early on. I flew a lot with Paul Speckmaier. I
18 flew a lot with all of them, because I was training, with
19 mostly Jeff Hatteberg, but Scott Sborov and Paul Speckmaier
20 would fill in when Hatteberg wasn't available. So it could
21 have been any one of them. I don't know. I'm a very -- I
22 talk through my problem, so, if I have something going on in
23 my life, usually people around me, friends at work, will know
24 about it. So, when something happens, I'm like, jeez. I
25 usually will discuss it with others.

1 MR. MCKNIGHT: Is this the only incident of
2 type that you're aware of.

3 TROOPER SANTHUFF: No. This is the only
4 incident I have independent knowledge of. I did talk to Gary
5 Bade, who is a retired mechanic. And I bring up Gary Bade --
6 what's interesting about him is, when this whole thing got
7 reported to internal affairs, I specifically told the
8 investigator to interview Gary Bade because he has his own
9 independent knowledge of this type of behavior against the
10 governor's office occurring more than what I know. So, when
11 I initially talked to him about this situation or about his
12 experiences in aviation, he said, "Oh, Ryan, that didn't just
13 happen just once."

14 And so Gary Bade was a mechanic in aviation
15 for like 30 years, and he retired early because of issues he
16 was experiencing, of retaliatory-type issues he was
17 experiencing with Nobach, as well. I think he would be a
18 very good person for you to talk to about this. But he has
19 his own independent knowledge. He was the mechanic for the
20 King Airs. So he did a lot of maintenance record entries,
21 him and Shannon Francisco.

22 And Shannon Francisco may also have knowledge
23 of this type of behavior. But, when things -- when this
24 turmoil began with me and aviation, Shannon Francisco
25 first -- well, Shannon and I, I want to say, I mean, we were

1 friends. We'd talk all the time at work and BS. When this
2 spooled up, he basically told me that, "Ryan, you are so
3 fucked," indicating that Lieutenant Nobach was going to screw
4 me. Basically he tells me, he says, "He's going to mess with
5 you in ways that you don't even realize, to get you out of
6 here." This was early on, right after the incident got
7 reported between Jim and Brenda. He's like, "Oh, Ryan."
8 He's like, "God, you shouldn't have said anything." And that
9 was early on. And I'm just like, oh, I'll be -- I was naive,
10 I'll tell you right now, I was a naive trooper. I'm like,
11 yeah, okay, you know, I've never had issues, I thought I'd be
12 fine.

13 But after that, he was talked to by Sergeant
14 Hatteberg down the road, too. He basically said, "Hey, Ryan,
15 I want to stay completely out of this. I don't want to get
16 involved." And I get it. Now, going through all this, I
17 totally get it. It's self-preservation for him. But I do
18 think he might be a good person to talk to, and maybe he'll
19 be open with you about what happened. He may have knowledge
20 about the King Air. He may.

21 MR. MCKNIGHT: So you reported the King Air
22 incident to OPS pretty much at the same time -- or, actually,
23 it was Sergeant --

24 TROOPER SANTHUFF: Meyer?

25 MR. MCKNIGHT: Well, who did you report the

1 King Air incident to the first time that you reported it
2 officially?

3 TROOPER SANTHUFF: So that occurred in
4 September. Well, the first time I talked about it was
5 September 19th with my union rep. Reporting it outside of
6 aviation personnel or talking with anybody outside of
7 aviation was when I called my union rep on September 19th.
8 His name is Kenyon Wiley. He is no longer a union
9 representative. That was 2016.

10 MR. MCKNIGHT: Did he report it, or did he
11 tell you to report it to someone?

12 TROOPER SANTHUFF: No. So he went to -- on
13 September 20th, it was like the next day -- he went to
14 internal affairs. When I called Kenyon, I told him about the
15 incident between Jim and Brenda, I talked to him about a
16 number of different retaliatory events that I experienced,
17 and I said, "I've seen the lieutenant do some really shady
18 stuff." And I explained to him that he will cover his
19 tracks. And this is what I have observed, as was the e-mail
20 deletion from the public records request. I said, "He is a
21 retaliatory-type person," and then I explained the King Air
22 incident to him.

23 Then, of course, my union rep, I'm sure you'll
24 have an opportunity to meet Kenyon. And, if you don't plan
25 to interview him, I recommend that you do. He's a very

1 boisterous guy, and he's very about right and wrong and how
2 things are supposed to be done. And when they don't, he gets
3 very animated, he gets pretty upset. So he came unglued when
4 I was telling him stuff on the phone. And so the next day,
5 he goes to internal affairs. And I initially told Kenyon,
6 because I could tell he was getting really upset, I said,
7 "Hey, man, let me think about how we want to handle this or
8 how I want to handle this." He's like, "Okay, I'll let you
9 think about it," but he's like, "This needs to be dealt with"
10 I go, "Okay, I get it," but I wasn't quite sure yet if I
11 really wanted to -- I had already -- just on a sexual
12 harassment complaint. I had all this stuff happen, you know,
13 for seven months. Well, it happened in February, and here it
14 is September. So seven months of hostile-type work
15 environment.

16 So now I'm on the phone with Kenyon, and now
17 I'm reporting this other stuff, which, in my mind, is really
18 serious stuff and really serious things that occurred or
19 accusations against the patrol. And I'm like, okay, this --
20 I didn't quite know if I wanted -- how to address it yet, you
21 know what I mean? So I told him to wait. And then next day
22 I talked to him and said, "Okay, go ahead and report it."

23 So he goes to internal affairs, and he wanted
24 to immediate meet with Captain Saunders. Saunders wasn't in.
25 Saunders is the commander of our internal affairs section.

1 MR. MCKNIGHT: Right.

2 TROOPER SANTHUFF: So he met with Lieutenant
3 Dan Sharp and I believe Sergeant Bruce Meyer, who were the
4 next in command that were there. And he reported basically
5 everything that I told him, the sexual harassment situation,
6 I was being retaliated against, deleting these e-mails on a
7 public records request, and the King Air incident with the
8 governor. They told him in this meeting -- this is what
9 Kenyon reported back to me -- that they have no desire to
10 investigate a lieutenant or a captain and that, before they
11 would ever touch something like that, they would need to meet
12 with risk management. Once you meet Kenyon, I think you're
13 going to understand, but he was really, really upset. And
14 immediately after this meeting -- he basically told them
15 like, "What? No. Your job in internal affairs is to take
16 complaints a policy violation and investigate those. And I'm
17 here reporting major policy violations." He's like, "What
18 the hell does risk management have anything to do with
19 internal affairs?"

20 And so Kenyon calls me after this meeting all
21 upset. Again, when all this stuff was going on, I didn't
22 know how stuff was supposed to be done. I didn't know how
23 internal affairs investigations were supposed to be handled.
24 I had never been investigated or in trouble or been talked to
25 by internal affairs, other than being a witness to things

1 that occurred in my career. I didn't know the process. So
2 when he's telling me this on the phone, I'm like, okay, so he
3 needs to meet with risks management, okay. So I thought that
4 was normal. Kenyon is explaining to me that, "No, dude, this
5 is so backwards."

6 So Kenyon tries to go meet with Bureau Chief
7 or Assistant Chief Tyler Drake, who oversees aviation, also
8 oversees internal affairs, OPS. He wasn't there. And so I
9 think it was the next day or the day after, he ends up
10 meeting with him, but -- he has a meeting with Alexander on
11 the 21st, explains what I reported. Alexander does --
12 there's a document --

13 MR. MCKNIGHT: So he reported it to Captain
14 Alexander, too.

15 TROOPER SANTHUFF: Yes. Alexander does --
16 Alexander completes an investigative case log, and it entails
17 that he met with Kenyon, and it doesn't necessarily talk
18 about everything that was discussed, but then Alexander does
19 an IIR or starts a preliminary investigation on the 095,
20 which -- are you familiar with what an 095 is in our agency?

21 MR. MCKNIGHT: Yes. 095 related to the
22 calendar posting incident?

23 TROOPER SANTHUFF: Yes.

24 MR. MCKNIGHT: Let me just interrupt real
25 quick. Do you have, other than the ceiling incident,

1 because, if I remember correctly, I saw you had an 095 for
2 that, have you had any other 095s, other than this calendar
3 thing?

4 TROOPER SANTHUFF: While I was in aviation,
5 no, I don't believe so. So there was when I climbed in the
6 class bravo airspace when working traffic.

7 MR. MCKNIGHT: Yeah.

8 TROOPER SANTHUFF: And then this scheduling
9 issue, I think this was on September 15th of 2016.

10 MR. MCKNIGHT: Right.

11 TROOPER SANTHUFF: I was written up on the
12 19th. So when it was issued to me was on September 19th.
13 There was an e-mail rebuttal to that 095, which you probably
14 received.

15 MR. MCKNIGHT: Yeah.

16 TROOPER SANTHUFF: And an appeal and a
17 grievance regarding my job performance appraisals, which, if
18 you haven't reviewed those, it outlines what occurred.

19 MR. MCKNIGHT: Yes.

20 TROOPER SANTHUFF: So, other than aviation, I
21 had received some 095s when I was on the road in patrol, but
22 just like little things.

23 MR. MCKNIGHT: Okay.

24 TROOPER SANTHUFF: Little stuff.

25 MR. MCKNIGHT: The things we do.

1 TROOPER SANTHUFF: Yeah.

2 MR. MCKNIGHT: Yeah.

3 TROOPER SANTHUFF: I think, if you interview
4 any of my past supervisors, they'll tell you that I'm not one
5 to get in trouble. Anyway. So I don't know where I left
6 off, but --

7 MR. MCKNIGHT: We were talking about Captain
8 Alexander and that it was taken to Captain Alexander, and he
9 started a log.

10 TROOPER SANTHUFF: Yeah so he did an
11 investigative case log, filed an IIR, and that was on
12 September 21st. That went to internal affairs. And then I
13 got notified for an interview. So, during this time frame,
14 there's some things that occurred that were kind of strange
15 or unusual, in my mind, right after, basically, all this
16 stuff happening, and I can give you the exact dates, if you
17 would like them, but -- I report to Kenyon. He goes down to
18 internal affairs. The next day, both the sarges and the
19 lieutenant are called downtown, first thing in the morning,
20 for a meeting. Then Captain Alexander meets with Kenyon,
21 does an IIR. I get notified for an interview. Kenyon thinks
22 it has to do with the public records request violation, what
23 the IRR is filed for.

24 So, on October 3rd, I walk into an interview
25 with Bruce Meyer. He's a detective, sergeant detective. And

1 I, like I said, had been interviewed as witnesses before, and
2 there was always, on both the previous investigations, there
3 was always three people there, or there were three people
4 there. I think the requirement is supposed to be two.

5 MR. MCKNIGHT: Right. You're talking OPS
6 investigations?

7 TROOPER SANTHUFF: OPS investigations, yeah.
8 And it wasn't being recorded. So, initially on, I'm like --
9 and I had told Sweeney, who came from internal affairs, when
10 he got -- he was promoted to a sergeant, went to internal
11 affairs, and then transferred into aviation -- that, if I'm
12 going down there, I want this stuff that I reported to Kenyon
13 to be on record. Because I was nervous for my career. I
14 legitimately was worried that the severity of what I was
15 reporting could come back on me.

16 And so I went to internal affairs. Initially,
17 he's says, "Do you know why you're here?" I said, "Yeah. It
18 has to do with the e-mail deletion." And he's like, "What
19 e-mail deletion?" And I said, "With the public records
20 request." And he says, "No." I explained it to him, and
21 then he says, "No. Well, actually, I think there's some
22 confusion there." Supposedly, that has to do with the
23 governor's schedule. That was some miss-- you know,
24 whatever." I'm like, "No. It had absolutely nothing to do
25 with the governor's schedule." And so I explained it to him.

1 So he says, "Well, the reason why you're actually here," he
2 says that Captain Alexander filed this IRR about the -- that
3 I believe that the 095 that was written regarding the
4 scheduling issue, was written by Nobach and that I believe
5 it's retaliation. It doesn't say anything about the sexual
6 harassment situation, anything like that in the description.
7 And then it all -- and that the lieutenant intentionally
8 refused the governor service. And I could pull it up, and
9 read to you verbatim if you want to see it.

10 I'm like, "Okay. Well, in order to understand
11 why I believe that 095 was written by Nobach or that it was
12 issued by Nobach or ordered that it occurred by Nobach is, we
13 have to go back to February 26th, 2016, with the sexual
14 harassment incident." He's like, "What are you talking
15 about?" I'm like, "Okay, well," and so I explained it to
16 him.

17 MR. MCKNIGHT: Now, this was Sweeney?

18 TROOPER SANTHUFF: Bruce Meyer.

19 MR. MCKNIGHT: Meyer. I'm sorry.

20 TROOPER SANTHUFF: Sergeant Bruce Meyer. At
21 that time, he was acting -- he was actually acting as
22 lieutenant.

23 MR. MCKNIGHT: Oh, that's right. Okay. And
24 it was just him?

25 TROOPER SANTHUFF: Yep. And it was not

1 recorded.

2 MR. MCKNIGHT: And it was not recorded.

3 TROOPER SANTHUFF: Both of which I questioned
4 before our meeting really began. I asked him, I said, "Are
5 you not going to record this?" And he's like, "Well, uh, you
6 know, I could go get -- do you want to record it? I could
7 get my recorder out of the desk." Again, I want to tell you,
8 there was a point when I finally said, I need to find out how
9 this shit's supposed to be actually done. I was very naive.
10 I knew they were supposed to record stuff, but I was like,
11 oh, you know what, I had trust in the patrol. I had trust
12 that OPS was going to do the right thing, they were going to
13 follow our own policies and procedures. And I trusted me
14 going down and reporting this to Meyer, even if it was just
15 him and it wasn't recorded, that it's going to be addressed.
16 And that I had been dealing with all this stuff. I can go
17 through everything that I experienced in that seven-month
18 period, but I was just exhausted, and I thought, okay, this
19 is finally going to get fixed. And, obviously, that didn't
20 happen, but -- so --

21 MR. MCKNIGHT: Do you remember when you met
22 with him, the date?

23 TROOPER SANTHUFF: Yeah. October 3rd, 2016.

24 MR. MCKNIGHT: Okay.

25 TROOPER SANTHUFF: So during this meeting, I

1 describe everything that had occurred, just like I had talked
2 to Kenyon. I described in a lot of detail actually. I
3 didn't have all of the -- we didn't discuss all the
4 retaliatory-type events that I experienced, but we discussed
5 quite a few of them. And I explained to him -- you know, I
6 saw it as four major policy violations at that point. And,
7 if you want to throw ethics and all that other stuff in
8 there, you can add, you know, fingers, you know, whatever.
9 But there was the sexual harassment incident that was
10 reported, was not handled per policy, it was covered up. And
11 I'll explain that to you in detail if you want. There was
12 the retaliation, hostile work environment that ensued after
13 that. There was the deletion of e-mails on a public records
14 request. And then there's the King Air issues. There's four
15 major policy violations. And so I don't know where I was
16 going with that, but -- oh, that's what I was going to tell
17 you. With each one of those four major policy violations, I
18 told Meyer, I said, "Look, this and who you need to talk to
19 about this. These are the people that witnessed each of
20 these different things."

21 And with the King Air issue, I explained to
22 him, "You need to talk to Gary Bade. Interviewing the new
23 maintenance mechanic in aviation who has only been there for
24 six months is a waste of time." His name is Sam Loska. I'm
25 like, "He knows nothing about any of this." And the same

1 with the other new mechanic, "Don't waste your time
2 interviewing him." I told him who to interview with each one
3 of these policy violations.

4 So after the interview, I felt a huge relief,
5 thinking, finally, this is going to be addressed. And about
6 a week later, I realized they hadn't interviewed anyone.
7 Chris Noll, Scott Sborov, Paul Speckmaier, none of those
8 people had been called for an interview, and I'm thinking
9 what in the world? I asked them to -- I asked him to
10 interview these people. And I knew that witnesses had to be
11 interviewed, all witnesses had to be interviewed for
12 investigations.

13 And I started getting really, really concerned
14 about how things took place, the events that occurred, the
15 fact that it wasn't recorded, the fact that he was the only
16 investigator in there. Collectively -- the fact that they
17 had to meet with risk management before they would even do an
18 investigation, that they didn't want to investigate a
19 lieutenant or a captain. And I was like -- collectively, I'm
20 sitting there and I'm running through all these things that
21 have happened, and I'm thinking, oh, boy, like none of this
22 was on permanent record in any way, and I'm getting really,
23 really concerned.

24 And add to that, on October 18th -- I mean,
25 there was a few things that occurred during this time frame.

1 I was ordered not to be doing my own investigation within
2 aviation by Captain Alexander, which I wasn't doing. I think
3 you'll realize that once you've talked to people, but -- and
4 then I was ordered -- so not to do my own investigation. He
5 comes in to aviation, has like an all-section meeting, and he
6 tells people not to interfere, there's an OPS investigation
7 going on. Most of the people didn't even know that this was
8 happening. We had two new pilots in this section, Anson
9 Statema and Jerred Elliot. I didn't talk to them about all
10 this stuff. I didn't want to ruin their happiness of getting
11 their dream job. I remember how I felt when I landed that
12 dream career that I wanted, and I didn't want to ruin that
13 for them. They didn't even know there was an investigation
14 happening. He comes in and tells everybody, "Hey, there's a
15 big investigation going on in aviation. I just want you guys
16 to stay" -- basically, not interfere with the investigation.
17 I'm just sitting there going like, you got to be kidding me.
18 And then he talks about deleting e-mails, "I understand that
19 you were ordered to delete the governor's schedule, e-mails
20 about the governor's schedule in the past. You're not to do
21 that anymore. I don't want you guys deleting any e-mails."
22 Sitting there in disbelief like, is this really happening?
23 So then it was like right around the same time
24 frame, on October 18th, Scott Sweeney, Sergeant Sweeney,
25 sends out an e-mail that all computers in aviation are going

1 to be replaced. And I'm like, what in the hell is going on?
2 I just went to down to internal affairs. Kenyon goes down
3 and reports it. I go down to internal affairs, tell them
4 that, "Hey, we were ordered to go and delete these e-mails on
5 a public records request." And now all the computers are
6 being replaced in aviation. I'm thinking, oh, my God, their
7 covering this up. And I'm thinking, holy shit. And none of
8 it was recorded. And all I'm thinking about is, oh, my God,
9 this is going to come back on me somehow. They're going to
10 force me out of here, they're going to screw with my career,
11 or something. I got legitimately really, really stressed,
12 concerned. My girlfriend and I go out to dinner and I'm
13 telling her this. I mean, she was with me through this,
14 during all of this time frame, and I talked to her about a
15 lot of it. And I'm expressing my concerns, and I'm like, I
16 just -- I want it to be recorded. I want to protect myself.
17 And I come up with the idea that I'm going to put this all on
18 paper in an e-mail and forward it to internal affairs, and
19 that way, boom, it's done and recorded. And I'm thinking I
20 need to protect myself, somehow, some way, and I thought that
21 was how I'm going to do it.

22 So I stay up at night. We got home from
23 dinner, and I started drafting this e-mail, and I sent it up
24 to internal affairs on October 20th. And it summarizes what
25 I reported to internal affairs, and I asked them to

1 investigate those four major things I brought up earlier.

2 Here it is, what, 2018. I still have never
3 received a response to that e-mail. I do learn through
4 public records request that it got forwarded immediately to
5 Captain Saunders and then forwarded --

6 MR. MCKNIGHT: Excuse me. So you did a public
7 records request for all of the documents in the
8 investigation, so you've had a chance to look at the --

9 TROOPER SANTHUFF: Yes, sir.

10 MR. MCKNIGHT: Okay. So you've seen the
11 different people, some of the people that they've talked to,
12 like Chris Noll and --

13 TROOPER SANTHUFF: With other investigations,
14 yes, but that was months later.

15 MR. MCKNIGHT: Okay.

16 TROOPER SANTHUFF: If you're referencing the
17 investigation that occurred for the public records violation?

18 MR. MCKNIGHT: Yeah.

19 TROOPER SANTHUFF: Yeah, I've reviewed all of
20 those.

21 MR. MCKNIGHT: Okay.

22 TROOPER SANTHUFF: Yeah. And I understand all
23 the public records request that I've done, they've been
24 provided to the AG's office, to my understanding.

25 MR. MCKNIGHT: Yes.

1 TROOPER SANTHUFF: So I send this e-mail. It
2 was probably a week for two later, I get a response back for
3 a letter that says that they looked into the matter of how
4 Alexander handled the sexual harassment complaint and that it
5 was handled per policy. And I'm like, you've got to be
6 kidding me. So, of course, I did a public records request
7 for that investigation and any policy that they referenced,
8 which I'm sure you've reviewed. And as you review that, I'm
9 sure you can see that that was not handled per policy.

10 So there's a big key thing, too -- it's not
11 listed in that tort claim -- is that, after this stuff was
12 reported to Alexander, the sexual harassment incident, he
13 ordered me not to talk about it outside of aviation. And I
14 think that's very key, too. Immediately on, I knew that they
15 were covering up the sexual harassment situation, and I
16 thought okay. But when he ordered me to not talk about it, I
17 knew that it was a coverup, like I said, and I questioned
18 about, who does he think I'm going to talk to? And I said,
19 "Who does he think I'm going to talk to? The union or
20 something." And the response was, "I guess so. He doesn't
21 want it to get out." And I'm like, "He can't tell me I can't
22 talk to my union." This conversation happened with Scott
23 Sweeney. He's like, "I know." He's like, "I know. I'm just
24 the messenger. I'm just telling you what I was told to tell
25 you." And I'm like, "This is bullshit." I'm like, "Okay, I

1 won't talk about it outside of aviation, but this is
2 bullshit, dude." He's like, "I know."

3 MR. MCKNIGHT: Let's delve into that.

4 TROOPER SANTHUFF: Since we're on it?

5 MR. MCKNIGHT: Since you've taken us there,
6 yeah.

7 TROOPER SANTHUFF: Okay.

8 MR. MCKNIGHT: Tell me about that day.

9 TROOPER SANTHUFF: Okay. So I had a -- I flew
10 Assistant Chief Lamoreaux over to Walla Walla for a
11 retirement celebration for an employee. And prior to the
12 flight, we knew there may be some weather issues on the way
13 back going over the Cascades. And so I was on the ground in
14 Walla Walla -- well, before I left, I had discussed the
15 weather concern with Lieutenant Nobach, and I had done all my
16 weather checks, and I came up with the conclusion that I
17 think our best and safest route would be to go through the
18 gorge. I did a flight plan for it, it was only a 20 extra
19 minute flight time, and it's not worth the risk going over
20 the Cascades for 20 minutes, because we may potentially
21 develop icing, and it's just not worth it. You don't fly in
22 icing conditions, you just don't, in aircraft that aren't
23 equipped with deicing.

24 And so I'm in Walla Walla, and I'm on my iPad,
25 and I'm looking at the weather, and I'm thinking, okay, it's

1 like -- it's going to be very close. There was a cold front
2 moving in from the west. And I'm thinking, okay, my flight
3 time from Walla Walla to the Cascades was like an hour and
4 20 minutes, something like that. And I'm thinking it's going
5 to be -- it's not worth the risk. We're going to meet in the
6 middle almost, you know, from what I'm calculating, and I'm
7 thinking, okay, I'll just go through the gorge. So I called
8 the lieutenant, which he had asked me to do, to talk about
9 the routing. I tell him, "I'm just going to go through the
10 gorge." And he says, "No, no, you'll be fine, just go
11 through the Cascades," he said, "Lamoreaux, Chief Lamoreaux,
12 has a meeting this evening, something. He has something to
13 do this evening, and we need to get him back on time." And I
14 told him, I said, "Well, I already talked to Lamoreaux on the
15 way over here, and he's aware that there may be a slight
16 delay on the routing on the way back, and he said he was okay
17 with that." The lieutenant, again, "Hey, go over the
18 Cascades. You'll be fine. Those planes, they can hold a lot
19 of ice." I'm thinking, Jesus Christ. There's been a number
20 of conversations about that while I was in aviation before
21 about all -- he'll tell you all of his, like, his icing
22 experiences in Cessnas.

23 So we leave Walla Walla, and we're heading
24 out. Basically, about halfway in the Cascades, and there was
25 this wall of clouds. I'm looking at the temp, and it's like

1 35 degrees. I'm thinking, okay, well, we're still without
2 having freezing temps. So I pick up a flight plan with the
3 FAA, and I have our flight plan, instrument flight plan.

4 MR. MCKNIGHT: Right.

5 TROOPER SANTHUFF: And so.

6 MR. MCKNIGHT: So it was VFR until then?

7 TROOPER SANTHUFF: Yeah.

8 MR. MCKNIGHT: Okay. And then you went IFR
9 because --

10 TROOPER SANTHUFF: Yeah. Picked up an IFR
11 clearance, go into the clouds, and the temp drops like
12 10 degrees, like within less than 5 minutes. And I'm like,
13 oh, shit. I keep looking at the strut. Usually, you'll
14 start picking up ice on the struts. So I'm looking outside,
15 and I start to see a little bit of frost build and more and
16 more build, and I'm thinking, oh, God. And so I talked to
17 the FAA. And ceilings were like 12,000 feet, so I asked for
18 clearance to climb. And as they gave me the clearance, I'm
19 trying to climb out of the ice. The tops of the clouds
20 12,000.

21 MR. MCKNIGHT: Right.

22 TROOPER SANTHUFF: So I'm trying to get out of
23 moisture. And we just keep building ice. I'm trying to
24 climb out of it, and it's just -- the plane at 12,000 feet
25 has no power. So it's like 200 feet per minute climb rate or

1 something. It was really poor. So I couldn't climb out of
2 it, and then I'm looking at where you can drop down. They
3 have minimum en route altitudes for different routing when
4 you're on an IFR flight plan. And I'm like, okay, well, in
5 about 5 miles, I can get to 8,000 feet lower, or I can -- the
6 minimum route altitude goes down to 8,000 feet. Basically,
7 you clear the Cascade Mountain Range, and so that would take
8 me out of the icing conditions. And I ask for clearance
9 lower, I get lower. Anyway, nothing really terrible happens,
10 but I was pretty shaken up, like, look, man, this is a
11 situation that could have been completely avoided.

12 So I landed. The lieutenant comes out, "Hey,
13 how did the flight go? I saw you picked up an IFR flight
14 plan." I said, "Yeah, we picked up some ice, but it
15 wasn't -- you know, it wasn't that much ice, it was like an
16 half an in of ice." It's still -- nevertheless, it's a scary
17 situation.

18 MR. MCKNIGHT: Ice is ice.

19 TROOPER SANTHUFF: Yeah, exactly. So he says,
20 "Well, once the chief leaves, why don't you come to my
21 office, and we'll talk." So the chief leaves. I button up
22 the plane, go in his office, and we're having a conversation
23 about this flight. And it was just a casual meeting. The
24 secretary walks by her desk, Brenda, over to the coffee area
25 or something, and he cracks off a comment to the secretary, a

1 joking-type comment, "Woman, where's my coffee?" or something
2 like that. And she comes in, and he's sitting in a chair,
3 they're much like these, and she's standing -- I'm across
4 this round table in his office, and we're just having a
5 conversation, and she starts massaging his shoulders and
6 massaging his arms, squeezing his arms. And he makes some
7 other comment, says something to her, and she leans forward,
8 and she's like, "Whatever, Jim." She's like, "I know what
9 you really want," and she leans forward -- and she's got
10 fairly large, fake breasts -- and she basically puts her
11 boobs right between his neck, like on his shoulders, leaning
12 forward like this, and just starts going back and forth like
13 this. And he's leaning back and looking at me, just smiling,
14 and I'm like, "Okay," and I get up, and I walk out. And I'm
15 like, holy shit, did that just really happen? I get out, and
16 I'm like, oh, man.

17 So there was -- and I'm going to go back a
18 little bit because it wasn't just this incident that made me
19 file like there was some inappropriate behavior going on
20 between the two of them. They would disappear routinely in
21 the middle of the day, in the middle of the week, sometimes a
22 few times a week, for an hour or two hours, and people in
23 aviation were like, "What in the hell? What are they doing?"
24 And he would say, "Oh, she's who I go to with work-related
25 problems and things like that, problems at home. That's who

1 I talk to about issues." And that was his justification, or
2 that's what he would tell people. And it was strange. For
3 everybody else in aviation, we'd see this happen, and it was
4 strange. And then she'd come back from their little
5 meeting -- they'd go and get coffee or whatever, and she'd
6 come, and she'd be like, "Okay, guys, I'm going to lunch."
7 We're like, okay. So this went on for quite some time prior
8 to this incident, I'm going to say over a year.

9 And so, not only that, but six months prior to
10 this, they would go to a coffee stand that's not too far from
11 my house. I don't know if you're familiar with the Olympia
12 area. Do you know where our state patrol information and
13 technology division used to be on Capital Boulevard?

14 MR. MCKNIGHT: Mm-hmm.

15 TROOPER SANTHUFF: There's a coffee stand in
16 that parking lot called Capital Perks Espresso. I used to go
17 there every day, sometimes multiple times a day, for coffee.
18 And I got to know all the girls there and the owner there.
19 And so I went to get coffee one day on my way home from work,
20 and the owner -- her name is Kasha -- says, "Hey, what's the
21 deal between the guy you work with and that gal he comes in
22 here with?" And I'm like, "They're just -- that's his
23 secretary. Why?" And she says, "Is there anything going on
24 between the two of them?" And I said, "No. They're just
25 coworkers." I said, "They'd stop in here on their way

1 downtown for meetings and stuff." And she says, "Are you
2 sure?" And I'm like, "Yeah, yeah, there's nothing" -- I'm
3 like -- I'm downplaying. In the back of my mind I'm like,
4 I'm already questioning what the hell they're doing for
5 two hours multiple times a week in the middle of the day
6 during their shift. I'm already like well -- and so
7 anyway -- so I tell her, I'm like, "Yeah, yeah, there's
8 nothing going on." She says, "Well, some of the other girls
9 even brought it up to me, because he comes in with her during
10 the week and his wife and kid on the weekends." And anyway
11 whatever is going on is giving the impression to the girls
12 that work at the coffee stand that he's having an affair. So
13 I'm like, "No, no, there's nothing going on." I said, "They
14 just stop in here to get coffee."

15 And so I go back to aviation, and I ask the
16 sergeants, and I explained the situation that just occurred.
17 The next day I go in and I say, "Hey, dude, check this out.
18 The coffee stand owner just says this to me." And I'm
19 like -- and I was going to go tell Jim, like, "Hey, man, you
20 need to watch what you're doing because people out in the
21 community think you're having an affair with the secretary.
22 And they said, "Don't even go there right, Ryan." Like,
23 "Don't even go there. I wouldn't even touch that." And I'm
24 like, uh, okay.

25 MR. MCKNIGHT: So who did you talk to about --

1 who was that conversation with?

2 TROOPER SANTHUFF: I believe it was Hatteberg,
3 it might have been Sweeney, but it was one of those two
4 sergeants.

5 MR. MCKNIGHT: Okay.

6 TROOPER SANTHUFF: I'm pretty sure it was
7 Sweeney. When you interview Sweeney, you might want to ask
8 him about his experiences with -- when he was a pilot, not a
9 sergeant, when he was just a pilot trooper in aviation.
10 Something occurred, and I don't know what happened, to the
11 point where he immediately wanted to transfer out of
12 aviation, regarding something that happened with Nobach.

13 MR. MCKNIGHT: Okay.

14 TROOPER SANTHUFF: So, anyway, that's the
15 details about that situation prior to. But, anyway, so this
16 situation happens between Jim and Brenda. I immediately, oh,
17 my God, like, what the hell is going on? As I'm walking out
18 of there I'm like, dude, there's got to be something more to
19 this relationship, clearly, after this physical contact.

20 So, about, I don't know, five days later or
21 four days later, when there was a private -- I had a minute
22 where it was just me and Scott Sweeney, Sergeant Sweeney, had
23 a private movement. I asked him what he thought was going on
24 between Jim and Brenda, and I said, "Hey, man" -- he's like,
25 "Why are you asking me these questions?" And I said, "I'll

1 tell you, but I need you to promise me that this stays
2 between you and I, you know, like, I don't want my situation
3 in aviation to change." And I was concerned about how
4 reporting this may affect me. And so I told him, and he just
5 -- and he got upset, basically said, "Are you F'ing kidding
6 me?" And tells me that I'm not the first person to bring up
7 situations like this to him, and he got pretty pissed.

8 MR. MCKNIGHT: Did he mention anybody else?

9 TROOPER SANTHUFF: He wouldn't tell me. I
10 asked him specifically. He wouldn't tell me. And I think it
11 was Scott Sborov, but I'm not sure, who had talked to Sweeney
12 previously. So I'm working, I don't know, it was probably
13 the next week, the lieutenant had me working on a video
14 transcription for a King Air briefing video. I'm working
15 with the state patrol videographer person. And I had put
16 together a transcript, and the lieutenant wanted to review it
17 before I did the video. So I went down to his office and
18 said basically that I had finished this transcript. I knock
19 on his door frame, "Hey, LT, do you got a second?" He stands
20 up from his desk. You're a retired police officer, right?
21 Which we call violator stance. So he's just sitting at his
22 desk, and he stands up, and he's just like, "What do you
23 need, Ryan?" And I'm like, "Uh, I just finished the
24 transcript. Did you want to review it?" And I knew
25 immediately -- I knew immediately that Sweeney had went to

1 the lieutenant about -- I mean, it was just like days after I
2 talked to Sweeney about it. I'm like, "I have this
3 transcript done. Did you want to review it?" And he's like,
4 "Send it to Brenda, and she can send it to me." And I'm
5 like, okay, this is way weird, like, this is totally outside
6 of normal. A lot of times, I just go to him, and we'd work
7 together on projects, and he had me do PowerPoint
8 presentations and such for him on days I couldn't fly. We
9 had a very open working relationship, and this was totally
10 outside of normal. Anybody, I think, if there was a video in
11 the corner would be like, what in the hell happened there?

12 And I immediately walked out, and I went
13 straight to Sweeney's office, and I said, "Did you say
14 something to Jim?" And he says, "Shit. Come in here and
15 shut the door." And I'm like, "Fuck, Sweeney." And he's
16 like, "What just happened? What happened?" And I'm like --
17 so I explained the situation downstairs. He's like,
18 "Goddangit, I was hoping you weren't going to find out." And
19 so he tells me how he reported it. He didn't feel Captain
20 Alexander would handle the situation appropriately, so he
21 called Captain Riley, who he has either worked for before --
22 I think their wives work together.

23 MR. MCKNIGHT: Riley?

24 TROOPER SANTHUFF: He was captain of District
25 5, Vancouver.

1 MR. MCKNIGHT: Oh, yes, yes. Okay.

2 TROOPER SANTHUFF: So he calls Captain Riley
3 for advice on how to handle the situation. Well, let me back
4 up. He first went to the lieutenant directly and told him
5 that he needs to cool it with Brenda. And the lieutenant
6 just kept brushing him off apparently, saying there's nothing
7 going on, just, "Dude, leave me alone. There's nothing going
8 on between me and the secretary." And finally he said -- and
9 he wasn't getting it, the lieutenant wasn't getting it. So,
10 finally, he said, "Did this happen in front of Ryan?" And
11 the lieutenant apparently denied it. And Sweeney, after he
12 went and talked to the lieutenant, I remember him coming up
13 and asking me, "When exactly did that meeting happen?" And
14 when he did that, I was like, "Why are you asking me
15 Sweeney?" And I imagine that he had just left the
16 lieutenant's office when that happened. I was upstairs in
17 the pilots' office. He came in and asked me and said, "I
18 need to know the day when that happened." I'm like, "Dude,
19 we talked." Like, "What are you doing?" And so I gave him
20 the date and the approximate time.

21 So he told me -- we're having this
22 conversation about how it was reported. He tells me that he
23 called Captain Riley, District 5, to ask him how to handle
24 it. Riley then calls Assistant Chief Drake, Randy Drake.
25 And then Randy Drake calls Alexander to deal with this issue.

1 Alexander -- I don't know what happened in
2 these meetings or what was discussed, but all I know is that
3 what policy states is how things are supposed to be handled
4 and what actually occurred. Alexander comes in. And I'm in
5 and out doing training flights or whatever I was doing,
6 traffic missions or transport flights, so I'm in and out of
7 the office during this time frame quite a bit. And Alexander
8 comes in, has a closed-door meeting with the lieutenant and
9 his secretary. Hatteberg is telling me that it's being
10 handled or being addressed. And I'm like, "Okay." I was
11 never -- Alexander never met with me. He never asked me what
12 happened. And then the next thing I know, it's been dealt
13 with, it's been handled. And I was like, "Handled how?" And
14 he says, "Well, apparently, they both got written up." And
15 I'm like, "Okay."

16 And I'm not one to necessarily believe that we
17 need to throw the book at everybody. I believe that the
18 situation can be -- disciplinary situation can be the least
19 possible discipline as long as you get the results at the
20 end. And so I'm thinking at that time that, okay, so it was
21 handled with an 095, is what I am being told. And I'm
22 thinking, okay, well, as long as -- I'm thinking, okay, maybe
23 I'll skate out of this situation and not have any of this
24 issue affect my career because they got the least possible
25 disciplinary action within the state patrol. I'm thinking,

1 okay, lieutenant -- it maybe won't be that bad.

2 Immediately, things were very, very strange in
3 aviation. The lieutenant and secretary both were completely
4 just ignoring Sweeney and I. Their response just created
5 major turmoil within aviation. Not just with me, but like
6 Noll. I mean, everybody in there recognized that something
7 was going on.

8 I'm mostly talking to Hatteberg during this
9 time frame about what was going on and how to communicate
10 between the lieutenant. The lieutenant wouldn't talk to me.
11 If anything, he'd just kind of like frickin glare at me as I
12 walked by. The same with the secretary. Instead of like a
13 phone call, she'd send me an e-mail instead of transferring
14 the call. She didn't want to talk to me. She didn't want to
15 even see me.

16 (A brief recess was taken.)

17 MR. SHERIDAN: Back on the record.

18 Can we just confirm nothing substantive was
19 said off the record.

20 TROOPER SANTHUFF: That's correct.

21 MR. MCKNIGHT: That's correct.

22 MR. SHERIDAN: All right. Go ahead.

23 TROOPER SANTHUFF: I think I left off talking
24 about what happened after the sexual harassment-type incident
25 with --

1 MR. MCKNIGHT: Yeah. And do you know of
2 anyone else seeing like her rubbing his shoulders? Did
3 anyone else talk about that? I mean, other incidents, not
4 this one.

5 TROOPER SANTHUFF: Sborov has mentioned that
6 he -- there was a time where the lieutenant put his hand on
7 inner thigh or something when she was wearing a skirt. I'll
8 tell you, the lieutenant, through other people I've heard,
9 early on in the section, that Brenda would wear dresses and
10 high heels in the summertime, and the lieutenant had made
11 comments about him wanting her to wear that type of attire.

12 Sborov has also told me that, when Brenda got
13 hired, Sborov apparently was on the interview panel, and
14 during the conversation for the selection, he stated, "Brenda
15 passes the elbow-to-wall test." And he says, "What the hell
16 is the elbow-to-wall test?" And he says, "Well, when your
17 elbows -- or when your tits touch the wall before your
18 elbows, you pass," or something like that. Anyway, this is
19 all hearsay through Sborov, but he may be able to tell you
20 directly, but -- so there was -- you know, he had made some
21 comments like that about Brenda, her attire and things, in
22 aviation, but the only real physical contact that I observed
23 and I was the only witness to that incident -- that was
24 basically the only thing I saw, other than other type of
25 suspicious-type activity, which I described earlier. So Noll

1 may have his own independent things that he observed, but I
2 don't know.

3 MR. MCKNIGHT: Okay. How about the e-mail?
4 Let's talk about the e-mail.

5 TROOPER SANTHUFF: The public records issue?

6 MR. MCKNIGHT: Yeah.

7 TROOPER SANTHUFF: So what I can tell you
8 100 percent for certain is that every year that I was in
9 aviation I was assigned to assist with the May Day protest.
10 Okay. And when I had told Kenyon about this whole e-mail
11 thing, I remember this incident occurring, but I didn't
12 remember, when I brought it up, all the details of what had
13 happened. I remember it happening, and I vaguely remember
14 that it had to do with the May Day protest, but I wasn't
15 100 percent certain. And so, if I'm not 100 percent certain
16 on how it really happened, I'm not going to say, yes, it had
17 to have been the May Day protest. But the more I thought
18 about it, the more I talked with other people that were
19 there, I can say without a doubt now that it absolutely did
20 happen with this May Day protest.

21 In 2014, aviation was scheduled to assist --
22 which are you familiar with the aviation section at all, what
23 we do?

24 MR. MCKNIGHT: (No verbal response.)

25 TROOPER SANTHUFF: Okay. So we were scheduled

1 to assist with aerial surveillance type stuff, and Noll and I
2 were assigned to work that mission. We didn't end up flying
3 that year, apparently, and there was a bunch of e-mails
4 regarding that mission. So the lieutenant and the secretary
5 come upstairs in the morning, and Noll and I are at the
6 computers. I understand they've changed the setup there, but
7 there's two computers that face out to the runway, and the
8 lieutenant and the secretary sit behind those two chairs. So
9 we spin around, and we're talking -- the lieutenant is on the
10 left, the secretary is on the right, and he says, "Hey, guys,
11 Brenda caught wind there's a big public records request
12 coming into aviation, and I need you guys to go in and get
13 rid of these e-mails before it happens." And I'm like, "Uh,
14 okay." And so the lieutenant shows Noll, who has his e-mail
15 pulled up, which e-mails that he wants deleted. He tells
16 Noll to delete every e-mail in his deleted folder, every
17 e-mail cleaned out.

18 And he says, "Okay, you need to go into your
19 recovery folder and clear that out, too." I had never even
20 heard of a recovery folder prior to this, and Noll didn't
21 either, from my understanding. So he instructs Noll, shows
22 Noll how to get to the recovery folder and says, "Yeah, just
23 clean out everything in there, too." When that happened, I'm
24 like, what the hell? Because, as a state employee or even
25 any civil service officer, you've been through public records

1 training, you know that that's outside of training and
2 standard procedures. It was a big red flag for me. I'm
3 like, holy shit, okay.

4 MR. MCKNIGHT: So none of them were transient,
5 they were all business records?

6 TROOPER SANTHUFF: What do you mean by that?

7 MR. MCKNIGHT: Records that have no importance
8 or just general operations stuff are considered transient,
9 you can delete them right away. And then there's business
10 records that relate to the operations of the section, the
11 unit, or the office and to cases, to flying, to whatever.

12 TROOPER SANTHUFF: Yeah.

13 MR. MCKNIGHT: And those you maintain.
14 There's a distinction.

15 TROOPER SANTHUFF: Yeah, they absolutely had
16 to do with business records because these e-mails -- I don't
17 know exactly what they were. There was a long chain of
18 conversation in these e-mails. But I remember they laid out
19 when -- the scheduling for us and when they wanted us
20 overhead and who we were going to talk to. And that's really
21 what importance is as a pilot is. That's all I care about.
22 All this other little chatter and mindless conversation,
23 there's no value for me, other than where I need to be, who I
24 need to talk to, what time I need to be there, and what I'm
25 looking for. That's really it.

1 Anyway, so then I had to do it, every pilot
2 had to do it, everybody that was on that e-mail chain had to
3 go in and delete those e-mails. After that happened, after
4 the lieutenant leaves, Noll and I have a side-bar, you know,
5 a side conversation about it. And Sborov -- I want to say
6 Sborov was there or entered the conversation later, as in
7 like, "Dude, what the hell are we doing? Like seriously?"
8 Anyway, so that's what happened. And I remember feeling
9 like, dude, what the F is going on? I don't even remember
10 like -- I wish I would have printed them off. Now, going
11 through this and having to explain it, I wish I would have
12 printed them off because everybody is telling me, "Well, what
13 did those e-mails contain?" Like, I can't tell you
14 completely, I don't know. But whatever was in there,
15 obviously they wanted it gone.

16 MR. SHERIDAN: Do you happen to know if those
17 things might exist on a server somewhere?

18 MR. MCKNIGHT: I don't.

19 MR. SHERIDAN: So I was thinking they must
20 backup somewhere. You would think if you delete something
21 off a laptop or a desktop, it should not delete the entire
22 file.

23 MR. MCKNIGHT: It depends upon how their IT
24 department is set up for the recovery.

25 MR. SHERIDAN: Okay.

1 MR. MCKNIGHT: All of those so-called backup
2 kind of records are for business purposes, for recovery in
3 case of a disaster.

4 MR. SHERIDAN: Right. Right.

5 MR. MCKNIGHT: So, if the server gets knocked
6 out or whatever, then they can at least go back to the last
7 time that it was backed up, which is usually like a 24-hour
8 cycle or something like that.

9 MR. SHERIDAN: Okay.

10 MR. MCKNIGHT: But it's difficult, in that,
11 because computers have so much stuff on them now, they can't
12 store them like they used to. They used to keep them for
13 like six months.

14 MR. SHERIDAN: Right.

15 MR. MCKNIGHT: They can't do that now because
16 that would take massive servers.

17 MR. SHERIDAN: Right.

18 MR. MCKNIGHT: So they rotate them a lot
19 quicker. They just go through the faster ones. I have not
20 looked into that yet, but that's probably something I'm going
21 to see if --

22 MR. SHERIDAN: Yeah, because that's what we're
23 going to do once we file the lawsuit is try to find if
24 somebody has backed them up somewhere. Yeah, just find out.

25 TROOPER SANTHUFF: So I did a records request

1 for those. You probably saw that, for the metadata stored on
2 state patrol servers or computers or hard drives.

3 MR. MCKNIGHT: No, I didn't see that.

4 TROOPER SANTHUFF: And they came back,
5 basically didn't give me anything. So I need to ask for the
6 control sheets to see if they even requested that the servers
7 be searched. But I was told by Mike Marcott in our ITD
8 section that deals with the hard drives from the computers, I
9 asked him about why -- about all the computers being swapped
10 out in aviation and if we had those hard drives still around,
11 and he said, "No, they were all sent out for destruction."
12 So -- which also brings up kind of a concern, is that, are
13 hard drives and the metadata, electronic files on hard
14 drives, are they not required to be retained for a certain
15 period of time like other records? So, anyway, that's just
16 another thought.

17 MR. MCKNIGHT: Yeah. Yeah, that's an issue
18 for -- there's different types of reasons to keep records.
19 Litigation, clearly, you have to keep everything that's
20 related to it. Just for public records or business purposes,
21 there isn't the standard. So the hard drives, they get wiped
22 because, typically, everything is uploaded and saved. You
23 know, every time they replace all my laptop, all my favorite
24 and all the other things that I've saved, they disappear, and
25 that's typical, they don't save those, so then you have to

1 recreate them. But, usually, that's the types of things,
2 when they replace computers that aren't saved. But
3 everything else, as far as documents, records, and everything
4 else, is off of the server. So, when they put that new
5 computer in, they just take everything and put it back onto
6 the new computer. So that's typically what I've found. But
7 as far as, yeah, when they get rid of laptops, they don't
8 save the hard drives or anything else, and they destroy them
9 just because they don't want somebody to figure out a way to
10 undo the deletion and the wipes and the seven levels of
11 government wiping. There's some tenth graders out there
12 figuring out how to do it.

13 TROOPER SANTHUFF: Oh, I'm sure.

14 MR. MCKNIGHT: Okay. That covers the major
15 incidents that you've got listed. As far as the retaliation
16 goes, there was a couple things that I was hoping you could
17 maybe shed a little more clarity.

18 TROOPER SANTHUFF: Okay.

19 MR. MCKNIGHT: Related to like the logbook.
20 You stated you had to go out and buy your own logbook, but
21 everyone else received logbooks. Tell me about that.

22 TROOPER SANTHUFF: It was just another --
23 collectively, there was a lot of little things that, to me,
24 added up to a big thing. And that's one of those things, is
25 where we used to have -- there was a locker in the pilot

1 office upstairs that had pilot supplies, and logbooks were
2 always supplied.

3 MR. MCKNIGHT: Right.

4 TROOPER SANTHUFF: We had a pilot retire, and
5 I think he grabbed a couple because he's got a flying gig
6 when he retires, and I think he helped himself to a couple
7 extras, but there weren't any. So Noll had asked,
8 previously, just like, I don't know, six months, two months
9 prior for a logbook, and it was supplied. Well, my logbook
10 gets full, which you're familiar with, pilots are required to
11 have logbooks, it's part of the job.

12 MR. MCKNIGHT: Right.

13 TROOPER SANTHUFF: And we were out, we didn't
14 have any more supplies upstairs. So I sent an e-mail to
15 Brenda, which you probably saw through public records, asking
16 if she could order me a logbook because she has the
17 purchasing card. Like in the next day, she says that,
18 "Lieutenant has said no because, if aviation buys them, then
19 they're considered State property, smily face." And I'm
20 thinking to myself, what in the heck? Everything that we use
21 in our -- anything we use in our personal property for work
22 then becomes State record or property, which we all know
23 that. And I'm like, okay, whatever. This is kind of when a
24 lot of this turmoil was going on.

25 So I went in to Hatteberg -- or I think I

1 forwarded the e-mail and said, "Since when do we got to buy
2 our own logbooks?" I said, "Is this new SOP," or something
3 like that. I could pull up the e-mail verbatim if you want
4 to know it verbatim.

5 MR. MCKNIGHT: That's okay.

6 TROOPER SANTHUFF: But I says, "Is this
7 standard SOP now," like, question mark. "Do I have to --
8 I'll just buy my own." So I did, I ordered it off Amazon,
9 and it's like 15 bucks or something. It's not a big, huge
10 purchase, but there's a lot of little things like that where
11 that was just one more thing where it's like, are you kidding
12 me right now?

13 Okay. So then Jayson Caton, whose the pilot
14 in Eastern Washington, I've remained friends with, and we
15 mountain bike together on occasion. And he told me like,
16 "Oh, yeah, I just finally filled out my first logbook." He's
17 one of the newer pilots. And I said, "Oh, yeah, that's a
18 pretty cool feeling, isn't it?" And we're having this
19 conversation about it, and he says, "Yeah, they just
20 ordered -- I just got one of the new logbooks like you guys
21 would use," which was thicker, more like, instead of a
22 private pilot, it's more like a commercial type logbook.

23 MR. MCKNIGHT: Commercial, yeah.

24 TROOPER SANTHUFF: And I said, "Oh, that's
25 cool." I said, "Did the patrol buy that for you?" And he

1 said, "Yeah." And I'm like, huh, interesting. So they
2 bought it for Noll prior, then they deny me, Nobach denies
3 me, and then a few months later they buy it for Jayson Caton.
4 And to me, I think that's clearly a retaliatory event, in my
5 mind.

6 MR. MCKNIGHT: How about the checkrides? Is
7 that what it was?

8 TROOPER SANTHUFF: Yeah, it was a checkride,
9 there was an issue. But just the training environment --
10 well, the relationship between Nobach and I changed
11 drastically. Prior to this incident, we'd go flying towing,
12 it was more casual, joke around and talk about projects.
13 We're both project guys, we like to work on our homes and
14 things. It was a very open and casual training environment,
15 relaxed. Well, our relationship completely changed. To me,
16 I felt that he did not care for me being in aviation based on
17 his demeanor and his behavior. And so the training
18 environment changed. It was very quiet, very rigid, and very
19 low communication between him and I, which is completely
20 different.

21 And Nobach was completely in charge of the
22 training program and how the training was supposed to be
23 conducted, okay? We do have a training manual, and that was
24 never really followed in aviation. It just became like
25 standard. Nobody had like a set training program. Even

1 though we had this manual that we were supposed to be going
2 by, Nobach was in charge of that. And, if you go through
3 like the requirements and how training was supposed to be
4 done in aviation, reference the aviation operations manual,
5 it talks about training. And you look at my training records
6 and Noll's training records and even -- well, now, Nobach has
7 removed himself from the Cessna training program, but, prior
8 to this incident, you look at Jayson Caton's training
9 records, and you'll notice that our training procedures are
10 involved. However, if a pilot fails the training, according
11 to the SOP, the section operation manual, that gives Nobach
12 grounds to remove a pilot from aviation. And because he was
13 the sole person in charge of my training, that really
14 concerned me, especially once the training started again.
15 Because there was a year period prior to the sexual
16 harassment incident that him and I didn't train together,
17 which we were supposed to be doing. I got into the King Air,
18 was training in the King Air, but the Cessna program went on
19 pause for like a year. Anyway, after this whole sexual
20 harassment incident, him and I started training together.

21 And so I thought that, when the checkride
22 occurred, it was an instrument training flight, is what I was
23 working on. And when we fly instruments, we wear this hood,
24 it's a view-limiting device. You can't really see anything
25 that's going on other than the instruments. You can't see

1 outside the airplane at all. So, shortly after takeoff, he
2 has me put this hood on. And then I see him like scuffling
3 around, and he reaches in the back seat, and he grabs a
4 notepad and some white, like, stapled papers. So I look -- I
5 look over to see what he grabbed, and I see this checkride
6 form, the same form that we use when we interview brand-new
7 pilots that come into aviation, where you score their flying
8 abilities for interview purposes, checkrides in that regard.
9 I'm like, what in the hell? Okay. And I just keep flying.
10 And what I noticed a difference is with Nobach
11 is, he has the sole command of that flight basically. So, as
12 you're flying, he doesn't have you file a flight plan,
13 typically, with the FAA. So as you're flying along under the
14 hood, he'd say, "Turn left this," you know, "Turn left 060.
15 Climb 6,500." And so he's trying to increase your workload.
16 So you turn left, climb 6,500, run through the checklist,
17 "Turn right this." And so you're like, goddangit, I didn't
18 finish my checklist, now I've got to start my turn. Get back
19 to the checklist. "Climb this." So you're climbing this,
20 and you can't get caught up, it's like you can't get caught
21 up, right? So the next thing you know, you're off by
22 100 feet on your altitude or you're off by 10 degrees. And
23 I'm like -- so you're constantly fighting it, trying to
24 maintain your flight attitudes and within your limits. But
25 he knows when you start to get behind, and he would say,

1 "Turn this. Descend this." It's like, damn, okay. So you
2 just keep working at it. And I felt like there was a lot
3 more workload put on me. And as I'm doing that, he's taking
4 these notes, off by 100 feet, off by 10 -- you know,
5 whatever. I'm like, you got to be kidding me, and I just
6 keep flying, and I keep doing my thing. That's the whole
7 checkride incident.

8 So I got back on the ground and he says,
9 "So" -- and he pulls out this paper -- "So you didn't do a
10 preflight briefing with me," which I've been in the section
11 for damn near 2 1/2 years at this point. It's already been
12 established. I'm flying passengers. I know how to do a
13 preflight briefing. So he's like, "You didn't do a preflight
14 briefing, you didn't do this, you didn't give me -- you
15 didn't describe how to use the seat belt." I'm just like
16 sitting there like, wow. "Okay. Yes, sir. Okay, yeah."
17 And I'm like, "Well, I didn't know it was going to be like a
18 full checkride or I would have done that stuff." He's just,
19 "Well, you should know that every time we fly together,
20 there's going to be checkride." And I'm like, "Well, we've
21 never done that before, but, okay, I will from now on."

22 And so I go back, and I'm talking to a couple
23 of the other pilots, and they're like, "What? What did he
24 do?" And they're like, "He's never done that with me."

25 MR. MCKNIGHT: Who was that, the other pilot.

1 TROOPER SANTHUFF: Noll. Sborov. I mean, I
2 could go on and on. Hatteberg. I come back, I talk to
3 Hatteberg about it, and I'm like, "Did you know this was a
4 checkride?" And he's like, "No." And I'm like, "Yeah. He
5 filled out like the full checkride document on me." And he's
6 like, "What?" I'm like, "Yeah." And I'm like, "He docked me
7 for not doing a preflight briefing." And he's like, "Huh.
8 Okay, I'll talk to him about it." And I'm like, what the
9 hell?

10 Before that, he had me start flying in the
11 left seat. So, when we first started flying together after
12 not flying together for like a year, he had me doing a right
13 seat training. You know, you normally fly I'm in the left
14 seat.

15 MR. MCKNIGHT: Right.

16 TROOPER SANTHUFF: So I'm in the right seat
17 and working on instrument training, which is totally not --
18 it's a different feel. You're flying with opposite hands;
19 your dexterity is different; you're looking at the
20 instruments across the airplane; it messes with your internal
21 balance and attitude. And so it takes a little bit to get
22 used to. So we flew together for like four days if I recall.
23 There was one day I think we couldn't fly due to weather or
24 something. And in my pilot logs, he's saying that,
25 progressively, I was getting worse and worse and worse, and

1 that's what he's telling the sergeant. So I'm like, what?

2 So we're having this -- I have this meeting
3 with the lieutenant. At this point, our relationship is
4 pretty -- I don't know a good word to describe it, but it's
5 not very comfortable. Clearly, there is some barriers there
6 between us from this previous stuff that has gone on. And I
7 said -- and I told him, I said, "You honestly believe that my
8 flying progressively got worse and worse every day that we
9 fly together?" Because I know when I make a mistake as a
10 pilot. I know I'm off 100 feet, I know when I'm off 10
11 degrees or whatever. I know when I make a mistake, and so
12 you correct for it. And I knew that I was getting better and
13 better and better the more I flew in the right seat, and he's
14 docking me saying I'm not. And I'm like, "You honestly
15 believe that?"

16 "Well, you know, uh" --

17 And I'm like, "Okay."

18 So then there was the incident where he told
19 Sweeney that I almost crashed the airplane.

20 MR. MCKNIGHT: Yeah.

21 TROOPER SANTHUFF: And, again, it was an
22 instrument flight, and I was on an ILS approach into Olympia,
23 but, at the end of this flight -- I'll go back into the
24 details of what happened -- but, at the end of this flight,
25 he asks me, as we're taxiing -- or I ask him, I prompt him,

1 for a post-flight debriefing, which we're supposed to be
2 doing anyway according to our SOPs. They often weren't done
3 between Nobach and I. So as we're taxiing, I provoke, like,
4 "So what did you think?" like, "What can I improve on?" And
5 he says, "Well, there was just a couple minor things we need
6 to continue to work on, but there was nothing glaring." And
7 that's exactly what he said. And I said, "Okay." And I felt
8 the same way, you know, there's a couple little errors I
9 made, nothing serious.

10 Later that day, Sweeney comes up and says --
11 I'm in the pilots' office -- and he says, "Hey, how did the
12 flight go with Jim?" And I'm like, "Yeah, it went good."
13 And I tell him about the approaches we did and where we went.
14 He said, "Did you have any issues?" I'm like, "No. I mean,
15 not that I -- no." And he says, "Huh, okay." And I could
16 tell, like, his response, there's something there, right?
17 And I said, "What did Jim tell you?" And he says, "Did you
18 almost crash the plane on one of your approaches?" I'm like,
19 "What?" I'm like, "No." And I'm sitting there, I'm like
20 going through my brain, because a lot of these approaches, I
21 was just under this view-limiting device. And I'm like going
22 through my approaches, and I'm like, "No. No. That didn't
23 happen." And he says, "Yeah," he said, "You came in really
24 low on one of your approaches." I said, "Well, there was an
25 approach that I went" -- it's called max deviation on your

1 instruments.

2 So, when you're doing an ILS approach, you
3 have this needles that you're flying, whether you maintain
4 centerline on the runway or altitude adjustment. You want to
5 fly those across all the way down the runway, and that will
6 put you right on your flare point, right? So it was kind of
7 a turbulent day, and so the needles are bouncing around as
8 the plane bounces around, and I'm fighting and making
9 adjustments with the plane. I can't see outside the plane.
10 All I know is my altitude from the altimeter.

11 And so I'm on my approach. And, if you have
12 the runway environment in sight, lights, taxiways, the runway
13 itself, you can come down another 100 feet below the minimum
14 altitude for that approach. So, in Olympia, it's 200 feet
15 above the ground, AGL. If you have the runway environment --
16 once you get to 200 feet, if you have the runway environment
17 in sight, you can come down another 100 feet. Okay. As you
18 come -- the closer you get to the runway, the more sensitive
19 those needles become.

20 So I'm on my approach. He says, "Okay, I got
21 lights in sight." So I'm -- okay, now I'm going down to
22 100 feet AGL, above the ground. And so I'm like, okay, and
23 I'm fighting power, pitch, trying to keep my needles
24 centered, and it's turbulent. And I come down, and I get to
25 the 100 feet and I say, "Okay, I'm at my MEA," and he said --

1 missed approach point, basically. And he says, "All right."
2 Typically, at that point, he'd say, "Okay, land the plane" or
3 "Go missed approach."

4 MR. MCKNIGHT: Go around.

5 TROOPER SANTHUFF: And I'm like, "Okay, I'm at
6 my" -- and as a pilot, you're looking outside the plane, you
7 know, you make that decision. And so I'm waiting on him to
8 tell me. And I'm like, "So what do you want me to do?" So,
9 if he says, "Okay, land the plane," then I pull my hood off
10 and I land the plane or do a touch-and-go or whatever he
11 wants me to do. So I said -- you know, I'm at my missed
12 approach point -- and I said, "What do you want me to do?"
13 And he says, "What would you normally do?" And I'm like,
14 "Well, I'd go missed approach." He's like, "All right then."
15 I'm like, oh, my God, power up, pitch, take off, fly a missed
16 approach. I'm like, okay.

17 So I tell Sweeney, and I describe exactly how
18 this flight went, and I'm like, I'm thinking to myself,
19 there's no way that I almost crashed the plane, or I almost
20 went into the trees, supposedly, is what he's saying. I
21 said, "No." Because, if he honestly felt that way, he would
22 have told me to take the hood off, pull up. He could grab
23 the controls, in my airplane, take it over.

24 MR. MCKNIGHT: Well, as the command pilot,
25 isn't he responsible for taking control of the aircraft?

1 TROOPER SANTHUFF: Exactly.

2 MR. MCKNIGHT: Okay.

3 TROOPER SANTHUFF: And I'm thinking to myself,
4 there's no way that he honestly felt that way. And I got
5 really upset that he would tell my sergeant, after we've
6 already had some issues with this training environment and
7 him saying that I've been progressively getting worse on each
8 flight. Which, if you go through any training records, you
9 have them, you'll see there was a lot of progression. And I
10 think, if you talk to a lot of pilots, for somebody to go
11 through and get their instrument and commercial rating in
12 seven-week period almost unheard of. It shows that I
13 progress very quickly if I put my mind to it and if there's
14 actual training. And here he's telling me that I'm failing.

15 And back to the training records, for that
16 matter, they sent me to King Air school. I'm pulling
17 professional pilot standard cards at a separate training
18 program in a much more complicated airplane. So Nobach has
19 tried to pitch to the patrol that I was a failing pilot,
20 which I get offended by.

21 So, anyway, back to this whole incident about
22 crashing the airplane. Sweeney tells me about it. I'm like,
23 "I want to meet with the lieutenant right now." And at this
24 point, I'm just getting so frustrated. He's like, "Well,
25 Ryan, maybe we'll just talk to him later." I'm like, "No.

1 I'm going to go down there right now, and I want you to go
2 with me." I was like, "I am not going to stand for that."

3 So I go down and -- Sweeney calls him first,
4 says, "Hey, we're going to come down and talk to you about
5 this flight." And we go down there, and I just told him, I
6 said, "Lieutenant, as my chief flight instructor, as a
7 lieutenant of the section, if I ask you how the flight went,
8 I expect an honest answer. And when you tell me that there's
9 nothing glaring and there's just a few small things that we
10 need to work on, that's what I understand. But, if you go
11 behind my back and you tell my sergeant that I almost crashed
12 the airplane, I have a problem with that. So, if I ask you
13 and you honestly believe -- if I ask you how the flight went
14 and you honestly believe that I almost crashed the airplane,
15 then I expect you to tell me that." And Jim's like,
16 "Well" -- I said to him -- I called him Jim in the meeting
17 because we were on like a first name basis type of thing. I
18 said, "Jim" -- he says, "That's Lieutenant Nobach to you."
19 I'm like, oh, God. I'm like, "Yes, sir."

20 And I basically just told him, "I want you to
21 know, if I ask you a question, tell me how you honestly feel.
22 And I honestly don't believe you feel that way, so do not go
23 behind my back and tell my supervisor that."

24 And after this meeting, I asked -- I told
25 Sweeney, I said, "The only way I'm training with him again is

1 if it's recorded." We have GoPro cameras that we can throw
2 in the airplanes. I said, "I want these flights recorded."
3 Apparently, he went to Nobach, and Nobach said, "No, we're
4 not going to do that." I'm like, huh, and he's not using
5 that as a way to retaliate against me? Okay.

6 There's numerous -- Sweeney I were somewhat
7 friends. I mean, we did stuff off duty, we covered the
8 Lakewood meeting, and we talked a lot about stuff that was
9 occurring. And as a matter of fact, when this all got
10 brought up, Sweeney was the first person that came to me and
11 was concerned about retaliation that was happening. And it
12 had to do with changing my progression in the aviation
13 section.

14 So there's also a big part of the whole sexual
15 harassment situation I didn't talk about earlier that I do
16 want to address. When all this turmoil came into aviation,
17 Hatteberg comes up to the office, and Hatteberg was trying to
18 be the mediator between me and the lieutenant and the
19 secretary, and he was trying to calm everything down. He was
20 trying to create like -- make everything how it was before.
21 And the lieutenant was pissed. Sweeney -- Hatteberg even
22 told me, "The lieutenant is mad at you because you said
23 something about it." I'm like, well, okay.

24 Hatteberg comes into the pilots' office. And
25 it's me, Noll, and I think Jayson Caton was there, and we're

1 talking about this turmoil in the section. And he's telling
2 me that I need to go down and apologize to the lieutenant.
3 And I'm like, "For what? What would I apologize for, Jeff?"
4 He says, "You need to apologize for saying something." And
5 I'm like, "No." I'm like, "That's not on me." I said, "If
6 anything" -- and at this point, I'm starting to get offended
7 about how the lieutenant's treating me, and like, "No. If
8 anything, he needs to apologize to me." I'm like, "What's
9 happening is not right. This is not on me. He's the
10 lieutenant in this section. He's the one that kind of steers
11 the environment." And so Jeff and I are kind of going back
12 and forth on this. I'm like, "No, Jeff, I'm not going to do
13 that." He's like, "Come on, you need to just apologize,"
14 kind of take one or something. And I'm like, "No, Jeff, I'm
15 not going to do it." And Jeff starts getting super upset,
16 not angry, but like emotionally upset. His chin starts to
17 bounce, and he starts crying. He's like, "Ryan, I can't
18 handle this anymore." He's like, "I cannot handle this
19 stress." He's like -- and I'm like, "You're telling me,
20 dude." And I'm like -- I respected Jeff. He was -- like I
21 said, he was assigned as my flight instructor, even though
22 it's against SOP, that's how -- he was the one that mostly
23 helped me progress through the section early on. We spent a
24 lot of time together. And it bothered me seeing him upset.
25 And at that point, I'm looking at Noll and

1 Jayson Caton, and I'm just like, holy crap, because Jeff is
2 like in tears. And I'm just like, "I'm sorry, dude." And
3 I'm like, "I'll go talk to lieutenant right now." So I
4 walked downstairs, and I knock on the lieutenant's door. And
5 this is probably about two weeks after this incident
6 occurred.

7 MR. SHERIDAN: Which incident?

8 TROOPER SANTHUFF: The sexual harassment
9 incident. Now the captain had already come in, issued the
10 095s, and it's just turmoil. So I walk -- so I go down and I
11 initiate this meeting. And I said, "Hey, LT, I'm going to
12 get a cup of coffee. You and I need to -- we need to talk,
13 to hash this out. Let's find common ground. Let's get
14 beyond this. Let's get past this." Aviation is already a
15 very stressful job. Have you ever flown pilot's license or
16 anything like that?

17 MR. MCKNIGHT: I'm aware.

18 TROOPER SANTHUFF: You do? Okay. So the work
19 we do, just in general, it's stressful, especially with
20 Washington weather. It can be very stressful transporting
21 the governor and the chiefs and things.

22 And so I go get a cup of coffee, I come into
23 his office, and we're sitting at that round table. And he
24 has these papers off his desk. He comes over and he sets
25 them down on the desk like this. And I'm like -- he says,

1 "Okay, Ryan, what do you have -- what to you want?" His body
2 language is, he's already mad. I can already tell he's
3 pissed. And I just said, "We need to hash this out because
4 this situation is creating major turmoil for everybody here."
5 I'm like, "I want to tell you what happened. I want to tell
6 you my side of the story so you know what happened." So
7 during this meeting, it was like an hour and a half,
8 two hours long, but we talked about flight training, how
9 people are concerned about him not following procedures or
10 him not working towards getting pilots progressed in the
11 section properly. I explained to him -- and we talked about
12 some other issues regarding another trooper that was training
13 with us, Chassie VanAken. We had four near crashes with her
14 in state patrol airplanes. And there was pilots that were
15 really concerned about the safety and what was going on with
16 the lieutenant's decision-making. We talked about that.
17 And then we talk with this whole sexual
18 harassment incident. And I told him, I told him about the
19 coffee stand ladies. I told him about them disappearing and
20 that everybody in aviation questions what the hell they're
21 doing. I told him about the incident between him and Brenda
22 and that I didn't want to have anything to do with that.
23 That's why I frickin got up and frickin walked out of there.
24 And I even told him how I felt. I said, "After that, I
25 questioned -- once I saw that physical contact, I was like,

1 there was no question in my mind that you guys -- if she
2 feels that comfortable rubbing her tits all over you like
3 that and you're that comfortable letting it happen, I had no
4 question that there's inappropriate behavior going on between
5 the two of you, no question."

6 And he started getting more and more mad, to
7 the point where he's just like yelling at me, like,
8 "Goddammit, Ryan, there's nothing going on between me and
9 Brenda." And the door is closed, but I'm sure people in
10 aviation were like, holy shit. And I'm like, "Jim, I'm not
11 accusing you of anything. I'm just telling you how I felt
12 and how other people here feel. I'm just -- that's it." And
13 he's like -- so, finally, he says, "Goddammit, Ryan" -- and
14 he's pointing at these papers on his desk, they were upside
15 down, I don't even know what they were -- "Goddammit, Ryan,
16 if I'm going to be held accountable for this shit, then you
17 and everybody else here will be, too." And I'm like, "Whoa,
18 Jim, that is the last thing this place needs." I'm like,
19 "People are already walking on eggshells out there." I'm
20 like -- here we are flying the governor's office and the
21 chiefs, and it's already a high stress environment. I'm
22 like, "That is the last thing we need to be worried about,
23 getting hemmed up for stuff in the office."

24 But there was two other meetings that
25 happened, or at least one other, specifically related to the

1 turmoil between him and I, basically just trying to move --
2 where I went to him, like, "Dude, let's hatch this out."
3 Like, "What the hell is going on, dude?" And after every one
4 of those meetings, I told the lieutenant -- or I told -- I
5 left that meeting thinking, okay, we're going to -- we just
6 climbed out of a hole, now we can move forward, and it wasn't
7 a day for two later something would happen and we'd be right
8 back in the hole we came from, and I'm just like, oh, my God.

9 So back to the whole retaliation incident.
10 You're going to see in the whole public records request that,
11 in May, I went to Nobach and asked for a meeting with Captain
12 Alexander to try to address these issues. And I walk out of
13 the meeting, and Lieutenant Nobach is in there. I'm like,
14 you got to be kidding me. So that's what that -- that's
15 where that comes in when you review all that stuff.

16 MR. MCKNIGHT: So that meeting, you requested
17 that with Alexander, and then Nobach was also there, which
18 was unbeknown to you?

19 TROOPER SANTHUFF: Correct.

20 MR. MCKNIGHT: Okay. All right.

21 TROOPER SANTHUFF: During that meeting the
22 captain asked me -- and there's another incident that it's
23 just like I'm in complete disbelief over. But during that
24 meeting he says to me, the captain asked me a question, "So,
25 Ryan, I understand you have some other" -- well, first off,

1 the captain would not talk to me about the whole sexual
2 harassment situation at all. As soon as I started to bring
3 it up, he's like, "Whoa, whoa, whoa. We're not going to talk
4 about that. That's been handled. That's been dealt with."
5 And I'm like, uh, "Yes, sir." And I'm thinking, clearly, he
6 doesn't want to talk about it because the way he handled it
7 is the way -- you'll see. You're an investigator. If you
8 read our policies, it was not handled per policy. And, of
9 course, he didn't want to talk about it, I get it, but that
10 was the whole reason I was there, was the retaliation that
11 stemmed from that.

12 And so then during this meeting, he asked me
13 about, "So I understand you have concerns about the training
14 program, too?" I'm like, "Well, yes," and I brought up the
15 fact Jayson Caton was in the section for six months and
16 hadn't even started his training with aviation yet, which is
17 a lieutenant's job. As soon as I brought up Jayson Caton,
18 the lieutenant says, "I'm going to stop you right there." He
19 says, "This is about you and only you." And I'm like -- I
20 had to take a break. I like bit my tongue, and I'm just
21 like -- I said, "Lieutenant Nobach, with all due respect, the
22 captain asked me a question about my concerns with the
23 training program, and I'm answering the captain's question."
24 He just (demonstrating). That's what he does in the meeting.
25 And I'm just like --

1 MR. MCKNIGHT: What did the captain do.

2 TROOPER SANTHUFF: He just started listening
3 to me again because I just went right back in to where I left
4 off about the Jayson Caton's training program. At the end of
5 this meeting though, I was told that, if I don't learn to get
6 along with Nobach, one of us is going to be removed from
7 aviation. I'm like, he clearly did not listen to anything I
8 just told him.

9 Hatteberg and I were walking down this long
10 hallway in the GA building, walking towards like the west
11 entrance. I even said to Hatteberg, I'm like, "Jeff, he
12 didn't hear a thing I just said." He says, "What do you
13 mean?" I said, "Never mind."

14 MR. MCKNIGHT: Now, was that before you met
15 with Chief Drake?

16 TROOPER SANTHUFF: Yes, months prior. Let me
17 tell you why I met with Chief Drake. I think it's pretty
18 important. I've got 12 minutes.

19 MR. SHERIDAN: Okay.

20 TROOPER SANTHUFF: Once I left aviation, I was
21 on patrol in Olympia. We have to do these annual review
22 checklists. You probably do, too, in the AG's office, where
23 you review like all these really high liability policies and
24 procedures. And you got to initial that they're read and
25 sign it, give it to your supervisor. It's held in your

1 folder or whatever for the year.

2 So it's December, we got some idiot that ran
3 from us in a stolen car and launched his car off a cliff, and
4 so we're sitting there at St. Pete's Hospital, there for the
5 whole shift, ten hours. And I'm like, you know what, I got
6 my work computer. I'm like, let me go through this interview
7 checklist. I'm reviewing all these policies and procedures,
8 and I get to the sexual harassment, the public disclosure,
9 the hostile work environment retaliation stuff, and I'm
10 reviewing all this stuff, and I'm just thinking to myself,
11 oh, my gosh, man, like -- I mean, I'm already -- I already
12 knew I was in disbelief. As I'm reviewing all this stuff,
13 I'm just like, God, this is unbelievable to me, unbelievable.

14 I have never reviewed the administrative
15 investigation manual and how administrative investigations in
16 our agency are supposed to be conducted. So I downloaded it
17 on my computer, and I started reading that. At the end of
18 that I was like, unbelievable. Every witness shall be
19 interviewed on a policy violation. Major policy violations
20 are required to be investigated. I'm like, and they had
21 never even -- they have never even investigated the public
22 records request at this point, the public records request
23 violation. And I even told them that, "Lieutenant Nobach is
24 lying about what happened, saying it had to do with the
25 governor's schedule." I never, ever had the governor's

1 schedule, never been privy to that, ever. And I'm thinking
2 this is corrupt, like what they've done to hide all this shit
3 and cover it all up is corrupt.

4 And I'm like, I want Batiste to know what the
5 hell's going on. And I had a fairly good relationship with
6 Chief Batiste. I flew him numerous times one-on-one. He's
7 kind of followed me through my career. I've got a bunch of
8 awards and recognitions, and he knows me, he knows who I am.
9 So I was like, I want -- in my mind, I'm like, I want Batiste
10 to know what is going on in his agency, because I don't think
11 he knows. At that point, I didn't. I actually now know that
12 he did know. But at that time, that was going on in my mind.
13 So this is December of 2016, I guess. End of December. So
14 January, I tell -- it might have been January actually.
15 January, I tell Lieutenant Tom Martin, who is my FOB
16 lieutenant, that this is what I'm going to do. And I said,
17 "I can do this two ways. I can either go into his office and
18 request a meeting, or I can follow chain of command, it's up
19 to you, but this is -- I am going to go meet with Batiste one
20 way or the other." And Tom and I were friends. He was a
21 sergeant of mine for five years. So he knows what happened.
22 He knows all of it. And he's like, "Well, let me talk to the
23 captain." Captain says I should go through chain of command.

24 So I met with Dan Hall, I tell him everything
25 that happened, and we have a little conversation about how he

1 agrees I got railroaded. So then he calls -- I'm on my way
2 home from that meeting, it was at the district office in
3 Tacoma. He calls me and says he called Chief Sass, Assistant
4 Chief Sass, and Sass recommends that I meet with Chief Drake
5 because he was in charge of that section, aviation, internal
6 affairs, and that he believes that Chief Drake will have some
7 information that I'm not aware of. And I'm telling Hall on
8 the phone that I don't care to meet with Chief Drake because
9 I think he is absolutely part of the problem. And he says,
10 "Well, you know, Ryan, I recommend you meet with Chief Drake.
11 I think it would be good for you to meet with him." I'm
12 like -- and, honestly, I'm getting tired of telling the
13 story. I'm tired of talking about it, too. And he says --
14 so I agree, I said, "Okay, I'll meet with Chief Drake." It's
15 January 30th, I believe, was the date. I meet with Chief
16 Drake, and I came prepared with all the policies and all this
17 stuff and how things -- what had occurred. And I finally get
18 to the point about the e-mail deletion, and I asked him why
19 that never -- "Why has that never been investigated?" And I
20 tell him that Nobach has clearly lied about what had
21 occurred. I'm like, "There's never been an investigation.
22 That's the whole purpose of investigation." I pull out the
23 administrative investigation manual, throw it down, and I had
24 it all highlighted, and I'm like, "Look, it says it's
25 required to be investigated." And here it -- and that was

1 reported in September 2016, and now here we are in the end of
2 January, beginning of February, 2017, and they've never even
3 investigated it, which they're required to do. I think
4 there's a time frame they have to initiate that
5 investigation.

6 And I'm like -- and so he had a notepad out,
7 and he's taking notes and stuff, and I said -- he stops and
8 looks at me and he says, "So" -- and I could tell that was
9 like a sensitive topic. We had been talking now for like an
10 hour and a half, an hour, at that point. And so he had some
11 questions about how it was reported. And then he says,
12 "Well, you bring up some things that I wasn't aware of, and
13 I'm going to look into this." Okay, so he starts a criminal
14 investigation, eventually. At that point, almost immediately
15 after our meeting, it was around February 13th, the agency
16 does a legal defense file on me, which I told him in this
17 meeting, like, "I have to intentions of suing the patrol at
18 this point. I just want to see the patrol hold people
19 accountable for what has occurred, stop this retaliation,
20 stop allowing this to happen." And I had never -- at that
21 point never even met with an attorney hadn't talked about it.
22 I just wanted the patrol to follow their own policies and
23 procedures. I wanted it fixed. I wanted this problem to be
24 resolved.

25 So he opens up a criminal investigation. It

1 goes to CID in Tacoma. They start interviewing witnesses.
2 They interview one witness, Scott Sborov. You have his
3 interview in a public records request. And he basically
4 says, "Yeah, I remember this happening. And I can't tell you
5 for certain that it was a May Day request, but I remember it
6 happening, yeah, that we were ordered to go and delete these
7 e-mails like that, like Ryan is saying." He said some other
8 things, like, "Yeah, Lieutenant Noll's and I are pissed.
9 We're micromanaged." He basically talked about some
10 retaliator-type stuff he experienced.

11 And that criminal investigation, after that
12 interview, was immediately stopped by the patrol. I was
13 told, so was my union, that the reason they stopped that
14 investigation was because the prosecutor, Thurston County
15 prosecutor, said they would not take the case. Review the
16 documents in that public records request, and they'll tell
17 you that -- Shannon Beeler's e-mails actually, review those,
18 and they'll tell you that the patrol -- the prosecutor did
19 not say that. He suggested that the troopers are given
20 garrity protection for these interviews. And the patrol --
21 then there's some e-mail conversation about how the patrol
22 refuses to give the troopers garrity rights. And the union
23 then says, "Well, if you're coming after the troopers then,
24 we're not going to have our members be interviewed, volunteer
25 for these interviews." So the interviews were all cancelled.

1 And then it goes to an administrative investigation down in
2 internal affairs. The union is like, what in the hell is
3 going on?

4 And if you interview -- there's two
5 investigators. It was Jim Melber and Shannon Beeler.
6 Interview them. They will tell you that, whatever happened,
7 it was a huge red flag for them.

8 MR. MCKNIGHT: What was Shannon's last name?

9 TROOPER SANTHUFF: Beeler, B-e-e-l-e-r.

10 MR. MCKNIGHT: Okay.

11 TROOPER SANTHUFF: So then it goes down to
12 internal affairs, and the investigation gets assigned to the
13 brother, Tyler Drake, of Randy Drake. And I think as you
14 really dive into that investigation, you're going to realize
15 that there was no -- you were an investigator, right, a
16 detective for a period of time? So you know how you can
17 steer an investigation. If you really want to find the
18 facts, you would. Keep that in mind as you review that
19 stuff. It's very clear that that was no investigation at
20 all.

21 MR. MCKNIGHT: Just to clarify, the
22 investigation was assigned to Nobach's brother? Drake's
23 brother?

24 TROOPER SANTHUFF: Chief Drake's brother.

25 MR. MCKNIGHT: Chief Drake's brother.

1 TROOPER SANTHUFF: Tyler Drake.
2 And the appointing authority of that
3 investigation -- who at this point I believe is completely
4 involved in this whole mess because he allowed this
5 investigation to not occur -- the appointing authority was
6 Alexander. And tell me that this seems right to you, too.
7 If Alexander would be assigned as the appointing authority to
8 a retaliation investigation from a sexual harassment
9 complaint that clearly he was involved in. Is that strange?
10 I mean, to me, I think there's -- it should have been -- the
11 appointing authority should have been assigned to somebody
12 else because Alexander was completely involved. And so --
13 but that's policy stuff.

14 MR. MCKNIGHT: Yeah. The captains have
15 their -- each captain, each division commander, it's his
16 kingdom and --

17 TROOPER SANTHUFF: But not if it involves him.
18 That's the problem.

19 MR. MCKNIGHT: Yeah.

20 MR. SHERIDAN: All done?

21 MR. MCKNIGHT: I think so.

22 MR. SHERIDAN: Okay. Off the record.

23 (Interview concluded at 11:58 a.m.)
24
25

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