



# City of Keizer

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## PRESS RELEASE

May 5, 2021

The City of Keizer is releasing the Report of Investigation – City of Keizer – Negligent Discharge of a Firearm prepared by Ferraris Investigations & Consulting LLC dated March 30, 2021 of the March 4, 2021 negligent discharge of a firearm by the City of Keizer City Manager. The City of Keizer will release the related Oregon State Police (OSP) Incident Report once consent has been provided by the OSP.

After the Report of Investigation was provided to the City of Keizer, there were a few transcription errors and two typographic error identified in the report. They are listed below, were corrected verbally for the Keizer City Council and should be considered corrected as listed below by any parties reviewing the report.

### Transcription errors

Kuhn's retirement date on page 21 listed as 1989, should have been 2019.

Teague transcript, line 30, listed Bob Trump's name incorrectly as Bob Crump.

Johnson transcript, line 194, listed the name Janet, should have been Tammie.

In multiple locations, Machell is spelled incorrectly as Michelle and Kathy is spelled incorrectly as Cathy.

### Typographic error

Eppley call to investigator identified on page 24 as occurring on March 11<sup>th</sup>, should have been March 13<sup>th</sup>.

Item #6 in the Exhibits lists Interview #2 with Eppley as dated March 23<sup>rd</sup>, should have been March 22<sup>nd</sup>.

With respect to the incident and subsequent actions and in response to questions raised by employees, media and the public, the City is providing the following additional information.

### What was the timeline of events?

- March 4, 2021 – Negligent discharge occurred at approximately 12:00 p.m.
  - By 1:00 p.m. the Mayor, Human Resources, Safety Committee Chair and outside legal counsel were contacted.
  - Initial incident report submitted to Human Resources by 2:14 p.m.
- March 5, 2021 – City Council Executive Session was scheduled for March 8, 2021. An Executive Session is closed to the public.
- March 8, 2021 – City Council held the Executive Session to discuss the incident.
- March 9, 2021 – City Council retained an outside investigator.
- March 10-12, 2021 – Outside investigator was on site conducting witness interviews.
- March 13-15, 2021 – Outside investigator conducted additional interviews by phone.
- March 18, 2021 – Oregon State Police (OSP) was contacted to conduct an investigation to determine the potential for any criminal charges. OSP was on site conducting witness interviews the same day.
- March 22, 2021 – Outside investigator was on site conducting a follow-up interview with the City Manager.
- March 23, 2021 – Outside investigator conducted an additional interview by phone.
- March 29, 2021 – Oregon State Police released their report indicating that there is no probable cause to support the City Manager committed a criminal offense when he accidentally discharged a firearm in his office at the Keizer City Hall.
- March 30, 2021 – Outside investigator provided the City with a Report of Investigation and a Supplemental Report of Investigation.

“Pride, Spirit and Volunteerism”

- March 31, 2021 – City Council held an executive session to review the results of the investigatory report.
- April 1, 2021 – City council held an additional executive session. The Council then met in open session to accept the City Manager’s resignation. The Council also authorized a severance package in exchange for a release of claims by the City Manager.
- April 5, 2021 – Effective date of the City Manager’s resignation.

**Why wasn’t the City Manager immediately fired after the discharge of the firearm?**

Like other employees of the City, the City Manager has constitutional due process rights that provide for an incident to be investigated and the employee the opportunity to respond to any investigatory findings and contemplated action.

**Would other employees be fired immediately if they discharged a firearm on City Property?**

No, they too would have constitutional due process rights that would provide for an investigation and an opportunity to respond to any investigatory findings.

**Why wasn’t the City Manager immediately placed on administrative leave?**

Even though the City Manager discharged a firearm, he was not perceived to be a safety risk following the incident and this was not a situation where the City had concerns about his retaliating against employees or using his presence on the job to interfere with the investigation.

**Why wasn’t 911 called after the incident?**

911 was not immediately called because the incident did not result in an injury and there did not appear to have been a crime committed that would require immediate police attention. OSP subsequently conducted an investigation at the City’s request. See below.

**Why didn’t the Keizer Police Department investigate the incident?**

Because the incident involved an employee of the City of Keizer, the Keizer Police Department was not involved as it would have been a conflict of interest.

**A number of potential criminal violations have been cited. Did this event constitute a crime?**

The investigation into potential criminal charges was handled by the Oregon State Police. The Oregon State Police determined there was no crime associated with this incident. Specifically, the Oregon State Police determined that though the City Manager’s actions may have been careless, they did not rise to the level of recklessness required under the applicable criminal statute.

**Why did the City provide a severance package?**

The severance package was offered to acknowledge the City Manager’s length of service and contributions to the City, as well as to preclude the filing of any legal claims.

Tim Wood, City Manager Pro Tem  
 City of Keizer  
 503-856-3413  
 woodt@keizer.org



# **REPORT OF INVESTIGATION**

**CITY OF KEIZER**

**NEGLIGENT DISCHARGE OF A FIREARM**

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**CLIENT:** City of Keizer

**DATE OF  
REPORT:** March 30, 2021

**SUBJECT:** Firearm Discharge Investigation

**DATE/TIME OF  
OCCURRENCE:** March 4, 2021 at approximately 12:00PM

**LOCATION OF  
OCCURRENCE:** Keizer City Hall 930 Chemawa Road N, Keizer, Oregon 97303  
City Manager's Office

**INVOLVED:** Christopher Eppley, Keizer City Manager

**WITNESSES:** Shannon Johnson, City Attorney  
Tammie Harms, Legal Assistant  
Kristen Meyers, Human Resource Generalist  
Jeff Heyen, IT Systems Technician & Safety Committee Chair  
Dawn Wilson, Utility Billing Technician  
John Teague, Chief of Police  
Jeff Kuhns, Retired Keizer Police Deputy Chief  
Lance Inman, Former Keizer Police Lieutenant  
Trevor Wenning, Keizer Police Lieutenant

**MENTIONED:** Cathy Clark, City of Keizer Mayor  
Machell DePina, Human Resources Director  
Cord Wood, Oregon State Police Lieutenant

**POLICIES  
REVIEWED:** City of Keizer Standards of Conduct Policy  
  
City of Keizer Workplace Safety and Health Policy  
  
International City/County Management Association (ICMA)  
Code of Ethics

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**INVESTIGATIVE OVERVIEW**

I was retained under a professional services agreement by the city of Keizer and Mayor Cathy Clark to investigate the discharge of a firearm in City Manager Chris Eppley's City Hall office, which occurred on March 4, 2021, and to make findings on whether Eppley's conduct constitutes policy violations, including City policies, based upon the following scope of work:

1. What occurred on March 4, 2021 that led up to and resulted in a loaded, functioning firearm being brought into the City Hall building and discharging in the office of City Manager, Chris Eppley?
2. What is Chris Eppley's practice regarding bringing firearms or parts of firearms into the City Hall building and adjoining parking lots?
3. What process does Chris Eppley follow for ensuring that he does not violate the City's policy on bringing weapons onto City property?
4. Has Chris Eppley previously brought a functioning firearm into the City Hall building? If so, when? How many times?
5. For what reason does Chris Eppley bring firearms or parts of firearms into the City Hall building?

On March 4, 2021 Christopher Eppley, the Keizer City Manager brought a loaded, operable firearm into Keizer City Hall. While in his City hall office and seated at his desk, attempting to disassemble a handgun, Eppley pulled the trigger of the handgun, causing it to discharge and fire one bullet. The bullet traveled in a downward and forward trajectory, passing through Eppley's wooden desk, and coming to rest on the carpet across the office near a chess table. No one was injured. Property damage was limited to Eppley's desk.

Several City of Keizer employees heard the gunshot and/or spoke with Eppley in the aftermath of the incident.

Several persons, including Eppley were interviewed as part of this investigation. Summaries of those interviews are included in this report and transcriptions of most interviews are included as exhibits in the investigative file.

I visited Keizer City Hall and viewed Eppley's office where the firearm discharge occurred. I inspected the desk that was damaged because of the firearm discharge and

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

photographed the desk and office. The photographs are included as exhibits in the investigative case file.

Upon completion of investigation, I identified facts, arrived at conclusions, and made findings as articulated later in this report.

During the week of March 15th, Chief Teague requested that the Oregon State Police (OSP) investigate this matter to determine if there was any criminal culpability on the part of Eppley. OSP Lt. Cord Wood told me that he interviewed Eppley on March 18, 2021 about the firearms discharge and determined that a crime had not been committed. Lt. Wood documented his investigation under OSP file #SP21068459.

**WITNESS INTERVIEW SUMMARIES**

**Shannon Johnson**

Johnson is the Keizer City Attorney. I interviewed Johnson on March 10, 2021 at Keizer City Hall. The interview was tape recorded and a transcript is included as an exhibit in the investigative file.

Johnson told me that shortly after 12-noon on Thursday March 4, 2021, he was in his office which is near Eppley's office. Johnson said he heard a very loud sound, which at first, he did not recognize. He said he realized what the sound was (implying a gunshot) and went to the doorway of Eppley's office. Johnson said Epley was sitting at his desk, facing forward and Eppley said in a calm voice, something to the effect of "it's ok, it's ok". Johnson said he did not ask any questions, he just left Eppley's office and returned to his office.

Johnson said shortly after, Eppley came into his office and asked Johnson what he should do. Johnson replied that he should report the matter to the HR Director, Machell DePina, and followed that he was not sure where it would go from there, that decision would be left up to the Council.

Johnson said Eppley apologized profusely, as he did over the next few days. Johnson said Eppley said something about trying to take the gun apart, but Johnson does not really understand firearms. Eppley left his office and Johnson said Epley went to Tammie Harms' office which is right next to Eppley's and Johnson's offices. Johnson said Eppley apologized to Tammie.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Johnson said Eppley told him that he (Eppley) reported the matter to Kristen Meyers of the HR Department as Machell DePina was out of the office, that he had reported it to the Mayor and had completed an "incident" report.

Johnson said that Eppley came back to Johnson's office. Eppley told Johnson that "he never brings an assembled gun into City Hall and Johnson quoted Eppley as saying "I don't know what I was thinking", "I don't know how it happened". Johnson said Eppley said that he disassembles his gun in his car and only brings in parts of guns into City Hall, so he does not have an assembled gun in City Hall. Johnson said Eppley explained that he had been in a hurry and did not know what happened. In one of their conversations, Eppley said he was going to swap out a barrel, was trying to remove the slide and pulled the trigger to release the slide. Johnson said Eppley said he could not believe the gun was loaded.

Johnson said while the gunshot did not scare him, it did stun him and he was upset that Eppley had discharged that gun, not only because it was a policy violation, but Eppley's actions put people at risk.

Johnson said Eppley told him there was precedent on such a firearms discharge as a former police chief apparently had such an event many years previous. Johnson said Eppley was talking out loud about what might happen to him, what the council might do, what kind of discipline the Council may consider, whether this was an incident without malice or intent.

He said Eppley continued to apologize and remark how embarrassed he was into Friday and Monday.

Johnson said that on Monday after the event, Eppley told him that "guns are a tool...they don't go off by themselves...somebody has to use it or somethin' in the instance...most guns don't even go off if you drop 'em".

**Tammie Harms**

I interviewed Tammie Harms at City Hall on March 10, 2021. Harms told me she is a Legal Assistant, and her office is situated in between the City Manager's office and the City Attorney's office. The interview was tape recorded and the transcript is included as an exhibit in the investigative file.

Harms said while she was in her office and on the phone, she heard what sounded like a gunshot. She hung up the phone and exited her office. Eppley was coming out of his

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

office into the foyer area and said, "Its ok, its ok". She said several others starting converging on the area too.

Harms said that Eppley appeared upset and later came to her office and apologized, telling her he did not realize there was a round in the gun.

She said she felt like she was in "Mom mode" and wanted to go into Eppley's office and say what he did was a stupid thing, that he was bad and ask what he was thinking. She inferred the incident had created more stress on top of a stressful week, so she left for the day.

When I asked Harms how the incident made her feel, she said she had a bad week and then this incident happened. She said it made her angry because the incident would create a lot of work for people by the city manager doing something that is not allowed. She said she did not think about the potential for injury until she was at home that night. She said she realized the gun could have been aimed toward her office.

Harms told me she does not like guns and does not own any and even she knows that the first thing you are supposed to do before doing anything with a gun is to make sure there is no ammunition in it.

She told me that she is the previous chair of the City Safety Committee and knows there is a city policy against having a firearm in city buildings.

**Kristen Meyers**

Meyers is an HR Generalist and was interviewed on March 10, 2021 at City Hall. The interview was tape recorded and the transcript is included as an exhibit in the investigative file.

Meyers told me that on March 4<sup>th</sup> she was in her office around noon. She heard what sounded like a big explosion. Initially she thought the microwave oven in a nearby lunchroom had exploded. She walked out of her office and entered the hallway. She said Eppley came out and said everything was ok, so she went back to her office.

A bit later in the lunchroom while talking with fellow city employees Jeff Heyen and Tammie Harms. Meyers mentioned she thought the sound had been a gunshot. Heyen disagreed and said it was not a gunshot.



**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Meyers said that Eppley came to her office and asked to talk with her. Eppley explained to Meyers that he usually takes guns apart before bringing one into his office to repair it. He said he leaves half of it in his car and takes the other half into the office, so he does not have a fully functioning firearm in the building. He told Meyers he had been distracted and happened to bring in the entire assembled firearm.

As they discussed it, it was decided Eppley should complete an incident report. Since the City does not have an incident report for this type of occurrence, Meyers created one and emailed it to Eppley. Once completed, Eppley brought the report to Meyers in her office.

When giving Meyers the report, Eppley looked contrite and said again that he had been distracted.

As to how the incident made Meyers feel, she said there could be some sense of fear, but she had not felt that or let herself get to that point. Meyers said as far as she can tell she was not in harm's way but that she has not spent a lot of time thinking about how far bullets can go, etc. She did say if anyone would have some anger or fear, it would be Tammie Harms because of the proximity of Tammie's office to Eppley's.

Meyers did say that in one of her contacts with Eppley after the incident, he apologized for putting her in such a position and she told me she said to him, "you know, sometimes people do stupid shit. And it is true. Sometimes they do".

**Jeff Heyen**

Jeff Heyen is an IT technician for the City of Keizer. He was interviewed on March 10<sup>th</sup> at City Hall. The interview was tape recorded and the transcript is included as an exhibit in the investigative file. He was asked to explain what he knew about the negligent firearms discharge by Chris Eppley, Keizer City Manager.

Heyen said on March 4<sup>th</sup> he was in the lunchroom and heard a loud noise. He said it did not sound like a firearm. He believes Sara Sol may have been in the lunchroom, but he is not sure. He said after the noise, Kristen Meyers came out of her office and came toward the kitchen area.

At that point, Heyen said Eppley came out of his office and said that its all good and its ok, so Heyen went back to preparing his lunch.

After lunch, Eppley came to Heyen's office and told him what had happened and asked for his forgiveness. Heyen said Eppley told him that he unknowingly brought an entire

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

firearm into the building as opposed to a part or component. Eppley said that he was going to disassemble the firearm. Heyen said Eppley said he had a lot going on and was late for a Zoom meeting.

When asked how the firearms discharge made him feel, Heyen said while it did not scare him, though he was concerned, and it is a violation of City rules.

Heyen closed by telling me Eppley's actions were an honest mistake, that Eppley was pretty shaken up by it, very apologetic and understands his error.

**Dawn Wilson**

I interviewed Dawn Wilson, a City of Keizer Utility Billing Technician on March 11<sup>th</sup> at City Hall. The interview was tape recorded. A copy of the transcript is included in the investigative file.

Wilson told me her workspace is at the front of the Finance Department near the lobby of City Hall. I asked Wilson to tell me what she may have seen or heard on March 4<sup>th</sup> about the firearms discharge by Chris Eppley.

While she knew it occurred last week, she was unsure of the day. However, she said she heard something loud, and her instinct was to go check and see if everyone was ok. She compared the noise she heard to packing material air bags popping. As she walked down the hall, she saw Chris Eppley walk out of his office. Eppley said "it was me, I'm sorry, I'm really sorry", then Eppley walked down the hall toward HR.

Wilson said she had a subsequent conversation with Eppley. She said she told him she was sorry and could not imagine what he was going through. Wilson said Eppley responded that it was hard for him and the attorney would carry the Council through it. Wilson said Eppley remarked he should not have done that and that it was stupid, and she thought he was saying that he should not have had the gun in City Hall.

Later in the day, I was contacted by Wilson. She wanted to add that she told Eppley should Eppley need a lawyer she would recommend Akin Blitz.

**John Teague**

Teague is the Keizer Chief of Police. I interviewed him on March 10<sup>th</sup> and the conversation was recorded. A copy of the transcript is included as an exhibit in the investigative file. I also had follow-up conversations with Teague on Friday March 26<sup>th</sup>.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Teague said on Friday March 5<sup>th</sup>, the Keizer Police Public Information Officer (PIO) received a call from a Keizer Times reporter inquiring about a shot fired in the Civic Center and asking for a copy of the report. Teague said the Marion County Sheriff's PIO received a call from the Keizer Times of the same nature but with details that it involved the City Manager and his desk. Teague said he nor his PIO knew anything of it.

Teague went to Eppley's office and inquired. Eppley told Teague what had happened, and Teague saw the desk, bullet hole and debris from the desk on the floor. Teague said Eppley told him that he had brought a pistol in from outdoors and unthinkingly pulled the trigger to remove the slide. Eppley asked Teague if there was a police case report and Teague said he did not see that happening because there appeared, to him, to be no crime. Teague said that had someone been in proximity of the desk, it would be a clear case of reckless endangerment.

Teague said that Eppley had a big concern for the potential of people being at risk. Teague said Eppley said he was remiss in having brought the gun into the building loaded and subsequently did not pay a lot of attention to whether it was loaded or not.

In the follow-up conversations on Friday March 26<sup>th</sup>, I asked Teague about what Eppley had told me about Eppley showing Teague his firearm and about Teague showing Eppley Teague's firearm.

Teague recalled at least two occasions where Eppley showed Teague firearms in Eppley's office. Teague recalled Eppley, on both occasions was seated behind his desk in the City Manager's office. In one instance, Eppley produced a firearm from an "appendix-carry" concealed holster with the purpose of showing Teague a "red dot" sight on the gun. In the other instance about 2 years ago, Teague recalled Eppley showed Teague a Sig Sauer P365 semi-automatic pistol. Teague did not recall showing Eppley a .357 caliber firearm as Eppley had described in his interview.

**Christopher Eppley – March 12<sup>th</sup> Interview**

I interviewed Eppley on Friday March 12<sup>th</sup> at about 2pm in the City Manager's Office at Keizer City Hall. The interview was recorded, and a transcript is contained in the investigative file.

Eppley told me he is employed as the Keizer City Manager, a post he has held since May 2000. As City Manager, Eppley said he approves, authorizes, and enforces city policy. I asked Eppley if he was familiar with City policy in the following areas:

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

1. Reporting accidents: Eppley said he is familiar with the policy and while he could not quote it but generally know what to do.
2. Workplace violence specifically, prohibited conduct such as being in possession of guns or weapons on city property or in city vehicles unless approved in writing by the city manager, chief of police or human resources director, though not applicable to lawful possession of concealed weapons in the employees locked vehicle in a city parking lot; Epley said he knows generally the requirements of that policy, that he was not to have a weapon in city hall.
3. Standards of Conduct for City Employees, specifically standard #5 work safety, standard #6 reporting accidents, and standard #13 following policies and rules; Eppley said while he could not quote all of those, he is generally familiar with those policies.
4. Keizer Safety Manual specifically who is responsible for safety; Eppley said he ultimately is responsible for safety, as well as all supervisors and mentioned the City has a Safety committee. Eppley said he is familiar with employee responsibilities about safety, managing and reporting unsafe conditions and reporting accidents.

Eppley was asked to describe his experience and training in handling firearms. Eppley said he has "long experience in handling firearms". (Line 73/Page 4) He said he received a concealed handgun license about 5 years ago from the Marion County Sheriff's Office. He said he has been around firearms since he was young and was on a Navy ROTC pistol team at Oregon State University.

He said he has received formal training at the rate of about one hour per week for a year from a firearms instructor to learn handgun safety, tactics, and competencies. Eppley said he has attended several Keizer Police Department trainings, including attending Keizer PD firearms range training for about 3 full days.

Eppley said he owns a wide variety of firearms and is familiar with the mechanics of many firearms and familiar with the internal working of firearms because firearms are one of his hobbies. He said he has extensively rebuilt, repaired, or modified every firearm that he owns.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Eppley told me that he is well versed in loading and unloading and operating firearms. He said he is familiar with what is known as the "4 Cardinal Rules of Firearms Safety", which are:

1. Treat all guns as if they are loaded.
2. Never point a gun at anything you are not willing to destroy.
3. Keep your finger off the trigger until your sights are on target.
4. Be sure of your target and what is behind it.

Eppley described to me the pistols he usually carries under authority of his concealed handgun license. He described the handgun involved in the negligent discharge as a "Walther PPQ M2", which is a 9mm semi-automatic pistol. He said that make and model of firearm is one which he is less familiar, he said "It's pretty much my gun that I don't know that well".

I asked Eppley if on March 4<sup>th</sup> of this year, did he bring that Walther PPQ M2 handgun, a loaded and operable firearm into his City Hall Office. Eppley replied "Yes". (Line 181/Page 8)

When I asked Eppley how many rounds of ammunition were in the pistol magazine, he said:" I didn't even realize there was a magazine in it when I brought it in or when I was working on it otherwise this wouldn't have happened, but, no, I don't remember how many rounds were in it". (Line 193/Page 9)

I asked Eppley if other than on March 4<sup>th</sup>, had he carried any firearm or a loaded and functioning firearm into city buildings. Eppley replied: "I will not say it has never happened. Um, it has happened. I have come in, gotten to my office, recognized either immediately or a couple minutes later I forgot to disarm, go back out, disarm". (Line 201/Page 9)

Following that statement, I asked Eppley what "go back out" and "disarm" meant. Eppley replied: "Go back out to my car, take off my gun, lock it in the car and then come back in. So, but I've never intentionally, um, violated city policy, so. I, uh, and I'll, I'll add one more. So, for instance on a weekend, if I'm out doing grocery shopping or something, I happen to come by and I need to either drop something off or pick something up in my office and there's nobody in the building, I've also parked right out here, come in and left without disarming. So that's, that has happened. I will, I will say that". (Line 208/Page 9)

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

Eppley offered: "one of those times where I was in my office and realized that I had not disarmed yet, um, I believe Chief Teague was in my office, and we were talking about firearms and I showed him my firearm and then took it out and disarmed. So, yea, it has happened. It is not, never consc, it's not a choice that I've made to come in and carry a concealed weapon all day, every day. It's not, that's, I, I understand the policy, so". (Line 224/Page 10)

When I asked Epley about how many times he has brought a firearm into a city building, he replied: "Um, I can't. Over the course of 3 years, maybe three or four times. I couldn't tell you specifically when. It doesn't, it hasn't been recently. It hasn't been often. Um, it hasn't been intentional. It's been more sort of random, um, yeah". (Line 236/Page 10)

Eppley continued and stated: "So, I mean, you, you, anybody who, and, and you're, you're familiar with this, I'm, I'm assuming, you know, I don't know if you have a concealed license or not, I'm assuming you do, but if you do something long enough, it sort of becomes common or natural. And so, um, it is, it does not surprise me that I would, that I have been here and realized, wait, I have a gun on. I'm gonna go take it off. Because normally I have a gun when I'm not in here –and I, I wear it very often and so it's sort of part of – I'm trying to explain this, and I'm not doing very well. So, um, but I don't wanna, I don't wanna say, no, I've never had a gun in here. What I'll say is I've never had, I've never made the conscious choice that I'm going to violate the policy and and carry concealed on a daily basis regardless of the policy. (Line 244/Page 11)

Eppley described what he does with a firearm when on city property: "I will, um, keep in the holster, remove it, put it in my, uh, center console or in a zipped bag, um, behind my seat and lock it in the car, usually keeping it in the holster. That's sort of the critical piece there". (Line 280/Page 12)

I asked Epley if there is particular process, he follows to ensure he does not violate city policy on bringing firearms/weapons onto city property. Eppley replied: "There is now for sure, and that is that I don't bring one even on, I, I don't bring with me anymore even to the parking lot. So, um, I would say no, other than 99 percent of the time I would catch myself and pull up, disarm, put the gun away, lock the car and come in, but, uh, as for a check list, no. But, um, I would say that the, I mean, almost always, I was successful and not bring a gun into the building". (Line 289/Page 13)

Eppley was asked for what reasons he would bring a firearm or parts of firearms into the city hall building. He replied: "It's always been parts of firearms and that's, um, now, if I'm, if, uh, like I ment, like I mentioned earlier, I enjoy working, doing some of my own

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

gunsmithing. Uh, I like working with my hands, um, and if I have time at lunch or, uh, after work, you know, if I have a meeting at 6 and I don't, I'm not gonna go home between the end of the day and 6, um, and I have something to repair or something to work on, I have in the past gone out to my car, strip the magazine, done a visible safety check, uh, by slot, you know, locking the slide back and visibly and physically inspecting the breach, removing the slide, so breaking the gun into its components and then bringing the piece that I wanna work on whether it's a, uh, a grip module, um, or, uh, a slide, um, or you know, a, a fire control unit in the case of a Sig, um, so that I have just the piece that I'm working on at any given time, so". (Line 301/Page 13)

I asked Eppley to explain what occurred on March 4<sup>th</sup> that led up to and resulted in him bringing a loaded and operable firearm into the City Hall building and ultimately discharging that firearm in his City Hall office. Eppley replied: "Oh man, uh, and that's – I'm still, I'm still, I'm still working on how that could happen 'cause I'm very, I am very detail oriented, very safety oriented. I've never made an error I, I mean at home, at a range, I've never had an accidental discharge before, um, specifically, that day, uh, I would – I was working on a personnel matter in the morning, uh, that was something that was going to be difficult to process through, so I was spending a lot of time thinking about that, um, I'd forgotten my lunch at home, and also, right before lunch, my wife called and her battery was dead, and she needed to run my daughter somewhere and so I had to run home very quickly, um, grab my lunch, um, they got the car started. I had to go pick up a battery later, uh, and then replace the battery, but, um, I was very, very preoccupied. In, in fact, I try to liken it to and, and I, and I been, I been tryin' to think like, like I said earlier, I have a lot of experience in firearms. I have no excuses for not following the safety protocols for taking a fire – I know how to do it. It is routine. Um, I do it all the time, and, um, I was, I, I don't know how I was so distracted and so consumed by what I was thinking of that – and there was a Zoom meeting I needed to be on at lunch and I had about 5 or 6 minutes between when I got back, and I had a part that I wanted to affix to a barrel, um, I had actually just gotten a new barrel, a threaded barrel, and I wanted to put a compensator on it, which just requires literally taking the slide off, um, and then clocking the compensator to the barrel so that it's in the right position with some shims and then you put some lock tight on – or not lock tight, but, um, lock tight, um, and it just needs to be flat, and it needs to be able to dry and so that's why I brought it in at all is 'cause I wanted a flat surface where I could just spin that on, lock tight it with the shims until it was set for about 5 minutes and then I could remove it after my meeting. Um, this time, for whatever reason, and it is – I, I don't understand how I just grabbed my bag. I, instead of stopping and opening my bag, taking the firearm out, stripping it of its magazine, doing the safety check, breaking into pieces like I always do, I just grabbed the bag and ran – not ran, but came into City Hall".

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

I asked Eppley if he brought the gun into City Hall at the beginning of the day, mid-day or if he had gone out to his car to fetch the gun. He replied: "It was, um, so I had the gun with me in the car because, uh, I, I knew that this part was gonna be here today by UPS, you know, I got the compensator in the mail, um, or FedEx, or whoever brought it. I, I knew it was here today – or that day and so I brought that gun specifically so that I could clock that compensator on the end of the barrel and then after work, was gonna take it to the range and shoot it, uh, just to make sure that it functioned correctly, that I'd gotten it clocked correctly. So, I wanted it to have enough time to dry between – which is honestly why I did this at all during the day. I would've normally and just taken it to the range and used a desk there to do it. Um, but, um, yeah. I just, I grabbed the bag. I just grabbed the bag, and I walked in with it, and I was focused on other things, and I was tryin' to get stuff – I mean, I was thinking about the Zoom meeting that I needed to get on, and I just started disassembling the gun in my office and then it didn't come apart initially, which is why I thought to myself maybe it's like a Glock where you need to depress the trigger to get the slide to come off and the reason it wasn't coming off was 'cause I still had a magazine in it and that's what happened. I mean, that's, that's when I realized A) I had a gun in here at all other than just a part. Um, and the first thing that should've come across my mind when I sat down is wait a minute. You have a gun in here. Take it back out to your car. And that never ran across my mind all. It just didn't at all. I – and I don't know why". (Line 394/Page 17)

I asked Eppley if once the firearm was in his City Hall office, had he removed the magazine from the firearm. He replied: "I did none of my safety checks this time. None. I didn't. (Line 440/Page 19)

I asked Eppley if he visually checked the chamber to ensure it was clear before the firearm discharged. He replied: "No". (Line 449/Page 19)

Eppley was asked to explain how the firearm discharged. He replied: "I was tryin' to remove the slide and it would not remove and so I depressed the trigger, um, and it went off. So with a, with a Walther and a Glock, like, all of those, um, when you take the slide back, it goes over the, the, the slide detention levers and then if you let it forward again, it'll lock back in place if you don't completely remove the slide and that must've been what – 'cause if it was outta battery. It wouldn't have fired either. Um, and so I, I must have attempted to remove the slide, was fidgeting with it, locked it back in place, depressed the trigger, and it went off". (Line 454/Page 20)



**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

When I asked Eppley what direction the muzzle of the gun was pointed at discharge, Eppley told me it was pointed down and he showed me the bullet hole in his wooden desk. Eppley said the bullet trajectory was downward from the seating area of his desk. The bullet traveled through his desk, exiting out the opposite side of his desk and landing on the carpet, coming to rest near the chess table across the office. I photographed the bullet holes on both sides of the desk as well as the area of Eppley's office. Refer to photographs in the investigative file.

I asked Eppley what he did with the bullet in the aftermath. He said: "I disposed of it 'cause I, I didn't think of saving it, um, for whatever reason. Uh, I should have. I should've thought hey, we're gonna have to do an investigation on this, I should save this, but I picked it up and I, uh, I just, I just disposed of it. I, I tossed it in the garbage". (Line 522/Page 22)

Eppley was asked if it was appropriate for him to have disposed of the bullet. He replied: "No. No. I do not, now. I mean, no. Absolutely not". (Line 535/Page 23)

Eppley said the only property damage was the damage to the desk, and that no one including himself was injured because of this negligent firearms discharge.

In the aftermath of the firearm discharging, Eppley said he came out of his office to check on others. Shannon Johnson, Tammie Harms, Jeff Heyen and Kristen Meyers were outside of his office. He said he told people "it's okay. Is everybody okay? It's okay". (Line 561/Page 24) Eppley said "because I wanted to make the area safe, I took the gun out, put it in my car". (Line 562/Page 24)

Eppley said that after placing the gun in his car, he met with City Attorney Shannon Johnson, to help Eppley walk through the next steps, as Eppley said city policies were not designed for this type of occurrence. Following that conversation, Eppley said he went to Kristen Meyers to notify Human Resources of the occurrence. He said Meyers provided him with an incident report, which he completed and returned to HR. He asked Kristen to have the HR Director, Machell DePina, call him.

Eppley said he met with Jeff Heyen who is the Safety Committee chair, to determine if there was a role for that committee. Following that, Eppley said he called Mayor Clark and told her what had happened. DePina called and they discussed the incident.

I asked Eppley, since City policy prohibited firearms in City buildings (except for law enforcement officers), why did he even bring a firearm into a City building, disassembled

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

or not. Eppley replied: "And that's an excellent, that, I mean that's the point is I know now that – well I brought one – I would bring one in because I thought it was completely safe if I'm only working on a piece because it's not, it's not really a functioning firearm. I – it couldn't be set off. However, what I know now is, and what I think now that I kind of noodled through this is doing that, um, allowed me to pay less attention. Right? Because, um, 'cause it, it's so common for me at home or other places to simply work on stuff, um, I mean, like, for instance, when it's not a gun, I mean, like, like my coffee grinder, I took it apart and rebuilt it 'cause it stopped working. I just, I like to do that stuff, and if I have time at lunch, then sometimes I'll occupy my mind that way of just working on something, but that's, that's why. Not – so to me, I didn't see it as a firearm). (Line 637/Page 27)

I asked Eppley, that considering his position as City Manager and that the City of Keizer has a policy prohibiting firearms in City buildings, if his disassembly process of breaking down a firearm (in his car) and bringing individual pieces of a firearm into the building was skirting or manipulating the policy to achieve his own end. He replied: "I could understand that. I never looked at that way because I'd, 'cause I would never bring more than – in the building never more than one piece. Um, 'cause I don't – what I don't want you to be left with is the idea that I would break a gun down and then bring all of the pieces in. I, I did not feel that I was breaking the policy. I really, honestly did not, but I understand where somebody could get to that part, and I think that I'm there now". (Line 669/Page 29)

I followed with telling Eppley's that because of his position as City Manager, some may find that disingenuous and I asked for his response. Eppley said: "Um, I understand the question. I think if my motive was to subvert the policy, I could un – then I would say yes, but that was never my motive. So for instance, we don't allow weapons on city hall, um, I fenced also for a number of years hence the fencing foils, um, I mean, I think some may say those are weapons, um, I would not, but that's, but that would be up to, I mean, I, I kind of see it in the same way. To me those are decorative completely, and I don't, you know, take them apart and sharpen the ends and use them as weapons, but, but I could see – it's the same kind of question. And so, and I'm not tryin' to, you know, obfuscate this in any way, I just want you to understand how I s, how I saw it, and I, I truly did not see a slide as a firearm. I just, I just didn't. Um, and I wasn't trying to, you know, hey here's the policy and I'm gonna get around it this way. Um, that was not, that was not what I was intending". (Line 699/Page 30)

Regarding the gun part that Eppley was intending on installing on a firearm in his office, I asked him if he had personal purchases including firearms, firearms parts, or

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

ammunition delivered to his office at City Hall. Eppley answered: "I have had pieces, so, um, usually springs or a optic delivered, so yes, I've had parts. But I've never had a full firearm delivered. Um, usually they're small parts". (Line 733/Page 31)

I asked Eppley if City policy allowed for employees to have personal mail delivered to the City Hall building. Eppley said: "We have allow – we do allow it. We've actually talked about that a number of times as, as to whether we should allow it or not, um, we've chosen to allow it to this point so, But I could definitely see now – – some modifications to that policy that – at least on this side, I mean, you can't have pieces of firearms delivered here. I think that's – I would, I would champion that. 'Cause I don't want this to ever happen again. I don't want it to happen to me if I remain, if I'm able to remain here, I don't want it to happen to anybody else. And I think now, you know, hey if I'm gunsmithing or doing work on that's one step toward accidentally bringing a full firearm in here. And, and having it go off. And so the best way for that to never happen again is to never do any work, ever have even a piece of a firearm in here ever again so". (Line 744/Page 32)

Following that, I asked Eppley that as the City Manager, but not as a firearms enthusiast, would he think it appropriate for one of the clerks in the front office, to pull a firearm slide out of a bag or purse and disassemble it on their desk and put in a new spring or a new trigger into the frame. Eppley replied: "I – you ask me that now and I'm like absolutely not. Um, I think that if somebody were to do that, um, in a space wasn't directly visible to the public on their break, um, and it was a piece? Maybe. I mean – If you would've asked me a week ago, I would've said probably, um, because it, because it's not – in my mind, I would not see that as a danger, a dangerous piece, a dangerous thing to do. Um, now, however, clearly, I understand, it can lead to dangerous things and, um, I understand your point I think your making about how anything associated with a firearm or certain things can make people uncomfortable and nervous, and I would be much more concerned about that now. Um, you know, I, I would. That, you know, like I said, that being said, if somebody were, if somebody were, um, on their break and they were gonna go to the quiet room, close the door, and work on a slide for 15 minutes or, you know, a week ago I would've said I'm okay with that because it's not, it's not an inherently dangerous activity – and you're not gonna make people uncomfortable or nervous about it because it's not right out in the open, um, so I, I may have been okay with that. And whenever I was working on stuff, it was, you know, usually out of sight, not when people were in here and — so because I also didn't wanna make people uncomfortable because even though I'm comfortable around firearms, I know other people are, are not. Even a piece– could make somebody uncomfortable. And I under,

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

and I understand that so, um, I, I know, and I know I sound like I'm walking a line here, and I, I apologize for that". (Line 808/Page 35)

Eppley agreed he is required to follow the ICMA Code of Ethics. Specifically, I asked him if he believed his actions on March 4th involving firearms were within or outside of Tenet 3 of that ethics code. Tenet 3 regarding public confidence states: "members should conduct themselves so as to maintain public confidence in their position and profession, the integrity of their local government, and in their responsibility to uphold the public trust". Eppley replied: "Oh, absolutely not. Um, clearly outside. I mean, that should never happen. Um, it was, it was, it was a, um, it was, it was an event that, that I'm still tryin' to understand so the event itself clearly had an impact that put me outside of those guidelines. Um, and I own up to that 100 percent. What would make me more concerned is if I had tried to hide it or intimidate people into not reporting it. That would be a much different — much more, in my mind, applicable to Tenet 3, um, versus a pure accident, even though it is a firearm. I understand it's a big, emotional — loud thing that is scary and could potentially cause a, you know, death, severe harm. Um, I never thought that doing minor work on a part of a gun was, was, um, running up against Tenet 3. But this incident clearly affects the public's ability to have confidence. (Line 883/Page 38)

I asked Eppley if he violated city policy and the ICMA code of ethics by bringing a loaded and operable firearm into City Hall and causing the firearm to discharge. Eppley replied: "Yes. I did. It was not intentional, but I did". (Line 952/Page 41)

As the interview concluded, I asked Eppley if he had any additional information to share. He replied: "No, I'm — all that I would have left to share is I, I'm just, I'm incredibly sorry about this, um, I mean, this has shaken me enough to where I don't, I don't carry concealed at all anymore. I haven't and, and I'm not sure that I will because I don't want to ever have an accident again 'cause I've never had an accidental discharge and this is enough of an event for me to really question my, I mean, whether I can do it safely. Um, so I'm gonna have to really soul search about that. I think the scariest part for me aside from the fact that — I mean, the scariest part for me is that my action could have hurt somebody who I consider myself sworn to protect. And it's, and it's also putting the council through something that they shouldn't have to go through. Um, and so I let those people down. Um, the other part that I'm trying to understand is — and, and it, it — is, is how it, is how I let it happen at all. Um, but it was like — I don't know if you've ever gotten in the car, driven 30 minutes, and realized that you're not sure where you were for the last 28 of those minutes? That's what happened. Um, and I'm tryin' to, I'm tryin' to understand how I could be so distracted that I would bring a, you know, a loaded firearm in here and begin to disassemble it and skip all of my safety protocols before I knew what

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

was happening. I mean, and I, I'm, I knew, I knew mechanically, I mean, there, there was a piece of my mind that was physically doing something, so I know that I was, I know that I was doing something, but I wasn't paying attention to it, and I wasn't present. That's the part that scares me and that's the part that is causing me to question concealed carry for myself 'cause if I can get to that point where I'm not paying attention — then that makes me very uncomfortable. Um, I'm sorry". (Line 1021/Page 44)

**Lance Inman:**

Inman is a former Keizer Police Lieutenant who now works for the Independence Police Department. I interviewed Inman by phone on March 13<sup>th</sup> and the interview was tape recorded. A copy of the interview transcript is an exhibit in the investigative file.

I asked Inman if he had any information to share regarding Eppley having a firearm in a city building and if that was prohibited.

Inman said he knows having a firearm in a city building is prohibited (except for police) because [REDACTED] and was allowed by city management to park in the secure police parking lot because he stored his firearm in his car while at work due to the prohibitive policy and did not want to leave his car in the public parking lot with a firearm in it.

Inman said before he left Keizer PD employment, that he could recall Eppley showing him a firearm in Eppley's office on two or three different occasions. Inman recalled the firearms were kept in Eppley's desk in his city hall office. Inman said the guns were semi-automatic pistols, fully assembled and appeared operable although he was not sure if the guns were loaded.

Inman said when Eppley showed him the guns, it was during the regular workday and it did not appear that Eppley was taking a gun out to his car, bringing a gun in from his car nor did it appear that the guns were in transit.

Inman told me of a time a few years ago when Eppley came to the police building. At that time, Inman and Deputy Chief (retired) Jeff Kuhns' offices were next to each other so Inman is unsure if Eppley came to his Inman's office or Kuhns' office. Inman has a somewhat vague recollection of Eppley showing he and Kuhns a firearm and that after Eppley left, Kuhns and Inman both remarked that they had some safety concerns regarding Eppley's handling of firearms.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**Saturday March 13<sup>th</sup> Phone Call from Eppley**

After the interview with Inman, I received a phone call from Eppley Saturday March 13<sup>th</sup> at about 3:29 pm. The latter part of that call was tape recorded and a copy of the transcript of that call is included as an exhibit in the investigative file.

Eppley said he wanted to clarify what he had told me during the Friday March 12<sup>th</sup> interview. Eppley wanted to address a question I had asked him if his actions of disassembling a firearm and only bringing pieces into the office was an attempt to “skirt” or “subvert” the no-firearms policy for his own benefit.

In this phone call, Eppley said that after thinking about it “I think I probably was. I don’t think I thought about it, about it that way at the time but now that I think of it, I think probably you’re right”. (Line 6/Page 1)

Eppley went on to tell me that he was also thinking of how many times he had his concealed firearm in a city building. He said: “...I’m just trying to think of how many times I would have, um, had my firearm, my concealed carry firearm in my \*\*\*\*, you know, before I went and disarmed. And it may have been six or seven times instead of three or four or five times, whatever I told you”. (Line 12/Page 1)

Eppley continued by saying “Uh, ‘cause I remember, I remember now having conversations with a couple of other police officers and then realizing, hey, I can show you that right now because I happen to have my, I happen to have my gun on me”. (Line 24/Page 2)

Eppley said “So, um, which is not to say necessarily I’m just gonna wear my gun all day but, um, ‘cause I’m just, that was not my standard. That’s not what I typically do but it. It has happened. It has happened. So, I wanted to correct that and make sure that I was accurate about that”. (Line 31/Page 2)

I told Eppley that I was not able to speak with him more right then and suggested he make some notes so he did not forget any details and we could talk perhaps the next day. Eppley did text me on Sunday March 14<sup>th</sup> about 12-noon indicating he was free to talk. I responded that I could not talk with him then but would be in touch later in the coming week to schedule a time for a follow up interview.

**Saturday March 13<sup>th</sup> Text Message from Inman**

Minutes after the phone call with Eppley I received a text message from Lance Inman. The text message stated the following: “I texted Eppley and informed him of our

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

conversation. Encouraged him to tell the truth and gave him your number. He might be contacting you". I replied, "OK thanks".

**Jeff Kuhns**

On Friday March 12, 2021 I briefly spoke with Jeff Kuhns by telephone. Kuhns is a retired Keizer Deputy Police Chief, retiring in 1989. Kuhns relayed that he and former Keizer Police Lieutenant Lance Inman had information regarding Eppley possessing firearms in City building. My schedule did not allow for an interview at that time, so we scheduled an interview for Sunday March 14<sup>th</sup>.

Kuhns and I spoke again on Sunday March 14<sup>th</sup>. Kuhns explained that he read media accounts of the incident and realized he had information that could be pertinent to this investigation. Kuhns said he reached out to the employment attorney working with the City and asked that the investigator contact him.

I also spoke with Kuhns by phone on Monday March 15, to ask some clarifying questions.

Kuhns told me that he recalled three (3) separate instances where he has seen Chris Eppley in a City building with a firearm.

One instance was in late 2017 or early 2018, Eppley came to the police side of the building to visit, which was not an uncommon occurrence. Kuhns recalls he, Eppley and Inman were in Inman's office. Kuhns' office is right next door, as the offices were side by side. Eppley was talking to Inman and Kuhns about sights on his firearm. Kuhns said Eppley produced his firearm and showed it to both Kuhns and Inman. Kuhns has recollection because of the discussion about sights on Eppley's gun, Kuhns and Inman purchased sights of similar technology in June 2018.

Kuhns said on another occasion, this time in Kuhns' office, Eppley produced a firearm from a waistband holster or a small gym type bag – Kuhns could not recall, but in any event, Eppley produced a handgun. The discussion centered on the trigger of the gun; Kuhns could not recall whether Eppley had said the trigger was smooth or that he had a new trigger installed. Regardless, Kuhns said that when Eppley produced the gun, Eppley removed the magazine which was loaded with ammunition. Kuhns said that Eppley handed the gun first to either Kuhns or Inman, Kuhns does not recall. Kuhns said that one of them, Kuhns or Inman, pulled the slide of the gun back to visually clear the chamber, and a round was in the gun's chamber. Kuhns concluded that Eppley had handed them a loaded firearm. Once the gun was verified as completely unloaded, they tested the trigger.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Kuhns said that the way Eppley handed the firearm to either him or Inman without clearing the chamber is not the way a person with safe or good firearm handling skills would present or give a firearm to another individual.

Kuhns said that after Eppley left, both he and Inman remarked about the concerns they had with Eppley's unsafe handling of firearms.

Kuhns recalled a third visit by Eppley in Inman's office, where Eppley showed both Kuhns and Inman, one of Eppley's handguns.

Kuhns also told me that Inman had told him that Inman had seen Eppley with a firearm in Eppley's office.

Kuhns said that on one of Eppley's "gun showing" visits to his office or Inman's office, Eppley remarked that if either Kuhns or Inman saw Eppley's wife, to not tell her about the guns. Kuhns takeaway was that Chris had a new hobby and it is expensive, and he did not want his wife to know details about it.

Kuhns said another employee, [REDACTED] and apparently carries a firearm to and from work. Since the City policy prohibited employees from bringing firearms into the City building, [REDACTED] would have to keep his firearm in his car. Kuhns said concessions were made for [REDACTED] to park his car in the secure police parking facility because of the firearm stored in his car. Kuhns said it seemed like a double standard involving Eppley if [REDACTED] had to keep his gun in his car when on City property but Eppley brought firearms into City buildings on several occasions.

**Follow-Up Interview with Christopher Eppley March 22, 2021**

On March 22, 2021, I conducted a follow-up interview with Keizer City Manager Chris Eppley at Keizer City Hall.

In asking clarifying questions of Eppley regarding the disposal of the spent bullet, Eppley confirmed that he threw the bullet into his office garbage. He explained in the aftermath of the discharge, he started picking up debris from the bullet hole in his desk and found the bullet. Through questioning, Eppley said he also came across the spent cartridge and placed that into his office garbage can or into his range bag. (Page 1/Line 27)

While discussing the disposal of the bullet and cartridge, Eppley admitted that the bullet and/or cartridge could have had some bearing or significance to the investigation of the incident and that it was inappropriate to dispose of those items. (Page 5/Line 139)



**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

I inquired of Epley as to why the Keizer Police were not notified of the incident. Epley believed he was just an employee reporting an incident, that he had stepped back from his role as City Manager because of this incident and that it was up to his employer to notify the police. (Page 5/Line 153)

In response, I asked Epley as a city official and as city manager, if he thought it would be important to notify the police about a firearms discharge in City Hall. Epley responded "Sure, sure". (Page 7/Line 190)

Epley told me regarding keeping his gun in his car while parked in the public parking lot at City Hall, that he is "just not as concerned about that in terms of somebody breaking into my car". (Page 11/Line 319)

Epley told me of 2 or 3 times likely around 2018, that he brought an unloaded gun into his office to show to Lance Inman, the former Keizer PD Lieutenant. (Page 13/Line 383)

Epley explained that some of his motivation for carrying a firearm came from going through "active shooter" training at City Hall (Page 14/Line 422)

I reminded Epley that many government entities put on "active shooter" training for employees, but that would not make civilians eligible to carry firearms in the workplace. Epley concurred with my statement, saying "Yes, that's correct". (Page 16/Line 493)  
Epley told me of several times where he was in City Hall with a loaded firearm and he would unload it and show it to people in his office, including Chief Teague and Lt. Wenning. (Page 18/Line 529)

Regarding Kuhns statement, Epley said he only remembered bringing a gun to Kuhns' office, showing it to him once, as opposed to Kuhns' statement that Epley brought a gun to Kuhns' office 2 times and 1 time to Inman's office. (Page 24/Line 736)

Epley also disclosed that he carried a loaded firearm which was holstered, into City Hall to show then-Sgt. Bamford a red dot sight on the firearm, after they worked out in the City gym. (Page 23/Line 695)

Epley said while altogether possible, he did not recall handing Kuhns or Inman a loaded firearm in one of their offices, but agreed that not only should he not have handed one of them a loaded firearm, but he should not have had a firearm in the building in the first place. (Page 27/Line 819)

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

Eppley told me that he probably told Kuhns and Inman not to say anything to anyone about him having a gun in City Hall, specifically, "...so I probably would have said, hey, don't tell HR, I'm violating policy right now". When I asked Eppley how making such a statement would bode for a City Manager, he replied "My decision making around this has been poor Jim, so not very well". (Page 28/Line 858)

I inquired of Eppley about his phone call to me on March 11<sup>th</sup>. I asked him to explain why he thought he was trying to subvert or skirt City policy on firearms for his own benefit. Eppley said while he would never say the rules did not apply to him, that was how he acted, that he didn't believe it would be dangerous to work on a piece of a gun and as a result, he avoided or ignored thinking about policy too closely, for his own benefit. (Page 32/Line 968)

When I challenged Eppley's changing account throughout the investigation (initial memo through two interviews and a phone conversation) on how many times he has carried a firearm into a City building, he told me that he clearly was trying to minimize the incident in his initial statement (memo) by writing that he disassembled guns in his car so he would not have a functioning firearm City Hall, including his office. (Page 37/Line 1122)

Eppley agreed that minimizing is the same as telling an untruth and the same as an omission and that his written account in the memo of how the discharge occurred and working on firearms at his desk was truthful, his explanation of how many times he has had a firearm in City Hall was untruthful. (Page 37/Line 1133)

I asked Eppley why those statements were untruthful. He told me "Because I was scared, I was nervous..." (Page 38/Line 1157)

When I asked Eppley if he minimized the facts, including making an omission or untrue statement, because he was concerned that he would get into trouble for what he did, he responded: "I think I was concerned about, yeah. I think I was concerned about how it would make this event look, the specific event of the discharge. So, um, yeah, I, I think so. I mean, the discharge itself, and the, how that happened, and working on parts of firearms at my desk, that part is completely true. The pl, the piece that I was less truthful about was how many times I've had a firearm in City Hall ". (Page 39/Line 1174)

I asked Eppley the following question: "So, looking at this entire event, it, in terms of policy violations, um, violation of the ICMA Code of Ethics, um, omissions or manipulation of, of what's factual or truthful, disposing of potential evidence, the

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

cartridge and the bullet, subverting or skirting City policy for your own benefit, the changing storyline, do you think that reflects poorly on your ethics and your integrity?" (Page 39/Line 1198)

To my question, Eppley answered: "Uh, I do. I do, and I'm really disappointed in it, and I'm embarrassed about it, and I can only say, you know, this is a, this is a defining moment in a 21-year career – and I can do better. So, I mean, I, I don't know how else to say it, Jim." (Page 40/Line 1206)

**Trevor Wenning**

Wenning is a Keizer Police Lieutenant. I interviewed Wenning by phone on March 23, 2021. In a follow-up conversation with Eppley on March 22, Eppley disclosed that he had brought a loaded firearm into City Hall and had shown that firearm to Lt. Wenning. Wenning was interviewed as a result.

Wenning said that he drops into the city administrative offices when he is on that side of City Hall to engage folks in conversation as part of relationship building as a member of the police department's leadership team. He said that one of the persons he drops in to visit from time to time is the City Manager, Chris Eppley. (Page 3/Line 93)

Wenning said that a few months ago, he dropped into Eppley's office. Eppley was seated at his desk. They engaged in a conversation about firearms. Wenning said that Eppley stood up and at that point, Wenning could not tell that Eppley had a concealed firearm on his person. Wenning said that Eppley exposed a concealed carry holster, withdrew a firearm from the holster, which Wenning believed was a Beretta semi-automatic pistol. Eppley removed the magazine from the gun, drew back the gun's slide to make sure the gun was unloaded and handed the gun to Wenning. Wenning said he rechecked the gun's chamber to ensure the gun was unloaded, looked at it and handed the gun back to Eppley. (Page 2/Line 56)

Wenning said this visit occurred on a workday between about 9am and 3pm. Wenning said his visit was unscheduled and competed random. He said that Eppley would not have known that Wenning was going to drop by, this unlikely that Eppley would have just gone to his car to retrieve the gun to show Wenning. It also did not appear likely, after visiting with Wenning, that Eppley took the gun back to his car. (Page 4/Line 118)

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**FACTS, CONCLUSIONS & FINDINGS**

**FACTS & CONCLUSIONS:** These facts and conclusions are based upon evidence, statements, documents, and observations garnered during the investigation of this incident.

1. Christopher Eppley is well trained and experienced in the use and operation of a variety of firearms. He has received hours upon hours of instruction on the use and operation of firearms. Eppley is trained and well versed in the safety aspects of firearm handling, particularly the four cardinal rules of firearms safety.
2. Eppley at the time of the incident was aware of City policy prohibiting the possession of firearms in City buildings. Also, Eppley, at the time of the incident, was aware of the ICMA Code of Ethics Tenet #3 regarding Public Confidence.
3. Eppley did not have permission from the Police Chief, City Manager or Human Resources Director to bring a firearm into a City facility, as required by City policy.
4. Eppley as City Manager, is the top City official responsible for approving, authorizing, and enforcing City policy.
5. Eppley has a practice of having small firearms parts delivered to his City Hall office and working on parts of firearms, installing those parts, or conducting repairs on firearms parts at his desk, in his City Hall office.
6. Eppley brought a loaded, operable firearm into a City building, specifically the City Manager's Office, within City Hall on March 4, 2021.
7. Eppley did discharge a firearm in his office on March 4, 2021 which caused damage to the desk in that office. The discharge of the firearm by Eppley was neither intentional, nor accidental. The discharge of a firearm within the City Manager's City Hall office by Christopher Eppley was however, without question, negligent.
8. Eppley disposed of the bullet fired and the spent cartridge by placing both in the office trash.

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

9. Eppley did not report the firearm discharge to the Keizer Police Department. Keizer PD was unaware of the incident until the next day and only learned of details after Chief Teague went to Eppley and asked him about the incident, pursuant to media inquiries to Keizer PD.
10. Eppley's office is essentially a square with four walls. Behind the forward wall directly forward of Eppley's desk and somewhat in line with the path of the fired bullet, is an office that has a small desk and is used by City Councilors should they be in City Hall and needing a place to work. That office is also used as a repository for Councilors' mail. That office was unoccupied at the time the gun was discharged. Forward of Eppley's desk and to the left is the office door. That doorway leads into a foyer area for other offices. Several people were in the area at the time the gun was discharged. Behind the wall to the left of Eppley's desk is the office of Legal Assistant Tammie Harms, who was in her office at the time the gun discharged.
11. Once discharged, the bullet traveled in a slight downward trajectory, forward and through Eppley's desk, striking the floor and coming to rest on the carpet near a chess table, forward of the desk. Bullet trajectory can be unpredictable. Had the bullet ricocheted, pierced an occupied office wall, or entered the foyer area, this incident, directly attributable to Eppley's negligence, could have ended in tragic injury or death to any persons within proximity to Eppley's office.
12. Witness statements corroborate the discharge of a firearm in the City Manager's office on March 4, 2021 and corroborate Eppley's statements to persons in City Hall in the aftermath of the incident, that he caused a firearm to be negligently discharged.
13. As described by witnesses Kuhns and Inman, Eppley brought loaded, or fully assembled or operable firearms into City buildings on multiple occasion. Kuhns and Inman voiced concern to each other about Eppley's "unsafe" handling of a loaded firearm on at least one of those occasions.
14. As described by witness Teague, on two occasions, Eppley showed Teague fully assembled firearms while in Eppley's City Hall office; on one of the occasions, Teague recalled Eppley had the firearm concealed upon his person.
15. Eppley admitted that he was subverting or trying to get around City policy prohibiting firearms in city buildings for his own benefit by disassembling

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

firearms in his car in the parking lot and bringing parts of firearms into his City Hall office.

16. Eppley admitted minimizing details and said that he was untruthful in his "incident report memo" about not bringing firearms into a City facility however, his statement he said, about working on guns at his desk and how the discharge happened, was truthful.
17. Eppley told Human Resources Director Machell DePina on March 4<sup>th</sup> that he always brings in only parts of guns, so he never has a full weapon, as documented by DePina in a file memorandum, which is contrary to Eppley's varied interview statements and witness statements.
18. Eppley told City Attorney Shannon Johnson that he never brings an assembled firearm into City Hall, that he only brings parts of firearms into the building, which is contrary to Eppley's varied interview statements and witness statements.
19. Eppley told Kristen Meyers that he takes guns apart, leaving part of a gun in his car, only bringing parts of a firearm into City Hall so that he does not have a fully functioning firearm within City Hall. This is contrary to Eppley's varied interview statements and witness statements.
20. Eppley admitted that he was untruthful, misleading, and minimized and omitted information about bringing a firearm into a City facility, during various stages of this investigation.
21. Eppley admitted that he minimized, was misleading, minimized and omitted information and was untruthful about bringing firearms into City facilities because he feared what might happen to him because of the negligent discharge of the firearm in his office, in violation of City policy.
22. Eppley admitted that his overall conduct regarding untruthfulness, being misleading, minimizing, omissions, violations of City policy, violation of the ICMA Code of Ethics, disposal of the bullet and spent cartridge, and subverting or skirting City policy for his own benefit, does reflect poorly upon his ethics and integrity.

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**FINDINGS:** Considering the facts and conclusions from this investigation, including review of the evidence, witness accounts, statements, documents, exhibits and observations, I make the following findings:

**Finding #1**

On multiple occasions, including March 4, 2021, Christopher Eppley violated the City of Keizer Standards of Conduct Policy, including Standard #5 Work Safely, Standard #12 Be Honest and Standard #13 Follow Policies & Rules, which states in part, the following:

***STANDARDS OF CONDUCT***

*We believe the City of Keizer is a great place to work and strive to do all we can as an organization to ensure that each and every employee has the opportunity to come to work each day feeling good about the services they will provide and to leave work each day confident they have given their best and are appreciated for doing so. We also believe that most employees prefer to work in an environment in which serious or repeated violations of the City's standards are not permitted.*

*With this in mind, we have established the following standards directed at specific areas of conduct, behavior and productivity. This list is not an exhaustive list of all directives, standards, expectations or situations that create cause for disciplinary action or termination. Additionally, not all directives or expectations are in written form. A supervisor's order is an example of a verbal directive.*

*Employees are required at all times to exercise ordinary common sense in situations not governed by specific directives and behave in a professional manner acceptable to the organization. The goal is to promote a harmonious work relationship with other employees, a positive public image, and to ensure our mission, goals and objectives are achieved. Employees are responsible for contacting a supervisor for clarification on standards they do not understand. It will not be an acceptable defense to claim ignorance of a standard if the employee has made no reasonable effort to seek an explanation.*

*When we determine a regular employee has committed an infraction, the employee will generally receive a verbal or a written warning prior to higher levels of discipline. However, each situation will be evaluated according to the circumstances involved, and the type of discipline administered will be based upon our determination of the seriousness of the offense or combination of offenses. Probationary and temporary/seasonal employees are considered "at will" employees and will not generally be given a warning prior to*

**Report of Investigation - City of Keizer**  
**Negligent Discharge of a Firearm**  
**Involved: EPPLEY, Christopher**

*termination. It is important to note that some infractions may cause the employee to be subject to immediate suspension or discharge.*

**5. Work safely.**

*Potential infractions include, but are not limited to: Failure to follow safe working practices, provoking or instigating arguments, dissension or fights during working hours or on City premises or engaging in horseplay which results in injury or property damage, any unauthorized, careless act of destroying or damaging City property, tools or equipment, or the property of others on City premises, (Note: When we determine an employee has committed a serious safety violation, that employee is subject to immediate discharge);*

**12. Be honest.**

*Potential infractions include, but are not limited to: Dishonesty of any type in both word and deed including, but not limited to: lying to a customer, misreporting facts or any other type of misrepresentation as well as altering or falsifying any City documents such as: time sheets, absence and sickness reports, expense reports, employment applications, or misrepresenting hours worked, including failure to record all hours worked, writing on another employee's time sheet, or allowing another employee to write on your time sheet without permission from management;*

**13. Follow policies & rules.**

*Potential infractions include but are not limited to: Violating any City or Departmental policy or practice that is presently in effect or subsequently issued or any other conduct that is, in the view of the City, serious enough to justify discipline, discharge or suspension.*

**Finding #2**

On multiple occasions, including March 4, 2021, Christopher Eppley violated the City of Keizer Workplace Safety and Health Policy, specifically, the Workplace Violence Policy, Prohibited Conduct #8, which states in part:

*Being in possession of guns and weapons on City property, including parking lots or in City vehicles unless approved in writing by the City Manager, Chief of Police or Human Resource Director. This prohibition does not apply to authorized possession of guns and weapons by law enforcement personnel, nor does it apply to the lawful possession of concealed weapons in an employee's locked vehicle parked in a City parking lot.*



**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

**Finding #3**

On multiple occasions, including March 4, 2021, Christopher Eppley violated the International City/County Management Association (ICMA) Code of Ethics, specifically Tenet #3, including the Public Confidence Guideline, which states in part:

*Tenet 3. Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public. Public Confidence Guideline: Members should conduct themselves so as to maintain public confidence in their position and profession, the integrity of their local government, and in their responsibility to uphold the public trust.*

**EXHIBITS**

1. March 4, 2021 Memo from Eppley re: Discharge Incident
2. Four (4) Photographs of City Manager's Office and Bullet Hole in Desk
3. March 4, 2021 Memo from Machell DePina, Human Resources Director
4. Transcript of March 11, 2021 Interview with Chris Eppley (Interview #1)
5. Transcript of March 13, 2021 Telephone Call with Chris Eppley
6. Transcript of March 22, 2021 Interview with Chris Eppley (Interview #2)
7. Transcripts (2) March 10, 2021 Interviews with City Attorney Shannon Johnson
8. Transcript of March 10, 2021 Interview with Legal Assistant Tammie Harms
9. Transcript of March 10, 2021 Interview with HR Generalist Kristen Meyers
10. Transcript of March 10, 2021 Interview with IT Tech Jeff Heyen
11. Transcript of March 11, 2021 Interview with Utility Billing Tech Dawn Wilson
12. Transcript of March 10, 2021 Interview with Keizer Police Chief John Teague
13. Transcript of March 13, 2021 Interview with former Police Lt. Lance Inman

**Report of Investigation - City of Keizer  
Negligent Discharge of a Firearm  
Involved: EPPLEY, Christopher**

14. Transcript of March 14, 2021 Interview with Former Police DC Jeff Kuhns

15. Transcript of March 23, 2021 Interview with Police Lt. Trevor Wenning

A handwritten signature in black ink, appearing to read "J. Ferraris", with a horizontal line extending to the right.

**JAMES C. FERRARIS**  
Investigator



## SUPPLEMENTAL REPORT OF INVESTIGATION

**CLIENT:** City of Keizer

**DATE:** March 30, 2021

**SUBJECT:** Negligent Firearm Discharge Investigation

**DATE/TIME OF OCCURRENCE:** March 4, 2021 at approximately 12:00PM

**LOCATION OF OCCURRENCE:** Keizer City Hall 930 Chemawa Road N, Keizer, Oregon 97303  
City Manager's Office

**INVOLVED:** Christopher Eppley, Keizer City Manager

**MENTIONED:** Cord Wood, Oregon State Police (OSP) Lieutenant  
Cathy Clark, Mayor – City of Keizer

### NARRATIVE:

As noted in my initial report dated March 30, 2021, I spoke with OSP Lieutenant Cord Wood on March 18, 2021. Lt. Wood told me that on March 18<sup>th</sup>, he conducted a criminal investigation into Eppley's March 4<sup>th</sup> firearm discharge. Wood told me that he had interviewed Eppley, and Wood determined there was no criminal culpability on behalf of Eppley and that the firearms discharge was not a crime.

On March 29, 2021 I received a copy of Lt. Wood's report of the incident via email from the OSP Records Unit.

I read the following statement in Lt. Wood's report: "*I asked Mr. Eppley to tell me about the circumstances on March 4, 2021, that led up to the discharge of a handgun in his office. Mr. Eppley told me that on about five different occasions prior to the incident in question, he has worked on a firearm in his office during his lunch hour, while waiting*

*for an evening meeting, or during a similar break in the day. On all of the previous incidents, Mr. Eppley only brought only part of a firearm into his office. Typically, he would only bring the part he was interested in working on from home or disassemble the firearm in his vehicle in the parking lot. According to Eppley this was the first and only time he had brought a complete firearm into his office.”*

The last sentence of that paragraph caught my attention as it supports my investigative conclusions and findings. Specifically, it states: “*According to Eppley this was the first and only time he had brought a complete firearm into his office.*” Based upon my investigation, I know that statement attributed to Eppley, to be untrue. Several witnesses in my investigation have made statements that they have personally seen Eppley with a firearm in City buildings, including Eppley’s office, on many occasions. Eppley admitted to me that he had brought a fully functional and loaded firearm into City facilities on several occasions. Eppley told me he omitted information during the investigation about his carry of firearms into City facilities, minimized his involvement, and was misleading and untruthful, in written and verbal form, about bringing a firearm into a City facility.



**JAMES C. FERRARIS**  
Investigator

## Christopher Eppley – Discharge Incident

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Date of Incident Thursday, March 4, 2021

Time of Incident 12:00PM

Location of Incident City Manager's Office

Names of Witnesses None

### Detailed Incident Description – Include Sequence of Events – Be Specific

*What were you doing right before the incident?*

*What objects, equipment, or materials were being used or were involved?*

*Describe the work environment – inside, outside, weather conditions. Include copy of police report, if applicable.)*

From time to time I have brought into my office parts of a firearm, either the slide, or the grip, but not both at the same time, so as to not have a functioning firearm in the City Hall, when wanting to do a modification or repair to a component. When I do this, I strip the firearm in half and leave 1/2 of it in my car (either the slide or the grip module) so as to not have a functioning firearm in my office. Today I received a part for a slide that I wanted to replace and I was intending to bring in just the slide to install the part and then take the slide back out to my car. I was preoccupied, however and forgot to do the disassembly in my car resulting in my having a fully functioning firearm in my office. I'm not sure why it didn't dawn on me that I had a full gun with me. I was rushed and simply didn't pay attention to exactly what I was doing right then. While I was disassembling the firearm, (once again, it didn't occur to me that I was disassembling a firearm in my office instead of in my car) it negligently discharged under my desk. Minor damage was done to the front panel of my desk that I will repair but no other damage occurred. The incident greatly startled Tammie Harnes, for which I am deeply sorry for, and I am also keenly aware that I both violated a City Policy and also put my fellow co-workers in danger, which is also something that I am incredibly upset about. I have notified the City Attorney, apologized to Tammie, notified Jeff Hayen, Safety Committee Chair, HR (both Kristen and Machell), and also called and informed Mayor Clark as she is my direct supervisor.

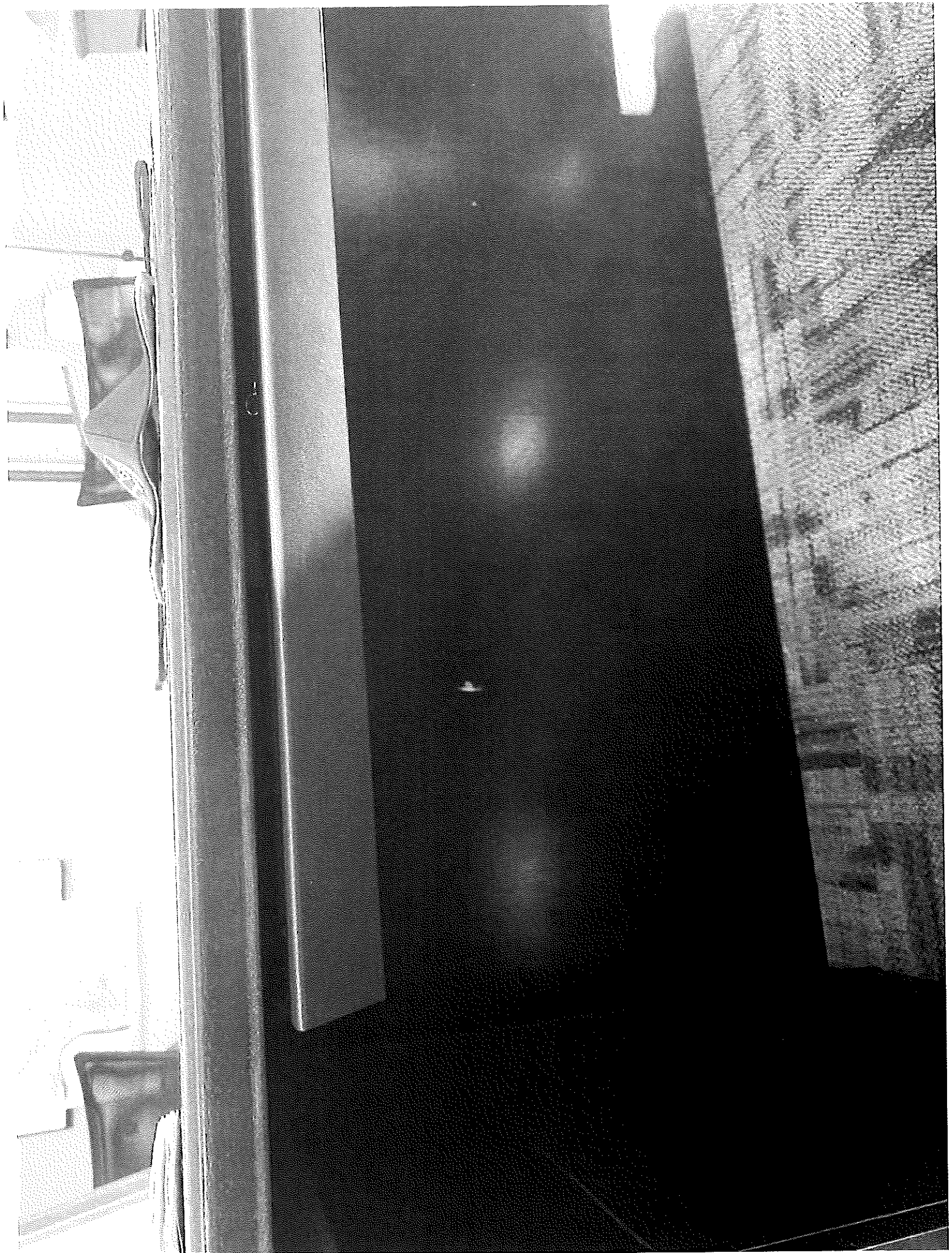
  
Employee Signature

3-4-21  
Date

Christopher C. Eppley  
Employee Name (Printed)

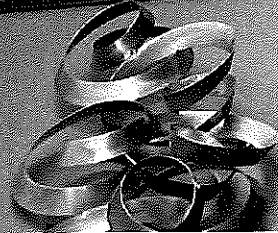
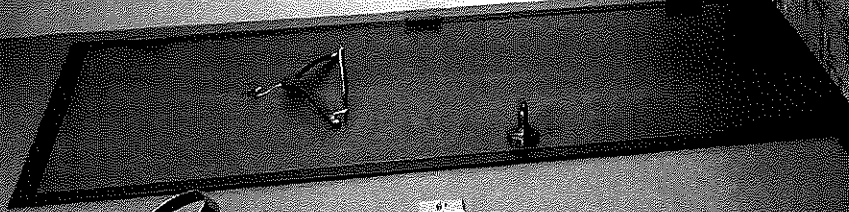
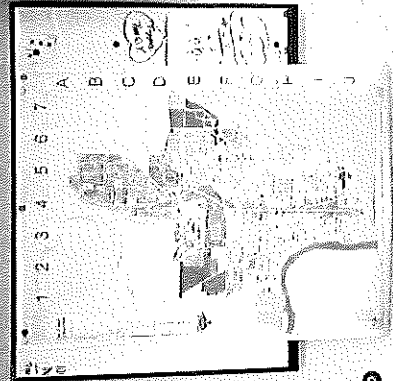
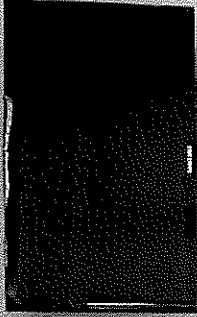












**Summary of Communications between City Manager Eppley  
and HR Director DePina following 3.04.2021 Discharge Incident  
Confidential**

**March 4 – 12:46 pm (30 seconds)**

I received the following voice mail from Chris:

Hi Machell. It's Chris. Um, when you get in range and are able, could you please give me a call. I have an incident to report that unfortunately involves me. Um, so I need to basically file a report against myself with you and so I know, I know it's weird. I know it's cryptic but when you get an opportunity, if you can give me a call so that we can begin that process, I would appreciate it. Thank you very much. Bye.

*Note: I was aware of the incident due to a contact from Kristen Meyers at 12:22 pm. I chose not to return the call to Chris until I had a chance to contact our labor attorney and determine appropriate roles and next steps.*

**March 4 – 3:08 pm (14 minutes)**

These are notes I provided to our labor attorney following my conversation with Chris:

Just got off the phone with Chris. He sounded very upset, said he was still shaking. He apologized for interrupting my vacation. He described the same thing he put in the written statement. He opened with he usually, then said he always brings in only parts of guns so he never has a full weapon. He has no idea why it didn't occur to him that he was bringing in a full gun today. He said he was preoccupied and in a hurry to get to a meeting when it went off. He said it was a hollow point bullet and most of the energy dissipated going through the front of his desk. The bullet bounced off the carpet and landed a few feet away. He said he was very upset about the potential of harming others most of all, then upset about the fact that he violated policy when he's the one who's supposed to enforce them. He shared that he talked with Kristen & Jeff and that he apologized to Tammie and Shannon. I asked and he confirmed he spoke with Cathy and that she said it was clearly serious but everyone makes mistakes and she believes there was no intent to harm, etc.

He asked if there was anything else he should do. I told him I was not in a position to tell him what to do. I shared that given he's my boss, and we've previously had to address my role when the situation involved my peers, I asked for advice from our labor attorneys and they are working to connect with Cathy Clark. I said it was unlikely they would be able to quickly connect with all his supervisors (the entire City Council) immediately so I anticipated they would work with Mayor Clark to determine next steps. I told him Kathy Peck would be working with Cathy Clark in the same way she usually works with him when we're dealing with an issue involving an employee and it will be up to Cathy/the Council to decide what to do once all the information is available. I shared that one of the reasons it took a while to call him back is I was trying to connect with Kathy so we could get appropriate instruction out to Council and potentially Department Heads too on how to respond should there be inquiries from media, coworkers, etc. and mentioned the likely recommendation will be to respond that it is a personnel matter and they are not able to discuss at this time. He confirmed he immediately thought of the potential of Council and public statements.

He asked what I believed the range of options are given the situation. He said he understood "up to and including termination" but wondered where this seemed to land given our conversations so far. I said that is something that will be entirely up to the Council and that I expect they will take all the information into consideration before deciding. I also said we don't really have precedence for this as no employees have discharged a gun in the workplace. He said that's not true. It's happened at the police department. I said that if that's happened, I haven't been made aware of it. He went on to share that Kent Barker (left KPD many years prior to my arrival) accidentally shot himself. I said OK, however there is a difference in that police officers are allowed to have weapons in the workplace. He agreed. I shared that if there is a need for an investigation, it would likely need to be handled by an outside party but I anticipated there

won't be a need given he has shared what happened and there don't seem to be questions about that at this time. However, I said that decision would be up to Cathy and the Council.

He said that while he would've been the person to push for changing the current policy regarding weapons (allowing them) when we update the manual, he's now thinking differently. He said that he is a very careful person and takes gun safety seriously and if this can happen to him of all people, it could happen with other employees. I told him I appreciated him sharing that thought.

I closed by letting him know that he should hear from Cathy or Kathy Peck, but most likely Cathy, once they've had a chance to discuss. I said that he is welcome to connect with me if he has specific questions or concerns he'd like raised and isn't able to connect with Cathy, etc. That I would pass on whatever he shares to whomever is most appropriate to respond.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

1 Jim Ferraris: We are on tape. Uh, my name's Jim Ferraris, F-E-  
2 R-R-A-R-I-S. I'm a private investigator on contract to the City  
3 of Keizer investigating an incident involving the city manager  
4 Chris Eppley who is with me today. It's March 11<sup>th</sup>. It's 2:10  
5 in the afternoon, and I'm in Mr. Eppley's office, and Chris,  
6 would you please say your first and last names \*\*\*\* for, uh, the  
7 tape, please.

8

9 Chris Eppley: Sure. It's Christopher Eppley, C-H-R-I-S-T-O-P-  
10 H-E-R, E-P-P-L-E-Y.

11

12 Jim Ferraris: Can you tell me, Chris, your, your position, the  
13 positions you've held in the city and, and your length of  
14 service with the City of Keizer.

15

16 Chris Eppley: I have been the city manager since May of 2000,  
17 so 20, almost 21 years.

18

19 Jim Ferraris: Okay. As the, uh, city manager, do you approve,  
20 authorize and enforce city policy?

21

22 Chris Eppley: I do.

23

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

24 Jim Ferraris: Are you familiar with city policy in the  
25 following areas. Uh, the first one is reporting accidents.

26

27 Chris Eppley: I couldn't quote it, but I know generally what to  
28 do, yes

29

30 Jim Ferraris: The second one is workplace violence, uh,  
31 specifically prohibitive conduct and that section reads: being  
32 in possession of guns and weapons on city property including  
33 parking lots or in city vehicles unless approved in writing by  
34 the city manager, chief of police or human resources director  
35 nor does it apply to the lawful possession of concealed weapons  
36 in the employees locked vehicle in a city parking lot.

37

38 Chris Eppley: I am reminded of that policy now, but it was a  
39 long time ago that we wrote that policy and so I couldn't have  
40 quoted to you the specifics of it, but I knew generally that I  
41 was not to have weapon in city hall, yes. I'd actually  
42 forgotten about the written permission of myself or and the  
43 chief and the human resources director \*\*\*\* is reminded of that  
44 policy.

45

46 Jim Ferraris: I see. Um, are you familiar with city police  
47 governing standards of conduct, and three standards I'm

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

48 interested in are Standard No. 5, work safety, No. 6, reporting  
49 accidents and No. 13, following policies and rules.

50

51 Chris Eppley: Once again, I couldn't quote all of them, but  
52 yes, I'm generally familiar with the policies.

53

54 Jim Ferraris: And how about the Keizer, City of Keizer safety  
55 manual specifically who is responsible for safety.

56

57 Chris Eppley: Yes.

58

59 Jim Ferraris: Who is responsible for safety?

60

61 Chris Eppley: Ul, ultimately, I'm responsible for safety; then  
62 all supervisors, and then we also have a safety committee.

63

64 Jim Ferraris: So you're familiar with employee responsibilities  
65 about safety, managing and reporting unsafe conditions and  
66 reporting accidents.

67

68 Chris Eppley: Yes.

69

70 Jim Ferraris: Can you tell me what your experience is and your  
71 training is in handling firearms?

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

72

73 Chris Eppley: Um, I have a long experience in handling  
74 firearms. Uh, I received my concealed handgun lices, license,  
75 uh, a little over 5 years ago. Prior to that, I grew up on a  
76 farm so I was around firearms more or less since I was young.  
77 Um, took hunter safety when I was young, was in the Navy ROTC  
78 program at Oregon State, uh, shot competition pistol for them,  
79 um, and when I decided to begin carrying a concealed weapon, I  
80 decided that I was going to get trained to do that -

81

82 Jim Ferraris: Mm hmm.

83

84 Chris Eppley: - versus just do it. So I spent, um, an hour a  
85 week, uh, for over a year in formal training, uh, with a  
86 firearms instructor, uh, to learn both handgun safety, handgun  
87 tactics, um, competencies, but also rifle and carbine. Um, so  
88 I'm familiar with a wide variety of, of firearms. Um, I've also  
89 been to a number of trainings with Keizer Police Department and  
90 have gone to range with them and have gone through some of their  
91 training, probably three times, uh, for a full day each. So I  
92 have, I would say, at least as much as somebody who has a fair  
93 amount of experience. And, um, I also, I own a wide variety of  
94 firearms and so I'm very familiar with the mechanics of both  
95 striker fire versus hammer fire, different kinds of hammer

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

96 fired, you know, double action, single action versus single  
97 action only. So I'm very familiar with the internal workings of  
98 firearms because it's actually one of my hobbies. I like to  
99 work on guns. I've rebuilt, modified, um, repaired every gun  
100 that I own.

101

102 Jim Ferraris: Okay.

103

104 Chris Eppley: Extensively.

105

106 Jim Ferraris: So you're well versed in how to load, how to  
107 unload and how to operate a firearm.

108

109 Chris Eppley: And all of the safety protocols around them, yes.

110 I -

111

112 Jim Ferraris: Which is my next question. Um, I'm assuming then  
113 you're familiar with what's known as the four cardinal rules of  
114 firearm safety.

115

116 Chris Eppley: Yes. Never point a gun at anything you don't  
117 intend to destroy, finger off the trigger. I, I know them, yes.

118



INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

119 Jim Ferraris: As well as the one about always assume that every  
120 firearm's loaded.

121

122 Chris Eppley: Yes.

123

124 Jim Ferraris: Um, my next question has to do with your  
125 concealed license. You've answered that. I'm just curious what  
126 county that was issued in.

127

128 Chris Eppley: Marion.

129

130 Jim Ferraris: Thank you. So under that license, you carry a  
131 firearm

132

133 Chris Eppley: Yes.

134

135 Jim Ferraris: What's the make and model of that particular  
136 firearm for everyday carrying?

137

138 Chris Eppley: It depends. Um, I would say that it rotates  
139 between, um, most common, a 6-hour P226 Legion, a, um, Langdon  
140 Tactical Elite Beretta 92 Centurion, which, uh, is probably my  
141 favorite, um, and those are probably the primary ones, but also  
142 I have a Zev OZ9 Combat which is basically a Glock 17.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

143

144 Jim Ferraris: Mm hmm.

145

146 Chris Eppley: Um, so those are the, the three primary ones, I

147 would say. Um, -

148

149 Jim Ferraris: What was the make and model of the firearm that

150 brings us here today?

151

152 Chris Eppley: The make and model of that firearm is a, um,

153 Walter PPQ M2, which I'm less familiar with. It's pretty much

154 my gun that I don't know that well.

155

156 Jim Ferraris: And to disassemble that gun to remove the slide

157 from the frame, what, um, what's required?

158

159 Chris Eppley: What is required is typically, um, to bring the

160 slide back about a quarter of an inch, depress, uh, your

161 takedown lever, uh, which is in the bottom center of the grip

162 module and slide forward the frame.

163

164 Jim Ferraris: Okay.

165

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

166 Chris Eppley: It is unlike a Glock, where you actually have to  
167 depress the trigger.

168

169 Jim Ferraris: Mm hmm.

170

171 Chris Eppley: Though I did not know that at the time.

172

173 Jim Ferraris: Okay.

174

175 Chris Eppley: I thought because, well, we get to that.

176

177 Jim Ferraris: Sure.

178

179 Chris Eppley: Yeah.

180

181 Jim Ferraris: On March 4<sup>th</sup> of this year, did you bring a loaded  
182 operable firearm into city hall and ultimately into your office?

183

184 Chris Eppley: Yes.

185

186 Jim Ferraris: And was that the Walther PPQ?

187

188 Chris Eppley: That was the Walther PPQ.

189

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

190 Jim Ferraris: Do you recall how many rounds were in the  
191 magazine?

192

193 Chris Eppley: I didn't even realize there was a magazine in it  
194 when I brought it in or when I was working on it otherwise this  
195 wouldn't have happened, but, no, I don't remember how many  
196 rounds were in it.

197

198 Jim Ferraris: Other than on March 4<sup>th</sup>, have you carried any  
199 firearm or a loaded functioning firearm into city buildings?

200

201 Chris Eppley: I will not say it has never happened. Um, it has  
202 happened. I have come in, gotten to my office, recognized  
203 either immediately or a couple minutes later I forgot to disarm,  
204 go back out, disarm.

205

206 Jim Ferraris: What does that mean, go back out and disarm?

207

208 Chris Eppley: Go back out to my car, take off my gun, lock it  
209 in the car and then come back in. So, but I've never  
210 intentionally, um, violated city policy, so. I, uh, and I'll,  
211 I'll add one more. So, for instance on a weekend, if I'm out  
212 doing grocery shopping or something, I happen to come by and I  
213 need to either drop something off or pick something up in my

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

214 office and there's nobody in the building, I've also parked  
215 right out here, come in and left without disarming. So that's,  
216 that has happened. I will, I will say that. Um -

217

218 Jim Ferraris: And so with respect to that -

219

220 Chris Eppley: One, one of tho, I, it, -

221

222 Jim Ferraris: Okay.

223

224 Chris Eppley: - one of those times where I was in my office and  
225 realized that I had not disarmed yet, um, I believe Chief Teague  
226 was in my office, and we were talking about firearms and I  
227 showed him my firearm and then took it out and disarmed. So,  
228 yea, it has happened. It is not, never consc, it's not a choice  
229 that I've made to come in and carry a concealed weapon all day,  
230 every day. It's not, that's, I, I understand the policy, so.

231

232 Jim Ferraris: So with respect to those times and we talked in  
233 generalities, um, can you be specific about when and how many  
234 times that's occurred?

235

236 Chris Eppley: Um, I can't. Over the course of 3 years, maybe  
237 three or four times. I couldn't tell you specifically when. It

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

238 doesn't, it hasn't been recently. It hasn't been often. Um, it  
239 hasn't been intentional. It's been more sort of random, um,  
240 yeah.

241

242 Jim Ferraris: Okay.

243

244 Chris Eppley: So, I mean, you, you, anybody who, and, and  
245 you're, you're familiar with this, I'm, I'm assuming, you know,  
246 I don't know if you have a concealed license or not, I'm  
247 assuming you do, but if you do something long enough, it sort of  
248 becomes common or natural. And so, um, it is, it does not  
249 surprise me that I would, that I have been here and realized,  
250 wait, I have a gun on. I'm gonna go take it off.

251

252 Jim Ferraris: Mm hmm.

253

254 Chris Eppley: Because normally I have a gun when I'm not in  
255 here -

256

257 Jim Ferraris: Mm hmm.

258

259 Chris Eppley: - and I, I wear it very often and so it's sort of  
260 part of - I'm trying to explain this, and I'm not doing very  
261 well.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

262

263 Jim Ferraris: No, no. I understand what you're saying.

264

265 Chris Eppley: So, um, but I don't wanna, I don't wanna say, no,  
266 I've never had a gun in here. What I'll say is I've never had,  
267 I've never made the conscious choice that I'm going to violate  
268 the policy and, and carry concealed on a daily basis regardless  
269 of the policy.

270

271 Jim Ferraris: Some of my questions may sound redundant so I  
272 apologize for that -

273

274 Chris Eppley: Right.

275

276 Jim Ferraris: - in advance, so, when you are carrying a  
277 firearm, what do you do with the firearm when you're on city  
278 property?

279

280 Chris Eppley: I will, um, keep in the holster, remove it, put  
281 it in my, uh, center console or in a zipped bag, um, behind my  
282 seat and lock it in the car, usually keeping it in the holster.  
283 That's sort of the critical piece there.

284

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

285 Jim Ferraris: Is there a particular process that you follow to  
286 ensure that you do not violate city policy on bringing weapons  
287 or firearms on to city property?

288

289 Chris Eppley: There is now for sure, and that is that I don't  
290 bring one even on, I, I don't bring with me anymore even to the  
291 parking lot. So, um, I would say no, other than 99 percent of  
292 the time I would catch myself and pull up, disarm, put the gun  
293 away, lock the car and come in, but, uh, as for a check list,  
294 no. But, um, I would say that the, I mean, almost always, I was  
295 successful and not bring a gun into the building.

296

297 Jim Ferraris: Okay. Can you tell me for what reasons do you  
298 bring a firearm or parts of firearms into the city hall  
299 building?

300

301 Chris Eppley: It's always been parts of firearms and that's,  
302 um, now, if I'm, if, uh, like I ment, like I mentioned earlier,  
303 I enjoy working, doing some of my own gunsmithing. Uh, I like  
304 working with my hands, um, and if I have time at lunch or, uh,  
305 after work, you know, if I have a meeting at 6 and I don't, I'm  
306 not gonna go home between the end of the day and 6, um, and I  
307 have something to repair or something to work on, I have in the  
308 past gone out to my car, strip the magazine, done a visible



INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

309 safety check, uh, by slot, you know, locking the slide back and  
310 visibly and physically inspecting the breach, removing the  
311 slide, so breaking the gun into its components and then bringing  
312 the piece that I wanna work on whether it's a, uh, a grip  
313 module, um, or, uh. a slide, um, or you know, a, a fire control  
314 unit in the case of a Sig, um, so that I have just the piece  
315 that I'm working on at any given time, so.

316

317 Jim Ferraris: I think you've answered my next question about  
318 the practice you use to bring those items into the building.

319

320 Chris Eppley: Yep, and that's, that's what I've always done so  
321 I've always, um, instead of takin' the gun, unloaded it, visibly  
322 checked it -

323

324 Jim Ferraris: Mm hmm.

325

326 Chris Eppley: Um, removed the slide so break it into its  
327 components, leave anything I'm got gonna work on in the car, put  
328 the other piece in a zipped bag, bring that in, work on it, and  
329 then take it back out to the car so.

330

331 Jim Ferraris: So that brings me to March 4th. What occurred on  
332 March 4, 2021 that led up to and resulted in a loaded operable

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

333 firearm being brought into the City Hall building and ultimately  
334 discharging in the city manager's office?

335

336 Chris Eppley: Oh man, uh, and that's - I'm still, I'm still,  
337 I'm still working on how that could happen 'cause I'm very, I am  
338 very detail oriented, very safety oriented. I've never made an  
339 error 1, I mean at home, at a range, I've never had an  
340 accidental discharge before, um, specifically, that day, uh, I  
341 would - I was working on a personnel matter in the morning, uh,  
342 that was something that was going to be difficult to process  
343 through, so I was spending a lot of time thinking about that,  
344 um, I'd forgotten my lunch at home, and also, right before  
345 lunch, my wife called and her battery was dead, and she needed  
346 to run my daughter somewhere and so I had to run home very  
347 quickly, um, grab my lunch, um, they got the car started. I had  
348 to go pick up a battery later, uh, and then replace the battery,  
349 but, um, I was very, very preoccupied. In, in fact, I try to  
350 liken it to and, and I, and I been, I been tryin' to think like,  
351 like I said earlier, I have a lot of experience in firearms. I  
352 have no excuses for not following the safety protocols for  
353 taking a fire - I know how to do it. It is routine. Um, I do  
354 it all the time, and, um, I was, I, I don't know how I was so  
355 distracted and so consumed by what I was thinking of that - and  
356 there was a Zoom meeting I needed to be on at lunch and I had

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

357 about 5 or 6 minutes between when I got back, and I had a part  
358 that I wanted to affix to a barrel, um, I had actually just  
359 gotten a new barrel, a threaded barrel, and I wanted to put a  
360 compensator on it, which just requires literally taking the  
361 slide off, um, and then clocking the compensator to the barrel  
362 so that it's in the right position with some shims and then you  
363 put some lock tight on - or not lock tight, but, um, lock tight,  
364 um, and it just needs to be flat, and it needs to be able to dry  
365 and so that's why I brought it in at all is 'cause I wanted a  
366 flat surface where I could just spin that on, lock tight it with  
367 the shims until it was set for about 5 minutes and then I could  
368 remove it after my meeting. Um, this time, for whatever reason,  
369 and it is - I, I don't understand how I just grabbed my bag. I,  
370 instead of stopping and opening my bag, taking the firearm out,  
371 stripping it of its magazine, doing the safety check, breaking  
372 into pieces like I always do, I just grabbed the bag and ran -  
373 not ran, but came into City Hall.

374

375 Jim Ferraris: So -

376

377 Chris Eppley: And then -

378

379 Jim Ferraris: So let me, let me ask you a question along those  
380 lines.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

381

382 Chris Eppley: Sure.

383

384 Jim Ferraris: Um, so the gun was in the bag so it wasn't - you  
385 weren't carrying it on your waist?

386

387 Chris Eppley: Correct.

388

389 Jim Ferraris: Okay. Was that at the beginning of the day when  
390 you arrived to the office or mid-day after you'd been dealing  
391 with all these things? Did you go back out to your car and get  
392 it or?

393

394 Chris Eppley: It was, um, so I had the gun with me in the car  
395 because, uh, I, I knew that this part was gonna be here today by  
396 UPS, you know, I got the compensator in the mail, um, or FedEx,  
397 or whoever brought it. I, I knew it was here today - or that  
398 day and so I brought that gun specifically so that I could clock  
399 that compensator on the end of the barrel and then after work,  
400 was gonna take it to the range and shoot it, uh, just to make  
401 sure that it functioned correctly, that I'd gotten it clocked  
402 correctly. So, I wanted it to have enough time to dry between -  
403 which is honestly why I did this at all during the day. I  
404 would've normally and just taken it to the range and used a desk

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

405 there to do it. Um, but, um, yeah. I just, I grabbed the bag.  
406 I just grabbed the bag, and I walked in with it, and I was  
407 focused on other things, and I was tryin' to get stuff - I mean,  
408 I was thinking about the Zoom meeting that I needed to get on,  
409 and I just started disassembling the gun in my office and then  
410 it didn't come apart initially, which is why I thought to myself  
411 maybe it's like a Glock where you need to depress the trigger to  
412 get the slide to come off and the reason it wasn't coming off  
413 was 'cause I still had a magazine in it and that's what  
414 happened. I mean, that's, that's when I realized A) I had a gun  
415 in here at all other than just a part.

416

417 Jim Ferraris: Mm hmm.

418

419 Chris Eppley: Um, and the first thing that should've come  
420 across my mind when I sat down is wait a minute. You have a gun  
421 in here. Take it back out to your car.

422

423 Jim Ferraris: Mm hmm.

424

425 Chris Eppley: And that never ran across my mind all. It just  
426 didn't at all. I - and I don't know why.

427

428 Jim Ferraris: Sure.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

429

430 Chris Eppley: The fourth -

431

432 Jim Ferraris: So let me walk you through some, um, procedural  
433 things, and they're a little bit redundant so -

434

435 Chris Eppley: Yeah.

436

437 Jim Ferraris: So, uh, you did not remove the magazine from the  
438 firearm?

439

440 Chris Eppley: I did none of my safety checks this time.

441

442 Jim Ferraris: Okay.

443

444 Chris Eppley: None. I didn't -

445

446 Jim Ferraris: Did you visually check the chamber and ensure it  
447 was clear before the firearm discharged?

448

449 Chris Eppley: No.

450

451 Jim Ferraris: How did the firearm discharge, and you've kinda  
452 covered that, but explain that to me.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

453

454 Chris Eppley: I was tryin' to remove the slide and it would not  
455 remove and so I depressed the trigger, um, and it went off. So  
456 with a, with a Walther and a Glock, like, all of those, um, when  
457 you take the slide back, it goes over the, the, the slide  
458 detention levers and then if you let it forward again, it'll  
459 lock back in place if you don't completely remove the slide and  
460 that must've been what - 'cause if it was outta battery. It  
461 wouldn't have fired either.

462

463 Jim Ferraris: Mm hmm.

464

465 Chris Eppley: Um, and so I, I must have attempted to remove the  
466 slide, was fidgeting with it, locked it back in place, depressed  
467 the trigger, and it went off.

468

469 Jim Ferraris: Okay. Um, in what direction was the muzzle  
470 pointed when it discharged?

471

472 Chris Eppley: Um, down and this way, so you can see the hole  
473 there. I was behind my desk and it went down -

474

475 Jim Ferraris: Okay.

476

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

477 Chris Eppley: - and I don't know, uh, where it hit exactly  
478 other than it lost most of its energy coming through the face of  
479 the, um, of the desk there because I couldn't find a impact mark  
480 on the carpet and then it had bounced and just landed here.

481

482 Jim Ferraris: So the trajectory was downward from the, the  
483 seated portion of your desk where you'd normally sit, downward  
484 through the desk, onto the carpet on the opposite side of the  
485 desk.

486

487 Chris Eppley: Correct.

488

489 Jim Ferraris: And, and the bullet came to rest near your chess  
490 table.

491

492 Chris Eppley: Correct.

493

494 Jim Ferraris: Okay.

495

496 Chris Eppley: I'm sorry this is -

497

498 Jim Ferraris: Oh, it's okay. Do you want any water or -

499

500 Chris Eppley: No.



INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

501

502 Jim Ferraris: Do you want any water?

503

504 Chris Eppley: No, I'm -

505

506 Jim Ferraris: Need to take a break or anything?

507

508 Chris Eppley: No, I'm okay. I'm just, I'm, I'm both nervous  
509 because I don't want to get anything wrong.

510

511 Jim Ferraris: No that's fine.

512

513 Chris Eppley: And I'm also just upset because I am still -

514

515 Jim Ferraris: Sure.

516

517 Chris Eppley: - not understanding how I did this.

518

519 Jim Ferraris: Sure. Um, what did you do with the bullet after  
520 the, after you found it after the discharge?

521

522 Chris Eppley: I disposed of it 'cause I, I didn't think of  
523 saving it, um, for whatever reason. Uh, I should have. I  
524 should've thought hey, we're gonna have to do an investigation

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

525 on this, I should save this, but I picked it up and I, uh, I  
526 just, I just disposed of it.

527

528 Jim Ferraris: What's that mean? Tossed in the garbage?

529

530 Chris Eppley: I, I tossed it in the garbage.

531

532 Jim Ferraris: And, and to that end, and this is a little bit of  
533 a pointed question, do you think it was appropriate to do that -

534

535 Chris Eppley: No.

536

537 Jim Ferraris: - to dispose of that bullet?

538

539 Chris Eppley: No. I do not, now. I mean, no. Absolutely not.

540

541 Jim Ferraris: Was there any property damage as a result of the  
542 firearms discharge?

543

544 Chris Eppley: The front of the desk.

545

546 Jim Ferraris: Okay. Was anyone injured as a result of this?

547

548 Chris Eppley: No. And that's the only good part about this.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

549

550 Jim Ferraris: Can you tell me what you did in the aftermath,  
551 the immediate aftermath of the discharging firearm?

552

553 Chris Eppley: I was stunned for a few seconds, um, maybe 10 or  
554 15 seconds, um, I realized that I had a gun on me so I took the  
555 magazine out of it and, and, um, unloaded it and put it in my  
556 bag and then I got out from behind my desk and came about here  
557 to check on - 'cause there were three people who had gathered to  
558 make sure - or four people - Shannon, Tammy - five people.

559 Shannon, Tammy, Kristin had come over, um, Jeff Hyan, and Dawn  
560 from up front had heard it and so, uh, they had come over and I  
561 said it's okay. Is everybody okay? It's okay. And then,  
562 because I wanted to make the area safe, I took the gun out, put  
563 it in my car, and then came back and sat with Shannon for a  
564 second, the city attorney, um, because I needed to think clearly  
565 because I was stunned at what had just happened, and I needed  
566 him to help me walk through what the appropriate next steps  
567 were, um, because our personnel policies are not really designed  
568 for this and so I just needed somebody to help me think it  
569 through, and he helped me think it through and then immediately  
570 thereafter, I went to, uh, Kristen, human resources. Michelle  
571 was not in the office that day who is our human resources  
572 director, and I told her about the incident and what had

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

573 happened. We agreed that I should fill out an incident report,  
574 which she had to create because our incident reports aren't,  
575 aren't designed for this kind of thing. They're designed more  
576 for an injury or an on the job accident, not, not this. I don't  
577 think anybody anticipated this. Um, and then I came back to my  
578 office, I filled that out to the best as I could and I wanted to  
579 do it right away while I - everything was still fresh in my mind  
580 before I started thinking it through. Um, turned that in, asked  
581 Kristen to call Michelle and have her call me and then I walked  
582 down the hall and asked Jeff Hyan if I could speak with him  
583 'cause he's our safety committee chair, and I asked him about is  
584 there a role for the safety committee here. So we briefly  
585 discussed that. I explained what had happened, um, then I  
586 called the mayor and told her what had happened and then  
587 Michelle called me a little later and explained that she had  
588 contacted the labor attorney, and the labor attorney was working  
589 to find you and so that's, that's when everything started to get  
590 into process, and I could stop thinking about what is the  
591 process now, so that was actually a relief because A) I was, um,  
592 just still in shock.

593

594 Jim Ferraris: Mm hmm.

595

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

596 Chris Eppley: Um, but tryin' to correlate our policies and  
597 procedures to this event in relation to me.

598

599 Jim Ferraris: Mm hmm.

600

601 Chris Eppley: Which is sort of different and so anyway,  
602 everybody was very kind in helping me figure that plan out.

603

604 Jim Ferraris: Mm hmm.

605

606 Chris Eppley: So then - and that's where we are.

607

608 Jim Ferraris: Okay. Um, and these are, these are a little bit  
609 redundant and -

610

611 Chris Eppley: That's \*\*\*\*.

612

613 Jim Ferraris: I don't really think I need to even ask them. I  
614 think you've covered all these in terms of checking if anyone  
615 was injured. Sounds like ya did that, um, and who you notified,  
616 when, and how -

617

618 Chris Eppley: Right.

619

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

620 Jim Ferraris: - and the incident report. Um, other than the  
621 folks that you mentioned, is there anyone else that you spoke  
622 with in the aftermath of the discharge about the incident?

623

624 Chris Eppley: Mm mm. No, I didn't.

625

626 Jim Ferraris: Understanding that the policy of the city  
627 prohibits firearms other than on the police side -

628

629 Chris Eppley: Right.

630

631 Jim Ferraris: - in this, in, in city buildings, um, why do you  
632 even bring one in?

633

634 Chris Eppley: Well -

635

636 Jim Ferraris: Disassembled or not.

637

638 Chris Eppley: And that's an excellent, that, I mean that's the  
639 point is I know now that - well I brought one - I would bring  
640 one in because I thought it was completely safe if I'm only  
641 working on a piece because it's not, it's not really a  
642 functioning firearm. I - it couldn't be set off. However, what  
643 I know now is, and what I think now that I kind of noodled

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

644 through this is doing that, um, allowed me to pay less  
645 attention.

646

647 Jim Ferraris: Mm hmm.

648

649 Chris Eppley: Right? Because, um, 'cause it, it's so common  
650 for me at home or other places to simply work on stuff, um, I  
651 mean, like, for instance, when it's not a gun, I mean, like,  
652 like my coffee grinder, I took it apart and rebuilt it 'cause it  
653 stopped working. I just, I like to do that stuff, and if I have  
654 time at lunch, then sometimes I'll occupy my mind that way of  
655 just working on something, but that's, that's why. Not - so to  
656 me, I didn't see it as a firearm.

657

658 Jim Ferraris: So understanding that you're the, you're the city  
659 manager, you're the, you're the guy in charge of the -

660

661 Chris Eppley: Right.

662

663 Jim Ferraris: - city of Keizer, um, and there's a city policy  
664 that prohibits firearms in city buildings, some may ask if your  
665 disassembly process of breaking a firearm down and then bringing  
666 those individual pieces into the building, is skirting the  
667 process or manipulating the policy to achieve your own end.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

668

669 Chris Eppley: I could understand that. I never looked at that  
670 way because I'd, 'cause I would never bring more than - in the  
671 building never more than one piece. Um, 'cause I don't - what I  
672 don't want you to be left with is the idea that I would break a  
673 gun down and then bring all of the pieces in.

674

675 Jim Ferraris: No, I understand that.

676

677 Chris Eppley: Okay. Okay.

678

679 Jim Ferraris: It's either the slider, the frame, or some part  
680 or -

681

682 Chris Eppley: Right. Some part.

683

684 Jim Ferraris: Sure.

685

686 Chris Eppley: I, I can totally understand that, but I did not  
687 see it that way.

688

689 Jim Ferraris: So -

690



INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

691 Chris Eppley: I, I did not feel that I was breaking the policy.  
692 I really, honestly did not, but I understand where somebody  
693 could get to that part, and I think that I'm there now.

694

695 Jim Ferraris: Some my ask - again because of your position as  
696 city manager, if that is a bit disingenuous. What's your  
697 response to that?

698

699 Chris Eppley: Um, I understand the question. I think if my  
700 motive was to subvert the policy, I could un - then I would say  
701 yes, but that was never my motive. So for instance, we don't  
702 allow weapons on city hall, um, I fenced also for a number of  
703 years hence the fencing foils, um, I mean, I think some may say  
704 those are weapons, um, I would not, but that's, but that would  
705 be up to, I mean, I, I kind of see it in the same way. To me  
706 those are decorative completely, and I don't, you know, take  
707 them apart and sharpen the ends and use them as weapons, but,  
708 but I could see - it's the same kind of question.

709

710 Jim Ferraris: Sure.

711

712 Chris Eppley: And so, and I'm not tryin' to, you know,  
713 obfuscate this in any way, I just want you to understand how I

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

714 s, how I saw it, and I, I truly did not see a slide as a  
715 firearm.

716

717 Jim Ferraris: Mm hmm.

718

719 Chris Eppley: I just, I just didn't. Um, and I wasn't trying  
720 to, you know, hey here's the policy and I'm gonna get around it  
721 this way.

722

723 Jim Ferraris: Mm hmm.

724

725 Chris Eppley: Um, that was not, that was not what I was  
726 intending.

727

728 Jim Ferraris: Okay. Um, switching gears just a little bit, do  
729 you have personal purchases, um, along the lines of firearms,  
730 firearms parts, ammunition, things like that delivered to the  
731 city hall building?

732

733 Chris Eppley: I have had pieces, so, um, usually springs or a  
734 optic delivered, so yes, I've had parts. But, I've never had a  
735 full firearm delivered.

736

737 Jim Ferraris: Sure.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

738

739 Chris Eppley: Um, usually they're small parts.

740

741 Jim Ferraris: Mm hmm. Does city policy allow for employees to  
742 have personal mail delivered here in that manner?

743

744 Chris Eppley: We have allow - we do allow it. We've actually  
745 talked about that a number of times as, as to whether we should  
746 allow it or not, um, we've chosen to allow it to this point so.

747

748 Jim Ferraris: 'Kay.

749

750 Chris Eppley: But I could definitely see now -

751

752 Jim Ferraris: Mm hmm.

753

754 Chris Eppley: - some modifications to that policy that - at  
755 least on this side, I mean, you can't have pieces of firearms  
756 delivered here.

757

758 Jim Ferraris: Mm hmm.

759

760 Chris Eppley: I think that's - I would, I would champion that.

761

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

762 Jim Ferraris: Okay.

763

764 Chris Eppley: 'Cause I don't want this to ever happen again.

765

766 Jim Ferraris: Sure.

767

768 Chris Eppley: I don't want it to happen to me if I remain, if

769 I'm able to remain here, I don't want it to happen to anybody

770 else.

771

772 Jim Ferraris: Mm hmm.

773

774 Chris Eppley: And I think now, you know, hey if I'm gunsmithing

775 or doing work on that's one step toward accidentally bringing a

776 full firearm in here.

777

778 Jim Ferraris: Mm hmm.

779

780 Chris Eppley: And, and having it go off.

781

782 Jim Ferraris: Okay.

783

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

784 Chris Eppley: And so the best way for that to never happen  
785 again is to never do any work, ever have even a piece of a  
786 firearm in here ever again so.

787

788 Jim Ferraris: And, so, along those lines, um, just help me  
789 understand this for a minute.

790

791 Chris Eppley: Sure.

792

793 Jim Ferraris: And I, I understand what you are telling me about  
794 bringing pieces in to work on them in your, uh, downtime in  
795 between meetings and, and what not, um, so if - would it be  
796 appropriate and, and I'm asking you as the city manager, not as  
797 a gun aficionado or, or -

798

799 Chris Eppley: Right.

800

801 Chris Eppley: - a, a firearms person, just as, as the city  
802 manager, would it be appropriate to say for, um, one of the  
803 clerks that sits out by the front window to, um, pull a firearm  
804 slide out of, out of a purse or a bag and disassemble it on  
805 their desk and, uh, put a new spring in or, or put a new trigger  
806 into a frame. Would that be appropriate?

807

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

808 Chris Eppley: I - you ask me that now and I'm like absolutely  
809 not. Um, I think that if somebody were to do that, um, in a  
810 space wasn't directly visible to the public on their break, um,  
811 and it was a piece? Maybe. I mean -

812

813 Jim Ferraris: What if they worked in the, in the open, but in  
814 a, in a area where several employees have their cubicles so  
815 everybody's in view of everybody? Would that be appropriate?

816

817 Chris Eppley: If you would've asked me a week ago, I would've  
818 said probably, um, because it, because it's not - in my mind, I  
819 would not see that as a danger, a dangerous piece, a dangerous  
820 thing to do. Um, now, however, clearly I understand, it can  
821 lead to dangerous things and, um, I understand your point I  
822 think your making about how anything associated with a firearm  
823 or certain things can make people uncomfortable and nervous, and  
824 I would be much more concerned about that now.

825

826 Jim Ferraris: Mm hmm.

827

828 Chris Eppley: Um, you know, I, I would.

829

830 Jim Ferraris: Okay.

831

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

832 Chris Eppley: That, you know, like I said, that being said, if  
833 somebody were, if somebody were, um, on their break and they  
834 were gonna go to the quiet room, close the door, and work on a  
835 slide for 15 minutes or, you know, a week ago I would've said  
836 I'm okay with that because it's not, it's not an inherently  
837 dangerous activity -

838

839 Jim Ferraris: Mm hmm.

840

841 Chris Eppley: - and you're not gonna make people uncomfortable  
842 or nervous about it because it's not right out in the open, um,  
843 so I, I may have been okay with that.

844

845 Jim Ferraris: Mm hmm.

846

847 Chris Eppley: So.

848

849 Jim Ferraris: Okay.

850

851 Chris Eppley: And whenever I was working on stuff, it was, you  
852 know, usually out of sight, not when people were in here and -

853

854 Jim Ferraris: Mm hmm.

855

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

856 Chris Eppley: - so because I also didn't wanna make people  
857 uncomfortable because even though I'm comfortable around  
858 firearms, I know other people are, are not. Even a piece -  
859

860 Jim Ferraris: Mm hmm.

861

862 Chris Eppley: - could make somebody uncomfortable.

863

864 Jim Ferraris: Okay.

865

866 Chris Eppley: And I under, and I understand that so, um, I, I  
867 know and I know I sound like I'm walking a line here, and I, I  
868 apologize for that.

869

870 Jim Ferraris: No, I understand what you're saying. Um, are you  
871 subject to ICMA Code of Ethics?

872

873 Chris Eppley: I am.

874

875 Jim Ferraris: Um, Tenant 3 of the Code of Ethics regarding  
876 public confidence guidelines says members should conduct  
877 themselves so as to maintain public confidence in their position  
878 and profession, the integrity of their local government, and in  
879 their responsibility to uphold the public trust, so my question



**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

880 is, do you believe your actions involving firearms are within or  
881 outside of what I just read?

882

883 Chris Eppley: Generally? I mean, what do you, what do you  
884 mean, exactly, involving firearms?

885

886 Jim Ferraris: Well the incident that happened on March 4<sup>th</sup> -

887

888 Chris Eppley: Oh, absolutely not.

889

890 Jim Ferraris: - \*\*\*\* discharged, do you think you were within  
891 or outside of these guidelines?

892

893 Chris Eppley: Um, clearly outside. I mean, that should never  
894 happen. Um, it was, it was, it was a, um, it was, it was an  
895 event that, that I'm still tryin' to understand so the event  
896 itself clearly had an impact that put me outside of those  
897 guidelines.

898

899 Jim Ferraris: Okay.

900

901 Chris Eppley: Um, and I own up to that 100 percent. What would  
902 make me more concerned is if I had tried to hide it or  
903 intimidate people into not reporting it.

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

904

905 Jim Ferraris: Mm hmm.

906

907 Chris Eppley: That would be a much different -

908

909 Jim Ferraris: Mm hmm.

910

911 Chris Eppley: - much more, in my mind, applicable to Tenant 3,

912 um, versus a pure accident, even though it is a firearm. I

913 understand it's a big, emotional -

914

915 Jim Ferraris: Mm hmm.

916

917 Chris Eppley: - loud thing that is scary and could potentially

918 cause a, you know, death, severe harm. Um, I never thought that

919 doing minor work on a part of a gun was, was, um, running up

920 against Tenant 3.

921

922 Jim Ferraris: Mm hmm.

923

924 Chris Eppley: But this incident clearly affects the public's

925 ability to have confidence.

926

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

927 Jim Ferraris: Right. And my question was specific to the, to  
928 the negligent discharge -

929

930 Chris Eppley: Yeah.

931

932 Jim Ferraris: - not, not working on the firearm -

933

934 Chris Eppley: Right.

935

936 Jim Ferraris: - in the office. Okay.

937

938 Chris Eppley: Right.

939

940 Jim Ferraris: You, you've been clear with that.

941

942 Chris Eppley: Yeah.

943

944 Jim Ferraris: Um, and this is, uh, somewhat of a, a catch all  
945 compressed question just to tie everything up, um, we've already  
946 talked about ICMA, but I'm gonna mention it again and we've  
947 talked about city policies so I'm gonna mention again, um, did  
948 you violate city policy and ICMA Code of Ethics on March 4  
949 regarding bringing a loaded, operable firearm into City Hall and  
950 causing the firearm to discharge?

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

951

952 Chris Eppley: Yes.

953

954 Jim Ferraris: Okay.

955

956 Chris Eppley: I did. It was not intentional, but I did.

957

958 Jim Ferraris: Okay. Um, with respect to your office, um, the,  
959 the wall that your television is on, um, opposite the, um, the  
960 front of your desk, what's behind that wall?

961

962 Chris Eppley: There's an office that isn't used over here.

963

964 Jim Ferraris: Mm hmm.

965

966 Chris Eppley: It's where we have our city counsel boxes and  
967 stuff. There is a table there that they can use, but it's not  
968 routinely occupied in any way.

969

970 Jim Ferraris: Is that a drop in office that counsel uses to -

971

972 Chris Eppley: Right.

973

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

974 Jim Ferraris: - so they get their mail if they had to do a  
975 little bit of emailing or something they would sit in there and  
976 do that?

977

978 Chris Eppley: Correct.

979

980 Jim Ferraris: Does the mayor have her own office or does she  
981 use that?

982

983 Chris Eppley: Um, she has the same right - she doesn't have her  
984 own office, so she would use that as well.

985

986 Jim Ferraris: So the mayor and all the counselors could use  
987 that?

988

989 Chris Eppley: Correct.

990

991 Jim Ferraris: Um, is there, is there another part to that wall  
992 or is that what's on that, on that side of the wall?

993

994 Chris Eppley: That is what's on that side of the wall.

995

996 Jim Ferraris: Okay. How 'bout the, the brown wall, um, where  
997 your door is located?

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

998

999 Chris Eppley: Um, after about there is the, uh, city attorney's  
1000 assistant. That's - there's an office there.

1001

1002 Jim Ferraris: So adjacent to your desk where your, um, your  
1003 credenza is set up and your, your fencing foils, that would be  
1004 Tammy's office?

1005

1006 Chris Eppley: That's correct.

1007

1008 Jim Ferraris: Okay. And then what's on the front part of the  
1009 office, or the front part of this brown wall?

1010

1011 Chris Eppley: Is a lobby area.

1012

1013 Jim Ferraris: Okay. Kind of a foyer?

1014

1015 Chris Eppley: Right.

1016

1017 Jim Ferraris: Okay. All right. Good. Okay. Um, and that's  
1018 all the questions I have, Chris. Do you have anything else that  
1019 you wanna share or do you have any questions of me?

1020

**INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021**

1021 Chris Eppley: No, I'm - all that I would have left to share is  
1022 I, I'm just, I'm incredibly sorry about this, um, I mean, this  
1023 has shaken me enough to where I don't, I don't carry concealed  
1024 at all anymore. I haven't and, and I'm not sure that I will  
1025 because I don't want to ever have an accident again 'cause I've  
1026 never had an accidental discharge and this is enough of an event  
1027 for me to really question my, I mean, whether I can do it  
1028 safely. Um, so I'm gonna have to really soul search about that.  
1029 I think the scariest part for me aside from the fact that - I  
1030 mean, the scariest part for me is that my action could have hurt  
1031 somebody who I consider myself sworn to protect.

1032

1033 Jim Ferraris: Mm hmm.

1034

1035 Chris Eppley: And it's, and it's also putting the council  
1036 through something that they shouldn't have to go through.

1037

1038 Jim Ferraris: Mm hmm.

1039

1040 Chris Eppley: Um, and so I let those people down.

1041

1042 Jim Ferraris: Mm hmm.

1043

INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

1044 Chris Eppley: Um, the other part that I'm trying to understand  
1045 is - and, and it, it - is, is how it, is how I let it happen at  
1046 all. Um, but it was like - I don't know if you've ever gotten  
1047 in the car, driven 30 minutes, and realized that you're not sure  
1048 where you were for the last 28 of those minutes? That's what  
1049 happened. Um, and I'm tryin' to, I'm tryin' to understand how I  
1050 could be so distracted that I would bring a, you know, a loaded  
1051 firearm in here and begin to disassemble it and skip all of my  
1052 safety protocols before I knew what was happening. I mean, and  
1053 I, I'm, I knew, I knew mechanically, I mean, there, there was a  
1054 piece of my mind that was physically doing something so I know  
1055 that I was, I know that I was doing something, but I wasn't  
1056 paying attention to it, and I wasn't present. That's the part  
1057 that scares me and that's the part that is causing me to  
1058 question concealed carry for myself 'cause if I can get to that  
1059 point where I'm not paying attention -

1060

1061 Jim Ferraris: Mm hmm.

1062

1063 Chris Eppley: - then that makes me very uncomfortable.

1064

1065 Jim Ferraris: Mm hmm.

1066

1067 Chris Eppley: Um, I'm sorry. I'm just -



INTERVIEW OF CHRISTOPHER EPPLEY MARCH 11, 2021

1068

1069 Jim Ferraris: That's okay. 'Kay. Anything else?

1070

1071 Chris Eppley: No.

1072

1073 Jim Ferraris: Okay.

1074

1075 Chris Eppley: I think that's it. Do you have any other

1076 questions for me?

1077

1078 Jim Ferraris: I don't. If I do, I'll reach out and follow up

1079 and I'll go ahead and turn of the tape. It's 2:59 p.m.

1080

1081

1082

1083 **SpeakWrite**

1084 [www.speakwrite.com](http://www.speakwrite.com)

1085 Job Number: 21070-001

1086 Date: 03/11/2021

1087 Billed Words: 7246

March 13 Phone Call from Eppley - Partially recorded.

Speaker 1: Eppley Speaker 2: Ferraris

1 Speaker 1: - is subverting the policy for my, you know,

2 trying to get around the policy for my own benefit -

3

4 Speaker 2: Uh huh.

5

6 Speaker 1: - I, I think I probably was. I don't think I

7 thought about, about it that way at the time but now that I

8 think of it I think probably, you're right.

9

10 Speaker 2: Okay.

11

12 Speaker 1: And, yeah. And then, um, I'm just trying to

13 think of how many times I would have, um, had my firearm, my

14 concealed carry firearm in my \*\*\*\*, you know, before I went and

15 disarmed. And it may be six or seven times instead of three or

16 four or five times, whatever I told you.

17

18 Speaker 2: Okay. All right. Well -

19

20 Speaker 1: So, 'cause I re -

21

22 Speaker 2: Oh, go ahead.

23

March 13 Phone Call from Eppley - Partially recorded.

Speaker 1: Eppley Speaker 2: Ferraris

24 Speaker 1: Uh, 'cause I remember, I remember now having  
25 conversations with a couple of other police officers and then  
26 realizing, hey, I can show you that right now because I happen  
27 to have my, I happen to have my gun on me.

28

29 Speaker 2: Okay.

30

31 Speaker 1: So, um, which is not to say necessarily I'm just  
32 gonna wear my gun all day but, um, 'cause I'm just, that was not  
33 my standard. That's not what I typically do but it, it has  
34 happened. It has happened. So I wanted to correct that and  
35 make sure that I was accurate about that.

36

37 Speaker 2: Okay. Hey, here's a good idea. Maybe, um, maybe  
38 you sit down and make some notes and then, -

39

40 Speaker 1: Yeah.

41

42 Speaker 2: - so you don't forget those details. And then we  
43 can, uh, cover that tomorrow.

44

45 Speaker 1: Okay. Thank you very much. I'll text you when  
46 I'm back from church and, um, and then we can talk.

47

March 13 Phone Call from Eppley - Partially recorded.  
Speaker 1: Eppley Speaker 2: Ferraris

48 Speaker 2: That'd be great Chris. Thank you.

49

50 Speaker 1: All right. Thank you so much.

51

52 Speaker 2: You bet. Talk to you tomorrow.

53

54 Speaker 1: Bye.

55

56 Speaker 2: Bye.

57

58

59

60

61

62 **SpeakWrite**

63 [www.speakwrite.com](http://www.speakwrite.com)

64 Job Number: 21073-002

65 Date: 03/14/2021

66 Billed Words: 328

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

1 Jim Ferraris: Okay we are, um, recording on tape. It's March  
2 22nd. (Edited - date error March 23 is incorrect) It's 2:00  
3 p.m. I'm, uh, Jim Ferraris, F-E-R-R-A-R-I-S. I'm at Keizer  
4 City Hall, K-e-I-Z-E-R. Uh, I'm in a conference room, uh, in  
5 the human resources area. I'm with Chris Eppley the city  
6 manager and Chris would you, uh, spell your first and last name  
7 so the transcriptionist can.

8

9 Christopher Eppley: Sure, it's, uh, C-H-R-I-S-T-O-P-H-E-R E-P-P-  
10 L-E-Y.

11

12 Jim Ferraris: Great, thanks Chis. We met, um, oh, I don't know  
13 about 10 days ago and, uh, talked about this, uh, \*\*\*\* discharge  
14 incident in your office on, or that occurred on March 4th and I  
15 have some follow up questions. So, if you're okay I'm gonna  
16 start, uh, just with the list and work my way through it.

17

18 Christopher Eppley: Okay.

19

20 Jim Ferraris: Okay good.

21

22 Christopher Eppley: Okay.

23

24 Jim Ferraris: Um, with respect to the, um, the bullet and  
25 casing. Um, you told me you disposed of the bullet in the  
26 garbage?

27

28 Christopher Eppley: Mm hmm.

29

30 Jim Ferraris: Um, which garbage was that?

31

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

32 Christopher Eppley: In my office.

33

34 Jim Ferraris: Okay.

35

36 Christopher Eppley: Yeah, I actually - immediately afterwards  
37 after I kinda set everything in motion and talked to everybody  
38 and got my incident report filed and -

39

40 Jim Ferraris: Mm hmm.

41

42 Christopher Eppley: - was waiting to talk to the human resources  
43 director I just started, like, what, what can I do -

44

45 Jim Ferraris: Yeah.

46

47 Christopher Eppley: - and the first thing that came to my mind  
48 was to start picking up -

49

50 Jim Ferraris: Sure.

51

52 Christopher Eppley: - pieces of, you know, my desk and whatever  
53 there were -

54

55 Jim Ferraris: Yeah.

56

57 Christopher Eppley: - on the, on the ground and that's when I  
58 came across the bullet.

59

60 Jim Ferraris: Okay.

61

62 Christopher Eppley: So, that's.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

63

64 Jim Ferraris: So, what about the spent cartridge? What did you  
65 do with that?

66

67 Christopher Eppley: Um, I believe and I'm not, I'm not positive.  
68 what I believe that I did is the moment I realized that I had a  
69 live gun I dropped the magazine, pulled the chamber back and  
70 ended up with the cartridge in my hand and either ended up in my  
71 range bag or in the garbage can as well. So, it may be in my  
72 range bag.

73

74 Jim Ferraris: So, that was after the discharge?

75

76 Christopher Eppley: That was after the discharge.

77

78 Jim Ferraris: Okay.

79

80 Christopher Eppley: I wanted to make the gun safe and, um, drop  
81 the mag, pull, pull the slide back.

82

83 Jim Ferraris: Would the, wouldn't the cartridge have ejected on  
84 discharge?

85

86 Christopher Eppley: It would have. So, it ended up in my hand.  
87 so, that's what I think I would have done but thinking about  
88 that you're right, um, and so it must have been instead as I was  
89 manipulating the slide and tried to take it off since my hand  
90 was there I must have caught it or it must have ended up in or  
91 deflected off my hand and ended up in my lap or something but I,  
92 I ended up having the cartridge on me or right in my lap or in  
93 my hand.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

94

95 Jim Ferraris: Uh huh.

96

97 Christopher Eppley: So.

98

99 Jim Ferraris: Okay.

100

101 Christopher Eppley: So, yeah.

102

103 Jim Ferraris: All right. Um.

104

105 Christopher Eppley: So, I must have injected a live round then -

106

107 Jim Ferraris: Sure.

108

109 Christopher Eppley: - put that in my range bag.

110

111 Jim Ferraris: So, considering the, the gravity of this -

112

113 Christopher Eppley: Mm hmm.

114

115 Jim Ferraris: - um, you know in city hall, city official, in  
116 the city official's office do you, do you think the bullet and  
117 cartridge might have had some bearing or significance on the  
118 incident?

119

120 Christopher Eppley: Bearing or significant, significance. I'm  
121 not understanding.

122



**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

123 Jim Ferraris: Do you think the bullet or the cartridge would  
124 have had some bearing or significance on the incident in terms  
125 of -

126

127 Christopher Eppley: Of an investigation.

128

129 Jim Ferraris: - investigation, explanation, whatever the case  
130 would be?

131

132 Christopher Eppley: I should have. I should have. I just  
133 simply was not thinking well. I was very, um, just overwhelmed  
134 by the whole incident. So, I yes, I should have thought that.  
135 I agree.

136

137 Jim Ferraris: Do you think it was appropriate for you to throw  
138 that bullet and cartridge in the garbage?

139

140 Christopher Eppley: Not now. Absolutely not. There are a lot  
141 of things I would like to do different.

142

143 Jim Ferraris: Mm hmm.

144

145 Christopher Eppley: So. Yeah, no, absolutely not, um, if I had,  
146 if I had been fully thinking through I mean I would have left  
147 everything exactly as it is and allowed pictures and everything  
148 else but I just wasn't thinking that, I wasn't thinking that  
149 clearly.

150

151 Jim Ferraris: Okay, um, why weren't the Keizer police notified  
152 of what happened?

153

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

154 Christopher Eppley: You know, um, I can only speak from my side  
155 and I'm not sure why ultimately they weren't notified. Um, I  
156 reported to human resources and to my boss, uh, which was the  
157 mayor, uh, filed up an incident report. Uh, I knew that there  
158 was no criminal intent on my part to discharge a firearm so I  
159 didn't, I didn't think about calling the police over to do a  
160 criminal investigation because I knew my intent and there was no  
161 criminal intent. Now, as to why human resources or the mayor or  
162 the labor attorney didn't initiate I don't think that's, that  
163 was their decision not mine.

164

165 Jim Ferraris: Okay and, and, so.

166

167 Christopher Eppley: So, what, so, just to kinda. So, once, once  
168 it happened -

169

170 Jim Ferraris: Mm hmm.

171

172 Christopher Eppley: - I had to kinda take myself back away from  
173 being city manager and being I'm the employee who just created  
174 an incident and so that's why I kind of separated myself back  
175 from that and tried to do everything that I would, that I should  
176 as an employee reporting an incident and then allowed my  
177 employer to take charge of the incident. So that's, that was my  
178 thought at the time. Um, I honestly didn't think about calling  
179 the police over. I just, I did, I never thought about it.

180

181 Jim Ferraris: Okay. So, understanding what you just told me in  
182 terms of thinking of yourself as a city employee not as a city  
183 manager put that aside for a minute.

184

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

185 Christopher Eppley: Okay.

186

187 Jim Ferraris: My question would be as the city official and as  
188 the city manager do you think it would be important to tell the  
189 police about a firearms discharge in city hall or city property?

190

191 Christopher Eppley: Sure, sure. Once again that's definitely  
192 one of those things that I would do different if I were to take  
193 this \*\*\*\* analyze it, \*\*\*\* and approach it differently, yeah,  
194 absolutely. And consequently we have, um, contacted Oregon  
195 State Police and I've had an interview with Oregon State Police  
196 regarding the incident in terms of criminality.

197

198 Jim Ferraris: Okay.

199

200 Christopher Eppley: So, they've done a criminal investigation  
201 of, of the incident.

202

203 Jim Ferraris: Mm hmm. um, so, I want to confirm that and, and  
204 correct me if I'm wrong, but I want to confirm you did not have  
205 permission issued to do from any of the HR director, the police  
206 chief or even yourself as city manager -

207

208 Christopher Eppley: That's correct.

209

210 Jim Ferraris: - to carry or bring a firearm loaded or operable  
211 or otherwise into a city facility?

212

213 Christopher Eppley: Correct.

214

215 Jim Ferraris: Okay.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

216

217 Christopher Eppley: Yeah. I had actually, mm, not remembered  
218 that part of that -

219

220 Jim Ferraris: Mm hmm.

221

222 Christopher Eppley: - personnel rule. I've never, I, I don't  
223 think that I've ever singed one of those or if I have it was one  
224 many, many years ago.

225

226 Jim Ferraris: Mm hmm.

227

228 Christopher Eppley: Never even thought about. Um, I, I knew  
229 that the rule allowed us to have if we had a \*\*\*\* allowed us to  
230 have a firearm locked in our vehicle but I, I forgot about the  
231 assigned permission part.

232

233 Jim Ferraris: Okay.

234

235 Christopher Eppley: So.

236

237 Jim Ferraris: So, speaking of firearms and vehicles, um, were  
238 you the decision maker who gave permission to [REDACTED] to park  
239 in the police department secured lot because he was keeping his  
240 firearm in his car while at work?

241

242 Christopher Eppley: No.

243

244 Jim Ferraris: Okay.

245

Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021

246 Christopher Eppley: I think [REDACTED] uh, is probably the one - you  
247 know, once again I'm only, I'm only saying the \*\*\*\* I remember  
248 signing the form but I know that he [REDACTED]  
[REDACTED], um, and so my  
250 thought is I would have signed his consent form. That's the  
251 only I believe I, I would have been presented to. Once again,  
252 not that I remember actually doing it. Um, but I suspected that  
253 I did. But have, I did not provide him, um, any guidance on  
254 where to park.

255

256 Jim Ferraris: Sure, no, I, that, that wasn't my question. My  
257 question was if you were the decision maker who gave the  
258 permission for him, to do that.

259

260 Christopher Eppley: Not on the police parking lot no. [REDACTED]  
[REDACTED] -

262

263 Jim Ferraris: Mm hmm.

264

265 Christopher Eppley: - [REDACTED] So, that arrangement he  
266 probably came up with, with the chief.

267

268 Jim Ferraris: Okay.

269

270 Christopher Eppley: And quite honestly I'm not positive that I'm  
271 the person who signed his form.

272

273 Jim Ferraris: So, the form you're talking about tell me what  
274 form would that be?

275

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

276 Christopher Eppley: I'm assuming there's, I'm saying there would  
277 be a form, a written consent form, um, for an employee hey I  
278 have CHL I want to have my, my, my concealed weapon in my  
279 vehicle. I'm assuming human resources has that form that  
280 somebody has to sign off on and keep in their personnel record.

281

282 Jim Ferraris: Okay.

283

284 Christopher Eppley: And since it's me, the chief or human  
285 resources one of us would have had to have signed it.

286

287 Jim Ferraris: Mm hmm.

288

289 Christopher Eppley: I don't remember signing it which doesn't  
290 mean I didn't. So, it could have been me, the chief or human  
291 resources who signed that.

292

293 Jim Ferraris: Got it.

294

295 Christopher Eppley: That's, that's what I'm saying there.

296

297 Jim Ferraris: So, regardless of who signed the form, um, [REDACTED]  
298 was given permission to park in the secured police lot because  
299 he kept his gun that he carries on the city property, um, under  
300 his, uh, concealed handgun license but he's not allowed to bring  
301 it into the building -

302

303 Christopher Eppley: Correct.

304

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

305 Jim Ferraris: - because there's no provision for that. Um, so,  
306 understanding that it sounds like you may have been aware of  
307 that. Were you aware that he was doing that?

308

309 Christopher Eppley: I was aware that, um, I was aware that he  
310 occasionally parked over there.

311

312 Jim Ferraris: Mm hmm.

313

314 Christopher Eppley: Um, I don't remember if he told me. It was  
315 specifically because that's where he locked his - he wanted to  
316 lock his handgun away. Um, I, I know that he occasionally  
317 parked over there though but he doesn't typically. I, I see him  
318 parking in this lot now, so.

319

320 Jim Ferraris: Mm hmm. So, if he, if he did that, if he was  
321 parking over there because of the firearms issue, issues, um,  
322 why wouldn't you have the same concerns about keeping your gun  
323 about keeping your gun and your car in a public lot?

324

325 Christopher Eppley: I'm just not as concerned about that in  
326 terms of somebody breaking into my car. So, I, I, I don't know  
327 why.

328

329 Jim Ferraris: Um, in the past have you shown anyone any  
330 firearms in your office?

331

332 Christopher Eppley: I have and that's part of, that's part of  
333 why I wanted to go through this 'cause there were some incidents  
334 that happened couple of years ago, 2 to 3 years ago that I had -

335

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

336 Jim Ferraris: Right.

337

338 Christopher Eppley: - completely forgotten about.

339

340 Jim Ferraris: So, with respect to your office right now -

341

342 Christopher Eppley: Mm hmm.

343

344 Jim Ferraris: - um, who and when, uh, tell me about those -

345

346 Christopher Eppley: Okay.

347

348 Jim Ferraris: - instances in your office.

349

350 Christopher Eppley: got it. So, um, so this, once again, this

351 is where I, I just needed a little separation and I went back

352 and just started thinking about my entire history of my

353 concealed carry. Um, so, about or when our daughter - I used,

354 I, I owned, I owned guns up until our, our daughter was born in

355 2005 and then my wife and I decided, um, that neither of us

356 wanted guns in the house while she was young. So, I sold all my

357 guns and, uh, waited until she was old enough to be trained to,

358 um, be safe around them before I was gonna get back into

359 purchasing guns. Um, in 2018 my father passed away and it was

360 about a little over 3 years ago.

361

362 Jim Ferraris: I'm sorry for that.

363

364 Christopher Eppley: No, that's okay. Um, it's a long tumultuous

365 relationship with my dad. So, um, as part of settling that

366 estate I ended up with a large firearms collection. So, brought



**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

367 that home, started thinking about setting up guns for a home  
368 defense situation, like, which one of these is a good idea, um,  
369 you know, how would I set this up for home defense, um, started  
370 doing a lot of research, started actually talking to police  
371 officers. I think I talked to the chief, probably Trevor  
372 Wenning is a possibility, um, Lance Inman who was a lieutenant  
373 who is no longer here. uh, Lance and I had been friends on  
374 other topics so we talked a lot about barbeque and recipes and  
375 tried a lot of recipes and, um, he and I talked about  
376 accessories for duty guns and so at some point I had purchased  
377 like, uh, uh, a light or a couple of lights, um, a laser I think  
378 which I'm almost embarrassed to admit and then, like, a light  
379 laser combo from \*\*\*\* and trace just to try to compare them then  
380 all and contrast them.

381

382 Jim Ferraris: Mm hmm.

383

384 Christopher Eppley: And, so, he and I got to talking about those  
385 and I said hey, you know, Lance I, I got this, I got this, he's  
386 like I'd kinda like to see those. So, I said all right, um, you  
387 know and so over the next maybe few weeks, um, maybe a month  
388 when I would have one mounted, um, 'cause I kinda switched them  
389 out and tried them out, um, I did bring an unloaded firearm in a  
390 bag with one of those lights into my office had him come over,  
391 view it, handle it, give it back and then I would take it back  
392 out to the car. So, that happened probably two or three times,  
393 probably three, and I'm not convinced that every one of those  
394 times was with, was mounted to, to a firearm platform, could  
395 have just been the laser. Uh, the \*\*\*\* and trace may have only  
396 been on its own but I'm not sure about that. So, that was

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

397 several years ago and I had completely forgotten about that.

398 Lance.

399

400 Jim Ferraris: So, it'd be sometime between - was it after 2018?

401

402 Christopher Eppley: It would be sometime in probably 2018 is my  
403 guess.

404

405 Jim Ferraris: Okay.

406

407 Christopher Eppley: That's my guess. It was sev, it was several  
408 years ago. Um, it, at least two and a half, two and a half or 3  
409 years ago. It was a long time. um, prior to that I had, I had  
410 gotten my CHL just to have it and even though I didn't have a  
411 gun at the moment I always knew that I was eventually gonna get  
412 a gun. Um, I knew that because of a couple of discussions I had  
413 with Chief Teague, um, and with a training that we had I  
414 remember chief telling me specially, you know, the chances of a  
415 cop being right where you need them right where you need them to  
416 be there to deter somebody from doing violence to you or your  
417 family is close to zero and so he really recommended that, that  
418 - not just people but people ought to be prepared to defend  
419 themselves -

420

421 Jim Ferraris: Mm hmm.

422

423 Christopher Eppley: - in a concealed carry more than, than they  
424 are and so he recommended that I think about it real seriously  
425 and then I did. And then we also had a training, um, where  
426 Trevor Wenning came and put together a consis, um, a active  
427 shooter training and I remember that training very, very

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

428 seriously, um, because we were basically told hey if you have an  
429 active shooter event over on your side of the building the  
430 chances, you know, there's, there's gonna be delay between when  
431 that happens and when we can get there even though we're right  
432 there across the lobby. um, so you guys need to be prepared to  
433 run, hide, fight like hell because some of you are gonna die  
434 before we can get there, there's just no way around that.

435

436 Jim Ferraris: Mm hmm.

437

438 Christopher Eppley: And at that time our lobby was completely  
439 opened. We've, we've recently got it remodelled -

440

441 Jim Ferraris: Mm hmm.

442

443 Christopher Eppley: - and put up some physical security and so  
444 those two discussions kind of talked me into saying all right  
445 I'm gonna, I'm actually gonna explore concealed carry at this  
446 point and so I, had once again a number of discussions with  
447 police officers because I trust them and I like, I wanted their  
448 experience of what is a good concealed carry gun to have, what  
449 do you think about people who concealed carry, you know, what if  
450 you stop somebody and you know that they're. You know what i  
451 mean, just lots of, lots of discussion about that, um, and so I  
452 decided about 2 years ago to start doing concealed carry and it  
453 was kinda sporadic. Um, I didn't carry all the time because A I  
454 was nervous about it, B, um, it was uncomfortable, I didn't find  
455 it to be comfortable at all and so I noticed it all the time.

456

457 Jim Ferraris: Mm hmm.

458

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

459 Christopher Eppley: And it made me self-conscious and self-  
460 aware, and so, it was very, it wasn't very often that I carried  
461 at all, um, probably once or twice a week out of the house, you  
462 know, that I would carry it, and one of those days a week was  
463 when I would go, and I started taking firearms lessons.

464

465 Jim Ferraris: Mm hmm.

466

467 Christopher Eppley: So that I could become more confident and  
468 become more comfortable. If I was going to do this, I wanted to  
469 become, um, to the point where I wasn't scared of it -

470

471 Jim Ferraris: Mm hmm.

472

473 Christopher Eppley: - all the time. So, that progressed over  
474 about a year, and then, probably for the last year, the last 12  
475 months, I've, is really been when I've sort of normalized  
476 concealed carry.

477

478 Jim Ferraris: Mm hmm. Um, so, just to go back, the, the active  
479 shooter training you had, that most government agencies put on  
480 for their personnel, was about running, hiding, and fighting,  
481 an, and, basically staying out of the way to survive that type  
482 of event, not encouraging people to get concealed carry permits  
483 -

484

485 Christopher Eppley: Right.

486

487 Jim Ferraris: - carrying a gun in the workplace -

488

489 Christopher Eppley: Absolutely, absolutely.

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

490

491 Jim Ferraris: - because you wouldn't be eligible to carry one  
492 in the workplace anyway, correct?

493

494 Christopher Eppley: Yes, that's correct.

495

496 Jim Ferraris: Okay, now, now -

497

498 Christopher Eppley: But that, and, and it wasn't to carry in the  
499 workplace -

500

501 Jim Ferraris: All right.

502

503 Christopher Eppley: - it was to carry generally -

504

505 Jim Ferraris: Sure.

506

507 Christopher Eppley: - those two discussions really have made an  
508 impact on me.

509

510 Jim Ferraris: Okay. Um, so which firearms have you shown to  
511 people in your office?

512

513 Christopher Eppley: I believe that, in my office, I have shown  
514 Chief Teague, um, \*\*\*\* I'm not even positive, it really wasn't  
515 about the gun, it was about the red dot, so, he and I have had  
516 discussions about red dots -

517

518 Jim Ferraris: Mm hmm.

519

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

520 Christopher Eppley: - and, on duty weapons, um, and uh, I showed  
521 him, at that particular time, I happened to have my gun on me -  
522

523 Jim Ferraris: Mm hmm.  
524

525 Christopher Eppley: - at one of those times, um, and, and  
526 understand this, I have lots of discussions with the chief -  
527

528 Jim Ferraris: Mm hmm.  
529

530 Christopher Eppley: - all the time. Most of the times, I've not  
531 had my gun on me. Most of them. Um, but there, there were  
532 several where I had either not taken it off, or intended to it,  
533 you know, intended to taking it off later instead of right away,  
534 um, where he and I had gotten into a discussion and I'm like,  
535 hey, you want to see a red dot, and then we would close the door  
536 and, and, unholster my weapon, safety clear it, check it, let  
537 him look at it, and check out the red dot or whatever, put it  
538 back in my holster, and then, after he'd leave, I'd take it and,  
539 and put it away.

540  
541 Jim Ferraris: So, with regard to that, in, in general, how, how  
542 many times have you shown people firearms in your office?  
543

544 Christopher Eppley: I'm gonna say three or four. I'm gonna say  
545 two or three of those was with Chief Teague, and one other time,  
546 I believe, was probably with, uh, Trevor Wenning, and there were  
547 a couple of other times where I did not have a firearm on me,  
548 where the chief came in, um, and we were switching, were we  
549 switching over to Glock 17s, I forget. He had something  
550 different on, and I asked about it, and he said do you want to

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

551 see it? I go okay, you know, I'll, sure, I'll take a look at  
552 it, and I think it was the 357 Sig version, I'd never, I'd never  
553 seen that, so that's happened a couple of times, where it wasn't  
554 my firearm -

555

556 Jim Ferraris: Mm hmm.

557

558 Christopher Eppley: - um, I think Trevor came over one time, and  
559 he and I had talked six, eight, nine months ago about concealed  
560 carry handguns and what his favorite was, and, um, he couldn't  
561 remember at the time, and then one day, I don't know, fairly  
562 recently, a couple, 2 or 3 months ago, came over and said, hey,  
563 this is that gun I was talking to you about, showed me his. I  
564 think it was a Smith, um, Shield, I think. Um -

565

566 Jim Ferraris: So when -

567

568 Christopher Eppley: And then, and then another time that he came  
569 over, I happened to have my Beretta on me, and I remembered that  
570 he was a tanker in, uh, Iraq, and we had talked at one point  
571 about his, his thoughts on Berettas, and so I happened to have  
572 that with me at the moment, and, um, so I decided to show it to  
573 him, just, thought it'd be nostalgic for him, but those are  
574 probably the, those are the four times, three or four times.

575

576 Jim Ferraris: Okay, um, did these showings in your office occur  
577 during, uh, regular work hours during the day?

578

579 Christopher Eppley: They did.

580

581 Jim Ferraris: Okay.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

582

583 Christopher Eppley: They did.

584

585 Jim Ferraris: Do you keep firearms in your desk at all?

586

587 Christopher Eppley: No.

588

589 Jim Ferraris: In addition to the three or four times that  
590 you've shown, uh, Chief Teague and, and Trevor Wenning, uh,  
591 firearms in your office, have you shown anyone else firearms in  
592 your office?

593

594 Christopher Eppley: Not in my office, I don't believe so.

595

596 Jim Ferraris: Did you ever show Lance Inman firearms in your  
597 office?

598

599 Christopher Eppley: That was when we were talking about the  
600 lights and lasers, so yes. I'm sorry, that was, that was the  
601 incident about 3 years ago, that I recall.

602

603 Jim Ferraris: So, in addition to the three or four with, with  
604 Teague and Winning, we have two more times with Inman?

605

606 Christopher Eppley: About, yeah, about 3 years ago. And once  
607 again, that was before I, yes, so, yes. That was -

608

609 Jim Ferraris: Okay.

610

611 Christopher Eppley: - before I even thought about concealed  
612 carry, and, and, at all, um -



Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

613

614 Jim Ferraris: Right, that, and to me, that's immaterial -

615

616 Christopher Eppley: Yeah, yeah.

617

618 Jim Ferraris: - it's how many times -

619

620 Christopher Eppley: Yeah.

621

622 Jim Ferraris: - have people been in your office, and you've  
623 shown them firearms.

624

625 Christopher Eppley: Yes.

626

627 Jim Ferraris: So, now we're up to six or so.

628

629 Christopher Eppley: Five or six.

630

631 Jim Ferraris: Okay. Yeah. So, when you showed firearms in  
632 your office, were they unloaded? Did you unload them before you  
633 showed them?

634

635 Christopher Eppley: Yes.

636

637 Jim Ferraris: Where they handled by anyone?

638

639 Christopher Eppley: Them.

640

641 Jim Ferraris: Okay. Have you ever taken firearms into the  
642 police building and shown anyone in the police building any  
643 firearms?

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

644

645 Christopher Eppley: I don't, it's possible, let me think. I  
646 think that that is possible. I think that, if I'm thinking back  
647 correctly, there was a time, um, and I don't remember when, a  
648 couple of year ago, perhaps -

649

650 Jim Ferraris: Okay.

651

652 Christopher Eppley: Uh, I think maybe with Deputy Chief Kuhns,  
653 at that time, I think. I mean, I don't remember if we were just  
654 talking about, um, I'd recently purchased, at the time when it  
655 came out, uh, uh, a Sig P365, and we were talking about that,  
656 small high capacity, etcetera. I remember talking about that  
657 with Chief Teague, um, I don't remember ever showing him that  
658 gun. I remember talking about it, I think, with Kuhns. I may  
659 have brought that in to show him, it's possible, so, and, and if  
660 I, if I'm remembering correctly, I was talking to him about it,  
661 and he, perhaps, said, why don't you bring it in. It's okay on  
662 this side of the building, or we allow guns on this side of the  
663 building. I don't remember exactly. Frankly, honestly, Jim, I  
664 I, I'm not sure whether I actually brought it in or didn't, but  
665 I think that I might have. If I did, it would've been, you  
666 know, you'll get it, bring it in -

667

668 Jim Ferraris: So -

669

670 Christopher Eppley: - we'll get it and then take it out, but  
671 that is possible.

672

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

673 Jim Ferraris: So, with respect to that, the City policy  
674 governing civilians, not police, regardless of the City building  
675 or facility, still doesn't allow for civilians -

676

677 Christopher Eppley: You're correct.

678

679 Jim Ferraris: - to bring firearms into City facilities,  
680 correct?

681

682 Christopher Eppley: Correct.

683

684 Jim Ferraris: So, whether Kuhns said bring it in or not is  
685 immaterial, you'd still be outside of policy, would you not?

686

687 Christopher Eppley: Yes.

688

689 Jim Ferraris: Okay. Have you taken firearms into the police  
690 building and shown anyone else besides Kuhns?

691

692 Christopher Eppley: Um -

693

694 Jim Ferraris: The firearm.

695

696 Christopher Eppley: I showed, yeah, well, no, not in the police  
697 building. Um, there was one time I was work, I was in the gym  
698 with, um, Sergeant Bamford, we were working out together. We  
699 were talking about various things, firearms came up, and we were  
700 talking about red dot sites. He was asking, or had expressed,  
701 you know, what, what's it like to carry a red dot, is it  
702 comfortable, I've never wanted one 'cause I don't know if it's  
703 comfortable, and so, I finished up before him, got dressed, went

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

704 out to my vehicle, put on my gun, came back to the gym through  
705 the main lobby, still the City facility, so outside of policy,  
706 I'll go ahead and answer your question right up front, showed  
707 him, didn't unholster, I don't believe I showed him the gun, but  
708 I showed him the outline of the red dot against my shirt, and  
709 said, see, this can be, this is very comfortable, and I left  
710 back out the main lobby because I was going to run some errands  
711 for the next hour or so after that. And so, I think that is, I  
712 think that is the only other time that I have, I think that's  
713 the only other time.

714

715 Jim Ferraris: Okay. And that firearm was loaded?

716

717 Christopher Eppley: It was, yes. I'd put it in, I'd put it into  
718 my, um, I'd put it into my, uh, concealed carry position, walked  
719 in, showed him, walked out, got in my car, and left, so yes, it  
720 was loaded.

721

722 Jim Ferraris: Okay, so Kuhns and Inman, well, Kuhns tells me  
723 that you've brought a gun into his office three times.

724

725 Christopher Eppley: Three? I don't remember that at all. I  
726 remember the one with the, with the same P365.

727

728 Jim Ferraris: Mm hmm. And two of the three, I'm sorry, two of  
729 the three occasions were in Kuhns's office. One occasion was in  
730 Inman's office, because they're right next to each other. Do  
731 you recall those three -

732

733 Christopher Eppley: I recall -

734

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

735 Jim Ferraris: - incidents?

736

737 Christopher Eppley: - I recall the one. I only remember talking  
738 to Jeff one time about guns. He and I didn't really talk about  
739 guns very often, but I'm not saying that that didn't happen.

740 Um, if he remembers it that way, then that's probably what  
741 happened.

742

743 Jim Ferraris: Uh, Inman confirms that, and Inman also says that  
744 you showed him guns twice in your office, in your desk drawer.

745

746 Christopher Eppley: That's probably when I brought the gun in,  
747 had it in my range bag, in my drawer when he'd come, pick it up,  
748 show him the laser light, and then take it out to my car. So, I  
749 have a large compartment drawer where my whole range bag can  
750 fit, so, I'm sure that that's, I'm sure that that's what  
751 happened, yeah. I'm sure that's exactly how that happened. So  
752 I'm confusing then, three times in my office with, twice with  
753 Inman and then one of those times must've been over at Inman's  
754 office.

755

756 Jim Ferraris: So, you remember with Inman, showing him  
757 different components, two or three times. Okay.

758

759 Christopher Eppley: So.

760

761 Jim Ferraris: So, we're two or three times with Inman, your  
762 office and his office.

763

764 Christopher Eppley: Right.

765

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

766 Jim Ferraris: If you're concurring with Kuhns, two other times  
767 with Kuhns in Kuhns's office, with Inman probably there.

768

769 Christopher Eppley: Well, it could've been one of the same  
770 times. I mean -

771

772 Jim Ferraris: Okay.

773

774 Christopher Eppley: - it's possible that, that two, that two of  
775 those were, were, that each of those were one, or that one of  
776 those, yeah, it's possible that one, at least one of those was  
777 the same time, yes.

778

779 Jim Ferraris: And then three or four times with Teague -

780

781 Christopher Eppley: Well, now -

782

783 Jim Ferraris: - and Wenning.

784

785 Christopher Eppley: Two or, yeah, maybe three or four, yeah.

786

787 Jim Ferraris: Yeah, you said three or four with Teague and  
788 Wenning.

789

790 Christopher Eppley: Yeah.

791

792 Jim Ferraris: And then one with Bamford.

793

794 Christopher Eppley: Yeah.

795

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

796 Jim Ferraris: Okay. And I'm assuming that, since you're  
797 carrying on you or going to your car and getting the gun and  
798 putting it on you, that the guns are loaded in the majority, if  
799 not all of those occasions?

800

801 Christopher Eppley: Not with, not initially with, um, with  
802 Inman. Um, so, in my office with Inman, those were not in  
803 loaded guns. Those were, 'cause, 'cause the issue with, I mean,  
804 what I was sharing with him was not necessarily the gun, it was  
805 a light or a laser on a gun, so it had nothing to do with the  
806 gun, and it was before I was concealed carrying anyway, so I was  
807 very nervous around guns, so, those couple of times would not  
808 have been loaded.

809

810 Jim Ferraris: Now, Kuhns tells me that, in one of the visits to  
811 his office, where you visited his office to show him and Inman a  
812 firearm, that, that it was for the purpose of looking at the,  
813 the laser, because they were interested in that.

814

815 Christopher Eppley: Mm hmm.

816

817 Jim Ferraris: And that, um, that you removed the magazine, and  
818 then handed them the firearm.

819

820 Christopher Eppley: It's possible.

821

822 Jim Ferraris: And that they had to clear the chamber, that you  
823 handed it to them with a live round in the chamber. Do you  
824 recall that?

825

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

826 Christopher Eppley: I don't recall that, but it's, I guess, I  
827 mean, it's altogether possible.

828

829 Jim Ferraris: And is that what people who have training in  
830 firearms are taught, is to hand someone a firearm with a round  
831 in the chamber?

832

833 Christopher Eppley: No, and that was before I received the  
834 training. I mean, my training has really been in the last year  
835 and a half or so. So, no, that's, you're, you're right, no,  
836 that's not, that's not what I should have done.

837

838 Jim Ferraris: In a City building that you shouldn't had a gun  
839 in in the first place -

840

841 Christopher Eppley: You're correct.

842

843 Jim Ferraris: - and then handing someone a loaded gun -

844

845 Christopher Eppley: You're correct.

846

847 Jim Ferraris: - probably not the best decision on your part?

848

849 Christopher Eppley: Correct.

850

851 Jim Ferraris: Okay. So, do you recall telling Kuhns and Inman  
852 not to say anything to anyone about your gun that you brought to  
853 their office?

854

855 Christopher Eppley: I, probably.

856



**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

857 Jim Ferraris: Explain that, why?

858

859 Christopher Eppley: Um, because, and it was, uh, violating City  
860 policy, and so I probably would've said, hey, don't tell HR, I'm  
861 violating policy right now.

862

863 Jim Ferraris: How does that bode for the City Manager?

864

865 Christopher Eppley: My decision making around this has been  
866 poor, Jim, so not very well. And, and, quite honestly, um, I  
867 mean, none of this is anything that I'm very proud of -

868

869 Jim Ferraris: Mm hmm.

870

871 Christopher Eppley: - um, I think I've used my interest in  
872 firearms to develop relationships with police officers because  
873 it's an easy in into that world, and I, I took it too far. So,  
874 um, on that, that's clearly my motivation, but yeah. No, I, I  
875 clearly violated City policy a number of times.

876

877 Jim Ferraris: Do you recall telling Kuhns and/or Inman when you  
878 brought the gun to their office not to tell anyone in your  
879 family?

880

881 Christopher Eppley: No.

882

883 Jim Ferraris: Like your wife?

884

885 Christopher Eppley: Mmm, mm mm, maybe, I mean, I, I don't know.  
886 Maybe. At the time, my wife was not interested in guns at all,  
887 so.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

888

889 Jim Ferraris: So, if you did tell them, hey, by the way, don't  
890 say anything to my wife if you see her, because apparently, they  
891 all know each other. Um, would that be because you didn't want  
892 her to know about the guns you had?

893

894 Christopher Eppley: No, no, not, not in any, she knew about the  
895 guns that I had.

896

897 Jim Ferraris: Mm hmm.

898

899 Christopher Eppley: Um, it would have been either jokingly,  
900 because my wife can be very critical sometimes about things, um,  
901 that she's very, um, not that she believes in, so I don't know  
902 why I would've said that. I mean -

903

904 Jim Ferraris: But a minute ago you told me that she was not  
905 fond of guns.

906

907 Christopher Eppley: She wasn't, at the time, yeah.

908

909 Jim Ferraris: So, is that a reason why you bring guns or gun  
910 parts into City Hall to work on them in your office, because you  
911 don't want to work on them at home, or you didn't, at that time,  
912 want to work on them at home?

913

914 Christopher Eppley: Um, no, not necessarily, because I have,  
915 because I also have worked on guns at home in my garage -

916

917 Jim Ferraris: Mm hmm.

918

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

919 Christopher Eppley: - without concern. Um, really, it was, I  
920 enjoyed doing this, 'cause some mechanical piece of this, and  
921 so, hey, if I have an hour where I'm going to be here after work  
922 and before a meeting, it's something that I can do. So, really,  
923 that was the motivation.

924

925 Jim Ferraris: Okay. And, just to follow up on that -

926

927 Christopher Eppley: Sure.

928

929 Jim Ferraris: - if it's, um, because there's just, there's  
930 questions about that, too. Um, understanding that everyone  
931 deserves a lunch break and a coffee break and things like that -

932

933 Christopher Eppley: Right.

934

935 Jim Ferraris: - um, people in your position, and my former  
936 position, we're salaried, and we're exempt from those kinds of  
937 rules, and -

938

939 Christopher Eppley: Sure.

940

941 Jim Ferraris: - we work until the work's done, essentially.  
942 Um, I know from my 43 years in government that, um, chief  
943 executive work is almost never done, and there's always work to  
944 do, so, how, how do you explain, because the question will come  
945 up, um, how do you explain working on guns in your office during  
946 work time, whether you're waiting for a meeting to start, or,  
947 um, while you're waiting for Council to begin, or what, whatever  
948 the, the case may be, how do you explain that?

949

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

950 Christopher Eppley: Mental break. I mean, not like a mental  
951 breakdown, but just an opportunity to take a break -

952

953 Jim Ferraris: Mm hmm.

954

955 Christopher Eppley: - from thought-based work to physical-based  
956 work.

957

958 Jim Ferraris: Okay.

959

960 Christopher Eppley: So, I mean, I'm not, I'm not trying to, um,  
961 not trying to be, um, I, I, I really, I really think that's the,  
962 that's the motivation for me, is, occasionally, I like to take a  
963 break and do something with my hands.

964

965 Jim Ferraris: Okay.

966

967 Christopher Eppley: So.

968

969 Jim Ferraris: Um, a little over a week ago, on March 11<sup>th</sup>, you  
970 called me on my cell phone in the afternoon, um, and in that  
971 call, you told me that you'd thought about our conversation from  
972 the previous interview, and that, that, that in retrospect, you  
973 were probably trying to subvert City policy, trying to get  
974 around City policy, for your own benefit -

975

976 Christopher Eppley: Right.

977

978 Jim Ferraris: - by bringing in parts of guns instead of fully  
979 assembled guns.

980

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

981 Christopher Eppley: Right.

982

983 Jim Ferraris: And, and so, my question is, why, why is that?  
984 Is that because you're the boss, and some rules don't apply to  
985 you? Was that your, your mindset or your thought process?

986

987 Christopher Eppley: Um, yeah, I would never say, rules don't  
988 apply to me. Um, it was simply how I acted. So, I would say,  
989 um, I didn't believe that it would be dangerous in any way, to  
990 work on a gun, to work on a part of a gun, the sear cage or, you  
991 know, whatever. Um, so, yeah, but as I, as I look back now,  
992 essentially as you're pointing out, you know, so many times that  
993 I violated the policy here, um, I think it was just my own  
994 personal interest, I liked to do these things, and therefore,  
995 because I didn't think that it would be dangerous to work on a,  
996 a piece of a gun, I avoided or ignored thinking about policy too  
997 closely, for my own benefit.

998

999 Jim Ferraris: Would you say you rationalized your behavior, and  
1000 disregarded the policy?

1001

1002 Christopher Eppley: Probably. You know what I think? I think I  
1003 rationalized my behavior in a number of, in a lot of these  
1004 instances. Um, you know, one, I rationali, rationalized talking  
1005 to and showing police officers guns 'cause it was a way for me  
1006 to develop a connection with the police department as the City  
1007 Manager. I mean, um, I think I clearly rationalized that. Um,  
1008 so, so yeah, I think that I did.

1009

1010 Jim Ferraris: Okay. So, that Saturday afternoon, on March 11<sup>th</sup>,  
1011 what, what prompted you to call me?

**Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021**

1012

1013 Christopher Eppley: Actually, Lieutenant Inman just said, hey, I  
1014 got, got a call from Mr. Ferraris, and that prompted me to start  
1015 thinking back further, so, and he didn't tell me anything about  
1016 discuss, about your discussion, just, you know, hey, make sure  
1017 you've told him everything. I'm like, okay, I have to think  
1018 thr, I have to think about that a little bit. So, that was,  
1019 that was what prompted to sit down and really think through as  
1020 much as I could recall. And you've pointed out a couple of  
1021 instances that I didn't recall.

1022

1023 Jim Ferraris: Mm hmm.

1024

1025 Christopher Eppley: So.

1026

1027 Jim Ferraris: So, absent Inman's communication with you, I,  
1028 I'm, I'm making an assumption here that you wouldn't have called  
1029 me to make those "corrections"?

1030

1031 Christopher Eppley: I am not positive about that. Um, I  
1032 probably, I don't know if I would have or not, but I think that  
1033 I may have, um, because I was already starting to think through,  
1034 I'd started cog, cogitate on our discussion, I was already  
1035 starting to think through the fact that I just kind of glanced  
1036 over some of our questions, and knew that you were going to be  
1037 writing, or wanted to be writing the report that weekend, so I  
1038 kind of wanted to get a hold of you. Um, I at very least  
1039 would've made contact with you on Monday.

1040

1041 Jim Ferraris: Mm hmm.

1042

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

1043 Christopher Eppley: So, I don't know that I would've done it  
1044 that quickly, but I wanted to make sure that I got a hold of you  
1045 to, to say, hey, I really, I really want to provide more  
1046 information here.

1047

1048 Jim Ferraris: Okay.

1049

1050 Christopher Eppley: So.

1051

1052 Jim Ferraris: So, I want to talk a little bit about, um, kind A  
1053 to Z of what we've talked about -

1054

1055 Christopher Eppley: Okay.

1056

1057 Jim Ferraris: - and it's important you know that, from the  
1058 investigator standpoint, there's, there appears to be storyline  
1059 changing as we continue to talk, from the beginning to today.

1060

1061 Christopher Eppley: Okay.

1062

1063 Jim Ferraris: Um, so, in your, in your March 4<sup>th</sup> statement, you  
1064 were clear that you'd disassemble guns in your car, and you'd  
1065 never bring a gun into City Hall.

1066

1067 Christopher Eppley: To work on, yeah.

1068

1069 Jim Ferraris: Um, it leaves a reader to believe that you never  
1070 bring a gun into City Hall, period -

1071

1072 Christopher Eppley: Right.

1073

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

1074 Jim Ferraris: - whether, whether that's what you're thinking or  
1075 not, that statement leaves the reader to believe that. Um, in  
1076 our, in our interview, you told me that you dropped into City  
1077 Hall once or twice, out running errands on a weekend when  
1078 nobody's here, and you might pop in to pick something up, um,  
1079 you recalled, and, and you were armed when that occurred, um,  
1080 that you recalled talking to Chief Teague when he came in your  
1081 office and you were armed, and you showed him a firearm. Um,  
1082 you said over 3 years, you perhaps came through City Hall armed  
1083 three or four times, it's not been intentional, it's been  
1084 random. In our March 13<sup>th</sup> phone call, that three or four went to  
1085 six or seven times that you were armed in City Hall. You told  
1086 me you never made the conscious choice that you were going to  
1087 violate policy and carry regardless of the policy.

1088

1089 Christopher Eppley: Mm hmm.

1090

1091 Jim Ferraris: And you said it's never a choice that you've made  
1092 to come into City Hall armed, but it appears that many, many  
1093 times, you've made that conscious choice, to come into a City  
1094 building armed. Would you agree with that?

1095

1096 Christopher Eppley: Yes.

1097

1098 Jim Ferraris: So, through the investigator's lens, we go from  
1099 zero -

1100

1101 Christopher Eppley: Okay.

1102

1103 Jim Ferraris: - and now, we're up to ten to 12, I'd have to go  
1104 back and count through, but I think simple math I'm okay with -



Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

1105

1106 Christopher Eppley: Mm hmm.

1107

1108 Jim Ferraris: - we're, we're at about a dozen times. Zero to a  
1109 dozen. That's quite a change.

1110

1111 Christopher Eppley: It is.

1112

1113 Jim Ferraris: So, is, is the version changing because you're  
1114 being misleading or less than truthful with me in these  
1115 questions?

1116

1117 Christopher Eppley: That's not my intent, no, I don't believe  
1118 so. I'm wanting to make sure that I give as much information as  
1119 I can.

1120

1121 Jim Ferraris: Mm hmm.

1122

1123 Christopher Eppley: Um, you know, I think, um, the further I  
1124 separate away from that event, I'm thinking more clearly about  
1125 it, but also, you know, I agree. I think that my initial  
1126 statement was to minimize the, minimize the incident. I mean, I  
1127 think, now, I was clearly trying to minimize the incident, but I  
1128 want to be completely truthful, so -

1129

1130 Jim Ferraris: So, let me ask you a question. Do you think  
1131 minimizing is, is the same as telling an untruth? Is minimizing  
1132 the same as an omission?

1133

1134 Christopher Eppley: Yes, in this instance, it was.

1135

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

1136 Jim Ferraris: Okay. So, do you think that was an untruthful  
1137 statement?

1138

1139 Christopher Eppley: Yes, I do. As I look back on it, I do. The  
1140 event itself, and how it happened, was completely truthful.

1141

1142 Jim Ferraris: Mm hmm.

1143

1144 Christopher Eppley: So -

1145

1146 Jim Ferraris: But, but the rationalization or explanation in  
1147 your memo wasn't necessarily completely truthful?

1148

1149 Christopher Eppley: Well, I think the piece about how often I've  
1150 had firearms in City Hall is untruthful. The piece about  
1151 working on firearms from time to time at my desk, and how the  
1152 event actually happened, that is absolutely truthful.

1153

1154 Jim Ferraris: Okay. And, and why were those statement  
1155 untruthful, or why would you tell a statement, or why would you  
1156 make or not make a statement?

1157

1158 Christopher Eppley: Because I was scared.

1159

1160 Jim Ferraris: Okay.

1161

1162 Christopher Eppley: Because I was scared, I was nervous, I had  
1163 just done something shocking to me, so -

1164

1165 Jim Ferraris: Mm hmm.

1166

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

1167 Christopher Eppley: - it just, it just, that's how it came out.

1168 Um -

1169

1170 Jim Ferraris: Just, I just want to make sure I understand. So,

1171 you minimized the, the facts, to an omission or an untrue

1172 statement because you were concerned that you would get in

1173 trouble for it?

1174

1175 Christopher Eppley: I think I was concerned about, yeah. I

1176 think I was concerned about how it would make this event look,

1177 the specific event of the discharge.

1178

1179 Jim Ferraris: Mm hmm.

1180

1181 Christopher Eppley: So, um, yeah, I, I think so. I mean, the

1182 discharge itself, and the, how that happened, and working on

1183 parts of firearms at my desk, that part is completely true. The

1184 pl, the piece that I was less truthful about was how many times

1185 I've had a firearm in City Hall -

1186

1187 Jim Ferraris: Okay.

1188

1189 Christopher Eppley: - over the years.

1190

1191 Jim Ferraris: And that was because policy says you can't?

1192

1193 Christopher Eppley: Correct.

1194

1195 Jim Ferraris: Okay.

1196

1197 Christopher Eppley: Yes, that is, that is it.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

1198

1199 Jim Ferraris: So, looking at this entire event, it, in terms of  
1200 policy violations, um, violation of the ICMA Code of Ethics, um,  
1201 omissions or manipulation of, of what's factual or truthful,  
1202 disposing of potential evidence, the cartridge and the bullet,  
1203 subverting or skirting City policy for your own benefit, the  
1204 changing storyline, do you think that reflects poorly on your  
1205 ethics and your integrity?

1206

1207 Christopher Eppley: Uh, I do.

1208

1209 Jim Ferraris: Okay.

1210

1211 Christopher Eppley: I do, and I'm really disappointed in it, and  
1212 I'm embarrassed about it, and I can only say, you know, this is  
1213 a, this is a defining moment in a 21-year career -

1214

1215 Jim Ferraris: Mm hmm.

1216

1217 Christopher Eppley: - and I can do better.

1218

1219 Jim Ferraris: Okay.

1220

1221 Christopher Eppley: So, I mean, I, I don't know how else to say  
1222 it, Jim.

1223

1224 Jim Ferraris: Sure.

1225

1226 Christopher Eppley: I don't.

1227

1228 Jim Ferraris: Okay.

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

1229

1230 Christopher Eppley: So.

1231

1232 Jim Ferraris: That's all the questions I have. Do you have  
1233 anything else you want to share with me?

1234

1235 Christopher Eppley: No, we got through all of it.

1236

1237 Jim Ferraris: Okay.

1238

1239 Christopher Eppley: Um, well, let me make sure.

1240

1241 Jim Ferraris: Sure.

1242

1243 Christopher Eppley: I just made a li, the only other thing is  
1244 just a list of the various things that I've actually worked on  
1245 in my office. I don't think that that's important -

1246

1247 Jim Ferraris: Mm hmm.

1248

1249 Christopher Eppley: - to you. I mean, I don't know if it is or  
1250 not, but I can go over those things with you if you want, or, it  
1251 does not make a diff -

1252

1253 Jim Ferraris: The firearms?

1254

1255 Christopher Eppley: Yeah. The vari, the specific things I've  
1256 actually brought into my office to work on.

1257

1258 Jim Ferraris: Sure.

1259

**Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021**

1260 Christopher Eppley: Okay. Um, I replaced a, I replaced slights,  
1261 sites on a Glock 19 slide, once. Um, I brought in a Glock 45  
1262 trigger shoe, trigger bar and sear assembly to replace the  
1263 trigger shoe and the connector, so in that instance, I only had  
1264 the sear, the sear assembly. Um, I brought in an SP, a CZ SP-01  
1265 sear cage, and installed a short reset kit, which is just a  
1266 series of springs and whatnot. Um, brought in a HVB P9 Gert  
1267 module to replace a sh, a trigger shoe, and then the Walther PPQ  
1268 slide and barrel to spread out on the \*\*\*\* and rock set the  
1269 compensator. So those are the five things I've done in my  
1270 office in terms of working on firearms -

1271

1272 Jim Ferraris: Okay.

1273

1274 Christopher Eppley: - ov, over the years.

1275

1276 Jim Ferraris: So, just one more question along those lines.

1277

1278 Christopher Eppley: Sure.

1279

1280 Jim Ferraris: Do, did you really go to the trouble, every  
1281 single time, of unloading and disassembling a firearm in your  
1282 car, or did you just stick it in your waistband and come in the  
1283 office?

1284

1285 Christopher Eppley: No. If I'm going to work on something, um,  
1286 I always, I've always dissembled it and brought in just a piece  
1287 because I've not wanted to unload, you know, if, unnecessarily,  
1288 a firearm in my office, so, um, and when I've talked to the  
1289 chief and whatnot, those were not planned events -

1290

**Follow-Up Interview Transcript: Eppley, Christopher March 22, 2021**

1291 Jim Ferraris: Mm hmm.

1292

1293 Christopher Eppley: Um, except for maybe one time where, I guess  
1294 twice, with Kuhns, where, you know, they're like, hey, bring,  
1295 you know, bring it in, let's see it, or I brought a gun in and  
1296 showed them. Um, but, things that have happened in my office  
1297 have not really been planned events -

1298

1299 Jim Ferraris: Mm hmm.

1300

1301 Christopher Eppley: - and if they were, I would have had them in  
1302 a range bag, unloaded already, you know, for the chief, or, you  
1303 know, for whoever to come see. So, um, if I was going to  
1304 actually do, so, if I was actually going to do work on a gun,  
1305 uh, I would not want to be loading or unloading it in my office.

1306

1307 Jim Ferraris: Mm hmm.

1308

1309 Christopher Eppley: So, yeah. No, always, I've always taken  
1310 apart things either at home or, or in my car.

1311

1312 Jim Ferraris: Okay.

1313

1314 Christopher Eppley: So, \*\*\*\*, yeah.

1315

1316 Jim Ferraris: Okay. Very good. Anything else?

1317

1318 Christopher Eppley: Um, let's see. No, other than, I thought  
1319 that you did a really good job. I, I thank you for allowing me  
1320 to provide more information, um, and I'm ashamed that this  
1321 incident and -

Follow-Up Interview Transcript: Eppley, Christopher March 22,  
2021

1322

1323 Jim Ferraris: Mm hmm.

1324

1325 Christopher Eppley: - my behavior around this policy, uh, over  
1326 the last few years -

1327

1328 Jim Ferraris: Mm hmm.

1329

1330 Christopher Eppley: - and it doesn't reflect well on, on me, or  
1331 my ethics, like you said, so, I, I agree with that.

1332

1333 Jim Ferraris: Okay. Thank you. We'll go ahead and go off  
1334 tape. It's, uh, 2:55 p.m.

1335

1336

1337

1338

1339

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**INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021**

1 Jim Ferraris: Plus we're gonna be on tape now. Uh, this is Jim  
2 Ferraris. It's 1:35 on, on the 10th of March. I'm in Keizer  
3 City Hall with Shannon Johnson, the city attorney for the City  
4 of Keizer. Um, and Shannon, will you do me a favor, for the  
5 transcription -

6

7 Shannon Johnson: Sure, man.

8

9 Jim Ferraris: - your voice, and just, uh, say and spell your  
10 first and last name.

11

12 Shannon Johnson: Sure, it's Shannon, S-H-A-N-N-ON, Johnson,  
13 J-O-H-N-S-O-N. Actually, the first formal name, it's Eric, E-R-  
14 I-C. I go by my middle name.

15

16 Jim Ferraris: And so Shannon, I'm contracted as you know, with  
17 the city to investigate a matter, um, of a discharge of a  
18 firearm at City Hall with Chris Eppley, the city manager on  
19 March 4th of this year. So, um, could you just walk me through,  
20 um, where you were when this occurred, uh, what time it was -

21

22 Shannon Johnson: Mm hmm.

23

24 Jim Ferraris: - um, what you were doing, uh -

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

25

26 Shannon Johnson: Right.

27

28 Jim Ferraris: - what you heard, what you saw and then we'll get  
29 into aftermath -

30

31 Shannon Johnson: Okay.

32

33 Jim Ferraris: - and then you can give me that too.

34

35 Shannon Johnson: \*\*\*\* tell, tell me what happened next.

36

37 Jim Ferraris: Yeah.

38

39 Shannon Johnson: So, uh, I can tell you almost the exact time  
40 'cause it was shortly after noon and I was just doing something  
41 on my computer about to head out, uh, for lunch. I mean,  
42 literally, like 12:04, 12:06, something like that. And I was  
43 either standing up to go or just about to stand up to go when I  
44 heard a very loud sound that at first I did not recognize. I  
45 started to towards the break, I, I, I jumped up, started to go  
46 towards the break room and then it hit me what it was. And I  
47 went to Chris's office, which is, uh, right by my office and the  
48 legal assistant's office in the corner of the building. I went

**INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021**

49 into the doorway of Chris's office and he was sitting facing his  
50 desk like he would normally face it straight onto the desk, his  
51 hands underneath the desk and he, and what I think was a pretty  
52 calm manner, said it's okay, it's okay. And I just left. I  
53 didn't ask any questions, I just left. I went back to my  
54 office. Um, he, um, at some point, my assistant, Tammy Harms,  
55 right in that same time zone said something like I know what  
56 that sound is. And she grew up on a farm. Uh, Jeff Heyen,  
57 that's Heyen, I believe, one of the IT people, before I had  
58 hardly turned around from Chris's doorway came walking fast, and  
59 sayin' what is it, what is it and when I was in my office, a few  
60 seconds later, Chri, I mean, barely right on my tail,  
61 practically, Chris AME out into the, uh, foyer, the opening,  
62 the, the figure between our offices in the corner and said it's  
63 okay, it's okay to Jeff. Um, I heard some hubbub in the kitchen  
64 but I couldn't hear what was being said, the break room. So  
65 then literally, Chris Meyers said a few words then to Tammy but  
66 I think it was later, after we spoke. Chris came to my office  
67 and took a deep breath and said w, uh, what do I do? And I said  
68 well, I think you're gonna have to report yourself to Michelle,  
69 who's the HR director. And I said from there, I'm not sure  
70 where it goes, Chris. So he sat down for just not that long and  
71 apologized profusely, which was the beginning of several  
72 apologies over the next 2 days. He got up, we talked for a few

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

73 minute. I said, you know, it's gonna be up to the counsel. Um,

74 I don't -

75

76 Jim Ferraris: Is th, was that in response to him asking what's

77 gonna happen to me?

78

79 Shannon Johnson: What, what could happen. Well, he didn't

80 say what's happen to me, he says what do I do next.

81

82 Jim Ferraris: Okay.

83

84 Shannon Johnson: And I said I think you need to report

85 yourself to Michelle, as HR person. Um, which in hindsight

86 probably woulda been better to report to the mayor but I'll get

87 into that part later, Jim. Um, anyway, following

88 chronologically still, he left my office after a few moments.

89 We really didn't discuss it at length at that time. Um, and he

90 went out and apologized to Tammy, my assistant, right next door,

91 I'm very sorry. And I, and, and then he may have described

92 briefly what went wrong at that time but I didn't understand and

93 he said something about, um, trying to take it apart or

94 whatever, but he, he talked about that a little bit more later,

95 so still following a chronology, he apologized to Tammy and I

96 heard Tammy kind of chuckle a little, that's okay, or whatever,

**INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021**

97 but it wasn't okay. He left and shortly after he left, she came  
98 to my door and she was tearing up a little bit and said, uh, I  
99 gotta take care of a couple things and I'm takin' the rest of  
100 the day off. And, um, I'll just follow chron, chronology here,  
101 Jim. You might remind me I had a phone conversation with her  
102 '24 hours later about that. Um, when we get to that part, I'll  
103 try to remember. So right after that, um, well, it was way past  
104 lunchtime so I went to lunch. Um, and spoke a couple of times  
105 to our, uh, labor attorney that afternoon after Michelle got  
106 word to them.

107

108 Jim Ferraris: That was Cathy Peck?

109

110 Shannon Johnson: Cathy Peck and her, um partner.

111

112 Jim Ferraris: Oh, Deanna Rubinoff?

113

114 Shannon Johnson: Yeah.

115

116 Jim Ferraris: Okay.

117

118 Shannon Johnson: Yeah, so I know, you know those folks.

119

120 Jim Ferraris: Mm hmm.

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

121

122 Shannon Johnson: So, let's see. After I got back from lunch  
123 I talked to Cathy Peck in, like, car parking lot coming back  
124 from lunch. Um, I think Chris came over again. I, I know he  
125 did. I'm trying to remember if it was just once or twice that  
126 day to try to follow the chronology and apologize really  
127 profusely -

128

129 Jim Ferraris: Back to your office?

130

131 Shannon Johnson: - and back to my office again and he said I  
132 did - oh, he, he told me shortly after I got back that he had,  
133 uh, Michelle was gone so he reported to Kristen, Michelle's  
134 assistant, who obviously got a hold of Michelle right away who  
135 obviously got a hold of Cathy Peck right away, um, and he said  
136 he filled out an incident report, um, and he talked to the  
137 mayor. So then, see, like I said, he came back to my office.  
138 That was earlier right after lunch and that was at his doorway  
139 to be precise. That was a short discussion about what he had  
140 done. Uh, later that afternoon, he came to my office and he sat  
141 down and we talked for a few minutes and he said that he never  
142 does that. That, that he never brings an assembled gun into  
143 City Hall, I don't know what I was thinking, quote unquote. I  
144 don't know how it happened. He brings in Park. Uh, he said

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

145 sometimes he will ch, he has bag he keeps it in, he'll bring it,

146 and I don't know what the thing -

147

148 Jim Ferraris: A slide and a frame?

149

150 Shannon Johnson: Yeah. So he either brings, like he called

151 the bottom part or the top part, but now call -

152

153 Jim Ferraris: Bottom would be the frame, top the slide on a -

154

155 Shannon Johnson: Yeah.

156

157 Jim Ferraris: - semiautomatic.

158

159 Shannon Johnson: Yes. So and he said I, I don't, I don't

160 know what I was thinking. I, I just, I, uh, yeah, he said I

161 still can't believe it. And he said I'm still shaking a little

162 bit, and I think that part, I talked to him at least twice, Jim,

163 that afternoon. Well, 'cause I remember, you know, how you

164 visualize, part of that discussion I'm describing might've been

165 at his doorway, uh, h, on the card, I know he came to my office,

166 but he described to me that, that he brings, well, a piece in

167 and he dis, he disassembles it sometimes in his car but he

168 brings in only a part gun, so he doesn't have a, an assembled

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

169 gun. And he said he was in a hurry. He said, y - I said what  
170 was the hurry. He said he's, had, had some Zoom meeting or  
171 whatever and I was, like, okay. Um, so at that time, we're  
172 still talking Thursday afternoon, he again apologized a couple  
173 more times and just said, uh, I, j, he said because I, I'm  
174 somewhat being safe. I just, I don't, I just don't know what  
175 happened. Um, so that's all I can remember from Thursday. I  
176 don't think I talked to anyone other than Tammy, but I only  
177 talked briefly to her on Thursday, and she left. And she left  
178 before these conversations I had with Chris. She left shortly,  
179 well, she left, you know, before I came back from lunch. Sure,  
180 I'm, so. So on Friday, um, Chris apologized at least twice that  
181 day. He used the phrase I am so embarrassed. This mighta been  
182 Monday. We did not talk about this Tuesday at all. Uh, can't  
183 recall, but he did a, we did again, uh, on, on Monday. So Jim,  
184 some of this mighta been Friday, some of this mighta been  
185 Monday. I was, just, like, so, ha, before hardly anything,  
186 Michelle had texted me on Thursday and said is Tammy okay?  
187 Should I call her? If so, could you give me a number and I s, I  
188 texted back she's not okay. Here's the number. If you leave a  
189 message, tell her she doesn't need to call unless she wants to  
190 talk. 'Cause I didn't her to think and Michelle didn't want her  
191 to think it was, we're startin' an investigation already. It  
192 was more the, what I call the touchy feely side of HR, if you



INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

193 know what I mean. So, heh, on Friday morning, getting back to  
194 my slot that I didn't wanna forget about, heh, Janet calls me.  
195 And why I'm, she also asked, Michelle asked is she, is she, was  
196 she scheduled to be out Friday or is this because of the  
197 incident. I said no, she had, already had, she had a medical  
198 thing she was out all day Friday, she's already scheduled. So  
199 when I talk to Tammy, just so, I, I know you wanna get the full  
200 story, heh, she says look, so I don't need to call her back?  
201 She goes, yeah, she's, uh, I'll talk. She goes, look, I'm not  
202 all that upset. She said it was just one more thing on a bad  
203 week. And we had a bad week. We had computer problems the  
204 better part of 2 days and some deadlines and you know, it's a  
205 little bit of a high pressure, you know, more than a little bit  
206 of a high pressure job, right? So she says, it would just on  
207 top of everything else, she says, so I just can't think what  
208 he's thinkin'. And I said something about him apologizing and  
209 she said well, that's the other reason I believe, I didn't wanna  
210 hear any more apologies, so, I, and she says the other thing  
211 that I love, she said, she goes my other problem is I was about  
212 to go into mom mode and he wouldn't wanna hear that.

213

214 Jim Ferraris: Uh huh?

215

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

216 Shannon Johnson: And believe me, Tammy can go into mom mode,  
217 so yeah. So, anyway. Like, what the hell were you thinkin',  
218 you know? That's kinda the attitude we had when we were talking  
219 on the phone. So that was Friday morning. Um, other than  
220 discussing briefly with Michelle and Cathy Peck which, um isn't  
221 really - I mean, I don't know really what we talked about other  
222 than process. I told them I did not wanna be involved, uh,  
223 unless they had a specific process question that I could answer,  
224 given the circumstances; I'm a witness, I considered myself, um,  
225 I'm friends with Chris, and I'm not an employment lawyer. And  
226 that's what we have employment lawyers for. So, so that's  
227 Friday morning. Chris and I talked a little more at length  
228 Friday afternoon. That's when he apologized. But I don't think  
229 his full explanation of, of how exactly it happened was until  
230 Monday? It may have been Friday afternoon, but I think it was  
231 Monday, and he apologized again. And, again, I think maybe I  
232 already said this, Jim, but he said I'm embarrassed, humiliated,  
233 and shamed, something, words to that effect, I just, I just, I,  
234 uh, what am I doing with a, a gun at work, what am I doing with  
235 a gun at work, I don't know - You know? Anyway. So that was  
236 what he told me. And then, because I don't understand guns, he  
237 said - And I don't remember if I actually asked him what  
238 happened or if he volunteered it, Jim. I'm sorry, I don't  
239 remember that part. M, but he said he was, uh, huh, something

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

240 with the barrel? He had an, he was gonna swap out a barrel?

241 Can you swap out just the barrel?

242

243 Jim Ferraris: Yes.

244

245 Shannon Johnson: Ohh? Okay. It looks to me like it's -

246 Well, I didn't see the gun at all. I never did see it by the

247 way. He had it down like this, I never saw the gun.

248

249 Jim Ferraris: Right.

250

251 Shannon Johnson: Anyway, he, I, I thought he said he was

252 gonna swap out the barrel? And he didn't disassemble it? You

253 know? Like he should have. And, and brought it in, you know,

254 intact. And - This is the part, it's like, wow, you really

255 weren't thinking, were you. Because I thought he was trying to

256 pull it apart and be - I mean, I don't know how a gun works? It

257 seems weird that the bullet would go off when you're just trying

258 to pull it apart. Well, no - And this won't be a surprise to

259 you. Is that he said he was trying to pull it out and it

260 wouldn't come out and the way to release the slide on those guns

261 is to pull the trigger. He had - Does that sound familiar?

262

263 Jim Ferraris: Well, uh -

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

264

265 Shannon Johnson: Some, some guns?

266

267 Jim Ferraris: - it depends on which model. A Glock -

268

269 Shannon Johnson: Yeah?

270

271 Jim Ferraris: On a Glock, the proper way to do it is once the  
272 magazine is out and you've checked the chamber to make sure that  
273 there is not a live round in the chamber, you close the slide,  
274 and you do pull the trigger, and then there are two prongs on  
275 either side of the slide that you pull down, and then the slide  
276 will come off of the frame.

277

278 Shannon Johnson: Right.

279

280 Jim Ferraris: But the key is to make sure that the gun is  
281 always unloaded.

282

283 Shannon Johnson: Unloaded!

284

285 Jim Ferraris: Yeah.

286

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

287 Shannon Johnson: So, what he says, it wasn't coming off and  
288 so he realized, well, the way to get the slide off is you, you  
289 pull the trigger.

290

291 Jim Ferraris: Mm hmm.

292

293 Shannon Johnson: And that's how it happened. And that's how  
294 he explained it happened to me. And he said I just don't - You  
295 know? And, I mean, I don't know that he's ever brought an  
296 assembled gun in? I've never seen one. Um, so let's see if  
297 there's anything else -

298

299 Jim Ferraris: Did, uh, when he talked about that, did -

300

301 Shannon Johnson: Uh huh?

302

303 Jim Ferraris: - he talk about whether the gun was loaded or  
304 unloaded, or if he had taken steps to unload it, or -

305

306 Shannon Johnson: \*\*\*\* -

307

308 Jim Ferraris: - ensure that it was unloaded?

309

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

310 Shannon Johnson: He, he, he, he w, \*\*\*\*, other than I can't  
311 belie - S, he says that I couldn't believe it was loaded. Maybe  
312 he said something like that? He didn't really explain that part  
313 to me, and I didn't ask. I mean, it was obviously a, uh, a  
314 tremendous lapse on his part. You know? I mean, he not only  
315 shouldn't have brought the gun in, but he didn't - I mean, it  
316 doesn't matter where you are, you make sure it's unloaded. You  
317 know? People make mistakes. That's the p, problem is making a  
318 mistake with a gun can be a lot worse than other mistakes,  
319 right? You know? It's like I tell my kids - It's like they  
320 don't - Well? My boy is, my boy is in to firearms more now, but  
321 when they were younger, the most dangerous thing the average  
322 person does is drive a car.

323

324 Jim Ferraris: Mm.

325

326 Shannon Johnson: And people forget that. It's like pay  
327 attention to what you're doing. This is another example. I  
328 mean, a gun - I mean, even worse - Usually? And so it's like,  
329 but people are human. You know? So - I can't - I mean, he  
330 apologized and apologize and said, you know, not only - Of  
331 course? Uh, uh, it's not just an apology, generally, it's to  
332 you and Tammy for, for putting you in, at risk.

333

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

334 Jim Ferraris: \*\*\*\* -

335

336 Shannon Johnson: \*\*\*\* just forget about w, that's it's a  
337 violation, you know, it's, it's just putting you at risk and I  
338 am so, so sorry. Um, so, um, you know, I, I really can't think  
339 of anything else in the last 3 days.

340

341 Jim Ferraris: Okay? Um, So, Shannon, how did, um, - When ya  
342 heard that boom?

343

344 Shannon Johnson: Hmm - Yeah?

345

346 Jim Ferraris: Which was the gunshot, um - How did that make you  
347 feel in the moment?

348

349 Shannon Johnson: Well, you know, in the exact moment? I was  
350 n, not scared, and, like I said, for a few seconds I didn't  
351 recognize it, but then I, uh - It was just a few seconds to jump  
352 out my door into the foyer \*\*\*\*, like, I wonder if that's what I  
353 think it is, and went to Chris's office, and then found him in  
354 that position. Um, so to answer your question, I was a little  
355 stunned. Um, I didn't, I wasn't really, like, scared, but the  
356 more I thought about it, of course, mad would be a good word; I  
357 was upset that, uh, he had done that. Um, \*\*\*\*, um, -

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

358

359 Jim Ferraris: Is that -

360

361 Shannon Johnson: - but other than that -

362

363 Jim Ferraris: - because it, I mean, is that because it could  
364 have put people at risk? Including yourself?

365

366 Shannon Johnson: Yeah. Yeah. Plus, I, uh, it's just the  
367 fact that it, - That's the main reason, Jim? That it's just the  
368 fact too that it's so, I mean, in my mind, pretty clearly a  
369 violation. Well? Uh, Well, I will - That, -that reminds me,  
370 have you ever - One other thing that he said, and it was the  
371 only time I guess, maybe we talked about it a couple times  
372 briefly. Rather than the incident, itself, the aftermath is,  
373 um, you know, ih, he mentioned that there is precedent for it,  
374 but he was talking about PD. And he mentioned the time that for  
375 - You know Kurt Barker?

376

377 Jim Ferraris: Oh? Kent Barker?

378

379 Shannon Johnson: Kent Barker.

380

381 Jim Ferraris: Mm hmm.



INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

382

383 Shannon Johnson: Kirk is his, Kurt is his brother.

384

385 Jim Ferraris: Mm hmm?

386

387 Shannon Johnson: I knew Kent when - Oh, God! He was a kid!

388

389 Jim Ferraris: Mm hmm?

390

391 Shannon Johnson: You know? He, he ended up marrying our

392 secretary at the law firm? Becky?

393

394 Jim Ferraris: Oh, yeah, I know Becky \*\*\*\*.

395

396 Shannon Johnson: She w, she was - He met her at our law

397 office -

398

399 Jim Ferraris: Okay?

400

401 Shannon Johnson: - in the eighties I think.

402

403 Jim Ferraris: Mm hmm?

404

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

405 Shannon Johnson: Anyway, apparently, uh, Kent had a incident  
406 like a f, a lifetime ago with a - You know? And I said, well,  
407 yeah, but, Chris, that's in PD. Huh? Uh, you know, they're  
408 allowed to have guns over there. You know? So, um, and other  
409 than that, he did mention - And he was kinda talking out loud  
410 trying, trying to think, trying to make himself feel a little  
411 better. He goes, well, as he's talking about it, you know, what  
412 kinda trouble is he gonna be in, what kinda discipline is the  
413 council gonna look at, and, and that, you know, whether it's an  
414 incident without any malice, without any, um, you know, bad  
415 intent at all, and, you know, I sort of nodded. I mean, yeah,  
416 that's true. Um, -

417

418 Jim Ferraris: So you didn't answer his question about what kind  
419 of trouble he was in?

420

421 Shannon Johnson: I couldn't. That's -

422

423 Jim Ferraris: Right.

424

425 Shannon Johnson: - not - I said, - Oh? I think I might have  
426 said, well, that's up to the council. You know? I said, yeah,  
427 that's, that's the problem. I said this would be bad enough if

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

428 it was a regular employee, but because it's not, I mean, this is  
429 the council's deal.

430

431 Jim Ferraris: Mm hmm?

432

433 Shannon Johnson: You know? It's not my deal, it's not  
434 Michelle's deal, it's not Cathy Peck's deal, -

435

436 Jim Ferraris: \*\*\*\* -

437

438 Shannon Johnson: - it's, it's the councils.

439

440 Jim Ferraris: Now, do you report to the City Manager or do you  
441 report directly to the council?

442

443 Shannon Johnson: I report directly to the council officially.  
444 I'm a charter officer, which is a joke that Chris and I had  
445 years ago - We haven't joked about it as much as I u - You know?  
446 You're not the boss of me? I've worked with him for 21 years.

447

448 Jim Ferraris: Mm hmm?

449

450 Shannon Johnson: He came here - He was 29 years old?

451

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

452 Jim Ferraris: Mm hmm?

453

454 Shannon Johnson: He just turned 50 yesterday.

455

456 Jim Ferraris: Mm hmm?

457

458 Shannon Johnson: Um, and, you know, we have a great working  
459 relationship; every day, day-to-day things I might say, okay,  
460 what do you wanna do on this, but I don't report to him, I'm a  
461 charter officer.

462

463 Jim Ferraris: Okay. So Monday, that was all Monday?

464

465 Shannon Johnson: Yeah. Mon, - Thursday, Friday, Monday.

466

467 Jim Ferraris: Okay? Any other conversations with him since  
468 Monday?

469

470 Shannon Johnson: No.

471

472 Jim Ferraris: About this?

473

474 Shannon Johnson: No. Mm mm.

475

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

476 Jim Ferraris: Okay.

477

478 Shannon Johnson: No. I don't, I don't think we mentioned it  
479 at all on Tuesday? I'm pretty sure. And I haven't seen him at  
480 all today. I was 1, I was look ate, I was late - I was getting  
481 my shot this morning.

482

483 Jim Ferraris: Okay.

484

485 Shannon Johnson: I had to drive all the way to the Gran Ron?

486

487 Jim Ferraris: Is there anything relevant, um, that you'd wanna  
488 share from other people that we haven't talked about?

489

490 Shannon Johnson: In terms of something -

491

492 Jim Ferraris: In, in -

493

494 Shannon Johnson: - somebody else -

495

496 Jim Ferraris: - in -

497

498 Shannon Johnson: - said?

499

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

500 Jim Ferraris: Connected to this; yes.

501

502 Shannon Johnson: No? Um, the only person, other than

503 Michelle, that I've talked to is Tammy -

504

505 Jim Ferraris: Okay?

506

507 Shannon Johnson: - about this in, as far as employees go.

508

509 Jim Ferraris: Yeah.

510

511 Shannon Johnson: You know? And, no - I mean, other, you

512 know, other than, as I described it, - And I don't know that

513 Tammy and I talked in person on Monday?

514

515 Jim Ferraris: Mm hmm?

516

517 Shannon Johnson: A little bit. You know? What the hell was

518 he thinkin'. It was mainly a phone call with her on Friday when

519 she was out. Um, I mean, we both said, boy, this is gonna be a

520 mess. You know? This is, this is not gonna be a b, this is not

521 gonna be easy.

522

523 Jim Ferraris: Sure. How 'bout Kristen? Did you -

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

524

525 Shannon Johnson: No.

526

527 Jim Ferraris: Did you chat with her in -

528

529 Shannon Johnson: N -

530

531 Jim Ferraris: - the aftermath of the incident?

532

533 Shannon Johnson: No.

534

535 Jim Ferraris: Okay.

536

537 Shannon Johnson: Not at all.

538

539 Jim Ferraris: Okay. Perfect.

540

541 Shannon Johnson: Mm mm.

542

543 Jim Ferraris: Okay? Um, and as, as the city attorney, you're

544 involved in policy development?

545

546 Shannon Johnson: Yes.

547

INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

548 Jim Ferraris: Correct? And, and is there a City of Keizer  
549 policy prohibiting possession of firearms by non-police  
550 employees on City property?

551

552 Shannon Johnson: I haven't read it, but I'm certain that  
553 there is? According to Michelle there is? I, I, I remember  
554 that we talked about it, as department heads, several years ago  
555 about whether or not we should look at any exceptions or p, - I  
556 mean, the council approves the personnel policies? But we  
557 occasionally take tweaks to them and, as I recall, uh, I thought  
558 it was pretty locked where it's like, no, you can't have a gun,  
559 except for PD, you know - I d, I don't remember the exact  
560 language though, Jim, so - I'm sure you have it. Or Michelle  
561 can give it to you?

562

563 Jim Ferraris: Okay. Okay, Shannon? Um, anything else that you  
564 can recall?

565

566 Shannon Johnson: No.

567

568 Jim Ferraris: Okay.

569

570 Shannon Johnson: That's about all I can -

571



INTERVIEW OF SHANNON JOHNSON, MARCH 10, 2021

572 Jim Ferraris: We'll go ahead and we'll go off tape. It's

573 2 p.m.

574

575

576

577

578

579

SpeakWrite

580

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581

Job Number: 21069-001

582

Date: 03/10/2021

583

Billed Words: 4204

**Shannon Johnson Follow Up Interview March 10, 2021**

Jim: We're back on tape for a quick moment. Uh, Shannon, you wanted to relay one more thing.

Shannon: Yeah, well, you reminded me while the tape was off, Jim, one of the things that Chris mentioned, and I think it mighta been Monday, was that he said guns are, are a tool, you know, I mean, they don't go off by themselves, you know, so, you know, you, you know, somebody has to use it or somethin' in the instance. They don't, most guns don't even go off if you drop 'em, you know, so, he said, you know, and that's when again, you know, it's kind of in the midst of his apology again, so, but that's, you know, that's the only follow up that I could remember.

Jim: Okay, great. Thank you. We'll go back off tape.

SpeakWrite  
www.speakwrite.com  
Job Number: 21069-002  
Date: 03/10/2021  
Billed Words: 140

**INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021**

1 Jim Ferraris: This is, uh, Jim Ferraris. I'm a contract  
2 investigator hired by the City of Keizer to look into, um, a  
3 matter involving the city manager Chris Eppley, and, uh, I'm in  
4 a, an office in the HR area of City Hall with Tammy Harms. And  
5 it is about, uh, 10 after 2 on the 10<sup>th</sup> of March. Tammy, will  
6 you do me a favor and spell your first and last names so the  
7 transcriptionist can recognize your voice?

8

9 Tammie Harms: Sure. It's Tammy Harms, T-A-M-M-I-E, H-A-R-M-S.

10

11 Jim Ferraris: Great. Thanks. So my understanding is there was  
12 an incident on March 4<sup>th</sup>, uh, involving Mr. Eppley, and, and you  
13 are the legal assistant -

14

15 Tammie Harms: Yes.

16

17 Jim Ferraris: - or executive assistant.

18

19 Tammie Harms: Legal assistant.

20

21 Jim Ferraris: Okay. So do you, do you work with, um, the city  
22 attorney and the city manager?

23

24 Tammie Harms: Yes, I do.

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

25

26 Jim Ferraris: Okay. Where's your office located?

27

28 Tammie Harms: Uh, -

29

30 Jim Ferraris: In, in relation to theirs, in rela, primarily -

31

32 Tammie Harms: Between them.

33

34 Jim Ferraris: - the city manager. Okay, so it's in a row. It

35 would be the city attorney, then you, then the city manager.

36

37 Tammie Harms: That's correct.

38

39 Jim Ferraris: Okay. And, um, can you explain to me what, what

40 happened on March 4<sup>th</sup>?

41

42 Tammie Harms: Well, uh, I was on the phone, on hold, and I

43 heard a large, uh, sound -

44

45 Jim Ferraris: Mm hmm.

46

47 Tammie Harms: - which sounded like a gunshot, but I couldn't

48 imagine that happening. Uh, so I immediately hung up the phone

**INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021**

49 'cause I didn't really need to talk to that person, and I went  
50 out there and asked, what was that? And, uh, Chris Eppley was  
51 coming out of his office and goes, it's okay, it's okay. And  
52 some other people came. What was that? What was that? So oh,  
53 you know, excitement.

54

55 Jim Ferraris: Mm hmm. Okay.

56

57 Tammie Harms: Does that answer your question?

58

59 Jim Ferraris: Yes, it does.

60

61 Tammie Harms: Okay.

62

63 Jim Ferraris: Um, so how did, uh, how did Chris appear? Was  
64 he, was he, did he appear upset? Did he appear calm? Um,  
65 things of that nature.

66

67 Tammie Harms: Um, hmm, I think he was upset.

68

69 Jim Ferraris: Okay.

70

71 Tammie Harms: He later came into my office and apologized.

72

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

73 Jim Ferraris: How long after - so did this happen around the  
74 noon hour?

75

76 Tammie Harms: Right, right before noon hour.

77

78 Jim Ferraris: Okay. Um, when did Chris come to your office?

79

80 Tammie Harms: Well, I saw him in the hal, in the little, uh,  
81 reception area there that we have, the wa, waiting area.

82

83 Jim Ferraris: Mm hmm.

84

85 Tammie Harms: And then, um, he, uh, told all the people that  
86 were gathering, you know, every, everything's okay. And then I  
87 know he went to talk to the city attorney, and I went to the  
88 kitchen area to decide about lunch and look at the puzzle and  
89 the puzzle was done so I was upset because that's my calming  
90 mechanism here.

91

92 Jim Ferraris: Sure.

93

94 Tammie Harms: And, uh, I went back to my office with some food  
95 and that's when he came in and apologized. So 20 minutes maybe

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

96 because of his talking to the city attorney first, but pretty,  
97 pretty quick in my mind.

98

99 Jim Ferraris: So what did Chris say?

100

101 Tammie Harms: He, he said, "I, I wanna apologize to you, too.  
102 I didn't realize there was a round in the magazine", as best as  
103 I can remember.

104

105 Jim Ferraris: Are you a gun person at all?

106

107 Tammie Harms: No, I am not.

108

109 Jim Ferraris: So does, when he said that, would that lead you  
110 to believe the gun was loaded?

111

112 Tammie Harms: Yes.

113

114 Jim Ferraris: Okay. Have you heard a gunshot before?

115

116 Tammie Harms: Yes.

117

118 Jim Ferraris: Okay. So, wh -

119

**INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021**

120 Tammie Harms: Not in the building, though.

121

122 Jim Ferraris: Correct.

123

124 Tammie Harms: Outside.

125

126 Jim Ferraris: Did you, uh, when you heard that loud sound, what

127 did that sound like to you?

128

129 Tammie Harms: It sounded like a gunshot.

130

131 Jim Ferraris: Okay. Um, -

132

133 Tammie Harms: Or something blowing up.

134

135 Jim Ferraris: Sure. Did, uh, Chris say anything else after

136 that?

137

138 Tammie Harms: He was just very apologetic that this occurred.

139

140 Jim Ferraris: Okay. And did he leave at that point?

141



**INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021**

142 Tammie Harms: Out my office? Yeah, 'cause I wasn't really  
143 givin' him any feedback. I didn't know what kind of feedback to  
144 give so -

145

146 Jim Ferraris: Sure.

147

148 Tammie Harms: - I wasn't feeding back so then he got up and,  
149 and left.

150

151 Jim Ferraris: Okay. Can you tell me, um, how did that whole  
152 incident make you feel and did it - and, and I'm curious if it,  
153 um, how did it affect you?

154

155 Tammie Harms: Well, that particular day, I had been havin' no  
156 really bad week.

157

158 Jim Ferraris: Mm hmm.

159

160 Tammie Harms: The computer had been down 3 days in a row, and I  
161 was not being able to accomplish work. I had some personal  
162 issues. I had a doctor appointment the next day I wasn't  
163 looking forward to, and so I was kind of on the high stress  
164 level already. And so when this happened, it was like I'm done.  
165 I'm done, I'm done, I'm done, and, and after the puzzle was

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

166 already done, I went to, my boss is really the city attorney,  
167 that's who my supervisor is, and I just said I'm leaving. I'm  
168 out of here, like, \*\*\*\*. Um, probably because I felt like mom  
169 mode and I should go in there and just you're bad, you're, what  
170 were you thinkin'? You know, that was really a stupid thing,  
171 you know, and that's not appropriate to do to your boss, so. I  
172 figured, better leave. And I didn't know how to , how to, how I  
173 should answer people's questions if they asked if I knew what it  
174 was or that type of thing.

175

176 Jim Ferraris: Mm hmm.

177

178 Tammie Harms: So I thought I better just defuse this and too  
179 much stress, too much not knowing, you know, being ready to  
180 answer so I left.

181

182 Jim Ferraris: Did the, did the gunshot scare you?

183

184 Tammie Harms: If you mean did I think that it might've hurt me  
185 or that type of thing or just \*\*\*\*

186

187 Jim Ferraris: Well, did it scare you? Did it cause you to be  
188 fearful? Were you concerned about your safety?

189

**INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021**

190 Tammie Harms: No.

191

192 Jim Ferraris: Okay.

193

194 Tammie Harms: I was more angry, I think, than anything.

195

196 Jim Ferraris: Okay. And why?

197

198 Tammie Harms: Hm, 'cause I know it makes a lot of work, and  
199 \*\*\*\* having the city manager do something that's not allowed or  
200 you don't want happen is not a good thing. And being the legal  
201 assistant, you know, I know about these kind of ramifications  
202 versus just, you know, the person who doesn't think about these  
203 kind of processes.

204

205 Jim Ferraris: Mm hum.

206

207 Tammie Harms: So it's a different level of, you know,  
208 mentality. But I, I didn't really even think about, oh, that  
209 coulda been aimed at my office. It coulda went through the wall  
210 or that type of thing. I, that didn't even occur to me until I  
211 went home and I went, hum, yeah, that coulda been aimed towards  
212 my office. I wonder which way it went, you know, but that was  
213 after, afterthought type of thing, not immediate.

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

214

215 Jim Ferraris: Did you ever answer that question for yourself  
216 about, um, where that round could have gone? Did you ever go  
217 out and look and see -

218

219 Tammie Harms: I, I -

220

221 Jim Ferraris: - \*\*\*\* bullet?

222

223 Tammie Harms: - did, yeah, when I came back to work on Monday  
224 'cause I l, I already had Friday scheduled off. So, so I, when  
225 I came back on Monday, I just asked the, the city attorney if he  
226 knew where, where it had went.

227

228 Jim Ferraris: Mm hmm. And what did he tell you?

229

230 Tammie Harms: He said it went through his desk. He says, "If  
231 you, if you look through the door, you can see the duct tape."  
232 But, you know, I, I do think about, well, you know, it could,  
233 he, he, he could've hurt himself. He could've hurt, I mean,  
234 it's, in my own opinion, you know, you, you shouldn't, you  
235 shouldn't have a weapon if you, if you're not really, that's the  
236 first thing you know. I don't even like guns and I don't own  
237 any -

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

238

239 Jim Ferraris: Mm hmm.

240

241 Tammie Harms: - and I know the first thing you're supposed to  
242 do before you, you know, do anything with a gun is to make sure  
243 there's no -

244

245 Jim Ferraris: Mm hmm.

246

247 Tammie Harms: - ammunition in it.

248

249 Jim Ferraris: Did you have any other conversation or did Chris  
250 have any other conversations with you since that apology?

251

252 Tammie Harms: No, \*\*\*\*, no, we have not talked about this  
253 incident.

254

255 Jim Ferraris: Okay. Has anybody else come to you and told you  
256 that, um, that they heard it or knew what had happened?

257

258 Tammie Harms: No, nobody's come to me and talked to me about  
259 it.

260

261 Jim Ferraris: Okay.

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

262

263 Tammie Harms: I mean, Shannon and I have talked, you know, -

264

265 Jim Ferraris: Sure.

266

267 Tammie Harms: -just because of our -

268

269 Jim Ferraris: Sure.

270

271 Tammie Harms: - that's what we do, you know, -

272

273 Jim Ferraris: Okay.

274

275 Tammie Harms: - city attorney and legal assistant, so.

276

277 Jim Ferraris: Okay. And my understanding is that you've

278 chaired the safety committee here in the city.

279

280 Tammie Harms: Yes, I used to be, Mm hmm.

281

282 Jim Ferraris: And were firearms ever discussed as part of the

283 safety committee agenda or the policy against having firearms in

284 the city buildings?

285

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

286 Tammie Harms: Well, that, that's in our personnel policies and  
287 so, um, yeah, it's, it's been developed into the personnel  
288 policies and the safety committee has, um, just kind of tried to  
289 enforce those type of rules, too.

290

291 Jim Ferraris: Mm hmm. Have, uh, has the safety committee ever  
292 had to take any action on a firearms related matter during the  
293 time you've been involved with the safety committee?

294

295 Tammie Harms: Not that my memory, uh, serves me.

296

297 Jim Ferraris: Okay. Great. Anything else that, about this you  
298 think I need to know?

299

300 Tammie Harms: I don't really have that much more information.

301

302 Jim Ferraris: Okay. Very good. Well, thank you.

303

304 Tammie Harms: \*\*\*\*

305

306 Jim Ferraris: I'm gonna turn the tape off now, so it is, uh,  
307 2:20 p.m.

308

309

INTERVIEW OF TAMMIE HARMS, MARCH 10, 2021

310

311

312

313

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**INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021**

1 Jim Ferraris: Okay. We're on tape. It's, uh, 2:50 in the  
2 afternoon and it's March 10<sup>th</sup>. I'm at Kaiser City Hall in, uh,  
3 an office in the HR suite. My name is Jim Ferraris. I'm a  
4 contract investigator working on behalf of the City of Kaiser.  
5 And with me is Kristen Meyers. Kristen, would you spell your  
6 first and last name so the transcriptionist can have it  
7 accurately reflected.

8

9 Kristen Meyers: Certainly. Kristen, K-R-I-S-T-E-N. Meyers,  
10 M-E-Y-E-R-S.

11

12 Jim Ferraris: So Kristen, I'm investigating the, uh, incident  
13 involving Chris Epply with a negligent discharge of a firearm in  
14 his office on March 4<sup>th</sup>, and could you tell me, um, when that  
15 occurred, where you were, what you were doing, uh, what you  
16 heard or saw? Things of that nature.

17

18 Kristen Meyers: Okay. I was sitting in my office. Uh, it  
19 was around the noon hour. What exact time, no clue. Um, I  
20 recall it being the noon hour because there were, um, a couple  
21 people in the lunchroom. Uh, Jeff Hyan and Tammy Harms. Uh, I  
22 heard what sounded like a big explosion. My initial thought was  
23 I hope Jeff is okay because I thought the microwave blew up.  
24 And so I walked outta my office, peeked my head around the

**INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021**

25 corner, since it's just right down the hall from me, um, and he,  
26 uh, Jeff, I believe, was walking out of the kitchen down the  
27 hallway, which would lead down to, to Chris' office. And I  
28 simply stepped into the, the hallway and said is everything  
29 okay? And, um, Chris was walking out and he said, you know,  
30 everything's fine and, uh, Dawn Wilson, she's a, a person in UB,  
31 uh, was walking up the other hallway from the finance area. And  
32 she asked if everything was okay. Uh, and Chris said it was and  
33 I typically will joke around, so I said something humorous such  
34 as all right, everything's okay. We can stand down and I went  
35 back to, to my office. Um, I went re, relatively soon after  
36 that, I went back out into, um, the kitchen to probably heat  
37 something up, um, and I was chatting with Jeff and Tammy. And I  
38 said is, is everybody okay? And, um, I said for a second there,  
39 I thought maybe that was a gunshot. And, uh, Tammy said  
40 something to the effect of well, I have an idea of what that  
41 was. She did not look very happy. Uh, so I, I didn't pursue  
42 that, but Jeff had said most certainly that I, I know what  
43 gunshots sound like. That was not a gunshot. I'm like okay.  
44 Well, as long as everybody's okay. And I dropped it at that.  
45 And then Chris came down to my office, er, I was walking down  
46 the hallway and he asked, as he was coming out of, so he was  
47 meeting me, I guess, in the middle. And he asked if he could

**INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021**

48 talk to me and I said sure. So we walked back to my office  
49 together and then he explained what happened.

50

51 Jim Ferraris: So you went to your office.

52

53 Kristen Meyers: Yes, yeah. Well, I just, whatever I was  
54 going out there to do, either I just turned around and walked  
55 back, I mean, I, regardless of what employee it was. I, but I  
56 would typically go back and sit down and chat with that person  
57 anyway. So that's what we did.

58

59 Jim Ferraris: So what did Chris tell you?

60

61 Kristen Meyers: Uh, let's see. Um, now I don't, I don't  
62 know the lingo, but he was certainly using, talking about the  
63 barrel and how he typically takes the gun apart. He, he  
64 mentioned the magazine and how if he's coming into his office to  
65 repair something, he'll leave half of it in his vehicle, take  
66 the other half inside, um, so that it's not a fully functioning  
67 firearm. Um, but that, apparently that day, he was distracted.  
68 He didn't say what he was distracted by, but he was distracted  
69 by something and just happened to bring the whole thing in  
70 without it being in two separate parts. He, he said he thought  
71 he needed to fill out an incident report, so I told him or maybe

**INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021**

72 I suggested it. I don't know. An incident report came up. One  
73 of us said something about that. And I said I would, I would  
74 send it to him. And so when I pulled up - it's a workers' comp  
75 and there was no, it was an incident but there was no injury,  
76 illness or claim in, in regard to, um, anything like that. So I  
77 just quickly threw a form together and made it into a fillable  
78 PDF and sent it to him.

79

80 Jim Ferraris: So did you email that to him?

81

82 Kristen Meyers: I did. I emailed the blank form, um, and  
83 then he completed it and walked it down to my office later that  
84 day.

85

86 Jim Ferraris: Did he say anything when he gave you the form in  
87 terms of anymore about what had happened?

88

89 Kristen Meyers: I'm sure he did, but I, I, I think it was  
90 just a reiteration of what he told me before. So if, if  
91 anything was added, it would, it, uh, it's the terminology that  
92 I'm not - I'm familiar with the terminology but I couldn't, I  
93 couldn't regurgitate it to you because I have no idea what I'm  
94 talking about.

95

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

96 Jim Ferraris: Sure.

97

98 Kristen Meyers: So I think he just, you know, said one more  
99 time that he distracted and he just doesn't usually do that. He  
100 looked quite contrite. I, when, when you see someone who's been  
101 humbled to the, to the core, that's, that's what he looked like.

102

103 Jim Ferraris: Going back to when, um, Chris wanted to visit  
104 with you in your office -

105

106 Kristen Meyers: Yeah.

107

108 Jim Ferraris: - and, and he was explaining what had happened,  
109 did he talk about how the gun was discharged?

110

111 Kristen Meyers: Um, if he did, I don't recall what he said.

112

113 Jim Ferraris: Okay.

114

115 Kristen Meyers: I mean, it's, it's entirely possible.

116

117 Jim Ferraris: Okay.

118

119 Kristen Meyers: Yeah.

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

120

121 Jim Ferraris: So focusing on the, on the gunshot, and even in,  
122 in the aftermath, uh, with respect to you, how did that make you  
123 feel at the moment or in the aftermath, uh, from a point of  
124 concern or fear for your safety or alarm? Things of that  
125 nature.

126

127 Kristen Meyers: Uh, well, I have to say I haven't, I haven't  
128 dwelt on this, um, much. But I think there could be some sense  
129 of fear. I, I haven't felt that, but I also haven't let myself  
130 get to that point. Um, because when you're talking negligent  
131 discharge, it is all on the person who has the gun in their  
132 hand. And I, I absolutely understand that. Um, so I think if  
133 there's anyone that could have a sense of anger or even fear, it  
134 would most likely be Tammy in the office right next to Chris'.  
135 Um, so just based on the actual events -

136

137 Jim Ferraris: Mm hmm.

138

139 Kristen Meyers: - as far as I can tell, I wasn't in harm's  
140 way but I also don't have firearms training or know how far, you  
141 know, it, the bullets can go, and so I don't, I haven't spent a  
142 lotta time thinking about that.

143

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

144 Jim Ferraris: So with regard to harm's way, and you mentioned

145 Tammy -

146

147 Kristen Meyers: Mm hmm.

148

149 Jim Ferraris: - um, whatta your thoughts of whether she was in

150 harm's way?

151

152 Kristen Meyers: Based on the position of Chris' desk and my

153 understanding of it went through from where his seat was

154 forward, um, if her office would not have been in the middle of

155 Shannon and Chris' the way it's situated now, if she would've

156 been in the old assistant to the city manager's office, we

157 could've had a problem. But there wasn't, there's no one in

158 that office. Um, it's, it's for city counselors when they come

159 in. So the fact that it was vacant was clearly a plus. Um, but

160 it could've gone differently if, if that's where she, where her

161 office was.

162

163 Jim Ferraris: Um, has anybody else come to you or talk to you

164 about this incident at all?

165

166 Kristen Meyers: Je, Jeff came down.

167

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

168 Jim Ferraris: Mm hmm.

169

170 Kristen Meyers: Uh, he was one of the ones in, in the  
171 kitchen. And, um, he, he came down to talk to me. He's the  
172 safety committee chair. And so his conversation with me, he was  
173 asking about what his role was as the safety chair. And he was  
174 thinking that he would review the incident report. And I simply  
175 told him that I, I just didn't know. This is a, this is a very  
176 different situation that we've ever been in before, so I don't  
177 know what our roles are gonna be in this, with what we're  
178 dealing with now. So I couldn't really give him an answer. But  
179 I have the only, the only other person I had a communication  
180 with would be Michelle, and then, um, emails with, uh, Kathy  
181 Peck, um, and then talking to Debbie Lockhart, but that was only  
182 in relation to getting the notice out to people, so what it was  
183 just, there wasn't any mention of this. It was simply we need  
184 to get the notice about the executive session, so, and that was  
185 a personal matter.

186

187 Jim Ferraris: Okay.

188

189 Kristen Meyers: Yeah.

190



**INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021**

191 Jim Ferraris: Okay. Have you had any conversations with Chris  
192 since that, uh, final conversation in your office?

193

194 Kristen Meyers: Um, um -

195

196 Jim Ferraris: A, about the, about the incident.

197

198 Kristen Meyers: No. No.

199

200 Jim Ferraris: Okay.

201

202 Kristen Meyers: Mm hmm.

203

204 Jim Ferraris: Okay. Anything else you think I need to know  
205 about this matter?

206

207 Kristen Meyers: Mmm, no, I, what I'm sure most people are  
208 thinking is an unfortunate situation.

209

210 Jim Ferraris: Mm hmm.

211

212 Kristen Meyers: And well, I, okay, I just remembered  
213 something I told Chris. I -

214

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

215 Jim Ferraris: Oh, sure.

216

217 Kristen Meyers: - I, professional or not, I can own up to  
218 what I say. Um, he did apologize. He apologized for putting me  
219 in the situation that I had to be, you know, be a part of, of,  
220 of this. And I, I simply said you know, sometimes people do  
221 stupid shit.

222

223 Jim Ferraris: Mm hmm.

224

225 Kristen Meyers: So. And it is true. Sometimes they do.

226 So.

227

228 Jim Ferraris: Did he acknowledge that what he did was stupid?

229

230 Kristen Meyers: Yeah, he did. And he, he did \*\*\*\* kind of a  
231 face palm, but, and that was, that was, that was pretty in the  
232 moment at that point. It's not to say, not to brush it under  
233 the rug, but sometimes people do. And it, and it, yep, it was  
234 stupid.

235

236 Jim Ferraris: Okay. Okay. Very good. Thank you very much.

237

238 Kristen Meyers: \*\*\*\*.

INTERVIEW OF KRISTEN MEYERS, MARCH 10, 2021

239

240 Jim Ferraris: We'll go ahead and go off tape. It's just

241 3:00 p.m.

242

243

244

245

246

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INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

1 Speaker 1: Okay we're on tape. It's just about 2:30 P.M.,  
2 uh, on March 10<sup>th</sup>. I'm at Keizer City Hall. I'm meeting with  
3 Jeff Heyen.

4

5 Heyen: Heyen

6

7 Speaker 1: Heyen. I'm sorry. My apologies.

8

9 Heyen: Nobody gets it right. It's all good.

10

11 Speaker 1: You are the IT manager.

12

13 Heyen: No. I'm an IT person, and we have two people -

14

15 Speaker 1: Okay.

16

17 Heyen: - in the IT department.

18

19 Speaker 1: Okay, great. Would you spell your name, uh, so  
20 the transcriptionist can -

21

22 Heyen: It's H- -

23

24 Speaker 1: - Get it proper.

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

25

26 Heyen: - Henry, Edward, Yankee, Edward, Nancy.

27

28 Speaker 1: Perfect. And, um, what I'm investigating is an  
29 incident involving the City Manager, Chris Epley, and a  
30 discharge of a firearm in his office on I believe it was  
31 March 4<sup>th</sup>.

32

33 Heyen: Mm hmm.

34

35 Speaker 1: And, um, I'd like, I'd like to know what you know  
36 about it and, uh, if you want to explain that to me.

37

38 Heyen: So, um, the date that that happened I was in the lunch  
39 room and I think I was preparing some lunch and, you know, we  
40 heard a rather large noise. Um, it didn't really sound to me  
41 like a firearm at the time, and of course myself and a couple  
42 other people kinda went to hey, you know, what's up? And it was  
43 like oops, it's all right. It's okay. It's all right. So we  
44 were like okay, and I went back to my business. And so I didn't  
45 see or hear anything else other than, you know, the loud noise.  
46 Um, later, however, I found out differently so. That's really  
47 all I saw at the time of the incident.

48

**INTERVIEW OF JEFF HEYEN, MARCH 10, 2021**

49 Speaker 1: So a couple of questions about that. When you  
50 were in the lunch room who was with you?

51

52 Heyen: Um, I'm trying to remember. Maybe Sarah. I know  
53 Christen came from her office over to see what was going on. I  
54 honestly don't remember for sure. Maybe Sara Sol, but I'm not  
55 certain of it.

56

57 Speaker 1: How does she spell her last name?

58

59 Heyen: S-O-L. And I'm not actually sure she was the one that  
60 was in the kitchen with me. I think there was one other person  
61 and I know it was a female, but I don't remember exactly who it  
62 was.

63

64 Speaker 1: Okay.

65

66 Heyen: It might have been Sarah. Maybe.

67

68 Speaker 1: And when you said Kristen, that's Kristen Meyers?

69

70 Heyen: Correct.

71

72 Speaker 1: And you thought maybe she came out of her office?

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

73

74 Heyen: She did. She came out towards, uh, the kitchen to see  
75 what had transpired because she heard the noise as well. And  
76 then, um, it might be the other person I saw. I know Dawn came  
77 down. She was close by, and she came down to see what was the  
78 matter as well. Came up the hall from the west. And at that  
79 point it was like \*\*\*\* it's all good and under control and  
80 nobody knew what it was but.

81

82 Speaker 1: So when you say it's all good under control what  
83 was -

84

85 Heyen: Chris had come out of his office it's all good and  
86 it's okay, you know. Didn't indicate anything specific other  
87 than that it was all okay and under control so. And so I took  
88 it at face value and went back to doing what I was doing for  
89 lunch.

90

91 Speaker 1: And the lunch room is the room right down here  
92 this area.

93

94 Heyen: Yes.

95

96 Speaker 1: Okay.

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

97

98 Heyen: It's on the far east side of the building.

99

100 Speaker 1: And then if one were to continue walking around  
101 they'd go to the city manager's row or his office and -

102

103 Heyen: The city managers and attorneys and then further down  
104 the hall to the west is, um, I guess it would be a city clerk  
105 and so on, on down to UB utility building and so on.

106

107 Speaker 1: Okay. Great. Thank you.

108

109 Heyen: Mm hmm.

110

111 Speaker 1: And did you have any conversations with anyone  
112 else or with Chris about what happened?

113

114 Heyen: Afterwards?

115

116 Speaker 1: Yes.

117

118 Heyen: \*\*\*\* a little bit later that afternoon, um, Chris came  
119 to my office and asked for a moment and, uh, we went down to his  
120 office, and he then told me what had happened and he did so out



**INTERVIEW OF JEFF HEYEN, MARCH 10, 2021**

121 of the capacity of me being the, uh, chair of the safety  
122 committee. He felt obligated to inform me, uh, in that capacity  
123 as to what happened. Um, so he explained how this had come  
124 about. Obviously he's pretty, um, embarrassed.

125

126 Speaker 1: Mm hmm.

127

128 Heyen: And, uh, and so he explained to me how, how it came to  
129 be and asked for my forgiven and, you know, um, which I, I'm  
130 \*\*\*\* I'm well aware of the safety protocols. I'm an arms  
131 security officer myself so I'm been through all that training  
132 and, and, uh, yeah. So he certainly acknowledged his fault.

133

134 Speaker 1: So what'd he tell yah?

135

136 Heyen: Well, um, I guess in short, uh, he had brought and  
137 almost unknowingly the entire firearm in as opposed to a  
138 component and/or, you know, one that wasn't all loaded at all,  
139 had no ammunition in the chamber or in or even the magazine  
140 attached to it. And he was actually going to disassemble the  
141 firearm, and I'm thinking it must have been a Glock of similar  
142 that requires the depressing of the trigger to disassemble the  
143 magazine or the chamber from the, the gun, and I believe that in  
144 doing that is what caused the discharge. Um, he did note that

**INTERVIEW OF JEFF HEYEN, MARCH 10, 2021**

145 he had a lot going on. He was late for a Zoom meeting and so  
146 and so forth and, you know, obviously not a valid excuse but he  
147 totally acknowledges that. I mean he realizes he made a mistake  
148 but, um, I think the reason at least as I understood it for the  
149 discharge he was doing something out of muscle memory, but he  
150 forgot a critical step which was to make sure the firearm was  
151 completely unload beforehand. So, um, unfortunate for sure.  
152 And again he was, um, not making excuses but merely explaining  
153 what happened and how he felt about it, which was obviously  
154 horrified and, you know. And so from that point on like well,  
155 you know, what do you, what do you do. I mean accidents do  
156 happen. It is what it is. Um, fortunately no one was hurt. I  
157 don't believe there's any malice involved or anything like that.

158

159 Speaker 1: Mm hmm.

160

161 Heyen: Apology accepted and on our way we go.

162

163 Speaker 1: When he explained it, did he, um, did he say that  
164 he had pulled the trigger to disassemble the slide from the  
165 frame?

166

167 Heyen: I believe so.

168

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

169 Speaker 1: Okay.

170

171 Heyen: He didn't say that he had pressed the trigger, but he  
172 said as he was disassembling the firearm and I know from how  
173 that is done that you have to depress the trigger to do so. And  
174 so though he didn't use those words, that's what he inferred.  
175 And I would know that based on my knowledge of firearms.  
176 Someone else might not have.

177

178 Speaker 1: Mm hmm. So remind me again, um, you when you  
179 were in the lunch room and heard that noise, -

180

181 Heyen: Mm hmm.

182

183 Speaker 1: - you did or didn't discern that as a gunshot?

184

185 Heyen: It didn't really sound like it because it was fairly  
186 well muffled. Now mind you most of my experience around  
187 firearms and discharging of them and so on I'm at a range.

188

189 Speaker 1: Mm hmm.

190

191 Heyen: Or I'm in a place out in the open where it's very  
192 distinguished as to what it is. Given where he was located with

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

193 the desk in front of that it would have been muffled pretty  
194 good.

195

196 Speaker 1: Okay.

197

198 Heyen: Um, fortunately, you know, with the type of ammunition  
199 he used it stopped there as it came out of the desk, didn't go  
200 any further, didn't penetrate anything else, and that was that.

201

202 Speaker 1: Do you know what type of ammunition was used?

203

204 Heyen: Um, I believe - no - in talking about it, it sounded  
205 as though it would have been a hollow point which is -

206

207 Speaker 1: Mm hmm.

208

209 Heyen: - defense rough that we -

210

211 Speaker 1: Mm hmm.

212

213 Heyen: - most of us would use which is designed to break up  
214 as it goes through something.

215

216 Speaker 1: Mm hmm.

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

217

218 Heyen: So it doesn't penetrate extract things.

219

220 Speaker 1: Once you found out that, um, that that was a  
221 gunshot and a round had been discharged, uh, in that area did  
222 that cause you concern or fear? Did it scare yah? Did it  
223 bother you? Describe to me if it had any effect at all?

224

225 Heyen: Well, um, I don't wanna say scared. Would have been -  
226 I mean concerned certainly. Whoops, that's obviously a  
227 violation of our rules and certainly not something you wanna  
228 have happen ever. Even if it's a rule or not. Um, I am, you  
229 know, familiar with him and him being knowledgeable about  
230 firearms so I'm confident that when he was doing this he had it  
231 pointed in a safe direction, which you can tell based on where  
232 the round went that it was. So I wouldn't say I would have been  
233 scared. Um, concerned, certainly.

234

235 Speaker 1: Mm hmm.

236

237 Heyen: That something like that would happen and that, you  
238 know, but nothing other than that, no.

239

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

240 Speaker 1: And you mentioned you know that it's a - to have  
241 a firearm on city property is a violation of city policy?

242

243 Heyen: Correct.

244

245 Speaker 1: - correct?

246

247 Heyen: Well inside of this building.

248

249 Speaker 1: Inside -

250

251 Heyen: Not, not on city property. Inside of the building,  
252 yes. And he acknowledged that and he's aware of that. Um, and,  
253 you know.

254

255 Speaker 1: Is, um, - what - so what's your role in terms of  
256 the safety committee, um, with regard to this incident?

257

258 Heyen: Well, um, as we discussed through that realistically,  
259 um, my only role probably would be to sign the report at the end  
260 of the day. It, it would be something that would be handled by  
261 his supervisor whom in this case I guess is the mayor and/or  
262 city council. And that believe there was an incident report  
263 filed out; and if standard protocol means anything, after those

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

264 are dealt with and they're either determined that something  
265 could have been done, couldn't have been done etc., etc., at the  
266 end of the day the report is submitted and then the safety  
267 committee, um, always or the, or excuse me, the chair of the  
268 safety committee always signs off on any incident report that  
269 has to do with safety. Someone hurts themselves or even if  
270 somebody didn't hurt themselves if there's some kind of safety  
271 thing that happens. And in this case given the circumstances  
272 about the only thing I expect would probably come of it if, if  
273 that was the case would that there'd be a report that I'd have  
274 to sign off on as the safety manager or not the chair of the  
275 safety committee, sorry.

276

277 Speaker 1: Okay. Understood, thank you.

278

279 Heyen: Other than that I don't expect anything, any other  
280 responsibilities as a result of it.

281

282 Speaker 1: Sure. Have you had any other conversations with  
283 Chris after since that encounter or meeting in his office?

284

285 Heyen: No.

286

287 Speaker 1: Did he show you where the round went?

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

288

289 Heyen: As I sat at the desk it was right at my knees so yes.

290

291 Speaker 1: So you can see a hole?

292

293 Speaker 1: Yes. Okay. So the round went through and  
294 through the desk and then do you know where it went after that?

295

296 Heyen: Yeah, it went to the ground, and as I understood it,  
297 it just rolled on the ground over away from the desk.

298

299 Speaker 1: Okay.

300

301 Heyen: It didn't go any further than that.

302

303 Speaker 1: Okay. Very good.

304

305 Heyen: We did talk about covering the hole, you know, so.

306

307 Speaker 1: Like repairing the desk?

308

309 Heyen: Yeah. \*\*\*\* -

310

311 Speaker 1: Oh, okay.



INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

312

313 Heyen: - wouldn't wanna leave that there, you know?

314

315 Speaker 1: Yeah. Not like the U.S. Capital or any of those  
316 others that have bullet holes in them from centuries back.

317

318 Heyen: Yeah.

319

320 Speaker 1: Okay. Anything else you think I need to know?

321

322 Heyen: No, I mean that's the extent of our conversations. I  
323 mean -

324

325 Speaker 1: Okay.

326

327 Heyen: - obviously he was pretty shaken up over the thing and  
328 very apologetic and understands his error and, you know, other  
329 than that not a whole lot more to say on it.

330

331 Speaker 1: Okay.

332

333 Heyen: I don't have any, any con', you know, doesn't concern  
334 me greatly or anything about him or whatever. I mean it's an  
335 honest mistake. Definitely a mistake but an honest one.

INTERVIEW OF JEFF HEYEN, MARCH 10, 2021

336

337 Speaker 1: Okay.

338

339 Heyen: He owned up to it so he's taken accountability for it  
340 so I don't see anything else to glean from it really.

341

342 Speaker 1: Okay. Very good, thank you. We'll go ahead and  
343 go off type. It's 2:40 P.M.

344

345 Heyen: Okay, very good.

346

347

348

349

350

351 **SpeakWrite**

352 [www.speakwrite.com](http://www.speakwrite.com)

353 Job Number: 21069-004

354 Date: 03/10/2021

355 Billed Words: 2198

INTERVIEW OF DAWN WILSON MARCH 11, 2021

1 Jim Ferraris: - you. Hi, this is Jim Ferraris, F-E-R-R-A-R-I-  
2 S. I'm a private investigator on contract to the City of Keizer  
3 investigating a, a circumstance involving Chris Epley. Today is  
4 March 11<sup>th</sup>. It's, um, about 5 minutes to 2 in the afternoon, and  
5 I am with Dawn Wilson.

6

7 Dawn Wilson: Uh huh.

8

9 Jim Ferraris: And, Dawn, would you spell your first and last  
10 name so the transcriptionist can?

11

12 Dawn Wilson: Sure, D-A-W-N W-I-L-S-O-N.

13

14 Jim Ferraris: What's your, um, position, you job here at the  
15 city?

16

17 Dawn Wilson: Utility billing technician.

18

19 Jim Ferraris: Okay. Where is your workstation?

20

21 Dawn Wilson: In finance, our office, the front of the office.

22

23 Jim Ferraris: So right up by the front lobby?

24

**INTERVIEW OF DAWN WILSON MARCH 11, 2021**

25 Dawn Wilson: Yeah, but -

26

27 Jim Ferraris: Not that one.

28

29 Dawn Wilson: - that side.

30

31 Jim Ferraris: That side, okay.

32

33 Dawn Wilson: Yeah.

34

35 Jim Ferraris: Okay. All right. I get confused. Okay. Um, I

36 want to take you back to March 4<sup>th</sup>, and there was a, an incident

37 involving, uh, Chris Epley and firearm. And could you tell me

38 what you may have seen or heard or know about that?

39

40 Dawn Wilson: I - something happened last week, and I don't

41 know what day it was. Um, it could like be something completely

42 different, um, but I - we had heard something really loud, and

43 so it's just instinct to get up and make sure everyone's okay.

44 Maybe someone fell or dropped something', uh, but, I mean,

45 anyways. So, I just, so I got up, looked around our area, the

46 finance area, and court, she said, oh, did you hear that? And I

47 said, "Yeah." She says, she said, the court clerk, Sara, said,

48 oh, I, I hope everyone's okay, and that's what I was checkin'

INTERVIEW OF DAWN WILSON MARCH 11, 2021

49 on, and so I came back down the hall 'cause all - the, there  
50 were just a few us, few of us up front, and we were fine. So I  
51 come down the hall, and I looked up, down the copier hall, the  
52 first hall. It's a copier and, um, copy machine and supply  
53 hall. Nobody was there, so I just kept on walkin', and as soon  
54 as I got up at the, the end of a hall, um, I heard, I, um, I saw  
55 Chris, and he walked out of his office, and he said, it was me.  
56 I'm sorry. I'm really sorry. And then, um, I walked down the  
57 hall a little bit and saw Kristen in HR standing there, um, and  
58 it looked to me like she was wondering what the sound was as  
59 well, and as Chris was walkin' up towards me, I could tell that  
60 he was gonna walk towards HR, and then he - they could figure  
61 out what happened, you,, and I don't know what happened. That's  
62 all the - I did see someone, um, there, uh, with Chris. I don't  
63 know if they just, if they're walking up to check to make sure  
64 everything was okay too 'cause they heard it, or I mean that  
65 they just happened to be standin' there or what, but that was,  
66 um, Jeff from IT.

67

68 Jim Ferraris: Mm hmm.

69

70 Dawn Wilson: Um, it looked like they said something to each  
71 other, but I, I don't know for sure.

72

INTERVIEW OF DAWN WILSON MARCH 11, 2021

73 Jim Ferraris: Okay. Did, uh - how did - was that like a big  
74 boom or a bang, or what was it?

75

76 Dawn Wilson: It, it sounded, yeah, it's, it's really hard to  
77 describe. You know what it sounded like was when, uh, the  
78 packing materials, the, the airbags that keep the packing -

79

80 Jim Ferraris: Yeah.

81

82 Dawn Wilson: - \*\*\*\* safe, it sounded like somebody just hit  
83 that, just smacked it. Um.

84

85 Jim Ferraris: Like popped the air out of it?

86

87 Dawn Wilson: Yeah, and because this building is so lou, so  
88 large, it's loud and sounds echo.

89

90 Jim Ferraris: Mm hmm, mm hmm. Um, and how did that make you  
91 feel? Did you feel any anxiety?

92

93 Dawn Wilson: Oh -

94

95 Jim Ferraris: Were you afraid, or?

96

INTERVIEW OF DAWN WILSON MARCH 11, 2021

97 Dawn Wilson: - no, I felt good knowing that whoever knew what,  
98 what happened was fine' cause he said, I'm sorry, it was me, and  
99 I, I honestly thought that it was a, was packing material that  
100 he was just, you know, smackin' the bags of air.

101

102 Jim Ferraris: \*\*\*\* air \*\*\*\*, okay.

103

104 Dawn Wilson: Yeah.

105

106 Jim Ferraris: All right. Did you have any conversations with  
107 Chris at all in the aftermath of that since it occurred?

108

109 Dawn Wilson: I, since I heard, yes, I, I spoke with him today,  
110 and he just -

111

112 Jim Ferraris: Can you tell me about that?

113

114 Dawn Wilson: I told him that I'm sorry. I can't imagine what  
115 he must've gone through, um, because, you know, we were told  
116 that someone would be investigating it, and had said that - I  
117 mean, the, the memo from HR said what had happened, and I just  
118 felt really bad for him.

119

120 Jim Ferraris: What did he say to you?

INTERVIEW OF DAWN WILSON MARCH 11, 2021

121

122 Dawn Wilson: Um, he said that the, um, that the attorney would  
123 carry the council through it, yeah, and it was really hard for  
124 him.

125

126 Jim Ferraris: Anything else?

127

128 Dawn Wilson: He just said that he was stupid, and it was - he  
129 shouldn't have done that, and in, in his own words, I remember  
130 him saying the words stupid, but.

131

132 Jim Ferraris: Did he, did he qualify what he meant by he  
133 shouldn't have done that -

134

135 Dawn Wilson: Um.

136

137 Jim Ferraris: - what that meant? Did he say anything -

138

139 Dawn Wilson: I -

140

141 Jim Ferraris: - any detail-wise?

142

143 Dawn Wilson: - I don't recall. I think he was saying that he  
144 shouldn't have had the gun here.



INTERVIEW OF DAWN WILSON MARCH 11, 2021

145

146 Jim Ferraris: Did he use those words, or just say he shouldn't  
147 have brought it out?

148

149 Dawn Wilson: Honest, honestly, I don't remember. That's what  
150 I gathered was just that he shouldn't have had it here, and he  
151 just -

152

153 Jim Ferraris: Is that how the conversation ended, or was there  
154 more conversation?

155

156 Dawn Wilson: Um, that was pretty much it. I was in there  
157 asking him about a letter that came in to administration and  
158 said it, "I think it needs to go to you, but do you want me to  
159 copy anyone?" I know it was somethin'.

160

161 Jim Ferraris: Mm hmm. Was that letter about this?

162

163 Dawn Wilson: Oh, no, no, no.

164

165 Jim Ferraris: Oh, oh, sorry.

166

167 Dawn Wilson: \*\*\*\*, yeah.

168

INTERVIEW OF DAWN WILSON MARCH 11, 2021

169 Jim Ferraris: I don't know anything. Okay.

170

171 Dawn Wilson: Yeah, I just felt like it was the, the \*\*\*\* just  
172 it breaks my heart to see.

173

174 Jim Ferraris: Just to give your support.

175

176 Dawn Wilson: Yeah.

177

178 Jim Ferraris: Sure.

179

180 Dawn Wilson: Yeah.

181

182 Jim Ferraris: Sure, that's understandable. Very good.

183 Anything else you think I need to know?

184

185 Dawn Wilson: Um, I did share what I thought I had heard, and I  
186 said it could be a completely unrelated ins, incidence, I don't  
187 know if that was what was happening 'cause I don't remember what  
188 day it was but the loud bang, and I thought it was a packing  
189 materials. That's what -

190

191 Jim Ferraris: Okay.

192

INTERVIEW OF DAWN WILSON MARCH 11, 2021

193 Dawn Wilson: - it sounded like.

194

195 Jim Ferraris: Okay, great. Well, I think that's all I need, so

196 I'll go ahead and turn the tape off. It's, uh, 2 00 p.m.

197

198

199

200

201

202

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**INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021**

1 Jim Ferraris: Uh, this is March 10<sup>th</sup>, this is Jim Ferraris, I'm  
2 in, uh, Keizer City Hall, it's 3:30 in the afternoon. I'm with  
3 Chief John Teague, um, to discuss an incident involving City  
4 Manager Chris Eppley. John, would you spell your first and last  
5 name.

6

7 John Teague: J-O-H-N, T-E-A-G-U-E.

8

9 Jim Ferraris: Uh, last, I think it was Thursday, March 4<sup>th</sup>,  
10 there was an incident involving the city manager, Chris Eppley.

11

12 John Teague: Yeah.

13

14 Jim Ferraris: Uh, a firearm's discharged in his office.

15

16 John Teague: Mm hmm.

17

18 Jim Ferraris: Um, can you tell me what you know about it, what  
19 you learned about it, um, what conversations you may have had  
20 with Chris Eppley about it.

21

22 John Teague: Yeah, so I learned about it was the next day when  
23 our PIO got a call from the Keizer Times, asking, hey, I heard,  
24 uh, your, there was a shot fired in the civic center. Can I get

INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021

25 a copy of the report? And, uh, I can't recall if in that email  
26 he said the city, the city manager shot his desk. Not all  
27 afterwards we got a email or text, rather, which are both text  
28 or PIO, got a text from Marion County PIO saying, hey, I just  
29 got a call from Keizer Times asking the same question. And, uh,  
30 so that's when, uh, our PIO Bob Crump, came to me and said, hey,  
31 you know anything about this? And I said, I know nothing about  
32 it. In fact, with that first call, we didn't even know for sure  
33 it was the city manager. We didn't know for sure that it was in  
34 city hall, we thought it might have been in a community center,  
35 we still, still knew nothing about it. Um, with Marion County  
36 calling and providing the additional details about the desk and  
37 it being the city manager, uh, I then not hurriedly, but in due  
38 time, came over and, uh, said, hey, knock, knocked on his door,  
39 said, hey, can we talk a second, and he said, yeah, and he, he  
40 was fine, uh, emotionally, and then I said, just got a call  
41 from, uh, media askin' about, um, an AD and uh, boy, I'll tell  
42 ya what, he, I've, I've never seen a guy so physically affected  
43 by a statement. He was instantly remarkably self-conscious and  
44 sheepish, uh, to the degree where I felt sorry for him. Um, but  
45 then he told me what happened, that he was, uh, in, in fact, I  
46 could see the hole in front of his desk and, uh, debris on the  
47 floor in front, in front of his desk. Um, he told me that he  
48 brought his pistol in from outdoors and unthinkingly, uh, pulled

**INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021**

49 the trigger so he could take the slide off, uh, I knew it was a  
50 Glock, then he said, it's a Glock, you have to do that. And,  
51 uh, we just talked about his emotions around that, and he just  
52 couldn't believe it, don't small, um, I made the, uh, comment to  
53 him that we were asked if we had a case report and that the  
54 reporter also called Marion County and I told him that we didn't  
55 and Marion County didn't, that I didn't see that happening  
56 because there appeared to be no crime to me. And he said, I,  
57 now, I'm sitting in front of his desk, um, in a straight line  
58 from the front of his desk. You have go through quite a few  
59 walls, all the way over to the break room and then into the, the  
60 HR director's office before you finally get to an occupied  
61 office, uh, to his, let's see, as you're at his desk to his left  
62 is one wall separating him from the legal assistant. Uh, the  
63 round went through the front of his desk into the concrete. He  
64 told me it just bounced a few feet and settled. And, uh, I, I,  
65 so I tell you all that to, to tell you that I told him, I said,  
66 if I'd a been sitting where I am, they woulda got a clear case  
67 of reckless endangerment. But apart from me sitting here, I  
68 don't, I don't see a crime. Um, uh, essentially, it is the  
69 conversation. I don't recall how it ended. I'm not sure it  
70 ended with, in fact, I'm sure it didn't end with us talkin'  
71 about that.

INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021

73 Jim Ferraris: Did he talk at all about, um, uh, any potential  
74 for people bein' at risk because of what happened?

75

76 John Teague: Oh, yeah, that was his big concern.

77

78 Jim Ferraris: Mm hmm.

79

80 John Teague: Yeah.

81

82 Jim Ferraris: Just remind me, 'cause there was lot of  
83 information there and I may have missed it.

84

85 John Teague: Yeah.

86

87 Jim Ferraris: Did he talk about the gun being loaded or he  
88 failed to make sure that it was unloaded before he pulled the  
89 trigger to disassemble the Glock?

90

91 John Teague: He, he said he was remiss in, in having brought  
92 it into the building loaded and subsequently didn't pay a lot of  
93 attention to whether or not it was loaded.

94

95 Jim Ferraris: And there's a city policy that prohibits firearms  
96 in the building?

INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021

97

98 John Teague: I guess so, I guess so, I don't pay much  
99 attention to that because work in a different building.

100

101 Jim Ferraris: And police are exempt from that anyway?

102

103 John Teague: Yeah, yeah.

104

105 Jim Ferraris: Okay. Um, I don't know the physical layout,  
106 I'll, I'll see that tomorrow, so -

107

108 John Teague: Mm hmm.

109

110 Jim Ferraris: - um, but I'm told the path, what's behind the  
111 straight forward from the desk through that wall is some kinda  
112 anteroom that the city council uses for mail and drop-in and  
113 things like that.

114

115 John Teague: Yeah, well he, he clearly had it pointed down.

116

117 Jim Ferraris: Okay.

118

119 John Teague: He had good muzzle safety.

120



INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021

121 Jim Ferraris: Okay.

122

123 John Teague: You know. Yeah.

124

125 Jim Ferraris: Okay. Has he talked to you any further since

126 that conversation about this?

127

128 John Teague: I have work, you know, the only thing we could

129 even talk about, we just did just now, is I told him, you know,

130 these things are, these are weighty, you probably feel naked and

131 small right now. In a few days you won't feel that way, in, in

132 a few months, and I said, in 3 months you'll be jokin' about it.

133 Um, and just, we're gonna just now, and I said something and I

134 forgot what it was, and I said, shoot, and he said, don't say

135 shoot. And I said, there you go. So that was, that was where,

136 that was where the rest of our conversation went that day. We

137 did not get into the details, and I just didn't wanna know the

138 details.

139

140 Jim Ferraris: Okay. Okay. Anything else I need to know?

141

142 John Teague: You know he's a dang good boss.

143

144 Jim Ferraris: Yeah, that's what everybody says, they really -

INTERVIEW OF JOHN TEAGUE, MARCH 10, 2021

145

146 John Teague: Would be.

147

148 Jim Ferraris: - hold him in great regard.

149

150 John Teague: Yeah. Gettin' spanked, sure. I get it, the  
151 embarrassment of the whole thing, I get it. The atomic drop was  
152 in this job, be bad for the, be bad for city government if, if  
153 the employees were valued.

154

155 Jim Ferraris: Mm hmm. Okay.

156

157 John Teague: Yeah.

158

159 Jim Ferraris: All right, that'll conclude this conversation.  
160 It's, uh, 3:40 in the afternoon.

161

162

163

164

165

166 **SpeakWrite**

167 [www.speakwrite.com](http://www.speakwrite.com)

168 Job Number: 21069-006

169 Date: 03/10/2021

170 Billed Words: 1231

**INTERVIEW WITH LANCE INMAN MARCH 13, 2021**

1 Jim Ferraris: This is Jim Ferraris, F-E-R-R-A-R-I-S. I'm a  
2 private investigator under contract to the city of Keizer, K-E-  
3 I-Z-E-R, uh, investigating a negligent discharge involving Chris  
4 Eppley, E-P-P-L-E-Y, that occurred on March 4<sup>th</sup> of this year.  
5 Today's date is March 13<sup>th</sup>. It's about 11:56 a.m. I'm speaking  
6 by phone with Lance Inman. Uh, Lance, would you state your name  
7 and spell your first and last names so the transcriptionist can  
8 identify your voice?

9

10 Lance Inman: Yeah, its Lance Inman, L-A-N-C-E I-N-M-A-N.

11

12 Jim Ferraris: And Lance, you were a police officer in, and  
13 promoted through the ranks to a lieutenant with the Keizer  
14 Police Department, correct?

15

16 Lance Inman: That's correct, and I left in October of 2018.

17

18 Jim Ferraris: Okay, and what's your occupation now?

19

20 Lance Inman: I am a part-time police officer for the city of  
21 Independence.

22

23 Jim Ferraris: Okay. Um, as I mentioned, I'm investigating a, a  
24 negligent discharge involving, uh, City Manager Chris Eppley

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

25 and, uh, I'm wondering if you have any information that you can  
26 share with me about Chris and firearms, uh -

27

28 Lance Inman: Okay.

29

30 Jim Ferraris: - if you've seen him with a firearm in a city  
31 building, uh, if he's shown you a firearm, uh, approximately  
32 when that may have been, how many times, things of that nature,  
33 if any of the firearms were loaded, if you knew, um, and my  
34 understanding is there's a city policy prohibiting, uh,  
35 possession of a firearm within a city building by an employee.

36

37 Lance Inman: Correct, and I, and I only know that, well, one,  
38 because I'm, I was required to write the personnel policies  
39 manual, but two, uh, there's a, uh, one of our, uh, ██████████,  
40 um, um, who, who always carries a concealed off duty legally,  
41 used to park his car in our, the PD secure parking lot because,  
42 uh, he was required to store his firearm inside his car, and he  
43 didn't wanna leave that in a parking lot.

44

45 Jim Ferraris: And that was ██████████?

46

47 Lance Inman: That is ██████████.

48

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

49 Jim Ferraris: Okay. Um, so with regard to Chris Eppley, um,  
50 have you ever seen him with a firearm in a city building?

51

52 Lance Inman: I can, I can re, recall, um, years ago, perhaps  
53 even a year or more before I left Keizer, um, talking about  
54 firearms, talking about accessories, lasers, maybe even optics,  
55 uh, and I do, uh, recall, uh, seeing, uh, Chris show me, uh, a  
56 firearm, um, in his office maybe two or three times. Uh, I've  
57 never seen him, uh, openly or, uh, certainly concea, uh,  
58 concealing a firearm in the building, but as I recall, he had  
59 it, uh, in his desk. Uh, Chris and I are friends. Uh, we don't  
60 really hang out, or we don't hang out, um, and I, I recall him  
61 showing me one of his, uh, gun or guns \*\*\*\* that he produced  
62 from, from his desk drawer. Not sure if it was locked. I don't  
63 recall, uh, him ever having it, it holstered, um, and I'm trying  
64 to think, it's like we talked about before you started  
65 recording, if, if I ever handled it, um, or dry fired it, but I,  
66 I can't recall if it was even, uh, loaded. Uh, it may have  
67 been, but I just, \*\*\*\*, I can't recall.

68

69 Jim Ferraris: Okay. Did the guns that you saw appear to be  
70 fully assembled?

71

72 Lance Inman: Yes, they were.

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

73

74 Jim Ferraris: Would your, um, opinion be, without testing it  
75 obviously, but just from your visual inspection, that the gun is  
76 like, the guns you saw were likely, um, operable?

77

78 Lance Inman: Uh, uh, again, I may have, uh, yeah, I'm just,  
79 I'm trying to rack my brain if, if I even handled 'em. Um, uh,  
80 I may have looked at a site or a tac light on it, but, uh, it  
81 appeared, you know, it appeared fully assembled. I mean, it  
82 wasn't missing the slide or it wasn't missing, um, you know, the  
83 lower, uh, it appeared to be a functioning firearm.

84

85 Jim Ferraris: So it wasn't just a, a frame without a slide or a  
86 slide without a frame.

87

88 Lance Inman: \*\*\*\*.

89

90 Jim Ferraris: These are semiautos that were fully assembled.

91

92 Lance Inman: Yes.

93

94 Jim Ferraris: Okay.

95

96 Lance Inman: Yeah.

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

97

98 Jim Ferraris: Um, did it appear at all that, that the firearm  
99 or firearms you were shown were in transit? For instance, um,  
100 was Chris on his way out to his car or there for a short time  
101 and leaving, uh, or was this during the course of just a regular  
102 work day where it happened to be in his desk drawer?

103

104 Lance Inman: Yeah, this was, uh, this, this was during regular  
105 business hours, and, you know, I, I frequently, uh, stopped by  
106 and spoke with Chris, um, countless times. Certainly, uh, um,  
107 they weren't about firearms, so, uh, it may have been one of  
108 those things, hey, you know, check this out, uh, but it wasn't  
109 a, as I recall, a preplanned arrangement to, you know, to share  
110 guns. I do recall one time, in fact, Jeff Kuhns, before I was  
111 even aware of this, uh, accidental discharge \*\*\*\* negligent  
112 discharge, uh, Jeff Kuhns, uh, just a few days ago asked me if I  
113 remembered an incident in either my office or Jeff Kuhns'  
114 office, and we had uh, adjacent offices where Chris was  
115 handling, um, I, I think it was a firearm, and Jeff asked me if,  
116 if I recalled an incident where we had some safety concerns  
117 about, in the manner in which he was handling it, and I told  
118 Jeff that I vaguely, uh, recalled it, um, that it didn't, that  
119 didn't really, uh, uh, come to mind exactly what the issue was,  
120 and apparently, Jeff and I had, uh, briefly commented about it

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

121 after, uh, Chris had left, uh, one of our offices, um, and then  
122 I, he disclosed about the, uh, the accidental discharge, so  
123 that's one other time that, uh, he may have had a, uh, a  
124 firearm, um, at least \*\*\*\* over on the, on the police department  
125 side, but I've, I've never seen him transit a firearm, um, that  
126 I recall to or from his vehicle except the one time that we  
127 went, uh, shooting at, uh, Tritac, um, uh, before I left. That  
128 was, that's the only time that I've, uh, I've done something  
129 with him off duty and like I said, uh, we're friends, but we're  
130 not, you know, we're not close friends.

131

132 Jim Ferraris: Sure. Did you, on that Tritac visit, did you  
133 leave from the office or did you two go and arrive separately?

134

135 Lance Inman: No, we, we drove and met separately. Yeah, he  
136 may have gotten there a little bit earlier than I did, but, and  
137 I, we, we shot both of our firearms. Uh, I brought, uh, one or  
138 two pistols, and he had one or two pistols, um, and, you know,  
139 we, we shot 'em, we shot 'em both.

140

141 Jim Ferraris: So that was, I'm assuming then, like, on a  
142 weekend or day off or something.

143



**INTERVIEW WITH LANCE INMAN MARCH 13, 2021**

144 Lance Inman: Uh, no, it wasn't a day off. I think it was  
145 either after work or maybe I comped out, um a few hours early.  
146 I can't recall, but it, it was during the daytime and during,  
147 uh, during a weekday.

148

149 Jim Ferraris: But you didn't see him leave the office that day  
150 for that visit to Tritac. You went independently.

151

152 Lance Inman: Yeah, yeah, we drove independently and didn't  
153 follow each other there. I, I recall -

154

155 Jim Ferraris: Okay.

156

157 Lance Inman: - uh, meeting him there.

158

159 Jim Ferraris: Back to the incident in either your, your office  
160 or Jeff Kuhns' office, and Kuhns is K-U-H-N-S. Chris was  
161 handling a firearm, is that it?

162

163 Lance Inman: That, that's what, that's what I recall, um, and  
164 what, what the issue was, uh, that Kuhns was, was trying to ask  
165 me about if I recalled is after Chris left, and again, Chris  
166 routinely came over to visit with us and \*\*\*\* not all the times  
167 or, um, none of the times except may, perhaps one, did he bring

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

168 over a firearm. There was some incident, uh, apparently, \*\*\*\*  
169 Jeff and I was, like, wow, I, you know, uh, that was kinda  
170 strange or weird about either the manner in which he handled it  
171 and that, uh, Jeff seemed to recall more, more than I did, uh,  
172 but I do recall him, uh, having a firearm on that particular  
173 day. I do not recall what safety concerns we may or may not  
174 have had or what Jeff, uh, uh, seemed to recall.

175

176 Jim Ferraris: Okay.

177

178 Lance Inman: And it probably, most likely, had to do with some  
179 optic or tac light or, you know, laser accessory, uh, on, on the  
180 pistol.

181

182 Jim Ferraris: Okay, very good. Good. Um, anything else you  
183 can recall you want to share?

184

185 Lance Inman: Uh, no, um, not that I can think of other than  
186 that one instance that I, I don't quite recall that Jeff Kuhns  
187 certainly does, and I understand you've already spoken with him.  
188 I've, I've never had any, uh, other safety concerns about him  
189 handling it, but, uh, again, I do recall him being in possession  
190 of, uh, of, uh, I, I \*\*\*\* recall the, the brand, uh, of gun

INTERVIEW WITH LANCE INMAN MARCH 13, 2021

191 that, I know that he had a few favorites, um, that, that I saw  
192 in his office.

193

194 Jim Ferraris: Okay, great. Um, I \*\*\*\* go off tape now, and it  
195 is 12:06 p.m.

196

197

198

199

200

201

SpeakWrite

202

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203

Job Number: 21072-001

204

Date: 03/13/2021

205

Billed Words: 1596

**Transcript of Interview with Jeff Kuhns March 14, 2021**

1 Jim Ferraris: This is Jim Ferraris, F-E-R-R-A-R-I-S. Uh, the  
2 date is March 14<sup>th</sup>, 2021. It's about 11:10 a.m. I am on the  
3 phone talking with Jeff Kuhns, um, Jeff for the purposes of  
4 transcription would you please spell your first and last name  
5 for me?

6

7 Jeff Kuhns: Yep. My full legal name is Jeffrey, J-E-F-F-R-E-  
8 Y. Last name is Kuhns, K-U-H-N-S.

9

10 Jim Ferraris: Great. Thank you. And this conversation's bein'  
11 recorded. Um, Jeff, can you tell me, uh, what your past  
12 association is with the City of Keizer?

13

14 Jeff Kuhns: Well, I, I, I spent nearly \*\*\*\* years of my law  
15 enforcement career with this City of Keizer. I was hired there  
16 in 1989, uh, worked my way through the ranks and I \*\*\*\* there on  
17 June the 1<sup>st</sup>, 2019. And at the time I retired I was Deputy  
18 Chief.

19

20 Jim Ferraris: Great. As you know, um, I'm investigating, uh,  
21 circumstances of a negligent firearms discharge at City Hall,  
22 um, in the office of City Manager, Chris Eppley by Chris Eppley  
23 and, uh, Eppley is E-P-P-L-E-Y. And, um, I was told that you  
24 may have some information about Eppley and firearms, uh, within

**Transcript of Interview with Jeff Kuhns March 14, 2021**

25 city buildings. And could you explain that to me, or fill me in  
26 on those details?

27

28 Jeff Kuhns: Yeah. Let me just give you a little background.  
29 So, I became aware of this incident, uh, through the Kaiser  
30 Times. That was, um, last week. And when I, when I realized  
31 what had occurred I, I, \*\*\*\* the night and I slept on it because  
32 I knew I had information, I, I would characterize as background  
33 information that this, this was not a one off, it was not the  
34 first time. If, if it was Chris that had a weapon in, in his  
35 office, it was not the first time taking out a weapon within the  
36 City of Keizer buildings. In particular I have knowledge of him  
37 possessing a firearm inside the police department. So, like I  
38 said, I, I slept on it and, uh, I decided I need to reach out to  
39 somebody. I had read that, uh, uh, a private investigator or an  
40 independent investigator had been hired and I did not know who  
41 represented who or who to call. I, I did \*\*\*\* Shannon Johnson.  
42 I thought \*\*\*\* conflicted and I didn't wanna call human \*\*\*\*  
43 Michelle Defina or \*\*\*\* thinking they may be \*\*\*\* though I know  
44 how the \*\*\*\* works closely.

45

46 Jim Ferraris: And Jeff can I stop you for just one second.

47

48 Jeff Kuhns: Sure.

Transcript of Interview with Jeff Kuhns March 14, 2021

49

50 Jim Ferraris: You're breaking up quite a bit and I'm missing a  
51 few words here and there. Um, I don't know if it's where you're  
52 standing or -

53

54 Jeff Kuhns: Let, let me take it off speakerphone.

55

56 Jim Ferraris: Okay.

57

58 Jeff Kuhns: Is that better?

59

60 Jim Ferraris: Yes.

61

62 Jeff Kuhns: Okay. So, so basically, I'll summarize that. I  
63 learned of the incident. I slept on it for a night. I knew  
64 that I had background information that may or may not be  
65 pertinent to the ongoing investigation. I thought about calling  
66 Shannon Johnson, the city attorney and then I thought he may be  
67 conflicted, so I didn't call him. Then I thought about calling  
68 Michelle DePina, the Human Resources Director, and then I  
69 thought well, she may be conflicted. And so I realized that  
70 it's Kathy Peck that has been retained by the city as an  
71 attorney for the last several years. I've worked closely with  
72 Kathy on several different incidents. So, after I attended, uh,

**Transcript of Interview with Jeff Kuhns March 14, 2021**

73 a swearing in of a new judge in Marion /County last Thursday, I  
74 returned home and I called Kathy Peck and I shared information  
75 with her basically letting her know that, if she knew who the  
76 independent investigator was that she should pass along my name  
77 and telephone number to that individual because I believe I have  
78 information that might be relevant, uh, with regard to  
79 Mr. Eppley and his past carrying of firearms in city buildings.

80

81 Jim Ferraris: Okay. Um, to that end, what, um, what can you  
82 tell me about Eppley and firearms in city buildings? And if you  
83 could give me that kinda chronologically that would be really  
84 helpful.

85

86 Jeff Kuhns: Well, here's the best of my recollection. I, I  
87 believe I saw him showing off, uh, one of his handguns in  
88 Lieutenant Lance Inman's office on two occasions and the same  
89 can be said for him showing off, uh, uh, another handgun, or the  
90 same handgun in my office on one occasion. This would've been  
91 either in late 2017 or early 2018 and I know that because in one  
92 of the occurrences where Chris had the firearm, he was talking  
93 about some new sights or sights that this particular firearm had  
94 on it. And I don't remember in particular if they were crimson  
95 trace laser sights or if they were just laser sights or red dot  
96 or green dot sights but nonetheless they were new sights. It

**Transcript of Interview with Jeff Kuhns March 14, 2021**

97 was a new piece of technology that, you know, I wasn't aware of  
98 and, uh, I went on to after, after that occurred I actually went  
99 on to, um, purchase, uh, some crimson trace sights after that  
100 interaction with Mr. Eppley. And I confirmed, I, I went back  
101 and found my receipt and I purchased those sights in June of  
102 2018. So that's where I can give you the timeline so I know it  
103 was prior to June 2018 when Chris was showing off the sights  
104 that he had on his firearm.

105

106 Jim Ferraris: And, can you be specific about the, the handgun  
107 on the two occasions in Lieutenant Inman's office and the one  
108 occasion in your office and, uh, in terms of, was the gun  
109 holstered on his hip? Was it in a fanny pack? Did he take it  
110 out or did you, uh, unholster it, um, hold it in his hand?  
111 Things of that nature.

112

113 Jeff Kuhns: So yeah, and, and that's what I can't remember.  
114 I can't remember. I couldn't tell you if Chris is right handed  
115 or left handed or if he pulled it off of, uh, a belt holster,  
116 in, inside the belt, inside the pant holster. I, I want, I, I  
117 think at one time I wanna say he walked in to one of our offices  
118 with a small bag. And I thought, I thought at the time it, it  
119 may have been a gym type bag because Chris is known for working  
120 out daily in, in the fitness center at, uh, City Hall and it



**Transcript of Interview with Jeff Kuhns March 14, 2021**

121 seemed like the time he showed it off that time, it was  
122 afternoon and I thought he had come from the fitness center and  
123 I, I can, I can't swear to it. But I remember one time I, I'm  
124 pretty sure he pulled it out of a bag.

125

126 Jim Ferraris: And, and, go ahead.

127

128 Jeff Kuhns: And he hand, and he handled it and, um, one of  
129 the other incidents, I can't remember if he was tellin' us he  
130 bought a new trigger for the firearm, or this particular firearm  
131 that he was showing Lieutenant Inman and I, had a, a really  
132 smooth trigger for lack of better words. But yeah, he pulled  
133 the gun out and he, um, he, uh, he pulled the magazine out ,uh,  
134 and it was loaded and, uh, yeah. It, it happened on those times  
135 at the police department.

136

137 Jim Ferraris: So, on the time that he, um, had the gun in his  
138 hand and removed a magazine did he also clear, I'm assuming this  
139 was a semi-automatic. Did he also clear the round out of the  
140 chamber?

141

142 Jeff Kuhns: See, and that's, I have spoken to Lance Inman  
143 about, in, in the last week about my recollection of our history  
144 with Chris Eppley showing off his firearm to both he and I. And

**Transcript of Interview with Jeff Kuhns March 14, 2021**

145 I didn't, I didn't ask Lance Inman a, a leading question. I  
146 basically asked him if he remembered like I did, that there was  
147 one occasion where we both had concerns about Chris' firearm  
148 handling safety. Because the way that I remember it is, he did  
149 remove the magazine and then he handed the gun either to me or  
150 to Lance Inman but the slide was not locked back and the, the  
151 bullet from the chamber had not been removed from the firearm.  
152 So I can't remember if it was me that then locked back the slide  
153 and removed the bullet or if it was that Lance Inman locked back  
154 the slide and removed the bullet but I do remember that it was  
155 the time that I think he was showin' off, you know, the trigger  
156 and how smooth the trigger was and I thought to myself, my  
157 goodness, that he just handed that gun to one of us and we  
158 pulled the trigger, we would've had a horrible incident in, in,  
159 in the office there. And Lance doesn't remember when we, when  
160 we spoke about it last week, he said he vaguely, I think that  
161 was the wording he used. He said he vaguely remembered there  
162 bein' some concern about Chris' ability to safely handle a  
163 firearm. But he could not remember the specifics. But that's,  
164 that's the way I remember it is I, I think he handed the gun to  
165 one of us at one point, the slide was not locked back. Either I  
166 or Lance pulled the slide back and re, and removed the bullet.  
167

**Transcript of Interview with Jeff Kuhns March 14, 2021**

168 Jim Ferraris: And once that bullet was removed then did Eppley  
169 do anything with the gun in terms of the trigger, showing it?

170

171 Jeff Kuhns: You know, I, I can't remember if he, he did  
172 anything with the trigger or if I then pointed the gun down at  
173 the floor and pulled the trigger to see how smooth it was and  
174 then racked it again. Um, I just don't remember those  
175 specifics. This is, you know, three, three and a half years ago  
176 now but I, I do, I do remember for a fact that, um, you know, he  
177 came over to the police department and he showed off his firearm  
178 to Lance and I on at least three occasions.

179

180 Jim Ferraris: Okay. And, and this is a bit elementary but the  
181 reason that, that slide was pulled back, um, by one of you,  
182 meaning you or Lance, was because why?

183

184 Jeff Kuhns: Well, that's, normally you don't hand a firearm.  
185 You should never hand a firearm to another individual without  
186 personally removing the magazine and removing the chambered  
187 round, checking with your vision and physically putting your  
188 finger in to the chamber to make sure that the gun is unloaded.  
189 That's not the way that Chris handed the firearm to either me or  
190 Lance. It's not the way somebody with good firearm handling  
191 skills would present or give a firearm to another individual.

**Transcript of Interview with Jeff Kuhns March 14, 2021**

192 The first thing you're supposed to do is make the firearm safe  
193 and that firearm was not made safe. And so that's just, that's  
194 just firearms 101. It's just, uh, how you hand a, a safely and  
195 known to be unloaded firearm to another individual.

196

197 Jim Ferraris: Okay. Thank you. Um, just a matter of  
198 background. Have you, uh, have you ever served as a firearms  
199 instructor?

200

201 Jeff Kuhns: I have not.

202

203 Jim Ferraris: Okay.

204

205 Jeff Kuhns: Not as a firearms instructor but obviously during  
206 my career, you know, we go to the range on a regular basis and  
207 firearm safety is of the utmost importance, um, because if you  
208 have an accident somebody can be seriously injured or killed.

209

210 Jim Ferraris: Absolutely. Uh, did you ever share those  
211 concerns or did Lance, to your knowledge, ever share those  
212 concerns with Eppley about his, um, handling of a firearm in  
213 that manner?

214

**Transcript of Interview with Jeff Kuhns March 14, 2021**

215 Jeff Kuhns: No, I can't, I can't even remember if, if, if  
216 when the round was removed, if we just kinda chuckled about it  
217 and laughed it off and kinda said well that could've been a huge  
218 mistake had the trigger been pulled? I don't, I don't even  
219 remember how we concluded that incident other than the firearm  
220 was made safe and then we went on to either pull the trigger or  
221 see, see what a nice trigger it was or, or look at the sights  
222 that, that he was showing off to both of us.

223

224 Jim Ferraris: Okay. And, and with regard to non-police  
225 employees, um, city policy prohibits possession of a firearm,  
226 uh, in a city facility by Kaiser employees whether or not they  
227 have a concealed carry license or not. Um, unless approved by  
228 the chief of police, the city manager or a human resources  
229 directory. Are you aware if Eppley ever had such permission?

230

231 Jeff Kuhns: I am not aware if, if he had permission given to  
232 him from the former chief, um, Mark Adams, the current chief,  
233 John Teague or the human resources director, or if he just gave  
234 himself permission because he's the city manager. But, I will  
235 tell you this, I knew that he was carrying a firearm in a public  
236 building and the police department and I knew what the policy  
237 was. I was very well versed in the policy because there is  
238 another city employee that does have a concealed handgun license

**Transcript of Interview with Jeff Kuhns March 14, 2021**

239 who is strictly prohibited from bringing his firearm in to the  
240 public building, or in to his office. I'm aware of that because  
241 when this individual was hired I believe he was [REDACTED]  
[REDACTED], um, we became aware of the fact that he was a CHL, uh,  
243 holder and at some point it came to our attention that he was  
244 told he couldn't bring the firearm in to the building so special  
245 arrangements needed to be made for this individual, uh, so he  
246 could secure his firearm in his vehicle. But he didn't wanna  
247 leave his vehicle in the public parking lot in the front of City  
248 Hall because he feared, you know, theft of the firearm or  
249 something along those lines to occur. So we made a special  
250 exception for this individual to park his car each and every day  
251 in the secured parking lot of the police facility. And that,  
252 that continued until the day I retired. That particular  
253 individual, um, was parking his vehicle in, in the secure police  
254 lot each and every day he came to work.

255

256 Jim Ferraris: And that, that, that person, uh, to your  
257 knowledge is that [REDACTED]?

258

259 Jeff Kuhns: Yeah, [REDACTED] is how I pronounce his  
260 name but yeah, so it, it, it was [REDACTED] and it was [REDACTED] and it,  
261 that's what struck me as bein' odd is I thought well, why has  
262 [REDACTED] been told he can't carry his firearm in to the City Hall

**Transcript of Interview with Jeff Kuhns March 14, 2021**

263 but at, at the same time the City Manager is carrying his  
264 firearm in to the City Hall. I just, that seemed like a double  
265 standard but Chris was my boss' boss so he's two pay grades  
266 ahead of me and I just didn't feel it was, um, for me to  
267 question.

268

269 Jim Ferraris: Be, because of your position in the police  
270 department as the No. 2 official, um, and your involvement with  
271 the, the █████ matter, um, do you know if the enforcement of  
272 that city firearms policy on █████, uh, was at the direction of  
273 the City Manager, Chris Eppley?

274

275 Jeff Kuhns: I do not know. I do not know the specifics or  
276 who, who was in on the decision. I don't know if they brought  
277 in outside legal counsel or what have you. Um, I just know that  
278 the decision was made that █████ could not bring his firearm in  
279 to City Hall and that special arrangements needed to be made so  
280 he could secure it in the safest manner possible. And that was  
281 by parking his car in the secured police parking lot.

282

283 Jim Ferraris: Okay, great. Um, any other details you recall  
284 that you want to relate?

285

**Transcript of Interview with Jeff Kuhns March 14, 2021**

286 Jeff Kuhns: No, the only, the only thing that I'll share with  
287 you that I should've touched upon in, in my conversations with  
288 Lance Inman, Lance has told me that he's seen Chris with the  
289 firearm in Chris' office on other occasions. The only place I  
290 ever saw Chris with a firearm was in my office and in Lance  
291 Inman's office and on all those occasions that occurred, um, the  
292 door was always closed. Um, but Lance, if you have an  
293 opportunity to interview him, you might question him about the  
294 times that he saw Chris with a firearm in, in Chris' office.

295

296 Jim Ferraris: Okay, thank you. All right. We'll go ahead and  
297 go off tape now. It's 11:28 a.m.

298

299

300

301

302

303 **SpeakWrite**

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305 Job Number: 21073-001

306 Date: 03/14/2021

307 Billed Words: 2788



**INTERVIEW WITH TREVOR WENNING. MARCH 23, 2021**

1 Speaker 1: Okay, we're, we're on tape. It's, uh, March 23<sup>rd</sup>.  
2 It's about 3:20 in the afternoon. I'm on the phone with  
3 Lieutenant Trevor Wenning of the Keizer Police Department.  
4 Keizer is K-E-I-Z-E-R. Trevor, would you spell your first and  
5 last name, uh, so the transcriptionist can get it correct?

6

7 Lieutenant Trevor Wenning: Yes, it is T as in tango, R as in  
8 Romeo, E as in echo, V as in Victor, O as in Oscar, R as in  
9 Romeo for Trevor. Last name is W as in whiskey, E as in echo, N  
10 as in November, N as in November, I in India, N as November, G  
11 as in golf for the last name of Winning.

12

13 Speaker 1: Perfect. Thanks Trevor. Uh and you're a  
14 lieutenant with the Keizer Police Department, correct?

15

16 Lieutenant Trevor Wenning: That is correct.

17

18 Speaker 1: Okay, what's your current, um, assignment?

19

20 Lieutenant Trevor Wenning: Uh, support division commander.

21

22 Speaker 1: Okay, um, I'm investigating an incident, um,  
23 involving the city manager, Chris Eppley, where there was a  
24 negligent discharge of a firearm in his office on March 4<sup>th</sup>. Are  
25 you aware of that incident?

26

27 Lieutenant Trevor Wenning: Yes.

28

29 Speaker 1: Okay, in the, um, in my interviews with, uh, with  
30 Eppley, um, and that's spelled E-P-P-L-E-Y. He indicated that  
31 there were occasions that, uh, he showed you a firearm of his,

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

32 or firearms of his, uh, within a city building. Do you recall  
33 that?

34

35 Lieutenant Trevor Wenning: Uh, I recall one instance. It was  
36 a few months back.

37

38 Speaker 1: Can you tell me about it?

39

40 Lieutenant Trevor Wenning: Uh, I don't remember how we came  
41 on the subject of, uh, firearms and personal firearms, uh, I  
42 know that he in the last, I mean I don't know how long but  
43 started getting more and more into, uh, weaponry. I know that  
44 he was fencer. He's got, you know, fencing, uh, swords on his  
45 wall and at some point, he transitioned to shooting and at one  
46 point in time, he again, I don't know how it transpired, but he  
47 showed me his, um, concealed weapon and I can't remember if it  
48 was a, a Barretta or if it was, uh, some other type of weapon.  
49 I didn't pay that much attention to it.

50

51 Speaker 1: Can you, um, can you describe to me how he showed  
52 it. Was it, was it in a holster, in his waistband, did he lift  
53 his shirt up? Um, was it in a bag? How, how did you, how did  
54 you see, how did he display it to you?

55

56 Lieutenant Trevor Wenning: Uh, he had, if I remember  
57 correctly, he had it in his front waistband in a hidden holster  
58 that I had no idea he even had it. Uh, cause you couldn't tell  
59 from outer appearances. Um, he, uh, lifted it out of the  
60 holster. Uh, cleared the magazine or, or released the magazine.  
61 Cleared, um, I can't remember if he cleared around from it or he  
62 just opened up the slide to make sure that there was no rounds  
63 in it and then, uh, once he handed it to me, I looked at it. I

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

64 made sure it was clear and safe to handle and then I just  
65 flipped it over.

66

67 Speaker 1: Okay. Um, was that solicited by you or did he  
68 solicit you to show the gun or how, how did that come to be?

69

70 Lieutenant Trevor Wenning: I don't remember, um, like I said,  
71 we, I don't even remember how we even started talking about, uh,  
72 weapons. I mean obviously, around the PD, I whether I'm in my  
73 PDU uniform, um, I will, I always have a, a gun and badge on my,  
74 on my waist -

75

76 Speaker 1: Uh huh.

77

78 Lieutenant Trevor Wenning: - that's always displayed. Um, so  
79 I don't know, uh, again, I don't remember how we came upon the  
80 conversation. Um, but it was in his office. We started talking  
81 about it and I mean that's how we, ultimately how I, I took a  
82 look at his gun. I don't know if it was a brand-new gun or if  
83 he added it something to it. Again, I, I don't remember how we  
84 got to that conversation.

85

86 Speaker 1: So that happened in his office?

87

88 Lieutenant Trevor Wenning: Correct.

89

90 Speaker 1: So was it a deal where you just dropped by and  
91 he's sitting his desk and he gets up and shows you the gun?

92

93 Lieutenant Trevor Wenning: Yeah, frequently, I go over his,  
94 being on the support side, I do a lot of work with contracts and  
95 his office is adjacent to Tammy Harms, who's adjacent to Sharon

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

96 Johnson our city attorney. Tammy Harms is our, uh, legal  
97 assistant to Shannon and so I will go over there frequently to  
98 just talk to them about contracts or, uh, something that, you  
99 know, typically, it's contracts, and he, if he's in his office,  
100 meaning that ultimately he's my boss, I, you know, like to build  
101 rapport with folks and, you know, a lot of times because of the  
102 separation of how our building is set up, unless you make an  
103 effort to go over there and build that rapport, it just doesn't  
104 happen naturally. So, uh, when he's in his office and I'm over  
105 on that side, I'm always, uh, I always swing in unless it's  
106 obvious that, you know, he's on a phone call or he's diligently  
107 working on something. Other than that, I'll, I'll swing in and  
108 say hi -

109

110 Speaker 1: Sure.

111

112 Lieutenant Trevor Wenning: - when visiting that side of the  
113 building.

114

115 Speaker 1: Do you remember what time of day your visit was  
116 or general sense?

117

118 Lieutenant Trevor Wenning: Uh, well in the daytime. Uh,  
119 cause he was here and that's usually when I work. Um, I can't  
120 remember if it was, you know, it's probably not going to be late  
121 afternoon cause I get off nearly at 1500, uh, so it would have  
122 been before 1500 and, um, legal usually doesn't roll in until  
123 after 8 or 9. So, I would say in that 6 hour window between say  
124 9:00 a.m. and 1500, would have been, would have been the  
125 timeframe.

126

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

127 Speaker 1: Okay, and in, just so I'm clear, this, this  
128 wasn't a pre-arranged deal where, where Eppley said hey, come by  
129 my office at, uh, 10:30 and show you my gun. Um, this is was  
130 just an impromptu visit, correct?

131

132 Lieutenant Trevor Wenning: Correct, there, there's no, there  
133 was no prearranged, predetermine meeting or, uh, no email or  
134 text or phone call saying hey, I got a new toy. Come see it.  
135 There was just happen stance that I was there conducting  
136 business with the city and, you know, swung in to say hi and,  
137 you know, he likes to know how things are going over on the PD  
138 side, and I, you know, just like to, again, like I said, build  
139 rapport with, you know, ultimately, are top bosses. And, yeah,  
140 so that was, uh, nothing prearranged.

141

142 Speaker 1: So is the, um, is, is, I'm summarizing then, that  
143 because he didn't know you were coming by, and in terms of, for  
144 purpose of showing you his gun, that because he didn't know  
145 that, he didn't go out to his car, for instance and get the gun  
146 and bring it back in waiting for you to come by to show you the  
147 gun.

148

149 Lieutenant Trevor Winning: Correct. I mean he, there's no  
150 way that he could have possibly known that I was coming over  
151 there, uh, to do any type of business or even swing by his  
152 office even if I was over there. So, he had it on him, I, I  
153 presume, all I can say is that he had it on his person in a  
154 holster in the front of his body in his waistband when I was in  
155 his office.

156

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

157 Speaker 1: Okay, very good. And, and I'm sorry, I know you  
158 said this earlier, but can you just give me a sense of how long  
159 ago that was that general sense?

160

161 Lieutenant Trevor Wenning: You know I want to say it was  
162 within the last 3 months. Um, it was in the last few months for  
163 sure. Um, but I, I don't remember if it was before Christmas or  
164 if it was after Christmas, I just, it, it was such, uh, a not, I  
165 mean, uh, I didn't think twice about it. There was nothing  
166 that, uh, bothered me or made it something that it would be a  
167 memorable event, uh, so I, I didn't really commit it to memory,  
168 but I know it was, you know, recent enough that I was, like I  
169 said, the best I can give you is the last few months.

170

171 Speaker 1: Okay, very good. And have there been any other  
172 occasions where he's shown you a firearm in a city building or,  
173 um, a displayed a firearm that you're aware of in a city  
174 building?

175

176 Lieutenant Trevor Wenning: You know, I, I want to say no, but  
177 I, there's some, some visceral reaction in me says that I, I  
178 wouldn't be able to, you know, swear under oath that the answer  
179 is yes.

180

181 Speaker 1: Mm hmm.

182

183 Lieutenant Trevor Wenning: But I can't say that it was no  
184 either. Um, cause I, I've known for like I said the last a  
185 couple of years, he's gotten into firearms. So, that leads me  
186 to believe that maybe this wasn't the first op or first, uh, um,  
187 incident, but I, I couldn't, I mean I, this, this last one, you  
188 know, was memorable only because it was, like I said, within the

**INTERVIEW WITH TREVOR WENNING MARCH 23, 2021**

189 last few months. Before that, I, I couldn't give you an answer  
190 to where I would say absolutely yes, but on the other hand, I  
191 can't absolutely no either.

192

193 Speaker 1: Okay.

194

195 Lieutenant Trevor Wenning: I know that doesn't help you but,  
196 um, I just, I just don't know.

197

198 Speaker 1: Yeah, no, honestly, it's, that does help so I  
199 appreciate it. Okay Trevor, anything else you think I need to  
200 know about this matter?

201

202 Lieutenant Trevor Wenning: Um, other than the, the handling  
203 of it, um, as far as our, uh, you know, when he showed me the  
204 weapon, um, you know, the muzzle was pointed in a safe  
205 direction. He cleared it before he handed it to me. I  
206 doublechecked it to make sure it's clear just out of habit, uh,  
207 handling firearms. There was nothing unsafe about the incident.  
208 Uh, again, it wasn't memorable to the degree that I could say  
209 other specific daytime and, you know, I didn't walk away going  
210 oh my God, I can't believe that actually happened. It just was,  
211 you know, two, two people who obviously, I mean being in law  
212 enforcement I'm around weapons every single day, um, and it's  
213 just two guys talking about, you know or, you know, firearm.

214

215 Speaker 1: Uh huh.

216

217 Lieutenant Trevor Wenning: Um, so again it was nothing,  
218 nothing reckless or careless, uh, even in the way it transpired.  
219 Um, that would be the only thing I would say about it.

220

INTERVIEW WITH TREVOR WENNING MARCH 23, 2021

221 Speaker 1: Okay. Very good Trevor. Thank you. It's 3:35  
222 and I'm gonna go off tape now.

223

224

225

226

227

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