



# City of Phoenix

**PUBLIC RECORDS**  
**Released pursuant to**  
**A.R.S. 39-121, Et. Seq.**

**To:** Jeri L. Williams  
Police Chief

**Date:** September 20, 2019

**From:** Michael J. Kurtenbach, Executive Assistant Chief *MJK*  
Office of Administration

**Subject:** INTERNAL INVESTIGATION – PSB19-0066

**Internal Investigators:** Assistant Chief John Collins (Investigative Review)  
Sergeant Amy Breitzman (Primary Investigator)  
Sergeant Terri L. Dicino (Secondary Investigator)

**Allegation #1:** On May 27, 2019, Officer Christopher Meyer #6254 engaged in unprofessional conduct during a traffic stop related to a shoplifting investigation.

**Findings:** Sustained

**Allegation #2:** On May 27, 2019, Officer Christopher Meyer #6254 applied an improper strike/unreasonable force during the search of a handcuffed shoplifting suspect.

**Findings:** Sustained

**Allegation #3:** On May 27, 2019, Officer Christopher Meyer #6254 failed to notify a supervisor of force used and failed to document the force used during the detention of a shoplifting suspect.

**Findings:** Sustained

**Allegation #4:** On May 27, 2019, Officer Stephen Cullen #10431 engaged in unprofessional conduct during a traffic stop related to a shoplifting investigation.

**Findings:** Sustained

**Employees Involved:**           Officer Christopher Meyer #6254  
  Mountain View Precinct / 72B Squad

  Officer Stephen Cullen #10431  
  Mountain View Precinct / 71B Squad

**Complainants:**                 Department Initiated

**Attachments:**                 See Attachments Section

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**SUMMARY OF INVESTIGATION:**

On May 27, 2019, at 3230 East Roosevelt Street in the parking lot of the [REDACTED] apartment complex, Officers Christopher Meyer #6254 and Stephen Cullen #10431 had contact with Mr. Dravon Ames and Ms. Iesha Harper as a result of an allegation of shoplifting and failure to stop for Officer Nicholas Welch #9374, the officer at the shoplifting scene. Ms. Harper's two children, ages [REDACTED] and [REDACTED], were present during the incident.

During the incident Officer Meyer and Officer Cullen both shouted profanities at Mr. Ames and Ms. Harper. Officer Meyer also verbally threatened to shoot them if they did not comply with his commands to get their hands up, and he administered a kick to Mr. Ames' right leg while he was handcuffed which caused Mr. Ames' knees to buckle. Officer Meyer failed to notify a supervisor of the force used and failed to document the force used in his Incident Report.

The incident was captured on cell phone video from two separate angles. On June 11, 2019, the cell phone video was released on various social media platforms and resulted in negative media coverage and social commentary (local and national), causing disruption to police operations as well as reputation damage and discredit to the Phoenix Police Department.

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**DETAILS OF INVESTIGATION:**

On June 11, 2019, the Phoenix Police Department received a media request for comments regarding a cell phone video which was posted on social media. The video depicts the

interaction of Phoenix Police Department officers with four members of a family after they were contacted in the parking lot of the [REDACTED] apartment complex at [REDACTED] Street on May 27, 2019.<sup>1</sup> The officers' weapons were drawn, and two officers can be heard yelling commands and profanities at the family, which consists of two adults (Mr. Dravon Ames and Ms. Iesha Harper) and two children (a [REDACTED] old female and a [REDACTED] old female). Police contact with the family was initiated after an allegation the family had been shoplifting items from the Family Dollar located at 1630 North 36<sup>th</sup> Street and had failed to stop for another officer at that store. The allegation of shoplifting is documented in Incident Report #2019 00899642, which was generated the same day, May 27, 2019. The stolen and recovered item was a "Baby Alive" doll valued at \$18.00 (See Attachment #1 for the Incident Report).

On June 13, 2019, the attorney for Mr. Ames and Ms. Harper filed a Notice of Claim against the City of Phoenix on behalf of Mr. Ames, Ms. Harper, and their children. PSB investigators noted there are several discrepancies between the allegations made by Mr. Ames and Ms. Harper in their media accounts and Notice of Claim and what has come to light during the investigation.<sup>2</sup> See Attachment #15 for full details regarding the Notice of Claim.

The investigation determined the following:<sup>3</sup>

**Mr. Ames' and Ms. Harper's Account of the Incident:**

The Phoenix Police Department contacted Tom Horne, the attorney representing Mr. Ames and Ms. Harper, several times requesting interviews with his clients for investigative purposes. As of the date this investigation was completed, neither Mr. Ames nor Ms. Harper made themselves available for interviews. However, their accounts of the incident have been publicly provided to multiple media outlets over the course of several interviews and press announcements in which they further claim the incident resulted in injury to themselves and to their children.<sup>4</sup> No medical records supporting their claims of injury to themselves or to their children have been provided to PSB investigators.

The two officers primarily involved in the incident are Officer Christopher Meyer #6254 and Officer Stephen Cullen #10431. There are eight other officers at the scene at various times; those officers are considered witness officers and not involved officers. Those officers are: Officers Ryan Snider #8414, Ryne Zeller #9273, Benjamin Ippel #8718, Erik Rivas #10495,

Johnathan Conn #9405, Nicholas Welch #9374, Detective Jason Toth #4771, and Detective Lorenzo Ortiz #9596. There were also three supervisors at the scene at various times: Sergeant James Spross #5955, Sergeant Justin Prewitt #8940, and Lieutenant Jamie Bennett #6189. Additionally, three other officers were involved in the shoplifting investigation at the Family Dollar: Officers Brian Herricht #9054, Agnes Milbourn #9118, and Nicholas Welch #9374. Officers Herricht and Milbourn never went to the apartment complex, and Officer Welch arrived at the apartment complex after Mr. Ames and Ms. Harper had been detained and after the incident had been concluded. All the officers and supervisors are assigned to the Mountain View Precinct, except for Detectives Toth and Ortiz who are assigned to the Community Relations Bureau.

None of the officers or supervisors assigned to the Mountain View Precinct had body cameras issued to them at the time of this incident. Therefore, there is no body camera footage available from those officers.<sup>5</sup>

PSB investigators learned the apartment complex may have initially had video footage from the incident from their surveillance system, but it had been recorded over and was no longer available.<sup>6</sup>

#### **Interview with Witness Officer Nicholas Welch:**

Officer Welch advised PSB investigators of the events regarding the shoplifting at the Family Dollar which initiated the incident. Officer Welch said he was at the Family Dollar on an unrelated matter when the store manager (civilian witness Brandon Richkas) pointed at individuals who had just left the store and said they were seen taking “a bunch of stuff” without paying for it and getting into a vehicle driven by a male (Mr. Ames). Officer Welch attempted to stop the vehicle by walking toward them on foot and giving them verbal commands to stop, but Mr. Ames drove away after making eye contact with him. After reaching the exit, an item (later determined to be a pair of underwear from the Family Dollar) was thrown out the driver’s window. Mr. Ames drove back into another entrance of the parking lot, stopped, and two females got out of the vehicle (Ms. Renita Biscoe and Ms. Christine Lane) before Mr. Ames drove away again. Officer Welch said he was identifiable as a police officer because he was wearing a fully marked and patched police uniform. He also said his fully marked patrol vehicle was parked in the parking lot directly in front of the store. Officer Welch broadcast the



information over the radio. Officer Welch told PSB investigators that per the store surveillance video the box in which the doll was packaged was a large box, and it was obvious the girl was walking out with the doll.<sup>7</sup> PSB investigators asked Officer Welch if any information was relayed to him indicating there was force or weapons used during the shoplifting, and he said there was not. PSB investigators asked Officer Welch if he was ever chasing the vehicle with his patrol vehicle with lights and sirens activated, and he said he was on foot the entire time.<sup>8</sup>

PSB investigators did not interview Ms. Biscoe or Ms. Lane because they did not witness the events at the apartment complex. Ms. Biscoe was taken into custody while still at the store parking lot and booked into jail on outstanding warrants. A family friend came to the store parking lot and gave Ms. Lane a ride away from the scene.

#### **Interview with Witness Brandon Richkas:**

PSB investigators interviewed Mr. Richkas who confirmed the events at the Family Dollar as related by Officer Welch. Mr. Richkas said that after viewing the surveillance footage, all he could prove is that a [REDACTED] old walked out with a "twenty dollar toy," so he chose not to pursue prosecution for shoplifting.<sup>9</sup> Mr. Richkas provided PSB investigators with store surveillance footage of the shoplifting incident. PSB investigators reviewed the Family Dollar surveillance footage which clearly shows: Mr. Ames removing an item from its packaging, a female who came in with them (Ms. Renita Biscoe) concealing an unknown item in her purse, Ms. Harper giving her [REDACTED] old daughter a box containing a doll, and then shortly after the entire group walking out of the store without paying for the items.<sup>10</sup>

The subsequent incident at the apartment complex was captured by three separate cell phone videos which consist of a 12 minute three second video taken by Ms. Shaquita Turner from the second floor balcony, a five minute two second video taken by Mr. Alfonso Vazquez from a different angle on the ground floor, and a 33 minute seven second video taken by Mr. Alfonso Vazquez from the ground floor which captures the incident as well as officers' activities after the incident concluded. A fourth video (five minutes, five seconds) and a fifth video (five minutes, 16 seconds) both taken by Mr. Vazquez captured officers' activities after the incident concluded and the scene was deemed safe. An analysis of the videos follows:

**Shaquita Turner Cell Phone Video (Second Floor Balcony - 12:03 in length):**

Shaquita's video begins when Mr. Ames is already laying prone on the ground and is being handcuffed by Officer Meyer. Mr. Ames states, "I'm not doing anything," and Officer Meyer yells, "Shut up!" while continuing to secure Mr. Ames in handcuffs. Mr. Ames repeatedly states he is not doing anything. After Mr. Ames is handcuffed, Officer Meyer directs Mr. Ames to, "Get up," then pulls him to his feet and walks him to the back of a patrol car. On the way back, Mr. Ames' upper body appears to contact the open driver's door of the patrol car, causing the door to close. Mr. Ames is placed against the patrol vehicle and stands with his feet about shoulder width apart. It does not appear Mr. Ames is resisting or struggling with Officer Meyer. Officer Meyer then kicks Mr. Ames' right lower leg further to the right, causing Mr. Ames' left knee to bend and his right knee goes to the ground. Officer Meyer stands him back up while shouting, "When I tell you to do something, you fucking do it!" Mr. Ames says he is sorry and continues talking in a normal tone of voice, when Officer Meyer shouts, "You are not complying with me! When I tell you to do something, you fucking do it!" Mr. Ames continues to talk in a normal tone of voice, telling Officer Meyer he is complying and Officer Meyer shouts, "Shut your mouth!"<sup>11</sup> PSB investigators saw no indication Officer Meyer punched Mr. Ames in the back as is alleged in the Notice of Claim.

During this time, Officer Cullen is captured approaching the rear passenger door of the vehicle. His weapon is drawn and pointed toward the door, which he opens and then backs away toward the rear of the vehicle before anyone exits. When the four year old exits Officer Cullen takes a few steps backward and re-holsters his weapon while pointing at Ms. Harper, directing her to walk toward the front of the vehicle. There is no yelling or profanities heard from Officer Cullen at any point in Shaquita's video.<sup>12</sup>

Ms. Harper turns toward Shaquita and asks her to come get her kids. Officer Snider runs toward Officer Meyer and takes control of Mr. Ames while Officer Zeller moves around to assist Officer Cullen at the vehicle. Officer Meyer approaches the vehicle, opens the rear passenger door and looks inside. He takes a few steps backward and appears to be talking into the radio. Three officers are now with Mr. Ames. However, no profanity or loud voices are heard from the officers or from Mr. Ames. Ms. Harper is still standing by the side of her vehicle holding her [REDACTED] old while the [REDACTED] old is standing beside her. Officer Cullen is seen gesturing for Ms. Harper to calm down. She does not appear to be listening to him, and she is heard verbally

protesting in a loud voice. Officer Meyer walks past him and approaches Ms. Harper, points his right finger at her face, and begins yelling at her. Ms. Harper yells back at him and Officer Meyer reaches out towards Ms. Harper's right arm. She pulls away from him and continues yelling. Officer Meyer continues to hold onto Ms. Harper's right arm which is wrapped around her one year old. The video is not clear as to whether or not Officer Meyer touches or grabs the one year old. Officer Cullen approaches Officer Meyer and places his hand on Officer Meyer's back. At this point, the video moves from Ms. Harper toward Mr. Ames and shows him being placed in the back of a patrol vehicle without incident.<sup>13</sup>

When the video returns to Ms. Harper, she is standing in front of Officer Cullen talking loudly about her children; she is still holding her [REDACTED] old, and the [REDACTED] old is standing nearby. Officer Meyer is standing to Officer Cullen's right. Officer Cullen moves away to the left and Ms. Harper follows him with Officer Meyer following behind. Officer Cullen is speaking calmly to Ms. Harper who is visibly and verbally upset. Officer Meyer takes hold of Ms. Harper's left arm while they are walking, and they approach an adult female who takes the two children with Ms. Harper's permission. It does not appear as though Officer Meyer touched the [REDACTED] old during the process. Ms. Harper is crying and saying, "This is all for nothing." As Ms. Harper is handing off the one year old, Officer Meyer places both her arms behind her back, places her in handcuffs and walks her away to a patrol vehicle. While they are walking, Ms. Harper is crying and talking loudly. The video cuts away and does not capture Ms. Harper being placed inside the patrol vehicle.<sup>14</sup>

The remainder of the video captures bystander commentary and the officers in the parking lot after both Mr. Ames and Ms. Harper are detained in patrol vehicles. There is no indication of additional alleged misconduct on the part of any officer during this time.

PSB investigators noted no video evidence Officer Meyer or any other officer attempted to direct Ms. Harper to the ground. She was either in her vehicle or standing the entire time.

**Second and Third Cell Phone Videos (Mr. Alfonso Vazquez – 5:02 and 33:07 in length):**

The first ground floor video begins prior to Shaquita's while Mr. Ames and Ms. Harper are both still in their vehicle. No officers can be seen, but Mr. Ames is heard saying four times his hands are up. Officer Meyer is heard shouting, "Get your fucking hands up! Get your fucking hands

up! Get your fucking hands up! Get your hands up! Get your fucking hands up!” A female (Ms. Harper) can be heard yelling loudly as well. Officer Meyer is heard shouting, “I’m gonna put a fucking cap in your fucking head! Get your fucking hands up! Get ‘em up!” Mr. Ames is heard telling Officer Meyer the door (driver side rear passenger door) does not open, and Officer Meyer responds by shouting, “You’re gonna fucking get shot! Get your fucking hands up!” Ms. Harper is heard yelling she cannot open the door.<sup>15</sup>

At this point, Officer Cullen arrives and runs to a position at the front driver’s side of the vehicle. He draws his weapon, points it at the car, and shouts, “Get out the fucking car! Get out the fucking car right now.” At the same time, Officer Meyer can be heard shouting, “You are going to get fucking shot!” Mr. Ames says something and Officer Cullen responds with, “Yes, get out. Now. Get out the fucking car!” Mr. Ames says, “Alright, ok, hands up.” Officer Meyer is heard shouting (unknown verbiage), the camera moves as if it is tracking Mr. Ames’ movement toward the back of his vehicle. Officer Cullen then approaches closer to the front driver’s side of the vehicle, gun still drawn and pointed toward the car. In a loud voice he commands, “Put your hands up!” Ms. Harper is heard saying something indiscernible about her baby, and Officer Cullen responds, “I don’t give a shit, put your hands up. Hands up.” No further profanities or commands are heard from Officer Cullen. Throughout the encounter, Ms. Harper is yelling and pleading from inside the vehicle, saying she cannot put her hands up because, “I have a fucking baby in my hands. I can’t, I’m pregnant.”<sup>16</sup>

During this time, Officer Meyer can be heard shouting commands and profanities at Mr. Ames in the background (Shaquita’s video captured that interaction with Mr. Ames). The camera moves back and forth between Officer Meyer’s position and the vehicle. PSB investigators noted this video captured Officer Meyer shout, “I said spread your feet! When I tell you to do something, you fucking do it!”<sup>17</sup> This statement was the one made directly after the kick to Mr. Ames’ right leg. The portion about spreading his feet could not be heard clearly in Shaquita’s video. Other officers arrive and take control of Mr. Ames. Their contact with Mr. Ames was calm with no profanities or shouting heard from any officers or from Mr. Ames.<sup>18</sup>

Ms. Harper and her children had exited the vehicle and were standing to the side of the vehicle with Officer Cullen. Ms. Harper was continuing to protest in a loud voice with Officer Cullen, but she appeared to have calmed a bit. Officer Meyer goes back to the vehicle and approaches Ms. Harper. The first ground floor video also captured more of the audio between Ms. Harper and

Officer Meyer during the confrontation after she was out of the vehicle. Officer Meyer can be seen moving past Officer Cullen, approaching Ms. Harper, pointing his finger at her, and shouting, “When I tell you to put your fucking hands up, you put your hands up!” At that point Ms. Harper’s voice elevated and the situation escalated again. Ms. Harper yelled at Officer Meyer that she could not put her hands up because she has a “fucking baby.” She continues to yell at Officer Meyer using profanities while doing so. The interaction continues as was depicted in Shaquita’s video until Ms. Harper is placed in handcuffs, but the view is from too far away to see it clearly. Ms. Harper continues to protest loudly as Officer Meyer walks her back to the patrol car. The video appears to show Ms. Harper being placed in the patrol car in an appropriate manner and not thrown head first as she has alleged.<sup>19</sup>

The remainder of the videos capture bystander commentary and the officers in the parking lot after the incident.

PSB investigators noted no video evidence Officer Meyer or any other officer attempted to direct Ms. Harper to the ground. She was either in her vehicle or standing the entire time.

**Fourth and Fifth Cell Phone Videos (Mr. Alfonso Vazquez – 5:05 and 5:16 in length):**

The identity of the person who took these videos is unknown, but per the voice it appears to be a male. The two videos depict officers’ activity after Ms. Harper and Mr. Ames had both been detained and the incident had concluded. Mr. Ames is heard telling officers the door does not open. The male voice primarily voices his opinions about what happened and how many officers are on scene, and he walks toward Mr. Ames while he is still detained in the patrol car and speaks to him. The male voice makes a statement that the officer (Meyer) approached without lights or sirens, came out, pulled his weapon out, and started yelling.<sup>20</sup>

**Civilian Witnesses Shaquita Turner and Zekia Turner:**

PSB investigators separately interviewed Shaquita and Zekia.<sup>21</sup> Their statements are similar and consistent with each other. Neither one of them know Mr. Ames or Ms. Harper. Both verified Shaquita was the person who took the cell phone video from the second floor balcony and that Zekia was standing beside Shaquita during the incident. Both confirmed they were leaving Zekia’s apartment when they saw the police car pull up behind Mr. Ames vehicle. They



both indicated Officer Meyer was telling Mr. Ames to get his hands up, but Mr. Ames was taking a “minute” to get out of the vehicle. Both confirmed Zekia is the adult female who took custody of Ms. Harper’s two children before Ms. Harper was placed in handcuffs. They both indicated neither the adults nor the children appeared to be injured in any way as a result of the incident, and they both stated Officer Meyer never touched or grabbed the one year old child.

Shaquita told PSB investigators she was able to see the entire incident from start to finish from her vantage point. She said she began recording the incident when she heard the officer (Meyer) cursing and being outrageous. Shaquita said both officers (Meyer and Cullen) had their weapons out before any of the occupants exited the vehicle. Shaquita said Officer Meyer and Officer Cullen told Mr. Ames several times to get out of the vehicle, but he still did not get out of the vehicle; she started recording the incident a couple of minutes later. Shaquita told PSB investigators after Mr. Ames exited the vehicle, she saw Officer Meyer grab Mr. Ames on the side of his arm, put him on the ground, and handcuff him. She indicated Mr. Ames was moving his body back and forth and trying to pull away before he was handcuffed but when Officer Meyer kicked his leg he was already handcuffed and was not resisting. She said she never heard Mr. Ames yelling at Officer Meyer and Mr. Ames was not resisting. Shaquita told PSB investigators Ms. Harper did not get out of the vehicle because of her children. She said Ms. Harper was yelling and cursing and told the officers she was pregnant. Shaquita also told PSB investigators Officer Meyer was cursing at her in front of a supervisor (unknown name) at the scene. She said she walked downstairs to give a phone number to Ms. Harper so she would know where her children were, and Officer Meyer yelled at her, “Shut the fuck up,” and she should “Mind my own fucking business.” Shaquita related the supervisor then told Officer Meyer to walk back to his patrol car. She stated Officer Meyer was the most aggressive officer at the scene and that she has no idea why he got so mad and had no reason to get that out of control.

Zekia told PSB investigators Officer Meyer had his weapon out when he exited his patrol car, and she said Mr. Ames was doing something inside of his car. She estimated Mr. Ames finally opened the door after about ten minutes; Officer Meyer pulled Mr. Ames out of the vehicle, put him on the ground, and handcuffed him. She then saw Officer Meyer take Mr. Ames to the patrol car, and she said that is when Officer Meyer kicked Mr. Ames’ legs and he fell. Zekia said she never saw Mr. Ames or Ms. Harper resist in any way, and she felt Officer Meyer was mad because they did not comply with his instructions to get out of the car. Zekia said it seemed like Officer Meyer was having a rough day, or he was mad, and she said she felt the

only thing Officer Meyer did wrong was kick Mr. Ames' feet when he was in handcuffs. Zekia stated when the officers attempted to get Ms. Harper out of the vehicle, Ms. Harper told the officers she had her kids. Zekia said at that point she decided to go down and get the children because the officers had their guns out. Zekia was adamant the officers never hurt the children and indicated neither of the children had any visible injuries. She said the [REDACTED] old was playing and the [REDACTED] old was holding a bottle and eating when they were inside her apartment. Zekia stated the media released shortened versions of the video her sister took. Her sister also captured Mr. Ames walking normally and running through the parking lot and the [REDACTED] year old running around. Zekia also told PSB investigators she observed Officer Meyer swearing at Shaquita when they were trying to obtain information on a family member who could pick up the children. She said she observed Officer Meyer and her sister exchange words, and Officer Meyer told her sister she did not "know what the fuck happened" and indicated she needed to stay out of the situation.

PSB investigators later obtained another video which captured the interaction between Shaquita and Officer Meyer. In that video, Shaquita approached Officer Ippel who directed her to Sergeant Spross. Shaquita and Zekia approached Sergeant Spross and Officer Meyer and began talking in a polite and respectful manner. Officer Meyer advised Shaquita she did not know everything happening, but Shaquita continued to talk. Officer Meyer responded by stating Shaquita did not want to hear what he had to say, and he walked away. At no time during that exchange did he raise his voice or use profanity.<sup>22</sup>

**Civilian Witness Alfonso Vazquez:**

Investigators with the Phoenix Police Department located and interviewed Mr. Vazquez. The only additional relevant information he provided other than what is depicted on his four videos (above), is as follows: Mr. Vazquez stated Officer Meyer came out of his Tahoe with his gun drawn and immediately started yelling Mr. Ames and Ms. Harper to get out of the car and put their hands up. He did not initially hear profanity, but then Officer Meyer started yelling profanities as well. Mr. Vazquez said when Mr. Ames got out of the vehicle, Officer Meyer approached the driver's door and pulled on Mr. Ames' left arm to get him out of the vehicle. Mr. Vazquez said he thought Mr. Ames still had his seat belt on because it looked like he got stuck on the way out. Then Officer Meyer took Mr. Ames back to his patrol vehicle. Mr. Vazquez said he did not see much of what happened with Mr. Ames after that because he had focused his

attention on Officer Cullen.<sup>23</sup> Accordingly, PSB investigators did not interview him for the internal investigation.

**CAD Records, Communications Recordings, and Unit History Reports:**

Computer Aided Dispatch (CAD) records, the Communications Recording, and Unit History Reports provide a timeline of the main points of the incident.<sup>24</sup> In summary, from the time the initial information was broadcast to the time Officer Meyer announced he was behind the vehicle was approximately seven minutes 45 seconds. Approximately one minute, 10 seconds later Officer Meyer announced the vehicle was pulling into the apartment complex (eight minutes, 55 seconds after the initial broadcast). Officer Meyer announced he had three at gunpoint approximately one minute, 20 seconds later, and Officer Cullen arrived approximately 31 seconds afterwards. Approximately 43 seconds after Officer Cullen arrived, Mr. Ames had been detained. PSB investigators noted that in his PSB interview, Officer Cullen stated that he advised Mr. Ames had been detained as soon as Officer Meyer put hands on Mr. Ames but before Mr. Ames had been handcuffed. Approximately one minute 43 seconds later, Officer Meyer advised the scene was safe and everyone was out of the vehicle. Ms. Harper was actually detained approximately one minute, 15 seconds after that broadcast.<sup>25</sup>

A review of the Communications recording of the entire incident documents Officer Welch initiated the response when he provided a license plate and vehicle description, and he advised the vehicle, driven by a male, "took off" from the store after engaging in a shoplifting. He advised they pulled back into the parking lot where two occupants got out of the vehicle.<sup>26</sup> Officer Welch provided an updated license plate number and vehicle description, advised the vehicle was travelling westbound on McDowell Road, "occupied by about three. With kids."<sup>27</sup> The dispatcher clarifies no one is following the vehicle and it was a shoplifter who left the area. Sergeant Prewitt asks for an Air Unit to attempt to make a stop and establish felony flight and engage in a tactical surveillance.<sup>28</sup> Officer Welch advises he is out with one of the occupants of the vehicle who got out.<sup>29</sup> Officer Welch provides the vehicle information and direction of travel again, and he advises that, "Further, all we have right now is a possible shoplifting of some toys, so." The dispatcher does not repeat the information.<sup>30</sup> The dispatcher advises the Air Unit is not available for the shoplifting call, and she provides the registered address for the vehicle.<sup>31</sup> At 11:23:00 Officer Meyer advises he has the vehicle at Red Mountain Freeway and 24<sup>th</sup> Street travelling southbound. Sergeant Prewitt directs Officer Meyer not to activate lights and sirens;

he advises Officer Meyer to follow the vehicle. He also asks again for the Air Unit to launch. Sergeant Prewitt asks for another unit to accompany Officer Meyer before a traffic stop is attempted. Officer Cullen answers for the backup, advising he is almost there.<sup>32</sup> Officer Meyer advises the vehicle is pulling into an apartment complex at the northeast corner of 32<sup>nd</sup> Street and McDowell. Officer Meyer advises, "721B, have the units step it up. I have three at gunpoint, they're yelling at me!" Loud voices can be heard in the background but the words cannot be discerned. The dispatcher repeats the request, and Officer Cullen advises he is at the apartment complex and asks for a specific location. Officer Meyer does not answer, but approximately 31 seconds later Officer Cullen advises he is with Officer Meyer.<sup>33</sup> Officer Cullen advises one subject is detained. Officers Zeller and Snider arrive on scene and advise they are out with Officers Meyer and Cullen.<sup>34</sup> Approximately one minute 20 seconds after, Officer Cullen advises one subject is detained, Officer Meyer then advises, "721B, definitely Code 4, everybody is out of the car, the car's clear."<sup>35</sup> Sergeant Prewitt asks for a unit to verify with the store whether or not there is a crime, if prosecution is desired, and if identification can be made.<sup>36</sup> Sergeant Spross advises he is at the scene.<sup>37</sup> Officer Welch advises information given is the females in the vehicle had possibly taken four or five baby dolls, possibly Barbie type dolls.<sup>38</sup> At this time the Communications recording ends.

PSB investigators noted it is never clear Officer Welch attempted to stop the vehicle while he was on foot in the parking lot or if he attempted to make a traffic stop with his patrol vehicle. Additionally, the information about children being in the vehicle was brief and is not repeated or acknowledged by the dispatcher or any officers.

#### **Employee Witness Interviews:**

PSB investigators interviewed all the officers and supervisors who were assigned to the incident. Through the course of those interviews, PSB investigators determined **Officers Herricht and Milbourn** responded only to the parking lot of the Family Dollar. They never responded to the [REDACTED] apartment complex and never had contact with Mr. Ames or Ms. Harper; thus, they did not witness any of the events which occurred there. **Officer Welch** responded to the apartment complex, but it was well after the incident concluded, and he did not witness any of the events which occurred there. Additionally, no one approached him to complain about anything regarding the incident.<sup>39</sup>



**The remaining witness officers (Zeller, Snider, Toth, Ortiz, Ippel, Conn, Rivas)** all reported they responded to the scene after hearing the broadcast by Officer Welch about a shoplifting involving a vehicle leaving the scene. The witness officers who responded to the scene thought a felony flight was involved along with the shoplifting, and their belief was reinforced by Sergeant Prewitt's request for an Air Unit and his direction to Officer Meyer to not initiate a traffic stop until he had another unit with him. Only one witness officer (Ippel) reported having someone approach them at the scene to complain (Shaquita), and he directed her to a supervisor. None of the witness officers saw any injuries to Mr. Ames, Ms. Harper or either of their children. None of the witness officers saw the leg kick utilized by Officer Meyer. Although some of the witness officers reported hearing yelling by both citizens and officers, only one witness officer (Rivas) reported hearing profanities being used by an officer (Meyer). None of the witness officers saw Officer Meyer touch or grab the one year old child. None of the witness officers had investigative contact with either Mr. Ames or Ms. Harper. Neither Mr. Ames nor Ms. Harper made any complaints of injury or mistreatment to the witness officers. The witness officers were aware citizens were filming the incident, but none saw or were shown any of the videos taken until June 11, 2019, when the video was released on social media. All the witness officers stated they did not see any of the conduct depicted in the videos while they were on scene and had not been made aware of the conduct by any other means.<sup>40</sup>

**Some of the witness employees provided additional information as follows:**

**Officers Zeller and Snider** were the 3<sup>rd</sup> unit to arrive on scene, behind Officer Meyer and Officer Cullen. Officer Zeller said when he arrived he thought there was a high risk vehicle stop occurring; therefore, not knowing whether or not there was any continuing threat from the vehicle, Officer Zeller went around to the front, opposite side of Officer Meyer's patrol vehicle with his duty weapon drawn to a low ready position and pointed toward the ground while Officer Snider went to assist Officer Meyer. Officer Zeller said he was positioned so he was looking at the rear of the vehicle. He saw Ms. Harper and the two children outside the vehicle with Officer Cullen. Officer Zeller told PSB investigators he never pointed his weapon at anyone; it was always pointed at the ground. Officer Zeller explained he holstered his weapon after Officer Cullen advised him everyone was already out of the vehicle. Officer Zeller said he heard Officer Meyer yelling at Mr. Ames, but he did not hear specifics of what was said. Officer Snider said Officer Meyer's tone of voice with Mr. Ames, while he was there, did not seem like anything



strange or out of the ordinary. Officer Zeller said he saw and heard Officer Meyer yelling at Ms. Harper, but he did not recall specifics.<sup>41</sup>

**Officer Ippel** said Officer Meyer walked over to Ms. Harper to attempt to detain her. He was yelling at her to put the child down. Officer Ippel said he was approximately 20-30 feet behind Officer Meyer as this occurred. PSB investigators asked Officer Ippel to describe how Ms. Harper was acting, and he said she seemed to be “arguing” with Officer Meyer, but he did not remember any specifics about what she was saying to Officer Meyer. He said Officer Meyer was giving loud commands to her, but he did not remember specifics, nor did he remember whether or not Officer Meyer was using profanity towards Ms. Harper. Officer Ippel related Officer Meyer went hands on with Ms. Harper while she was holding the child, but he did not see whether or not Officer Meyer was holding on to Ms. Harper or to the child. After Ms. Harper was detained, Officer Meyer put her in the back of his (Officer Ippel's patrol car). Officer Ippel said Ms. Harper was crying for a couple minutes, but she never made a complaint or alleged she had been injured or assaulted. The only conversation Officer Ippel had with Ms. Harper was to ask her if she was ok and if she needed anything. Ms. Harper told him she was fine.<sup>42</sup>

**Officer Conn** told PSB investigators a lady told him she had Ms. Harper's kids and gave him a phone number to give to Ms. Harper so she would know who had her kids (Zekia Turner). Officer Conn took the number to Ms. Harper, then brought another number back to Zekia which Ms. Harper provided so Zekia could contact her mother. He said he talked to Mr. Ames while he was in a patrol vehicle to let him know about the kids and inform him phone numbers had been exchanged. Officer Conn described both Mr. Ames and Ms. Harper as being calm when he spoke with them.<sup>43</sup>

**Officer Rivas** told PSB investigators Mr. Ames was already detained in the back of a patrol vehicle, so he approached him, got his information, and conducted a query on the MDC. He gave the information to Officer Meyer, asked if any help was needed, and left the scene when he was advised no further help was needed. Officer Rivas said Mr. Ames did not complain to him about being injured, nor did he complain about his treatment or indicate he was upset about anything. He said Mr. Ames was cooperative, asked what was happening, and then asked for the window to be rolled down which Officer Rivas did. Officer Rivas indicated he had been focused on Mr. Ames and did not pay attention to the other units, thus had not noted any conduct which was of concern to him.<sup>44</sup>

**Lieutenant Jamie Bennett:**

PSB investigators interviewed Lieutenant Jamie Bennett; prior to the interview, Lieutenant Bennett provided a timeline she created detailing her involvement at the Family Dollar and the scene of the traffic stop (See Attachment #14). Lieutenant Bennett said she arrived at the apartment complex at 11:58 a.m.<sup>45</sup> She got out of her vehicle and said Mr. Ames and Ms. Harper were in custody and in the back of the patrol cars. She did not hear anyone yelling.<sup>46</sup> She walked up to Sergeant Spross, and Officer Meyer walked up to them simultaneously. Lieutenant Bennett said Officer Meyer was calm and told them the story, telling them that Mr. Ames was compliant but Ms. Harper was not.<sup>47</sup> Lieutenant Bennett asked if any officers touched the kids, and she was told no.<sup>48</sup> She said Officer Meyer never told her he used profanity, conducted a leg kick, or that he did anything which may have violated policy.<sup>49</sup> Lieutenant Bennett said Officer Meyer never told them anything had happened, and no one approached her at the scene to make a complaint or discuss the incident.<sup>50</sup> Lieutenant Bennett said she did not observe anyone with injuries at the scene, she never saw the children, and she did not remember talking to Mr. Ames.<sup>51</sup> She said the incident was so unremarkable, she did not think twice about it and did not review the incident reports the following day.<sup>52</sup> After the video was released, Lieutenant Bennett learned Officer Cullen met with Sergeant Spross following the incident, but she believes it was to question his own tactics and the holstering of his gun.<sup>53</sup> Lieutenant Bennett did not have any contact with Shaquita and did not witness any other officers' contact with her.<sup>54</sup>

**Sergeant Justin Prewitt:**

PSB investigators interviewed Sergeant Justin Prewitt; prior to the interview, Sergeant Prewitt provided a timeline he created detailing his involvement at the scene at the apartment complex (See Attachment #14). Sergeant Prewitt told PSB investigators while he was en-route to the area where the vehicle was last seen, he cleared on the radio and asked for the Air Unit. He told PSB investigators he was hoping to de-escalate the situation by having the option of utilizing the Air Unit for a tactical surveillance. Sergeant Prewitt stated the vehicle had already taken off from an officer once, so he thought it may take off from an officer again if a traffic stop was attempted. Therefore, he advised Officer Meyer over the radio to wait for another unit to arrive before attempting to stop the suspect vehicle. He asked if the Air Unit was available to de-escalate the situation if the vehicle decided not to stop for officers again. Sergeant Prewitt

arrived on scene at 11:29 a.m., approximately four minutes after Officer Cullen advised over the radio they had one detained. Sergeant Prewitt related when he arrived Mr. Ames was already in custody in the back of a patrol car, and Sergeant Spross was on scene. He said he did not observe any behavior concerning to him. He said no one came up to him to complain about having any injuries or any unusual behavior by officers while he was on scene. Sergeant Prewitt said Sergeant Spross was already on scene, everyone was in custody, and it the incident appeared to be concluded. He remembered thinking a supervisor needed to be back out on the street so he returned to service. He told PSB investigators nothing about the scene stood out to him and he did not think it was a big incident. He also told PSB investigators he has never seen Officer Meyer use profanity or act the way he did in the videos at any other scene they have worked together.<sup>55</sup>

**Sergeant James Spross:**

PSB investigators interviewed Sergeant James Spross; prior to the interview, Sergeant Spross provided a timeline he created detailing his involvement at the scene at the apartment complex (See Attachment #14). Sergeant Spross indicated he transferred to Mountain View Precinct approximately two weeks prior to this incident. He had never worked in the precinct before and he had never met Officer Meyer prior to May 27, 2019. Sergeant Spross said when he arrived on scene, he saw what he believed to be a suspect vehicle parked in a parking spot with several patrol cars south of the vehicle. Sergeant Spross parked and then walked to the scene. When he arrived the officers were escorting Ms. Harper to a patrol car. Sergeant Spross said there were a lot of residents outside yelling, one of the residents was videotaping the scene, and he had a sense this was an anti-police complex. Sergeant Spross said it seemed like an uncomfortable place for the police in the complex. Sergeant Spross said he saw Zekia walking away from the vehicle with the [REDACTED] old children, so he obtained her name and apartment number. He spoke to Zekia and confirmed she was simply removing the children from the scene and she was not involved in the shoplifting incident. Sergeant Spross said he contacted Mr. Ames in the back of Officer Meyer's patrol car because Mr. Ames was yelling that he had not done anything wrong and wanted to know why he was under arrest. Sergeant Spross told Mr. Ames why he had been detained and asked him to relax and be patient. Mr. Ames did not make any complaints to Sergeant Spross during the conversation. Sergeant Spross told PSB investigators once they determined the details of the incident at the Family Dollar and were advised no prosecution was desired, he asked Officer Meyer what other

charges they had on Mr. Ames. Officer Meyer advised him Mr. Ames' license was suspended, so he wanted to cite Mr. Ames and tow his vehicle. Sergeant Spross also asked whether or not anyone used any force during the incident, and Officer Meyer told him "No."<sup>56</sup>

Sergeant Spross verified he was the supervisor present when Officer Meyer and Shaquita exchanged words. Sergeant Spross said Officer Meyer did not seem overly upset or agitated when he was talking to him, but he did observe Officer Meyer yell at Shaquita. He said Shaquita approached them and was yelling at Officer Meyer, which upset Officer Meyer who then responded in kind to what was being directed at him. Sergeant Spross said Officer Meyer probably did use profanity when he was yelling, and he (Spross) recognized it was inappropriate. Sergeant Spross told PSB investigators he did not address the use of profanity with Officer Meyer.<sup>57</sup> However, as documented above, PSB investigators later obtained another video which captured the interaction between Shaquita and Officer Meyer. In that video, Shaquita approached Officer Ippel who directed her to Sergeant Spross. Shaquita and Zekia approached Sergeant Spross and Officer Meyer and began talking in a polite and respectful manner. Officer Meyer advised Shaquita she did not know everything happening, but Shaquita continued to talk. Officer Meyer responded by stating Shaquita did not want to hear what he had to say, and he walked away. At no time during that exchange did he raise his voice or use profanity.<sup>58</sup>

Sergeant Spross also said he spoke with Lieutenant Bennett on the scene and advised her they were mandated to tow the vehicle under the ARS 28-3511 statute. He said this was the consensus of several other officers out there, so she agreed Mr. Ames would be cited and his vehicle would be towed. Sergeant Spross directed Officer Meyer to tow the vehicle. Sergeant Spross later learned they should not have towed Mr. Ames' vehicle as it did not meet the requirement under the ARS 28-3511 statute. Since then he has taken steps to ensure he has the updated information about when it is necessary to tow under ARS 28-3511.<sup>59</sup>

Sergeant Spross said after Ms. Harper was released from custody, she approached him while he was still in the parking lot and apologized for her behavior. Ms. Harper told him she was scared because she had her children and they got her "all worked up," and she was sorry she behaved the way she did. He said Ms. Harper never complained about the officers' behavior or any force used against her. Sergeant Spross also indicated no one approached the three supervisors on scene to complain.<sup>60</sup>



Sergeant Spross told investigators Officer Cullen asked to meet with him after the incident. When they met, Officer Cullen discussed his own response to the incident and asked for constructive criticism regarding his response and tactics. Sergeant Spross said Officer Cullen made no mention of profane language used at the scene. Sergeant Spross said he used this meeting as a teaching moment for Officer Cullen and he said Officer Cullen is a good officer. He said in the short time he has supervised Officer Cullen he has been happy with Officer Cullen's performance.<sup>61</sup>

**Mobile Data Computer (MDC) Messages:**

PSB investigators reviewed the MDC messages for each unit assigned to the incident (See Attachment #7 for the MDC messages). No messages of potential concern were noted except for two messages sent by Officer Rivas to another officer (Officer Vincent Camarda #10411)<sup>62</sup> on Officer Meyer's squad referring to Officer Meyer. Those messages read: "dude that older guy on your squad is a savage," and "talking to people crazyyy." The other officer responds: "WHICH OLDER GUY? THERES MANY HAHA," and "WAS IT MEYERS??" Officer Rivas then responds, "yea I think so the one that got the vehicle from the 487b." There is no further communication via MDC about the topic. PSB investigators addressed those messages with Officer Rivas during a second interview. Officer Rivas confirmed he was the one who sent the messages. He explained by referring to Officer Meyer as "savage," he meant he was impressed with how quickly Officer Meyer found the suspect vehicle in the shoplifting without a lot of information.<sup>63</sup> Regarding the message about talking to people "crazyyy," Officer Rivas said he heard Officer Meyer using profanity toward Ms. Harper as he was walking her to another patrol car. However, he did not recall specific words being said. He indicated he was taught at the Academy sometimes the use of profanity is required to control a situation and get through to someone when a person does not respond to normal communication. Officer Rivas explained he, personally, does not use profanity while talking with people, "So, it's crazy to me."<sup>64</sup>

**Involved Employee Officer Stephen Cullen:**

Officer Cullen has been an officer with the Department for approximately 11 months and has been assigned to the Mountain View Precinct, 71B squad, since December 2018. He does not know Officer Meyer well, and stated he only knows him from being his backup on calls "a handful" of times.<sup>65</sup>



Officer Cullen said he responded to the area of 32<sup>nd</sup> Street and McDowell to what he thought was a felony flight situation due to people taking bullseye positions and requests for the Air Unit. He did not hear the information broadcast about children being in the vehicle. He heard Officer Meyer advise he located the vehicle, and he heard a sergeant direct Officer Meyer not to pull the vehicle over yet until the Air Unit could be called out to conduct a tactical surveillance. While on the way to make the backup, Officer Cullen heard Officer Meyer say the vehicle had pulled into an apartment complex, then he heard Officer Meyer advise he had three at gunpoint and ask for units to step it up. Officer Cullen activated his lights and siren and proceeded quickly to the apartment complex since one officer was out with three suspects. When Officer Cullen arrived, he got out of his vehicle. He said he did not see Officer Meyer, but he heard male voices "yelling and screaming;" he did not remember specific words, and he did not remember whether or not he heard profanity. He did not have any verbal communication with Officer Meyer, either, but stated because of the yelling and screaming, he recognized there was exigency to the situation.<sup>66</sup>

Due to the totality of the circumstances, he treated the situation as a high risk vehicle stop which requires weapons to be drawn. Officer Cullen drew his duty weapon, ran over to the vehicle, and positioned himself at the front of the vehicle by a pillar on the building. He said when he first arrived on scene, he could not see Officer Meyer, but when he got into position by the pillar he could see Officer Meyer in his peripheral vision standing on the driver's side of the vehicle toward the rear of the vehicle, behind the passenger door near the rear quarter panel. Officer Cullen said he (Cullen) told the driver (Mr. Ames) to "Get the fuck out of the vehicle!" He said Mr. Ames did not comply, so he said again, "Get the fuck out of the vehicle!" Mr. Ames then asked him if he was allowed to get out, and Officer Cullen told him, "Yes, get the fuck out of the vehicle." Officer Cullen said Mr. Ames got out of the vehicle, and he saw Officer Meyer go up toward the driver door area and grab him. At that point Officer Cullen advised Radio there was one detained. Because he was focused on the vehicle, and because there was another vehicle blocking his view, Officer Cullen did not see any further interaction between Officer Meyer and Mr. Ames. Officer Cullen said he then focused back on the vehicle since he had been focused on Mr. Ames and did not know whether or not anyone else was in the vehicle. Due to the dark window tint and his position toward the side of the car, he could not see into the vehicle well, so he moved closer to the vehicle and positioned himself on the driver's side by the "A pillar." He said the driver's door stayed open after Mr. Ames exited the vehicle, and he could see a little into the vehicle through a space caused by the open driver's door. He could see there was a

female inside (Ms. Harper), but he could not see a third person. He told Ms. Harper to get her hands up, but she refused, saying she was pregnant. He told her, "I don't give a shit. Get your hands up." Officer Cullen said Ms. Harper was reaching down toward the floorboard, and because he did not know where the third person was, he did not know whether or not she may be reaching for a person to either give them a weapon or retrieve a weapon and start shooting at him. Officer Cullen told Ms. Harper again to put her hands up, but she said, "I have children in here," and, "I'm not putting my hands up." Officer Cullen said that is the first time he was aware there could be children in the vehicle. Officer Cullen told PSB investigators he wanted to get them out of the vehicle as quickly as possible, so, still concerned there may be threats inside the vehicle, he ran around to the back passenger side of the vehicle, gun still drawn in case someone started firing a weapon at him. He opened the rear passenger door, backed up, and saw a young female child get out of the vehicle, followed by Ms. Harper getting out holding a baby. At that point, Officer Cullen said he holstered his weapon because he recognized there was no visible threat, and he walked Ms. Harper and the two children toward the front of the vehicle. Officer Cullen said he did not touch the children.<sup>67</sup>

Officer Cullen said he asked Ms. Harper twice to put the baby down, and she said no because the asphalt was hot. He tried to de-escalate the situation by asking her if she was OK. Officer Cullen said Ms. Harper was upset and crying but otherwise compliant. Officer Cullen said Officer Meyer then came over and started "yelling" at Ms. Harper; he did not remember what Officer Meyer was yelling. He said Officer Meyer told Ms. Harper to put the child down, then Officer Meyer "grabbed" the child by the forearm. Ms. Harper resisted by refusing to give him the child. Officer Cullen estimated Officer Meyer had contact with the child for approximately five seconds, but clarified that was a guess. He said there was no pulling or jerking of the child's arm. He said the situation escalated again and Ms. Harper started yelling again. Officer Cullen said he put his hand on Officer Meyer's back and told him to "relax" in an effort to de-escalate the situation. When asked if it worked, Officer Cullen stated, "Uh, it, he more calmed down, but it was still very high up there, so, escalated. So once she started focusing on me, she, it started de-escalating again. So, I was able to start calming her down and get her, get her away to someone who would come take the children from her." He later told PSB investigators that was the only verbal communication he and Officer Meyer had prior to the Mr. Ames and Ms. Harper being taken into custody. Officer Cullen said he thought the situation was moving too fast, and he had never received any training on how to remove a child from a woman's arms when she needed to be detained. He told Ms. Harper to focus on him (Cullen), and when she

did so she calmed down. Officer Cullen said he saw a woman coming down the stairs, and he suggested Ms. Harper give the children to the woman (Zekia). Ms. Harper consented, and they were able to take her into custody without any further problems.<sup>68</sup>

Officer Cullen did not recall Officer Meyer using profanities toward Mr. Ames and Ms. Harper. When asked if he was surprised at Officer Meyer's behavior as depicted on the videos, he stated, "Uh, it was very, it was, it was definitely very escalated, and I don't know what caused that escalation." Officer Cullen also stated he did not have contact with Shaquita after the scene had calmed down, nor did he see Officer Meyer engage with her or any other citizens at the apartment complex.<sup>69</sup>

Officer Cullen said he had no further role on the scene after Ms. Harper was taken into custody. He verified he had not written a supplement to the Incident Report. When asked why not, he said, "Because I was just a backup." He further explained he had no other interactions with the parties involved. He did not have any conversations with Officer Meyer about it, and he did not know who decided to tow Mr. Ames' vehicle.<sup>70</sup>

Officer Cullen told PSB investigators he met with Sergeant Spross after he left the scene and gave him a short debrief of the incident. When asked for specific topics of conversation, Officer Cullen said he told Sergeant Spross about his own response with his weapon drawn and his discomfort with having his weapon drawn where children were present. He said, "I told him that he had grabbed the child, I didn't necessarily say that it re-escalated it." Officer Cullen said his main concern was whether or not he had done the right thing since there were children in the car. He explained this had not been a normal high risk stop in a sterile environment because there were children in the vehicle. Officer Cullen explained his training has never dealt with a situation like that, and he wanted to get Sergeant Spross' thoughts on the way he handled the situation. Officer Cullen indicated Sergeant Spross did not tell him he violated policy, nor did he say he acted wrongfully.<sup>71</sup>

PSB investigators asked Officer Cullen if he thought he treated Mr. Ames and Ms. Harper with respect. He replied, "For what the circumstances were, yes...So, with knowing that it was a, well, with what I perceived as a felony flight, um, with three at gunpoint, uh, with all the circumstances, once it was safe, once it was code four, everyone was out of the vehicle, I spoke to the woman with respect, asked her is she ok. I was just trying to de-escalate her just so at

least we could start talking to her and trying to figure out what happened.” He also stated he put his weapon away after he saw the children and deemed the scene to be safe. Officer Cullen said he normally does not use profanity while out on calls, but he chose to use profanity during this incident due to the circumstances when he arrived. He said there was a lot of screaming and yelling, Officer Meyer did not yet have anyone out of the vehicle, and Ms. Harper was cursing at him. Officer Cullen said he used profanity to show his authority in order to get them to comply with him so the situation could be resolved as quickly and safely as possible. He reiterated he did not have any contact with Mr. Ames after he got out of the vehicle, and said he treated Ms. Harper with respect after she got out of the vehicle. He said Ms. Harper did not make any complaints to him about how she was treated.<sup>72</sup>

**Involved Employee Officer Christopher Meyer:**

Officer Meyer has been an officer with the Department for 24 years and has been assigned to the Mountain View Precinct, 72B squad, since October 2018. Prior to his current assignment, he worked the previous 13 years as a Firearms Instructor at the Academy. On Monday, May 27, 2019, he was driving a fully marked patrol Tahoe, and he was wearing a fully marked police uniform.<sup>73</sup>

Officer Meyer told PSB investigators he responded to the area after Officer Welch broadcast a vehicle involved in a shoplifting had fled from him. Since Officer Welch related some occupants got out of the vehicle before the vehicle left, Officer Meyer thought the occupants had “bailed out of the car.” He said from the information he received, he thought there was a felony flight involved and the vehicle had left or fled from Officer Welch while Officer Welch attempted to stop it in a patrol vehicle. He did not know Officer Welch had been on foot when he attempted to stop Mr. Ames. He did not hear the information regarding children being in the vehicle. Officer Meyer circulated the surrounding neighborhood in an effort to locate the vehicle. He eventually saw a vehicle matching the description go by at [REDACTED] [REDACTED] Officer Meyer said the passenger side front window was all the way down, and the passenger side back window was down a few inches. He saw a black male driver and a person in the back which he thought may be a female based on the length of the hair. He said the driver (Mr. Ames) looked over at him but did not seem to be concerned. Officer Meyer got behind the vehicle, verified the license plate was the one broadcast by Officer Welch, and advised he was behind the vehicle while giving his direction of travel. At that point, he heard



Sergeant Prewitt ask for the Air Unit and direct him not to initiate a traffic stop until he had another unit with him. He said Sergeant Prewitt's direction validated his belief that a felony flight was involved. Officer Meyer continued to follow the vehicle, which he said was driving normally with the flow of traffic when it turned into the apartment complex. He did not activate his lights and siren. He advised Radio the vehicle was turning in to an apartment complex. Officer Meyer said after the vehicle turned in, it drove about halfway into the complex and pulled into a parking space. Due to his belief the occupants had fled from Officer Welch, and due to the fact the vehicle pulled into the apartment complex, Officer Meyer told PSB investigators his initial thought was, "The driver was going to park the car and bail out." He clarified and explained to "bail" out means the person is getting out of the car and fleeing. He decided to treat the incident as a high risk vehicle stop.<sup>74</sup>

Officer Meyer said he parked his patrol Tahoe behind where the vehicle parked, got out, and approached the vehicle. He said he had not yet drawn his weapon. Officer Meyer saw the driver door open up which he thought was "probably about a foot" and then a little more. He thought the driver might be preparing to run from the vehicle. Officer Meyer said his normal practice is to identify himself as "Officer Chris Meyer," and he is positive he identified himself and started issuing verbal commands for the driver (Mr. Ames) to show his hands. Officer Meyer said he had taken a position toward the rear quarter panel of a vehicle parked next to Mr. Ames' vehicle on the driver side. He said Mr. Ames, who was still seated in the vehicle, turned toward him and saw him. Officer Meyer gave Mr. Ames a verbal command to show his hands, but Mr. Ames turned back into the car and leaned toward the center console of the vehicle. When he turned his body back toward Officer Meyer, Mr. Ames was holding a short, blue, lanyard type item with keys on it in his left hand. Officer Meyer said he again told Mr. Ames, "Let me see your hands, let me see our hands." Instead, Mr. Ames reached back to the inside of the vehicle with both hands and turned back around "really fast." Officer Meyer explained that he did not know what Mr. Ames was doing, so the movement "scared me a little bit." PSB investigators asked Officer Meyer if Mr. Ames had anything else in his hands when he turned back the second time, and Officer Meyer said, "No." Officer Meyer told Mr. Ames, "Let me see your hands! I need to see your hands!" Mr. Ames turned toward Officer Meyer and told Officer Meyer, "I didn't do anything wrong! I didn't do anything wrong!" Officer Meyer told him again he needed to see his hands. Officer Meyer told PSB investigators he had not yet drawn his weapon. At this point, Officer Meyer said he could see movement in the back seat area of the vehicle, but the windows had very dark tint and he could not see into the vehicle very well from his position. He could see a shadow of someone in the back, only from the shoulder area up,



moving around. He could not tell if the person in the back was male or female. He started giving commands for the person in the back seat to put their hands up. Officer Meyer said at this point, due to furtive movements from the person in the back seat, along with Mr. Ames' actions of reaching back into the car and refusing to follow commands to show his hands, he drew his weapon. Officer Meyer explained he did so because he was afraid that Mr. Ames or the person in the back seat was going to produce a weapon. Officer Meyer stated, "My job in that situation is I have to control these people. Okay. You hear about the, you know, the, the three C's – you know, the containment, control, and uh, ah, communication. And I was trying to gain the control with just the words." He explained he continued to give Mr. Ames commands to show his hands, but Mr. Ames continued to tell him he had not done anything wrong and still did not show his hands. Officer Meyer said he finally told Mr. Ames, "You need to show me your hands. You're gonna get shot." Officer Meyer related Mr. Ames turned around, saw he had his weapon drawn, and complied by putting his hands up and over the steering wheel toward the windshield. Officer Meyer said he started yelling, "Everybody get your hands up! Get your hands up!" Officer Meyer said a female in the back (Ms. Harper) started yelling she was not going to put her "fucking hands up," and she has "a fucking baby" in the car. Mr. Ames knew Officer Meyer now had his weapon drawn, so he (Ames) yelled towards Ms. Harper, "He means business, he has his 'gat' out." Officer Meyer explained the term 'gat' is slang for a gun. Officer Meyer related he said, "Yes, I have my gun out. Get your hands up!" Ms. Harper still yelled, "I ain't gonna fucking get my hands up! I'm not gonna fucking get my hands up, I got my kids in the car!" At this point, Officer Meyer could not see into the vehicle and did not know whether or not there were children in the vehicle. Officer Meyer told Ms. Harper, "Ma'am you need to get your, your hands up in the air, you're gonna get shot, you're gonna get shot, quit moving around!" Ms. Harper continued to yell at Officer Meyer, and Mr. Ames turned to Ms. Harper, telling her, "Get your fucking hands up! He means business!" Officer Meyer said he recognized he was dealing with people who were not going to respond to his current method of calm, professional communication. He indicated Mr. Ames and Ms. Harper were cursing, so he knew he had to "bring it up to communicate with them." He started issuing commands while using profanity to do so, but he told PSB investigators he used profanity to control the situation because, "What I was doing wasn't working." Officer Meyer said his job is to control the situation, and he used their level of communication to do so. He related he did not realize he used the phrase "put a cap in your head," but speculated he probably reverted to slang terminology after Mr. Ames used the slang term "gat." Later in the interview, he reiterated his initial contact with Mr. Ames and Ms. Harper was calm and very respectful; it was not until their

actions and their words made him escalate into using profanity. Officer Meyer related the driver's door remained open during the encounter.<sup>75</sup>

Officer Meyer said Ms. Harper still continued to yell at him and was not listening. Officer Meyer described what he could see of her movements as "all over the place," and he said she was leaning down and saying she had her children in the vehicle. Officer Meyer said when he drew his weapon he held it at a contact ready position while still telling Ms. Harper to show her hands. His practice, and what he taught as a firearms instructor, is to present his weapon at contact ready so he can still see his field of view. He said he was not pointing his gun at either Mr. Ames' or Ms. Harper's heads, and he was not intentionally pointing it at the children whom he later learned were in the vehicle. PSB investigators asked Officer Meyers to define "contact ready," and he explained a contact ready position means he had his gun drawn and up, but not on target and ready to shoot; he held it at a lower angle so he could still see the target area.<sup>76</sup>

Officer Meyer said this lasted for what felt like "a very long time."<sup>77</sup> He said he got on the radio and advised he had three at gunpoint and asked other units to step it up. Officer Meyer noted when he reviewed the video he heard a "screech" in his voice during one of the commands he was issuing. Officer Meyer said, "I was scared. I was scared as to what was, what was occurring." Officer Meyer told PSB investigators he thought Mr. Ames was going to bail out and he was going to have a foot pursuit. He noted someone started filming the incident a few seconds before Officer Cullen arrived. When Officer Cullen arrived, Officer Meyer said they were able to get Mr. Ames out of the vehicle, and Mr. Ames was still yelling at Ms. Harper to get her hands up, but she would not comply. Officer Meyer said Mr. Ames got out of the car on his own and was not "yanked" out as alleged. Officer Meyer said he holstered his weapon as Mr. Ames was getting out. He directed him to lay on the ground so he could be handcuffed. Officer Meyer further stated he did not touch or pull on Mr. Ames as he was getting out of the car. Officer Meyer said he did not throw or slam Mr. Ames to the ground as is alleged, but Mr. Ames did so on his own after being directed to do so. He said Mr. Ames was still yelling at Ms. Harper to get her hands up. Officer Meyer explained his location while handcuffing Mr. Ames was horrible, because it was between the back of the vehicle and the side of his patrol Tahoe. Officer Meyer said his (Meyer's) back was to the vehicle still occupied by Ms. Harper, and he felt the need to get out of the bad location quickly, so he pulled Mr. Ames up to walk him back to his patrol car. On the way back to the patrol car, Officer Meyer saw the driver's door was open, and he pushed it closed with his hand so that Mr. Ames would not have the opportunity to break

away and get in the driver's seat. Officer Meyer was adamant Mr. Ames' head or body did not strike the door as is alleged. He stated, "That didn't happen."<sup>78</sup>

Officer Meyer said when he got to the rear of his patrol Tahoe, he prepared to search Mr. Ames prior to putting him in the back seat. He said he brought his voice down a little since Mr. Ames was trying to get the other people in the car to get their hands up. He said he calmly told Mr. Ames to spread his feet, which Mr. Ames did, and then he told him to spread his feet further. Officer Meyer said Mr. Ames' arms tensed up and straightened out instead. PSB investigators asked Officer Meyer if Mr. Ames tried to pull away, and he replied a compliant person does not tense and straighten their arms. Officer Meyer explained he did not know why Mr. Ames tensed and straightened his arms, but said, "The tensing of the arms made me feel that there was some type of resistance going on. What that resistance is, I don't know." He thought Ames was preparing to either resist or divert his (Meyer's) attention for some reason. He stated Mr. Ames was not saying anything to him during this time. Officer Meyer said he immediately needed to regain compliance from Mr. Ames and get him under control. He said he wanted to get Mr. Ames off balance, so he "pushed" Mr. Ames' foot outward to get more control during the search. Throughout his interview with PSB investigators, Officer Meyer referred to the technique he used as either a "push" or a "sweep." Officer Meyer agreed the video appears to show something different, saying, "What it looks like, on the video, is not exactly what I did." Officer Meyer stated the technique he used was for control and spreading Mr. Ames' feet. He said it was not a strike or a kick. He said it was to get Mr. Ames' foot out to get him unbalanced so he could regain control of Mr. Ames. He said he utilized the technique at full speed rather than at 20% so it would be effective the first time and not require several applications. He then conducted a quick search of Mr. Ames. Officer Meyer told PSB investigators the technique he used was taught at the Academy, but he could not remember the date of the training when he learned the technique. He said he has used the technique for years and stated the training had to have been from "a long time ago." He related even after viewing the video he does not think he utilized the technique too harshly.<sup>79</sup>

Officer Meyer said he searched Mr. Ames, then Officer Snider arrived, took charge of Mr. Ames, and put him the back of his (Meyer's) patrol Tahoe. Officer Meyer said he did not see Ms. Harper get out of the vehicle, but he could see her standing outside of the vehicle, still cursing and walking around toward Officer Cullen. There were no other officers with Officer Cullen, and Officer Meyer said he did not know whether or not the vehicle had been cleared, so he went over to the passenger side of Mr. Ames' vehicle to make sure there was no one else inside.

Officer Meyer said he noted Ms. Harper was not listening to Officer Cullen and was not understanding she was not free to leave and was going to be detained. He stated, "She needed to listen to us. She needed to comply with us. She was being detained. She was not free to leave." He went back into a "demand communication" with her, because he thought it was what she needed to hear in order for him to gain compliance from her. Officer Meyer told PSB investigators he was not mad at Ms. Harper, but he was frustrated with her because he felt her actions and behaviors elevated the situation to a point where it did not need to be. He reiterated he does not normally use profane language but said she brought him to that level and caused him to use profanity. He later conceded his actions with Ms. Harper resulted in her becoming angry rather than compliant. Officer Meyer said he gave Ms. Harper verbal commands to attempt to get her into a shaded area, but she refused. Officer Meyer related Ms. Harper was holding a child but was not free to leave and was not listening to police commands. He said he had never been in a position like that before. He told Ms. Harper to give him the child, but he realized she was not going to do that. After viewing the video, Officer Meyer said when he was asking Ms. Harper to give him the child, he reached out and saw his hand go on the child, but he was adamant that at no point did he grip, pull, or otherwise use any physical hold on the child which could have caused any injury. He demonstrated to PSB investigators how his hand was open and flat, and said all he had done was place his open and flat hand on the child. He did not feel Officer Cullen put his hand on his back. After seeing it on the video, Officer Meyer said he thinks Officer Cullen did that because they both realized they were in a bad situation which neither of them had encountered before. He indicated he has not received any training on how to take a mother holding a child into custody. Officer Meyer told PSB investigators Officer Cullen immediately started talking to Ms. Harper and gesturing toward people on the balcony who said they would come get the children. Officer Meyer thought Officer Cullen had a plan so he let Officer Cullen take the lead. They walked with Ms. Harper, and as soon as the child was handed off he handcuffed Ms. Harper, double locked the cuffs, and walked her back to a patrol Tahoe where he assisted her with getting in the back seat. He stated he put her in the car appropriately. Regarding Ms. Harper's allegation that he threw her face first into the patrol car, Officer Meyer stated, "Absolutely not. That did not happen." PSB investigators asked Officer Meyer if, at any time during his contact with Ms. Harper, he had pushed or slammed Ms. Harper to the ground, and he said, "No." PSB investigators asked Officer Meyer if, at any time during his contact with Ms. Harper, she was ever on the ground, and he said, "No."<sup>80</sup>

Officer Meyer said after both Mr. Ames and Ms. Harper were in custody, he called Officer Welch to find out more details, at which time he learned it involved a shoplifting of dolls. He looked



inside the car and saw the stolen item inside the back seat area of the vehicle. Officer Meyer said while he was waiting to find out what to do with Mr. Ames and Ms. Harper he spoke with Sergeant Spross and Lieutenant Bennett and told them what happened on scene. He agreed with Lieutenant Bennett's statement he told her and Sergeant Spross Mr. Ames was compliant and Ms. Harper was the one being non-compliant. Officer Meyer said he made the distinction because after Mr. Ames realized he "meant business," Mr. Ames listened to him and tried to get Ms. Harper to comply as well. He did not notify either supervisor about the leg sweep, because he did not feel it was significant enough to require notification. After a few minutes, he learned the Family Dollar did not desire prosecution. He learned from another officer that Mr. Ames had a suspended driver's license, and he said Lieutenant Bennett told him a decision had been made to tow the vehicle. Officer Meyer related Lieutenant Bennett and Sergeant Spross told him to issue a citation to Mr. Ames for Driving on a Suspended License, the vehicle would be towed, and Mr. Ames would be released. Officer Meyer does not recall who completed the tow slip for the vehicle, but he remembers Officer Welch arranged for the tow truck to come to the scene. Officer Meyer gave the stolen and recovered doll to Officer Welch to return to the store.<sup>81</sup>

Officer Meyer confirmed he completed the citation written to Mr. Ames. He said after he left the scene, he put the original, signed copy of the citation in the bin for downtown mail at the front desk of the Mountain View Precinct.<sup>82</sup>

PSB investigators asked Officer Meyer about Shaquita's allegation of use of profanity towards her in front of a supervisor. He said, "I never said that to her." He said he does not remember engaging with her out on the scene, and he indicated he had no contact with either Shaquita or Zekia.<sup>83</sup>

Officer Meyer completed his Incident Report, and he said his report accurately reflects what happened. He did not document the leg sweep utilized with Mr. Ames because he did not consider it to be significant enough to require notification or documentation since it was a technique used for searching which he has used for years. He stated he would not typically document a leg sweep in a report, nor would he notify a supervisor about the use of the leg sweep technique he used. He stated he would not typically document in a report if he had to elevate his voice or if he used profanity during an incident. He said his reports document information that he will need for court months later.<sup>84</sup>

Officer Meyer said while he was still on scene and waiting for the tow truck to arrive, another vehicle arrived to give Mr. Ames a ride. He described how Mr. Ames was unloading his vehicle



and transferring the property to the second vehicle without any signs of injury. Officer Meyer said at one point he saw Mr. Ames running “really fast” from inside the complex to meet the second vehicle without any signs of injury. He advised neither Mr. Ames nor Ms. Harper, or anyone else complained to him about them or the children having sustained any injuries.<sup>85</sup>

Officer Meyer confirmed he viewed the video, and he confirmed he is one of the officers in the video. He stated that the video is only partially accurate regarding the scene, because it does not capture his initial contact with the vehicle or occupants when he was being calm and professional, it does not reflect the actions of Mr. Ames and Ms. Harper upon first contact with him when he tried to be calm, clear, and concise with them, it does not capture Mr. Ames and Ms. Harper not listening to him, and it does not capture the escalation of their language towards him. Officer Meyer said he normally does not utilize profanity on calls but believes the use of profanity was appropriate in this case. He told PSB investigators the manner in which he comported himself during the incident is, “exactly what needed to happen out there in that situation.” PSB investigators asked Officer Meyer if he thinks he handled the situation with a professional approach, and he said, “I do.” PSB investigators asked Officer Meyer if he thinks he treated Mr. Ames and Ms. Harper with respect, and he said, “Yes.” PSB investigators asked Officer Meyer if he thinks he tried to de-escalate the situation, and he indicated he had. He explained while he was walking Mr. Ames to the patrol car he was talking to him very calmly. When asked if he thought he had violated any Department policies, Officer Meyer advised regularly using profanity is a violation of policy but given the circumstances in this incident the use of profanity was necessary and appropriate in order to get it resolved. He said after he left the scene, he did not think any further about the incident because he did not think it was an unusual incident.<sup>86</sup>

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**CONCLUSION:**

On May 27, 2019, at [REDACTED] in the parking lot of the [REDACTED] apartment complex, Officers Christopher Meyer #6254 and Stephen Cullen #10431 had contact with Mr. Dravon Ames and Ms. Iesha Harper as a result of an allegation of shoplifting and failure to stop at the shoplifting scene for Officer Nicholas Welch #9374. Ms. Harper’s two children, ages one year and four years, were present during the incident.

During the incident Officer Meyer shouted profanities at Mr. Ames and Ms. Harper and verbally threatened to shoot them if they did not comply with his commands to get their hands up. He kicked Mr. Ames, who was handcuffed, on the right leg to force him to spread his legs further apart, causing Mr. Ames to go down on one knee. Throughout his contact with Mr. Ames, Officer Meyer shouted profanities at him. After Mr. Ames was detained and another officer took control of Mr. Ames, Officer Meyer did not de-escalate before approaching Ms. Harper who was standing next to Officer Cullen. Officer Meyer approached her while pointing a finger at her and shouting commands and profanity at her. He then attempted to take her into custody while she was holding her one year old child. Officer Meyer's statements with profanities used towards Mr. Ames and Ms. Harper while they are in the vehicle are: "Get your fucking hands up! Get your fucking hands up! Get your fucking hands up! Get your hands up! Get your fucking hands up!" and, "I'm gonna put a fucking cap in your fucking head! Get your fucking hands up! Get 'em up!" and "You're gonna fucking get shot! Get your fucking hands up!" Officer Meyer's statements with profanities used towards Mr. Ames after he exited the vehicle are: "I said spread your feet! When I tell you to do something, you fucking do it!" and "You are not complying with me! When I tell you to do something, you fucking do it!" Officer Meyer's statement with profanities used directly towards Ms. Harper is: "When I tell you to do something, you fucking do it!"

Per the Communications recording and CAD records, Officer Meyer announced the vehicle was pulling into the apartment complex, and approximately one minute 20 seconds later he announced he had three at gunpoint and asked other officers to "step it up." Approximately 31 seconds afterwards Officer Cullen arrived. In the most complete video PSB investigators have available, Officer Meyer is already out of his vehicle and shouting commands at Mr. Ames and Ms. Harper. The video does not capture Officer Meyer advising he has three at gunpoint, therefore, it is presumed he has already made the announcement. Officer Cullen arrives in camera view 37 seconds into the video. Thus, there appears to be approximately one minute 14 seconds during which the vehicle parked and Officer Meyer had initial contact with Mr. Ames and Ms. Harper which is not captured on a video recording. Officer Meyer's statements as to what occurred during that time conflict with those of Mr. Ames, Ms. Harper, and Mr. Vazquez. PSB investigators could not definitively determine what occurred during that one minute 14 second timeframe.

Mr. Ames was handcuffed, and, per the video and witness statements, did not appear to be showing resistance or failure to comply with Officer Meyer's commands. Additionally, PSB investigators contacted Sergeant James Ward #7967, the current supervisor of the Tactical Training Bureau at the Phoenix Regional Police Academy and asked him about the contact with Mr. Ames' leg as is seen in the video. Sergeant Ward said from what he could see on the video, the technique used by Officer Meyer looks like a kick, and he said that is not what is taught at the Academy.<sup>87</sup> Per Department policies, kicks are considered to be hard empty hand techniques and fall under the category of Intermediate Control Techniques which must be reported to a supervisor and documented in an Incident Report. That, coupled with Officer Meyer's statement, "I said spread your feet! When I tell you to do something, you fucking do it!" lead PSB investigators to determine the leg kick technique was utilized improperly and was unreasonable given the circumstances.<sup>88</sup>

Officer Meyer did not report the leg kick to a supervisor or otherwise document the use of the kick in his incident report. According to Sergeant Spross, when he asked Officer Meyer at the scene if he used any force during the incident, Officer Meyer told him he did not. When Officer Meyer spoke with Lieutenant Bennett, he did not notify or discuss the use of force with her.

Officer Cullen responded to the incident and initially shouted profanities at Mr. Ames and Ms. Harper while giving commands to get out of their vehicle. After Ms. Harper complied with his commands, Officer Cullen de-escalated and did not use any further profanities toward Ms. Harper or Mr. Ames. Officer Cullen went to the rear passenger side of the vehicle opened the door and issued commands for Ms. Harper to exit the vehicle. When he saw the four year old child get out along with Ms. Harper and her [REDACTED] old child, he continued his contact with Ms. Harper. Officer Cullen's demeanor during the remainder of his contact with Ms. Harper was calm, and he attempted to de-escalate Officer Meyer's demeanor towards Ms. Harper by putting his hand on his back and attempting to calm Officer Meyer. Officer Cullen's statements with profanities used towards Mr. Ames and Ms. Harper while they are in the vehicle are: "Get out the fucking car! Get out the fucking car right now!" and, "Yes, get out. Now. Get out the fucking car!" Officer Cullen's statement with profanities used toward Ms. Harper after Mr. Ames was out of the vehicle but she was still inside is: "I don't give a shit, put your hands up. Hands up."

PSB investigators noted there are several discrepancies between the allegations made by Mr. Ames and Ms. Harper in their media accounts and Notice of Claim and what has come to light during the investigation. For details, refer to endnote #2.

The incident was captured on cell phone video from two separate angles. On June 11, 2019, the cell phone video was released on various social media platforms and resulted in negative media coverage and social commentary (local and national), causing major reputation damage and discredit to the Phoenix Police Department.<sup>89</sup>

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Officer Christopher Meyer #6254

Therefore, the allegation that Officer Christopher Meyer engaged in unprofessional conduct during a traffic stop related to a shoplifting investigation is sustained.

The allegation that Officer Meyer applied an improper strike/unreasonable force during the search of a handcuffed shoplifting suspect is sustained.

The allegation that Officer Meyer failed to notify a supervisor of force used and failed to document the force used during the detention of a shoplifting suspect is sustained.

This investigation has concluded that Officer Meyer's actions are in violation of the following policies:

- Operations Order 3.13(2)D (Rev. 06/14): "Employees will maintain a professional approach to their duties at all times."
- Operations Order 1.1(2)C.3 (01/99): "We aspire to the highest ideals of personal conduct in every word and deed, and our behavior should inspire and sustain the confidence of our community."
- Phoenix Police Department Mission Statement: "To serve, protect and reduce crime in Phoenix while treating everyone with dignity and respect."
- Operations Order 1.5(3)A (02/19): "It is the policy of the Department to use a reasonable amount of force to conduct lawful public safety activities."
- Operations Order 1.5(3)B.1 (Rev. 02/19): "The response option employed will be reasonable and based on the totality of the circumstances. Employees involved in the use of force have the responsibility of providing the facts and circumstances they believe justified the use of force by completing the necessary reports, memorandums, etc."



- Operations Order 1.5(6)A.4 (02/19): “Reporting requirements for all incidents involving intermediate control techniques: A supervisor will be contacted as soon as possible. An IR will be completed with the use of force details explained in the Narrative section....”
- Operations Order 3.13(5)B.1 (Rev. 06/14): “Employees will not make false reports or knowingly enter or cause to be entered into any Department book, record, or report, any inaccurate or false information.”

The most serious violation is designated in Operations Order 3.18, Addendum A, Sub-Section 3(D)1.c as follows: “Knowingly submitted a criminal investigation/internal investigation report with false information.” This is a Class III Violation which, “Violations that are so serious and malicious in nature, they may require immediate intervention by the Police Chief (or designee) for the immediate removal of all employee responsibilities. Class III violations will be referred to the DRB for a possible demotion and/or 40, 80, or 240 hour suspension without pay, or termination or will be referred to the Police Chief (or designee) for a Loudermill Hearing.”

Additionally, due to the totality of the circumstances, the violations are also designated in Operations Order 3.18, Addendum A, Sub-Section 4(C)4 as follows: “The conduct was so outrageous that attempts to correct performance would be fruitless.” These violations are Class III Violations, which “Referral to DRB for a possible demotion and/or 40, 80, or 40 hour suspension, or termination or referral to the Police Chief (or designee) for a Loudermill Hearing.”

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Officer Stephen Cullen #10431

Therefore, the allegation that Officer Stephen Cullen engaged in unprofessional conduct during a traffic stop related to a shoplifting investigation is sustained.

This investigation has concluded that Officer Cullen’s actions are in violation of the following policies:

- Operations Order 3.13(2)D (Rev. 06/14): “Employees will maintain a professional approach to their duties at all times.”

Due to the totality of the circumstances, this violation is designated in Operations Order 3.18, Addendum A, Sub-Section 4(C)2 as follows: “Aggravated circumstances outweigh all other factors where conduct is egregious to the extent that a suspension is prudent.” This is a Class I Violation which requires, “Referral to Police Chief for an eight (8) or 24 hour suspension.” This

investigation was reviewed by Executive Assistant Chief Michael Kurtenbach who determined the investigation will be referred to the Discipline Review Board for an eight (8) or 24 hour suspension.

**CLOSING:**

This Professional Standards Bureau investigation is complete and will be forwarded to the involved employees for review. A copy will also be forwarded to the affected precinct commander for informational purposes. If desired, an Investigative Review Process (IRP) meeting will be held with Executive Assistant Chief Michael J. Kurtenbach to discuss the findings of the investigation. Upon finalization, the investigation will be retained in the Professional Standards Bureau in accordance with record retention policies and/or laws.

**Endnotes:**

- <sup>1</sup> Attachment #9: GoogleMaps information says the distance between the Family Dollar and the apartment complex is 1.1 miles, and is a four minute drive
- <sup>2</sup> No Attachment: PSB investigators noted the surveillance video evidence is contradictory to Mr. Ames' and Ms. Harper's assertions they did not know their daughter walked out of the store with the doll. Per Officer Welch's and Mr. Richkas' statements, Mr. Ames was aware Officer Welch was trying to get him to stop. Mr. Ames indicated he never saw the patrol car, thus he did not know who was standing behind his door demanding he show his hands and get out of the car. However, Ms. Harper stated they first knew an officer was behind them when they pulled into the parking lot of the apartment complex. Additionally, per the Incident Report, when Officer Meyer interviewed Ms. Harper on May 27, 2019, she told him that another woman (Renita Biscoe) and her daughter went inside the store. Ms. Harper advised she knew they did not have any money, so when her daughter came out of the store with the doll she knew they had to have stolen it. However, video evidence shows Ms. Harper actually went into the store as well. She said she heard the police officer (Officer Welch) tell Mr. Ames to stop, but he did not stop. Ms. Harper said she told Mr. Ames several times to stop, but he was scared and did not want to stop. Ms. Harper said when they arrived at the apartment complex, she was scared and did not know what to do. She apologized to Officer Meyer and said her behavior was not appropriate. The incident report also documents Mr. Ames said he was scared when he saw the police officer and just wanted to leave. Mr. Ames said he knew they had shoplifted from the store, and he threw the underwear out of the window because he knew it was stolen. He stated he did not hear Officer Welch tell him to stop. When told Ms. Harper heard the officer trying to stop him, Mr. Ames said "Yes, I was just scared." Mr. Ames also admitted he knew his license was suspended. Additionally, although Shaquita and Zekia both stated Officer Meyer did not grab the [REDACTED] child, but Officers Meyer and Cullen both reported he did put his hand on the child, there is no evidence that Officer Meyer applied any force to the child other than putting his hand on the child. Further, Sergeant Spross advised PSB investigators Ms. Harper approached him after she was released and apologized for her behavior during the incident.
- <sup>3</sup> No Attachment: Pursuant to this investigation, PSB investigators reviewed the available cell phone videos, Department Policies, Computer Aided Dispatch (CAD) reports, the Communications recording of the radio traffic, Unit History Reports, Mobile Data Computer (MDC) reports, AXON Body Camera records, Incident Report #2019 00899642, the Notice of Claim, Family Dollar video surveillance footage, media coverage of Mr. Ames' and Ms. Harper's accounts, etc. PSB investigators also interviewed all the listed officers and supervisors known to have responded to the incident, and PSB investigators interviewed or attempted to interview several civilian witnesses regarding this incident. PSB investigators were able to contact Shaquita, her sister (Ms. Zekia Turner, hereinafter "Zekia"), the manager of the Family Dollar, Brandon Richkas, and a woman named "Caroline" who called Communications on June 14, 2019, stating she had witnessed the incident and had a video. She gave no further information except for a phone number. PSB investigators were able to contact Caroline by phone on June 20, 2019, but Caroline advised she was at work and could not talk. She was provided a return phone number, and she stated she would call within an hour or so. She never called. PSB investigators contacted her again by phone on June 21, 2019, but Caroline again advised she was at work and could not talk until her lunch break. She acknowledged she still had the return phone number and stated she would call back during her lunch break, but she never called. PSB investigators did not

attempt to talk with her again. PSB investigators were not able to identify, locate, and interview the male who took the other video recordings (Ground Floor videos).

<sup>4</sup> Attachment #18:

Ames/Harper media interviews (2:30 and 16:04 in length)

<sup>5</sup> Attachment #8:

AXON Body Camera Reports for employees assigned to the Mountain View Precinct: Detectives Toth and Ortiz had assigned body cameras. PSB investigators determined that neither Detective Toth nor Detective Snider activated their cameras upon arrival at the apartment complex. However, per their interviews and available video footage, they did not arrive until after the time period containing the allegations of misconduct, they left shortly after their arrival to transport an unrelated subject from the scene, and they would not have captured the incident even if their cameras had been activated.

<sup>6</sup> No Attachment:

The incident in question occurred on May 27, 2019. The 14<sup>th</sup> day from that date was June 10, 2019, which is one day prior to the cell phone video release to the media. Per Sergeant Michael Thorley #6929 with the Phoenix Police Department's Internet Crimes Against Children Unit, in the past they have not been able to retrieve video footage from computer hard drives after it has been recorded over.<sup>6</sup> Additionally, management at the [REDACTED] apartment complex advised SID investigators they are unwilling to provide the hard drive for their surveillance system. Accordingly, there is no available video footage from the apartment complex.

<sup>7</sup> Attachment #17:

PSB interview with Officer Welch dated 06-19-19: @ 01:40 to 06:36

<sup>8</sup> Attachment #17:

PSB interview with Officer Welch dated 06-19-19: @ 10:03 to 11:59

NOTE: Ms. Biscoe was eventually booked into jail on outstanding warrants, and a family friend/relative arrived at the Family Dollar parking lot to take Ms. Lane. Ms. Lane is reported to be a Hospice patient being cared for by Ms. Biscoe. Officer Milbourn reported she offered Ms. Lane water which was declined, and when Ms. Lane commented about the heat, Officer Milbourn offered to call the Fire Department but Ms. Lane declined (see Officer Milbourn's interview for further details).

<sup>9</sup> Attachment #17:

PSB interview with Mr. Brandon Richkas dated 06-19-19

<sup>10</sup> Attachment #18:

Family Dollar surveillance video: PSB investigators reviewed Family Dollar store surveillance footage which clearly shows Mr. Ames and Ms. Harper, along with their [REDACTED] children, walking into the Family Dollar at approximately 11:04 a.m. with another adult female who was later determined to be Renita Biscoe. Mr. Ames walks through the store by himself while Ms. Harper, the kids, and Ms. Biscoe walk around together. Through the various camera angles, Ms. Biscoe can be seen selecting an item off a shelf, opening the packaging, dropping the contents into her purse, and then placing the packaging back on the shelf, all while in the company of Ms. Harper and the children. Mr. Ames can be seen selecting a package, squatting down in the aisle and concealing his hands in the display while removing an item from the packaging. He stands up with an item in his right hand and walks away. He returns and squats down again while concealing his hands in the display. He stands up again and walks away; he appears to have an item in his right hand. Harper, Ms. Biscoe, and the children then appear close to the front door. Ms. Biscoe has two items in her hand casually walks past the line for the register and moves closer to the doors but still appears as if she is waiting to pay for the items. Ms. Harper, still holding her [REDACTED] walks away with the [REDACTED] old toward the end of the aisle. At this point, the camera shows the bottom half of Ms. Harper and the four year old. The [REDACTED] reaches up, and Ms. Harper places a box in the child's hands. The box is big enough so the [REDACTED] old has to use both hands to hold it. Both walk back toward Ms. Biscoe, and the four year old shows her the box. Ms. Biscoe looks outside, tosses the items she has in her hands onto a nearby display, and walks out of the store. The [REDACTED] old begins to follow, but turns back to wait for Ms. Harper (still holding her [REDACTED])



- ██████████ who is followed closely by Mr. Ames. All four then leave the store. The ██████████ walks in front while holding the box in front of her, Ms. Harper and her ██████████ old follow behind, and Mr. Ames is the last to leave. ch01(ENTRY) @ 11:04:29 to 11:04:45 and 11:12:26 to 11:14:42; ch03(REG\_2) @ 11:07:11 to 11:11:53; ch05(HBA) @ 11:07:00 to 11:09:53; ch06(EXIT) @ 11:04:53 to 11:04:57 and 11:09:18 to 11:09:37; ch09(EXTERIOR) @ 11:04:35 to 11:14:43; ch10(COOLER) @ 11:04:27 to 11:04:52 and 11:12:30 to 11:14:39; ch11(AIRFRESH) @ 11:04:27 to 11:04:51 and 11:11:17 to 11:14:39; ch12(APPAREL) @ 11:04:57 to 11:09:43
- 11 Attachment #18: Shaquita Turner video: @ 00:01 to 00:37  
12 Attachment #18: Shaquita Turner video: @ 00:20 to 00:42  
13 Attachment #18: Shaquita Turner video: @00:42 to 01:18  
14 Attachment #18: Shaquita Turner video: @ 01:18 to 02:29  
15 Attachment #18: Alfonso Vasquez video (5:02 in length): @ 00:01 to 00:37; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
16 Attachment #18: Alfonso Vasquez video (5:02 in length): @00:38 to 01:07; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
17 Attachment #18: Alfonso Vasquez video (5:02 in length): @ 01:15 to 01:20; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
18 Attachment #18: Alfonso Vasquez video (5:02 in length): @ 01:21 to 01:51; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
19 Attachment #18: Alfonso Vasquez video (5:02 in length): @ 01:52 to 04:20; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
20 Attachment #18: Alfonso Vasquez video (5:05 in length): @ 00:01 to 02:40; and Alfonso Vasquez video (5:16 in length): @ 00:01 to 05:16; and Alfonso Vasquez video (33:07 in length): @ 00:01 to 04:20  
21 Attachment #17: PSB interviews with Shaquita Turner dated 06-20-19: @ 27:30 to 29:20; and 23:50; 07:01 to 07:56; 00:38 to 02:01; 10:15 to 10:56; 11:40 to 15:11; 07:01 to 17:05; 21:36 to 38:15
- PSB interview with Zekia Turner dated 06-22-19: @ 04:03 to 8:33; and 12:00 to 12:25; 01:50 to 16:50; 02:00 to 12:50; 14:00 to 16:50; 08:15; 02:18; 02:30 to 04:00; 04:50 to 06:28; 15:30 to 17:50; 06:30 to 22:48
- 22 Attachment #18: Alfonso Vasquez video (33:07 in length): @ 21:40 to 23:00  
23 Attachment #17: SID Interview with Alfonso Vazquez dated 06-27-19: @ 01:20 to 04:36  
24 Attachment #5: CAD Report from Incident 19-899642  
Attachment #6: Unit History Reports from 05-27-19  
Attachment #17: Communications Recording from Incident 19-899642
- 11:15:44 724B (Welch) tells radio about the shoplifting, advises the vehicle left but is now coming back into the parking lot  
11:16:30 724B (Welch) advises the vehicle is westbound  
11:18:24 715B (Conn) advises he is at 36<sup>th</sup> Street and McDowell but the suspect vehicle did not go past him  
11:20:08 724B (Welch) advises he is Code 4 and he is out with a female who said she got into the vehicle for a ride but made them stop so she could get out.  
11:20:27 701Z (Milbourn and Herricht) arrive at the store parking lot to help Welch  
11:23:00 721B (Meyer) advises he sees the vehicle at 24<sup>th</sup> Street and Red Mountain Freeway  
11:23:52 721B (Meyer) advises the vehicle stopped in the parking lot at an apartment complex located on the northeast corner of ██████████  
11:24:28 721B (Meyer) advises he has three people at gunpoint  
11:24:46 714B (Cullen) advises he is out with Meyer  
11:25:31 7220 (Zeller and Snider) arrive  
11:25:33 714B (Cullen) advises there is one detained  
11:26:54 721B (Meyer) advises it is Code 4 and everyone is out of the vehicle  
11:27:00 71B (Spross) arrives  
11:28:00 73B (Prewitt) asks for a unit to check with the Family Dollar to see if there is a crime and if prosecution is desired

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11:28:06 P72 (Bennett) advises they are working on it (the request from 73B)  
11:28:11 725B (Ippel) arrives  
11:28:35 724B (Welch) advises the family is alleged to have taken 4-5 Barbie type dolls  
11:29:39 73B (Prewitt) arrives  
11:31:47 721B (Meyer) runs a query on Dravon Ames and learns his license shows: "Implied Consent Suspension," "Mandatory Insurance Suspension," and "Suspension – Court Action Required"  
  
11:35:42 725N (Rivas) arrives  
11:35:48 73B (Prewitt) goes 10-8 from scene  
11:36:03 K341 (Toth and Ortiz) advise they are en-route to UPC with 7220's subject  
11:37:22 7220 (Zeller and Snider) advise CIT (K341) is taking their subject to UPC  
11:39:15 724B (Welch) advises store video shows the [REDACTED] child walking out of the store with the doll and an adult female dropping property inside the store before leaving. He advised the doll had been recovered at the scene  
  
11:41:05 715B (Conn) goes 10-8 from call  
11:42:22 725N (Rivas) goes 10-8 from scene  
11:43:11 714B (Cullen) goes 10-8 from scene  
11:43:24 7220 (Zeller and Snider) go 10-8 from scene  
11:44:28 721B (Meyer) runs a query on Ms. Harper  
11:44:51 P72 (Bennett) is en-route to the apartment complex  
11:45:51 P72 (Bennett) arrives  
11:50:02 701Z (Milbourn and Herricht) leave the store parking lot and go to Mountain View Precinct with an adult female (Renita Biscoe) to process booking paperwork  
  
11:50:06 725B (Ippel) goes 10-8 from scene  
12:06:18 71B (Spross) goes 10-8 from scene  
12:07:36 714B (Cullen) meets with 71B  
12:15:12 P72 (Bennett) goes 10-8 from scene  
12:24:00 714B (Cullen) goes 10-8 from meeting with 71B  
12:44:38 721B (Meyer) runs a query on Mr. Ames' vehicle  
13:10:08 721B (Meyer) runs a query on Ms. Harper and learns her license shows: "Implied Consent Suspension," "Mandatory Insurance Suspension," and "Suspension – Court Action Required"  
  
13:14:30 721B (Welch) goes 10-8 from scene  
13:15:16 721B (Welch) provides a dispo of "R" for the incident (meaning a report was generated)  
  
13:29:56 701Z (Milbourn and Herricht) leave 700 to book female into jail  
13:43:24 701Z (Milbourn and Herricht) arrive at the jail  
  
25 Attachment #18: Shaquita Turner video: @ 00:59 to 02:15  
26 Attachment #17: Communications Recording: @ 00:00 to 00:50  
27 Attachment #17: Communications Recording: @ 01:23 to 01:34  
28 Attachment #17: Communications Recording: @ 01:35 to 01:57  
29 Attachment #17: Communications Recording: @ 02:04 to 02:10  
30 Attachment #17: Communications Recording: @ 02:54 to 03:20  
31 Attachment #17: Communications Recording: @ 04:24 to 04:29  
32 Attachment #17: Communications Recording: @ 07:46 to 08:48  
33 Attachment #17: Communications Recording: @ 09:35 to 10:05  
34 Attachment #17: Communications Recording: @ 10:05 to 11:00  
35 Attachment #17: Communications Recording: @ 11:20 to 11:37  
36 Attachment #17: Communications Recording: @ 11:38 to 11:50  
37 Attachment #17: Communications Recording: @ 12:06 to 12:13  
38 Attachment #17: Communications Recording: @ 13:30 to 13:51  
39 Attachment #17: PSB interviews with Officer Herricht dated 06-19-19 and Officer Milbourn dated 06-21-19. Officer Milbourn explained that while Officer Herricht was assisting Officer Welch, her role was to stand by the two females who got out of the vehicle (Ms. Renita Biscoe and Ms. Christine Lane). She described Ms. Lane as elderly, and she noted that she offered Ms. Lane water since the day was hot. When Ms. Lane started to complain about the heat, Officer Milbourn offered to

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- call the Fire Department, but Ms. Lane declined (@ 01:38 to 03:51)  
PSB interview with Officer Welch dated 06-19-19: @ 12:58 to 14:51  
CD containing the PSB interviews with witness officers
- 40 Attachment #17: PSB interview with Officer Snider dated 06-18-19: @ 00:35 to 03:38; and  
41 Attachment #17: 04:00 to 05:55; and 06:34 to 08:04  
PSB interview with Officer Zeller dated 06-18-9: @ 00:35 to 04:20; and  
04:25 to 06:53; and 08:06 to 09:38
- 42 Attachment #17: PSB interview with Officer Ippel dated 06-18-19: @ 00:38 to 05:11; 07:06 to  
08:05; 09:06 to 09:11; 09:29 to 11:26; 11:41 to 13:32
- 43 Attachment #17: PSB interview with Officer Conn dated 06-21-19: @ 05:45 to 11:57; and  
14:28 to 16:30; 17:05 to 18:47
- 44 Attachment #17: PSB interview #1 with Officer Rivas dated 06-18-19: @ 00:25 to 07:23  
45 Attachment #17: Lieutenant Bennett Timeline/Unit History.
- 46 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 05:45 to 11:09  
47 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 05:52 to 17:15  
48 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 06:55 to 07:06  
49 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 28:52 to 29:53  
50 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 06:55 to 12:20  
51 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 07:47 to 12:20  
52 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 11:45 to 12:03  
53 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 13:40 to 14:52  
54 Attachment #17: PSB Interview with Lt. Jamie Bennett dated 06-23-19: @ 27:56 to 28:07  
55 Attachment #17: PSB Interview with Sgt. Justin Prewitt dated 062319: @ 01:45 to 03:29; and  
05:03 to 07:35; 09:45 to 09:55; 11:40 to 20:42; 27:51 to 28:15; 35:39
- 56 Attachment #17: PSB Interview with Sgt. James Spross, dated 06-26-19: @ 01:00 to 04:25; and  
05:45 to 06:30; 06:30 to 06:52; 06:50 to 07:44; 07:52 to 09:10; 10:00 to 10:41;  
11:04 to 12:36
- 57 Attachment #17: PSB Interview with Sgt. James Spross, dated 06-26-19: @ 23:30 to 31:09  
58 Attachment #18: Alfonso Vasquez video (33:07 in length): @ 21:40 to 23:00  
59 Attachment #17: PSB Interview with Sgt. James Spross, dated 06-26-19: @ 14:14 to 28:01  
60 Attachment #17: PSB Interview with Sgt. James Spross, dated 06-26-19: @ 12:45 to 32:35  
61 Attachment #17: PSB Interview with Sgt. James Spross, dated 06-26-19: @ 15:43 to 33:35  
62 No Attachment: PSB investigators determined Officer Camarda was not at the apartment  
complex, nor was he assigned to the incident.
- 63 Attachment #17: PSB interview #2 with Officer Rivas dated 06-19-19: @ 01:07 to 02:55  
64 Attachment #17: PSB interview #2 with Officer Rivas dated 06-19-19: @ 02:55 to 04:03; and  
06:13 to 07:02
- 65 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 03:48 to 04:31  
66 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 04:32 to 06:59; and  
12:46 to 14:41; 15:20 to 15:48; 17:06 to 18:06; 22:42 to 23:29
- 67 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 07:00 to 09:48; and  
11:30 to 12:45; 16:24 to 17:03; 18:14 to 19:57; 25:30 to 25:48; 42:23 to 43:34;  
43:35 to 44:26
- 68 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 09:49 to 11:12; and  
20:00 to 23:50; 24:35 to 25:26; 36:36 to 37:20
- 69 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 23:51 to 24:32; and  
26:26 to 26:54
- 70 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 29:55 to 30:18; and  
38:50 to 39:19
- 71 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 33:20 to 36:35; and  
46:17 to 48:00;
- 72 Attachment #17: PSB interview with Officer Cullen dated 06-23-19: @ 26:55 to 29:56; and  
45:45 to 46:16
- 73 Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 04:17 to 04:38; and  
07:46 to 07:50; and 57:33 to 57:45

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- <sup>74</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 05:01 to 11:53; and 21:20 to 21:52; 41:48 to 44:54; 45:03 to 46:32; 57:46 to 57:49
- <sup>75</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 11:54 to 17:11; and 11:54 to 19:51; 46:35 to 48:13; 53:30 to 55:26; 56:30 to 57:33
- <sup>76</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 19:06 to 20:32; and 58:42 to 01:00:41
- <sup>77</sup> Attachment #5:  
Attachment #6: Unit Histories and CAD reports indicate approximately one minute elapsed between the time the vehicle pulled into a parking spot and when Officer Cullen advised he was out with Officer Meyer.
- <sup>78</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 20:33 to 21:19; and 21:53 to 23:52; 52:17 to 53:29; 55:27 to 56:02; 57:54 to 58:42; 01:00:42 to 01:01:38; 01:07:43 to 01:08:24; 01:27:06 to 01:27:25
- <sup>79</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 23:53 to 26:27; and 28:35 to 29:00; 01:01:40 to 01:07:11; 01:43:54 to 01:44:37
- <sup>80</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 26:28 to 32:33; and 01:07:12 to 01:07:43; 01:08:33 to 01:16:03; 01:16:33 to 01:16:52
- <sup>81</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 32:34 to 39:47; and 01:23:39 to 01:23:53; 01:25:55 to 01:27:05
- <sup>82</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 01:24:57 to 01:25:54
- <sup>83</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 01:20:24 to 01:23:11
- <sup>84</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 01:29:49 to 01:30:49; and 01:45:55 to 01:46:23
- <sup>85</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 39:48 to 40:56; and 01:16:52 to 01:17:07
- <sup>86</sup> Attachment #17: PSB interview with Officer Meyer dated 06-24-19: @ 50:50 to 52:16; and 01:17:14 to 01:18:06; 01:20:15 to 01:20:19; 01:23:12 to 01:23:37; 01:28:29 to 01:28:40; 01:31:41 to 01:32:20; 01:48:03 to 01:48:10
- <sup>87</sup> No Attachment: The conversation with Sergeant Ward was not recorded.
- <sup>88</sup> Attachment #16: Operations Order 1.4.G.1 and Operations Order 1.5(6)A.4
- <sup>89</sup> No Attachment: The video went viral on June 11, 2019. In the days following the release of the video, the Department and the City underwent extreme scrutiny and a 12 million dollar (\$12,000,000.00) lawsuit was filed as a result of this incident. As a result of the incident, The Department sent out an Employee Notification System (ENS) notification stating the Phoenix Police Department has been experiencing a large volume of negative social media posts and phone calls from individuals locally, nationally, and internationally precipitated by local events. The ENS went on to state the Violent Crimes Bureau (VCB) and the Homeland Defense Bureau (HDB) are working together to investigate any threatening posts or phone calls. A separate ENS was sent out notifying employees of the development of a web page to provide transparent information to the media and community members. The Office of Administration, Communications Bureau, and the Phoenix Police Department's Front Desk staff received hundreds of negative phone calls from citizens throughout the country who had seen the videos from the traffic stop. One individual went so far as to file a false police report online and in the narrative stated, "The officers involved in the Iesha Harper incident will die." Another citizen sent two suspicious packages to Police Headquarters, one addressed to Chief Williams and the other to Officer Meyer. The Bomb Squad was called in to ensure the packages were safe; when they were opened there were dolls inside.

In the days following the release of the video, a Community Listening Session was organized. Thousands of community members attended the meeting and shared their input and concerns about the Department to the Mayor, the Police Chief, and other City leadership. There were approximately 125 comment cards submitted at the meeting, most of which called for change within the Department,



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accountability/discipline/termination for the officers in the video, additional training/vetting of police officers, and general, negative comments towards the Phoenix Police Department. The videos from the scene generated over 250 news stories both locally and internationally concerning the incident and several planned protests at City Hall, City Council meetings, and Police Headquarters. Most of the media generated showed the Department in a negative light. Many of the comments posted online and by the protestors called for the termination of the police employees involved and showed general negative feelings towards law enforcement officers throughout the country.