Independent Police Review

Confidential Recorded Interview Transcript

Interview Date: 08/13/2024
IPR Case #: 2023-B-0069 and 2023-B-0070
IPR File Name: OfcShairs Interview 08-13-24
Complainant:

Investigator: Investigators Casey Clithero and Andrew Pease
Interviewed: Officer Dylan Shairs

KOPPANG: All right. My name's Internal Affairs Acting Lieutenant ERIC KOPPANG. The date is August 13, 2024. The time is approximately 6:30 a.m. We're located within the Internal Affairs large conference room. The persons present are Officer DYLAN SHAIRS, DPSST number 61103, PPA rep RYAN MELE and IPR Investigators CASEY CLITHERO and ANDREW PEASE. We're here in regards to IPR case numbers 2023-B-0069 and 2023-B-0070. And this is in regards to multiple PPB case numbers. Officer SHAIRS has been advised that his conduct and/or the conduct of any other officer present during various 2020 civil unrest events is the subject of this investigation. Officer SHAIRS has reviewed information necessary to be reasonably apprised of the nature of the allegations and the complaint. Officer SHAIRS has been informed that he is a witness member in the case and that IPR Director ROSS CALDWELL is in charge of the investigation. I have advised Officer SHAIRS that he could have representation present during the interview and Officer MELE is here in that capacity. Officer SHAIRS has been provided a copy of the Rights Notification Form and has signed it. Thank you. Officer SHAIRS, under the authority of IA Captain CHRIS LINDSEY, I am ordering you to answer all questions fully and truthfully. If you fail to respond fully and truthfully, you may be disciplined up to and including dismissal. Do you understand, sir?
SHAIRS: I do.
KOPPANG: I'll now turn this interview over to IPR Investigations CLITHERO AND PEASE.
CLITHERO: Thank you. So, Officer SHAIRS, how long have you been with the Bureau?
SHAIRS: A little over four years now.
CLITHERO: What have been your various assignments and responsibilities during your time?
SHAIRS: Primarily outside of being a trainee, I was assigned to East Precinct nightshift when I came off probation, spent a short stint up at the Training Division as well as NOC Unit for two weeks. But other than that, pretty much just nights.
CLITHERO: Okay. To the best of your knowledge and to the best that you can recall, what's the job description of a scribe during an Incident Management System event with protest?
SHAIRS: The best I understood it was basically I would sit at a desk in the IMT up there with the Command Structure. I would listen to the radio traffic on whatever radio unit they were using that night and do my best to transcribe what was being said in a Word document.
CLITHERO: Thank you. Can you give a sense of kind of how that environment is situated? Kind of what you can see, how things are arranged, who was there.
SHAIRS: Yeah, it was out at the Training Division. They had their big classroom, the front classroom, with the wall taken down the middle so there's a lot of space. I was at a desk usually in the front right, closer to where they

had the screens up. And then around the room, usually to my left, was like most of the Command Structure. So you'd have the IC and the other people in charge of whatever was going on that day there. And then there were a couple other people in and out at certain points doing different jobs that I was not super aware of.
CLITHERO: Okay. I heard you mention things up on screens. Do you recall kind of how many screens there are and kind of what's the nature of what's up there and what they're looking at?
SHAIRS: It changed night to night. I know for a while there was a live stream that was up that we were able to capture and then we were told we couldn't do that anymore so that came down. And after that, it was mostly public information like live streamers streaming their live streams on the internet that they just broadcasted up on the screen.
CLITHERO: So is the IC and OPS Chief, are they where you can see them, hear them?
SHAIRS: Generally, yes.
CLITHERO: Okay. Okay. So how does information come to you? Is it all coming by radio? Are you hearing, like, cellphone traffic, any of that kind of stuff?
SHAIRS: No. No cellphone. As far as what I was writing on the scribe sheets, it was dedicated whatever I could hear over the radio. There was generally a lot of traffic going on so that kept me pretty busy as far as trying to write down everything I could hear.
CLITHERO: Thank you. Do you have training as a typist?
SHAIRS: No.
CLITHERO: Okay. I ask that because you're - there were several scribes working, yours are very clear, error free -
SHAIRS: Okay.
CLITHERO: - not a ton of shorthand. I was just curious if you had training in that regard. Okay. Do you know if the channel that - the radio channel that you were listening to, do you know it's recorded?
SHAIRS: I couldn't say for sure if it was or not.
CLITHERO: And I heard you mention that you were just kind of taking down what you were hearing. Is that kind of the extent of the job is just taking down what's coming over the radio?
SHAIRS: Yep.
CLITHERO: How fast is that information coming at you?
SHAIRS: It would depend. There were some nights were not a whole lot was going on at a certain time and there wouldn't be much radio traffic and then other nights it would be constant, like, just trying to remember what I last heard and keep typing. So it varied quite a bit.
CLITHERO: So you mentioned that you've been here for four years. This was four years ago. Was that kind of among your first assignments?
SHAIRS: Pretty much. I think I spent a week at the Sunshine Division before that but that was the bulk of my assignment prior to actually getting into police training, going to basic academy and doing all that.
CLITHERO: Okay. From your perspective in that role and, again, you know, a new officer, is that - was the means by which everyone was communicating and you being able to take it down, was that kind of efficient (inaudible 00:05:43)?
SHAIRS: Efficient in what manner?
CLITHERO: Do you think you were well placed to be able to do the job?
SHAIRS: Yeah, I think had I been anywhere else, it may have been more difficult. Had I been closer to where things were going on, it would be more difficult with more information, right? We were in a pretty sterile environment where I could, if I had to, only listened to the radio so that was my job and I could do that if I had to.
CLITHERO: Thank you. Did you use any kind of - other than (inaudible 00:06:13) I'll just have you answer the question. Do you have - what software are you using to take the notes down?
SHAIRS: I think it was just Microsoft Word.
CLITHERO: Okay. Thank you. I don't have a scribe log sheet with me. Are you typing in to that - it's like a table, like the final product -
SHAIRS: It kind of looks like an Excel spreadsheet, but it's on a Microsoft Word document. Yeah, it looked like a

table from what I remember.
CLITHERO: Okay.
SHAIRS: It was like it had timestamps on the left and then whatever was said on the right.
CLITHERO: Gotcha. Okay. Do you have any questions to go through, Andrew?
PEASE: Yeah. Okay. So, did you get any sort of training at all prior to taking that scribe position related to RRT?
SHAIRS: RRT, no.
PEASE: Okay. And then did you get any sort of training related to how the crowd or the Incident Command System operations worked at all or did they just go ahead and say hey, we just need you to type and that's -
SHAIRS: Not by the Bureau. I've had ICS training in the past.
PEASE: Okay.
SHAIRS: But not prior to that.
PEASE: Okay. And then were you familiar at all with how or what the differences were say between, like, the OPS Chief and whoever was the Incident Commander?
SHAIRS: I had a general idea that the Incident Commander was overseeing the whole incident.
PEASE: Okay.
SHAIRS: But outside of that, not really.
PEASE: Okay. Did you have any sort of more direct contact with either of them at all or were you pretty much just stuck to that one side and working the radio traffic?
SHAIRS: I mean, I could see them, but as far as them talking to me directly, no.
PEASE: Okay. Were you privy at all to any sort of conversations going on in and around - I mean, since it sounds like, if I remember correctly, you're in that first room when you come into the Training Division.
SHAIRS: Mm-hmm.
PEASE: And so it's a fairly decent size room but there's still, I'm sure, you can kinda hear stuff going on or were you more focused directly on just trying to - what's coming over the radio or did you hear -
SHAIRS: I had an earpiece in, so -
PEASE: Okay.
SHAIRS: - mostly the radio but I could - I mean, I could hear what was going on around me to.
PEASE: Okay. Ever aware of any sort of issues or concerns coming in from whatever's going on in the field back up through to whether it's like maybe from the Field Commander, up through OPS Chief or any of that kind of stuff or was it - that still again you're more focused on -
SHAIRS: That probably would have not been on the radio so it's not something I probably would have paid attention to.
PEASE: Okay. Did you ever see or hear of any sort of debriefs going on like after a shift? Say, did you get any sort of - like, did they talk to you about what was going on or, again, you're just kind of in one position that's -
SHAIRS: Yeah. Usually by the time the night was over, most of the people there were on overtime and everybody was ready to get out of there.
PEASE: Okay. You know if there were any sort of debriefs going on for any of the field units once they were done with their shift for the evening or for the day?
SHAIRS: At the time I wasn't aware of any, no.
PEASE: Okay. Did you hear of any sort of complaints or concerns coming from the line units about the way things were being handled at all?
SHAIRS: No. From what I recall, most of the radio traffic wasn't directly from the people on the line. It was kind of the people overseeing everything.
PEASE: Okay. Do you remember who you might have worked with as far as OPS Chiefs or Incident Commanders?
SHAIRS: I remember Commander DOBSON was there quite a bit.
PEASE: Okay.
SHAIRS: And I remember seeing, I think it's now Captain ROBINSON quite a bit and Sergeant MCDANIEL.
PEASE: Okay.

SHAIRS: Those were the three faces probably that I see - and JEFF NIIYA was there a lot as well.
PEASE: Okay. Did you get - again, realizing four years ago.
SHAIRS: Yeah.
PEASE: And you're limited, you know, at the time because it sounds like you were pretty brand new. Any sort of feeling for how or if there were any sort of differences in the way those guys ran their day-to-day operations?
SHAIRS: Not really from what I could tell at the time.
PEASE: Okay. Let's see here. And did you work with Captain PASSADORE at all?
SHAIRS: I think less often.
PEASE: Okay.
SHAIRS: He may have been there a few times, but I remember Commander DOBSON more so, especially for the time - I wasn't there for the whole thing.
PEASE: Sure.
SHAIRS: I was only there for a piece of it. He's the one I remember the most.
PEASE: Okay. All right. And I think Captain PASSADORE sometime in like mid-August pretty much stopped working up as the Incident Commander. Do you know of any reason why that would have been or did you hear anything about that?
SHAIRS: No, I didn't.
PEASE: Okay. Do you remember any sort of issues or concerns coming up about the use of gas and then that option being taken away?
SHAIRS: I remember hearing about TRO's every morning - or start of every shift, not morning, they'd have a - there'd always be like an Incident Commanders brief with everybody before the day, lay out the rules and expectations and all that. And I believe at one point he started talking about those.
PEASE: Okay. And I guess kind of along that same line is those, say like a pre-brief brief, were there ever times when you guys might or the Incident Commander and OPS Chief and them might lay out a plan for the day but then you guys got calls from somewhere else whether it's the Mayor's office or whoever wanting to change stuff up and then having to relay prior to them actually rolling out and so changing like a whole plan again?
SHAIRS: Not that would have been communicated to me.
PEASE: Okay.
SHAIRS: (Inaudible 00:12:09) for just in my role.
PEASE: Gotcha. All right. Any time that you heard anything as far as any sort of direction given by whether it's the Incident Commander or OPS Chief that you might have felt like placed Bureau members or RRT themselves in a bad position during the protests or received that sort of -
SHAIRS: Yeah, I think that would be above what I understood at the time.
PEASE: Okay.
SHAIRS: I think I was about as qualified as probably any other person to sit there -
PEASE: Sure.
SHAIRS: - and just type -
PEASE: Okay.
SHAIRS: - without any training.
PEASE: Yeah.
SHAIRS: So that's not really something I could have -
PEASE: Sure.
SHAIRS: - had an opinion on really. I didn't understand any of it.
PEASE: Okay. Fair enough. All right, I don't know that I have any other questions outside of that.
CLITHERO: One left on my sheet is do you recall any occasions where there were any disagreements or conflict in the room between the IC and the OPS Chief?
SHAIRS: Nothing that stood out. Like, there'd be normal conversations but nothing like any - not like conflicts like you'd imagine seeing like somebody getting heated at somebody else or yelling at somebody else. It was very

professional.
CLITHERO: Okay. I think that's about the limit of the questions I have, so. Well, unless Sergeant KOPPANG (inaudible 00:13:37) ask that maybe -
KOPPANG: No questions from me.
CLITHERO: Okay. We like to usually, as we close the interview, is if there's anything you want to get on the record, and it can be nothing. That's totally fine. We'll leave that space for you and Officer MELE.
SHAIRS: No, I think that's the extent of what I experienced there -
CLITHERO: Okay.
SHAIRS: - as a scribe.
CLITHERO: Fair enough.
KOPPANG: Okay. It is 0644 and we are concluded.