

5/26/16 – 12:10p  
t/c/w Rick Dobrow

RD had no idea that MC made s/h allegations against Straub until reported in the media.

### 3/31/15 Blow-up

RD was interviewed by Isserlis and Jacobsen. The focus was narrow; just that incident. Only one interview; no questions about anything except 3/31. Got impression it was not very comprehensive. No mention of MC allegations (s/h).

RD not told whether they planned to interview Straub or whether they ever did, but RD made the assumption they would talk to him. Quite a bit later, Straub told RD he was called to City Hall re 3/31 meeting. He minimized it; didn't go into any details.

No follow up with Dobrow and he wasn't asked to Keep an eye on Straub.

After 3/31, Dobrow noticed a temporary suspension of Straub's bad behavior, but it didn't last. He was back to his ways after 2-3 weeks. The good behavior lasted short of a month. The bad behavior: lashing out; calling people idiots.

Dobrow aware the ass'n wrote a letter and met with the admin. The E-team met with the admin also. Decided to move forward with their letter because they witnessed the same things. There comes a time when the behavior crosses a line and becomes actionable. Staff concerned that if they moved too soon and it resulted only in a slap on the hand or scolding, Straub would see it as a betrayal and retaliate.

Command reached a tipping point. All who signed the letter saw the behavior. When it was happening, RD didn't put all the pieces together. People were experiencing individual incidents. When you put it all together, as he has now, it's "mind blowing."

### 9/18/15 Letter – A/C/P

Erin telephoned RD to ask if he would waive the privilege; they wanted to release the letter. RD believes he was with Selby Smith when he received the call. Selby didn't agree with releasing the letter; he wasn't going to waive the privilege. Tim also didn't want the information released. DNK Sarah's position. RD was okay with waiving the privilege and releasing the letter.

RD – has no information from any source and has never learned that Straub admitted to having a relationship with MC.

RD – no info that TS asked PD to delay release of records.