

## **Timeline**

### **Problems Inherent with a Small Dept: Police Deficiencies**

1. 2009 Cindy K, board director resigned and moved away. Cited the board's inability to resolve conflict of interest with combined position, budget, fiscal, police, legal fees issues not being dealt with. Complained of being intimidated by police, feared for her safety and moved out of state, reported to a former board member.
2. Feb 2009 Hostile Work Environment claimed by police officers. 2 officers fired. There was no appropriate procedure for complaints against the chief, as the chief and GM were combined position.
3. 2011 Unauthorized use of the credit card by Chief Harman, former police chief. Forensic Audit performed but not released. Harman made personal charges for hotel, airfare, expensive meals for his wife and self, billed for 2 hotels overlapping dates for him and his wife. Approximately \$20,000. No proof it was repaid. No policies in place at the time re use of credit card.
4. 2009-2012 Several former employees who worked in the police department under Chief Harman, i.e. department secretary, filed harassment, workers comp in 2012, won suit in 2014, and police officers filed employment discrimination, hostile workplace suits 2009 against Kensington resulting in insurance settlements, costs paid by Kensington taxpayers. Approximately 5 people were fired by Harman for whistleblowing pertaining to his credit card misuse and other issues such as not being at work. Legal fees went up from \$48k in 2011 to \$92 k in 2012, \$181k in 2013; \$244 k in 2014.
5. Nov, 2011, C. de Neergaard, a resident initiated a formal complaint stating "there was no fair impartial and reasonable police review procedure". Cost \$6k for the investigation. Investigation of alleged misconduct. Nov police report.
6. 2012 Board engaged in Writ by residents for not observing Brown Act procedures and giving a raise to Harman without proper agenda notice and discussion. Those residents were harassed and intimidated by police.

7. Board Elections: KPD union gave political donations in the 2012 and 2014 elections to board candidates, Pat Gillette, Chuck Toombs.
8. May 2014 Reno incident:
  - a. Barrow's behavior, his loss of his gun, badge to a prostitute in Reno was reportedly not reported to the board by Chief Harman, nor to the residents. Story was reported Feb 8, 2015 in local papers. Sgt. Barrow was suspended Jan 12, 2015, over a period of months, a day here and there.
  - b. Feb 2015, Chief Harman was fired, as a result of his handling of the Barrow incident, by a vote of 4 to 1, Toombs was the only dissenting vote.
  - c. Mar 2016 follow up article in Bay Area News group, reported that phone records showed that a series of calls from Barrow to former Chief Greg Harman on the day the gun was stolen, and Harman exchanging three calls with Welsh the same day. Other officers were with Barrow, ie. Turner, Wilson, Ramos, Wilkens.
  - d. Tony Lloyd, former board director, before his death, told a resident that he and other board members, i.e. Pat G, Chuck T, were informed at the time of the Barrow incident, disputing their claims that they were not informed.
9. In early 2015, when the MOU was being reviewed and debated by the new board at board meetings, there were incidents of police intimidation of those who spoke out against it. In Nov, Dec 2014, and Jan 2015 I voiced disapproval of the KPD MOU. In Feb 2015 I was followed home by a female police officer.
10. Aug-Dec 2015 - staffing levels drop and remain at 8 officers.
11. June 2015, Kevin Hart hired as Interim iCOP/GM, he determined that the property room was not properly managed, items were not secured, no procedures in place for storage of items such as guns, drugs, stolen goods.

12. Aug 2015 per press release, Hart initiated an independent audit and review of the Barrow Reno event by C C County Sheriff's dept.
13. Oct 7, 2015 Traffic Stop of the board director in Berkeley. Alleged that 2 KPD officers abused their authority. Referred to Richmond PD for an Internal investigation, and to the C C County DA to determine if criminal conduct occurred. IA was completed Feb 16, 2016. One officer was placed on admin leave with pay. Press Releases, Mar 10, 2016, and July 2015.
14. In Oct or Nov 2016, Interim Chief Hart asked Richmond PD to do an independent investigation. He said at a board meeting, he would "either concur or not concur" with the Richmond PD IA recommendations. Investigations were "flawed" as Hart, RSW were not interviewed re Hart's comments about knowing where VNC car was, and that officers were following her. IA did not interview witnesses at the stop location.
15. Jan 2016, Contra Costa County Sheriffs Department said the Internal Investigation into the Reno incident was flawed and did not follow proper police procedures. Barrow was not investigated thoroughly by Chief Harman per the assessment of the Interim Chief Hart.
  - a. Barrow was suspended without pay by Harman but did his short suspension over several months.
  - b. Hart said "The review showed former Kensington Chief Greg Harman's investigation of Barrow "was not conducted in a manner consistent with the best practices of an objective internal affairs investigation. Nor was it conducted in a manner consistent with the policies of the Kensington Police Department," he said in a statement." Santa Cruz Sentinel, 1/5/16
16. May 2016, traffic tickets were dismissed in the Cordova board director's traffic stop case.

- a. Recap: In Oct 2015 CC DA was asked to investigate a board director's claims that she was harassed, threatened with arrest and targeted when stopped in Berkeley, out of the jurisdiction on Oct 7 and was ultimately issued a ticket for missing front license plate & expired registration.
  - b. The tickets were dismissed by Alameda County traffic commissioner, "in the interest of justice", May 2016. Len Welsh, board director was dismissive of the court's actions. May 27, 2016 news article.
17. IA Richmond in Feb 2016 found Barrow did not harass the board director, Ramos at the time was still under investigation for CLETS abuse. IA Richmond recommendation for discipline was later changed by iCOP Hart. Richmond Investigator, Dickerson was later demoted, removed from IA unit, and is now retired.
18. June 1, 2016 Barrow was demoted to officer from Sgt. for the traffic stop incident, he committed 3 administrative violations, but harassment was not upheld. Ramos at the time was suspended with pay. The demotion was appealed by Barrow.
19. Aug 2016, 10-12 residents submitted claims to the DOJ , which is investigating unlawful access of personal records, i.e. CLETS abuses. Still in process.
20. August 5, 2016, Mercury News reported that Officer Ramos improperly accessed the director's records, said other officers had looked at her records too. Board made the IA public, VNC board director said it was done to discredit / smear her. No witnesses on the street were interviewed. Accused her of flirting with Ramos. J. Kosel said remarks by officers and district employees were "well rehearsed and coached". Judge Cordell said this was "rare and it was done to embarrass" the board director.
21. Over past 10 years: Several residents have expressed concern for selective and harassing enforcement by the police such as

alleged failure to have current license tags, IG Laura Chick was intimidated after speaking out at a board meeting, Cathy Kosel was accused of indecent exposure when she was a board member in 2010, board paid an investigator to investigate, but no report was submitted in 2012. Others have been followed by police cars. These incidents were reported in articles in the EBay Times.

22. March 2016, Ramos, was placed on paid leave, as result of the investigation into the traffic stop. But no word on his appeal etc.
23. April 14, 2016 - Complaints about the current and past Interim GM/COP i.e. Harman, and Hart were not handled satisfactorily. References were made to this at board meeting by residents, in reference to the conflict of interest in the combined GM/COP position, and the nature of the chief policing himself.
24. iCOP Hart was also under investigation for comments he made to residents regarding the traffic stop about the board directors demeanor . IA investigator was hired to determine whether Hart inappropriately revealed details of the IA investigation of Ramos and Barrow. An outside Investigation later cleared him, saying it was a misunderstanding.
25. Issues of CLETS abuse with several officers, no current info due to POBR (Police Officer Bill of Rights) restrictions.
26. Sept-Oct 2016 - police roster reports seven officers on duty.
27. Nov 2016 - May 2017 - six officers on duty
28. 2017, Hui on paid administrative leave for a year, then terminated end of 2017. He was a whistleblower re the stop, this info was in the Saba suit. No dates available.
29. 2016-2017, Officer Stegman, was investigated re the issue of CLETS abuse, he left on one year of paid medical leave in Aug or Sept 2016, and resigned at the end of 2017 (Oct-Dec?) on disability retirement. No info released to date on his CLETS abuses, due to POBR.

30. 2016-2017 Officer Wilkens, was on one year of paid medical leave, Sept or Oct and returned in Oct or Nov, 2017, her issue, CLETS? Unknown.
31. Oct 2016 Mr. Hart chose to terminate his employment contract with the District four months early. In a small department there may or may not be a qualified person to handle the police supervisory duties. Mr. Hart was alleged by residents (who used FOI requests) to have abused his training/education, and paid time off benefit package.
32. Oct 28, 2016 Hull was appointed GMICOP, voted by the board in Dec. Then voted to give him an extension.
33. Jan 15, 2017 split GM and COP
34. June 12, 2017 GM is hired, part time, Hull only iCOP
35. June 2017 Vanessa Cordova resigns
36. July - December 2017 - Seven officers on duty
37. 2017 or 2018 Hui who had been on admin leave is terminated by Hull or Hart.
38. 2018 PLG Consulting arm / Bob Deis is authorized to perform an administrative review of the district to review deficiencies and inefficiencies and to recommend improvements. This is later followed up with authorization to update the P and P manual and to prepare job descriptions/pay scales.
39. 2018 Matrix Consulting is hired and initiates research on police options. Meetings in March and April first phase.