



City of Phoenix

To: Harold L. Hurtt

Date: June 1, 2000

Police Chief

From:

Jack F. Harris, Assistant Chief *JFH*
Legal and Professional Standards Division

Subject:

INTERNAL INVESTIGATION PSB 00-20

Internal Investigators:

Lt. K. Johnson (Investigative Review)
Det. P. Reardon (Primary Investigator)
Sgt. D. Nebrich (Interviews)

Location Occurred:

Elks Lodge
1007 S. 7 Avenue

Date/Time Occurred:

May 7, 2000, 1:08 a.m.
May 21, 2000, 1:05 a.m.

Allegation #1:

Sergeant Sandra Renteria left her duty post without authorization in order to work an off-duty job

Findings:

UNFOUNDED

Allegation #2:

While working an off-duty job, Sergeant Sandra Renteria used a marked police car without authorization.

Findings:

UNFOUNDED

Allegation #3:

While working an off-duty job at the Elks Lodge, Sergeant Sandra Renteria received concurrent compensation from both the City of Phoenix and the Elks Lodge for a period of 30 minutes.

Findings:

UNFOUNDED

Allegation #4:

Lieutenant Tracy Montgomery failed to supervise Sergeant Sandra Renteria when Sergeant Renteria left her duty post prior to the end of her assigned shift on various Sunday mornings to work and off-duty job.

Findings:

UNFOUNDED

Allegation #5:

Lieutenant Tracy Montgomery failed to obtain permission and complete an off-duty work permit

Harold L. Hurtt

June 1, 2000

Police Chief

**Jack F. Harris, Assistant Chief
Legal and Professional Standards Division**

INTERNAL INVESTIGATION PSB 00-20

Internal Investigators:

Lt. K. Johnson (Investigative Review)
Det. P. Reardon (Primary Investigator)
Sgt. D. Nebrich (Interviews)

Location Occurred:

Elks Lodge
1007 S. 7 Avenue

Date/Time Occurred:

May 7, 2000, 1:08 a.m.
May 21, 2000, 1:05 a.m.

Allegation #1:

Sergeant Sandra Renteria left her duty post without authorization in order to work an off-duty job

Findings:

UNFOUNDED

Allegation #2:

While working an off-duty job, Sergeant Sandra Renteria used a marked police car without authorization.

Findings:

UNFOUNDED

Allegation #3:

While working an off-duty job at the Elks Lodge, Sergeant Sandra Renteria received concurrent compensation from both the City of Phoenix and the Elks Lodge for a period of 30 minutes.

Findings:

UNFOUNDED

Allegation #4:

Lieutenant Tracy Montgomery failed to supervise Sergeant Sandra Renteria when Sergeant Renteria left her duty post prior to the end of her assigned shift on various Sunday mornings to work and off-duty job.

Findings:

UNFOUNDED

Allegation #5:

Lieutenant Tracy Montgomery failed to obtain permission and complete an off-duty work permit for an off-duty job on two occasions she worked at the Elks Lodge.

Findings:

SUSTAINED

Complainant:

Anonymous letter

Employee Involved:

Sgt. Sandra Renteria #5667
Duty Assignment: Patrol Operations, 400 Precinct
Squad: 42G
Hours: 1530-0130
N-Days: W/T/F

Employee Involved:

Lt. Tracy Montgomery #4515
Duty Assignment: Patrol Operations, 400 Precinct
Squad: P45
Hours: Various
N-Days: Wednesday, Thursday, Friday

Civilian Witnesses:

Mike Johnson
Elks Lodge, 1007 S. 7 Avenue
(602) 268-7959

Attachments:

See Attachment section

Summary of Investigation:

On April 24, 2000, the Professional Standards Bureau received an anonymous letter accusing Sergeant Sandra Renteria of theft, and misuse of a department police car during an off-duty job at the Elks Lodge 1007 S. 7 Avenue. The anonymous complainant also accused Lieutenant Tracy Montgomery of knowing about the violations and failing to take any action.

The letter states that Sergeant Sandra Renteria is working at the Elks Lodge off-duty from 1:00 a.m. to 4:00 a.m. on Saturday nights. The letter points out that Sergeant Renteria does not end her regular duty shift until 1:30 a.m. but is still at the off-duty job prior to 1:30 a.m. The off-duty work logs at the precinct are filled in to reflect that Sergeant Renteria is at the job site from 1:00 a.m. to 4:00 p.m. According to the letter, this off-duty job at the Elks Lodge pays \$25 per hour for a total of \$75 and Sergeant Renteria is driving her patrol car to the off-duty job without authorization. The letter accuses Sergeant Renteria of "stealing, malfeasance, and conduct that could damage the public trust in the Phoenix Police Department".

Professional Standards investigators found that Sergeant Renteria had obtained verbal permission on occasion from Lieutenant Montgomery, the on-duty lieutenant, to leave her duty post early if radio traffic was slow and arrive at the Elks Lodge prior to the end of her shift at 1:30 am on Sunday mornings. Sergeant Renteria was instructed to monitor the radio and MDT and respond to any traffic where her presence was needed or requested.

The off-duty work sign-in log at the South Mountain Precinct showed that all the officers working the Elks Lodge, including Sergeant Renteria, were signed in from 1:00 am to 4:00 am. Sergeant Renteria's off-duty permit listed her hours at the Elks Lodge from 1:30 am to 4:00 am. Mr. Mike Johnson, a representative of the Elks Lodge said officers are paid a flat rate of \$75 and not by the hour. He is not aware of any specific officer arriving late, but stated that they would still get paid the standard amount of \$75.

Commander Michael McCort had authorized the use of two marked police units when he was Commander of the South Mountain Precinct. The present precinct commander had not withdrawn this authorization.

This investigation has concluded that Sergeant Sandra Renteria had authorization from Lieutenant Montgomery, who was the on-duty lieutenant, to leave her squad area early on occasion to arrive at the off-duty job site while still on-duty and monitoring her squad area. Sergeant Renteria would conclude her shift while at the Elks Lodge. It was also determined during this investigation, that authorization had previously been given to have a marked police car at the Elks Lodge during the off-duty work period. Sergeant Renteria was not being paid for off-duty work while on-duty since according to the Elks Lodge representative; the \$75 payment is a flat rate paid for off-duty officers.

It was found that Lieutenant Montgomery also worked the job at the Elks Lodge on two occasions prior to receiving permission or having a work permit on file. Lieutenant Montgomery discovered her error prior to this investigation and did submit an off-duty work permit prior to being interviewed by Professional Standards. The nights Lieutenant Montgomery worked off-duty at the Elks Lodge, she was not Sergeant Renteria's on-duty Lieutenant and did not authorize a change in Sergeant Renteria's duty status.

Details of Investigation:

On April 24, 2000, the Professional Standards Bureau received a copy of an anonymous letter from someone claiming to be a member of the police department. The letter was directed to Lieutenant Frank Sweeney, the supervisor of Sergeant Sandra Renteria. The writer accused Sergeant Renteria of theft and misuse of a department police car during an off-duty job. The letter also claimed that Lieutenant Tracy Montgomery was aware of these violations by Sergeant Renteria but has not acted to stop them.

The letter contained the following accusations against Sergeant Renteria and Lieutenant Montgomery

- Sergeant Renteria ends her shift at 1:30 am, but arrives at the Elks Lodge to start her off-duty job prior to that time.
 - The off-duty logs at South Mountain Precinct show Sergeant Renteria starting the job at 1:00 am and ending it at 4:00 am.
 - The Elks Lodge pays the off-duty police officers \$25 per hour for a total of \$75. Sergeant Renteria is collecting from both the City of Phoenix and the Elks for the 30 minutes her shift overlaps the off-duty job.
 - Sergeant Renteria is driving her assigned marked police unit to the off-duty job and keeping it with her until the end of the off-duty job without authorization.
 - The anonymous writer accuses Sergeant Renteria of, "*stealing, malfeasance, and conduct that could damage the public trust in the police department.*"
 - The anonymous writer also accuses Lieutenant Tracy Montgomery of knowing about Sergeant Renteria's actions and not acting to correct them.
-

Sergeant Sandra Renteria is currently assigned to the South Mountain Precinct, 42-George Squad, with Wednesday, Thursday and Friday as N-days. Her shift hours are from 3:30 pm to 1:30 am. A review of her off-duty permits shows a valid permit for Job #90-655, the Elks Lodge at 1007 South 7th Avenue. Sergeant Renteria listed 1:30 am to 4:00 am as the hours she was going to work this job.

A review of the off-duty log for South Mountain Precinct showed the job at the Elks Lodge as having from, two (2) to four (4) officers hired to work it. On most of the nights that Sergeant Renteria worked there, she was signed in from 1:00 am to 4:00 am, the same hours the other officers had listed. Occasionally she was signed in for the Elks Lodge job from 1:30 a.m. to 4:00 a.m. It appeared from the handwriting that one person signed all the officers into the off-duty work log.

Professional Standards Bureau investigators inspected the Elks Lodge job site at 1007 S. 7 Avenue on four separate occasions.

- April 30, 2000, Sergeant Renteria arrived at the Elks Lodge at 1:40 a.m. in her assigned marked unit.
- May 7, 2000, Sergeant Renteria arrived at the Elks Lodge at 1:08 a.m. in her assigned marked unit.
- May 14, 2000, Sergeant Renteria arrived at the Elks Lodge at 1:00 a.m. in a private vehicle and was on an authorized day off
- May 21, 2000, Sergeant Renteria arrived at the Elks Lodge at 1:05 a.m. in her assigned marked unit.

The inspections also revealed that a second marked unit was also being used at the Elks Lodge on three of the four nights the inspections were conducted. An audit of Sergeant Renteria's MDT unit status was conducted on the nights she was working at the Elks Lodge. The audit showed that she did not sign off her MDT until after 1:30 a.m. on each of those nights. The MDT messages to and from Sergeant Renteria's unit also indicated she was in contact at various times with squad members and checking radio calls until 1:30 a.m.

Professional Standards Bureau investigators interviewed Sergeant Renteria on May 31, 2000. Sergeant Renteria was served with a Notice of Investigation, which outlined the three allegations and was shown the anonymous letter.

Sergeant Renteria was asked to explain when she first started working at the Elks Lodge off-duty. Sergeant Renteria said she started working the Elks Lodge last year when Sergeant Bob Baker was the coordinator. She said, *"He would ask me to fill in here and there and actually I'm not permanent, I don't work it permanently"*.¹ After Sergeant Baker was transferred, Officer Travis Myers became the coordinator for the off-duty job at the Elks. Sergeant Renteria stated, *"..and again I was just filling in here and there whenever they were shorthanded."*²

Sergeant Renteria said she had informed Officer Myers that she worked until 1:30 a.m. and could not get to the job at 1:00 a.m. Sergeant Renteria said Officer Myers told her *"..not a problem. They just needed somebody to fill in and they knew that occasionally people came in there late because you get held over or whatever"*.³

Sergeant Renteria added that Mike Johnson and "Dray" of the Elks Lodge were aware officers occasionally arrived late. The Elks Lodge closed at 3:30 a.m. but officers were required to stay until all the patrons were gone. Sergeant Renteria stated that sometimes they stayed beyond 4:00 a.m. without further compensation to assure everyone had left.

Sergeant Renteria was asked by Officer Myers to fill in for him when he was temporarily transferred. She told Shift III Lieutenant, Tracy Montgomery, that she needed to be at the Elks Lodge at 1:00 a.m. and on occasion would take time off. Sergeant Renteria stated that when the off-duty work became more consistent and not just occasionally, she again contacted Lieutenant Montgomery about the conflict with the half-hour overlap. Sergeant Renteria said she told Lieutenant Montgomery, *"you know if it's okay with you and I'm not tied up on something, I'm going to go over there and just sit there and chit chat till the end of my shift. And then I'm going to start at 1:30 there and I'll sign off..."*⁴ Sergeant Renteria said that Lieutenant Montgomery authorized her to go up to the

Elks Lodge early and *"was aware of the fact that I left my squad area and sometimes I'm in the 43 area."*⁵

Sergeant Renteria said that Lieutenant Montgomery had been the on-duty lieutenant and gave the authorization on occasion with the understanding that she continue monitoring her squad area and respond to anything if she were needed.

Sergeant Renteria stated that her squad normally all secured by 1:15 a.m. She would arrive at the Elks Lodge after 1:00 a.m. and would check on her squad by pulling up the status list *"just like I would do if I was in the precinct"*.⁶ Sergeant Renteria stated that if she saw one of her officers was busy, she would check over the radio to see what they were busy with. She stated that her squad has *"never had problem on getting a hold of me and all they need to do is send me an MDT message or get a hold of me on the radio or and they all have my cell phone number."*⁷ She also stated that occasionally another sergeant would take care of an incident for her involving her squad if she was going to work past 1:30 a.m. Sergeant Renteria said she would ask the other sergeant if they would take care of the incident for her and only left if they agreed.

Sergeant Renteria was asked who signed her name to the off-duty work log with the hours of 1:00 a.m. to 4:00 a.m. Sergeant Renteria said that she believed Officer Amanda Faust would log everyone's name into the log since she would be at the station and was aware of who was working at the Elks Lodge. Sergeant Renteria did not enter her name in the log showing the hours from 1:00 a.m. to 4:00 a.m. and assumes this was an oversight on the part of whoever made the log entry for the night. There were times on the log which showed Sergeant Renteria's off-duty work hours as 1:30 a.m. to 4:00 a.m.

Sergeant Renteria was asked about her use of her police car at the job site and who gave authorization for its' use. Sergeant Renteria said that Lieutenant Montgomery had told her that authorization had been obtained for using a police car at the job site from Commander McCort when he had been the 400 Precinct commander. Sergeant Renteria stated that she did not authorize additional cars to be used and even commented to other off-duty officers that she would not have brought her vehicle if she'd known earlier that they were bringing their squad cars.

Professional Standards Bureau investigators asked Sergeant Renteria about the method of payment she received and if this off-duty job was paid by the hour. Sergeant Renteria said that the pay was \$75 for the night and was a minimum amount for showing up and working at the Elks Lodge. *"They know that we come in late cause we're coming in from after shift and they know we get you know held over and officers have been late and I've been late".*⁸ Sergeant Renteria said that all the officers were paid on the night they worked in cash.

On June 5, 2000, Professional Standards Bureau Investigators interviewed Lieutenant Tracy Montgomery. The interview centered on the allegations made in the anonymous letter of her failure to supervise Sergeant Renteria.

Lieutenant Montgomery told investigators that she was aware that Sergeant Renteria had been working at the Elks Lodge occasionally. Lieutenant Montgomery stated that when Sergeant Renteria started working off-duty at the Elks, there were only two officers assigned to that job. Lieutenant Montgomery, who was the on-duty Lieutenant, would allow Sergeant Renteria to take time off work to be at the Elks on a case by case basis because of the safety issue for the other off-duty officer at the Elks. As time progressed and more officers were working this job site, Sergeant Renteria was not taking time off to get to the Elks. This particular job is shorthanded at times and there is a problem finding officers to work off-duty at the last minute.

Lieutenant Montgomery said that she agreed on occasion to allow Sergeant Renteria to arrive at to the Elks Lodge while on-duty as long as Sergeant Renteria maintained her responsibilities for her squad and regular work duties. Lieutenant Montgomery had worked South Mountain Precinct as an administrative sergeant and was aware that a patrol car had been authorized for this job site some time in the past.

Lieutenant Montgomery was informed that during this investigation and subsequent review of off-duty work logs, she was shown as having worked the Elks Lodge on two occasions. Lieutenant Montgomery was asked about the lack of an off-duty work permit for her in file for the Elks Lodge. Lieutenant Montgomery admitted that at the time she had worked this off-duty job initially it was at the last minute and she kept forgetting to fill a permit out.

She had worked Hance Park on April 15, 2000 and had submitted a permit for that job and was asked to work the Elks Lodge later that evening at the last minute. She had intended to advise Commander Quill and did put herself in the off-duty log.

Lieutenant Montgomery stated that she again was asked on May 7 to fill in at the Elks Lodge at the last minute and put herself in the off-duty work log. She then remembered she had forgotten to fill out the off-duty work permit. Lieutenant Montgomery said she submitted an off-duty work permit for the Elks Lodge on May 26, 2000. Lieutenant Montgomery said she did not intend to neglect filling out a permit or obtain permission to work at the Elks since she works off-duty on occasion and submits permits.

Lieutenant Montgomery stated that the two times we showed her working the Elks Lodge were last minute requests for her to work off-duty. She said did not advise or request permission from Commander Quill at the time. Lieutenant Montgomery also stated that on the nights she has worked off-duty at the Elks Lodge, she was not Sergeant Renteria's on-duty supervisor and did not authorize any change to Sergeant Renteria's duty status.

On June 13, 2000, Professional Standards Bureau investigators interviewed Lieutenant Frank Sweeney who is Sergeant Renteria's direct supervisor. Lieutenant Sweeney was asked if he was aware of the off-duty job that Sergeant Renteria was working at the Elks Lodge. Lieutenant Sweeney stated that he did know about the job because Sergeant Renteria had given him an off-duty work permit. Lieutenant Sweeney believed the job started at 1:30 a.m. and was not aware that the job started at 1:00 a.m. He recalled some conversation with Sergeant Renteria pertaining to the hours. He said his concern was how she was going to get to an off-duty job by 1:30 a.m. if her shift ended at 1:30 a.m.

Lieutenant Sweeney was told by Sergeant Renteria that the Elks Lodge was "*a minute away, the Elk's, right up the block*". Since Lieutenant Sweeney had recently transferred to the area and wasn't familiar with the precinct, he checked the location of the Elks and discovered it was close to the station. Sergeant Renteria told Lieutenant

Sweeney that *"her private employer understands that I can't leave here until 1:30"*. Lieutenant Sweeney said he asked Sergeant Renteria about overtime on the nights she was working at the Elks off-duty. Lieutenant Sweeney said he told Sergeant Renteria that he expected her to be available and Sergeant Renteria assured him that she would stay if needed and that Elks was very understanding. Lieutenant Sweeney said that he last talked to Sergeant Renteria in January 2000, about this off-duty job.

Lieutenant Sweeney stated that he did not grant permission for Sergeant Renteria to end her shift at the Elks Lodge and he had an expectation that his Sergeants would end their shift at the station. Lieutenant Sweeney was not aware that Lieutenant Montgomery had granted Sergeant Renteria permission to arrive at the Elks Lodge prior to her end of shift.

Lieutenant Sweeney advised investigators that he *"has no knowledge of the administrative or procedural elements of that off-duty job."* Lieutenant Sweeney only checked to see if there was a valid off-duty job number for the Elks and that Sergeant Renteria's permit was valid. He was not aware of the use of the police cars at this job site.

Professional Standards Bureau investigators contacted Sergeant Bob Baker on June 1, 2000. Sergeant Baker had been the previous off-duty work site coordinator for the Elks Lodge. Sergeant Baker stated that originally the Elks Lodge had been a pro-active neighborhood crime suppression program. The Elks Lodge had become a problem because of the continual police presence that was needed to handle the drugs and violent crimes occurring in and around the property. Sergeant Baker stated the City was paying overtime to have at least eight officers with patrol cars and supervisors working just the Elks.

Sergeant Baker said that Commander McCort, the 400 Precinct Commander at the time, was aware of the program. After a period of time the Elks Lodge developed into an off-duty work site because the Elks agreed to pay to have officers working on a regular basis to stay operating. At that time Sergeant Baker states that

Commander McCort authorized two squad cars for the site. Sergeant Baker states that he was the coordinator until about a year ago. Sergeant Baker advised that Officer Travis Myers then took over as job coordinator.

Professional Standard Bureau investigators contacted Commander Mike McCort on June 1, 2000, about authorization of a police car for off-duty work at the Elks. Commander McCort stated that when he first arrived at the South Mountain Precinct, the policy for use of police cars for off-duty work was not consistently being followed. He required a memo be written to request authorization for use of a police car at a job site.

Commander McCort stated that he was aware of the authorization of a police car for use at the Elks Lodge, but did not specifically remember authorizing the use of a police car. He felt however that the use of a police car at the Elks Lodge was proper considering the benefit to the Police Department in having off-duty officers working at this location.

Professional Standards Bureau investigators contacted Mike Johnson, representative of the Elks Lodge, reference the pay situation concerning our officers working off-duty. He was asked what type of arrangements had been made with off-duty officers reference pay on these Sunday mornings. Mr. Johnson stated that the officers are paid a minimum three hour flat rate and are not paid by the hour.

He was asked if someone showed up a half-hour late, would they get the same pay as officers working a full three hours. Mr. Johnson stated that his understanding was that the Elks paid a flat rate. Mr. Johnson said that the agreement with the officers is that they stay until the parking lot is cleared out. The Elks closes at 3:30 a.m. so the officers stay until everyone is gone. This may or may not be until 4:00 a.m. or it could be longer. Mr. Johnson said that he was not aware of anyone showing up at 1:30 a.m., but that it wouldn't matter as to what they were paid. All the officers are paid in cash according to Mr. Johnson and no contract or records are kept on who is being paid by the Elks.

Allegation #1:

In order to work an off-duty job that started at 1:00 am, Sergeant Sandra Renteria left her duty post without authorization.

Findings:

UNFOUNDED

Allegation #2:

While working an off-duty job, Sergeant Sandra Renteria used a marked police car without authorization.

Findings:

UNFOUNDED

Allegation #3:

While working an off-duty job at the Elks Lodge, Sergeant Sandra Renteria received concurrent compensation from both the City of Phoenix and the Elks Lodge for a period of 30 minutes.

Findings:

UNFOUNDED

Investigative Results:

Sergeant Sandra Renteria has on occasion worked off-duty at the Elks Lodge on Sunday mornings since late 1999. She did properly submit an off-duty work permit, which described the hours from 1:30 a.m. to 4:00 a.m. Sergeant Renteria did obtain permission from Lieutenant Montgomery on occasion to leave her squad area and end her shift at the Elks Lodge. Lieutenant Montgomery required Sergeant Renteria to monitor and respond to radio traffic and check her squad member's status and MDT traffic. Sergeant Renteria was to stay near or in her marked unit until the end of her shift at 1:30 a.m. and then begin her off-duty job. This information was verified through inspection of the job site by Professional Standards Bureau investigators.

Investigation revealed that prior command personnel had authorized two patrol cars for this job site. The unavailability of consistent record keeping at various levels of the off-duty system has made it impossible to track and document the authorization that was given to have an unmarked police car at the Elks Lodge.

The Elks Lodge was contacted reference the method of payment to off-duty officers. An Elks representative told investigators that off-duty officers were paid a minimum of \$75. This representative also told investigators that the Elks was not concerned about officers showing up at 1:30 a.m. since the \$75 was the flat rate paid and the officers starting times were flexible.

Allegation #4:

Lieutenant Tracy Montgomery failed to supervise Sergeant Sandra Renteria when Sergeant Renteria left her duty post prior to the end of her assigned shift on various Sunday mornings to work and off-duty job.

Findings:

UNFOUNDED

Investigative Results:

Lieutenant Montgomery, who was the on-duty Lieutenant, was aware of that Sergeant Renteria showed up at the off-duty job at the Elks Lodge early on occasion. Lieutenant Montgomery knew this job was in a high crime area and having off-duty officers at that location freed on-duty officers from having to respond to calls for service. She gave clear instructions to Sergeant Renteria that she was still on duty from 1:00 am to 1:30 am and must be ready to respond to any on duty calls for service. Lieutenant Montgomery was also aware that permission to have a marked unit at the Elks Lodge had been given by previous precinct commanders and this permission had never in her knowledge been withdrawn.

Allegation #5:

Lieutenant Tracy Montgomery failed to obtain permission and complete an off-duty work permit for an off-duty job on two occasions she worked at the Elks Lodge.

Findings:

SUSTAINED

Investigative Results:

Initially when looking for the supporting documentation dealing with the off-duty work logs and work permits, investigators did not find an off-duty work permit for Lieutenant Montgomery and other officers working at the Elks. Lieutenant Montgomery admitted she had not received permission or filled out an off-duty work permit

prior to working the Elks Lodge on April 15 and May 7, 2000. Lieutenant Montgomery said she had forgotten since she had been asked to work at the last minute. Lieutenant Montgomery did rectify this situation prior to being advised of this investigation and has a permit on file for the Elks Lodge.

Lt. Montgomery was found to be in violation of Operations Order 3.11.5.B.1(b) which states "If the employee's immediate supervisor is not available, approval may be received from any on-duty bureau/precinct supervisor of equal or higher rank. The employee will submit an off-duty work permit at the beginning of the next shift."

Closing:

This Professional Standards Bureau investigation has been completed and has been forwarded to Commander Quill and Assistant Chief Robinson for review.

Endnotes

-
- ¹ Interview with Sergeant Renteria, page 2, lines 27-29
 - ² Interview with Sergeant Renteria, page 3, lines 2-3
 - ³ Interview with Sergeant Renteria, page 3, lines 14-15
 - ⁴ Interview with Sergeant Renteria, page 4, lines 37-40
 - ⁵ Interview with Sergeant Renteria, page 5, lines 2-3
 - ⁶ Interview with Sergeant Renteria, page 5, lines 22-23
 - ⁷ Interview with Sergeant Renteria, page 8, lines 19-21
 - ⁸ Interview with Sergeant Renteria, page 6, lines 26-28