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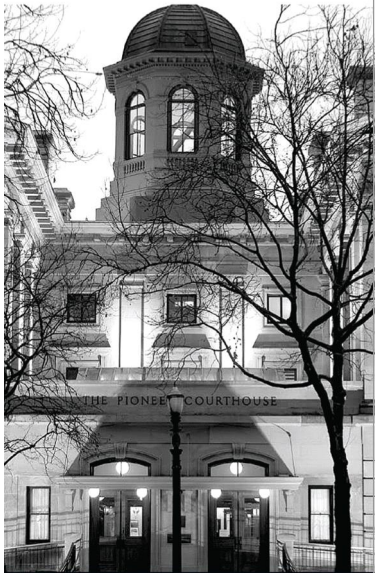
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INTERVIEW OF

SARAH LYND

**TAKEN ON
TUESDAY, MARCH 15, 2016
2:06 P.M.**

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

I **INTERVIEW CONDUCTED BY:**

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INTERVIEW OF**SARAH LYNDS****TAKEN ON****TUESDAY, MARCH 15, 2016****2:06 P.M.**

THE REPORTER: The time is now 2:06 p.m. We are on record.

MS. CAPPEL: My name is Kris Cappel. I'm with the Seabold Group. The City of Spokane has retained Seabold Group to conduct an investigation of several issues involving the circumstances of former Chief Straub's departure from the City. We're here today with Sarah Lynds. And Sarah, can you make sure we have the spelling correct on your name. Go ahead and spell your name --

MS. LYNDS: Oh. S-a-r-a-h, L-y-n-d-s.

MS. CAPPEL: This interview is -- in addition to being transcribed is also being audio recorded. Sarah, do I have your permission to record this interview?

MS. LYNDS: Yes.

MS. CAPPEL: Great. I want to explain the purpose -- or excuse me, the role that we've been asked to play in this investigation. I am a lawyer but I have not been hired as a lawyer and so I won't be giving legal advice and the City is not asking me for legal advice. I will purely be a

1 fact finder. And the issues that I've been asked to
2 investigate are in a scope document that I gave you a copy
3 of today, but which is, also has been circulated to other
4 individuals who have been to meet with me. And so the focus
5 of my questions are going to be on these issues in the scope
6 document. And one of the things we talked about and I'll
7 reiterate on the record is that there's a high interest in
8 the investigation publicly, and there's also been litigation
9 filed. So I'm quite certain that somebody somewhere is
10 going to request copies of the transcripts of interviews
11 that I've conducted. And I think that those will be likely
12 disclosed. So I want to make sure that everyone I meet with
13 understands that. And so like I said, we've talked about
14 that.

15 I think that's everything I wanted to mention
16 before we got started. Any questions before we get started?

17 **MS. LYNDS:** No.

18 **MS. CAPPEL:** Great. Can we start with how long
19 you've been with the City and the different positions that
20 you've held.

21 **MS. LYNDS:** I've only been here at the City since
22 June 30th of 2014, and this is the only position that I've
23 held.

24 **MS. CAPPEL:** And what is your title?

25 **MS. LYNDS:** It is Deputy Director of Strategic

1 Initiatives. And part way through, I can't remember what
2 exact time, the -- Straub had designated internally that I
3 was the Director of Business and Finance. So that -- but
4 that wasn't on, like, totally, like, in the books, like at
5 City Hall or anything and that, but that's how he referred
6 to me as.

7 **MS. CAPPEL:** Okay. So I'll go into a little bit
8 of that. Hired June of 2014. But you were with the City,
9 you came from outside the City?

10 **MS. LYNDS:** Yes. Correct.

11 **MS. CAPPEL:** Who was involved in interviewing you
12 and extending the offer?

13 **MS. LYNDS:** Initially, I was interviewed by City
14 Hall for a position. And that was with Gavin and a few of
15 the accounting folks down there. From what I've been told,
16 Gavin came -- came to Tim Schwering and said that I think
17 she'd be a good fit in your -- in your department. They were
18 having some accounting issues, I guess, not necessarily
19 inside the department, but with the going back and forth
20 between City Hall and the personnel that were involved with
21 -- they had, I guess, taken the accounting folks out and put
22 them in City Hall and then they were in transition. They
23 had just brought them back out -- back to SPD. And so they
24 were looking for a leadership -- from what I'm told, they
25 were looking for a leadership role and so he approached Tim

1 Schwering and said I think she'd be a good fit. At that
2 point, I had met with Tim Schwering and he then, after that
3 he then had me just meet the Chief at that point. It was
4 about a five, maybe ten-minute meeting. And that's when
5 they extended the offer. And I did the -- then I started --
6 and at that point, that's when I had to go in the background
7 and all the -- the -- whatever it -- all the stuff you have
8 to do to go -- get into SPD so --

9 **MS. CAPPEL:** Okay. But you're a civilian
10 employee?

11 **MS. LYND:** Yes, correct.

12 **MS. CAPPEL:** And when you were hired is Deputy
13 Director of Strategic Initiatives the title they told you
14 you would be hired under?

15 **MS. LYND:** I can't remember exactly if that's
16 what they said it was, but I knew I was coming in as deputy
17 director. I don't think -- I don't think they ever said it
18 was a strategic initiatives. It was just the open position
19 that they had at the time. But I -- and again, I wasn't a
20 part of that so I don't know.

21 **MS. CAPPEL:** Okay. And what did they tell you you
22 would be doing in the department?

23 **MS. LYND:** Doing all the finance and all the
24 budgets, all the -- basically, all the financial part of the
25 - of SPD.

1 **MS. CAPPEL:** And did they tell you whether you
2 would supervise staff?

3 **MS. LYNDS:** Yes. Yes.

4 **MS. CAPPEL:** And what did they tell you about
5 that?

6 **MS. LYNDS:** They didn't tell me a lot about the
7 staff at all. They just said there -- and I just -- I've
8 been in several jobs before where in that position, you have
9 staff. You've got payroll. So I knew coming into it I'd
10 have payroll. I'd have AP. I'd have the accounting folks.
11 I'd have all those HR. I'd have all those things underneath
12 of me so I knew I was getting employees so there wasn't a
13 lot that I asked about that just because going into it you
14 know you're going to get a variety of employees.

15 **MS. CAPPEL:** Okay. And so --

16 **THE REPORTER:** A what?

17 **MS. CAPPEL:** A variety.

18 **MS. LYNDS:** A variety of -- yeah, of employees.

19 **MS. CAPPEL:** How many did you end up with when you
20 took the position?

21 **MS. LYNDS:** Oh, let's see I have one, two, three,
22 four, five, six, -- one, two, three, four, five, six -- six
23 immediate reports and then I had one that was in the budget
24 that was not filled yet. Or that was going to be -- sorry.
25 That was going to be in the '15 budget and I knew about that

1 was not filled yet.

2 **MS. CAPPEL:** What position was that?

3 **MS. LYNDS:** That was my buyer. Well, at the time
4 it was classified as an Accountant I position, but I
5 reclassified it into a buyer position.

6 **MS. CAPPEL:** Buyer?

7 **MS. LYNDS:** Buyer.

8 **MS. CAPPEL:** So what are they -- what does the
9 person do?

10 **MS. LYNDS:** That just buys --

11 **MS. CAPPEL:** Police equipment?

12 **MS. LYNDS:** Yep. Pretty much.

13 **MS. CAPPEL:** That'd be a fun

14 **MS. LYNDS:** And a lot of --

15 **MS. CAPPEL:** -- job actually.

16 **MS. LYNDS:** Yeah. And does a lot of the -- all
17 the contracts, contract compliance. Making sure we're
18 following all the RCW's, all the City rules -- rules or I
19 guess process and procedures.

20 **MS. CAPPEL:** And who currently holds that
21 position?

22 **MS. LYNDS:** Mikayla Martinez.

23 **MS. CAPPEL:** And who were the other six direct
24 reports?

25 **MS. LYNDS:** Erica Wade is my Accountant II. Angie

1 Chirowango (LNU).

2 **THE REPORTER:** Can you please spell that?

3 **MS. LYNDS:** I actually can't. I can -- it's C-h-
4 i-r-o-w-a- -- I can get those for you if you want me to.

5 **MS. CAPPEL:** We'll follow up on that. So Erica,
6 Angie -- Angie's position was?

7 **MS. LYNDS:** Accountant I.

8 **MS. CAPPEL:** Okay.

9 **MS. LYNDS:** Accounting -- what is the exact
10 classification? So Kim Claar's -- C-l-a-r -- a-a-r and the
11 accounting -- is it specialist or is it -- I can follow up -
12 - I'll have to follow up with the title -- the title and the
13 name if you want.

14 **MS. CAPPEL:** Okay.

15 **MS. LYNDS:** And then also in payroll I have
16 Courtney -- well, at the time it wasn't Courtney, it was Kim
17 Anderson, but now it's Courtney.

18 **MS. CAPPEL:** Payroll --

19 **MS. LYNDS:** And this is going to be payroll/HR.

20 **MS. CAPPEL:** It was Kim now it's --

21 **MS. LYNDS:** Courtney Scherar.

22 **MS. CAPPEL:** Okay.

23 **MS. LYNDS:** And then Maria R -- it's A-r-t-i
24 something.

25 **MS. CAPPEL:** Okay. What's her position?

1 MS. LYNDS: She's payroll as well.

2 MS. CAPPEL: Okay. So one, two, three, four,
3 five.

4 MS. LYNDS: And then I got Mel Fitzgerald.

5 MS. CAPPEL: And that's --

6 MS. LYNDS: She -- she just does -- she does --
7 she kind of helps out with payroll, accounting and she does
8 kind of a little bit of everything.

9 MS. CAPPEL: Is she considered like an admin?

10 MS. LYNDS: They're all - all considered admin,
11 but she's like a -- an accounting -- I think it's specialist
12 but I have -- I'd have to look at the accounting -- it's --
13 it's like you have accountant -- or Accountant II,
14 Accountant I, then you have the accounting support
15 basically.

16 MS. CAPPEL: Okay. And were you physically
17 located in the public safety building?

18 MS. LYNDS: Yes.

19 MS. CAPPEL: And still are?

20 MS. LYNDS: Yes.

21 MS. CAPPEL: Okay. And do you report to Tim.

22 MS. LYNDS: No. I -- well, initially when I was
23 hired, I reported to Tim. It was -- and I can't remember
24 timing on it, but it was probably five months after I was
25 hired it was determined that I was to report directly to

1 Frank at that point.

2 **MS. CAPPEL:** So that would have been -- okay. So
3 we're talking about 2014?

4 **MS. LYND:** It would have been -- I think it was
5 around the beginning of the year. I can't -- exact timing,
6 I mean, I didn't remember because it was just, okay.

7 **MS. CAPPEL:** Was there any change to your position
8 that came with the change in reporting?

9 **MS. LYND:** Not the doing -- the day-to-day stuff,
10 but I think that they started realizing that I started
11 bringing up the issues that I was finding that it was a much
12 larger job and much larger demand or whatever than what they
13 initially thought. So as I started bringing up issues,
14 that's when I believe he decided that he wanted me to report
15 to him because that's who I was going to with all of my
16 finding -- all my facts and finding. And -- and that's when
17 they started calling me director of business services, which
18 is technically, I guess, in the past. I don't know this --
19 this is just hearsay, but it was somebody else in that
20 position before.

21 **MS. CAPPEL:** So it was an open slot so to speak?

22 **MS. LYND:** It's -- it's a open position, but it's
23 not -- it wasn't in the budget. So that's how come they
24 couldn't put me in that position. They said there wasn't
25 any budget for that.

1 MS. CAPPEL: Did you make any more money --

2 MS. LYND: No.

3 MS. CAPPEL: -- when you became director?

4 MS. LYND: Huh-uh.

5 MS. CAPPEL: Did your -- are you a civil -- are
6 you protected under civil service?

7 MS. LYND: I believe -- yeah.

8 MS. CAPPEL: As a deputy director?

9 MS. LYND: I'm a direct mayor appointee. So I'm
10 thinking probably not.

11 MS. CAPPEL: Okay. I'm going to show you an
12 organizational chart that was provided to me and it's dated
13 2014. I don't know if that is when it was created. I don't
14 know if it was ever formally adopted. But if you look at
15 this section under Tim Schwering, does that resemble current
16 reality?

17 MS. LYND: Huh-uh. Not even close.

18 MS. CAPPEL: Yes or no?

19 THE REPORTER: Yes or -- yeah. Sorry. The mm-
20 hm's don't --

21 MS. LYND: Oh, right. Right.

22 THE REPORTER: -- come out.

23 MS. LYND: Oh, okay.

24 MS. CAPPEL: So let me ask you --

25 MS. LYND: Oh, gotcha.

1 **MS. CAPPEL:** Does the -- does the organizational
2 chart as it relates to Tim Schwering, is that accurate?

3 **MS. LYNDS:** As of now or as of then?

4 **MS. CAPPEL:** As of now.

5 **MS. LYNDS:** No.

6 **MS. CAPPEL:** No.

7 **MS. LYNDS:** No.

8 **MS. CAPPEL:** And how about when you were first
9 hired?

10 **MS. LYNDS:** Let's see. When I very first was
11 hired, this had already been re -- I don't know when this
12 was updated back then, but what I was told when I was hired
13 was that this -- this was no longer underneath this. The --
14 the director of strategic initiatives no longer -- was not
15 going to be doing this because this was --

16 **MS. CAPPEL:** This is payroll --

17 **MS. LYNDS:** -- so big. Yes. So this here --

18 **MS. CAPPEL:** Business services --

19 **MS. LYNDS:** Business services, payroll and all
20 that stuff was under me.

21 **MS. CAPPEL:** Okay.

22 **MS. LYNDS:** And clerical support, I guess that --
23 would you consider part of me -- I -- no, that must -- that
24 probably is going to be like their secretary that they have
25 out -- that the Chief had.

1 **MS. CAPPEL:** Okay. So the title existed, deputy
2 director of strategic and tactical initiatives, but they
3 dropped the tactical? Did you ever have that title?

4 **MS. LYND:** I think it's just - that's what I --

5 **MS. CAPPEL:** Okay.

6 **MS. LYND:** I think in the budget this is -- it
7 does show that, but I'd have to go back and look. I -- at
8 this point there was somebody else in this position who was
9 over the business services and accounting and all that
10 stuff, and that's -- she basically was reverted back to an
11 Accountant II.

12 **MS. CAPPEL:** And who is that?

13 **MS. LYND:** That's Erica Wade.

14 **MS. CAPPEL:** So Erica was the deputy director --

15 **MS. LYND:** Director of business --

16 **MS. CAPPEL:** -- of business services.

17 **MS. LYND:** Correct.

18 **MS. CAPPEL:** And --

19 **MS. LYND:** And she was until the beginning of
20 2015.

21 **MS. CAPPEL:** And was your understanding that she
22 took the other position?

23 **MS. LYND:** She requested to roll back.

24 **MS. CAPPEL:** To business services?

25 **MS. LYND:** Just to accounting -- an Accountant II

1 position.

2 **MS. CAPPEL:** Did she discuss with you her reason
3 for wanting to roll back?

4 **MS. LYNDS:** She wasn't real specific on exact
5 reasons why. I knew why, but she didn't -- she was not
6 specific in why. She didn't lay out exact reasons of why
7 she requested that.

8 **MS. CAPPEL:** This is one of those areas -- did you
9 see something that you determined was probably the reason
10 she --

11 **MS. LYNDS:** Not directly --

12 **MS. CAPPEL:** -- rolled back?

13 **MS. LYNDS:** -- with her. Not -- not -- nothing
14 that was done directly to her.

15 **MS. CAPPEL:** To others?

16 **MS. LYNDS:** I don't know what was -- what happened
17 before I was there, but again, that's speculation. That was
18 hearsay, and so I don't know what really -- everything that
19 really occurred.

20 **MS. CAPPEL:** Okay. Do you know whether her
21 decision to roll back had anything to do with Chief Straub?

22 **MS. LYNDS:** I think it was environment.

23 **MS. CAPPEL:** Work environment?

24 **MS. LYNDS:** I think work environment, myself.

25 **MS. CAPPEL:** Involving Straub's behavior?

1 **MS. LYND:** Not to her directly. But this is an
2 appointed position by the Mayor.

3 **MS. CAPPEL:** The deputy director?

4 **MS. LYND:** Yes. And I think that played into it
5 because -- I think it played into it because of being a
6 direct -- basically, you don't have civil -- so you don't
7 have civil service, I guess, under that. So, yeah. No.
8 That -- I think played into a lot of it.

9 **MS. CAPPEL:** Okay.

10 **MS. LYND:** Is having that civil service
11 protection. And the pay was exactly the same so it was no
12 loss there on pay.

13 **MS. CAPPEL:** Did anybody replace Erica in the
14 deputy director business service position?

15 **MS. LYND:** Nothing else changed. She was still
16 reporting to me as she was before. She was reporting to me
17 before when I got there. She is doing the same work.

18 **MS. CAPPEL:** All right. So I got lost in what I
19 was doing there. The current structure in the area that Tim
20 is overseeing --

21 **MS. LYND:** Do you have an updated one of these?

22 **MS. CAPPEL:** I do not.

23 **MS. LYND:** No.

24 **MS. CAPPEL:** Unfortunately. Do you know who was -
25 - who had filled the deputy director strategic initiative

1 position before you?

2 **MS. LYNDS:** I heard. I don't -- I don't -- from
3 what I heard, she had come downtown, I think it was the
4 Ombudsman position I believe. I think she was only here for
5 a very short time from what I've been told again. But other
6 than that, I don't know anything about her. I don't know --

7 **MS. CAPPEL:** Okay.

8 **MS. LYNDS:** Besides hearsay.

9 **MS. CAPPEL:** And what's her name?

10 **MS. LYNDS:** I honestly don't know. I didn't even
11 pay attention. Someone said it at one time, but I didn't --
12 at that point I was so busy doing work that I --

13 **MS. CAPPEL:** Okay.

14 **MS. LYNDS:** It didn't really matter to me so --
15 and, in fact, I didn't even hear -- I didn't even know about
16 that person being in that position for several months after.
17 I thought I was the first person in that position so --
18 because it was a newly created -- I believe these two were
19 newly created positions.

20 **MS. CAPPEL:** The director of strategic initiatives
21 --

22 **MS. LYNDS:** Yes.

23 **MS. CAPPEL:** -- and the deputy director position?

24 **MS. LYNDS:** Yes. I believe that these were within
25 a year before that, I believe. I believe. Again, I did not

1 go back and verify that because I didn't -- not have time
2 with how much -- what the workload was like.

3 **MS. CAPPEL:** Okay. So when you first met Chief
4 Straub, you mentioned it was rather short before they
5 offered you the position. Had you met him -- that was a
6 yes?

7 **MS. LYNDS:** Yes.

8 **MS. CAPPEL:** Had you met him before --

9 **MS. LYNDS:** No.

10 **MS. CAPPEL:** -- that first introduction?

11 **MS. LYNDS:** Nope.

12 **MS. CAPPEL:** And you reported to Tim for the first
13 five months. How would you describe your reporting
14 relationship with Tim?

15 **MS. LYNDS:** Very well. Tim and I -- I mean there
16 was no issues. Not at all, no issues at all.

17 **MS. CAPPEL:** Were you attending executive team
18 meetings when you were reporting to Tim?

19 **MS. LYNDS:** I started attend -- and again,
20 timeline is a long time ago, but it was a few months after I
21 was being -- that I was there that I started attending the
22 exec meetings.

23 **MS. CAPPEL:** And how often did those occur?

24 **MS. LYNDS:** Every Monday -- well, for most of the
25 time, every Monday at 8:30 or 9:00. Sorry. And then they

1 switched to 11. They -- but it was every Monday.

2 **MS. CAPPEL:** And did you continue to attend those
3 meetings through the rest of Chief Straub's tenure?

4 **MS. LYNDS:** Yes.

5 **MS. CAPPEL:** And who else would typically be at
6 those meetings?

7 **MS. LYNDS:** It was just exec staff, so it was
8 going to be Straub obviously, Tim, Selby Smith and Rick
9 Dobrow. And that team was consistent the whole time.

10 **MS. CAPPEL:** Anybody else that was attending while
11 you were --

12 **MS. LYNDS:** For a short -- I can't remember when
13 Teresa started -- Fuller. Teresa Fuller was attending for
14 some time and I can't remember if it was when she came in
15 and went out. I didn't pay attention, but I know she was in
16 some of them.

17 **MS. CAPPEL:** What about Monique Cotton?

18 **MS. LYNDS:** Oh, yes, sorry. Yes, of course she
19 was there.

20 **MS. CAPPEL:** And is that up to the time she
21 transferred --

22 **MS. LYNDS:** Yes.

23 **MS. CAPPEL:** -- to parks?

24 **MS. LYNDS:** Yes.

25 **MS. CAPPEL:** All right. You mentioned that your

1 understanding of one of the reasons you were asked to report
2 directly to Straub is the issues you were finding. You were
3 talking to him about them anyway. So what were the -- what
4 were the issues that you were discovering?

5 **MS. LYND:** Well -- well, in large part there --
6 the budget had been -- the budget that they had three years
7 prior and compared to what they had when I got there -- and
8 I had a lot of areas doubled or tripled since I got there.
9 And so it was bringing up the -- a lot of them were issues
10 of, hey, did you know that we went from spending X amount
11 three years ago to spending this amount now. A lot them
12 were processes and procedures that had either, one, never
13 been there or had gone somehow by the wayside. I really
14 didn't dig into what was there -- you know, what was there
15 years ago, because at that point I was way too buried in
16 work to -- to even care about what was there. But things I
17 was coming up with that -- there was no approval process or
18 there was little -- very -- I shouldn't say no.

19 There was very limited approval process for
20 purchases. There was just -- there was just things that --
21 that were not best business practice from my experience in
22 the past. And so I was -- and really, I shouldn't say it
23 was directly -- everything was to him. It was really as a
24 group when things would come up. Exec staff is when I'd
25 bring stuff up and they would make -- we would make a

1 decision going forward, okay, yes, we do want to address
2 this issue. We do want to put policies -- and I wouldn't
3 say necessarily written policies, but we need to address the
4 fact that who's purchasing what and that's where the whole -
5 - I decided at -- at -- later that I was going to create the
6 buyer position or change that Accountant I to a buyer
7 position because we knew that we had large -- large needs in
8 that area.

9 **MS. CAPPEL:** Who was overseeing -- as far as you
10 could tell, who was overseeing the budget and the purchasing
11 and the policies that were either not in place or not being
12 followed before you?

13 **MS. LYND:** Well, if you look at the -- the -- it
14 would -- underneath Tim at that point, but if you look at
15 how much is underneath Tim and how much work needed to be
16 done in the department, he didn't have time to even touch
17 any of that. And he -- and too, he didn't have the
18 expertise coming into it, in my opinion. I mean, it was --
19 he didn't have the financial background to -- and definitely
20 not the time, I mean -- so he -- he was -- it was under him
21 on the -- on the organizational chart. They did bring in
22 Erica, the deputy director, back -- and again, I don't -- I
23 didn't look, but I think it was in November of -- of --
24 let's see I was there -- and she would have came back in
25 November of '13. They brought her into to do that, kind of

1 oversee what I -- what I was doing.

2 **MS. CAPPEL:** To oversee the function?

3 **MS. LYND:** The function of it. However, there
4 were just so many changes with City Hall they had all the
5 accountants and all the people that were doing the work were
6 taken out of this SPD and put down into City Hall. So her
7 job at that point pretty much was trying to coordinate and
8 figure out how to get things done and so process and stuff,
9 because there was a lot of disconnect. There was a lot of
10 things that they took all these people, but they did not
11 take all the functions of what those people were doing.

12 **MS. CAPPEL:** Okay.

13 **MS. LYND:** They left those at SPD so --

14 **MS. CAPPEL:** So how did Chief Straub respond
15 generally to you when you would bring these issues to his
16 attention?

17 **MS. LYND:** He -- he always had lots of -- in my
18 opinion, had lots of respect for me. He always was very
19 open. He never -- he never got upset when I brang him
20 issues. But I also brought him solutions too or what I
21 would perceive as a solution or a couple different
22 solutions. For the most part I feel like he just kind of
23 got in the way and said, okay, you are an expert in this
24 area, or felt that I was -- I'm not sure that I really am,
25 but and kind of just let me do my -- do my thing.

1 MS. CAPPEL: Okay.

2 MS. LYND: And it -- it was kind of nice because
3 there was a lot of things coming up that needed addressed.
4 I did not feel like I was being pampered at all. I felt that
5 I had the full on, I guess, support from all of the execs --
6 exec team. They were all very supportive.

7 MS. CAPPEL: Did you ever have -- you personally
8 ever have an uncomfortable encounter with Chief Straub?

9 MS. LYND: No.

10 MS. CAPPEL: That you thought was --

11 MS. LYND: Not personally, no. No.

12 MS. CAPPEL: Okay.

13 MS. LYND: Nope.

14 MS. CAPPEL: Did you personally observe
15 interactions that you saw other people were uncomfortable or
16 --

17 MS. LYND: There were times that I saw the
18 demeanor that looked -- they looked uncomfortable, yes.

19 MS. CAPPEL: And were those usually in executive
20 team meetings that you'd see that behavior?

21 MS. LYND: There was several times I saw it in
22 executive team.

23 MS. CAPPEL: Did you see it outside of an
24 executive team meeting?

25 MS. LYND: Yes. Maybe not to the extent, but I

1 did see it in meetings. I never saw it on a one-on-one
2 basis. I only saw -- it was in meetings that I saw it.
3 Senior staff meetings. At that point, they had, I think,
4 discontinued command staff so they didn't have that anymore.
5 But -- and so senior staff and then also in Com Stat on
6 Tuesday mornings. I did witness some uncomfortableness.

7 **MS. CAPPEL:** And what -- what did you see? What
8 were your observations with respect to Chief Straub?

9 **MS. LYND:** What I saw is that the -- something
10 that was said by Chief Straub and then that person kind of
11 just closing down. I mean, and when in other situations
12 this person I've been with would not have shut down and not
13 have said anything. So I guess they -- and again, it's
14 hearsay, so I don't want to say hearsay, but I think it was
15 from what happened in the past. So I came into the -- unto
16 the situations about halfway through it, so I think there
17 was a lot of things that occurred before me, and again,
18 hearsay, that I think that what I was witnessing was a
19 completely different way that people were responding to his
20 actions at that point.

21 **MS. CAPPEL:** Did you -- you're a civilian, right?

22 **MS. LYND:** Yes.

23 **MS. CAPPEL:** You're not commissioned.

24 **MS. LYND:** Yes.

25 **MS. CAPPEL:** Did you get the sense that he was

1 targeting certain people or that certain people bore the
2 brunt of his anger or frustration?

3 **MS. LYNDS:** He made comments in exec staff that --
4 that -- I wouldn't say getting the brunt of it but he made
5 comments that maybe lead to things that he had said happened
6 in the past. Again, he said happened in the past or that he
7 would make comments on those individual people being and
8 acting in a certain way, maybe -- I wouldn't say derogatory,
9 but I would say not -- he would say not very nice things
10 about them.

11 **MS. CAPPEL:** Were they in the room when --

12 **MS. LYNDS:** No.

13 **MS. CAPPEL:** -- he said not very nice things?

14 **MS. LYNDS:** No.

15 **MS. CAPPEL:** Do you remember who he was
16 identifying?

17 **MS. LYNDS:** Joey Walker, Brad Arleth he would --
18 had --

19 **MS. CAPPEL:** Negative things to say about?

20 **MS. LYNDS:** Yeah. It wasn't -- it wouldn't be in
21 detail. It just be a high level -- high level comments.

22 **MS. CAPPEL:** Anyone else besides Walker and
23 Arleth?

24 **MS. LYNDS:** Every once in a while Torok, Dan
25 Torok, he would.

1 **MS. CAPPEL:** Anyone else come to mind that he
2 would --

3 **MS. LYND:** Not -- I'm not sure. There probably
4 was but I can't -- it wasn't -- those were the ones that
5 were seemed to me continue -- comments -- and it's almost
6 like they were snide comments. There weren't really -- it
7 wasn't -- it wasn't in reference to a certain thing that
8 happened, the comments weren't.

9 **MS. CAPPEL:** But he was making negative comments
10 about those individuals in front of other staff?

11 **MS. LYND:** In front of the exec staff, yes.

12 **MS. CAPPEL:** Okay.

13 **MS. LYND:** I'm not sure about other staff. I
14 didn't witness it from any other staff.

15 **MS. CAPPEL:** In terms of the people that were
16 attending executive staff meetings, did you ever feel like
17 he was focusing his negative attention on any particular
18 person?

19 **MS. LYND:** It seemed like everyone got their own
20 turn. If that's -- it seemed like it was -- if there was an
21 issue, then that was the focus that day. And it seemed that
22 sometimes the way things came across and the issues weren't
23 that big. It seemed like the issues were -- could have been
24 handled in a very different way on a one-on-one, and this
25 is, again, my opinion. It could have been handled before

1 the meeting even started with a one-on-one, five-minute
2 conversation versus in front of everybody and -- and
3 basically all the rest of us sat there not knowing what to
4 do. Because it was, like, why are -- why are you getting --
5 why are you acting like this because it doesn't -- we didn't
6 feel it warranted -- and I -- I know that the rest of us had
7 talked outside of those meetings and we didn't understand.
8 I mean, we were also very confused.

9 **MS. CAPPEL:** Was there anyone who wasn't either
10 bothered or confused by the behavior you just described who
11 is on --

12 **MS. LYND:** Who wasn't --

13 **MS. CAPPEL:** -- the exec committee?

14 **MS. LYND:** -- bothered? No. I think we all --
15 all of us were very confused and very -- not understanding
16 what -- what just went on. I mean, it was almost like we
17 would leave -- whoever it was, and normally it was one
18 individual, sometimes there ended up being two individuals
19 that were in -- in the -- I guess under the gun, or whatever
20 it was, and those -- we would all -- but we would all come
21 out looking at each other, like, what just happened? I
22 mean, almost -- in the meeting we were almost too shocked to
23 even stand up for the other people or do anything for the
24 other people because we were just, like, yeah. It was very
25 interesting. I've never -- I've been in several meetings

1 with lots of different people and I've never had quite
2 experiences quite like that.

3 **MS. CAPPEL:** And would you say they were positive
4 experiences or negative experiences?

5 **MS. LYND:** Definitely weren't positive
6 experiences. I think they're experiences that -- I mean if
7 you have to pick positive or negative, definitely not
8 positive or negative, but I think they were more of a what-
9 just-happened type of experience.

10 **MS. CAPPEL:** Did Chief Straub ever say anything to
11 you personally that you felt was inappropriate?

12 **MS. LYND:** About me or about other people?

13 **MS. CAPPEL:** Just generally where you thought it
14 was unprofessional or it wasn't consistent with his
15 position?

16 **MS. LYND:** I would -- to me personally, no. There
17 was one other -- one -- you know, no. I heard other people
18 at some point saying unprofessional things, but that's not
19 him saying it to them, so no. That -- yes, personally to
20 me, no.

21 **MS. CAPPEL:** Did he use profanity?

22 **MS. LYND:** Yes.

23 **MS. CAPPEL:** Was it frequent or infrequent?

24 **MS. LYND:** It was frequent and it was -- I just
25 took it that that was kind of -- after I got used to it -- I

1 didn't think it was professional by any means, but once I
2 got used to it I mean, that's -- he's chief so -- I mean.

3 **MS. CAPPEL:** Did anyone else on the executive
4 staff use the kind of profane language that he did?

5 **MS. LYND:** No.

6 **MS. CAPPEL:** Did anyone even come close?

7 **MS. LYND:** Not -- not even close. Every once in
8 a while someone would say something, but it wasn't --

9 **MS. CAPPEL:** Did the type of language he used --
10 did it trouble or bother you?

11 **MS. LYND:** No. No. I mean, I shouldn't say no.
12 It -- I just -- I felt it was very unprofessional and I
13 wouldn't be using that and I wouldn't be saying that kind of
14 things and it wasn't just in exec staff. It was -- I mean,
15 it would be in Com Stat. It would be in other types of
16 meetings so it was just -- I wouldn't myself use that in
17 front of some of the people who were there. So I thought it
18 was very unprofessional, but really, I didn't -- I didn't
19 like religiously or -- bother me.

20 **MS. CAPPEL:** Didn't offend you?

21 **MS. LYND:** Didn't offend me because I'm -- it was
22 just, okay, that's just the way he is. I had -- my grandpa
23 was like that so it didn't --

24 **MS. CAPPEL:** So if you would look at this -- this
25 outdated org chart that I've given you, and based on the

1 boxes as they're described, tell me which ones currently
2 fall under you. As far as you know.

3 **MS. LYNDS:** So now, basically, that was not there
4 when I was there. I don't even know what that is.

5 **MS. CAPPEL:** Director of specialized police
6 services?

7 **MS. LYNDS:** Yeah, this must be before my time --
8 when I very first got there, this must be even before Selby
9 got there. Yeah. Oh, it was back when Meidl was even --
10 these two were definitely not in those positions when I was
11 there. It was Cotton was in the PIO, director position
12 Schwering, and then we had a director of operations who was
13 Rick Dobrow, and then we had a director of investigations
14 who was Selby Smith. So I don't know --

15 **MS. CAPPEL:** Okay. So this org chart --

16 **MS. LYNDS:** See, investigation is -- yeah, this
17 org chart was way before my time. See, right now, we have
18 this -- or back then, this investigation was here where it
19 was a total different branch at that point.

20 **MS. CAPPEL:** Okay. Then I'm not going to go
21 through that exercise. You -- did I give you this letter?
22 Let's look at a letter that's dated September 18th, 2015.
23 And it's addressed to Nancy Isserlis. And it's from what
24 appears to be the executive team at the time. Did you have
25 any role in drafting this letter?

1 MS. LYNDS: No.

2 MS. CAPPEL: What's your understanding, if you
3 have one, of what prompted the decision to draft this
4 letter?

5 MS. LYNDS: We had met, labor management, we had
6 gone to that and they had talked about them creating a
7 letter.

8 MS. CAPPEL: Who is "they"?

9 MS. LYNDS: Labor management -- I think -- I'm
10 pretty sure the guild and it was lieutenants and captains
11 association. They had talked about it in that meeting and
12 they were going to put it down on paper. And being
13 supportive of our team, we felt that it was -- at least my
14 understanding, I felt that we were being supportive and
15 also, I guess, making and putting our stuff into writing as
16 well.

17 MS. CAPPEL: Did you all meet as a team before the
18 letter was drafted?

19 MS. LYNDS: We had met -- and again, this is
20 pulling back in my brain quite a while ago. We had -- we
21 had met and talked about it and then --

22 MS. CAPPEL: Just the executive team?

23 MS. LYNDS: Yes. I believe that it was -- I'm
24 trying to remember the date. I can't remember the date, but
25 we had met and said that we -- that we needed to have a

1 letter drawn up. I'm trying to think exactly -- it was a
2 suggestion and I think it was Tim's suggestion that -- that
3 we have a letter drawn up. Again, I'm, again, pulling back
4 into a time that I really don't want to remember at all, but
5 -- so that's where -- so then it was not prompted by me, per
6 se, but I -- I read through it and I said, yep, I will -- I
7 signed this. Yes, and it was by exec team at that point.

8 **MS. CAPPEL:** In the letter itself, it references
9 to a meeting where it says we met with the Mayor and city
10 administrator on September 10, 2015, at their request.

11 **MS. LYND:** They had requested to have a budget
12 meeting and they had requested that with -- with the exec
13 team. They requested it with the guild. They requested it,
14 I believe -- I don't know if it was the guild and the
15 lieutenants and captains, but they requested it with several
16 different groups across the organization. And that was --
17 that was their request, that meeting.

18 **MS. CAPPEL:** And did you attend the meeting?

19 **MS. LYND:** Yes.

20 **MS. CAPPEL:** Can you describe for me what happened
21 at that meeting?

22 **MS. LYND:** We went into depth about the budget,
23 what was going -- what the -- the budget of the next year,
24 so what was coming up in 2016. They explained the process.
25 Kind of explained the -- the different things that were

1 going on. What their focuses were on -- going to be in that
2 next year. That was a good chunk of the meeting.

3 **MS. CAPPEL:** Was it just the Mayor and Theresa
4 Sanders from the city administration or were there others?

5 **MS. LYND:** I'd have to go back and look at my
6 calendar. Honestly, I'm in meetings down there, I would
7 say, ten a week and I don't remember meetings -- I mean, who
8 is at meetings.

9 **MS. CAPPEL:** Do you recall that they were both
10 there?

11 **MS. LYND:** I do recall that they were both there.
12 I'm trying to think if the Mayor had to leave early. I -- he
13 has to leave early a lot and so I -- I can't remember if he
14 had to leave early or not.

15 **MS. CAPPEL:** Okay. So, yes, you attended the
16 meeting on the 10th of September and, yes, the Mayor and
17 Theresa attended and there may have been other --

18 **MS. LYND:** May have been.

19 **MS. CAPPEL:** -- folks?

20 **MS. LYND:** Yes, I just can't remember on that
21 one.

22 **MS. CAPPEL:** Right. Right. Was everyone who was
23 then on the executive team at that meeting to your
24 recollection?

25 **MS. LYND:** I believe so. Frank -- Frank was not

1 there but everybody else was there.

2 **MS. CAPPEL:** Okay So after you discussed the
3 budget for 2016, did the topic switch?

4 **MS. LYND:** Yeah. They asked us about any -- they
5 did. They kind of asked us how things were going over there
6 with Frank and everything like that. But that was a -- kind
7 of a question that was always brought up at some point. And
8 I wouldn't say just directly by him, but just how things in
9 general were going because of -- there's always been a lot
10 of -- it seems like -- I -- drama. I mean, I don't know how
11 else to say it because -- it's drama like I've never seen in
12 any other organization. And it's not just us, PD, it's City
13 Hall. It seems like there's just a lot of drama that goes
14 on here.

15 **MS. CAPPEL:** Okay.

16 **MS. LYND:** So I think they were trying to get
17 tabs on -- or not tabs -- they're trying to get their take
18 on what was the new drama going on and -- because we're
19 getting a lot -- well, we always have, gotten a lot of
20 public records requests. And it's -- I think part of them
21 is trying to stay ahead of the ball. Or saying, okay, what
22 are we going to have to report on next or what's the next
23 questions that are going to come down the pike.

24 **MS. CAPPEL:** And did anyone respond to that
25 invitation of what's going on?

1 **MS. LYND:** I honestly don't remember all the
2 details of that meeting. Again, I'm in so many of them that
3 -- I do know that we talked with them. It wasn't anything -
4 - in my opinion, it wasn't anything out of the ordinary.

5 **MS. CAPPEL:** So the letter goes on to say that we
6 confirmed the validity of some of the issues that had been
7 raised by the lieutenants and captains, and expressed our
8 own concerns regarding behavior. And it goes on to say we
9 have witnessed multiple instances of communication and
10 management tactics that could constitute a hostile work
11 environment. We believe there is a pattern and practice of
12 inappropriate behavior and we confirmed the concerns of the
13 members of the lieutenants and captains association.

14 And then it goes on, we have witnessed or
15 experienced -- and then there's this bullet list. Did those
16 topics come up with the Mayor and Theresa on September 10th
17 to your recollection?

18 **MS. LYND:** If you're saying just the bullet
19 points, I would say those -- I mean, we didn't go, yes, he's
20 personally attacking, the scare tactics, all -- we didn't go
21 through the bullet points, per se. But we -- I mean, it's
22 always -- in my opinion, it's kind of been a well-known
23 thing of his, his -- the way he was. At least I thought it
24 was -- at least internally it was, very much so. I do feel
25 that they had -- they were aware of it. I did -- we did see

1 at one point a change -- I thought I saw a change in Frank's
2 -- the way he was acting at one point, and I don't know
3 where that came from but, again, I can't say for sure that
4 it was a change.

5 So I -- I think that they were aware of it and
6 that these things did -- yeah, we did voice our concerns
7 about his -- about his behavior. But again, in my opinion,
8 that was -- it was just an open door -- this is an issue. We
9 think that there's an issue going on.

10 **MS. CAPPEL:** Had you been in meetings with the
11 Mayor and Theresa before September 10th where there was
12 criticism of Straub, where people had raised their concern
13 about him?

14 **MS. LYND:** You mean, when I was in the -- with
15 those two?

16 **MS. CAPPEL:** Where they were also participants in
17 a meeting?

18 **MS. LYND:** There was -- before that, Tim
19 Schwering and I had -- we met with Theresa on a biweekly
20 basis. And there was times that we did raise -- raised
21 issues. Not necessarily direct issues, but just saying, you
22 know, there's things going on that we feel are not
23 appropriate. And, you know, there might have been some that
24 we actually gave direct examples on. Again, I -- there's so
25 many things that happened that it's -- I can't pinpoint

1 exactly what we said. But I -- I feel that -- but that
2 wasn't with the Mayor. That was just with Theresa. So I --
3 I feel that before we -- I feel that we did voice, in some
4 respects, what was going on over there and I -- and that's
5 where one case I do -- I do feel that they -- they knew what
6 -- I don't know the extent if they -- if they did. Again,
7 hearsay. I've heard that people were telling them things
8 but that's just hearsay. I don't --

9 **MS. CAPPEL:** Have you been meeting with Theresa on
10 a biweekly basis since you were hired?

11 **MS. LYNDS:** No.

12 **MS. CAPPEL:** When did that start?

13 **MS. LYNDS:** That started -- oh, goodness gracious.
14 I would meet with her on a monthly basis on budget items.

15 **MS. CAPPEL:** Just you or with Tim?

16 **MS. LYNDS:** Just -- no, we -- we decided that we
17 wanted to have two people down at City Hall, just so we
18 could always -- just in case something was said that we
19 weren't sure of, we wanted to bounce each other -- ideas off
20 of each other. Or not ideas, but just, hey, did you hear
21 this? Did you hear that? Because we -- we'd had some
22 instances where things were said and it was not what we
23 thought we had heard. So we just --

24 **MS. CAPPEL:** So when you were meeting with her
25 monthly, was it just -- was it you and Tim?

1 **MS. LYNDS:** At first -- there was a couple times
2 where it was just me, but Straub did not want me going down
3 there by myself to meet with them, he wanted to have
4 somebody else. So that's when I pulled Tim in and he
5 started attending those as well.

6 **MS. CAPPEL:** And can you place in time when it
7 went from monthly to biweekly?

8 **MS. LYNDS:** I think it was May-ish of '15. It
9 might have been -- I can't remember the exact time but it
10 was May or June. It might have even been April. It was
11 sometime in that -- but they -- they went to biweekly at
12 that point.

13 **MS. CAPPEL:** Was there anyone else who would
14 attend the meetings with you and Tim?

15 **MS. LYNDS:** It was -- it was just us three. Every
16 once in a while, the Mayor might poke his head in and say,
17 hey, how are you doing, and we'd talk about some side --
18 side -- you know, something. There was a couple times that
19 -- I mean, she's busy so she's going to have people poking
20 her head in. And Nancy, I think, popped in a couple times,
21 but we're talking several, you know, a lot of meetings so --
22 and we usually met -- tried to meet either later in the day
23 so that there wouldn't be as many interruptions so --

24 **MS. CAPPEL:** And so through the course of these
25 scheduled meetings with Theresa, on more than one occasion,

1 you and Tim would share some of the issues and concerns
2 about Straub's behavior or things that he was doing?

3 **MS. LYND:** Yes. Yeah. I mean, I think that was
4 part of -- we felt that the -- him and I came from the out --
5 -- you know, civilians. We came from the outside and we were
6 fairly new. Well, we were new. We weren't vested, per se,
7 in the organization. We -- I feel that we felt that there
8 wasn't a voice that -- that -- from the police department.
9 So we kind of felt like we were trying to relay what was
10 going on over there so that we could be the voice, I guess,
11 if that's the right terminology. So that was kind of our --
12 and we did it together again so that we could bound -- you
13 know, is that what was -- you know, was that said, yes.
14 And, you know, and --

15 **MS. CAPPEL:** How did Theresa respond when you
16 would raise these issues with her?

17 **MS. LYND:** She was very -- I mean, she --
18 legitimately, I mean, she add legitimate -- she acted like
19 she really listened. Well, obviously she listened, she felt
20 that she was very responsive to me in the way she -- her
21 responses were.

22 **MS. CAPPEL:** What would she say?

23 **MS. LYND:** She would -- I mean, she would never
24 say what she was planning to do or what they were planning
25 to do. I don't think that's really their -- her, I guess,

1 at that point wouldn't be her role because she can't -- I
2 don't think she should have made a decision then. I think
3 she should, you know, go get whatever she needed to do,
4 council or talk to the Mayor, whatever she needs to do.

5 So she would just, basically, not agree, but you
6 know, listen to us and take it in and then -- and then -- I
7 can't remember what her verbal response was, but I felt that
8 she was listening to us, if that makes sense. Like -- not
9 like she was just disown -- you know, discrediting us and
10 not --

11 **MS. CAPPEL:** Did she ever say whether she was
12 going to follow up specifically on anything that you raised
13 as an issue?

14 **MS. LYND:** I don't think that was some -- not
15 that I remember. I don't -- it wasn't like anything -- we
16 weren't looking for that. We were looking for -- this is --
17 we want to just -- someone -- you know, we want someone --
18 this to be heard on behalf of the SPD.

19 **MS. CAPPEL:** Did -- did she take notes in --

20 **MS. LYND:** No.

21 **MS. CAPPEL:** -- these meetings?

22 **MS. LYND:** No. No.

23 **MS. CAPPEL:** Do you know whether that was on
24 purpose or --

25 **MS. LYND:** No. And --

1 **MS. CAPPEL:** -- was that just her practice?

2 **MS. LYND:** No. In any meetings that I've ever
3 been with her, there's been very few times that she's taken
4 notes. If it was, it was a technical type -- where, like,
5 let's say we're talking about the -- and I'm just throwing
6 out an example because I don't -- she probably didn't at
7 this one -- but it's like at the community college, if we're
8 going to build a building down there, you know, a name of
9 who to call or something. You know, it wasn't -- and you
10 know, very few people that I've seen taken notes. That I
11 have seen, at least, down at City Hall.

12 **MS. CAPPEL:** Okay. In discussing some concerns,
13 the concerns that you had with Theresa, did you -- if you
14 recall, ever use language to describe it such as harassment,
15 retaliation, discrimination, bullying?

16 **MS. LYND:** Retaliation and bullying.

17 **MS. CAPPEL:** Did come up with Theresa?

18 **MS. LYND:** I -- I know -- I believe that those
19 ones did come up. And I -- and I can't remember when it
20 would have been. I think it was towards -- more towards the
21 end of the -- of -- towards the end of this is when those
22 started coming up. I'm trying to think. What was the
23 other one you said? It was --

24 **MS. CAPPEL:** Harassment.

25 **MS. LYND:** I don't know if I specifically

1 remember that one coming up, but it was kind of -- in my
2 opinion, it was kind of part of the whole deal. Because
3 bullying to me is kind of the same thing as harassment. Not
4 completely the same thing, but it's -- to me it's one kind
5 of tied together.

6 **MS. CAPPEL:** And how about discrimination? Where
7 you were talking about you thought someone was being treated
8 differently because of a certain characteristic?

9 **MS. LYNDS:** I -- did that ever come up directly
10 with her? I don't -- no, nothing was talked about
11 internally with SPD.

12 **MS. CAPPEL:** Discrimination?

13 **MS. LYNDS:** Yeah. Yeah. Not -- the word wasn't
14 used, but we talked about different treatment -- the way
15 different people were treated for sure. I don't know that
16 actually ever came up with Theresa, but I know internally we
17 talked about that.

18 **MS. CAPPEL:** In the discussions with Theresa, did
19 she ever give any sense of whether she was going to follow
20 up with law on any of the concerns --

21 **MS. LYNDS:** No.

22 **MS. CAPPEL:** You raised?

23 **MS. LYNDS:** I didn't hear any -- that part wasn't
24 ever really discussed what she was going to do afterwards.
25 It was just -- I felt like she was just listening, you know,

1 and it wasn't like, okay, now I'm going to do this and this
2 and this. Not that I -- again, not that I remember. But
3 that -- so we met so many times, like, I -- maybe once it
4 happened I -- again, I don't --

5 **MS. CAPPEL:** Do you know if the Chief met with
6 Theresa on a regular basis?

7 **MS. LYND:** I think on -- I think, and this is
8 from what I -- but I don't know if it was the whole time I
9 was there but I know after cabinet on Tuesdays, he was
10 meeting with her. I know at least towards the end of it he
11 -- I'm not sure about the beginning because I never really
12 asked and cabinet on Tuesdays at 9. Other than that, I
13 don't know if that, again, was new, because I didn't pay
14 attention at first to his schedule at all and -- and didn't
15 even really ask. Because they didn't start -- in my
16 opinion, it didn't start getting intense meetings with
17 Theresa until we started being on biweekly basis. Before
18 that, it was like once a month and we were going over --
19 okay, we're way over budget and overtime. And it was pretty
20 much the conversation was just about budget stuff.

21 **MS. CAPPEL:** Did you personally ever meet with the
22 Mayor to talk about any issues or concerns with Straub?

23 **MS. LYND:** No. I -- we felt that Theresa was --
24 well, when we knew -- we felt that he was too -- too busy
25 with his own schedule and we felt that -- really felt that

1 she was the one to -- I felt that was her role to gather
2 stuff, figure it out and then present that to him. Similar
3 to like what a AC would do. They would hear the problem. Go
4 figure it out and then present it to the Chief of what the
5 solution or facts of findings.

6 **MS. CAPPEL:** How about any meetings with anyone
7 from HR about concerns or issues with Straub?

8 **MS. LYNDS:** With -- before he was -- or before
9 whatever he -- he gave his resignation or whatever it ended
10 up being? Because I've heard so many things gone around.
11 Not me, specifically, no.

12 **MS. CAPPEL:** Did anyone from HR reach out for you
13 personally with questions about Straub and --

14 **MS. LYNDS:** No.

15 **MS. CAPPEL:** -- his behavior? Who did you
16 understand were the HR folks assigned to PD? Do you know?

17 **MS. LYNDS:** Oh, goodness gracious. Gita, I think
18 was at first. You know, it changed part way through but I
19 believe Heather Low is the one that -- is the one that is
20 over HR. I think she's --

21 **MS. CAPPEL:** I think she's the director.

22 **MS. LYNDS:** I think she's the --

23 **MS. CAPPEL:** She's the director.

24 **MS. LYNDS:** Right. And then I know Meghan, the
25 one that -- that -- I know she came in -- was it in June? I

1 mean, I don't know when she started, but I know that she was
2 part of doing -- and she's civil service or HR. I think
3 she's HR. Yeah, she's HR, Meghan is. But she didn't come
4 in until -- again, like I said, midway through my tenure
5 there so.

6 **MS. CAPPEL:** How about Mary Muramatsu?

7 **MS. LYND:** She's legal for SPD.

8 **MS. CAPPEL:** Did -- since you've started at PD,
9 did Gita attend any of the executive team meetings?

10 **MS. LYND:** Not since I've been there, no. Gita or
11 Mary?

12 **MS. CAPPEL:** Gita.

13 **MS. LYND:** No. Huh-uh.

14 **MS. CAPPEL:** I'll get to Mary but -- did she
15 attend the senior staff meetings?

16 **MS. LYND:** Gita? No.

17 **MS. CAPPEL:** How about the Com Stat meetings?

18 **MS. LYND:** Was she ever there? I don't think I
19 ever saw her but three was opened Com Stat and so I -- the
20 Mayor would come quite frequently. Mary was there. I don't
21 think Gita was ever there.

22 **MS. CAPPEL:** Did Mary attend executive --

23 **MS. LYND:** No.

24 **MS. CAPPEL:** How about the senior staff meetings?

25 **MS. LYND:** Was she at those ones? I think she --

1 no, I don't think she was. She was at Com Stat. I think
2 she might have gone to a few of them, but I don't think it
3 was like a regular invite type of meeting.

4 **MS. CAPPEL:** At Com Stat or the senior --

5 **MS. LYNDS:** The senior staff.

6 **MS. CAPPEL:** And how about Heather? Did Heather
7 ever go to executive team or senior staff meetings?

8 **MS. LYNDS:** Executive, no, definitely not. Senior
9 staff, I think they invited her one time to come and talk
10 about issues -- or not issues, but, like, policies and
11 stuff. But it wasn't like she was on regular basis to come
12 in there, no. And Com Stat, I don't remember ever seeing
13 her there either.

14 **MS. CAPPEL:** Did anyone from the legal department,
15 putting Mary aside, ever try to contact you to ask questions
16 about how Chief Straub was doing?

17 **MS. CAPPEL:** No. Before -- before he was not
18 there?

19 **MS. CAPPEL:** Yeah.

20 **MS. LYNDS:** No, huh-uh.

21 **MS. CAPPEL:** How about Nancy Isserlis, did she
22 ever contact you?

23 **MS. LYNDS:** No.

24 **MS. CAPPEL:** Erin Jacobson?

25 **MS. LYNDS:** Nope.

1 **MS. CAPPEL:** So back to this letter of September
2 18th, do you know why it was decided to send it to Nancy?

3 **MS. LYND:** I honestly don't know why. I -- that
4 was something that -- I -- being on the financial end of
5 things, Tim being on -- coming from the outside, legal type
6 -- or I think he's a defense prosecutor, I felt that they
7 knew best. They knew what they were doing. So I was, like,
8 okay, that's -- I'm not going to question it.

9 **MS. CAPPEL:** And how about the same with using the
10 confidential attorney-client privilege --

11 **MS. LYND:** I honestly don't even know what that
12 means.

13 **MS. CAPPEL:** Okay. Did you offer any revisions or
14 edits --

15 **MS. LYND:** No.

16 **MS. CAPPEL:** -- to the letter?

17 **MS. LYND:** Nope.

18 **MS. CAPPEL:** Was there anything in this letter
19 that you personally are uncomfortable with or disagree with?

20 **MS. LYND:** No. No. Because I read through it
21 when we did it and it was at a time when -- that --
22 especially going through the bullet points, I had seen all
23 that stuff. So, yeah, no. I don't -- there's nothing that
24 I look at that's -- or else I hope I wouldn't have signed
25 it.

1 **MS. CAPPEL:** You said that you think you
2 personally observed this behavior that's described. For
3 instance, threats regarding our employment and position. Did
4 you hear him make threats against someone's employment?

5 **MS. LYND:** I know I did. I'm trying to recall
6 when it was. Because when I went through this letter at
7 that point, there was definitely in my mind, yes, I know.
8 You know, there was -- and I keep going back, there was so
9 many things that happened that -- that a lot of them were
10 all -- you know, it covered multiple of these things. So --

11 **MS. CAPPEL:** How about untruthfulness? Did you
12 have any experiences yourself with --

13 **MS. LYND:** Oh. Actually, now I do know exactly
14 what that one is for, yes.

15 **MS. CAPPEL:** Which one?

16 **MS. LYND:** The threats regarding our employment.

17 **MS. CAPPEL:** And what does that refer to?

18 **MS. LYND:** It was in one of our exec meetings and
19 he had put a piece of paper right on the table that was from
20 somebody back east, and he was basically saying -- and this
21 is when I very first started in the exec team. Something
22 referring to his past job that he had and something about
23 that if we -- and I, again, don't --

24 **MS. CAPPEL:** That's all right. I know I'm asking
25 for a lot.

1 **MS. LYNDS:** And we did feel like our jobs were
2 threatened at that point because it was basically, this
3 could happen to you if you guys -- and, again, that was when
4 I very first started so I'm trying to remember exactly
5 everything. But I did -- I do remember that at that point
6 in that meeting we did -- we're like -- after that meeting,
7 again, we walked out going, what the heck? And he asked for
8 all the papers back, we couldn't take them with us.

9 **MS. CAPPEL:** What -- he had handed something out?

10 **MS. LYNDS:** It was an email. It was an email that
11 he had printed out and that -- and honestly, when that was
12 going on, I was so new in the group that I was just looking
13 kind of going, what the heck is going on here? So I didn't
14 even -- I don't remember what -- it was from -- an email
15 from someone back east regarding his past job and what they
16 were doing to him now legally. Anyways, he basically was
17 saying you guys need to watch your rears because this could
18 happen to you if you -- whatever it was. But we did feel
19 like our jobs were threatened at that point.

20 **MS. CAPPEL:** How about on the issue of
21 untruthfulness, did you personally experience that? It's on
22 the next page.

23 **MS. LYNDS:** I feel like -- yes, oh, definitely. I
24 feel that -- yeah, those things that he said that were
25 untruthful about people and it kind of goes right down into

1 the next one, misrepresentation, untruthfulness.

2 **MS. CAPPEL:** And what do you recall about those
3 two areas?

4 **MS. LYND:** I know in a execs -- was it exec staff
5 or was it a -- I think it might have been -- even been an
6 inservice -- because I had to go -- at one point I had to go
7 to every inservice that they had. That he had said that the
8 City -- and I don't -- again, I can't remember exactly what
9 meeting it was in, but he had said that City Hall, they
10 didn't -- that the Mayor -- or that Theresa was from a rich
11 -- somehow a -- not -- maybe not a rich family, but had
12 money and didn't need -- didn't need the job and that she
13 didn't give -- I won't cuss, but she -- he said a couple bad
14 words and that the Mayor didn't care about -- basically,
15 that they didn't -- they didn't care about us at all. Like,
16 our personal, they don't care if you do -- you know, if you
17 have to work 40 hours a week -- and I'm just going make an
18 example -- but he was basically making us feel like they
19 didn't have anything -- they didn't want the best for SPD.
20 They were only out for themselves, basically.

21 **MS. CAPPEL:** Okay. After the meeting -- actually,
22 did you learn that this letter was eventually sent to the
23 city attorney?

24 **MS. LYND:** I -- well, when I was signing it, yes,
25 that's what we were -- I figure that that's where it was

1 going.

2 **MS. CAPPEL:** Yeah. Did any -- did Theresa or the
3 Mayor meet with you personally, again, after you signed the
4 September 18th letter to talk about Straub?

5 **MS. LYND:** Oh, when was -- so September r-- I'd
6 have to pull up my calendar or my phone to see what day that
7 was so I can see.

8 **MS. CAPPEL:** It would have been a Friday.

9 **MS. LYND:** A Friday. And then he was met with on
10 Monday morning that same --

11 **MS. CAPPEL:** I think the press conference
12 announcing his resignation was the Tuesday.

13 **MS. LYND:** Tuesday.

14 **MS. CAPPEL:** The 22nd.

15 **MS. LYND:** So, no. If this was Friday and that -
16 - not in between. No. No.

17 **MS. CAPPEL:** Did they meet with you afterwards to
18 talk about the circumstances o him --

19 **MS. LYND:** About him leaving? Well, we still
20 were doing our biweekly meetings so, yes. I mean, it wasn't
21 a special -- well, did they call us all together? We might
22 have just brought everybody to that meeting after that. I
23 know that Tim and I were still meeting on the biweekly
24 basis, so, yes, we would have met and, of course, that topic
25 would have came up.

1 **MS. CAPPEL:** Okay. Do you recall in what context
2 it came up with Theresa after Straub had left the
3 department?

4 **MS. LYND:** You mean like what was said?

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

6 **MS. LYND:** Besides the fact of -- well, and
7 Dobrow was also there. Dobrow apparently was outside
8 security-wise when they were talking, so we knew that --
9 because, of course, where Dobrow was talking to us, that
10 they were going to be talking to him on Monday morning. So
11 we knew what was going on behind the scenes. We didn't know
12 what was going to go on. We didn't know -- they didn't tell
13 us what they were going to do at that meeting. We had no
14 clue. Or what was going to go on at that meeting. But we
15 did -- we did know they were meeting. We were very nervous.

16 **MS. CAPPEL:** When you say "we" is that you and
17 Tim?

18 **MS. LYND:** Tim and Selby and Rick. I mean, Rick
19 was down there, but we were all, you know, communicating.
20 We were all very nervous because we didn't know how Straub
21 would react or -- and, again, we didn't know what's going to
22 be said so -- but we knew something was going on.

23 **MS. CAPPEL:** Okay. Okay. I'm going to change
24 subjects. Give me that letter back. Thank you.

25 Did you -- did you know or learn at some point

1 that Monique was going to transfer to parks?

2 **MS. LYNDS:** Yes.

3 **MS. CAPPEL:** Do you recall how you learned that?

4 **MS. LYNDS:** How did I learn that? I'm trying to
5 think. It was such a -- it was so interesting how it all
6 kind of happened. Well, I didn't find out -- I'm wondering
7 -- huh. I have to think on this one because I've heard so
8 many, like, different things after the fact of, like, okay,
9 so I know she came into the office, but then she was just
10 missing. She was missing in action for like a couple days,
11 like, a week I think it was. She wasn't there. Nobody knew
12 where she was at. Well, at least I didn't. I didn't ask
13 because, you know, she could have been on vacation, who
14 knows. But it was just -- it was odd. It was -- it was
15 different. And then-- I'm trying to think if it was -- so
16 she, since she had been missing of course it came up at, I
17 think, at our two week -- one f our two-week meetings.
18 Going, hey, what's going on with Monique? Because we've
19 noticed that she's not there.

20 And I don't know -- I don't think that -- I'm
21 thinking that Theresa might have said, well, we're working
22 on it at that point or we're trying to take care of it at
23 that point. Didn't give us any detail to know about for
24 sure. But I do believe that Frank was the one that ended up
25 telling us that she was being transferred out and

1 transferred into City Hall. But it seemed like it was like
2 a two week -- I mean, it was quite a while that it was a
3 what's-going-on-here type of a thing.

4 **MS. CAPPEL:** And you mentioned that Straub was the
5 one that told you.

6 **MS. LYND:** I'm -- I'm -- again, I know he told us
7 at one point, but I can't remember if he was the first one
8 that told us. I'm pretty sure that he was, though.

9 **MS. CAPPEL:** Do you remember any details that he
10 shared with you why she was transferring?

11 **MS. LYND:** No. I mean, everyone knew the
12 situation, what had happened. Anyways the one out of -- out
13 of investigations. Everyone knew that there was a situation
14 that happened and that we -- all we thought that that must
15 be what it was from. And we didn't -- but we did not know
16 what had been done or said and why she was -- and I mean, we
17 didn't even know who -- if she had talked to somebody or --
18 we knew -- we knew we had heard and I -- don't want to say
19 hearsay, but I heard -- I heard that people were going down
20 to -- City Hall to talk to people and that's -- I assumed
21 that that was why she was being transferred.

22 **MS. CAPPEL:** And the situation, what are -- what
23 situation are you referring to?

24 **MS. LYND:** I wasn't there so I can't speak on to
25 what was done or said, but, again, hearsay, I've heard --

1 I've heard things happened so --

2 **MS. CAPPEL:** Can you -- I mean, just so we can
3 figure out what it is you think led to her transfer. Was it
4 some kind of blowup or --

5 **MS. LYNDS:** A blowup out at investigations between
6 -- and Frank was there and several other individuals that
7 would be much better at telling what actually happened.

8 **MS. CAPPEL:** Yeah. But whatever happened at that
9 blowup, it traveled throughout the department, is that --

10 **MS. LYNDS:** Oh, yes. Rapidly.

11 **MS. CAPPEL:** Okay.

12 **MS. LYNDS:** Rapidly.

13 **MS. CAPPEL:** Okay. And no one said that what you
14 assume that blowup had something to do with transferring
15 Monique out of the police department?

16 **MS. LYNDS:** I do believe that it did just because
17 of the circumstances and the -- what happened and then it
18 was just coincidental, put it that way.

19 **MS. CAPPEL:** Did Monique ever talk to you about
20 her decision to leave the department?

21 **MS. LYNDS:** No. No. She -- in fact, I don't know
22 if she talked to anyone because she was kind of missing in
23 action there for awhile. It was just kind of where did she
24 go? She was gone so --

25 **MS. CAPPEL:** And had you ever observed any

1 interactions between she and the Chief that you thought he
2 was being inappropriate with her?

3 **MS. LYNDS:** There was -- I mean, in exec staff,
4 sometimes there was a -- I felt that he was -- I almost feel
5 like he was two-sided with her. Like, either really
6 overcompensatingly nice, bending over backwards to do
7 anything. Sometimes very unreasonable, in my opinion, on
8 things. But on the same side it was like, there would be --
9 I don't want to use the word "blowup," but it kind of -- it
10 was a mini blowup, put it that way, at her over things,
11 again, that were like what I was talking about before that
12 were -- not -- why did you blow up like that? It did not --
13 didn't warrant it.

14 **MS. CAPPEL:** Seemed disproportionate?

15 **MS. LYNDS:** Dis -- but that's something that I saw
16 across -- it happened to everyone so it wasn't unusual to
17 me.

18 **MS. CAPPEL:** Okay. Did you ever observe the Chief
19 touch any of his female staff in a way that you thought
20 crossed professional boundaries?

21 **MS. LYNDS:** No.

22 **MS. CAPPEL:** Have any of the women in the
23 department shared with you that they felt like he behaved
24 inappropriately with them?

25 **MS. LYNDS:** No.

1 **MS. CAPPEL:** Bear with me.

2 **MS. LYND:** Okay.

3 **MS. CAPPEL:** I'm sorry to jump around like this,
4 but I want to go back to that meeting on the 10th of
5 September with the Mayor and Theresa. Do you recall whether
6 Monique's name came up in any way, shape, or form at that
7 meeting?

8 **MS. LYND:** I don't think it did. I don't -- no.
9 I don't think so. I don't know why it would, put it that
10 way, because it would have been months and she had already
11 been transferred out.

12 **MS. CAPPEL:** And does the name Carly Cortright
13 mean anything to you?

14 **MS. LYND:** I know that she was gone before I got
15 there, but I do know that she worked downtown. I've had
16 meetings with her since on other issues. When I very first
17 started, she did -- she was helpful in some of the -- the
18 areas if I had a -- you know, very few questions I'd ask her
19 but there was some. And she was very, very polite and very
20 helpful. Never -- never felt -- once I found out what had
21 happened, I would have never guessed anything was wrong,
22 like, when she was first talking with me and helping me at
23 the very beginning. I would have never known. Hearsay,
24 about what I heard later was what had ever occurred.

25 **MS. CAPPEL:** And did Straub ever mention Carly in

1 any way, shape, or form with you?

2 MS. LYNDS: Yes.

3 MS. CAPPEL: And what did he say about her?

4 MS. LYNDS: He -- he referred to her figure in a,
5 my opinion, disrespectful way.

6 MS. CAPPEL: Can you remember the context of him
7 talking about that?

8 MS. LYNDS: You mean, what led up to that?

9 MS. CAPPEL: Uh-huh.

10 MS. LYNDS: We were talking about budget stuff and
11 there -- I believe that there were two other individuals in
12 the -- and it was kind of in the hallway setting. It wasn't
13 a meeting, per se, it was a hallway setting. We were
14 talking, just throwing out some type of budget something
15 issue that I had come across, and he made reference to her
16 kind of being in that role before. Not -- not necessarily
17 in the same role because she had a different -- totally
18 different -- I guess that org chart was way more different
19 than people were -- and so it kind of was just a reference
20 to her and not -- not doing what I was doing. Like -- and
21 then that -- that comment came out after that.

22 MS. CAPPEL: Where he commented on her figure?

23 MS. LYNDS: Yes. Yes.

24 MS. CAPPEL: In disparaging ways?

25 MS. LYNDS: Yes.

1 **MS. CAPPEL:** Did he use any vulgarity to describe
2 her or profanity?

3 **MS. LYNDS:** Yes.

4 **MS. CAPPEL:** Can you maybe write -- if you're not
5 comfortable saying it, can you just write it down for me?

6 **MS. LYNDS:** Right here?

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

8 **MS. LYNDS:** (Complies.)

9 **MS. CAPPEL:** Did he use that term more than once?

10 **MS. LYNDS:** That was the only person I ever heard
11 him use that term with. And I -- I know that was for sure
12 that time, but I think it was only once -- there might have
13 been another time, but I know for sure it was that.

14 **MS. CAPPEL:** And I'm sorry, I think you just said
15 that -- you said that word you wrote down, you only heard
16 him use in reference to Carly?

17 **MS. LYNDS:** Yeah. And I never heard him use that
18 reference to any other -- any other woman or man.

19 **MS. CAPPEL:** Did he talk about the circumstances
20 of her leaving the department?

21 **MS. LYNDS:** No, he didn't actually. Directly to
22 me, no. Other people kind of clued me in. And again, this
23 was probably before I started I didn't even know -- getting
24 in to this situation -- I would say I was in the blind for
25 the first four months, and then all of a sudden it was just

1 a -- this is wow. It was like, oh, wow. And so then other
2 people kind of did fill me in. But it wasn't all at once.
3 It was kind of more of a leading up to it so --

4 **MS. CAPPEL:** And who in the department was
5 familiar with that -- with those circumstances?

6 **MS. LYND:** You know what, I don't know because
7 when I got there, I think she was already gone before Tim
8 got there, before Selby got there, before Rick was in his
9 position, I believe. I believe that she, I think, was
10 already out of the picture. So anybody that I had known --
11 you know associated with at the exec level I don't believe
12 was in that same level or was in that level when she was I
13 guess transferred out.

14 **MS. CAPPEL:** Well, were there non-executive
15 employees who were sharing with you what they thought had
16 happened to Carly?

17 **MS. LYND:** I -- you know, Erica had made some
18 comments. I don't think she ever really knew the whole
19 thing either. I mean, I don't think she did know what was
20 really going on. She just -- she was, again, in that
21 position just to transfer people, you know.

22 **MS. CAPPEL:** How -- is there someone named Jason
23 Franklin that you're familiar with?

24 **MS. LYND:** You know, I've never -- -- I've never
25 -- I do know him. I think he transferred out to property, I

1 believe -- yeah, property. I've never -- I might have seen
2 him out at property before but I didn't even realize until
3 maybe eight months ago that he was even over there ever and
4 that he transferred out.

5 **MS. CAPPEL:** Transferred out of where?

6 **MS. LYND:** Out of -- I guess finance is what I
7 heard he was in.

8 **MS. CAPPEL:** To property?

9 **MS. LYND:** So when this -- when this all started
10 coming up is when I started learning about all this before
11 that. Before I was just barely -- buried in work. I'm
12 trying to fix things.

13 **MS. CAPPEL:** And some of the things that you've
14 learned after the fact, is that through the media?

15 **MS. LYND:** Actually, yes, some of it has been
16 through the media, through public records requests that
17 we've had to dig up. And then -- and really, you know, I'm
18 not -- I've never been someone to dig into the past too
19 much, and that's probably why because I'm not -- I don't
20 like gossip. I don't like to -- I don't know, talk about
21 things that are not any of my business so I never really dug
22 into things.

23 I think if I would have, I would have definitely
24 known this stuff way before that but -- maybe I should have.

25 **MS. CAPPEL:** Did you receive notice of various

1 public records requests that were coming into the City?

2 **MS. LYNDS:** Oh, yes. I -- I'm pretty much cc'd on
3 all the public records requests.

4 **MS. CAPPEL:** And is that because of your position?

5 **MS. LYNDS:** Yeah.

6 **MS. CAPPEL:** And what do you do when you get a
7 public records request?

8 **MS. LYNDS:** Normally I read through them to see if
9 anything is related to finance and if there's anything my
10 group needs to gather or provide. And then also I look -- I
11 always look at the cc list or the "TO" list to make sure
12 that if -- if -- who I thought that should be directed to if
13 that went to that person.

14 **MS. CAPPEL:** And do you remember receiving public
15 records requests specifically about Straub and Cotton?

16 **MS. LYNDS:** Not to them.

17 **MS. CAPPEL:** And do you recall if you or people in
18 your area of supervision had documents that were responsive?

19 **MS. LYNDS:** Not that I -- I'm trying to think. Not
20 that I know of. I mean, huh-uh, there wouldn't have been
21 any financial-type things. Well, there might have -- I
22 think -- what did they request one time? They asked the
23 question -- did they request Cotton's spending on something?
24 I don't think so. It wouldn't have been related to those
25 two, though. Because they were mostly -- all it was that

1 came through that I -- most of them I saw were like phone
2 records and notes on things and stuff like that, which we --
3 none of -- at least that I know of, nobody from my group
4 remitted -- or at least told me that they remitted.

5 **MS. CAPPEL:** And did you have any notes of any of
6 your meetings with Straub or with -- let me get it --
7 Theresa on the subject of Monique or --

8 **MS. LYNDS:** No. I really didn't write down
9 anything. I'm not someone -- normally I write down notes if
10 it's going to be, it's something I've got to follow up on or
11 something I need to remember. Those are the types of things
12 I -- I need to remember.

13 **MS. CAPPEL:** Did anybody request your phone to
14 extract --

15 No.

16 **MS. CAPPEL:** -- any information from your phone?

17 **MS. LYNDS:** No.

18 **MS. CAPPEL:** Do you know if anyone under your
19 supervision was asked to surrender their phone?

20 **MS. LYNDS:** I don't think anyone else has a phone
21 in there. Well, at least they didn't. They don't now.
22 Erica used to and then when she changed to be an Accountant
23 II, that was about the time that we said, you don't need a
24 phone anymore. They can -- if they need something, they'll
25 come through me.

1 **MS. CAPPEL:** Okay. Did Chief Straub ever say
2 anything in your presence indicating that he had any kind of
3 interest in pursuing some kind of relationship with
4 Monique?

5 **MS. LYND:** Verbally? No. I would -- he never
6 said anything.

7 **MS. CAPPEL:** Did you see anything that looked like
8 he had that interest?

9 **MS. LYND:** There's a lot of hearsay out there.
10 Let's put it that way, of what happened -- things that
11 occurred that I was not present nor -- of what happened. So
12 I -- I never saw anything that I thought was weird besides
13 the special treatment on certain things that I thought was
14 very unusual. And also, learning how she got to the
15 position that she was at. I thought that was very unusual.

16 **MS. CAPPEL:** But you never personally saw him
17 being overly, you know, touchy or --

18 **MS. LYND:** No. Nope.

19 **MS. CAPPEL:** -- anything like that with her?

20 **MS. LYND:** Not at all.

21 **MS. CAPPEL:** Did you ever learn that they had
22 socialized outside of work?

23 **MS. LYND:** Hearsay I heard that.

24 **MS. CAPPEL:** All right. But you --

25 **MS. LYND:** I never saw it. I never saw it. I

1 never witnessed it. I never --

2 **MS. CAPPEL:** Okay.

3 **MS. LYNDS:** No. We did go to -- all of us went to
4 a Christmas party over at his house but that was all of the
5 exec staff so I would consider that outside of work, but
6 it's not unusual.

7 **MS. CAPPEL:** Did you ever learn that Monique had
8 moved to City Hall for any period of time around December of
9 2014?

10 **MS. LYNDS:** She did move down -- as far as I know,
11 she did move down there for a while because she was on the
12 seventh -- I think she was on the seventh floor. She was
13 down there and she was doing -- what I was told is she was
14 doing the -- both police and fire PIOs stuff at that point.

15 **MS. CAPPEL:** And did that come from Straub?

16 **MS. LYNDS:** You know, I don't know exactly where
17 that was derived from. I just -- it was -- again, she was
18 just all of the sudden missing out of her office, kind of
19 like the first time. And she was moved down there and
20 that's what we were -- that's what I was told. I didn't
21 question it because it was -- okay. Makes sense. It's
22 public safety and it makes sense that a lot of the times we
23 saw them do the same things so --

24 **MS. CAPPEL:** Okay. Sarah, I think I'm finished.
25 Do you have any questions of me or any last thoughts you

1 want to share?

2 **MS. LYNDs:** No, I don't think so.

3 **MS. CAPPEL:** All right. So we'll go off the
4 record.

5 **THE REPORTER:** Thank you. The time is 3:22 p.m.
6 We are off record.

7 Counsel, you would like a copy, of course?

8 **MS. CAPPEL:** Yes, please.

9 **(Whereupon, the interview of Sarah Lynds concluded**
10 **at 3:22 p.m.)**

CERTIFICATE

I, Erin Evelyn Barnhill, do hereby certify that I reported all proceedings adduced in the foregoing matter and that the foregoing transcript pages constitutes a full, true and accurate record of said proceedings to the best of my ability.

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

IN WITNESS HEREOF, I have hereunto set my hand this 28th day of March, 2016.



Erin Evelyn Barnhill

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Barnhill/McLain

[illegible]

Sarah Lynds

DECLARATION

Deposition of: Sarah Lynds Date: 3/15/16

Regarding: Frank Straub

Reporter: Barnhill/McLain

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 _____

Sarah Lynds

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