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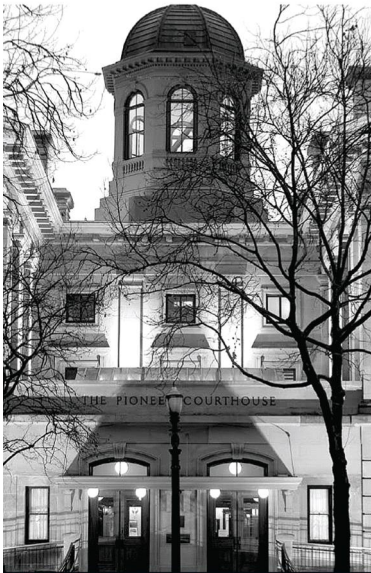
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**IN THE MATTER OF SPOKANE POLICE DEPARTMENT
RESIGNATION OF CHIEF FRANK STRAUB**

INTERVIEW OF

KEITH CUMMINGS

TAKEN ON

TUESDAY, May 24, 2016

12:00 P.M.

**SPOKANE COUNTY COURTHOUSE
1116 WEST BROADWAY AVENUE
SPOKANE, WASHINGTON 99260**

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1 INTERVIEW OF

2 KEITH CUMMINGS

3 TAKEN ON

4 TUESDAY, May 24, 2016

5 12:00 P.M.

6
7 MS. CAPPEL: So today's date is May 24th, 2016.
8 It's 12 o'clock right on the button. I'm here with Keith
9 Cummings.

10 And Keith, will you spell your name for the
11 record?

12 MR. CUMMINGS: Yes. It's C-u-m-m-i-n-g-s.

13 MS. CAPPEL: And as you can see, I'm recording
14 this interview. Do I have your permission to record the
15 interview?

16 MR. CUMMINGS: Yes, you do.

17 MS. CAPPEL: Can you tell me how long you have
18 been with the police department and the various roles that
19 you've held?

20 MR. CUMMINGS: Yeah. I was hired in September of
21 1990 from the -- I previously worked for the Stevens County
22 Sheriff's Department for about seven years. Since I've been
23 with Spokane, I've held multiple positions in various
24 departments throughout the -- the Police Division now, I
25 guess it's called.

1 I was promoted to detective in '95. I'm sorry,
2 '96. Promoted to sergeant in '99, held several different
3 positions as a sergeant, patrol, school resource officers,
4 SIU, or narcotics, crime analysis, targeted crimes, and I
5 think that was about it.

6 Promoted to lieutenant in 2010, also worked patrol
7 there, assigned to Internal Affairs in 2011, spent two years
8 in Internal Affairs, went back to patrol in 2013, was
9 promoted to captain in the middle -- about June of 2013,
10 again, was the patrol captain for a few months, and then
11 assigned as the North Side -- or the North Precinct
12 Commander when it was first -- first going.

13 **MS. CAPPEL:** When did that happen?

14 **MR. CUMMINGS:** That was -- that was about November
15 -- November of 2013.

16 **MS. CAPPEL:** And what's your current assignment?

17 **MR. CUMMINGS:** My current assignment is
18 Administration and Special Teams. I was moved out of the
19 North Precinct in January of 2015, and I've been in the
20 administration position ever since.

21 **MS. CAPPEL:** And the transfer from the North
22 Precinct to Administration, was that considered a positive
23 move? Is that something you wanted?

24 **MR. CUMMINGS:** Well, it was actually -- it's kind
25 of interesting you ask it that way, because I was not

1 notified of the -- the move at all. I ended up receiving a
2 text from then Assistant Chief Rick Dubrow right after a
3 CompStat meeting, in which -- the CompStat meetings were
4 always, you know, performance based, and apparently, I
5 hadn't performed very well.

6 But about an hour after that meeting, I got a text
7 from Chief Dubrow asking me to meet him and Chief Straub at
8 11 o'clock. This would have been, like, the middle of
9 December or late December of 2014.

10 I asked what it was about, and he said it was to
11 your 2015 assignment. And so I was rather surprised that I
12 hadn't heard anything about it.

13 My initial reaction was, it was disciplinarian in
14 nature, but I went and -- and matter of fact, I went to
15 Chief Dubrow's office prior to 11 o'clock to let him know
16 exactly that; that I felt that this was a disciplinary move,
17 I did not agree with it, and he was rather surprised. He
18 said, "Actually, Keith, I think you're really going to like
19 the assignment," and he was right.

20 The -- the -- the move into the admin spot
21 actually removed me from a lot of the pain, if you will,
22 from some rather public dressing down that Chief Straub
23 would -- would do with the precinct captains. And I have. I
24 mean, I've really enjoyed the assignment. I've got a lot of
25 stuff done since I've been there.

1 **MS. CAPPEL:** Okay. When Chief Straub came on
2 board, which was October of 2012 --

3 **MR. CUMMINGS:** Yes.

4 **MS. CAPPEL:** -- you were a lieutenant.

5 **MR. CUMMINGS:** Lieutenant in Internal Affairs at
6 the time.

7 **MS. CAPPEL:** And have you held leadership
8 positions in the Lieutenant and Captain Association?

9 **MR. CUMMINGS:** I was the -- matter of fact, right
10 up and to that point, right after I made lieutenant, I was
11 asked and accepted the vice president spot in the Lieutenant
12 and Captains Association. However, upon my assignment by
13 Chief Kirkpatrick into Internal Affairs, I ran into a couple
14 of situations where I thought there was a conflict of
15 interest.

16 And my recommendation, actually, to the
17 Association was, if your assignment is Internal Affairs, you
18 should not hold the president or vice president spot.
19 There's -- there's just too many situations where a conflict
20 of interest came into place. So I had asked and did
21 subsequently submit a -- resigned that position as vice
22 president.

23 **MS. CAPPEL:** So how long did you hold it?

24 **MR. CUMMINGS:** It was about a year and a half. I
25 mean, I was into Internal Affairs for a few months before I

1 realized the problem.

2 **MS. CAPPEL:** Okay.

3 **MR. CUMMINGS:** So, yeah, about a year and a half.

4 **MS. CAPPEL:** And you have not held positions
5 within the Association since then?

6 **MR. CUMMINGS:** No.

7 **MS. CAPPEL:** Okay. Focusing on the time that you
8 were a lieutenant and Straub had been hired, was there an
9 occasion where Chief Straub acted inappropriately specific
10 to you, in your view?

11 **MR. CUMMINGS:** As a lieutenant, no.

12 **MS. CAPPEL:** So you were a captain at the time --

13 **MR. CUMMINGS:** I was a captain, actually, out of
14 grade, initially in June of 2013. And actions that I felt
15 were inappropriate occurred almost six months later at a
16 CompStat meeting.

17 **MS. CAPPEL:** So we're talking about the fall of
18 2013?

19 **MR. CUMMINGS:** Fall or winter, yeah. It was late
20 2013.

21 **MS. CAPPEL:** And CompStat meetings happened how
22 often?

23 **MR. CUMMINGS:** At the time, once a week. Tuesday
24 morning at 7 o'clock.

25 **MS. CAPPEL:** And the people who attend that

1 meeting included Spokane police personnel and people from
2 outside?

3 **MR. CUMMINGS:** Yes, multiple agencies outside that
4 we'd partner with.

5 **MS. CAPPEL:** And what happened at this particular
6 CompStat meeting?

7 **MR. CUMMINGS:** The way they were set up at the
8 time -- and this has been an evolving process. But each one
9 of the precincts would report on the crime in -- in their
10 particular area of responsibility, what they were doing
11 about it and what the results were and what their plan was
12 going forward. Those, basically, were the four principles
13 of CompStat.

14 And so the reporting period for CompStat
15 information was from Saturday until Saturday. Typically
16 what would happen is, sometimes even over the weekend, I
17 would be reviewing what is going on. When I came into the
18 office on Monday, I would review events over the weekend. So
19 when it came time for my presentation on Tuesday, I had
20 already noticed a significant increase in some crimes that
21 had occurred in the Emerson-Garfield area.

22 Anyway, I -- I did a very poor job of
23 communicating this, because, basically, what I had said --
24 and I -- I -- this is not verbatim. It's just the best of
25 my recollection -- is, I had made a statement about how

1 these particular property crimes had occurred in this area
2 and that next week's CompStat report would show an increase.
3 And what I didn't say was these occurred after the reporting
4 period had ended.

5 To the best of my understanding, it would appear
6 that Chief Straub interpreted that, that I was predicting
7 crime within that area and didn't have a plan to do anything
8 about it. And I don't recall the exact words, but it was a
9 public evisceration about how incompetent I was and I didn't
10 know what I was doing and this is not the way we're supposed
11 to do business et cetera, et cetera.

12 The -- the long and short of it was, after the
13 meeting, I had a number of the federal officers, as well as
14 the other guys in the department, kind of, patting me on the
15 shoulder saying, "Wow, sorry about that." And it was. I
16 mean, it was embarrassing, but my frustration was, I didn't
17 even feel -- I didn't even feel I could say, "Chief, these
18 occurred after the reporting period. They already happened.
19 I'm not predicting them."

20 **MS. CAPPEL:** So no opportunity to explain.

21 **MR. CUMMINGS:** No. I -- I had -- I think we all
22 learned very quickly that you did not -- you didn't offer an
23 opposing opinion to Frank Straub or you were screamed and
24 yelled at. It was very -- it was the first time I've ever
25 experienced this in my 33 years wearing a badge.

1 **MS. CAPPEL:** I was going to ask you whether you'd
2 ever had that kind of experience with prior chiefs.

3 **MR. CUMMINGS:** I -- I have had different --
4 differing opinions of multiple chiefs, and it -- and it is
5 just that. It's just an opinion. Have you thought about it
6 this way? I think most of us in the leadership positions
7 learned very early on that you did not offer an opposing
8 opinion. And it was -- it was interesting because if you --
9 if people did -- and I am -- I'm -- I'm probably going off
10 base here -- but there seems to be a pattern with those that
11 offered opinions on where they ended up within the next six
12 months.

13 I mean, one only has to look at the assistant
14 chief stepping down. a captain stepping down, another
15 captain being removed. I mean, it just one after another
16 after another. That's why I thought initially my assignment
17 to the administrative spot was -- was because I had dared
18 offer an opposing opinion.

19 It didn't turn out that way. But on this
20 particular time -- and this was a long time ago. I don't
21 want to --

22 **MS. CAPPEL:** It's over two years ago now.

23 **MR. CUMMINGS:** Yeah. I don't want to sound like
24 I'm all bent out of shape over it. It was, like, water
25 under the bridge at this point. But Mary Murmatsu had come

1 to me shortly after, and -- and said, "I think what happened
2 to you was absolutely ridiculous," and -- and she had
3 indicated she was going to talk to somebody about it.

4 **MS. CAPPEL:** Mary was at the CompStat meeting?

5 **MR. CUMMINGS:** Yes, she was.

6 **MS. CAPPEL:** Did she say who in particular she was
7 going to talk to?

8 **MR. CUMMINGS:** I think Nancy Isserlis, but I'm not
9 sure. I just recall her saying that she is -- she was going
10 to talk to somebody about it. I didn't know if that meant
11 Nancy or Theresa Sanders or -- didn't ask.

12 **MS. CAPPEL:** But Mary made it clear that she
13 thought Straub's behavior was inappropriate?

14 **MR. CUMMINGS:** Yes, very clear.

15 **MS. CAPPEL:** Had anything like that happened with
16 Chief Straub before that particular CompStat meeting?

17 **MR. CUMMINGS:** Not with me particularly. And not
18 that I'm -- I'm aware of. Again, I was fairly new into that
19 command position, so...

20 **MS. CAPPEL:** And did Nancy Isserlis ever talk to
21 you about this --

22 **MR. CUMMINGS:** No.

23 **MS. CAPPEL:** -- the CompStat meeting we've been
24 talking about?

25 **MR. CUMMINGS:** No.

1 **MS. CAPPEL:** Did Chief Straub ever revisit that
2 meeting?

3 **MR. CUMMINGS:** Yes. About a day and a half later,
4 I got called into his office, and he apologized for his
5 behavior.

6 **MS. CAPPEL:** Did he say what prompted his apology?

7 **MR. CUMMINGS:** No. And it was just my opinion at
8 the time, but it -- it seemed to me that he was asked to do
9 that, because I could see that it was -- it pained him to
10 apologize.

11 **MS. CAPPEL:** Was there anyone else present?

12 **MR. CUMMINGS:** No. No.

13 **MS. CAPPEL:** Just the two of you?

14 **MR. CUMMINGS:** Just the two of us.

15 **MS. CAPPEL:** Have you shared that meeting that
16 we've been talking about with anyone other than Mary
17 Murmatsu, in terms of members of the City Attorney's Office
18 or members of the mayor's administration?

19 **MR. CUMMINGS:** No, not that particular meeting.
20 But it was pretty obvious to me that others throughout the
21 department had talked about it, because it was actually
22 common knowledge -- and this is just my opinion -- but it
23 was -- I had multiple -- multiple people throughout the
24 agency talk about the -- the public humiliation of Keith
25 Cummings by Chief Straub. I mean, it was --

1 **MS. CAPPEL:** So --

2 **MR. CUMMINGS:** A lot of people knew about it,
3 yeah.

4 **MS. CAPPEL:** Okay. Did you ever talk to anyone in
5 HR about this --

6 **MR. CUMMINGS:** No.

7 **MS. CAPPEL:** -- particular meeting?

8 **MR. CUMMINGS:** No.

9 **MS. CAPPEL:** Did it ever happen again?

10 **MR. CUMMINGS:** Not to the degree of that -- that
11 first one. I mean, CompStat became, well, the -- the
12 uncomfortable two hours of Tuesday morning. I mean, it was
13 almost for me -- and I know the other guys, probably felt
14 the same way -- it was a sigh of relief when the -- the
15 meeting was over, because the -- the beatings were done, so
16 to speak.

17 And I get -- I get his role, what he was trying to
18 do. The problem was, the man was never a cop, and he was
19 trying to tell a bunch of cops how to do their job. And it
20 just became a pulpit for him to talk about how great he was.
21 Again, this is just my opinion of it. It was -- so you just
22 shut your mouth and let -- let it go on. But it was never -
23 - it was never to the degree of that first one. I mean --

24 **MS. CAPPEL:** Where it was personalized.

25 **MR. CUMMINGS:** It was very personalized. After

1 that, it was just, in my opinion, very poor management
2 style.

3 **MS. CAPPEL:** Did Mary attend those CompStat
4 meetings on a regular basis?

5 **MR. CUMMINGS:** I -- I remember seeing her at
6 multiple ones. I don't think that she attended every single
7 one, but...

8 **MS. CAPPEL:** Did anyone else from the City
9 Attorney's Office attend those meetings?

10 **MR. CUMMINGS:** I don't think so. I remember
11 seeing the mayor there at a few of them, but not all of
12 them, you know.

13 **MS. CAPPEL:** How about Theresa Sanders; do you
14 recall if she attended any?

15 **MR. CUMMINGS:** I don't recall seeing her, though.
16 She might have been at one or two. But -- but I didn't make
17 every single one of them, either, so...

18 **MS. CAPPEL:** Okay. Were you generally familiar
19 with Monique Cotton?

20 **MR. CUMMINGS:** Yes.

21 **MS. CAPPEL:** Did you ever work with her?

22 **MR. CUMMINGS:** I mean, insofar as coordinating
23 press releases for various things.

24 **MS. CAPPEL:** Did you ever have the chance to
25 observe her interactions with Chief Straub?

1 **MR. CUMMINGS:** Not outside of -- of just a regular
2 meeting where things were just being discussed or --

3 **MS. CAPPEL:** In a group setting?

4 **MR. CUMMINGS:** Yeah.

5 **MS. CAPPEL:** Did you learn, at some point, that
6 she had made sexual harassment allegations against the
7 chief?

8 **MR. CUMMINGS:** Yes, and that was probably about
9 the time it came out in the news.

10 **MS. CAPPEL:** Did you see any behavior from Chief
11 Straub that you would consider to be sexually harassing,
12 meaning inappropriate touching?

13 **MR. CUMMINGS:** No.

14 **MS. CAPPEL:** Inappropriate comments about physical
15 appearance?

16 **MR. CUMMINGS:** No.

17 **MS. CAPPEL:** Attempts to kiss a female employee?
18 Did you see any of that?

19 **MR. CUMMINGS:** No.

20 **MS. CAPPEL:** Did you become aware of any female
21 staff in the Spokane Police Department that had issues with
22 how they were being treated by Chief Straub?

23 **MR. CUMMINGS:** No, not until after this came out
24 in the news.

25 **MS. CAPPEL:** So it all --

1 **MR. CUMMINGS:** The only -- the only thing I did
2 see, and I never asked for details, is going into Monique's
3 office, and it was -- obviously, she was crying. And when I
4 asked if everything was okay, all she did was point in the
5 direction of Chief Straub's office. Never got any details,
6 but she wasn't offering anything anyway.

7 **MS. CAPPEL:** And can you place that in a year that
8 that --

9 **MR. CUMMINGS:** That would have been 2000 -- yeah,
10 late '14 to early '15. I couldn't give you an exact date,
11 because it occurred on more than one occasion.

12 **MS. CAPPEL:** Where you saw her in tears?

13 **MR. CUMMINGS:** Yeah. But at least twice, maybe
14 even three different times.

15 **MS. CAPPEL:** And did she indicate, on each of
16 those occasions, that it had to do with Straub?

17 **MR. CUMMINGS:** Just specifically one time, when --
18 and she didn't say his name. She just -- I had just asked
19 what's going on, and she points to his office.

20 **MS. CAPPEL:** Okay. Are you aware of any female
21 staff going outside the department to complain about Chief
22 Straub with each -- with either HR, the City Attorney's
23 Office, or the mayor's staff?

24 **MR. CUMMINGS:** Any female?

25 **MS. CAPPEL:** Any female staff from the police

1 department.

2 **MR. CUMMINGS:** Not that I'm aware of.

3 **MS. CAPPEL:** Are you aware of any male employees
4 from the department going outside to complain about Straub?

5 **MR. CUMMINGS:** Outside -- outside the department,
6 no.

7 **MS. CAPPEL:** Okay. Did anyone from the mayor's
8 administration reach out for you to ask you about Chief
9 Straub or see if you had any concerns?

10 **MR. CUMMINGS:** No.

11 **MS. CAPPEL:** How about HR or the City Attorney's
12 Office?

13 **MR. CUMMINGS:** No.

14 **MS. CAPPEL:** I want to turn to the letter that I
15 had put in front of you.

16 **MR. CUMMINGS:** Yeah.

17 **MS. CAPPEL:** And it's dated September 18th, 2015.

18 **MR. CUMMINGS:** Uh-huh.

19 **MS. CAPPEL:** And it's a letter that was under the
20 signature of the leadership of the Captain and Lieutenants
21 Association.

22 **MR. CUMMINGS:** Yes.

23 **MS. CAPPEL:** You've seen the letter before?

24 **MR. CUMMINGS:** Yes.

25 **MS. CAPPEL:** Did you have any role in drafting it?

1 **MR. CUMMINGS:** No.

2 **MS. CAPPEL:** Did you have a chance to read the
3 final after it was finalized?

4 **MR. CUMMINGS:** Yes. My problem is, I don't recall
5 what exact date I read it. Yeah. But it was definitely
6 after this meeting.

7 **MS. CAPPEL:** The meeting that's referenced in the
8 letter?

9 **MR. CUMMINGS:** Yes.

10 **MS. CAPPEL:** So when you read the letter, the
11 final letter, did you have any disagreement with what's in
12 it?

13 **MR. CUMMINGS:** No.

14 **MS. CAPPEL:** Did it cause you any concerns?

15 **MR. CUMMINGS:** No. I think at this point, all of
16 us were so fed up with this -- this style, this -- this
17 chief of police, that it was driving everybody away. I
18 mean, it was the antithesis of what a leader should be.

19 **MS. CAPPEL:** Okay.

20 **MR. CUMMINGS:** Yeah.

21 **MS. CAPPEL:** So the letter talks about a meeting
22 on September 8th with members of the association and Theresa
23 Sanders and the mayor. Did you attend that meeting?

24 **MR. CUMMINGS:** Yes, I did.

25 **MS. CAPPEL:** Can you tell me what you recall about

1 it?

2 **MR. CUMMINGS:** The meeting was set up. I think,
3 initially, it was to talk about labor issues, because the
4 mayor and the city manager were, actually, kind of,
5 surprised. When Mark Griffiths, who, I believe, signed this
6 letter as well, started talking about some concerns that the
7 lieutenants and captains had regarding Chief Straub's
8 performance and management style, and specifically what had
9 occurred at a senior staff training, I believe it was --

10 **MS. CAPPEL:** An in-service?

11 **MR. CUMMINGS:** -- at the academy -- yeah, just a
12 week or so before this meeting, and throughout -- throughout
13 this meeting, it almost went around the room regarding very
14 specific details from the various lieutenants and/or
15 captains on their interaction with Frank Straub. I could
16 not go into detail on every single one.

17 I don't have that kind of memory. But basically,
18 it was a very loud voice from everybody in the lieutenants
19 and captains -- I think only one or two people even missed
20 the meeting -- saying, this has got to stop. This kind of
21 treatment by our chief has got to stop, Mr. Mayor.

22 And afterwards, after the mayor left -- and the
23 mayor was, actually, really surprised to hear about it. He
24 seemed genuinely surprised. After the meeting, I spoke --
25 there was about five or six of us that stayed after and --

1 and spoke with Theresa Sanders for a few minutes, and then
2 that was it.

3 **MS. CAPPEL:** Did you share any of your experiences
4 at the meeting?

5 **MR. CUMMINGS:** No. Actually, my -- my public
6 thrashing, if you want to call it that, was actually shared
7 by Captain Torok. Yeah.

8 **MS. CAPPEL:** Did -- how -- how did Theresa react
9 to the information, as far as you could tell?

10 **MR. CUMMINGS:** I think also she was very
11 surprised. Matter of fact, she had said something like,
12 "Wow. I never expected to hear anything like this," or
13 words to that effect.

14 **MS. CAPPEL:** Was there any discussion, either from
15 Theresa or the mayor, about what they planned to do with the
16 information?

17 **MR. CUMMINGS:** At that -- at that point, no. We
18 just -- I think -- again, the -- the message was, you've got
19 to talk to this guy, and you've got to do something about
20 this. I don't recall hearing any specific plan by either
21 one of them about what they were going to do.

22 **MS. CAPPEL:** Do you recall any discussion or any
23 questions to the members about whether they thought the --
24 the problems could be fixed with Straub, whether the
25 relationships could be repaired?

1 **MR. CUMMINGS:** That I don't recall. I don't
2 remember any specific, like, I know we're going to try to do
3 this first or try to do that.

4 **MS. CAPPEL:** Do you remember anyone saying that
5 they didn't think Straub could recover from -- from these
6 problems?

7 **MR. CUMMINGS:** No, I don't.

8 **MS. CAPPEL:** You don't recall that?

9 **MR. CUMMINGS:** Yeah. I don't remember those
10 specific words. I think, again, we were just fed up.

11 **MS. CAPPEL:** Did -- do you recall if Theresa
12 offered to meet privately with members of the association
13 after the group meeting?

14 **MR. CUMMINGS:** I think there was something along
15 those lines, but I don't remember anybody that actually took
16 her up on that.

17 **MS. CAPPEL:** Did you?

18 **MR. CUMMINGS:** No, I didn't.

19 **MS. CAPPEL:** Okay. Do you recall anyone speaking
20 up in support of Chief Straub during that September 8th
21 meeting?

22 **MR. CUMMINGS:** Boy, I'm -- I'm trying to remember
23 if there was any -- my problem is, is I've actually said a
24 number of times, there was some very good things that --
25 that Chief Straub did, but there was some very bad things.

1 And to keep them straight in my mind, okay, now,
2 did I hear that at that meeting or not, I'm -- I'm just not
3 sure, because, you know, it's true. He did a lot of good
4 things, but then he did some very poor things, so...

5 **MS. CAPPEL:** Okay. Do you recall if Monique
6 Cotton came up as a subject at the September 8th meeting?

7 **MR. CUMMINGS:** Oh, I believe so, but I don't
8 remember exactly what he was -- what the words --

9 **MS. CAPPEL:** What the context?

10 **MR. CUMMINGS:** Yeah. Yeah.

11 **MS. CAPPEL:** Do you recall whether it had any --

12 **MR. CUMMINGS:** Like favoritism regarding a car
13 crash. I know that was discussed at -- or car damage and
14 nothing done, that sort of thing. That had to do
15 specifically with Captain Torok and Lieutenant Walker, I
16 believe.

17 **MS. CAPPEL:** Do you recall anything coming up
18 along the lines that she had made complaints of sexual
19 harassment against the chief?

20 **MR. CUMMINGS:** At the September 8th meeting, I
21 don't recall that being said. We had -- we had -- no, just
22 the stuff that was in the news, you know.

23 **MS. CAPPEL:** That's what you're thinking?

24 **MR. CUMMINGS:** Yeah. That -- I'm trying to --
25 it's kind of hard to keep the two separate now. When did I

1 -- when did I first read about this, so...

2 **MS. CAPPEL:** So you recall if Carly Cortright came
3 up in the September 8th meeting for any reason?

4 **MR. CUMMINGS:** She might have, but again, the
5 context of which I don't remember.

6 **MS. CAPPEL:** Okay. How did you learn that Chief
7 Straub had resigned?

8 **MR. CUMMINGS:** I believe on the news, yeah.

9 **MS. CAPPEL:** Were you contacted by Theresa between
10 the September 8th meeting and the time you learned that
11 Straub had resigned?

12 **MR. CUMMINGS:** No.

13 **MS. CAPPEL:** Did anyone from the City Attorney's
14 Office contact you between that period?

15 **MR. CUMMINGS:** No.

16 **MS. CAPPEL:** Anyone from HR?

17 **MR. CUMMINGS:** No.

18 **MS. CAPPEL:** Were you familiar with the
19 circumstances around Carly Cortright transferring from the
20 police department to City Hall?

21 **MR. CUMMINGS:** Not exactly at the time she left. I
22 learned more and more and more after time had gone by. But
23 as I mentioned before, she was one of the persons that had
24 told Frank Straub that he might be wrong, and suddenly, she
25 was gone.

1 **MS. CAPPEL:** Did you attend some of these meetings
2 where Carly pushed back?

3 **MR. CUMMINGS:** No. And I -- I have to square that
4 away. This is in conversations with her. And I think both
5 Brad Arleth and Joey Walker were commanders at the time that
6 Carly was there. And so this is like conversations that
7 might have occurred either in passing. I remember talking to
8 Carly about it a couple of years ago, like, "Why did you
9 suddenly leave?"

10 **MS. CAPPEL:** Uh-huh.

11 **MR. CUMMINGS:** That sort of thing, so...

12 **MS. CAPPEL:** And she said?

13 **MR. CUMMINGS:** "Tough guy to deal with." Yeah.

14 **MS. CAPPEL:** Okay.

15 **MR. CUMMINGS:** Yeah.

16 **MS. CAPPEL:** Did Straub ever speak disparagingly
17 about Carly in your presence?

18 **MR. CUMMINGS:** No, not in my presence. I remember
19 hearing conversations from either Brad or Joey where she was
20 mentioned.

21 **MS. CAPPEL:** By the chief?

22 **MR. CUMMINGS:** Yeah. They had talked about the
23 chief talking about her. And I said, "This is starting to
24 get way down the pipeline," so...

25 **MS. CAPPEL:** Okay. But you never heard him make

1 any disparaging comments?

2 **MR. CUMMINGS:** Not to me personally, no.

3 **MS. CAPPEL:** How about any disparaging comments
4 about women in the department; did Straub make any of those
5 in front of you?

6 **MR. CUMMINGS:** Not -- not that I recall, no.

7 **MS. CAPPEL:** Okay. I'm going to go off the record
8 and check my notes.

9 **MR. CUMMINGS:** Okay.

10 **(Brief recess.)**

11 **MS. CAPPEL:** We're back on the record, and I have
12 gone through my list of questions. Keith, do you have
13 anything you want to add or any questions before we go off
14 the record?

15 **MR. CUMMINGS:** Nope.

16 **MS. CAPPEL:** All right. Thank you.

17 **MR. CUMMINGS:** Perfect. Thank you.

18 **MS. CAPPEL:** It is 12:29.

19 **(WHEREUPON, the interview of Keith Cummings was**
20 **concluded.)**

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1 CERTIFICATE

2
3 I, Marilyn J. Broyles, do hereby certify
4 that I reported all proceedings adduced in the foregoing
5 matter and that the foregoing transcript pages constitutes
6 a full, true and accurate record of said proceedings to
7 the best of my ability.

8
9 I further certify that I am neither related
10 to counsel or any party to the proceedings nor have any
11 interest in the outcome of the proceedings.

12
13 IN WITNESS HEREOF, I have hereunto set my
14 hand this 20th day of June, 2016.

15
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19 _____
20 Marilyn J. Broyles
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DECLARATION

Deposition of: Keith Cummings Date: 05/24/16

Regarding: Frank Straub

Reporter: Broyles

I declare under penalty of perjury the following to be true:

I have read my deposition and the same is true and accurate save and except for any corrections as made by me on the Correction Page herein.

Signed at _____, _____
on the _____ day of _____, 2016.

Signature _____

Keith Cummings

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