
Memorandum of Interview

Date: May 12, 2016

Witness: Sean Nemec
Former SPD – Sgt.

Investigator: Kris Cappel, Seabold Group

By telephone: 509.953.5224

SN contacted me through the Spokane City Attorney's Office (see attached email).

SN hire date according to City personnel records was: 3/3/1986. Retirement/Vol Resignation was 1/18/2014.

SN said he was up for Lt when Straub was hired. He was the next candidate on the list and it was about to expire. SN contacted Arleth to ask whether there were going to be any moves because it is a huge commitment to study for the Lt. exam. Arleth told SN that there were no plans to promote to Lt, no money. The list expired and the very next day it was announced that there had been two personnel moves; T. Hendren was promoted to Lt. and Traci Meidl was made a temporary Lt. (Scalise announced the moves). SN called Arleth right away. He was out of the office and told SN to talk to Walker. SN also asked to speak with Straub. He scheduled a meeting with SN. It was the first time SN had met the Chief. He said he would love for SN to make LT. He was very nice and complimentary. He said SN had a great reputation and was known to do great work. SN asked Straub about the timing of the appointments and explained his conversation with Arleth. Straub just said that's how things happen. He repeated that without explanation.

SN didn't press Straub at the time. He wanted to research the issue to see if there was something he had overlooked about the process that made it okay to do what they did. SN went to the Guild and was told there was nothing they could do. SN spoke to the Civil Service examiner at the time (Glen Kiddie (ph)). He also said there was nothing he could do; they could let the list expire. SN also told Glen about the situation with Mullenix and Drollinger, when they were passed over to promote Torok.

Glen commented that it appeared to him that the Chief was making things up as he went along.

SN went to HR, which was his last stop. Talked to a lady (could not recall her name). It was whoever was staffing the counter. He said it might have been Heather or Trish (wasn't Gita, he knows Gita), he wasn't sure. Described the person as a female, close to 40 years old, long blonde, brownish hair.

He shared his story with the HR rep and also said it odd that Traci Meidl (A/C's wife) had been promoted so quickly. SN said it didn't seem right to him. She later scored number two on the test, so maybe it was merit based, but it seemed odd at the time.

The day after going to HR, SN was called into the Chief's office. Walker and Gately were present. Straub "laid into" SN. He was "red hot." Gave SN a "butt chewing."

SN looked over at Walker and he was flush red, but didn't say anything during the meeting. Straub went on and on and on about making a complaint about the promotion, crying to people and making a fool out of himself. Straub told SN he was a "despicable excuse for a Sgt." He said if he ever caught SN opening his mouth about the promotion again, he would have "his ass." Straub then asked whether SN understood and he replied yes. SN sent a text to Straub and Walker apologizing and tried to make it clear he was just looking at his career options

Straub immediately transferred SN off of his burglary assignment to swing shift patrol. Before he was in charge of Detectives/Burglary unit and the transfer was clearly retribution. SN was the third most senior Sgt. At the time. SN conclude that if he stayed with the Department, Straub would keep going after him and potentially mess up his pension (SN was planning to work to 30 years. He retired 2 years short of that because of Straub).

Walker invited SN to go for a ride and SN thought he was going to talk about what happened with Straub. Walker never mentioned a thing about it and has never tried to talk to SN about it since. SN and Walker had been friends for 30 years before this, but after SN retired he has not spoken to Walker. SN is still angry with him.

For the year and a half before this (late 2013), there were ongoing jokes within the department that Straub was surrounding himself with young, attractive women. He replaced his secretary (Carly S.), who was the secretary for the former chief, with Janet Napolitano (described as young and attractive). This happened out of the blue and she was hand-picked. In addition, Straub promoted T. Meidl and Monique Cotton became his right hand man. Straub also found a job for Mel Taylor's wife that put her near the Chief.

SN mentioned to someone at the time that he thought Straub was going to get himself in trouble by surrounding himself with young women.

SN also talked about early promotions involving Walker and Torok. SN and others heard that Torok and Walker contacted Straub before he was even hired and offered to help get him to Spokane. They were Pres and VP of the Capt. & Lts Assn at that time. Within a week of starting, Straub promoted Torok to a temp Cpt position and Walker to Commander. Everyone was asking questions about those moves. There was a Cpt list in place at the time and Drollinger and Mullenix were on it. Straub went around them to

promote Torok. Then Straub waited for the list to expire to make Torok's appointment permanent. All he had to do was take and pass the Cpt test. At the same time, IA was filing a bunch of nit-picky complaints against Mullenix. The complaints were odd. Mullenix was head of Detectives at the time and thought Straub was out for him so he also retired. Drollinger started making noise about not being promoted and he was moved around to less desirable jobs. He believed he too was pushed out intentionally by Straub.

SN attended a leadership conference in Seattle at Seattle University. There were high level law enforcement attendees, including Anne Kirpatrick and the KC Sheriff. One of the presentations was how to shake up a police department and come out looking like a change agent. The common tactic is to get rid of the "old guard" and replace them with younger guys who are then beholden to you. That's what Straub did.