

## **INVESTIGATIVE REPORT**

On April 29, 2020, I received an email containing an ante-litem notice from the Austin Law Group, P.C. on behalf of former police officer, Roger Halstead, and a current prisoner transport officer, Brian Bolden.

The ante-litem notice describes several alleged incidents – some of which I was already familiar with and some of which were new to me. With regard to the alleged incidents that were new to me, the most notable involved sexual harassment; specifically, allegations accusing Lieutenant Fidel Espinoza of sexual harassment.

### **Allegations**

Although there were many generalized statements in the document, there were also a number of specific allegations listed. I have made a list of those specific allegations below:

- 1. “[T]he motives for seeking termination of Officer Halstead were motivated by retaliation for him filing claims alleging harassment and notification of illicit behavior within the department.” (Notice, p. 3.)**
- 2. “This has resulted in a retaliatory ‘blackballing’ of [Halstead’s] fitness for duty which includes undocumented reference requests between departments [and] lying about the presence of and/or withholding of an alleged performance improvement plan.” (Notice, p. 3.) Halstead suffered and continues to suffer for slanderous comments which have basically blackballed him from the law enforcement community for future employment.” (Notice, p. 9.)**
- 3. “[Halstead heard] rumors initiated from comments made by Sean Lenahan saying that he didn’t know what he was doing or always needed his help on a traffic stop.” (Notice, p. 4.)**
- 4. “Officer Halstead began to feel Lenahan’s jealousy early on, especially when he made SWAT [and] part of the continuing harassment by Lenahan was his forcing Halstead to stack charges inappropriate for the offense or pushing him to create harsher charges that didn’t fit the crime.” (Notice, p. 4.)**
- 5. “Halstead’s requests for training were denied but for bare minimum, though supported for officers with worse stats.” (Notice, p. 4.)**
- 6. “Halstead took his concern to Lenahan but he dismissed the allegation.” (Notice, p. 4.)**
- 7. “Lenahan would intentionally call Halstead to suspected DUI incident at 4 or 5 a.m., knowing that his shift would end prior to completion without offering any assistance or equally sharing those calls with others on his shift.” (Notice, p. 4.)**

8. “[When] Halstead would be less aggressive with the number of his stops ..., Lenahan would ... confront him about it ... even though his stats almost tripled those of fellow co-workers.” (Notice, p. 4.)
9. “Halstead was warned by a staff member that it looked like he was getting a target on his back from Lenahan.” (Notice, p. 4.)
10. “Lenahan [wrote] him up in a scathing report for the issue [involving a malfunctioning Glock] being his fault.” (Notice, p. 4.)
11. “[Halstead] did not do a written rebuttal to the allegation [and] instead signed the write-up” because “Espinoza told him he could be fired for this infraction as well as having two car wrecks.” (Notice, p. 4.)
12. “[Halstead] was kicked off [the] SWAT team” as a punishment for the Glock malfunction incident. (Notice, p. 4.)
13. “[Halstead] was knocked out from receiving the Rising Star award” because of the Glock malfunction.
14. “Prior to [the Glock malfunction incident], Espinoza had not been friendly [to Halstead] and another officer had advised him that Espinoza hated him and that he should watch his back.” (Notice, pp. 4-5.)
15. “[After the Glock malfunction incident], Espinoza acted as though he wanted help as he had other plans for [Halstead and] began texting Halstead asking for pictures of his penis.” (Notice, pp. 4-5.)
16. “Espinoza engaged in a pattern of conduct which includes sexually explicit statements, texts and photographs that allude to preferential treatment in the workplace in exchange for participation in said acts. Espinoza offered extra jobs for engaging in sexual talk or suggested behavior.” (Notice, p. 5.)
17. “[Espinoza] began demanding and requesting ‘dick pics’, held discussions and actual pics and videos of sexual activity (masturbations).” (Notice, p. 5.)
18. “[Espinoza] discussed his sexual attraction in hiring young male officers which would thereafter appear to compose his selection of ‘dates.’” (Notice, p. 5.)
19. “Espinoza threatened to withhold favorable reports or extra jobs if sexually promiscuous discussions were not entertained.” (Notice, p. 5.)

20. “[When Halstead] asked to leave his shift and go to day shift to avoid Espinoza and Lenahan, Espinoza reminded him that he wouldn’t be able to protect him if he was to go to day shift.” (Notice, p. 5.)
21. “[E]ventually Halstead transitioned to days and Fladrich who was friends with Espinoza began to harass him.” (Notice, p. 5.)
22. “Fladrich even denied [Halstead]the opportunity at the end to work out his two weeks’ notice.” (Notice, p. 5.)
23. “[Fladrich] withheld [Halstead’s] 10 year badge.” (Notice, p. 5.)
24. “[Fladrich] prevented [Halstead’s] exit interview.” (Notice, p. 5.)
25. “Espinoza text[ed] Halstead he was denied [an exit interview] because ‘they thought you were toxic.’” (Notice, p. 5.)
26. “From March 2016 until May 2018, when Espinoza began his sexual harassment, there were no write-ups and Halstead was working lots and making great money.” (Notice, p. 5.)
27. “Halstead went to the Human Resources department sometime between October 2018 and January 2019 citing multiple issues and alleged in a guarded way his sexual harassment and attempted to ask for assistance for the ongoing harassment and discrimination.” (Notice, p. 5.)
28. “Approximately three months later, Halstead was called in to address some of the issues and the discussion skirted around his major complaints and deleted some of the more pertinent issues.” (Notice, p. 5.)
29. “Thereafter, for the first time in his career, he was cited for infractions and given his first-ever performance improvement plan.” (Notice, p. 5.)
30. “[Before Halstead] went to the Director of the Human Resources Department, Ms. Stojka, with complaints of violations of both policy of the Dunwoody Police Department as well as violations of his rights under ... the 14<sup>th</sup> Amendment [and] the Georgia Constitution, [he] had not be admonished for any violations of any rules whatsoever .... However, from that moment forward, every minor issue which would otherwise not be documented on others was documented and every move monitored and written up.” (Notice, p. 7.)
31. “[After Halstead received the performance improvement plan], Espinoza continued his sexual tirade.” (Notice, p. 5.)

32. "Lenahan texted Halstead and asked if he had recorded the conversations with him."  
(Notice, p. 5.)
33. "Espinoza told Halstead to apply for Brookhaven [Police Department]." (Notice, p. 6.)
34. "[Espinoza] was doing command staff a favor in getting rid of [Halstead]." (Notice, p. 6.)
35. "Espinoza told [Halstead] that the improvement plan wasn't in his file and he and [BPD's] Deputy Chief Gurley were really good friends. So Halstead applied, was contacted immediately, and hired on without having to explain anything to Brookhaven." (Notice, p. 6.)
36. "Instead, [Brookhaven PD hiring Halstead] was nothing but a setup to remove him from Dunwoody and create a scenario that would defend Dunwoody. He was terminated shortly thereafter." (Notice, p. 6.)
37. "Halstead ... applied to Roswell PD in August of 2019 [and was] advised that Brookhaven's incident was a non-issue [to Roswell PD] due to their documentation simply labeling him as crazy [which] was designed to get Dunwoody off the hook." (Notice, p. 6.)
38. "Halstead was one interview away from getting hired [by Roswell PD] when Investigator Robinson advised him that command staff had told him Dunwoody said that he 'had problems with professionalism and decision making.'" (Notice, p. 6.)
39. "Robinson asked [Halstead] why he did not mention an improvement plan that he had at Dunwoody. Halstead ... immediately called Espinoza who, when confronted, stated 'I don't know what you're talking about' and hung up the phone." (Notice, p. 6.)
40. "[A]fter applying at multiple police departments, [Halstead] remains unemployed while officers with far worse infractions ... than anything alleged by anyone against him [remain employed by Dunwoody PD]." (Notice, p. 6.)
41. "Bolden's issues with Espinoza began back in 2013 when ... Espinoza wanted to hire his friend Juan Lopez and thus was upset that ... Bolden [as hired] over Lopez. ... The bullying started in approximately May of 2013 when Espinoza stated to him, 'I'm going to be watching over you like a hawk. There is something about you that I don't trust.'" (Notice, p. 6.)
42. "In 2014, Espinoza started to sexually harass Bolden by asking such things as, 'Are you a top or a bottom guy.'" (Notice, p. 6.)
43. "In 2015, Bolden was asked by Espinoza if he would like to spend the weekend at his house and show him 'how well he can suck dick.'" (Notice, p. 6.)

44. **“About April of 2016, Bolden went to Deputy Chief Sides to complain about the bullying and intimidation [by Espinoza].” (Notice, p. 6.)**
45. **“Espinoza informed Bolden that he ‘fucked up’ for complaining [about him to Sides] and that he was going to pay dearly for it.” (Notice, p. 6.)**
46. **“In 2017, Espinoza approached Bolden and Madden and asked if they would be interested in working some extra jobs and when they replied yes, [Espinoza] stated that they would have to start taking care of his ‘needs’ and with an erect penis, told them to go home and think about it.” (Notice, pp. 6-7.)**
47. **“On March 12th, [2020], Espinoza accused Bolden of theft and lying about candy bars that were found in the transport van. ... The fact is that Espinoza purchased the bars with a city credit card and forgot about them. His attempt to accuse Bolden of stealing [them] was a pretext to cover up his own mistake.” (Notice, p. 7.) “Bolden was called a thief and a liar by one of his superiors without any regard to the proper policies and procedures for investigating such a claim.” (Notice, p. 9.)**
48. **“Around March 16th, [2020], Bolden had to seek medical treatment and was hospitalized. He did not tell the department the nature of the surgical procedure. Upon returning to work, it was overheard and expressed to him that Lieutenant Krieg’s wife had told [Lieutenant Krieg] what the procedure was and that there was a potential malpractice action.” (Notice, p. 7.)**
49. **“Persons outside the ‘need to know’ arena approached Bolden about his procedure and even made erectile dysfunction jokes about it.” (Notice, p. 7.)**

#### **Meeting with Fidel Espinoza**

On May 6, 2020, I asked Lieutenant Fidel Espinoza to step into my office for a meeting. Deputy Chief Barnes was present. This was my first opportunity to speak with Espinoza since receiving and reviewing the ante-litem notice because of our COVID-19 schedule.

I told Espinoza that we had received an ante-litem notice from an attorney representing Roger Halstead and Brian Bolden. I explained the serious nature of the allegations and the fact that his name was mentioned prominently. I then asked him to read the document and to be prepared to answer questions afterward.

Espinoza read the document and then answered my questions. Because of the seriousness of the allegations related to sexual harassment and nude photos, I started my questioning with that topic once Espinoza finished reading the ante-litem notice.

Espinoza admitted to me that he had exchanged sexually explicit photographs, videos and comments with Halstead through text messaging and Snap Chat. He insisted, however, that

both parties were willing participants in this exchange and there was never any coercion, harassment, sexual harassment or quid pro quo involved. He said that he and Halstead had developed a friendship and that this was part of that friendship.

Espinoza stated the text messages, snap chats, and pics were just part of them joking around with each other. According to Espinoza, they had nothing to do with part-time jobs – that he never promised to provide part-time jobs to Halstead in exchange for his participation or threatened to withhold part-time jobs if Halstead didn't participate.

In fact, Espinoza said Halstead continued to exchange text messages, snap chats, and pics even after Halstead left the Dunwoody Police Department.

I asked Lt. Espinoza if he had saved any of the text messages, snap chats or photos exchanged between him and Halstead. He said he might have some and would check.

Deputy Chief Barnes asked Espinoza if he had any thoughts about why Halstead would make these serious allegations if they were friends.

Espinoza responded by telling us that a few months ago he was in Major Fladrich's office when Fladrich received a text. The text was from someone telling Fladrich about an open records request for his personnel file from the Douglasville Police Department. Fladrich had resigned from the Douglasville Police Department a number of years ago.

According to Espinoza, Halstead had been filing open records requests recently, so it was assumed that he was the one who had made this request. Because he could see that Fladrich was upset, and because he considered Halstead a friend, he decided to give Halstead a call. According to Espinoza, when he asked Halstead about the open records request and why he was doing it, Halstead responded "***because he could.***" This led to a discussion where Espinoza attempted to give Halstead some advice about burning bridges. Espinoza said the conversation did not go well, and he later received an angry text from Halstead saying that he wasn't his friend anymore.

Espinoza believes this conversation was the catalyst for the accusations of sexual harassment by Halstead.

I then asked Lt. Espinoza questions about the allegations made by Brian Bolden, particularly the allegations made about the sexual comments. He adamantly denied making any such comments to Brian Bolden, ever. As for the specific allegations of the ante-litem notice, Espinoza denied saying, "***Are you a top or a bottom guy?***" He denied asking Bolden if he would like to spend the weekend at his house and show him "***how well he can suck dick.***" He denied saying that if Bolden or Madden wanted to work any part-time jobs they were going to have to start taking care of his "***needs***", while having an erect penis.

Espinoza also denied saying, ***“I’m going to be watching you like a hawk. There is something about you that I don’t trust.”*** He also denied ever telling Bolden he ***“fucked up”*** for complaining to Deputy Chief Sides about him and that he was going to pay dearly for it.

Shortly after the conclusion of our meeting, Espinoza tendered his resignation, but agreed to make himself available to continue answering questions if needed as I began my investigation into the allegations.

### **Investigation**

Due to the serious nature of these allegations, I decided to conduct this investigation myself. I conducted a thorough review of the document to identify the above-listed allegations as well as to identify potential witnesses that may need to be interviewed during the investigation.

As requested, Espinoza provided some explicit photos he said he received from Halstead as well as screenshots of a group text chain between Espinoza and Halstead from around February 1, 2020 – April 10, 2020. (See Attachment A)

### **Attempt to Interview Brian Bolden**

On May 12, 2020, I attempted to interview Bolden as part of this investigation. After I explained to Bolden why I wanted to speak with him, he told me his attorney had advised him to not speak with me unless she was present.

I explained to Bolden that he hadn’t done anything wrong and that I was just trying to gather information so I could investigate his claims. I told him to contact his attorney and get back with me as soon as possible, with the intention of completing my interview with him by Friday, May 15<sup>th</sup>.

### **Hannah Madden**

On May 13, 2020, Deputy Chief Barnes and I spoke to Hannah Madden in my office. In the ante-litem notice, Bolden alleged that Madden was present when Espinoza asked them about working part-time jobs and suggested they would have to do something to take care of his needs, while having an erection.

Madden said she remembers Espinoza asking her and Bolden if they would be interested in working part-time jobs. Madden said at no time did Espinoza make a comment about taking care of his needs or have an erection that was visible while discussing the part-time jobs. She made clear to us that not only were these allegations untrue, but that she had not previously heard about such allegations.

### **Chris Valente**

On May 13, 2020, I received word from Espinoza that Chris Valente, a former police officer with our department, had called him to say that he was aware of rumors about his involvement with Halstead against Espinoza and that he wanted to quash those rumors. He also sent several texts to Espinoza and told him he would be happy to talk to me.

At my request, Espinoza provided the text messages he received from Valente on May 13<sup>th</sup>.  
**(See Attachment B.)**

On May 13, 2020, Chris Valente met me in my office and agreed to answer questions related to this investigation.

Valente said Halstead recently reached out to him and claimed he had been harassed by Espinoza and told him about ***“the lawsuit”***. According to Valente, Halstead also told him about a snapchat in which Halstead sent Espinoza an unidentified image and Espinoza said ***“Nice. Send me a picture of you holding your cock.”***

Valente said he saw a Snap Chat in which Espinoza was talking about engaging in ***“Asian sex,”*** and Halstead responded with ***“What? Pictures.”*** Valente said that many of the group texts or Snap Chats he saw with similar sexual content seemed to have been initiated by Halstead.

According to Valente, Halstead recently talked a lot to him about how he felt he had not been treated fairly compared to others in the department, naming Sergeant Robert Parsons and Sergeant Sean Lenahan as examples.

Valente said Halstead told him that Bolden was being harassed as well.

Valente said he had previously complained about Espinoza when he worked at our department, and that Halstead’s attorney called him to ask about his experiences.

After the interview with Valente was concluded, I reviewed his prior complaint about Espinoza.

The complaint, which was submitted by Valente in October of 2016, included the allegation that Espinoza had told Valente that he couldn’t go to a drug unit position because the officer selected ***“sucks dick”*** better than him, which Valente considered to be an unprofessional response to his question. The great majority of the complaint related to various other clashes between Espinoza and Valente. **(See Attachment C.)**

This complaint was assigned to Major Fladrich, who was Espinoza’s direct supervisor. During this investigation, Valente indicated that he thought Espinoza was joking around when he made the comment (meaning that he did not actually believe that the other officer had gotten the position for the reason stated or believe that he was being propositioned sexually). This is consistent with Valente’s complaint, which states, “Upon thinking about it, I know [Espinoza] meant that [the other officer was] more favorable which only makes it more inappropriate that

I would be told this.” Espinoza denied making the comment at the time. There were no witnesses to their conversations. (**See Attachment D.**)

### **Kasey Martin**

On May 14, 2020, I spoke to Officer Kasey Martin in my office. Martin said that he was never part of text group or Snap Chat where Espinoza sent an inappropriate photo. Martin did acknowledge that he had been in group texts with Halstead and Espinoza that involved sexual content, however.

Martin said Halstead was the instigator in many of these sexual text messages and snap chats. Martin remembered one occasion where Halstead texted an unsolicited photo of himself standing naked in the shower with an emoji over his groin and asked “***What do you think?***” Martin also recalled receiving unsolicited text messages from Halstead making comments such as, “***I want to get my asshole bleached tonight.***” and “***I want to get eaten out.***”

It was clear from Martin’s statements that, like Espinoza, he did not see Halstead as anything other than a willing participant in these sexually explicit text messages and Snap Chats, and often as the one who initiated them.

Martin said Halstead called him several months ago to complain about why Martin didn’t tell Halstead about Parsons’ DUI. Martin told Halstead it wasn’t his place to tell anyone about it. According to Martin, Halstead told him that he wasn’t his friend anymore.

I asked Martin if he still had any of the text messages or snap chats and if he could take screen shots of them. Martin said yes and provided them the next day. (**See Attachment E.**)

### **Justin Hensal**

On May 15, 2020, I spoke to Officer Justin Hensal. Hensal stated he was never in a text message or snap chat group where Espinoza sent any inappropriate images. Hensal also stated he was not aware of nor had anyone ever told him of inappropriate conduct of this nature by Espinoza.

Hensal said he thought that Espinoza and Halstead were friends. In fact, according to Hensal, after Halstead left Dunwoody PD, he, Hensal and Espinoza attended an Atlanta United soccer match together and had a good time. Hensal stated that Halstead and Espinoza seemed to be getting along well.

### **Harold “Trey” Nelson**

On May 15, 2020, I spoke to Sergeant Nelson. Nelson said he was not aware of any sexual harassment or harassment allegations until very recently. Nelson had received a call on May 2<sup>nd</sup> from Sergeant Fecht who told him that Espinoza called to tell him he had resigned from the department. According to Nelson, Espinoza told Fecht it was because of some sexual texts he admitted sending that were now falsely being called harassment.

Nelson said Bolden called him also after Espinoza resigned and asked to meet with him. Bolden came to Nelson's apartment when he was off duty. Nelson said Bolden told him he was involved in a "**lawsuit**" with the department and just wanted Nelson to know.

According to Nelson, Bolden would not provide any details but made statements like, "**Nobody is doing anything**" and "**I'm tired of it.**"

Nelson said Bolden kept telling Nelson that he guessed he was going to have to quit and move to Florida. Nelson told Bolden that if he is a victim, there would be no reason for him to leave.

### **Michael Cheek**

On May 18, 2020, I spoke to Sergeant Cheek. Cheek stated he has no knowledge of any alleged sexual harassment or inappropriate conduct by Espinoza or anyone else.

### **Anthony Alexander**

On May 18, 2020, I spoke to Officer Anthony Alexander, who informed me that he received a text from Halstead at some point after Espinoza resigned. This would have been the weekend after Espinoza resigned on May 8, 2020.

Alexander said Halstead texted him a photo of Espinoza. Although he immediately deleted the text and photo after receiving it, Alexander described the photo as a selfie of Espinoza standing in the bathroom with a towel around his waist and no shirt on. In the picture, Espinoza is holding a razor.

Alexander said he had no clue why Halstead sent the photo to him. Alexander said the text was only to him. Alexander said he did not respond or acknowledge the text.

Alexander said he has never heard anyone accuse Espinoza of anything inappropriate. On the other hand, Alexander said he had heard rumors that Halstead liked to send pics of a sexual nature and was engaged in that kind of activity, but he had no personal knowledge of it.

### **Brandon Gurley**

On May 18, 2020, I spoke to Deputy Chief Gurley with the Brookhaven Police Department. Gurley told me that Espinoza called him after Halstead had applied with their department. Espinoza asked Gurley to give some consideration for Halstead. Espinoza told Gurley that he

considered Halstead a good officer. Gurley said he questioned Espinoza about why he was leaving and Espinoza told him he thought Halstead would benefit from a change.

After Gurley found out about Halstead's improvement plan, he called Espinoza and asked about it. Espinoza told Gurley that Halstead was making a lot of small mistakes that led to the improvement plan but reemphasized that he thought Halstead would benefit from the change.

Once Halstead's employment with Brookhaven PD had been terminated, Gurley said he called Espinoza and told him he wouldn't listen to anymore recommendations from him.

### **Tim Fecht**

On May 18, 2020, I spoke to Sergeant Tim Fecht. Fecht said he had recently heard rumors about there possibly being some images exchanged between Espinoza and Halstead. Fecht said he hadn't heard anything about anyone requesting images.

According to Fecht, Espinoza called him on May 9, 2020, to let him know he had resigned from the department. Fecht said Espinoza said there were some allegations made against him, most of which were not true.

Fecht said he believes Espinoza and Halstead attended an Atlanta United game together since Halstead left our department and Brookhaven PD.

### **Fidel Espinoza**

On May 19, 2020, I spoke again to Espinoza.

Espinoza said that although they were friends, he did not normally hang out with Halstead outside of work. However, on one occasion, Officer Mark Stevens gave him tickets to an Atlanta United soccer game. Espinoza invited Halstead and Hensal and they attended the game together. Espinoza said he is unsure of the exact time of the match, but it was after Halstead left our department.

I asked Espinoza to explain more about the text message groups and the Snap Chat groups. Espinoza said the majority of the groups he participated in were on Snap Chat. According to its website, Snap Chat servers are designed to automatically delete all Snap Chats after they've been opened by everyone in the group. Different officers would create a group and invite others to join. Espinoza did say he was in a text group with Kasey Martin and Roger Halstead.

Espinoza said some of the Snap Chat groups were "**out there.**" As an example, Espinoza said he got invited to one group titled "**Fuck Boys.**" Espinoza said he doesn't remember who created that particular group but he joined it after being invited. According to Espinoza, he stayed in the group a while, but eventually left the group after it shifted towards a lot of gossip about things going on at the department and since he was a Lieutenant, the group started asking him

what he had heard. Espinoza said they wanted him to confirm or deny the gossip. Espinoza didn't remember everyone in the group, but said Halstead was in the group

Espinoza said everyone liked Snap Chat groups because the text and images disappeared.

I told Espinoza the department had received an Open Records Act request for a video around April 2019 that is purported to show Espinoza grabbing Castellanos' butt. Espinoza said he doesn't remember doing that.

Espinoza said he and Castellanos are good friends. Their families know each other and hang out together. Espinoza said he is friends with Castellanos' wife. Espinoza said he has been to their home, hung out with their family and attended events with them, including a birthday party for their youngest child within the last few weeks.

Espinoza said he spoke to Castellanos almost every day. Espinoza said his sister helped design Castellanos' kitchen at their new home.

Espinoza said he called Castellanos to let him know he had resigned from the department because of the allegations in the ante-litem notice. Espinoza said Castellanos said, "***That piece of shit,***" referring to Halstead. Espinoza also quoted Castellanos as saying "***That mother fucker,***" referring to Halstead and also "***It's crazy that this happened to you.***"

Espinoza said Castellanos told him that he was "***done with Dunwoody,***" and that he had applied to Brookhaven PD. Espinoza cited no hazard pay as one reason.

During this conversation, Espinoza also told me that at some point after Halstead left Dunwoody PD, Halstead texted him and said "***Send me some skin.***" After Espinoza didn't respond, Halstead sent another text and said "***You haven't sent me anything in a while.***" Espinoza doesn't recall if he responded to Halstead's texts.

### **Mark Stevens**

Officer Mark Stevens confirmed he provided Espinoza and Halstead tickets to the Atlanta United game on August 11, 2019. This was several weeks after Halstead's termination from Brookhaven PD.

### **David Sides**

On May 19, 2020, I spoke to David Sides. Sides was formerly a Deputy Chief with our department and retired in April of 2019.

I advised Sides of the ante-litem notice and the allegations being investigated. Sides said he is not aware of anyone alleging any form of sexual harassment about Espinoza or any other

employee. Sides said he was aware of a complaint by Valente against Espinoza, but considered that more of a complaint about unprofessional conduct.

Sides said he does not recall Bolden coming to him to complain about Espinoza bullying or intimidating Bolden. Sides said he would not have ignored such a complaint and would have acted on it.

### **Curtis Clifton**

On May 19, 2020, I spoke to Sergeant Curtis Clifton. Clifton said he was not aware of any type of sexual harassment allegedly going on or of any of the allegations against Espinoza.

Clifton said he always thought that Espinoza had a close relationship to several officers on the night shift. However, he never heard a word about sexual harassment.

### **Bryan Castellanos**

On May 19, 2020, I interviewed Officer Bryan Castellanos. I had tried to speak to Castellanos previously, but he asked to delay the interview until he could have his attorney present. Castellanos had his attorney, Benjamin O. Bengtson, with him for this interview.

Castellanos said Espinoza began sending him texts and images of a sexual nature that made him feel uncomfortable near the end of 2017. Castellanos said some of the texts included phrases like ***“Let me see a dick pic,”*** and ***“Let me see the turtle.”*** Espinoza sent him pictures and asked him for pictures. Castellanos said he sent non-graphic photos or dark images that were difficult to see.

Castellanos admitted never telling Espinoza his actions were unwanted or that they made him uncomfortable. Castellanos said he never asked Espinoza to stop nor did he ever tell a supervisor, HR or anyone else about the actions of Espinoza. Castellanos said Espinoza never made any threats nor did he connect the texts or images to part-time jobs or anything else.

Castellanos said Espinoza encouraged him to attend the Jim Blanchard Leadership Forum in Columbus, GA during August 2018. Castellanos agreed to go but got worried after he realized only a few people were attending. However, there were no issues at the forum.

I asked Castellanos if he was ever a member of the Snap Chat group ***“Fuck Boys.”*** He said he did join the group. Castellanos said there were around ten officers in the group and they mostly talked about work stuff.

I asked Castellanos if Espinoza had ever touched his butt. Castellanos said in early 2019, during roll-call, Castellanos was standing on one side of the roll-call room when he felt someone touch or grab his butt cheek. When he turned to see who touched him, Espinoza was walking out of the room. Castellanos said when he looked across the room Clifton was looking his way and he

thought Clifton may have seen what happened. Castellanos said Espinoza had brushed him a few times on his butt like this previous to this incident.

Castellanos said he had talked to Halstead recently and told him about the butt touching incident.

Castellanos said that Espinoza befriended his wife. As a result, Castellanos' wife continually invited Espinoza over to the house and to family gatherings.

Castellanos said on one occasion Espinoza, Castellanos and his wife were all in the same Facebook Messenger group. According to Castellanos, Espinoza sent his wife a message and asked her if "***she had eaten Castellanos' ass out.***" When his wife questioned Castellanos, he told her Espinoza was just joking and she responded to the message jokingly.

Castellanos said on one occasion, he was urinating in a stall in the downstairs public restroom at City Hall. Espinoza came into the restroom and used the stall beside his. Later that evening, Espinoza texted Castellanos a photo he had taken over the divider showing the top of Castellanos' head, the urinal and his penis.

In response to a question from me asking if he was aware of any other inappropriate actions on the part of Espinoza, Castellanos said he heard a rumor that Espinoza had an inappropriate relationship with a past Police Explorer.

Castellanos said the texting from Espinoza slowed down considerably after Espinoza was transferred to the Administration Division in April of 2019.

Castellanos said he felt like he couldn't come forward "***because of what happens to people who complain. They either get in trouble or fired.***" When I asked him for examples, he pointed to Halstead.

Castellanos said he has screenshots saved and has written down a timeline of events. Castellanos and his attorney said they would provide copies to me. **(See Attachment F for Castellanos Time Line) (See Attachment G for Castellanos Screenshots) (See Attachment G-1 for Letter From Castellanos Attorney)**

The attorney for Castellanos asked if I was familiar with the fact that Castellanos was in the hiring process at Brookhaven Police Department. I told him I was familiar. The attorney then asked if I would be willing to let the chief at Brookhaven PD know that Castellanos was cooperating with our investigation and had done nothing wrong. I told him I would and I did in fact do so.

### **Curtis Clifton**

On May 19, 2020 I, again, spoke to Sergeant Clifton. I asked him if he had observed Espinoza touch Castellanos on the butt in the roll-call room approximately one year ago. Clifton said he did not observe this happen.

### **Brian Bolden**

On May 20, 2020, I conducted an interview with Brian Bolden. Bolden's attorney, Laura Austin, was present as was Deputy Chief David Barnes and an attorney for the City of Dunwoody, R. Read Gignilliat. Ms. Austin requested the interview be recorded, and it was recorded.

I asked Bolden a series of questions related to the accusations contained in the ante-litem notice.

In the ante-litem notice, Bolden alleged that in May of 2013, Espinoza said, "***I'm going to be watching over you like a hawk. There is something about you that I don't trust.***" Bolden said this statement was made at headquarters, but there were no witnesses. Bolden said he told Barnes at the time and Barnes said he would handle it.

In the ante-litem notice, Bolden alleged in 2014 that Espinoza asked, "***Are you a top or bottom guy?***" Bolden explained that this was said to him in the rear of Dunwoody Police headquarters. According to Bolden, there were no witnesses and he did not tell anyone about it.

In the ante-litem notice, Bolden alleged that in 2015 Espinoza asked him if he would like to spend the weekend at his house and show him "***how well he can suck dick?***" Bolden said there were no witnesses to this question nor did he report it to a supervisor.

In the ante-litem notice, Bolden said that in April of 2016, he went to Deputy Chief Sides to complain about Espinoza's bullying and intimidation. During my interview, however, Bolden said he went to Barnes and Barnes apparently went to Sides. Bolden said he guessed they must have said something to Espinoza, because Espinoza cornered him in the back and said, "***You fucking ratting me out,***" several times. Bolden said Espinoza told him, "***You're going to pay dearly.***" Bolden then said he might have mentioned something to Sides about Espinoza's harassment.

According to Bolden, Espinoza said many threatening things to him over the years. It bothered Bolden and he lost weight.

According to Bolden, Espinoza said he is "***untouchable.***" Bolden said Espinoza told him that if he ever said anything to Barnes about him, "***I'll have your ass.***" (See Attachment H of Bolden Disciplinary Summary) Bolden said none of the write-ups given to him by Espinoza were justified because he was trying to "***break***" Bolden.

Bolden said he never got a “**meets expectations**” or “**exceeds expectations**” on his evaluations while working for Espinoza. Bolden said Espinoza wrote him up every time he turned around and breathed. According to Bolden, Deputy Chief Barnes, Lieutenant Barnes at the time, had Bolden report directly to him.

I asked Bolden if Espinoza ever “**got him**” based on threats to get him. Bolden said “**oh yeah.**” Bolden said Espinoza put him on an EPN (employee performance notice). Bolden said he got an EPN and was written up. I asked him if his EPN and write-ups were for something he did or didn’t do. Bolden said it was “**petty stuff**” to him. Bolden said Espinoza found it serious enough to write him up.

Prior to the interview, Barnes informed me that Bolden had once told him that he didn’t like Espinoza but thought he was a good supervisor. I asked Bolden if he recalled saying that. He responded that he thought Espinoza was humble. Bolden said Espinoza would come to work humble and other days he would come to work and he was a “**beast.**” Bolden then said he told Barnes that he thought Espinoza didn’t like him for some reason.

Bolden said that he believed every write-up that Espinoza gave him was done to “**break him**”, especially to his sexual advances. Bolden said “**he tried like hell**” to not succumb to his sexual advances. Bolden said Espinoza told him he was going to “**break him down.**” Bolden said Espinoza asked him one day if he was “**getting to him**”, since he saw that Bolden had lost weight.

I asked Bolden if he could provide other examples about the sexual harassment by Espinoza outside of the ones provided in the ante-litem notice. Bolden said he could not, but the sexual harassment was “**continuous, continuous, continuous**” when he worked for Espinoza.

Bolden said Espinoza never sent him any inappropriate images or texts.

I asked Bolden if he ever reported this sexual harassment to a supervisor. Bolden said Espinoza was his supervisor. Bolden acknowledged he has attended EEOC training, but did not report the sexual harassment. I told him he could have reported this to any supervisor or to HR. Bolden said if he went to HR “**that would be it**” for him.

I questioned Bolden about this statement and asked him why he thinks that way. Bolden said he believed this way after being around here and looking at the history of officers who file complaints with HR. I asked Bolden if he was aware of anyone else who filed a sexual harassment complaint with HR who wasn’t listened to. Bolden responded “**not to his knowledge.**”

I asked Bolden if he was ever in any text group with Espinoza. Bolden said he was not. I then asked him if he ever heard any rumors or had any first-hand knowledge that Espinoza was sending photos via text or Snap Chat. Bolden said he did not.

Bolden then corrected himself, after speaking with his attorney, and said he had heard rumors in the past few years. Bolden said these rumors involved Halstead, Valente and Castellanos. Bolden said Halstead showed him some inappropriate images of Espinoza after Halstead no longer worked at the department. Bolden said Halstead told him about Valente and Castellanos possibly receiving images as well.

After Bolden's attorney asked him to clarify when Halstead showed him the images, Bolden said Halstead showed them to him "**behind the station**" and told him that he was being harassed by Espinoza. I pointed out to Bolden that this statement was different than what he had just said. Bolden said he took my question out of context.

I asked Bolden if he was aware of anyone else that may have been sexually harassed and he said Officer Styles. Bolden then said, "**it might be different, but Styles was discriminated against.**" I asked Bolden about that statement and he said that is what he heard. I asked Bolden if he knew why Styles was terminated and he said he did not.

Bolden said Halstead told him that Halstead put me, the Chief, on notice by sending me an email to complain about sexual misconduct unbecoming on Espinoza.

I asked Bolden why he didn't come forward once he had seen these inappropriate images of Espinoza. Bolden said he couldn't because he needed his job. I asked Bolden if he was aware of anyone making sexual harassment allegations in the past who had lost their job because of it. Bolden said "**Halstead and Valente.**"

Bolden said Espinoza was in his office and asked Bolden if he and Hannah would be interested in working part-time jobs. Bolden said yes. Bolden said Espinoza told him since Espinoza was putting money in his pocket, it was about time Bolden "**took care of him.**" Bolden said Espinoza stood up and his penis was hard and Espinoza told him to go home and think about it. Bolden said he immediately went and told Hannah. The ante-litem notice states that in 2017, Bolden and Madden were together when this alleged incident occurred. In any event, Bolden said he did not report this incident to a supervisor because Espinoza was his supervisor.

In the ante-litem notice, Bolden mentioned an incident on March 12, 2020, related to candy bars where Espinoza accused Bolden of lying and stealing. During the interview, Bolden said he moved one of our seized trucks and saw some boxes of Cliff bars inside it. The vehicle was needed a week later, and he was asked to get it ready. Bolden said the Cliff bars were still inside the truck. Bolden said he asked around, including asking Detectives, and couldn't find anyone who had any knowledge about the Cliff bars. Bolden said he thought they might have been given to us by I Care Atlanta.

Bolden said Juan Lopez grabbed a couple of boxes of the cliff bars as Bolden removed them from the truck. Other people grabbed boxes as he moved through court. Bolden placed a

couple of boxes on Madden's desk. Bolden then placed the remainder of the Cliff bars in the roll-call room.

Bolden said Kristin Adkins saw the Cliff bars with the court staff and went to the roll-call room and grabbed some boxes for the front desk. According to Bolden, Espinoza saw the Cliff bars at the front desk and questioned Kristin, who told Espinoza that Bolden had been passing them out. Bolden said Espinoza became angry, started cussing, grabbed a cart and began collecting the Cliff bars from around the station.

Bolden said Espinoza then called him on the phone and belittled him. Bolden said Espinoza asked him, "**Where did you get these mother fucking Cliff bars from?**" Bolden said he asked Espinoza to calm down and Espinoza told him, "**You don't fucking tell me to calm down.**" Bolden said Espinoza then said "**You know you stole those fucking Cliff bars.**" Bolden said he then told Espinoza that he would be "**at the station in a few fucking minutes.**"

Bolden said he arrived at the station and made contact with Furman. According to Bolden, Espinoza had already told Furman, pretty much, that Bolden had stolen the Cliff bars. Bolden said he honestly believes that Espinoza thought Bolden had taken the Cliff bars from the N. Shallowford Annex and had not found them in the truck. Bolden said he believes that is why Espinoza was so enraged.

Bolden said Espinoza came back downstairs and told Bolden "**he was a fucking liar**" and "**he was a fucking thief**" in front of Furman.

Bolden said he was nearly in tears. Bolden said he had had enough of Espinoza's harassment, bullying, sexual harassment and intimidation.

Bolden said Furman told him that Deputy Chief Barnes walked in while Furman was telling Fladrich about this incident and Barnes said, "**Let me guess. Ya'll are talking about the bullshit Fidel pulled on Brian last night?**" Bolden said Barnes called and apologized and told him that was bullshit. Bolden said Barnes told him not to worry about it.

Bolden said Fladrich texted him on Friday and apologized for what happened and told him it was a "**dead deal**" and he wasn't going to get written up.

Bolden said he filed the Grievance on Sunday and received an email from Nicole Stojka and Lieutenant Furman on Monday stating they had received it.

Bolden said he told Furman he was at "**his snapping point.**" He had been harassed, bullied and intimidated for years by Espinoza. Bolden said Furman responded with, "**Yeah, I know. We hear stuff around here.**"

Bolden said Furman investigated the incident and then passed it on to Fladrich. Fladrich came to him and told Bolden he was going to take over the investigation since Furman and Espinoza are equals.

Bolden said Fladrich told him that this was a case of "**he said, he said**" and it wasn't going to go anywhere. It was going to lay dormant on his desk. Bolden said Fladrich also said as far as he is concerned "**it is a wrap.**"

Bolden said that Fladrich told him I would be reaching out to him to speak about this in about three days.

Bolden said a week after speaking to Fladrich, he went to Furman and Stojka and asked about the investigation. Bolden was advised Fladrich had seven days. Bolden said he never heard from Fladrich or anyone else.

I asked Bolden if he mentioned all the other possible witnesses related to his allegations to Fladrich and he said he did. Bolden also said that Fladrich told him he talked with the witnesses.

I asked Bolden if he told Espinoza during this incident that he had sent an email to everyone asking if they knew anything about the cliff bars. Bolden said he did tell Espinoza that because he was angry and all over the place, even though he had not sent an email.

Bolden said he believed Espinoza thought Bolden had taken the Cliff bars from the N. Shallowford Annex. Bolden said he told Espinoza they were in the truck, but he doesn't think Espinoza believed him.

Bolden added that he couldn't believe Espinoza talked to him in such a "**racial tone.**" Although race is not mentioned in the ante-litem notice and was never previously raised by him, Bolden mentioned this several times during the interview. Bolden said Espinoza "**singled him out.**" I questioned what he meant by "**racial tone**" and Bolden gave a couple of examples, neither of which had anything to do with race.

After this incident, Bolden said he had a hemorrhoidal abscess and had to have an outpatient medical procedure to remove it. Bolden said he was sent home, but began to bleed and had to go to the emergency room for emergency surgery.

As Bolden recovered at the hospital, he contacted Furman to let him know.

Bolden said after being home a couple of days recovering, he received a call from Detective Barrett. Bolden said Barrett said he had heard that Bolden had had some type of erectile dysfunction surgery. Bolden said he thought it was funny at first but became concerned because he had had surgery at his rectum.

Bolden said he received several calls from other co-workers, including Hannah Madden. Bolden said Madden told him that Lieutenant Krieg said that Krieg's wife mentioned Bolden might have a good mal-practice case. Bolden said Madden told him she thought that was weird.

Bolden said when he came back to work, Krieg asked him how he was doing and was checking on him. Bolden said Krieg then told him that Krieg's wife said he had a serious mal-practice case. Bolden said as Krieg began talking to him about the details, he interrupted Krieg and asked him where his wife worked. Bolden said Krieg stumbled over the words and finally said Grady.

Bolden said he asked Krieg where he got all of this information about his surgery and Krieg said his wife told him. Bolden said Krieg provided him all the details of his surgery. Bolden said he had not told anyone at the department the specifics of his surgery. Bolden said Sergeant Stallings witnessed this conversation.

### **Roger Halstead**

On May 21, 2020, the day following my interview of Bolden, the City's labor attorney, Mr. Gignilliat, contacted Halstead and Bolden's attorney to request that she communicate with Halstead about making himself available for an interview as well. This request was denied later that same day.

### **Sean Lenahan**

On May 26, 2020, I spoke with Sergeant Sean Lenahan. Lenahan said he was not aware of Espinoza sending inappropriate images to anyone. Lenahan said he knew that Espinoza Snapchatted in groups with officers, but never heard of any inappropriate activity.

Lenahan said that Espinoza was friendly with officers and often invited them and their families to his home for a BBQ. On one occasion in 2017, Lenahan attended a BBQ at Espinoza's home with Basulto, Woodburn, Valente, Hensal and their girlfriends or wives.

Lenahan responded to the various allegations made against him in the ante-litem notice.

Lenahan said he doesn't recall ever having Halstead "*stack*" charges against anyone. Lenahan did recall one incident where Halstead was going to charge a suspect with simple possession of marijuana, even though the suspect had individually packaged marijuana, a scale and had previously been arrested for possession with intent to distribute. Lenahan had Halstead charge the subject with the more serious and appropriate charges. For some reason, the charges were later dropped.

Lenahan doesn't recall Halstead being denied any training requests out of the ordinary.

Lenahan said Halstead never came to him to complain about the way Lenahan was treating him. Lenahan said, in fact, Halstead told Lenahan he was happy to see him on the shift because of the divide created on the shift by Sergeant Hasseltine, the previous Sergeant.

Lenahan said Halstead relied on the help and advice of Yaakov Baum. They went to calls together and Halstead consulted Baum regularly on how he should handle his calls. According to Lenahan, when Baum left the department around May of 2018, Halstead began having problems because Baum wasn't there to assist him.

Lenahan said Halstead liked to work DUI's and was always interested in qualifying for and receiving the MADD DUI Award. Lenahan said Halstead asked him to call him over if he spotted a DUI so he could make the case. Lenahan said Halstead would usually head his way if he heard Lenahan on a traffic stop early in the morning.

Lenahan said Halstead would count how many DUI's he had and how many he still needed to receive the MADD award. On one occasion, Lenahan nominated Halstead for a MADD award and he received it.

Lenahan said he counsels officers from time to time about their productivity. Lenahan is sure he counseled Halstead about his at some point also. Lenahan says he does remember giving Halstead a break about his activity when he was going through his medical issues.

Lenahan denied targeting Halstead for unfair treatment. Instead, he stated that he tried to coach him and help him through some of his missteps as well as his improvement plan. According to Lenahan, while Halstead was on the improvement plan he told Lenahan that he was a 10 year veteran and there is nothing Lenahan could tell him. Lenahan said Halstead told him if he couldn't do it right now he never would be able to.

Lenahan said his involvement with the Glock incident described in the ante-litem notice was limited to completing the write-up after being told to do so by his supervisor.

Lenahan said he did send Halstead a text and asked him if he was recording their conversations. Halstead said he wasn't, but he was recording conversations with Fondas and Fladrich. Lenahan provided a screen shot of this text plus several other texts between Lenahan and Halstead while he was on his improvement plan. **(See Attachment I)**

### **Robert Barrett**

On May 28, 2020, I spoke to Detective Robert Barrett. Barrett said he believes Cynthia Gary told him Bolden had been in the hospital having surgery for a cyst. Barrett said he called Bolden to check on him. Bolden was still at home. During the conversation, Barrett said he jokingly said something to Bolden about erectile dysfunction. Barrett said Bolden laughed, they talked for a few minutes more and that was the end of the conversation.

### **Oliver Fladrich**

On May 28, 2020, I spoke to Major Oliver Fladrich about specific allegations mentioned in the ante-litem notice.

Fladrich said he had no part of any decisions about whether Halstead was allowed to work out his two week notice or whether Halstead received his 10-year anniversary badge.

Additionally, Fladrich said he had nothing to do with Halstead's exit interview. Fladrich said exit interviews are always performed by Human Resources.

Fladrich said when he spoke to Bolden about his grievance and explained to him that it was basically Bolden's word against Espinoza's, since there were no witnesses, Bolden said he understood it was a he said/he said thing. Bolden then said he was done.

Fladrich said he never received any information that Espinoza was harassing, sexually harassing or bullying any employee.

### **Investigator Robinson**

On May 28, 2020, I spoke to Investigator Robinson with the Roswell Police Department. Robinson does background investigations for new hires for Roswell PD. Robinson told me he submitted an open records request to Dunwoody for Halstead's personnel file. At no time did he speak to any member of the Dunwoody Police Department.

Robinson said Halstead was not hired by the Roswell Police Department because of concerns they had about his work history with Lumpkin County SO, the Dunwoody Police Department, and the Brookhaven Police Department. Robinson said he provided their concluding document to Halstead about why they were not going to hire him. Robinson provided that document to me. **(See Attachment J.)**

### **Nicole Stojka**

On May 28, 2020, I spoke to the HR Manager for the City of Dunwoody, Nicole Stojka. Stojka said that Halstead came to speak to her on January 3, 2019. Stojka said that Halstead talked about a number of issues. However, Halstead did not mention any allegations of being harassed or sexually harassed. Halstead also did not mention Espinoza. Stojka said she encouraged Halstead to use the City of Dunwoody problem-solving procedures.

Stojka authorized Halstead to skip to the Deputy Chief level. Stojka told Halstead to reduce his concerns to writing, which the problem-solving procedure also requires, but he never did. Stojka notified Deputy Chief Sides that Halstead would be coming to see him and that she had authorized him to skip to his level.

Halstead then went to Sides, who pulled in Major (now Deputy Chief) Barnes. At Sides' direction, Barnes conducted a thorough review of Halstead's concerns, all 24 of them, and provided a written report. None of the concerns expressed by Halstead were about Espinoza or involved sexual harassment. **(See Attachment K, Barnes Memo.)**

### **Patrick Krieg**

On May 28, 2020, I spoke to Lieutenant Patrick Krieg. Krieg said he received a call one night from Lieutenant Rusty Furman. Furman called to tell him that Bolden was not working that night because he had to have emergency surgery at the hospital. Apparently, Bolden had a cyst removed in an outpatient treatment and started bleeding, which caused him to have to make an emergency trip to the hospital.

Krieg said his wife overheard the conversation since they were at the dinner table when Furman called. Krieg's wife is a Nurse Practitioner and based on what she overheard, told him she thought Bolden might have a good medical mal-practice suit.

A few days later, Bolden stopped by Krieg's office and told him about his emergency surgery including the fact that he was bleeding so bad that blood was running down his leg into his sock. Krieg said he told Bolden what his wife said. Bolden seemed appreciative and that was the end of the conversation.

### **William "Rusty" Furman**

On June 11, 2020, I spoke to Lieutenant Furman. Furman said he thinks he called Krieg to tell him Bolden would be out of work after his emergency surgery but does not recall the details of the conversation. Furman doesn't believe he had all the information at that point in time.

### **Kerry Stallings**

On June 11, 2020, I spoke with Sergeant Stallings. Stallings said he was present when Krieg and Bolden were discussing Bolden's recent surgery. Stallings said he doesn't remember many of the details of the conversation. Stallings did remember that Krieg told Bolden that his wife said he might have a good mal-practice suit based on what she had heard.

## Investigative Findings and Conclusions

The findings and conclusions reached in this investigation are based on the facts as determined through interviews, images received, reviews of disciplinary actions, and a review of other documents.

As mentioned at the beginning of this document, there are 52 specific allegations made in the ante-litem notice.

For each allegation, I will provide supporting narrative and documentation and determine if the allegation is unfounded, sustained, sustained with misconduct, not-sustained, if I can neither prove nor disprove the allegation, or exonerated. In most cases, not-sustained will be used when there is an alleged statement that was made and the other party denies making the statement and there is no other evidence to support that the statement was made.

I added the sustained with misconduct to distinguish between misconduct and a finding that something did happen, but wasn't necessarily a policy violation or inappropriate.

### **1. Allegation: The motives for seeking termination of Halstead were motivated by retaliation for him filing claims alleging harassment and notification of illicit behavior within the department.**

At no time did anyone with the Dunwoody Police Department seek termination of Halstead's employment. Instead, Halstead was on an improvement plan specifically designed to enable him to address his performance deficiencies and continue his employment with the department when he voluntarily resigned to take a position with the Brookhaven Police Department.

At no time during his employment did the City of Dunwoody or the Dunwoody Police Department receive a complaint or any other notice from Halstead regarding alleged sexual harassment or other illicit behavior within the department, whether involving Espinoza or anyone else. Halstead was aware of his options for reporting personnel issues and demonstrated his willingness to utilize those options. In fact, Halstead did meet with Nicole Stojka on January 3, 2019 to discuss a variety of concerns he had about his perceived treatment in the department – not one of which involved sexual harassment and not one of which involved Espinoza.

If Halstead had made reference to any allegations of sexual harassment, Stojka would have immediately taken the appropriate actions to address those allegations. In fact, the ante-litem notice references Halstead making "**guarded**" comments about the sexual harassment allegations.

Stojka referred Halstead to Deputy Chief Sides following the City of Dunwoody's problem-solving procedures. She specifically authorized him to bypass the prior steps of the procedure to take his concerns to the Deputy Chief level.

Even though Halstead never prepared a written grievance as instructed by Ms. Stojka, Deputy Chief Sides and Major Barnes met with him on January 11, 2019, to discuss his concerns. Halstead told them he felt he was being “**picked at.**” Halstead identified 23 specific concerns during this meeting, each of which Barnes investigated.

On January 16, 2019, Halstead met with me to discuss his concerns as well. I went ahead and met with him, even though Major Barnes was still investigating the concerns Halstead raised at the January 11, 2019 meeting. At no time during my meeting with Halstead did he mention any form of sexual harassment or make any reference at all to Espinoza. At the end of the conversation, Halstead said, “***I still think the Dunwoody Police Department is the greatest department in the country.***”

On February 5, 2019, Barnes met with Halstead and went over the findings of his investigation. Barnes concluded that there was no pattern or practice that would indicate Halstead is or has been mistreated by a supervisor. (See Attachment K) Barnes did conclude, however, that several of these issues could have been handled differently or better by the supervisor involved; particularly the incident involving a malfunctioning weapon in 2016.

There is no evidence of any effort to seek Halstead’s termination from the Dunwoody Police Department. At no time during his employment with the City did Halstead ever report or complain, formally or informally, that he was the victim of sexual harassment or any other form of sexually illicit behavior within the department, whether perpetrated by Espinoza or anyone else.

Finally, while Halstead did report various concerns unrelated to sexual harassment or Espinoza to Human Resources and departmental leadership in January 2019, there is no evidence that he experienced any form of retaliation as a result.

Findings:       **UNFOUNDED**

**2. Allegation: This resulted in a retaliatory “blackballing” of Halstead’s fitness for duty which includes undocumented reference requests between departments, lying about the presence of and/or withholding of an alleged performance improvement plan. Halstead has suffered slanderous comments which have basically blackballed him from the law enforcement community for future employment.**

On March 9, 2020, Nicole Stojka and I received an email from Halstead. (See Attachment L, Halstead Email to Grogan and Stojka.) In this email, Halstead complained about Espinoza contacting him about an open records request he had submitted to Fladrich’s former employer. Halstead stated that he believed Espinoza had threatened him and asked that Espinoza not call him again.

In this email, Halstead also stated that we were keeping him from getting hired by Roswell PD by disclosing his improvement plan to them after Espinoza had allegedly told him that the improvement plan would not be in his file. Other allegations in this email will be addressed in other parts of this response.

After receiving the email from Halstead, I met with Espinoza and asked him about the conversation he had with Halstead. Espinoza responded as described in the preceding section of this report. I instructed Espinoza to have no further contact with Halstead.

I also asked Espinoza about Halstead's comment about his improvement plan. Espinoza said he never told Halstead the improvement plan would not be in his file because all such documents are placed in employees' personnel files with HR.

HR Director Nicole Stojka confirmed that it is standard practice at the City of Dunwoody for an employee's performance improvement plan to be maintained in his or her personnel file, that she is the custodian of the City's personnel files, and that she has no knowledge of Halstead's performance improvement plan ever being withheld or removed from his personnel file.

I spoke to all members of the Senior Staff of the Dunwoody Police Department, Lieutenant rank and up, to find out if any of them spoke to anyone with Roswell PD. No one in our department spoke to Roswell PD.

I then sent an email to Halstead advising him what I found, including the fact that his performance improvement plan had been in his personnel file when both Brookhaven PD and Roswell PD reviewed it. I also told him to contact our City Attorney in the future since he mentioned he had hired an attorney. **(See Attachment M, Grogan Email Response to Halstead.)**

As noted in the previous section of this report, in my conversation with Deputy Chief Gurley from Brookhaven PD, he confirmed that contrary to what Halstead alleges, he became aware of Halstead's improvement plan during his agency's consideration of Halstead's application, but says that Espinoza assured him that Halstead had just made a lot of small mistakes and would benefit from a change.

In my conversation with Investigator Robinson from Roswell PD, he confirmed that he never spoke to anyone at the Dunwoody Police Department about Halstead. Robinson did provide the Pre-Employment Background Investigation of Halstead **(See Attachment J)**, which had Roswell PD's reason for not hiring Halstead and did not reflect any direct communication with DPD personnel. The recommendation at the end was as follows:

***"I recommend Roger Halstead be removed from consideration for police officer at this time. His past performance at each of his previous agencies depicts someone who does not respond to constructive criticism, does not pay attention to detail, and will be a disciplinary problem moving forward. During his time with Dunwoody, Halstead received most of his disciplinary***

***actions within his last year of employment. It is apparent from documentation provided by Brookhaven that issues he experienced while with Dunwoody followed him. Halstead was ultimately terminated from Brookhaven and subsequently applied with the Roswell Police Department. Past performance information obtained indicates that Halstead is a problem employee, and there simply has not been enough time between Dunwoody and Brookhaven to determine whether or not he has grown from those experiences."***

There is no evidence to suggest Halstead has been blackballed. To the contrary, the only comments regarding Halstead made to another law enforcement agency by any supervisory or senior command level member of the Dunwoody PD that my investigation revealed were those made by Espinoza to Deputy Chief Gurley of the Brookhaven PD. As described above, those comments, which were confirmed by both Espinoza and Gurley, were favorable to Halstead and contributed to that agency's decision to hire him.

In the ante-litem notice, it is stated that some unidentified member of the Dunwoody PD command staff told Investigator Robinson of Roswell PD that Halstead "had problems with professionalism and decision-making." In speaking with Investigator Robinson, however, he refuted this allegation and informed me that no comments of any kind regarding Halstead were made to him by any Dunwoody PD personnel. Robinson's pre-employment background report on Halstead supports this statement by showing that the information he received from Dunwoody, including information relating to professionalism and decision-making, came from records he reviewed through an Open Records Act request. **(See Attachment J.)**

To the extent Halstead contends that information in his personnel file relating to the department's concerns about his professionalism and decision-making is false or defamatory, he is incorrect. I ultimately approved his placement on the performance improvement plan in November 2018 and the extension of that plan in February 2019. While my primary concern was Halstead's poor decision-making, there are valid reasons for concerns regarding his professionalism and for seeking improvement in that area as well.

Findings: **UNFOUNDED**

**3. Allegation: Approximately six months after Halstead was hired, Lenahan made comments that Halstead didn't know what he was doing or always needed his help on a traffic stop.**

Halstead does not claim that he heard Lenahan make these alleged comments. The ante-litem notice only indicates that Halstead heard rumors about them but does not identify anyone who shared this information with him, who heard Lenahan make the comments, or who also heard the rumors. Nor did Halstead provide any other evidence to support this allegation.

Lenahan denied making these comments, but did recall that Halstead seemed to rely on Baum for advice on calls for service and felt that he began to struggle with his decision making when Baum left the department in May 2018. But by the time Baum left, Halstead had been with the

department over two years, which is long after the six-month period alleged in the ante-litem notice.

Findings: **UNFOUNDED**

**4. Allegation: Lenahan forced Halstead to stack charges against offenders or create harsher charges than appropriate.**

As part of his duties, Lenahan provides guidance to officers if he believes they are not making the proper charges on an individual. These actions are appropriate for supervisors to take.

Halstead did not provide any specific examples in support of this allegation. Lenahan did recall one incident where Halstead was going to charge a suspect with simple possession of marijuana, even though the suspect had individually packaged marijuana, a scale and had previously been arrested for possession with intent to distribute. Lenahan had Halstead charge the subject with the more serious and appropriate charges. For some reason, the charges were later dropped, but there are a variety of reasons why this may have occurred. My investigation failed to reveal any evidence to support this allegation.

Findings: **UNFOUNDED**

**5. Allegation: Halstead's training requests were denied except for the bare minimum while officers with worse stats were allowed to attend training.**

Training requests are not granted based on the stats of the officers. Instead, training requests are approved based on budget considerations, manpower needs on the shift, interest of the officer, and needs of the department. (**See Attachment N, Halstead's POST Training Records.**)

Halstead did not provide any specific examples in support of this allegation and Lenahan does not recall any specific training requests by Halstead that were denied. It is not uncommon for officers' training requests to be denied from time to time, for the reasons noted, and Halstead certainly would not be the only officer to have such requests denied. My investigation failed to reveal any evidence to support this allegation.

Findings: **UNFOUNDED**

**6. Allegation: Halstead took his concerns to Lenahan but he dismissed them.**

Halstead did not provide any specific examples in support of this allegation and Lenahan said Halstead never talked to him about any such concerns.

Findings: **NOT-SUSTAINED**

**7. Allegation: Lenahan would call Halstead to DUI's early in the morning right before he was scheduled to get off knowing it would make him late. No assistance was provided.**

Other than the statement, Halstead provided no examples and no specifics in support of this allegation.

Lenahan said Halstead liked to work DUI's and was always interested in qualifying for and receiving the MADD DUI Award. Lenahan said Halstead asked him to call him over if he spotted a DUI so he could make the case and recalled that Halstead would usually head his way if he heard Lenahan on a traffic stop early in the morning.

Lenahan said Halstead would keep count how many DUI's he had and how many he still needed to receive the MADD award. On one occasion, Lenahan nominated Halstead for a MADD award and he received it.

Findings: **NOT-SUSTAINED**

**8. Allegation: Lenahan confronted Halstead when he was less aggressive working even though his stats almost tripled those of fellow officers.**

As part of a Sergeant's duties, they have occasions to counsel and coach officers about their performance. It is not unusual for this to happen if an officer is not being productive or not being as productive as normal.

Lenahan is sure he counseled Halstead about his productivity at some point in time. Lenahan says he does remember giving Halstead a break about his activity when Halstead was going through his medical issues.

Again, Halstead provided no specific information in support of this allegation.

Findings: **UNFOUNDED**

**9. Allegation: He had a target on his back from Lenahan according to a staff member who warned him.**

Halstead makes this statement without naming the person who told him this and without providing any other evidence to support the allegation. As Halstead's supervisor, Lenahan would naturally be the one to discipline Halstead if needed. A review of Guardian, the software we use to input counseling and commendations, revealed that Lenahan had given Halstead 28 positive Guardians.

Supervisors are expected to enter positive guardians for their subordinates when they are earned, but a supervisor who dislikes a subordinate and is unconcerned with departmental policy can generally figure out a way to deprive that subordinate of positive guardians. That's

not what I see when I review Halstead's guardians for the period of time he worked under Lenahan's supervision.

Lenahan denied that he ever targeted Halstead for unfair treatment. Instead, he tried to coach Halstead and help him through some of his missteps as well as his improvement plan. According to Lenahan, while Halstead was on the improvement plan he told Lenahan that he was a 10 year veteran and there is nothing Lenahan could teach him - that if he couldn't do it right now he never would be able to.

Nevertheless, my investigation supports Lenahan's account that he continued to work with Halstead. In reporting on Halstead's progress on his improvement plan, Lenahan noted several areas of improvement and cited several positive examples.

There is no evidence that Lenahan was targeting Halstead for unfair treatment.

Findings: **UNFOUNDED**

**10. Allegation: Halstead said one of the worst incidents for him was when his Glock malfunctioned and he was told to test fire it, but in the end, was written up by Lenahan as the issue being his fault.**

Lenahan was Halstead's Sergeant. As such, he was directed to complete the write-up by his supervisor. That was Lenahan's only involvement in this particular incident.

This particular issue was one that Halstead brought up when he spoke to Sides and Barnes on January 11, 2019. Although Halstead bears some responsibility in how he responded to the instructions he was given – particularly in that he should have known better than to report for duty and work two full shifts with an untested gun that had recently malfunctioned – Deputy Chief Barnes previously investigated the matter and determined that the incident could have been handled better on our supervisor's end. Barnes provided that acknowledgement to Halstead in his memo to me dated February 5, 2019. (See Attachment K.)

Given that this issue was previously addressed and resolved in Halstead's favor, it is unclear why he found it necessary to raise it once again in his ante-litem notice. Nevertheless, I am in agreement with Barnes' prior resolution and will reaffirm it here by sustaining this allegation.

Findings: **SUSTAINED**

**11. Allegation: Espinoza told him not to dispute the Glock malfunction write up because he could be fired for the infraction as well as having two preventable crashes.**

No evidence was provided to support this allegation. Espinoza said he doesn't recall having that conversation with Halstead.

Furthermore, as described by Halstead, the statement he attributes to Espinoza doesn't make sense. It is conceivable that a supervisor might suggest that an officer reconsider appealing a write-up if, in his experience, the write-up was lenient for the policy violation in question, but the problem-solving procedure does not authorize an appealing employee's disciplinary action to be increased. Thus, it doesn't make sense that Espinoza would tell Halstead that he shouldn't appeal the write-up because the write-up might end up becoming a termination. That would not have happened and Espinoza would have known this.

Findings: **NOT-SUSTAINED**

**12. Allegation: Halstead said he was kicked off of the SWAT team because of the Glock malfunction incident.**

Based on Halstead's disciplinary action, Halstead was removed from the SWAT team at that time. While Barnes' determined that Halstead's supervisor could have handled the situation better, this determination did not absolve Halstead of responsibility for his own actions, particularly with regard to working two full shifts with an untested gun that had recently malfunctioned. It therefore doesn't follow from Barnes' determination that Halstead was improperly removed from the SWAT team due to this incident. But the allegation itself – that the incident led to his removal – is correct.

Findings: **SUSTAINED**

**13. Allegation: Halstead said he was knocked out from receiving the Rising Star award because of the Glock malfunction.**

Based on Halstead's disciplinary action, Halstead did not qualify to be "considered" for the Rising Star award. Halstead was only in a pool of candidates who could be considered for the award, but was not scheduled to receive it. Furthermore, for the reason noted above, there has been no determination that Halstead should not have been disciplined due to this incident.

Findings: **UNFOUNDED**

**14. Allegation: Before the Glock malfunction write-up, Espinoza had not been friendly to Halstead and another officer warned him that Espinoza hated him and that he should watch his back.**

Halstead makes this statement without naming the officer who told him this and without providing any other evidence to support the allegation.

The overwhelming evidence available suggests that Halstead and Espinoza were friends. When Halstead met with Nicole Stojka to discuss various concerns with her on January 3, 2019, he did not reference any issues with Espinoza. Likewise, when he met with Barnes and Sides to complain about 23 different issues on January 11, 2019, he did not reference any issues with

Espinoza. Nor did he mention any issues with Espinoza in his conversation with me on January 16, 2019.

Espinoza and Halstead were described by many people as friends. Espinoza described him and Halstead as friends. Espinoza worked to assist Halstead in successfully completing the requirements of his improvement plan and spoke favorably about Halstead to Deputy Chief Gurley at Brookhaven PD.

Halstead, Espinoza and Hensal attended an Atlanta United soccer match together after Halstead left the Dunwoody Police Department on August 11, 2019 – long after Halstead had left the Dunwoody Police Department and after he was terminated from the Brookhaven Police Department.

After Halstead left the Dunwoody Police Department, Halstead and Espinoza continued to exchange friendly texts, including a string of texts from February of 2020 where Halstead asked Espinoza questions about our drone program and other conversations. (**See Attachment A.**)

Espinoza told me that his friendship with Halstead only soured after he questioned Halstead about the wisdom of making open record requests and tried to provide him some advice, which occurred long after he had left the Dunwoody Police Department, and I have seen nothing to suggest otherwise.

Findings: **UNFOUNDED**

**15. Allegation: After the Glock malfunction write-up, Espinoza told Halstead that he had other plans for him and began asking for pictures of his penis.**

No evidence was provided to support the allegation regarding Espinoza’s alleged comment that he had other plans for Halstead. Espinoza denies making this statement.

After Espinoza read the ante-litem notice, he immediately acknowledged he had exchanged images and texts with Halstead of a sexual nature. According to Espinoza, Halstead sent him the first image and initiated this type of interaction. However, there is no evidence to indicate who started this activity.

Findings: **SUSTAINED WITH MISCONDUCT**

**16. Allegation: Espinoza engaged in a pattern of conduct which included sexually explicit statements, texts and photographs that alluded to preferential treatment in the workplace in exchange for participation in said acts. Espinoza offered extra jobs for engaging in sexual talk or suggested/suggestive behavior.**

There is no doubt that Espinoza exchanged sexually explicit text messages and snap chats with at least three employees: Halstead, Castellanos and Martin. Espinoza admits to exchanging

explicit photographs with Halstead and Castellanos and provided screenshots. (See **Attachment A.**) Castellanos also provided screenshots. (See **Attachment G.**)

However, none of the evidence gathered, including in particular the screenshots collected and participating officers' statements, supports the suggestion that the sexually explicit statements, texts or photographs were sent with any expectation of preferential treatment if employees reciprocated or some form of negative consequences if they failed to do so. Martin said he never felt that way at all. In fact, in the 76 screenshots that Martin provided, Halstead is the only one who sent sexually explicit photos of himself and others, and Martin could not recall receiving such a photo from Espinoza. Halstead shared a sexually explicit photo of a man masturbating and a video of the same man masturbating.

Espinoza did send Castellanos sexually explicit photos and texts (See **Attachment G**); however, Castellanos said Espinoza did not allude to any sort of preferential treatment if he reciprocated or negative consequences if he refused.

It has been suggested that this allegation is supported by the complaint from Valente (See **Attachment C**) about Espinoza telling him that he would not receive a particular assignment because it had gone to another officer who was "*better at sucking dick.*" This complaint was investigated, and it's clear from a review of the complaint, Fladrich's report, and my interview with Valente that Espinoza could not have intended the statement (which he denied making) to be taken literally. It could not have been literal because Valente never performed such an act and therefore Espinoza had no basis for making any comparison. Valente made clear that he did not regard the comment as a proposition but as a joke, but felt nevertheless that it was inappropriate and unprofessional.

Espinoza denied offering extra jobs for people engaging in sexual talk or suggested behavior or threatened any negative consequences for anyone who refused. In the close to 200 screenshots I have collected over the course of this investigation, there is no evidence that Espinoza offered extra jobs or made any sort of threats to get people to engage in sexual talk or suggested/suggestive behavior. A few part time job texts are exchanged between Espinoza and Castellanos, but none applicable to this allegation, and as previously noted, Castellanos did not connect extra jobs to the behavior.

As will be addressed below, Bolden made a similar accusation against Espinoza, initially claiming that Hannah Madden was present for this incident, but then stated that she was not present but that he told her about what had happened as soon as he could. When I spoke to Madden, however, she recalled that she was actually present with Bolden for the conversation with Espinoza, but that nothing inappropriate as described by Bolden occurred, and Bolden has never told her about any other incident of this nature with Espinoza.

Findings: **UNFOUNDED**

**17. Allegation: Espinoza began demanding and requesting “dick pics”, held discussions and actual pics and videos of sexual activity (masturbations).**

In the screenshots Espinoza provided (**See Attachment A**) of a conversation with Halstead, Espinoza does not ask Halstead for any “dick pics.”

In the texts between Espinoza and Castellanos, Espinoza uses vulgar language continuously. Espinoza asked for a “dick pic” in various forms numerous times. Espinoza also sent Castellanos a video of him masturbating and another video of him ejaculating while masturbating. (**See Attachment G.**)

In the screen shots Martin provided (**See Attachment E**) of a conversation with Espinoza, Halstead and Martin, Espinoza asks for a “dick pic” in different ways approximately two times. In contrast, Halstead asks for a “dick pic” in different ways approximately five times. Halstead shares explicit sexual images of himself and others. In one exchange, Halstead specifically asks Espinoza to send Martin ***“my dick pic in this group please.”***

The conversations had by Espinoza and Halstead in the group with Martin were vulgar, at least on the part of Halstead and Espinoza. In one exchange, Espinoza said, ***“Roger, Lets fuck.”*** Halstead responded, ***“I’ll fuck you.”***

In another text, Halstead announced, ***“I got new nudes guys,”*** to the group.

In a text group between Martin, Woodburn, Halstead and Laverty, Halstead sends three texts back to back:

***“Kc show Zach my nude I sent you in the shower.”***

***“But do not send them the pic.”***

***“I’m not trying to get fired before my 90 days is up.”*** (See Attachment E.)

This text string appears to refer to the time period after Halstead left Dunwoody and was working at Brookhaven PD. Espinoza was not in this group text.

In a text group with Halstead and Martin in 2018, Halstead sent Martin a text stating, ***“Send me a pic of you.”*** (See Attachment E.) Espinoza was not in this group text.

To the extent this allegation implies that Halstead was an unwilling participant in the exchange of “dick pics” or other sexually explicit discussions, photos or videos, the evidence is to the contrary – it is clear that Halstead was very much a willing participant and often initiated the behavior.

In all other respects:

Findings: **SUSTAINED WITH MISCONDUCT**

**18. Allegation: Espinoza discussed his sexual attraction in hiring young male officers who would thereafter appear to compose his selection of “dates.”**

No evidence to substantiate this claim has been provided. Halstead failed to identify a single young male hired by Espinoza because of his alleged sexual attraction to him and/or because of a desire to possibly go on a date with him. I have not discovered any evidence to support this allegation.

Espinoza denies this allegation.

Findings: **UNFOUNDED**

**19. Allegation: Espinoza threatened to withhold favorable reports or extra jobs if sexually promiscuous discussions were not entertained.**

No evidence to support this allegation has been provided. I have not been able to uncover any evidence supporting the allegation either. Espinoza denied this allegation in its entirety. No one I interviewed, with the exception of Bolden as noted above, provided any information supportive of this allegation. This includes Martin and Castellanos, who denied receiving or seeing any such threats.

In the close to 200 screenshots I have collected, there is no evidence that Espinoza threatened to withhold, or even implied that he would, favorable reports or extra jobs if sexually promiscuous discussions were not entertained.

Findings: **UNFOUNDED**

**20. Allegation: Espinoza told Halstead he wouldn't be able to “protect” him if he transferred to another shift.**

No evidence was provided to support this allegation. Espinoza denies ever making this statement.

Findings: **NOT-SUSTAINED**

**21. Allegation: After Halstead transferred to Day Shift, Fladrich began to harass him.**

No evidence was provided to support this allegation. Fladrich denies this allegation as well. In reviewing all of the disciplinary actions and the improvement plan for Halstead, I can find no evidence to support such a claim.

Fladrich was the subject of several of the concerns Halstead raised during his meeting with Sides and Barnes on January 11, 2019. Halstead told them he felt he was being “picked at.” Sides and Barnes compiled a list of Halstead’s concerns identified by Halstead at that meeting, including those relating to Fladrich, and Barnes conducted an investigation into each of them. On February 5, 2019, Barnes met with Halstead and went over the findings of his investigation. Barnes concluded that he did not see a pattern or practice that would indicate Halstead had been mistreated by a supervisor, including Fladrich, and I concur. There was a valid management reason for each incident that Halstead described regarding Fladrich. (**See Attachment K.**)

Findings: **UNFOUNDED**

**22. Allegation: Fladrich denied him the opportunity at the end to work out his two weeks’ notice.**

Fladrich did not deny Halstead the opportunity to work out his two weeks’ notice. That decision was made by me. I made that decision to reduce the potential liability for the City of Dunwoody. Halstead had given up on his improvement plan and was no longer committed to or invested in his career with the City. I have taken this action in the past and both the HR Director and City Manager were aware.

It was nothing personal against Halstead; rather, it was just a conservative decision that I considered to be in the best interests of the City. While I’m certain Halstead would have preferred to have left on his own terms, I saw to it that he was paid in lieu of having to work the notice period and therefore didn’t suffer any economic harm by my decision.

Findings: **UNFOUNDED**

**23. Allegation: Fladrich withheld his 10 year badge.**

Fladrich was not involved in this decision. When Halstead turned in his notice, it was about the time that our 10-year anniversary badges arrived. Due to the circumstances of his departure – specifically, his resigning while on an improvement plan - I did not feel it was appropriate for him to receive the badge. I did not intend for Halstead to feel insulted by not receiving a badge; in fact, for the reasons noted above, I did not believe he would truly want one.

Findings: **UNFOUNDED**

**24. Allegation: Fladrich prevented him from having an exit interview.**

No evidence was provided to support this allegation. Fladrich said he had no information about Halstead's exit interview since that is a function normally handled by HR. According to Ms. Stojka, when an employee receives pay in lieu of working out his or her notice, the exit interview is often missed, since they are normally conducted during the notice period.

Findings: **UNFOUNDED**

**25. Allegation: Espinoza texted Halstead he was denied an exit interview because "they thought you were toxic."**

No evidence was provided to support this allegation. Espinoza said he doesn't recall using those exact words. Espinoza said he remembers talking to Halstead about not getting to work out his two-week notice. Espinoza said he told Halstead that employees staying around their last two weeks can be toxic for organizations. In any event, as noted above, Espinoza played no role in Halstead's not receiving an exit interview, which was simply a side-effect of my decision to pay Halstead in lieu of notice. As such, anything Espinoza may have said to Halstead or anyone else on the subject would have been pure speculation on his part.

Findings: **NOT-SUSTAINED**

**26. Allegation: Halstead received no write ups from March 2016 until May 2018, during which time Espinoza was engaged in his sexual harassment.**

This is simply a false statement. Halstead actually received one Verbal Reprimand and four Counselings during the above-stated period of time. The Verbal Reprimand and one Counseling was from Espinoza. Two Counselings were from Hasseltine. And one Counseling was from Lenahan. (See Attachment O, Halstead Disciplinary Summary.)

To the extent this statement is intended to establish that Halstead first began receiving write-ups in May 2018 due to something that was occurring with Espinoza at that time, it is noteworthy that this date also corresponds with Baum's departure from the department. As previously noted, Lenahan said Halstead seemed to rely on Baum for advice on calls for service and felt that he began to struggle with his decision making when Baum left the department in May 2018.

Fladrich made a similar observation and even spoke to Baum about it one time. Baum told Fladrich he was just trying to help Halstead out.

Findings: **UNFOUNDED**

**27. Allegation: Halstead went to HR Manager, Nicole Stojka, between October of 2018 and January of 2019 to complain about his sexual harassment in a "guarded way" and to ask for assistance for the ongoing harassment and discrimination.**

Halstead's only meeting with Stojka occurred on January 3, 2019. This was after he was placed on his Improvement Plan on November 8, 2018. Stojka made clear that Halstead did not complain about sexual harassment, ongoing harassment, discrimination or Espinoza – in a ***“guarded way”*** or otherwise. Instead, Halstead complained about a number of issues where he felt he was being treated unfairly. As noted previously, Halstead was encouraged to submit a written grievance pursuant to the problem-solving procedure and was authorized by Stojka to bypass the early steps of the process and discuss with Deputy Chief Sides. Stojka, a career HR professional, strongly stated that if Halstead had even hinted that he was being subjected to sexual harassment or discrimination, she would have addressed the matter directly and not simply sent him back to the PD to follow the problem-solving procedure.

Sides and Barnes met with Halstead on January 11, 2019, to discuss his concerns, although he never reduced those concerns to writing as directed by Stojka. Halstead told them he felt he was being “picked at.” Sides and Barnes compiled a list of the 23 concerns identified by Halstead at that meeting, and Barnes conducted an investigation into each of them. Again, none of the concerns raised by Halstead at this meeting related in any way to sexual harassment, discrimination or Espinoza.

On January 16, 2019, Halstead met with me to discuss his concerns as well. At no time during this conversation did Halstead mention any form of sexual harassment or discrimination or include any reference to Espinoza.

On February 5, 2019, Barnes met with Halstead and went over the findings of his investigation. Barnes concluded that he did not see a pattern or practice that would indicate Halstead is or has been mistreated by a supervisor. **(See Attachment K.)**

Findings: **UNFOUNDED**

**28. Allegation: Three months later, Halstead was called in to address “some” of these issues and the discussion skirted around his major complaints and deleted some of the more pertinent issues.**

Only eight days passed between Halstead's meeting with Stojka and his meeting with Barnes and Sides. This latter meeting took place notwithstanding Halstead's failure to reduce his concerns to writing and submit them to Sides through the problem-solving procedure as directed by Stojka. The 23 concerns he identified during this meeting with Barnes and Sides were noted, fully investigated, and addressed by Barnes. At no time during his meetings with Barnes, Sides or myself, did Halstead complain that his issues were not addressed or that his major complaints were skirted around or ignored. And, as noted above, none of these concerns related in any way to any alleged sexual harassment or discrimination or to Espinoza.

Findings: **UNFOUNDED**

**29. Allegation: After this discussion, Halstead was cited for infractions and put on his first-ever performance improvement plan.**

Halstead was placed on his improvement plan on November 8, 2018, which was long before his January-February 2019 discussions with Stojka, Barnes and Sides, and myself.

Findings: **UNFOUNDED**

**30. Allegation: After Halstead went to HR Director Stojka with violations of policy and 14<sup>th</sup> Amendment violations, he was disciplined for every minor issue even though he had never been in trouble before.**

As previously noted, Halstead met with Stojka on January 3, 2019 to discuss a variety of situations in which he felt he was being treated unfairly. As for alleged “14<sup>th</sup> Amendment violations,” however, Stojka made clear that Halstead did not complain about sexual harassment, ongoing harassment or discrimination. Furthermore, Halstead was on an improvement plan when he met with Stojka. Subsequent to that meeting, the only discipline Halstead received was a written reprimand on January 28, 2018, for a Respect & Courtesy violation. The rest of his interactions were solely related to his improvement plan and were not disciplinary in nature. Halstead’s contention that he was “disciplined for every minor issue” following his meeting with Stojka is simply false, as is any suggestion that he had never been disciplined prior to his meeting with Stojka.

Findings: **UNFOUNDED**

**31. Allegation: At this time, Espinoza continued his sexual tirade.**

Espinoza participated in the exchange of sexual texts/snap chats and images as previously noted in this report, although there is no evidence that any of his conduct amounted to a “*sexual tirade*” which implies anger or vindictiveness. No evidence was provided to support this characterization of Espinoza’s conduct. Moreover, the overwhelming evidence establishes that Halstead was a willful participant in the conduct.

Findings: **NOT-SUSTAINED**

**32. Allegation: Lenahan texted Halstead and asked him if he had recorded the conversations with him.**

Lenahan did in fact text Halstead and asked him if he was recording their conversations. Halstead responded that he was not, but admitted he was recording the conversations with Fondas and Fladrich. (**See Attachment I.**) Halstead’s surreptitious recording of conversations – in addition to being inappropriate and likely a policy violation – makes Lenahan’s question a reasonable one.

Findings: **EXONERATED**

**33. Allegation: Espinoza told Halstead to apply for Brookhaven PD.**

No evidence was provided to support this allegation. Espinoza said Halstead often brought up the subject of leaving the department and that they spoke multiple times about opportunities elsewhere. While Espinoza does not recall whether he mentioned Brookhaven to Halstead or if Halstead brought it up, Espinoza said he told Halstead that he was willing to help him and that he therefore did make a phone call on Halstead's behalf to Deputy Chief Gurley with the Brookhaven Police Department. Deputy Chief Gurley confirmed Espinoza's account and indicated that he relied on Espinoza's positive comments in deciding to hire Halstead.

Findings: **NOT-SUSTAINED**

**34. Allegation: Espinoza was doing the command staff a favor by getting rid of him.**

No evidence was provided to support this allegation. Instead, it appears to be an opinion not based on the facts. The evidence shows that Espinoza was acting as a friend trying to help Halstead get hired by the Brookhaven Police Department after he applied.

Espinoza spoke to Deputy Chief Gurley with the Brookhaven Police Department and expressed his opinion that Halstead would benefit from a change. This conversation was confirmed by Gurley and was a major factor in his decision to extend an offer of employment to Halstead.

Furthermore, DPD was making a substantial investment of time and resources in Halstead at this time designed to raise his performance level and address his various concerns to continue his employment. As described throughout this report, Stojka, Sides, Barnes, and I all met with Halstead at various points during the time he was apparently applying with Brookhaven Police Department. Barnes thoroughly investigated Halstead's concerns in an effort to address and resolve as many of them as possible, while Lenahan continued to work with him to improve his job performance in the areas identified as deficient on his November 8, 2018 improvement plan.

Findings: **UNFOUNDED**

**35. Allegation: Espinoza told Halstead the "improvement plan" wasn't in his file and Espinoza and Deputy Chief Gurley, with Brookhaven PD, were friends.**

No evidence was provided to support this claim. Espinoza strongly denies ever telling Halstead that his improvement plan would not be in his file because all similar personnel records are placed in an officer's personnel file and there was no reason to treat this one any differently.

HR Director Nicole Stojka confirmed that it is standard practice at the City of Dunwoody for an employee's performance improvement plan to be maintained in his or her personnel file, that

she is the custodian of the City's personnel files, and that she has no knowledge of Halstead's performance improvement plan ever being withheld or removed from his personnel file.

Contrary to what he contends, my investigation confirmed that Halstead's improvement plan was in his personnel file when the Brookhaven Police Department conducted their background check, they were aware of it, and it did not prevent him from getting hired by them.

As for whether Espinoza and Deputy Chief Gurley were friends, this statement is consistent with the information provided by Espinoza, and Gurley likewise made it clear that he had a favorable view of Espinoza, at least as a professional acquaintance, such that he relied on his input in deciding to make an offer of employment to Halstead. Therefore, to the extent Halstead is suggesting that Espinoza misrepresented his relationship with Deputy Chief Gurley, the evidence does not support such a finding.

Findings:       **UNFOUNDED**

**36. Allegation: Espinoza helping him get hired at Brookhaven PD was nothing but a setup to remove him from Dunwoody PD.**

This appears to be a rephrased version of allegation no. 35 above (which states that "Espinoza was doing the command staff a favor by getting rid of him"). Again, no evidence was provided to support this allegation. Instead, as noted above, the evidence shows that Espinoza was acting as a friend in trying to help Halstead get hired by the Brookhaven Police Department after he applied.

Halstead was placed on an improvement plan (**See Attachment P**) on November 8, 2018. He failed to successfully complete his 90 day improvement plan. (**See Attachment Q.**) Halstead's improvement plan was then extended for 60 days by me and he was placed on the night shift. (**See Attachment R.**) The transfer to nights was at Halstead's request. I also transferred him to the night shift so a new set of supervisors could review his performance since Halstead seemed to have issues with all of his current supervisors.

While Halstead was on his improvement plan on day shift, he told Lenahan that he was a 10 year veteran and if he didn't know it now he wasn't ever going to know it (or words to that effect).

When Halstead was transferred to the night shift, Espinoza prepared and sent an email outlining how the improvement plan process could be improved so Halstead could be successful. (**See Attachment S.**)

When Halstead received his first weekly report for his improvement plan on nights, he was still struggling in several areas. (**See Attachment T.**)

To the extent Halstead's use of the term "setup" is intended to suggest that Espinoza arranged for Brookhaven PD to hire Halstead away from Dunwoody PD knowing that they would fire him just a few weeks later, there is no evidence to support any such allegation. Law enforcement agencies invest far too much time, effort and money in recruiting candidates – particularly after they receive their conditional offers of employment – and any suggestion that an agency would hire an officer away from another agency with the intention of firing the officer a few weeks later ignores this economic reality.

Furthermore, in speaking with Deputy Chief Gurley during my investigation, it was clear that he was very unhappy about having to terminate Halstead's employment. As previously noted, he informed me that once Halstead's employment with BPD had been terminated, he called Espinoza and told him he wouldn't listen to anymore recommendations from him. Therefore, there is simply no evidence to support the allegation that in helping Halstead get hired at Brookhaven PD, Espinoza setting him up to remove him from Dunwoody PD.

Findings: **UNFOUNDED**

**37. Allegation: Brookhaven PD labeling him as "crazy" was designed to get Dunwoody PD off the hook.**

I did not obtain any personnel files of Halstead from Brookhaven PD as part of my investigation and would not have access to any records containing medical/psychological information in any event. I am therefore unable to reach any conclusions regarding the content of Halstead's Brookhaven files, nor have I seen or heard any information from any source other than the ante-litem notice to suggest that BPD imposed any such label on Halstead. As such, there is no evidence to suggest this allegation is true. During my discussion with Deputy Chief Gurley of Brookhaven PD, he never mentioned or implied anything to me that he or anyone with his agency regarded Halstead as crazy. Furthermore, it is simply inconceivable that one police department would take any personnel actions on one of their own officers to benefit another department.

Findings: **UNFOUNDED**

**38. Allegation: Investigator Robinson with Roswell PD told Halstead that command staff with Dunwoody PD told him that Halstead "had problems with professionalism and decision making."**

In speaking with him during my investigation, Investigator Robinson denied making this comment to Halstead. In fact, Robinson stated that he never spoke to anyone at the Dunwoody Police Department. Instead, he received Halstead's personnel file through an open records request. (See Attachment J.)

Findings: **UNFOUNDED**

**39. Allegation: Espinoza denied telling Halstead that his “improvement plan” would not be in his file.**

In an email received from Halstead on March 9, 2020, Halstead said he spoke to Espinoza about this and Espinoza denied ever telling him that his improvement plan would not be in his personnel file. Espinoza also told me he never told Halstead the improvement plan would not be in his personnel file.

Such records are maintained in employees’ personnel files as a matter of standard practice and there is no reason why there would have been any departure from this practice here. Halstead has previously claimed that the improvement plan was not in his personnel file when Brookhaven PD reviewed it but, as previously noted, this is simply not true. In fact, both Deputy Chief Gurley from Brookhaven PD and Espinoza told me that they discussed the improvement plan when Gurley saw or was made aware of it. As such, there is no evidence to support Halstead’s claim that Espinoza’s misled him about his improvement plan not being maintained in his personnel file and no logical reason why Espinoza would want to mislead Halstead in this way (especially since he contributed to Deputy Chief Gurley’s decision to hire Halstead notwithstanding the improvement plan).

Findings: **NOT-SUSTAINED**

**40. Allegation: Halstead has applied to multiple police departments but remains unemployed while officers with DPD with worse infractions remain employed by DPD.**

Halstead left Dunwoody PD voluntarily and was apparently applying to Brookhaven PD while our department was making a substantial investment of time and resources designed to raise Halstead’s performance level and address his various concerns for the purpose of enabling him to continue his employment here. While it is not possible to know whether these efforts would have been successful, I was confident that they would have been had Halstead committed himself to the completing the improvement plan. **(SEE ATTACHMENT R.)**

Findings: **UNFOUNDED**

**41. Allegation: Espinoza told Bolden in May of 2013, “I’m going to be watching over you like a hawk. There is something about you that I don’t trust.”**

Espinoza denied making this statement to Bolden. Bolden told me that he didn’t advise anyone about this except Barnes. Barnes told me Bolden did not tell him that Espinoza made this statement and that he would have spoken to Espinoza about it if he had.

Findings: **UNFOUNDED**

**42. Allegation: In 2014, Espinoza asked Bolden, “Are you a top or a bottom guy.”**

Espinoza denied making this statement to Bolden. Bolden said he did not tell anyone about this statement. This includes in March 2020 when Bolden spoke to Furman about his grievance against Espinoza and provided past examples of how he felt he had been bullied or mistreated by Espinoza ***“over the course of the years.”*** (See Attachment V.)

Findings: **NOT-SUSTAINED**

**43. Allegation: In 2015, Espinoza asked Bolden if he would like to spend the weekend at his house and show him “how well he can suck dick.”**

Espinoza denied making this statement. Bolden said he didn’t tell anyone about this statement. This includes in March 2020 when Bolden spoke to Furman about his grievance against Espinoza and provided past examples of how he felt he had been bullied or mistreated by Espinoza ***“over the course of the years.”*** (See Attachment V.)

Findings: **NOT-SUSTAINED**

**44. Allegation: In April of 2016, Bolden went to Deputy Chief Sides and complained about the bullying and intimidation by Espinoza.**

Sides told me that Bolden did not come to him and discuss these issues. Barnes said he does not recall having a conversation with Bolden about being bullied or intimidated by Espinoza. Barnes did emphasize that if Bolden, or any employee, complained about these serious issues, he would have addressed them immediately.

Findings: **NOT-SUSTAINED**

**45. Allegation: Espinoza told Bolden he “fucked up” for complaining and that he was going to pay dearly for it.**

Espinoza said he did not make that statement to Bolden. Bolden said he did not tell anyone about this statement. Bolden made a somewhat similar statement to Furman in March 2020, saying that Espinoza told him that going over his head to Barnes was ***“very bad”*** for Bolden.” (See Attachment V.)

A review of Bolden’s disciplinary file shows no disciplinary action taken against Bolden after this statement is alleged to have been made in 2016 by Espinoza. While disciplinary action is not the only means by which a supervisor can retaliate against a subordinate, it is an allegation made throughout the ante-litem notice.

Findings: **NOT-SUSTAINED**

**46. Allegation: In 2017, Espinoza approached Bolden and Madden and asked them if they interested in working part-time jobs. He then told them they would have to start taking care of his “needs” and with an erect penis, told them to go home and think about it.**

Espinoza denied making this statement or taking this action. Madden said that she and Bolden had a conversation with Espinoza about part-time jobs, but denies there was any comment by Espinoza about taking care of his needs, nor did she see an erect penis.

When I interviewed Bolden, he stated that Madden was not present when this incident occurred, which contradicts the statement made in the ante-litem notice. It is also inconsistent with Madden’s statement to me that she was present with Bolden when Espinoza spoke to them about the part-time jobs. Finally, during his interview, Bolden said that he told Madden about Espinoza’s alleged comment and his aroused state afterwards, which contradicts her statement to me that she had not previously heard this allegation.

Findings: **UNFOUNDED**

**47. Allegation: On March 12, 2020, Espinoza accused Bolden of theft and lying about candy bars found in a vehicle and proper procedures were not followed in processing Bolden’s grievance.**

Bolden initially sent a grievance to Stojka on March 15, 2020, complaining about Espinoza. (See **Attachment U, Email to Stojka.**) As part of the problem solving process, he was referred to Furman.

Furman met with Bolden on March 16, 2020. Bolden told Furman that Espinoza called him a liar after Bolden told Espinoza the Cliff bars were left in the truck. Bolden told Furman that he felt like Espinoza was calling him a thief. Bolden also initially told Furman that he was tired of being bullied and mistreated by Espinoza, providing examples. Furman directed Bolden to take a few days to document the incidents where he felt Espinoza had bullied or mistreated him. (See **Attachment V, Furman Memo.**)

A couple of days later, Bolden emailed Furman and said, ***“Lt, with all due respect. I would respectfully like to move forward with the complaint/incident that occurred on 03/12/20 against Lt. Fidel accusing me of stealing. I can’t remember the dates and times of past incident with him. So would definitely like to proceed with last week incident. Thank you!”***

Therefore, Furman completed his initial memo based solely on the Cliff bar incident and forwarded it to me.

I asked Fladrich to complete this investigation since it involved a Lieutenant and the Lieutenant did not work directly for him, but Bolden did.

On March 30, 2020, Fladrich interviewed Espinoza and then Bolden. Both Espinoza and Bolden provided their sides of the encounter. Espinoza denied yelling at Bolden or calling him a liar or

a thief. Espinoza told Fladrich that Bolden had told him that he sent an email out to everyone asking about the Cliff bars. Bolden admitted making that statement, but said he was confused and upset at the time and therefore misspoke.

Based on this, Fladrich told Bolden that at this point it was a “he said/he said” case since there were no witnesses to corroborate either side. Bolden told Fladrich that he understood and said he considered the matter a “*done deal*.” Fladrich submitted his findings to me as “**Not Sustained.**” (See Attachment W, Fladrich Memo.)

In the ante-litem notice, it is alleged that “Espinoza purchased the bars with a city credit card and forgot about them” and that his “attempt to accuse Bolden of stealing [them] was a pretext to cover up his own mistake.” When I interviewed Bolden as part of this investigation, however, he stated that he believes Espinoza thought he had taken the Cliff bars from the N. Shallowford Annex and had not found them in the truck. Bolden said he believes that is why Espinoza was so enraged. So Bolden does not actually believe that Espinoza knew he had found the bars in the truck.

When I interviewed Bolden as part of this current investigation, he provided certain facts that were not mentioned during the original investigation of this incident. As a result of this new information from Bolden, I reopened the grievance and asked Major Carlson to investigate it.

I note that I initially considered Bolden’s grievance resolved after Fladrich discussed his findings with him and Bolden did not seek further review of it as required by the problem-solving procedure. Bolden, however, pointed out that Fladrich told him that he would be presenting me with his findings and that Bolden would be hearing from me shortly. Fladrich acknowledged saying this to Bolden, which as noted, is inconsistent with how the problem-solving procedure works. This miscommunication or misunderstanding contributed to my decision to reopen the grievance.

Carlson conducted a thorough review including interviewing the previously unknown witnesses. Carlson also spoke with Fladrich who told him he was not aware of witnesses and if he had been aware of them, he would have interviewed them. Carlson spoke to Furman and Furman said he did not witness Espinoza calling Bolden a “*fucking liar*,” and a “*fucking thief*.” Furman said if he had witnessed these actions, he would have intervened.

On May 27, 2020, Carlson provided a memo summarizing the findings of his investigation. (See Attachment X, Carlson Memo.) Based on the new evidence gained by the new witnesses, Carlson found the following violations were sustained:

- 10.08            Respect & Courtesy
- 20.03            Truthfulness
- 20.49            Telephone Courtesy

While the matter was made somewhat complicated by incorrect information provided by Bolden regarding what individuals he says witnessed the incidents or who he says Fladrich interviewed, I concur with Carlson's findings.

Findings: **SUSTAINED with MISCONDUCT**

**48. Allegation: Around March 16, 2020, Lieutenant Krieg's wife told Lieutenant Krieg about Bolden's surgery and said he might have a potential malpractice action.**

Lieutenant Krieg said he received a call at home one night from Lieutenant Rusty Furman who told him that Bolden was not working that night because he had to have emergency surgery at the hospital. Krieg said his wife overheard the conversation since they were at the dinner table when the call came in. Krieg's wife is a Nurse Practitioner and commented to her husband that, based on what she overheard, she thought Bolden might have a good medical malpractice suit.

According to Krieg, a few days later, Bolden stopped by his office and told him all the details about his emergency surgery, including the fact that he was bleeding so badly that blood was running down his leg into his sock. Krieg said he told Bolden what his wife had said about a possible malpractice case. According to Krieg, Bolden seemed appreciative and that was the end of the conversation.

When I interviewed Bolden, he stated that Krieg told him he found out about the details of Bolden's surgery from Krieg's wife. Bolden said Stallings was present when Krieg told him that. Stallings said he heard Krieg tell Bolden that his wife said he might have a good malpractice suit but did not hear Krieg say his wife is the one who told Krieg about Bolden's surgery. Krieg denied that his wife was the source of any information about Bolden's medical situation or procedure and stated that his wife, who works for Emory and is assigned to Grady Hospital, has no access to any medical records of Bolden so therefore she had no way of knowing anything about Bolden's surgery except for overhearing part of a conversation he had.

The evidence simply does not support Bolden's allegation that Krieg learned about his medical condition or surgery from his wife. While there is disagreement over the details, Bolden himself was the initial source of this information. It was appropriate for Bolden to contact Furman about his medical circumstances, particularly as it related to his need for medical leave; it was appropriate for Furman to communicate with Krieg regarding that information given their shared responsibilities for Uniform Patrol; and it was appropriate for Krieg to further interact with Bolden regarding the matter. While Krieg's wife is not an authorized participant in these communications, the circumstances of her overhearing the conversation between Krieg and Furman are understandable, since the call came in when Krieg was off-duty and having dinner with his family. And her comment regarding the possibility of a malpractice claim, while unsolicited, was clearly well-intentioned and may even prove to be beneficial to Bolden. Finally, as previously noted, Krieg denies that his wife was the source of any information relating to Bolden (other than the possibility of a malpractice claim), Stallings does not support Bolden's contention that Krieg identified his wife as the source, and there is no basis for assuming that

she has access to Bolden's medical records maintained by a different hospital (Piedmont) in a different healthcare system from her employer (Emory/Grady).

Findings: **UNFOUNDED**

**49. Allegation: Persons outside the "need to know" arena approached Bolden about his medical procedure and made erectile dysfunction jokes about it.**

Bolden said Barrett called him up and made a joke about his medical condition. Barrett told me that he heard that Bolden had surgery from Cynthia Gary. Barrett said he had no idea what kind of surgery Bolden had. Barrett said he called Bolden up and did make a joke about "***erectile dysfunction***" but it was in jest and not based on any information about Bolden's actual medical condition or procedure. Barrett said Bolden laughed and they talked about the surgery and finished their conversation. Barrett said at no time did Bolden appear to take offense or appear to be upset by his comment. Barrett said he considers Bolden a friend.

Findings: **SUSTAINED**

## Conclusion

Although it is clear that Espinoza texted/snap chatted explicit messages, images, texts and videos with several employees and former employees, including Halstead, there is no evidence that Espinoza's conduct in this regard included any coercion, threats, or promises of preferential treatment in exchange for participation in the conduct.

Furthermore, in Halstead's case, it is quite apparent that he was a voluntary and willing participant in the same conduct, even after leaving Dunwoody PD. Further proof of Halstead's voluntary and willful participation, his allegation that he complained to Human Resources and subsequently to DPD Command Staff about Espinoza's conduct is not credible. Nicole Stojka is a career human resources professional who would not have failed to ensure that an employee's complaint of sexual harassment was promptly and thoroughly investigated and resolved, and she is adamant that no such complaint was presented to her by Halstead on January 3, 2019 or at any other time during his employment with the City.

Likewise, after she directed Halstead to the problem-solving procedure and authorized him to bypass the initial steps of the procedure and take his concerns directly to Deputy Chief Sides, a meeting was held between Halstead, Sides and Barnes on January 11, 2019. Like Stojka with regard to the earlier meeting, both Sides and Barnes are adamant that Halstead raised no concerns whatsoever relating to any alleged sexual harassment. I myself met with Halstead just a few days later and can confirm that there was no mention of any alleged sexual harassment at that meeting either.

In all of these meetings, Halstead spoke openly about his displeasure with numerous supervisors within the Dunwoody PD, including Sergeant Lenahan, Sergeant (now Lieutenant) Krieg, Sergeant Clifton, Lieutenant Furman, and Major Fladrich – even calling Sergeant Clifton and Lieutenant Furman liars. **(See Attachment K.)** Given this level of candor on his part, if his mutual exchange of sexually explicit texts/snap chats and images with Espinoza were in any way coerced, unwanted or non-consensual, there is no question that he would have said so at these meetings, which he did not.

The first mention ever of sexual harassment was by Halstead or anyone else was in his email to Nicole Stojka and me on March 9, 2020, almost a year after he voluntarily left the department. **(See Attachment L.)** This email was sent as a delayed reaction to a telephone call and subsequent text message Halstead received from Espinoza over two weeks earlier relating to Halstead's Open Records Act requests. The first four paragraphs (and parts of the final paragraphs) of the email are devoted to this incident, which Halstead apparently perceived as threatening. The next five paragraphs of the email are devoted to Halstead's allegations, which are repeated in his ante-litem notice and refuted in this report that Dunwoody PD interfered with his prospective employment with Roswell PD and possibly with Brookhaven PD. The email then goes on to discuss the disciplinary history and/or alleged misconduct of other Dunwoody police officers, which he describes as "*just the tip of the iceberg*" before making a passing

reference to “*harassment and sexual harassment*” by unnamed “*superiors at Dunwoody,*” and then picking back up with his Open Records Act activity and a request that he not be contacted by City personnel.

I responded to the only aspects of Halstead’s email that purported to contain any facts. (See **Attachment M.**) There was no further communication with Halstead prior to receiving the ante-litem notice from his attorney which contained the first allegations ever received by the City of Dunwoody or the Dunwoody Police Department that he (or Bolden) were claiming to be victims of sexual harassment by Espinoza.

Although a former employee, Valente, did allege back in 2016 that Espinoza had told him that he couldn’t go to a drug unit because the officer selected “*sucks dick*” better than him, this was neither presented nor treated as a quid pro quo/sexual harassment complaint. (See **Attachment C.**) Rather, it was a complaint of unprofessional behavior. Valente did not contend in 2016, and does not contend now, that he believed Espinoza was eliciting a sex act from him. This is also clear from the quote attributed to Espinoza which, while vulgar and clearly unprofessional, purported to make a comparison which Valente knew was fictitious. Fladrich investigated the complaint and Valente acknowledged to him that Espinoza made the statement in a joking manner. (See **Attachment D.**)

Finally, I have to address a matter which was not mentioned in the ante-litem notice but was referenced by Castellanos during his interview and has been the subject of recent open records requests. The matter concerns a current DPD officer who, as an 18 or 19-year old, participated in our Explorer program. At that time, which was approximately 8 years ago, Espinoza and Furman administered the program. At some point, Espinoza and the program participant/current officer traveled to Florida for a fishing trip. Espinoza posted photos of the trip to Facebook. The fishing trip was not permissible under Explorer guidelines, and Furman raised concerns about it internally. The matter was looked into, and apart from the violation of program guidelines, no issues were found. The participant had no concerns, nor did his family who, by this time, were friends with Espinoza and his family.

The program participant decided to pursue a career in law enforcement and, after completing mandate school, went to work for another police department in the Atlanta area for a few years before joining Dunwoody PD. Because the issue of the fishing trip has resurfaced as part of the allegations against Espinoza, it was necessary for me to discuss the issue with this officer. The officer stated that he is aware of, and very angry about, rumors that anything inappropriate happened when he participated in the Explorer program, which he denied in very strong terms.

He reiterated that he and Espinoza were and are friends, that their families are close, that his family was fully aware of and fine with the fishing trip. He added that Espinoza has never done or attempted to do anything inappropriate to him at any time, including sending him an inappropriate text message, snap chat or picture.

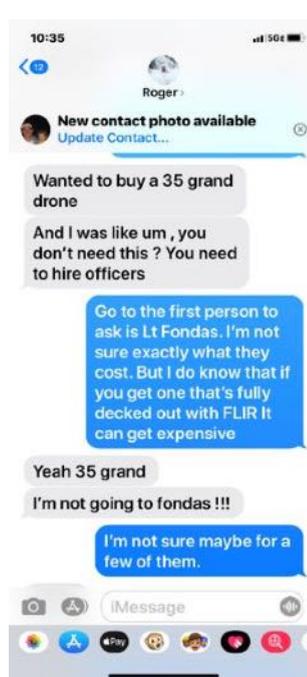
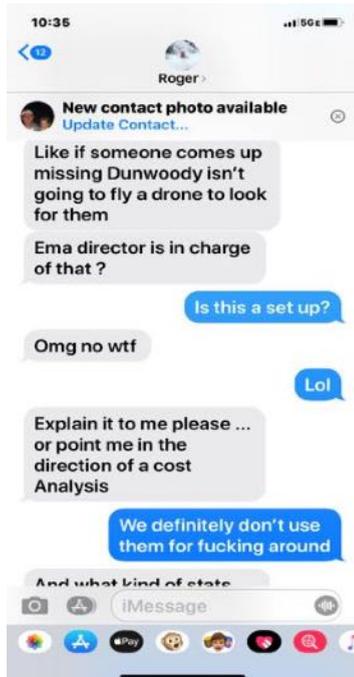
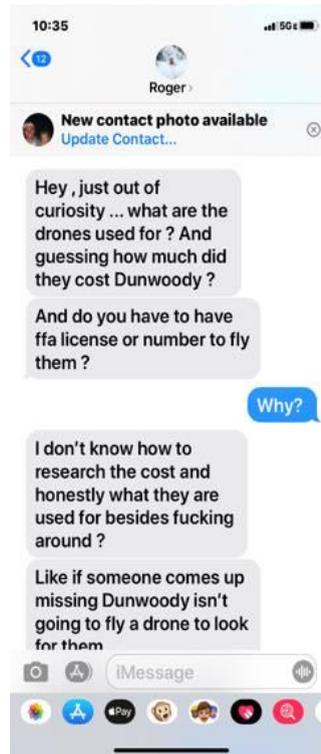
Espinoza showed poor judgment in taking an Explorer program participant on an out-of-state fishing trip, regardless of their friendship, the relationship between the families, and the participant's family's approval. But insofar as the allegations of the ante-litem notice and this investigation are concerned, it is a non-issue, and it is being exploited without regard for its effect on this officer.

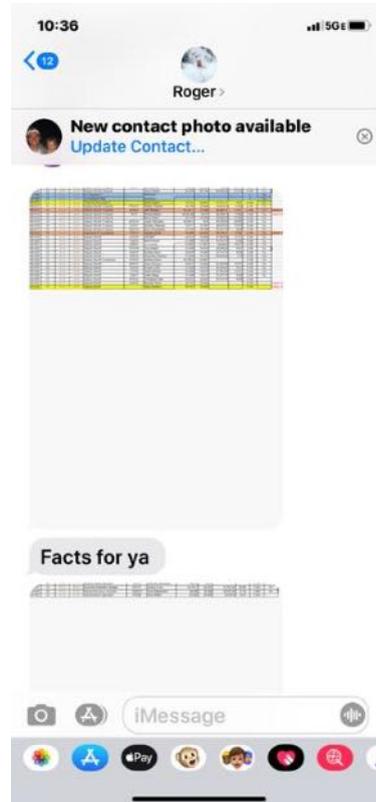
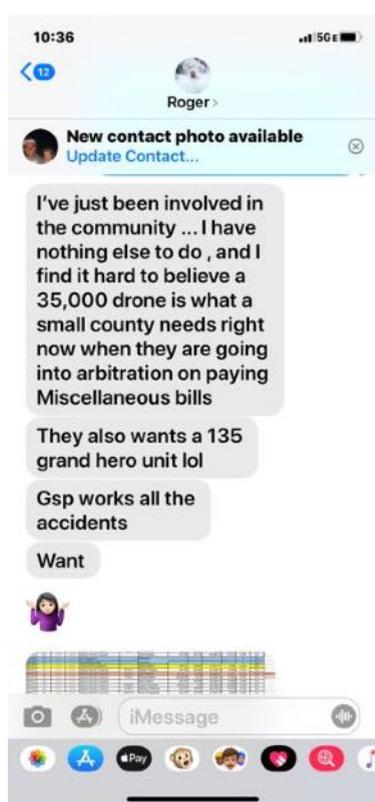
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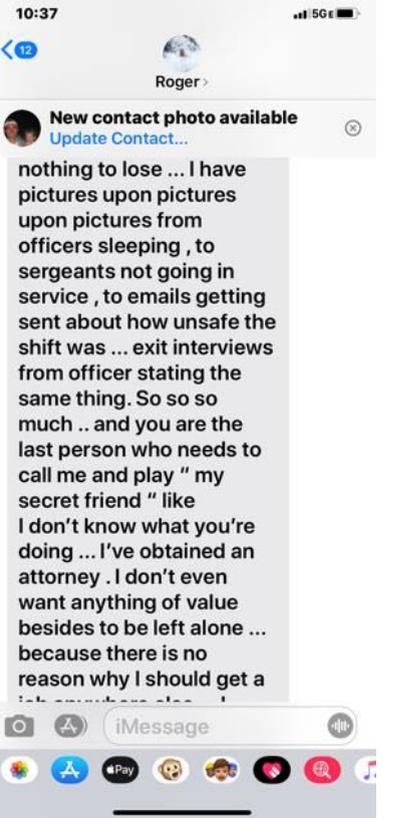
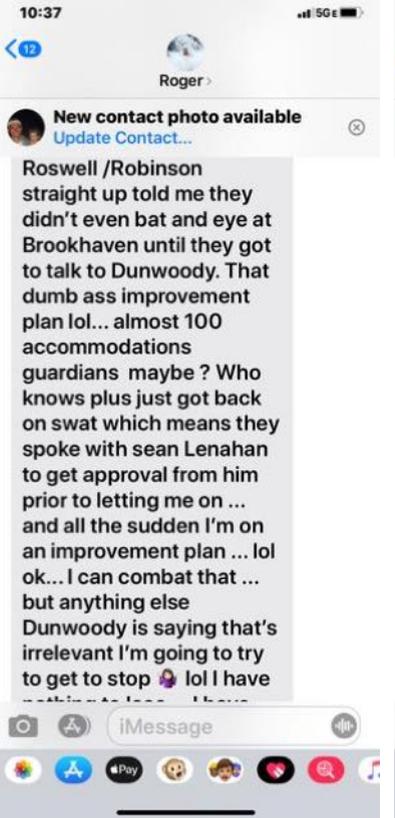
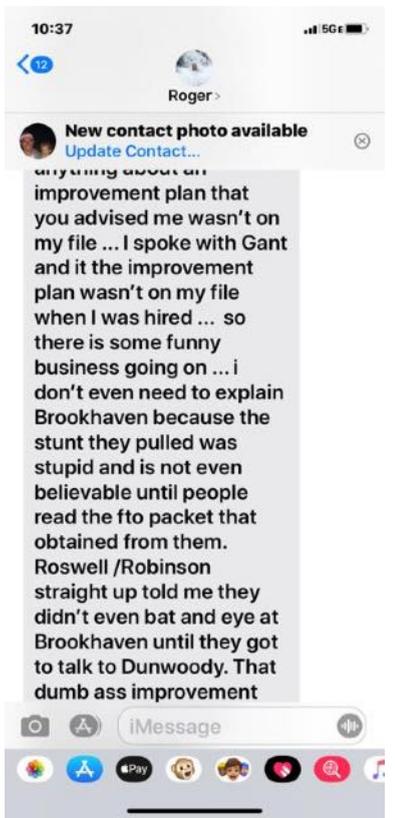
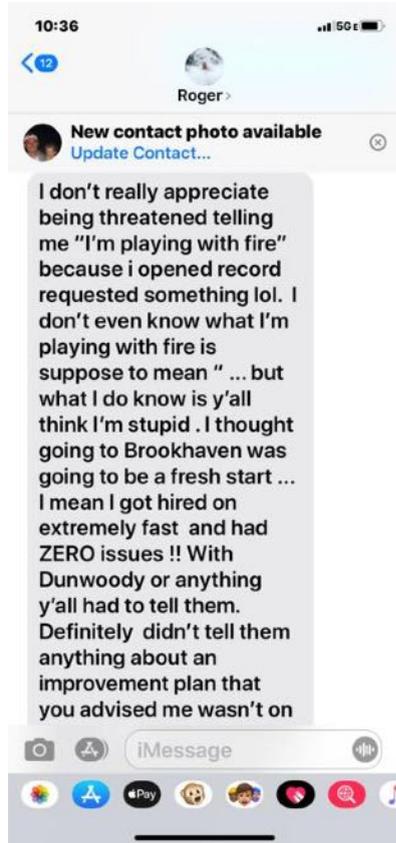
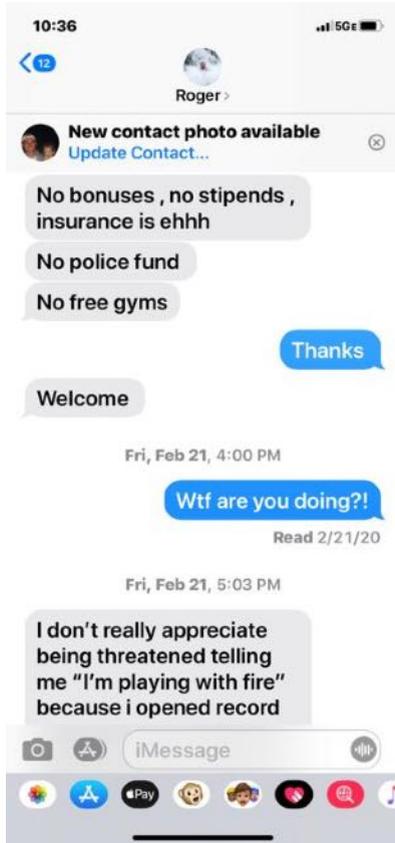
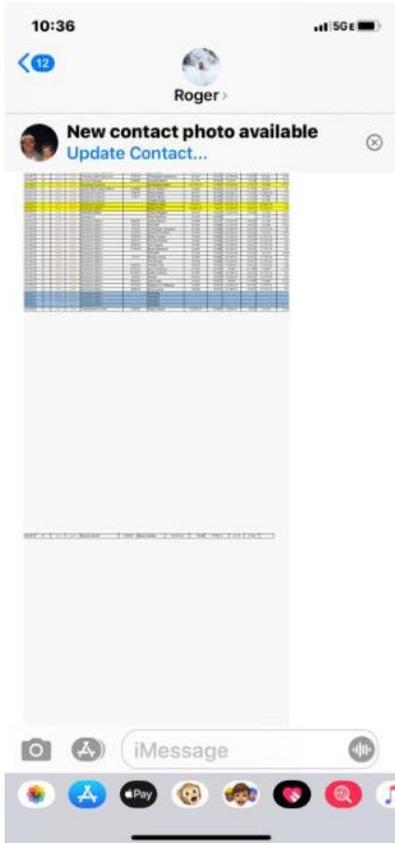
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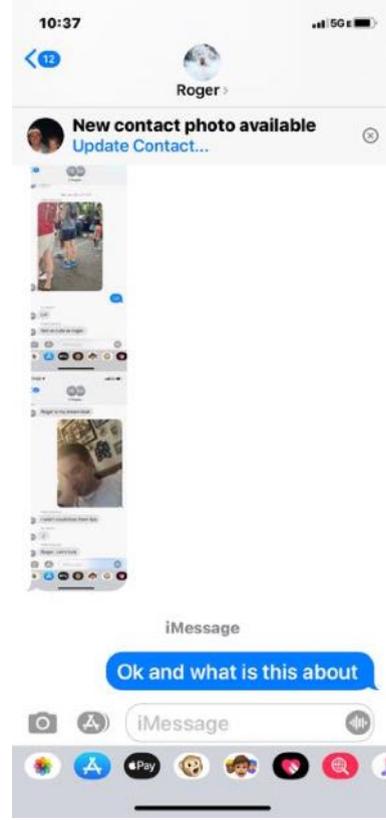
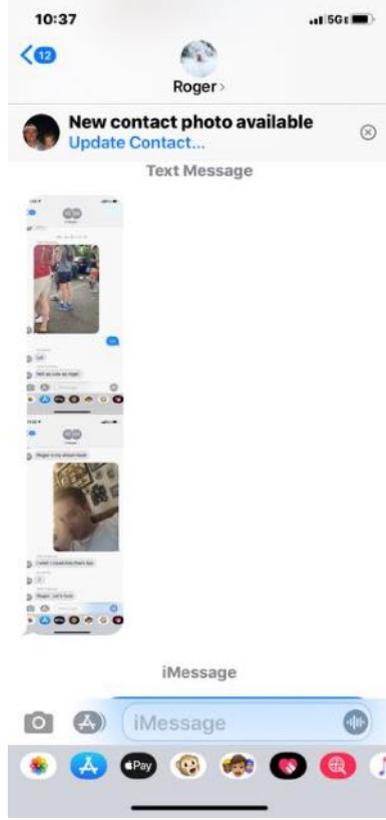
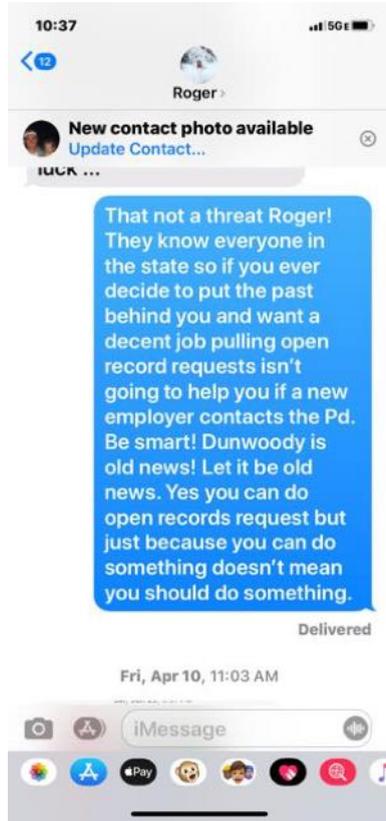
## Attachment A

### Screenshots and Photos Provided by Espinoza of Text Conversation with Halstead



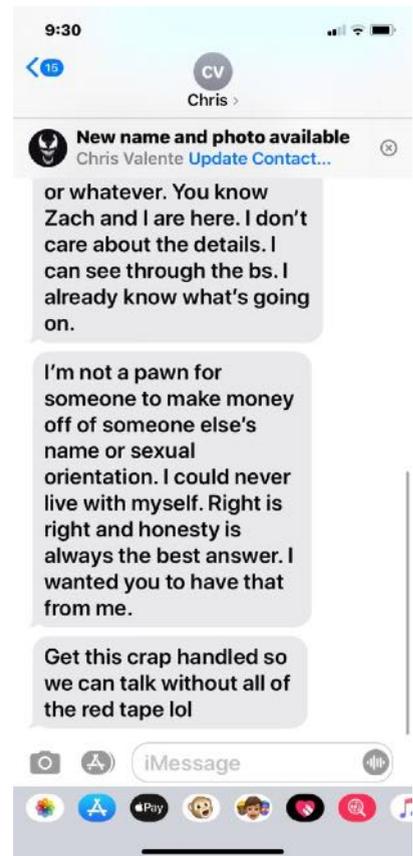
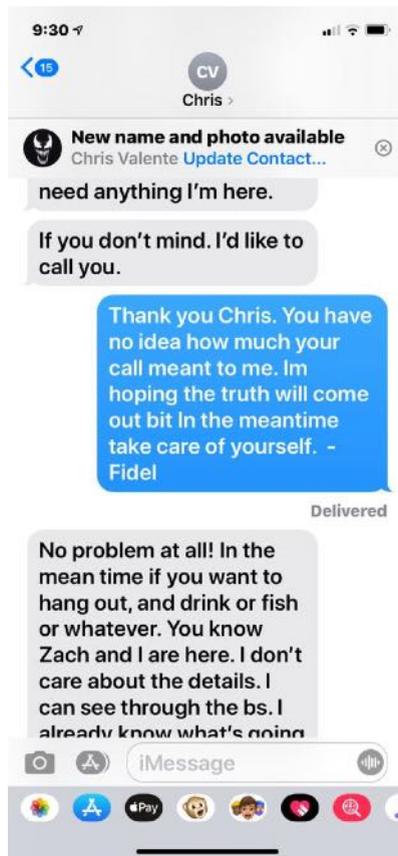
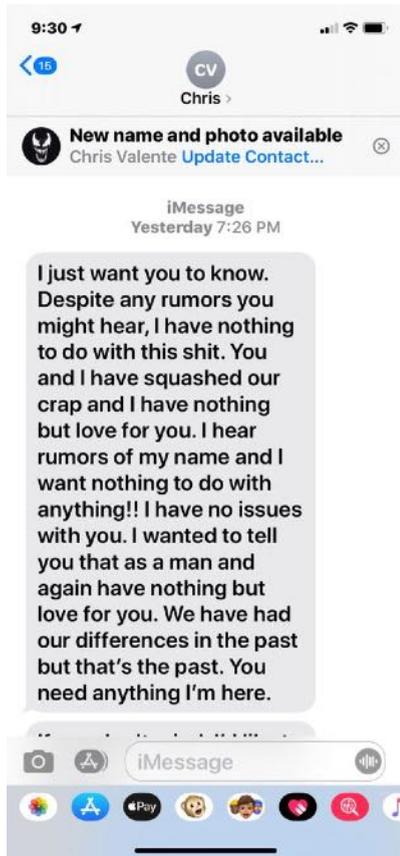








**ATTACHMENT B**  
**Screenshots of Text Messages**  
**Between Valente and Espinoza**



## **ATTACHMENT C**

### **Valente Complaint Against Espinoza**

Sir,

Over the past several months there have been several incidents and situations between myself and Lt. Espinoza that have begun to take a toll on me and I can no longer keep these issues to myself.

While parked in Headquarters parking lot typing reports, I was approached by Lt. Espinoza in what I thought was attempting to speak to me about our new unit and my career goals. I began to explain to him that I had the goal of getting on a task force with either the ATF or DEA. Upon informing him of this he replied by telling me that another officer also wanted to get on with a task force and "he sucks dick better than you." I felt this was highly unprofessional for a senior supervisor to tell a subordinate that he would give a position to someone else based on this highly inappropriate basis. Upon thinking about it, I know he meant that he is more favorable which on makes it more inappropriate that I would be told this.

On a separate incident I received a verbal reprimand in reference to me failing to activate my body camera when Ofc. Woodburn had a use of force. I admitted to my fault of forgetting to activate it and moved on from the situation. Upon another incident where Ofc. Laskowski and I where serving a warrant there was again an issue of me not activating my body camera. With this incident the suspect was producing a firearm from his waist band and I was unable to activate my camera due to the rapid escalation of the situation. Although this incident did not happen under Lt. Espinoza's watch I was asked to come into his office where I was told that this was the second incident of this nature and that there better not be another. This was taken in a very threatening manor, and to this day causes me to pause to ensure my camera is running even on situations where I should not be stopping to think due to officer safety. This threat continues to add to the stress level of my everyday job and is unnecessary especially since I had already been counseled by my chain of command. After the threat of there better not be another incident, there was. On incident I responded to a 911 call of an individual attempting to break into his mother's house. Upon my arrival the subject had already fled the scene. While typing the report in front of the leasing office I received a call on my city cell from the victim who stated her son was back beating on the front door. I notified ChatCom and had additional units en route to back me. As I jumped the rear gate to her unit, I double tapped my body camera to activate it. Once I made contact with the subject a physical altercation ensued. Upon taking the subject into custody I noticed my camera was not on. I notified both Sgt. Lenahan, and Lt. Espinoza. I also documented it in my report that I activated it however it did not begin to record. In the use of force package completed by Sgt. Lenahan, and Lt. Espinoza he stated that I stated I had attempted to activate my camera however it failed. Even with this information I received another reprimand for not activating my camera. I signed the counseling and noted on it that I had attempted to activate it. This has caused additional anxiety due to the fact that I cannot control if and when my equipment will fail. I advised Lt. Espinoza that I took responsibility when I forgot to activate my camera on the previous incident however, it still was taken as a failure on my part which is not true.

On a separate occasion while assisting D-team I effected an arrest on a subject who was urinating in public and had fled from me on foot. While escorting the arrestee to my patrol vehicle, a drunk subject began to question the arrest and make comments geared at exciting the crowd around him. I advised the subject that he was being disorderly and that he needed to be quite. I advised the subject that if he continued he would be placed under arrest as well. The subject continued even after being given verbal

commands to stop. As the situation began to escalate Lt. Espinoza pulled me away from the situation and spoke with the subject before releasing him. After the incident had occurred Lt. Espinoza asked me what happened and why I did what I did. I informed Lt. Espinoza of the subject's actions and my basis for my actions. I was informed that I had no legal right to detain the subject and my behavior was unacceptable and I let my emotions get the best of me. Out of respect I did not argue my point and went along with his direction. Since the incident there has been several conversations about what I could have done differently, each time I give the same reason, and I am told that I am wrong. I have since stated that I just need to be quite. I say that I just need to be quite due to knowing that I was in full compliance with both Georgia law, and City Policy and wanting the situation to be over. I have since be requested to write a paper on what I have learned from the situation and what I would change from the situation. These are requests that are being pushed very strongly on me and I do not wish to complete, but have accepted out of fear of further punishment. Lt. Espinoza has also requested that I read a book about emotions in the work place. None of this has been relayed to either my Sergeant or Lieutenant. A guardian was entered in reference to the incident that I do not agree with at all and questions my ability to make sound emotional decisions on the job.

There have been several occasions where even though I have been given my mission goals by both supervisors in my chain of command, I am told by Lt. Espinoza that my mission is different. This again causes great stress and anxiety due to trying to follow the orders of my chin of command and when they are gone I am being pulled in a different direction to appeal to an individual's want and needs of what they want the swing shift unit to be and not what was directed from the chain of command.

These issues are becoming very stressful and causing me to second guess every decision that I make due to Lt. Espinoza, although not in my chain of command reprimanding me on things that are within the law, and city policy due to his personal beliefs and not going to my chain of command.



## Memorandum

**To:** Chief Billy Grogan  
**CC:** Deputy Chief David Sides  
**From:** Major Oliver Fladrich  
**Date:** 11-07-16  
**Re:** Complaint on Lieutenant Espinoza by Officer Valente

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On 10-17-16 I was emailed Officer Valente's complaint however was out of state and did not get to look into the issue until 10-20-16.

Following conversations with Officer Valente's direct chain of command, Lieutenant Fondas and Sergeant Dove, I spoke with Officer Valente and Lieutenant Espinoza and found out the following regarding the issues brought up in Officer Valente's complaint letter.

Officer Valente stated that Lieutenant Espinoza made a derogatory statement concerning further special unit assignments towards Officer Valente in a "playful manner" with a normal tone of conversation. Lieutenant Espinoza denied making that statement. The reported comment was not recorded or witnessed by anybody and cannot be verified one way or the other.

Regarding the issue involving the verbal reprimand given to Officer Valente for non-activation of his body camera, Officer Valente felt that Lieutenant Espinoza was behind the discipline, however I informed Officer Valente that I was in a meeting with Lieutenant Fondas and Sergeant Dove and the discipline recommendation came from them. Officer Valente maintained that his body camera activation button malfunctioned, not that he failed to activate the camera. I reemphasized the importance of Officer Valente ensuring his body camera video is activated especially considering his high level of proactive enforcement work and how important video is for the department and him. I made it clear that Officer Valente just needed to get in a habit of activating his body camera sooner than later. I found out from Officer Valente



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## DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

---

that he had not contacted anyone to get his body camera checked since this incident and later arranged for Sergeant Clifton to conduct a thorough data download and function-test of the camera. The camera was found to be in working order.

Officer Valente and I also talked about the issue he had with Lieutenant Espinoza intervening in an incident at the Sagitario bar during which Officer Valente had already arrested an intoxicated male for urinating in public and running from him. Apparently, Officer Valente felt that a third party was inciting a crowd with the comments made to Officer Valente, however Lieutenant Espinoza intervened in that encounter and was later informed by Lieutenant Espinoza that an arrest would have violated the third party's civil rights. A few days later Officer Valente was reportedly asked by Lieutenant Espinoza if he had thought about the situation and wrote some points down to learn out of the situation. Lieutenant Espinoza also offered Officer Valente a book on emotional reactions and reportedly kept asking Officer Valente if he would and later if he had read the book.

After speaking with both parties involved in this scenario it was clear that Officer Valente interpreted the documentation and book assignment as a punishment while Lieutenant Espinoza interpreted this encounter as Lieutenant Espinoza wanting to offer Officer Valente constructive criticism. I asked Lieutenant Espinoza to in the future share his thoughts with Officer Valente's chain of command to keep them in the loop and allow the direct supervision a chance to intervene and mentor.

After reviewing the body camera footage of the incident in question, I found no basis for an "inciting" arrest since the individual, though intoxicated, only asked a few questions about the other person's arrest. It is my opinion that without intervention the issue would have quickly escalated into a problem which could have resulted in a questionable arrest. The best option would have been to vacate the area after the initial arrest of the fleeing individual was made.

Officer Valente also mentioned that Lieutenant Espinoza had called him once asking questions about his payroll, and had asked Officer Valente what his shift goals and work times would be at the beginning of some shifts. I informed Officer Valente that I actually expected supervisors to know what hours officers were working until, especially with the spit shift contingent, but that all payroll and administrative personnel issues were to be handled by Officer Valente's direct chain of command.

Officer Valente told me that he did not want these issues to be a complaint, and approached it more as a "heads-up" of the tension he felt to his chain of command. I assured Officer Valente that we always want to



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## DUNWOODY POLICE DEPARTMENT

---

Billy Grogan *Chief of Police*

address issues before the fester and become out of control and encouraged him to communicate with his chain of command.

During my meeting with Lieutenant Espinoza I reemphasized the mission objectives of the split shift to be a proactive force first, balanced with assisting the working shift if truly needed to help out. In order to avoid any confusion or miscommunication we also talked about the need to engage Officer Valente's chain of command with all issues concerning the spit shift assigned officers, yet still allowing intervention in on-the-spot decision-making that may present itself without Officer's direct supervisors working at the time.

Based on the totality I recommend no further action be taken.



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# ATTACHMENT E

## Screenshots of Martin, Espinoza, Halstead Texts

### Martin, Halstead Text

### Martin, Woodburn, Halstead, Laverty Text



8:26

RH FE  
2 People >

Feb 19, 2019, 1:44 PM

Fidel Espinoza

Debatable

Most just want your money and it's only temporary. They're vain and self absorbed

Roger Halstead

Thank you !

Fidel Espinoza

But the same can be said of people in general. People always want something from you.

True selflessness is rare. Very rare

Roger Halstead

Not true

I don't give a fuck about getting anything from anyone

Except guardians

8:26

RH FE  
2 People >

Fidel Espinoza

And There's the truth

Roger Halstead

And my ass ate

Fidel Espinoza

Guardians and Ass. Good combo



8:27

RH FE  
2 People >

Fidel Espinoza

I'd kill you if you ever harm my dog.

Harmed^

Roger Halstead

Kc wtf is up with running licenses

Fidel Espinoza

He's the only one that love me regardless of my faults

Loves^

Roger Halstead

What faults ?

Besides hairy cock

Fidel Espinoza

The rest of you can eat shit and die

Roger Halstead

And probably ass hole

8:29

RH FE  
2 People >



Roger Halstead

What are we talking about

Gold chain 🤩

Roger Halstead

I love the gold chain

Fidel Espinoza

Aww that's cute

8:29

RH FE  
2 People >



Roger Halstead

What are we talking about

Gold chain 🤩

Roger Halstead

I love the gold chain

Fidel Espinoza

Aww that's cute

He give you birthday booty?

Most likely tonight

Fidel Espinoza

I want video

Roger Halstead

I want video of the head he gives you

8:34

RH FE  
2 People >

Jan 16, 2019, 3:30 PM

Fidel Espinoza

Kasey. You're such a kiss ass

Oh thank you Lt Fondas thank you thank you

Oh god he's coming back!!

Lmao

Al ai ai

I say thank you all the time to you also

Fidel Espinoza

No you don't

Ever since you got news of your transfer to CRT you think you're shit doesn't stink.

Well I got news for you!

IT DOES!

Roger Halstead

Evently

8:34

RH FE  
2 People >

Fucking specialized unit officers think they can just shit on patrol

Monday to Friday off at 3

Lmfao whatever

Fidel Espinoza  
Oh listen to him do stops while everyone else is covered in reports

It has already started

Roger Halstead  
He's always been a cock mother fucker

Just like a full blown gay ... all cocky no cock

Roger!

Easy!

Let's not be too critical

8:35

RH FE  
2 People >

Jan 16, 2019, 10:08 AM

Fidel Espinoza  
Kasey?

Roger Halstead  
I got new nudes guys

Fidel Espinoza  
Roger is Kasey still with us or is he gone on

Roger Halstead  
Kc is a player

Playing the game to get where he wants

Good for him

I just put up with him because he's like a pet to me

That's sweet Roger I'm sure Kasey appreciates that

8:36

RH FE  
2 People >

Mine

Who took them? If it was that whore. I don't want them.

Because a Georgia tech graduate practicing Jew , is going to take these dumb ass perverted pics for me

Please tell me you're joking that she graduated from Georgia Tech?

No she's a genius

Wtf is Kasey?

8:36

RH FE  
2 People >

What?

Wow

Respond like that

How many reports do you have Kc

Why am I on my second one

I'm at S.P.D

4 30 beat officers and I'm on a second report call

Why

Wow

We need more officers. 3 more.

Yes

8:36

RH FE  
2 People >

Yes



WhAt about this

Do you need this

How much were those jeans Roger?! I thought you said you were going to cut back on

8:36

RH FE  
2 People >

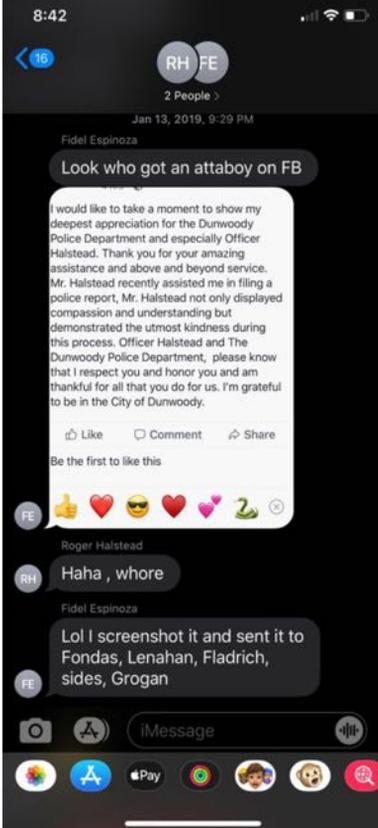
roger?! I thought you said you were going to cut back on spending ?

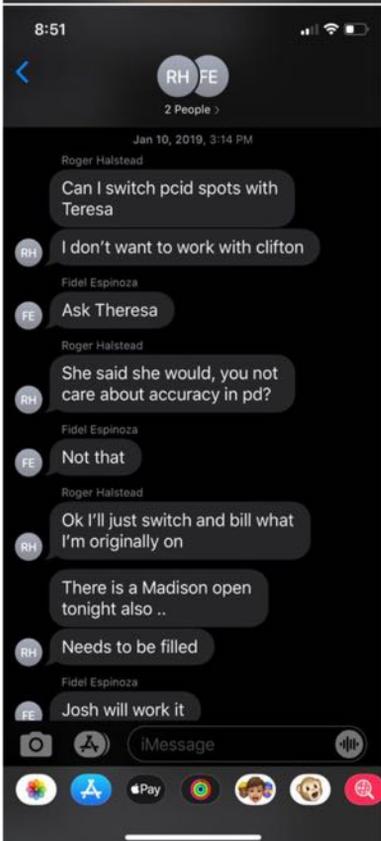


Socks?!

Really?

White trashy







8:54

RH FE  
2 People >

Leave him alone

I do!

FE: When he has guests over!

I will now! I want a house with a yard in Atlanta.

Fidel Espinoza

Not that I'm ever one of his guests but that's another story

FE: My left ass cheek couldn't fit in that stool

Roger Halstead

My left ass cheek couldn't fit in that stool

Only thing his guest want to sit on are those stools upside down

RH: Speaking of which Roger you got a sweet ass! Let me eat it

FE: Kc a house with a yard in Atlanta is 600 k

Roger Halstead

8:54

RH FE  
2 People >

Mittida is 000 k

I shaved my ass hole last night

RH: Speaking of eating ass

Fidel Espinoza

FE: Pic plz

I will be able to but it!

Roger Halstead

RH: I need someone to take that pic

Fidel Espinoza

FE: Your brother

Roger Halstead

Don't know when I'll see him next

But ok

I want to get my ass hole bleached but I don't know where

RH: Supposedly there is a men's spa in Brookhaven that will do it

8:55

RH FE  
2 People >

Fidel Espinoza

FE: Why. What color is it

Roger Halstead

I'll have to check but it's a punish brownish

Pinkish

Last time I checked

Which was a long time ago

I've been watching a lot of gay for pay on pork hub and I don't know why I'm obsessed with it

I think it's the dominance involved

RH: Especially when the black guys fuck the white dude

BAIT BUS - Pretty Straight Bait JT Knightley Goes Gay For Pay  
104K Views 93%

8:55

RH FE  
2 People >

Really Dudes - Gay for pay Sean gets his ass fucked pov  
35.8K Views 96%

RH: Watch this one

RH: And bait bus is fun

My ultimate fantasy is to go to netos work and slide a note napkin to him when he waits on me that says I know you're illegal ... and tell him I won't snitch unless he lets me fuck that pretty little ass of his

RH: Well fuck me then

Fidel Espinoza

FE: Sounds fun

He will deny you

8:56

RH FE  
2 People >

Ok, well he can deny homeland security after I call them

His choice

Kc and tate got crt

RH: Tate will be going first

Fidel Espinoza

FE: Few weeks ago I showed Neto a picture of roger. He said was his type

Nothing has came out yet roger

Roger Halstead

OK, watch

Tate is going first

RH: I worked with dove last night

Fidel Espinoza

FE: How do you know that?

Roger Halstead

FE: Dove told you this?

8:57

RH FE  
2 People >

Dec 30, 2018, 5:48 PM

Roger Halstead

RH: What's mileage on take home car policy

Fidel Espinoza

FE: 25 miles as the crow flies

You can't go beyond that or you gotta park the truck at an approval govt location

FE: What's your new house address

Roger Halstead

Oh wow

My house is 34

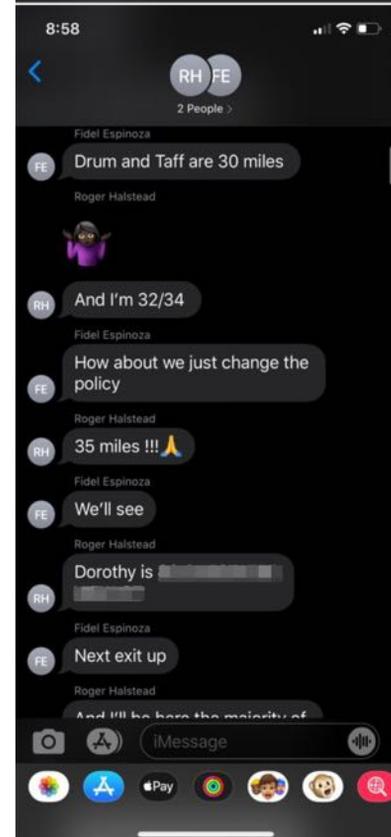
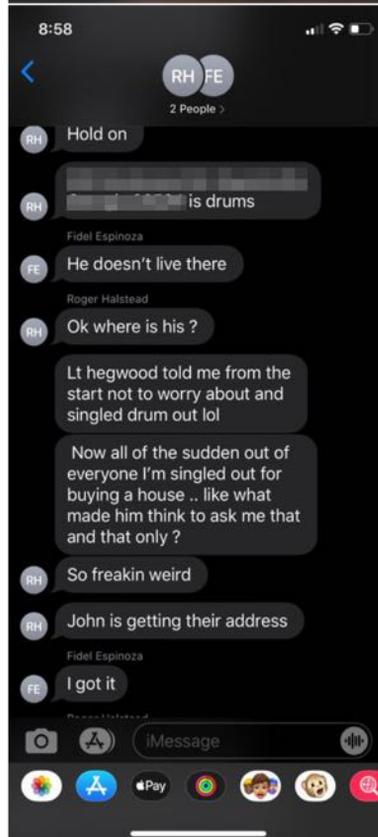
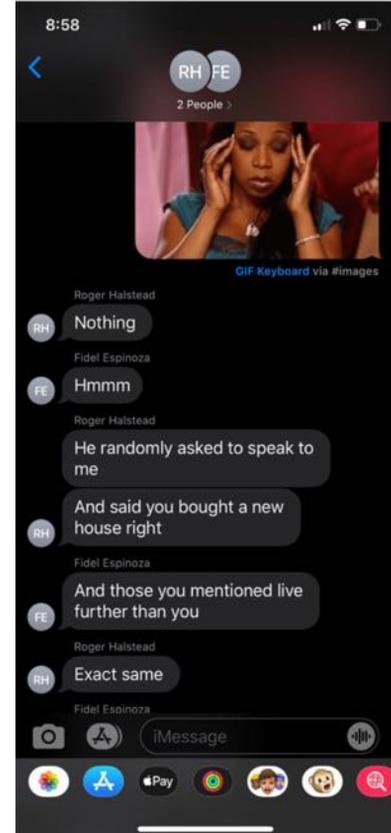
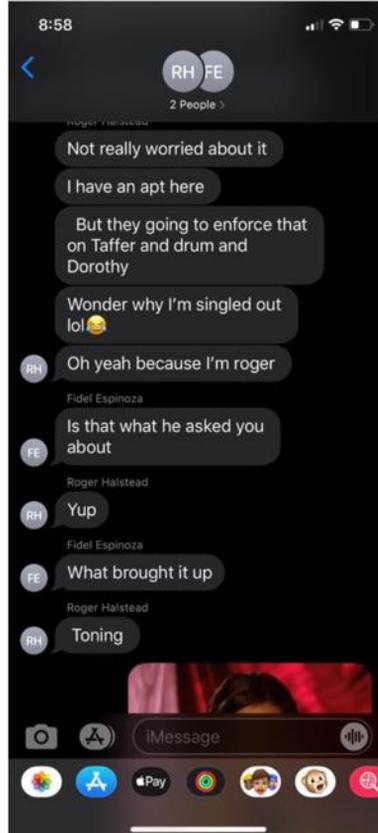
RH: But no way drum and Taffer are in the 25 miles

Fidel Espinoza

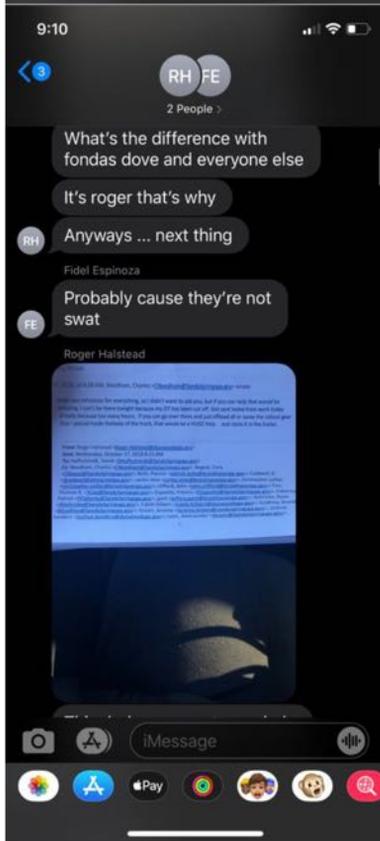
FE: Road miles?

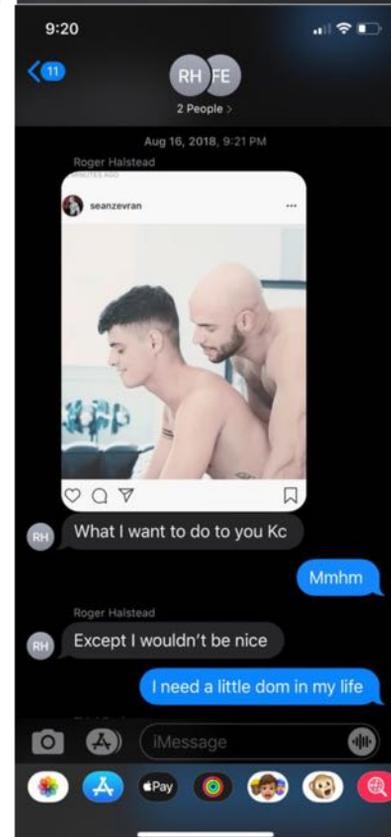
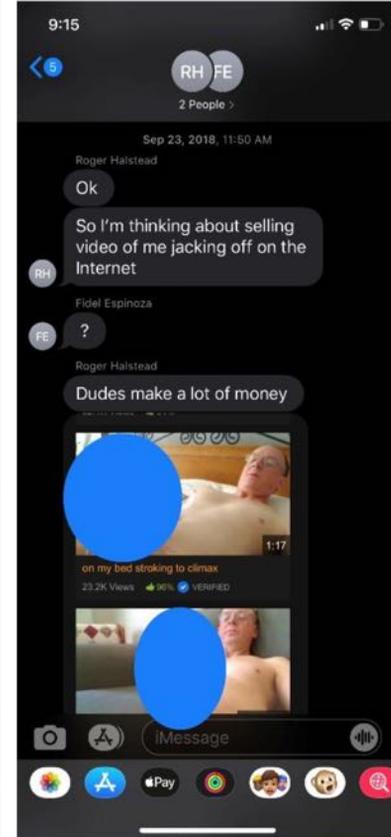
Roger Halstead

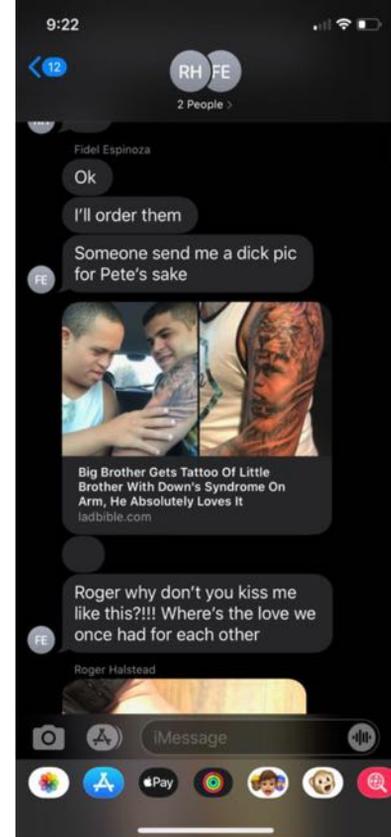
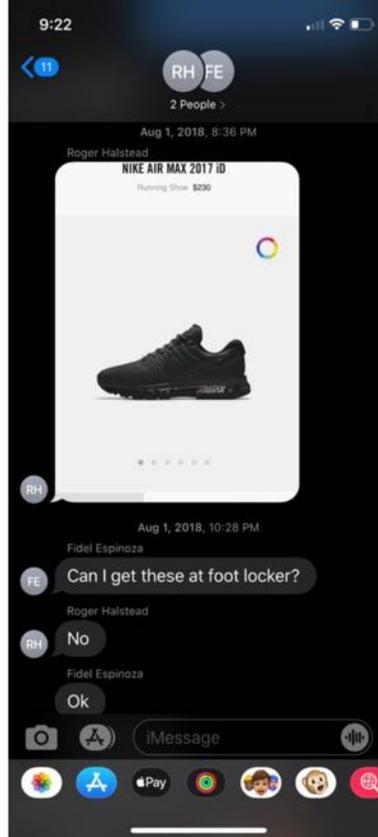
RH: Nope crow flies

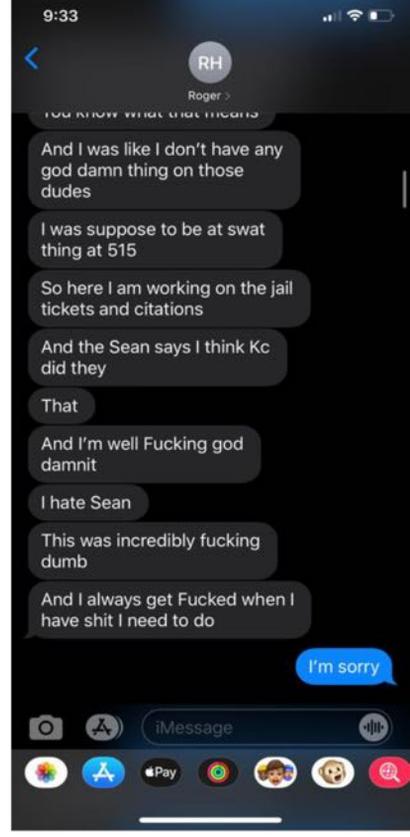
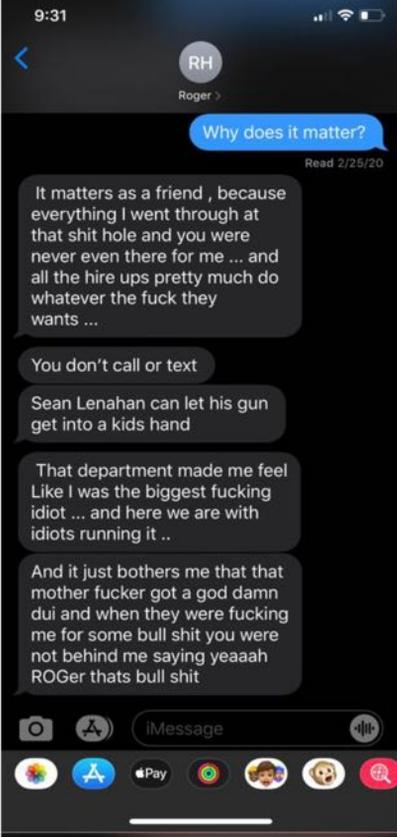












**ATTACHMENT F**  
**Castellanos Timeline Provided by Castellanos**

**2017**

06/25/2017 @1549: I received a picture of his Lubriderm with he text, "Back in action!"

07/31/2017 @ 0706: I'm about to need a sock."

08/03/2017 @0857: After asking what an email he sent me was about, he followed by responding, "Just kidding...Actually a fundraiser to get you circum sized".

09/06/2017: I received a picture of his Lubriderm and "Destress" as the text.

09/20/2017: I received a message, "I'm all power detailed out. Tired af. No energy to rub one out", followed by a picture of him sitting with his underwear and tv in view.

@0322: He asked, "What's the cheese that comes from your uncut dick called. Special select."

@0337: "I'm going to start a go fund me page for you and we're going to get you cut"

10/24/2017@2136: I received a text, "It's OK nyou know how much I love golden showers and I guess you know that it hurts that that P is going to go to waste".

11/04/2017 @0250: I received the following, "I think I might of touched your meat stick tonight. Felt solid. Lol. You get a free grab and queueze if mine next time I see. \$0 no charge."

11/11/2017 @1027: I received a message, "Is it too early to rub one out?"

11/17/2017 @0130: I received a picture of his bulge requesting a bulge update. His picture was followed by the comment, "lol mines bigger tonight".

11/23/2017 @0322: I received a picture of him on the toilet with his penis marked off.

11/25/2017 @1211: I received a picture of his Lubriderm bottle and tissue with the text, "Bout that time then sleep".

11/26/2017 @0133: I received a text, "Damn you're sexy as fuck from a distance, What can I get for \$10". Followed by, "You can shine the tip, tip of my d, I'm ready for a handy. Be there in 10."

@1407: I received, "Ok, I'm gonna need a good tip pic by 6".

@1419: I received a request to send a Snap of my penis for a full 10 seconds to get a good inspection and that he needed some material to watch while he was on the toilet.

**2018**

03/10/2018: I received a text, "Can't decide on a porn search subject to jack off to." And @0249, "Done. Good nut. Good night".

03/11/2018 @0339: Feeling a little after nut drippin. Damnit!"

03/11/2018 @1455: I received a picture of his underwear with semen.

03/13/2018 @0031: I received a picture of his Lubriderm bottle and tissue with the text, "Time to get the party started".

@0040: Feeling like with my newly shaved asshole I need my ass eating out. #wasted.

03/14/2018 @2345: I received a picture of his Lubriderm bottle.

03/15/2018 @1142: I received a request to help him pick a color followed by a black and blue underwear side by side and his penis next to them, followed by the comment, "I just realized my dick looks ashy ass fuck".

03/22/2018 @1256: I received a picture of him sitting in a chair in gray boxers, with the text, "Putting on my socks and realizing it's a small dick day".

@1259: I received an even more graphic picture of his penis withing his underwear.

03/23/2018 @0000: I received, "Still no change in the turtle wanna see", followed by a picture of his penis and additional comment, "I'm hoping the small dick day ends tomorrow".

03/26/2018 @1029: I received a request for a bulge picture.

03/31/2018 @2301: I received a picture of his Lubriderm lotion bottle and tissue paper.

04/01/2018 @1023: I received, "Woke up with a hard ass dick. And hungry af."

04/07/2018 @2344: I received, "Thinking about rubbing another one out then going to sleep. Decision decision".

04/08/2018 @1124: I received, "You own me a good bulge pic."

04/16/2018 @1938: I received a text, "You look sexy af in the pass seat. #Likeaboss". Followed by questions of how my trainee's bulge.

04/17/2018 @2008: I received a text, "I'm fine. Thanks for asking. Let me tell you something. I need to see you or at least talk or text you every day or else." Followed by a text at 2317hrs, "Jacking off. Give me a couple minutes".

**04/27/2018 @1213: I received a picture of myself peeing at the stand up stall. I was in uniform and the picture was take from a high angle above the divider along with the comment, "Fat ant eater lol, Btw, Nice haircut. Like that clean line up".**

05/02/2018 @0910: I received the text, "Nice bulge" and asked if I wasn't closer to 7 inches.

05/08/2018 @1134-1204: I received, "Need a favor", followed by graphic and disturbing instruction on how to give him a hand job.

05/2018 @1753: Sometime in the days I trained Officer Daley, I received a picture of myself with a comment of, "Super bulge".

05/15/2018 @0330: I received, "Do you mind if I go back to sleep now? All the blood drained out of my dick".

05/18/2018 @1017: I received a picture of his penis, and advising me to delete it so my wife doesn't find the picture.

05/2018 @2133: I received a picture of his penis.

07/28/2018 @1610: I received a message stating he needed me to jerk him off with additional disturbing comments and advising he would return the favor one day. After denying the request he proceeded to offer to do the same for me.

08/24/2018 @1433: After asking, "When can I get a good cock grab, And I'm not talking about brushing, I'm talking about a real good squeeze until you feel it twitch".

08/27/2018: I went to a leadership class that Fidel asked if I wanted to go as the department sends several employees to yearly. I agreed as this interested me but came to find out later he would also be traveling with us. I managed to stay in my own room by myself and avoided providing any window of opportunity for any inappropriate or sexual advancement by always keeping my wife in messaging and phone calls during the time at the class. Officer Hensal and PSR Lori came to this event aswell.

11/01/2018 @1652-1701: I received a message stating he needed some "head", followed by, "Lemme get a hand job at least. Pull on it. Shouldn't take too long. Couple minutes. Max."

11/07/2018 @1317: I received a message asking for a picture of my penis from the airplane bathroom.

## 2019

02/10/2019 @1730: I received a picture of a large case of Lubriderm with a message, "Holy FUCK! I'm in heaven!".

02/14/2019 @1237: I received a picture of his crotch with a text, "5" worth".

02/16/2019 @2137: I received a picture message of his crotch, followed by a request to see mine, followed by a request of a video, followed by a picture of a drink in his crotch.

02/17/2019 @1748: I received a message, "Turtle pic when you get home".

02/2019 @1414 prior to above message: I received a picture of a black revolver with a brown handle next to Trojan condoms asking which will expire first, trojans or ammo?

02/2019 @ 1959: After working a rainy day at PCID traffic job I received a picture of his lower half in wet underwear with a text , "Wet nuts!".

03/05/2019 @1941: I received a picture of a DeKalb County officer (Asian male) and messages of if I knew the officer and to find his number because he wanted to talk to him. I did not follow up on this request as it was strange.

03/18/2019 @1728: I received a message, "Don't forget my turtle pic".

04/04/2019 @2037: I received a message asking if a turtle pic would make me feel better.

04/04/2019 @2052: I received a video of himself masturbating while laying on a bed.

04/04/2019 @2054: I received a second video of himself ejaculating along with a message, "MMA choke out".

04/04/2019 @2055: I received a message asking with or without milk?

04/04/2019 @2059: I received a message advising he was ok and didn't need a turtle pic. This was after he inquired if I could assist in a PT tryout group for the department.

04/23/2019 @1014: After inquiring if he could send his sister's email for home improvement work, he responded, "Yeah, if I can get a good turtle pic", and sent her email.

04/29/2019 @1856: I received a picture of him sitting on the toilet displaying his penis and genitals in the toilet bowl followed by, "Small dick, big shit".

05/03/2019 @1433: I received a message stating he guessed he wasn't getting a picture and that it was fine and I wouldn't receive one either.

09/02/2019 @1637: Received a video on Instagram of the cartoon Spongebob showing inappropriate and weird behavior to Patrick in the video.

12/16/2019 @1342: After asking if he could reset my PowerDetails password due to being locked out, he responded by changing my password to Turtle and followed up by saying no turtle picture was necessary.

## 2020

01/07/2020 @1616: I received the following message, "It's okay, no turtle pic is necessary".

01/27/2020 @2005: I was asked if I could cover an extra job, after I received the following message "I'm pissed at you, its been forever since I've seen the turtle".

02/18/2020 @1416: After a conversation of a training class, I received a message where I was sought for a penis picture and a visit.

# ATTACHMENT G

## Screenshots Provided by Castellanos



9:54 14%

Dunwoody Lt. Fidel Es...

Sunday, February 17, 2019

D Turtle status 4:00 AM

4:01 AM Reports

D Oh 4:01 AM

4:02 AM Did that coffee keep yall up

D You're gonna shrivel up 4:02 AM

4:03 AM Into a raisin

D Yep 4:04 AM

D Turtle pic when you get home 5:48 AM

D Status 7:13 PM

Status 7:13 PM

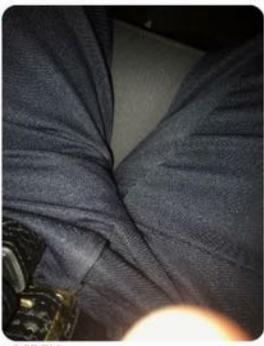
7:17 PM Paddywagon

D Arrests 7:18 PM

9:52 14%

Dunwoody Lt. Fidel Es...

Saturday, February 16, 2019

D  9:37 PM

9:38 PM Lol

D Small af 9:38 PM

9:39 PM Cant even see mine

D Prove it

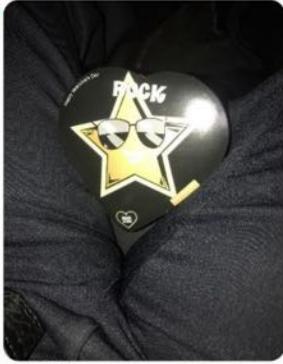
Lemme see 9:39 PM

9:53 14%

Dunwoody Lt. Fidel Es...

D Quality video or we gonna fight! Lol 9:42 PM

D I got a good starter video. Movie Sneak Peek 10:07 PM

D  11:36 PM

Sunday, February 17, 2019

D Turtle status 4:00 AM

9:51 14%

Dunwoody Lt. Fidel Es...

Thursday, February 14, 2019

D Gotta poop 12:31 PM

D Pic 12:32 PM

D Gotta get food first 12:33 PM

D  12:37 PM

D 5" worth 12:40 PM

9:53 14%

Dunwoody Lt. Fidel Es...

 9:37 PM

9:38 PM Lol

D Small af 9:38 PM

9:39 PM Cant even see mine

D Prove it

Lemme see 9:39 PM

D You never show the turtle wtf! Getting sick of that bs 9:40 PM

I tried getting a picture, didnt show 9:40 PM

D Smh 9:41 PM

D Quality video or we gonna fight! Lol 9:42 PM

9:49 15%

Dunwoody Lt. Fidel Es...

Sunday, February 10, 2019

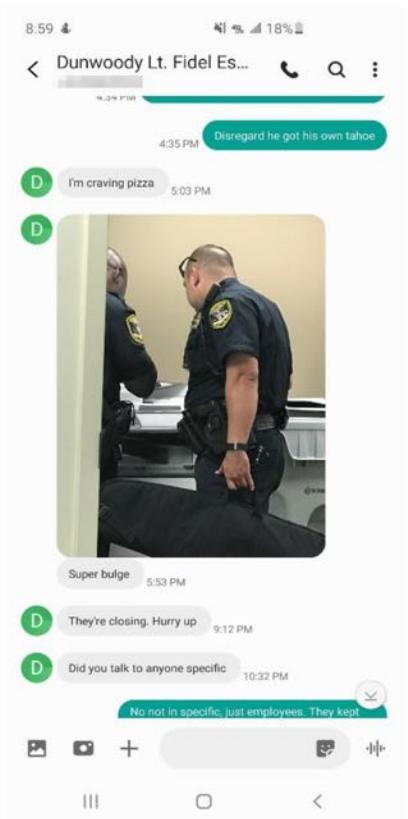
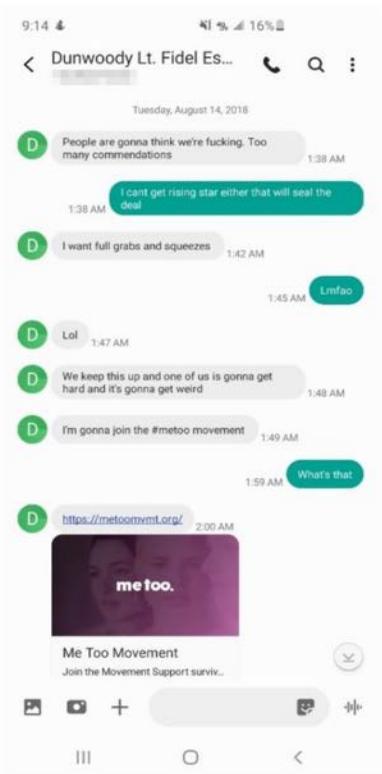
D  5:30 PM

Holy FUCK! I'm in heaven!

5:31 PM For all weather

D  5:31 PM





8:56 19%

Dunwoody Lt. Fidel Es...

Tuesday, May 8, 2018

I bet 2 nights of 12 HR shifts. I'm getting ready for coffee with the cop

6:46 AM

D Nice. 6:47 AM

D Bryan 11:04 AM

11:34 AM Fidel

D Need a favor 11:34 AM

D Tired af need a good tug 11:58 AM

D No need to play with the balls or anything. Just go to town on the shaft. medium grip and go up over the mushroom head. Squeeze harder as I nut. Thanks for your help

#ServingWithDistinction 12:04 PM

12:34 PM Play by play

D Lol 2:13 PM

8:54 19%

Dunwoody Lt. Fidel Es...

Wednesday, May 2, 2018

D You got snapped 9:10 AM

D Nice bulge 9:25 AM

D You sure you're not closer to 7 9:26 AM

9:26 AM Solid 5

D 5.5

You mean 5.5 9:26 AM

D You working later 9:27 AM

9:27 AM Just at night. Gotta get alex today

D Oh ok. 9:28 AM

D <http://metro.co.uk/2018/04/24/video-worlds-first-penis-scrutum-transplant-oddy-memerising-7493133/> 9:44 PM



Vessels to skin

8:52 19%

Dunwoody Lt. Fidel Es...

11:46 AM Yeah no I have a sleeping turtle neck

D I know...I saw it. Lol took a pic and you didn't even know. Hahaha. 11:53 AM

12:12 PM Bahaha



Fat ant eater lol 12:13 PM

D Btw. Nice haircut. Like that clean line up 12:20 PM

8:51 20%

Dunwoody Lt. Fidel Es...

D Dang. 3 hours! 11:22 AM

11:29 AM Yep long af

D That's what she said 11:29 AM

11:37 AM Baha

D Not about me or you 11:38 AM

11:46 AM Yeah no I have a sleeping turtle neck

D I know...I saw it. Lol took a pic and you didn't even know. Hahaha. 11:53 AM

12:12 PM Bahaha



8:51 20%

Dunwoody Lt. Fidel Es...

Friday, April 27, 2018

I think we are a week behind on pay from the daycare. Last time I had a deposit from them was 3/20 and then today's deposit. When you have some time can you check for me

3:11 AM

D You up nigga 11:18 AM

11:19 AM Always up lol

D Nothing 11:19 AM

11:20 AM You going to see avengers

D Yeah. This weekend 11:20 AM

11:22 AM Good heard it was good. Know my ass gonna fall asleep 3hrs long

D Dang. 3 hours! 11:22 AM

11:29 AM Yep long af

D That's what she said 11:29 AM

11:37 AM Baha

D Not about me or you 11:38 AM

8:49 20%

Dunwoody Lt. Fidel Es...

at least talk or text you every day or else. 10:17 PM

10:23 PM Exactly where are you damn it

D Lol. I had to come in early to prep for lemonade days

We're your ear burning today

Talk to Furman today 10:24 PM

D He said that he was impressed with your PTO reports 10:25 PM

A little bahaha. I'm surprised I did that during the whole morning whole I did grand jury

10:27 PM

D Yeah. Extra points for getting those in on time. Make absolutely sure you talk to Nate he's got to get his journals in on time. 10:28 PM

10:30 PM Yes I told him today we are making sure he sends them in by the time we are leaving or getting home. Told him they weren't happy with our submission time.

D Hold him to the fire on this! He falls...you fall. Seriously don't let him fuck this up 10:31 PM

11:16 PM Hell no

D Jacking off. Give me a couple minutes 11:17 PM

8:49 20%  
 < Dunwoody Lt. Fidel Es...  
 D No. His? 7:42 PM  
 Tuesday, April 17, 2018  
 D I'm fine. Thanks for asking 10:08 PM  
 D Let me tell you something. I need to see you or at least talk or text you every day or else. 10:17 PM  
 10:23 PM Exactly where are you damn it  
 D Lol. I had to come in early to prep for lemonade days.  
 We're your ear burning today  
 Talk to Furman today 10:24 PM  
 D He said that he was impressed with your PTO reports 10:25 PM  
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 10:30 PM Yes I told him today we are making sure he sends them in by the time we are leaving or getting home. Told him they weren't happy our submission time

8:48 20%  
 < Dunwoody Lt. Fidel Es...  
 Monday, April 16, 2018  
 D You just passed me. 7:37 PM  
 D You look sexy af in the pass seat. #Likeaboss 7:38 PM  
 7:39 PM Lol shit feels weird af  
 D Why 7:41 PM  
 7:41 PM Don't like not driving  
 D How's the bulge? 7:42 PM  
 7:42 PM Sleeping ha  
 D No. His? 7:42 PM  
 Tuesday, April 17, 2018  
 D I'm fine. Thanks for asking 10:08 PM  
 D Let me tell you something. I need to see you or at least talk or text you every day or else. 10:11 PM

8:46 20%  
 < Dunwoody Lt. Fidel Es...  
 to let you something that I didn't know 7:01 PM  
 7:11 PM Ok, it's gonna be for my moms house  
 D Oh a refinance 7:11 PM  
 D Refinance 7:12 PM  
 Saturday, April 7, 2018  
 D Thinking about rubbing another one out then going to sleep. Decision decision 11:44 PM  
 Sunday, April 8, 2018  
 D You own me a good bulge pic. 11:24 AM  
 11:25 AM There's no good bulge, it's poor bahaha  
 D Nah. You got good bulges. 11:25 AM  
 Monday, April 9, 2018

8:44 21%  
 < Dunwoody Lt. Fidel Es...  
 11:01 PM  
 11:21 PM Bahaha  
 Sunday, April 1, 2018  
 10:02 AM Wait  
 10:03 AM I'm working the Thursday morning slot. I don't think I can work it almost back to back  
 D Ok.  
 You awake 10:21 AM  
 10:21 AM Yeah just laying next to these two sleeping  
 D Ok. I was knocked the fuck out last night  
 Good ass sleep 10:22 AM  
 D Woke up with a hard ass dick. And hungry af 10:23 AM  
 10:24 AM

8:43 21%  
 < Dunwoody Lt. Fidel Es...  
 D  11:01 PM  
 11:21 PM Bahaha  
 Sunday, April 1, 2018  
 10:02 AM Wait  
 10:03 AM I'm working the Thursday morning slot. I don't think I can work it almost back to back  
 D Ok.

8:42 21%  
 < Dunwoody Lt. Fidel Es...  
 D Or both 3:18 AM  
 7:28 AM Whose in charge for the race  
 D Tim Brown  
 Is he there 7:31 AM  
 7:33 AM Pulling up now  
 D Ok 7:33 AM  
 Monday, March 26, 2018  
 D Bulge pic please 10:29 AM  
 10:30 AM Can't class  
 D Do it 10:30 AM  
 Tuesday, March 27, 2018  
 10:33 AM Lt am I excused from the meeting today at 3 or should I ask leach about going?  
 D Don't worry about the meeting 10:33 AM



8:36 Dunwoody Lt. Fidel Es... Saturday, March 10, 2018

D Can't decide on a porn search subject to jack off to. 2:09 AM  
Tough decisions 2:32 AM

D Done. Good nut. Good night 2:49 AM

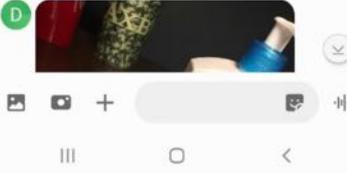
Sunday, March 11, 2018

D Feeling a little after nut drippin. Damn!!! 3:39 AM



This morning's Chones 2:55 PM

Tuesday, March 13, 2018



8:27 Dunwoody Lt. Fidel Es... Preventing EAs 11:34 PM

D Haha 11:35 PM

D I hope you changed your chonies 11:40 PM

Nah straight 16 hour shift chonies 11:40 PM

D Oh hell no. 11:41 PM

Cheesy dick and chocolate ass 11:41 PM

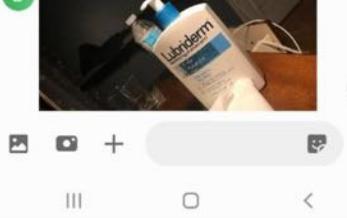
D Smelling combo 11:42 PM

D Pull the skin back and apply fabreez 11:44 PM

I need fabuloso 11:59 PM

D Bleach 11:59 PM

Saturday, November 25, 2017



8:29 Dunwoody Lt. Fidel Es... The time is wrong on power details for today. Says it ends at 1800 1:48 PM

I might have to leave sargent at 6 1:48 PM

D Why 2:05 PM

Leila said she needs me outta here by 6 2:06 PM

D Ok. I'm gonna need a good tip pic by 6 2:07 PM

D Hahahaha 2:09 PM

D Skin all the way back 2:10 PM

Full turtle neck 2:19 PM

D Ok full turtle hood on and one hood off. Before and after 2:19 PM

D Hahaha ok I need a full 10 second snap to get a good inspection 2:37 PM

D Send it. I'm taking a shit. Need snap material 2:38 PM

All the stalls are taken 2:52 PM

D Bullshit 2:53 PM

8:28 Dunwoody Lt. Fidel Es... Tip of my d 1:35 AM

I'm ready for that handy. Be there in 10 1:36 AM

D Spit 1:41 AM

The time is wrong on power details for today. Says it ends at 1800 1:48 PM

I might have to leave sargent at 6 1:48 PM

D Why 2:05 PM

Leila said she needs me outta here by 6 2:06 PM

D Ok. I'm gonna need a good tip pic by 6 2:07 PM

D Hahahaha 2:09 PM

D Skin all the way back 2:10 PM

Full turtle neck 2:19 PM

D Ok full turtle hood on and one hood off. Before and after 2:19 PM

D Hahaha ok I need a full 10 second snap to get a good inspection 2:37 PM

8:22 Dunwoody Lt. Fidel Es... Disregard 9:56 PM

The pear you gave me gave me gas 2:33 AM

Yeah me too bahahaha 3:18 AM



8:26 Dunwoody Lt. Fidel Es... Bout that time then sleep 12:11 AM

Sunday, November 26, 2017

D Damn you're sexy as fuck from a distance 1:33 AM

What can I get for \$10 1:33 AM

Bahaha must be the new tires. 10 bucks a tire shine 1:34 AM

Extra shine 1:34 AM

D Lol 1:34 AM

You can shine the tip 1:34 AM

D Tip of my d 1:35 AM

I'm ready for that handy. Be there in 10 1:36 AM

D Spit 1:41 AM

8:22 Dunwoody Lt. Fidel Es... Can't stop farting 3:52 AM

Friday, November 17, 2017

Budge update



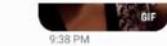
1:30 AM

lol mines bigger tonight

It is bahaha it's ok you win tonight!

Lol.

You staying awake



Did y'all decide on the dog yet

No dog, got too much to get taken care of before we get one

Maybe next year

What? Like what? Don't be an asshole and get your kids a dog

Okay, I'm just gonna let Leila pick it so she doesn't bitch at Mr later about it

What kind is she want

Something small and playful

She already has something small and playful

She mentioned a bijon friseur some shit

Yeah but kid friendly ha

LOL

Wednesday, October 25, 2017

Saturday, November 11, 2017

You need me for something?

But yes it won't let me sign up for the flats job the 21st, either because I was on Dillard's or bc I'm backup

You're not supposed to see those!

Lol I was skimming through and I was like what's all these lol

Are those off limits

Depends Do you see them? Refresh and check

Not no more

Lt. Espinoza giveth and taketh

Yes

Take taketh away

Lol

Is it too early to rub one out?

I understand that you really don't want me there and that the only reason you're saying that because I said something and the only reason that you're nice to me is because you want my extra jobs

It's all good no worries

Bahaha no, otherwise I wouldn't have told you I saw you and said I'm far away

Don't play psychological games with me

I am the master at that

No it's okay Leila just threw the food she started to cook in the garbage

It's OK I'm used to people liking me for what I can give them not for who I am

You can keep your chill VerdeAnd give it to your friends

Y'all save it for people you really like

It's okay I'll just have more shots and fall asleep in my own piss

It's OK you know how much I love golden showers and I guess you know that it hurts that that P is going to go to waste

Saturday, November 4, 2017

I think I might of touched your meat stick tonight. Felt solid.

Lol. You get a free grab and squeeze if mine next time I see. \$0 no charge.

Sunday, November 5, 2017

Can you take off of work next weekend?

I'ma off

But

I'll be in New York

With Leila

Why what's next weekend

Ok. Never mind

285/400 ??? Monday Tuesday Wednesday Thursday?

Come get some

I don't want to impose

Nah come by we aren't doing anything, you can eat take a shot and change a diaper

I understand that you really don't want me there and that the only reason you're saying that because I said something and the only reason that you're nice to me is because you want my extra jobs

It's all good no worries

Bahaha no, otherwise I wouldn't have told you I saw you and said I'm far away

Don't play psychological games with me

I am the master at that

No it's okay Leila just threw the food she started to cook in the garbage

It's OK I'm used to people liking me for what I can give them not for who I am

You can keep your chill VerdeAnd give it to your friends

Y'all save it for people you really like

Navigation icons for the chat interface.

8:11 26%

Dunwoody Lt. Fidel Es...

D From where

No I don't want to go to your house

And have a beer 9:24 PM

Dealing with the condo

All I got is liquor. 9:24 PM

Shots

D Just tell me you don't want me at your house but don't lie to me 9:25 PM

Lmao f'd tell you to come by, we got huevos green beans and rice for dinner 9:26 PM

D  9:27 PM

Come get some 9:28 PM

D I don't want to impose 9:28 PM

8:05 27%

Dunwoody Lt. Fidel Es...

Tuesday, October 24, 2017

Where you headed to it 9:23 PM

Running tags

D Lol

Where are you headed 9:23 PM

Home lol 9:24 PM

To drink

D From where

No I don't want to go to your house

And have a beer 9:24 PM

Dealing with the condo

All I got is liquor

Shots 9:24 PM

D Just tell me you don't want me at your house but don't lie to me 9:25 PM

8:01 28%

Dunwoody Lt. Fidel Es...

Lmao 3:30 AM

D You ever get a whiff of your dick and say. Goddamn my dick stinks. 3:32 AM

Almost every morning after shift 3:36 AM

D Lol. See 3:36 AM

D Then you jack off, go to sleep and it's worse.

I'm going to start a go fund me page for you and we're going to get you cut 3:37 AM

Man that's alot of pain 4:00 AM

D Depends how fat your junk is. How many stitches 4:01 AM

D Sleep mode 4:03 AM

D Next time we at the urinal you can take a peek at perfect dick. That should convince you. 4:05 AM

D Sleep time now. See you later fool 4:06 AM

8:01 28%

Dunwoody Lt. Fidel Es...

D Blahahaha gross. What's the cheese that comes from your uncut dick called. Special Select. 3:22 AM

D So much easier to be aerodynamic 3:24 AM

Lmao 3:30 AM

D You ever get a whiff of your dick and say. Goddamn my dick stinks. 3:32 AM

Almost every morning after shift 3:36 AM

D Lol. See 3:36 AM

D Then you jack off, go to sleep and it's worse.

I'm going to start a go fund me page for you and we're going to get you cut 3:37 AM

Man that's alot of pain 4:00 AM

D Depends how fat your junk is. How many stitches 4:01 AM

D Sleep mode 4:03 AM

8:00 28%

Dunwoody Lt. Fidel Es...

D Why. Someone else signed up 3:12 AM

Rodriguez is, but I didn't know if you had signed his ejs up or him. I just wanted to make sure 3:14 AM

D Hmm something I probably did. I'll fix it. 3:14 AM

He can keep it maybe he thought it's his day. 3:14 AM

D Doubt he did. 3:14 AM

Lol 3:16 AM

D Cheese? You ever try famunda cheese 3:18 AM

I love famunda cheese especially the grainy one 3:20 AM

D Blahahaha gross. What's the cheese that comes from your uncut dick called. Special Select. 3:22 AM

D So much easier to be aerodynamic 3:24 AM

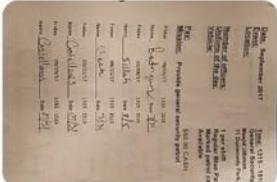
8:00 28%

Dunwoody Lt. Fidel Es...

Cereal, Chonis and Games of Thrones 2:31 AM

D Lol 2:43 AM

I think I'm on as backup the 29th in the system. 3:11 AM



What kind of cereal is that chococrispy? 3:11 AM

D Why. Someone else signed up 3:12 AM

Rodriguez is, but I didn't know if you had signed his ejs up or him. I just wanted to make sure 3:14 AM

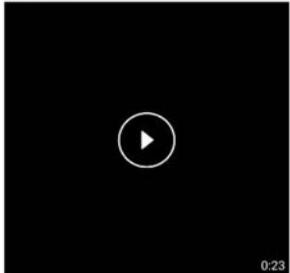
D Hmm something I probably did. I'll fix it. 3:14 AM





6:38 50%  
 Leila, Fidel  
 He likes her and he tried to introduce her to his mom and also he asked if she liked him and she said no  
 Fidel  
 Instead of being mad and unreasonable you should teach her how to take a compliment. As a young woman she should not be on the defense with men she should learn how to deal with the good the bad and the ugly  
 But what the fuck do I know I don't have kids in fact I really hate them.  
 Leila  
 I'm not teaching her that. She actually thanked him and felt shy. And I don't get mad because thesecond I do, she won't trust me. I don't even know why I tell you things  
 It was a joke about the dpd riding the bus  
 Fidel  
 I know. I'm just fucking with you. Do you wanna talk about my micropenis instead?  
 Fidel

6:37 50%  
 Leila, Fidel  
 Fidel  
 Lol  
 Now that's funny  
 Leila  
 Lol I know!  
 Leila  
 This little fucking boy at school told she is pretty on the bus  
 I need the entire dpd to ride the bus with her lmao  
 Fidel  
 So. She is pretty  
 Leila  
 He likes her and he tried to introduce her to his mom and also he asked if she liked him and she said no  
 Fidel  
 Instead of being mad and unreasonable you should teach her how to take a compliment. As a young woman she should not be on the defense with men she should learn how to deal with the good the bad and the ugly

6:37 50%  
 Leila, Fidel  
 SEP 27, 2019 AT 2:55 PM  
 Leila forwarded a link  
 I 🤔🤔  
  
 El cacas facebook.com/watch  
 Fidel  
 Lol  
 Now that's funny  
 Leila  
 Lol I know!  
 Leila

6:36 50%  
 Leila, Fidel  
 No speak Spanish  
 Leila  
 😂😂😂  
 SEP 25, 2019 AT 9:21 PM  
 Leila  
 Freddy Trackson is with Sarah Vs Kourtney and 2 others.  
 Yeah he has!!!  
 Freddy Trackson  
 Fidel  
 Much better  
 Leila  
 Good  
 SEP 26, 2019 AT 12:17 PM  
 Fidel  
 My pito is fine. Thanks for asking about it.  
 SEP 26, 2019 AT 1:03 PM  
 Leila  
 Lol

6:30 51%  
 Leila, Fidel  
 OCT 27, 2019 AT 6:22 PM  
 Leila  
  
 South Carolina Aimee Teegarden  
 James Taylor  
 Fidel  
 Jesus mercy!  
 Leila  
 Lmao she's so stupid  
 Fidel  
 But I bet she can suck a mean dick  
 Leila  
 Lmao  
 OCT 28, 2019 AT 12:55 PM  
 Fidel

6:28 51%  
 Leila, Fidel  
 OCT 28, 2019 AT 12:55 PM  
 Fidel  
 Hi. I'm fine. So are my pito and my witos. Thanks for your concern.  
 Leila  
 Hi little witos lol  
 Fidel  
 "Little"????  
 Leila  
 You said they are little  
 Fidel  
 You got me twisted  
 Leila  
  
 Fidel  
 My pito is little my witos are big. Get it straight!!  
 Great!! Now my feelings are hurt!!  
 Leila  
 Ohhh sorry I thought it was vice versa  
 Fidel

6:36 50%  
 Leila, Fidel  
 No speak Spanish  
 Leila  
 😂😂😂  
 SEP 25, 2019 AT 9:21 PM  
 Leila  
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 Yeah he has!!!  
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 Fidel  
 You got me twisted  
 Leila  
  
 Fidel  
 My pito is little my witos are big. Get it straight!!  
 Great!! Now my feelings are hurt!!  
 Leila  
 Ohhh sorry I thought it was vice versa  
 Fidel

6:28 51%  
 Leila, Fidel  
 OCT 28, 2019 AT 6:42 PM  
 Leila  
 I'm not crying, I got lint in my eye 🙄  
 Fidel  
 Such a girl  
 Fidel  
 Leila if you were in high school again and Bryan asked you to homecoming, or prom would you go with him?  
 Leila  
 Yes  
 My mom didn't let me go to prom she had me on lock down  
 Fidel  
 Even knowing what his pito looks like?  
 Leila  
 Yes  
 Fidel  
 Wow  
 She had you on lock down?  
 Why? Were you bad

6:25 52%  
 Leila, Fidel  
 NOV 26 AT 6:30 PM  
 Leila  
 0:22  
 Dave Keeffe  
 Fidel  
 Have you ate Bryan's ass out yet  
 Leila  
 No he said no I can't  
 Fidel  
 Why?! It's awesome  
 Leila  
 He also said he will arrest me and take me to DeKalb county jail  
 Dave Keeffe  
 Fidel  
 Have you ate Bryan's ass out yet  
 Leila  
 No he said no I can't  
 Fidel  
 Why?! It's awesome  
 Leila  
 He also said he will arrest me and take me to DeKalb county jail

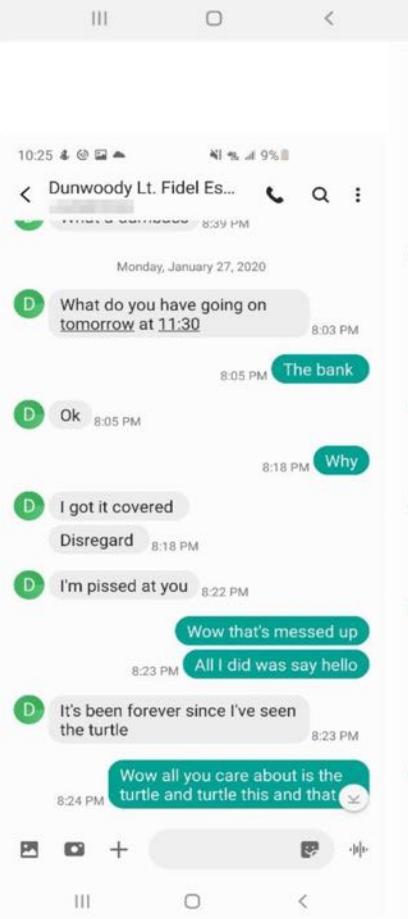
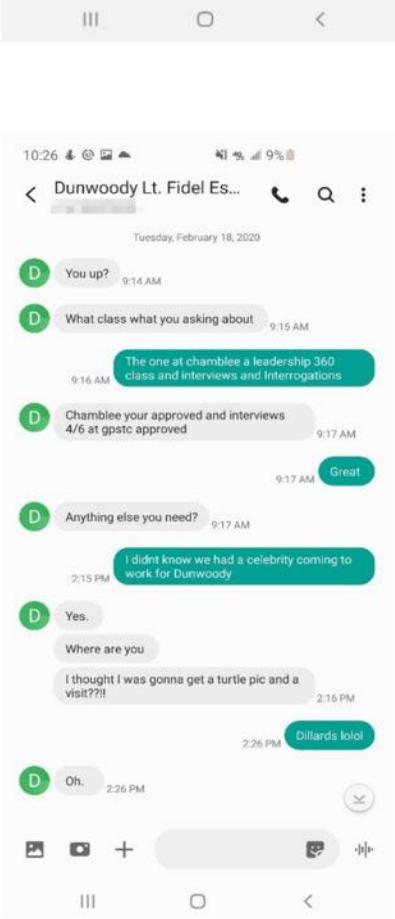
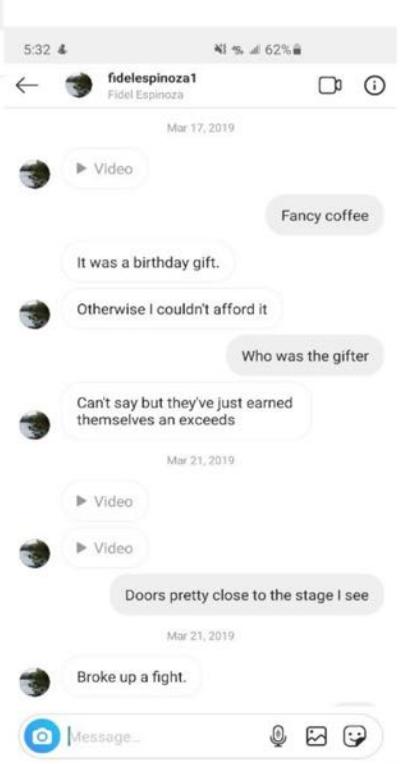
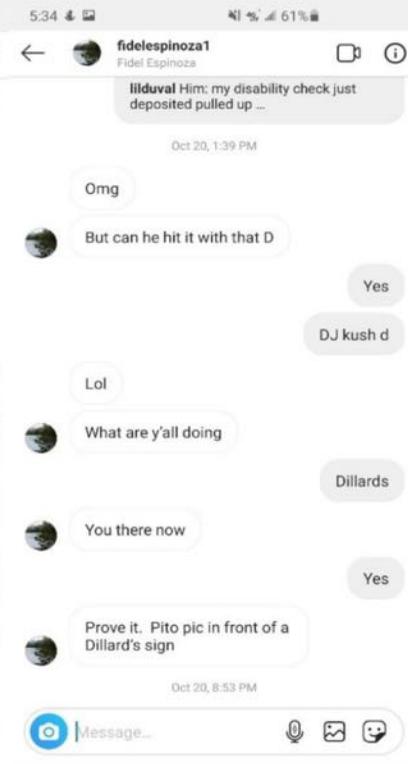
6:25 52%  
 Leila, Fidel  
 Dave Keeffe  
 Fidel  
 Have you ate Bryan's ass out yet  
 Leila  
 No he said no I can't  
 Fidel  
 Why?! It's awesome  
 Leila  
 He also said he will arrest me and take me to DeKalb county jail  
 Fidel  
 Why  
 Leila  
 Idk 🙄  
 Fidel  
 Dad fucked up  
 Leila  
 Will you come bail me out if he does?  
 Fidel  
 Yeah

6:21 53%  
 Leila, Fidel  
 Will you sit with us?  

 Look at this little Gordito lol so cute the baby brayan  
 Fidel  
 Sure  
 I see his pito bulge  
 JAN 15 AT 7:56 PM  
 Leila

5:39 60%  
 fidelespinoza1  
 Fidel Espinoza  
 rapsclip NO NUTCK NUTCK!!!  
 @hoodlaw  
 Sep 2, 4:37 PM  
 rapsclip  
 Spongebob has changed since I stopped watching  
  
 rapsclip Wtf clip of the day 🙄  
 Sep 3, 1:10 PM  
 Lol  
 Sep 6, 7:55 PM

5:35 61%  
 fidelespinoza1  
 Fidel Espinoza  
 Sent @bulge2go's story  
 No longer available  
 Lmfaooo  
 Feb 1, 7:53 AM  
 Post Unavailable  
 This post is unavailable.  
 Feb 23, 3:39 PM  
 elperrolacraoriginal  
  
 Lmao



10:22 9%  
 Dunwoody Lt. Fidel Es...  
 Monday, December 16, 2019  
 Lt can you reset my power details account please got locked out  
 1:42 PM  
 Turtle  
 Is your new password  
 1:45 PM  
 Yessss  
 1:47 PM  
 It's OK I don't need a turtle pic  
 4:14 PM  
 Thursday, December 19, 2019  
 What's the best time for you between 9 and 12 to do a pt test friday?  
 7:52 AM  
 9  
 7:53 AM  
 Okay  
 What's my time for the run 15min?  
 7:59 AM  
 18 continuous push-ups ??  
 8:26 AM

10:15 10%  
 Dunwoody Lt. Fidel Es...  
 Yep  
 6p  
 6:55 PM  
 Daaaaaam  
 6:55 PM  
  
 At home taking a  
 6:56 PM  
 Small dick. Big shit  
 6:57 PM  
 Tuesday, April 30, 2019  
 Can you work piedmont today, Rob

10:20 10%  
 Dunwoody Lt. Fidel Es...  
 Saturday, August 17, 2019  
  
 You looked drunk af in the picture  
 6:56 PM  
 I was tipsy  
 8:05 PM  
 I wish we could spend more time like that together  
 8:06 PM  
 We will  
 8:22 PM  
 I don't think so.  
 Your words don't match your actions  
 8:26 PM

10:14 11%  
 Dunwoody Lt. Fidel Es...  
 FYL  
 8:51 PM  
 Tuesday, April 23, 2019  
 Still in training  
 5:56 PM  
 Fuck your training when I call you you answer  
 5:56 PM  
 Anna's email says address not found  
 11:42 PM  
 Wednesday, April 24, 2019  
 What happened  
 7:32 AM  
 Can you get Anna's email to me later and I'll call her later  
 7:37 AM  
 Yeah. If i can get a good turtle pic  
 Lol  
 10:14 AM  
 Gracias  
 10:14 AM  
 10:16 AM

10:16 10%  
 Dunwoody Lt. Fidel Es...  
 4  
 8:48 PM  
 Friday, May 3, 2019  
 Can you add me in for NPC 8th and 9th? I'm gone for police week after that  
 2:22 PM  
 Too many on the 9  
 2:31 PM  
 Okay well 1 is better than none lol  
 2:32 PM  
 Yep  
 2:32 PM  
 Thanks!  
 2:32 PM  
 Are you working PCID for kasey?  
 2:33 PM  
 I guess not getting a turtle pic today. I see. That's fine. You ain't getting one either  
 2:33 PM  
 Yep  
 2:33 PM  
 Good  
 2:33 PM  
 Just because I wanna see you  
 2:33 PM

10:13 11%  
 Dunwoody Lt. Fidel Es...  
 Yeah I heard  
 9:36 AM  
 They got a suspect  
 9:36 AM  
 Are you available Saturday to help with interviews  
 3:03 PM  
 What time  
 3:04 PM  
 4-13 0800-1400  
 Need help! 40 apple  
 3:04 PM  
 Applicants  
 Do you work  
 3:05 PM  
 Farm house ej 11-2  
 3:05 PM  
 That's it?  
 3:06 PM  
 I can go in 08-11  
 3:06 PM  
 Not good enough  
 Never mind  
 3:06 PM  
 It's ok. I don't want a turtle pic  
 8:59 PM



Attachment G-1 - Moyer Law Firm Letter regarding Castellanos



P.O. BOX 673721  
MARIETTA, GA 30006

404.593.4877 PHONE  
678.550.9795 FAX

May 28, 2020

Writer's Direct E-mail:  
[mande@moyer-law.com](mailto:mande@moyer-law.com)

**VIA EMAIL ONLY TO**

**[billy.grogan@dunwoodyga.gov](mailto:billy.grogan@dunwoodyga.gov)**

Dunwoody Police Department  
Attn: Billy J. Grogan, Chief of Police  
4800 Ashford Dunwoody Road  
Dunwoody, GA 30338

Re: Officer Bryan Castellanos

Dear Chief Grogan,

As you are aware, my firm, along with my co-counsel Benjamin O. Bengtson, represent Mr. Bryan Castellanos for various inappropriate incidents involving his employment with the Dunwoody Police Department and specifically the conduct of Lieutenant Fidel Espinoza. Following a complete review of the file and discussions concerning this matter with my client we have found the following to have occurred throughout Officer Castellanos' employment with your department.

Officer Castellanos was hired with Dunwoody Police Department in January of 2017. While things appeared normal for several months and Officer Castellanos was eager to be part of the team, things quickly took a turn for the worse, specifically verbal and sexual harassment from Lieutenant Fidel Espinoza, (hereinafter referred to as "Fidel"). As evidenced by the attached exhibits, you will find that Fidel, beginning in June of 2017 followed by countless occasions, sent inappropriate text messages via phone messaging, Instagram, Facebook and Snapchat indicating he was performing sexual acts upon himself and implications that he needed the assistance of Officer Castellanos. Additionally, Fidel asked Officer Castellanos several times about his "bulge" and the circumcision of Castellanos' private area. As if this wasn't bad enough, Fidel began requesting "dick pictures" in November of 2017 with continued pictures of his "bulge" and Lubriderm bottles indicating he had just performed sexual acts upon himself. Additional requests were made for assistance from Officer Castellanos. Fidel has gone as far as asking for Officer Castellanos to perform oral sex on him or "Lemme get a hand job at least."

One of the more outrageous incidents of Fidel occurred in April of 2018 when Fidel took a photo of Officer Castellanos over a bathroom stall while Officer Castellanos was going to the restroom. Fidel then sent the photo to Officer Castellanos showing him going to the restroom with his private area shown. Fidel, since this first photo, has taken several photos of Officer Castellanos sending them to Castellanos with explicit sexual messages. Further, Fidel has sent several videos

performing sexual acts upon himself to Officer Castellanos. Fidel has even messaged Officer Castellanos' wife asking inappropriate questions regarding their sexual relationship.

The lude and inappropriate behavior exhibited by Fidel began in 2017 up until his resignation in May of 2020. Officer Castellanos, for the last several years has been subject to blatant sexual harassment and unnecessary turmoil from Fidel. To say this has affected his job as a police officer is an understatement. Fidel was Officer Castellanos' superior and for one's superior to act in such a manner would make anyone fearful of coming forward. There is also evidence that Officer Castellanos is not the only one that has been subject to Fidel's harassment and that several other officers have complained to Human Resources regarding Fidel's conduct, thereby putting the Dunwoody Police Department on notice of this behavior. To say the least, the carelessness of the Dunwoody Police Department in failing to address this issue and protect its officers has completely torn Mr. Castellano's life apart.

Please let me or my co-counsel know if you would like anything further or if you have any questions. Thank you for your attention to this matter.

Sincerely,



Mande Moyer  
Attorney at Law

cc: Ben Bengtson, Esq. (via email only)  
Bryan Castellanos (via email only)

## **ATTACHMENT H**

### **Bolden Disciplinary Summary**

#### Bolden Disciplinary Actions

Bolden had approximately 155 commendations in his Guardian file. Espinoza contributed 31 of those commendations.

June 25, 2013 – Counseling (Sgt. Espinoza): Late for work and dressing in the parking lot in front of the public.

July 9, 2013 – Coaching Session (Sgt. Espinoza): Responding to in-progress calls. Complimented on initiative, officer safety and improvement in radio usage. Received instructions well.

August 9, 2013 – Counseling (Sgt. Espinoza): Sitting too close to prisoners in the court room. Officer safety issue. Well received.

September 11, 2013 – Quarterly Evaluation (Sgt. Espinoza): Mostly positive comments about Bolden's status with some areas in need of improvement.

October 29, 2013 – Counseling (Sgt. Espinoza): Bolden exceeded his duties by actively trying to arrest a shoplifter including discharging his Taser and physically restraining the suspect.

December 9, 2013 – Counseling (Sgt. Espinoza): Failing to inform ChattCom of location, destination and actions. Officer safety issue.

May 31, 2014 – Counseling (Sgt. Espinoza): Drove through paint while assisting on a crash scene.

July 17, 2014 – Written Reprimand (Lt. Barnes): Speeding 95 in a 55 and identifying himself as a law enforcement officer.

July 22, 2014 – Counseling (Sgt. Espinoza): Failed to answer, phone or radio for 20 minutes. Was at Wal-Mart buying medicine for an upset stomach.

December 19, 2014 – Improvement Plan (Sgt. Espinoza): Sgt. Espinoza was directed to put Bolden on an Improvement Plan for his driving issues. Bolden successfully completed it.

December 29, 2014 – Written Reprimand (Lt. Barnes): Bolden had an Asp in the transport van.

May 5, 2015 – Counseling (Sgt. Espinoza): A grinder with marijuana residue was left in the prisoner transport vehicle.

December 31, 2017 – Exceeds Expectation Evaluation (Lt. Fondas)

February 21, 2018 – Counseling (Major Fladrich): Locked himself in a cell with a prisoner and did not have his duty belt with radio with him.

April 25, 2018 – Verbal Reprimand (Lt. Fondas): Preventable accident.

December 31, 2018 – Exceeds Expectations Evaluation (Lt. Fondas)

March 5, 2019 – Verbal Reprimand (Lt. Fondas): Preventable accident.

December 31, 2019 – Exceeds Expectations Evaluation (Lt. Furman)

March 15, 2020 – Grievance Filed by Bolden Against Espinoza to Nicole Stojka

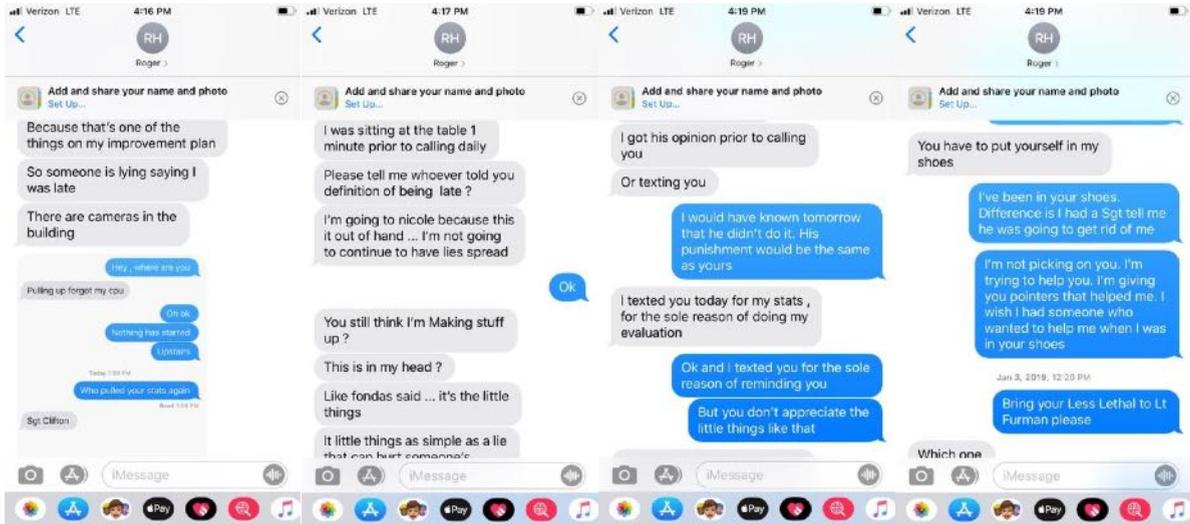
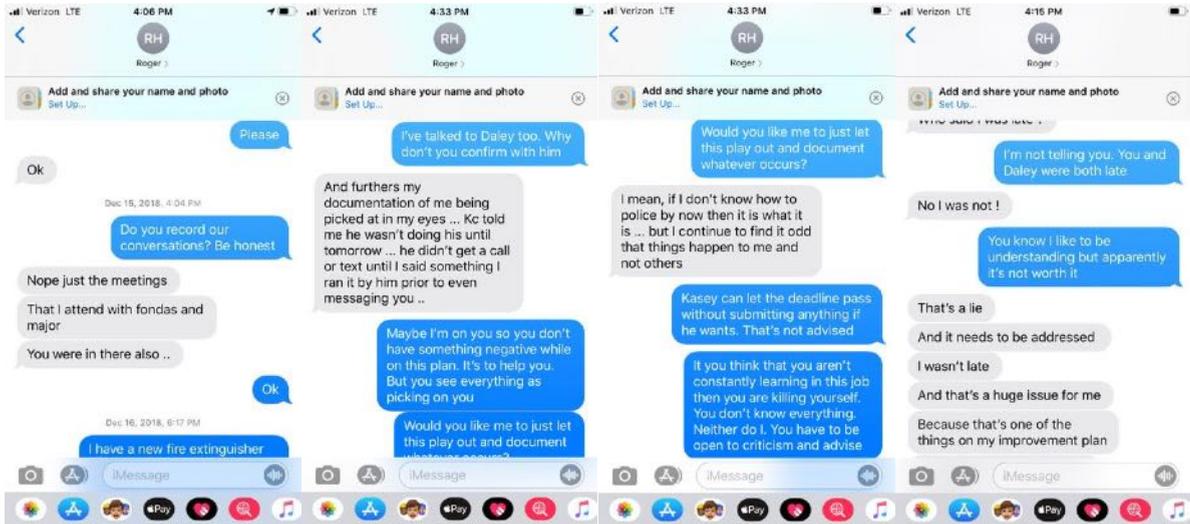
March 19, 2020 – Bolden sent an email to Furman asking Furman to move forward with the complaint from the incident on March 12<sup>th</sup>. Bolden said he couldn't remember the dates and times of past incidents.

March 20, 2020 – Furman completed a memo to Chief Grogan outlining his investigation so far.

April 2, 2020 – Fladrich completed a memo to Chief Grogan outlining his findings of his investigation of the grievance filed by Bolden. The grievance was “not sustained” since there were no independent witnesses to the incident.

# ATTACHMENT I

## Lenahan and Halstead Text Screenshots



**ATTACHMENT J**  
**Roswell PD Report on Halstead**

**PRE-EMPLOYMENT BACKGROUND INVESTIGATION**

**Applicant:** Halstead, Roger Leon  
**Date of Birth:** [REDACTED]/1985  
**Social Security Number:** [REDACTED]  
**Address:** [REDACTED]  
**Phone:** [REDACTED]  
**Email Address:** [REDACTED]

**Employer:** Unemployed  
**Position:** N/A  
**Work Phone:** N/A

**Position applied for:** Police Officer I

**Test Scores:**

**Typing:** 33 words per minute (minimum to qualify is 30wpm)  
**Writing:** Pass on a blind evaluation  
**Physical Agility:** 2 min, 01 sec  
**Behavioral Interview:** The candidate was recommended to move forward with the selection process.

**Social Networking:** ?  
**Psychological:** ? by Stone, McElroy & Associates  
**Polygraph:** ? – No significant response  
**Medical:** ? for the position per Peachtree Immediate Care  
**Command Interview:** To be completed **October 1, 2019**

**Ride-along:**

- 1) Halstead conducted his first ride-along on October , 2019 during day shift with Squad Officer .
- 2) Halstead conducted his second ride-along on the same date during the night shift with Squad Officer :

**Previous Employers:**

- 1) Brookhaven Police Department; (04/01/2019 – 06/27/2019)

On September 27, 2019, I received information from an open records request for complaints, disciplinary actions, internal affairs involvements, city vehicle crashes, performance evaluations/appraisals, and field training records. What I have received at this time is daily observation reports from Halstead's personnel file. Halstead was employed with the City of Brookhaven for

## **PRE-EMPLOYMENT BACKGROUND INVESTIGATION**

approximately (2) months due to being terminated for his inability to complete their field training program.

2) Dunwoody Police Department; (06/01/2015 – 04/01/2019)

On September 25, 2019, I received information from an open records request for performance evaluations/appraisals, disciplinary/reprimand records, and internal affairs involvements from Halstead's personnel file. During his time at Dunwoody, Halstead received (3) write-ups. One for improperly discarding a criminal history into the garbage instead of shredding said document. The second was for improperly reporting an attempted child abduction as a miscellaneous report. The third was unintentionally recording a private phone conversation with his brother, during which he referred to his brother's girlfriend as a "bitch" and a "ho". There were no internal affairs involvements. From 2015 to 2017 Halstead received ratings of "meets expectations". In 2018, his last year with the department, Halstead received a rating of "needs improvement". He was also placed on a performance plan during that rating period showing deficiencies in sound decision making, productivity/quality of work, and professionalism directly related to all of the above incidents.

3) Lumpkin County Sheriff's Office; (10/01/2010 – 06/01/2015)

On September 24, 2019, I received information from an open records request for performance evaluations/appraisals, disciplinary/reprimand records, and internal affairs involvements from Halstead's personnel file. His file contained (2) at vehicle crashes both occurring in 2014 however it was unclear whether Halstead was vehicle 1 or 2. He received a write-up for tardiness in 2011 and a lifesaving commendation in 2012. His performance evaluations from 2012 – 2014 show "meets standards" or "exceeds standards" in most all categories. During his tenure with the department Halstead was also involved in (2) internal affairs investigations, one as a witness and the other he was the subject. It was alleged that Halstead was rude to a juvenile while in FTO when he made the comment "I have better things to do with my time", when referring to his involvement with the juvenile case. This "conduct unbecoming" was sustained.

### **Employment Summary:**

#### **References:**

1) Not completed

2) Not Completed

## PRE-EMPLOYMENT BACKGROUND INVESTIGATION

3) Not Completed

### Personal Reference Summary:

**Neighborhood Check:** Not completed.

**Education:** Mount Juliet High School (TN) – graduated in 2004

**Criminal History:** A check of GCIC/NCIC reveals no criminal history. There was no admitted criminal activity other than the drug use noted below.

**Drug History:** During the timeframe of 2004 to 2006, Halstead admitted to experimenting with marijuana approximately 6 – 10 times.

**Driver's History:** Halstead currently has a valid Class C, GA driver's license. He had a TN license in the past and it was suspended

**Financial Standing:** Halstead had a medical bill in the amount of \$160 that was referred to collection. It has since been paid and he is currently paying all creditors on time as agreed. There are no reports of civil lawsuits, bankruptcies, or serious credit problems.

### Other background notes:

**Areas of Concern:** Past performance at previous agencies.

### **Recommendation:**

I recommend Roger Halstead be removed from consideration for police officer at this time. His past performance at each of his previous agencies depicts someone who does not respond to constructive criticism, does not pay attention to detail, and will be a disciplinary problem moving forward. During his time with Dunwoody, Halstead received most of his disciplinary actions within his last year of employment. It is apparent from documentation provided by Brookhaven that issues he experienced while with Dunwoody followed him. Halstead was ultimately terminated from Brookhaven and subsequently applied with the Roswell Police Department. Past performance information obtained indicates that Halstead is a problem employee, and there simply has not been enough time between Dunwoody and Brookhaven to determine whether or not he has grown from those experiences.

  
\_\_\_\_\_  
Det Thomas Robinson  
09/30/19



## DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

To: Chief Billy Grogan

CC: Deputy Chief David Sides

From: Major David Barnes

Date: 02/11/2019

Re: Officer Roger Halstead

---

On January 11, 2019 I sat in on a meeting between Officer Roger Halsted and Deputy Chief David Sides. Officer Halstead requested this meeting after receiving a counseling session on his current improvement plan.

During this meeting Officer Halstead brought up several concerns and stated that he felt like he was "being picked at".

At your direction, I have reviewed Officer Halstead's concerns and have discussed his concerns with those involved. On February 05<sup>th</sup>, I met with Officer Halstead and reviewed my findings with him. The following were his concerns and my response to them:

1. Sgt. Lenahan questioned his ability to complete a private property accident report accurately.  
I spoke with Sgt. Lenahan who showed me the video obtained by Sgt. Clifton of this accident. I also reviewed the completed accident report. Sgt. Lenahan stated that Officer Halstead incorrectly identified the driver at fault, and he had him correct it. I asked Officer Halstead if he was aware of the general rule when working an accident that involves backing out of a parking space. He stated that he was not. I informed him that generally the person who is backing when an accident occurs is at fault. I further discussed with him that in this particular accident he did have three witnesses who stated that the non-backing vehicle was going too fast. This mitigating information was properly included into the report by Officer Halstead. It is my opinion that the accident report was in error and should have been corrected.
2. Lt. Furman lied when sending an email to Sgt. Lenahan that he was late to NIBRS training.  
I viewed internal video footage that shows Officer Halstead traveling through the front desk area just prior to the class starting. Although Officer Halstead was the last to arrive for this training he was not late.

3. He was not sleeping during NIBRS training.

I spoke with Lt. Furman regarding this complaint. He stated that Officer Halstead was in fact asleep. Lt. Furman did not address this alleged sleeping in class at the time that it occurred. I informed Officer Halstead that if he was in fact asleep, Lt. Furman should have addressed it with him at the time.

4. Regarding the I.P. follow up, he did not threaten to go to HR, he did go to HR.

Dunwoody employees may discuss their concerns with HR at any time.

5. He was counseled regarding his off duty employment at Dillard's / the reporting time was changed via email but not in Power Details.

I spoke with Sergeant Lenahan regarding this. He stated that he had told all his guys that the holiday hours would be changing at Dillard's and to make sure they reported at the right time. Officer Halstead states that he reported at the time listed on Power Details. Sgt. Lenahan stated his advice on the time change was to prevent that type of mistake from happening.

6. He was questioned regarding his take home vehicle / distance by Major Fladrich and Sgt. Clifton. He was told by Officer Taffar "they're trying to fuck you", which was witnessed by Sgt. Yeargin, and PTO Madden.

I spoke with Major Fladrich who told me that he had become aware that Officer Halstead had possibly moved to Dawson County and that he had asked him about where his primary residence was. I spoke with Officer Taffar who told me that this conversation occurred after a few days of rumors that people were going to lose their take home vehicles. I informed Officer Taffar of our take home car policy. Officer Taffar stated that he understood this policy. I also spoke with Sgt. Yeargin who stated that Major Fladrich had arrived at Dillard's on January 1<sup>st</sup> and questioned Officer Halstead about where he lived. Sgt. Yeargin stated that he did not hear Officer Taffar say to Officer Halstead "They're trying to fuck you".

7. Sgt. Krieg asked if he was fired from his security job (apartments).

Sgt. Krieg stated that he had a conversation with Sgt. Lenahan who told him that Officer Halstead had changed apartment security officer jobs and wondered if he had been let go from the first. Sgt. Krieg stated that as Officer Halstead was on North Metro SWAT, he wanted to know what happened and where he was living.

8. Twenty minutes into his shift, he was parked at Chili's adjacent to HQ. Major Fladrich asked why he wasn't in his zone/ condescending and officers were on calls.

Major Fladrich stated that he did have a conversation with Officer Halstead about why he was not in his zone and directed him there. Major Fladrich further stated that he had found Officer Halstead parked behind Walmart the day before.

9. Major Fladrich spoke to him harshly regarding the loss of his back up gun which had been stolen from his vehicle. Felt he was being pressured to change his story.

Major Fladrich stated that he did question Officer Halstead about his stolen gun and did not believe he understood the seriousness of the situation.

10. A question regarding forgery of parking tickets 1 year ago where he believes there was a transcription issue. He feels he was falsely accused of forgery.

I spoke with Mrs. Norlaundra Huntington who told me that these particular parking tickets had been turned in and that the court dates had been changed from what was originally written on them. Her opinion is that the tickets had not been turned in on time and that the court dates were changed. Officer Halstead was asked about this matter. No disciplinary action was taken.

11. His primary weapon malfunctioned, he reported the malfunction to Sgt. Lenahan and Lt. Furman broke the weapon down, checked same and gave him ammo to fire. He was off and didn't go immediately to a range. He did however, eventually go to a range and the weapon malfunctioned. It was examined and lubricated by someone other than a departmental armorer. He feels that the weapon repair or replacement was not handled properly.

I became of this incident when Lt. Furman asked me to inspect the firearm. I found that it had a bent trigger bar. Lt. Furman had previously inspected the firearm and did not find anything wrong. He had a conversation with Officer Halstead about going to a range and shooting the firearm to make sure it was working properly. Officer Halstead did not go to the range on that same day. He actually returned to work for a few days before attending SWAT practice and the firearm still malfunctioning.

It is however, my opinion that Lt. Furman could have prevented this issue from occurring if he had simply issued another firearm to Officer Halstead and assumed responsibility for the repair or replacement of malfunctioning firearm. Occurred in 2016.

12. He sought a replacement name tag and two were ordered, on through Lt. Furman and on at a uniform supplier. He feels he was treated badly in this process by Lt. Furman.

I spoke with Lt. Furman who told me that Officer Halstead had requested some uniform items and was sent with our departmental form to Smyrna Police Distributors. Officer Halstead while at Smyrna Police Distributors asked for a name tag not knowing that they did not provide that service for Dunwoody Police Department. The result was a name tag being produced that was not the same as what we issue. It is my opinion that Officer Halstead was simply trying to replace a name tag, not circumvent our policy or procedure. In fact, I do not believe it would have been possible for Officer Halstead to know that our name tags did not come from Smyrna Police Distributors.

13. He ordered boots which were not available, he then had another officer pick them up later. This was outside the prescribed process. He feels that he was treated badly in this process by Lt. Furman.

I believe Lt. Furman's intent was to provide direction on how to obtain uniform items.

14. When asked by Sgt. Lenahan about issuing a citation on an accident, he questioned Sgt. Lenahan if he had also directed the same to Officer Drum.

Sgt. Lenahan states that he has directed all his shift to write citations to the drivers at fault.

15. He was told by Sgt. Lenahan to complete his portion of the annual evaluation by midnight. He questioned Sgt. Lenahan if Officer Martin was given this same deadline.

Sgt. Lenahan stated that he gave Officer Halstead a shorter deadline due to his history of not meeting deadlines.

16. He did go to HR and HR agreed there was a pattern to how he was being treated and he was told to see the Deputy Chief within five days.

Officer Halsted was directed by HR to report to the Deputy Chief. That meeting was six or seven days earlier.

17. His sights on his back up weapon were off and he asked for assistance. After speaking with Lt. Espinoza, he received a new weapon.

Lt. Furman stated that Officer Halsted was shooting left with his backup gun and that he and Lt. Carlson shot it with the same result. He stated that the rear sight was loose. Lt. Furman stated that Officer Halsted was issued a new gun at the range and that the old one is still in the armory unrepaired.

18. He was required to secure a doctor's note regarding wearing a wrist brace, clearance to work, which was stupid as he had already produced a doctor's note.

Officer Halsted did or does not understand that regardless of where the injury occurred, he must return with written authorization that he can do his job with or without limitations.

19. Detective Gilbert told him he had to repair his reputation.

Detective Gilbert is a North Metro SWAT member and was aware of Officer Halsted being asked to leave the team due to his improvement plan. He was just offering his opinion to Officer Halsted.

20. He did not know what was in the improvement plan update.

Lt. Fondas and Sgt. Lenahan told me that they were reading from the document during the counseling session. Officer Halsted received the document after it was uploaded to Guardian later.

21. Sgt. Clifton lied when he spoke to Sgt. Lenahan regarding him switching shift/duty times with an officer so that he could close on his house. He says Officer Laverty spoke to Sgt. Fecht who assumed spoke to others.

I spoke with Sgt. Clifton who informed that on this date he was the shift commander. He saw Officer Laverty and asked why he was there. He stated that Officer Laverty said he was covering a couple of hours for Officer Halstead. Sgt. Clifton asked Sgt. Lenahan if he was aware of this swap and was told no. Officer Halstead did not say that he had asked Sgt. Lenahan for this permission.

22. Sgt. Clifton questioned him regarding a marijuana issue in his apartment complex linked with watching Game of Thrones.

Sgt. Clifton stated that he watched bodycam footage of an incident that occurred at Officer Halstead's apartment complex. He stated that Officer Halstead told the resident he would rather be watching Game of Thrones than investigating him for marijuana. Sergeant Clifton was correct to inquire why Officer Halstead was so lackadaisical while handling this call.

23. He asked Lt. Furman for a new shotgun sling and did not get one until Lt. Carlson was responsible for this issue at which time he did get a replacement sling.

At the time of his request, Lt. Furman did not have any spare slings to offer. Lt. Carlson did order extra slings and provided one to Officer Halstead.

After reviewing Officer Halstead's concerns, I do not see any pattern or practice that would indicate to me that Officer Halstead has or is being mistreated by any supervisor. During my review with Officer Halstead, we discussed each of the listed concerns and my findings.

**ATTACHMENT L**  
**Halstead Email to Grogan & Stojka**

**From:** Roger Halstead [mailto: ]  
**Sent:** Monday, March 9, 2020 3:56 PM  
**To:** Nicole Stojka <[Nicole.Stojka@dunwoodyga.gov](mailto:Nicole.Stojka@dunwoodyga.gov)>; B. Grogan <[Billy.Grogan@dunwoodyga.gov](mailto:Billy.Grogan@dunwoodyga.gov)>  
**Subject:** Complaint/harassment

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Chief Grogan and Nicole Stojka,

I apologize for the delay, but on February 21st at around 3:00 P.m. I received a telephone call from Lt. Fidel Espinoza. "Fidel" in an irritated, raised voice asked me "what am I doing?". I was caught off guard because I can't even remember when the last time I had ever received a phone call from Fidel since my departure from your department and to receive a phone call from him with that tone of voice without even a hello was unorthodox/unprofessional.

I advised him I had just got done eating with my daughter, at which he responded "No, what are you doing requesting an open records on Oliver Fladrich"? I laughed, and advised him "because I can". Fidel then asks me "What are you going to do with it". I advised him that "I really didn't know", and then Fidel Responded "do you want to play with fire". I advised Fidel I didn't even know what "play with fire means" and advised him "I have the right to request an open records on any government employee I want". Fidel then responded with "yeah you can, good luck". And hung up the phone.

I then texted him advising him I didn't appreciate him threatening me. "Please see attached photos of text thread" Fidel responds as follows That's not a threat Roger! They know everyone in the state so if you ever decide to put the past behind you and want a decent job pulling open record requests isn't going to help you if a new employer contacts the Pd. Be smart! Dunwoody is old news! Let it be old news. Yes you can do open records request but just because you can do something doesn't mean you should do something.

In conclusion.

Fidel Espinoza is not a friend of mine and had no reason to contact me for any reason. I tolerated his harassment during my time at Dunwoody. I have consulted with many people in law enforcement who all agree not only was Fidel's question "do I want to play with fire" a threat, but the statement about "They know everyone in the state" and implying you or the department can keep me from getting a job simply because I request an open records on an officer from a department they were employed at over ten years ago also an absurd threat and extremely unprofessional.

I've had to obtain an attorney due to you or someone at your department already keeping me from being employed at Roswell Pd and other departments. I was advised by investigator Robinson at Roswell Pd that he was told by your department that I was on an improvement plan and that I had problems with decision making and professionalism issues.

I was told by Fidel Espinoza "who was the one who encouraged me to go to Brookhaven by the way" that the Improvement plan would never be on my file.. I never advised Brookhaven about the improvement plan and Investigator Gant who hired me on at Brookhaven advised me it wasn't on my file so therefore I never had to answer to it, so why all of sudden did it come up at Roswell?

I called Fidel immediately and asked him why Dunwoody told Roswell about the improvement plan that he told me wasn't on my file. Fidel responded "I don't know what you're talking about" and then hung up the phone. I knew then that something didn't seem right.

Chief, Inv. Robinson at Roswell saw right through that improvement plan and my last year of law enforcement. He stated "yeah, Roger you had a great career until this last year at Dunwoody. It seems odd, but because you didn't disclose the "improvement plan" command staff is going to pass".

As for the added comments "i have professionalism and decision making issues" it seems to me someone really needs to consider their choice of words describing me to potential employers seeing how the face of the Department "Robert Parsons" was arrested for a DUI shortly after I left, with no demotion or termination? Not to mention Oliver Fladrich and his issues at Douglessville PD. As far as I'm concerned neither one of them should be in law enforcement, but like Fidel's threat insinuated you can basically do whatever you want?

This is all just the tip of the ice berg for me as far as what I have for proof as far harassment and sexual harassment from superiors at Dunwoody. Im still conducting more open records requests one in particular being the alleged issue with Sean Lenahan, so it will be greatly appreciated if I don't receive phone calls, or threats from any of your command staff.

I love the city of Dunwoody, and I don't want to feel threatened or paranoid in regards of receiving retaliation when I'm there.

Thank you,  
Roger Halstead.



**ATTACHMENT M**  
**Grogan Email to Halstead**

**From:** B. Grogan  
**Sent:** Wednesday, March 11, 2020 3:34 PM  
**To:** 'Roger Halstead' [REDACTED]; Nicole Stojka <Nicole.Stojka@dunwoodyga.gov>  
**Cc:** B. Grogan <Billy.Grogan@dunwoodyga.gov>  
**Subject:** RE: Complaint/harassment

Roger,

You can certainly submit an Open Records Request for any staff member you like. The records are public, and you are entitled to them if you so desire.

I know you and Lieutenant Espinoza frequently spoke while you were employed at DPD. I think he was just trying to offer some friendly advice about burning bridges. I have given that same advice to many people over the years and even received it myself. I am confident he did not intend the conversation to be a threat.

I will certainly review the matter and speak with him.

I will also make sure that Lieutenant Espinoza doesn't contact you again, nor will anyone else from our department on official business.

I reviewed your file and found that your improvement plan was in the file when both Roswell PD and Brookhaven PD reviewed it after we received your signed authorization. The emphasis the individual department placed on the document is up to them. No staff member spoke to anyone representing either department concerning your employment.

I decided to place you on the improvement plan after reviewing the facts of your individual case. I use this same approach when handling any personnel issues within the department, and I assess the appropriate punishment if needed.

This email is my last communication directly with you since you have indicated you have retained an attorney. Any future communication needs to go through our City Attorney.

Have a great day.

Regards,



**Billy J. Grogan**  
Chief of Police  
**Dunwoody Police Department**  
4800 Ashford Dunwoody Road  
Dunwoody, GA 30338

Direct: 678.382.6902 | Main: 678.382.6900 | Direct Fax: 678.533.0725  
[billy.grogan@dunwoodyga.gov](mailto:billy.grogan@dunwoodyga.gov) | [dunwoodypolice.com](http://dunwoodypolice.com)

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**CONFIDENTIALITY NOTICE:** Please note that Georgia has a very broad public records law. Most written communications to or from staff regarding City business are public records available to the public and media upon request. Your e-mail communications may be subject to public disclosure. This e-mail message including any attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review use disclosure or distribution is prohibited. If you are not the intended recipient contact the sender by reply e-mail and destroy all copies of the original message.

# ATTACHMENT N

## Halstead P.O.S.T. Training Record



State of Georgia  
Peace Officer Standards and Training Council  
Network Data Gateway



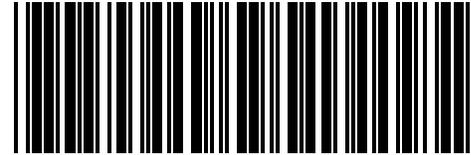
### Data Report System

#### Individual Officer Profile

Created: 06-11-2020 03:51

Requested by: DAVID BARNES

Officer Key **O160419**  
Officer Name **ROGER LEON HALSTEAD**  
Race **White (Not Hispanic or Latino)**  
Education **High School Diploma**  
Status **In Good Standing**



O160419

#### Officer Certifications

Certification	Description	Certification Type	Status
PS0920140604S	RADAR OPERATOR	Specialized	Active
PBLE20120160419	BASIC LAW ENFORCEMENT	Basic	Expired
PBJA100961S	JAILER	Basic	Active

#### Officer Legacy Certifications

Certification	Description	Certification Type	Status
P2LE0311017	P2 ISSUED LAW ENF OFC	Authorization to Attend Academy	Active

#### Instructor Certifications

None Found

#### Employment History

Agency	Rank	Start Date	End Date	Status
BROOKHAVEN POLICE DEPARTMENT	Peace Officer	April 22, 2019	June 26, 2019	Resigned in Lieu of Termination
DUNWOODY POLICE DEPARTMENT	Peace Officer	May 28, 2015	April 16, 2019	Voluntary Resignation
LUMPKIN COUNTY SHERIFFS OFFICE	Corporal	January 15, 2015	May 21, 2015	Voluntary Resignation
LUMPKIN COUNTY SHERIFFS OFFICE	Deputy Sheriff	August 19, 2010	January 14, 2015	Rank Change - Promotion

#### Sanctions

None Found

#### Training History

Date	Number	Course	Hours
June 8, 2019	DLU18G	2018 LEGISLATIVE & CASE LAW UPDATE	1
June 8, 2019	DYM03G	AUTISM & DE-ESCALATION (GPSTC)	2
June 8, 2019	DGW01G	DEALING W/MENTALLY ILL/DIMINISHED CAPACITY (GPSTC ONLINE)	1
June 8, 2019	DYM02G	BUILDING POSITIVE COMMUNITY RELATIONS (GPSTC)	1
May 24, 2019	DBI04G	EYEWITNESS IDENTIFICATION (GPSTC ONLINE)	1
May 23, 2019	IGM54G	OFF DUTY CONDUCT	1

May 23, 2019	IHM04G	RESPONSE TO CRITICAL INCIDENTS	2
May 23, 2019	IGW01G	MENTAL HEALTH	1
May 23, 2019	IGS09G	COMMUNITY POLICING (BIASED BASED)	1
May 23, 2019	ILQ00G	SEARCH AND SEIZURE	1
May 23, 2019	ILQ00G	SEARCH AND SEIZURE	1
May 23, 2019	IFM22F	USE OF DEADLY FORCE	2
May 8, 2019	DYE00G	CULTURAL AWARENESS (Gov. Initiative)	2
April 26, 2019	IGM44G	DEPARTMENTAL NEW HIRE TRAINING	25
April 26, 2019	UFR00F	FIREARMS REQUALIFICATIONS	10
March 21, 2019	IFR07F	FIREARMS REQUAL& USE OF DEADLY FORCE (7 Hrs)	7
March 6, 2019	DYM05G	DE-ESCALATION OPTIONS FOR GAINING COMPLIANCE (GPSTC)	2

2019 Total Hours : 61

December 31, 2018	PAV19G	Correction for Community Policing Waiver - 2018/2019 only	1
December 11, 2018	UFL01F	PATROL RIFLE QUALIFICATION	1
November 7, 2018	DGB01G	GCIC SECURITY AWARENESS TRAINING	1
September 24, 2018	IDM31G	LESS LETHAL DEVICE TRAINING	1
September 24, 2018	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
September 13, 2018	IGW10G	MENTAL HEALTH FIRST AID	8
September 11, 2018	IDT01G	BUILDING CLEARINGS	8
August 15, 2018	IDM31G	LESS LETHAL DEVICE TRAINING	1
August 15, 2018	IFD00F	SWAT TRAINING	8
August 14, 2018	IDT01G	BUILDING CLEARINGS	8
July 11, 2018	IDT04G	BUILDING ENTRIES	8
July 10, 2018	IDT01G	BUILDING CLEARINGS	4
July 10, 2018	IDT01G	BUILDING CLEARINGS	4
June 13, 2018	UFR00F	FIREARMS REQUALIFICATIONS	1
June 13, 2018	UFL01F	PATROL RIFLE QUALIFICATION	1
May 16, 2018	IEC05E	CPR ADULT & PED W/AED	2
May 16, 2018	IXM18G	NARCAN	1
May 16, 2018	IDG16G	TASER RECERTIFICATION	2
May 9, 2018	IDT01G	BUILDING CLEARINGS	8
April 21, 2018	DTI05G	Georgia Uniform Motor Vehicle Crash Report Update Training	1
April 9, 2018	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
March 30, 2018	IHM20G	NIMS: IS-100 INTRO TO ICS	3
February 28, 2018	DYM05G	DE-ESCALATION OPTIONS FOR GAINING COMPLIANCE (GPSTC)	2
February 24, 2018	DYE02G	SERVING GEORGIA'S DIVERSE COMMUNITIES (GPSTC)	2

2018 Total Hours : 92

October 11, 2017	IDM31G	LESS LETHAL DEVICE TRAINING	1
October 9, 2017	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
June 16, 2017	DYM00G	POLICE LEGITIMACY, PROCEDURAL JUSTICE, & COMMUNITY RELATIONS (Gov. Initiative)	2
May 2, 2017	IGB31G	CJIS NETWORK OPERATOR RE-CERTIFICATION EXAM	1
May 1, 2017	IEM04G	AUTISM TRAINING FOR LAW ENFORCEMENT	2
May 1, 2017	IEM03G	ALZHEIMERS DISEASE	1
May 1, 2017	IDG16G	TASER RECERTIFICATION	2
May 1, 2017	INM06G	ANNUAL INSERVICE TRAINING	3
April 10, 2017	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
March 21, 2017	DCR00G	USE OF FORCE & DE-ESCALATION OPTIONS FOR GAINING COMPLIANCE (Gov. Initiative)	5

December 16, 2016	DGB01G	GCIC SECURITY AWARENESS TRAINING	1
October 19, 2016	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
May 10, 2016	IDG16G	TASER RECERTIFICATION	2
May 10, 2016	IXM19G	NALOXONE AUTO INJECTOR	1
May 10, 2016	INM00G	DEPARTMENTAL INSERVICE TRAINING	3
May 10, 2016	NEC00E	CPR	2
April 12, 2016	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
March 19, 2016	IFD05G	RAPID RESPONSE TO ACTIVE SHOOTERS	3
March 11, 2016	IFD23F	SWAT LEVEL I - BASIC	40
March 2, 2016	IFD13G	GA. TACT. OFFICER ASSOC. TRAINING	16
February 10, 2016	IFD00F	SWAT TRAINING	8
February 9, 2016	IDT01G	BUILDING CLEARINGS	4
January 13, 2016	IFD00F	SWAT TRAINING	8
January 12, 2016	IDT01G	BUILDING CLEARINGS	4
January 12, 2016	IDT01G	BUILDING CLEARINGS	4

2016 Total Hours : 112

December 18, 2015	IQL04G	EFFECTIVE LEADERSHIP	8
December 15, 2015	IDT01G	BUILDING CLEARINGS	4
November 30, 2015	DBI04G	EYEWITNESS IDENTIFICATION (GPSTC ONLINE)	1
November 30, 2015	DCD03G	DOMESTIC VIOLENCE (GPSTC ONLINE)	1
November 18, 2015	IDT01G	BUILDING CLEARINGS	8
November 10, 2015	SGV00G	OVERVIEW OF POST COUNCIL (RECERT REQMNT)	4
October 29, 2015	IXM19G	NALOXONE AUTO INJECTOR	1
October 12, 2015	IFR02F	FIREARMS REQUAL& USE OF DEADLY FORCE (2 Hrs)	2
October 12, 2015	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
October 7, 2015	IFD00F	SWAT TRAINING	8
September 10, 2015	ISD12T	HIGH CENTER OF GRAVITY VEHICLE TRANSITION (GPSTC)	8
July 9, 2015	IDG17G	TASER X2	6
July 7, 2015	IFR08F	FIREARMS REQUAL& USE OF DEADLY FORCE (8 Hrs)	8
June 3, 2015	IFR04F	FIREARMS REQUAL& USE OF DEADLY FORCE (4 Hrs)	4
June 2, 2015	IGB30G	CJIS NETWORK OPERATOR TRAINING	5
May 12, 2015	IFR02F	FIREARMS REQUAL& USE OF DEADLY FORCE (2 Hrs)	2
May 12, 2015	IFM00F	FIREARMS TRAINING (NOT REQUALIFICATION)	5
March 19, 2015	IFD17G	DIVERSIONARY DEVICES	5
March 17, 2015	IDS00G	OFFICER SURVIVAL	4
March 17, 2015	IDM02G	STREET SURVIVAL	4
January 23, 2015	IGB29G	SECURITY AND INTEGRITY OF CHRI (2 HR)	2
January 20, 2015	IDM00D	MISCELLANEOUS DEFENSIVE TACTICS	4
January 20, 2015	IGM58G	CRITICAL TASKS	4

2015 Total Hours : 106

December 19, 2014	IFD00F	SWAT TRAINING	5
December 18, 2014	IBH05G	PATROL OFFICER RESPONS. CRIME SCENE	5
November 13, 2014	IFM31F	CLOSE QUARTER FIREARMS TRAINING	3
November 6, 2014	IFN01F	LOW LIGHT FIREARMS SKILLS	3
October 23, 2014	IKV12G	ACTIVE SHOOTER RESPONSE	6

October 16, 2014	UFR00F	FIREARMS REQUALIFICATIONS	2
October 16, 2014	IFM00F	FIREARMS TRAINING (NOT REQUALIFICATION)	2
August 19, 2014	IDM00D	MISCELLANEOUS DEFENSIVE TACTICS	5
August 7, 2014	IBJ00G	SURVEILLANCE	4
July 12, 2014	IFD23F	SWAT LEVEL I - BASIC	60
June 25, 2014	ATL01R	LIDAR SPEED MEASUREMENT	8
June 24, 2014	STT01R	RADAR OPERATOR TRAINING COURSE	16
June 17, 2014	ILC00G	CRIMINAL PROCEDURE	4
May 20, 2014	IGW01G	MENTAL HEALTH	4
April 17, 2014	IDD00D	DEFENSIVE TACTICS	5
April 11, 2014	IDG16G	TASER RECERTIFICATION	2
March 19, 2014	IWS00G	STANDARDIZED FIELD SOBRIETY TESTING	24
March 11, 2014	IFM22F	USE OF DEADLY FORCE	1
March 11, 2014	UFR00F	FIREARMS REQUALIFICATIONS	1
March 11, 2014	UFR00F	FIREARMS REQUALIFICATIONS	2
March 6, 2014	IWD05G	DUI UPDATE	2
February 6, 2014	IYT00G	COURTROOM DEMEANOR AND TESTIMONY	4
February 6, 2014	ILP01G	CIVIL PROCESS REVIEW	2
January 16, 2014	CAF02G	ADVANCED TRAFFIC LAW	24
January 9, 2014	IGM58G	CRITICAL TASKS	4

2014 Total Hours : 198

November 19, 2013	IFN01F	LOW LIGHT FIREARMS SKILLS	3
October 22, 2013	NBC32G	CHILD SEXUAL ABUSE PREVENTION	2
August 1, 2013	UFR00F	FIREARMS REQUALIFICATIONS	2
July 9, 2013	IFE01F	SHOTGUN-LESS THAN LETHAL MUNITION	1
July 9, 2013	IFM22G	USE OF DEADLY FORCE	1
May 23, 2013	IEL00E	CPR with AED	2
May 21, 2013	IGB17G	TERMINAL OPERATOR ENTRY LEVEL RECERTIFICATION	2
April 25, 2013	IDU00D	USE OF FORCE	1
April 25, 2013	IDD00D	DEFENSIVE TACTICS	4
March 28, 2013	IGM13G	CEREMONY/HONOR GUARD TRAINING	3
February 19, 2013	ILC00G	CRIMINAL PROCEDURE	4
January 24, 2013	IGK00G	ETHICS AND PROFESSIONALISM	4

2013 Total Hours : 29

November 15, 2012	IFN01F	LOW LIGHT FIREARMS SKILLS	3
October 24, 2012	IGB13G	SECURITY AND INTEGRITY OF CHRI	4
October 23, 2012	IBM54G	METAL THEFT	4
October 12, 2012	IDG16G	TASER RECERTIFICATION	2
September 20, 2012	IGM58G	CRITICAL TASKS	4
August 28, 2012	ILP02G	FIFA AND LEVYING	2
August 28, 2012	NXN10G	NARCOTICS ENFORCEMENT	2
June 14, 2012	IFR02F	FIREARMS REQUAL& USE OF DEADLY FORCE	4
June 5, 2012	IDD00D	DEFENSIVE TACTICS	5
February 23, 2012	IKV12G	ACTIVE SHOOTER RESPONSE	4
February 3, 2012	BML06G	BASIC LAW ENFORCEMENT TRAINING CRS.	408

2012 Total Hours : 442

December 30, 2011	PAV14E	NO WAIVER NECESSARY - NOT EMPLOYED AS PEACE OFC THIS YR	20
September 27, 2011	IQP00G	POLICY/PROCEDURES	4
August 11, 2011	IFM00F	FIREARMS TRAINING (NOT REQUALIFICATION)	2
June 16, 2011	IFM00F	FIREARMS TRAINING (NOT REQUALIFICATION)	5
May 24, 2011	IDD00D	DEFENSIVE TACTICS	5
May 13, 2011	AGB10G	TERMINAL OPERATOR ENTRY CERT.	20
March 29, 2011	IQP00G	POLICY/PROCEDURES	3
January 25, 2011	IGK00G	ETHICS AND PROFESSIONALISM	3
January 20, 2011	IDG06G	TASER X-26	7

2011 Total Hours : 69

December 30, 2010	PAV14E	NO WAIVER NECESSARY - NOT EMPLOYED AS PEACE OFC THIS YR	20
December 28, 2010	IQF00G	INSERVICE Supervisory/Management Training (Not 120 hour Super. or Management) Managing a Law Enforcement Unit	3
November 8, 2010	NOC38G	GCIC SECURITY & INTEGRITY	4
October 19, 2010	IQP00G	POLICY/PROCEDURES	4
October 1, 2010	BMH01G	BASIC JAIL TRAINING COURSE	80
September 23, 2010	IGG00G	OLEORESIN CAPSICUM	4

2010 Total Hours : 115

#### Summary of Hours for 10 Years

Year	Total Hours	Firearms	Deadly Force	De-escalation	Community Policing
2019	61	2	2	3	3
2018	92	3	2	1	2
2017	33	2	3	1	2
2016	112	2	2	0	0
2015	106	5	5	0	0
2014	198	3	1	0	0
2013	29	1	1	0	0
2012	442	2	2	1	2
2011	69	1	1	1	2
2010	115	1	1	1	2
<b>Grand Total of Hours (all years and courses)</b>	<b>1,257</b>				

# ATTACHMENT O

## Halstead Disciplinary Summary

### Halstead Disciplinary Actions

November 26, 2015 – Oral Reprimand (Sgt. Lenahan): Preventable Accident

March 8, 2016 – Verbal Reprimand (Lt. Espinoza): Glock issue.

June 28, 2016 – Counseling (Sgt. Hasseltine): Late for work.

October 12, 2016 – Counseling (Sgt. Hasseltine): Halstead took 9 days to submit accident report. Late activation of BWC.

November 4, 2016 – Counseling (Lt. Espinoza): Halstead was late to a part-time job by one hour.

May 1, 2018 – Counseling (Sgt. Lenahan): 10:08 – Respect & Courtesy. Halstead used profanity toward a suspect when taking him into custody.

June 11, 2018 – Written Reprimand (Sgt. Lenahan): Discarded CH in trash.

September 18, 2018 – Counseling (Sgt. Lenahan): Used profanity while arresting suspect.

November 5, 2018 – Written Reprimand (Sgt. Lenahan): Failed to do a report on attempted child abduction. Failed to dock BWC to download.

November 5, 2018 – Improvement Plan (Sgt. Lenahan): Halstead was placed on an improvement plan for the following deficiencies:

1. Developing and maintaining a quality working relationship between the Department and the community.
2. Decision making abilities both in the field and during administrative activities.
3. Attending and being on time for court, roll call, and training classes.
4. Turning in all required paperwork, reports, equipment, and electronic recordings at the end of the shift.

January 28, 2019 – Written Reprimand (Sgt. Lenahan): 10.08 Respect & Courtesy violation after referring to women as “bitch” and “ho” while on a traffic stop speaking to his brother on his cell phone. The conversation was recorded on his BWC.

February 8, 2019 – Performance Evaluation (Sgt. Lenahan): Halstead received a Needs Improvement.

February 11, 2019 – Findings of Complaint by Halstead (D/C Barnes); Halstead felt like he was being picked on and brought up a number of issues or examples over several years. Although

one or two of the examples could have been handled differently, Major Barnes concluded there was no pattern that would indicate he is being mistreated.

February 13, 2019 – Update of Improvement Plan (Lt. Fondas): Lt. Fondas provided a thorough review of Halstead's performance and his lack of progress in many areas. Lt. Fondas concluded that Halstead's continued violations are mostly related to his overall competence, decision making, carelessness, officer safety concerns, as well as liability issues as it relates to his continuous deficiencies in the performance of his duty. Lt. Fondas concluded Halstead had not successfully completed his improvement plan.

February 19, 2019 – Extension of Improvement Plan (Chief Grogan): In order to give Halstead the benefit of the doubt, I extended his improvement plan for 60 days to help him come into compliance in the area of decision making. I also transferred him to the night shift at his request, which would give a different supervisor a chance to review his performance.

March 8, 2019 – Counseling (Sgt. Cheek): Halstead was captured speeding by a Dawson County SO Deputy.

March 11, 2019 – Update of Improvement Plan (Sergeant Cheek and Nelson): Both Sergeants provided a thorough review of Halstead's work for the week, which included some improvements but also contained continued problems.

March 9, 2020 – Email Communication (Roger Halstead): Halstead sent an email to myself and Nicole making numerous allegations against Fidel Espinoza contacting him recently as a result of Halstead making certain open records requests. Apparently, they had a conversation and exchanged texts. Halstead also expressed issues with his improvement plan, his Brookhaven PD job and his lack of ability to get hired by Roswell PD. Halstead said he had more proof of harassment and sexual harassment from members of the department. He asked that no one from the Command Staff of the department contact him as he has reached out to an attorney.

March 11, 2020 – Email Communication (Chief Grogan): I sent Halstead an email and advised him that I thought Lt. Espinoza was a friend of his and was just reaching out to him in that capacity. I told Halstead I would speak to Lt. Espinoza and make sure no one from our department would contact him. I also provided him my take on his improvement plan and it being in his file when Brookhaven and Roswell reviewed it. I indicated this would be my last communication with him since he had retained an attorney.



DUNWOODY POLICE DEPARTMENT

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# Memorandum

To: Chief B. Grogan  
CC: Deputy Chief D. Sides, Major O. Fladrich, and Lt. Andrew Fondas  
From: Sergeant S. Lenahan  
Date: November 05, 2018,  
Re: Improvement Plan for Officer Roger Halstead

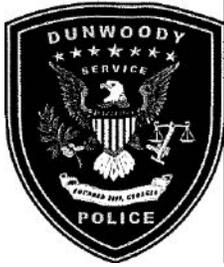
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This memorandum is being generated to document certain behavior for Officer Roger Halstead that has risen to the standards of the Personal Early Warning System. Officer Halstead's performance in 2018 has fallen below expectations in four primary areas and has generated two Employee Performance Notices and several Guardian Entries and a Shift Level Counseling. These violations are concentrated in the essential duties of patrol operations according to S.O.P. P-1. Those deficiencies are documented as being:

1. Developing and maintaining a quality working relationship between the Department and the community.
2. Decision making abilities both in the field and during administrative activities.
3. Attending and being on time for court, roll call, and training classes.
4. Turning in all required paperwork, reports, equipment, and electronic recordings at the end of shift.

Officer Halstead has been counseled and received verbal and written reprimands for the above policy violations, still Officer Halstead has displayed a lack of attention to detail for his essential duties as a patrol officer for the City of Dunwoody. Based on this behavior I recommend the following for Officer Halstead:

- Strict adherence to department policy and procedure where it pertains to logging and categorizing evidence submissions to include body worn camera.
- Contacting his immediate supervisor when he encounters a situation that is unfamiliar or he is unsure about.
- Ensure that all paperwork to include, but not limited to tickets, jail tickets, citation arrest forms, arrest warrants, etc. are turned in at the end of the day. Confirm with PSR on duty that all is turned in and acceptable.



## DUNWOODY POLICE DEPARTMENT

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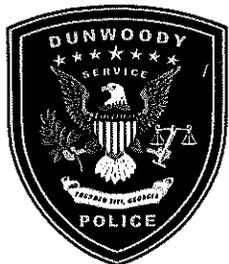
Billy Grogan *Chief of Police*

- Ensure that plans are made ahead of time to eliminate any personal factors that may come and contribute to being late or absent to court, training, or roll call.
- Adequately prepare for any court appearances. This includes reading the police report and watching any videos prior to reporting for court.
- Ensure that all contacts with victims, witnesses, and suspects are positive and businesslike in nature. Avoid appearing rushed or uninterested. Also avoid any comments that may be provoking or condescending.
- Ensure when completing reports they are complete and accurate and contain all the necessary information as required along with proper spelling and grammar.
- Strict adherence to department policy and procedure where it pertains to proper disposal of GCIC information and printouts.

After presenting Officer Halstead with these improvement options, I Sergeant Lenahan plan the following to assist him with his improvement plan:

- Follow-up with Evidence Tech. V. Ollee to ensure that all evidence submitted is packaged and categorized properly. All evidence will be checked thoroughly prior to submission.
- Respond to calls with Officer Halstead in order to be accessible if a question should arise. Also be able to provide feedback and guidance if needed.
- Conduct body worn camera reviews for communication issues and decision making.
- Follow-up with City of Dunwoody Courts to ensure that Officer Halstead is arriving on time and prepared.
- Follow-up with the PSR on duty in reference to paperwork to evaluate that paperwork is turned in, complete and without errors.
- Review Officer Halstead's reports to ensure they are complete, accurate, and contain the required information.
- Provide Officer Halstead with the necessary guidance and training in the deficient areas.

To ensure that Officer Halstead does not continue down a path that could lead to more disciplinary actions, I make these recommendations in hopes that Officer Halstead can get back on the correct path that I know he is capable of. Officer Halstead is being given 90 days to correct his deficiencies and meet expectations.



## DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

# Memorandum

To: Chief Grogan  
 CC: Deputy Chief D. Sides, Oliver Fladrich  
 From: Lt. Andrew Fondas *Ab*  
 Date: 02/13/19  
 Re: Officer Roger Halstead – Performance Improvement Plan

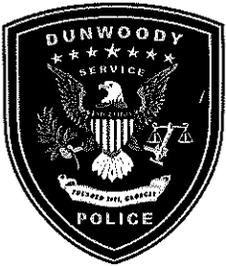
On November 08, 2019, Officer Roger Halstead was placed on a Performance Improvement Plan due to performance issues that have caused him to fall below expectations of the Dunwoody Police Department operating standards. Officer Halstead's performance issues are related to four primary areas, that were identified by two Employee Performance Notices and several Guardian Entries as well as a Shift Level Counseling that were generated due to deficiencies in performance. These violations/deficiencies are concentrated in the essential duties of patrol operations according to S.O.P. P-1. Those deficiencies are documented as being:

1. Developing and maintaining a quality working relationship between the Department and the community.
2. Decision making abilities both in the field and during administrative activities.
3. Attending and being on time for court, roll call, and training classes.
4. Turning in all required paperwork, reports, equipment, and electronic recordings at the end of shift.

During the ninety-day plan three progress reports were conducted with Officer Halstead. During these reviews performance issues were identified and reviewed with Officer Halstead. The following is a summary of Officer Halstead's reviews:

January 3, 2019 the following incidents were notated and reviewed with Officer Halstead:

1. Developing and maintaining a quality working relationship between the department and the community. After reviewing the BWC video and responding to calls I observed the following:
  - On December 5, 2018, Sgt. Lenahan received a compliment in person by a citizen in the lobby of HQ who observed the way Officer Halstead handled a call. The citizen stated

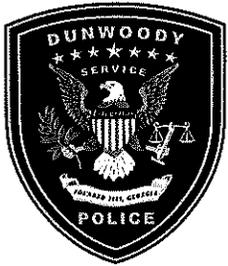


## DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

“he did an A+ job, and that is the way that you expect to be treated when you come to the police department”.

- On December 5, 2018, Officer Halstead conducted a traffic stop in the Walmart parking lot on a Green Mustang. At the end of the stop, Officer Halstead issues the driver a verbal warning, and tells the driver “don’t do that crap again”.
2. Decision making abilities both in the field and during administrative activities. After reviewing the BWC video and responding to calls I observed the following:
- On November 17, 2018, Officer Halstead responded to Kroger on a private property accident. Officer Halstead had the wrong driver listed at fault in the report originally. Sgt. Lenahan had Officer Halstead changed the report before it was submitted. However, the report had to be changed a third time due to the driver’s information was still listed wrong in the report. (driver 1 had drivers 2 info, driver 2 had driver 1 info listed)
  - On November 18, 2018, Officer Halstead responded to an alarm call at 1770 Old Spring House Ln. Officer Halstead checked the location as the primary officer. However, the call was not recorded on Officer Halstead’s BWC. Officer Halstead stated that he normally does not activate his BWC because he was not in contact with a citizen.
3. Attending and being on time for court, roll call, and training classes. After conducting follow-up phone calls, visits, and emails with State Court in DeKalb County and City Court Clerk, I learned the following:
- Officer Halstead has not missed or been late for court. Officer Halstead has only had one Grand Jury subpoena since the plan has started: He was on time and prepared per the court clerk. Officer Halstead did have a subpoena for city court on 12/19/18 in which was rescheduled as per policy due to an illness and being out of work.
  - On 12/18/18 an email was sent from Lt. Furman regarding Officer Halstead being late for NIBRS training and falling asleep while in class. It was determined through watching the cameras that he was technically not late as he arrived as the class was about to begin. Officer Halstead adamantly denied the accusations by Lt. Furman and threatened to contact Human Resources.
  - On 12/9/18, Sgt. Lenahan had to contact Officer Halstead in regards to being late for an extra job at Dillards. The extra job started at 10am due to the holiday hours. Officer Halstead finally arrived at 1123 hrs. An email was sent out on 10/21/18, notifying officers of the schedule change.



## DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

4. Turning in all required paperwork, reports, equipment, and electronic recordings at the end of shift. After checking evidence.com, following up with Evidence Tech Ollee and PSRs, I learned the following:
  - Officer Halstead has been docking his BWC after every shift. There have been several incidents of late BWC activations. This results in part of the on scene contact not being recorded. Officer Halstead was counseled about this on 12/1, however, there have been late activations since that time.
  - There have not been any incidents reported of equipment not being turned in at the end of the shift.
  - While conducting follow-up at the front desk, there have been incidents of mistakes on paperwork turned into the PSR Desk. However, Officer Halstead has remained at the front desk to correct them before leaving for the day. This has resulted in Sgt. Lenahan not receiving any additional emails from the PSRs as well as caused any more delays for the PSRs' processing paperwork.
  - Officer Halstead has not had any errors with evidence submissions during this review.

January 25, 2019 the following incidents were notated and reviewed with Officer Halstead:

1. Developing and maintaining a quality working relationship between the department and the community. After reviewing the BWC video and responding to calls I observed the following:
  - On 1/6/19, Officer Halstead conducted a traffic stop on Ashford Dunwoody Rd. just south of Hammond Dr. Before cutting the driver loose with a warning he tells the driver that "he can't be doing that crap".
  - On 1/13/19, Officer Halstead received a citizen commendation for negotiating the return of a victim's IPHONE.
  - On 1/13/19, Officer Halstead received a citizen commendation for displaying kindness while helping a citizen file a police report.
2. Decision making abilities both in the field and during administrative activities. After reviewing the BWC video and responding to calls I observed the following:
  - In 8 shifts since the last review, Officer Halstead has conducted 4 traffic stops and 32 directed patrols. (lack of productivity)
  - On 1/13/19, Officer Halstead had 1 BWC submission that wasn't labeled.



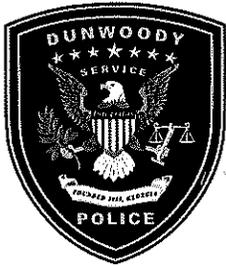
## DUNWOODY POLICE DEPARTMENT

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- On 1/16/19, Officer Halstead uses his cell phone multiple times for personal use during the call for case #19-000349. (accident)
  - On 01/17/19, at approximately, 0847 hours, Officer Halstead is the primary unit on an alarm at 10 Peachford Circle. Officer Halstead arrives and clears the call without activation his BW. (previously counseled 12/1/19)
  - On 1/21/19, Officer Halstead completed an accident report #19-000462. Officer Halstead left out the insurance information for Vehicle 2.
  - On 01/22/19, Officer Halstead had a late BWC activation on accident #19-000491. Upon submission of Officer Halstead's report, the insurance policy number for vehicle 1 was missing as well as the make for vehicle 2. (previously counseled 12/1/19)
  - On 01/22/19, Officer Halstead answers his phone while working an accident #19-000488. The conversation that took place was captured on Officer Halstead's BWC as he Face timed with his brother. The conversation is laced with profanity and derogatory comments towards women. (written reprimand)
3. Attending and being on time for court, roll call, and training classes. After conducting follow-up phone calls, visits, and emails with State Court in DeKalb County and City Court Clerk, I learned the following:
- Officer Halstead has not been late to court. There has not been a court date scheduled since the last review. The next city court date is 1/30/19.
4. Turning in all required paperwork, reports, equipment, and electronic recordings at the end of shift. After checking evidence.com, following up with Evidence Tech Ollee and PSRs, I learned the following:
- After conducting a follow up with Property and Evidence Tech V. Ollee, Officer Halstead has not had any issues related to evidence submissions.
  - After conducting a follow-up with the on duty PSRs, Officer Halstead has not had many issues with paperwork submission. Any issues with typos, spelling mistakes, missing information etc. are corrected at the time of submission.

February 8, 2019 the following incidents were notated and reviewed with Officer Halstead:

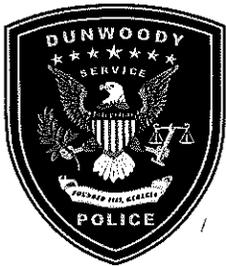
1. Developing and maintaining a quality working relationship between the department and the community. After reviewing the BWC video and responding to calls I observed the following:



## DUNWOODY POLICE DEPARTMENT

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- No deficiencies noted during this review period.
2. Decision making abilities both in the field and during administrative activities. After reviewing the BWC video the following was observed:
- Officer Halstead has drastically increased his productivity since the last review. Officer Halstead conducted 43 traffic stops and 54 directed patrols.
  - On January 25, 2019, Officer Halstead responded to a civil dispute at Jimmy Johns. The female complainant advised officers that the owner is withholding her money after she was fired. While speaking to the business owner, Officer Halstead is informed that the woman had actually been stealing money and giving away free food. Officer Halstead does not address the criminal act by asking if the owner would like to press charges or review the video that the owner says he has of her stealing. Officer Halstead tells the business owner "he should not go down that route". Instead, he tells the owner he should use the video that he has and other proof to get the woman to settle this matter by accepting her check amount minus the amount that she stole. No report was written on this incident.
  - On January 26, 2019, Officer Halstead conducts a traffic stop on Cotillion and N. Peachtree Rd. (BWC is labeled as Civil Dispute on Brooke Farm). Officer Halstead asks the driver what the speed limit is on Cotillion and she says "45, and that was what I am doing". Officer Halstead replied he thought it was 35 and issues her a warning and advises he will go check.
  - On 01/27/19, it was reported Officer Halstead possibly caused damage to the wall in the PSR area where the closet door is located. The damage was reported by PSR Buice and it was advised Officer Halstead was the last person in that area as well as heard the door hit the wall while Officer Halstead was back there. When asked about the damage, Officer Halstead stated that he did open the door kind of hard, but didn't think he caused that damage to the wall.
  - On 1/31/19, at 1048 hrs., Officer Halstead conducts a traffic stop on a vehicle because the registered owner (a male) comes back with a warrant on GCIC. As the vehicle comes to a stop it continues to the back of a parking lot. One of the passengers exits the vehicle and walks away. Officer Halstead never IDs her and lets her leave the stop. It was later learned Officer Halstead entered the wrong tag into GCIC and never confirmed the vehicle information prior to stopping the vehicle.
  - On 01/31/19, Officer Halstead responded to an alarm call at 2400 Dunwoody Crossing Apt. G. He finds an open door, clears the apartment by himself and, doesn't request an additional unit for back up. Also Officer Halstead never notifies Chatcomm of the open door until after clearing the apartment. It was also noted, Officer Halstead never attempts to



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notify a key holder or secure the open door, nor does he complete an incident report documenting his actions.

- On 01/31/19, Officer Halstead conducted a traffic stop at 1331 hrs. in the parking lot of the Dunwoody Library. The driver exits the vehicle and walks all the way back to Officer Halstead's vehicle. He is never instructed to get back into the vehicle.
- On 2/4/19, Officer Halstead stopped a subject for jaywalking at the Exxon. Officer Halstead conducts the entire stop from within his vehicle.

3. Attending and being on time for court, roll call, and training classes. After conducting follow-up phone calls, visits, and emails with State Court in DeKalb County and City Court Clerk, I learned the following:

- No deficiencies noted during this review period.

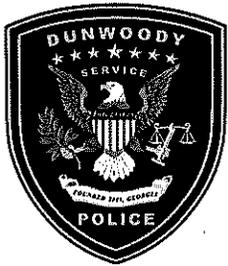
4. Turning in all required paperwork, reports, equipment; and electronic recordings at the end of shift. After checking evidence.com, following up with Evidence Tech Ollee and PSRs, I learned the following:

- On Case #19-000613, Officer Halstead forgot the race and the arrest codes that are required on the new jail form that that is turn into the PSR for processing.

I also conducted a review of Officer Halstead's disciplinary record after receiving a Personnel Early Warning. Officer Halstead has a total of four disciplinary actions as noted below. This review was initiated due to Officer Halstead receiving three employee performance notices within a twelve-month period.

02/05/2019	Written Reprimand	Lewd Comments Direct Towards Women. (face time)
11/07/2018	Written Reprimand	Performance of Duty. (child abduction case)
09/18/2018	Counseling	Use of Profanity Toward Suspect
06/16/2018	Written Reprimand	Violation of GCIC Rules. (criminal history)

Unfortunately, during this performance improvement plan, Officer Halstead has failed to show any significant improvement in his performance, and he has continued to commit violations as it relates to the



## DUNWOODY POLICE DEPARTMENT

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departments' Standard Operating Procedures. These violations are mostly related to his overall competence, decision making, carelessness, officer safety concerns, as well as liability issues as it relates to his continuous deficiencies in the performance of his duty.

For these reasons, it is my recommendation that Officer Halstead has not successfully completed this improvement plan. All attempts to correct and improve Officer Halstead's performance have failed due to his non-responsiveness to corrective measures. Moving forward, I believe there will be continued issues with Officer Halstead's performance along with him conforming to the standards put forth by the Dunwoody Police Department.



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Billy Grogan *Chief of Police*

## Memorandum

To: Officer Roger Halstead  
CC: File  
From: Chief Billy Grogan  
Date: February 19, 2019  
Re: Performance Improvement Plan Findings

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After careful review of the documents submitted to me pursuant to your improvement plan, I find that you have substantially completed the performance improvement plan except in the area of decision making. I am concerned that you continue to make questionable decisions and you fail to take responsibilities for those poor decisions. Therefore, I direct that your performance improvement plan be extended for a period of 60 days, effective February 5, 2019, until April 6, 2019.

During this period of time, you will be evaluated on your ability to make sound decisions. This is defined as the observed performance of the employee when the employee makes operational, tactical, procedural, and professional decisions. As you know, officers on a performance improvement plan are subject to a greater degree of scrutiny.

It is your responsibility to demonstrate that you, in fact, have the skills, knowledge, and ability to perform as an officer of the Dunwoody Police Department by making sound decisions. I am hopeful you will be able to successfully complete this portion of the performance improvement plan by April 6, 2019. At this time, I see no reason to extend your performance improvement plan beyond the April 6<sup>th</sup> deadline.

To help you succeed in this last portion of your performance improvement plan, I will direct, at a later date that you be transferred from your current assignment to the night shift per your request.

Again, I am hopeful you successfully complete your performance improvement plan by April 6, 2019.

**ATTACHMENT S**  
**Espinoza Email on Halstead Improvement Plan**

I've carefully reviewed Officer Halstead's Improvement Plan and all subsequent related memos. Below are several observations and recommendations that I strongly advise we implement in this phase of the improvement plan and our reasons for said recommendations. I also recommend that we reevaluate our current practices with improvement plans and develop more consistent and effective ways to conduct them.

- During the 60 day period (03/04 - 04/29) there will be a total of 6 weekly reviews.
  1. 03/04 - 03/10
  2. 03/13 – 03/19
  3. 03/22 – 03/28
  4. 04/01 – 04/07
  5. 04/10 – 04/16
  6. 04/19 – 04/29
- Sgt. Cheek and or Sgt. Nelson and or Lt. Espinoza (minimum 2 supervisors present) will conduct the weekly reviews and observations which will consist of field observations, BWC video review, and administrative work. The supervisors will review with the officer each observation and discuss each in detail. The officer should not be made to feel as though they are receiving discipline during these discussions but rather encourage dialog and an environment conducive for learning.
- The supervisor will cite specific BWC video, reports, and copies of administrative work as part of the weekly review. The supervisor will notate how the officer received any criticism and or praise.
- The supervisor will document if any training or coaching was completed and how the officer responded to said discussion.
- The supervisor will finalize their weekly review and forward them up through the chain of command.
- The supervisor will prepare a final memorandum with their findings and recommendation on 4/29.

**General Guidelines:**

There is an absolutely necessity for more frequent reviews/discussions between supervisors and subordinates when any type of improvement plan is taking place. Allowing too much time to pass between reviews can mean lost opportunities to discuss areas that require improvement. It is also imperative that supervisors document how the officer receives any criticism or suggestions for improvement. This is key and could mean the difference between a successful outcome or ones plagued with issues. An improvement plan should not be the sole responsibility of one supervisor but rather a collaborative effort by multiple supervisors. It is also imperative that a supervisor's general outlook on an officer's improvement plan should be optimistic, i.e. never giving the impression that success is unreachable. Supervisors should

always capitalize on teaching moments and document said moments as part of the supervisor's duty to teach, coach, train and lead. Supervisors should focus on improvement plan points and equally document both things done well and things not done well. If other performance issues areas are consistently observed outside of the ones initially noted in the improvement plans, those should be well documented.

If there are any plans to standardize the improvement plan processes, I'd be happy to provide my insights and experiences.

Thank you.



DUNWOODY POLICE DEPARTMENT

Billy Grogan *Chief of Police*

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## Memorandum

To: Chief Grogan  
CC: Deputy Chief Sides, Major Fladrich, and Lieutenant Espinoza  
From: Sergeant Cheek and Sergeant Nelson  
Date: 03/19/19  
Re: Officer Halstead Improvement Plan Review March 13, 2019 thru March 19, 2019

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March 13, 2019:

- Officer Halstead responded to two accidents this evening under Case#'s 19001758 and 19001764. He was professional and gathered all information necessary to complete the reports. The reports were well written and did not need any correction.
- Officer Halstead and Officer Lopez conducted a consensual encounter with four young men in front of 8 Perimeter Center East while riding together. Officer Lopez was driving and Officer Halstead was the passenger. Prior to the stop there was no communication between Officer Lopez and Officer Halstead about the stop. When the men were approached the patrol vehicle was stopped at a tactical disadvantage for Officer Halstead as the men were next to the patrol car. When Officer Halstead asked them where they lived, one of them advised they lived at The Arrive Apartments just down the street. When the subject said his apartment number was "three something", Officer Halstead quickly became what I (Sgt. Cheek) perceived to be accusatory. He told them that this "raised a red flag" and "we now have a problem" with only one question and no explanation of why they made contact with them. This did not go over well and the four men became a bit confrontational from a rushed challenge to their story. Later on, the mother of one of the offender who had a warrant arrived on scene. She immediately became upset and began accusing the officers of being racists and questions why "four young black men were stopped in Dunwoody". Officer Halstead did a great job of maintaining his composure and not lashing or challenging her. Case# 19001765.

**\*Officer Halstead advised Lt. Espinoza and I that he was very uncomfortable with this stop. He advised us he would have waited and watched them a bit more before stopping them. He was caught off guard by the stop also due to the lack of communication about the stop. Officer Halstead told us that he would have liked a little more reason to stop the subjects. Further discussion revealed he does not do a lot of consensual encounters and he is uncomfortable doing them. This is something he needs to practice.**



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- The same evening Officer Halstead went to The Arrive Apartments to conduct a fraud investigation. He was contact by the leasing office in reference to an apartment fraudulently leased. Officers Halstead and Pearson went to the apartment and made contact with the residents. Three subjects were located in the apartment. Officer Halstead spoke with all three individuals. The first subject he made contact with asked him what the problem was and Officer Halstead initially did not provide him with an answer. There were several moments of awkward silence where Officer Halstead was texting the leasing manager on his cell phone or nothing was being said. Officer Halstead at times sounded lost and unsure of what to ask. He asked permission to secure a firearm from the residence and escorted the two males into the apartment to obtain their ID's. Officer Halstead at one point puts his hand on the male's wallet in what appears to be an attempt to search it by leaning it towards. At that point he would have had no right to search it but the male later allowed him to do so. Later after making contact with the people at the apartment he made contact with the victim. This conversation did not go well as she was very upset that Officer Halstead did not make an arrest. Officer Halstead advised her he did not have sufficient probable cause to arrest anyone of which I agree. She was not happy with this and became irate. Officer Halstead maintain his composure. He made an attempt to calm the female down by telling her "he was excited to arrest someone". This statement only made it worse and caused her to be even more upset. This was just a poor choice of words under the wrong circumstance but I do not believe there was any ill intent. Case# 19001766.

**\*Officer Halstead advised Lt. Espinoza and I that he had a plan for this investigation. He told us he thought this was going to be an easy case based on the facts that he had. Officer Halstead was thrown off by the answers provided by the occupants off the apartment. Their answers did not give him the probable cause he needed for an arrest and he seemed to not know what to do. He admitted he was lost and thrown off due to the occupant's responses.**

March 14, 2019:

- Officer Halstead stopped a pedestrian again today at the intersection of Perimeter Center Pkwy at Perimeter Center West. He again called out the stop after he asked the subject to stop over the PA. His tactics in approaching were much better and his pace seemed to slow for this stop. He also completed his necessary investigation before advising the subject of an outcome.
- Officer Halstead stopped another pedestrian in the parking lot of Perimeter Mall. He made contact with the suspect and learned he had an active warrant for his arrest. Officer Halstead attempted to detain him and the suspect fled on foot. A brief struggle ensued and the suspect was detained. Officer Halstead did a great job of maintaining his composure and staying calm. I later debrief the use of force with Officer Halstead and Officer Webb. Officer Halstead was receptive to my comments and received them well. He even pointed out some areas where he could have improved.
- During the last two days of video reviews I have noticed that Officer Halstead's BWC has been turned on and off several time during some incidents. Officer Halstead was reminded of policy and instructed to keep his BWC running throughout any law enforcement encounter. He advised he understood and would.



March 18, 2019 (Sgt. H. "Trey" Nelson III):

- I observed Officer Halstead arrive early at work. He was prepared and seated in the roll call area well before any of his colleagues.
- At the beginning of the shift, Officer Halstead was dispatched to a medical/overdose call at 77 Perimeter Center East. Lt. Espinoza canceled Officer Halstead prior to his arrival.
- Officer Halstead conducted a foot patrol inside Perimeter Mall. Due to radio reception issues inside the mall, Officer Halstead informed Chatcomm to contact his phone if contact became an issue.
- Officer Halstead showed productivity and self-initiated a pedestrian stop on Perimeter Center West near Ashford Dunwoody Rd. Following conclusion of the encounter, Officer Halstead called me to report that his BWC failed to activate when his patrol lights were engaged. Officer Halstead stated that his BWC was ON at the time of contact and for an unknown reason the device appeared that it did not activate. Officer Halstead was instructed and emailed Sgt. Clifton in regards to the malfunction. Review of Evidence.com later in the shift revealed that the contact was recorded on BWC. Officer Halstead makes said stop (provided radio traffic before making contact with subject) and immediately notes an officer safety issue. He asks the pedestrian to remove his hands from his pants pocket area (reaching). The pedestrian complies and Officer Halstead explains the reason of the contact - jaywalking. The pedestrian mentions he has a blade on his person. Officer Halstead directs the pedestrian to place his hands on the police Tahoe and a pat down is conducted – blade removed safely. Officer Halstead identifies the pedestrian, gives a verbal warning, and returns all property back without further incident. It is to be noted that Officer Carruth was on scene as back-up. Pedestrian stops are a great proactive measure for officers assigned to the PCID area.
- Officer Halstead was dispatched to a theft report call near Macy's department store located at 4300 Ashford Dunwoody Rd. Officer Halstead initially met with the victim's boyfriend in the parking lot. It was learned that the victim's cell phone had possibly been lost, but ultimately stolen from the location. Officer Halstead learned that the phone did not have any tracking software in attempt to locate it. At approximately five minutes into his BWC footage, Officer Halstead uses his portable radio to advise Chatcomm of his arrival on scene and no further checks were needed. Officer Halstead should always as a matter of practice notify Chatcomm when he arrives on a scene. Officer Halstead took extra steps to obtain the victim's clothing description on the date of incident and a photo to assist further investigators when reviewing surveillance footage. Case #19001868.
- Officer Halstead responded to Interstate 285 EB near Chamblee Dunwoody Rd in regards to a traffic hazard/assist motorist. Upon arrival, Officer Halstead learned that a motorist had ran out of gas. The driver had already obtained fuel and claimed that he needed no further police assistance.



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- Officer Halstead responded to a possible domestic, later determined to be a noise complaint, at 302 Perimeter Center North #2114/#2214 as a back-up officer for Officer Webb. Upon arrival, Officer Webb was already speaking with the occupants of the apartment in question. Officer Halstead added needed commentary and checked on the welfare of the parties present to ensure a domestic altercation was not taking place. A warning was given to the occupants of the apartment in reference to the noise.
- Shortly thereafter, Officer Halstead returned to the same location mentioned above in reference to a continued noise complaint. Prior to arriving, Officer Halstead made phone contact with the 911 caller. Officer Halstead determined that the noise persisted, even after the prior contact, and the lease holder would be issued a citation. Citation #D00077215 was issued by Officer Halstead.

March 19, 2019 (Sgt. H. "Trey" Nelson III):

- Officer Halstead utilized 12 hours of sick time on this date. He properly notified me prior to his shift regarding a doctor's appointment/procedure.

This evening Officer Halstead met with Lt. Espinoza and Sgt. Cheek regarding his second week of his improvement plan. He maintained a good attitude and provided explanation for his decisions and thoughts on each incident. During this week's evaluation I noticed an improvement in how he decides to approach pedestrians and vehicle during traffic stops and pedestrian stops. Tactically, his decision making improved from week one. He performed well during his use of force incident which earned him a positive guardian entry for performance under stress. He also maintained steady proactivity throughout the week and making stops based on observed traffic and pedestrian violations.

During our discussion and review with Officer Halstead this week, we noticed that some of what he is uncomfortable with are fundamental law enforcement procedures. He is uncomfortable with consensual encounters and is more comfortable with probable cause stops. Officer Halstead should be more versed in tier one stops and how to legally conduct them as they are a great tool for officers. Officer Halstead also asks very direct questions that require simple answers. He has been encouraged to ask more opened ended questions to create dialog which would allow Officer Halstead to gain more information and make better sound decisions.

In the next week's review Officer Halstead will focus on the following:

- Continue the improve on his tactical decisions.
- Continued to improve his general decision making skills.
- Continue to work on creating good, repeatable work habits.
- Focus on strengthening his fundamental policing skills.

# ATTACHMENT U

## Bolden Email to Stojka

**From:** [Brian Bolden](#)  
**To:** [Nicole Stojka](#); [William Furman](#)  
**Subject:** Grievance  
**Date:** Sunday, March 15, 2020 4:36:12 PM

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Hi Nicole, I'm writing this notice to inform you that I wish to file a formal grievance against Lt. Fidel Espinoza, my complaints are as followed. Bullying, Intimidation, harassment, fear mongering among many others etc. It's been known over the course of the years how Fidel has singled me out & bullied me. It's no secret!! I have complained about him informally in the pass before. Yes I have never made it a human resource issue before until now. After Thursday incident with Lt. Espinoza accusing me of stealing was VERY demoralizing! I have lost several nites of sleep and I'm out right stressed out behind the entirety ordeal. I have literally scratched sores in the top of my head. Nicole by all means I'm not trying to get anyone in trouble. Frankly i may be digging a hole for myself. But my parents raised me better to know what's right and what's wrong and Lt. Espinoza was wrong. I cry as I type this. But i will NOT stand for this type of intimidation and bullying tactics from him any more. Respectfully Brian Bolden.

Sent from my iPhone



## Memorandum

To: Chief B. Grogan  
CC: Deputy Chief D. Barnes  
Major O. Fladrich  
From: Lieutenant W. Furman  
Date: March 20, 2020  
Re: PTO Bolden Grievance

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On March 15, 2020 at 1636 hrs, I received the following email from PTO Brian Bolden:

“Hi Nicole, I’m writing this notice to inform you that I wish to file a formal grievance against Lt. Fidel Espinoza, my complaints are as followed. Bullying, Intimidation, harassment, fear mongering among many others etc. It’s been known over the course of the years how Fidel has singled me out & bullied me. It’s no secret!! I have complained about him informally in the pass before. Yes I have never made it a human resource issue before until now. After Thursday incident with Lt. Espinoza accusing me of stealing was VERY demoralizing! I have lost several nites of sleep and I’m out right stressed out behind the entirely ordeal. I have literally scratched sores in the top of my head. Nicole by all means I’m not trying to get anyone in trouble. Frankly i may be digging a hole for myself. But my parents raised me better to know what’s right and what’s wrong and Lt. Espinoza was wrong. I cry as I type this. But i will NOT stand for this type of intimidation and bullying tactics from him any more. Respectfully Brian Bolden.”

On March 16, 2020 at approximately 1230 hrs I met with Brian Bolden to discuss his complaint. It was obvious that Brian was upset from the incident on Thursday (3/12/20). Brian said that on Thursday he received a call from Lt. Espinoza in reference to some Cliff bars that Lt had left in one of the spare vehicles. Brian said that Lt. Espinoza was yelling at him over the phone and he initially couldn’t understand him. Brian told Espinoza that the bars had been in the truck for a long time and he had asked people who they belonged to. He said Espinoza responded by yelling at him and calling him a liar. Brian felt that Espinoza was also accusing him of stealing the bars along with lying. Brian was upset by Espinoza yelling at him and calling him a liar, along with insinuating he was stealing the Cliff bars.

Brian went on to explain that he has always felt that Espinoza has bullied him. He gave me another example that involved a complaint that he was speeding while driving the transport van. He said that



## DUNWOODY POLICE DEPARTMENT

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Billy Grogan *Chief of Police*

Espinoza eventually wrote a Guardian entry against him for his driving. Brian was upset because he felt there was no evidence to support the allegation. He said he spoke with then, Lt. Barnes, about this. Brian said that Lt. Espinoza then came to him and asked why he went above his head to tell on him. He then informed Brian the move was “very bad” for him (Brian).

Brian said he feels as if Lt. Espinoza is constantly looking for things to write him up for. I could tell Brian was still upset after giving me a few examples. I asked Brian to take a few days to document the incidents where he felt that Lt. Espinoza bullied or mistreated him. I advised that our next day working together will be Friday and we will get to speak again and go over the list.

Brian said he has complained informally a few times, and has noticed Espinoza treats him differently for a short time before going back to the way he was. He feels that Espinoza only receives “slaps on the wrist” for his actions. Brian hopes that if he files a more formal complaint then maybe something more permanent will be done to correct Espinoza’s treatment of him.

I explained to Brian that I was taking the complaint seriously and have been speaking with HR about it. I informed him that we would follow the policy with this complaint and if I couldn’t do anything about it then it would go to the next level (Major Fladrich).

On March 19, 2020, at approximately 1600 hrs I called Brian Bolden after learning he would be out of work for a few days due to a medical emergency. After confirming Bolden was doing okay, it was obvious he was not in a condition to discuss the complaint. I advised him I would call him back at a later time to check on him again.

On March 19, 2020 at 2116 hrs I received the following email from Brian Bolden:

“Lt, with all do respect. I would respectfully like to move forward with the complaint/ incident that occurred on 03/12/20 against Lt. Fidel accusing me of stealing. I can’t remember the dates and times of past incident with him. So I would definitely like to proceed with last week incident. Thank you! Brian Bolden.

Sent from my iPhone”

On March 20, 2020 at 1431 hrs I replied back to Bolden and advised I would finish writing the memo and send it up the chain of command.



## Memorandum

**To:** Chief Billy Grogan  
**CC:** Deputy Chief David Barnes  
**From:** Major Oliver Fladrich  
**Date:** April 2nd, 2020  
**Re:** Investigation into PTO Bolden's grievance against Lt. Espinoza dated March 15<sup>th</sup>, 2020

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On 03-30-20, I was assigned to conduct the follow-up interview by Chief Grogan. Due to illness involving both parties involved in this complaint, the continuation of this investigation was extended.

I reviewed PTO Brian Bolden's grievance complaint email against Lieutenant Fidel Espinoza and the memorandum provided by Lieutenant William Furman, PTO Bolden's first line supervisor, in regards to the grievance. It was clear immediately that the primary issue in this complaint was whether there was a violation of the following Dunwoody Police Department policy:

*S.O.P. A-32 Code of Conduct*

### *VI. RULES OF CONDUCT*

#### *10.08 - Respect & Courtesy*

*Employees of the department shall treat all individuals and groups with respect and courtesy. They shall be civil and orderly at all times and shall avoid the use of profane, racially offensive, or abusive language. They shall control their tempers and exercise discretion in the performance of their duties.*



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In specific, the issue was whether Lieutenant was yelling at PTO Bolden during a phone call and whether Lt. Espinoza called PTO Bolden a liar, and/or implied that PTO Bolden was lying or stealing the nutrition bars in the

On 03-30-20 at 1327 hrs., I met with Lt. Espinoza in the small police department conference room on the second floor. I informed Lt. Espinoza why I was conducting the interview with Lt. Espinoza and that the incident was investigated as courtesy policy violation. Lt. Espinoza started to explain that on the day in question, 03-12-20, Lt. Espinoza noticed 2 boxes of nutrition bars on the upstairs kitchen table. Lt. Espinoza said that Lt. Espinoza then went downstairs to meet with PTO Bolden about a receipt and noticed 2-3 nutrition bar boxes on PTO Bolden's desk. PTO Bolden was not at his own desk. Lt. Espinoza said that Lt. Espinoza then wondered if someone had taken the nutrition bar boxes from the food cache that Lt. Espinoza had established at the Training Annex. Lt. Espinoza called PTO Bolden on PTO Bolden's cell. phone to ask about the nutrition bar boxes. Reportedly, PTO Bolden told Lt. Espinoza that the boxes were from the red pickup truck that was then in the back parking lot. This seized vehicle is used occasionally for surveillance details. Lt. Espinoza said that PTO Bolden told Lt. Espinoza that the boxes had been in the ruck for months, to which Lt. Espinoza relied that Lt. Espinoza had just bought them the week before and forgot to retrieve them from the truck.

Per Lt. Espinoza, Lt. Espinoza asked PTO Bolden if PTO Bolden had asked anybody about the boxes and PTO Bolden told L. Espinoza that PTO had sent "an email to everybody". Following this phone call, Lt. Espinoza contacted Jordan in IT to do a sent email check on PTO Bolden's email account and was informed there were no emails to that effect. Lt. Espinoza apparently recovered several boxes of nutrition bars from Supervisor Kristin Adkins, Ofc. Wiencek who was then working in CID, checked with CID Lt. Andrew Fondas and CID Sgt. Tim Fecht on the origin of the boxes, and recovered more boxes from Court staff.

Lt. Espinoza said that Lt. Espinoza needed to be supervised constantly based on Lt. Espinoza's personal experience. I asked Lt. Espinoza if Lt. Espinoza yelled at PTO Bolden and Lt. Espinoza replied that he would not describe his interaction with PTO Bolden as yelling, yet may have come across as stern and direct. I specifically asked Lt. Espinoza if he called PTO Bolden a liar or told PTO Bolden that PTO Bolden was lying. Lt. Espinoza stated that he did not. I then specifically asked Lt. Espinoza if he called PTO Bolden a thief or told PTO Bolden that PTO Bolden was stealing. Lt. Espinoza stated that he did not.





On 03-30-20 at 1530 hrs., I met PTO Bolden at his downstairs desk and had a follow-up conversation about the issue at hand.

PTO Bolden told me that a week prior to the incident PTO Bolden was detailed to handle emissions testing for the seized vehicles. During that detail, PTO Bolden saw that the red surveillance pickup truck had a stack of the nutrition boxes behind the seat. PTO Bolden said it was PTO Bolden's intention to ask whose boxes they were, but then forgot. After approximately a week went by Detective Maldonado needed the red truck for work and PTO Bolden saw the boxes of bars again. A few days later Lt. Furman asked PTO Bolden to get the red truck ready for Agent Lopez, after PTO Bolden came back from an out-of-state class in Tennessee. The Thursday that PTO Bolden came back to work, Agent Lopez came by and asked PTO Bolden about the boxes of bars in the truck. PTO Bolden said that PTO Bolden asked around but nobody knew who the boxes were from and subsequently assumed that the boxes were donations from ICARE Atlanta. PTO Bolden also clarified that the nutrition bar boxes in the PTO office were actually on PTO Hannah Madden's desk since PTO Bolden assumed that her children might eat the nutrition bars. Court staff was asking for some boxes and PTO Bolden then pushed a cart full of the remaining boxes past Lt. Furman through the PD delivering the boxes throughout the PD to ultimately end up in the upstairs kitchen. PTO Bolden insisted that PTO Bolden did not even eat the nutrition bars, and did not steal anything.

Regarding the phone call from Lt. Espinoza, PTO Bolden told me that PTO Bolden was transporting a female prisoner when Lt. Espinoza yelled at PTO Bolden and accused him of having stolen the boxes of bars. PTO Bolden said he was taken aback by the tone and being called a thief and answered that the boxes had been in the car for "a month". PTO Bolden said that he either said he had sent an email or asked others because he felt put on the spot. PTO Bolden stated that Lt. Espinoza reportedly said Lt. Espinoza had bought those boxes on the city credit card and that PTO Bolden taking those boxes was stealing". PTO Bolden said that PTO Bolden had no reason to lie and that the whole situation did not start with PTO Bolden. PTO Bolden volunteered that if PTO Bolden had received an apology from Lt. Espinoza for the way he was talked to he would not have filed a grievance.

I informed PTO Bolden that at this point without an independent witness or a recording, corroborating what exactly was said by either party, and without an accused party admitting to an allegation, it was hard for me to make an at-fault ruling with a corrective recommendation. It is therefore my opinion that this grievance is to be listed as "not sustained".





## DUNWOODY POLICE DEPARTMENT

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Billy Grogan *Chief of Police*

PTO Bolden told me that he understood and said that he considered the matter a “done deal”. I reiterated that this department prides itself on the courteous and professional treatment of its employees and advised PTO Bolden that any potential future conflict would need to be communicated to Lt. Furman immediately, being PTO Bolden’s first-line supervisor. I also informed PTO Bolden that I would write up my findings in a few days and that PTO Bolden, by policy, had the right to appeal the findings to a higher level of management if he so chose to do so.

Attachment: Memo from Lt. Furman dated March 20<sup>th</sup>, 2020



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*“SERVING WITH DISTINCTION”*



**DUNWOODY POLICE DEPARTMENT**

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**Billy Grogan** *Chief of Police*

## Memorandum

To: Chief Billy Grogan  
CC: Deputy Chief David Barnes  
From: Major Mike Carlson  
Date: 05/27/2020  
Re: Follow up to PTO Bolden's Grievance

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Chief,

At your direction, I conducted a follow-up to PTO Bolden's grievance regarding his complaint on Fidel Espinoza. In two separate memorandums addressed to you, there was discussion of the initial phone call that Fidel Espinoza made to PTO Bolden in reference to CLIF Bars that were removed from one of our spare vehicles (#403-Red Chevrolet). According to Major Fladrich's investigation into this grievance, he conducted an interview with Espinoza on 03/30/20 at approximately 1327 hours to discuss the interaction with PTO Bolden. The memorandum also addressed if Espinoza violated our departmental policy:

### **S.O.P. A-32 Code of Conduct**

#### **10.08 - Respect & Courtesy**

During Major Fladrich's interview, Espinoza stated "that he would not describe his interaction with PTO Bolden as yelling, yet may have come across as stern and direct."

Upon completion of Major Fladrich's investigation into this grievance, he listed it as "not sustained" due to lack of witnesses or a recording.



## Grievance Follow-Up

It was brought to my attention there were witnesses to the phone call made by Espinoza to PTO Bolden on 03/12/2020. On May 19<sup>th</sup>, 2020, I conducted three separate interviews with the following individuals: PSR Cynthia Gary, Sgt. Robert Parsons, and PSR Supervisor Kristin Adkins (by phone). According to these witnesses, Espinoza made the initial phone call from his office located on the second floor. While he made this phone call, his door was open and he was partially standing in the doorway.

PSR Gary stated she was approached by Espinoza on March 12<sup>th</sup> regarding the CLIF Bars that were left in the break room and inquired where they came from. Moments later, PSR Gary could hear Espinoza in his office “screaming at the top of his lungs”, but only heard the following two statements: “you took them” and “you stole them”. Later that evening PSR Gary had a conversation with PTO Madden regarding the incident. PTO Madden stated that she received a call from PTO Bolden that day. He also mentioned the incident and told PTO Madden that he was called a thief and a liar. (I did not confirm this conversation with PTO Madden).

Sgt. Parson’s was in his office when Espinoza made the phone call. He stated that Espinoza was “loud” and “argumentative” with PTO Bolden. The only comment he heard was “no sir, it hasn’t been in there for weeks”. That comment was regarding the CLIF bars left in the truck. After the phone call, Espinoza asked Sgt. Parson’s, “Do you remember getting an e-mail about this food from Brian”? “He lied to me about sending an e-mail to supervisors about whose food it was”.

Lastly, I spoke to PSR Supervisor Kristin Adkins via telephone about Espinoza’s phone call she heard that day. She was also approached by Espinoza asking where the CLIF bars came from. Shortly after, she could hear him on the phone. She described it as “the most angry she has ever heard him”. She heard the following two statements: “Goddammit, these were not for you” and “what the fuck is wrong with you”.

Chief Grogan and D/C Barnes recently met with PTO Bolden regarding this grievance. During the meeting, PTO Bolden mentioned that Major Fladrich interviewed the above-mentioned witnesses. After speaking with Major Fladrich on 05/26/2020, he was unaware there were any witnesses that overheard the phone call. PTO Bolden also mentioned that Lt. Furman was present when Espinoza confronted Bolden by calling him a “fucking liar” and a “fucking thief”. I also met with Lt. Furman on 05/26/2020 to clarify this accusation. Lt. Furman stated that he was not present during this confrontation, and if he were, would have intervened.



After careful review of witness statements regarding the conduct, actions, and statements of Fidel Espinoza along with the attached memorandums, I conclude he violated the following departmental policies:

## **S.O.P. A-32 Code of Conduct**

### **VI. RULES OF CONDUCT**

#### **10.08 - Respect & Courtesy**

Employees of the department shall treat all individuals and groups with respect and courtesy. They shall be civil and orderly at all times and shall avoid the use of profane, racially offensive, or abusive language. They shall control their tempers and exercise discretion in the performance of their duties.

#### **20.00 - General Conduct**

##### **20.03 - Truthfulness**

Employees or applicants of the department shall not make any false or misleading statement or misrepresent or omit facts under any circumstances whether orally or in writing, including official police reports. This rule applies regardless of whether the statement was under oath.

##### **20.49 - Telephone Courtesy**

Employees will answer departmental telephones in a professional manner by indicating the department name, their title (if applicable), and their name. Proper manners and conduct will be followed at all times when speaking on the telephone.

This conclusion is based upon three witnesses that overheard a one-sided conversation. It is also based on the initial interviews conducted by Lt. William Furman and Major Oliver Fladrich that forwarded their findings/recommendations up their chain of command (see attached). I did not interview PTO Bolden, Fidel Espinoza, or PTO Madden regarding this grievance.

**Due to new testimonial evidence, this complaint is “found”.**

Attachment: Memo from Lt. Furman dated March 20<sup>th</sup>, 2020

Attachment: Memo from Major Fladrich dated April 2<sup>nd</sup>, 2020