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PERSONNEL BOARD

**BEFORE THE ARIZONA
STATE PERSONNEL BOARD**

SIMON WADE,)
Complainant,)
v.)
ARIZONA DEPARTMENT OF PUBLIC)
SAFETY (DPS); HESTON SILBERT, in his)
capacity as Deputy Director of DPS;)
MATTHEW MURRAY, in his capacity as)
Sergeant with DPS; PETE CURTIN, in his)
Capacity as Sergeant with DPS;)
Respondents.)

No. _____

**COMPLAINT FOR
PROHIBITED PERSONNEL
ACTION**

(Ariz.Rev.Stat. § 38-531, et seq.)

COMPLAINANT:

SIMON WADE

C/O: Law Offices of Dale Norris, LLC, 517 W Monte Vista Rd,
Phoenix, AZ 85003; (602) 307-5627; norrislaw@cox.net.

RESPONDENTS:

ARIZONA DEPARTMENT OF PUBLIC SAFETY (DPS), HESTON
SILBERT, PETE CURTIN and MATTHEW MURRAY;

2102 W Encanto Blvd, Phoenix, AZ 85009 (Physical Address)

PO Box 6638, Phoenix, AZ 85005-6638 (Mailing Address)

(602) 223-2000 (Main Switchboard)

1 detailing his disclosures on May 2, 2016. (Exhibit 3). These memorandums were provided
2 to Respondent Murray on May 16, 2016 and constitute further disclosures protected under
3 Ariz.Rev.Stat. §§ 38-531, et seq.

4 8. On June 16, 2016, Respondent Silbert removed Trooper Wade from his
5 assignment as a Bomb Technician, took away his duty weapon, police ID and badge and
6 placed him administrative assignment at his home. (Exhibit 4).

7 9. On June 22, 2016, Respondent Silbert made a complaint of untruthfulness
8 against Trooper Wade for the disclosures he made on May 2, 2016 and May 14, 2016.
9 (Exhibit 5).

10 10. The July 20, 2016 Respondent Murray again notified Trooper Wade that he
11 was under further investigation for statements he made in his May 2, 2016 and May 14,
12 2016 disclosures and again compelled Trooper Wade to submit to an interview pertaining
13 to those statements and requiring him to again validate his complaints. (Exhibit 6).

14 11. During the course of Respondent Murray's investigation, Respondent Curtin
15 made false and groundless allegations of wrongdoing against Trooper Wade.

16 12. On August 24, 2016, and based on an investigative report prepared by
17 Respondent Murray, Trooper Wade was served with a Notice Charges sustaining
18 allegations of untruthfulness, incompetence and conduct adverse to the department for his
19 protected disclosure on May 2 and 16, 2016. (Exhibit 7).

20 13. On August 29, 2016, Anni Foster, counsel for DPS, filed misleading
21 assertions about this matter to the Arizona Law Enforcement Merit System Council for the
22 purpose of extending the time for the Department to discipline Trooper Wade for making
23 his protected disclosures. (Exhibit 8).

24 14. As of the filing of this Complaint, Trooper Wade remains on administrative
25 assignment. This has caused him missed pay and benefits accompanying his position as a
26 Bomb Technician. Additionally, the Department has refused to allow Trooper Wade to
27 attend training necessary to advance his skills and maintain his certifications.
28
29

1 **Conclusions**

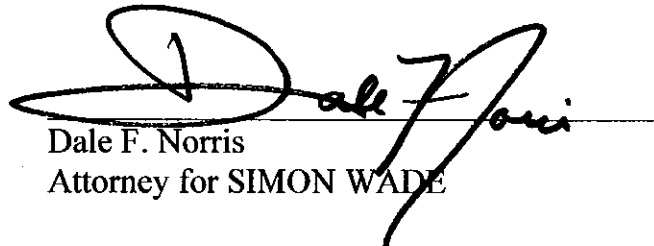
2 The actions taken by Respondents constitute "reprisal" for Trooper Wade's
3 disclosures on May 2, 2016 and May 14, 2016 and are prohibited personnel actions
4 pursuant to "Disclosure of Information by Public Employees," Ariz.Rev.Stat. §§ 38-531,
5 et seq.

6
7 WHEREFORE, Complainant requests that the Board issue an order:

- 8 a. ordering the investigation and allegations against Trooper Wade be removed
9 from all DPS records;
- 10 b. ordering all back pay and benefits be restored to Trooper Wade;
- 11 c. ordering Trooper Wade be returned to his assignment as a Bomb Technician
12 assigned to the DPS Special Operations Unit;
- 13 d. ordering DPS to arrange for and pay for all training missed by Trooper Wade;
14 and
- 15 e. ordering such other further relief as the Board deems just and proper in the
16 premises pursuant to its authority under Ariz.Rev.Stat. §§ 38-531, et seq.

DATED this 2nd day of September, 2016.

LAW OFFICE OF DALE NORRIS, LLC


Dale F. Norris
Attorney for SIMON WADE

EXHIBIT

1

To whom this may Concern,

My name is Trooper Simon A. Wade #7660. I am currently one of your full time Bomb Technicians assigned to the Special Operations Unit. I need to bring to your attention some issues that are happening within the EOD unit. As you immediately notice my badge number, you will notice I have just over three years as a full time paid employee of yours. I will be the first to recognize my junior status, and I would like to tell you a little about myself and where I came from in an attempt to gain credibility with you as a Bomb Technician and team leader.

After twenty years, I retired from the United States Marine Corps as a Chief Warrant Officer 3. I am a Master Explosive Ordnance Disposal Officer. I spent thirteen years of my career in a combat status. I have deployed as an EOD Technician in support of Operation Iraqi Freedom in 2003, 2004, 2007, 2008, 2009. I deployed as a Team Leader with the Direct Action Platoon, Maritime Special Purpose Force, 11 Marine Expeditionary Unit Special Operations in support of Operation Iraqi Freedom 2004.

As an EOD Officer I have been a Platoon Commander, Company Commander, the Marine Wing Support Group EOD Officer, and I have successfully completed a yearlong tour as a Foreign Military Advisor to the 7th Iraqi Army Division.

As the EOD officer and member of the Commanding Officers Staff my responsibilities were to Direct, supervise, train, evaluate, counsel, and discipline Marines assigned to EOD company. Plan and supervise EOD support to operations, exercises, and special secret service events and advise the commanding Officer on the capabilities, equipment status and personnel availability.

I have attended and completed every Professional Military Leadership school from the rank of Corporal in 1996 through Gunnery Sergeant in 2005 and the Warrant Officer Basic Course at Quantico, VA in 2007.

I have commanded hundreds of Marines in Battle and benign environments. I have commanded and advised Foreign militaries and been the responsible officer for Millions of dollars worth of equipment. I have a Top Secret security clearance with the special compartmentalized information (SCI) of Critical Nuclear Weapons Design Information (CNWDI). I have been a member of the Secret Service travelling the world with the President, Vice President, Secretary of State, and I have been a member of the team with the Russian President Dmitry Medvedev and the Pope to list a few. I have studied the Arabic culture and currently speak Arabic.

I attended the Naval School Explosive Ordnance Disposal (NAVSCOLEOD) at Eglin Airforce Base, Florida in 2000. I attended and completed the eight additional advanced schools in between deployments and earned my Master EOD Badge April 23, 2009. I have worked on either remotely, or hands-on over one thousand actual Improvised Explosive Devices. I have led hundreds of combat patrols. Unfortunately, I have had eleven devices detonate very close to me and I have been shot seven times in two different engagements. I have lost many of my men in combat, and many that are severely maimed and injured. I have spent countless hours with families of the fallen and injured. I have buried many of my friends. I was awarded the Bronze Star, Purple Heart, and many other medals. I am not here to tell you war stories, that is not really my style, unfortunately there are many fake people out there and if you desire, my experience and credibility is verifiable and I can provide you with all of it.

Three years before I retired from the Marine Corps I was stationed at the Marine Corps Air Station in Yuma, AZ. My wife worked at the Yuma County Attorney's office and was good friends with a co-worker named Violet Vankeurren. The ladies got together and one night in 2009 our families got together and I met Rick Vankeurren for the first time. He told me all about DPS. He took me to Phoenix and introduced me to the Bomb Squad, then Captain Larry Perry and a few others. I fell in love in love with DPS and knew that I would someday be part of the DPS family. I became a civilian reserve, my badge number was 91094. I was assigned a vehicle, #06410 a blue F150 pick up, Sergeant Jerry Diehl gave me a bomb suit and some basic EOD equipment and I was off and running. I attended training, did call outs, everything. I was not a sworn P.O.S.T. Certified LEO, I was a civilian reserve Bomb Technician. My Kall sign was EOD 44. I loved it! I worked thousands of hours over the next three years completely for free. My wife was actually starting to get quit annoyed with me being gone every weekend. If I was not doing something EOD related I was riding with Troopers in District 4. I spent many Saturdays riding with Victor Alvarez. I told my wife, it will all pay off in the end as I intended to immediately join DPS when I retired from the Marine Corps. As a reserve I grabbed a small robotics platform from the Marine Corps and utilized it to clear a drug tunnel in San Luiz Arizona, just one of the calls I did as a reserve. That tunnel is now featured on the National Geographic Channel.

No matter how many years of experience, formal schooling, brother-in-law deals, etc. that you have. In the law enforcement world, if you have not attended the FBI's Hazardous Devices School (HDS) in Huntsville, Alabama. You will not be a Bomb Technician. Knowing this I got a school seat as a Marine. Colonel Kuckuk the Commanding officer of MCAS Yuma allowed me to attend the six week, \$15,000.00+dollar school as a reward so to speak for twenty years of service. February of 2013 I went to the FBI school.

As you know, if you have a Trooper that you want to make a basic Bomb Technician right now, the waiting list can be up to 18 months. The FBI certifies Bomb Technicians, and accredits Bomb Squads. They have the only school in the nation and they handle everyone. The waiting list is ridiculous, and the cost is high.

Knowing this, I prepared. Before I retired from the Marines, I attended the school that tends to be a huge problem for Law Enforcement Agencies nationwide.

I applied to DPS, was offered a job, my retirement Ceremony from the Marine Corps was on a Thursday October 24th, 2013. Sergeant Jerry Diehl and most members of the AZDPS EOD team drove to Yuma to attend my retirement ceremony and presented me with a plaque for my years of service as a civilian reserve. I began the DPS pre-Academy Monday October 28th, 2013. Of course a lot of people knew me in DPS, I had been here for years at this point. My desire was to go work in District 4 upon graduation and the completion of FTO forty plus weeks later. Then Major Larry Scarber promised me District 4. I asked for it and I told him, "Sir, I just want district 4, I will take any of the out-lying areas that nobody wants... Ajo, Dateland, Wenden/Salome.... Doesn't matter to me, I get to live in a DPS house for \$50 or \$100 dollars, That's Great! I graduated the academy, went to Yuma and I believe I had some of the Best FTI's out there. Hector Garduno, Fernando Delgado and Greg Sanchez. Life was good. Until I was told, "hey you are going to the Capitol".

With no time to spare and at the last minute I moved my family to a rental house in Mesa, and I stayed in my house in Yuma until I finished FTO.

I went to the Capitol, I worked for Sergeant Lundin, a Phenomenal leader! I grabbed onto the Phoenix PD Downtown Operations Unit guys and they taught me how to be a street cop. I had great time down there with Phoenix. I worked part time EOD, and seven and a half months later I was assigned as a full time Bomb Technician with SOU. My transfer date was April 25th, 2015.

I was ecstatic, as soon as I found out I would be permanently moved to a full time EOD position I called my wife. Years of working for free, thousands of hours, everyone to include my Marine Corps Commanding Officer sending me to the FBI school I owed. It all paid off, this is where I wanted to be, and I made it finally. Everything prior, was to prepare me for this day.

I know that is a very fast timeline, I am very honored and humbled to be given the opportunity to move to a specialty unit so fast. Seven and a half months on the road and I made it. There was a SWAT testing that was taking place at the Mesa Police Department Range, Lt Colonel Lugo showed up and I was able to personally thank him for giving me this opportunity.

I learned about DPS in 2008 and 2009, I knew then, exactly what I wanted to do. I walked in to the door of DPS with everything complete. I was already a certified Technician with years of experience and I have been with DPS for over five years working thousands of hours for free. DPS didn't have to send me to HDS, I worked hard and earned a spot on the team.

The EOD team is small, we know each other very well. By the time I made it to the team all the senior guys were retiring. Miguel Renteria, Ken Emerson, Jim Wade, and Sergeant Jerry Diehl all retired. Sergeant Pete Curtin took over the EOD team just about the same time I came over full time.

For years, I attended EOD training with DPS, as the EOD Officer in Yuma I set up live training events that were scheduled over many days, I attended SWAT training, All-Team training in northern Arizona, I taught SWAT all about the new HMMWV's they had, everything.

District 4 Troopers conduct all of their firearms training on the Marine Corps base. I drafted that memorandum of agreement, used Marine Corps Equipment to re-locate the forty foot conex box owned by DPS from Adair Range to the Marine Range. DPS was paying Adair incorporated quite a bit of money to conduct firearms training. Currently the only people that shoot on Marine Corps ranges in Yuma are Marines and DPS Troopers.

I took a Total Containment Vessel (TCV) that I was getting rid of in the Marine Corps. I sent it to the Defense Reutilization Material Office (DRMO) and coordinated it being transferred to Sgt Jerry Diehl at AZDPS. That fully operational piece of gear is currently located in Tucson and it saved AZDPS over \$235,000 dollars.

Sgt Pete Curtin was very rarely at training. He actually turned in his EOD Truck and equipment when he was moved over to the Fugitive detail. He did very little to no training with EOD. I knew very little about him, I do remember seeing him at a large training event that I set up on the Munitions Treatment Range (MTR) in Yuma. He assumed command of the EOD team around May of 2015.

The heart of this letter to you, and why I am writing this, I have seen leadership failures, malfeasance, theft, and operational decisions that befuddle me. I have been personally targeted by Sergeant Pete Curtin and retaliated against several times. I have been pulled from schools that will advance my skills as a FBI certified Tactical bomb technician. I have been ostracized from the EOD and SWAT team. I have seen Sergeant Pete Curtin bully all of us in the EOD squad, he has threatened us with "talking-out-of-turn". His individual skills and thought processes dealing with explosives have nearly gotten people killed. He has openly undermined the the division staff on grooming standards and uniform policy and consistently undermined Tip Gardner when he was the acting Captain.

When I was in management, and leadership positions of leadership I was given directives from higher. I embraced those decisions and policy as my own. I did not openly show my disagreement with senior staff to subordinates. It de-stabilizes the chain of command, demoralizes the unit and tears at the very fiber that makes up a cohesive unit.

Pete Curtin fired Cleave Odegard for supposedly talking behind his back. Cleave Odegard was removed from the EOD team and assigned to Metro West, Pete Curtin allegedly had all of these problems with him but sent him out the door with an evaluation of all eights and elevens. Cleave Odegard was a good Bomb Technician, and a well respected K-9 handler and instructor. In light of recent events, nobody on the EOD team believes what Sergeant Pete Curtin said about Cleave Odegard. AZDPS lost a good man because Pete Curtin was threatened by his presence. Thousands of dollars and months training completely down the drain. No counselling, no PPR entries, nothing.

I have been accused of insubordination, talking trash, etc. Sergeant Pete Curtin relays this information up the chain of command. When I first started working at SWAT Captain Larry Perry was in charge, he left shortly after, and then Captain Lugo took over. I have spent a long time proving to Lt Colonel Lugo that I am loyal, educated, experienced, motivated and most importantly embrace the values and mission of the Department of Public Safety. Because of the non-sense that has taken place recently I am certain that Lt Colonel Lugo thinks the EOD team and I are bunch of loose cannons and we are all just out to get Pete Curtin. That is certainly not the case, Sgt Pete Curtin does not stand up for us and will not let us talk to anyone. I have seen Pete Curtin belittle every member of EOD squad to other members of the EOD squad. I know Pete Curtin has belittled and talked down about every one of us to his friends inside and outside the Agency. I have had several people come to me and tell me that My Sergeant Pete Curtin has specifically said bad things about me. Many fellow bomb Technicians have come and told me that I am a threat to Pete Curtin and he is completely offended by my presence because I have managed EOD teams for years successfully and Pete has not. I am the threat to him. I have gone out of my way to never undermine Pete Curtin. I continually find myself inventing news ways to make Pete Curtin feel important and in charge to the point where I belittle myself to make him feel good. Most would see it as extreme brown nosing, I do it because Pete Curtin is so threatened by me that I am just trying to keep the peace.

Pete Curtin has destroyed the EOD team, the moral is in the dumps, he has completely lost the trust of SWAT, and many agencies that I meet with outside of DPS and they specifically mention their hatred for Pete Curtin. Pete Curtin has embarrassed DPS on many occasions. I find myself covering for him all the time. Just recently some deputies in Navajo County found a fully functional pipe bomb. The deputies did not make the best decision when they decided to take it apart with a set of bolt cutters. When the deputies found a fully functional blasting cap they called DPS EOD for help. Greg Loewen and Brian Bunch responded and helped the deputies out. Pete Curtin called and belittled a female Deputy, talking down to her. A complete embarrassment to us at DPS. Brian Bunch and Greg Loewen had to go out of their way to smooth things over and cover for Pete Curtin. We as the AZDPS EOD team have learned to do this for Pete. Those deputies will probably never call us again and they will talk about how the DPS Bomb Squad Commander was a total jerk to them. I grew up in Heber, Arizona. I know the Sheriff of Navajo County very well. I knew him when he was a new deputy working in Heber. I have not called KC Clark yet. I intend to, to smooth things over and offer some training for his deputies.

The operational decisions that Pete Curtin has made directly relate to his lack of knowledge and experience as a bomb technician. He did attend the Hazardous Devices School more than five years ago. He has not attended training consistently. He has not attended some of the advanced schools he should have gone to. His focus is being a SWAT operator. He has demonstrated to the EOD team numerous times that he just wants to be a SWAT guy. He doesn't care for the EOD team, he has said numerous times that he would just like to "go back to SWAT" because this is just too much for him.

There are many agencies around the US that do not have a Bomb Squad Commander, they are, of course smaller agencies and they have a few part time guys. More often than not the Bomb Squad Commander is a Lieutenant or Captain that is in charge of many other sections. I have spent many hours working with Pete Curtin on developing the EOD Standard Operating Procedures. I have given him the ones I have authored. I have given him the manuals from the FBI. I have given him every resource and manual that I have and offered to assist writing them all. I have done this many times. I do not want to be the Bomb Squad Commander, I have done that for years, I have told Pete Curtin that many times. But these responsibilities come easy to me. I only want to help and Pete Curtin sees me as a threat to him.

The nasty politics and backstabbing that goes on daily in SWAT is the reason why Pete Curtin is where he is at today. We, the EOD team know this because he has told us. He worked for Larry Perry, they did not get along so Pete was sent to EOD. He tested for Sergeant and was sent over to division, assigned an administrative job. He came back to SWAT, went to fugitives, moved a time or two again because nobody could work with him and then when Sergeant Jerry Diehl retired he took over EOD. He took over EOD not knowing where to begin, what to do, inspect account for or manage. The members of his team have the experience and knowledge of exactly what needs to be done, we can provide everything Sergeant Curtin needs to be successful. Each of us bring a set of skills and knowledge to the team. Greg Loewen has been a member of the SOU District for over 15 years. He has the continuity of continuous service to SOU that is detrimental to understanding the tasks, administrative requirements and most importantly the points of contact throughout the state that will take us from where we have been to where we need to go. I know leadership, and I know how to take over a team, inspect, account for and delegate individual responsibilities having done it many times before. Tony Vasquez has been a Bomb Technician for many years and he understands the Training requirements and more importantly the tasks and duties associated with southern Arizona. We have all come to Sergeant Pete Curtin and offered countless times to help. When we approach Sgt Curtin with ideas or

historical references as to why or how we could or should perform a task he immediately becomes agitated, irritated and hostile. All of us clearly understand the chain of command, we know he is the Sergeant in charge and we will all do exactly what we are told. We just need a Sergeant that will take care of us, lead us to success and fight for us. I have found that because of the diverse knowledge and experience required to handle the position of the AZDPS Bomb Squad Commander Sergeant Pete Curtin has targeted anyone he deems to be a threat to him. He has targeted each member separately and nobody on the team can approach him. I see the leaderships decisions he makes and nobody wants to work with him. We live in Pete Curtin's world and if we upset him, we will be fired and sent back to the road just like he did to Cleave Odegard. Pete Curtin doesn't know how to manage an EOD team and he has made several decisions that will have serious negative consequences on the department. I have spent many hours trying to explain and show Pete Curtin and he simply will not take action. I have been targeted personally by Pete Curtin, I have brought to his attention the things I have found and he gets irritated. He has just recently attempted to get me "sent-back-to-the-road" because he heard I was talking bad about him. Pete Curtin plays the victim whenever he is confronted. He is dangerous handling explosives, and negligent accounting for them. He has no accountability of the millions of dollars' worth of EOD gear that is spread throughout the state. He plays favorites with-in the squad and he has deployed untrained, uncertified officers on bomb calls and threats.

The toxic back stabbing environment that exists in SWAT has gone on for years. The internal politics are unbelievable at times. Over the years I have seen several outstanding operators removed from SWAT and each case boils down to politics. This guy didn't like this guy, that guy didn't like that guy and so on and so forth. Sergeant John Mouret, Sergeant Cody Mulleneaux, Sergeant Joe Campbell, are just a few very proficient operators that I have seen pushed out of SWAT. Of course I don't know the specific details to any of them I only know what the rumor mills have generated.

I mentioned that Sergeant Pete Curtin was pushed out of SWAT by Larry Perry, I know this only because Sergeant Curtin told me. Cameron Weidenbach a certified SWAT operator and instructor was not liked within the "Fabulous Five Clique". The SWAT/EOD unit is a very toxic environment, it is completely controlled by the "fabulous five" Sgt Tip Gardner, Sgt Pete Curtin, Sgt Brandon Powell, Neil Brooks, Brad Martin, and Matt Kunda. Tip and Pete hate each other, Which is important to understand because when Sergeant Gardner was in charge of SOU he completely pushed EOD aside. Tip didn't like Cameron Weidenbach and sent him to a full time EOD position so he could get rid of him. Weidenbach was told he couldn't do SWAT or anything, he was EOD now. Cameron Weidenbach sat at his desk struggling to find forty hours of work to accomplish in a week. He wasn't allowed to do anything SWAT related, He was given an EOD Kall sign but he had no training, certification, or any knowledge of EOD. He was just going to sit and wait for a school seat from the FBI, months away. Cameron Weidenbach was given a dog. He would eventually go to K-9 school and become an explosive detection K-9 handler. I discussed this decision many times with Sergeant Pete Curtin, we are setting Cameron Weidenbach up for failure. He needs to master one full time skill before taking on another. Becoming a proficient Bomb Technician takes years. The same can be said for a new K-9 Handler. Cameron is taking on two very demanding skill sets at the same time. I have seen this drastically fail in the past. I spent hours talking to Sergeant Curtin about it and I was told, "stop bringing it up, I don't want to hear any more about it." And so I did exactly that. I fear Cameron Weidenbach is being set up for failure, that train so to speak will crash and I can't do anything about it.

I hear SWAT guys constantly belittle Pete Curtin. They have told me stories of how Pete Curtin has “freaked-out” and constantly “turns in-to a spaz” during actual operations. There is a story going around SWAT how Pete Curtin during an operation in Vekol Valley actually pulled a gun on Neil Brooks. Another Story of how Brad Martin grabbed an explosive breach off a door and through it at Pete Curtin.

Tip Gardner actually started laughing at me one day when he told me how he got rid of Cameron Weidenbach and forced him over to EOD. This is all very self-serving to SWAT and extremely unprofessional. Sergeant Gardner said “Simon why don’t you consider Cam to be an EOD Tech?” I replied, “Sergeant, he doesn’t even have a school seat to go HDS yet”

Cameron Weidenbach and Pete Curtin have worked with each other for years, they were in the Fugitives detail together and SWAT together.

Cameron Weidenbach was forced out of SWAT, moved to EOD, it was welcomed by Pete Curtin. The problem here is the requirements to become a Bomb Technician that are set by the FBI. Cameron never tested for EOD, he was never being vetted by our team. There is an official process to become a member of the EOD unit. The official process that is in place to become a bomb tech is required and important. The reality is, if the individual passes everything and is not liked by the team, they do not continue on in training. I understand the need to really like and trust the person that you will be working on a bomb with but this mentality inevitably breeds cronyism and nepotism. Cronyism and Nepotism is unfortunately a horrible plague that will always exist in small specialized units like SWAT and EOD.

Cameron Weidenbach was coddled very quickly by Pete Curtin, He was promised a brand new Truck, given a dog, given given hundreds of thousands of dollars worth of EOD gear to put in his truck, he is not a Bomb Technician, nor was he certified as a K-9 Handler. I have asked Pete Curtin many times to remove that equipment from Cameron’s truck. He can’t use it and if something happens or that equipment gets stolen we will look like fools. He told me that Cameron has it in his truck mainly for storage, there is nowhere else to keep it. We own a forty-foot-long Conex box that is nearly empty sitting next to the SWAT office. Our EOD trucks are unmarked vehicles with fake license plates. The department of transportation law enforcement exemption allows us to travel around with explosives and no placards on our vehicle. It’s a common sense approach. We do not want anybody knowing what they might be able to steal out of our vehicles. Cameron Wiedenbach was parked at a store in Phoenix and his truck was broken into. They alarm went off and nothing was stolen. A bulletin was put out by the ACTIC detailing the vehicle and what is potentially inside it to everyone. Now everybody knows what these trucks are used for and what is potentially inside them.

We were all told that Cameron is here to stay, we will train him and we all embraced that. There is really only so much training we can do with Cameron Wiedenbach until he returns from HDS as a certified Basic Bomb Technician. The training he will receive will focus on equipment familiarization, unit policies, and preparation for HDS. As I mentioned he was given a dog, now he has weeks of K-9 School, learning a brand new skill set. And just as predicted, Cameron is not around to help out with tasks around the EOD shop, attend EOD training or prepare for school because he has K-9 stuff to do. Both new skill sets already affecting each other and he hasn’t even begun training in one of them yet.

Sergeant Pete Curtin has deployed Cameron Weidenbach to EOD calls, now there may be some positive aspects to having a non-certified technician respond, but during an EOD call is not the time to train. Its distracting when I am working on a device, or at a call and I have a new guy get in the way. The on-the-job training for EOD is accomplished at all other times. We have a motto in EOD, "Initial Success or Total Failure". I can work a potentially explosive device with a new guy, but not a new guy who is excited and irritable along with a new guy who knows nothing. On a fairly serious call at a Home Depot in Prescott Cameron Weidenbach was announcing our movements over the unsecured district frequency. He advised dispatch when we were walking down range to work on a device. I did not know about this at the time because I would have immediately stopped it. I asked him why he did that and he states the Sergeant Curtin told him to. I asked Pete Curtin about this and explained to him why we do not do this and Sergeant Pete Curtin told me he never to Weidenbach to do that. This was a serious event, and I have one very inexperienced Sergeant and another new guy who know nothing about EOD putting my life in jeopardy unbeknownst to me. Somebody lied to me about this event because they quickly realized it was wrong. I discovered this as I was doing the report a couple days later and saw it all entered in CAD history.

Before Cameron was certified he was responding to bomb threats and deploying that dog. I went to Pete Curtin several times that we cannot be doing this, and he took it as if, I was personally attacking his decisions as a Bomb Squad commander and Weidenbach. The pleaded with Sergeant Curtin that this is completely against department policy and the liability and risk is unacceptable.

Pete Curtin, Cameron Weidenbach and I responded to a Bomb Threat at a Walmart in Chandler. I had to completely lie to a Commander with Chandler Police Department the we had an Explosive Detection K-9. Cameron Weidenbach swept the building with Sergeant Pete Curtin, and I searched with a Walmart manager and a Chandler Police Officer. I addressed this again completely off-line with Pete Curtin and he told me that "Weidenbach was all trained and Sgt Sergeant Brian Greene" said he was good, he was just waiting to get the official certification from a guy in Texas. I have pleaded with Pete Curtin many times over this, it's the same thing for a Recruit in the Academy, they may have been given all the knowledge but they don't have a badge yet and they have not been sworn in by a Judge. Therefore, they cannot perform the duties of a law enforcement officer. I have spent many hours telling Pete Curtin why it is that we do things a certain way in EOD, I have given him my personal experiences and tried to come up with the best analogies possible for him to understand the serious nature of EOD and how this job will kill you or put you in jail.

I am not a certified K-9 Handler, I have however directly supervised many Marines and K-9 Units. I understand exactly what an Explosive K-9 Handler should operationally do with his/her dog. Currently Cameron Wiedenbach's dog (Ax) is living with Pete Curtin while Wiedenbach is at school in Huntsville Alabama. I believe the policy is for the dog to be in a contracted kennel or with another certified K-9 handler. I don't know the DPS policy, but I am not sure that is allowed. So I asked Sergeant Curtin if that was allowed and it was very clear to me that I again, asking questions was out of line. I was told "to stay in my lane devil dog". I have been watching Ax from his very first day on the job. I remember when Cleave Odegard went and picked him up in California. Ax is part of our team now and I love dogs. As I mentioned previously, I have managed K-9 units. Ever since Ax was transferred to Brian Greene, then to Cameron Weidenbach, and now he lives with Pete Curtin I have seen Ax left unattended many times. Cameron Weidenbach has left that dog in the truck for hours, and Cameron will get into another

vehicle and go to lunch. He did it at a Cardinals game, he left the dog in the truck and rode with Brian Greene to go eat at the Cracker Barrel. He did it again when we responded to an F-16 that crashed, Weidenbach left his truck beside the highway and got into a Yavapai County helicopter to search for the downed aircraft. Ax is left in the truck now, while Pete Curtin goes out to lunch with SWAT in a different vehicle. I see Ax being left everywhere unattended.

The EOD team is divided, every member of the EOD unit knows that Cameron Weidenbach is Pete Curtin's favorite. Anything said to Pete Curtin will be told to Cameron and vice-a-versa. As a Trooper I cannot go to Pete with any issue and certainly any personal issue that I may have. I fear that when Cameron Weidenbach returns from EOD school, Pete Curtin and Weidenbach will respond to a call together, being two very new inexperienced Bomb Techs I fear that they will make a bad decision and someone will get hurt.

Pete Curtin has informed me very clearly that he is the Bomb Squad Commander and I will do what I am told. I have never disrespected him. In the best interest of the department I have gone out of my way to cover for his failures and support him. He constantly reminds me that this is not the Marine Corps. I am well aware DPS is different. What is not different, is EOD. The same regulatory agencies that oversee the Marine Corps EOD Program, also oversee the DPS EOD Program. The Explosive storage requirements are identical. The Techniques, Tactics, and procedures when dealing with Explosive Ordnance or Explosive devices are identical. The evidence collection procedures are slightly different and the employment of offensive forces of course is drastically different.

My experience in EOD managing teams and budgets has given me the experience to understand Operational needs and Training needs. I have identified equipment needs and equipment failures. I have managed budgets in the millions of dollars for US and Foreign Militaries. I controlled the Operational Budget submission and final execution for the Iraqi Ground Forces Command. I have seen many new late breaking pieces of equipment through development, design and employment. Many great ideas presented by companies never make it to full scale production. Sergeant Pete Curtin submits a proposal for RICO funding. In that RICO funding specific equipment is listed. To be more specific, Pete Curtin purchased the ICOR T-5 robotics platform for approximately \$150,000 dollars. In the robotics world that is actually a cheap price. With that, you get a cheap piece of equipment that has not been widely accepted in the Global EOD community. We immediately identified the weaknesses of the platform and realized, it is a piece of junk. The platform has failed and been more of a problem than it has been actually deployed successfully. I provided Sergeant Curtin with a suitable platform. I had a vendor travel to Phoenix to demonstrate the platform and he still chose to ignore it. Last year, Pete Curtin purchased two more ICOR T-5 Platforms, we know they are junk. For the almost \$300,000.00 dollars spent AZDPS could have owned a combat proven, military specification rated platform that is significantly better.

In the EOD shop we have cages full of electronic components, to the point they are unorganized and get in the way. We have material to build devices everywhere. Pete Curtin purchases already made training devices for hundreds of dollars. He uses these devices for the STAB team or other agencies. I have picked up countless boxes of devices from the mailroom and I have yet to see anyone in DPS EOD train on them. He recently purchased with RICO funds some Propane tank devices that he intends on using during a SWAT/EOD scenario with Prescott Valley Police Department. I have been told he has been going around telling everyone he intends on using these super sneaky devices against me during this training so he "can get Wade". I look forward to performing the mission of a FBI certified Tactical Bomb Technician integrated with the

Prescott Valley SWAT team. I believe we could save the RICO money and build devices as we have always done in the past. I believe the training would be best suited for use here within DPS and our own SWAT team but SWAT absolutely will not accept interoperability with DPS EOD.

I have identified equipment needs and approached Pete Curtin about it. For example, I have a set of Night Vision Goggles, but no mount to utilize them. I find myself constantly purchasing items with my own money because Pete Curtin will not purchase the small items we really need to be successful. Recently, the guys asked about purchasing Ice Chests for their trucks. Pete Curtin went and purchased five 35-quart Pelican Ice Chest for approximately \$300.00 a piece. I believe this is excessive and I have asked Sergeant Curtin if we are allowed to do this. It is almost embarrassing knowing that there are Troopers out on the road begging for a window tint meters and we just spent a ton of money on ice chests. Sergeant Pete Curtin has asked me once before if I would like to have a Government purchase card. I asked him to please, not require me to have one and I currently do not have one.

The EOD team is required to support each Cardinals home game with four personnel. Two Explosive Detection K-9 officers and two Certified Bomb Technicians. Those personnel are paid by Glendale. As you know this is an Off-duty job. Pete Curtin will work these jobs and claim the RICO funded overtime code of 62866. He has had Cameron Weidenbach do this as well. I have told him we absolutely cannot do this. He gets very frustrated and says that it is stupid and he thinks that we should all be paid on department time for these. He has told me that none of that money goes toward his "high three" and he must be there as a supervisor. He is not the supervisor at these off-duty jobs. Sergeant Ron Swanson from Glendale Police Department is the supervisor. Cameron Weidenbach has worked his assigned K-9 at these games on RICO funded Overtime. Weidenbach, at the time was not a certified Bomb Technician or a certified K-9 Handler.

Pete Curtin continually takes overtime, for everything. To include seven hours of overtime that he took to go see Tony Vasquez in the hospital on a Sunday when Tony's good friend was killed in a vehicle accident. As a leader the thought of taking overtime to visit one of your men in the hospital who lost a friend to me is just greedy and disgusting. Pete Curtin will take hours of overtime while sitting at home answering the phone, I understand that a certain amount of time is probably allocated to supervisors for this type of thing. But it becomes excessive and has been abused, to the point where, we the "Troops" see it, and it certainly doesn't pass our "common sense sniff test".

Sergeant Pete Curtin is the only AZDPS EOD member that is currently part of the FBI stabilization (STAB) team. He is required to attend a certain amount of training with them. Because of this Pete Curtin continually misses our DPS EOD training. I have had officers from other agencies tell me that Pete is never at Training with them. "He only shows up when it's time to get a new ID card or something is being handed out". The FBI has possession of the DPS owned Electronic Counter Measures (ECM). These are classified pieces of equipment with DPS Kapo assigned numbers. Jerry Diehl, and Ken Emerson were a part of that team until they retired. I have asked Pete why none of the new guys have been brought in on that Stab team and each time he has told me that he is the only one qualified.

While at the Maricopa County Explosive Range in Buckeye doing a disposal operation. Pete Curtin, Cleave Odegard and myself were preparing to do a disposal shot. All three of us grabbed a bunch of random explosives and carried them downrange to the disposal site. I returned to my truck to unload the rest. While I was at my truck a detonation occurred. I ran down range and saw Cleave Odegard and Pete Curtin standing there, Cleave was obviously distraught and pissed off and Pete Curtin was laughing. Pete Curtin decided to through a flash bang. The flash bang went off relatively close to the explosives that were piled up. I first made sure that nobody was injured and did scream several obscenities, I did not find this humorous at all. I thought someone was seriously injured or dead, I ran down range formulating a plan in my head to facilitate a medical evacuation. I have had EOD techs killed doing this before. Pete Curtin doesn't understand the seriousness of this. We do not play with explosives, there are very strict range safety rules that must be adhered to at all times. I clearly remember thinking to myself that I cannot be around this guy, he will get someone killed. We have been to the EOD range many times. In the developmental stages while writing an SOP that I was assisting Pete Curtin with I took a few minutes and explained Range Safety Rules. I explained that there are specific responsibilities and rules while conducting disposal operations or training involving explosives. Sergeant Pete Curtin was completely unaware of this. I explained that it is similar to going the range at Ben Very and firing weapons. In the beginning a safety brief is always given and the range safety rules are always read out loud. On a Demolition range, key personnel are designated, a Range Safety Officer (RSO), an Officer in Charge (OIC), Medical personnel Etc. Those billets are extremely important and each person has a very strict set of responsibilities. The event detailed above clearly indicates to everyone a complete lack of knowledge while handling explosives in a benign training environment or at a controlled area being utilized for the destruction of explosive materials and components.

On another occasion, Pete Curtin and Greg Loewen responded to a call to pick up some explosive powder. I was not there and only Greg Loewen knows all the details to this. This powder was transported to the Ben Avery Range. The powder was poured out in a line and Pete Curtin was going to light it with a road flare. Greg Loewen recognized this and stopped him. He made Pete Curtin initiate it remotely. The powder detonated. Had Pete Curtin used a flare he would have been seriously injured or killed. Thank god Greg Loewen a senior Bomb Technician was there. Greg Loewen had video of this. When the powder detonated Pete Curtin was completely surprised. He told me about this event later and I asked him why he would ever consider lighting flash powder by hand with a road flare. He told me he thought it was smokeless powder. The two powders are very different and look very different, he completely mis-identified this explosive mixture and almost hurt himself. There are more important steps that were missed here though, the powder was mis-identified at the scene. It should have never been transported in the back of his truck across town without being de-sensitized with liquid safeing fluid first.

I have responded on numerous EOD calls throughout the state with Pete Curtin, He is consistently failing with his equipment, his LOGOS X-ray fails, his robot manipulation is completely wrong, the equipment in his truck doesn't work. This is all because he refuses to do perform basic preventative maintenance on his personal equipment. He does not train on his equipment. When we respond to EOD calls, we try to always have a minimum of two certified technicians on scene. When I respond with him, I continually find myself working the entire problem, communicating with the on scene commander and taking charge because Pete Curtin's

equipment is broke or he has no idea what to do. I find myself taking care of the threat and worrying about what Pete Curtin is doing. Recently in Apache Junction I arrived first to a suspicious package and began setting up. When Pete arrived I nearly had to beg him to go talk to the command center. He refused to take charge.

A murder/suicide that took place not long ago, SWAT and EOD were called out. Tony Vasquez was operating a robotics platform inside the house and the robot crashed. This happens sometimes. Robots fail, they are not perfect. Pete Curtin immediately started belittling Tony Vasquez behind his back in front of the Captain and Lt. Colonel. Not only will Pete idly stand by, but for days and weeks after he will criticize his men to everyone. I was not present on this warrant but Pete told me and several other officers how Tony messed everything up. I finally got to the point where I sat down with Pete Curtin and discussed with him how to prevent this from happening again. Clearly a need for more training was necessary. This was a failure on all of our parts. We needed more "stick-time" on the various different robotic platforms.

It is very easy for Bomb Technicians to get sucked into a very technical and unrealistic mindset when it comes to training. We like to focus of the most extreme situations like conducting blasting cap diagnostics and building devices that are so complex to trick each other with that basic skills are greatly diminished. I have said many times, having "brilliance in the basics" is the key to successful operations. We identify a shortfall and we work on it, we don't belittle and de-mean our fellow officers.

Pete Curtin has mentioned numerous times that the reason he fired Cleave Odegard is because Cleave talked out of line and was deceptive. Pete Curtin continually talks about all of the members on the EOD team and how we are all bad and he is the only one that knows what is going on. We show him support because he is our Sergeant and we are required to. Pete Curtin constantly bashes all of us. He has bold face lied to all of us.

An entire week was dedicated to learning a new style of conducting room entries and house clearing procedures with SWAT. Sergeant Pete Curtin and I are currently the only two certified FBI Tactical Bomb Technicians assigned to SWAT.

On March 3rd at the MCSO Buckeye range, EOD and SWAT were conducting room entry training when Sergeant Tip Gardner and Sergeant DJ Felan got into a verbal scuffle. Sgt Tip Gardner completely freaked out on DJ Felan and was screaming at him to "walk away" "get away" it was a very uncomfortable situation and disgusting display of leadership in front of all the officers, at least twenty in total. From what I saw and understand the incident was triggered when DJ Felan asked Tip where he should send his weekly. Sgt Gardner was obviously having a bad day and in another incident he yelled at all the EOD guys to form their own stack and do room entries on their own because we were getting in the way.

Neil Brooks told me in the SWAT office that someone called him and was complaining during the training that the EOD guys were getting in the way. I later found out that it was Matt Kunda who called and complained.

On March 31, there was a meeting that took place with Lt. Colonel Lugo, Sergeant Leonard, all the SWAT Team leaders and assistant team leaders. The days prior to this meeting everyone was "freaking out" on what was going to be said or done. The SWAT guys knew that Lt. Col Lugo wanted to talk about all the nasty crap that was going on. Bickering, fighting, trash talking, and everyone knew that the Tip Gardner/DJ Felan incident was going to be discussed. Everyone was

walking on pins and needles. I sat with Pete Curtin and discussed with him at great length that we (EOD) had nothing to do with it and we shouldn't have anything to worry about. He agreed, but was still uncomfortable in anticipation of going to that meeting.

The meeting began at approximately 1300 hours on Thursday March 31, I was flexing off that day because that night I was going to travel to the Upper Salt River on US 60 between Globe and Show low to attend Advanced Swift Water Rescue Training the entire weekend.

Pete Curtin tells me that the very first topic brought up is by Matt Kunda. Matt Kunda started telling everyone and Lt Colonel Lugo that "he has a lot of respect for Pete but, Simon Wade has been talking a lot of trash about you and it just undermines the team". Of course Pete Curtin is caught completely off guard and I don't know what else was said. Pete Curtin went home and spent the entire weekend stewing over this having never called or confronted me about this. I returned to my home in Mesa late Sunday evening and went to bed. I woke up Monday morning and started putting all of my equipment back in my assigned EOD vehicle. I took it all out because I slept in the back of the truck all weekend during advanced swift water rescue training. Pete Curtin sent me a text message and asked when I would be in, I told him I was about one hour away from being at the compound and he said "no worries, we have a meeting with the Captain when you get here" I replied, sounds good I am hurrying. I arrived at the EOD office and everything was fine, everyone was in a good mood and nothing was out of the ordinary. At this point I had no idea what happened at the meeting. Pete Curtin mentioned that the Captain was ready for a meeting so I got Greg Loewen and we headed into the Captain's office. Jason Leonard looked at Pete and Pete Said "oh, you don't need to be here Greg this is just for Simon". I didn't think anything about it I sat down with my tan notebook and opened it up thinking we were going to discuss some upcoming operation or something. Pete Curtin proceeded to tell me what Matt Kunda Said and I looked at Pete thinking he was joking, I asked him, "Are you serious?" He said he was very serious and that we would be discussing if I should remain in the SOU district or if I should be going back to the road. This conversation took about 45 minutes we discussed everything and it all boiled down to a complete lack of communication. Pete Curtin stewed over this all weekend and was bound and determined to fire me from EOD and send me back to the road. Of course he never called me or gave me any indication that anything was wrong, he had made up his mind that I was gone. I know this because apparently on his way to work that morning he called Cameron Weidenbach and was telling him what happened and how I was on my way out.

This entire situation is disgusting. I asked my Sergeant, Pete Curtin how it was possible for a fellow Trooper, Matt Kunda to bring some petty little opinion and backstab me in front of the Captain, let alone the Lt. Colonel. Obviously the entire situation was an entire lie. I asked why Pete didn't tell him to shut his mouth as this is obviously not the forum. Matt Kunda disrespected the entire chain of command, his Sergeant, Captain, all the way to Highway Patrol Commander, Lt. Colonel Lugo. What is even more shocking, is that Matt Kunda is a fellow Trooper of mine, a brother US Marine, and he didn't have the courtesy to discuss any of it with me. Matt Kunda is SWAT, I am EOD, we don't hang out, we don't eat lunch together, I never thought he would do something like that to me. We don't hang out, not because we are not friends or anything, but because we have completely different responsibilities and work different schedules.

I was told to stand-by in Pete's office while he and Sgt Jason Leonard discussed the situation and determined if I would be allowed to remain in the SWAT District. I asked to wait downstairs at my vehicle and Sgt Leonard said that would be fine. I went down stairs and awaited my fate. I

contacted my wife and talked to her on the phone, a short time later Sgt Jason Leonard and Sgt Pete Curtin came downstairs and told me that I was not going anywhere. Of course I felt relieved, the entire situation was one big failure of communication and understanding. I also felt a little scared because I know it is only a matter of time before Pete Curtin hunts me again. Ask anyone that I work for now or who has worked for me in the past, all I want is to be a member of a team and feel welcomed again.

I flexed off Tuesday and Wednesday of that week because of the Advanced Swift Water Training over the weekend. Pete Curtin sent out an email to the EOD squad asking everyone to attend the Awards ceremony on Thursday because I was receiving a Life Saving Award. He also called me and asked that I look into a group called "Spartan" and sent me an email about it as well. Spartan is a group of veterans that get together to deal with PTSD. When Sgt Pete Curtin ambushed me in the Captains office with the information discussed in front of the Lt Colonel I did become a little animated and I did use some vulgar language. I was backed into a corner fighting for my job over false accusations, to say the least I was Hot! I imagine Pete Curtin's next move will be to try and push me out because he has diagnosed me with PTSD because of my combat experiences. I find it extremely offensive for Sergeant Pete Curtin to continually talk about PTSD and joke about it.

I have discussed with Sergeant Leonard very carefully my demeanor and the natural resting look of disgust on my face. I assure you this is not the case. My face has a resting position that looks annoyed. It's unfortunate and many people can mis-interpret my mood. I am extremely passionate about my job as I have seen the ugliest things imaginable happen to my closest friends while dealing with Improvised Explosive Devices.

Sergeant Pete Curtin is my boss, he has demonstrated numerous times that he does not have our back as an EOD team, he will not stand up for us. He has stated many times that he "should just give it all up and go back to SWAT". He has zero loyalty towards the EOD team. I understand first and foremost that he is my Sergeant and I will do what I am told. I am required to show loyalty, it is very difficult to do when I work for a man that will pat me on my back, take credit for everything and piss down my leg.

I have been assigned numerous EOD teams to command in my life. When I take over command there is a specific amount of things that I immediately get accountability of and inspect. When Pete Curtin took over the EOD unit from Sergeant Diehl he did not have a clue where to begin. I sat with him and explained to him what must be done. Get a 100% accountability of your explosives, and equipment. Sit down with your men and talk to them. Find out what needs to be addressed. Who do we support, what is the reporting process, and what are the equipment deficiencies. Pete Curtin was completely overwhelmed. I asked him that he delegate responsibilities and we as a team will help get everything taken care of. I took charge of the Explosives. I immediately recognized that the explosives accountability was failing. When accounting for explosives it is best described as a "cradle to grave" accountability requirement. I identified an extremely large amount of explosives being stored right next to the SOU building in three separate bunkers. As I dug through the bunkers I found explosives recovered from calls or training that were dated 2006. Two of the explosives that I found were completely unstable and the inventory went from administrative to an operational call so to speak. I had completely unstable explosives being stored in the bunker, I had to utilize our Single Vent explosive transportation trailer and immediately transport what I found to the Buckeye disposal range for and emergency destruction.

I came up with a program that is used by law enforcement and military on the storage and accountability of explosives and presented it to Pete Curtin. He was very agitated because storing explosives and transporting them is not as simple as he would like it. I had to explain to him the extreme scenario for the need to account for everything. I have been an investigating officer for missing and stolen explosives previously. One basic need for accountability is to just simply know what your men have. For example, Simon Wade is driving his EOD truck home at the end of the day and gets into a 963A. You as the supervisor should know what explosives are inside my truck. I have had to nearly beg to institute an accountability and storage program within the EOD unit. I figured that after the incident involving Dave Mowry, and the very clear directions put out in the Directors Management Regulation, a better sense of urgency and accountability would be understood. The Dave Mowry incident involved bullets... I am talking about blasting caps and explosives. The individual team members have instituted a personal inventory and accountability process for the explosives in their trucks, except for Pete Curtin.

The locks and keys to the bunkers on all of our vehicles are the same, the same locks and keys are on the bunkers at the compound and the Cap Bunker at Knutson Station. Nobody knows how many keys are floating around and who has access to explosives. The spare keys to all of the EOD vehicles are hanging on the wall in Pete Curtin's office for everyone to access. I have addressed this several times and I am told that only SWAT and EOD has access upstairs. I know this to be false, I have come into the office many times and the only one in there is the cleaning lady. I understand everyone that comes upstairs has probably been cleared. They cannot have access to explosives, it must remain strictly controlled with limited access. I brought in a personal lock that meets the explosive storage requirements and changed the lock to the blasting cap bunker at Knutson station. That lock has a set number of individualized keys all with serial numbers on them. The keys are issued and signed for by the individual and now the Cap bunker has restricted access and can only be accessed by those individuals. I asked Pete Curtin to please take possession of all of the keys, strictly issue out only those that need access and lock those spare keys in a secure key storage locker. He threw those keys inside his credenza and said they will be fine. The Bulk of our explosives are kept inside a secure facility out in Glendale, at a waste water treatment facility. Those explosives are stored properly with 24hour video surveillance and strict limited access. Greg Loewen handles those explosives and only him and Pete have access.

Pete Curtin has given Explosives to the FBI and to SWAT team members that are un-accounted for, I do not know who is transporting explosives in their vehicles. I don't know how they got them and if their vehicles are adequate to transport explosives or not.

The Bureau of Alcohol Firearms and Tobacco (ATF) regulates storage of explosives, the Department of Transportation (DOT) regulates transportation. There is a "law enforcement exemption from the DOT on the transportation of explosives. However, there are recommended practices and suggestions from the DOT, FBI, and the National Bomb Squad Advisory Board (NBSCAB).

I have presented a program of accountability that covers all of the regulations and the common sense storage practices to Pete Curtin. He simply will not participate in the accountability of explosives.

Sergeant Pete Curtin is extremely high strung. I have had to learn how to ask him questions very carefully. I walk on egg shells daily because I have been threatened so many times that I will be written up or sent back to the road. Every single day working for Sergeant Curtin is a new experience. Some days he is laughing and joking and some days he is completely unapproachable.

While I was attending the FBI Tactical Bomb Technician Course in Glendale I was approached by Sergeant Chris Rogers and he asked me to attend the very first FBI Tactical Bomb Technician Course with him as an evaluating pilot class. I have known Chris Rogers for years and he knows my experience and background. I told him that he would have to clear it with Sergeant Pete Curtin. The FBI was paying for everything. Sergeant Curtin approved it. Later in the course I got into an argument over a very specific hands on procedure with an officer from Glendale. He set up a training device and I beat it in a way he did not expect. This offended him, he complained about it. He is also a good friend of Sergeant Pete Curtin's and he was also involved in helping get Cleave Odegard fired from EOD. When he and Jay Henze complained about petty little procedures to Pete Curtin. Pete Curtin immediately cancelled my VBIED school at retaliation. He said he thought I should wait because I upset a Stab team member.

When we respond to EOD calls Sergeant Pete Curtin is completely stressed out and panicking no matter what the situation is. Last year I assisted SWAT with nearly every search warrant they had. I drove the Bear or the Bearcat usually. On one such occasion I asked to take a camera and place it inside the Bear. This search warrant I was going to drive through several gates to get to the backside of the residence. We were smashing through fences and gates with the bearcat to get to the three/four corner of the house and pick up rear security. This is a camera that I personally purchased and carried in my marked unit while I was at the Capitol District. I was given the OK, and I don't remember who said it was good to go. I took the camera and attached it to the inside of the windshield of the bear, this is not a very small camera, the power cord stretches across the dash to be plugged into the 12-volt receptacle. I am telling you these details because after it was all said and done, Pete Curtin was approached by Sergeant Tip Gardner about my Camera and of course Pete said he had no idea about it. He told me that we never video anything SWAT does. He told me my camera was fine, just never bring it on a SWAT call again. I said, "no problem boss". I explain to you the details of the camera I suction cupped to the inside of the windshield because Pete Curtin said he never saw it. It simply could not be missed because of its size, location and the large power cord dangling down the dash and plugged in between the driver and passenger.

I have stated before that Pete Curtin is a completely different person when he is on a call. He gets very excited and loses control. No matter what the situation is.

In an EOD environment, you must remain calm and develop a logical, methodical plan. I constantly try to calm Sergeant Curtin down during semi-stressful events. I have been in the most stressful environments imaginable and you must remain calm. The video camera I mentioned in the above paragraph shows a warrant that we served. I am driving the Bearcat, Sergeant Pete Curtin is in the passenger seat next to me. The video I have, you will hear me explain directions numerous times. At the rear of the house an occupant came running out the back door, Matt Engwis who was in the turret quickly took control of the situation with no problem. Pete Curtin began screaming unintelligibly at first and then screaming continually at the situation. As I relayed to him what I was seeing numerous times he finally calmed down.

Since I joined the EOD team I have fought and done everything I possibly can to be a good team member. I was going on all of the SWAT warrants, driving the Bear or Bearcat and attending every training session that I was available for. The only SWAT specific training I did not attend is because I was on an actual EOD mission. One specific warrant during the debrief back at the staging area Sgt Tip Gardner made it clear I needed to attend SWAT School. I immediately attended the Prescott Valley POST certified SWAT school. It has never been my intent to run point or point cover in SWAT, that is not my job. I am here for EOD support. I attended the FBI's Tactical Bomb Technician School. I am now a certified Master Explosive, Thermal, Mechanical, Hydraulic and Ballistic Breacher, one of only two in DPS. I became a certified Rope and Rappel technician, and Advanced Swift Water Rescue Technician. I have been told with the completion of every school that I still can't be part of SWAT. Because now I haven't attended the DPS SWAT School. I was supposed to attend last September, but because of the hatred between Sergeant Tip Gardner and Pete Curtin I was told by Pete I could not go. I took one week of leave because I felt like I had once again been kicked to the curb.

I go out of my way to meet every SWAT standard, during our last SWAT qualification I did not shoot a 235. I was told numerous times that I did not have to. I was EOD, not a big deal. For me it is a pride issue. I know I can do better than that. I shot a bad score, I qualified of course no problem, just not to SWAT standards. After the shoot we all assembled at a High school just North and East of Ben Avery Range, there was possibly a guy running around with a gun. Matt Kunda and Neil Brooks brought up in front of everyone who failed the qualification but they also said "Simon does not need to shoot a SWAT qualification, he is good to go" of course I am pissed at myself because I will get it next time and I just don't like being in the spotlight.

Brad Martin failed nine times, after many hours of remedial. He miraculously qualified with a 1911. Dan Abril did not qualify and was immediately kicked out of SWAT and sent back to the Capitol. Dan Abril is not one of the favorite guys. Rumor has it the Brad Martin would qualify no matter what, he was just too valuable because he just recently got a K-9.

A search Warrant was planned for later that week. It was a PCP lab so we would be doing it in level A suits with SCBA. I was going to be on the Ram, I am one of only two master breachers. That of course caused a huge uproar and I was pulled off because I didn't meet the SWAT qualification earlier that week. Even though I was told numerous times I was not required to do. I talked to Jason Leonard about it and went straight back to the range Monday morning and passed my Qual. This was the beginning of a whole new set of problems. It pissed Neil Brooks off that I went and shot Monday morning and since then I haven't been able to participate in any Tactical missions because, I haven't gone through the DPS SWAT school, that's the excuse now.

I have been completely banished from anything SWAT. I find myself trying to find "busy work". I have brought my own power washer into work and washed the Bomb Squad Command Vehicle, I brought my own shop-vac to simply vacuum up leaves and trash around the SWAT building. I have been told not to talk to any SWAT guys and stay out of the way. I have begged Sergeant Curtin to fight for me and look into why Matt Kunda lied to the Colonel about me. I asked Sergeant Curtin why a PSU investigation hasn't been done on that situation where Matt Kunda lied to the entire chain of command about me. Sergeant Curtin said that Matt Kunda is an Assistant SWAT team leader and he is allowed to say those things. I don't get an opportunity at all to defend myself.

On Tuesday April 19th, The EOD team gathered at the Pinal Airpark for training. All of our new guys were present with the exception of Mike Hairgrove who was working an assignment and Cameron Weidenbach who is at HDS in Alabama. Sergeant Pete Curtin had new word to pass and there would be changes made. Pete Curtin again started off the meeting talking about Cleave Odegard, he said he was deceitful to him and that's why he is not here anymore. I asked to speak and first said, "well most of you don't even know Cleave Odegard, he was a good technician, good K-9 Handler, and a great Trooper." I looked at all the new guys and said, "here is the bottom line, let the boss know what you are doing at all times just like you are already" Pete Curtin went on to tell us that we are required to tell him exactly what we will be doing when we are on vacation or requesting vacation. Tony Vasquez and I both work for companies outside of DPS. We have both filled out all the paperwork to work off duty and the paperwork through the chain of command to ensure there is no conflict of interest. Pete Curtin said that he must know what we will be doing on vacation, if it's working for Global Assets or Robotex or whatever it may get denied.

He informed everyone on the EOD team that I will not be doing anything SWAT, the political environment is just not right now. He said I will be taking over Training from Tony Vazquez and I will also be in charge of robotics and making sure the swing vehicles are maintained. I will also be a mentor to Zickefoose and Krombeen, two of our new Troopers.

On a daily basis now, I park my vehicle either in front of the SWAT building or back off to the side and I find something to do that prevents me from going in the building. I have been dropped out of schools and had responsibilities taken away from me for irritating Pete or actually somehow irritating SWAT guys. On my days off I am required to tell Pete where I am, and when I request vacation I am required to tell him what I will be doing. I told Pete that I will under no circumstance talk to anyone in SWAT and even more, every time someone says something to me I will write it down in a log book. He said that was a good idea, maybe this will all just blow over.

My reputation has been destroyed. I have been threatened on talking about real life safety concerns. I go to work every day dreading that something has happened. I have told everyone that will listen, I have nearly begged Sergeant Pete Curtin to conduct an investigation. I have told him everything. When Jason Leonard first took over the SOU district I sat in his office and I asked him for advice. Because 90% of these problems occurred before Jason Leonard took over I asked him if I should take this situation to PSU and he told me that he would look into it and handle it. I know he talked to every member of the EOD team and about a week or two later he came out of his office and sat down with Greg Loewen and I. He said he started talking to Lt. Colonel Lugo about it and basically Lt Colonel Lugo and Pet Curtin had a great relationship and Pete would not be going anywhere. He told me that those were the decisions that had been made and it was time for me to just accept them. I fear that I will end up like many others who have come to SWAT and been kicked to the curb. I asked Pete Curtin why there wasn't a PSU investigation when Cleave Odegard was fired. He said, "He wasn't punished he was reassigned." EOD is a very hard unit to get into, it is not just another collateral duty or assignment. It has been my life, and like Cleave Odegard, if I was reassigned it absolutely is a punishment. I fear I will be reassigned, I know Sergeant Pete Curtin is aggressively searching for a way.