



MEMORANDUM

Date: February 25, 2020

To: Chair and Members
Pima County Merit System Commission
Law Enforcement Merit System Council

From: C.H. Huckelberry
County Administrator 

Re: **Your Decision in Joseph Daniel Cameron versus Pima County Sheriff's Department**

I have listened to the deliberation and logic of your decision regarding this matter and I have to respectfully disagree. Unfortunately, based on media reporting by KGUN Channel 9 and KVOA Channel 4 on this matter, it appears this entire episode was planned political theatre designed to discredit the Sheriff. Since this is an election year, it is probable this is not the last appeal you will hear related to the Sheriff. To provide you context regarding my concerns, please consider the following:

1. Lieutenant Cameron has a long history of disciplinary actions with the Sheriff's Department.

In his own words, Lieutenant Cameron has proclaimed his long disciplinary record. This includes testimony to a legislative committee in 2018, in which he described himself as "one of the most disciplined" employees at the Pima County Sheriff's Department. Clearly, Lieutenant Cameron's record of disciplinary actions—which he freely admits—warrants the progressive discipline administered by the Sheriff in this matter. Moreover, the basic facts supporting his suspension here were essentially not in dispute—Lieutenant Cameron did not dispute that he had a framed copy of a prior Letter of Reprimand out on a table in his office after having previously been ordered to remove it from view, and he openly recorded conversations with other Department members without their consent, in contravention of an express Department rule prohibiting that.

I understand the Council felt Lieutenant Cameron was targeted. Given Lieutenant Cameron's discipline record and conduct here, I frankly believe he targeted himself, and dared the Department to discipline him.

2. Attempt to influence an independent investigation into bullying complaints against the Sheriff.

The Human Resources Director received bullying complaints from, Lieutenant Gary Anderson, Lieutenant Joseph Cameron, Captain Harold Janes, Captain Russell Ponzio, and Sergeant Kevin Kubitskey.

Chair and Members, MSC/LEMSC

Re: **Your Decision in Joseph Daniel Cameron versus Pima County Sheriff's Department**

February 25, 2020

Page 2

The initial bullying complaint was first received on April 16, 2018 from Lieutenant Cameron (11 Allegations), followed by additional bullying complaints filed on: June 14, 2018, by Lieutenant Anderson (17 Allegations); June 15, 2018, by Captain Janes (38 Allegations), August 22, 2018, by Captain Ponzio (19 Allegations); and, October 18, 2018 by Sergeant Kubitskey (28 Allegations). Each bullying complaint was assigned their own Administrative Investigation number and the Complainants alleged a total of 113 Allegations against the Sheriff and members of the Command Staff. This investigation has been contracted through a professional organization who has conducted numerous complaints, Investigative Research, Inc. (IRI).

In total, the number of allegations is 25 General Allegations and 180 Specific Allegations. These Allegations include: 1 General Allegation and 5 Specific Allegations against Lieutenant Jeffrey Palmer; 5 General Allegations and 11 Specific Allegations against Captain David Theel; 3 General Allegations and 10 Specific Allegations against Captain John Stuckey; 1 General Allegation and 3 Specific Allegations against Chief Jesus Lopez; 5 General Allegations and 48 Specific Allegations against Chief Karl Woolridge; 5 General Allegations and 50 Specific Allegations against Chief Byron Gwaltney; and, 5 General Allegations and 53 Specific Allegations against Sheriff Mark Napier. Because of the large number of Complainants, the number of allegations, and the required review, this investigation has taken a considerable period of time. Unfortunately, a number of the Complainants have continued to badger the independent investigator during this process, being clearly biased and unprofessional in their approach by accusing the independent investigator that unless he reached the conclusion that they were bullied, the investigation is obviously a sham. This is clearly inappropriate and an obvious attempt to influence the outcome of an independent investigation.

Given the email bombardment (see attached emails) that our independent investigator received from Lieutenant Cameron, Sergeant Kevin Kubitskey and Mike Storie, it is clear they intentionally communicated with the independent investigator in an attempt to bias his report. This was occurring at the same time Lieutenant Cameron's appeal was being processed through the Law Enforcement Merit Council Commission. I must assume the Commission Council was not made aware of these attempts to rush and intimidate the independent investigator to reach a conclusion in their favor regarding the bullying complaint that would have obviously bolstered their case in the appeal.

As I have indicated to the Human Resources Director, the independent investigator is to take all the time necessary to adequately and thoroughly investigate each of these allegations. To my knowledge, neither the Sheriff nor his Command staff and with my specific knowledge, have never communicated with, or tried to influence the independent investigator.

I understand the final report will be forthcoming shortly and will be complex and lengthy. I will thoroughly review the report, ask the Human Resources Director for her recommendations before making my final determination on these claims.

3. Clear attempt to cast the Sheriff's Department in poor light.

Lieutenant Cameron, Captain Buddy Janes, Sergeant Kevin Kubitskey as well as Lieutenant Cameron's legal representative, Mike Storie, appear to have engaged in a coordinated, orchestrated and designed attempt to discredit Sheriff Napier and the present Command staff. The fact that the results of this hearing have been the subject of at least three, perhaps more, televised reports on KGUN Channel 9 and KVOA Channel 4 after simply confirms this belief.

In addition, the language used by one Council Member has now prompted the Deputy Sheriffs Association, a vocal critic of the Sheriff, to enlist KGUN Channel 9 to issue claims of the need for a criminal investigation related to perjury. These are serious allegations that I believe will more than likely reflect poorly on those who made the allegations.

To substantiate my opinion of an orchestrated campaign to discredit the Sheriff and his Command staff, attached are sample emails demonstrating this behavior. After reviewing these communications a case could be made that these are actually bullying by the complainants. These communications were not presented to the Council in this case, but clearly demonstrate attempts to influence an independent investigator was conducting an investigation regarding bullying charges levied against the Sheriff and Command staff.

Please note KGUN 9 Reporter, Valerie Cavazos, is copied on several of the emails. Not only are these individuals attempting to pressure the independent investigation they are actually influencing and manipulating media reporting on this issue to gain a public relations advantage by casting management of the Sheriff's Department in an unfavorable light.

4. Unfounded claims Chief Woolridge evaded testifying.

Members of the Council made unfounded, and in my view, biased statements on the inability of Chief Karl Woolridge to provide testimony. This accusation is most troubling since Chief Woolridge is on authorized, valid and necessary medical leave pursuant to the Family and Medical Leave Act (FMLA). To accuse Chief Woolridge of ducking testimony before the Council while he is on medical leave is a cheap shot and unfounded by the facts. You should note that the Chief attended your meeting October 14, 2019 and was not called. Indeed, at that meeting, it was made clear that Chief Woolridge was available and would testify that day, but that a previously unplanned international trip would make him unavailable in November. (At the very same meeting, Mr. Storie requested that a previously scheduled November hearing

Chair and Members, MSC/LEMSC

Re: **Your Decision in Joseph Daniel Cameron versus Pima County Sheriff's Department**

February 25, 2020

Page 4

date be vacated, for essentially the same reason—a previously unplanned family trip.) Mr. Storie, in a confusing way, rejected the possibility of calling Chief Woolridge out of order. (Mr. Storie was asked, “Would you rather have him now, or would you rather get him later?” and initially he said, “Later.” In a later discussion he said he could begin a preliminary examination of Chief Woolridge that day, “or not. That’s fine. We won’t.”) While Mr. Storie may not have thought it was ideal to call Chief Woolridge out of order, clearly, Chief Woolridge was present and ready to testify—conduct that is completely inconsistent with the notion that he deliberately dodged the Council.

Currently, Chief Woolridge is on legitimate medical leave. To suggest otherwise is demeaning. If Chief Woolridge chooses to disclose the reason he is unable to provide testimony at this time, it is his choice. Those who accuse him of avoiding Council testimony should frankly feel, mortified as well as embarrassed.

Please keep these facts in mind the next time you may be required to decide a case involving these parties.

Summary.

It is unfortunate that you could not or were not provided the information I am now providing you. Given the structure of the county governance, these issues could not be provided to you on this particular case. However, you have now been advised of these issues and can take them into consideration on any future case involving these parties.

CHH/mp

Attachment

c: The Honorable Chairman and Members, Pima County Board of Supervisors
Andrew Flagg, Chief Civil Deputy County Attorney
Jan Leshar, Chief Deputy County Administrator
Cathy Bohland, Director, Human Resources

Cathy Bohland

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Monday, April 29, 2019 2:34 PM
To: Cathy Bohland; Keith Sobraske
Cc: mikestorie@gmail.com; Joseph Cameron
Subject: FW: New Recording 90
Attachments: New Recording 90.m4a; ATT00001.txt

Ms. Bohland and Mr. Sobraske,

Attached is my pre-action meeting with Chief Stuckey reference the departments intention to suspend me for three days for refusing to turn off my recorder while representing a corrections officer, and for having a framed copy of my letter of reprimand lying on a table as I was cleaning the trunk it was stored in.

I send you the recording of my pre-action meeting to yet again stress the point that I am continuing to suffer bullying and retaliation over coming forward and turning in the senior command staff for corruption.

It has been over a year since I have filed my bullying complaint against the Sheriff and his senior command staff and I have yet to receive any updates or results, except being told once by Mr. Sobraske that I should receive something at the end of this month after I sent him an email wanting to know the status of my complaint. (this enquiry from me was in March of 2019).

However the MAIN reason I am sending you both this email is to forward the recording of my pre-action meeting and to ask you again MS. Bohland why your department (Pima County Human Resources) has done nothing to protect me from the ongoing bullying and retaliation I am suffering at the hands of the very people I have come forward and whistle blown on. I have been to your mandated county bullying in the work place training and we are specifically taught that part of the managers duty is to protect the accuser from the bullies.

Even though the Sheriff and his senior command staff do not work for you I believe you have made no attempt to put them on notice reference their retaliatory/bullying behavior. In short I have come to your department for help and I believe you have made NO attempt to protect me or the other commanders and sergeants that are alleging the bullying behavior.

I believe with this suspension that this is a blatant attempt by Sheriff Napier and his senior command staff to set me up for demotion and ultimately termination.

I am requesting that you take action and at least make an attempt to put them on notice and protect me and the other commanders and sergeants involved in this complaint.

-----Original Message-----

From: Joe Cameron <jdcameron756@gmail.com>
Sent: Monday, April 29, 2019 10:41 AM

Cathy Bohland

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Friday, May 3, 2019 2:01 PM
To: Cathy Bohland
Cc: Keith Sobraske; mikestorie@gmail.com
Subject: RE: New Recording 90

Ms. Bohland,

I understand fully what a pre-action meeting is. That is not what I'm complaining about. I sent that to you as further information as to WHY it has come to this point. The issue I have continually stressed to you (and have received NO help from you on) is that you have made no attempt as far as I'm aware of to protect me or anyone else I have communicated to you about in regards to the ON GOING bullying, intimidation and retaliation by Sheriff Napier and his senior and executive command staff.

Your email response to me is the same type of response you gave me when I first filed my bullying complaint over a year ago i.e. you were not even going to investigate it but attempted to give it to the VERY people I was complaining about to investigate, until my attorney Mike Storie got involved.

It is clear to me through your deliberate indifference that you have done nothing and will do nothing to protect me and the other complainants or even put them (Napier and his staff) on notice about their bullying behavior.

-----Original Message-----

From: Cathy Bohland <Cathy.Bohland@pima.gov>
Sent: Friday, May 3, 2019 12:46 PM
To: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Cc: Keith Sobraske <ksobraske@thinkiri.com>
Subject: RE: New Recording 90

Lieutenant Cameron:

I have reviewed the recording that you submitted of your Pre-action meeting for your current Notice of Intent to Suspend. As to the recording itself, it did not evidence bullying and it appeared that you received full due process. As to the Notice of Intent to Suspend, the appropriate forum to dispute whether that discipline was appropriate is the Law Enforcement Merit Council.

Mr. Sobraske is concluding his investigation into your prior complaints and I am awaiting his report. Upon receipt of that report, County Administration and I will review the report, determine next steps, and provide you notification of the results.

Cathy Bohland

Cathy Bohland

From: Keith Sobraske <ksobraske@thinkiri.com>
Sent: Thursday, June 13, 2019 4:42 PM
To: Joseph Cameron
Cc: Cathy Bohland; mikestorie@gmail.com
Subject: RE: Status of my Bullying Complaint

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

This message contains unscannable attachments that could not be verified virus free. Open only if you were expecting this message.

Joe, this report will not be completed until the end of June. I very much regret the delay, but it has been unavoidable.

Keith Sobraske

From: Joseph D. Cameron [mailto:Joseph.Cameron@sheriff.pima.gov]
Sent: Thursday, June 13, 2019 8:48 AM
To: Keith Sobraske <ksobraske@thinkiri.com>
Cc: 'Cathy Bohland' <Cathy.Bohland@pima.gov>; mikestorie@gmail.com
Subject: Status of my Bullying Complaint

Mr. Sobraske,

I was informed that you would be providing information on my Bullying Complaint by the first week of June and we are already in the middle month. As you are aware I made my initial complaint well over a year ago. If this was an EEO investigation I dare say Pima County HR would have taken steps to protect the victim immediately. It is obvious that HR doesn't care about the Board of Supervisors or their policy against Bullying or this would have been taken more seriously or at the very least admonished the accused not to harm anyone while the investigation was taking place.

Please provide me with an update

Lieutenant Joseph D. Cameron Badge #756
Pima County Sheriff's Department Records Section
Office: 520-351-6442
Cell: 520-940-0688

Cathy Bohland

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Wednesday, September 18, 2019 11:29 AM
To: Keith Sobraske; Cathy Bohland
Cc: mikestorie@gmail.com; Buddy Janes; Gary.Anderson@sheriff.pima.gov; William Phillips; Kevin Kubitskey
Subject: Bullying Complaint Filed in April 2018

Keith,

On August 12th I spoke to you via email again asking when the bullying complaint myself and numerous other Sheriff's Department personnel had filed on Sheriff Napier, Chiefs Gwaltney and Woolridge, and former Captain Theel would be completed and I would receive the package.

Attached is your email response saying it would be completed or substantially completed by the end of August. It is now the middle of September and I have received nothing from you, not even the courtesy of an update. My complaint was filed in April of 2018 approximately 14 months ago.

I believe my initial suspicions' and beliefs are true in that downtown County HR is in the tank for these executive commanders against myself and the others as I stated initially in my taped interview.

Not a single time have you or Ms. Bohland even attempted to keep myself or the others apprised as to the status of this investigation. Each time it has been me that has had to reach out to you and enquire as to the status of this complaint. The bullying and retaliatory behavior continues against me unabated with no end in sight, and I am convinced neither you or Ms. Bohland cares.

When will this investigation be completed and we receive the package with the results.

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Tuesday, August 13, 2019 6:32 AM
To: jdcameron756@gmail.com
Subject: FW: Huckelberry Memo Regarding Bullying

Sent with BlackBerry Work
(www.blackberry.com)

From: Keith Sobraske <ksobraske@thinkiri.com>
Date: Monday, Aug 12, 2019, 10:58 PM
To: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Cc: mikestorie@gmail.com <mikestorie@gmail.com>, 'Cathy Bohland' <Cathy.Bohland@pima.gov>
Subject: RE: Huckelberry Memo Regarding Bullying

I am scheduled to have the report completed or substantially completed by August 31. I regret the amount of time that has passed during the investigation, but am directing all my efforts to this date.

Keith

Cathy Bohland

From: Keith Sobraske <ksobraske@thinkiri.com>
Sent: Wednesday, October 16, 2019 11:38 AM
To: 'Michael Storie'
Cc: Cathy Bohland
Subject: RE: Cameron

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Mike, the investigative report, which is going to be detailed and voluminous, is close to completion. I am hopeful that the report will be completed within the next 10-15 days. It is and will be one of the longer reports I have prepared in my career. I regret that completion of the report has been delayed, due to the intricacy and breadth of the investigation, and my other obligations.

Keith A. Sobraske
Investigative Research, Inc.
77 E. Columbus, Suite 207
Phoenix, AZ 85012
(602) 258-5820 (office)
(602) 390-5786 (cell)
Ksobraske@thinkiri.com

-----Original Message-----

From: Michael Storie [<mailto:mikestorie@gmail.com>]
Sent: Wednesday, October 16, 2019 11:13 AM
To: ksobraske@thinkiri.com
Cc: Cathy.Bohland@pima.gov
Subject: Cameron

Keith - On behalf of Joe I would like to know when your investigation into his complaints will be completed. I think you would agree this has now passed several of your self imposed estimates, and now you are not even responding to his reasonable requests as to when it will be complete.

As you might know, we are in the middle of a hearing in front of the County Merit Commission appealing Joe's 3 day suspension. Yesterday during the hearing Deputy Chief Byron Gwaltney testified. Under oath Gwaltney admitted making several comments regarding Joe during senior staff meetings. Specifically Gwaltney admitted stating "Joe doesn't deserve to be a Sergeant, much less a Lieutenant". This was in front of all senior staff. Another example of the blatant disregard for Rules exhibited by SO Commanders when referring to Joe.

Sent from my iPad=

This email has been checked for viruses by Avast antivirus software.

From: Joseph D. Cameron [mailto:Joseph.Cameron@sheriff.pima.gov]
Sent: Monday, August 12, 2019 1:37 PM
To: Keith Sobraske <ksobraske@thinkiri.com>
Cc: mikestorie@mail.com; 'Cathy Bohland' <Cathy.Bohland@pima.gov>
Subject: FW: Huckelberry Memo Regarding Bullying

Keith, my last email from you was June 19.

This was regarding my request to know when the your report on my bullying complaint would be ready.

In that email you said it would be ready at the end of June. It is now the middle of August and I have received nothing from you, or Pima County HR. It has now been 16 months since I filed my complaint along with numerous other complainants.

I am continuing to suffer bullying, harassment, and retaliation at the hands of the executive command staff at the Sheriffs dept., and Pima County HR still has done nothing to protect me.

Attached to this email is a memo from County Manager Chuck Huckleberry dated April 3, 2018. In this memo he is referencing me in a bullying complaint that was filed against me bogusly by county procurement in which I was COMPLETELY EXONERATED, during which it was discovered through the investigation that Chief Deputy Gwaltney, and Chief Woolridge two of the executive commanders I filed my bullying complaint against PROMPTED the individuals to actually file a complaint against me, for which again I was FULLY EXONERATED.

In this memo Mr. Huckleberry says in his own words that “ THIS TYPE OF BEHAVIOR (bullying) IS NOT TOLERATED IN ANY COUNTY ORGANIZATION “

This is the county’s position, yet this same HR department continues to do nothing to protect me, and I believe continues to drag this investigation out due to their concerns over litigation.

I am again asking to know what the status is on my complaint. I believe I have the right to a speedy investigation AND protection from county HR and I am receiving neither.

Sent with BlackBerry Work
(www.blackberry.com)

From: Joe Cameron <jdcameron756@gmail.com>
Date: Monday, Aug 12, 2019, 1:05 PM
To: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Subject: Huckelberry Memo Regarding Bullying



Virus-free. www.avast.com

Cathy Bohland

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Tuesday, November 26, 2019 9:43 AM
To: Cathy Bohland; Keith Sobraske
Cc: mikestorie@gmail.com; Gary.Anderson@sheriff.pima.gov; Buddy Janes; William Phillips; Kevin Kubitskey; Cavazos, Valerie
Subject: Woolridge Special Master Testimony

Ms. Bohland and Keith,
Yesterday Chief Woolridge testified from 9:30 a.m. to approximately 4:30 under oath at the Special Master Hearing (SM).

During testimony numerous items were revealed showing his and the Sheriff's departments bullying behavior. Including but not limited to the manufacture of black binders and "dossiers" on subordinate employees. Woolridge testified that he himself had an unredacted copy regarding subordinate employees in his safe at his house.

I'm sending you this information in a further attempt to point out the bullying culture which continues to be perpetrated by Sheriff Napier and his Chiefs.

It has been approximately a year and a half since I filed my bullying complaint on the Sheriff and his executive command staff and still have received no results from you. As I stated to Keith at the beginning of my interview I fully expected no help from County HR and expected this investigation to be a whitewash in the departments favor. I still believe this.

This testimony in Superior Court proves that Dossiers are in existence to be used to bully and harass "certain" employees. I am asking that this information from the SM investigation be considered to the bullying complaint by me and the other complainants.

In conclusion I am again asking when the findings from my bullying complaint will be given to me.

Sent with BlackBerry Work
(www.blackberry.com)

Cathy Bohland

From: Kevin Kubitskey <Kevin.Kubitskey@sheriff.pima.gov>
Sent: Tuesday, November 26, 2019 2:39 PM
To: Joseph Cameron; Cathy Bohland; Keith Sobraske
Cc: mikestorie@gmail.com; Gary.Anderson@sheriff.pima.gov; Buddy Janes; William Phillips;
Cavazos, Valerie
Subject: RE: Woolridge Special Master Testimony

Ms. Bohland and Keith,

Despite my efforts to meet and explain further retaliatory behavior, besides finding out that witnesses were never called in relation to the bullying complaint submitted, that would confirm allegations, I have been systematically ignored by Human Resources. I recently filed a Public Records request for information on who received discipline for the fair audit. Of all of the people audited, to include supervisors and a Lieutenant, I was the only one to receive a Documented Verbal Counseling while others received coaching or nothing at all. The only other DVC was for a deputy that had a severe mistake in comparison. Others had more severe errors and received less with no documentation. This clearly shows being singled out and Human Resources has done nothing to address any of the issues allowing this to continue over and over again.

In addition, information was provided showing an intent to manipulate issues surrounding ADA and at the time, my wife Selina Valenzuela. To simply ignore this breach of an EEO related area is in fact a violation and will be reported at a state level. I have reached out to the Industrial Commission of Arizona and the Federal Labor Department. I had to file a law suit the last time this occurred to get the results and it revealed notes with intent to hide the results. I am guessing that the lack of concern is of the same nature in this case. More than enough evidence exists at this point and the failure to act is negligent according to the Industrial Commission and Federal Labor Department. Ms. Bohland, you worked for the Industrial Commission at one point and should be familiar with this. Employee's should have a reasonable expectation of assistance in these matters, that is why the laws exist.

As stated in the original email, several infractions on keeping files have been testified to. My name was mentioned specifically in court. I would like the private files being kept on me to be immediately turned over, as it is my right to see them. Please consider this an official request. All of these factors are leading to and have been part of a work condition that is full of patterns and behavior consistent with retaliation and bullying.

Kevin E. Kubitskey

← excluded from proceeding, knowledge from who?

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>
Sent: Tuesday, November 26, 2019 9:43 AM
To: 'Cathy Bohland' <Cathy.Bohland@pima.gov>; Keith Sobraske <ksobraske@thinkiri.com>
Cc: mikestorie@gmail.com; Gary K. Anderson <Gary.Anderson@sheriff.pima.gov>; Buddy Janes, <Harold.Janes@sheriff.pima.gov>; William P. Phillips <William.Phillips@sheriff.pima.gov>; Kevin Kubitskey <Kevin.Kubitskey@sheriff.pima.gov>; Cavazos, Valerie <valerie.cavazos@kgun9.com>
Subject: Woolridge Special Master Testimony

Ms. Bohland and Keith,

Yesterday Chief Woolridge testified from 9:30 a.m. to approximately 4:30 under oath at the Special Master Hearing (SM).

During testimony numerous items were revealed showing his and the Sheriff's departments bullying behavior. Including but not limited to the manufacture of black binders and "dossiers" on subordinate employees. Woolridge testified that he himself had an unredacted copy regarding subordinate employees in his safe at his house.

I'm sending you this information in a further attempt to point out the bullying culture which continues to be perpetrated by Sheriff Napier and his Chiefs.

It has been approximately a year and a half since I filed my bullying complaint on the Sheriff and his executive command staff and still have received no results from you. As I stated to Keith at the beginning of my interview I fully expected no help from County HR and expected this investigation to be a whitewash in the departments favor. I still believe this.

This testimony in Superior Court proves that Dossiers are in existence to be used to bully and harass "certain" employees. I am asking that this information from the SM investigation be considered to the bullying complaint by me and the other complainants.

In conclusion I am again asking when the findings from my bullying complaint will be given to me.

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Cathy Bohland

From: Keith Sobraske <ksobraske@thinkiri.com>
Sent: Monday, December 23, 2019 11:31 AM
To: 'Michael Storie'
Cc: 'Joe Cameron'; 'Buddy Janes'
Subject: RE: Untenable Delay in Bullying Investigation

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Mike, the report is nearly completed, and is monumental in length for an administrative investigation. The report will be exhaustive and complete. Given 5 complainants, 7 principals, and scores of allegations, there are a few items that I needed for finalization of the investigation, as one might expect with an endeavor of this size and complexity. I expect to have the report completed within the next week. I did not receive the emails that Joe said that he had sent to Sheriff Napier complaining about the RICO fund malfeasance and the involvement of the chiefs. I did receive the audio. Yes, at the time, it did not open, and I noted the need to re-request it, but I did not. It is the call of you or your clients as to whether they want to provide any further information. I am in the process of final completion and review of the report.

I hope that once you see the final product, you will be able to cease your unrelenting accusations that the investigation is a "sham," which is as far from the truth as possible. Please be patient as this long process nears its end. Thank you.

Keith A. Sobraske
Investigative Research, Inc.
77 E. Columbus, Suite 207
Phoenix, AZ 85012
(602) 258-5820 (office)
(602) 390-5786 (cell)
Ksobraske@thinkiri.com

-----Original Message-----

From: Michael Storie [mailto:mikestorie@gmail.com]
Sent: Monday, December 23, 2019 10:32 AM
To: Keith Sobraske <ksobraske@thinkiri.com>
Cc: Joe Cameron <jdcameron756@gmail.com>; Buddy Janes <tucson1295@gmail.com>
Subject: Untenable Delay in Bullying Investigation

Dear Mr. Sobraske,

Recently Joe Cameron forwarded to me your most recent email to him in regard to your ever-ongoing investigation. Frankly, it would be laughable if it weren't for the fact that Joe and others continue to suffer from the ongoing bullying that they are subject to by Sheriff Napier and his Commanders. Your delay in concluding this investigation, and the nature of your requests in your email, either illustrate your incompetence or your ever evident collusion with those that are subject to this complaint.

First of all, the documents you now request were provided to you over one and half years ago. What is the possible explanation for you now discovering that you need them, and that you don't have them? Incredible.

Secondly, is it actually the case that the audio file provided to you once again, over a year and a half ago, is just now found to be incapable of opening? And this is after you assured me and Joe several times over the last year that your investigation was close to completion?

It is becoming painfully apparent that just as we had suspected, this entire investigation is a sham. We also have information that behind the scenes you have been actively portraying Joe in an unfavorable light instead of maintaining the expected neutrality per your duty.

I had always suspected that these matters would result in litigation. Unfortunately you are on the path of being included with those that will be subject to this action. We have been extremely patient and taken you on your word, and in good faith, when you have continually pushed back the date for the completion of your report. This last attempt by you to further the delay is incredible.

On behalf of Joe and others that have made similar bullying claims, I demand an answer to the questions set forth in this email. Further, I demand an explanation as to why you are asking for documents that were provided over a year ago. I also demand to know if you have reviewed the documents provided by Buddy James, or will you be requesting those again at some future date. Finally, on behalf of Joe, Buddy and others, I demand to know when this investigation will be complete. Understand that once this investigation is complete we anticipate that through a discovery process we will ascertain every single action and communication that you undertook as part of your investigation.

Mike Storie

Sent from my iPad=

(520) 724-8672

-----Original Message-----

From: Joseph D. Cameron <Joseph.Cameron@sheriff.pima.gov>

Sent: Wednesday, May 1, 2019 9:53 AM

To: Cathy Bohland <Cathy.Bohland@pima.gov>

Cc: mikestorie@gmail.com; Joseph Cameron <Joseph.Cameron@sheriff.pima.gov>; Keith Sobraske <ksobraske@thinkiri.com>; Cavazos, Valerie <valerie.cavazos@kgun9.com>

Subject: RE: New Recording 90

Ms. Bohland,

I am acknowledging your receipt.

I am extremely disappointed in your lack of empathy towards the situation that many of us are involved in. You are the head of Pima County Human Resources and are responsible for not allowing situations like this to occur.

What I and many other people are going through is the equivalent to a bully coming to us every day and abusing us on the playground after school staff have been told. I have tried to get you or someone to help me because I have no one else to turn to. I first reported this to you over a year ago.

You in turn have acted with DELIBERATE INDIFFERENCE to my situation and every other person that is being bullied. The only thing that makes sense to me now is that you somehow have taken the word of the actual bullies that I and others are just a small group of people who are just not happy due to an election that occurred almost 3 years ago. NOTHING could be farther from the truth!

In fact the only thing that could be related to the election is the fact that since many of us supported a different candidate we had been targeted from the beginning by Sheriff Napier and his senior and executive command staff.

I myself AM a whistleblower per federal and state statute and because I have done my duty as a law enforcement officer to bring the wrong doing and corruption to light I have been especially singled out and retaliated against and it has not stopped.

The policy that I asked you to enforce is actually a Board of Supervisors rule that they enacted to make sure this type of behavior does not occur in Pima County. By doing nothing and literally sitting on your hands you have further empowered the bullies. You see they don't believe the rules apply to them. One of them doesn't even wear the correct uniform to work anymore which truly demonstrates his elitist attitude towards the "rules".... he just doesn't have to follow them in his mind.

I wonder what the media, the Board of Supervisors and the public would think about all of this and why you have chosen not to admonish those who have obviously abused their subordinates.

Make no mistake this isn't just about me. I know of approximately 8 other commanders that are being bullied as we speak and are too afraid to come forward. I believe there have been approximately five or six commanders that have come forward already but only because they were brave enough to.

This isn't just limited to commanders either. There are many people being bullied daily by the very same senior and executive commanders in charge. If you cared to check you would hear the same few names over and over that have created a culture of intimidation, fear and bullying.

Cathy Bohland

From: Michael Storie <mikestorie@gmail.com>
Sent: Monday, December 23, 2019 12:00 PM
To: Cathy Bohland
Subject: Fwd: Untenable Delay in Bullying Investigation

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

FYI - Forgot to cc you.

Sent from my iPad

Begin forwarded message:

From: Michael Storie <mikestorie@gmail.com>
Date: December 23, 2019 at 10:31:46 AM MST
To: Keith Sobraske <ksobraske@thinkiri.com>
Cc: Joe Cameron <jdcameron756@gmail.com>, Buddy Janes <tucson1295@gmail.com>
Subject: Untenable Delay in Bullying Investigation

Dear Mr. Sobraske,

Recently Joe Cameron forwarded to me your most recent email to him in regard to your ever-ongoing investigation. Frankly, it would be laughable if it weren't for the fact that Joe and others continue to suffer from the ongoing bullying that they are subject to by Sheriff Napier and his Commanders. Your delay in concluding this investigation, and the nature of your requests in your email, either illustrate your incompetence or your ever evident collusion with those that are subject to this complaint.

First of all, the documents you now request were provided to you over one and half years ago. What is the possible explanation for you now discovering that you need them, and that you don't have them? Incredible.

Secondly, is it actually the case that the audio file provided to you once again, over a year and a half ago, is just now found to be incapable of opening? And this is after you assured me and Joe several times over the last year that your investigation was close to completion?

It is becoming painfully apparent that just as we had suspected, this entire investigation is a sham. We also have information that behind the scenes you have been actively portraying Joe in an unfavorable light instead of maintaining the expected neutrality per your duty.

I had always suspected that these matters would result in litigation. Unfortunately you are on the path of being included with those that will be subject to this action. We have been extremely patient and taken you on your word, and in good faith, when you have continually pushed back the date for the completion of your report. This last attempt by you to further the delay is

incredible.

On behalf of Joe and others that have made similar bullying claims, I demand an answer to the questions set forth in this email. Further, I demand an explanation as to why you are asking for documents that were provided over a year ago. I also demand to know if you have reviewed the documents provided by Buddy James, or will you be requesting those again at some future date. Finally, on behalf of Joe, Buddy and others, I demand to know when this investigation will be complete. Understand that once this investigation is complete we anticipate that through a discovery process we will ascertain every single action and communication that you undertook as part of your investigation.

Mike Storie

Sent from my iPad

Chuck Huckelberry

From: Cathy Bohland
Sent: Friday, January 10, 2020 4:24 PM
To: Chuck Huckelberry
Cc: Monica Perez; Jan Leshner
Subject: FW: Cameron appeal hearing
Attachments: Cameron-Storie Emails.pdf

Mr. Huckelberry:

The below email is from the attorney representing Joe Cameron in his merit appeal and was sent to Keith Sobraske of Investigative Research, Inc. (IRI), who is the outside investigator on contract with the County to conduct the following bullying investigations against the Sheriff and six members of his Command staff:

Administrative Investigation No. 18B-10 (Complainant: Lt. Gary Anderson) Administrative Investigation No. 18B-04 (Complainant: Lt. Joseph Cameron) Administrative Investigation No. 18B-09 (Complainant: Capt. Harold Janes) Administrative Investigation No. 18B-16 (Complainant: Capt. Russell Ponzio) Administrative Investigation No. 18B-20 (Complainant: Sgt. Kevin Kubitskey)

I have also attached some other email communications between Cameron, Storie, and Sobraske. Mr. Sobraske has been under County contract since June 2018, and the report is currently under review and has not yet been finalized.

Cathy
(520) 724-8672

-----Original Message-----

From: Michael Storie <mikestorie@gmail.com>
Sent: Friday, January 10, 2020 12:14 PM
To: Keith Sobraske <ksobraske@thinkiri.com>
Cc: Cathy Bohland <Cathy.Bohland@pima.gov>; Joe Cameron <jdcameron756@gmail.com>; Buddy Janes <tucson1295@gmail.com>
Subject: Cameron appeal hearing

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Keith - We just completed Joe's appeal hearing. We succeeded in having his discipline overturned. The Commission members all stated on the record that Joe was "targeted" by the Department and Woolridge in particular. Further support for Joe's claims. All of this was recorded. Woolridge, Napier, Gwaltney and Stuckey were all accused of committing perjury on the stand by 1 of the 3 Commissioners.

Recording is available through HR

Sent from my iPhone

Chuck Huckelberry

From: Cathy Bohland
Sent: Friday, January 10, 2020 4:27 PM
To: Chuck Huckelberry
Cc: Monica Perez; Jan Leshner
Subject: FW: Cameron appeal hearing

Additional email received

Cathy
(520) 724-8672

From: Buddy Janes <tucson1295@gmail.com>
Sent: Friday, January 10, 2020 4:24 PM
To: Michael Storie <mikestorie@gmail.com>
Cc: Keith Sobraske <ksobraske@thinkiri.com>; Cathy Bohland <Cathy.Bohland@pima.gov>; Joe Cameron <jdcameron756@gmail.com>
Subject: Re: Cameron appeal hearing

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

The commission also mentioned on record that I had been pressured and such during this hearing and before.

I am already hearing talk around our department about retribution. I am hoping that someone will let the Pima County Sheriff's Department know that we are not to be messed with.

Buddy Janes

On Jan 10, 2020, at 12:13 PM, Michael Storie <mikestorie@gmail.com> wrote:

Keith - We just completed Joe's appeal hearing. We succeeded in having his discipline overturned. The Commission members all stated on the record that Joe was "targeted" by the Department and Woolridge in particular. Further support for Joe's claims. All of this was recorded. Woolridge, Napier, Gwaltney and Stuckey were all accused of committing perjury on the stand by 1 of the 3 Commissioners.

Recording is available through HR

Sent from my iPhone

Cathy Bohland

From: Joe Cameron <jdcameron756@gmail.com>
Sent: Friday, February 21, 2020 9:23 AM
To: Cathy Bohland; Keith Sobraske
Cc: Michael Storie
Subject: Fwd: N4T Investigators: Whistleblower Fallout

This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Sent from my iPhone

Begin forwarded message:

From: Joe Cameron <jdcameron756@gmail.com>
Date: February 20, 2020 at 11:43:55 PM MST
To: Michael Storie <mikestorie@gmail.com>
Subject: N4T Investigators: Whistleblower Fallout

<https://kvoa.com/news/2020/02/20/n4t-investigators-whistleblower-fallout/>

Sent from my iPhone