

Exhibit 14

MINNESOTA DEPARTMENT OF PUBLIC SAFETY

BUREAU OF CRIMINAL APPREHENSION

TRANSCRIPT

INTERVIEW DATE:	June 11, 2020	BCA CASE #:	2020-338
OFFENSE:		EXHIBIT #:	
INTERVIEW OF:	Chief Medaria Arradondo (MA)	INTERVIEWED BY:	SA James Reyerson (JR) FBI SA Blake Hostetter (BH)
REVIEWED BY:	James D. Reyerson		

JR Okay. Today is Thursday, June 11, 2020. It's approximately 12:58 p.m. This is Special Agent James Reyerson with the BCA. I'm here with Special Agent Blake Hostetter with the FBI. Also present for the interview is Minneapolis Chief Arradondo. Chief for the record could you please state your first name and last name and spell your last name for the recorder?

MA Yes. Medaria Arradondo. Last name is spelled A-R-R-A-D-O-N-D-O.

JR Okay. We are in the Chief's office of uh Minneapolis City Hall in Minneapolis, Minnesota. Uh this interview is in reference to BCA case 2020-338. Okay, Chief.

MA Yes.

JR Um how are you employed?

MA Uh through the City of Minneapolis.

JR Okay. And what is your current uh rank within the City of Minneapolis?

MA Uh my current position is the Minneapolis Police Chief.

JR Okay and is that a sworn position?

MA It is a sworn position. Uh but I am appointed.

JR Okay.

MA Yes.

JR And because it's sworn you have a corresponding uh Minnesota POST number?

MA That is correct.

JR And what is it?

MA It is 10513.

JR Okay. And do you have a corresponding badge number as well?

MA I do.

JR Okay.

MA Badge 0231.

JR Okay. And how long have you been an emp, a sworn employee with the City of Minneapolis?

MA Um, 31 years.

- JR Okay. And in those 31 years what have been some of your roles?
- MA Um I have served as a patrol officer. I have served um as um a supervisor. Uh at the rank of Sergeant. I have served as a Lieutenant um managing parts of the organization. I have also served as a um position of Commander. Um also served as a Precinct Inspector. Um, Deputy Chief as well as Assistant Chief and Chief.
- JR Okay. Uh and your current role is a Chief Law Enforcement Officer for the Minneapolis Police Department.
- MA That is correct.
- JR And what are some of your um roles in, in that position?
- MA Um so overseeing the goals, visions and the overall operations of the Minneapolis Police Department. Uh I report directly to the mayor of the City of Minneapolis. Uh I also um, uh have um conversations with our elected officials. Uh I reach out to all sectors of our uh city. Residents, business owners uh other stakeholders. Um I look at um whether it's new policy. Whether it's uh, tweaking old policy. Um certainly have uh relationships with our court systems. Our court leaders. Um, um the health and wellness of our, our employees. Both our sworn and civilians.
- JR Um-hm.
- MA Um I uh interact with our collective bargaining units. Um, and of course a-again just trying to stay on top of making sure that uh our population in terms of their public safety is the first and foremost my, my goal. Keeping uh our citizens safe. So, yeah.
- JR Okay. Fantastic. Um, so on May 25th, 2020 there was an in custody death involving Minneapolis Police Department. Um specifically George Floyd. Are you familiar with that incident?
- MA Yes sir.
- JR Okay. Did you respond to that incident?
- MA I did not respond to the actual location of the incident.
- JR Okay. Did you respond in general to the, to the incident?
- MA Yes in general I did respond.
- JR Okay could you describe to me your response? Either to headquarters or the scene or, or wherever kind of from start to finish for me.
- MA Yes. Uh during the evening hours uh on that uh May 25th date um and it might have been around uh 20:30 or 21:00 hours. I received a call from uh one of my staff that Minneapolis Police officers had responded to a 38th and Chicago in South Minneapolis. Um and in the course of making an arrest uh they had an adult male who went unresponsive. They had called for EMS. And um during my conversation uh during that call um there was indications to believe that, that individual may not survive. And so it was at that time at the conclusion of the call uh I made the decision to contact our uh states bureau of crime, Bureau of Criminal Apprehension uh to start our uh standard critical incident protocol. Uh that is typically used during officer involved shootings. Um but in this instance um which it did not, was not an officer involved shooting. Uh but yet an in custody matter. Um I still went ahead and made the notification to our BCA. Um I then proceeded... I was at my residence. I then proceeded into City Hall. My office is here uh at 350 South 5th Street here in Minne, downtown Minneapolis. And then um the protocols were, were taking place at that time when I arrived here at City Hall.
- JR Okay. And, is that kind of your role as the Chief Law Enforcement Officer when there is a critical incident such as this to respond to, to City Hall?

- MA Yes and, and typically if it's, if it's a where the scene is still active I, I typically will respond to the scene first.
- JR Um-hm.
- MA Uh and then to City Hall. But this was a matter where uh I was um notified that uh, uh the person who had been in custody was at the hospital. So there was really no scene, at least currently at the 38th and, 38th and Chicago. So I, I responded to City Hall.
- JR Okay. And what, what and I understand you have administrative duties of course. But was there anything substantial that you did while you were here at um headquarters?
- MA Yeah so I, I uh I did uh walk over to our um facilities uh here in City Hall, room 108. Um excuse me room 100. And um, um I saw that uh the, the protocols were, were being carried out. Um, um the um, um involved officers were present. I believe perhaps some witness officers were present. There were both obviously um, um representatives from the BCA um supervisors of the Minneapolis Police Department. And also representatives of our Minneapolis Police Federation or the police union. Um, I should go back. Yes. So at that time yes uh I, that was one of my duties there. I of course obviously notified um, uh Mayor Frey of the situation. And um that was at that time that was pretty much my uh what I had, done at that time. Yes.
- JR Okay. Um, while you were here at headquarters with the involved officers were there any conversations directly with them or with any, anyone else that uh was related, related to the incident itself?
- MA Yes. I typically um if I have an opportunity to, to see the uh whether it's the involved officers or witness officers, I will typically as Chief just to check on their wellbeing. How are you holding up. How are you doing. Um, uh if there's anything you need from me. If there's you know food or beverage those types of things just to check on the general welfare of them. Um I think I may have had a conversation with the union team. That they had everything that they needed.
- JR Um-hm.
- MA In place. Um I will talk to my, my uh executive team members. If uh, um uh whether uh the blood drawn or different things there. Just making sure that they have everything that they need and, and things are in place. Um so those were the um, uh typical conversations that I, I, I'm sure I had that evening as well as in the past I've had those, yeah.
- JR Okay. So as far as the officer, correct me if I'm wrong, as far as the officers who were involved it was you know uh kind of a welfare check essentially?
- MA That is correct.
- JR Okay.
- MA Yes.
- JR Um, and there was a it sounds like there was a lot of coordination on, on your end. As facilitation to ensure, what was going on in room 100 was, is that accurate or?
- MA That is, that is correct. And I, I, I try to really play a supportive role to uh everyone has a specific role or function they have. And I really want to make sure that they have everything that they need um during these, that these can be very high stress situations. And I really want to make sure that my team has everything in place and I can support them to have the resources that they need. So,
- JR Great. Um, at some point during the evening there was a, a Facebook video that ar, that became, everyone became aware of.
- MA Yes.

- JR Um did you happen to see that video at any point?
- MA Yes uh actually there was a video that I had seen prior to the, the uh Facebook um video.
- JR Okay.
- MA So at some point and time in the evening um, um my Deputy Chief Erick Fors of investigations um we were able um I, I know that area well. 38th and Chicago and I know that we typically the Inspector has a, a pole camera. Uh there's cameras outside there. And so I, I wanted to take a, a look at what...
- JR Um-hm.
- MA ...was out there. Uh in terms of the response. And by the way this is after I had received word that um now I know the name of the deceased individual, Mr. Floyd had, had succumbed and, and had passed away.
- JR Um-hm.
- MA So I wanted to at least see if there was a visual of the um camera systems out there. Uh in front of the uh the location. And so we did view um these, these um cameras that were out there. Um as I viewed the cameras they were from the angle or the vantage point of the, the back of the officers. So I was able to see um the officers who were, who were attending to, to Mr. Floyd. Um uh the backs of their, their uniforms. Um there was no audio. In, in that video. And um it, it went for several minutes. Um there did not appear in terms of my viewing this any sort of struggle or anything. I could see the outline of uh what now would have been Mr. Floyd. Um, um face down on the ground. I at one point in the video I recall seeing an officer trying to handcuff an arm. And uh and then after several minutes um, um an EMS vehicle pulls up. I'm able to see now um more of Mr. Floyd now as they rolled him over from his back. Excuse me from his stomach to his back. Uh believe he's put on a, a gurney and placed in again no audio and, and um so that was, that was the first...
- JR Okay.
- MA ...visual video that I saw. Um, then later on in that evening um I was made aware of a Facebook video.
- JR Um-hm.
- MA Um, um I received a call from um a community um member who said have you seen this video. I, and from the tone of it I knew that they were not talking about the...
- JR Um-hm.
- MA ...the pole camera videos...
- JR Right, um-hm.
- MA ...that I was looking at. And so um so I was able to see that. And I, I, I don't recall if it was on um, I believe it was, it might have been on, at that time Deputy Chief Fors might have also, it might have come to him as well.
- JR Um-hm.
- MA But I remember seeing it on a phone. And uh and this video obviously was now from the vantage point of seeing the officers face on. And also very clearly being able to see now who is identified as Mr. Floyd. And it had audio.
- JR Um-hm.
- MA And so um I, I viewed that video. And um it was after viewing that video um I made the uh decision to contact um Special Agent in Charge, Rainer.
- JR Um-hm.

- MA Drolshagen and expressed to him that based on what I had observed in that video, um I at least believed it was of significance that the, our FBI should, should take a look. Um and at, at this matter as well. Uh and, and clearly explained to him that uh BCA was uh was already on the ground uh as well. But I, I ss I clearly um felt that it was a matter that um the our, our FBI should be taking a look at as well. And um, um he uh we, we eventually connected. Talked. He said um I will uh get agents uh in place. And, and um, um and so that I that so anyway that was the, that was the last video I saw. Yeah.
- JR Okay. And I just want to, clarify here. So the initial video I believe I have seen it. This is the pole camera that's a, a fair distance away without audio.
- MA That is correct.
- JR Is that accurate?
- MA Um-hm.
- JR And then the secondary one is cl, much closer and has audio?
- MA That is correct.
- JR Okay.
- MA Yes.
- JR So, your initial (inaudible)
- MA (inaudible) and the second one is not a police related or a police...
- JR Correct.
- MA ...owned video I, I suppose.
- JR Um-hm.
- MA Yeah.
- JR So your initial (inaudible) or your initial viewing was of that farther away uh I believe it was a city camera um that did not have audio.
- MA That is correct. Yeah.
- JR Um, so once you've seen and you already kind of mentioned some of this. But once you, once you saw the secondary video with the audio uh what administrative decisions did you make?
- MA Um, at, at that point uh of course I, I had also obviously we, I had made the decision to have BCA here. But then I contacted um our FBI and it, it was um you know now we're talking the early morning hours. And so um, I am also I should also say that um after I saw the second video with audio. I also knew that this was going to be a very significant and impactful event for this department.
- JR Um-hm.
- MA I, I just knew that. In my time being with the Minneapolis Police Department uh I knew that there were many dynamics that were going to evolve from this here. And so uh I had also spent the time in the early morning hours contacting many of our local faith leaders.
- JR Um-hm.
- MA Community activists. Community leaders. Uh from the African American community. Um also uh forecasting that because we did not have, own this video that this was out there.
- JR Right.
- BH Right.

- MA And I knew that by sunrise this was going to ignite a lot of emotion and what have you. And so I wanted to, to reach out to community leaders um to prepare them. And um our city and our department uh for a possible reaction. And so I had made calls and, and asked uh for many of these community leaders to meet me uh in our conference room at 10:00 a.m.
- JR Um-hm.
- MA Um and so that was some other things that I had um, um put in place.
- JR Um-hm.
- MA Uh during that time. Um I should also say that um I believe by the time, by the time the FBI was notified and I was making some of these other calls, I believe most of the work was wrapped up in room 100. Um and so um so and that was uh in the proceeding hours into the morning those were some of the things that I did. I did meet with uh probably, roughly 25 uh local community black leaders from, from different uh, uh areas. And we met at 10 o'clock. That meeting went until about noon.
- JR Um-hm.
- MA It was a very emotional meeting.
- JR Um-hm.
- MA A very um just a, lot of emotion. A lot of pain. A lot of discussion. About what the impacts of that video would be. Uh and by the way by that time it had, had...
- JR Yeah.
- MA ...made its rounds across the uh the, the news and what have you. Um after about 12 o'clock or so I had to uh take a break in the day. Media had already assembled down here.
- JR Um-hm.
- MA Uh the, the members that I met with knew that they, or said that they wanted to definitely make a, a statement to the community just to where they stood on this here. Asked me if I would join them. I had not yet made a decision yet in terms of an employment matter decision. Um, I met with my team in my office here. And um I had told them the decision that I had come to. Uh which was terminating uh the, the four um uh officers. And I work eh in a way that we are a team. And I need their honest feedback.
- JR Um-hm.
- MA And uh their thoughts And I'm not a, uh I don't want to surround myself with yes people. And I did tell 'em this is a, and it was a weighty, weighty decision. And it was an emotional decision.
- JR Um-hm.
- MA Um and um, um they all unequivocally agreed that that was the right decision to do. Um I then proceeded at about 1:30 or 2:00 back to the, the, the community heads still, were still convening there. Um we went out to um I think I, I think I made, notified the mayor, our city attorney uh and then we convened out in front of City Hall. And um I, I made my announcement. Um and um I proceeded back into City Hall. And so anyway that uh that was kind of my day...
- JR Um-hm.
- MA ...leading up to or my day when that occurred. Yeah.
- JR Okay. Great well thank you for that. Um, to the best of your knowledge uh and uh and you've seen the you know the, the video and...
- MA Yeah.

- JR ...itself as far as the officers tactics in that particular scenario.
- MA Yes.
- JR The one we're (inaudible), referring to. Were those tactics consistent with to the best of your knowledge the way MPD not only operates but is trained?
- MA Um so one, the officer that uh placed his knee on the, the neck of uh Mr. Floyd. No that was definitely not...
- JR Okay.
- MA ...um a tactic that uh I was trained in or folks are being trained in. Um, um and I've even been looking up some of our training (inaudible) where I haven't seen anything that says you place your knee on someone's neck when they're facedown, handcuffed for, you know so I have not seen that. Um the other officers um being able to try to uh their positioning in trying to um, um it is not uncommon. And you absolutely train folks if you're dealing with a, um, um combative individual where you're trying to gain control of an individual.
- JR Um-hm.
- MA For off individual officers to place themselves or uh throughout the, the persons torso or body, to try to gain control. That is absolutely um standard and, and um, uh what we would want. Um however um we also train and teach about um, um duty of care for the individual. Uh we also teach about um recovery position of individuals. Uh particularly if they're, expressing to you verbally that there might be some sort of medical or, or physical um issue with their breathing. We teach the ABC's every year.
- JR Um-hm.
- MA Uh that we all get trained on. Airway, breathing and circulation. And so um I would say um of the other officers that were around the body. Not the, the, the officer who was up at the, uh at the neck knee on the neck. But the others, initially were in a position that would uh seem absolutely in concert with what we would train. Um however um as the events played on um I believed and I felt very strongly um that they had an uh an obligation and a duty to intervene. To say from what we are hearing, what we are experiencing.
- JR Um-hm.
- MA Um we are not increasing this individuals chances of recovery.
- JR Right.
- MA We are probably contributing to...
- JR Um-hm.
- MA ...uh that person uh being in more distress.
- JR Okay.
- MA Physically and so yeah.
- JR Okay.
- MA If that makes sense.
- JR No it absolutely does. So just to be clear Der-Derek Chauvin's placement of his knee certainly not...
- MA Absolutely not.
- JR Um as, and correct me if I'm wrong and then Officer Kueng and Officer Lane's uh as the time continued their failure in moving uh Mr. Floyd into a recovery position as you mentioned.

MA Yeah.

JR That was against what...

MA Yes.

JR ...MPD trains.

MA Yes. Absolutely. Yeah.

JR Okay am I, correct in that....

MA Correct.

JR ...summary?

MA Absolutely. Yes.

JR Okay.

MA An-and with the (inaudible) to stress too with the additional information of the um, uh the individual expressing that they could be having some sort of physical um, uh breathing difficulties or what have you. So,

JR Okay.

MA Yeah.

JR Alright um uh to your, to the best of your knowledge how often do the member, the members of your police department eh uh participate in um defensive tactics, training, arrests-arrest procedures training things like that.

MA Uh I want to say to my best of my abilities once a year. And I say that uh just because I recently uh we were on the mats um earlier this year.

JR Um-hm.

MA Um and we did both um handcuffing techniques. We did some floor or uh mat exercises laying on the floor. But I, I it I'd say once a year uh that we are, putting our folks through some of that defensive tactics training. So

JR Okay.

MA Yeah.

JR And I know we just covered this but I just wanted to...

MA Yeah.

JR ...say it again. Um Officer Chauvin's tactics in placing his knee on um Mr. Floyd's neck or uh or that is against the policy of MPD.

MA Yes.

JR Okay.

MA Yes.

JR In that scenario.

MA Yes.

JR Um, from my end the states investigation is there anything else that you think we should know about this investigation in general that we haven't already talked about?

MA You know I, I, I and I, its, its more so I internal from, from the MPD. Um when we issued the policy of duty to intervene and duty to report back in 2016.

JR Um-hm.

- MA I actually crafted that. Um its, I, I know that there has been discussions about um the culture of policing where you know if you're two months on and you're twenty years on um you just follow what the twenty year veteran does. Um that, that may be suitable for who fills out the reports.
- JR Right.
- MA Who, who drives the latter part of the shift. Uh things that don't have so much of a consequential nature, consequential nature to, life or injury.
- JR Um-hm.
- MA But, but we don't craft policy um based on years of service to do the right thing.
- JR Right.
- MA And, and so um, um when someone is in distress we would expect any officer regardless of tenure or time on to, to verbally and physically if that not alleviating the, the problem to intervene and, and make sure you're doing the proper duty of care for someone. So,
- JR Okay.
- MA Um, I'm to think if there's anything else that is specific to this case. Um, oh um recently I have been aware uh from public sources about um was I aware of any sort of previous relationship or association that um the officer that placed his knee on the neck of Mr. Floyd.
- JR Um-hm.
- MA Uh to Mr. Floyd, some sort of working relationship. I've, I've heard publicly that they may have worked at a, an establishment (inaudible) and may have known each other. I, I did not know any of that. And I'm learning about that uh, um through, through news sources and the public. And so um that's about, that's about all I can think of at the moment.
- JR Okay.
- MA Um, uh at the one point during um the evening, because its, its um its unusual typically in our officer involved shooting protocols. But I think at one point and time in the early evening hours I did notify um, uh Lieutenant Kroll, president of the federation that um that I've also asked the FBI to come in. Just so that he was aware that uh, uh you know that, that I made that decision.
- JR Um-hm.
- MA And um uh could expect uh our FBI's involvement in this as well so
- JR Sure.
- MA Yeah. Yeah. So.
- JR Okay. Well I will thank you for that piece.
- MA Yeah.
- JR And I will turn it over to the FBI now.
- BH Okay. Um,
- MA Yes.
- BH You know you covered a lot of the material that I need to cover. But we're just gonna kind of back...
- MA Absolutely.
- BH ...track a little bit.
- MA Yeah.

- BH Um so when you went to room 100 uh and the four individuals that were involved in the incident were going through the protocols. And you checked on their welfare.
- MA Yeah.
- BH Do you remember anything specific that you guys talked about?
- MA Um, uh I, I think it would have been how, how are you doing. How are you holding up. Do you have, do you have what you need. Uh hang in there. Um, yeah.
- BH And, what were their responses back? How were they doing?
- MA Um, the I, most of them were, visually as I (inaudible) recall um they it was you could just tell that it was overwhelming.
- BH Sure.
- MA It, it just eh, eh they didn't um, um verbally respond oh I'm doing horrible. I'm doing bad. But you could just, you could just tell.
- BH Right.
- MA That uh it just seemed overwhelming. They were going through the paces of what they were being asked to do. But um you could just, you could just sense and so part of that reassurance was hey hang in there. Do you need anything.
- BH Right.
- MA Was trying to alleviate whatever, little bit of stress I could.
- BH So nothing really stood out besides what you would expect from an officer going through that situation?
- MA Yeah. I mean we've had situations where in officer involved shootings um uniforms might be stained. Or there might be different thing but um other than just facially (inaudible) they just seemed, it was an overwhelming experience for them. Yeah.
- BH Okay. That, that makes sense. Um going back to when you reviewed the uh milestone video and then sounds like one of the witness videos.
- MA Yes.
- BH What about that when you compared it to and then ultimately made the decision to call in the FBI. What about that...
- ?? (inaudible)
- BH ...incident kind of stood out to you like, like an oh shit moment we need to make different...
- MA Yeah.
- BH ...(inaudible)
- MA And I, and I, and I didn't say this earlier. But when I saw the first milestone video um and it might have been just me late in the evening. Um I didn't have a real grasp of the timing of this. When I'm watching it, the milestone video.
- BH Um-hm.
- MA It's, I see the back of the officers. And they're doing something in terms of manipulating an arm to get handcuff, there's no resistance or anything. Um eventually the, the uh EMS rig pulls up. They flip Mr. Floyd over. They put him on the gurney. The, the timing didn't, it just seemed like it was just kind of...
- BH Sure.

MA ...it was off. When I saw the um Facebook or the social media video, by the way the milestone too was from a distance.

BH Right.

MA Um, when I saw the Facebook video now it's, much closer. I mean its, its I'm, I'm seeing the faces of those involved. And, and obviously Mr. Floyd. Um its far more closer. Its far clearer. The video images are, are much more clear. And I'm, the audio, was very clear. And so um I'm, I'm also able to see, from the milestone video I could not really see or determine what type of care was being delivered or administered or what I assumed was being administered to Mr. Floyd. And the Facebook video, now I'm able to see what appears to be, certainly for the officer that had his neck on Mr. F or his knee on Mr. Floyd's neck. Something that is totally not in, in our policy and, and not in sync with our training. But I'm also able to see that there is a lack of care being given to, to uh Mr. Floyd. As well as him verbally expressing that he's under distress. And can't breathe. And that his situation is declining. So the second video, the social media video um I have the time now. I'm, I'm the timing now is, its real time and its, there's a lot of time that's going by. Where I'm expecting care to be given and it's not. And I'm also, able to hear community members. Citizens who are voicing their um, um their calling out to help.

BH Sure.

MA Help him. Um literally help him. And he's, he's, he's you're gonna kill him. Um and so, so this was very different. And so, all of those factors um the, the vantage point now changed.

BH Right.

MA With the social media video. Uh I'm able to see what is clearly not something that we would uh would, would in policy or training uh ever um, uh condone. Uh lack of care. Lack of intervention. I'm also hearing from Mr. Floyd himself that he is under physical distress. I'm hearing from community members who are concerned about his wellbeing. And um and also the time. The, the time that's elapsing it's, it's now it's not from that milestone, it just seems like (finger snapping) okay and its, its now all of those factors are coming into play. And, and that um informed me. I had more information to help inform me that, yeah this is, this is very, so now it's not only what other investigative pieces do I believe need to probably be looking at this here. But from an employment matter decision, that I believe was, one of the most significant, significant ones I had to make.

BH Right.

MA What I had to do.

BH Sure.

MA And so, so that was the difference in terms of my understanding of seeing those two videos.

BH Okay. That makes sense.

MA Yeah.

BH Um so you've been with MPD for a few years now.

MA Yeah.

BH Have you ever worked with these officers before?

MA Um, no my only contact uh quite frankly even when I saw the officer with uh his neck I didn't, I didn't recognize him at all.

BH Okay.

MA I, I know he...

BH Okay.

MA ...had been on the job for, for a few years. But um the other um two officers um Lane.

BH Yeah.

MA And Kueng. Or, um...

BH King.

MA Kueng, sorry.

BH King, yeah.

MA Um, uh were in um uh were CS a community, I believe community service officer and then in the uh most recent ca uh cadet or recruit class. Um, um and I believe I don't know I interviewed them both. Uh I, I...

BH Okay.

MA ...interview all of our potential candidates so.

BH That's probably a lot so.

MA Oh yes.

BH Right.

MA Yes. I need more.

BH (laugh)

MA But um, um but yes so that would but never worked um...

BH Sure.

MA ...in any official capacity with any of them. Yeah.

BH Okay. Okay um and you don't wear a body worn camera?

MA I do not.

BH Okay.

MA I do not.

BH Okay. Um when you, you said you had a meeting with your staff here about potentially terminating the four individuals. And you said it was a long discussion. What, just the highpoints, what were your staffs, I mean cuz you got a lot, world of experience on your staff. They've worked with MPD a long time I'm sure.

MA Yes.

BH And what were their thoughts?

MA So that's a great question. So um, we all assembled here. And I should say that my um Assistant Chief has been on uh about 30 uh 31, 32 years um varied amount of experience. Supervisory, leadership experience. Uh, uh Deputy Chief Henry Halvorson the same. Almost 30 years. Uh, um uh Deputy Chief Waite uh high 20's. Um our patrol operations. Uh Deputy Chief Fors, Investigations has been on a long time. They've done patrol. They, they know this organization...

BH Sure.

MA ...inside and out. Uh even uh Deputy Chief, Chief of Staff Art Knight who was out of town but it was so important we put him on the phone.

BH Sure.

- MA For this discussion. We operate as a team. Um I respect these individuals uh opinions. And thoughts. And um it was emotional. We, we, we not only knew that we were, we had to do the right thing based on the information we had. But we also knew that, this was going to really change um the image of this department.
- BH Right.
- MA That, of all of the great things and all of the good things that this department has done um this one singular horrific incident was going to significantly, and by the way, this is days before the riots.
- BH Sure.
- MA I mean we, I knew that there was a reason why after contacting the FBI um there was, I, I was calling ministers. I was calling I mean I knew that this um that this was really gonna be a significant uh, uh, uh incident for our department. And for our city. Um and obviously it's expanded beyond to our country. Um but it was emotional. It was emotional. They have uh they have experienced and, and uh we, we've I have absolutely I have, I have terminated employees before. Um, we've had um, um officer involved shooting deaths before. Um but this was, this was significantly um, uh it was, it was different. I will also say that um one of the things that, was just it was, it was kind of a, an a, a an emotional reaction for me. Was, when I was able to view the social media video. And hearing Mr. Floyd. I'll be honest. I remembered the Eric Garner. And this I mean um this video was it was just it just I mean to hear him...
- BH Right.
- MA ...saying those statements was just, I mean it was just you know and I knew the impact that that case had on uh New York City and our country. And um, um and in, and in many ways this was, this was different in the sense that there are some that uh you know the, the facts of the Eric Garner case or some of the um you know may say that uh well at some point he was resisting. Well this was, one clearly in that for the duration of the time at least in my viewing of the video, that Mr. Floyd was um, uh prone on his stomach. There, there wasn't, I didn't see any sort of major resisting. Matter of fact um to, to have to witness and observe the officer with his knee on his neck. With his hands in his pocket. Just, I mean um there is a, the, the uh I talk about the humanity of this profession. And um so it was emotional for all of us.
- BH Right.
- MA And those are the images that they have as well. And so um it was a heavy, it was, it was both. It was both of what is the right thing that we must do, in terms of an employment matter decision. But it was also um why did that occur. And, and um and how, that's gonna be reflected on the good work that so many men and women come to work every day and, and are out there trying to, um save lives. And to, and so that, that was, that was kind of the moment in the space of that, of that discussion that, that morning.
- BH Sure.
- MA Um,
- BH Did anybody on your staff in that discussion voice opinions about the individual officers from past experiences with them? Or their character?
- MA Um, I don't um I don't recall. Um I didn't, I didn't know real uh eh um certainly the officer that put his kn uh his knee on the neck uh I didn't know him. Um, I don't, I don't recall that being a lot of discussion...
- BH Okay. Sure.

- MA ...about the um, uh the individual officers involved. But um it was more the, the, the gravity of the situation. The impact of it. So, yeah.
- BH Okay. Um so you've very well uh articulated what you saw and thought of the actual you know events once Mr. Floyd is on the ground. Did you uh review any video of the events, from the initial contact and arrest prior to him being placed on the ground?
- MA There, there was a video and, and I, I, I don't recall if it was from the milestone or, I don't think it was from the social media. But there, there was vid, it might have been, there was video that I recall seeing of, of maybe it was the milestone. Where um they've, they've got him kind of in the backseat of the, the squad.
- BH Um-hm.
- MA And then at some point his, looks like I think his legs are sticking out of the squad. And then at some point they take him out. And then, and then lie him on the ground. And I, I think that's the milestone. Or the, the I think that's the video. Uh and they put him on the uh, uh the, the ground. But I know that there is, I know that, or I've heard that there is, there is the video of the, them approaching him in the car. His own I, I guess his own personal or another vehicle. And um but the video that I recall seeing is um him in the back of the squad car. And doors open. And then the officers uh take Mr. Floyd out. Uh placed him on the ground. Um he might have been up by the, he might up in by the, the panel, quarter panel of the quad-squad car first. But and its eventually they place him on the ground. And then um it might have been the milestone.
- BH Okay.
- MA But, yes.
- BH Okay. Um uh the reason why I asked that.
- MA Yeah.
- BH You know that was a, a forgery in progress. Right that was the initial call.
- MA Um-hm.
- BH Was it for a forgery. Is there any difference uh on how you treat, your officers are trained in responding to say like a, a misdemeanor versus a felony call out? Is there any, is there any procedural difference on how their expected to act with the public?
- MA Yeah so um, it, it de it depends. Um you, you could have a non-violent felony.
- BH Sure.
- MA Offense and so uh if officers are getting a call to um, um a, a shoplifter at Macy's with a thousand dollar mink coat. It's a felony.
- BH Right.
- MA But, but you're gonna respond very much differently to um, um hold up in progress at CVS.
- BH Right.
- MA Which is a felony.
- BH Okay.
- MA So, so um so yes there's, there's different um and also based upon the information that the officers are receiving as well. But so yes officers um are gonna respond and should be responding differently to um, um non-violent calls. Whether its misdemeanor um or felony types of, of calls a situation. I, I, I mostly uh think about in terms of some of the training that's more probably just you know felony traffic stops.
- BH Right.

- MA Are gonna be train, we train to uh and it's been, but even my days in the recruit academy I mean you all, you, you remember how you trained. Get out of the car. Walk back. And, and those things. Uh so there are certain training procedures we use for felony uh stops. Of course those are even too where we believe there could be weapons in the car.
- BH Right.
- MA Those types of things. And so, so there is some different training in that respect.
- BH (inaudible) training.
- MA Yeah.
- BH Now um Officer Lane and Kueng were in squad 320 together. As brand new officers. Is that pretty typical for MPD or is that something...
- MA We have, we have um I know that that has been uh, a conversation not only sometimes internally but certainly the public. Um, um are there things or disadvantages if you have two or newer officers teamed up. Um part of the, uh so we have an aging department. I think sixty percent of our department is over the age of 40. In an industry like ours being 40, can be considered older. Um but how you hire and when you, we-we typically um all new hires. Um and this is contractual. Um typically will do their first two years and it's usually gonna be on the night shifts.
- BH Sure.
- MA So, so um, um so many of our uh we're, we're that's its, its starting to balance out a little bit more. But many of our more senior officers are gonna be more so on the day shifts. And the newer officers when they come on board are gonna be serving on the mid-shifts or the night shifts. Um, uh so um so we, we, we don't have a perfect system of going 20 years on, 2 years on match. 20 it, it, it um sometimes is gonna end up where you're gonna have younger...
- BH Sure.
- MA ...newer officers working together.
- BH So it's not an intentional policy where you put two officers together (inaudible)
- MA No.
- BH Okay so its...
- MA No.
- BH ...its just a manpower versus seniority shift kind of thing that just diversifies the...
- MA Yeah.
- BH ...shifts (inaudible)
- MA No absolutely. And, and also being the largest department in the state we, we try to do our best to have two person squads for...
- BH Right.
- MA ...officer safety. There are times when its seven people in the role call and you're gonna be the report call tonight. Whether you're 20 years on or 2 months on. And so uh but uh we certainly try to adhere to making sure that we have two person squads um for safety reasons. Yeah.
- BH Okay. That makes sense. Um, so switching gears to policies a little bit. You...
- MA Yeah.

- BH You know you've been very clear that you know the knee on the neck is not a trained technique. But in your use of force policy you do have a section on neck restraints and chokeholds.
- MA Um-hm.
- BH That, that are authorized with a caveat if you receive training on them.
- MA Oh-okay. Does it, does it mention deadly force or anything?
- BH It so it uh from memory I don't have it with me.
- MA Okay.
- BH But from memory it uh it breaks uh breaks it out to, from conscious uh subject, unconscious subject. And, and...
- MA Yeah.
- BH But it doesn't really break down um specific, maneuvers. And it doesn't really, it's a very short section.
- MA Okay.
- BH Um it's about...
- MA Yeah.
- BH ...about a paragraph long. So,
- MA Yeah.
- BH I bring that up to ask the question um specifically about the training piece. At some point, like for yourself 31 years with MPD.
- MA Yeah.
- BH At some point if you're training a technique whether its, you know the uh carotid artery restraint or...
- MA Sure.
- BH ...you know something, something like that. As things faze out cuz you know maneuvers faze out.
- MA Um-hm.
- BH New tactics come and its cycular we all know its very...
- MA Sure.
- BH ...cycular. Um, was are you grandfathered in on that maneuver? Or are you, is it a hard stop point with new training. We no longer teach this moving forward. It's no longer an authorized technique.
- MA Usually its, its, it's a hard stop. We, we're not, we're not doing that anymore. Um I'm thinking of when we used to do the um and even when we used to its dating myself but when we used to carry the um, PR24's.
- BH Um-hm.
- MA You know and I remember being in the mats and...
- BH Right.
- MA ...and all that. Once um once that was done, it was done.
- BH It was done?

MA It, it was, it was done. Uh I'm trying to think of some other um training tactics. Um, oh...

BH (inaudible)

MA Yeah go ahead I'm sorry. Yeah.

BH While you're uh like your SWAT guys are they trained to, more advanced techniques?

MA Um, they certainly are being trained, yes more tactical types of, of, of tech you're talking about specifically for neck restraints or just for tactics.

BH Defensive tactics. Not necessarily like I know (inaudible)...

MA Oh.

BH ...and all that. But specifically defensive tactics. You know (inaudible) know jujitsu training. Are they getting you know more advanced training.

MA They, they certainly could be. Um I think certainly in terms of, of um, um department wide training. Uh it's pretty, it's pretty standard throughout.

BH Okay.

MA Um and I'm not, I, I I'm not sure um and I don't believe so but I'm not sure if, if SWAT gets um, so all of our ss you're gonna get the standard...

BH Right.

MA ...in service training. But now SWAT we're gonna specifically give you jujitsu I, I and I'm not sure that's occurring. But um I don't think it is. But um, so

BH I only ah I only ask that...

MA Okay.

BH ...because like Chauvin's been around a while and it sounds like he might even be part of your training program. At, to your knowledge had any of the four officers received any kind of advanced defensive tactics uh training? Beyond the basic patrol officers in service type training.

MA Advanced training that Minneapolis put on?

BH Right.

MA Uh not, not that I'm aware of. No.

BH Right.

MA Yeah.

BH And out-outside, outside of the police department are they allowed to bring, like say on their own they go to a, an MMA academy somewhere. Are they allowed to then adopt those techniques into policing?

MA No that's a great question. And I believe that we and I'll have to check but I believe we did a policy rewrite for that very same, matter. That we, we didn't want officers going out and, and getting um, uh training on um you know how to stop somebody by using your (inaudible)

BH Right, right.

MA I mean we, we didn't and then uh that becoming part of your muscle memory and our training. I'll have to check on that. But we, we um, um um I knew it came up when there was discussions about the warrior training a year ago.

BH Um-hm.

- MA And, and you know we didn't want folks going out um you know getting a, a 80 hours of how to do whatever. But it, it um was not in alignment with what our training was.
- BH Right.
- MA And so um yeah so as far as those former officers what train, what if they might have been taught or trained in something else outside of work. I'm, I'm not, I'm not familiar with that.
- BH So it's safe to say that even if they did do advanced training somewhere, if it wasn't taught specifically to them by MPD that's, those aren't authorized...
- MA That is correct.
- BH ...(inaudible) tactics.
- MA Yes. Yeah.
- BH Okay. That makes sense.
- MA Yeah.
- BH Um within the use of force policy um you know it, it discusses de-escalation.
- MA Yes.
- BH How often is de-escalation taught? As part of training.
- MA Um I believe it's taught every, every uh section.
- BH Every section?
- MA Every section, yes every section.
- BH Which would be once, once a year or?
- MA Once, once a year.
- BH Okay.
- MA And it's typically obviously during the um defensive tactics uh training. And so um we, we, we you know we, we teach de-escalation and calming and, and those types of things. And uh things to look for in an individual that might excite or um get the excited and so but we teach that about every year.
- BH Okay. You mentioned individuals that get excited. How about specific training on excited delirium or positional asphyxia.
- MA Um now I believe we had some training a while back on the asphyxia um positional asphyxia. Um and might have even touched on excited delirium. Um I don't recall that training this previous year that I went through in service training. Um, um but I, I re uh the reason why I recall the uh positional asphyxia is because of the, the training of the recovery position and making sure that yeah folks have...
- BH Right.
- MA ...airway breathing and what have you.
- BH Right. The, your, your uh policy on maximum restraint technique. Um they call it the officers I believe called it (inaudible)
- MA (inaudible), the hobble
- BH Um, that, that policy outlines you know the, the recovery position. Can you just outline for me what exactly that, that looks like for you.
- MA Um the recovery position?
- BH Yeah just, just...

- MA Oh so yeah so um the medical information that we have is that um, um when you have someone, it doesn't even have to be sss uh-uh if you have someone in distress. Or if someone may also be um uh potentially obese or there's other factors. Um medical issues or reasons. Um, uh narcotics. Um if you have them um lying face down it's, its you're compressing the chest and airway. And there's more of a chance that you could obstruct or not allow them oxygen to freely flow, get through the brain. And so it's important to now only check on them it's important to make sure that you can get them in a recovery position so that you don't run the risk of, of some sort of respiratory um emergency or they, their breathing cuts off and what have you so. That's, that's kind of my typical understanding.
- BH That makes sense.
- MA Yeah.
- BH Um, so that was, when we're talking about um intervening. You said you wrote the, the policy on the duty to intervene.
- MA (inaudible) crafted that back in 2016. Yes. Yes.
- BH Okay.
- MA I uh or, (inaudible) folks write it actually yeah.
- BH What is the expectation um and, when we're talking about specifically about this event um you know Lane and Kueng very junior officers.
- MA Um-hm.
- BH And then you have Thao who is you know I think 2008.
- MA Um-hm.
- BH A CSO something around that and then you know what you got a 20 year guy.
- MA Sure.
- BH With Chauvin. Um it's Lane and Kueng's call.
- MA (inaudible)
- BH You know they, they were the respond, responding so their responsibility the entire ca-call or once Chauvin and Thao arrive who, who is in con-control of that situation?
- MA Um, on a, on a typical, typical call uh the responding, first responding officers are usually the ones that are gonna be assigned that. Uh and sometimes that plays out just simply when they get on the radio. 320 arriving.
- BH Sure.
- MA First on the scene. Um uh the responding officers typically uh first responding officers are typically the ones that are gonna take care or manage that scene. Until, something else changes in that. So that typically the first responding officers.
- BH And what would change it?
- MA Um what could change it is um, um, um if they're directed to do something else. If something for example um, um, um eh let's say they're responding to a possible burglary in progress. They're the first two officers that arrive. Uh they're talking to the homeowner. Homeowner says uh guy was upstairs in my bedroom. Was wielding a knife. Dashed out the backdoor. I, pull up as a single officer. Take the report with this homeowner. Stay with them. We're gonna go check two people. We're gonna check.
- BH Sure.

- MA So that, that could change um now this person is there with the homeowner. The original call the original scene even though they arrived secondarily. Uh but because we have two people, for safety reasons, we're gonna go check on the person who has the knife. If that makes sense.
- BH It, it does make...
- MA Yeah.
- BH ...complete sense. But applying it specifically to this incident. Um, once Chauvin and Thao come on scene is that still Kueng and Lane's scene?
- MA Typically it is.
- BH Okay.
- MA Absolutely.
- BH Okay.
- MA Yes.
- BH So they're, they're in control of that scene regardless of seniority?
- MA Absolutely. Yeah. Yeah um now, now um if in fact, there is a um you could potentially have a situation where um a, a, a, a senior officer says um I'm taking control of the scene. I'm think of, of, of scenes where you have a, a crisis or something.
- BH Right.
- MA And um a mass shooting or something there is that...
- BH Sure.
- MA ...you know what we don't have a sergeant available. I'm 20 years on. Um I need you to I mean someone could, could take control in...
- BH Right.
- MA ...in that situation. But in this situation typically the first responding officers are the ones that would be the ones uh kind of managing that scene throughout.
- BH To your knowledge if, did Chauvin or Thao take over the scene? As, as commanding officer?
- MA Um, no. No.
- BH Okay.
- MA No.
- BH Okay. Um, what you guys train as far as scene security. The role of the officer taking up scene security on an incident like this. Are, are they solely dedicated and only allowed to deal with the crowd? Or do they have a responsibility to the entire scene as, as well?
- MA Um that's a good question. I, I think it, I think it varies.
- BH Okay.
- MA Um scene security um might vary um if um I am an officer at 3:30 in the morning um, um near a field. And there's really no neighbors. There's really no crowds. And, and that may, that may be you know we've got it taped off. I can kinda see if any squad or any uh cars pull up or people. And I can still you know...
- BH Sure.

- MA ...help you guys out what have you. That may be very different if it's um a Saturday, ninety degrees. Um afternoon shooting in a large area and there's hundreds of people. Now that may just be my total focus. And so um so it can, it can vary depending on the situation. Yeah.
- BH Anything in Minneapolis uh policy that would dictate that has to be your only focus?
- MA Um that I am not, that I'm not a-aware of if there's a policy that just says if you are the scene officer, um that is the only thing you can't give assistance or..
- BH Okay.
- MA ...or, yeah.
- BH Okay.
- MA Yeah.
- BH (inaudible) go through this.
- MA No, no-no-no. That's, that's alright.
- BH Now we, we touched on de-escalation. Um and we've already talked extensively about uh Officer Chauvin's you know knee uh knee to the neck. Um, at what point or uh let me ask you this way...
- MA Yes.
- BH ...I guess. The maneuver, you already mentioned that like placing a knee on the torso or maybe on the legs is, is a pretty common restraint technique with a combative subject.
- MA It can be. It, it can be.
- BH At what, at what point does that, or if it becomes uh outside of policy at what point does it?
- MA The, the subject is going to dictate that.
- BH Okay.
- MA The subject is absolutely going to, to uh, um uh to dictate that. We, part of the de-escalation that we teach is, is verbal. Communicating.
- BH Sure.
- MA Sir, ma'am calm down. Don't resist. I need to get your arm, I mean eh..
- BH Right.
- MA Quit kicking. Quit flailing. That's part of the and also telling them, I need to get you down. I need you to take your arm I'm going to handcuff you now. That's part of, you're letting them know what you're going to do. It's no surprises. Um so the subjects um, um resistance is going to dictate you know how much of if um, um if the person is not resisting you're appropriate level of force should I mean it should be kind of a, a in line with that. Um so, communicating that and of course watching the subjects actions um that, that tends to, to, to dictate it. Um if a subject was lying, for example if a subject was lying prone on the their stomach and handcuffed. And not offering any sort of resistance. It would not be reasonable in my opinion to have four officers, just kneeling.
- BH Sure.
- MA And it just I, I mean that just would not be you know so um just again the subject is going to often times dictate what um the, the level of force. And the level of making sure you're de-escalating with the level of force you may have to use on (inaudible)
- BH And that's how its taught through in service and at the academy. Just, the de-escalation kind of meet the threat and then once the threat is neutralized back, back down...

MA Yeah.

BH ...from the threat.

MA Absolutely.

BH Okay.

MA Yeah.

BH Okay. That's all of the, the questions I had from the scene. Um I was provided a list of media statements that were made by MPD. I'm just gonna burn through these really quick.

MA Absolutely.

BH Okay. Um at one point on the 1st you made a comment to CNN saying uh that you believe all, all of the officers were complicit in Floyd's killing.

MA Yes.

BH What did you mean?

MA Um, at some point and I...

?? I apologize for...

BH No you're, that's, I love it.

MA Um...

(movement)

MA ...when that officer had his knee on Mr. Floyd's neck. And he's hearing him say he's got his hands in his pocket and he's hearing him say I can't breathe. I can't breathe. And you have citizens going, you're hurting him. He can't breathe. And you have the officers here and my understand at least, he's not resisting. So at what time, is it enough to physically intervene. One minute goes by. Two minutes go by. Three minutes go by. Hey buddy, I think we should turn him over. Four minutes go by. Mama. Help me. Five minutes go by. You're killing him. Six minutes go by. Mama help... Seven minutes go by. At what time do you go, hey we got this. We got this. I was hoping to hear that. Do you think we should turn him... Okay I get that at two minutes. I get that at three minutes. I'll give you four.

BH Sure.

MA At eight, forty-six? What time do you go, hey we got this. And if you're going to push back on me, hey rook, get, I don't care. This is our call. At the very least, move your knee. What we, we got him. We-we got him. If you want the collar, fine but we got him.

BH Sure.

MA He was expecting us. To help him. He was calling out for us. You're killing me. The citizens were that, if you stay there for eight minutes and forty-six seconds. And you're hearing this. He's not resisting. You're not complicit?

BH Fair enough.

MA Hey, he, he clearly wasn't gonna do anything. The guy doing this was a, and by the way not mentioning his name cuz I don't believe it should be mentioned. But that's me. He's not gonna say it, he's not. The only chance he's got is for one of these three to say why did I join this profession. Why did I join this profession. Get your knee off him. If we gotta have (inaudible) the-the-the-the precinct roll call room, in the parking lot. If you gotta tell my sergeant I'm gonna get badmarks. Okay. But, I got this. So I'm I apologize for that.

BH No. I,

MA You know.

- BH I actually really appreciate that...
- MA Yeah.
- BH ...commentary. Um, your answer actually covers all of your other statements. However, uh just want to circle back one, one more time. And then I have I'm done with my questions. But, you know you, you keep talking about the duty to intervene. And that the officers should have stopped the knee on the neck.
- MA Yeah.
- BH What is your thoughts from, from your training and experience or your personal thoughts.
- MA Yeah.
- BH You know somebody is unconscious. Or telling you you can't breathe. Um, remaining even on their torso or their legs. Keeping 'em in that you know call it a hog tied position or, or you know a...
- MA Sure.
- BH ...proned out position. Long term.
- MA Yeah.
- BH In that scenario what, what are your thoughts with, with the role of those maneuvers?
- MA So, one of the things that I have seen in my career that was, that was um that was actually helpful for those four...
- BH Um-hm.
- MA ...officers was you had someone expressing I can't breathe. I've seen it where the full the, the person is just out. And you know their, their just out. And you, you're you might be guessing if they you know, do you got an airway. Hey buddy. Hey buddy. You know sternum. Hey buddy. You, you can't, they had an advantage he was verbally expressing to them, I can't breathe. I'm you're, you're uh you (inaudible) I mean so, so there was um there was an advantage to that. The duty to intervene part. I want to go back to again. Um because um, while (inaudible) that's, that's obviously very significant.
- BH Right.
- MA But if I've got a partner who's got a guy pinned up against the wall. And he's handcuffed. And he's going (slapping sound) and he's, he's unloading on him.
- BH Right.
- MA How long do I stand there and go hey, you shouldn't do that. Hey quit punching him. Hey quit punching him. Hey he's hurting. Hey quit I mean, the guy whose getting hit is going yeah I know you're telling him not to punch me but when, when are you gonna do something.
- BH Sure.
- MA I, I wish I could help myself but I can't. That's why I say that, our policies aren't written duty to intervene based on years of service. And I've also made the public statement that at some point if you feel conflicted, your humanity has to rise above that. It has to. Um if, if your supervisor of 20 years walks into a store and pockets a cell phone. Keep your mouth shut rook. If you're conflicted, I still expect...
- BH Right.
- MA ...you can't do that. And, and, and what does it say if we write policies based on, this applies only if you're 10 years on or more. We'll give you a pass if its you know if you just came on the job in the first couple of months. Our communities by the way, Mr. Floyd didn't know the

years of service those folks had. The folks taking the, they wanted someone to help him. And so, can there be a culture or subculture that says hey rook, you write the reports the first part of the shift. You're driving the last half of the shift. I'm picking where we eat for lunch, this month. Absolutely. But anything that impacts life, your humanity has gotta rise above that. I, that's my, my belief. My belief. So, yeah.

BH Okay. That's all the questions I had.

JR Uh Chief do you have anything else for either of us?

MA No I, I truly appreciate this is obviously um and it's probably an understatement this is the most significant event in the history of this department. And um I absolutely appreciate and value uh the assistance of our BCA and our FBI. Um you are the fact finders. And at the end of this people just want the truth of what occurred. And there'll be others who will decide the outcome. But I want to say as Chief, um your agencies are playing an important role for me in terms of, letting the community and this city and this state, quite frankly the country know that we take this matter very seriously. And um and I have a great deal of respect for uh the work that you're doing on this. Cuz it is significantly impactful. And so I just want to ss and we will continue to cooperate fully with your agencies. If there's anything you need additional from me. If there's any hiccups you get from any members of this department. Please, let me know and, and uh we are here to help assist you. So.

BH Appreciate that.

MA (inaudible) yeah.

JR Well Chief I will say thank you very much for speaking with us.

MA Yeah.

JR And giving us your time. I will terminate the interview at approximately 2:03 p.m.

RECORDING ENDS.