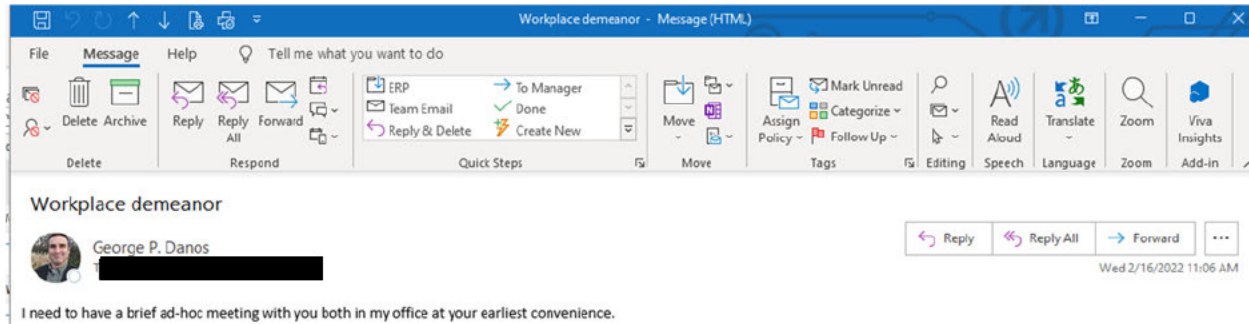


2021 – Not sure of when but during the frequent Tyler sessions (where there were sessions 2-3 times a week) Auditor Danos came in one day and seemed disappointed that all staff members except for me were in a Tyler session. Auditor Danos then tried to schedule a meeting with staff selecting a day that Tyler training was scheduled, when it was pointed out he chose another day that had Tyler training scheduled, after that chose a holiday, before finally getting a free day. I would have thought that Auditor Danos would have the training schedule even if he was not participating in these training sessions.

2/16/2022

#### Received email from Auditor Danos



Went into meeting and was asked by Auditor Danos what I thought the email subject meant. I responded that since he sent it why didn't he just tell me.

A discussion begins and then Auditor Danos asks if I have a problem with him. I start to explain yes that I have a problem with the people in the office busting our butts to get stuff done with no support from him. That [redacted] staying until the middle of the night to complete things.... Was then interrupted by Auditor Danos asking if I was speaking for [redacted]. I stated that no I was speaking on my observations and again tried to answer and was yet again interrupted (as I was commenting on that Auditor Danos does not seem to know our systems and was interrupted by Auditor Danos to say he did so know how just slowly). As I could not get a complete thought out without being interrupted I informed Auditor Danos that I was declining to continue without a union representative present. I tried to leave at which point Auditor Danos then started arguing – telling me that 2 had 3 master's degrees, he has done all the hiring in the office and that I was hired based on recommendation from his husband (whom I worked with briefly 17 years ago) and that he can hire and fire as he sees fit.

The event that caused this email and meeting to happen was that I found our shredder, which has wheels, had a broken plastic socket and had the shredder dismantled overnight since I needed some super glue which we did not have. When I came in the next day I found it put back together and asked about it. Auditor Danos said he needed to shred something and that he wasn't sure if it was broken or not. I commented why would you use something if you thought it might be broken without asking (or something to that effect as I am add this thought well after the fact). After repairing it I put a note on it that it was drying and to please not move and I found at some point it had been moved (but at least not put upright).

I tried to find out how to set up a meeting with a union representative and who should be responsible for doing so but had trouble finding the information.

2/22/22 – follow up

[redacted] requested that Auditor Danos please listen until done. Apologize for getting angry at meeting but noting that starting with a guessing game did not set up a productive tone. Upon reflection – yes, I can see that sometimes attitude can be problematic and have come to realize that I apparently have triggers I did not realize from previous employment. During this Auditor Danos interrupted and asked questions that I felt were digging for gossip from previous employment that had no bearing on the discussion at hand.

One item at issue was Auditor Danos not being in office and not letting anyone know when or if he would be here as he has asked that when the media or board members call, I tell them he is not available. I told him that it would be nice that when people ask when he might be available, I could give an answer. His response to that was to ask who was asking that. After I responded that is usually a frequent follow up question Auditor Danos stated that his schedule will be 10-6 and will inform the office if not coming in.

To this day this does not happen often. We will frequently not know his schedule or if he will be in.

9/20/2023 – sent Auditor Danos an email that once the ACFR was complete I would be submitting a document destruction application if he wanted to go through the 3 filing cabinet drawers of old documents in his office. This is not the first time we have tried to get this on a destruction certificate if needed. If asked about/verbally reminded, he will confirm that yes, he is getting to it. Still not touched as of 2/9/24.

October 5, 2023 – I sent an email RE: Requisition and Contracts (I have also verbally asked about and have brought it up in the monthly meetings when he is in attendance) to either email the department heads or bring it up at a department head meeting. The issues: Requisitions – there are requisitions that are being entered (to be turned into a PO) that have already been signed (against policy). Contracts that if a contract has been entered into it needs to be forwarded to our office to be entered into Munis and the corresponding invoices attached. On this date I was provided with one that dated back to 2018. To my knowledge this has not been done. Getting contracts to be entered into Munis has been an ongoing issue. I believe that even prior to Munis our office should have had all contracts to be able to audit invoices for accuracy. (We have paper contracts to support that idea but even then, it seems that only certain ones made it our office). This has also been mentioned at various times during our monthly meetings.

November 22, 2023- [REDACTED] sent out information on the new PLAWA going into effect in 2024. The email stated a core operational needs statement would be issued. On January 16, 2024, I requested to leave early on January 19, 2024. Auditor Danos approved it and when I went to add it to the calendar, I noted that along with 2 people who were out on vacation Auditor Danos had approved time off for another person. I asked if that was going to be ok since we did not have the operational needs statement yet and would potentially leave 1 person in the office (not including Auditor Danos since we don't know when he will be in). We had a brief discussion about the number of people to be in the office at any given time with 3 of the 5 staff members present that at least 2 people should be in the office but still have not seen anything in writing.

November 2023 IACO conference reimbursement – was going to claim parking (\$39) instead of 2 trips to/from Bloomington since he was dropped off and picked up. I initially had entered it and it was questioned by [REDACTED] (as there was no receipt) and then removed by Auditor Danos after some back and forth. I initially entered the invoice in Munis as is because getting a correctly filled out form can be a chore and by the time that item came forth, I was just worn down by needing to ask for each piece of support that is needed and for multiple corrections to get things entered in the correct areas and to get the correct per diem rate entered.

After getting questioned about the lack of receipt, Auditor Danos texted [REDACTED] [REDACTED] to come in on Monday (his work from home day) for a meeting. The same day we had full day training with Tyler. The meeting seemed very thrown together and not thought out and what was discussed didn't seem to warrant the urgency to have it on that exact day and disrupt our Tyler training. It feels that the meeting was to be about his reimbursement and there was a last-minute change.

1/17/24 – emailed Auditor Danos following up on discussions from last year about staff having Adobe Pro instead of reader. At one time all staff had it, but when we had staff leave, we did not have it for the new members (not sure if this is a can't be transferred kind of thing or not). I asked that since it is a new year maybe we could get licenses for those who do not have it. As of 2/9/24 he has not reached out to staff to see who does/does not have Adobe Pro.

1/22/24-County offices closed. Received text from Jill Stewart, Chief Deputy Auditor who was on vacation. Nothing from Auditor Danos. (we have a text group to let others know if running late/sick).

1/23/24-County offices opening late. Texts from other office employees asking if starting at 8 am or 10 am. Did not see until I was already in office. At 8:30 I responded to the text that I checked Facebook not the County website so I didn't see the late start. At 9:30 Auditor Danos responded "If you're there, you're there. Departments with customer windows won't serve the public directly until 10." Then a second text "Jett sent that out at 6:22pm. It didn't strike me as something you wouldn't see. Sorry about that. Take credit for comp time earned this morning." Since my working hours are 8:00 am to 4:30 pm I don't know how he feels that I would have seen it. I have not been told that I need to check my email outside of work hours, so I don't.

1/30/24 Monthly TO/Admin/AO meeting – after the other depts leave the A/O office continues meeting and Auditor Danos is frequently absent from these meetings and/or arrives late and will ask to be caught up. During the A/O only portion of this meeting we were discussing contracts not following policy and while trying to explain one that I thought might not follow policy may actually be ok I inadvertently used a term incorrectly and Auditor Danos interrupted to ask a question, I tried to continue and he stopped me again, I asked if I could finish and I was told to f-ing get over how others talk and that he was sick and tired of me monopolizing the conversations. It is possible if I could have completed my thought it may have cleared up the confusion. Once I got back on track and started answering Auditor Danos got up and left the room.

I have indicated on multiple occasions that interrupting others when speaking is disruptive.


Swearing does not bother me – being swore at in a group setting is inappropriate for the workplace.

Things that have happened that I do not have dates for:

Shortly after I started working for the County, Auditor Danos asked if I would be interested in updating his campaign materials. He suggested that instead of working after hours at home I could clock out from working for the County, work on his materials (in the office) and he would pay me for my time. Even though I was not completely familiar with the policies at the time, it seemed wrong and declined citing I was not interested.

Auditor Danos brought in some color printers from home and wanted to see if we could get them working to use here as he did not need them. Once it was determined we could not get them to work Auditor Danos spoke of putting them with the pile of other computer equipment in the IT hallway. I questioned if that was appropriate. Auditor Danos would repeatedly mention dropping them off in the IT hallway and each time I would mention that it did not seem appropriate. On the final occasion I was in Chief Deputy Smith's office discussing something to be done and Auditor Danos came in and started talking about something (I don't recall what at this point) and again brought up the printers and disposing of them. At this point I asked him to stop saying that in front of me. I think Auditor Danos may have thought I was joking and continued until I finally got upset and told him to quit telling me he was going to do that and I walked out of Chief Deputy Auditor Smith's office. I later talked to Auditor Danos about it and told that him that by him telling me he was going to do that would put me in a position to report him for using County resources for personal use or be complicit in his actions and I didn't appreciate being put in that position. Auditor Danos eventually took them out of the office for disposal (after asking me where they could be taken) and I deposited them in his office since we redid the storage areas and no longer had room for them in our storage areas.

We have a monthly meeting with Admin and Treasurer's office – if Auditor Danos attends it is usually late, will ask questions about items already discussed before he came in (basically wanting us to go back over what he missed), and will be in and out during the meeting and then expect us to go over what was missed when he does come back.

  
2/12/2024