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Reporting Officer: John Denny, Sergeant ID: 6371 Division: Internal Affairs

Approved By: LT [REDACTED] #5336 of Report: September 19, 2024

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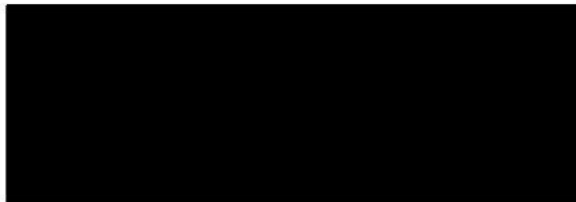
San Diego Police Department Investigator's Report

Date of Incident: June 6, 2024
Time of Incident: 2132 Hours
Location of Incident: 4240 Federal Boulevard, San Diego CA 92105
Subject: Equal Employment Opportunity Investigation #EEO 2024-013

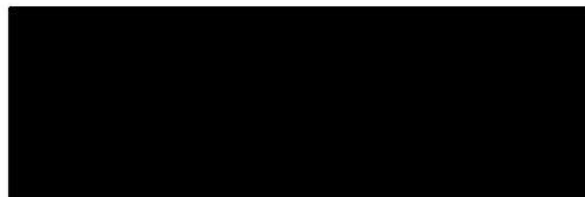
CONFIDENTIAL: THIS REPORT IS FOR THE EXCLUSIVE USE OF THE CHIEF OF POLICE AND/OR CITY ATTORNEY.

SUBJECT OFFICER: MULLINS, Mike D., POII, ID #6758
Date of Hire: 07/27/2009
S.D.P.D., Special Operations - Canine
(619) 266-9960 (W)
W/M, Age: [REDACTED]

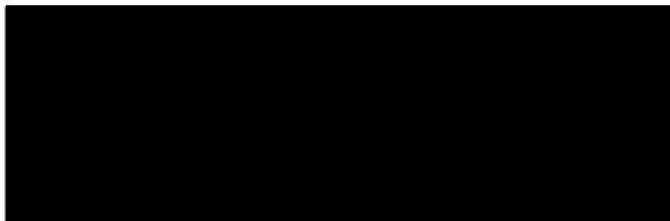
COMPLAINANT:



WITNESS OFFICER:



WITNESS OFFICER:



Reporting Officer: John Denny, Sergeant ID: 6371 Division Internal Affairs

Approved by: [Signature] [Redacted] #5336 [Redacted] Date of Report: September 19, 2024

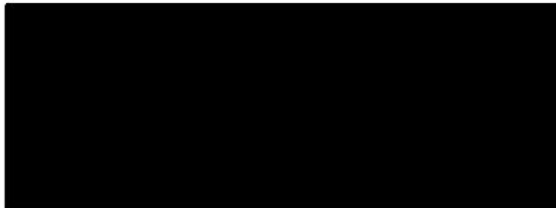
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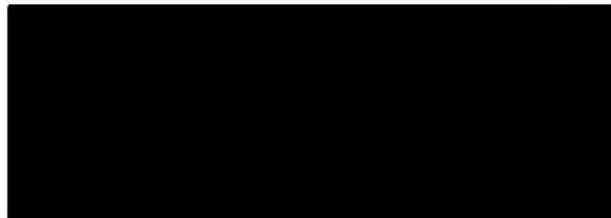
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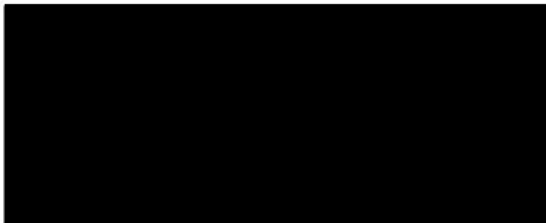
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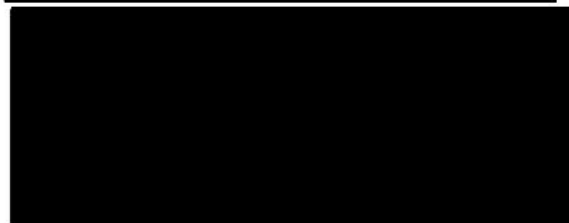
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SUMMARY:

On June 6, 2024, at approximately 2132 hours, Officer [REDACTED] was conducting training at the Canine Training Facility at 4240 Federal Boulevard. Officer Mike Mullins #6758 walked outside and made a comment about Officer [REDACTED] training. They bantered back and forth about the number of times they had each utilized their dogs in the field. Officer [REDACTED] made comments about Officer Mullins being afraid to use his dog in the field and needing more training. Officer [REDACTED] also made a comment about Officer Mullins being the person who sent an "anonymous letter" to IA in the past. Officer Mullins told Officer [REDACTED] 3-4 times, "Keep sucking [REDACTED] dick." [REDACTED] Officer Mullins became visibly upset and started walking toward Officer [REDACTED] aggressively. Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] all had to physically restrain Mullins to prevent him from advancing toward Officer [REDACTED]. Ultimately, Sergeant [REDACTED] and Officer [REDACTED] came outside and stopped the interaction.

Officer [REDACTED] did not voice any specific concerns about the interaction until June 10, 2024. He met with Sergeant [REDACTED] and filed a complaint against Officer Mullins, related to his comments and actions during the altercation on June 6, 2024. Sergeant [REDACTED] prepared EEO Control Forms and forwarded them to Internal Affairs.

During his intake interview, Officer [REDACTED] said he desired a formal investigation. He said he was bothered by Officer Mullins' comment - "Keep sucking [REDACTED] dick," which was sexual in nature. [REDACTED] also said he was uncomfortable with the situation and felt threatened by Officer Mullins' actions. He believed Officer Mullins was going to try to assault him and he was concerned about his safety. He was also concerned about filing this complaint because of the unstable behavior Officer Mullins demonstrated.

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ALLEGATIONS:

On June 12, 2024, EEO #2024-013 was assigned to me. I spoke with Officer [REDACTED] that day. Based on his statement to me, I focused my investigation on the following allegations:

1. EEO

Officer Mullins violated Equal Employment Opportunity regulations when he told Officer [REDACTED] "Keep sucking [REDACTED] dick."

2. PROCEDURE

Officer Mullins violated the City of San Diego's Threat Management Policy (Administrative Regulation 97.10) when he exhibited threatening and intimidating conduct during an altercation with Officer [REDACTED]

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INVESTIGATION:

On June 11, 2024, a San Diego Police Department Discrimination/Harassment Control Form was dropped off at the Internal Affairs office. The Reporting Employee receipt had been signed by Officer [REDACTED] on June 10, 2024. The Subject Employee receipt had not been signed yet, but Officer Mullins' name was listed on the form. Sergeant [REDACTED] was listed as the Reporting Supervisor. He documented the following incident on the Control Form:

While Officer [REDACTED] was training Officer [REDACTED] and his police dog, Officer David "Mike" Mullins walked by and made fun of [REDACTED] training. The two officers bantered back and forth with Mullins discrediting [REDACTED] Training and [REDACTED] stating Mullins could use more training because he never uses his police dog anyway and even patrol officers know Mullins will never use his dog in the field. Mullins responded to this by exclaiming three times in succession, "Keep sucking [REDACTED] dick." [REDACTED] Mullins became visually upset and began walking towards [REDACTED] aggressively. Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] all had to physically restrain Mullins to prevent him from advancing towards [REDACTED] [REDACTED] noticed Officer [REDACTED] placed his arm on Mullins' chest to restrain him and Mullins responded by swatting at [REDACTED] arm as away to free himself. Officer [REDACTED] feels this behavior was assaultive in nature and is the second aspect of his complaint.

On June 11, 2024, I reviewed the Control Forms. I called Officer [REDACTED] and arranged to meet with him for an intake interview on June 12, 2024, at 0530 hours.

On June 11, 2024, an online complaint submission was forwarded to me. It was sent to Internal Affairs by email on June 8, 2024. The complainant was anonymous. "Mike Mullins" was listed in the SDPD Personnel Involved section. "4240 Federal Boulevard" was listed as the Incident Location. The time and date were listed as "8PM" and "06/06/2024." [REDACTED] and [REDACTED] were listed as Witnesses. The Incident Description section reads as follows:

EEO/Workplace Violence/Verbal Harassment

Thursday night (June 6) Mike Mullins stated several derogatory, profanity laced comments to [REDACTED] Comments made by Mike included "sucking a supervisor's dick," and the quality of [REDACTED] training. At the end of Mike's yelling he had to be physically restrained by three officers [REDACTED] to stop his active advancement towards [REDACTED] It was feared if he was not physically detained he was going to assault [REDACTED] who was on the training field with [REDACTED] This complaint is anonymous due to Mullins physical aggression displayed, hostility, and fully believe he would retaliate.

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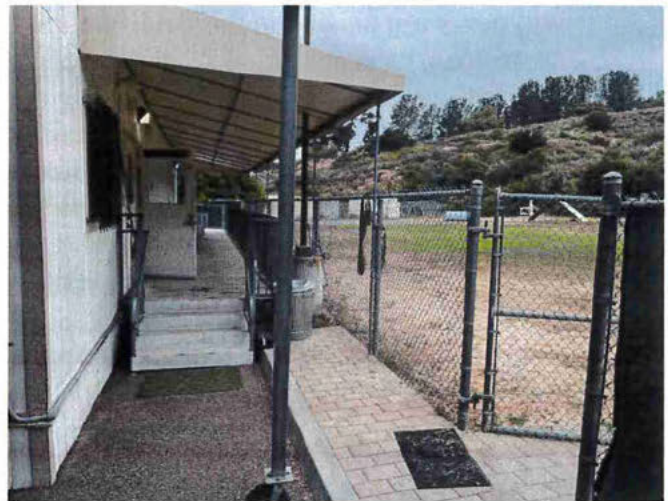
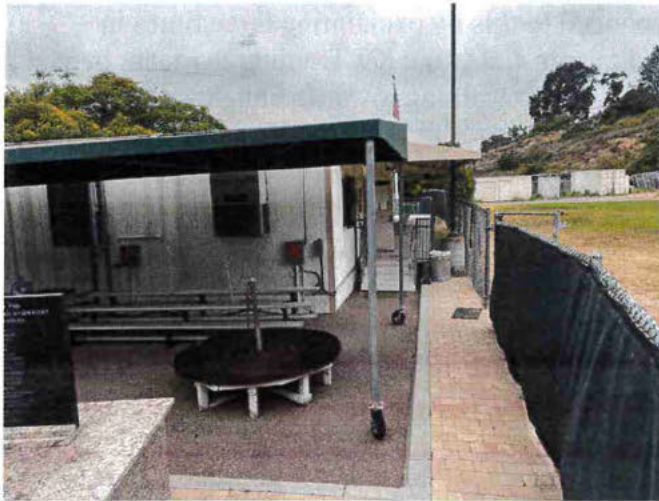
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On June 12, 2024, at approximately 0529 hours, I met with Officer [REDACTED] in Interview Room 1 at the Internal Affairs office. I conducted an intake interview. I recorded the interview. I later uploaded it to the case file.

On June 12, 2024, EEO 2024-013 was assigned to me.

On June 12, 2024, at approximately 0900 hours, I went to the Canine Training Facility at 4240 Federal Boulevard. I looked at the security cameras and I reviewed the available footage from the time of this incident. I also took five photographs. Four of the photographs show the landing area and the path to the parking lot on the west side of the building. One of the photographs shows the available camera views at the entire facility (Images shown below).



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None of the cameras covered the landing area where Officer Mullins would have been. None of the cameras covered the portion of the training field where Officer [REDACTED] would have been. The "West Trailer" camera comes the closest to showing the area (See image below). The camera shows the east side of the building. On the far-right edge of the camera's view, a door can be seen above a small staircase. This is where officers would exit the office and walk onto the landing area. The landing area is just out of the camera's view. The training field is also outside of the camera's view.



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The "Main Gate" camera comes the closest to showing the area from the west side of the building (See image below). It appears to be focused on the gate, so the staircase leading down to the parking lot from the west side of the building is only covered in the far-left edge of the camera's view. The landing and the northwest corner of the building are out of the camera's view. The training field is also outside of the camera's view.



I reviewed the footage between 2100 hours and 2200 hours for both cameras. I downloaded the recordings, and I added them to the case file. The lighting is poor, and the images are not clear enough to definitively identify the officers who are shown. There is also no audio component to the video, so none of the verbal interaction was captured.

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The "Main Gate" camera shows two officers walking down the stairs toward the parking lot at the 21:35:44 mark (See image below on the left). One of the males appears to have a shaved head or very short hair. They appear to be communicating and using their arms to express themselves as they walk toward the parking lot. They disappear from the camera's view at the 21:35:58 mark. At the 21:38:32 mark, a police vehicle comes into the camera's view as it is backing out of a parking spot. The vehicle drives out of the main gate (See image below on the right). The top of the vehicle has the identifier, "06N" on it. Officer Mullins' call sign was "2906N." This was Officer Mullins' assigned vehicle.



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Based on the footage described above, it appears likely that the interaction between Officer Mullins and Officer [REDACTED] occurred at about 2135 hours, or just prior to that time. Working backward from that point, I reviewed the footage from the "West Trailer" camera. At the 21:32:50 mark, an officer can be seen walking out of the building to the landing area. He appears to match Officer Mullins' physical characteristics (See image below).



This officer moves out of the camera's view immediately after exiting the building. At the 21:34:03, another officer exits the building. He appears to be taller and thinner than the last officer. He also appears to be wearing a hat (See image below).



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This officer also moves out of the camera's view immediately after exiting the building. He appears to be looking at something to the west as he walks back into the building at the 21:34:23 mark (See image below).



At the 21:34:56 mark, this officer walks back out of the building (See image below on the left). He is followed immediately by a second officer (See image below on the right). They both turn left and head to the west on the landing. They disappear from view almost immediately. One of their left arms can be seen briefly, but the camera does not capture any distinct actions or events.



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At the 21:35:11 mark, another officer walks out of the building (See below). He also appears to turn left and pause briefly before moving to the west on the landing. He exits the camera's view almost immediately.



At the 21:35:21 mark, an officer can be seen coming into the camera's view from further west on the landing area. He appears to be moving quickly as he goes down the stairs (See image below). He disappears from the camera's view again as he gets to the bottom of the stairs. Based on the timing and statements, this is likely Sergeant [REDACTED] going out to contact Officer [REDACTED] on the training field.



Though the footage does not capture the interaction between Officer Mullins and Officer [REDACTED] it suggests the incident occurred between 2132 hours and 2135 hours on June 6, 2024.

On June 17, 2024, I received a signed copy of Officer Mullins' Subject Officer EEO Control Form Receipt. He had signed the document on June 16, 2024.

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On July 8, 2024, at 1412 hours, I called Officer [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 8, 2024, at 1502 hours, I called Officer [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 9, 2024, at 0528 hours, I called Officer [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 9, 2024, at 1524 hours, I called Officer [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 10, 2024, at 0445 hours, I called Officer [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 10, 2024, at 0500 hours, I interviewed Officer [REDACTED] in Interview Room 1 in the Internal Affairs office. I recorded the interview, and I later uploaded it to the case file.

On July 10, 2024, at 0528 hours, I called Sergeant [REDACTED] and interviewed him over the phone as a witness. I recorded the interview, and I later uploaded it to the case file.

On July 17, 2024, I sent a Command Notification to Special Services, along with a Subject Officer Notification form for Officer Mullins.

On July 18, 2024, I sent an email to Officer Mullins. I informed him he was a subject in an EEO investigation related to a complaint filed by Officer [REDACTED]. I informed him the investigation was related to an interaction that took place on Thursday, June 6, 2024, at the Canine Training Facility.

I scheduled Officer Mullins for an interview on Thursday, August 8, 2024, at 1300 hours. Due to scheduling conflicts, I moved his interview to Friday, August 16, 2024, at 1300 hours.

On July 18, 2024, at 1257 hours, I interviewed Officer [REDACTED] in Interview Room 1 in the Internal Affairs office. I recorded the interview, and I later uploaded it to the case file.

On August 16, 2024, at 1300 hours, I interviewed Officer Mullins in Interview Room 1 in the Internal Affairs office. I recorded the interview, and I later uploaded it to the case file.

During Officer [REDACTED] interview, he informed me he discussed the incident with Sergeant [REDACTED] after they intervened in the altercation. Based on their information at that time, there were no known EEO allegations or concerns. They also stated they had not witnessed any workplace threats. Officer [REDACTED] told me he verbally counseled Officer Mullins after the altercation. He told me the verbal counseling was in

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response to what he believed was essentially a minor courtesy issue between employees that would not require any further reporting.

Based on the statement provided by Officer [REDACTED] the verbal counseling he gave to Officer Mullins was in response to the verbal altercation he observed. The counseling was unrelated to any EEO issues or workplace threats. At the time of the verbal counseling, Officer [REDACTED] had not come forward with his allegations regarding inappropriate sexual comments and physical threats.

All interviews were audio recorded, unless otherwise noted, and the recordings will be maintained with the Internal Affairs file. The statements are “in essence” synopses of the interviews. (For exact and complete details of the interviews, refer to the audio recordings.)

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Complainant Interview: Officer [REDACTED]

On June 12, 2024, at 0529 hours, I met with Officer [REDACTED] in Interview Room 1 at the Internal Affairs office. I conducted an intake interview, and I recorded it with his permission. Detective Sergeant Chambers #7021 was also present in the interview.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 35 minutes and 37 seconds in length.)

I informed Officer [REDACTED] I wanted to talk to him about the incident described in the EEO Control Form I had received. He confirmed the incident occurred on June 6, 2024. He told me he was with Sergeant [REDACTED] when he filled out the EEO Control Form.

I asked Officer [REDACTED] to tell me what happened and to explain his concerns about the incident to me.

Officer [REDACTED] told me Thursday, June 12, 2024, was a "barrel day." He told me he typically attempts to stay away from the office on "barrel days," specifically to avoid Officer Mullins. Officer [REDACTED] told me he just got done helping with a "K9 Academy," so he was just getting back to his squad. He decided to go into the office that day. Officer [REDACTED] told me there was "typical banter" between officers inside the office. He told me Officer Mullins was giving other officers a hard time about "missing out on a bite." Officer [REDACTED] told me they have a "very informal" lineup at the K9 office. He told me they break the dogs and then they generally "hang out" for about an hour, between 2000 and 2100 hours, before they go out in the field. Sometimes they discuss specific events or review BWC footage.

Officer [REDACTED] said he decided to take the officers outside at approximately 2100 hours to begin some training. He put on a bite suit and initially started to work with Officer [REDACTED] and his dog. After Officer [REDACTED] completed his training, Officer [REDACTED] brought his dog out to work with Officer [REDACTED] on the field. Officer [REDACTED] told me they were doing some "targeting work," so he was in the process of taking a bite in the leg from Officer [REDACTED] dog. Officer Mullins walked out of the office and onto the "landing." He looked at Officer [REDACTED] and Officer [REDACTED] and said, "Looks like great training." Officer [REDACTED] said he "picked up a sarcastic tone to it." Officer [REDACTED] responded by saying, "Thank you for noticing. If you wanna hang around, you could probably learn a thing or two." Officer Mullins responded by saying, "What? What'd you say?" Officer [REDACTED] repeated, "You could probably learn a thing or two." Officer Mullins looked at Officer [REDACTED] and said, "I don't wanna learn shit from you." Officer [REDACTED] told Officer Mullins, "Since you only have one bite, you probably could learn something. Especially since the bite was just handed to you." Officer Mullins questioned the statement by saying, "What do you mean, handed to me? You weren't even there." Officer [REDACTED] said, "Well, yes, I was. It was my first watch squad that was 97 on the call for a solid two hours. You showed up – five minutes – gave one warning, sent your dog in, and got the bite." Officer Mullins asked, "Well, how many bites do you have?" Officer [REDACTED] said, "Well, I have nine." Officer Mullins asked, "Well, how many of those

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are sketchy?" Officer [REDACTED] told him, "None." Officer Mullins asked, "Really? Really? None of them are sketchy?" Officer [REDACTED] said, "Well, I could have done better on my last one. You know, I was running a little hot and there's some things I could have changed." Officer Mullins said, "Yeah. You're out of control. You're running hot. You're doing all this stuff." Officer [REDACTED] told him, "You're right, Mike. The difference between me and you is I can admit when I'm wrong and I can admit my faults. Where you can't admit that you're the lowest man on the totem pole." Officer Mullins "got frustrated again." Officer [REDACTED] couldn't remember his specific verbal response. Officer [REDACTED] went on to tell Officer Mullins, [REDACTED] didn't rob the bite from you today. He didn't rob the bite from you. You weren't ever gonna use your dog anyway, because it's a well known thing that you're scared to use your dog. Patrol knows you're scared to use the dog."

Officer [REDACTED] took a break from his explanation of the conversation. He told me multiple patrol officers have approached him and shared stories about Officer Mullins. They have accused Officer Mullins of keeping his dog on a leash and clearing buildings on burglary calls from behind groups of officers who are walking into the "unknown." He said it essentially "defeats the purpose of the dog."

Officer [REDACTED] resumed his description of the interaction he had with Officer Mullins on June 6, 2024. He told me Officer Mullins was getting more agitated at that point. Officer Mullins asked, "Well, who on patrol is saying that? Who on patrol is saying that?" Officer [REDACTED] told him, "Everyone, Mike. Everyone." I asked Officer [REDACTED] what the patrol officers were specifically saying about Officer Mullins. Officer [REDACTED] told me, "That he's afraid to use his dog." He told me patrol officers are asking why Officer Mullins is allowing officers to go into unknown areas without sending his dog in first. Officer [REDACTED] said Officer Mullins looked at him and said, "Keep sucking [REDACTED] dick. Just keep sucking [REDACTED] dick." Officer [REDACTED] said Officer Mullins repeated that statement three or four times. Officer [REDACTED] said Officer Mullins was referring to Sergeant [REDACTED]. Officer [REDACTED] told me it has been well known, "throughout the years," that Officer Mullins views him and some of the other trainers as being Sergeant [REDACTED] "errand boys." Officer [REDACTED] told me there are a total of six "trainers" in the K9 unit. Officer [REDACTED] said he is one of three trainers that Officer Mullins clearly does not like.

Detective Sergeant Chambers asked Officer [REDACTED] what he thought about the comment Officer Mullins made about "sucking [REDACTED] dick." Officer [REDACTED] said he was "extremely taken aback by it" in the heat of the moment. He described it as a transition from "back and forth banter" to "diving off the deep end." Officer [REDACTED] told me he has had people make "inappropriate jokes" about him before. He said Officer Mullins didn't make the comment in a joking manner. He said, "You could tell there was some anger behind the statement." Officer [REDACTED] said it was "offsetting" because Sergeant [REDACTED] is a supervisor in charge of the training. He thought the statement was "weird at first." He thought, "What are you implying by that?"

Officer [REDACTED] said he did not initially put too much thought into the comment. He said he started thinking about it later on, after he got home. He said it offended him. Officer [REDACTED] said Officer

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Mullins was essentially implying he performs oral sex on a supervisor. Sergeant [REDACTED] is Officer [REDACTED] friend. He believed Officer Mullins was implying he and Sergeant [REDACTED] had a "gay relationship." Officer [REDACTED] said Officer Mullins could have said anything to him at that point. He said it would have been different for Officer Mullins to call him an "errand boy," a "pet," or even a "bitch boy." He said all of those comments would have been different than implying he performed oral sex on his supervisor.

Officer [REDACTED] said he could see where the conversation was going after Officer Mullins made the comment about "sucking [REDACTED] dick." He believed Officer Mullins was trying to bait him into a confrontation. Officer [REDACTED] told Officer Mullins, "We know you wrote the anonymous letter. Everybody knows you wrote the anonymous letter." [REDACTED]

[REDACTED] Officer [REDACTED] told me he has known Officer Mullins to try to bait people into things. He told me supervisors have told Officer Mullins to stop going through people's mailboxes and through the overtime slips. Officer [REDACTED] told me he hasn't turned his overtime slips in at the K9 office for the past eight months. He told me he hand-delivers his overtime slips to Operational Support because he knows Officer Mullins goes through them and keeps track of other people's overtime. He told me Officer Mullins makes complaints like, [REDACTED] hooking up these guys with this training." He said, "You can never hear the end of it."

Officer [REDACTED] told me Officer Mullins "completely lost his mind" after he made the comment about the anonymous letter. He told me Officer Mullins' demeanor was already "pretty elevated" before the comment. He said some other officers were trying to get Officer Mullins to back away. Officer [REDACTED] said, "Right towards the end, he just completely lost it." Officer [REDACTED] told me he was in the military for nine years before he started his law enforcement career. He said, "I've never seen somebody act like that, like ever." He told me Officer Mullins was "losing absolute control." He said, "If that was a suspect on the street, that was 100% assaultive behavior. I mean, the clenched fists, his face was completely red, the veins out of his neck were popping out. He had like watery – I didn't know if he was gonna get emotional and start break down and crying, because his eyes were watery. He was just cursing. He was like, "I didn't write a fucking letter! I didn't write a fucking letter! Fuck you, [REDACTED] I didn't write a letter!" Officer [REDACTED] told me Officer Mullins was screaming at the top of his lungs. He told me Officer Mullins had his fists clenched. He told me there were three handlers who were trying to physically hold Officer Mullins back and restrain him. Officer [REDACTED] said Officer Mullins was on the landing while he was on the field. He told me there was a fence between them, but he estimated there were probably about 25-30 feet apart. He told me Officer Mullins would have had to go through a fence and through the three guys who were holding him to get to his location. He said, "But the gate was right there." He told me Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] were the three handlers who were holding Officer Mullins back. Officer [REDACTED] told me he was thinking, "This is crazy."

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Officer [REDACTED] said Officer [REDACTED] was in the parking lot at the time of this interaction. Officer [REDACTED] told me Officer [REDACTED] was able to hear Officer Mullins screaming at him. He said Officer [REDACTED] came running over to find out what was going on.

Officer [REDACTED] said Officer Mullins was "actively trying to push through" the other officers to get down to him. Officer [REDACTED] said he specifically remembered seeing Officer [REDACTED] put his arm out. He said he saw Officer Mullins smack Officer [REDACTED] arm down as he tried to get through him. Officer [REDACTED] told me he was on the field with Officer [REDACTED] while Officer Mullins was on the landing with three officers holding him back. Officer [REDACTED] told me he was in a full bite suit at the time of this interaction. He said the suit limits his arm mobility and prevents him from being able to run at full speed.

I asked Officer [REDACTED] what he believed would have happened if the officers were not there to hold Officer Mullins back. He said, "It was gonna be a fight, 100%."

[REDACTED]

Officer [REDACTED] went back to his description of the incident from June 6, 2024. He said people heard the interaction and came outside. He heard people screaming, "Stop! Stop! Knock it off!" Officer [REDACTED] told me officers escorted Officer Mullins to the end of the landing. Officer [REDACTED] came outside and went towards the parking lot area with Officer Mullins.

Officer [REDACTED] said he felt like he could have been physically harmed by Officer Mullins if the other officers hadn't held him back. Officer [REDACTED] said Officer Mullins' behavior caused him to believe he wanted a physical confrontation. He said Officer Mullins' demeanor got so elevated that he "snapped" and wanted to push past the officers to get down to him. Based on his words and behavior, Officer [REDACTED] believed Officer Mullins wanted to get down to the field to assault him. Officer [REDACTED] described Officer Mullins as being a "larger person." He told me Officer Mullins was in full police uniform. Officer [REDACTED] said it was also concerning to him that Officer Mullins had lost complete control of his emotions, but he was still armed with his gun. He said, "Not that I think he would have shot me." Officer [REDACTED] questioned Officer Mullins' ability to control his emotions as a K9 handler working in a "high use of force unit." Officer [REDACTED] said Officer Mullins likely had a baton, OC, knife, and potentially a Taser with him.

I asked Officer [REDACTED] "At any point during the incident, did you feel any sense of fear that he was going to physically attack you or use a weapon against you?" He said, "Well, physically attack, yes. I did

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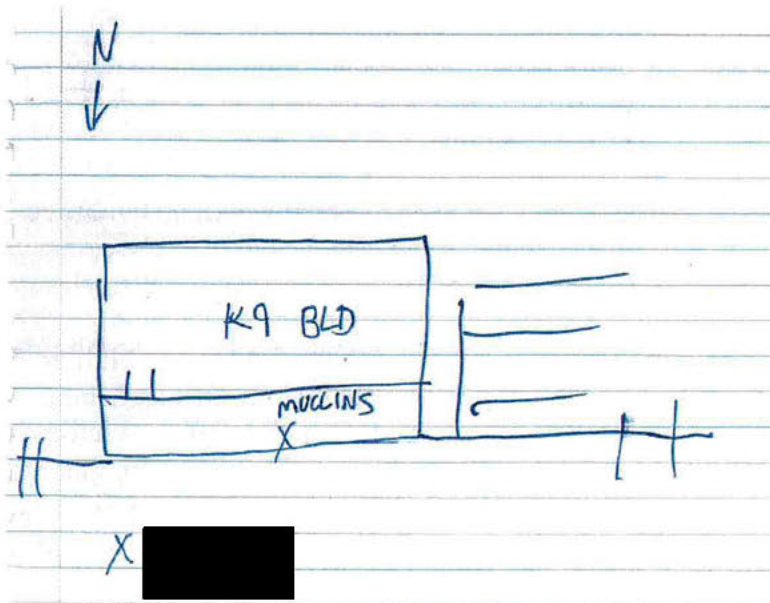
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feel like I'm gonna have to start getting this bite suit off, to either defend myself or like be able to back away or whatever it might be." Officer [REDACTED] said, "His posture and the way he was doing it was like, he wasn't coming out to shake my hand and squash it right there."

I asked Officer [REDACTED] about the anonymous letter. I told him it seemed to be a "setting off point" in this interaction. I asked him if that was something that had been discussed with Officer Mullins previously, or if it was something that was talked about. Officer [REDACTED] told me he has tried to avoid Officer Mullins for the past year. He said, "I don't talk to him. I don't acknowledge him. Acknowledge him in the sense of I don't go out of my way to like – I just keep to myself. I've never discussed to him about any letter or anything like that, but it's kinda one of those things that's just commonly known though kennel talk, that this letter was out there. So, I just try to keep my distance as much as possible. And a lot of times, like I said, I'll just avoid the office." Officer [REDACTED] told me there has been discussion about this anonymous letter. He told me it is his opinion that Officer Mullin's probably wrote it. Officer [REDACTED] said he had not interacted with Officer Mullins since January 6, 2024.

Officer [REDACTED] explained the layout of the building, field, and landing he was describing. I asked him to sketch it out for me. The landing area is on the north side of the building and there is a field to the north of it. The gate to the field is near the northeast corner of the building. There is a fence surrounding the field. It separates the field from the landing area, and it is approximately 6 feet tall. The sketch Officer [REDACTED] did during the interview is shown below. He marked where he and Officer Mullins were standing at the time of the interaction.



Officer [REDACTED] told me Sergeant [REDACTED] and Officer [REDACTED] came out of the building. They immediately told everyone to "knock it off." He told me, "Things were kinda already subsiding at that point." Officer

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Mullins had already been "carted off." Sergeant [REDACTED] approached Officer [REDACTED] and Officer [REDACTED] approached Officer Mullins. Officer [REDACTED] told me the interaction was done at that point. Sergeant [REDACTED] checked in with Officer [REDACTED] and asked him if he was alright. Officer [REDACTED] told me he said everything was fine. He told me, "I underplayed it, honestly." He told me it was "still very fresh" for him at that point. He told me, "My heart rate was a little elevated from the entire thing." Officer [REDACTED] told me he ended up continuing the training that day. He told me Officer Mullins was not involved in the training.

Officer [REDACTED] said Sergeant [REDACTED] checked in with him again, later in the shift. Sergeant [REDACTED] asked him if he was okay and asked if there was anything that needed to be reported. Officer [REDACTED] told him, "No. It's all good."

Officer [REDACTED] told me, "After I went home over the weekend, I literally lost sleep over it. Cause it really bothered me." Officer [REDACTED] told me Thursday, June 6, was his last day of work that week. He told me the incident was bothering him over the weekend. He believed he shouldn't have to feel like he needed to avoid the office. He said he didn't want to feel like he was constantly "walking on eggshells" because someone doesn't like him. Officer [REDACTED] told me the comments about Sergeant [REDACTED] made him feel uncomfortable.

Officer [REDACTED] said he "100%" had concerns about running into Officer Mullins. He said he thinks, "Am I gonna have to defend myself? Am I gonna get assaulted?" He said the behavior he witnessed on the landing was "not normal behavior." He said it was not like any "banter" between officers that he has ever seen before. Officer [REDACTED] said he jokingly made the comment, "I hope he doesn't know where I live" when he was reporting the incident. I asked him if there were any real feelings behind his comment. He said, "A little bit. I mean, you get worried, right? You're essentially – you're potentially messing with somebody's workplace, right? Coming forward and filing an EEO in itself is a really big deal, not to be taken lightly."

Detective Sergeant Chambers asked Officer [REDACTED] "Do you feel as though you were exposed to an instance of workplace violence?" Officer [REDACTED] said that based on his understanding of the term, violence would need to be physical. Detective Sergeant Chambers asked, "Do you feel as though, on the 6th, that your physical safety was jeopardized?" Officer [REDACTED] said, "Yes. 100%. 100%." I asked Officer [REDACTED] why his safety was jeopardized. I asked him, "Because of who?" He said, "Because of Officer Mullins. For the reason – for talking about work, performance at work. I mean, I never said anything about – I never called him a name, never said anything about his personal life, never said anything. It literally was just strictly working your dog."

Officer [REDACTED] said he called Sergeant [REDACTED] on Monday morning (June 10, 2024) to let him know he wanted to file a complaint about the incident. He didn't want to "blindsides" Sergeant [REDACTED] with his complaint at 2000 hours, knowing he would need to make notifications.

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Officer [REDACTED] explained how he was struggling with the idea of coming forward with an EEO complaint. He told me, "I've never filed an EEO. And, um, I don't know. I try to handle stuff on a POII-to-POII level, or officer to officer level, without bringing something up, but it's just the continuous cycle. I mean, if you guys speak to enough handlers at K9, the overwhelming majority will say there's some kind of avoidance, or at least they check the map to kinda know what they're getting into before they walk into the office. And everyone, I think everyone, it's not just me, has some level of concern about Officer Mullins."

Officer [REDACTED] told me he did not believe it would be a viable option for him to handle this situation in a "person to person" environment with Officer Mullins. He told me, "Absolutely not. I wouldn't even expose myself to trying to contact him. And after what I saw there, I wouldn't even risk my career. Like, there's just no way." Officer [REDACTED] indicated it was easier to avoid the issue with Officer Mullins than to have a larger issue come out of it. Officer [REDACTED] said, "I think that's the running gameplan for a lot of the guys. Is just avoid it or just let him say whatever he's gonna say. Because people feel, 'If I say something, then it's just gonna turn to confrontation.' I mean, nobody wants to come to work on a daily basis expecting confrontation. You know, we get enough in the field." He said officers do not want to show up in the lineup room and worry about getting into an argument with Officer Mullins. He said they either just let him talk, or they avoid the office completely.

I asked Officer [REDACTED] how he would like to see this situation handled if it was entirely up to him. I explained the formal and informal options for resolution. He told me, "100% formally." Officer [REDACTED] told me this was a situation that involved repetitive incidents. He told me he was also bothered by the "sexual slurs" that referred to Sergeant [REDACTED] who wasn't even present at the time of the interaction.

I instructed Officer [REDACTED] to contact me if he experienced any retaliation as a result of this investigation.

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 0604 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 8, 2024, at 1412 hours, I interviewed Officer [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 17 minutes and 9 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "I understand." He also told me he had no questions about it.

Officer [REDACTED] has been a police officer for just over 15 years. He currently works as a Canine officer. He works 2nd Watch, and he has Fridays, Saturdays, and Sundays off. He has been working as Canine for the past six and a half years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. He has known him for about three or four years.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known him for about three or four years as well.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was doing some sort of computer work and following up on a bite review. He told me he witnessed an altercation between Officer [REDACTED] and Officer Mullins outside of the building. He wasn't sure about the time of the altercation.

Officer [REDACTED] told me he heard yelling and cursing outside while he was doing computer work inside. He couldn't tell who was yelling or what it was about at first. He knew they were conducting training outside, but the yelling didn't sound like training. He told me it sounded like "real agitation." He said it sounded like people yelling and arguing, so he walked outside to see what was going on.

Officer [REDACTED] saw Officer Mullins on the landing area when he walked outside. He told me the landing is separated from the training field by a fence. He told me Officer [REDACTED] was in a bite suit, training on the field. He told me another handler was on the field with Officer [REDACTED]. They were doing some "back tie" work, and they were doing "bite targeting" with the dog. Officer [REDACTED] did not remember who the other handler was.

Officer [REDACTED] told me there were one or two other officers with Officer Mullins on the landing. He believed Officer [REDACTED] was one of the officers on the landing.

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Officer [REDACTED] told me the first thing he heard when he went outside was Officer Mullins yelling, "Keep sucking that [REDACTED] dick." He heard Officer Mullins yell that at Officer [REDACTED] two or three times. He said Officer Mullins yelled it "super loud." Officer [REDACTED] told me it took him a second to figure out that this was not a joke. He realized Officer Mullins and Officer [REDACTED] were serious as they were yelling at one another. Officer [REDACTED] said he walked over to Officer Mullins, put a hand on his chest area, and said, "Hey, just walk away. Just walk away." Officer [REDACTED] started to guide Officer Mullins toward the parking lot. When they got close to the women's bathroom, near the far west side of the landing, Officer Mullins and Officer [REDACTED] were still yelling at one another. Officer Mullins broke away from Officer [REDACTED] and started running toward Officer [REDACTED]. He told me, "Not like a full sprint, but he was pulling hard. I had to grab him by the back of his vest to try to hold him back." Officer [REDACTED] remembered seeing Officer [REDACTED] jump out in front of Officer Mullins to block him. Officer [REDACTED] was holding Officer Mullins from the front while Officer [REDACTED] was holding him from behind. A couple other officers got in front of Officer Mullins and encouraged him to go to the parking lot. Officer [REDACTED] told me, "He was pulling pretty hard. It took a minute to get him to walk away and go toward the parking lot."

I asked Officer [REDACTED] about the verbal exchange between Officer Mullins and Officer [REDACTED] as he was trying to move Officer Mullins toward the parking lot. He didn't know what Officer Mullins and Officer [REDACTED] were saying. He was busy telling Officer Mullins, "Just walk away."

I asked Officer [REDACTED] to describe Officer Mullins' demeanor during the interaction. He told me Officer Mullins appeared to be "very angry" when he first saw him screaming, "Keep sucking that [REDACTED] dick." He told me Officer [REDACTED] was standing there and looking like, "What are you talking about?" Officer [REDACTED] believed Officer Mullins was the "most aggressive." He was also closer to him. Because of this, Officer [REDACTED] decided to try to walk Officer Mullins to the parking lot. I asked Officer [REDACTED] what caused him to describe Officer Mullins as being "aggressive." He told me, "Just the way he was screaming at [REDACTED]. He told me he could see Officer Mullins was angry, based on his facial expression. Officer [REDACTED] said, "Even with me right in front of him, he was not listening to me. I had to, like, forcefully push him away." He told me Officer Mullins didn't just agree to walk away with him. He said Officer Mullins was "fighting the whole time." Officer [REDACTED] said, "It didn't take a whole lot of force initially. But then when he started bolting toward [REDACTED] it did take two or three of us to stop him."

Officer [REDACTED] told me Officer Mullins made it from the corner of the landing to where the bleachers were when he pulled away and moved back toward Officer [REDACTED]. Officer [REDACTED] told me he lost his grip on Officer Mullins when he first pulled away. He told me he got ahold of Officer Mullins from the back, but he pulled him for a few more feet before Officer [REDACTED] and someone else got in front of him and helped stop him.

I asked Officer [REDACTED] if Officer [REDACTED] said anything to Officer Mullins just prior to him breaking away and moving back toward him. He told me the only thing he remembered hearing was the "dick comment." He didn't remember hearing anything else that was said between Officer Mullins and Officer [REDACTED]

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██████ He was personally talking "pretty loud" as he was encouraging Officer Mullins to move toward the parking lot. He told me he couldn't even hear what Officer Mullins was saying at that time.

I asked Officer ██████ if he ever interpreted any of the behavior as a threat of physical harm or violence. He told me, "Honestly, that's what I thought. I mean, the way he pulled away, you know, pushed past me, pulling away, and I was having to try to hold on to him. Yeah. I thought he was pushing up to make his way back to the field to fight ██████ Officer ██████ told me he believed Officer Mullins was trying to get back to Officer ██████ at that moment. He told me that was why he ran to grab him or "reacquire" him. Officer ██████ told me he never saw Officer ██████ moving toward Officer Mullins or trying to come off the field. From what he could tell, Officer ██████ remained in pretty much the same spot throughout the incident. He told me Officer ██████ was in a full bite suit on the field. He told me his back was to Officer ██████ during part of the incident, so he couldn't be sure he didn't move. He told me Officer ██████ was in the same general area at the start of the incident and at the end of the incident.

Officer ██████ confirmed he heard Officer Mullins yell, "Keep sucking that ██████ dick" three or four times. I asked him, "What did that mean to you, or how did you interpret that?" He told me, ██████ ██████ Officer ██████ told me he is also one of the trainers. He told me this is not the first time Officer Mullins has been upset at something related to training. He told me, "I know he has an issue with the training cadre, a little bit. And that goes with ██████ as well." He told me Officer Mullins isn't as respectful to the trainers as he believes he should be.

I asked Officer ██████ if he remembered hearing any comment being made about an "anonymous letter." He told me he did not hear the comment, but he remembered hearing Officer Mullins say something like, "He thinks I wrote a letter" when he was finally walking away at the end of the incident. Officer ██████ said he was not sure what the comment was related to.

Officer ██████ told me a couple officers ultimately escorted Officer Mullins out to the parking lot. He told me Officer ██████ continued with his training on the field. He told me he went back inside to do computer work.

Officer ██████ told me Sergeant ██████ and Acting Sergeant ██████ had a "small conversation" with one another about the incident.

Officer ██████ said he didn't see any more interaction between Officer ██████ and Officer Mullins.

Officer ██████ did not have anything else to add to my investigation.

I concluded the interview at 1429 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 8, 2024, at 1502 hours, I interviewed Officer [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 20 minutes and 18 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "Yes. I understand." He also told me he had no questions about it.

Officer [REDACTED] has been a police officer for approximately 12 years. He currently works as a Canine officer. He works 2nd Watch, and he has Mondays, Tuesdays, and Wednesdays off. He has been working as Canine for the past four years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. They went through the Canine Academy together. He has known him for about four or five years.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known him for about eleven or twelve years. Officer [REDACTED] was a new officer at Western Division when he first met Officer Mullins.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he had just finished handling some radio calls. He went back to the office to debrief and eat lunch. He told me some of the other officers on his squad were going to go to the ABLE base to review footage from a Police Service Dog (PSD) bite that occurred earlier in the shift. Officer [REDACTED] told me 2nd Watch for Canine goes from 1500 until 0100 hours. He told me 3rd Watch goes from 2000 until 0600 hours.

Officer [REDACTED] told me he remembered witnessing an interaction between Officer Mullins and Officer [REDACTED]. He told me it occurred outside of the building, and he estimated it was between 2030 hours and 2100 hours when it took place. He told me some of his squad mates were leaving the office to go and review the PSD bite footage. He told me some of the 3rd Watch canine officers were doing training on the field. Officer [REDACTED] told me he walked out onto the landing. He saw Officer [REDACTED] out on the field, conducting training with Officer [REDACTED] and his PSD. Officer [REDACTED] started to watch the training while he was waiting for his squad mates to come outside. Officer Mullins walked outside and stopped on the landing as well. Officer Mullins made a joke and told Officer [REDACTED] "Hey [REDACTED] this is what a real trainer looks like." Officer [REDACTED] told me he is the designated trainer on his squad. He told me Officer [REDACTED] is the designated trainer on the other squad. Officer [REDACTED] said it was not uncommon for Officer Mullins to joke about something like that with him. He told me, "I didn't think anything of it." He was not offended,

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and he laughed about it. Officer [REDACTED] said they were only about 10 feet away from Officer [REDACTED] when Officer Mullins made that comment. He told me it was obvious that Officer [REDACTED] heard it because he responded by saying something like, "Thank you Mullins."

Officer [REDACTED] told me the interaction between Officer Mullins and Officer [REDACTED] continued from there. They started talking back and forth. Officer [REDACTED] interpreted it as "friendly bantering" initially. He did not remember exactly what was said, but it didn't strike him as being out of the ordinary. Officer [REDACTED] told me he received a phone call at that point from a patrol officer at Southeastern Division. He had been waiting to hear back from the officer, who was going to provide him with additional information about the PSD bite from earlier that day. He told me he was having difficulty hearing the officer because the bantering was continuing between Officer Mullins and Officer [REDACTED]. He ended the phone call, and he told the officer he would call him back. He decided he needed to figure out what was going on between Officer Mullins and Officer [REDACTED]. He told me the interaction did not seem like bantering anymore. He told me they were yelling. He said, "I could tell it was escalating a little bit. They were getting bothered with each other."

I asked Officer [REDACTED] if he ever heard anything said by either officer that struck him as being offensive or inappropriate. He told Officer Mullins to walk away at some point. He told Officer [REDACTED] to "leave it alone." Officer [REDACTED] said he made the comment, "Mullins, leave. [REDACTED] stop talking." He told me Officer Mullins started to walk away, as if he was heading back to his car so they could go to the ABLE base. Officer [REDACTED] made a comment that "triggered Mike to come back." He told me Officer [REDACTED] said something about a letter. Officer [REDACTED] told me he didn't know anything about a letter. Officer Mullins was angry about the comment, and he responded by saying something like, "Keep sucking that dick." I asked him if he remembered hearing anyone's name used in Officer Mullins' comment. He told me, "I don't recall hearing a name. I just remember, 'Sucking that dick,' or something like that." He only remembered hearing Officer Mullins make the comment one time.

Officer [REDACTED] told me the comment about the letter triggered Officer Mullins and caused him to start running back toward Officer [REDACTED]. Officer [REDACTED] told me Officer [REDACTED] remained out on the field throughout this entire interaction. He told me Officer Mullins was "amped up." He told me he put his hands on Officer Mullins' chest and he encouraged him to "relax and let it go." Officer [REDACTED] told me Officer Mullins was mad about the comment.

I asked Officer [REDACTED] "Did you feel like you had to physically restrain him to keep him back?" He told me, "That's what I was doing, but I don't – It's hard to say, like, if I needed to, if he was really going to do anything. I don't know." I asked him, "When you chose to put your hands on his chest, what was it that you – what did you feel like you were stopping?" He said, "I was hoping to stop just any sort of, any more confrontation I guess." I asked him, "Did you think, at any point, he was trying to physically get to [REDACTED] location?" Officer [REDACTED] said, "In my opinion, he was – like I said, he was acting like he was, but I don't think he was really going to jeopardize everything to go fight somebody. But, I mean, he was very angry, and I was having to – I think I was holding him back a little bit." He told me Officer Mullins

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continued to yell at Officer [REDACTED] during that time. He told me Officer [REDACTED] was "just making comments towards him." Officer [REDACTED] did not remember what was actually being said at that point. None of the comments stood out to him.

Officer [REDACTED] told me Officer [REDACTED] who was their acting sergeant that day, came outside and ultimately told Officer Mullins to leave. He said Officer [REDACTED] "kinda put his hands on him and told him to walk away."

I asked Officer [REDACTED] if he ever interpreted any of the behavior as a threat of physical harm or violence. He told me, "Um, I didn't – I mean, it was, like I said, it was hectic. I was having to hold back Mullins. He was very mad, but I mean, it's kinda hard to say if it was like, trying to really run on the field, but he was definitely upset and acting like he wanted to – was going to go down there." Officer [REDACTED] told me, "There was concern that he was going to do it, but, like I said, I would hope that nobody would really do that."

Officer [REDACTED] told me Officer [REDACTED] ultimately took Officer Mullins away. Sergeant [REDACTED] told Officer [REDACTED] "Knock it off. Separate. We're done." Officer [REDACTED] told me the interaction was entirely done at that point. There was no further interaction between Officer Mullins and Officer [REDACTED]

Officer [REDACTED] told me Officer Mullins went and handled a few radio calls before joining the other members of his squad at the ABLE base.

Officer [REDACTED] confirmed Officer Mullins directed his comment at Officer [REDACTED] when he said, "Keep sucking that dick." I asked Officer [REDACTED] how he interpreted that particular comment. He told me, "I kinda interpreted it as like, um, maybe like, 'kissing ass,' or something along those lines maybe." I asked Officer [REDACTED] if Officer Mullins was referring to anyone in particular when he made that comment. Officer [REDACTED] told me, [REDACTED] He told me he and Officer [REDACTED] are both trainers and they get their knowledge from Sergeant [REDACTED] Officer [REDACTED] did not remember hearing Officer Mullins use Sergeant [REDACTED] name, but he assumed that was who Officer Mullins was referring to.

Officer [REDACTED] told me this was the first interaction of this nature he had ever seen between Officer Mullins and Officer [REDACTED] He told me, "I don't think they're best of friends or anything like that, but yeah. This is my first time seeing something like that."

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 1522 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 9, 2024, at 0528 hours, I interviewed Officer [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 5 minutes and 31 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "Yes." He also told me he had no questions about it.

Officer [REDACTED] has been a police officer for nine years. He currently works as a Canine officer. He works 3rd Watch and he has Fridays, Saturdays, and Sundays off. He has been working as a Canine handler for the past four and a half years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. He has known him for about four and a half years. They went through the Canine Academy together and now Officer [REDACTED] is the trainer on his squad.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known him for about four years.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was participating in the "weekly squad training." He told me he did not witness the altercation between Officer [REDACTED] and Officer Mullins. He said, "I was not present for it." He told me he became aware of it later on because he heard other people talking about it. He told me he did not see or hear any of the interaction because he was sitting in his patrol vehicle in the parking lot, checking his email and preparing his timecard.

Officer [REDACTED] told me he saw someone talking to Officer Mullins in the parking lot after the incident. He told me he also so Officer [REDACTED] in the process of taking off the bite suit. Officer [REDACTED] told me he did some training with his PSD and Officer [REDACTED] on the field before he went to his vehicle. He told me they were working on "targeting" and "leg bites."

Officer [REDACTED] told me he didn't see anyone physically restraining Officer Mullins at any point.

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 0534 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 9, 2024, at 1524 hours, I interviewed Officer [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 9 minutes and 34 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "I do." He also told me he had no questions about it.

Officer [REDACTED] has been a police officer for approximately 10 years. He currently works as a Canine officer. He works 2nd Watch, and he has Fridays, Saturdays, and Sundays off. He has been working as a Canine handler for the past two years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. He has known him for about eight years. He knew Officer [REDACTED] from Central Division before they worked together at Canine.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known him since he went to Canine, about two years ago.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he had just pulled into the parking lot when "the incident" took place. He told me he did not witness any interaction between Officer Mullins and Officer [REDACTED]. He told me he walked up afterwards, when Officer Mullins was "getting kinda pushed" by several other officers. He told me he heard some yelling, but he couldn't make out the words. He told me it sounded like a "fight," a "verbal fight," or a "415."

Officer [REDACTED] told me he was about 30 yards away when he saw Officer Mullins being pushed. Officer [REDACTED] told me he was walking toward the Canine office building from the parking lot. He told me he parked near the "dog break area," which is on the west side of the parking lot. He saw Officer Mullins on the landing on the north side of the building. Officers were pushing, guiding, or escorting him away as if they were breaking up a fight. Officer [REDACTED] was not sure how many officers were with Officer Mullins. He estimated there were about three or four of them. He didn't remember who the officers were.

Officer [REDACTED] told me he walked into the Canine office. As he did that, he saw Officer [REDACTED] on the field. Officer [REDACTED] was wearing a bite suit. Officer [REDACTED] asked, "What'd I miss?" He was told there had been a "little 415" between Officer Mullins and Officer [REDACTED]. He told me, "That was all that was said."

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Officer [REDACTED] told me he saw Officer Mullins as he walked toward the Canine office. He described Officer Mullins as being "angry and upset about something." Officer [REDACTED] told me he did not engage with Officer Mullins at all. He told me Officer Mullins was yelling, but he did not remember what he was saying.

Officer [REDACTED] told me he didn't see anyone talking to Officer [REDACTED] when he walked into the building. Officer [REDACTED] told me he heard the incident started as an argument about training. He heard that Officer Mullins made a comment to Officer [REDACTED] about "sucking Sergeant [REDACTED] dick." Officer [REDACTED] wasn't sure who shared that information with him.

Officer [REDACTED] told me he has heard rumors about Officer Mullins getting involved in "angry confrontations with other handlers" in the past. Officer [REDACTED] told me he hasn't personally witnessed any of those interactions.

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 1533 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 10, 2024, at 0445 hours, I interviewed Officer [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 13 minutes and 23 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "Yes. I understand." He also told me he had no questions about it.

Officer [REDACTED] has been a police officer for approximately 10 ½ years. He currently works as a Canine officer. He works 3rd Watch and he has Fridays, Saturdays, and Sundays off. He has been working at the Canine Unit for the past six and a half years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. They work on the same squad currently. He has known Officer Mullins for about three or four years.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known him for about five years.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was there for the "weekly training." He told me he was inside the office for a while. Later on, he was out on the bleachers that overlook the training field.

Officer [REDACTED] told me he witnessed "some sort of argument" between Officer Mullins and Officer [REDACTED]. He told me Officer [REDACTED] was out on the field, doing training in a bite suit. He told me Officer Mullins was on the landing, near the bleachers he was sitting on. Officer [REDACTED] told me the interaction started while he was sitting on the bleachers. He remembered hearing Officer Mullins make a comment to Officer [REDACTED] similar to, "I don't need you to teach me anything." He told me Officer Mullins may have [REDACTED] "There's nothing you could teach me." Officer [REDACTED] responded by questioning what Officer Mullins has done in his time at the Canine Unit. Officer [REDACTED] told me there was "some yelling back and forth." He told me he was on his phone at the time, so he wasn't listening to all of it. Officer [REDACTED] told me he heard a "big thing at the end that seemed to sort of raise tempers." He said Officer Mullins said something to Officer [REDACTED] about "a hidden complaint" or an "anonymous complaint." He told me he didn't know what it was about, but it sounded like Officer Mullins was accusing Officer [REDACTED] of writing some kind of "anonymous letters." Officer [REDACTED] said Officer [REDACTED] responded by saying something back to Officer Mullins. He wasn't sure what was said, but Officer Mullins "got extremely angry at that point." Officer Mullins told Officer [REDACTED] "Keep sucking

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that [REDACTED] dick." I asked Officer [REDACTED] what that comment meant to him [REDACTED]. Officer [REDACTED] told me he didn't think the comment was appropriate for the workplace, but he was not personally offended by it.

Officer [REDACTED] told me Officer [REDACTED] and Officer Mullins continued yelling back and forth after that. He wasn't sure what was being said. He told me Officer Mullins started to walk closer to the training field. He estimated Officer Mullins and Officer [REDACTED] were separated by about 10 feet, but there was a fence and a "drop-off" between them. Officer Mullins would have had to go down the stairs and through a gate to get to Officer [REDACTED]. Officer [REDACTED] was in a full bite suit.

I asked Officer [REDACTED] if there was ever a time during the altercation where Officer Mullins and Officer [REDACTED] were moving toward one another in a manner that caused him to believe there could be a physical altercation. He told me, "No. Not to me personally." He told me someone on the landing would have to go down the stairs and through a gate to get out onto the training field.

I asked Officer [REDACTED] to describe the demeanor of each officer. He told me Officer Mullins seemed "angrier or just a bit more animated." He told me Officer Mullins' volume and tone of voice caused him to describe him like that.

Officer [REDACTED] only remembered hearing Officer Mullins say, "Keep sucking that [REDACTED] dick" one time. He told me Officer Mullins was still yelling after that, but he didn't remember what he was saying. Officer [REDACTED] didn't remember hearing any other comments during the interaction that were inappropriate or offensive.

Officer [REDACTED] told me he and Officer [REDACTED] decided to get involved when Officer Mullins started moving toward Officer [REDACTED] on the landing. He told me he didn't believe they were going to engage in a physical fight, but he believed it needed to stop because there was so much yelling. Officer [REDACTED] told me he and Officer [REDACTED] helped move Officer Mullins along, toward the stairs that lead out to the parking lot. Officer [REDACTED] told me he stood in front of Officer Mullins and told him, "That's enough." He told me they guided him out. He told me they didn't have to physically pull him away. Officer [REDACTED] told me he walked all the way to the stairs that lead down to the parking lot. Officer [REDACTED] stayed with Officer Mullins as they walked into the parking lot. Officer [REDACTED] told me he returned to the bleachers. Officer [REDACTED] did not believe Officer [REDACTED] was an acting sergeant at that time.

Officer [REDACTED] told me he didn't remember Officer Mullins breaking away or trying to push past him as he was being guided toward the parking lot. He told me he did not personally interpret any of the behavior during this incident as a threat of physical harm or violence. He told me it was "more just yelling to me."

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Officer [REDACTED] told me Officer [REDACTED] was on the field with a dog at the time of this incident. He did not remember anyone stepping in to talk to Officer [REDACTED]. He never observed Officer [REDACTED] making any attempt to move toward Officer Mullins.

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 0459 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 10, 2024, at 0500 hours, I interviewed Officer [REDACTED] in Interview Room 1 in the Internal Affairs office.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 18 minutes and 54 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] indicated he fully understood the instructions by signing his name at the bottom of the page. I also signed the document, and I later added it to the case file.

Officer [REDACTED] has been a police officer for approximately 24 years. He currently works as a Canine officer. He works 3rd Watch and he has Fridays, Saturdays, and Sundays off. He has been working as a Canine handler for the past ten years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. Officer [REDACTED] is on his squad and acts as the squad's designated trainer. He has known Officer [REDACTED] since he began working at Canine, but he wasn't sure exactly when Officer [REDACTED] started working there.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known Officer Mullins for about 12-13 years. He knew Officer Mullins when they both worked as patrol officers at Western Division.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was doing "some training" at that time. Officer [REDACTED] told me they usually plan their training for times when there is an overlap, and another squad can cover the radio. He told me Thursday is their "barrel day." Officer [REDACTED] told me he witnessed an altercation between Officer [REDACTED] and Officer Mullins outside of the building. He believed it occurred between 2100 hours and 2130 hours.

Officer [REDACTED] told me he was out on the training field with Officer [REDACTED]. He told me there were a few officers on the landing area, on the other side of a six-foot fence. Officer [REDACTED] was wearing the "bite suit" and Officer [REDACTED] had his Police Service Dog (PSD) out with him for the training.

Officer [REDACTED] said his PSD was biting Officer [REDACTED] in the leg, as they had planned for it to do. Officer Mullins walked out of the office and said something like, "I see some good (or outstanding) training going on." Officer [REDACTED] told me it was a "sarcastic" remark. He told me he has known Officer Mullins for several years. He told me, "He's always been a, I don't know how else to say it other than like a ball buster."

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Officer [REDACTED] told me, "Obviously there's like some history between them that I'm unaware of." He said he believed this was the case because Officer [REDACTED] "didn't let it slide." He told me Officer [REDACTED] also responded "sarcastically." Officer [REDACTED] said something like, "Yes. This is good training going on." Officer [REDACTED] told me Officer [REDACTED] knows his dog and is aware of its weaknesses. He told me the training was designed "to help build up the dog to be better."

Officer [REDACTED] told me he initially thought the interaction between Officer Mullins and Officer [REDACTED] was just "banter back and forth." He told me his attention was "split." He told me he had his PSD out on the field, and it was "actively biting somebody." He told me his focus was on the PSD. He wanted to make sure his PSD didn't release its bite and then bite Officer [REDACTED] somewhere else.

Officer [REDACTED] told me, "At some point, I remember feeling uncomfortable. Meaning that the banter was starting to get more serious." I asked him what caused him to feel that way. I asked him if there was a particular comment or topic that was discussed that caused him to feel like it had become more serious. He told me there was an incident earlier in the day, involving a "stolen car or something." He told me Officer Mullins was the "first dog in the pursuit," but Officer [REDACTED] ended up taking over that spot somehow. Ultimately, Officer [REDACTED] ended up using his dog for a bite on the call instead of Officer Mullins. During the altercation, Officer [REDACTED] made a comment like, "At least I use my dog. Everybody knows that you don't want to use your dog." Officer [REDACTED] said, "That kinda set Mike off a little bit." They started talking about how many bites their dogs had. Officer [REDACTED] said he started to feel like the conversation wasn't going anywhere. He believed it would "start pissing everybody off."

Officer [REDACTED] told me Officer [REDACTED] was "staying calm" during the interaction. He told me Officer Mullins was "getting more heated."

I asked Officer [REDACTED] if either officer said anything that struck him as being inappropriate or offensive. He said, "That, I do not recall." I asked him if he ever heard Officer Mullins say, "Keep sucking [REDACTED] dick." Officer [REDACTED] said, "No. I don't remember hearing that." He told me his attention was divided because he was dealing with his dog.

I asked Officer [REDACTED] if he remembered hearing any comments about an anonymous letter. He told me, "Yes." Officer [REDACTED] told me Officer [REDACTED] said something like, "Go ahead and write another anonymous letter to IA." He told me, "That really sent Mike over the edge." He said Officer Mullins started walking toward him and Officer [REDACTED] though he was still on the landing behind the fence. Officer Mullins started pointing and telling Officer [REDACTED] "Fuck you!" Officer [REDACTED] said, "Other guys had to physically restrain Mike."

I asked Officer [REDACTED] if the comment about the anonymous letter had any significance to him. He told me he didn't know what it was about.

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Officer [REDACTED] estimated Officer Mullins and Officer [REDACTED] were about 20 feet apart during the altercation. He told me Officer Mullins would have had to "walk past, open a gate, and then walk back around" to get to Officer [REDACTED] location. He told me Officer Mullins was "purposefully walking back toward" Officer [REDACTED] location. Officer Mullins had his hand up, and he was pointing his finger at Officer [REDACTED] while he was yelling at him. Officer [REDACTED] told me a couple guys restrained Officer Mullins and walked him away. He believed Officer [REDACTED] may have been one of the officers involved in restraining Officer Mullins, but he was not sure. He remembered seeing a "taller guy" "bear hugging" Officer Mullins from the back.

I asked Officer [REDACTED] what would have happened if officers weren't there to restrain Officer Mullins. He said, "I don't think he was going to come onto the field with a dog being out there. If he would have, that would have been a really dumb move on his part. Especially if he would have intended to walk up and get in [REDACTED] face. I think he was just gonna get as close as he could on the other side of the fence and just talk stuff."

I asked Officer [REDACTED] "At any point, did you interpret the behavior from either of them as a threat of physical harm or violence?" He told me, "No. Because of the barriers that were there. I mean, if there was no fence there, if there was no dog there, things may have been different." He didn't believe there was a real threat of physical violence at that time.

I asked Officer [REDACTED] how the interaction was ultimately resolved. He told me Sergeant [REDACTED] came out of the office and walked onto the field. Officer [REDACTED] decided to take his PSD off the bite. He went to his vehicle to put his PSD away. Officer [REDACTED] said Sergeant [REDACTED] spoke with Officer [REDACTED] while the other officers walked Officer Mullins away. Officer [REDACTED] said Officer Mullins and Officer [REDACTED] were standing next to his police vehicle when he went to put his dog away. He said, "Excuse me, guys." They stepped out of his way. He said Officer [REDACTED] appeared to be calming Officer Mullins down, but he didn't hear what they were saying.

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 0519 hours.

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Witness Officer Interview: Sergeant [REDACTED]

On July 10, 2024, at 0528 hours, I interviewed Sergeant [REDACTED] over the phone.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 18 minutes and 7 seconds in length.)

I read Sergeant [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] verbally acknowledged the admonishment by stating, "Understood." He also told me he had no questions about it.

Sergeant [REDACTED] has been a police officer for approximately 17 years. He currently works as a sergeant in the Canine Unit. He works 3rd Watch and he has Fridays, Saturdays, and Sundays off. He worked as an officer in the Canine unit for two years. He later returned to the Canine Unit as a sergeant, and he has been working in that capacity for the past three years.

Sergeant [REDACTED] told me he knows Officer [REDACTED] who is a Canine handler. Sergeant [REDACTED] is Officer [REDACTED] direct supervisor. Sergeant [REDACTED] has known Officer [REDACTED] for about three years. Officer [REDACTED] has been working on his squad for less than a year.

Sergeant [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known Officer Mullins for about three years, but Officer Mullins has never worked directly for him.

Sergeant [REDACTED] told me he was working on Thursday, June 6, 2024. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was inside the office at that time. He told me their lineup had just concluded. Officer [REDACTED] had asked Officer [REDACTED] to do some training with him out on the field. Sergeant [REDACTED] stayed inside the office along with Officer [REDACTED] who was working as an acting sergeant at that time.

Sergeant [REDACTED] told me their lineups in the Canine Unit are less formal than lineups at patrol commands. He estimated they got done with their lineup at about 2030 hours. He told me the Padre game had been on the television in the background. He suggested lineup may have ended because the baseball game ended.

I asked Sergeant [REDACTED] if he witnessed an altercation between Officer [REDACTED] and Officer Mullins outside of the building. He told me, "It was brought to my attention later on, after I heard a commotion. So, I came into that interaction, I guess, later on. I did not see what began. I don't know what occurred. I only know what transpired after everything had already run its course."

I asked Sergeant [REDACTED] what he heard that caused him to describe it as a "commotion." He told me, "Loud yelling. Almost like screaming." He told me it is not uncommon to hear screaming at a Canine facility during training. Sergeant [REDACTED] told me, "Usually there is screaming when a dog is biting

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somebody, even if it's just fake screaming. Just to get the dog to, you know, understand his role." He knew Officer [REDACTED] and Officer [REDACTED] were doing training outside. Sergeant [REDACTED] told me the screaming "just continued, and continued, and continued." Sergeant [REDACTED] said he believed someone may have actually been bitten by a dog. He said that thought didn't make any sense because he heard two people yelling back and forth. Sergeant [REDACTED] decided to walk outside to investigate what was actually occurring.

Sergeant [REDACTED] told me he walked outside, along with Acting Sergeant [REDACTED]. Sergeant [REDACTED] told me he could see Officer Mullins yelling at Officer [REDACTED]. He told me Officer [REDACTED] was "engaging back in a shouting match with Officer Mullins." I asked Sergeant [REDACTED] if he remembered what either of the officers were saying at that point. Sergeant [REDACTED] told me he remembered hearing Officer [REDACTED] say something like, "Why don't you go write another letter." He told me he had no clue what that meant or what was going on at that time. Sergeant [REDACTED] said Officer Mullins responded by saying something like, "Oh, you think I wrote the letter?" He said Officer [REDACTED] responded, "I know you wrote the letter." Sergeant [REDACTED] told me he didn't have a clue what they were talking about at that time. He told me he has since learned about "the letter," but he didn't know about it at the time. He told me he found out about it because he was the reporting supervisor for the EEO complaint, so he discussed the matter with Officer [REDACTED].

I asked Sergeant [REDACTED] how the interaction between Officer [REDACTED] and Officer Mullins was resolved. He told me Acting Sergeant [REDACTED] went to deal with Officer Mullins, who was working for him at the time. Sergeant [REDACTED] went to deal with Officer [REDACTED] who worked for him. He told me they took on those roles without discussing it beforehand. He told me he didn't want them arguing in that setting, in front of all those people. He told me he decided to take immediate corrective action by putting an end to the interaction.

Acting Sergeant [REDACTED] grabbed Officer Mullins and walked him out to the parking lot. Sergeant [REDACTED] went over to Officer [REDACTED] and told him to "shut up" or stop talking. He said, "I may have told him to shut the fuck up, because he was still chirping at – what's his name? Mike Mullins." Sergeant [REDACTED] said he told Officer [REDACTED] to get his dog and take him off the field. He told him the training was over. Sergeant [REDACTED] said the dog was barking and "getting all riled up." He told me he didn't want anyone to get hurt. Sergeant [REDACTED] told me Officer [REDACTED] was still in his "full Canine bite suit" at that time.

Sergeant [REDACTED] told me it was a weird situation to walk into. He told me he was caught off guard by it. He told me his goal was just to make everything stop.

I asked Sergeant [REDACTED] if he heard anything being said between Officer Mullins and Officer [REDACTED] that struck him as being inappropriate or offensive. He told me, "No." I asked him if he ever heard Officer Mullins say anything like, "Keep sucking [REDACTED] dick." He told me, "No."

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Sergeant [REDACTED] told me he talked to Officer [REDACTED] immediately after the incident. He asked him what was going on. Officer [REDACTED] described the interaction as "an argument between guys" and essentially said it was "no big deal." Sergeant [REDACTED] told him, "It seemed pretty heated." Sergeant [REDACTED] specifically asked Officer [REDACTED] if there were any EEO issues or hostile work environment issues. Officer [REDACTED] told him, "No."

Sergeant [REDACTED] told me he met with Acting Sergeant [REDACTED] in the office after the incident had been resolved. Sergeant [REDACTED] was trying to figure out if any complaints needed to be filed. Acting Sergeant [REDACTED] said he talked to Officer Mullins. He said there was "nothing on his end." Sergeant [REDACTED] said he was trying to figure out if this was some kind of "mandated reporter" situation, or if he needed to run the situation up his chain of command. Based on his discussion with Acting Sergeant [REDACTED] Sergeant [REDACTED] decided nothing needed to happen at that time.

Sergeant [REDACTED] told me he spoke with Acting Lieutenant [REDACTED] about the incident the following morning. He told him there had been a "spat on the field" between the two officers. Sergeant [REDACTED] let him know he discussed it with Acting Sergeant [REDACTED] after the fact, and he told him it didn't seem like anything was going to come out of it. Sergeant [REDACTED] told me he shared the information with Acting Lieutenant [REDACTED] because of his temporary role at the time, but also because he would return to being Officer Mullins' direct supervisor when he resumed his sergeant position.

Sergeant [REDACTED] told me he received a phone call from Officer [REDACTED] early in the morning on Monday, June 10, 2024. Officer [REDACTED] told him, "Hey, I thought about it over the weekend. There's some stuff I told – I didn't quite tell you the full story. It's been weighing on my mind. I need to get some information off my chest. I want to file a formal complaint. Derogatory terms were used." Sergeant [REDACTED] said he told Officer [REDACTED] to "hold on." He encouraged Officer [REDACTED] to meet with him at work. He said he didn't want to try to handle this situation on his off time and over the phone. He told me he was at his breakfast table with his kids when he received the phone call.

Sergeant [REDACTED] told me he officially met with Officer [REDACTED] later that night at work. That is when Officer [REDACTED] told him about the "derogatory comment" Officer Mullins made. Sergeant [REDACTED] took Officer [REDACTED] statement and prepared an EEO Control Form.

I asked Sergeant [REDACTED] if he observed anything at the time of the interaction that he interpreted as a threat of physical harm or violence. He told me, "I do know Officer Mullins was trying to push his way toward Officer [REDACTED] so I guess you could consider that. Based on the totality of the circumstances, of them being in an argument and him trying to advance toward him, one could consider it that. The only thing is that there was considerable distance between the two, because one's on the field and one's on the landing. But again, he was trying to push his way through some officers to get to him." I asked Sergeant [REDACTED] if the other officers had to physically restrain Officer Mullins or hold him back. He told me he was not sure what level of force they were using to hold him back. He wasn't sure if they were just putting a hand on his chest, or if Officer Mullins was actually trying to push his way through them.

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Sergeant [REDACTED] told me he was struggling to differentiate between what he was seeing or thinking at the time of the incident and the information that was shared with him when Officer [REDACTED] filed his complaint. He said he was told that officers had to use physical force to restrain Officer Mullins. He said he was told that Officer Mullins "batted at" one of the officers with his arm. He told me he didn't personally witness that. Sergeant [REDACTED] told me, "When I went outside, my attention was 100% on [REDACTED]. My eyes were focused on him because he's my employee. And I knew Mullins was there, like, pushing off, like, the left-hand side of me as I walked out the doorway, but I didn't focus on him."

I asked Sergeant [REDACTED] if he knew what happened with Officer Mullins at the end of the interaction. He told me Acting Sergeant [REDACTED] walked Officer Mullins out toward the parking lot. He told me Officer [REDACTED] remained on the training field. He told me Acting Sergeant [REDACTED] spoke with Officer Mullins in the parking lot. He told me Officer Mullins ended up getting into his car and leaving the facility.

Sergeant [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 0546 hours.

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Witness Officer Interview: Officer [REDACTED]

On July 18, 2024, at 1257 hours, I interviewed Officer [REDACTED] in Interview Room 1 in the Internal Affairs office. Detective Sergeant Quintos #5635 was also present in the interview.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 21 minutes and 13 seconds in length.)

I read Officer [REDACTED] the Witness Officer Sworn Personnel Admonishment. Officer [REDACTED] indicated he fully understood the instructions by signing his name at the bottom of the page. I also signed the document, and I later added it to the case file.

Officer [REDACTED] has been a police officer for approximately 25 years. He currently works as a Canine officer. He works 2nd Watch, and he has Mondays, Tuesdays, and Wednesdays off. He has been working as a Canine handler for the past 15 years.

Officer [REDACTED] told me he knows Officer [REDACTED] who is another Canine handler. He has known Officer [REDACTED] since he began working at Canine, about five years ago.

Officer [REDACTED] told me he knows Officer Mike Mullins, who also works as a Canine handler. He has known Officer Mullins since he began working at Canine, about five years ago.

Officer [REDACTED] told me he was working on Thursday, June 6, 2024. He was working as an acting sergeant that night. He told me he was at the Canine training facility at 4240 Federal Blvd between about 2000 hours and 2100 hours. He told me he was at a computer in the office at the time of the incident.

I asked Officer [REDACTED] if he remembered witnessing any interaction between Officer [REDACTED] and Officer Mullins, outside of the building. He believed the interaction occurred sometime after 2000 hours. He believed it was likely within a couple hours of that. He knew Officer [REDACTED] was there to conduct training with his squad, out on the field. He told me people were coming and going in the office. He told me he heard a dog biting, but that was not unusual. He told me someone said something about a dog bite, so he thought someone might have been bitten during training. He heard a dog barking, so he knew it wasn't currently biting anyone. He believed the officers involved in the training could deal with whatever was going on. After a few minutes, Officer [REDACTED] noticed everyone else had left the office. He still heard some yelling outside, so he thought a dog may have gotten loose or something. Officer [REDACTED] decided to walk outside to see what was going on.

When Officer [REDACTED] walked outside, he became aware that Officer Mullins and Officer [REDACTED] were yelling at one another. He told me he couldn't tell who was yelling, or what they were saying, while he was inside the office. Officer [REDACTED] told me he heard Sergeant [REDACTED] say something about a dog bite

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before he walked outside. Officer [REDACTED] had assumed Sergeant [REDACTED] would deal with anything related to a dog bite because it was his squad who was doing training at that time.

When Officer [REDACTED] got outside, Officer Mullins was standing on the landing about 15 feet to his left. Officer [REDACTED] was out on the field, directly ahead of him and about four feet down from the landing. He was yelling up at Officer Mullins. Officer [REDACTED] was out on the field, training with Officer [REDACTED] at that time. Officer [REDACTED] told me Officer Mullins was yelling down at Officer [REDACTED]. He couldn't remember specifically what was being said or what the interaction was about. He told me he heard "cuss words," but he wasn't sure "who was cussing at who." Officer [REDACTED] said, "I could tell both of them were heated at each other." He told me his first thought was, "Grab Mike and pull him away from the situation." He told me he was Officer Mullins' supervisor that night. He told me Sergeant [REDACTED] was Officer [REDACTED] supervisor.

Officer [REDACTED] told me Officer Mullins was "peacocking." He compared Officer Mullins to a "drunk buddy at a bar who's just kind of angry and fluffing." He told me he could also tell that Sergeant [REDACTED] was yelling at Officer [REDACTED] but his focus was on Officer Mullins. He told me he walked over to Officer Mullins and said, "Mike, let's go." He couldn't remember if he put his hand on Officer Mullins or if Officer Mullins just followed him. They walked down to the parking lot together.

I asked Officer [REDACTED] if there were any other officers involved or holding Officer Mullins when he saw him. He told me there were people "standing there," but he told me he wasn't really paying attention to what they were doing. He said, "They weren't in my way." Officer [REDACTED] told me he was able to walk straight over to Officer Mullins and get in front of his face. He told me Officer [REDACTED] and Officer [REDACTED] were also out there. He told me it was a congested walkway because of the bleachers on the landing. He told me he walked toward Officer Mullins, and they went toward the parking lot together.

I asked Officer [REDACTED] if he heard either officer say anything inappropriate or offensive, in either an EEO sense or a threatening sense. He told me, "No. To me, it just sounded like two guys disliked each other and were just yelling at each other." He told me he did not hear Officer Mullins make the comment, "Keep sucking [REDACTED] dick." I asked Officer [REDACTED] if he ever felt like there was a need for a physical intervention to prevent a physical altercation. He told me, "No. Like I said, I didn't have to do anything other than walk in front of him and, 'Let's go.' And he walked off with me. So, no."

I asked Officer [REDACTED] how the situation was ultimately resolved. He told me Officer Mullins initially apologized to him and said, "Sorry I lost my temper. Sorry. Sorry. Sorry." Officer [REDACTED] told him, "Mike, you know better." Officer [REDACTED] told me he knows Officer Mullins and Officer [REDACTED] are "not friends." He told me he doesn't know the backstory. He wasn't sure why it came to a head that night. He "pretty much told" Officer Mullins, "You know better. Knock that shit off, and you need to leave right now. Just go 10-8." He told me he sent Officer Mullins on his way.

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Officer [REDACTED] told me he wanted to intervene. In his mind, Officer [REDACTED] had the "right of way." He told me Officer [REDACTED] squad was supposed to be training at that time and his squad was supposed to be "10-8." He thought by separating the two officers, he could end the problem before it got worse. He told me he met with Sergeant [REDACTED] in the office after Officer Mullins was gone.

I asked Officer [REDACTED] if he heard any comment about an "anonymous letter" during the altercation. He told me he did not remember hearing anything about it at the time, but he told me he has heard it being discussed since. Officer [REDACTED] told me his main focus at the time of the altercation was on Officer Mullins, and on getting him away from the situation. He told me, "Could it have been said? Yes. Did I hear it? I don't think so." I asked him if that comment would have any significance or meaning to him. He told me, "Oh, yeah. Absolutely it would." He told me there have been anonymous letters written in the past at Canine. He told me he has been blamed for it before. Officer [REDACTED] told me there was an anonymous letter written about the outside employment of Sergeant [REDACTED] and Officer [REDACTED]. He told me Canine is a small unit and everyone talks about things, so everyone was aware of the letter. Officer [REDACTED] told me the accusations didn't bother him personally. He told everyone he would never do anything anonymously. He said his name would be on anything he wrote. Officer [REDACTED] said he didn't know what happened with Officer Mullins, or if he took it the wrong way. Officer [REDACTED] told me he has heard that that comment was a part of the altercation between Officer Mullins and Officer [REDACTED].

Officer [REDACTED] told me he met with Sergeant [REDACTED] to discuss the situation. Officer [REDACTED] said Officer Mullins was apologetic and didn't want anything done. Sergeant [REDACTED] said Officer [REDACTED] told him he was not bothered by the situation. Neither officer wanted to complain about anything related to the altercation or the actions of the other party. Officer [REDACTED] and Sergeant [REDACTED] agreed to verbally counsel Officer Mullins and Officer [REDACTED].

Officer [REDACTED] told me he and Sergeant [REDACTED] "took immediate action to intervene." He told me, "There was no complaint to be filed by either employee." He said, "We agreed that verbal counseling was gonna be the best bet. And then tell these guys to stay away from each other."

Officer [REDACTED] told me he met with Officer Mullins later that night, out in the field. He told Officer Mullins, "Okay. [REDACTED] and I talked. We agreed. This is your counseling. You and [REDACTED] are not to be near each other. You walk past him. You don't stop and talk to him. You know better." Officer [REDACTED] told me that was the discipline he and Sergeant [REDACTED] agreed to do with both officers.

Officer [REDACTED] told me he and Sergeant [REDACTED] didn't believe one officer was "more at fault" than the other. He told me they believed both officers were "willing participants in this event." They chose to handle it as such. He told me they believed this was a minor courtesy issue between employees that would not require any further reporting.

Officer [REDACTED] told me the event took place on a Thursday night. He believed it had been dealt with and "squashed." The next day, on Friday, Sergeant [REDACTED] called Officer [REDACTED] and asked him if he thought

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they needed to let anyone else know about the incident. Officer [REDACTED] said he wasn't sure what the procedure was. Sergeant [REDACTED] was the "hard striper," so he let him notify their lieutenant about the situation. Sergeant [REDACTED] was the acting lieutenant at that time. He believed that the verbal counseling was appropriate and nothing else happened with the event.

Officer [REDACTED] told me, "Apparently something changed after that." He told me he was concerned because he was trying to do the right thing as an acting sergeant, but no one ever contacted him. He didn't know if he had done something wrong related to this event. He told me he was pretty sure he had handled it appropriately, based on the procedures he read.

Officer [REDACTED] told me Officer Mullins was moved to the Telephone Reporting Unit. He told me he had been visiting Officer Mullins and talking to him weekly, for wellness purposes. He told me he hadn't talked to Officer Mullins after he was notified that he would be involved in this investigation.

Officer [REDACTED] said he didn't ask Officer Mullins about what set him off during the interaction. He said Officer Mullins didn't tell him anything specifically as he was leading him away from the altercation.

Officer [REDACTED] told me there is a "brotherhood" within the Canine Unit. He told me there are "different groups." He told me Officer Mullins gets "put on an island sometimes because of his personality or something." Officer [REDACTED] has reminded Officer Mullins, "Sticks and stones..." He encouraged Officer Mullins to "move on" and he told him that he also deals with situations where people don't like him based on his own personality.

Officer [REDACTED] told me he believed Officer Mullins and Officer [REDACTED] were both equally at fault in this matter. He told me, "They both did stuff that you should not be doing as a cop, even a person." He told me, "No one was, in my mind, a victim in this. They were both willing participants when I went out there." He told me Sergeant [REDACTED] had to yell at Officer [REDACTED]. He told me he had to move Officer Mullins or walk him away from the incident. Officer [REDACTED] said he didn't care who started it. He told me, "In my honest opinion, that's why I can't believe we're even here today, but that's above and beyond my pay grade."

Officer [REDACTED] did not have anything else to add to my investigation.

I concluded the interview at 1318 hours.

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Subject Officer Interview: Officer Mike Mullins #6758

On August 16, 2024, at 1300 hours, I interviewed Officer Mullins in Interview Room 1 in the Internal Affairs office. Officer Mullins told me David is his legal first name, but he goes by Mike. [REDACTED] was present as Officer Mullins' representative. Internal Affairs Detective Sergeant Chambers #7021 was also present during this interview.

The following is a paraphrased statement. Statements in quotations are clean transcriptions from the audio recording. (For exact and complete details of the interview, refer to the audio recording. The recording is 30 minutes and 5 seconds in length.)

I read Officer Mullins the Subject Officer Sworn Personnel Admonishment (With Lybarger/Garrity Warning). Officer Mullins indicated he fully understood the instructions by signing his name at the bottom of the page. I also signed the document, and I later added it to the case file.

Officer Mullins has been working for the San Diego Police Department for 15 years. He currently works in the Canine Unit as a canine handler. He has been a canine handler for over six years.

Officer Mullins has known Officer [REDACTED] who is another canine handler, since he started working at the Canine Unit about four years ago. I asked Officer Mullins to describe his relationship with Officer [REDACTED]. He told me, "A working relationship."

Officer Mullins was working on June 6, 2024. He was assigned to 2nd Watch Canine Patrol. He confirmed that Thursday's are their "barrel days," where two squads overlap for one day of work. He told me some squads schedule training for those days. He also told me there is more overlap between 2nd Watch and 3rd Watch within the Canine Unit than there is with the typical patrol schedules. 2nd Watch canine officers work from 1300 hours until 0100 hours. 3rd Watch canine officers work from 2000 hours until 0600 hours.

Officer Mullins told me he was hanging out at the Canine Training Facility, at 4240 Federal Boulevard, between about 2000 hours and 2100 hours on June 6, 2024. He told me he had an interaction with Officer [REDACTED] at about 2030 or 2040 hours that night.

Officer Mullins said he walked out of the office, onto the landing on the north side of the building. His trainer, Officer [REDACTED] was standing on the landing. Officer [REDACTED] was out on the field with Officer [REDACTED] "taking a bite." Officer Mullins told me the landing goes between the building and the training field. There is a six-foot fence between the landing and the training field. Officer Mullins estimated he was about 20-30 feet away from Officer [REDACTED] when their interaction first started. Officer [REDACTED] was in a full bite suit at the time.

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I asked Officer Mullins if anyone else was around at the time of this interaction. He told me he believed Officer [REDACTED] was sitting on the bleachers.

Officer Mullins told me he saw Officer [REDACTED] taking the bite on the field, so he turned to Officer [REDACTED] and said, "That's what a real trainer looks like." Officer [REDACTED] responded to that comment and said, "You better recognize!"

Detective Sergeant Chambers asked Officer Mullins about the meaning of his initial comment. Officer Mullins explained that he saw Officer [REDACTED] in a bite suit, taking a bite from one of his officers. Officer Mullins told me some trainers will not take bites. Officer [REDACTED] is his trainer, so he made the comment to him about Officer [REDACTED] being a "real trainer." He told me it was a "joking comment" to Officer [REDACTED]. He told me they have known one another for over ten years, and they have a "joking relationship." He told me he was "just messing with him." Officer Mullins also acknowledged his comment was complimentary to Officer [REDACTED].

Officer Mullins told me he "started going back and forth" with Officer [REDACTED]. Officer Mullins responded to Officer [REDACTED] by saying, "Whatever, [REDACTED]." Officer [REDACTED] then started talking about Officer [REDACTED] bite from earlier that day. Officer [REDACTED] said Officer Mullins would never have used his dog.

I asked Officer Mullins if there was any discussion between him and Officer [REDACTED] about how many bites they each had as canine handlers. He told me, "Yes, sir." He said, [REDACTED] told me that I was scared to use my dog, and everybody knows I'm scared to use my dog because I only have one street bite with my dog." Officer Mullins told me those comments stemmed from Officer [REDACTED] saying he would never have used his dog in the situation where Officer [REDACTED] got a bite that day. He told me Officer [REDACTED] bite was something everyone was aware of and had been discussing that day. He told me the canine handlers debrief each bite incident to figure out what they can do differently and to learn from their mistakes. Officer [REDACTED] told Officer Mullins he would have never used his dog because he is scared to use him.

I asked Officer Mullins if there was any discussion about the bite being "stolen" or "robbed" from him. He told me he had been behind the suspect during the pursuit, but the suspect made a U-turn and Officer [REDACTED] ended up being the first officer behind the suspect. Officer Mullins said the comments about the bite being "stolen" were made "jokingly." He told me Officer [REDACTED] ended up using his dog because he was first in the pursuit.

I asked Officer Mullins if Officer [REDACTED] said something similar to, [REDACTED] didn't rob the bite from you today. He didn't rob the bite from you. You weren't ever gonna use your dog anyway, because it's a well-known thing that you're scared to use your dog. Patrol knows you're scared to use your dog." Officer Mullins told me, "Yes sir. Absolutely." I asked him how he responded to that comment. Officer Mullins told me, "I was very upset because I've worked my ass off – excuse my language. I've worked my butt

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off for six years at canine, and I get my dog out whenever I'm allowed to – feasible. And I take great pride in de-escalating the situation, because I know the outcome of a canine bite is under the microscope right now. Because of all the SB laws, that they're trying to get rid of canine. So, my job is to de-escalate the situation, and that's what I'm doing. I'm – if I have to use my dog, then I will absolutely use my dog."

I asked Officer Mullins if he said something in response to Officer [REDACTED] comment about being scared to use his dog. He told me he said, [REDACTED] "The only reason you have what you have is because you suck [REDACTED] dick." I asked Officer Mullins if he repeated that more than once during the interaction. He told me, "I do not recall. I don't think so, but I don't recall saying it more than once." I asked him what he meant by that comment. I asked him what he was trying to relay to Officer [REDACTED] Officer Mullins said, "I was trying to relay that he is the teacher's pet. [REDACTED] And so, I know what he gets for doing that type of stuff." Officer Mullins said, "I didn't mean anything sexually, by any means. I meant that he's the teacher's pet. Like, you bring the teacher an apple every day. That type of thing." I asked Officer Mullins, "Can you maybe explain to me, if you didn't mean anything sexual by it, why choose to use the sexual term?" He told me, "Because I spent 10 years in the military, and I've been on the Department 15 years. I just, I was so frustrated, and so mad, and so angry that I'm being questioned on how I conduct business, when I've never had any problems from my supervisor. Here is [REDACTED] the highest of high for canine officers. He's the trainer. He's one step below a sergeant. He's a supervisor when nobody else – when his sergeant's gone. He's questioning me - spreading rumors about me, that I'm scared to use my dog, which is absolutely untrue."

Detective Sergeant Chambers asked Officer Mullins, "So, going back to the question, why those words specifically?" Officer Mullins said, "It's just what came to my mind. Nothing – absolutely nothing sexually about it at all. It's just I was so upset." I asked Officer Mullins if he was referring to Sergeant [REDACTED] when he said, [REDACTED] He told me, "Yes sir." He told me Sergeant [REDACTED] was not present during this interaction. Officer Mullins confirmed he was referring to the relationship between Officer [REDACTED] and Sergeant [REDACTED]

I asked Officer Mullins, "How would you describe your own demeanor during this interaction?" He said, "I was upset and angry." I asked him if he was upset and angry from the start or if there was some kind of "transition point" that drove him to feeling that way. He told me, "The transition point was when Officer [REDACTED] questioned me and my bites, and my work ethic."

I asked Officer Mullins how he would describe Officer [REDACTED] demeanor during this interaction. He said, "Angry as well. And yelling back and forth at me, and using profanity at me." I asked him if he specifically remembered the profanity Officer [REDACTED] was using. Officer Mullins told me he remembered Officer [REDACTED] saying, "You're fucking scared to use your dog. You only have one street bite. Everybody knows you're fucking scared to use your dog. Even patrol knows you're scared to use your dog." Detective Sergeant Chambers asked Officer Mullins if he used any profanity in his responses to Officer [REDACTED] Officer Mullins said, "I don't recall sarge, but honestly I could have."

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I asked Officer Mullins, "How did Officer [REDACTED] respond when you made the comment about sucking [REDACTED] dick?" Officer Mullins said, "He just kept telling me that I'm scared to use my dog. It's okay. Everybody knows I'm scared to use my dog."

I asked Officer Mullins, "Did Officer [REDACTED] say something like, 'We know you wrote the anonymous letter?'" He responded, "That was after I left." He told me another officer approached him before that happened and said, "Mike, it's not worth it. Let's go." He told me he couldn't remember who the officer was. Officer Mullins told me, "I started walking away from Officer [REDACTED] I shut my mouth and walked away." I asked him if the officer physically grabbed him and moved him, or if they directed him. He said, "I don't – I think they like patted me on my back. I'm not 100% sure, but if I recall correctly, they were just patting me on my back, like 'Come on Mike. It's okay.' Like, just breaking my focus. Like, just, 'Come on man. It's not worth it.' And I started walking away." Officer Mullins told me he started walking toward the women's bathroom, which was further west on the landing. Officer Mullins heard Sergeant [REDACTED] come out of the office after he had walked to the area of the women's bathroom. He was about to turn left at the northwest corner of the building when he heard Sergeant [REDACTED] say, [REDACTED] Shut the fuck up. [REDACTED] Shut the fuck up." Officer Mullins then heard Officer [REDACTED] say, "And that's why you sent the anonymous letter to IA." He heard Sergeant [REDACTED] tell Officer [REDACTED] "Shut the fuck up" one more time. Sergeant [REDACTED] then went out onto the field.

I asked Officer Mullins, "What did you do in response to that comment?" He said, "That comment infuriated me." I asked, "In what sense? What did that mean to you?" Officer Mullins explained that an anonymous letter had been sent to Internal Affairs a year or two ago. [REDACTED]

[REDACTED] Officer Mullins said, "That shows that one of those two people are spreading rumors about me and threatening everything that I've worked for my entire career, which is being truthful and being a team player." Officer Mullins said Officer [REDACTED] was telling him he sent the letter. He said Officer [REDACTED] was essentially calling him a "rat." Officer Mullins told me lots of people in the Canine Unit know about the letter, particularly those who have been there for a couple of years.

I told Officer Mullins, "I know you said it infuriated you. How did you respond? Did you say anything? Did you do anything physically?" He told me, "I don't exactly recall what I said to [REDACTED] but I was very upset. So, again, I was 30 feet away from him, on the landing, just yelling at him. Telling – honestly, I don't recall what I said. I was very upset." I asked Officer Mullins, "Did you start yelling, 'I didn't write a fucking letter! I didn't write a fucking letter! Fuck you, [REDACTED] I didn't write a letter!' or something like that?" Officer Mullins said, "I could have. I could have very well easily said that, sir." I asked him, "How would you describe your volume as you were yelling?" He told me, "I was loud." I asked him, "Would you characterize it as screaming at the top of your lungs?" Officer Mullins said, "I could have been. I was just being accused of being a rat."

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I asked Officer Mullins, "Did you feel, at that time, that you were in control of your emotions?" He told me, "Yes sir." I asked him, "Were your fists clenched?" He said, "I don't recall." I asked him, "Were you feeling rage?" He said, "I don't recall." I asked Officer Mullins, "If you were looking at yourself there, and kind of evaluating it as you would a suspect during a police contact, would you describe your behavior as assaultive or pre-assaultive?" He said, "I don't think so." I asked him to explain his response. He told me, "No, because I never advanced toward him. I never made – I was 20 or 30 feet away from him the entire time, and I would not assume that as being assaultive."

I asked Officer Mullins if anyone else got involved, or physically restrained him, aside from the one officer who helped guide him toward the corner of the building. He told me, "Nobody physically restrained me, but Officer [REDACTED] came and told me to go to my car." Officer Mullins believed he was past the corner of the building, and closer to the stairs, when Officer [REDACTED] approached him.

I asked Officer Mullins if he remembered Officer [REDACTED] being there. He said, "I remember his voice."

I told Officer Mullins, "Officer [REDACTED] described putting a hand on your chest, encouraging you to walk away, and guiding you back toward the women's bathroom, near the far west side of the landing. He told me you and Officer [REDACTED] were still yelling at one another when you broke away from him and started running back toward Officer [REDACTED]. He told me he had to grab the back of your vest and try and hold you back. He also said Officer [REDACTED] had to jump out in front of you to block you and take hold of you. He said you were 'pulling pretty hard' and he said it took a minute to get you to walk away and go toward the parking lot. Officer [REDACTED] said that he also got involved in holding your back." I asked him, "From your perspective, is that an accurate description of your interaction with those officers?" Officer Mullins said, "I don't recall. But if they're saying that, it could have well happened."

I said, "In your mind, from what you were describing to me, you got to the corner and around, and you never moved back. If they're describing you breaking away and running, at least a distance, toward Officer [REDACTED] is that something you think that you just forgot in the moment? Or, like, is it possible that happened?" Officer Mullins said, "I can tell you right now, I never ran anywhere. I never made it anywhere off that landing. I was on that corner the entire time after this inci- like the entire time." I asked, "Is it possible that you moved, say from near where the women's bathroom is to the bleachers, or that distance?" Officer Mullins said, "No. After the comment was made, I was at that corner." I asked, "And you never moved back in his direction at all?" Officer Mullins said, "No. Because he was still out in front of me on the field."

(At this point in the interview, [REDACTED] asked if we could take a break. I paused the recording. Officer Mullins and [REDACTED] left the room. They returned and I restarted the recording at 1327 hours.)

I confirmed that Officer Mullins didn't remember moving back toward Officer [REDACTED] at any time. Officer Mullins said, "I don't have recollection of that, sir." I asked Officer Mullins, "Is that something

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you can say with certainty, you didn't move back in his direction? Or is it something that you may have forgotten due to your state at that time?" Officer Mullins said, "I could have. I don't have any recollection of it, but I definitely – I guess I could have moved back toward him." I asked, "Is it possible, just based on the emotions that you were feeling, that there was some kind of a level of anger or rage that could have blinded you to some of your actions?" Officer Mullins said, "Yes, sir."

I asked Officer Mullins if there was any point during the interaction where he intentionally tried to move toward Officer [REDACTED] while he was yelling or upset. He told me, "Not to my recollection." I asked him, "Did you ever intend to get to his location to engage in any kind of a physical altercation with him?" Officer Mullins said, "No, sir. When Officer [REDACTED] came to me and told me to go to my car, I went to my car. And that's when Officer [REDACTED] was verbally counselling me and telling me I can't do that type of stuff, and I need to act better than that, and I can't say that stuff. Where my car was parked, was right in the front of canine." [REDACTED] interjected, "The question was, did you intend to engage in a physical altercation?" Officer Mullins said, "Absolutely not." I asked Officer Mullins, "Did you ever intend to make him fearful that you may project some kind of a physical danger to him?" Officer Mullins said, "Absolutely not."

I asked Officer Mullins how the incident was ultimately resolved. He told me, "I got in my car and drove away." He told me there was no further interaction between him and Officer [REDACTED] that evening.

Detective Sergeant Chambers asked Officer Mullins if he recalled anyone pulling his vest from behind at any point during this incident. Officer Mullins said, "I don't recall, sarge." Detective Sergeant Chambers asked if he recalled anyone stepping in front of him to create a wall or block him. Officer Mullins said, "I have no recollection of that, to be honest with you."

(At this point in the interview, [REDACTED] asked if we could take another break. I paused the recording. Officer Mullins and [REDACTED] left the room. The returned and I restarted the recording at 1333 hours.)

I asked Officer Mullins if he had anything else to add that might assist me with my investigation or my understanding of the incident. He told me, "Yes, sir. First and foremost, I apologize for what I said. What I said was absolutely not meant to be sexual, or anything in that manner. I'm not proud of what I said. I own what I said. I 100% agree that I said it, and I shouldn't have said it. But, I was very upset because my character and the way I conduct myself daily was questioned, and put into question by a trainer of Canine, who is held to a higher standard than I am. And he was essentially telling me I'm not using my dog enough. And at the end, he accused me of sending an anonymous letter to IA, which I absolutely didn't do. I have no doubt in my mind, that, you know, I can – I'm mad at myself for saying it. But at the same time, like, being a canine officer is everything I want to do, and I have no problems with anyone there, even [REDACTED]. You could put me and [REDACTED] in a room right now and I would try to talk to him about it. If I'm driving home right now in my police car, or when I'm going driving somewhere in my police car, and if I hear [REDACTED] call a cover now or anything like that, I will drive as hard as I can, the fastest I can, to get to

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him and help him, because I don't want anybody to get hurt. And I have no ill will against anybody. And, again, I never meant to say it the way it came out. I didn't mean it that way. And so, I'm sorry."

Officer Mullins did not have anything else to add to my investigation.

I concluded the interview at 1335 hours.

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CONCLUSIONS:

1. EEO – SUSTAINED

Officer Mullins violated Equal Employment Opportunity regulations when he told Officer [REDACTED] "Keep sucking [REDACTED] dick."

On June 6, 2024, at approximately 2132 hours, Officer Mullins and Officer [REDACTED] became engaged in a verbal altercation at the Canine Training Facility at 4240 Federal Boulevard. Officer Mullins was on the landing on the north side of the building. Officer [REDACTED] was out on the training field, just north of the landing area.

Officer [REDACTED] alleged that Officer Mullins told him, "Keep sucking [REDACTED] dick. Just keep sucking [REDACTED] dick." He alleged the comment was directed at him, and he believed Officer Mullins was referring to Canine Training Sergeant [REDACTED] when he used the name [REDACTED]

San Diego Police Department Procedure 5.03 – Equal Employment Opportunity, Subsection VI, B, 1, revised September 2, 2021, states:

All employees shall be provided a work environment free from harassment. Behavior constitutes harassment, as defined by this policy, when it is unwelcome and unsolicited, offends or otherwise causes distress, and is undertaken because of a person's race, color, gender, creed, religion, national origin, age, marital status, ancestry, medical condition, disability, pregnancy, transgender status or sexual orientation. Examples include the use of derogatory comments, slurs, jokes, or derogatory pictures, cartoons, or posters.

San Diego Police Department Procedure 5.03 – Equal Employment Opportunity, Subsection VI, C, revised September 2, 2021, states:

C. Impact vs. Intent

1. Whether or not harassment occurred depends not on whether the act was intended to cause harm, but the impact of the act on the individual's employment or work environment. For example, a person who teases in a sexual or racial manner, or tells sexual or racial jokes, may create an offensive work environment for another worker even though the person intended such action merely to be "good fun." This applies to the field, as well as office positions. If one's behavior is harassing to an individual or a group of individuals, it will not suffice that the harasser failed to recognize the behavior as harassing.

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2. It is not a requirement that the complainant be the intended target of the offensive conduct. Witnessing offensive behavior between other employees may be grounds for complaint.

San Diego Police Department Procedure 5.03 – Equal Employment Opportunity, Subsection VI, D, revised September 2, 2021, states in part:

D. Sexual Harassment

1. Sexual harassment is a form of illegal gender discrimination. It is defined by law as unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature when:
 - a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
 - b. Submission to, or rejection of, such conduct is used as the basis for employment decisions affecting that employee; or,
 - c. Such conduct has the effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
2. Unwelcome is used in the sense that the offended employee did not solicit or incite the conduct and regarded it as undesirable or offensive.
3. The following are examples of sexual harassment. Behavior that constitutes sexual harassment as defined by this policy is not limited to these examples:
 - a. Verbal harassment - sexual innuendo, sexually suggestive comments, jokes, teasing of a sexual nature, discussing sexual exploits, spreading rumors of a sexual connotation, or continued requests for social or sexual contact.
 - b. Physical harassment - unwelcome contact, touching, or impeding movement.
 - c. Visual harassment - sexually suggestive or derogatory posters, videos, cartoons, drawings, documents, writings, electronic mail, texting, staring, or leering.
 - d. Sexual favors - unwanted sexual advances or conditioning an employment benefit on an exchange of sexual favors.

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San Diego Police Department Policy 9.02 – Obedience to Rules Policy, revised January 26, 2004, states:

Members shall not commit any acts nor fail to perform any acts that constitute a violation of the policies, procedures, directives or orders of the Department, the City of San Diego Administrative Regulations, the Personnel Regulations Manual, the Civil Service Rules, or the City Charter.

City of San Diego Administrative Regulation 96.50 – Equal Employment Opportunity Policy and Complaint Resolution Procedures, Subsection 5.7.1., Effective Date – June 22, 2018, states:

It is the City's policy that employees must set an example of acceptable conduct and will not participate in or provoke behavior that is discriminatory, harassing, or retaliatory.

City of San Diego Administrative Regulation 96.50 – Equal Employment Opportunity Policy and Complaint Resolution Procedures, Subsection 4.1., Effective Date – June 22, 2018, states:

The City of San Diego's Equal Employment Opportunity Policy is incorporated into this Administrative Regulation by reference as if fully duplicated at this point.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 1:

The City is committed to providing all City employees, applicants, elected officials, interns, volunteers, and contract workers with fair and equal treatment in the workplace, equal opportunities to succeed, and a work environment free of discrimination, harassment, and retaliation. The City has a Zero Tolerance Policy regarding discrimination, harassment, and retaliation; the City will not tolerate discriminatory, harassing, or retaliatory conduct regardless of whether the behavior meets legal thresholds under state and federal law, such as needing to be severe or pervasive. Allegations of conduct contrary to the principles of EEO, or the standards of conduct stated in this Policy, will be taken seriously and investigated in a prompt, thorough, and objective manner.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 2:

This Policy reflects the City's commitment to preventing discrimination, harassment, and retaliation from occurring, promptly correcting any improper conduct through appropriate remedial measures, and providing a workplace that promotes the highest level of performance, professionalism, and civility. Conduct may violate the City's EEO Policy, but not rise to the level of unlawful conduct. All City employees, applicants, elected officials, interns, volunteers, and

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contract workers are expected to support and adhere to the principles of EEO, and the standards of conduct stated in this Policy.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 2:

All City employees, applicants, elected officials, interns, volunteers, and contract workers are entitled to a work environment free of discrimination, harassment, and retaliation. Therefore, discrimination, harassment, and retaliation in any form will not be tolerated.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 4:

Sexual harassment is harassing conduct that creates an intimidating, hostile, or offensive working environment on the basis of sex or gender, including gender identity, gender expression, or sexual orientation. Sexual harassment is a form of discrimination based on sex, gender, gender identity, gender expression, or sexual orientation. Sexual harassment based on a protected classification, the City has a 100% Response Policy and a Zero Tolerance Policy regarding sexual harassment.

Sexual harassment can be unlawful and includes verbal, physical, and visual harassment, as well as unwanted sexual advances. Sexually harassing conduct need not be motivated by sexual desire. A person alleging sexual harassment is not required to sustain a loss of tangible job benefits or productivity in order to establish harassment. It suffices that a reasonable person subjected to the conduct would find, as the harassed person did, that the harassment so altered their working conditions as to make it more difficult to do their job.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 4 and 5:

To be unlawful, the harassment must be severe or pervasive. That means that it alters the conditions of employment and creates a hostile or abusive work environment. A single incident of harassing conduct may be sufficiently severe so as to create an unlawful hostile work environment, if the harassing conduct unreasonably interfered with the person's work performance or created an intimidating, hostile or offensive working environment. To be unlawful, the harassment must also be both subjectively and objectively offensive. Sexually harassing conduct can violate the City's EEO Policy, however, even if it does not rise to the level of unlawful conduct.

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City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 5:

Sexually harassing conduct can be verbal, physical, visual, or written, and can occur between people of the same or opposite sex. Individuals of any gender can be the target of sexual harassment. Sexual harassment may involve harassment of a person of the same gender as the harasser, regardless of either person's sexual orientation or gender identity. Sexual harassment can occur in any working relationship, such as between peers, supervisor to subordinate, subordinate to supervisor, by a member of the public toward an employee, elected official to employee, contract worker to employee, within or across departments, as well as in other situations.

Verbal harassment may include sexual comments, obscene language, or sexually degrading words; insults, slurs, threats, or derogatory or demeaning comments; sexual jokes; graphic comments about a person's appearance or physique; conversations or comments with sexual undertones; recounting one's sexual exploits or inquiring about a person's sex life; starting or spreading rumors about the sex life of another person; or remarks or jokes about a person's ability to do a job because of the person's gender, gender identity, or sexual orientation.

City of San Diego Equal Employment Opportunity Policy – Annual Statement, dated September 11, 2023, states in part on Page 6:

Whether alleged harassing conduct constitutes sexual harassment is determined on a case-by-case basis by assessing the entire situation and the totality of the circumstances. Factors such as the nature of the conduct and the context in which the alleged conduct occurred will be considered in assessing the allegations and in determining the resolution.

It is the impact of the conduct that is determinative, not whether the conduct was intended to cause harm. For example, a person who teases in a sexual manner or tells sexual jokes may create an offensive work environment for another person even though the comments or actions were intended to be merely "in good fun." This applies to all types of job classifications and work environments. If a person's conduct is harassing to an individual or group of individuals, it does not matter that the person failed to recognize their conduct as unwelcome, offensive, or harassing.

During Officer [REDACTED] interview, he described the back-and-forth dialogue he had with Officer Mullins. Initially, the comments were related to their work as Canine officers. Officer [REDACTED] said he told Officer Mullins, [REDACTED] didn't rob the bite from you today. He didn't rob the bite from you. You weren't ever gonna use your dog anyway, because it's a well know thing that you're scared to use your dog. Patrol knows you're scared to use the dog." Officer [REDACTED] told me multiple patrol officers have complained to him about the way Officer Mullins uses his police service dog on patrol.

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Officer [REDACTED] told me Officer Mullins responded to his comments by saying, "Keep sucking [REDACTED] dick. Just keep sucking [REDACTED] dick." Officer [REDACTED] told me Officer Mullins repeated this statement three or four times. [REDACTED] Officer [REDACTED] told me it has been well known, "throughout the years," that Officer Mullins views him and some of the other trainers as being Sergeant [REDACTED] "errand boys." Officer [REDACTED] told me there are a total of six "trainers" in the K9 unit. Officer [REDACTED] said he is one of three trainers that Officer Mullins clearly does not like.

Detective Sergeant Chambers asked Officer [REDACTED] what he thought about the comment Officer Mullins made about "sucking [REDACTED] dick." Officer [REDACTED] said he was "extremely taken aback by it" in the heat of the moment. He described it as a transition from "back and forth banter" to "diving off the deep end." Officer [REDACTED] told me he has had people make "inappropriate jokes" about him before. He said Officer Mullins didn't make the comment in a joking manner. He said, "You could tell there was some anger behind the statement." Officer [REDACTED] said it was "offsetting" because Sergeant [REDACTED] is a supervisor in charge of the training. He thought the statement was "weird at first." He thought, "What are you implying by that?"

Officer [REDACTED] said he did not initially put too much thought into the comment. He said he started thinking about it later on, after he got home. He said it offended him. Officer [REDACTED] said Officer Mullins was essentially implying he performs oral sex on a supervisor. Sergeant [REDACTED] is Officer [REDACTED] friend. He believed Officer Mullins was implying he and Sergeant [REDACTED] had a "gay relationship." Officer [REDACTED] said Officer Mullins could have said anything to him at that point. He said it would have been different for Officer Mullins to call him an "errand boy," a "pet," or even a "bitch boy." He said all of those comments would have been different than implying he performed oral sex on his supervisor.

Officer [REDACTED] told me, "After I went home over the weekend, I literally lost sleep over it. Cause it really bothered me." Officer [REDACTED] told me Thursday, June 6, was his last day of work that week. He told me the incident was bothering him over the weekend. He believed he shouldn't have to feel like he needed to avoid the office. He said he didn't want to feel like he was constantly "walking on eggshells" because someone doesn't like him. Officer [REDACTED] told me the comments about Sergeant [REDACTED] made him feel uncomfortable.

Officer [REDACTED] told me he did not believe it would be a viable option for him to handle this situation in a "person to person" environment with Officer Mullins. He told me, "Absolutely not. I wouldn't even expose myself to trying to contact him. And after what I saw there, I wouldn't even risk my career. Like, there's just no way." Officer [REDACTED] indicated it was easier to avoid the issue with Officer Mullins than to have a larger issue come out of it. Officer [REDACTED] said, "I think that's the running gameplan for a lot of the guys. Is just avoid it or just let him say whatever he's gonna say. Because people feel, 'If I say something, then it's just gonna turn to confrontation.' I mean, nobody wants to come to work on a daily basis expecting confrontation. You know, we get enough in the field." He said officers do not want to

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show up in the lineup room and worry about getting into an argument with Officer Mullins. He said they either just let him talk, or they avoid the office completely.

I asked Officer [REDACTED] how he would like to see this situation handled if it was entirely up to him. I explained the formal and informal options for resolution. He told me, "100% formally." Officer [REDACTED] told me this was a situation that involved repetitive incidents. He told me he was also bothered by the "sexual slurs" that referred to Sergeant [REDACTED] who wasn't even present at the time of the interaction.

During Officer [REDACTED] interview, he told me the first thing he heard when he went outside was Officer Mullins yelling, "Keep sucking that [REDACTED] dick." He told me he heard Officer Mullins yell that at Officer [REDACTED] two or three times. He said Officer Mullins yelled it "super loud." I asked him, "What did that mean to you, or how did you interpret that?" He told me, [REDACTED] Officer [REDACTED] told me he is also one of the trainers. He told me this is not the first time Officer Mullins has been upset at something related to training. He told me, "I know he has an issue with the training cadre, a little bit. And that goes with [REDACTED] as well." He told me Officer Mullins isn't as respectful to the trainers as he believes he should be.

During Officer [REDACTED] interview, he told me he believed Officer Mullins was responding to a comment about an anonymous letter when he said something like, "Keep sucking that dick." I asked him if he remembered hearing anyone's name used in Officer Mullins' comment. He told me, "I don't recall hearing a name. I just remember, 'Sucking that dick,' or something like that." He only remembered hearing Officer Mullins make the comment one time.

Officer [REDACTED] confirmed Officer Mullins directed his comment at Officer [REDACTED] when he said, "Keep sucking that dick." I asked Officer [REDACTED] how he interpreted that particular comment. He told me, "I kinda interpreted it as like, um, maybe like, 'kissing ass,' or something along those lines maybe." I asked Officer [REDACTED] if Officer Mullins was referring to anyone in particular when he made that comment. Officer [REDACTED] told me, "I would assume it would be our training sergeant, [REDACTED] He told me Sergeant [REDACTED] was the "head trainer." He told me he and Officer [REDACTED] are both trainers and they get their knowledge from Sergeant [REDACTED] Officer [REDACTED] did not remember hearing Officer Mullins use Sergeant [REDACTED] name, but he assumed that was who Officer Mullins was referring to.

During Officer [REDACTED] interview, he told me Officer Mullins said something to Officer [REDACTED] about "a hidden complaint" or an "anonymous complaint." He told me he didn't know what it was about, but it sounded like Officer Mullins was accusing Officer [REDACTED] of writing some kind of "anonymous letters." Officer [REDACTED] said Officer [REDACTED] responded by saying something back to Officer Mullins. He wasn't sure what was said, but Officer Mullins "got extremely angry at that point." Officer Mullins told Officer [REDACTED] "Keep sucking that [REDACTED] dick." I asked Officer [REDACTED] what that comment meant to him. He told me he believed it was a reference to Sergeant [REDACTED] who is the training

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sergeant. Officer [REDACTED] told me he didn't think the comment was appropriate for the workplace, but he was not personally offended by it.

During Officer [REDACTED] interview, I asked him if either officer said anything that struck him as being inappropriate or offensive. He said, "That, I do not recall." I asked him if he ever heard Officer Mullins say, "Keep sucking [REDACTED] dick." Officer [REDACTED] said, "No. I don't remember hearing that." He told me his attention was divided because he was dealing with his dog.

Officer [REDACTED] and Officer [REDACTED] both told me they did not witness the altercation. They did not hear Officer Mullins say, "Keep sucking [REDACTED] dick," or anything similar to that.

Sergeant [REDACTED] and Officer [REDACTED] told me they came out of the office toward the end of the altercation. They both told me they did not hear Officer Mullins say, "Keep sucking [REDACTED] dick," or anything similar to that.

During Officer Mullins' interview, I asked him if he said something in response to Officer [REDACTED] comment about being scared to use his dog. He told me he said, [REDACTED] The only reason you have what you have is because you suck [REDACTED] dick." I asked Officer Mullins if he repeated that more than once during the interaction. He told me, "I do not recall. I don't think so, but I don't recall saying it more than once." I asked him what he meant by that comment. I asked him what he was trying to relay to Officer [REDACTED] Officer Mullins said, "I was trying to relay that he is the teacher's pet. And I know that he works for [REDACTED] part-time, for [REDACTED] business. And so, I know what he gets for doing that type of stuff." Officer Mullins said, "I didn't mean anything sexually, by any means. I meant that he's the teacher's pet. Like, you bring the teacher an apple every day. That type of thing." I asked Officer Mullins, "Can you maybe explain to me, if you didn't mean anything sexual by it, why choose to use the sexual term?" He told me, "Because I spent 10 years in the military, and I've been on the Department 15 years. I just, I was so frustrated, and so mad, and so angry that I'm being questioned on how I conduct business, when I've never had any problems from my supervisor. Here is [REDACTED] the highest of high for canine officers. He's the trainer. He's one step below a sergeant. He's a supervisor when nobody else – when his sergeant's gone. He's questioning me - spreading rumors about me, that I'm scared to use my dog, which is absolutely untrue."

Detective Sergeant Chambers asked Officer Mullins, "So, going back to the question, why those words specifically?" Officer Mullins said, "It's just what came to my mind. Nothing – absolutely nothing sexually about it at all. It's just I was so upset." I asked Officer Mullins if he was referring to Sergeant [REDACTED] when he said, [REDACTED] He told me, "Yes sir." He told me Sergeant [REDACTED] was not present during this interaction. Officer Mullins confirmed he was referring to the relationship between Officer [REDACTED] and Sergeant [REDACTED] where Officer [REDACTED] is a trainer within the canine unit and [REDACTED]

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At the end of his interview, Officer Mullins said, "First and foremost, I apologize for what I said. What I said was absolutely not meant to be sexual, or anything in that manner. I'm not proud of what I said. I own what I said. I 100% agree that I said it, and I shouldn't have said it." He also told me, "I never meant to say it the way it came out. I didn't mean it that way. And so, I'm sorry."

Though Officer Mullins indicated he did not mean anything sexually by the comment, Officer [REDACTED] said it bothered him and made him feel uncomfortable. Officer [REDACTED] expressed how the sexual nature of the comment impacted him by telling me it would have been different for Officer Mullins to call him an "errand boy," a "pet," or even a "bitch boy." He said all of those comments would have been different than implying he performed oral sex on his supervisor.

Based on the interviews I conducted, it is clear Officer Mullins made an inappropriate sexual comment to Officer [REDACTED] during their interaction outside of the Canine Training Facility on June 6, 2024. Whether he said, "Keep sucking [REDACTED] dick" or "The only reason you have what you have is because you suck [REDACTED] dick," the comment was sexual in nature and entirely inappropriate for the workplace.

Officer Mullins violated Equal Employment Opportunity regulations when he made this comment to Officer [REDACTED]. His comment violated Department Procedure 5.03 and the City's Equal Employment Opportunity Policy.

This allegation is **SUSTAINED**.

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2. PROCEDURE - SUSTAINED

Officer Mullins violated the City of San Diego's Threat Management Policy (Administrative Regulation 97.10) when he exhibited threatening and intimidating conduct during an altercation with Officer [REDACTED]

On June 6, 2024, at approximately 2132 hours, Officer Mullins and Officer [REDACTED] became engaged in a verbal altercation at the Canine Training Facility at 4240 Federal Boulevard. Officer Mullins was on the landing on the north side of the building. Officer [REDACTED] was out on the training field, just north of the landing area.

Officer [REDACTED] alleged that Officer Mullins became visibly upset during this altercation. He alleged that Officer Mullins began moving toward him aggressively and that he had to be physically restrained by multiple officers.

San Diego Police Department Policy 9.02 – Obedience to Rules Policy, revised January 26, 2004, states:

Members shall not commit any acts nor fail to perform any acts that constitute a violation of the policies, procedures, directives or orders of the Department, the City of San Diego Administrative Regulations, the Personnel Regulations Manual, the Civil Service Rules, or the City Charter.

City of San Diego Administrative Regulation 97.10 – Threat Management Policy, Subsection 3.5., Effective Date – August 9, 2019, states:

- 3.5. Threat: A direct or implied expression of intent to inflict physical harm, intimidate, or induce fear, or an action that a reasonable person would reasonably perceive as a Threat to physical safety or property.
 - 3.5.1. A Threat may be oral, written (including electronic), or physical.
 - 3.5.2. A good faith, non-discriminatory personnel action does not qualify as a Threat under this policy.
 - 3.5.3. The following are some examples of conduct that may be considered a Threat, however, the totality of circumstances surrounding an incident must be taken into consideration when making a determination:
 - a. A statement or action that threatens physical harm or alludes to an act of violence.

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- b. Threatening or intimidating conduct, such as showing or alluding to possession of a weapon, raising a fist, physically looming over a person, or making menacing facial expressions or a hand gesture alluding to violence.
- c. An oral or written statement that describes an act that might inflict physical harm, intimidate, or induce fear.
- d. A joke about a physical act of violence, regardless of the intended target(s) of the joke.
- e. Harassing conduct such as:
 - i. Leaving a threatening message on home or work voicemail, e-mail, or on a social media website;
 - ii. Vandalizing property such as a car, home, or personal possession;
 - iii. Stalking, including repeated and unwanted contacts, letters, notes, phone calls, flowers, or gifts;
 - iv. Intentionally driving or passing by a home, workplace, or area frequented by a person;
 - v. Contacting co-workers, family, or friends to obtain personal information about a person or to threaten harm to the person;
 - vi. Entering a workspace to rearrange or remove a person's personal items.

City of San Diego Administrative Regulation 97.10 – Threat Management Policy, Section 4., Effective Date – August 9, 2019, states:

4. POLICY

- 4.1. City employees, officers, elected officials, volunteers, interns, provisional employees, and contractors shall not make a direct or implied Threat or engage in Bullying toward another in the workplace at any time.
- 4.2. City employees, officers, elected officials, volunteers, interns, provisional employees, and contractors shall not make a Threat or engage in Bullying that intimidates or induces fear in another, prevents work from being completed, or in any way interferes with the safety of the workplace.

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- 4.3. All perceived Threats or Bullying, even those made in a joking manner, will be taken seriously and will be investigated.

During Officer [REDACTED] interview, he told me Officer Mullins "completely lost his mind" after he made a comment to him about writing an anonymous letter. He told me Officer Mullins' demeanor was already "pretty elevated" before the comment. He said some other officers were trying to get Officer Mullins to back away. Officer [REDACTED] said, "Right towards the end, he just completely lost it." Officer [REDACTED] told me he was in the military for nine years before he started his law enforcement career. He said, "I've never seen somebody act like that, like ever." He told me Officer Mullins was "losing absolute control." He said, "If that was a suspect on the street, that was 100% assaultive behavior. I mean, the clenched fists, his face was completely red, the veins out of his neck were popping out. He had like watery – I didn't know if he was gonna get emotional and start break down and crying, because his eyes were watery. He was just cursing. He was like, "I didn't write a fucking letter! I didn't write a fucking letter! Fuck you, [REDACTED] I didn't write a letter!" Officer [REDACTED] told me Officer Mullins was screaming at the top of his lungs. He told me Officer Mullins had his fists clenched. He told me there were three handlers who were trying to physically hold Officer Mullins back and restrain him. Officer [REDACTED] said Officer Mullins was on the landing while he was on the field. He told me there was a fence between them, but he estimated there were probably about 25-30 feet apart. He told me Officer Mullins would have had to go through a fence and through the three guys who were holding him to get to his location. He said, "But the gate was right there." He told me Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] were the three handlers who were holding Officer Mullins back. Officer [REDACTED] told me he was thinking, "This is crazy."

Officer [REDACTED] said Officer Mullins was "actively trying to push through" the other officers to get down to him. Officer [REDACTED] said he specifically remembered seeing Officer [REDACTED] put his arm out. He said he saw Officer Mullins smack Officer [REDACTED] arm down as he tried to get through him. Officer [REDACTED] told me he was on the field with Officer [REDACTED] while Officer Mullins was on the landing with three officers holding him back. Officer [REDACTED] told me he was in a full bite suit at the time of this interaction. He said the suit limits his arm mobility and prevents him from being able to run a full speed.

I asked Officer [REDACTED] what he believed would have happened if the officers were not there to hold Officer Mullins back. He said, "It was gonna be a fight, 100%." He told me he would have described a suspect behaving that way as exhibiting "assaultive behavior."

Officer [REDACTED] said he felt like he could have been physically harmed by Officer Mullins if the other officers hadn't held him back. Officer [REDACTED] said Officer Mullins' behavior caused him to believe he wanted a physical confrontation. He said Officer Mullins' demeanor got so elevated that he "snapped" and wanted to push past the officers to get down to him. Based on his words and behavior, Officer [REDACTED] believed Officer Mullins wanted to get down to the field to assault him. Officer [REDACTED] described Officer Mullins as being a "larger person." He told me Officer Mullins was in full police uniform. Officer [REDACTED] said it was also concerning to him that Officer Mullins had lost complete control of his emotions, but he was still armed with his gun. He said, "Not that I think he would have shot

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me." Officer [REDACTED] questioned Officer Mullins' ability to control his emotions as a K9 handler working in a "high use of force unit." Officer [REDACTED] said Officer Mullins likely had a baton, OC, knife, and potentially a Taser with him.

I asked Officer [REDACTED] "At any point during the incident, did you feel any sense of fear that he was going to physically attack you or use a weapon against you?" He said, "Well, physically attack, yes. I did feel like I'm gonna have to start getting this bite suit off, to either defend myself or like be able to back away or whatever it might be." Officer [REDACTED] said, "His posture and the way he was doing it was like, he wasn't coming out to shake my hand and squash it right there."

Detective Sergeant Chambers asked Officer [REDACTED] "Do you feel as though you were exposed to an instance of workplace violence?" Officer [REDACTED] said that based on his understanding of the term, violence would need to be physical. Detective Sergeant Chambers asked, "Do you feel as though, on the 6th, that your physical safety was jeopardized?" Officer [REDACTED] said, "Yes. 100%. 100%."

During Officer [REDACTED] interview, he told me the first thing he heard when he went outside was Officer Mullins yelling, "Keep sucking that [REDACTED] dick." He heard Officer Mullins yell that at Officer [REDACTED] two or three times. He said Officer Mullins yelled it "super loud." Officer [REDACTED] told me it took him a second to figure out that this was not a joke. He realized Officer Mullins and Officer [REDACTED] were serious as they were yelling at one another. Officer [REDACTED] said he walked over to Officer Mullins, put a hand on his chest area, and said, "Hey, just walk away. Just walk away." Officer [REDACTED] started to guide Officer Mullins toward the parking lot. When they got close to the women's bathroom, near the far west side of the landing, Officer Mullins and Officer [REDACTED] were still yelling at one another. Officer Mullins broke away from Officer [REDACTED] and started running toward Officer [REDACTED]. He told me, "Not like a full sprint, but he was pulling hard. I had to grab him by the back of his vest to try to hold him back." Officer [REDACTED] remembered seeing Officer [REDACTED] jump out in front of Officer Mullins to block him. Officer [REDACTED] was holding Officer Mullins from the front while Officer [REDACTED] was holding him from behind. A couple other officers got in front of Officer Mullins and encouraged him to go to the parking lot. Officer [REDACTED] told me, "He was pulling pretty hard. It took a minute to get him to walk away and go toward the parking lot."

I asked Officer [REDACTED] to describe Officer Mullins' demeanor during the interaction. He told me Officer Mullins appeared to be "very angry" when he first saw him screaming, "Keep sucking that [REDACTED] dick." He told me Officer [REDACTED] was standing there and looking like, "What are you talking about?" Officer [REDACTED] believed Officer Mullins was the "most aggressive." He was also closer to him. Because of this, Officer [REDACTED] decided to try to walk Officer Mullins to the parking lot. I asked Officer [REDACTED] what caused him to describe Officer Mullins as being "aggressive." He told me, "Just the way he was screaming at [REDACTED]. He told me he could see Officer Mullins was angry, based on his facial expression. Officer [REDACTED] said, "Even with me right in front of him, he was not listening to me. I had to like forcefully push him away." He told me Officer Mullins didn't just agree to walk away with him. He

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said Officer Mullins was "fighting the whole time." Officer [REDACTED] said, "It didn't take a whole lot of force initially. But then when he started bolting toward [REDACTED] it did take two or three of us to stop him."

I asked Officer [REDACTED] if he ever interpreted any of the behavior as a threat of physical harm or violence. He told me, "Honestly, that's what I thought. I mean, the way he pulled away, you know, pushed past me, pulling away, and I was having to try to hold on to him. Yeah. I thought he was pushing up to make his way back to the field to fight [REDACTED]. Officer [REDACTED] told me he believed Officer Mullins was trying to get back to Officer [REDACTED] at that moment. He told me that was why he ran to grab him or "reacquire" him.

During Officer [REDACTED] interview, he told me he was standing next to Officer Mullins on the landing when the altercation started. He told me in interpreted it as "friendly bantering" initially. As the interaction went on, Officer [REDACTED] could tell the situation was "escalating a little bit." He told me, "They were getting bothered with each other." Officer [REDACTED] said he made the comment, "Mullins, leave. [REDACTED] stop talking." He told me Officer Mullins started to walk away, as if he was heading back to his car so they could go to the ABLE base. Officer [REDACTED] made a comment that "triggered Mike to come back." He told me Officer [REDACTED] said something about a letter. Officer [REDACTED] told me he didn't know anything about a letter. Officer Mullins was angry about the comment, and he responded by saying something like, "Keep sucking that dick."

Officer [REDACTED] told me the comment about the letter triggered Officer Mullins and caused him to start running back toward Officer [REDACTED]. Officer [REDACTED] told me Officer [REDACTED] remained out on the field throughout this entire interaction. He told me Officer Mullins was "amped up." He told me he put his hands on Officer Mullins chest and he encouraged him to "relax and let it go." Officer [REDACTED] told me Officer Mullins was mad about the comment.

I asked Officer [REDACTED] "Did you feel like you had to physically restrain him to keep him back?" He told me, "That's what I was doing, but I don't – It's hard to say, like, if I needed to, if he was really going to do anything. I don't know." I asked him, "When you chose to put your hands on his chest, what was it that you – what did you feel like you were stopping?" He said, "I was hoping to stop just any sort of, any more confrontation I guess." I asked him, "Did you think, at any point, he was trying to physically get to [REDACTED] location?" Officer [REDACTED] said, "In my opinion, he was – like I said, he was acting like he was, but I don't think he was really going to jeopardize everything to go fight somebody. But, I mean, he was very angry, and I was having to – I think I was holding him back a little bit." He told me Officer Mullins continued to yell at Officer [REDACTED] during that time. He told me Officer [REDACTED] was "just making comments towards him." Officer [REDACTED] did not remember what was actually being said at that point. None of the comments stood out to him.

Officer [REDACTED] told me Officer [REDACTED] who was their acting sergeant that day, came outside and ultimately told Officer Mullins to leave. He said Officer [REDACTED] "kinda put his hands on him and told him to walk away."

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I asked Officer [REDACTED] if he ever interpreted any of the behavior as a threat of physical harm or violence. He told me, "Um, I didn't – I mean, it was, like I said, it was hectic. I was having to hold back Mullins. He was very mad, but I mean, it's kinda hard to say if it was like, trying to really run on the field, but he was definitely upset and acting like he wanted to – was going to go down there." Officer [REDACTED] told me, "There was concern that he was going to do it, but, like I said, I would hope that nobody would really do that."

During Officer [REDACTED] interview, he informed me he did not witness the interaction because he was sitting in his patrol vehicle in the parking lot at that time.

During Officer [REDACTED] interview, he told me he did not witness any interaction between Officer Mullins and Officer [REDACTED]. He told me he walked up afterwards, when Officer Mullins was "getting kinda pushed" by several other officers. He told me he heard some yelling, but he couldn't make out the words. He told me it sounded like a "fight," a "verbal fight," or a "415."

Officer [REDACTED] told me he was about 30 yards away when he saw Officer Mullins being pushed. Officer [REDACTED] told me he was walking toward the Canine office building from the parking lot. He told me he parked near the "dog break area," which is on the west side of the parking lot. He saw Officer Mullins on the landing on the north side of the building. Officers were pushing, guiding, or escorting him away as if they were breaking up a fight. Officer [REDACTED] was not sure how many officers were with Officer Mullins. He estimated there were about three or four of them. He didn't remember who the officers were.

Officer [REDACTED] told me he saw Officer Mullins as he walked toward the Canine office. He described Officer Mullins as being "angry and upset about something."

During Officer [REDACTED] interview, he told me he was sitting on the bleachers on the landing when the altercation started. He witnessed the interaction. He told me there was initially "some yelling back and forth." He told me he was on his phone at the time, so he wasn't listening to all of it. Officer [REDACTED] told me he heard a "big thing at the end that seemed to sort of raise tempers." He said Officer Mullins said something to Officer [REDACTED] about "a hidden complaint" or an "anonymous complaint." He told me he didn't know what it was about, but it sounded like Officer Mullins was accusing Officer [REDACTED] of writing some kind of "anonymous letters." Officer [REDACTED] said Officer [REDACTED] responded by saying something back to Officer Mullins. He wasn't sure what was said, but Officer Mullins "got extremely angry at that point." Officer Mullins told Officer [REDACTED] "Keep sucking that [REDACTED] dick."

Officer [REDACTED] told me Officer [REDACTED] and Officer Mullins continued yelling back and forth after that. He wasn't sure what was being said. He told me Officer Mullins started to walk closer to the training field. He estimated Officer Mullins and Officer [REDACTED] were separated by about 10 feet, but there was a fence and a "drop-off" between them. Officer Mullins would have had to go down the stairs and through a gate to get to Officer [REDACTED]. Officer [REDACTED] was in a full bite suit.

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I asked Officer [REDACTED] if there was ever a time during the altercation where Officer Mullins and Officer [REDACTED] were moving toward one another in a manner that caused him to believe there could be a physical altercation. He told me, "No. Not to me personally." He told me someone on the landing would have to go down the stairs and through a gate to get out onto the training field.

I asked Officer [REDACTED] to describe the demeanor of each officer. He told me Officer Mullins seemed "angrier or just a bit more animated." He told me Officer Mullins' volume and tone of voice caused him to describe him like that.

Officer [REDACTED] told me he and Officer [REDACTED] decided to get involved when Officer Mullins started moving toward Officer [REDACTED] on the landing. He told me he didn't believe they were going to engage in a physical fight, but he believed it needed to stop because there was so much yelling. Officer [REDACTED] told me he and Officer [REDACTED] helped move Officer Mullins along, toward the stairs that lead out to the parking lot. Officer [REDACTED] told me he stood in front of Officer Mullins and told him, "That's enough." He told me they guided him out. He told me they didn't have to physically pull him away. Officer [REDACTED] told me he walked all the way to the stairs that lead down to the parking lot. Officer [REDACTED] stayed with Officer Mullins as they walked into the parking lot.

Officer [REDACTED] told me he didn't remember Officer Mullins breaking away or trying to push past him as he was being guided toward the parking lot. He told me he did not personally interpret any of the behavior during this incident as a threat of physical harm or violence. He told me it was "more just yelling to me."

During Officer [REDACTED] interview, he told me he was on the training field with Officer [REDACTED] at the time of the altercation. He told me, "At some point, I remember feeling uncomfortable. Meaning that the banter was starting to get more serious." I asked him what caused him to feel that way. I asked him if there was a particular comment or topic that was discussed that caused him to feel like it had become more serious. He told me there was an incident earlier in the day, involving a "stolen car or something." He told me Officer Mullins was the "first dog in the pursuit," but Officer [REDACTED] ended up taking over that spot somehow. Ultimately, Officer [REDACTED] ended up using his dog for a bite on the call instead of Officer Mullins. During the altercation, Officer [REDACTED] made a comment like, "At least I use my dog. Everybody knows that you don't want to use your dog." Officer [REDACTED] said, "That kinda set Mike off a little bit." They started talking about how many bites their dogs had. Officer [REDACTED] said he started to feel like the conversation wasn't going anywhere. He believed it would "start pissing everybody off."

Officer [REDACTED] told me Officer [REDACTED] was "staying calm" during the interaction. He told me Officer Mullins was "getting more heated."

Officer [REDACTED] told me Officer [REDACTED] said something like, "Go ahead and write another anonymous letter to IA." He told me, "That really sent Mike over the edge." He said Officer Mullins started walking

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toward him and Officer [REDACTED] though he was still on the landing behind the fence. Officer Mullins started pointing and telling Officer [REDACTED] "Fuck you!" Officer [REDACTED] said, "Other guys had to physically restrain Mike."

Officer [REDACTED] estimated Officer Mullins and Officer [REDACTED] were about 20 feet apart during the altercation. He told me Officer Mullins would have had to "walk past, open a gate, and then walk back around" to get to Officer [REDACTED] location. He told me Officer Mullins was "purposefully walking back toward" Officer [REDACTED] location. Officer Mullins had his hand up, and he was pointing his finger at Officer [REDACTED] while he was yelling at him. Officer [REDACTED] told me a couple guys restrained Officer Mullins and walked him away. He believed Officer [REDACTED] may have been one of the officers involved in restraining Officer Mullins, but he was not sure. He remembered seeing a "taller guy" "bear hugging" Officer Mullins from the back.

I asked Officer [REDACTED] what would have happened if officers weren't there to restrain Officer Mullins. He said, "I don't think he was going to come onto the field with a dog being out there. If he would have, that would have been a really dumb move on his part. Especially if he would have intended to walk up and get in [REDACTED] face. I think he was just gonna get as close as he could on the other side of the fence and just talk stuff."

I asked Officer [REDACTED] "At any point, did you interpret the behavior from either of them as a threat of physical harm or violence?" He told me, "No. Because of the barriers that were there. I mean, if there was no fence there, if there was no dog there, things may have been different." He didn't believe there was a real threat of physical violence at that time.

During Sergeant [REDACTED] interview, he informed me he came out of the office toward the end of the altercation after hearing the continuing yelling. He told me Officer Mullins and Officer [REDACTED] were engaged in a "shouting match." He heard a "letter" being discussed, but he didn't know what it meant at the time. Sergeant [REDACTED] said Officer [REDACTED] grabbed Officer Mullins and walked him out to the parking lot. Sergeant [REDACTED] went over to Officer [REDACTED] and told him to "shut up," or "shut the fuck up."

I asked Sergeant [REDACTED] if he observed anything at the time of the interaction that he interpreted as a threat of physical harm or violence. He told me, "I do know Officer Mullins was trying to push his way toward Officer [REDACTED] so I guess you could consider that. Based on the totality of the circumstances, of them being in an argument and him trying to advance toward him, one could consider it that. The only thing is that there was considerable distance between the two, because one's on the field and one's on the landing. But again, he was trying to push his way through some officers to get to him." I asked Sergeant [REDACTED] if the other officers had to physically restrain Officer Mullins or hold him back. He told me he was not sure what level of force they were using to hold him back. He wasn't sure if they were just putting a hand on his chest, or if Officer Mullins was actually trying to push his way through them.

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Sergeant [REDACTED] told me he was struggling to differentiate between what he was seeing or thinking at the time of the incident and the information that was shared with him when Officer [REDACTED] filed his complaint. He said he was told that officers had to use physical force to restrain Officer Mullins. He said he was told that Officer Mullins "batted at" one of the officers with his arm. He told me he didn't personally witness that. Sergeant [REDACTED] told me, "When I went outside, my attention was 100% on [REDACTED]. My eyes were focused on him because he's my employee. And I knew Mullins was there, like, pushing off, like, the left-hand side of me as I walked out the doorway, but I didn't focus on him."

During Officer [REDACTED] interview, he told me he was in the office when he heard yelling outside. He realized everyone else had left the office, so he decided to go and see what was going on. When Officer [REDACTED] walked outside, he became aware that Officer Mullins and Officer [REDACTED] were yelling at one another. He told me he couldn't tell who was yelling, or what they were saying, while he was inside the office.

When Officer [REDACTED] got outside, Officer Mullins was standing on the landing about 15 feet to his left. Officer [REDACTED] was out on the field, directly ahead of him and about four feet down from the landing. He was yelling up at Officer Mullins. Officer [REDACTED] was out on the field, training with Officer [REDACTED] at that time. Officer [REDACTED] told me Officer Mullins was yelling down at Officer [REDACTED]. He couldn't remember specifically what was being said or what the interaction was about. He told me he heard "cuss words," but he wasn't sure "who was cussing at who." Officer [REDACTED] said, "I could tell both of them were heated at each other." He told me his first thought was, "Grab Mike and pull him away from the situation." He told me he was Officer Mullins' supervisor that night. He told me Sergeant [REDACTED] was Officer [REDACTED] supervisor.

Officer [REDACTED] told me Officer Mullins was "peacocking." He compared Officer Mullins to a "drunk buddy at a bar who's just kind of angry and fluffing." He told me he could also tell that Sergeant [REDACTED] was yelling at Officer [REDACTED] but his focus was on Officer Mullins. He told me he walked over to Officer Mullins and said, "Mike, let's go." He couldn't remember if he put his hand on Officer Mullins or if Officer Mullins just followed him. They walked down to the parking lot together.

I asked Officer [REDACTED] if there were any other officers involved or holding Officer Mullins when he saw him. He told me there were people "standing there," but he told me he wasn't really paying attention to what they were doing. He said, "They weren't in my way." Officer [REDACTED] told me he was able to walk straight over to Officer Mullins and get in front of his face. He told me Officer [REDACTED] and Officer [REDACTED] were also out there. He told me it was a congested walkway because of the bleachers on the landing. He told me he walked toward Officer Mullins, and they went toward the parking lot together.

Officer [REDACTED] told me he did not hear Officer Mullins make the comment, "Keep sucking [REDACTED] dick." I asked Officer [REDACTED] if he ever felt like there was a need for a physical intervention to prevent a physical altercation. He told me, "No. Like I said, I didn't have to do anything other than walk in front of him and, 'Let's go.' And he walked off with me. So, no."

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Officer [REDACTED] told me he believed Officer Mullins and Officer [REDACTED] were both equally at fault in this matter. He told me, "They both did stuff that you should not be doing as a cop, even a person." He told me, "No one was, in my mind, a victim in this. They were both willing participants when I went out there." He told me Sergeant [REDACTED] had to yell at Officer [REDACTED]. He told me he had to move Officer Mullins or walk him away from the incident. Officer [REDACTED] said he didn't care who started it.

During Officer Mullins' interview, he told me he initially "started going back and forth" with Officer [REDACTED] after walking out onto the landing. He told me he got upset when Officer [REDACTED] began calling his work as a Canine handler into question and making comments about him being scared to use his dog. He told me he said, [REDACTED] "the only reason you have what you have is because you suck [REDACTED] dick." When I asked him why he made that comment, Officer Mullins said, "I just, I was so frustrated, and so mad, and so angry that I'm being questioned on how I conduct business, when I've never had any problems from my supervisor. Here is [REDACTED] the highest of high for canine officers. He's the trainer. He's one step below a sergeant. He's a supervisor when nobody else – when his sergeant's gone. He's questioning me - spreading rumors about me, that I'm scared to use my dog, which is absolutely untrue."

I asked Officer Mullins, "How would you describe your own demeanor during this interaction?" He said, "I was upset and angry." I asked him if he was upset and angry from the start or if there was some kind of "transition point" that drove him to feeling that way. He told me, "The transition point was when Officer [REDACTED] questioned me and my bites, and my work ethic."

I asked Officer Mullins, "Did Officer [REDACTED] say something like, 'We know you wrote the anonymous letter'?" He responded, "That was after I left." He told me another officer approached him before that happened and said, "Mike, it's not worth it. Let's go." He told me he couldn't remember who the officer was. Officer Mullins told me, "I started walking away from Officer [REDACTED]. I shut my mouth and walked away." I asked him if the officer physically grabbed him and moved him, or if they directed him. He said, "I don't – I think they like patted me on my back. I'm not 100% sure, but if I recall correctly, they were just patting me on my back, like 'Come on Mike. It's okay.' Like, just breaking my focus. Like, just, 'Come on man. It's not worth it.' And I started walking away." Officer Mullins told me he started walking toward the women's bathroom, which was further west on the landing. Officer Mullins heard Sergeant [REDACTED] come out of the office after he had walked to the area of the women's bathroom. He was about to turn left at the northwest corner of the building when he heard Sergeant [REDACTED] say, [REDACTED] "Shut the fuck up. [REDACTED] Shut the fuck up." Officer Mullins then heard Officer [REDACTED] say, "And that's why you sent the anonymous letter to IA." He heard Sergeant [REDACTED] tell Officer [REDACTED] "Shut the fuck up" one more time. Sergeant [REDACTED] then went out onto the field.

I asked Officer Mullins, "What did you do in response to that comment?" He said, "That comment infuriated me." I asked, "In what sense? What did that mean to you?" Officer Mullins explained that an anonymous letter had been sent to Internal Affairs a year or two ago. [REDACTED]

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Officer Mullins

said, "That shows that one of those two people are spreading rumors about me and threatening everything that I've worked for my entire career, which is being truthful and being a team player." Officer Mullins said Officer [REDACTED] was telling him he sent the letter. He said Officer [REDACTED] was essentially calling him a "rat." Officer Mullins told me lots of people in the Canine Unit know about the letter, particularly those who have been there for a couple of years.

I told Officer Mullins, "I know you said it infuriated you. How did you respond? Did you say anything? Did you do anything physically?" He told me, "I don't exactly recall what I said to [REDACTED] but I was very upset. So, again, I was 30 feet away from him, on the landing, just yelling at him. Telling – honestly, I don't recall what I said. I was very upset." I asked Officer Mullins, "Did you start yelling, 'I didn't write a fucking letter! I didn't write a fucking letter! Fuck you, [REDACTED] I didn't write a letter!' or something like that?" Officer Mullins said, "I could have. I could have very well easily said that, sir." I asked him, "How would you describe your volume as you were yelling?" He told me, "I was loud." I asked him, "Would you characterize it as screaming at the top of your lungs?" Officer Mullins said, "I could have been. I was just being accused of being a rat."

I asked Officer Mullins, "Did you feel, at that time, that you were in control of your emotions?" He told me, "Yes sir." I asked him, "Were your fists clenched?" He said, "I don't recall." I asked him, "Were you feeling rage?" He said, "I don't recall." I asked Officer Mullins, "If you were looking at yourself there, and kind of evaluating it as you would a suspect during a police contact, would you describe your behavior as assaultive or pre-assaultive?" He said, "I don't think so." I asked him to explain his response. He told me, "No, because I never advanced toward him. I never made – I was 20 or 30 feet away from him the entire time, and I would not assume that as being assaultive."

I asked Officer Mullins if anyone else got involved, or physically restrained him, aside from the one officer who helped guide him toward the corner of the building. He told me, "Nobody physically restrained me, but Officer [REDACTED] came and told me to go to my car." Officer Mullins believed he was past the corner of the building, and closer to the stairs, when Officer [REDACTED] approached him.

I asked Officer Mullins if he remembered Officer [REDACTED] being there. He said, "I remember his voice."

I told Officer Mullins, "Officer [REDACTED] described putting a hand on your chest, encouraging you to walk away, and guiding you back toward the women's bathroom, near the far west side of the landing. He told me you and Officer [REDACTED] were still yelling at one another when you broke away from him and started running back toward Officer [REDACTED]. He told me he had to grab the back of your vest and try and hold you back. He also said Officer [REDACTED] had to jump out in front of you to block you and take hold of you. He said you were 'pulling pretty hard' and he said it took a minute to get you to walk away and go toward the parking lot. Officer [REDACTED] said that he also got involved in holding your back." I asked him,

Reporting Officer: John Denny, Sergeant ID: 6371 Division Internal Affairs
Approved by: Carmelin Rivera, Lieutenant Date of Report: September 19, 2024

CONFIDENTIAL – DO NOT DUPLICATE

Investigator's Report
Complaint: EEO 2024-013
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"From your perspective, is that an accurate description of your interaction with those officers?" Officer Mullins said, "I don't recall. But if they're saying that, it could have well happened."

I said, "In your mind, from what you were describing to me, you got to the corner and around, and you never moved back. If they're describing you breaking away and running, at least a distance, toward Officer [REDACTED] is that something you think that you just forgot in the moment? Or, like, is it possible that happened?" Officer Mullins said, "I can tell you right now, I never ran anywhere. I never made it anywhere off that landing. I was on that corner the entire time after this inci- like the entire time." I asked, "Is it possible that you moved, say from near where the women's bathroom is to the bleachers, or that distance?" Officer Mullins said, "No. After the comment was made, I was at that corner." I asked, "And you never moved back in his direction at all?" Officer Mullins said, "No. Because he was still out in front of me on the field."

After a short break in the interview, I confirmed that Officer Mullins didn't remember moving back toward Officer [REDACTED] at any time. Officer Mullins said, "I don't have recollection of that, sir." I asked Officer Mullins, "Is that something you can say with certainty, you didn't move back in his direction? Or is it something that you may have forgotten due to your state at that time?" Officer Mullins said, "I could have. I don't have any recollection of it, but I definitely – I guess I could have moved back toward him." I asked, "Is it possible, just based on the emotions that you were feeling, that there was some kind of a level of anger or rage that could have blinded you to some of your actions?" Officer Mullins said, "Yes, sir."

I asked Officer Mullins if there was any point during the interaction where he intentionally tried to move toward Officer [REDACTED] while he was yelling or upset. He told me, "Not to my recollection." I asked him, "Did you ever intend to get to his location to engage in any kind of a physical altercation with him?" Officer Mullins said, "No, sir. When Officer [REDACTED] came to me and told me to go to my car, I went to my car. And that's when Officer [REDACTED] was verbally counselling me and telling me I can't do that type of stuff, and I need to act better than that, and I can't say that stuff. Where my car was parked, was right in the front of canine." [REDACTED] interjected, "The question was, did you intend to engage in a physical altercation?" Officer Mullins said, "Absolutely not." I asked Officer Mullins, "Did you ever intend to make him fearful that you may project some kind of a physical danger to him?" Officer Mullins said, "Absolutely not."

Detective Sergeant Chambers asked Officer Mullins if he recalled anyone pulling his vest from behind at any point during this incident. Officer Mullins said, "I don't recall, sarge." Detective Sergeant Chambers asked if he recalled anyone stepping in front of him to create a wall or block him. Officer Mullins said, "I have no recollection of that, to be honest with you."

Officer Mullins' actions were not captured by the surveillance cameras, but there were several witnesses present at the time of the altercation. Based on my interviews, the evidence supports the allegation that Officer Mullins conveyed a physical threat to Officer [REDACTED] through his actions.

Reporting Officer:	<u>John Denny, Sergeant</u>	ID:	<u>6371</u>	Division	<u>Internal Affairs</u>
Approved by:	<u>Carmelin Rivera, Lieutenant</u>	Date of Report:	<u>September 19, 2024</u>		

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Investigator's Report

Complaint: EEO 2024-013

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Officer [REDACTED] described Officer Mullins as “aggressive,” “angry,” and “screaming.” He told me Officer Mullins was not listening to him, even when he was standing right in front of him. He told me he had to forcefully push Officer Mullins away, and he described Officer Mullins as “fighting the whole time.” Even after moving Officer Mullins away from Officer [REDACTED] location, he described Officer Mullins breaking away from him and “bolting toward” Officer [REDACTED]. He said it took two or three officers to physically stop Officer Mullins. Officer [REDACTED] told me he believed Officer Mullins was “pushing up to make his way back to the field to fight [REDACTED].”

Officer [REDACTED] described Officer Mullins’ reaction to the comment about the “letter.” He said it “triggered Mike to come back.” He said Officer Mullins started running back toward Officer [REDACTED]. He described Officer Mullins as being “amped up,” and he said he put his hands on Officer Mullins’ chest as he encouraged him to “relax and let it go.” Officer [REDACTED] said Officer Mullins was acting like he was trying to physically get to Officer [REDACTED] location. While Officer [REDACTED] didn’t think Officer Mullins would really “jeopardize everything to go fight somebody,” he recognized he was “very angry”, and he chose to physically hold him back.

Even though Officer [REDACTED] didn’t witness the altercation, he was approaching as Officer Mullins was being led toward the parking lot. He described seeing officers pushing, guiding, or escorting Officer Mullins away as if they were breaking up a fight.

Officer [REDACTED] described Officer Mullins’ reaction to the comment about the “letter.” He said Officer Mullins “got extremely angry at that point.” Though Officer [REDACTED] didn’t personally believe there would be a physical altercation between Officer Mullins and Officer [REDACTED], his reasoning was based on the distance and barriers between them. His statement still supported the idea that Officer Mullins was conveying a physical threat through his actions. Officer [REDACTED] said he and Officer [REDACTED] decided to get involved when Officer Mullins started moving toward Officer [REDACTED] on the landing. Officer [REDACTED] stood in front of Officer Mullins and told him, “That’s enough.” Then he helped guide him away. Officer [REDACTED] did not remember Officer Mullins breaking away or trying to push past him as he was being guided to the parking lot.

Officer [REDACTED] was down on the field with Officer [REDACTED]. He described Officer Mullins’ reaction to the comment about the “letter.” He said, “That really sent Mike over the edge.” He said Officer Mullins started pointing at Officer [REDACTED] and saying, “Fuck you!” He said, “Other guys had to physically restrain Mike.” Officer [REDACTED] indicated Officer Mullins was “purposefully walking back toward” Officer [REDACTED] location with his hands up, while pointing his finger and yelling at him. Officer [REDACTED] didn’t believe there was a threat of physical violence because of the physical barriers between Officer Mullins and Officer [REDACTED] but his statement supported the idea that Officer Mullins was conveying a physical threat through his actions.

Reporting Officer: John Denny, Sergeant ID: 6371 Division Internal Affairs
Approved by: Carmelin Rivera, Lieutenant Date of Report: September 19, 2024

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Sergeant [REDACTED] only witnessed the end of the interaction between Officer Mullins and Officer [REDACTED]. He said Officer Mullins was trying to push his way toward Officer [REDACTED] but he wasn't sure what level of force was used by the officers who were holding him back.

Officer [REDACTED] also only witnessed the end of the interaction between Officer Mullins and Officer [REDACTED]. He was Officer Mullins' supervisor that night, so he decided to grab him and pull him away from the situation. He couldn't tell me whether other officers were physically restraining Officer Mullins or not. He said he walked up to Officer Mullins, got in front of his face, and told him, "Let's go." He said Officer Mullins walked away with him. Officer [REDACTED] also described Officer Mullins as "peacocking" during this incident. He compared Officer Mullins to a "drunk buddy at a bar who's just kind of angry and fluffing."

When I asked Officer [REDACTED] what he believed would have happened if the officers were not there to hold Officer Mullins back, he said, "It was gonna be a fight, 100%." He told me he would have described a suspect behaving that way as exhibiting "assaultive behavior." When asked if he believed his physical safety was jeopardized during this incident, Officer [REDACTED] said, "Yes. 100%. 100%."

Officer Mullins used the terms "very upset," "so frustrated," "so mad," "so angry," and "infuriated" to describe his feelings during this incident. He said he did not remember anyone physically restraining him, and he did not remember breaking away from other officers or moving back toward Officer [REDACTED] at any point. Officer Mullins admitted it was possible that his feelings of anger or rage may have blinded him to some of his actions.

The evidence in this case indicates Officer Mullins was conveying a threat to Officer [REDACTED] through his actions on June 6, 2024. Though not all witnesses believed Officer Mullins was actually attempting to engage in a physical altercation with Officer [REDACTED] the following facts are undisputed: Officer Mullins was described as screaming at the top of his lungs, clenching his fists, and moving toward Officer [REDACTED]. He was described as pointing at Officer [REDACTED] and yelling, "Fuck you!" His actions prompted the physical response of multiple officers who were witnessing the interaction. He did not stop when he was first confronted and moved away from the altercation. He physically struggled to pull away from and push past the officers who were restraining him, and he attempted to move back toward Officer [REDACTED]. Though there was a fence between them, Officer Mullins would have only needed to go down a few steps and walk through a gate to get to Officer [REDACTED] location.

Based on these facts, Officer Mullins violated the City of San Diego's Threat Management Policy (Administrative Regulation 97.10) when he exhibited threatening and intimidating conduct during an altercation with Officer [REDACTED].

This allegation is **SUSTAINED**.

Reporting Officer:	<u>John Denny, Sergeant</u>	ID:	<u>6371</u>	Division	<u>Internal Affairs</u>
Approved by:	<u>Carmelin Rivera, Lieutenant</u>	Date of Report:	<u>September 19, 2024</u>		

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Investigator's Report
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DOCUMENTATION:

The results of this investigation are based on the following items:

1. San Diego Police Department Discrimination/Harassment Control Form (6/10/2024).
2. EEO Control Form Receipt – Reporting Employee – Officer [REDACTED] (6/10/2024).
3. EEO Control Form Receipt – Subject Employee – Officer Mullins (6/16/2024).
4. Anonymous Complaint Form submitted to Internal Affairs by email on 6/8/2024.
5. Video clips from security cameras at Canine Training Facility (17 video clips).
6. Photographs of the Canine Training Facility (5 photos).
7. Audio Recording of Officer [REDACTED] intake interview.
8. Audio Recordings of Witness Officer interviews (8 interviews).
9. Audio Recording of Officer Mullins' Subject Officer interview.

CONFIDENTIAL: THIS REPORT IS FOR THE EXCLUSIVE USE OF THE CHIEF OF POLICE AND/OR CITY ATTORNEY.

LT. [REDACTED]	ID # 5336
DATE 9/19/24	

Reporting Officer: John Denny, Sergeant ID: 6371 Division Internal Affairs
Approved by: Carmelin Rivera, Lieutenant Date of Report: September 19, 2024

**SAN DIEGO POLICE DEPARTMENT/
COMMISSION ON POLICE PRACTICES
COMPLAINT FORM**

INSTRUCTIONS FOR COMPLETING THE COMPLAINT FORM:

Please describe the incident that led to this complaint, telling what happened from beginning to end. Be as clear and specific as you can be. What aspect(s) of the incident was improper (your specific complaint)? How could it be resolved to your satisfaction? Please add additional pages as necessary. To investigate the incident completely, it is helpful to provide your name and information. The San Diego Police Department will accept third-party and/or anonymous complaints. However, as a general rule for any investigation, if the information provided is insufficient, or if investigators are unable to contact complainants to ask essential questions, it may not be possible to complete the investigation due to a lack of clarifying facts.

COMPLAINANT'S NAME _____ HOME PHONE _____
ADDRESS _____ BUS. PHONE _____
CITY _____ STATE CA ZIP _____ DOB _____
E-MAIL _____

INCIDENT LOCATION:

4240 Federal Boulevard _____ DATE 06/06/2024 TIME 8PM

SDPD PERSONNEL INVOLVED: (Give as much detail as possible)

NAME: Mike Mullins Gender: M Race: White Badge #: _____ ID #: _____
NAME: _____ Gender: _____ Race: _____ Badge #: _____ ID #: _____
NAME: _____ Gender: _____ Race: _____ Badge #: _____ ID #: _____

WITNESS(ES):

NAME [REDACTED] HOME PHONE _____ BUS. PHONE _____
ADDRESS _____ DOB _____
NAME [REDACTED] HOME PHONE _____ BUS. PHONE _____
ADDRESS _____ DOB _____

Please answer Yes/No: Did you include the following with this complaint? No Video(s) No Photo(s)

INCIDENT DESCRIPTION/COMPLAINT Limited to 1,500 characters

EEO/Workplace Violence/Verbal Harassment

Thursday night (June 6) Mike Mullins stated several derogatory, profanity laced comments to [REDACTED] Comments made by Mike included "sucking a supervisor's dick", and the quality of [REDACTED] training. At the end of Mike's yelling he had to be physical restrained by three officers [REDACTED] to stop his active advancement towards [REDACTED] was feared if he was not physically detained he was going to assault [REDACTED] who was on the training field with [REDACTED] This complaint is anonymous due to Mullins physical aggression displayed, hostility, and fully believe he would retaliate.



THE CITY OF SAN DIEGO

RECEIVED

24 JUL 19 AM 5:26

INTERNAL AFFAIRS

MEMORANDUM

DATE: July 17, 2024
TO: Mike Mullins, Police Officer II, Special Services - Canine
FROM: Jeffrey Peterson, Captain, Internal Affairs
SUBJECT: Equal Employment Opportunity Subject Notification – EEO 2024-013

This is to inform you that you have been identified as a subject officer in an Internal Affairs Equal Employment Opportunity investigation. This investigation concerns the following allegations:

1. EEO – Sexual Harassment
2. Procedure – Threat – City of San Diego Administrative Regulation 97.10

Additional allegations may arise during the course of the investigation.

This investigation stems from an event/interaction that allegedly took place on June 6, 2024, at the K9 training facility at 4240 Federal Blvd. The complainant is Officer [REDACTED]. Detective Sergeant John Denny of the Internal Affairs/EEO Unit will contact you to schedule an interview.

As the subject officer, you will be allowed to have a representative present during your interview. Representatives must not be connected with this investigation.

You are hereby ordered not to discuss this investigation or the allegations with anyone other than the investigating supervisor or your legal representative. Your failure to comply with this order will be deemed insubordination and subject you to disciplinary action up to and including termination. This requirement is set forth in Section 9.4 (Obedience to Lawful Orders Policy) of the San Diego Police Department Policy Manual.

I order you to cooperate with the investigation and answer all questions directed to you during your interview fully and truthfully, as required by Department Policy 9.29 (Truthfulness Policy). Your failure to answer all questions fully and truthfully will subject you to disciplinary action up to and including termination. Any dishonesty or lack of cooperation during the investigation will be reported to P.O.S.T. and may lead to your P.O.S.T. certificate being suspended or revoked.

Page 2

Mike Mullins #6758, Police Officer II, Special Services – Canine

EEO 2024-013

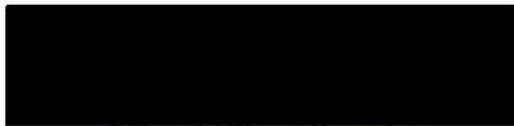
July 17, 2024

I have received a copy of this memorandum and agree to comply with the orders.

I acknowledge that any allegation which meets SB2 criteria shall be reported to P.O.S.T.

I acknowledge that any allegation or sustained finding which meets SB1421 or SB16 criteria may be disclosed to the public.

I acknowledge that if I resign prior to the completion of the investigation, the investigation will continue until it is complete. Upon conclusion of the investigation and any applicable appeals process, if the case is determined to be responsive to a request made pursuant to SB 1421 or SB16, the information may be released with appropriate redactions.



Subject Officer Signature

7/18/24
Date

This memorandum has been presented to me by:



07/18/24
Date

Supervisor: Once the employee has signed the form, the original will be returned to the Internal Affairs Unit, MS- **within 10 days.**

JP/jd



INTERNAL AFFAIRS UNIT
FILE COPY REQUEST FORM

RECEIVED

24 DEC 16 PM 12:04

INTERNAL AFFAIRS

DATE: 12/16/2024		REQUESTOR'S NAME: Mike Mullins	
CURRENT ASSIGNMENT: Northwestern		RANK:	ID#: 6758
CASE NUMBER:	2024-013	Incident #:	
Initials	I understand that Internal Affairs files are confidential pursuant to California Penal Code Section 832.7 and all applicable Department Policies and Procedures.		
Initials	I understand that the San Diego Police Department and all named officers retain their rights to confidentiality.		
Initials	I understand that the contents of this investigation and all related materials shall not be released to any unauthorized person without and order of the Court.		
REQUESTERS SIGNATURE:		DATE: 12/16/2024	
COPIES ARE TO BE RETURNED WITHIN 30 DAYS NO			
Returned By:		DATE:	
Copies were returned within 30 days ☐ Yes ☐ No If no, why: Subject			

FOR INTERNAL USE		CHECK ALL THAT APPLY	
☒ Subject Officer	☐ Supervisor	☐ Other Agency	☐
☐ HR	☒ Chief's Appeal	☐ POA	☐ MEA
☐ Discipline	☐ Appeal	☐ Supervisor Investigation	
☐ Electronic Copy Completed Investigation	☒ Electronic Copy of Entire Investigation		
Paper copies have been made on "Confidential Do Not Duplicate" paper ☐ Yes ☐ No If no why?			
☐ BWC	☐ Arrest Reports	☐	
☐ Paper Copy of Completed Investigation			
☐ Electronic Copy	☐ CD's	☒ Flash Drive -	

Internal Affairs Representative clowers / PER COMMANDER NOVAK Date: 12/16/2024

Internal Affairs Lieutenant Date:



INTERNAL AFFAIRS UNIT
FILE COPY REQUEST FORM

DATE: 10/08/2024		REQUESTOR'S NAME: DEDONATO, Nicholas	
CURRENT ASSIGNMENT: Special Operations – K-9		RANK: LT	ID#: 6076
CASE NUMBER:	2024-013	Incident #:	
Initials	I understand that Internal Affairs files are confidential pursuant to California Penal Code Section 832.7 and all applicable Department Policies and Procedures.		
Initials	I understand that the San Diego Police Department and all named officers retain their rights to confidentiality.		
Initials	I understand that the contents of this investigation and all related materials shall not be released to any unauthorized person without and order of the Court.		
		# 6076	DATE: 10/6/24
COPIES ARE TO BE RETURNED WITHIN 30 DAYS		NO	
Returned By:		DATE:	
Copies were returned within 30 days ☐ Yes ☐ No If no, why:			

FOR INTERNAL USE		CHECK ALL THAT APPLY	
☐ Subject Officer	☒ Supervisor	☐ Other Agency	☐
☐ HR	☐ Chief's Appeal	☐ POA	☐ MEA
☒ Discipline	☐ Appeal	☐ Supervisor Investigation	
☒ Electronic Copy Completed Investigation		☐ Electronic Copy of Entire Investigation	
Paper copies have been made on "Confidential Do Not Duplicate" paper ☐ Yes ☐ No If no why?			
☐ BWC	☐ Arrest Reports	☐	
☐ Paper Copy of Completed Investigation			
☐ Electronic Copy	☐ CD's	☐ Flash Drive – Audio	

Internal Affairs Representative _____ Date: 10/08/2024

Internal Affairs Lieutenant _____ Date: _____



The City Of San Diego

MEMORANDUM

RECEIVED
24 OCT 10 AM 10:51
INTERNAL AFFAIRS

DATE: October 2, 2024
TO: Matt Novak, Captain, Special Services
FROM: Tina Williams, Assistant Chief of Police
Via Julie Epperson, Captain, Internal Affairs
SUBJECT: Completed EEO Investigation

CONFIDENTIAL: THIS REPORT IS FOR THE EXCLUSIVE USE OF THE CHIEF OF POLICE AND/OR THE CITY ATTORNEY.

COMPLAINT INDEX FILE NUMBER: 2024-013

SUBJECT OFFICER: MULLINS, Mike, D., Police Officer II, ID #6758

DATE OF COMPLAINT: June 6, 2024

NATURE OF COMPLAINT: 1. EEO 2. Procedure

DISPOSITION: 1. Sustained 2. Sustained

Discipline or Notice of Adverse Action must be served by: June 05, 2025

The confidential, administrative personnel investigation of the above complaint has been completed and is attached for your review. The contents of the investigation are the property of the San Diego Police Department and all related materials shall not be released to any unauthorized person. Commanding Officers will review the investigation with the subject employee and return the signed package to Internal Affairs within 30 days.

If the employee does not agree with the disposition/findings of this investigation, they may file a written rebuttal within 30 days from the date the actual order of discipline is served. The rebuttal will be filed with the investigation in Internal Affairs, see D.P. 1.10, IX, E.

☒ Mark the box if the subject employee retained the attached investigation.

☒ Mark the box if the subject employee retained the electronic case file.

I have read the Internal Affairs investigation reference the above complaint.

Employee

e

10-9-2024

Commanding
Officer

#5070

**SAN DIEGO POLICE DEPARTMENT
DISCRIMINATION/HARASSMENT CONTROL FORM**

FOR EEO USE ONLY

EEO CASE NUMBER _____

FORMAL ☐

INFORMAL ☐

RECEIVED

24 JUN 2024 11:16 AM

INTERNAL AFFAIRS

Date of Incident: June 6, 2024

Basis of Complaint: Sexual Orientation

Date Reported: June 10, 2024

Complainant: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Complainant:	ID Number:
Division:	Phone:

Subject: Mullins, David "Mike"	ID Number: 6758
Division: Special Services – K9	Phone: [REDACTED]

Subject:	ID Number:
Division:	Phone:

Witness: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Witness: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Provide a brief description of the alleged Equal Employment Opportunity violation:

While Officer [REDACTED] was training Officer [REDACTED] and his police dog, Officer David "Mike" Mullins walked by and made fun of [REDACTED] training. The two officers bantered back and forth with Mullins discrediting [REDACTED] training and [REDACTED] stating Mullins could use more training because he never uses his police dog anyway and even patrol officers know Mullins will never use his dog in the field. Mullins responded to this by exclaiming three times in succession, "Keep sucking [REDACTED] dick." [REDACTED] Mullins became visually upset and began walking towards [REDACTED] aggressively. Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] all had to physically restrain Mullins to prevent him from advancing towards [REDACTED] [REDACTED] noticed Officer [REDACTED] placed his arm on Mullins' chest to restrain him and Mullins responded by swatting at [REDACTED] arm as away to free himself. Officer [REDACTED] feels this behavior was assaultive in nature and is the second aspect of his complaint.

EEO CONTROL FORM RECEIPT –REPORTING EMPLOYEE

Thank you for coming forward with your concern regarding potential Equal Employment Opportunity violation (s). This notification is provided to you as assurance that prompt and appropriate action will be taken on the issues you raised. The City of San Diego and the San Diego Police Department (SDPD) officially advise you of the following:

1. You have the right to report any conduct which you believe violates City and San Diego Police Department Equal Employment Opportunity policies. Your complaint is taken seriously and will be resolved pursuant to procedures detailed in Department Procedure 5.03.
2. You also have the right to file a complaint directly with any of the following agencies: the City's Labor Relations Office (619) 236-6316; the City's Equal Employment Opportunity Program Manager (619) 235-5802; the City's Equal Employment Investigations Office (619) 236-7133; the State of California Department of Fair Employment and Housing (800) 844-1684; or the US Equal Employment Opportunity Commission (619) 557-7235. You should contact these agencies directly to determine the time frames for complaint filing.
3. The information you reported will be confidential to as great a degree as legally permissible and reasonably practical. Your desire for confidentiality must be weighed against: 1) the City's responsibility to investigate possible EEO violations and to take corrective and preventative action where appropriate, and 2) the right of the subject employee to obtain information about the allegation. During any investigation, the subject employee has a right to the name of the reporting employee and the information related to the alleged conduct. However, your report will be discussed with those who have a legitimate responsibility for investigating or resolving the issues identified.
4. You have a responsibility to protect the confidentiality of this complaint by not discussing these issues in the workplace. Questions regarding what follow-up action has or will occur should be directed to the person with whom you filed this complaint, your Commanding Officer, your Assistant Chief, or the EEO Manager. By doing so, you help to minimize workplace disruptions, preserve the reputations of all parties involved, and help to preserve the integrity of any investigation which may follow.
5. You will be notified of the resolution of this complaint. Should you not receive such notice within 120 days, you should follow up with your Commanding Officer, Assistant Chief or the EEO Manager. Information regarding what, if any, disciplinary action has been or will be taken against other individuals will not be disclosed.
6. Retaliation is illegal and will not be tolerated. If you feel that you are being retaliated against, please contact your Commanding Officer, Assistant Chief, the EEO Manager, or any of the contacts listed in 2, above.

Reporting
Employee:

[Redacted]

Please Print

Signature

[Redacted]

Date

06/10/2024

Reporting
Supervisor

[Redacted]

Please Print

Signature

Date:

6/10/2024

Commanding
Officer

Christopher Tivanian

Please Print

Signature

[Redacted]

Date:

6/11/24

The reporting supervisor reviews this form with the employee. Both supervisor and employee sign and date the report. The supervisor attaches the EEO Control Form Receipt to the EEO Control Form and sends it to the EEO Unit.

**SAN DIEGO POLICE DEPARTMENT
DISCRIMINATION/HARASSMENT CONTROL FORM**

FOR EEO USE ONLY

EEO CASE NUMBER _____ **FORMAL** ☐ **INFORMAL** ☐ **NON-EEO** ☐

Date of Incident: June 6, 2024
Date Reported: June 10, 2024

Basis of Complaint: Sexual Orientation

Complainant: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Complainant:	ID Number:
Division:	Phone:

Subject: Mullins, David "Mike"	ID Number: 6758
Division: Special Services – K9	Phone: [REDACTED]

Subject:	ID Number:
Division:	Phone:

Witness: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Witness: [REDACTED]	ID Number: [REDACTED]
Division: [REDACTED]	Phone: [REDACTED]

Provide a brief description of the alleged Equal Employment Opportunity violation:

While Officer [REDACTED] was training Officer [REDACTED] and his police dog, Officer David "Mike" Mullins walked by and made fun of [REDACTED] training. The two officers bantered back and forth with Mullins discrediting [REDACTED] training and [REDACTED] stating Mullins could use more training because he never uses his police dog anyway and even patrol officers know Mullins will never use his dog in the field. Mullins responded to this by exclaiming three times in succession, "Keep sucking [REDACTED] dick." [REDACTED] Mullins became visually upset and began walking towards [REDACTED] aggressively. Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] all had to physically restrain Mullins to prevent him from advancing towards [REDACTED] [REDACTED] noticed Officer [REDACTED] placed his arm on Mullins' chest to restrain him and Mullins responded by swatting at [REDACTED] arm as away to free himself. Officer [REDACTED] feels this behavior was assaultive in nature and is the second aspect of his complaint.

EEO CONTROL FORM RECEIPT –REPORTING EMPLOYEE

Thank you for coming forward with your concern regarding potential Equal Employment Opportunity violation (s). This notification is provided to you as assurance that prompt and appropriate action will be taken on the issues you raised. The City of San Diego and the San Diego Police Department (SDPD) officially advise you of the following:

RECEIVED
24 JUN 11 AM 10:16
INTERNAL AFFAIRS

1. You have the right to report any conduct which you believe violates City and San Diego Police Department Equal Employment Opportunity policies. Your complaint is taken seriously and will be resolved pursuant to procedures detailed in Department Procedure 5.03.
2. You also have the right to file a complaint directly with any of the following agencies: the City's Labor Relations Office (619) 236-6316; the City's Equal Employment Opportunity Program Manager (619) 235-5802; the City's Equal Employment Investigations Office (619) 236-7133; the State of California Department of Fair Employment and Housing (800) 844-1684; or the US Equal Employment Opportunity Commission (619) 557-7235. You should contact these agencies directly to determine the time frames for complaint filing.
3. The information you reported will be confidential to as great a degree as legally permissible and reasonably practical. Your desire for confidentiality must be weighed against: 1) the City's responsibility to investigate possible EEO violations and to take corrective and preventative action where appropriate, and 2) the right of the subject employee to obtain information about the allegation. During any investigation, the subject employee has a right to the name of the reporting employee and the information related to the alleged conduct. However, your report will be discussed with those who have a legitimate responsibility for investigating or resolving the issues identified.
4. You have a responsibility to protect the confidentiality of this complaint by not discussing these issues in the workplace. Questions regarding what follow-up action has or will occur should be directed to the person with whom you filed this complaint, your Commanding Officer, your Assistant Chief, or the EEO Manager. By doing so, you help to minimize workplace disruptions, preserve the reputations of all parties involved, and help to preserve the integrity of any investigation which may follow.
5. You will be notified of the resolution of this complaint. Should you not receive such notice within 120 days, you should follow up with your Commanding Officer, Assistant Chief or the EEO Manager. Information regarding what, if any, disciplinary action has been or will be taken against other individuals will not be disclosed.
6. Retaliation is illegal and will not be tolerated. If you feel that you are being retaliated against, please contact your Commanding Officer, Assistant Chief, the EEO Manager, or any of the contacts listed in 2, above.

Reporting
Employee:

[Redacted]

Please Print

Signature

[Redacted]

Date

06/10/2024

Reporting
Supervisor

[Redacted]

Please Print

Signature

Date

6/10/2024

Commanding
Officer

Christopher Tivanian

Please Print

Signature

[Redacted]

Date

6/11/24

The reporting supervisor reviews this form with the employee. Both supervisor and employee sign and date the report. The supervisor attaches the EEO Control Form Receipt to the EEO Control Form and sends it to the EEO Unit.

EEO CONTROL FORM RECEIPT – SUBJECT EMPLOYEE

This is notification that you are a subject employee in an Equal Employment Opportunity complaint. Prompt and appropriate action will be taken on the issues reported. The City of San Diego and the San Diego Police Department (SDPD) officially advise you of the following:

RECEIVED
24 JUN 11 AM 10:16
INTERNAL AFFAIRS

1. You have been named as a subject employee in an Equal Employment Opportunity (EEO) complaint. You are ordered to stop any actions that violate Department Procedure or Administrative Regulations related to EEO. The complaint is taken seriously and will be resolved pursuant to procedures detailed in Department Procedure 5.03.
2. The information reported will be confidential to as great a degree as legally permissible and reasonably practical. Your desire for confidentiality must be weighed against the City's responsibility to investigate possible EEO violations and to take corrective and preventative action where appropriate. As a subject employee you have the right to obtain information about the allegation. During any investigation, the subject employee has a right to the name of the reporting employee and the information related to the alleged conduct. The report will be discussed with those who have a legitimate responsibility for investigating or resolving the issues identified.
3. You have a responsibility to protect the confidentiality of this complaint by not discussing these issues in the workplace. Questions regarding what follow-up action has or will occur should be directed to the person with whom you filed this complaint, your Commanding Officer, your Assistant Chief, or the EEO Manager. By doing so, you help to minimize workplace disruptions, preserve the reputations of all parties involved, and help to preserve the integrity of any investigation which may follow.
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5. Retaliation is illegal and will not be tolerated.

Subject Employee:	<u>David "Mike" Mullins</u> Please Print	Signature:		Date:	_____
Reporting Supervisor:	 Please Print	Signature:		Date:	_____
Commanding Officer:	<u>Christopher Tivanian</u> Please Print	Signature:		Date:	<u>6/11/24</u>

The reporting supervisor reviews this form with the employee. Both supervisor and employee sign and date the report. The supervisor attaches the EEO Control Form Receipt to the EEO Control Form and sends it to the EEO Unit.

EEO CONTROL FORM RECEIPT – SUBJECT EMPLOYEE

This is notification that you are a subject employee in an Equal Employment Opportunity complaint. Prompt and appropriate action will be taken on the issues reported. The City of San Diego and the San Diego Police Department (SDPD) officially advise you of the following:

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5. Retaliation is illegal and will not be tolerated.

Subject
Employee: David "Mike" Mullins
Please Print

Signature

Date

6/16/24

Reporting
Supervisor: [REDACTED]
Please Print

Signature

Date:

6/10/24

Commanding
Officer: Christopher Tivanian
Please Print

Signature

Date:

6/11/24

The reporting supervisor reviews this form with the employee. Both supervisor and employee sign and date the report. The supervisor attaches the EEO Control Form Receipt to the EEO Control Form and sends it to the EEO Unit.



**SWORN PERSONNEL ADMONISHMENT
(WITH LYBARGER/GARRITY WARNING)
SUBJECT**

This is a confidential sworn personnel investigation.

You may be subject to discipline as a result of this confidential sworn personnel investigation, should the findings indicate that such action is warranted. Therefore, you have the right to have a representative present at this time.

The purpose of this confidential sworn personnel investigation is to obtain information to assist the City of San Diego in determining whether administrative disciplinary action is warranted against you. The City is not questioning you for the purpose of bringing or substantiating any criminal charge against you.

You are directed to answer all of the questions posed to you completely, truthfully, and to the best of your knowledge. You may consult with your representative before answering any question, but your representative may not answer the question for you. If you refuse to answer a question, it will be considered insubordination and you may be subject to discipline.

If information indicates that you may be or have been charged with a criminal offense, you have the right to remain silent and the right to the presence and assistance of counsel. However, you do not have the right to refuse to answer any question during this confidential sworn personnel investigation, including on self-incrimination grounds. While you have the right to remain silent and not incriminate yourself generally, your silence or refusal to answer during this administrative confidential sworn personnel investigation will be considered insubordination and may lead to administrative discipline, up to and including termination.

Therefore, any statement made by you during this confidential sworn personnel investigation, compelled by the threat of discipline, as well as any fruits of those statements, cannot be used against you in any criminal proceeding.

The City of San Diego has a strong interest in protecting the integrity of its confidential sworn personnel investigations, preserving evidence, preventing fabrication, and protecting witnesses from harassment, intimidation, and retaliation. You are directed not to engage in any harassing, intimidating, or retaliatory conduct toward anyone. You also must not try to interfere with the investigation in any way. Any violation of these directives may result in discipline.

If you fully understand these instructions, please sign your name below.

[Redacted Signature] _____
Officer Mike Mullins #6758

8-16-2024
Date

Sgt. [Redacted Signature] #0571
Detective [Redacted Signature] #6371

8/16/24
Date



SWORN PERSONNEL ADMONISHMENT WITNESS

This is a confidential sworn personnel investigation. You are considered a witness.

It is not anticipated that you will be subject to any discipline as a result of this confidential sworn personnel investigation. However, if during your interview, information comes to light indicating that you may be subject to discipline, we will stop the interview, let you know that you may be subject to discipline, and you will have the right to representation at that time.

You are directed to answer all questions completely, truthfully, and to the best of your knowledge. If you refuse to answer a question, it will be considered insubordination and you may be subject to discipline.

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If you fully understand these instructions, please sign your name below.

★ VERBAL ACKNOWLEDGEMENT ★		7/8/24.
Officer	[REDACTED]	Date
ST [REDACTED] #6371		7/8/24
Detective Serg	[REDACTED]	Date



**SWORN PERSONNEL ADMONISHMENT
WITNESS**

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<i>* VERBAL ACKNOWLEDGEMENT *</i>		<i>7/8/24</i>
Officer		Date
<i>ST. #6371</i>		<i>7/8/24</i>
Detective Se	 #6371	Date



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<u>VERBAL ACKNOWLEDGEMENT</u> Officer [REDACTED]	<u>7/9/24</u> Date
Sgt. [REDACTED] #6371 Detective S [REDACTED] #6371	<u>7/9/24</u> Date



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<u># VERBAL ACKNOWLEDGEMENT</u>	<u>7/9/24</u>
Officer [REDACTED]	Date
<u>Sgt. [REDACTED] #6371</u>	<u>7/9/24</u>
Detective Sergeant [REDACTED]	Date



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If you fully understand these instructions, please sign your name below.

[Redacted Signature]

7-10-24
Date

SGT [Redacted Signature] #0321
Detective Se

7/10/24
Date



SWORN PERSONNEL ADMONISHMENT WITNESS

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If you fully understand these instructions, please sign your name below.

★ VERBAL ACKNOWLEDGEMENT ★

Officer

[REDACTED]

7/10/24

Date

Sgt.

[REDACTED]

6371

7/10/24

Date

Detective S

#6371



**SWORN PERSONNEL ADMONISHMENT
WITNESS**

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If you fully understand these instructions, please sign your name below.

<i>* VERBAL ACKNOWLEDGEMENT *</i> Sergeant [REDACTED] <i>SGT. [REDACTED] #6571</i> Detective Ser [REDACTED] 371	<i>7/10/24</i> Date <i>7/10/24</i> Date
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**SWORN PERSONNEL ADMONISHMENT
WITNESS**

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If you fully understand these instructions, please sign your name below.

[Redacted Signature]

7/18/24

Date

ST
Detective

#0371
6371

7/18/24

Date