



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Bradbury Bryce 7689
Employee Name

2/09/2021
Date

1246
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

On February 8, 2021, it was learned that you disclosed possession and/ or dissemination of a challenge coin which read "good night left nut". This unprofessional behavior was disclosed during a 2019 deposition.

_____ * An administrative investigation is being conducted into the circumstances of your direct involvement in a police shooting, in-custody death, use of force incident or driving incident. The incident is described as follows:

Per Operations Order 3.19 and the Memorandum of Understanding, as an employee you have specific rights and responsibilities in this investigation.

- Initial BB A. You are being compelled by a Phoenix Police Department supervisor to truthfully answer questions relating to your duties/conduct, and you can be disciplined up to and including dismissal for refusal to answer these questions.
- Initial BB B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
- Initial BB C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
- Initial BB D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
- Initial BB E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
- Initial BB F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
- Initial BB G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

Yes No You are being given a direct order not to discuss this investigation, including your interview, with any unauthorized person. Other than the investigating supervisor/s, the only persons you may speak to concerning this investigation are enumerated in Operations Order 3.19 and the MOU for your respective work unit, as follows: Privileged communications between the employee and his/her attorney, minister, unit representative, or spouse.

Scott C. Van
Investigating Supervisor Signature

BB 7689
Employee Signature

2-9-21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

George Herr #07737
Employee Name

February 8, 2021
Date

8:41 P.M.
Time

* An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

On February 8, 2021, it was learned that you disclosed possession and/ or dissemination of a challenge coin which read "good night left nut". This unprofessional behavior was disclosed during a 2019 deposition.

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Initial B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
Initial C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
Initial D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
Initial E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
Initial F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
Initial G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

[X] Yes [] No You are being given a direct order not to discuss this investigation, including your interview, with any unauthorized person. Other than the investigating supervisor/s, the only persons you may speak to concerning this investigation are enumerated in Operations Order 3.19 and the MOU for your respective work unit, as follows: Privileged communications between the employee and his/her attorney, minister, unit representative, or spouse.

Sgt. [Signature] #5964
Investigating Supervisor Signature

[Signature] #7737
Employee Signature

2/8/2021
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Jeffrey A. Howell #05823

Employee Name

February 8, 2021

Date

7:52 P.M.

Time

* An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

On February 8, 2021, it was learned that you disclosed possession and/ or dissemination of a challenge coin which read "good night left nut". This unprofessional behavior was disclosed during a 2019 deposition.

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- Initial JA B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
- Initial JA C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
- Initial JA D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
- Initial JA E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
- Initial JA F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
- Initial JA G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

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Sgt. Jeffrey M. Reddy
Investigating Supervisor Signature #5964

Jeffrey A. Howell #05823
Employee Signature

3-8-2021
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Douglas McBride #6187
Employee Name

07/28/21
Date

11:59
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

After a 2017 protest, you possessed a challenge coin bearing the phrase "Good night left nut" and discussed this image on social media.

 * An administrative investigation is being conducted into the circumstances of your direct involvement in a police shooting, in-custody death, use of force incident or driving incident. The incident is described as follows:

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- Initial DM A. You are being compelled by a Phoenix Police Department supervisor to truthfully answer questions relating to your duties/conduct, and you can be disciplined up to and including dismissal for refusal to answer these questions.
- Initial DM B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
- Initial DM C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
- Initial DM D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
- Initial DM E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
- Initial DM F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
- Initial DM G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

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[Signature] #087
Investigating Supervisor Signature

[Signature] 6187
Employee Signature

7-28-21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Steven McClellan #6305

Employee Name

05/10/21

Date

8:35 a.m.

Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

It is alleged that you may have participated in the making, distribution or release, or possession of, a challenge coin based on the August 2017 protest demonstrations and a civilian being shot in or around the groin area, with the saying "Good Night Left Nut" which has alleged ties to Neo-Nazi groups.

_____ * An administrative investigation is being conducted into the circumstances of your direct involvement in a police shooting, in-custody death, use of force incident or driving incident. The incident is described as follows:

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- Initial (S) D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
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P. Nesbitt #8259
Investigating Supervisor Signature

Steven McClellan #6305
Employee Signature

5/10/2021
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Benjamin Moore #6803
Employee Name

08/12/21
Date

1140
Time

Y * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

On August 10, 2021, you refused to participate fully in an administrative investigation by failing to provide materials requested by investigators. More specifically, you refused to consent to allow investigators access to data previously obtained by the City from your personal device (cell phone).

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[Signature]
Investigating Supervisor Signature

[Signature] #6803 8-12-21
Employee Signature Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Tobi Myers #6451
Employee Name

05/05/21
Date

0706
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

In 2017 or 2018, you purchased and distributed patches with the wording, "good night left nut" on them to other City of Phoenix employees.

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- Initial TM B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
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Matt [Signature]
Investigating Supervisor Signature

[Signature]
Employee Signature

5/5/21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Glenn Neville #5774
Employee Name

07/27/21
Date

08:30
Time

CP * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

In a 2019, you disclosed you possessed a challenge coin with a cartoon picture of someone being hit in the genitalia related to a protest you were working. In addition, you provided differing accounts related to the challenge coin in your 09/19/20 deposition, and your responses submitted to Ballard Spahr. 9/19/20

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[Signature]
Investigating Supervisor Signature

[Signature]
Employee Signature

7-27-21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Jantra Palmer #6142

05/17/21

1844

Employee Name

Date

Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

It is alleged you may have participated in, or have information regarding the making, distribution or release, or possession of a challenge coin based on the August 2017 protest demonstrations and a civilian being shot in or around the groin area, with the saying "Good Night Left Nut" which has alleged ties to neo-Nazi groups. In addition, witnesses state that your husband was involved in the creation or distribution of the challenge coin

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[Signature]
Investigating Supervisor Signature

[Signature] 6142
Employee Signature

05/17/21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

2103 #25

Robert Scott 6158

2/08/2021

Employee Name

Date

Time

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On February 8, 2021, it was learned that you disclosed possession and/ or dissemination of a challenge coin which read "good night left nut". This unprofessional behavior was disclosed during a 2019 deposition.

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- Initial RS A. You are being compelled by a Phoenix Police Department supervisor to truthfully answer questions relating to your duties/conduct, and you can be disciplined up to and including dismissal for refusal to answer these questions.
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Investigating Supervisor Signature

Employee Signature

Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

John Sticca 7765
Employee Name

2/08/2021
Date

1953
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

On February 8, 2021, it was learned that you disclosed possession and/ or dissemination of a challenge coin which read "good night left nut". This unprofessional behavior was disclosed during a 2019 deposition.

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[Signature]
Investigating Supervisor Signature

[Signature] 7765
Employee Signature

2/8/2021
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Christopher Turiano #6424
Employee Name

May 6, 2021
Date

6:22
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

It is alleged that you may have participated in, or have information regarding, the making, distribution or release, or possession of, a challenge coin based on the August 2017 protest demonstrations and a civilian being shot in or around the groin area, with the saying "Good Night Left Nut" which has alleged ties to neo-Nazi groups."

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Initial CT B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
Initial CT C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
Initial CT D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
Initial CT E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
Initial CT F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
Initial CT G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

[X] Yes [] No You are being given a direct order not to discuss this investigation, including your interview, with any unauthorized person. Other than the investigating supervisor/s, the only persons you may speak to concerning this investigation are enumerated in Operations Order 3.19 and the MOU for your respective work unit, as follows: Privileged communications between the employee and his/her attorney, minister, unit representative, or spouse.

[Signature]
Investigating Supervisor Signature

[Signature]
Employee Signature

5-6-21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Lane White #6356
Employee Name

07/30/21
Date

2:50
Time

[Signature] * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

Between August 2017 and an unknown time in 2018, you observed items that were dropped off at the Downtown Operations Unit that may have contained the phrase "Good night left nut."

 * An administrative investigation is being conducted into the circumstances of your direct involvement in a police shooting, in-custody death, use of force incident or driving incident. The incident is described as follows:

Per Operations Order 3.19 and the Memorandum of Understanding, as an employee you have specific rights and responsibilities in this investigation.

- Initial LW A. You are being compelled by a Phoenix Police Department supervisor to truthfully answer questions relating to your duties/conduct, and you can be disciplined up to and including dismissal for refusal to answer these questions.
- Initial LW B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
- Initial LW C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
- Initial LW D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
- Initial LW E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
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[Signature] 8057
Investigating Supervisor Signature

[Signature]
Employee Signature

7/30/21
Date



City of Phoenix Police Department

NOTICE OF INVESTIGATION

Lane White #6356
Employee Name

May 6, 2021
Date

1:26 pm
Time

X * An administrative investigation is being conducted into allegations of possible violations of City or department work rules and regulations concerning the following incident/s: [Include date, time, location (if known), and description of the specific nature of the allegation]

It is alleged that you may have participated in, or have information regarding, the making, distribution or release, or possession of, a challenge coin based on the August 2017 protest demonstrations and a civilian being shot in or around the groin area, with the saying "Good Night Left Nut" which has alleged ties to neo-Nazi groups."

 * An administrative investigation is being conducted into the circumstances of your direct involvement in a police shooting, in-custody death, use of force incident or driving incident. The incident is described as follows:

Per Operations Order 3.19 and the Memorandum of Understanding, as an employee you have specific rights and responsibilities in this investigation.

- Initial LW A. You are being compelled by a Phoenix Police Department supervisor to truthfully answer questions relating to your duties/conduct, and you can be disciplined up to and including dismissal for refusal to answer these questions.
- Initial LW B. Questions, tests, or examinations will be narrowly and specifically related to your performance of duties and fitness for office.
- Initial LW C. Any compelled statements, tests, or examination results can be used against you in disciplinary/administrative/civil proceeding, but will not be used against you in any subsequent criminal action related to the scope of this investigation. However, false statements made by you can be used in other criminal actions, such as Obstruction of Justice or Perjury.
- Initial LW D. Any sustained false, deceptive, or misleading statements you make can lead to additional discipline up to and including dismissal, as well as possible suspension or revocation of your AZPOST Peace Officer Certification (R13-4-109).
- Initial LW E. You have the right to mechanically record this interview. The Department reserves the right to transcribe any mechanical recording of this interview for the purpose of verifying the accuracy of the interview. If requested, you shall review the transcription and sign said transcription if it is found to be accurate.
- Initial LW F. You are entitled to receive a copy of this NOI prior to the start of the interview and to retain it throughout the entire course of the interview.
- Initial LW G. During the course of the investigation, you have the responsibility to bring to the attention of the investigating supervisor or PSB representative any witness information or mitigating or exculpatory evidence you believe is relevant to the investigation. You may do this yourself, through your representative or in memorandum form

Yes No You are being given a direct order not to discuss this investigation, including your interview, with any unauthorized person. Other than the investigating supervisor/s, the only persons you may speak to concerning this investigation are enumerated in Operations Order 3.19 and the MOU for your respective work unit, as follows: Privileged communications between the employee and his/her attorney, minister, unit representative, or spouse.

Matthew 9450
Investigating Supervisor Signature

Lane White
Employee Signature

5/6/21
Date