

1/31/2024

Auditor Danos came in shortly after 8 am today, January 31, 2024, to meet with a contractor [REDACTED]. This meeting lasted a good hour, and it is believed to be personal business.

He left about 3:30 (per [REDACTED] estimate). Our RFP for audit services had a scheduled opening today at 2 pm. It may be my mistake for not putting a reminder on the calendar, but I did verbally remind him earlier this week. He holds no responsibility for office duties.

The reading of the respondents to the RFP was scheduled for 1:30 pm on Friday, January 26, 2024, and the opening of the respondent bids was scheduled for 2:00 pm on Friday, January 31, 2024. Auditor Danos decided to take off time beginning Thursday, January 25, 2024, to Monday, January 29, 2024. I emailed him on the 26th and he recommended someone from Admin. See emails with Auditor Danos, myself as well as myself and Michelle Jett. These two events (forgetting 1/26 by taking time off and 1/31 by leaving without attention to the RFP as indicated on the time schedule) show his disconnect from the County and his office.

Auditor Danos did add the time off beginning Thursday, January 25 to our Auditor Time Off calendar. This is a first. We usually do not know when he will or will not be in the office until the day has passed and he either shows up or remains absent.

On Tuesday, December 26, 2023, at 11:23 am, Auditor Danos sent a text to the group, "Roll Call! Who is in the office today, tomorrow, Thursday, Friday?" It is my assumption that he had tried to call the office and did not get an answer. I read the text too fast so my response was, "We all will be working our regular hours due to year end close in place." Auditor Danos, "On site? Is everyone well?" I reread his original text and reminded him that the office is closed for holiday today. With everyone back in the office on Wednesday, December 27th (except Auditor Danos), we were uncertain if or when he would next be in office. With no further word, he returned on Friday, December 29th. A verbal conversation between Auditor Danos and myself, Auditor Danos indicated he thought something he said or wrote (I can't find it now) indicated he "did not know his holiday schedule" from which we were to deduce he may or may not be in. This shows he is so disconnected from the County that he does not know what day the office is closed for holiday.

In the next few days, Auditor Danos called me in to his office to have a look at Executive Summers December travel reimbursement form. Auditor Danos was trying to determine if any of the trips were political in nature and thus not reimbursable. Nothing stood out to me. Megan R. from admin had emailed to ask when he might be signing said form to which he emailed his reply that he had been out of town visiting family and just returned. Not sure exactly what day this was but there should be the email to verify. Auditor Danos later, at a board meeting in January, explained that he was not able to travel over the holidays and be with his family due to vandalism related to County business.

2/1/24

On Thursday, December 21, 2023, I texted our work group that I brought chicken noodle soup for everyone. Auditor Danos replied that, "And the irony is that *I* will have to feel better before coming in to sample it. I might come in this afternoon. Have a great day." I asked if he caught what was going around to which he replied, "no, not that." This was the day of the December board meeting.

A PLAWA meeting was held on Thursday, December 14, 2023, led by Michelle Jett and Matthew Banach. I had an appointment at 4 pm out of the office and had to leave at 3:30 to make it there. I attended the meeting from start time of 3 pm to 3:30. Auditor Danos did not go to the meeting at the same time as I but at one time, I turned around and he was sitting in the back by [REDACTED]. A bit later, a text exchange between myself and someone else in the back told me that he only stayed a matter of minutes. The following day, in a verbal conversation, he indicated he could not stay as

he could not stand Michelle Jett. Seriously, this is business, and he did not have to make eye contact. One of the two-part PLAWA needs of our office remain unmet. I, myself, responded to the first part with that being directing our office to have a set procedure to document time off. Though Auditor Danos was included on all correspondence (original email sent by me on November 22, 2023, at 10:03 am), by Thursday, January 25, 2024, in another email string, he admitted he would "need a refresher" (see email string 11/25/24 @ 11:36 am). The second part of the PLAWA act is to write a "statement of operational needs" which will include documenting minimum office staff requirements. I verbally spoke to Auditor Danos on December 18, 2023, to remind him to ask Matt Banach for the sample provided at the meeting since I had to leave early, and Auditor Danos did not commit himself to learning about the new PLAWA requirements. Matt replied promptly but Auditor Danos has made no mention of moving forward with the statement. Again, this shows he does not concern himself with his office.

A quick glance at Auditor Danos' Facebook page showed the date of a dinner event – fund raising campaign – that was held Saturday, July 15, 2023. Following this event, he wrote thank you notes in his county office. I had a question at one point to which he replied he had to get this done first since the mail cut-off was 2:30. I do believe he used personal postage stamps from my recollection, but he did plan to place the cards in the County out-going mail. This, the use of the County out-going mail may not be significant because we all drop personal items in it occasionally but the use of his county office and daytime office ours to hand-write and address the cards is significant.

The first Tuesday of every month we have been able to count on Auditor Danos being in the office around noon. This is because this day is Papa's John's special pizza pricing day. On Tuesday, January 2, 2024, I joined Auditor Danos and his spouse and fellow County employee in our break room for lunch (I brought my own – just took the time to sit and eat with them). During this time, conversation turned to pets, specifically cats and kittens. Auditor Danos talked about kittens nursing and how his one still nurses his nipples (using hand gestures to indicate a nursing motion toward his chest).

A previous report was made regarding an incident on February 9, 2023, [REDACTED] an offensive picture on Auditor Danos' County work computer during work hours. Though not pornographic, it was offensive and did not belong on County property during County business hours especially. Auditor Danos specifically said, "there is nothing wrong with that." His reply is his opinion on what is and is not appropriate.

Since his position has come under attack (December 2023), Auditor Danos has been present in the office during business hours more than historically. There were times he would say his office hours were 10 am to 6 pm but we would never know from day to day if today was an office hours day or not. I do recall noting that after Orion Smith took a position with RPC (February 2023) that Auditor Danos was here even less than before. [REDACTED]

Since being present more, he is more hindrance than help in the day-to-day office management. He is asking various staff to look up things that he has his own access for but does not know how to access. We, being everyone in the Auditor's Office, have at different times, all shown him how to use Munis for looking up information. He has also asked basic accounting questions that indicate he does not maintain connection to our office's day-to-day function.

During September 2023, crunch time for ACFR preparation to be submitted timely, I had to beg him to be present to help [REDACTED] write some of the documentary (MD&A). One night, I got him to remain in the office till 9 or 10 pm to assist but it was hell to get any time out of him and to keep him focused without going to politics. During office hours when we worked together on this, he would come into my office in sock feet, remove his outer shirt (down to a male tank undershirt), and sit in front of a fan.

February 11, 2024

In November 2023, Auditor Danos attended IACO in Bloomington. As in everything, he procrastinated on registering and was not able to book a room in the reserved block at the Marriott. After requesting to be placed on a cancellation list, he received word that he was "in". Come time to go to Bloomington, he had his husband drive him to the hotel and made plans for his husband to pick him up when the conference ended. They have one car this is drivable as they have been going to fix another car in need of a "part" for several years now. When the second car topic comes up, it is always going to be fixed soon and is a matter of ordering the "part". As with all things in Auditor Danos purview, why actually do something?

In the weeks after IACO, Auditor Danos wanted to submit for his reimbursement. He cannot remember how to do this even though he travels for County business at least two or three times a year. So, as with everything that requires completion, he requires hand holding. When asked about receipts, the hotel was not charged to his card. Apparently, the hotel was cancelled by another attendee without refund and therefore, no charge for Auditor Danos. With our office knowing the one car situation, and it not being the burden of the taxpayer, I informed him that he was only entitled to one round trip. In the attempt to maximize his reimbursement, he wanted to put in for \$39 (\$13 times three days for parking). I told him the policy was that anything under \$20 did not require a receipt and that he could write something up to indicate the hotel charge for parking. He said he can't put anything in writing since it is an election year. He was adamant about maximizing his reimbursement versus actual expenses incurred. Being to the point of exhaustion with the conversation with Auditor Danos, I gave up and let him proceed.

Friday, December 1, 2023, I texted Auditor Danos in the evening (around 10 pm). I said, "So I'm struggling as I turn in for the night, is \$39 worth asking your staff to pay you undocumented just because you are entitled to it? You didn't incur it. We are honest and consistent auditors. The team would question any pay out (not just reimbursement) without a document or memo of lost receipt. Is \$39 worth it to you?" Auditor Danos replied with, "Call me."

[REDACTED]
Auditor Danos: NO

Auditor Danos: That's my birthday

■ Oh, Sunday or Monday then.

Auditor Danos: I prefer and all-hands meeting Monday.

■: What? You don't want to talk to me on your birthday?

Auditor Danos: On "ethics and authority"

Auditor Danos: The question is whether dragging on my reimbursement is worth the power play.

Auditor Danos: AND whether you really misunderstood the correctness of my decision.

■ Okay

Arriving at work Monday morning December 4, 2023, which was a full day of training with Munis for the office, [REDACTED] came in on his usual work from home day. He shared that Auditor Danos had texted him about 10 pm Sunday night to come in for a staff meeting. Auditor Danos disconnect includes not knowing when his staff has training. Upon learning that Auditor Danos indeed meant to follow through, I left the training for a bit to share the events with Executive Summers and Deputy Jett. Executive Summers said he would talk to Auditor Danos. The meeting did occur between Executive Summers and Auditor Danos. I arranged for our team to take a half hour away from the Munis training to meet as Auditor Danos requested. Auditor Danos turned the topic of the meeting to other items and the \$39 was not mentioned. At the end, he continued the meeting between the two of us where he continued to explain his point of view on the reimbursement, that Executive Summers and SAO Matt Banach agreed with him and that we would update the policy so that he could claim the \$39. It had to be pointed out that his travel had already occurred, and that the policy would not be retroactive. Aside from expressing his desire that all staff who travel provide multiple costs routs for travel

and claim the lesser of these (more work for everyone than if they request actual incurred costs), Auditor Danos has made no further mention of actually doing any work on policy updates.

The County Purchasing policy as well as the Travel and Business Expense policy were updated in the fall of 2022 and passed the Board in December 2022 with an effective date of January 1, 2023. Though I spoke with Auditor Danos many times during this period, and he even hand wrote reminders on his wall calendar to remind him to meet with department heads to relay the new policies, he never followed through. He never read the policies, even though I have asked him many times to do so. He has no concept of his role to communicate what his office does for the County.

Auditor Danos takes no initiative in the work of the office, but he takes all the credit. He will say, "let that come from me," and [REDACTED] will draft the email and send it to him so that he can reword and send.

The online job description (April 2004) shares the primary duties and responsibilities of the elected position (Auditor). Of the items listed, Auditor Danos does maintain the human resource confidential files for the department employees. The office does the rest. A non-working elected is a disservice to the taxpayer.

Auditor Danos brags on his multiple master's degrees and his CPA and regularly shares his frustration of his (low) salary. If the elected took responsibility for the office and contributed to the office (instead of reading books online, watching election activities, chatting with friends and family all when in office – all tabs open on his work computer – he only opens Munis or work files if someone is there to help him) then this position would indeed be underpaid. He takes responsibility for literally nothing unless or until it makes him look good.

Once a month a joint department meeting is held with our office, Treasurer, Admin, and RPC. This has been a regular recurring meeting invite for 9 am on the last Tuesday of the month for over a year (maybe over two years). RPC was added in February 2023 after [REDACTED] transferred from our office to RPC. The format is to cover discussion items to dismiss the other departments first then continue with just the Auditor office staff for our monthly department meeting. Auditor Danos has seldom attended and when he does productivity declines as he interrupts with off topic thoughts and questions to repeat what was said while he was looking around the room not paying attention, as well as comes and goes multiple times during the meeting when he is in the office.

For example, on Tuesday, January 30, 2024, Auditor Danos arrived late, interrupted to ask what was being discussed. As usual, I let him know I would catch him up later to keep things moving along. Auditor Danos left the room and returned a bit later. When we were down to just our department, [REDACTED] was explaining/sharing something and happened to use a wrong word (as we all do), so things did not make sense. After asked to repeat what she was saying she was interrupted by Auditor Danos. The working relationship between Auditor Danos and [REDACTED] is a strained one due to all the unethical things he does (has asked her to do and subjected her to witness) so his interruption was not well received, and she asked that he let her finish without interrupting. This angered Auditor Danos who yelled at [REDACTED] something along the lines of, "What the fuck does it matter, I demand the floor." Those may not have been his exact words ([REDACTED] I don't always get it right) but he yelled, used the "F" word, "demand" and "floor". A moment later, when [REDACTED] was able to resume talking, Auditor Danos left the room, so he did not hear the conclusion. Whenever hands-on work is the topic, it is out of his arena and he cannot focus or sit still, he has no concept of our daily work.