

GARDENA POLICE DEPARTMENT

Background Investigation Report

CONFIDENTIAL

February 10, 2021

TO: Chief D. Smith

FROM: L. Gallatin
JL Group

RE: John Wayne – Police Recruit

PERSONAL

John Michael Wayne is an applicant for Police Recruit with the Gardena Police Department. Applicant Wayne was born November 18, 1996 in Roseville, California and is 24 years of age. He resides at 638 Millbrook Street, Roseville, CA, 93230. His cell phone number is (559) 589-4114. His primary email address is JohnWayne559@gmail.com. The applicant's social security number is 609-94-3940. He stands 6'0" tall, weighs 196 pounds, and has brown hair and brown eyes. The applicant has no piercings or tattoos, no dependents, and is not bilingual.

Wayne was born in Roseville, California to Rebecca and Dale Wayne. His father is a police sergeant for the Morro Bay Police Department. His mother is in real estate. When Wayne was one year old, his parents divorced. His mother met his stepfather, Peter Doe, before his 2nd birthday, and they married soon thereafter. Doe is a retired sergeant from Kings County Sheriff's Office. The applicant has one older biological brother who is a police officer for the Exeter Police Department. He has two younger half siblings.

Wayne's formative years were spent in Roseville and he did not leave the city until enlisting in the Air Force. He said he had a healthy, active childhood surrounded by many friends and family. He was initially confused over his blended family but after the initial adjustment, he understood his parent's reasoning and with time and healing, ultimately formed good relationships with both his father and stepfather. Wayne was an active adolescent and participated in everything from sports to poetry club.

The applicant attended and graduated from Roseville West High School. While in high school, he participated in water polo, football, and student council. As his high school years were coming to an end, Wayne's father had been dating a woman who owned a large citrus ranch. There was talk about the applicant working on the ranch and then eventually taking it over. As a result, Wayne began to focus on learning more about farming and enrolled in College of the Sequoias so that he

could take some agriculture/farming courses. Shortly thereafter, he learned that the farm was up for sale and his plan was off the table. He became discouraged and withdrew from all but two of his classes not sure what he wanted to do with his life. Wayne then started working at a local market while he regrouped. The military had always interested him and after going into an Air Force recruiting office, he knew he wanted to join and in early 2016, Wayne enlisted in the United States Air Force. The applicant attended boot camp in San Antonio, Texas and then transferred to Hanscom Air Force Base in Boston, MA where he attended the US Air Force Military Police Academy. His first assignment was as a Military Police Officer at Hanscom AFB and he remained there until being deployed to Qatar for several months before ultimately being sent to Incirlik, Turkey. While in Turkey, Wayne worked with Nuclear Convoy Operations and was on a Security Response Team. In October 2020 he ended his active duty military career at Vandenberg Air Force Base. Although the applicant's active duty contract has been satisfied, he has signed a two-year contract for the Air Force Reserves.

The applicant is currently working as a Reserve Jail Deputy for Kings County Sheriff's Office and is in a custody assignment in the main Housing Unit. His primary duty is the supervision of inmates in the unit. This position is entry level and does not require any academy training or POST certificates.

From the start of the background process, Applicant Wayne has been friendly, courteous, professional, responsive, and well organized. He promptly returned telephone calls, texts, and email communications. He also provided all requested information and documents in a timely manner. The applicant's initial PHS was handwritten, out of date, and messy. My request for an updated and more professional document was well received and returned to me in a timely manner. During the course of his investigation the applicant took a sincere interest in the entire background process and appears to have a strong desire to work for the Gardena Police Department.

On January 29, 2021 I interviewed Applicant Wayne. I instructed him to read the disqualification section on page one of the Personal History Statement and instructed him to acknowledge the paragraph indicating he had read the statement and understood the grounds for disqualification. I also reviewed the Advisement and other pre-background forms to make sure he understood all of the documents. Applicant Wayne stated he understood and was aware that withholding pertinent job-relevant information could result in disqualification.

I asked Applicant Wayne why he wanted to work for the Gardena Police Department, and he told me that he had researched departments along the coast due to his love of the ocean and his wish to move out of the valley. After doing some homework and talking to his law enforcement contacts, he learned that VPD is a well respected department with a good reputation, competitive pay and benefits, and various opportunities and specialty assignments. He also respects how much the department cares for the health and wellness of its officers by enforcing daily exercises before each shift.

I asked Applicant Wayne about his hobbies and interests. He enjoys spending time with friends and family, horseback riding, hunting, scuba diving, and meeting new people.

Wayne has not yet done a ride along with VPD but expressed interest in doing so.

I questioned the applicant about Internet accounts and whether he or anyone else has ever posted any videos on any platform that involved nudity or other potentially embarrassing topics. He denied uploading any photos or videos containing nudity or any other potentially illegal or embarrassing materials. The applicant has accounts on Facebook, Instagram (@WayneJohn), and Twitter (@tWayne1996). Wayne's accounts are public, and upon reviewing them, I saw no inappropriate or disqualifying media. He is clearly patriotic and proud of his military career as evidenced by his social media posts.

I conducted a limited public Internet search of Applicant Wayne and found nothing of concern.

I reviewed the Personal History Statement (PHS) with Applicant Wayne going through it page by page. As mentioned above, the initial PHS was messy, handwritten, and outdated. His updated version was quickly turned in upon my request and was typed, requiring minimal revisions, additions, or additional explanation.

I questioned Applicant Wayne about his "Yes" response to question 64 regarding spending money for illegal purposes. He explained that he purchased small amounts of marijuana twice while in high school. He also admitted in question 82 to selling marijuana one time (\$20) after realizing he didn't want to possess or smoke it anymore.

I questioned Applicant Wayne about his "Yes" response to question 81 regarding his drug use. He admitted to smoking marijuana about ten times with the last time being in May 2015.

I reviewed the Pre-Investigative Questionnaire and all of Wayne's answers and learned the following:

- Wayne has been rejected from other agencies but only for failing written tests, never for a background issue.
- Wayne cheated on 3-6 high school tests due to not taking school seriously and not studying for said tests.
- Wayne was suspended one time in middle school for getting into a fight with another student. There were no injuries, and the fight was mostly shoving.
- While in high school, Wayne got into a minor altercation when he found some of his acquaintances on his grandparent's property without permission. There were no injuries and no police involvement.
- Wayne drove while under the influence of alcohol 3-5 times at the age of 18. He was not heavily intoxicated but because he was underage, was over the zero tolerance legal limit.
- Wayne had consensual sex with his high school girlfriend when he was 18 and she was 17.

Applicant Wayne was asked about other law enforcement agencies he has applied to besides the Gardena Police Department. He has applied with San Jose PD, Fremont PD, Visalia PD, Pismo Beach PD, Kings County Sheriff's Office, Paso Robles PD, Orange County Sheriff's Department, Santa Ana PD, Santa Barbara PD, and Santa Barbara Sheriff's Office. Wayne has entered into the background phase with Gardena PD, Fremont PD, and San Jose PD. He is currently scheduled for his polygraph exam with SJPD at the end of February and is in the early stages of backgrounds with Fremont PD. Wayne is adamant about the fact that his first choice of agencies to work for

is Gardena PD because he feels it is the best location for he and his girlfriend to settle and he thinks the department is superior to the others he has applied.

Applicant Wayne denied ever being arrested or detained by the police and during the course of this investigation and I have found nothing to reflect otherwise.

Applicant Wayne denied ever committing any acts outlined in Part 2 crimes of the Personal History Statement. He admitted to using marijuana but denied ever using any any other drugs or narcotics. Applicant Wayne drinks alcohol socially and never to excess. He denied every being so intoxicated that he blacked out. He denied driving after drinking other than the occurrences while in high school.

Applicant Wayne denied being in a domestic violence incident. He denied any membership or affiliation with any gang, or radical organization.

After reviewing the PHS and PIQ questions and answers with Applicant Wayne, I found no disqualifying conduct based on his responses or explanations.

MARITAL STATUS

Applicant Wayne is single and has never been married. He has no children. He is currently dating Ireland Smith who he met over 4 years ago. Ms. Smith is currently living in Bakersfield and attending nursing school. Wayne and Smith plan to marry and are looking forward to living in Gardena if Wayne is successful in the GPD hiring process.

Wayne denied any incidents of domestic violence in his and Smith's relationship.

Smith described the applicant as dependable, honest, selfless, and someone who is loyal and caring. He makes friends easily and is someone who likes helping others. He is generous, kind, and fun loving. Smith has always known the applicant to be honest and he has never given her any reason to distrust him. He would never hurt her, and she has never been in any physical altercation with the applicant. Smith feels that Wayne is someone who is mature and said when he is upset, he will think his problems through before acting. She has never seen him lose his temper and stated that when angry, he will talk things through or just take a minute to himself. Smith stated that Wayne is family oriented and values his friends and family. He is genuine, down to earth, athletic, smart, loyal, and will be an excellent police officer. He has the full support of Smith and she highly recommended him for the position.

FAMILY

Applicant Wayne's parents are divorced. His father, Dale Wayne, is a police sergeant for the Morro Bay Police Department. His mother, Rebecca Doe, works in real estate. His stepfather, Peter Doe, is a retired sergeant for the Kings County Sheriff's Office.

All of Wayne's family were contacted and questions were asked about his use of drugs, excessive use of alcohol, and propensity for violence. Further questions were asked to identify the applicant's character traits and skills needed to work as a police officer. Those questions dealt with communication, stability, temperament, ability to follow directions, ability to handle stress, interpersonal skills, dependability, honesty, and maturity. All family members interviewed responded in a positive manner respective to Applicant Wayne and his ability to work as a police officer. The comments attributed to the applicant by his family members were consistent with other individuals contacted as part of the background process.

Dale Wayne, the applicant's father, stated the applicant is a hard worker and very physically fit. He is likeable, has an infectious personality, is well rounded, has common sense, and is mature. Mr. Wayne feels that his son will make an excellent police officer and he wholeheartedly supports him in his endeavor.

Rebecca Doe, the applicant's mother, described the applicant as honest, decisive, outgoing, intelligent, and firm when necessary. Mrs. Doe had nothing of concern to mention and supports her son's career choice. She highly recommended him for the position.

Peter Doe, the applicant's stepfather, described the applicant as honest, committed, and hard working. He has enjoyed being a part of his life and watching him grow into such a responsible and driven young man. Doe recommended Wayne for the position without reservation.

Trent Wayne, the applicant's brother and also a police officer, described the applicant as easy going, upbeat, and smart. He trusts him completely and has never known him to do anything dishonest or questionable. He is good at conversing with people and never shies away from new people or new situations. He will stand up for what he feels is right but also respects other people's options. Wayne's brother had nothing negative to say and highly recommended him for the position.

Forrest Doe, the applicant's half-brother, described the applicant as hard-working, charismatic, and someone with good communication skills. Doe described his brother as stubborn and said that sometimes he will refuse help for things that he knows he can do himself. When help is needed, however, Wayne has no problem asking for it. He said that his brother has high standards in the workplace and is intolerant of other workers not pulling their weight. He does not like laziness and sometimes has a hard time accepting it when others slack off at work. Doe reported the applicant to be dependable and reliable and thinks he is well suited for a career in law enforcement.

Completed questionnaires with additional comments are included in the References section of the background notebook.

REFERENCES AND ACQUAINTANCES

Applicant Wayne's references and secondary references consisted of friends, coworkers, supervisors, neighbors, and girlfriend. I contacted numerous people as part of the background process. The references contacted were questioned about the applicant's suitability for employment as a police officer. Questions were asked about the applicant's possible drug use,

excessive use of alcohol, propensity for violence, association with gangs, and any prejudices he may have.

Further questions were asked to identify the applicant's positive character traits and skills needed as a police recruit and police officer. Those questions dealt specifically with problem solving, multi-tasking, ability to follow directions, communication skills, common sense, temperament, the ability to handle stress, interpersonal skills, dependability, honesty, and maturity. All the references contacted provided positive comments about Applicant Wayne and described him as ambitious, independent, intelligent, driven, and physically fit.

There was no disqualifying information received from any of the personal references or secondary references that were contacted during the background process. All references recommended the applicant for the position of Police Recruit for the Gardena Police Department.

Comments from various references include:

- He is outgoing, smart, and ambitious.
- He is calm and mature.
- He can handle himself in a forceful situation if necessary. He works in the jail and is not afraid. He played competitive sports for a lot of years and never lost his temper but also wasn't afraid to be competitive.
- He is someone that is there for his family no matter what the need or situation.
- He is a good person and has good character.
- He is a rule follower and a solid individual.
- He has always been honest among our friend group. He has never lied that I know of.
- He is good with people and has an easy way of conversing with anyone.
- He is a leader and very organized.
- We played football with a diverse group and played against all types of people. He was always fair and treated everyone with respect.
- He handles frustration and anger with maturity. He will sometimes get quiet until he stops being frustrated. I have never seen him lash out or yell.
- He is dependable and follows through with his word.
- He has always been a leader and someone you can't help but like. Everyone that meets him loves him because he is friendly, respectful, and helpful.
- He is a good kid with a good head on his shoulders, has good common sense, and is well rounded with life experience.
- He has good communication skills and can easily talk to any person of any age.
- He is humble and will take advice and make changes if necessary. He does not lose his temper. He uses his communication skills or just walks away from conflicts to think things through.
- He is a mature, well rounded young man.
- John is the type of person that lights up the room; always positive no matter the circumstances, puts others before himself, and has pride in whatever he does.
- He has always given me his full attention and put off whatever he had going on in order to help me.
- His interpersonal skills are strong. He is likeable, friendly, always happy, enjoys having simple conversations, and building relationships.

- I have worked military law enforcement with John and have never seen him lose his cool or have to be calmed down. He is extremely professional, calm, and collected.
- He is a team player who will take charge when it comes time to deal with any type of situation.
- He is one of the most reliable people I know.
- He is approachable, optimistic, and gets along with people from all walks of life.
- He tackles problems head on and with reason.
- He has always been accepting of others and their points of view.
- He is a stubborn guy who usually refused help for anything he thinks he can handle himself. He will ask for help for anything he knows he's in over his head whether it's a physical problem or emotional.
- I would say yes (he can be bias) but only against any of his fellow colleagues that are being lazy; he really cannot stand laziness in a work setting.
- His only weakness is not being able to accept the fact that there will always be lazy colleagues in every job.
- John has a servant's heart and has a real passion to serve the public.
- He is the most loyal, caring, and thoughtful friend and is someone you can truly rely on to have your best interests in mind.

Completed questionnaires with additional comments are included in the Relatives and Personal References Section of the background notebook.

EDUCATION

Applicant Wayne graduated from Roseville West High School in 2015 with a GPA of 2.67. While in high school he participated in water polo, football, and was part of the student body. After graduation, Applicant Wayne attended one semester at College of the Sequoias earning 6.0 credits (1.65 GPA). He quickly realized he was not interested in college and in early 2016, enlisted in the United States Air Force.

EXPERIENCE AND EMPLOYMENT

During the course of this investigation, many employers, supervisors, and coworkers were contacted and questioned about the applicant's suitability for employment as a police officer. Questions were asked about his possible drug use, excessive use of alcohol, propensity for violence, association with gangs, or any prejudices he may have. The answers to those questions were all negative.

Further questions were asked to identify the applicant's positive character traits and skills needed to work as a police officer. Those questions dealt specifically with problem solving, multi-tasking, ability to follow directions, communication skills, common sense, temperament, ability to handle stress, as well as logic, interpersonal skills, dependability, honesty, and maturity. Responses to the questions were positive from all of those interviewed.

Kings County Sheriff's Office (December 2020 – Present)

Applicant Wayne currently works for the Kings County Sheriff's Office as a Reserve Detention's Deputy. RDD employees go through a full background investigation (minus the polygraph) even though they are considered part-time employees. They are called reserves but are not required to attend the academy or have any POST certificates. I spoke to Investigator Cole Souza who conducted Wayne's background investigation and allowed me access to his background file. Souza reviewed the entire file including his summary, and I noted no discrepancies or additional admissions between Souza's investigation and what I have discovered during his current investigation. Carolyn Leist, Human Resources Analyst, confirmed that Wayne has no performance evaluations, no discipline, and no commendations in his personnel file.

I spoke to Sgt. Richard who has supervised the applicant since December 2020 when he first started with KCSO. Richard indicated that the applicant is pleasant, helpful, and dependable. He is respectful to everyone, including the inmates, and is always helping and supporting his coworkers. Richard has been continually impressed by the applicant's work ethic and said that he never sits idle. He is always looking for work and when his is finished, he helps his coworkers. He was a quick study during training and picked up on the job very quickly. He has a positive attitude and has earned my respect as well as the respect of his coworkers, other sergeants, and the inmates he supervises on a daily basis. Richard has never had to discipline Wayne as he is reliable, always on time, never calls in sick, and follows all department policies. Richard said that Wayne has not yet received an evaluation because he has only been working there 3 months. He confirmed that Wayne has no evaluations, no discipline, and no commendations. Richard will hate to lose Wayne but feels he would be an excellent addition to the Gardena Police Department and recommended him without reservation.

Nathaniel Hunt, the applicant's coworker, described the applicant as genuine, hardworking, dedicated, and easy to get along with. He is one of those people that will help no matter what the task and seems to always have a good attitude. He has been an effortless new hire as he seems to pick up on things quickly. He is humble and will ask questions if he doesn't understand something. He is respectful to everyone in the facility and keeps his area organized. Hunt described Applicant Wayne as honest, fair, confident, friendly, and positive. He is willing to help his team and never complains about mandatory overtime or additional duties. He is firm but fair to the inmates he supervises. Hunt has never seen any questionable behavior from Wayne as he is someone who follows rules, is honest, and can be trusted. He is well liked and an asset to the team. Hunt highly recommended Wayne for the position without reservation.

Messages were left for additional coworkers but at the time of this report, replies have not been received.

United States Air Force Reserves (October 2020 to Present)

Armando Nunez, who has supervised the applicant for three years during his active-duty time as well as his current status as a reservist, described Wayne as trustworthy, hardworking, reliable, and resilient. He is a dedicated Airman and gives the military 100% at all times. He is well liked, respected, and a natural leader. He has held jobs that come with a lot of pressure and he has never let Nunez down. He is always up for the challenge and maintains his calm demeanor and professionalism at all times. He listens to advice and never gets defensive. Nunez has never had

to discipline the applicant and has never known him to have any issues while in the military. Nunez feels Wayne will make an excellent police officer and highly recommended him for hire.

United States Air Force (October 2016 to October 2020)

Military supervisors and coworkers that were contacted, without exception, all had positive comments about Applicant Wayne. Consistent comments were that he was a quick learner, hardworking, dedicated, positive, loyal, and someone who understood the mission of the Air Force and had no problem doing whatever necessary for the common goal. He was well liked, well respected, professional, and an excellent Airman. There was nothing of concern mentioned by any of the military personnel that were contacted. For specific comments, please refer to the questionnaires in the Employment section.

MSgt. Kevin Martens wrote a letter of recommendation calling Applicant Wayne an outstanding Airman who was one of the most trustworthy and professional Airmen under his command. For additional comments, please refer to MSgt. Martens' letter included in the Employment section.

Air Force personnel to give feedback regarding Applicant Wayne were Kody Weissler, Kevin Martens, Damon Thomas, Eddie Loyden, Tanner Horatschki, Ozzy Osborne, Adam Heron, and Armando Nunez. Some of Wayne's former military coworkers are also his personal references. Their comments and questionnaires have been included in the References section.

Save Mart Super Markets, (June 2015 to January 2016)

Steve Miller, the applicant's former supervisor, told me that Wayne had been a good employee. He worked part-time in customer service, collecting carts, and bagging groceries. He was always polite to the customers and Miller feels that customer service was his best quality. He wasn't afraid to talk to people and always had a smile on his face. He was reliable, always on time, and always in a clean uniform and apron. He never caused any problems in the market and was well liked. Miller did not do performance on his part-time staff but said that if he had, Wayne's would have been above average. He was never disciplined and left on good terms. Miller had nothing of concern to mention.

RESIDENCE

638 Millbrook Street, Roseville, CA 93230 (September 2020 to Present)

Applicant Wayne currently lives with his mother, stepfather, and 18-year-old half-brother in the home he grew up in. The only time he has lived away from the Millbrook Street home was when he was in the military. The residence is a single-family residence in a middle-class neighborhood. The home is owned by his parent's and he does not pay rent. Once Wayne establishes his career, he plans to move in with his long-time girlfriend, Ireland.

The following neighbors had comments:

- McKenna Vanderziel stated the applicant is a good neighbor who does not cause any problems in the neighborhood. She does not know of anything that would disqualify the applicant from this process.
- Tim Kennedy stated the applicant is an upstanding person who is respectful and polite. Kennedy feels that growing up in a law enforcement family and his military experience will both be beneficial for him in his endeavor. He recommended him for hire.
- Matthew Scott stated the applicant has matured over the years but did report having some issues with him when he was in high school. According to Scott, Wayne would occasionally throw parties when his parents were gone, and they would sometimes get out of hand. Scott would go over and tell Wayne to quiet down the music and occasionally Wayne would “give him an attitude”. Scott said that one of Wayne’s friends was the son of the Kings County Sheriff and the son was usually the “mouthy one” would wasn’t afraid to drop his father’s name when confronted. Whenever Scott would tell Wayne that if he didn’t cooperate he would tell his parents, Wayne usually complied and would shut down the party. Scott could not remember how many times this occurred and said, “a handful”. Scott feels that the military was a very good choice for Wayne and has seen a much more mature and respectful man since he returned. He no longer has concerns about him and at this point, recommends him for hire. Scott wanted his comments to remain confidential, so I did not question Wayne or his parents about what he reported to me.

711 Cornwall Avenue, Arroyo Grande, CA 93420 (October 2019 to September 2020)

Applicant Wayne rented a home off base during his last year in the military. He did not have any roommates. Questionnaires and stamped self-addressed envelopes were mailed to surrounding neighbors but at the time of this report, none of them have been returned.

I spoke to the applicant’s former landlord, Dave Robinson, who is the Kings County Sheriff. Sheriff Robinson has known Wayne for many years due to his son and Wayne being friends. Robinson said that he has always liked Wayne and described him as responsible, reliable, mature, and ambitious. He was an excellent tenant who paid rent on time, kept the home in good condition, and never caused any issues. Sheriff Robinson advised Wayne to apply for his department for his current position because he knew he needed a job after getting out of the military. He would have given him a full-time spot but due to Covid, there were no available academies, and his agency was not hiring deputies. In addition, he knew that Wayne wanted to work closer to the coast. Robinson said that he has heard nothing but positive reviews about Wayne at work. He had all positive comments about the applicant and highly recommended him for hire.

Incirlik Air Base, Adana Turkey (October 2018 to October 2019)

Hanscom Air Force Base, Lexington, MA (October 2016 to September 2018)

Lackland Air Force Base, San Antonio, TX (March 2016 to August 2016)

Wayne only had one roommate while in the military and that was during his 6th month of training. His former roommate, Manny Cruz-Sifuentes, has also been listed as a personal reference and his comments have been included above in the References section.

DRIVING HISTORY

Applicant Wayne has a valid Class "C" California driver's license #F4476909, which expires November 18, 2021. A DMV report dated January 1, 2021 revealed the applicant has no traffic accidents, citations, failures to appear, or failures to pay.

Applicant Wayne admitted to being cited for speeding twice in 2015. He paid the fine for one of the citations and the other one was dismissed. Wayne said the ticket was dismissed after he disputed the ticket claiming the area where he was allegedly speeding was a construction site and disputed the officer's ability to accurately gauge his speed. The officer agreed and the cite was dismissed. Wayne did not write these tickets on his original PHS but during our interview, I pointed out to him that they were both (barely) within the past 7 years. As a result, he added them on his updated PHS. Applicant Wayne was in one traffic accident in 2014 after he collided with a van at a 4-way stop. The accident was minor in nature and both parties exchanged names. Police were not called.

Applicant Wayne admitted to driving recklessly during high school when he was traveling on country roads near the river. He has never been pulled over and not cited. He has never used his father or stepfather's law enforcement positions to get out of any citation or other law enforcement consequence.

MILITARY

Applicant Wayne registered for Selective Service on May 7, 2015 and was assigned Selective Service Number 96-1724636-9. He served in the United States Air Force on active duty from October 2016 until October 2018 and left as an E-4. He is currently serving in the Air Force Reserves until October 2022.

While in the military, Applicant Wayne received the Air Force Achievement Medal, Air Force Good Conduct Medal, National Defense Service Medal, Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Nuclear Deterrence Operations Service Medal, Air Force Expeditionary Service Ribbon, Air Force Longevity Service, Small Arms Expert Marksmanship Ribbon (Pistol), Senior Airman Below-the-Zone award, and the Air Force Training Ribbon. His Performance Reports were all positive and along with his DD-214, are included in the Employment section.

The only discipline Wayne received while in the military occurred during his first assignment while working the guard station at Hanscom Air Force Base. According to his former supervisor (Osborne), Wayne accidentally let a subject through the gates without first obtaining the proper credentials. Apparently the driver's license that the subject produced look very similar to a civilian identification card and Wayne allowed entry based on the license alone. He immediately realized his mistake and called his supervisor right away. The subject was stopped and had the proper credentials to be on the base so there was no security breach as a result of Wayne's error. Regardless, he was given a counseling notice which went into his base file but did not follow him

to his next assignment. Osborne told me that he respected Wayne for owning up to his mistake because most likely, no one would have ever known about it had he not brought it to someone's attention.

It should be noted that Wayne did not disclose this discipline on any of his background documents or during my interview with him. After learning of it, I did a discrepancy interview regarding this specific issue. Wayne said that he did not think he had to disclose it because it was a minor issue and not formal discipline since it was not in his permanent military file. He didn't realize he should have mentioned it and apologized upon learning he should have.

FINANCIAL

Applicant Wayne estimated his monthly take-home pay to be approximately \$1,800. His monthly expenditures are approximately \$650.

Applicant Wayne's Experian credit report dated January 26, 2021 indicates he has a total of 2 accounts. Both of the accounts show positive credit history and are currently up to date. There are no civil judgments or bankruptcies reported. Applicant Wayne appears to be financially responsible and stable.

LEGAL

Applicant Wayne did not indicate any arrests on his questionnaires, application, PHS, or during his background interview and I have not discovered any records to show otherwise. Applicant Wayne's fingerprints were submitted to the FBI and California Department of Justice (DOJ) and returned with no criminal history and no child abuse flags. The applicant received firearms approval from DOJ 01/26/2021.

Responses from law enforcement agencies where the applicant has lived, worked, or gone to school in the past ten years indicated no records of arrest. Police Departments contacted include Roseville, Arroyo Grande, San Antonio, Boston, Lemoore, Gardena, Lompoc, and Kings County Sheriff's Office. The United States Air Force indicated that Wayne has no criminal record and has never been the subject of a military internal investigation. The return from Adana Police Department (Texas) has not been returned at the time of this report.

POLYGRAPH

Applicant Wayne took his polygraph exam with Bermudez Polygraph, Examiner Kelly, on January 19, 2021. No additional admissions were made, and the examiner did not note any significant responses or deception on any of the test questions.

FIREARMS

The applicant has been gifted firearms from his stepfather, Doe. They are still registered to Doe who is holding them for safekeeping until Wayne finds a place of his own and purchases a firearm safe.

AGENCIES APPLIED

Applicant Wayne has tested with the following agencies:

- Paso Robles PD / Application only.
- Pismo Beach PD / Passed written exam but the recruitment was stalled due to Covid.
- San Jose PD / Wayne is currently in backgrounds with SJPD and his polygraph is scheduled for the end of February.
- Santa Barbara PD / Application only.
- Orange County Sheriff's Department / Wayne failed the written exam.
- Santa Barbara Sheriff's Department / Wayne tested a total of 4 times. He failed the written exam once and didn't submit his PHS the other 3 times.
- Fremont PD / Wayne is in the early stages of backgrounds.
- King's County Sheriff's Office / Hired.
- Visalia PD / Application only.

INVESTIGATOR'S COMMENTS

Applicant Wayne was cooperative, timely, and professional throughout the entire background process. He was organized, responsible, and responsive in completing all requests for documents and information. Applicant Wayne has displayed good communication skills during our conversations and the information he provided throughout the process was consistent with various written materials that were received and consistent with what he has reported to other agencies.

My positive impressions of Applicant Wayne were all supported by each reference, neighbor, coworker, and supervisor interviewed. All references provided very positive and encouraging responses about Applicant Wayne's abilities, character, integrity, demeanor, and trustworthiness. Those who were contacted described the applicant's most noteworthy character traits as being his ambition, life experience, military experience, professionalism, maturity, reliability, dedication, honesty, fitness, and character. Applicant Wayne appears to meet the qualifications for Police Recruit / Police Officer.

This report is submitted for administrative review and consideration.

A handwritten signature in blue ink, appearing to read "Inv. L. Gallatin". The signature is written in a cursive, flowing style.

Inv. L. Gallatin
License # PI188529