

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF GEORGIA  
ATLANTA DIVISION

**ORIGINAL**

KELVIN J. COCHRAN,	)	
	)	
Plaintiff,	)	
	)	CIVIL ACTION FILE
vs.	)	
	)	NO. 1:15-cv-00477-LMM
CITY OF ATLANTA, GEORGIA;	)	
and MAYOR KASIM REED, IN	)	
HIS INDIVIDUAL CAPACITY,	)	
	)	
Defendants.	)	

- - -

VIDEOTAPED DEPOSITION OF  
MICHAEL J. GEISLER

FEBRUARY 28, 2017  
1:55 P.M.

BAKER DONELSON BEARMAN CALDWELL & BERKOWITZ, P.C.  
MONARCH PLAZA, SUITE 1600  
3414 PEACHTREE ROAD, N.E.  
ATLANTA, GEORGIA

Reported by: Suzanne Beasley, RPR  
CCR-B-1184

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

INDEX TO EXAMINATION

Examination	Page No.
By Mr. Theriot .....	5
By Ms. Hinton .....	84
By Mr. Theriot .....	90

INDEX TO EXHIBITS

Exhibit No.	Page No.
Exhibit 111 .....	51
E-mail correspondence with top e-mail dated 11/24/14 from Ms. Wilson to Ms. Byrd, Ms. Johnson and Mr. Geisler Subject: Interim Fire Chief Joel Baker	
Exhibit 112 .....	53
E-mail dated 11/24/14 from Ms. Torres to Mr. Geisler	
Exhibit 113 .....	78
E-mail dated 1/18/15 from Mr. Geisler to Mr. Geisler, Subject: Utz on Cochran	
Exhibit 114 .....	81
E-mail dated 3/2/15 from Chief Joel Baker to Mr. Geisler, Subject: AFRD Climate Survey Link	
Exhibit 115 .....	83
E-mail dated 1/10/15 from Mr. Geisler to nancy@green2sustainable.com	

(Also discussed were previously marked Exhibits 4, 5, 7, 8, 9, 10, 11, 12 and 13.)

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

1 APPEARANCES OF COUNSEL:

2 On behalf of the Plaintiff:

3 KEVIN H. THERIOT, Esq.  
4 Alliance Defending Freedom  
5 15100 N. 90th Street  
6 Scottsdale, Arizona 85260  
7 (480) 444-0020  
8 ktheroit@adflegal.org

9 VERNADETTE R. BROYLES, Esq.  
10 Georgia Adoption & Family Law Practice  
11 5425 Peachtree Parkway  
12 Suite 110  
13 Norcross, Georgia 30092  
14 (770) 448-4525  
15 vbroyles@adoptionfamilylaw.com

16 On behalf of the Defendants:

17 KATHRYN J. HINTON, Esq.  
18 Baker Donelson Bearman Caldwell &  
19 Berkowitz, P.C.  
20 3414 Peachtree Road, N.E.  
21 Monarch Plaza, Suite 1600  
22 Atlanta, Georgia 30326  
23 (404) 221-6512  
24 khinton@bakerdonelson.com

25 Also Present: Kelvin J. Cochran

Videographer: Brandon Brantley

- - -

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 4

1 THE VIDEOGRAPHER: This is the  
2 beginning of Media Number 1 in the  
3 deposition of Michael Geisler in the matter  
4 of Kelvin Cochran versus City of Atlanta,  
5 et al., Case Number 1:15-cv-00477.

6 Today's date is February 28th, 2017.  
7 The time on the monitor is 1:55 p.m. My  
8 name is Brandon Brantley, and I'm the  
9 videographer. The court reporter is  
10 Suzanne Beasley. We are here with Huseby  
11 Global Litigation.

12 Counsel, please introduce yourselves,  
13 after which the court reporter will swear  
14 in the witness.

15 MS. HINTON: Kathryn Hinton for the  
16 Defendants.

17 MR. THERIOT: Kevin Theriot for the  
18 Plaintiff.

19 (The signature of the witness to the  
20 deposition was reserved.)

21 MICHAEL JOSEPH GEISLER,  
22 having been duly sworn, was examined and testified  
23 as follows:

24  
25

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

1

EXAMINATION

2 BY MR. THERIOT:

3 Q. Mr. Geisler, I'm Kevin Theriot, one of the  
4 attorneys for the plaintiff.

5 Would you please state your full name for  
6 the record?

7 A. Michael Joseph Geisler.

8 Q. Do you have any aliases that you've gone  
9 by before?

10 A. No.

11 Q. Have you been deposed before?

12 A. Yes.

13 Q. What was that involving?

14 A. It has been a situation, City situation.  
15 I've been deposed in a personal matter with a  
16 neighbor; other business-related depositions.

17 Q. Tell me about the City case that you were  
18 deposed in.

19 A. It had to do with the watershed management  
20 department and a number of employees who were  
21 terminated. There were certain employees who felt  
22 that it was an inappropriate termination.

23 Q. What were the basis of their claims?

24 A. They just felt that they weren't guilty of  
25 what they were accused of doing, and an investigation

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 6

1 had been conducted, and the termination was based on  
2 the investigation.

3 Q. What -- I'm not looking for a bunch of  
4 detail here, but was it the claims -- strike that.

5 The investigation, did it concern fraud?  
6 Mismanagement? What was the investigation?

7 A. Theft.

8 Q. Theft. All right. You know, since you've  
9 been deposed before, you know how a deposition works.  
10 Just a couple of quick reminders. If we can not talk  
11 over each other, it'll make it more easy for the  
12 court reporter to get everything down.

13 If you need a break, let me know. Just, I  
14 ask that you not take a break while a question is  
15 pending. And you understand that everything that you  
16 say here today is under oath and can be used just  
17 like you were testifying before the jury or court?

18 A. I understand.

19 Q. What is your current address?

20

21

22 Q. How long have you lived there?

23 A. In the neighborhood of ten years.

24 Q. Where did you live most previous to that?

25 A. Florida. Winter Park, Florida.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 Q. What's your age?

2

3 Q. And are you married?

4 A. Yes.

5 Q. Give me just a quick summary of your  
6 education.

7 A. Undergraduate degree from Loyola  
8 University of Chicago; BBA in accounting; and a  
9 master's degree from Northeastern University in  
10 finance.

11 Q. Are you a CPA?

12 A. I am.

13 Q. What documents have you reviewed in  
14 preparation for this deposition?

15 A. I have seen some e-mails. I have seen  
16 some documents related to the financial disclosure  
17 requirements of the City.

18 Q. Tell me about the latter first. What are  
19 the financial disclosure requirements of the City  
20 that you reviewed?

21 A. On an annual basis, key members of the  
22 City staff are required to disclose what their  
23 financial position is, what their -- what the  
24 potential is for conflicts of interest with  
25 employment other than out -- other than within the

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 8**

1 City has occurred during the course of the year.

2 Q. Is there any minimum that triggers that  
3 requirement?

4 A. I believe there may be a \$5,000 minimum.

5 Q. Where are those rules contained?

6 A. I assume that -- I'm trying to recall.  
7 The City publishes on its website, I believe, the  
8 policies of the City, and within those policies I  
9 believe that's where they are.

10 Q. Do you recall the number of those policies  
11 that you reviewed?

12 A. I don't recall the number.

13 Q. What e-mails did you review in preparation  
14 for this deposition?

15 A. There were a couple of e-mails regarding  
16 the actions that were taken in late November with  
17 respect to the chief. They indicated that I was away  
18 on a trip, college visits with my son, at the time  
19 the chief received his suspension.

20 Q. Any other e-mails besides those?

21 A. I think that's pretty much it, yes.

22 Q. You're represented here by counsel today?

23 A. Yes.

24 Q. Who did you speak with about your  
25 testimony besides counsel?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 9

1 A. No one.

2 Q. Where did you work before you came to work  
3 for the City of Atlanta?

4 A. I worked for a company called U.S.  
5 Security Associates.

6 Q. Where is that based?

7 A. Roswell, Georgia.

8 Q. What did you do for them?

9 A. I was their chief financial officer.

10 Q. And where are you currently employed?

11 A. I'm at a company called Secure America  
12 here in Atlanta.

13 Q. What are your job responsibilities with  
14 Secure America?

15 A. Chief financial officer.

16 Q. What were the circumstances of you leaving  
17 your employment with Atlanta?

18 A. The opportunity to go with Secure America,  
19 going back to the private side. I felt more of  
20 calling for that. Secure America was a direct  
21 competitor with my former employer. I had a  
22 noncompete at the former employer, so after that  
23 noncompete expired, it was a natural to go back to  
24 the private side.

25 Q. Did you sign any kind of agreement when

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 10**

1 you left the City of Atlanta?

2 A. I don't believe I did, no.

3 Q. When did you first go to work for the City  
4 of Atlanta?

5 A. It was in October of, I think it was 2012.

6 Q. And when was your last day at work with  
7 the City?

8 A. It was August of 2015.

9 Q. So about three years. What were your job  
10 responsibilities at the City of Atlanta?

11 A. I initially started out as the chief  
12 financial officer for the Department of Watershed  
13 Management, and from there I moved into the position  
14 of first interim chief operating officer for the  
15 City, and then chief operating officer for the City.

16 Q. What precipitated you moving into first  
17 interim chief operating officer for the City?

18 A. The -- I was initially approached by  
19 Duriya Farooqui, who had been the COO. She was  
20 moving on leaving the City, and she had proposed me  
21 to the mayor as a likely replacement. So she  
22 arranged for a meeting with the mayor, and based on  
23 the results of that meeting, the mayor offered me the  
24 position.

25 Q. And then how long did you serve as first

1 interim chief?

2 A. Like I said, the first interim chief  
3 was -- or as interim chief was six months  
4 approximately, February to August.

5 Q. And then you went on to be the COO?

6 A. Correct.

7 Q. And what circumstances led to that?

8 A. Well, I was interested in the position,  
9 and the mayor was also interested in making the  
10 position the full-time COO's position rather than  
11 interim.

12 Q. Okay. So your job responsibilities didn't  
13 change?

14 A. No.

15 Q. Just went from interim into full-time?

16 A. Correct.

17 Q. Okay. I misunderstood that.

18 Are you aware of any previous claims  
19 against the City of Atlanta for violation of freedom  
20 of speech by an employee?

21 A. I don't recall any specifics.

22 Q. Any claims for violation of the freedom of  
23 religion against the City of Atlanta?

24 A. I'm not aware.

25 Q. So none of those types of claims were

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 12**

1 filed against the City as far as you know while  
2 during your tenure at the City?

3 A. Not that I'm aware of.

4 Q. Any claims like that filed against the  
5 mayor or yourself?

6 A. Definitely not me, and I can't recall any  
7 being filed against the mayor.

8 Q. While you were the COO, what was the chain  
9 of command? Who reported to you and who did you  
10 report to?

11 A. Okay. There were 13 city departments.  
12 The public service -- safety departments, watershed,  
13 department of public works, staff functions, IT,  
14 human resources, procurement, watershed management,  
15 DPW, if I didn't mention those.

16 Q. Okay.

17 A. Those were the basic.

18 Q. What departments didn't report to you?  
19 Maybe I should ask you that.

20 A. Finance and law, and the chief of staff.

21 Q. Cathy Hamilton, the law --

22 A. Cathy Hampton.

23 Q. Hampton, excuse me.

24 A. Cathy Hampton.

25 Q. Okay. Cathy Hampton. And then the chief

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 of staff was?

2 A. Candace Byrd.

3 Q. Candace Byrd. And what about finance?

4 A. Jim Beard.

5 Q. And then you reported directly to the  
6 mayor?

7 A. Correct.

8 Q. What was his management style during your  
9 tenure there?

10 A. Well, he was very driven. You know, he  
11 was a very action-oriented individual, like any --  
12 like many politicians, very interested in  
13 accomplishments, what's being achieved on behalf of  
14 the City. I did see him as somebody who was  
15 dedicated to the City and had the City's interests at  
16 heart.

17 Q. How did he interact with the people that  
18 reported to him on a daily basis, weekly basis?

19 MS. HINTON: Object to form.

20 BY MR. THERIOT:

21 Q. You can answer that.

22 A. Okay. My relationship was a very good  
23 relationship. I know the chief of staff had a very  
24 good relationship. Some of his other direct reports,  
25 Hampton and Beard, as well as the other

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 14**

1 commissioners; typical relationship that you would  
2 expect in any type of a business-like environment.

3 Q. How often did he communicate with you?

4 A. Pretty much any time he was in the office.

5 Q. Okay.

6 A. You know, I was just down the hall from  
7 him.

8 Q. Did he communicate with you mainly  
9 face-to-face or via e-mail?

10 A. Face-to-face.

11 Q. Did he -- any other ways besides  
12 face-to-face?

13 A. An occasional phone call, an occasional  
14 text.

15 Q. Did you have any involvement in the  
16 approval of the ethics officer, Nina Hickson?

17 A. No.

18 Q. Did you have any involvement in any claims  
19 that were brought before the ethics board during your  
20 tenure?

21 A. No.

22 Q. Did you have any training in the ethics  
23 code when you took -- when you began serving as COO?  
24 Well, when you first went to the work for Atlanta in  
25 2012.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1           A.     You know, as a CPA you go through the  
2 continuing education. Part of the continuing  
3 education requirements you have for your CPA license,  
4 there is training on the administration of proper  
5 ethics policy, proper ethics standards for yourself.

6           Q.     What about the code of ethics for the City  
7 of Atlanta? Did you receive any training on that?

8           A.     I don't recall specifically, but I would  
9 assume that there had been.

10          Q.     Did you have any occasion to consult with  
11 Ms. Hickson or the ethics officer? Let me back up.

12                   Who was the ethics officer while you were  
13 there?

14          A.     Nina Hickson.

15          Q.     Did you have any occasion to consult with  
16 her about a potential issue with the ethics code  
17 while you were there?

18          A.     We had issues in those cases I just  
19 mentioned early -- mentioned earlier regarding theft,  
20 but that was mainly the legal department that was  
21 conducting those discussions with her.

22          Q.     Okay. So in those situations involving  
23 theft, was there any accusation or allegation that  
24 those individuals violated the code of ethics for the  
25 City of Atlanta?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 16

1 A. I believe it came up, yes.

2 Q. Was there any investigation or any kind of  
3 a hearing done by the -- by the ethics board?

4 A. I don't recall the ethics board doing  
5 investigations of those people.

6 Q. Who did the investigation of those people?

7 A. The investigation that was conducted was  
8 done by the police, the Atlanta Police Department,  
9 and the legal department.

10 Q. So as far as you recall, the board of  
11 ethics didn't get involved in those investigations?

12 A. I don't recall them being involved, yes.

13 Q. Did you ever consult with Ms. Hickson  
14 about how the code of ethics applied in any  
15 particular situation?

16 A. I don't recall doing that.

17 Q. Are you aware of any complaints made  
18 against anyone that you supervised indirectly or  
19 directly for violation of the ethics code besides the  
20 folks that we spoke about already that were accused  
21 of theft?

22 A. Give me a minute to think about that one.

23 Q. Sure. Take all the time you need.

24 A. I don't recall any specific instances, but  
25 it doesn't mean that that didn't happen.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 17

1 Q. So it could have happened?

2 A. It could have happened, yes.

3 Q. So based on that answer, I'm assuming you  
4 never took any action or discipline against anybody  
5 for violation of the City of Atlanta ethics code?

6 A. None that I recall.

7 Q. So it's your understanding that -- well,  
8 strike that.

9 Was there, besides Chief Cochran, any  
10 other of your employees or those that reported to  
11 you, did they write a book during your tenure here in  
12 Atlanta?

13 A. I'm not aware of anyone writing a book.

14 Q. Is it your understanding that if they had  
15 or -- I guess maybe we'll just take Chief Cochran's  
16 instead of saying a hypothetical. Is it your  
17 understanding that in order to write a book like the  
18 book that Chief Cochran wrote, that permission from  
19 the ethics board was required?

20 A. Representing himself as fire chief for the  
21 City, I believe it would have required -- because the  
22 book does say that he was representing himself as a  
23 fire chief for the City -- I believe that it would  
24 have required approval from the ethics officer or the  
25 board.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 18**

1 Q. If he hadn't have referenced the fact that  
2 he was fire chief for the City, is it your  
3 understanding that he wouldn't have had to get  
4 approval to get -- from the ethics board?

5 A. I believe that would be the case, yes.

6 Q. That he would not have had to.

7 A. Correct.

8 Q. That was a poorly worded question. Sorry  
9 about that.

10 So 2012 is when you took office, so Chief  
11 Cochran was the fire chief when you became COO?

12 A. Yes.

13 Q. What was the job description for the  
14 fire -- for the chief of Atlanta Fire and Rescue  
15 Department?

16 A. It was very similar to what the  
17 description of the department is, fire and rescue.  
18 The chief ensured for the safety of all of his  
19 officers, and that was primarily his job description,  
20 but, you know, the safety of the city, prevention of  
21 fire and emergency response in the city. Emergency  
22 response.

23 Q. Prior to November of 2014, which is when  
24 he was suspended, had you ever received any  
25 complaints about Chief Cochran's performance as fire

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
Michael J. Geisler on 02/28/2017

Page 19

1 chief?

2 A. The only thing that ever did come up was  
3 the accreditation.

4 Q. Anything besides the accreditation?

5 A. Nothing that I recall.

6 Q. Other than the accreditation, were there  
7 any aspects of Chief Cochran's performance as fire  
8 chief that you were unhappy about prior to November  
9 of 2014?

10 A. No.

11 Q. Was there any indication that he did not  
12 exercise good judgment as the fire chief during that  
13 time period?

14 A. Not as the fire chief, other than with  
15 respect to the book.

16 Q. Okay. Let's talk a little bit about  
17 accreditation. I guess, first of all, is the fire  
18 department the only department that gets accredited  
19 or has some sort of accrediting --

20 A. I believe corrections is accredited as  
21 well.

22 Q. Had there ever been a time either when the  
23 fire department or the department of corrections was  
24 in deferred status prior to the deferrals -- deferred  
25 status that Chief Cochran was involved?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 20**

1 A. Not that I'm aware of.

2 Q. What -- why is accreditation important for  
3 the fire department?

4 A. You know, it's an indicator of just how  
5 well they are doing their job and their adherence to  
6 specific performance requirements to attain that  
7 status. You know, there was statistics. There was  
8 information to say -- I'm trying to recall as best I  
9 can -- that the Atlanta Fire Department was one of  
10 the only -- one of the few, if not the only, large  
11 city fire department that had received such an  
12 accreditation.

13 Q. When did the -- and you said there was --  
14 let me take that back. Strike that.

15 So at some point the Atlanta Fire and  
16 Rescue Department became in deferred status with  
17 regard to accreditation. Are you aware of that?

18 A. Yes. That was the case when I joined. I  
19 believe that deferred status was in place at that  
20 time.

21 Q. Okay. And what was your understanding of  
22 the reason for that deferred status?

23 A. The chronology on that was that five years  
24 prior there had been an accreditation process, and  
25 that accreditation process identified certain

1 responses, certain corrective action that needed to  
2 take place over the five years prior to the next  
3 accreditation. And that the report five years prior  
4 listed all of those out, and those changes, those  
5 corrective actions were not taken, and that resulted  
6 in the loss, or the deferral of accred -- to deferral  
7 of accreditation.

8 Q. So five years prior would have been five  
9 years prior to 2012?

10 A. In that neighborhood, yes.

11 Q. So around 2007?

12 A. Correct.

13 Q. Okay. What was your understanding of why  
14 those corrective actions weren't taken?

15 A. I believe that when the corrective actions  
16 were recommended, there was acknowledgement, there  
17 was agreement to do them, and then other activities  
18 got in the way, and those corrective actions simply  
19 weren't taken. They were shelved.

20 Q. Did that have anything to do with the lack  
21 of funds in order to do the accreditation?

22 A. That I'm not aware of one way or the  
23 other.

24 Q. Why don't we look at Exhibit 4, if you  
25 would. And then, Mr. Geisler, the court reporter

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 22**

1 will hand you the official -- we've had this marked  
2 as Exhibit 4 before, so.

3 A. Thank you.

4 Q. So, if you would, take a look at  
5 page five. Well, I guess, first of all, do you  
6 recognize this document? Have you seen it before?

7 A. I believe I've seen it, yes.

8 Q. The reaccreditation report. If you look  
9 at page five about midway down, there's a paragraph  
10 that begins with "The department is funded almost  
11 entirely through a tax base."

12 A. I see it.

13 Q. "And Atlanta appears to be rebounding from  
14 the economic downturn and has resumed its former  
15 staffing levels."

16 So is it fair to say that that's an  
17 indication that some of the problem with the deferred  
18 status had to do with the economic downturn?

19 MS. HINTON: Object to form.

20 You can answer.

21 THE WITNESS: I suspect some people  
22 might interpret it that way.

23 BY MR. THERIOT:

24 Q. Do you have any reason to believe that  
25 that was not the case?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 23

1           A.     I just don't have knowledge one way or the  
2 other --

3           Q.     Okay.

4           A.     -- whether the funding was there.

5           Q.     Is it your understanding that one of the  
6 primary problems was outdated equipment that wasn't  
7 able to capture the information, the techno -- they  
8 didn't have the technology they needed to capture the  
9 information they needed?

10          A.     I know that there were issues with the  
11 software, and availability of software to capture  
12 information or to report information.

13          Q.     Okay. But it's your testimony that you  
14 have no knowledge whether there was funding to update  
15 that software or the equipment needed to make sure  
16 the department was up to date?

17          A.     I don't know that the requests were made  
18 prior to the actions being taken to lift the  
19 deferral.

20          Q.     Do you have any information to indicate  
21 that they weren't made, that there was no request for  
22 funding to update the software and equipment?

23          A.     I don't have information either way.

24          Q.     Okay. What was your understanding of the  
25 steps needed to get out of deferred status?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 24**

1           A.       Compliance with those open items from that  
2 prior report, and then further review by fire chiefs  
3 from other organizations and approval and  
4 accreditation.

5           Q.       I'm handing you -- would the court  
6 reporter please hand him Exhibit 5. This is a --  
7 Exhibit 5 was previously introduced as an exhibit to  
8 I believe Mayor Reed's deposition, but it's a  
9 PowerPoint that was put together by Chief Cochran at  
10 the time, I'll represent to you.

11                   If you look at the last page, that's  
12 primarily what I'm interested in. There's an  
13 indication -- a summary of the resources required.  
14 Does that refresh your memory about what was needed  
15 to get out of deferred status?

16           A.       It does.

17           Q.       Did you have any concerns about this plan  
18 that was proposed to get out of deferred status?

19           A.       The plan was very aggressive, and there  
20 was a timeline, I believe, to complete all of the  
21 work or the deferred status would expire. I believe  
22 that was the case.

23           Q.       So by aggressive, you mean it needed to  
24 happen pretty quickly?

25           A.       Yes.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 25

1 Q. Did you have any concerns about the steps  
2 that Chief Cochran took to make sure that the AFRD  
3 was no longer in deferred status?

4 A. He assembled a strong team to address the  
5 outstanding issues. I think the biggest concern was  
6 the, as I recall it, the software issue, getting the  
7 software in place to make things happen correctly.

8 Q. So is it fair to say that his response as  
9 the fire chief was appropriate to get out of deferred  
10 status?

11 A. Yes.

12 Q. Now, the department never lost  
13 accreditation, correct?

14 A. Correct.

15 Q. And once accreditation was achieved --  
16 strike that. That's a mischaracterization of the  
17 facts.

18 Once deferred status was no longer in  
19 effect, the department actually received a status,  
20 Level 1 status that it no longer -- had previously  
21 not achieved; is that correct?

22 A. Yes, I believe that was -- that's correct.

23 Q. And that -- as a matter of fact, that  
24 was -- that Class 1 status was achieved for the first  
25 time in the City of Atlanta's history, as I

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 26

1 understand it. Is that right?

2 A. I believe it --

3 Q. Yes.

4 MS. HINTON: Object to form.

5 THE WITNESS: I believe that's  
6 correct.

7 BY MR. THERIOT:

8 Q. All right. Well, let me just show you --  
9 if you could show Mr. Geisler Exhibit 7.

10 Mr. Geisler, Exhibit 7 is a press release  
11 about the accreditation process. And if you'll look  
12 there at the first paragraph, does that refresh your  
13 memory about the fact that you are right, that it was  
14 the first time in the City's history that Class 1  
15 status had been attained?

16 A. Yes.

17 Q. And that was due in part to  
18 Chief Cochran's efforts?

19 A. Yes.

20 Q. Was any action taken against Chief Cochran  
21 for either the fact that the AFRD was in deferred  
22 status or his actions in handling, getting that  
23 deferred status eliminated and attaining and  
24 confirming good accreditation?

25 A. Were any actions taken?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 27

1 Q. Against Chief Cochran.

2 A. No actions taken, but it was -- it was  
3 clear that if the accreditation didn't occur, that  
4 actions would be taken.

5 Q. How was that made clear to him?

6 A. I told him.

7 Q. Was that in a meeting, face-to-face  
8 meeting?

9 A. Probably was one on one.

10 Q. Do you recall what you said to him exactly  
11 and what he said to you?

12 A. That his position would be terminated if  
13 we didn't get the accreditation.

14 Q. And how did Chief Cochran respond to that?

15 A. He accepted it.

16 Q. We're doing pretty well here.

17 All right. When did you first hear that  
18 Chief Cochran had written a book?

19 A. Yvonne Yancy came to me, and it was  
20 probably in the third quarter of 2014, to tell me  
21 that she had received a copy of the book, and she had  
22 read it, and she raised issues with some of the  
23 things that were said in the book.

24 Q. What were the issues that she said were a  
25 concern?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 28

1           A.     It had to do with sexual preferences,  
2     primarily.  You know, she had some issues, I believe,  
3     with respect to the way comments were made about  
4     women in the book.

5           Q.     Anything else?

6           A.     Those are the pieces -- those are what I  
7     recall.

8           Q.     So that was the first time that you had  
9     heard that Chief Cochran was writing a book --

10          A.     I believe, yes.

11          Q.     -- was in the third quarter, which is --  
12     is that September or October of 2014?

13          A.     Probably October.

14          Q.     October?

15          A.     Fourth quarter.

16          Q.     Yeah, fourth quarter.  Dealing with an  
17     accountant, you think in --

18          A.     Yeah.

19          Q.     -- terms of quarters.  I understand.  All  
20     right.

21                     Prior to that time, had anyone talked to  
22     you about Chief Cochran writing a book at all?

23          A.     I don't recall anyone speaking to me, no.

24          Q.     Did you ever have a conversation with the  
25     mayor about when he first heard of the book?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 29

1           A.     Yeah. I believe the mayor expressed  
2 concern over some of the comments that were made at  
3 some point, yes.

4           Q.     At some point probably during about that  
5 same time period in October or November of 2014?

6           A.     Yes.

7           Q.     We'll get to that here in a minute.

8                     Did you ever have any conversations with  
9 Lilly Cunningham about whether she had received a  
10 copy of the book for the mayor?

11          A.     No.

12          Q.     Anyone else talk to you about the fact  
13 that they had -- they were aware that the mayor had  
14 seen a copy of the book?

15          A.     I believe Cathy Hampton may have.

16          Q.     And that was during that same time period?

17          A.     That was during that time period.

18          Q.     In October, November of 2014 when  
19 Ms. Yancy came and spoke to you, did she say that  
20 anyone else had complained about the book?

21          A.     Councilmember Wan had brought it up. She  
22 was aware that he was taking issue with some of the  
23 comments. I think Robin Shahar.

24          Q.     What did she say Councilman Wan said to  
25 her?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 30**

1           A.       Initially that he was extremely upset over  
2       the comments, couldn't understand why the comments  
3       were made, and I think that was probably the extent  
4       of it.

5           Q.       What were the comments that Councilman Wan  
6       was extremely upset about?

7           A.       The comments that compared homosexuality  
8       to bestiality.

9           Q.       Any others?

10          A.       That's -- those are -- that's the specific  
11       comment that I recall.

12          Q.       What about Ms. Shahar? What comments was  
13       she particularly concerned about?

14          A.       The comments that related to same sex  
15       marriage, I believe. I think that was hers.

16          Q.       Did you speak with -- strike that.

17                    Were there concerns expressed when you  
18       talked to Ms. Yancy from any other group or any other  
19       besides Ms. Shahar and Mr. Wan?

20          A.       Ms. Yancy indicated that there were people  
21       in the fire department who were gay. At, you know,  
22       some point she made that comment to me that there  
23       were people there who were concerned that it could  
24       affect their promotability --

25          Q.       When did she --

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 31

1 A. -- and status within the department.

2 Q. When did she speak to you about that?

3 A. I'm going to say in that October, November  
4 timeframe.

5 Q. Was it at a specific meeting? Was it  
6 after the first time that you heard about the book or  
7 during that first meeting you had with Ms. Yancy?

8 A. It was after.

9 Q. Did she mention specifically who those  
10 individuals were?

11 A. No.

12 Q. Did she indicate that they had actually  
13 been mistreated in any way?

14 A. No.

15 Q. Did you have any complaints either that  
16 you heard about or directly to you from the Human  
17 Rights Campaign?

18 A. No.

19 Q. Anti-Defamation League?

20 A. No.

21 Q. Georgia Equality?

22 A. No, not directly to me.

23 Q. Were you aware that they were complaining  
24 about the book?

25 A. I was aware that there were groups that

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 32

1 were complaining, yes.

2 Q. Those specific groups or not?

3 A. I'm going to say I don't recall the  
4 specific groups.

5 Q. Okay.

6 A. I know there were groups.

7 Q. Do you recall the particular concern or  
8 focus of those particular groups like Georgia  
9 Equality and Human Rights Campaign?

10 A. Part of it was the LGBT community, so if  
11 those groups were speaking for them, yes, that  
12 particular group.

13 Q. When did you hear about that, about the  
14 LGBT community being concerned?

15 A. It was during that October, November  
16 timeframe, but then even continuing through the  
17 suspension period.

18 Q. So that was prior to his suspension and  
19 during the suspension?

20 A. Yes.

21 Q. And that concern was expressed to you by  
22 other members of the staff?

23 A. Yes.

24 Q. Ms. Yancy. Anyone else?

25 A. Yancy; probably, I would assume Cathy

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 33**

1 Hampton.

2 MS. HINTON: And just to provide some  
3 instruction here. If you can -- don't  
4 testify to what Cathy Hampton may have told  
5 to you --

6 THE WITNESS: Okay. Understand.

7 MS. HINTON: -- or Bob Godfrey. Keep  
8 going.

9 BY MR. THERIOT:

10 Q. All right. Did you ever read  
11 Chief Cochran's book?

12 A. No.

13 Q. Did you ever read portions of the book?

14 A. Excerpts that were in the press.

15 Q. Did you -- let's look at Exhibit 8, if you  
16 would. Have you seen -- you can take time, take a  
17 minute to thumb through that, but did you see  
18 excerpts of the book that are in Exhibit 8?

19 And just to clarify the question, did you  
20 see this excerpt, not did you see excerpts of the  
21 book that were in the press?

22 A. So the entire excerpt?

23 Q. Yeah, the entire excerpt.

24 A. No.

25 Q. Okay. So you're not aware who made the

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 34

1 comments or the edits or anything in this?

2 A. No.

3 Q. I'm sorry, that was a poor question.

4 That's all I needed to know, I think.

5 So other than the meeting that you had  
6 with Ms. Yancy during that timeframe prior to his  
7 suspension, did you meet with anybody else about the  
8 book?

9 A. Had some discussion with the mayor about  
10 it.

11 Q. Okay. When was that?

12 A. In that November timeframe.

13 Q. But prior to the suspension?

14 A. Prior to the suspension.

15 Q. What did the mayor say to you during that  
16 discussion?

17 A. I think there were concerns over why the  
18 chief would have written the book, and there were  
19 concerns over the fact that the book was handed out  
20 to members of his staff; you know, and the mayor was  
21 trying to decide how to deal with the situation.

22 Q. Was anyone else in that meeting, or was it  
23 one on one?

24 A. I don't recall anyone being in that  
25 specific meeting, but there was a point where

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 35

1 Commissioner Boone and I did talk to the mayor about  
2 the situation as well.

3 Q. All right. Let's take -- let's focus on  
4 that first one, and then we'll get to the one with  
5 Commissioner Boone --

6 A. Okay.

7 Q. -- assuming that there was a second one.

8 So, as I understand it, he expressed  
9 concern about why Chief Cochran wrote the book. What  
10 did he say about that?

11 A. It's hard to remember after this time.

12 Q. What was the import of what he -- what his  
13 concerns were?

14 A. Well, the comments that were made that  
15 would be insulting to certain groups.

16 Q. And what did he say about the fact that it  
17 was handed out at work?

18 A. He was not happy over that. It should not  
19 have been handed out.

20 Q. And why was he not happy about that?

21 MS. HINTON: Object to form. Calls  
22 for speculation.

23 BY MR. THERIOT:

24 Q. Did he say why he was not happy about it  
25 being handed out?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 36

1           A.     I believe he commented that the workplace  
2 wasn't the right place to be handing it out to staff.

3           Q.     A book that contained comments, or, you  
4 know, what was -- or just any book in particular?

5           A.     The comments that were in the book.

6           Q.     That were insulting?

7           A.     Correct.

8           Q.     All right. And either at that meeting or  
9 a subsequent meeting Councilman Boone was --

10          A.     Commissioner.

11          Q.     I'm sorry. Commissioner Boone and you  
12 spoke with the mayor about the book?

13          A.     We spoke to the mayor about the chief's  
14 situation.

15          Q.     All right. And what did you say to the  
16 mayor?

17          A.     We were offering our opinion on what the  
18 response, the mayor's response should be.

19          Q.     What was your opinion?

20          A.     That a suspension was probably in order,  
21 but that given the chief's performance, he should be  
22 given due consideration.

23          Q.     Was that the same counsel that  
24 Commissioner Boone gave?

25          A.     Yes.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 37

1 Q. Why was Commissioner Boone in that  
2 meeting?

3 A. Commissioner Boone came to me to talk  
4 about the situation and I guess solicited my support,  
5 adherence.

6 Q. What did he say to you?

7 A. She.

8 Q. Oh, I'm sorry. What did she say to you?

9 A. That we need to offer our opinion --

10 Q. Okay.

11 A. -- on the matter to the mayor.

12 Q. And her opinion was that -- was the same  
13 as yours?

14 A. Yes, at that point.

15 Q. Any other meetings that you attended prior  
16 to -- about Chief Cochran's book prior to his  
17 suspension?

18 A. None that I can recall specifically.

19 Q. So in those meetings, other than the  
20 contents of the book and the fact that they were  
21 distributed, any other concerns about the book  
22 expressed during those meetings that you had with the  
23 mayor with or without Commissioner Boone?

24 MS. HINTON: Object to form.

25 You can answer.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 38

1 THE WITNESS: In the meetings with  
2 Commissioner Boone, no.

3 BY MR. THERIOT:

4 Q. Okay.

5 A. Thinking about it, there were likely  
6 meetings with the mayor and Commissioner Yancy to  
7 discuss the contents of the book.

8 Q. All right. Let's talk about those. So  
9 just to make sure I understand that, so when any  
10 other -- was there anything else said in your initial  
11 meeting with the mayor without Ms. Yancy besides what  
12 we've already talked about?

13 A. No, not that I recall.

14 Q. All right. Now, there were some meetings  
15 with Ms. Yancy with the mayor; is that right?

16 A. Yes, I believe there were.

17 Q. Okay. And who else was in the meeting  
18 besides Ms. Yancy and you and the mayor?

19 A. Possibly the chief of staff.

20 Q. What did -- what did Ms. Yancy say?

21 A. She brought up her concerns over what she  
22 had read in the book, and she brought up the issues  
23 raised by Councilmember Wan.

24 Q. Okay.

25 A. I know that the -- there had been -- she

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 39

1 brought up the fact that employees had gone to the  
2 union and raised the issue with the book.

3 Q. Do you recall what the chief of staff said  
4 during that meeting?

5 A. No, I don't recall specifics.

6 Q. What was the mayor's response to the  
7 statements that Ms. Yancy made about the contents of  
8 the book and the --

9 A. As I recall, he was searching for what his  
10 response should be.

11 Q. Did you speak with anyone else besides  
12 those meetings that you're aware of, about the book  
13 prior to his suspension?

14 A. I had one con -- I recall one conversation  
15 with Councilmember Wan.

16 Q. What did he say to you during that  
17 conversation?

18 A. This was prior to the suspension, and we  
19 were talking about it. And, you know, he felt that a  
20 suspension might be in order, but that was probably  
21 the extent of what needed to be done. You know, he  
22 had -- he'd come to terms with everything. I think  
23 he had had a chance to think it out and measure it  
24 against Chief Cochran's performance. But I think he  
25 was just looking for -- I don't want to say an

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 40

1 apology, that's the wrong word, but just some coming  
2 together on it.

3 Q. How was the decision made to suspend him  
4 without pay?

5 MS. HINTON: Object to form. Calls  
6 for speculation.

7 THE WITNESS: That is the focus of  
8 some of the discussion we had yesterday  
9 with respect to the e-mail. I was out of  
10 the city on a college tour with my son when  
11 the decision to suspend was made.

12 BY MR. THERIOT:

13 Q. Okay.

14 A. So I wasn't privy to that specific  
15 information, that specific decision.

16 Q. Did you make a recommendation about  
17 whether he should be suspended with or without pay?

18 A. I don't recall making a recommendation  
19 with respect to pay --

20 Q. Okay.

21 A. -- you know, but we were looking for some  
22 method of dealing with this. I believe suspension  
23 was discussed.

24 Q. What were the reasons for the suspension?

25 MS. HINTON: Object to form.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 41

1 THE WITNESS: The mayor thought it  
2 was appropriate to take some action,  
3 recognizing that there had been a violation  
4 of City policy with respect to the book,  
5 and that was his response.

6 BY MR. THERIOT:

7 Q. What were the City policies that were  
8 violated with respect to the book?

9 A. Again, it was the big issue over the  
10 ethics officer's approval --

11 Q. Okay.

12 A. -- to go ahead and publish the book as the  
13 fire chief. I think that was the -- that was the  
14 main issue that the mayor had. There was also the  
15 issue with respect to the content of the book. Those  
16 two were key, and it was a response necessary given  
17 the union issue with what that might mean for gay  
18 members of the community, the fire department, the  
19 union.

20 Q. Did you speak with Ms. Shahar -- I believe  
21 you did say that you did speak with Ms. Shahar on one  
22 occasion prior to suspension. Any other occasions  
23 prior to suspension that you spoke to Ms. Shahar?

24 A. I suspect during the course of the  
25 discussion we did talk about it, but I don't recall

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 42

1 specific -- any other specific meetings with her.

2 Q. Was she the LGBT advisor to the mayor when  
3 you became the COO?

4 A. She became the advisor to the mayor, but I  
5 don't recall the sequence, if she was already when I  
6 became COO or if it was after. I don't recall.

7 Q. Are you aware of the circumstances that  
8 led to that position being taken by her?

9 A. Other than the mayor's wanting to  
10 acknowledge that community, no.

11 Q. Did he have a advisor with regard to other  
12 communities within the City like the LGBT community?

13 A. There were different people who were  
14 advising him on parks. There were people who were  
15 advising him on, you know, infrastructure within the  
16 city. He had a lot of -- he had a kitchen cabinet of  
17 people who did advise him, yes.

18 Q. But as far as you're aware, he didn't have  
19 anybody that represented, for instance, the Asian  
20 community as an advisor for the Asian community or an  
21 advisor for the Hispanic community or race relations  
22 in general?

23 A. I think, you know, he received advice on,  
24 you know, relationships with these different  
25 communities, but these were people who were members

1 of the community who he would invite to speak with  
2 him and offer up his -- offer up their thoughts.

3 Q. But as -- it just seems to be there was a  
4 specific position for Ms. Shahar or a specific title  
5 as LGBT advisor. There was no advisor for the Asian  
6 community or the religious community or anything like  
7 that, right?

8 A. I can't recall anyone specifically  
9 identified that way.

10 Q. Did anyone prior to his suspension -- was  
11 there anyone that was lobbying for his termination,  
12 Chief Cochran's termination?

13 A. No one that I recall. No one approached  
14 me.

15 Q. Was there anyone else, other than the  
16 people that we've spoken about, that recommended that  
17 Chief Cochran be suspended?

18 A. Not that I'm aware of. Not that I'm aware  
19 of specifically recommending suspension.

20 Q. Did they recommend something else that  
21 you're aware of?

22 A. Not specifically.

23 Q. But they just recommended something other  
24 than suspension?

25 A. There were people that initially wanted

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 44

1 termination. I mean --

2 Q. But you're -- I'm sorry. I want to let  
3 you finish.

4 A. No. Go ahead.

5 Q. And who were those people?

6 A. I don't recall who they were specifically,  
7 but there was a strong -- there were people who had a  
8 strong opinion that there should be action taken on  
9 the matter.

10 Q. And up to and including termination?

11 A. Yes.

12 Q. And who -- and if you don't recall the  
13 names of those people, were they affiliated with any  
14 particular group or partly --

15 A. Again, they would be the community, LGBT  
16 community took a very strong position on it. I  
17 suspect some of the groups that you named earlier  
18 were also weighing in, even though I don't recall  
19 specifics as to those groups.

20 Q. But that was the impression that you had?

21 A. Correct.

22 Q. Were there any groups recommending that  
23 Chief Cochran not be suspended or any individuals in  
24 the cabinet?

25 A. I believe there were people that didn't

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 45

1 take a position on it, but there were other people  
2 that were saying the suspension would be the  
3 appropriate action.

4 Q. Okay. Who actually suspended Chief  
5 Cochran?

6 A. Again, I was out of town that particular  
7 day, so I don't know who did the work.

8 Q. All right. Did anybody report to you  
9 about what occurred during that meeting when he was  
10 suspended?

11 A. Not about the specifics of the meeting,  
12 no.

13 Q. What did they report to you about?

14 A. I was getting information that the  
15 suspension was going forward and that it was -- and  
16 then when it was finished and that the City was  
17 making response to the press.

18 Q. Okay. And I believe you already testified  
19 that you don't know why he was suspended without pay,  
20 correct?

21 A. I think that -- again speculation, but the  
22 mayor concluded that that was the appropriate action  
23 to take.

24 Q. Is there any record of what was said in  
25 the suspension meeting?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 46

1 A. Not that I'm aware of.

2 MR. THERIOT: Please hand Mr. Geisler  
3 Exhibit 9.

4 BY MR. THERIOT:

5 Q. Have you seen Exhibit 9 before, which is a  
6 letter from Ms. Yancy to Mr. Cochran?

7 A. I have.

8 Q. Did you review that before it was --

9 A. No.

10 Q. When did you see it?

11 A. Sometime after the suspension was put into  
12 place and I had returned to Atlanta.

13 Q. You just happened to see a copy of it, or  
14 somebody gave it to you?

15 A. I believe Commissioner Yancy probably gave  
16 it to me.

17 Q. Did you have any concerns about it?

18 A. At that point, no.

19 Q. You mentioned earlier that one of the  
20 mayor's concerns was that it was -- the book was  
21 distributed to people in the workplace. Was there  
22 any particular rule or work rule that that violated?

23 A. You know, again, it was opinion put out  
24 there to the employees, and those employees felt that  
25 it might influence the chief's decision on career

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 47

1 moves that would affect them.

2 Q. Was there ever any evidence that you saw  
3 that indicated that it had ever influenced the career  
4 moves of individuals --

5 A. No.

6 Q. Let me see if I can finish that question.  
7 I'll get you to answer again.

8 Was there any evidence that you saw or  
9 heard of that indicated that Chief Cochran's views  
10 had influenced his input into the careers of  
11 individuals in the Atlanta Fire and Rescue  
12 Department?

13 A. No.

14 Q. Thank you.

15 Just so I'm clear, but there was no  
16 particular rule that prohibited distribution of books  
17 or other types of gifts in the workplace that you  
18 were concerned or that Chief Cochran had violated?

19 A. I know that there were rules about the  
20 distribution of political materials at city hall, for  
21 instance, that may have applied here.

22 Q. Do you know where those rules are found?

23 A. I would say on the City website on the  
24 City policy manual.

25 Q. Were those mentioned during any of the

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 48

1 meetings discussing Chief Cochran's suspension?

2 A. Not that I'm aware of. Well, I wasn't at  
3 the suspension meeting.

4 Q. Well, prior to the suspension meeting.

5 A. Not that I'm aware of.

6 Q. And after the suspension meeting, were  
7 those ever mentioned as a basis for his suspension?

8 A. Not that I recall.

9 MR. THERIOT: If you would hand  
10 Mr. Geisler Exhibit 11.

11 BY MR. THERIOT:

12 Q. Mr. Geisler, you've been handed what's  
13 been marked as Plaintiff's Exhibit 11 previously, and  
14 is a copy of the book that we've been speaking about,  
15 Who Told You That You Were Naked?. If you will look  
16 at page -- well, you know what? I think I've got the  
17 wrong -- no, I don't. Page Roman numeral five. I  
18 went too far -- in the about-the-author section.

19 A. Uh-huh.

20 Q. It says there at the bottom, "He is  
21 currently serving as the Fire Chief of Atlanta, City  
22 of Atlanta Fire and Rescue Department." Is that the  
23 portion of the book that you are indicating  
24 identifies himself as the fire chief and indicates  
25 that he's writing as the fire chief?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 49

1 A. I believe that is the case, yes.

2 Q. Had you read that before, or is this the  
3 first time you're reading that?

4 A. I saw it at some point.

5 Q. Is there anything about that statement  
6 that indicates to you that Chief Cochran is writing  
7 this book in his official capacity as the fire chief  
8 of Atlanta?

9 A. Some people have interpreted it that way.

10 Q. Do you interpret it that way?

11 A. It does reference the fact that he is the  
12 fire chief of the City of Atlanta.

13 Q. But does it -- I guess my point is, it's  
14 in the about-the-author section. Does it indicate  
15 that he's writing this book in his capacity of the  
16 fire chief of Atlanta?

17 MS. HINTON: Objection. Asked and  
18 answered.

19 You can still answer.

20 THE WITNESS: You know, it's a fine  
21 line, capacity as fire chief and authorship  
22 of the book. I think there are people who  
23 would see that as writing it in the  
24 capacity as fire chief. And I know that  
25 was part of some of the discussions that

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 50

1 occurred.

2 BY MR. THERIOT:

3 Q. Is that -- do you see that as writing it  
4 as fire chief yourself?

5 A. I'm just going to hold opinion on that  
6 one.

7 Q. Well, unfortunately, we're in a  
8 deposition, so I guess my question to you -- and I'll  
9 rephrase it. And it's in the about-the-author  
10 section that has his identification as a parent and  
11 as a father, and has his current job as the -- as the  
12 fire chief of Atlanta at the time. Does that  
13 indicate to you that he was doing that in his  
14 official capacity?

15 A. It did at the time I first saw it.

16 Q. Okay. Were you aware of any press  
17 surrounding the suspension of Chief Cochran and about  
18 the book prior to his suspension?

19 A. Any press about the book prior?

20 Q. Yeah.

21 A. Sure. Yes.

22 Q. What was that?

23 A. Well, some of the -- you know, again, it's  
24 a long time, but I believe that some of the people  
25 that were mentioned earlier were also speaking to the

1 press about the book. The press was looking for a  
2 story. So prior to the suspension it did make its  
3 way into the press.

4 Q. Who were those people that were mentioned  
5 earlier that were speaking to the press?

6 A. I believe -- I believe Councilmember Wan  
7 spoke to the press. I believe Robin Shahar spoke to  
8 the press. Other council members were asked their  
9 opinions.

10 MR. THERIOT: Let's mark this as  
11 Plaintiff's Exhibit 111.

12 (Exhibit 111 was marked for  
13 identification.)

14 BY MR. THERIOT:

15 Q. Mr. Geisler, the court reporter has handed  
16 you what's been marked as Plaintiff's Exhibit 111.  
17 It's an e-mail that you were copied on from Kristin  
18 Wilson. Do you recall that e-mail at all?

19 A. No, I don't.

20 Q. Do you have any doubt that it was  
21 something that was sent and received by -- sent by  
22 Ms. Wilson and received by you?

23 A. No, I don't.

24 Q. Who is Kristin Wilson?

25 A. She's deputy chief operating officer for

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 52

1 the City.

2 Q. In it she says there at the very top,  
3 "FYI, the suspension is already on the AJC home  
4 page." It's your understanding that the people that  
5 we talked about may have been the source of it  
6 landing on the AJC home page?

7 A. They may have been.

8 Q. Anyone else come to mind as to why it  
9 would have been on the AJC -- any statements from  
10 anyone else as to -- that come to mind as to why it  
11 would have been on the AJC home page?

12 A. Again, having --

13 MS. HINTON: Object to form.

14 Go ahead.

15 THE WITNESS: Having been away, I  
16 don't know.

17 BY MR. THERIOT:

18 Q. Let's look at what's previously been  
19 marked as Plaintiff's Exhibit 10. Mr. Geisler, that  
20 is Plaintiff's Exhibit 10, which is a Facebook post.  
21 If you look at -- or actually a couple of Facebook  
22 posts.

23 If you look at the second page, there's  
24 the one dated November 24th. You can look at that,  
25 if you like. Did you review that at all before it

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 53

1 was posted?

2 A. No, I didn't review that.

3 Q. Is -- do you -- do they -- strike that.

4 Were press releases or Facebook posts  
5 reviewed by you before they were posted when you were  
6 COO?

7 A. Some were, yes.

8 Q. This one was not, though, correct?

9 A. No, because I was away.

10 MR. THERIOT: Let's mark this as  
11 Plaintiff's Exhibit 112.

12 (Exhibit 112 was marked for  
13 identification.)

14 BY MR. THERIOT:

15 Q. Mr. Geisler, Plaintiff's Exhibit 112 was  
16 handed to you. It's an e-mail dated 11/24 from  
17 Anne Torres to you. It addresses the same thing. Is  
18 that probably the first time you saw the Facebook  
19 post?

20 A. I don't do Facebook.

21 Q. Okay, but you did see this e-mail?

22 A. This e-mail?

23 Q. Yeah.

24 A. I assume that I did, yes.

25 Q. Did you have any concerns about the e-mail

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 54

1 when you first read it, as you recall?

2 A. I don't recall having any concerns with  
3 it. You know, I had expressed my opinion to the  
4 mayor before leaving on that college trip.

5 Q. As you understand it -- if you look at the  
6 first line there it says, "I was surprised and  
7 disappointed to learn of this book on Friday." Is  
8 that -- is it your understanding that that was the  
9 first time that the mayor saw the book was on the  
10 Friday before November 24th?

11 A. I don't recall the exact chronology on it,  
12 when he first learned.

13 Q. If you would, take your time and make sure  
14 you read through that. Does that e-mail and ultimate  
15 Facebook post, does that reflect your understanding  
16 of the reasons why Chief Cochran was suspended?

17 MS. HINTON: Object to form.

18 THE WITNESS: Yes.

19 BY MR. THERIOT:

20 Q. Okay. Were you aware of any sensitivity  
21 training that took place at the City of Atlanta at  
22 that time in November of 2014 on a regular basis?

23 A. As I recall, we did have periodic  
24 training, how to deal with different situations with  
25 treating people fairly, correctly, that type of

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 sensitivity training.

2 Q. Is there any particular curriculum that  
3 was used?

4 A. I don't recall.

5 Q. Any -- who was responsible for doing it,  
6 doing the training?

7 A. I would assume it was HR.

8 Q. Is that the training that you had?

9 A. I didn't have any of that type of training  
10 at the City, but, you know, in previous employment,  
11 just as a matter of course those types of courses  
12 were offered, yes.

13 Q. All right. We've been going about an  
14 hour. You doing okay, or do you want to take a  
15 break?

16 A. Yeah, I'm fine. I'm good.

17 MS. HINTON: Take five minutes or you  
18 want to go?

19 MR. THERIOT: It's up to you.

20 I'm about a little over halfway.

21 THE WITNESS: All right. Let's go to  
22 3:30.

23 MR. THERIOT: Okay. Let's do that;  
24 see where we get. I don't think I'll be  
25 done by 3:30, but we'll be pretty close.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 56

1 How are you doing, Suzanne? Okay?

2 Brandon, all right?

3 BY MR. THERIOT:

4 Q. So after Chief Cochran was suspended,  
5 there was an investigation done; is that right?

6 A. I don't recall the timing on the  
7 investigation.

8 Q. Okay. Who ordered the investigation to be  
9 done?

10 A. I suspect it was the mayor.

11 Q. That wasn't -- that wasn't something that  
12 you directed; is that right?

13 A. No. It would have come from the mayor in  
14 this case.

15 Q. Who conducted the investigation?

16 A. I would assume it was -- it was human  
17 resources, I believe.

18 Q. But you weren't involved in the  
19 investigation; is that right?

20 A. No.

21 Q. What did you -- or strike that.

22 Did you instruct your staff or the people  
23 that report to you to do anything in particular while  
24 Chief Cochran was suspended?

25 A. Well, obviously we had Chief Baker filling

1 in on an interim basis, so, you know, I would have  
2 told him that if there were any issues, any  
3 assistance that he required, contact me. You know,  
4 other than Chief Baker, I don't recall any specific  
5 directions to people.

6 Q. Were you involved in the investigation at  
7 all?

8 A. No.

9 Q. Did you speak with anyone about the  
10 investigation?

11 A. I didn't have a whole lot of knowledge  
12 about the book or about the situation, so no. I  
13 think that people would have, you know, viewed it as  
14 something of a conflict of interest to be doing the  
15 investigation, that more independent views would be  
16 appropriate.

17 Q. What was your understanding of the purpose  
18 of the investigation?

19 A. The purpose of the investigation was to  
20 get at just the significance of the issues that had  
21 been raised, whether, you know, indeed there was  
22 concern within the fire department over how this book  
23 might affect the chief's judgment toward people.

24 The investigation also was to address any  
25 concerns, different community groups, the LGBT would

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 58**

1 have had about the chief's stand on things.

2 The investigation would have looked at  
3 whether or not the chief could keep a fair and  
4 unbiased view of his operations, or whether it was  
5 unduly influenced by his views as expressed in the  
6 book.

7 Q. Is an investigation pretty routine when  
8 someone is suspended?

9 A. Yes.

10 Q. Was there any investigation done before  
11 the suspension?

12 A. Not that I'm aware of. Not a formal  
13 investigation.

14 Q. Did -- and I apologize if I already asked  
15 this. Did you speak with anyone about the  
16 investigation while it was going on?

17 A. No, not that I recall.

18 Q. Did you ever speak with the  
19 representatives from the Anti-Defamation League about  
20 the chief's book?

21 A. No, I don't believe that I did.

22 Q. You're aware that they sent a letter to  
23 the mayor?

24 A. I know that the mayor received several  
25 letters, yes.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 59

1 MR. THERIOT: Let's, if you would,  
2 hand Mr. Geisler Exhibit 12.

3 BY MR. THERIOT:

4 Q. Mr. Geisler, I'm handing you what's been  
5 marked as Plaintiff's Exhibit 12. It's a letter from  
6 the Anti-Defamation League to the Honorable Kasim  
7 Reed. Have you seen that letter before?

8 A. I don't recall this specific letter.

9 Q. And you did not direct anybody to ask for  
10 this letter?

11 A. No.

12 Q. Did you direct any of the -- any of the  
13 people who worked for you to seek opinions from  
14 organizations in the community about Chief Cochran's  
15 book?

16 A. No.

17 Q. Did you have any discussions with anyone  
18 about this letter from the Anti-Defamation League?

19 A. I don't recall that I discussed this  
20 specific letter, but, you know, during the course of  
21 the suspension, whenever letters did come in and  
22 occasionally some comments were made or one may have  
23 passed before me, yes.

24 Q. Do you recall what other groups may have  
25 sent letters in?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 60

1 A. Not the specific groups, no.

2 Q. If you look on page two of Exhibit 12,  
3 there's a statement in the first paragraph in about  
4 the third sentence, or I'm sorry, the second  
5 sentence. "It's difficult and unreasonable to  
6 believe that Chief can check his prejudices at the  
7 door and leave the City of Atlanta Fire Department  
8 without his decision making both overt and covert  
9 being significantly influenced by these beliefs."

10 Are you aware of any situation where  
11 Chief Cochran's decision making was influenced by his  
12 religious beliefs expressed in the book?

13 A. No.

14 Q. Did you talk to any members of the city  
15 council about Chief Cochran's book prior to his  
16 termination?

17 A. Councilmember Wan, I recall having a  
18 conversation with him.

19 Q. We already spoke about that, right?

20 A. Correct.

21 Q. Any other conversations other than that  
22 initial one?

23 A. I believe there were, but I don't recall  
24 specifics or who in particular I spoke with.

25 Q. So, I'm sorry, you may have had some other

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 61

1 conversations with Councilman Wan or with other --

2 A. With other council members.

3 Q. With other council members. But as you  
4 recall, though, the only conversation you had with  
5 Councilman Wan was that one we've already spoken  
6 about?

7 A. Yes.

8 Q. Did Chief Cochran ever speak to you by  
9 phone while he was suspended?

10 A. I don't recall speaking by phone.

11 Q. Do you recall a conversation you had with  
12 him about statements made to the media or whether he  
13 could make statements?

14 A. I believe at one point we talked about the  
15 Baptist Convention and I -- you know --

16 Q. What did he say to you, and what did you  
17 say to him in that conversation?

18 A. As best as I can recall on that, you know,  
19 we talked about the fact that the Baptist Convention  
20 had asked the chief if they could record testimony or  
21 comments that he was making to the group and put it  
22 on their website, and the chief said that he had.  
23 And I believe the discussion then turned on a  
24 discussion of, you know, whether or not that was  
25 making public comment, which the mayor would object

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 62

1 to.

2 Q. What was your understanding about what the  
3 mayor had said the chief should do with regard to  
4 public comment?

5 A. My understanding was that there shouldn't  
6 be any comment, public comment to the press.

7 Q. Was that to the press or to anyone?

8 A. Public, to the press, but press also  
9 implies that if the press is able to access the  
10 information, I would take that as talking to the  
11 press, and that was the issue with the information  
12 being recorded at the Baptist Convention.

13 Q. I see. Was that ever -- was that  
14 direction ever given to Chief Cochran in writing in  
15 any way?

16 A. Not that I'm aware of.

17 Q. And you weren't at the meeting where that  
18 direction was given to Chief Cochran?

19 A. Correct.

20 Q. What's your understanding of what that  
21 direction was?

22 MS. HINTON: Object to form.

23 THE WITNESS: That there should be no  
24 comment, discussion with the press, and I  
25 took that to mean information that the

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 63

1 press could access.

2 BY MR. THERIOT:

3 Q. Okay. Why did you take that to mean  
4 information that the press could access?

5 A. Because the press was developing their  
6 story, and they were looking for sources.

7 Q. Was anyone else on that call that you had  
8 with Chief Cochran where you talked about the Baptist  
9 Convention?

10 A. Not that I recall. Probably not.

11 Q. Did you talk to the mayor about what Chief  
12 Cochran said to you on that call?

13 A. I don't recall having that particular  
14 discussion with the mayor, no.

15 Q. Did Chief Cochran ever talk to you about  
16 what he should do when the media calls him and asks  
17 for an interview?

18 A. Not that I recall.

19 MR. THERIOT: If you would, please  
20 hand Mr. Geisler Plaintiff's Exhibit 13.

21 BY MR. THERIOT:

22 Q. Mr. Geisler, you've been handed what's  
23 been marked as Exhibit 13, and it's the investigative  
24 report. Have you seen that before?

25 A. I'll just take a quick look. I have some

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
Michael J. Geisler on 02/28/2017

Page 64

1 recollection that I may have seen this.

2 Q. If you look on page two, look at the top  
3 there, there's a paragraph -- it's not a full  
4 paragraph, but the second sentence says, "The only  
5 indication there is any mention of the book to anyone  
6 in the mayor's office is the chief operating officer  
7 at the time of publication remembering that Chief  
8 Cochran had talked about writing a book on  
9 leadership."

10 Is that -- is that a statement that you  
11 recall making?

12 A. I do recall that at some point the chief  
13 and I had a discussion, and he told me that he had  
14 written a book on leadership.

15 Q. Do you recall when that was?

16 A. No.

17 Q. The circumstances surrounding it, was it  
18 at your Monday morning meeting?

19 A. I don't recall the specifics around it. I  
20 do recall the chief telling me that he had written a  
21 book about leadership.

22 Q. Do you recall if that was several months  
23 prior to his suspension?

24 A. I don't recall when it came up.

25 Q. Sometime between 2012 and 2014?

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 65

1 A. Yes.

2 Q. Okay. Do you recall speaking to the  
3 person doing the investigation about this fact?

4 A. I don't recall speaking about it. It  
5 doesn't mean that I didn't.

6 Q. Okay. But as far as you're -- you don't  
7 remember speaking to --

8 A. I don't remember it.

9 Q. -- Mr. Godfrey about this situation?

10 A. I don't recall it specifically. It  
11 doesn't mean that I didn't.

12 Q. All right. I believe you said you may  
13 have seen this prior to today. Did you see it prior  
14 to chief's -- to the chief's termination?

15 A. I don't recall.

16 Q. Okay.

17 A. I mean, it's dated January 9th. I assume  
18 I -- I don't recall.

19 Q. Did you -- do you recall reviewing any  
20 drafts of this prior to January 9th?

21 A. I don't have a specific recollection.  
22 Again, it doesn't mean that I didn't.

23 Q. If you look at page three, under Roman  
24 numeral three, the first line there, if you would  
25 read that and let me know if that comports with your

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 66

1 understanding of the facts.

2 A. The sentence, "This is currently no  
3 indication"?

4 Q. Yes.

5 A. -- "that Chief Cochran allows his  
6 religious beliefs to compromise his disciplinary  
7 decisions"? I would --

8 MS. HINTON: Object to the form. Go  
9 ahead.

10 THE WITNESS: I would agree.

11 BY MR. THERIOT:

12 Q. And it says, currently as of January 9th.  
13 Was there any time after that that there was some  
14 evidence presented to you that Chief Cochran had  
15 allowed his religious beliefs to compromise his  
16 disciplinary decisions?

17 A. No.

18 Q. Is there any indication that he had  
19 allowed his religious beliefs to compromise any of  
20 his decisions as fire chief?

21 A. None that I'm aware of.

22 Q. If you look at page four, the first full  
23 paragraph beginning with "No interviewed witnesses."  
24 If you would read that and let me know if that  
25 comports with your understanding of the facts of

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 67

1 Chief Cochran's tenure as fire chief?

2 A. "No interviewed witness," starting that  
3 sentence?

4 Q. Yes, sir.

5 MS. HINTON: Object to form.

6 THE WITNESS: I would agree with it.

7 BY MR. THERIOT:

8 Q. Did you ever hear of any witness, whether  
9 interviewed or not, that could point to a specific  
10 instance in which any member of the AFRD had been  
11 treated unfairly by Chief Cochran?

12 A. No.

13 Q. Do you know of any individuals who were  
14 afraid to speak out to investigators about their  
15 relationship with Chief Cochran?

16 A. I had heard that there were some members  
17 of -- gay members of his staff who expressed concern.

18 Q. And do you know who those were?

19 A. My recollection, I just saw one of the  
20 names here, Cindy. I don't recall her last name  
21 right now.

22 Q. Cindy Thompson?

23 A. Thompson. So I think -- I believe she was  
24 one of those people.

25 Q. It's your understanding that Chief Cochran

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 68

1 had discriminated against her in any way, though?

2 A. No.

3 Q. Are you aware of any employee that  
4 indicated that Chief Cochran's leadership was  
5 undermined by the book?

6 A. No. You know, I should say Commissioner  
7 Yancy had opinions --

8 Q. Right.

9 A. -- so I would say Commissioner Yancy.

10 Q. But any employee in the AFRD, you weren't  
11 aware of any?

12 A. No.

13 Q. Did the mayor meet with any of  
14 Chief Cochran's church members while he was on  
15 suspension?

16 A. He did.

17 Q. Okay. When was that?

18 A. I believe it was before the suspension, I  
19 believe. Commissioner Boone, I believe, facilitated  
20 that meeting.

21 Q. Where did that meeting take place?

22 A. It was on the second floor at city hall.  
23 I'm trying to recall -- it was a large group -- if we  
24 did it in the board room or in the mayor's library.

25 Q. Was that around the beginning of December

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 69

1 or the end of November?

2 A. That I don't recall. It might have been.  
3 I don't recall specifically when it occurred.

4 Q. Was it around the time of a city council  
5 meeting?

6 A. I don't recall.

7 Q. Did you participate in the meeting?

8 A. I was there, yes.

9 Q. What did the mayor say at that meeting?

10 A. To the best of my recollection, that he  
11 wanted to take a fair view of the situation. I  
12 believe he expressed the opinion that, you know,  
13 there were issues here in terms of, you know, the  
14 view that the chief had taken of certain members of  
15 the community, and the mayor wanted the people, the  
16 pastors to understand his position, his situation in  
17 this regard.

18 Q. And by certain members of the community,  
19 you mean LGBTQ members?

20 A. Yes.

21 Q. Any others that he mentioned?

22 A. It could be female, women, that group.

23 Q. Did the mayor mention that he had received  
24 a copy of the book in that meeting but didn't read  
25 it?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 70

1 A. I don't know if he mentioned it in the  
2 meeting, but I've heard him say that he received a  
3 copy of it and he had not read it.

4 Q. Did he say -- had you heard him say before  
5 that he receives many books but doesn't have time to  
6 read them?

7 A. Yes.

8 Q. Anything else you remember that the mayor  
9 may have said at that meeting on -- with the members  
10 of the Elizabeth Baptist Church?

11 A. That's what I can recall.

12 Q. Okay. Do you recall what the members --  
13 some of the members of the church may have said?

14 A. I recall them being supportive of Chief  
15 Cochran, and I recall them asking, you know, that he  
16 be treated fairly.

17 Q. Did -- did Chief -- did -- was it your  
18 understanding that -- that that -- that the  
19 individuals in that meeting from the Elizabeth  
20 Baptist Church wanted to say -- wanted to speak at a  
21 council meeting, but the mayor asked to meet with  
22 them privately?

23 A. I have some vague recollection of that,  
24 but recall on that one is pretty --

25 Q. Okay.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 71**

1 A. -- pretty vague.

2 Q. All right. So it may have happened?

3 A. It may have happened.

4 MS. HINTON: Can we take that break  
5 now when you have a minute?

6 MR. THERIOT: Yeah. One more  
7 question, and I think it'll be a perfect  
8 place.

9 BY MR. THERIOT:

10 Q. So when you said -- as I understand it,  
11 the mayor had said that he receives lots of books and  
12 didn't read them, and he received a copy of Chief  
13 Cochran's book but didn't read it. Did he indicate  
14 when he received it?

15 A. No. He may have. I don't recall.

16 Q. Not that you recall?

17 A. Right.

18 MR. THERIOT: All right. So let's  
19 take a break, and I will be organized so we  
20 can finish up when you get back.

21 THE VIDEOGRAPHER: The time is  
22 3:29 p.m. This concludes Media Number 1 in  
23 the deposition of Michael Geisler. We're  
24 off the record at 3:29.

25 (A recess was taken.)

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 72

1 THE VIDEOGRAPHER: This begins Media  
2 Number 2 in the deposition of Michael  
3 Geisler. We're back on the record at  
4 3:47 p.m.

5 BY MR. THERIOT:

6 Q. Mr. Geisler, you understand you're still  
7 under oath?

8 A. Yes.

9 Q. Let's talk a little bit about the decision  
10 to terminate Chief Cochran. When was that decision  
11 to terminate Chief Cochran made?

12 MS. HINTON: Object to form.

13 THE WITNESS: Late 2014 or early  
14 2015.

15 BY MR. THERIOT:

16 Q. So was it, in regards to the suspension,  
17 if I can get an idea, was it about halfway through  
18 the suspension? After the suspension? About when?

19 A. It was probably made during the  
20 suspension.

21 Q. During the suspension. Who made that  
22 decision?

23 A. The mayor.

24 Q. Was -- strike that.

25 Were you the one involved in his

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 73

1 termination, the actual termination?

2 A. Yes.

3 Q. Was that at a meeting on January 6th?

4 A. I believe it was the 6th, yes.

5 Q. But the mayor is the one who directed you  
6 to terminate?

7 A. Yes.

8 Q. What did he say to you about that, about  
9 term -- excuse me, about terminating Chief Cochran?

10 A. He was concerned that, you know, there had  
11 been a violation of the City policy on going forward  
12 with publishing the book. It was an ethics  
13 violation, that given all of the other concerns that  
14 had been raised about the chief's actions, that  
15 continued employment wasn't -- wasn't going to be  
16 extended.

17 Q. What were the other concerns about  
18 Chief Cochran's actions?

19 A. Well, again, it goes back to the ethics  
20 issues with the book, publishing the book. It comes  
21 back to the local community issues, the concerns that  
22 employees had expressed with respect to his ability  
23 to be fair with them, so those were among the issues.

24 Q. Any other issues that you recall?

25 A. Nothing specific -- nothing else.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 74

1 Q. Where did that meeting take place?

2 A. In a conference room. I think it was in  
3 the HR department at city hall.

4 Q. What did -- who was at the meeting?

5 A. Myself, Yvonne -- Commissioner Yvonne  
6 Yancy. I believe it was Bob Godfrey from the legal  
7 department and Chief Cochran.

8 Q. What did you say to Chief Cochran during  
9 that meeting?

10 A. It's hard to remember the specific words.  
11 It's always difficult to terminate someone. But I  
12 believe that we did talk about those issues that I  
13 just named, and the conclusion that those were  
14 sufficient grounds for termination, and that we were  
15 going to go forward with the termination.

16 Q. Did Mr. Godfrey say anything at that  
17 meeting?

18 A. I don't recall him saying anything.

19 Q. Did Ms. Yancy say anything at that  
20 meeting?

21 A. I don't recall her saying anything --  
22 anything specifically that she said. I take it back.  
23 I think she probably told the chief what the terms of  
24 the termination would be, his pay, his benefits,  
25 whatever. The type of HR-type thing that would --

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 75

1 that would be addressed in a termination proceeding.

2 Q. Do you recall exactly what those were?

3 A. No.

4 Q. What did Chief Cochran say at that  
5 meeting?

6 A. I don't recall any specifics.

7 Q. Do you recall him asking to speak with the  
8 mayor?

9 A. I believe that he did, yes.

10 Q. What was your response to that question?

11 A. That, you know, the proceeding was final  
12 and we were going to move forward from there and, you  
13 know, the opportunities had all been taken.

14 Q. Was there any one basis that was more  
15 important than the others that you spoke about to  
16 Mr. -- Chief Cochran?

17 MS. HINTON: Object to form.

18 THE WITNESS: Well, again, it comes  
19 down to the ethics issue. It comes down to  
20 the publication of the book on -- without  
21 adequate disclosure of the publication of  
22 the book, even though as fire chief he was  
23 labeling it as something produced by the  
24 fire chief of the City of Atlanta, so those  
25 were the primary issues that I recall.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 76

1 BY MR. THERIOT:

2 Q. You testified earlier that at the time you  
3 thought that the about-the-author section indicated  
4 that he was doing that in his capacity as fire chief;  
5 is that correct?

6 A. Right.

7 Q. Did you change your mind after that since  
8 that time? When you look at it as you look at it  
9 today, does it seem to indicate that he's not doing  
10 it in his capacity as fire chief?

11 A. No.

12 Q. You mentioned the ethics concern, and that  
13 was because he did not get permission from the ethics  
14 board to write the book; is that right?

15 A. Correct.

16 Q. Did you do an evaluation of  
17 Chief Cochran's performance at his termination or  
18 prior to it?

19 A. No.

20 Q. Is that something that is usually done?

21 MS. HINTON: Object to form.

22 THE WITNESS: He would have been  
23 scheduled for an evaluation in late  
24 January, as I recall.

25

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 77

1 BY MR. THERIOT:

2 Q. But as far as when an employee is  
3 terminated, there's not an evaluation done at that  
4 time, some sort of exit interview?

5 A. Not a formal evaluation.

6 Q. Or an exit interview?

7 A. We consider that to be the exit interview.

8 Q. Did Mr. Godfrey go over the results of the  
9 investigation with Chief Cochran at that termination  
10 meeting?

11 A. I don't recall.

12 Q. Did you speak with any members of the  
13 council that were opposed to Chief Cochran's  
14 termination?

15 A. During the entire time, there were --  
16 there were discussions. People before the suspension  
17 had some reservations about what course the  
18 disciplinary action would take. So we did talk to  
19 that, and I don't have a lot of other specific  
20 recollection of the discussions.

21 Q. During the suspension, did you speak with  
22 council members about the termination or prior to the  
23 termination?

24 A. I don't recall speaking to them during the  
25 period of the suspension.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 78

1 Q. Okay. Which ones?

2 A. No. I said I don't recall speaking to  
3 them.

4 Q. Oh, I'm sorry. Sorry.

5 MR. THERIOT: Let's mark this as  
6 Plaintiff's Exhibit 113.

7 (Exhibit 113 was marked for  
8 identification.)

9 BY MR. THERIOT:

10 Q. Mr. Geisler, you've been handed what's  
11 been marked as Plaintiff's Exhibit 113. It's an  
12 e-mail from you to you dated January 18th of 2015.  
13 Why did you send this to yourself?

14 A. Probably wanted to keep that for the  
15 record.

16 Q. What made you want to keep this e-mail,  
17 which is, looks like an opinion piece from Hans Utz?

18 A. Utz.

19 Q. Utz? What made you decide to keep that?

20 A. You know, the position that Utz had taken  
21 with respect to Chief Cochran's termination. Hans  
22 Utz had been deputy chief operating officer. I don't  
23 think he was employed by the City any longer when he  
24 wrote this piece, but I felt it was important to have  
25 a record of this column.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 79

1 Q. Why did you think it was important to have  
2 a record of this column?

3 A. Because of Utz's position, the position  
4 that Utz had occupied within the City.

5 Q. If you look down on the first page about  
6 the sixth paragraph down, it begins with, "First  
7 let's talk about exclusionary."

8 A. Yes.

9 Q. It says, "I long suspected, even expected  
10 that Mr. Cochran's personal views on this subject  
11 matter differed from mine, and those personal views  
12 never encroached upon the professional job we were  
13 both called to do."

14 Did you have -- do you agree with that  
15 statement with regard to yourself, or do you have any  
16 thoughts at all about that statement?

17 A. I want to reread it. I wouldn't disagree.

18 Q. Did you have an understanding of  
19 Mr. Cochran's personal views on this subject matter?  
20 And it looks like what he's talking about is  
21 homosexuality.

22 A. I don't recall the chief and I ever  
23 discussing the topic.

24 Q. You don't recall?

25 A. No.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 80**

1 Q. Did you suspect that his views were as  
2 they are expressed in the book before you read the  
3 book?

4 MS. HINTON: Object to form.

5 THE WITNESS: Didn't read the book.

6 BY MR. THERIOT:

7 Q. I'm sorry. Before you heard about his  
8 views as a result of the book.

9 A. No. I mean, this isn't the type of thing  
10 I normally discuss in a workplace.

11 Q. Look at his statement there in the  
12 paragraph that begins, "The key phrase here is  
13 personal views." The last sentence says, "You may  
14 hold personal views, but as a leader if your personal  
15 views scorn individuals for their sexual orientation,  
16 you cannot publicize those views without" -- by  
17 defaulting -- "by default creating a discriminatory  
18 and exclusionary environment."

19 Do you agree with that statement?

20 A. I mean, it's very absolutist, so I'd have  
21 a problem with that.

22 Q. Why would you have a problem with that?

23 A. Because it's an all or nothing comment.

24 Q. So you don't agree that by default, you've  
25 created a discriminatory and exclusionary

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 81

1 environment, if you have those views?

2 A. You've created a perception.

3 Q. But you don't agree that you actually  
4 created a discriminatory and exclusionary  
5 environment; is that right?

6 A. That's done by your actions.

7 Q. If you look on page two of Plaintiff's  
8 Exhibit 113, there's a paragraph that begins with,  
9 "You are a bigot," referring to Chief Cochran. Do  
10 you agree with that statement?

11 A. No.

12 Q. Why do you not agree with that statement?

13 A. It's a very extreme view, and I just never  
14 had that indication from Chief Cochran.

15 MR. THERIOT: Let's mark that  
16 Plaintiff's Exhibit 114.

17 (Exhibit 114 was marked for  
18 identification.)

19 BY MR. THERIOT:

20 Q. Mr. Geisler, the court reporter's handed  
21 you a document marked Plaintiff's Exhibit 114. It's  
22 a March 3rd, 2015, e-mail to you from Mr. Baker, from  
23 Chief Baker. It's about a climate survey. What  
24 survey is he referring to?

25 A. I believe this is a survey that Chief

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 82

1 Baker did early on in his role as interim chief.  
2 Because he suspected that morale in the department  
3 had diminished, that he wanted to identify what  
4 positive steps could be taken to improve morale in  
5 the department, to improve the department's response  
6 and capability.

7 Q. Did you direct that it be undertaken, this  
8 survey?

9 A. This was something that Chief Baker came  
10 up with.

11 Q. What were the results of the survey?

12 A. It was a fairly lengthy survey, and again,  
13 difficult to remember all the specifics. But he  
14 identified areas for improvement in the department --

15 Q. Was there any --

16 A. -- and he identified strengths as well.

17 Q. Was there any one area of strength that  
18 jumped out at you?

19 A. I don't -- I don't recall anymore now.

20 Q. Any one area that needed improvement that  
21 jumped out at you?

22 A. I don't recall.

23 Q. He says there, "You can give me a call to  
24 address any questions or concerns." Did you have any  
25 questions or concerns about the survey?

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 83

1 A. At this point, I don't recall.

2 Q. Okay. I may or may not -- I don't know  
3 that there's any reason to mark this as an exhibit.  
4 Who is nancy@green2sustainable.com?

5 A. My wife.

6 Q. Okay. I don't think I need to introduce  
7 that exhibit, but I would like to -- let's mark this  
8 one as Plaintiff's Exhibit 8.

9 I'm sorry, I did it again. 115, right?  
10 Plaintiff's Exhibit 115.

11 (Exhibit 115 was marked for  
12 identification.)

13 BY MR. THERIOT:

14 Q. This is an e-mail from you to your wife  
15 dated January 10th, 2015, just about four days after  
16 Chief Cochran's termination. Why did you send this  
17 to your wife?

18 A. I hadn't really discussed this matter with  
19 her, and got a call from her asking what was going on  
20 with Chief Cochran; so basically this was I guess an  
21 article.

22 Q. The words in the e-mail, are those words  
23 that you wrote? Are those your words?

24 A. I suspect what I did is a cut and paste on  
25 this.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 84

1 Q. From the article?

2 A. Probably from the article, yes.

3 Q. Were you -- at the time of Chief Cochran's  
4 termination, were you aware of any communications or  
5 did you receive any communications from members of  
6 the fire department that -- specifically in support  
7 of his termination?

8 A. No.

9 Q. Did you receive any from members of the  
10 fire department opposed to his termination?

11 A. No.

12 MR. THERIOT: I believe that's all  
13 that I have.

14 MS. HINTON: Okay. I have a few  
15 questions.

16 EXAMINATION

17 BY MS. HINTON:

18 Q. Mr. Geisler, when was the fact that Chief  
19 Cochran did not get permission to publish his book  
20 first raised as an issue by someone at the City?

21 A. Yvonne Yancy in that initial visit brought  
22 up that the permission hadn't been granted, and part  
23 of her concern had to do with the fact that the  
24 ethics board and Nina Hickson, the ethics officer,  
25 had not approved of the book or prior to its being

1 published.

2 Q. And this was before the decision to  
3 suspend was made?

4 A. Correct.

5 Q. Besides Yvonne Yancy, did the mayor  
6 express that as a potential concern as well?

7 A. It was his concern, yes.

8 Q. And that was also before the suspension?

9 A. Yes.

10 Q. Going back to your testimony about the  
11 phone call you had with Chief Cochran during his  
12 suspension, do you recall that you testified that  
13 Chief Cochran told you that he had given a speech to  
14 the Georgia Baptist Convention and that it had been  
15 recorded and was going to be posted on their website?

16 A. Yes.

17 Q. What did you say in response to that  
18 statement from Chief Cochran?

19 A. I believe I said, be careful with this  
20 label on this; don't go public with that kind of  
21 information.

22 Q. And why did you feel the need to say that  
23 to him?

24 A. Because I felt that the understanding he  
25 had with the mayor was that that type of information

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 86

1 wouldn't be put out in the public.

2 Q. And when you say "that type of  
3 information," what do you mean?

4 A. Information regarding the chief's job, the  
5 chief's suspension, I guess it was at that point.

6 Q. To your knowledge, did Chief Cochran take  
7 your advice?

8 A. The information did make it out to the  
9 Baptist Convention. It did get posted on the  
10 website, and I believe that there were a couple of  
11 other presentations that were made to other groups  
12 where that information, that type of information was  
13 discussed.

14 Q. Presentations made by Chief Cochran?

15 A. Yes.

16 Q. To your knowledge, were Chief Cochran's  
17 statements that he made during his suspension, did  
18 they play any role in the decision to terminate him?

19 A. I believe they did. I believe that the  
20 suspension was likely to be sufficient disciplinary  
21 action in people's minds, possibly even the mayor's  
22 mind, and that when things changed, when this  
23 information became public, that changed the decision  
24 from thinking about the suspension and it turned to  
25 termination.

1 Q. And how do you come to that conclusion?

2 A. Well, I know that when the presentations  
3 were made, the reaction that the mayor had on this  
4 that, you know, it violated whatever understanding he  
5 had with the chief was apparent, and it changed a lot  
6 of people's views. People that had been supporters  
7 prior to that saw that as a violation. A lot of  
8 support diminished from a lot of different people at  
9 that point.

10 Q. Did your own opinion change at that point?

11 A. Yes.

12 Q. Why did it change your opinion?

13 A. Because I thought that he had violated the  
14 understanding that existed about how we'd go forward  
15 with it. You know, it was -- it was a poke in the  
16 eye to the mayor.

17 Q. Did you feel that Chief Cochran could  
18 return to work and be an effective leader after that  
19 point?

20 A. I didn't think he could.

21 Q. Did you feel that he could have a positive  
22 relationship with the mayor after that point going  
23 forward?

24 A. No.

25 Q. Was his conduct during his suspension

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 88

1 mentioned in the termination meeting?

2 A. I believe it may have come up, but I don't  
3 recall for sure.

4 Q. You don't know either way?

5 A. I believe it came up in the conversation,  
6 yes.

7 Q. Do you recall who raised that?

8 A. Me.

9 Q. And what do -- what do you recall saying?

10 A. That given the circumstances, given the  
11 issue that had been created by going public with the  
12 information, that was the basis for the termination.

13 Q. Going back to the question that  
14 Mr. Theriot asked you regarding the City's, or the  
15 fire department's receipt of a Class 1 rating by this  
16 organization called ISO; do you remember that?

17 A. I do.

18 Q. What is the relationship between that ISO  
19 rating and the reaccreditation issue that was going  
20 on at that time?

21 A. Well, there was an agency doing the  
22 reaccreditation, and the successful reaccreditation  
23 would lead to this insurance group's overall rating  
24 of the City for insurance purposes. There were very  
25 few cities, if any, that at that time had the Class 1

1 certification.

2 But these were, as I recall, independent  
3 events. There was the accreditation process, and  
4 then from the accreditation process, the insurance  
5 industry determined that the City could be classified  
6 as a Category 1 firefighting city for insurance  
7 purposes, significantly reduced insurance rates for  
8 the population.

9 Q. So the Class 1 ISO rating came from an  
10 entirely different organization that handled the  
11 reaccreditation of AFRD; is that correct?

12 A. Yes, I believe that's correct.

13 Q. If you could go back -- if you could hand  
14 him what was marked Exhibit 13. It's the  
15 investigative report. If you would turn to page four  
16 for me, please. Right up at the very top of the  
17 page, there's a sentence that reads, "There also is  
18 general agreement the contents of the book have  
19 eroded trust and have compromised the ability of the  
20 chief to provide leadership in the future."

21 Do you see that?

22 A. I see it.

23 Q. Was it your understanding at the time that  
24 that was in fact true?

25 A. Yes.

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

Page 90

1 MS. HINTON: I have no further  
2 questions.

3 FURTHER EXAMINATION

4 BY MR. THERIOT:

5 Q. Just a couple more, Mr. Geisler.

6 Were there any specific events that made  
7 you think that Chief Cochran couldn't be an effective  
8 leader in the way that he led, other than the  
9 publishing of the book?

10 A. I had gotten feedback, likely Chief Baker  
11 and some others from the fire department, that at  
12 that point after the book and all, that there was a  
13 good deal of discomfort with the chief's returning  
14 under the circumstances.

15 Q. But there were -- but there was no  
16 indication that he had ever treated anybody  
17 differently based on his beliefs, and that's your  
18 testimony still?

19 A. That I saw.

20 Q. And that you -- was there any indication  
21 from Chief Baker that he had treated anybody  
22 differently because of their beliefs?

23 A. At some point I became aware that there  
24 was a general perception in the fire department that  
25 people were not comfortable with the chief's return,

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

Page 91

1 you know, after the book. I don't know if that came  
2 from Chief Baker or where that came from, but I  
3 recall there was a specific perception that could  
4 have come from the union, wherever, working under the  
5 chief was going to be difficult.

6 Q. But not any specific incidences of --

7 A. No.

8 Q. -- that being a problem?

9 A. No.

10 Q. And it's your understanding that in the  
11 accreditation process, though, that once accredited,  
12 though, that specifically led to the ISO rating of  
13 Class 1; is that right?

14 A. I believe, yes, one followed the other.

15 Q. And so that was a direct result of the  
16 steps that Chief Cochran took to attain  
17 reaccreditation, correct?

18 A. The reaccreditation led to the Class 1  
19 rating. It wouldn't have occurred without the  
20 accreditation.

21 Q. And reaccreditation resulted -- was a  
22 result of the steps that Chief Cochran took to get  
23 reaccredited; is that right?

24 A. And the team they assembled, yes.

25 MR. THERIOT: Okay. I don't have any

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**  
**Michael J. Geisler on 02/28/2017**

**Page 92**

1 other questions.

2 MS. HINTON: All right. You're free.

3 MR. THERIOT: Are we going to do the  
4 read and sign thing?

5 MS. HINTON: Yes.

6 MR. THERIOT: Okay. You might  
7 already have said.

8 THE VIDEOGRAPHER: This concludes  
9 Media Number 2 and the video deposition of  
10 Michael Geisler. We're off the record at  
11 4:16 p.m.

12 (Deposition was concluded at 4:16 p.m.)

13

14

15

16

17

18

19

20

21

22

23

24

25

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 ERRATA SHEET

2 Pursuant to Rule 30(e) of the Federal Rules of  
3 Civil Procedure and/or the Official Code of Georgia  
4 Annotated 9-11-30(e) any changes in form or substance  
5 which you desire to make to your deposition testimony  
6 shall be entered upon the deposition with a statement  
7 of the reasons given for making them.

8  
9 To assist you in making any such corrections,  
10 please use the form below. If supplemental or  
11 additional pages are necessary, please furnish same  
12 and attach them to this errata sheet.

13 - - -

14 I, the undersigned, MICHAEL GEISLER, do hereby  
15 certify that I have read the foregoing deposition and  
16 that to the best of my knowledge said deposition is  
17 true and accurate (with the exception of the  
18 following corrections listed below).

19 Page 6 Line 20 should read: Rebel Valley View  
20 Reason for change: Misspelling

21 Page 7 Line 9 should read: Northwestern  
22 Reason for change: University misidentified

23 Page 9 Line 11 should read: SecurAmerica  
24 Reason for change: Misspelling

25 Page 9 Line 18 should read: SecurAmerica  
Reason for change: Misspelling

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 Page 9 Line 20 should read: SecurAmerica  
 2 Reason for change: Misspelling  
 3  
 4 Page 10 Line 14 should read: delete "first"  
 5 Reason for change: Title reported incorrectly  
 6  
 7 Page 10 Line 16 should read: delete "first"  
 8 Reason for change: Title reported incorrectly  
 9  
 10 Page 10 Line 25 should read: delete "first"  
 11 Reason for change: Title reported incorrectly  
 12  
 13 Page 11 Line 1 should read: add operating officer  
 14 Reason for change: Corrects title  
 15  
 16 Page 11 Line 2 should read: delete "first"  
 17 Reason for change: Title reported incorrectly  
 18  
 19 Signature Michael J. Geisler  
 20 Sworn to and Subscribed before me  
 21 Thomas Z. Hall Notary Public.  
 22 This 20~~th~~ day of March, 2017.  
 23 My Commission Expires:  
 24  
 25



ESB

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 Page 19 Line 21 should read: I believe corrections and police  
 2 Reason for change: Thought about it are accredited  
 3  
 4 Page 85 Line 19-20 should read: delete "with this label on this"  
 5 Reason for change: Clarification  
 6  
 7 Page \_\_\_\_\_ Line \_\_\_\_\_ should read: \_\_\_\_\_  
 8 Reason for change: \_\_\_\_\_  
 9  
 10 Page \_\_\_\_\_ Line \_\_\_\_\_ should read: \_\_\_\_\_  
 11 Reason for change: \_\_\_\_\_  
 12  
 13 Page \_\_\_\_\_ Line \_\_\_\_\_ should read: \_\_\_\_\_  
 14 Reason for change: \_\_\_\_\_  
 15  
 16 Page \_\_\_\_\_ Line \_\_\_\_\_ should read: \_\_\_\_\_  
 17 Reason for change: \_\_\_\_\_  
 18  
 19 Signature Michael J. Geisler  
 20 Sworn to and Subscribed before me  
 21 Thomas Z. Hall Notary Public.  
 22 This 20<sup>th</sup> day of March, 2017.  
 23 My Commission Expires:  
 24  
 25



ESB

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

C E R T I F I C A T E

G E O R G I A:  
F U L T O N C O U N T Y:

I hereby certify that the foregoing deposition was reported, as stated in the caption, and the questions and answers thereto were reduced to the written page under my direction; that the foregoing pages 1 through 92 represent a true and correct transcript of the evidence given. I further certify that I am not in any way financially interested in the result of said case.

Pursuant to Rules and Regulations of the Board of Court Reporting of the Judicial Council of Georgia, I make the following disclosure:

I am a Georgia Certified Court Reporter. I am here as an independent contractor for Huseby, Inc.

KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.  
Michael J. Geisler on 02/28/2017

1 I was contacted by the offices  
2 of Huseby, Inc. to provide court reporting  
3 services for this deposition. I will not  
4 be taking this deposition under any  
5 contract that is prohibited by O.C.G.A.  
6 15-14-37 (a) or (b).

7 I have no written contract to  
8 provide reporting services with any party  
9 to the case, any counsel in the case, or  
10 any reporter or reporting agency from whom  
11 a referral might have been made to cover  
12 this deposition. I will charge my usual  
13 and customary rates to all parties in the  
14 case.

15 This, the 8th day of March, 2017.

16  
17 

18 \_\_\_\_\_  
19 SUZANNE BEASLEY, B-1184  
20 My commission expires on the  
21 24th day of August, 2018.  
22  
23  
24  
25

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017 Index: \$5,000..accomplishments

<b>Exhibits</b>	10th 83:15	28:12	
	11 48:10,13	29:5,18	6
<b>GeislerM 111</b>	11/24 53:16	54:22	6th 73:3,4
2:11	111 51:11,	64:25	
51:11,12,	12,16	72:13	7
16		2015 10:8	
<b>GeislerM 112</b>	112 53:11,	72:14	7 26:9,10
2:14	12,15	78:12	
53:11,12,	113 78:6,7,	81:22	8
15	11 81:8	83:15	
<b>GeislerM 113</b>	114 81:16,	2017 4:6	8 33:15,18
2:16 78:6,	17,21	24th 52:24	83:8
7,11 81:8	115 83:9,	54:10	9
<b>GeislerM 114</b>	10,11	28th 4:6	
2:18	12 59:2,5		9 46:3,5
81:16,17,	60:2	3	9th 65:17,
21	13 12:11	3:29 71:22,	20 66:12
<b>GeislerM 115</b>	63:20,23	24	A
2:21	89:14	3:30 55:22,	
83:10,11	18th 78:12	25	ability
	1:15-cv-00477	3:47 72:4	73:22
\$	4:5	3rd 81:22	89:19
\$5,000 8:4	1:55 4:7		about-the-
		4	author 48:18
1	2		49:14 50:9
1 4:2	2 72:2 92:9	4 21:24	76:3
25:20,24	2007 21:11	22:2	absolutist
26:14	2012 10:5	4441 6:20	80:20
71:22	14:25	4:16 92:11,	accepted
88:15,25	18:10 21:9	12	27:15
89:6,9	64:25	5	access 62:9
91:13,18	2014 18:23		63:1,4
10 52:19,20	19:9 27:20	5 24:6,7	accomplishment
			s 13:13

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: accountant..approval

<b>accountant</b> 28:17	21:1 26:20 41:2 44:8	<b>advise</b> 42:17	<b>allegation</b> 15:23
<b>accounting</b> 7:8	45:3,22 77:18 86:21	<b>advising</b> 42:14,15	<b>allowed</b> 66:15,19
<b>accred</b> 21:6	<b>action-oriented</b> 13:11	<b>advisor</b> 42:2,4,11, 20,21 43:5	<b>America</b> 9:11,14, 18,20
<b>accreditation</b> 19:3,4,6, 17 20:2, 12,17,24, 25 21:3,7, 21 24:4 25:13,15 26:11,24 27:3,13 89:3,4 91:11,20	<b>actions</b> 8:16 21:5,14, 15,18 23:18 26:22,25 27:2,4 73:14,18 81:6	<b>affect</b> 30:24 47:1 57:23	<b>Anne</b> 53:17
<b>accredited</b> 19:18,20 91:11	<b>activities</b> 21:17	<b>affiliated</b> 44:13	<b>annual</b> 7:21
<b>accrediting</b> 19:19	<b>address</b> 6:19 25:4 57:24 82:24	<b>afraid</b> 67:14	<b>Anti-defamation</b> 31:19 58:19 59:6,18
<b>accusation</b> 15:23	<b>actual</b> 73:1	<b>AFRD</b> 25:2 26:21 67:10 68:10 89:11	<b>anymore</b> 82:19
<b>accused</b> 5:25 16:20	<b>addressed</b> 75:1	<b>age</b> 7:1	<b>apologize</b> 58:14
<b>achieved</b> 13:13 25:15,21, 24	<b>addresses</b> 53:17	<b>agency</b> 88:21	<b>apology</b> 40:1
<b>acknowledge</b> 42:10	<b>adequate</b> 75:21	<b>aggressive</b> 24:19,23	<b>apparent</b> 87:5
<b>acknowledgemen t</b> 21:16	<b>adherence</b> 20:5 37:5	<b>agree</b> 66:10 67:6 79:14 80:19,24 81:3,10,12	<b>appears</b> 22:13
<b>action</b> 17:4	<b>administration</b> 15:4	<b>agreement</b> 9:25 21:17 89:18	<b>applied</b> 16:14 47:21
	<b>advice</b> 42:23 86:7	<b>ahead</b> 41:12 44:4 52:14 66:9	<b>approached</b> 10:18 43:13
		<b>AJC</b> 52:3,6, 9,11	<b>approval</b> 14:16 17:24 18:4 24:3 41:10
		<b>aliases</b> 5:8	

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: approved..beliefs

<b>approved</b>	11:19, 23	16:17	<b>Baptist</b>
84:25	14:24	17:13	61:15, 19
<b>approximately</b>	15:7, 25	20:1, 17	62:12 63:8
11:4	16:8 17:5,	21:22	70:10, 20
<b>area</b> 82:17,	12 18:14	29:13, 22	85:14 86:9
20	20:9, 15	31:23, 25	<b>base</b> 22:11
<b>areas</b> 82:14	22:13	33:25	<b>based</b> 6:1
<b>arranged</b>	46:12	39:12	9:6 10:22
10:22	47:11	42:7, 18	17:3 90:17
<b>article</b>	48:21, 22	43:18, 21	<b>basic</b> 12:17
83:21	49:8, 12, 16	46:1 48:2,	<b>basically</b>
84:1, 2	50:12	5 50:16	83:20
<b>Asian</b> 42:19,	54:21 60:7	54:20	<b>basis</b> 5:23
20 43:5	75:24	58:12, 22	7:21 13:18
<b>asks</b> 63:16	<b>Atlanta's</b>	60:10	48:7 54:22
<b>aspects</b> 19:7	25:25	62:16	57:1 75:14
<b>assembled</b>	<b>attain</b> 20:6	66:21	88:12
25:4 91:24	91:16	68:3, 11	<b>BBA</b> 7:8
<b>assistance</b>	<b>attained</b>	84:4 90:23	<b>Beard</b> 13:4,
57:3	26:15	<b>B</b>	25
<b>Associates</b>	<b>attaining</b>	<b>back</b> 9:19,	<b>Beasley</b> 4:10
9:5	26:23	23 15:11	<b>began</b> 14:23
<b>assume</b> 8:6	<b>attended</b>	20:14	<b>beginning</b>
15:9 32:25	37:15	71:20 72:3	4:2 66:23
53:24 55:7	<b>attorneys</b>	73:19, 21	68:25
56:16	5:4	74:22	<b>begins</b> 22:10
65:17	<b>August</b> 10:8	85:10	72:1 79:6
<b>assuming</b>	11:4	88:13	80:12 81:8
17:3 35:7	<b>authorship</b>	89:13	<b>behalf</b> 13:13
<b>Atlanta</b> 4:4	49:21	<b>Baker</b> 56:25	<b>beliefs</b>
6:21 9:3,	<b>availability</b>	57:4	60:9, 12
12, 17	23:11	81:22, 23	66:6, 15, 19
10:1, 4, 10	<b>aware</b> 11:18,	82:1, 9	90:17, 22
	24 12:3	90:10, 21	
		91:2	

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: benefits..changed

<b>benefits</b>	48:14,23	38:21,22	50:14
74:24	49:7,15,22	39:1 84:21	76:4,10
<b>bestiality</b>	50:18,19	<b>bunch</b> 6:3	<b>capture</b>
30:8	51:1 54:7,	<b>business-like</b>	23:7,8,11
<b>big</b> 41:9	9 57:12,22	14:2	<b>career</b> 46:25
<b>biggest</b> 25:5	58:6,20	<b>business-</b>	47:3
<b>bigot</b> 81:9	59:15	<b>related</b> 5:16	<b>careers</b>
<b>bit</b> 19:16	60:12,15	<b>Byrd</b> 13:2,3	47:10
72:9	64:5,8,14,		<b>careful</b>
<b>board</b> 14:19	21 68:5		85:19
16:3,4,10	69:24	<hr/> <b>c</b> <hr/>	<b>case</b> 4:5
17:19,25	71:13	<b>cabinet</b>	5:17 18:5
18:4 68:24	73:12,20	42:16	20:18
76:14	75:20,22	44:24	22:25
84:24	76:14	<b>call</b> 14:13	24:22 49:1
<b>Bob</b> 33:7	80:2,3,5,8	63:7,12	56:14
74:6	84:19,25	82:23	<b>cases</b> 15:18
<b>book</b> 17:11,	89:18	83:19	<b>Category</b>
13,17,18,	90:9,12	85:11	89:6
22 19:15	91:1	<b>called</b> 9:4,	<b>Cathy</b> 12:21,
27:18,21,	<b>books</b> 47:16	11 79:13	22,24,25
23 28:4,9,	70:5 71:11	88:16	29:15
22,25	<b>Boone</b> 35:1,5	<b>calling</b> 9:20	32:25 33:4
29:10,14,	36:9,11,24	<b>calls</b> 35:21	<b>certification</b>
20 31:6,24	37:1,3,23	40:5 63:16	89:1
33:11,13,	38:2 68:19	<b>Campaign</b>	<b>chain</b> 12:8
18,21	<b>bottom</b> 48:20	31:17 32:9	<b>chance</b> 39:23
34:8,18,19	<b>Brandon</b> 4:8	<b>Candace</b>	<b>change</b> 11:13
35:9 36:3,	56:2	13:2,3	76:7
4,5,12	<b>Brantley</b> 4:8	<b>capability</b>	87:10,12
37:16,20,	<b>break</b> 6:13,	82:6	<b>changed</b>
21 38:7,22	14 55:15	<b>capacity</b>	86:22,23
39:2,8,12	71:4,19	49:7,15,	87:5
41:4,8,12,	<b>brought</b>	21,24	
15 46:20	14:19		
	29:21		

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017

Index: check..clear

<b>check</b> 60:6	59:14	46:25	20:11
<b>Chicago</b> 7:8	60:6, 11, 15	57:23	25:25
<b>chief</b> 8:17,	61:8, 20, 22	58:1, 20	40:10
19 9:9, 15	62:3, 14, 18	65:14	41:4, 7
10:11, 14,	63:8, 11, 15	73:14	42:12, 16
15, 17	64:6, 7, 12,	86:4, 5	45:16
11:1, 2, 3	20 66:5,	90:13, 25	47:20, 23,
12:20, 25	14, 20	<b>chiefs</b> 24:2	24 48:21
13:23	67:1, 11,	<b>chronology</b>	49:12 52:1
17:9, 15,	15, 25	20:23	54:21
18, 20, 23	68:4, 14	54:11	55:10
18:2, 10,	69:14	<b>church</b> 68:14	60:7, 14
11, 14, 18,	70:14, 17	70:10, 13,	68:22 69:4
25 19:1, 7,	71:12	20	73:11 74:3
8, 12, 14, 25	72:10, 11	<b>Cindy</b> 67:20,	75:24
24:9 25:2,	73:9, 18	22	78:23 79:4
9 26:18, 20	74:7, 8, 23	<b>circumstances</b>	84:20
27:1, 14, 18	75:4, 16,	9:16 11:7	88:24
28:9, 22	22, 24	42:7 64:17	89:5, 6
33:11	76:4, 10, 17	88:10	<b>City's</b> 13:15
34:18 35:9	77:9, 13	90:14	26:14
37:16	78:21, 22	<b>cities</b> 88:25	88:14
38:19	79:22	<b>city</b> 4:4	<b>claims</b> 5:23
39:3, 24	81:9, 14,	5:14, 17	6:4 11:18,
41:13	23, 25	7:17, 19, 22	22, 25 12:4
43:12, 17	82:1, 9	8:1, 7, 8	14:18
44:23 45:4	83:16, 20	9:3 10:1,	<b>clarify</b>
47:9, 18	84:3, 18	3, 7, 10, 15,	33:19
48:1, 21,	85:11, 13,	17, 20	<b>Class</b> 25:24
24, 25	18 86:6,	11:19, 23	26:14
49:6, 7, 12,	14, 16	12:1, 2, 11	88:15, 25
16, 21, 24	87:5, 17	13:14, 15	89:9
50:4, 12, 17	89:20	15:6, 25	91:13, 18
51:25	90:7, 10, 21	17:5, 21, 23	<b>classified</b>
54:16	91:2, 5, 16,	18:2, 20, 21	89:5
56:4, 24, 25	22	<b>clear</b> 27:3, 5	
57:4 58:3	<b>chief's</b>		
	36:13, 21		

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: climate..concern

47:15	26:18	28:3 29:2,	11
<b>climate</b>	33:11	23 30:2,5,	<b>compared</b>
81:23	37:16	7,12,14	30:7
<b>close</b> 55:25	39:24	34:1 35:14	<b>competitor</b>
<b>Cochran</b> 4:4	43:12 47:9	36:3,5	9:21
17:9,18	48:1 59:14	59:22	<b>complained</b>
18:11	60:11,15	61:21	29:20
19:25 24:9	67:1 68:4,	<b>Commissioner</b>	<b>complaining</b>
25:2 26:20	14 71:13	35:1,5	31:23 32:1
27:1,14,18	73:18	36:10,11,	<b>complaints</b>
28:9,22	76:17	24 37:1,3,	16:17
35:9 43:17	77:13	23 38:2,6	18:25
44:23 45:5	78:21	46:15	31:15
46:6 47:18	79:10,19	68:6,9,19	<b>complete</b>
49:6 50:17	83:16 84:3	74:5	24:20
54:16	86:16	<b>commissioners</b>	<b>Compliance</b>
56:4,24	<b>code</b> 14:23	14:1	24:1
61:8	15:6,16,24	<b>communicate</b>	<b>comports</b>
62:14,18	16:14,19	14:3,8	65:25
63:8,12,15	17:5	<b>communications</b>	66:25
64:8 66:5,	<b>college</b> 8:18	84:4,5	<b>compromise</b>
14 67:11,	40:10 54:4	<b>communities</b>	66:6,15,19
15,25	<b>column</b> 78:25	42:12,25	<b>compromised</b>
70:15	79:2	<b>community</b>	89:19
72:10,11	<b>comfortable</b>	32:10,14	<b>con</b> 39:14
73:9 74:7,	90:25	41:18	<b>concern</b> 6:5
8 75:4,16	<b>command</b> 12:9	42:10,12,	25:5 27:25
77:9 81:9,	<b>comment</b>	20,21	29:2 32:7,
14 83:20	30:11,22	43:1,6	21 35:9
84:19	61:25	44:15,16	57:22
85:11,13,	62:4,6,24	57:25	67:17
18 86:6,14	80:23	59:14	76:12
87:17 90:7	<b>commented</b>	69:15,18	84:23
91:16,22	36:1	73:21	85:6,7
<b>Cochran's</b>	<b>comments</b>	<b>company</b> 9:4,	
17:15			
18:25 19:7			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: concerned..created

<b>concerned</b>	26:24	29:8 60:21	<b>correctly</b>
30:13,23	<b>conflict</b>	61:1	25:7 54:25
32:14	57:14	<b>COO</b> 10:19	<b>council</b> 51:8
47:18	<b>conflicts</b>	11:5 12:8	60:15
73:10	7:24	14:23	61:2,3
<b>concerns</b>	<b>consideration</b>	18:11	69:4 70:21
24:17 25:1	36:22	42:3,6	77:13,22
30:17	<b>consult</b>	53:6	<b>Councilman</b>
34:17,19	15:10,15	<b>COO'S</b> 11:10	29:24 30:5
35:13	16:13	<b>copied</b> 51:17	36:9 61:1,
37:21	<b>contact</b> 57:3	<b>copy</b> 27:21	5
38:21	<b>contained</b>	29:10,14	<b>Councilmember</b>
46:17,20	8:5 36:3	46:13	29:21
53:25 54:2	<b>content</b>	48:14	38:23
57:25	41:15	69:24 70:3	39:15 51:6
73:13,17,	<b>contents</b>	71:12	60:17
21 82:24,	37:20 38:7	<b>correct</b>	<b>counsel</b> 4:12
25	39:7 89:18	11:6,16	8:22,25
<b>concluded</b>	<b>continued</b>	13:7 18:7	36:23
45:22	73:15	21:12	<b>couple</b> 6:10
92:12	<b>continuing</b>	25:13,14,	8:15 52:21
<b>concludes</b>	15:2 32:16	21,22 26:6	86:10 90:5
71:22 92:8	<b>Convention</b>	36:7 44:21	<b>courses</b>
<b>conclusion</b>	61:15,19	45:20 53:8	55:11
74:13 87:1	62:12 63:9	60:20	<b>court</b> 4:9,13
<b>conduct</b>	85:14 86:9	62:19	6:12,17
87:25	<b>conversation</b>	76:5,15	21:25 24:5
<b>conducted</b>	28:24	85:4	51:15
6:1 16:7	39:14,17	89:11,12	81:20
56:15	60:18	91:17	<b>covert</b> 60:8
<b>conducting</b>	61:4,11,17	<b>corrections</b>	<b>CPA</b> 7:11
15:21	88:5	19:20,23	15:1,3
<b>conference</b>	<b>conversations</b>	<b>corrective</b>	<b>created</b>
74:2		21:1,5,14,	80:25
<b>confirming</b>		15,18	

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: creating..disagree

81:2,4	<b>decide</b>	34:21	5:20 10:12	78:22
88:11		78:19	12:13	<b>description</b>
<b>creating</b>	<b>decision</b>		15:20	18:13,17,
80:17	40:3,11,15		16:8,9	19
<b>Cunningham</b>	46:25		18:15,17	<b>detail</b> 6:4
29:9	60:8,11		19:18,23	<b>determined</b>
<b>current</b> 6:19	72:9,10,22		20:3,9,11,	89:5
50:11	85:2		16 22:10	<b>developing</b>
	86:18,23		23:16	63:5
<b>curriculum</b>	<b>decisions</b>		25:12,19	<b>differed</b>
55:2	66:7,16,20		30:21 31:1	79:11
<b>cut</b> 83:24	<b>dedicated</b>		41:18	<b>differently</b>
	13:15		47:12	90:17,22
<b>D</b>	<b>default</b>		48:22	<b>difficult</b>
	80:17,24		57:22 60:7	60:5 74:11
<b>daily</b> 13:18			74:3,7	82:13 91:5
<b>date</b> 4:6	<b>defaulting</b>		82:2,5,14	<b>diminished</b>
23:16	80:17		84:6,10	82:3 87:8
<b>dated</b> 52:24	<b>Defendants</b>		90:11,24	<b>direct</b> 9:20
53:16	4:16		<b>department's</b>	13:24
65:17			82:5 88:15	59:9,12
78:12	<b>deferral</b>		<b>departments</b>	82:7 91:15
83:15	21:6 23:19		12:11,12,	<b>directed</b>
<b>day</b> 10:6	<b>deferrals</b>		18	56:12 73:5
45:7	19:24		<b>deposed</b>	<b>direction</b>
<b>days</b> 83:15	<b>deferred</b>		5:11,15,18	62:14,18,
<b>deal</b> 34:21	19:24		6:9	21
54:24	20:16,19,		<b>deposition</b>	<b>directions</b>
90:13	22 22:17		4:3,20 6:9	57:5
<b>dealing</b>	23:25		7:14 8:14	<b>directly</b>
28:16	24:15,18,		24:8 50:8	13:5 16:19
40:22	21 25:3,9,		71:23 72:2	31:16,22
<b>December</b>	18 26:21,		92:9,12	<b>disagree</b>
68:25	23		<b>depositions</b>	
	<b>degree</b> 7:7,9		5:16	
	<b>department</b>		<b>deputy</b> 51:25	

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017 Index: disappointed..equipment

79:17	62:24	51:17,18	18:21
<b>disappointed</b>	63:14	53:16,21,	<b>employed</b>
54:7	64:13	22,25	9:10 78:23
<b>disciplinary</b>	<b>discussions</b>	54:14	<b>employee</b>
66:6,16	15:21	78:12,16	11:20
77:18	49:25	81:22	68:3,10
86:20	59:17	83:14,22	77:2
<b>discipline</b>	77:16,20	<b>e-mails</b> 7:15	<b>employees</b>
17:4	<b>distributed</b>	8:13,15,20	5:20,21
<b>disclose</b>	37:21	<b>earlier</b>	17:10 39:1
7:22	46:21	15:19	46:24
<b>disclosure</b>	<b>distribution</b>	44:17	73:22
7:16,19	47:16,20	46:19	<b>employer</b>
75:21	<b>document</b>	50:25 51:5	9:21,22
<b>discomfort</b>	22:6 81:21	76:2	<b>employment</b>
90:13	<b>documents</b>	<b>early</b> 15:19	7:25 9:17
<b>discriminated</b>	7:13,16	72:13 82:1	55:10
68:1	<b>door</b> 60:7	<b>easy</b> 6:11	73:15
<b>discriminatory</b>	<b>doubt</b> 51:20	<b>economic</b>	<b>encroached</b>
80:17,25	<b>downturn</b>	22:14,18	79:12
81:4	22:14,18	<b>edits</b> 34:1	<b>end</b> 69:1
<b>discuss</b> 38:7	<b>DPW</b> 12:15	<b>education</b>	<b>ensured</b>
80:10	<b>drafts</b> 65:20	7:6 15:2,3	18:18
<b>discussed</b>	<b>driven</b> 13:10	<b>effect</b> 25:19	<b>entire</b>
40:23	<b>due</b> 26:17	87:18 90:7	33:22,23
59:19	36:22	<b>efforts</b>	77:15
83:18	<b>duly</b> 4:22	26:18	<b>environment</b>
86:13	<b>Duriya</b> 10:19	<b>eliminated</b>	14:2 80:18
<b>discussing</b>		26:23	81:1,5
48:1 79:23		<b>Elizabeth</b>	<b>Equality</b>
<b>discussion</b>	<b>E</b>	70:10,19	31:21 32:9
34:9,16	<b>e-mail</b> 14:9	<b>emergency</b>	<b>equipment</b>
40:8 41:25	40:9		23:6,15,22
61:23,24			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: eroded..female

<b>eroded</b> 89:19	<b>exclusionary</b>	<b>expire</b> 24:21	26:13,21
<b>et al</b> 4:5	79:7	<b>expired</b> 9:23	29:12
<b>ethics</b>	80:18,25	<b>express</b> 85:6	34:19
14:16,19,	81:4	<b>expressed</b>	35:16
22 15:5,6,	<b>excuse</b> 12:23	29:1 30:17	37:20 39:1
11,12,16,	73:9	32:21 35:8	49:11
24 16:3,4,	<b>exercise</b>	37:22 54:3	61:19 65:3
11,14,19	19:12	58:5 60:12	84:18,23
17:5,19,24	<b>exhibit</b>	67:17	89:24
18:4 41:10	21:24 22:2	69:12	<b>facts</b> 25:17
73:12,19	24:6,7	73:22 80:2	66:1,25
75:19	26:9,10	<b>extended</b>	<b>fair</b> 22:16
76:12,13	33:15,18	73:16	25:8 58:3
84:24	46:3,5	<b>extent</b> 30:3	69:11
<b>evaluation</b>	48:10,13	39:21	73:23
76:16,23	51:11,12,	<b>extreme</b>	<b>fairly</b> 54:25
77:3,5	16 52:19,	81:13	70:16
<b>events</b> 89:3	20 53:11,	<b>extremely</b>	82:12
90:6	12,15	30:1,6	<b>Farooqui</b>
<b>evidence</b>	59:2,5	<b>eye</b> 87:16	10:19
47:2,8	60:2	<hr/>	<b>father</b> 50:11
66:14	63:20,23	<b>F</b>	<b>February</b> 4:6
<b>exact</b> 54:11	78:6,7,11	<hr/>	11:4
<b>EXAMINATION</b>	81:8,16,	<b>face-to-face</b>	<b>feedback</b>
5:1 84:16	17,21	14:9,10,12	90:10
90:3	83:3,7,8,	27:7	<b>feel</b> 85:22
<b>examined</b>	10,11	<b>Facebook</b>	87:17,21
4:22	89:14	52:20,21	<b>felt</b> 5:21,
<b>excerpt</b>	<b>existed</b>	53:4,18,20	24 9:19
33:20,22,	87:14	54:15	39:19
23	<b>exit</b> 77:4,	<b>facilitated</b>	46:24
<b>excerpts</b>	6,7	68:19	78:24
33:14,18,	<b>expect</b> 14:2	<b>fact</b> 18:1	85:24
20	<b>expected</b>	25:23	<b>female</b> 69:22
	79:9		

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017

Index: filed..grounds

<b>filed</b> 12:1, 4,7	75:22,24 76:4,10 84:6,10 88:15 90:11,24	<b>fraud</b> 6:5 <b>free</b> 92:2 <b>freedom</b> 11:19,22 <b>Friday</b> 54:7, 10 <b>full</b> 5:5 64:3 66:22 <b>full-time</b> 11:10,15 <b>functions</b> 12:13 <b>funded</b> 22:10 <b>funding</b> 23:4,14,22 <b>funds</b> 21:21 <b>future</b> 89:20 <b>FYI</b> 52:3	52:19 53:15 59:2,4 63:20,22 71:23 72:3,6 78:10 81:20 84:18 90:5 92:10 <b>general</b> 42:22 89:18 90:24 <b>Georgia</b> 6:21 9:7 31:21 32:8 85:14 <b>gifts</b> 47:17 <b>give</b> 7:5 16:22 82:23
<b>filling</b> 56:25	<b>firefighting</b> 89:6 <b>floor</b> 68:22 <b>Florida</b> 6:25 <b>focus</b> 32:8 35:3 40:7 <b>folks</b> 16:20 <b>form</b> 13:19 22:19 26:4 35:21 37:24 40:5,25 52:13 54:17 62:22 66:8 67:5 72:12 75:17 76:21 80:4	<b>formal</b> 58:12 77:5 <b>forward</b> 45:15 73:11 74:15 75:12 87:14,23 <b>found</b> 47:22 <b>fourth</b> 28:15,16	<b>Georgia</b> 6:21 9:7 31:21 32:8 85:14 <b>gifts</b> 47:17 <b>give</b> 7:5 16:22 82:23 <hr/> <b>G</b> <hr/> <b>gave</b> 36:24 46:14,15 <b>gay</b> 30:21 41:17 67:17 <b>Geisler</b> 4:3, 21 5:3,7 21:25 26:9,10 46:2 48:10,12 51:15
<b>final</b> 75:11			<b>Global</b> 4:11 <b>Godfrey</b> 33:7 65:9 74:6, 16 77:8 <b>good</b> 13:22, 24 19:12 26:24 55:16 90:13 <b>granted</b> 84:22 <b>grounds</b> 74:14
<b>finance</b> 7:10 12:20 13:3			
<b>financial</b> 7:16,19,23 9:9,15 10:12			
<b>fine</b> 49:20 55:16			
<b>finish</b> 44:3 47:6 71:20			
<b>finished</b> 45:16			
<b>fire</b> 17:20, 23 18:2, 11,14,17, 21,25 19:7,12, 14,17,23 20:3,9,11, 15 24:2 25:9 30:21 41:13,18 47:11 48:21,22, 24,25 49:7,12, 16,21,24 50:4,12 57:22 60:7 66:20 67:1			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: group..identified

<b>group</b> 30:18	29:15	32:13 67:8	26:14
32:12	33:1,4	<b>heard</b> 28:9,	<b>hold</b> 50:5
44:14	<b>hand</b> 22:1	25 31:6,16	80:14
61:21	24:6 46:2	47:9 67:16	<b>home</b> 52:3,
68:23	48:9 59:2	70:2,4	6,11
69:22	63:20	80:7	<b>homosexuality</b>
<b>group's</b>	89:13	<b>hearing</b> 16:3	30:7 79:21
88:23	<b>handed</b> 34:19	<b>heart</b> 13:16	<b>Honorable</b>
<b>groups</b> 31:25	35:17,19,	<b>Hickson</b>	59:6
32:2,4,6,	25 48:12	14:16	<b>hour</b> 55:14
8,11 35:15	51:15	15:11,14	<b>HR</b> 55:7
44:17,19,	53:16	16:13	74:3
22 57:25	63:22	84:24	<b>HR-TYPE</b>
59:24 60:1	78:10	<b>Hinton</b> 4:15	74:25
86:11	81:20	13:19	<b>human</b> 12:14
<b>guess</b> 17:15	<b>handing</b> 24:5	22:19 26:4	31:16 32:9
19:17 22:5	36:2 59:4	33:2,7	56:16
37:4 49:13	<b>handled</b>	35:21	<b>Huseby</b> 4:10
50:8 83:20	89:10	37:24	<b>hypothetical</b>
86:5	<b>handling</b>	40:5,25	17:16
<b>guilty</b> 5:24	26:22	49:17	<b>I</b>
<hr/>	<b>Hans</b> 78:17,	52:13	
<b>H</b>	21	54:17	
<hr/>	<b>happen</b> 16:25	55:17	
<b>halfway</b>	24:24 25:7	62:22 66:8	<b>idea</b> 72:17
55:20	<b>happened</b>	67:5 71:4	<b>identification</b>
72:17	17:1,2	72:12	50:10
<b>hall</b> 14:6	46:13	75:17	51:13
47:20	71:2,3	76:21 80:4	53:13 78:8
68:22 74:3	<b>happy</b> 35:18,	84:14,17	81:18
<b>Hamilton</b>	20,24	90:1 92:2,	83:12
12:21	<b>hard</b> 35:11	5	<b>identified</b>
<b>Hampton</b>	74:10	<b>Hispanic</b>	20:25 43:9
12:22,23,	<b>hear</b> 27:17	42:21	82:14,16
24,25	<b>history</b>	<b>history</b>	
13:25		25:25	

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017

Index: identifies..investigative

<b>identifies</b>	20:4	38:10	10:14, 17
48:24	<b>indirectly</b>	60:22	11:1, 2, 3,
<b>identify</b>	16:18	84:21	11, 15 57:1
82:3	<b>individual</b>	<b>initially</b>	82:1
<b>implies</b> 62:9	13:11	10:11, 18	<b>interpret</b>
<b>import</b> 35:12	<b>individuals</b>	30:1 43:25	22:22
<b>important</b>	15:24	<b>input</b> 47:10	49:10
20:2 75:15	31:10	<b>instance</b>	<b>interpreted</b>
78:24 79:1	44:23	42:19	49:9
<b>impression</b>	47:4, 11	47:21	<b>interview</b>
44:20	67:13	67:10	63:17
<b>improve</b>	70:19	<b>instances</b>	77:4, 6, 7
82:4, 5	80:15	16:24	<b>interviewed</b>
<b>improvement</b>	89:5	<b>instruct</b>	66:23
82:14, 20	<b>industry</b>	56:22	67:2, 9
<b>inappropriate</b>	46:25	<b>instruction</b>	<b>introduce</b>
5:22	<b>influenced</b>	33:3	4:12 83:6
<b>incidences</b>	47:3, 10	<b>insulting</b>	<b>introduced</b>
91:6	58:5 60:9,	35:15 36:6	24:7
<b>including</b>	11	<b>insurance</b>	<b>investigation</b>
44:10	<b>information</b>	88:23, 24	5:25 6:2,
<b>independent</b>	20:8 23:7,	89:4, 6, 7	5, 6 16:2,
57:15 89:2	9, 12, 20, 23	<b>interact</b>	6, 7 56:5,
<b>indicating</b>	40:15	13:17	7, 8, 15, 19
48:23	45:14	<b>interest</b>	57:6, 10,
<b>indication</b>	62:10, 11,	7:24 57:14	15, 18, 19,
19:11	25 63:4	<b>interested</b>	24 58:2, 7,
22:17	85:21, 25	11:8, 9	10, 13, 16
24:13 64:5	86:3, 4, 8,	13:12	65:3 77:9
66:3, 18	12, 23	24:12	<b>investigations</b>
81:14	88:12	<b>interests</b>	16:5, 11
90:16, 20	<b>infrastructure</b>	13:15	<b>investigative</b>
<b>indicator</b>	42:15	<b>interim</b>	63:23
	<b>initial</b>		89:15

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: investigators..license

<b>investigators</b>		<b>kind</b> 9:25	59:6,18
67:14	<b>J</b>	16:2 85:20	<b>learn</b> 54:7
<b>invite</b> 43:1	<b>January</b>	<b>kitchen</b>	<b>learned</b>
<b>involved</b>	65:17,20	42:16	54:12
16:11,12	66:12 73:3	<b>knowledge</b>	<b>leave</b> 60:7
19:25	76:24	23:1,14	<b>leaving</b> 9:16
56:18 57:6	78:12	57:11	10:20 54:4
72:25	83:15	86:6,16	<b>led</b> 11:7
<b>involvement</b>	<b>Jim</b> 13:4	<b>Kristin</b>	42:8 90:8
14:15,18	<b>job</b> 9:13	51:17,24	91:12,18
<b>involving</b>	10:9 11:12	<b>L</b>	<b>left</b> 10:1
5:13 15:22	18:13,19		<b>legal</b> 15:20
<b>ISO</b> 88:16,	20:5 50:11	<b>label</b> 85:20	16:9 74:6
18 89:9	79:12 86:4	<b>labeling</b>	<b>lengthy</b>
91:12	<b>joined</b> 20:18	75:23	82:12
<b>issue</b> 15:16	<b>Joseph</b> 4:21	<b>lack</b> 21:20	<b>letter</b> 46:6
25:6 29:22	5:7	<b>landing</b> 52:6	58:22
39:2 41:9,	<b>judgment</b>	<b>large</b> 20:10	59:5,7,8,
14,15,17	19:12	68:23	10,18,20
62:11	57:23	<b>late</b> 8:16	<b>letters</b>
75:19	<b>jumped</b>	72:13	58:25
84:20	82:18,21	76:23	59:21,25
88:11,19	<b>jury</b> 6:17	<b>law</b> 12:20,	<b>Level</b> 25:20
<b>issues</b> 15:18		21	<b>levels</b> 22:15
23:10 25:5	<b>K</b>	<b>lead</b> 88:23	<b>LGBT</b> 32:10,
27:22,24	<b>Kasim</b> 59:6	<b>leader</b> 80:14	14 42:2,12
28:2 38:22	<b>Kathryn</b> 4:15	87:18 90:8	43:5 44:15
57:2,20	<b>Kelvin</b> 4:4	<b>leadership</b>	57:25
69:13	<b>Kevin</b> 4:17	64:9,14,21	<b>LGBTQ</b> 69:19
73:20,21,	5:3	68:4 89:20	<b>library</b>
23,24	<b>key</b> 7:21	<b>League</b> 31:19	68:24
74:12	41:16	58:19	<b>license</b> 15:3
75:25	80:12		
<b>items</b> 24:1			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: lift..meeting

lift 23:18	35:14 39:7	52:19	58:23, 24
Lilly 29:9	40:3, 11	53:12 59:5	61:25 62:3
	59:22	63:23	63:11, 14
listed 21:4	61:12	78:7, 11	68:13
Litigation	72:11, 19,	81:17, 21	69:9, 15, 23
4:11	21 78:16,	83:11	70:8, 21
live 6:24	19 85:3	89:14	71:11
	86:11, 14,		72:23 73:5
lived 6:22	17 87:3	marriage	75:8 85:5,
	90:6	30:15	25 87:3,
lobbying		married 7:3	16, 22
43:11	main 41:14		
local 73:21	make 6:11	master's 7:9	mayor's
long 6:22	23:15	materials	36:18 39:6
10:25	25:2, 7	47:20	42:9 46:20
50:24 79:9	38:9 40:16	matter 4:3	64:6 68:24
longer 25:3,	51:2 54:13	5:15 25:23	86:21
18, 20	61:13 86:8	37:11 44:9	measure
78:23	making 11:9	55:11	39:23
looked 58:2	40:18	79:11, 19	media 4:2
loss 21:6	45:17	83:18	61:12
lost 25:12	60:8, 11	mayor 10:21,	63:16
lot 42:16	61:21, 25	22, 23 11:9	71:22 72:1
57:11	64:11	12:5, 7	92:9
77:19	management	13:6 24:8	meet 34:7
87:5, 7, 8	5:19 10:13	28:25	68:13
lots 71:11	12:14 13:8	29:1, 10, 13	70:21
Loyola 7:7	manual 47:24	34:9, 15, 20	meeting
	March 81:22	35:1	10:22, 23
	mark 51:10	36:12, 13,	27:7, 8
	53:10 78:5	16 37:11,	31:5, 7
	81:15	23 38:6,	34:5, 22, 25
	83:3, 7	11, 15, 18	36:8, 9
made 16:17		41:1, 14	37:2
23:17, 21	marked 22:1	42:2, 4	38:11, 17
27:5 28:3	48:13	45:22	39:4 45:9,
29:2 30:3,	51:12, 16	54:4, 9	11, 25
22 33:25		56:10, 13	



## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: Objection..people

61:25	office 14:4	68:7	paragraph
62:22 66:8	18:10 64:6	opportunities	22:9 26:12
67:5 72:12	officer 9:9,	75:13	60:3 64:3,
75:17	15 10:12,	opportunity	4 66:23
76:21 80:4	14,15,17	9:18	79:6 80:12
Objection	14:16		81:8
49:17	15:11,12	opposed	parent 50:10
occasion	17:24	77:13	Park 6:25
15:10,15	51:25 64:6	84:10	parks 42:14
41:22	78:22	order 17:17	part 15:2
occasional	84:24	21:21	26:17
14:13	officer's	36:20	32:10
occasionally	41:10	39:20	49:25
59:22	officers	ordered 56:8	84:22
occasions	18:19	organization	participate
41:22	official	88:16	69:7
occupied	22:1 49:7	89:10	partly 44:14
79:4	50:14	organizations	passed 59:23
occur 27:3	open 24:1	24:3 59:14	paste 83:24
occurred 8:1	operating	organized	pastors
45:9 50:1	10:14,15,	71:19	69:16
69:3 91:19	17 51:25	orientation	pay 40:4,
October 10:5	64:6 78:22	80:15	17,19
28:12,13,	operations	outdated	45:19
14 29:5,18	58:4	23:6	74:24
31:3 32:15	opinion	outstanding	pending 6:15
offer 37:9	36:17,19	25:5	people 13:17
43:2	37:9,12	overt 60:8	16:5,6
offered	44:8 46:23		22:21
10:23	50:5 54:3		30:20,23
55:12	69:12		42:13,14,
offering	78:17	p.m. 4:7	17,25
36:17	87:10,12	71:22 72:4	43:16,25
	opinions	92:11,12	44:5,7,13,
	51:9 59:13		

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: people's..presentations

25 45:1	<b>personal</b>	30:22	11:8,10
46:21	5:15	34:25	27:12 42:8
49:9,22	79:10,11,	37:14	43:4 44:16
50:24 51:4	19 80:13,	46:18	45:1 69:16
52:4 54:25	14	49:4,13	78:20 79:3
56:22		61:14	
57:5,13,23	<b>phone</b> 14:13	64:12 67:9	<b>positive</b>
59:13	61:9,10	83:1 86:5	82:4 87:21
67:24	85:11	87:9,10,	<b>possibly</b>
69:15	<b>phrase</b> 80:12	19,22	38:19
77:16	<b>piece</b> 78:17,	90:12,23	86:21
87:6,8	24	<b>poke</b> 87:15	<b>post</b> 52:20
90:25	<b>pieces</b> 28:6	<b>police</b> 16:8	53:19
<b>people's</b>	<b>place</b> 20:19	<b>policies</b>	54:15
86:21 87:6	21:2 25:7	8:8,10	<b>posted</b> 53:1,
<b>perception</b>	36:2 46:12	41:7	5 85:15
81:2 90:24	54:21	<b>policy</b> 15:5	86:9
91:3	68:21 71:8	41:4 47:24	<b>posts</b> 52:22
<b>perfect</b> 71:7	74:1	73:11	53:4
<b>performance</b>	<b>plaintiff</b>	<b>political</b>	<b>potential</b>
18:25 19:7	4:18 5:4	47:20	7:24 15:16
20:6 36:21	<b>Plaintiff's</b>	<b>politicians</b>	85:6
39:24	48:13	13:12	<b>Powerpoint</b>
76:17	51:11,16	<b>poor</b> 34:3	24:9
<b>period</b> 19:13	52:19,20	<b>poorly</b> 18:8	<b>precipitated</b>
29:5,16,17	53:11,15	<b>population</b>	10:16
32:17	59:5 63:20	89:8	<b>preferences</b>
77:25	78:6,11	<b>portion</b>	28:1
<b>periodic</b>	81:7,16,21	48:23	<b>prejudices</b>
54:23	83:8,10	<b>portions</b>	60:6
<b>permission</b>	<b>plan</b> 24:17,	<b>position</b>	<b>preparation</b>
17:18	19	7:23	7:14 8:13
76:13	<b>play</b> 86:18	10:13,24	<b>presentations</b>
84:19,22	<b>point</b> 20:15		86:11,14
<b>person</b> 65:3	29:3,4		87:2

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

Michael J. Geisler on 02/28/2017

Index: presented..quickly

<b>presented</b>	28:21	75:23	<b>publishing</b>
66:14	32:18	<b>professional</b>	73:12,20
<b>press</b> 26:10	34:6,13,14	79:12	90:9
33:14,21	37:15,16	<b>prohibited</b>	<b>purpose</b>
45:17	39:13,18	47:16	57:17,19
50:16,19	41:22,23	<b>promotability</b>	<b>purposes</b>
51:1,3,5,	43:10 48:4	30:24	88:24 89:7
7,8 53:4	50:18,19	<b>proper</b> 15:4,	<b>put</b> 24:9
62:6,7,8,	51:2 60:15	5	46:11,23
9,11,24	64:23	<b>proposed</b>	61:21 86:1
63:1,4,5	65:13,20	10:20	
<b>pretty</b> 8:21	76:18	24:18	<hr/> <b>Q</b> <hr/>
14:4 24:24	77:22	<b>provide</b> 33:2	<b>quarter</b>
27:16	84:25 87:7	89:20	27:20
55:25 58:7	<b>private</b>	<b>public</b>	28:11,15,
70:24 71:1	9:19,24	12:12,13	16
<b>prevention</b>	<b>privately</b>	61:25	<b>quarters</b>
18:20	70:22	62:4,6,8	28:19
<b>previous</b>	<b>privy</b> 40:14	85:20	<b>question</b>
6:24 11:18	<b>problem</b>	86:1,23	6:14 18:8
55:10	22:17	88:11	33:19 34:3
<b>previously</b>	80:21,22	<b>publication</b>	47:6 50:8
24:7 25:20	91:8	64:7	71:7 75:10
48:13	<b>problems</b>	75:20,21	88:13
52:18	23:6	<b>publicize</b>	<b>questions</b>
<b>primarily</b>	<b>proceeding</b>	80:16	82:24,25
18:19	75:1,11	<b>publish</b>	84:15 90:2
24:12 28:2	<b>process</b>	41:12	92:1
<b>primary</b> 23:6	20:24,25	84:19	<b>quick</b> 6:10
75:25	26:11	<b>published</b>	7:5 63:25
<b>prior</b> 18:23	89:3,4	85:1	<b>quickly</b>
19:8,24	91:11	<b>publishes</b>	24:24
20:24	<b>procurement</b>	8:7	
21:2,3,8,9	12:14		
23:18 24:2	<b>produced</b>		

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: race..recorded

	<b>reading</b>	49:3	61:4,10,	69:23 70:2
<b>R</b>			11,18	71:12,14
	<b>reads</b>	89:17	63:10,13,	
<b>race</b>	<b>reason</b>	20:22	18 64:11,	<b>receives</b>
42:21	22:24	83:3	12,15,19,	70:5 71:11
<b>raised</b>	<b>reasons</b>		20,22,24	<b>recess</b>
27:22	40:24		65:2,4,10,	71:25
38:23 39:2	54:16		15,18,19	<b>recognize</b>
57:21	<b>rebounding</b>		67:20	22:6
73:14	22:13		68:23	<b>recognizing</b>
84:20 88:7	<b>recall</b>	8:6,	69:2,3,6	41:3
<b>rates</b>	10,12	10,12	70:11,12,	<b>recollection</b>
89:7	11:21	12:6	14,15,24	64:1 65:21
<b>rating</b>	15:8	16:4,	71:15,16	67:19
88:15,19,	10,12,16,		73:24	69:10
23 89:9	24 17:6		74:18,21	70:23
91:12,19	19:5	20:8	75:2,6,7,	77:20
<b>reaccreditation</b>	25:6	27:10	25 76:24	<b>recommend</b>
22:8	28:7,23		77:11,24	43:20
88:19,22	30:11		78:2	<b>recommendation</b>
89:11	32:3,7		79:22,24	40:16,18
91:17,18,	34:24		82:19,22	<b>recommended</b>
21	37:18		83:1 85:12	21:16
<b>reaccredited</b>	38:13		88:3,7,9	43:16,23
91:23	39:3,5,9,		89:2 91:3	<b>recommending</b>
<b>reaction</b>	14 40:18	<b>receipt</b>		43:19
87:3	41:25	88:15		44:22
<b>read</b>	42:5,6	<b>receive</b>	15:7	<b>record</b>
27:22	43:8,13	84:5,9		5:6
33:10,13	44:6,12,18	<b>received</b>		45:24
38:22 49:2	48:8 51:18	8:19 18:24		61:20
54:1,14	54:1,2,11,	20:11		71:24 72:3
65:25	23 55:4	25:19		78:15,25
66:24	56:6 57:4	27:21 29:9		79:2 92:10
69:24	58:17	42:23		<b>recorded</b>
70:3,6	59:8,19,24	51:21,22		62:12
71:12,13	60:17,23	58:24		85:15
80:2,5				
92:4				

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: reduced..responsible

<b>reduced</b> 89:7	26:10	4:9, 13	47:11
<b>Reed</b> 59:7	<b>releases</b>	6:12 21:25	48:22
<b>Reed's</b> 24:8	53:4	24:6 51:15	<b>reservations</b>
<b>reference</b>	<b>religion</b>	<b>reporter's</b>	77:17
49:11	11:23	81:20	<b>reserved</b>
<b>referenced</b>	<b>religious</b>	<b>reports</b>	4:20
18:1	43:6 60:12	13:24	<b>resources</b>
<b>referring</b>	66:6, 15, 19	<b>represent</b>	12:14
81:9, 24	<b>remember</b>	24:10	24:13
<b>reflect</b>	35:11	<b>representative</b>	56:17
54:15	65:7, 8	<b>s</b> 58:19	<b>respect</b> 8:17
<b>refresh</b>	70:8 74:10	<b>represented</b>	19:15 28:3
24:14	82:13	8:22 42:19	40:9, 19
26:12	88:16	<b>representing</b>	41:4, 8, 15
<b>regard</b> 20:17	<b>remembering</b>	17:20, 22	73:22
42:11 62:3	64:7	<b>request</b>	78:21
69:17	<b>reminders</b>	23:21	<b>respond</b>
79:15	6:10	<b>requests</b>	27:14
<b>regular</b>	<b>rephrase</b>	23:17	<b>response</b>
54:22	50:9	<b>required</b>	18:21, 22
<b>related</b> 7:16	<b>replacement</b>	7:22	25:8 36:18
30:14	10:21	17:19, 21,	39:6, 10
<b>relations</b>	<b>report</b>	24 24:13	41:5, 16
42:21	12:10, 18	57:3	45:17
<b>relationship</b>	21:3 22:8	<b>requirement</b>	75:10 82:5
13:22, 23,	23:12 24:2	8:3	85:17
24 14:1	45:8, 13	<b>requirements</b>	<b>responses</b>
67:15	56:23	7:17, 19	21:1
87:22	63:24	15:3 20:6	<b>responsibiliti</b>
88:18	89:15	<b>reread</b> 79:17	<b>es</b> 9:13
<b>relationships</b>	<b>reported</b>	<b>rescue</b>	10:10
42:24	12:9 13:5,	18:14, 17	11:12
<b>release</b>	18 17:10	20:16	<b>responsible</b>
	<b>reporter</b>		55:5

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: result..speak

<b>result</b> 80:8 91:15,22	<b>room</b> 68:24 74:2	67:3 80:13 89:17	<b>similar</b> 18:16
<b>resulted</b> 21:5 91:21	<b>Roswell</b> 9:7 <b>routine</b> 58:7	<b>September</b> 28:12	<b>simply</b> 21:18 <b>sir</b> 67:4
<b>results</b> 10:23 77:8 82:11	<b>rule</b> 46:22 47:16	<b>sequence</b> 42:5	<b>situation</b> 5:14 16:15 34:21 35:2 36:14 37:4 57:12 60:10 65:9 69:11,16
<b>resumed</b> 22:14	<b>rules</b> 8:5 47:19,22	<b>serve</b> 10:25 <b>service</b> 12:12	
<b>return</b> 87:18 90:25	<hr/> <b>s</b> <hr/>	<b>serving</b> 14:23 48:21	<b>situations</b> 15:22 54:24
<b>returned</b> 46:12	<b>safety</b> 12:12 18:18,20	<b>sex</b> 30:14	<b>sixth</b> 79:6
<b>returning</b> 90:13	<b>scheduled</b> 76:23	<b>sexual</b> 28:1 80:15	<b>Sixty-seven</b> 7:2
<b>review</b> 8:13 24:2 46:8 52:25 53:2	<b>scorn</b> 80:15 <b>searching</b> 39:9	<b>Shahar</b> 29:23 30:12,19 41:20,21, 23 43:4 51:7	<b>software</b> 23:11,15, 22 25:6,7
<b>reviewed</b> 7:13,20 8:11 53:5	<b>section</b> 48:18 49:14 50:10 76:3	<b>shelved</b> 21:19	<b>solicited</b> 37:4
<b>reviewing</b> 65:19	<b>Secure</b> 9:11, 14,18,20	<b>show</b> 26:8,9	<b>son</b> 8:18 40:10
<b>Rights</b> 31:17 32:9	<b>Security</b> 9:5	<b>side</b> 9:19, 24	<b>sort</b> 19:19 77:4
<b>Ripple</b> 6:20	<b>seek</b> 59:13	<b>sign</b> 9:25 92:4	<b>source</b> 52:5
<b>Robin</b> 29:23 51:7	<b>send</b> 78:13 83:16	<b>signature</b> 4:19	<b>sources</b> 63:6
<b>role</b> 82:1 86:18	<b>sensitivity</b> 54:20 55:1	<b>significance</b> 57:20	<b>Southeast</b> 6:20
<b>Roman</b> 48:17 65:23	<b>sentence</b> 60:4,5 64:4 66:2	<b>significantly</b> 60:9 89:7	<b>speak</b> 8:24 30:16 31:2 39:11

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: speaking..surrounding

41:20,21	44:19	67:2	82:16
43:1 57:9	45:11	<b>state</b> 5:5	<b>strike</b> 6:4
58:15,18	60:24		17:8 20:14
61:8 67:14	64:19 75:6	<b>statement</b>	25:16
70:20 75:7	82:13	49:5 60:3	30:16 53:3
77:12,21		64:10	56:21
<b>speaking</b>	<b>speculation</b>	79:15,16	72:24
28:23	35:22 40:6	80:11,19	
32:11	45:21	81:10,12	<b>strong</b> 25:4
48:14	<b>speech</b> 11:20	85:18	44:7,8,16
50:25 51:5	85:13	<b>statements</b>	<b>style</b> 13:8
61:10	<b>spoke</b> 16:20	39:7 52:9	<b>subject</b>
65:2,4,7	29:19	61:12,13	79:10,19
77:24 78:2	36:12,13	86:17	<b>subsequent</b>
	41:23 51:7	<b>statistics</b>	36:9
<b>specific</b>	60:19,24	20:7	<b>successful</b>
16:24 20:6	75:15	<b>status</b>	88:22
30:10 31:5	<b>spoken</b> 43:16	19:24,25	<b>sufficient</b>
32:2,4	61:5	20:7,16,	74:14
34:25	<b>staff</b> 7:22	19,22	86:20
40:14,15	12:13,20	22:18	<b>summary</b> 7:5
42:1 43:4	13:1,23	23:25	24:13
57:4 59:8,	32:22	24:15,18,	<b>supervised</b>
20 60:1	34:20 36:2	21 25:3,	16:18
65:21 67:9	38:19 39:3	10,18,19,	<b>support</b> 37:4
73:25	56:22	20,24	84:6 87:8
74:10	67:17	26:15,22,	
77:19 90:6	<b>staffing</b>	23 31:1	<b>supporters</b>
91:3,6	22:15	<b>steps</b> 23:25	87:6
<b>specifically</b>	<b>stand</b> 58:1	25:1 82:4	<b>supportive</b>
15:8 31:9	<b>standards</b>	91:16,22	70:14
37:18	15:5	<b>story</b> 51:2	<b>surprised</b>
43:8,19,22	<b>started</b>	63:6	54:6
44:6 65:10	10:11	<b>strength</b>	<b>surrounding</b>
69:3 74:22	<b>starting</b>	82:17	50:17
84:6 91:12		<b>strengths</b>	
<b>specifics</b>			
11:21 39:5			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: survey..Theriot

64:17	19,24	38:12 52:5	60:16
<b>survey</b>	45:2,15,25	61:14,19	65:14 73:1
81:23,24,	46:11	63:8 64:8	74:14,15,
25 82:8,	48:1,3,4,	<b>talking</b>	24 75:1
11,12,25	6,7 50:17,	39:19	76:17
<b>suspect</b>	18 51:2	62:10	77:9,14,
22:21	52:3 58:11	79:20	22,23
41:24	59:21	<b>tax</b> 22:11	78:21
44:17	64:23	<b>team</b> 25:4	83:16
56:10 80:1	68:15,18	91:24	84:4,7,10
83:24	72:16,18,	<b>techno</b> 23:7	86:25
<b>suspected</b>	20,21	<b>technology</b>	88:1,12
79:9 82:2	77:16,21,	23:8	<b>terms</b> 28:19
<b>suspend</b>	25 85:8,12	<b>telling</b>	39:22
40:3,11	86:5,17,	64:20	69:13
85:3	20,24	<b>ten</b> 6:23	74:23
<b>suspended</b>	87:25	<b>tenure</b> 12:2	<b>testified</b>
18:24	<b>Suzanne</b> 4:10	13:9 14:20	4:22 45:18
40:17	56:1	17:11 67:1	76:2 85:12
43:17	<b>swear</b> 4:13	<b>term</b> 73:9	<b>testify</b> 33:4
44:23	<b>sworn</b> 4:22	<b>terminate</b>	<b>testifying</b>
45:4,10,19	<hr/>	72:10,11	6:17
54:16	<b>T</b>	73:6 74:11	<b>testimony</b>
56:4,24	<b>taking</b> 29:22	86:18	8:25 23:13
58:8 61:9	<b>talk</b> 6:10	<b>terminated</b>	61:20
<b>suspension</b>	19:16	5:21 27:12	85:10
8:19	29:12 35:1	77:3	90:18
32:17,18,	37:3 38:8	<b>terminating</b>	<b>text</b> 14:14
19 34:7,	41:25	73:9	<b>theft</b> 6:7,8
13,14	60:14	<b>termination</b>	15:19,23
36:20	63:11,15	5:22 6:1	16:21
37:17	72:9 74:12	43:11,12	<b>Theriot</b> 4:17
39:13,18,	77:18 79:7	44:1,10	5:2,3
20 40:22,	<b>talked</b> 28:21		13:20
24 41:22,	30:18		22:23 26:7
23 43:10,			

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: thing..understanding

33:9 35:23	76:3 87:13	8:22 65:13	86:24
38:3 40:12	<b>thoughts</b>	76:9	<b>type</b> 14:2
41:6 46:2, 4 48:9,11	43:2 79:16	<b>Today's</b> 4:6	54:25 55:9
50:2	<b>thumb</b> 33:17	<b>told</b> 27:6	74:25 80:9
51:10,14	<b>time</b> 4:7	33:4 48:15	85:25
52:17	8:18 14:4	57:2 64:13	86:2,12
53:10,14	16:23	74:23	<b>types</b> 11:25
54:19	19:13,22	85:13	47:17
55:19,23	20:20	<b>top</b> 52:2	55:11
56:3 59:1, 3 63:2,19, 21 66:11	24:10	64:2 89:16	<b>typical</b> 14:1
67:7 71:6, 9,18 72:5, 15 76:1	25:25	<b>topic</b> 79:23	
77:1 78:5, 9 80:6	26:14	<b>Torres</b> 53:17	<hr/> U <hr/>
81:15,19	28:8,21	<b>tour</b> 40:10	<b>U.S.</b> 9:4
83:13	29:5,16,17	<b>town</b> 45:6	<b>Uh-huh</b> 48:19
84:12	31:6 33:16	<b>training</b>	<b>ultimate</b>
88:14 90:4	35:11 49:3	14:22	54:14
91:25	50:12,15, 24 53:18	15:4,7	<b>unbiased</b>
92:3,6	54:9,13,22	54:21,24	58:4
<b>thing</b> 19:2	64:7 66:13	55:1,6,8,9	<b>Undergraduate</b>
53:17	69:4 70:5	<b>treated</b>	7:7
74:25 80:9	71:21	67:11	<b>undermined</b>
92:4	76:2,8	70:16	68:5
<b>things</b> 25:7	77:4,15	90:16,21	<b>understand</b>
27:23 58:1	84:3	<b>treating</b>	6:15,18
86:22	88:20,25	54:25	26:1 28:19
<b>thinking</b>	89:23	<b>triggers</b> 8:2	30:2 33:6
38:5 86:24	<b>timeframe</b>	<b>trip</b> 8:18	35:8 38:9
<b>Thompson</b>	31:4 32:16	54:4	54:5 69:16
67:22,23	34:6,12	<b>true</b> 89:24	71:10 72:6
<b>thought</b> 41:1	<b>timeline</b>	<b>trust</b> 89:19	<b>understanding</b>
	24:20	<b>turn</b> 89:15	17:7,14,17
	<b>timing</b> 56:6	<b>turned</b> 61:23	18:3 20:21
	<b>title</b> 43:4		21:13
	<b>today</b> 6:16		23:5,24

## KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.

Michael J. Geisler on 02/28/2017

Index: undertaken..written

52:4 54:8, 15 57:17 62:2,5,20 66:1,25 67:25 70:18 79:18 85:24 87:4,14 89:23 91:10 undertaken 82:7 unduly 58:5 unfairly 67:11 unhappy 19:8 union 39:2 41:17,19 91:4 University 7:8,9 unreasonable 60:5 update 23:14,22 upset 30:1,6 Utz 78:17, 18,19,20, 22 79:4 Utz's 79:3	<hr/> V <hr/> vague 70:23 71:1 Valley 6:20 versus 4:4 video 92:9 view 6:20 58:4 69:11,14 81:13 viewed 57:13 views 47:9 57:15 58:5 79:10,11, 19 80:1,8, 13,14,15, 16 81:1 87:6 violated 15:24 41:8 46:22 47:18 87:4,13 violation 11:19,22 16:19 17:5 41:3 73:11,13 87:7 visit 84:21 visits 8:18	<hr/> W <hr/> Wan 29:21, 24 30:5,19 38:23 39:15 51:6 60:17 61:1,5 wanted 43:25 69:11,15 70:20 78:14 82:3 wanting 42:9 watershed 5:19 10:12 12:12,14 ways 14:11 website 8:7 47:23 61:22 85:15 86:10 weekly 13:18 weighing 44:18 wife 83:5, 14,17 Wilson 51:18,22, 24 Winter 6:25 witnesses 66:23	women 28:4 69:22 word 40:1 worded 18:8 words 74:10 83:22,23 work 9:2 10:3,6 14:24 24:21 35:17 45:7 46:22 87:18 worked 9:4 59:13 working 91:4 workplace 36:1 46:21 47:17 80:10 works 6:9 12:13 write 17:11, 17 76:14 writing 17:13 28:9,22 48:25 49:6,15,23 50:3 62:14 64:8 written 27:18 34:18
--	---	---	---

**KELVIN J. COCHRAN vs. CITY OF ATLANTA, ET AL.**

**Michael J. Geisler on 02/28/2017**

**Index: wrong..Yvonne**

64:14,20

**wrong** 40:1

48:17

**wrote** 17:18

35:9 78:24

83:23

---

**Y**

---

**Yancy** 27:19

29:19

30:18,20

31:7

32:24,25

34:6 38:6,

11,15,18,

20 39:7

46:6,15

68:7,9

74:6,19

84:21 85:5

**year** 8:1

**years** 6:23

10:9 20:23

21:2,3,8,9

**yesterday**

40:8

**Yvonne** 27:19

74:5 84:21

85:5



---

**From:** Wilson, Kristin  
**To:** Byrd, Candace; Johnson, Camille  
**CC:** Geisler, Michael  
**Sent:** 11/24/2014 10:17:24 PM  
**Subject:** RE: Interim Fire Chief Joel Baker

Candace, after you send, can you let Camille know, so she can send?  
FYI, the suspension is already on AJC home page.

---

**From:** Byrd, Candace  
**Sent:** Monday, November 24, 2014 5:16 PM  
**To:** Wilson, Kristin; Johnson, Camille  
**Cc:** Geisler, Michael  
**Subject:** RE: Interim Fire Chief Joel Baker

Thanks. Will send to Council.

Candace L. Byrd, Esquire  
Chief of Staff, Mayor Kasim Reed  
55 Trinity Avenue, SW, Suite 2400  
Atlanta, Georgia 30303 (404) 330 6100  
[cbyrd@atlantaga.gov](mailto:cbyrd@atlantaga.gov)

---

**From:** Wilson, Kristin  
**Sent:** Monday, November 24, 2014 5:07 PM  
**To:** Johnson, Camille; Byrd, Candace  
**Cc:** Geisler, Michael  
**Subject:** Interim Fire Chief Joel Baker  
**Importance:** High

**\*HOLD until you hear from Candace\***

Please send to \*AFR Chief Officers  
Cc: Joel Baker, Yvonne and me

Effective immediately, and through January 6<sup>th</sup>, 2015, Deputy Chief Joel Baker will serve as Interim Chief of Atlanta Fire and Rescue.

If there are any questions, please contact me.

Thanks,  
Mike



**From:** Torres, Anne  
**To:** Geisler, Michael  
**Sent:** 11/24/2014 10:37:33 PM  
**Subject:** Mayor's Final Statement on Chief Cochran

FYI-

I was surprised and disappointed to learn of this book on Friday. I profoundly disagree with and am deeply disturbed by the sentiments expressed in the paperback regarding the LGBT community. I will not tolerate discrimination of any kind within my administration. We are conducting a thorough review of the facts surrounding the book and its distribution. In the interim, I have directed that the following steps be taken:

- Chief Cochran will be suspended for one month without pay;
- Chief Cochran will be required to complete sensitivity training;
- Chief Cochran will be prohibited from distributing the book on city property; and
- Deputy Chief Joel G. Baker will serve as Acting Fire Chief in Chief Cochran's absence.

I want to be clear that the material in Chief Cochran's book is not representative of my personal beliefs, and is inconsistent with the Administration's work to make Atlanta a more welcoming city for all of her citizens - regardless of their sexual orientation, gender, race and religious beliefs.

**Anne Torres**  
Director of Communications  
Office of Mayor Kasim Reed  
(O) 404.330.6423  
(C) 404.904.2618  
(F) 404.546.2983  
[www.atlantaga.gov](http://www.atlantaga.gov)  
@AnneMTorres

**Stay connected on Twitter:** @CityofAtlanta and @KasimReed



From: Geisler, Michael  
 To: Geisler, Michael  
 Sent: 1/18/2015 4:32:11 PM  
 Subject: Utz on Cochran



**of Interest**

[Decaturish.com](http://Decaturish.com)

**What's it to Utz? – To my close friend Kelvin Cochran**

By: Hanz Utz

On Jan. 6, Atlanta Mayor Kasim Reed fired Kelvin Cochran, Atlanta's fire chief, over the distribution of a self-published book that condemns homosexuality and, among other things, equates gay acts with pedophilia and bestiality.

I should disclose fully: I know Kelvin Cochran personally. I consider him a good friend, and a man to whom I have turned in moments of great need. I have long known he was deeply, conservatively Christian and though I hold different views I have never judged him for it based upon my own beliefs.

I should also disclose, fully: I am a straight white male. Those three things together mean that I will likely never touch the boundaries of my privilege. It means that I have little comprehension of the unjust obstacles faced by a poor, young black man from Shreveport, La. He had a dream to be a firefighter and ultimately held the top firefighting position in the country and led a premier department in one of the largest and most diverse cities of the US. I have nothing but admiration for what Kelvin Cochran has achieved.

Mr. Cochran, in a statement issued through his lawyers, said, "I am heartbroken that I will no longer be able to serve the city and the people I love as fire chief, for no reason other than my Christian faith. It's ironic that the city points to tolerance and inclusion as part of its reasoning. What could be more intolerant and exclusionary than ending a public servant's 30 years of distinguished service for his religious beliefs?"

Good question. Let's explore it.

First, let's talk about "exclusionary." I long suspected, even expected, that Mr. Cochran's personal views on this subject matter differed from mine, and those personal views never encroached upon the professional job we were both called to do. His personal views did not impede our ability to be colleagues, to serve the city we both love through thick and thin, and to develop a friendship, and a close one at that. In other words, I never saw him "excluded" for his personal views; rather as professionals and human beings, his personal views were immaterial to our relationship.

The key phrase here is "personal views." Mr. Cochran led a department with 1,000 employees reporting to him. Many of the men and women who were under his command are gay, and it is their civil right to not work in a discriminatory and exclusionary environment. This is the basis of tolerance. You may hold personal views, but as a leader if your personal views scorn individuals for their sexual orientation, you cannot publicize those views without by default creating a discriminatory and exclusionary environment.

For a moment imagine if Mr. Cochran had instead used the Bible to justify segregation, or portray women as inherently weak. The outcry would be swift and unsparing, and rightly so.

Now, let's talk intolerance. Actually, let's be more specific. A person can be "intolerant" of a food to which they are allergic; there exist forms of intolerance that can be reasonably justified.

Instead, let's talk bigotry. Bigotry is the strong and unreasonable intolerance of individuals. It is unreasonable because it is directed at aspects of the individual's character that have absolutely no bearing or relevance to the bigot. A white supremacist is rightly labeled a bigot because it is entirely unreasonable to scorn a person based upon skin color. The only justified way you could be racially intolerant is if black skin somehow directly caused you

harm. That is ridiculous on its face, which is why it is more than simply "intolerant." It is bigotry.

An individual's sexual orientation has absolutely no bearing on you as an individual. Thus being intolerant of a gay person is bigotry, plain and simple. Trying to justify that bigotry with faith is a deeply unChristian thing to do, no different from the discredited fools who used their faith to justify slavery and condemn racial equality.

Kelvin, as your former colleague, as a current friend, as someone who heretofore has admired you unreservedly, with compassion, with love, and with a substantial amount of personal anguish, I say this:

You are a bigot, and you have defended that bigotry in the same manner as men in your youth used their misguided faith to try to prevent your equal participation in this great country.

But that is not why you were fired. You were fired because you publicly compared some of the fine men and women under your command to pederasts, people willing to prey on children, willing to break the most profound public trust which they had sworn to uphold.

In your flawed judgment you failed to realize that publicly stating this unjust comparison would indisputably create a discriminatory environment. Pretending that you are now being treated with intolerance is an unconvincing inversion of the sequence of events. You publicly called good people under your command horrible, unconscionable names, and made it clear through your disparaging and cruel words that the love they righteously cherish you view as comparable to the worst form of predatory criminality. Everything that has followed is a consequence of that atrocious lack of judgment.

Lastly, using your faith to justify your bigotry has put you in the same pantheon of Americans as George Wallace, Nathan Bedford Forrest, and William Joseph Simmons. You are on the immoral side of history, holding tenets that are intensely unloving and unChristian. I know you, and I believe you to be a better man than that. You said God will see you and your family through this. I believe He will.

The question is, will you see Him?

Hans Utz has lived in and around Atlanta for 25 years and formerly served as the Deputy COO of the City of Atlanta. He writes about local and national politics. He and his family currently reside in Decatur.

<http://www.decatrish.com/2015/01/whats-utz-close-friend-kelvin-cochran/>

Michael J Geisler | Chief Operating Officer | City of Atlanta  
Sent from my iPad

**From:** Baker, Joel  
**To:** Geisler, Michael  
**Sent:** 3/3/2015 9:38:11 PM  
**Subject:** AFRD Climate Survey Link  
**Attachments:** Climate Survey Comments- Sorted.xlsx; Climate Survey Highlights.xlsx

Michael:

Below is the link to the survey. It allows for review of all comments. I'm attaching the two spreadsheet files, in case you wanted a quicker review of the data. After you have had an opportunity to review the documents and survey, you can give me a call to address any questions/concerns.

In closing, upon completion of your review you may want to forward the survey and documents to the following:

- Robert Godfrey CoA Law Department
- Robin Shahar Mayor's Office of LGBT
- Yvonne Yancy CoA Human Resources

<https://www.surveymonkey.com/results/SM-KFPKVCS7/>

Thanks,

JGB



Joel G. Baker, Interim Fire Chief  
Public Safety Headquarters  
226 Peachtree Street, SW  
Atlanta, Georgia 30303  
Cell: (404) 379 – 6269  
<http://www.atlantaga.gov>



---

**From:** Geisler, Michael  
**Sent:** Saturday, January 10, 2015 5:13 PM  
**To:** nancy@green2sustainable.com  
**Subject:** Reed's office releases internal report into fire chief's management

Atlanta Mayor Kasim Reed's office has released a copy of the internal investigation into dismissed Fire Chief Kelvin Cochran's management.

Reed terminated Cochran earlier this week over a religious book the chief authored that contained what some say are disparaging remarks about homosexuality. Cochran supporters say he's legally entitled to publish those views, and that his ousting is a violation of constitutional rights protecting free speech and religion.

According to a...

<http://www.ajc.com/news/news/reeds-office-releases-internal-report-into-fire-ch/njkQG/>

Michael J Geisler | Chief Operating Officer | City of Atlanta Sent from my iPad

