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**IN THE MATTER OF SPOKANE POLICE DEPARTMENT
RESIGNATION OF CHIEF FRANK STRAUB**

INTERVIEW OF

LEROY EADIE

**TAKEN ON
WEDNESDAY, MARCH 23, 2016
10:26 A.M.**

**SPOKANE COUNTY
1116 WEST BROADWAY AVENUE
SPOKANE, WASHINGTON 99260**

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1 **INTERVIEW CONDUCTED BY:**

2 KRIS CAPPEL, ESQUIRE

3 **The Seabold Group**

4 4039 21st Avenue West, Suite 100

5 Seattle, Washington 98199

6 (206) 522-1152

7 (206) 522-1692 (Fax)

8 kcappel@seaboldgroup.com

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1 **INTERVIEW OF**

2 **LEROY EADIE**

3 **TAKEN ON**

4 **WEDNESDAY, MARCH 23, 2016**

5 **10:26 A.M.**

6
7 **THE REPORTER:** The time is now 10:26 a.m., and we
8 are on record.

9 **MS. CAPPEL:** And you do the date; right?

10 **THE REPORTER:** I can do the date. It is March
11 23rd, 2016.

12 **MS. CAPPEL:** We are here to speak with Leroy
13 Eadie.

14 Did I pronounce that correctly?

15 **MR. EADIE:** You did.

16 **MS. CAPPEL:** And it's E-a-d-i-e.

17 Leroy, my name is Kris Cappel. I'm with the
18 Seabold Group. And we've been retained by the city to
19 conduct an investigation on several issues related to former
20 Chief Straub's departure from the city. And I've asked to
21 speak with you about some of the issues that we've been
22 authorized to investigate.

23 Before we get started, I want to make sure you
24 understand my role in this. And I am an attorney, but I
25 don't do the work as an attorney, so I'm not -- I haven't

1 been hired as a lawyer, and I won't be providing the city
2 legal advice. My role will be to make factual findings on
3 the information and the issues I've been asked to look into.

4 The other thing I want to make sure everyone knows
5 who -- who agrees to meet with me is because of the interest
6 in the investigation, it's -- it's a certainty that your
7 statement will be disclosed in one venue or another, either
8 through a public records request or through litigation
9 that's already been filed. So I want to make sure you
10 understand that as well.

11 **MR. EADIE:** Understood.

12 **MS. CAPPEL:** Any questions before we get started?

13 **MR. EADIE:** No.

14 **MS. CAPPEL:** Can you tell me what your current
15 position is and how long you've been with the city?

16 **MR. EADIE:** I'm the city of Spokane's Parks and
17 Recreation director, and I've been with the city for 22plus
18 years.

19 **MS. CAPPEL:** And who do you report to?

20 **MR. EADIE:** I report to Theresa Sanders and the
21 mayor.

22 **MS. CAPPEL:** Is Theresa sort of your first line
23 supervisor?

24 **MR. EADIE:** She is.

25 **MS. CAPPEL:** Is she the one who does your reviews

1 to the extent they get done?

2 **MR. EADIE:** Her and the mayor combined. That's a
3 good question, but they've been -- when I've done reviews,
4 they've been with both of them.

5 **MS. CAPPEL:** Okay. And you've been with the city
6 for 22 years. How long have you been a director?

7 **MR. EADIE:** I've been the director in Parks and
8 Recreation for eight years.

9 **MS. CAPPEL:** And are there various divisions
10 within the department?

11 **MR. EADIE:** We're a division with departments, and
12 so, yes.

13 **MS. CAPPEL:** Okay.

14 **MR. EADIE:** We have various departments within our
15 division. So our Parks and Recreation Division,
16 technically, with Department of Operations, Department of
17 Recreation, Department of Riverfront Park, and Department of
18 Budget and Finance.

19 **MS. CAPPEL:** Okay. How many people report to you
20 directly?

21 **MR. EADIE:** About 85, 86 FTEs. And those are
22 permanent positions. We also carry throughout the season
23 primarily in summer we'll carry hundreds of temp seasonal
24 employees.

25 **MS. CAPPEL:** And of the 85 to 86 full-time

1 employees, how many of those individuals report to you
2 directly as -- as their supervisor?

3 **MR. EADIE:** So the only people that report to me
4 directly, to me as a supervisor, is the executive officer,
5 Jason Conley, and all of the directors -- so the director of
6 Operations, director of Recreation, director of Riverfront
7 Park, and our Budget and Finance director, and our clerk
8 III.

9 **MS. CAPPEL:** You're familiar with Monique Cotton?

10 **MR. EADIE:** I am.

11 **MS. CAPPEL:** Did there come a time when Monique
12 Cotton transferred from the Police Department to Parks and
13 started reporting to you?

14 **MR. EADIE:** Yes.

15 **MS. CAPPEL:** And when did that happen?

16 **MR. EADIE:** Rough timeframe, and it's in the
17 statements as well probably a little more accurately, but,
18 you know, roughly that timeframe was in May of 2015.

19 **MS. CAPPEL:** Okay. And what were the
20 circumstances --

21 **MR. EADIE:** April/May.

22 **MS. CAPPEL:** April/May of 2015. What were the
23 circumstances, as you understand them, for Monique moving
24 from the Police Department to Parks?

25 **MR. EADIE:** So at the time in Parks and

1 Recreation, we didn't have anybody helping us out with
2 marketing and communications. My communication coordinator
3 was out on medical leave, and so we were looking for
4 somebody to help us out with marketing and communications.

5 And Parks and Recreation -- just a little
6 background for you -- is, you know, we have a lot of
7 recreation activity. We have all of our activity and
8 concessions and attractions at Riverfront Park, and so we do
9 a lot of marketing.

10 We have a fairly large contract with an ad agency
11 that does -- helps us out with marketing. They do a lot of
12 our media buys and putting together commercials and things
13 like that for us.

14 So at that time period, you know -- you know,
15 March/April last year, I had nobody doing that work. And

16 **MS. CAPPEL:** Can I -- can I stop you there?

17 **MR. EADIE:** You bet.

18 **MS. CAPPEL:** Your marketing -- is it coordinator?

19 -- who was on leave --

20 **MR. EADIE:** Right.

21 **MS. CAPPEL:** -- when did she go out on leave? How
22 long had you been without her?

23 **MR. EADIE:** She went out on leave, if I recall
24 correctly, you know, late February, early March, somewhere
25 in that time period -- February, I believe.

1 **MS. CAPPEL:** And did you have any understanding of
2 her estimated time of being on leave?

3 **MR. EADIE:** No. She went out for major surgery,
4 so we just didn't know, you know, what her return would be.
5 You know, we just kept in touch. She reported directly to
6 the executive officer, so Jason Conley was the primary
7 person who was in contact with -- with her during that time
8 period.

9 And we knew the best case scenario was that she
10 potentially could return, you know, early summer. That was
11 what -- what I understood to be about the best case
12 scenario.

13 **MS. CAPPEL:** So that was the situation you found
14 yourself in the spring of last year is that you -- you had
15 no one handling your marketing and communications.

16 **MR. EADIE:** Right. So what we did -- Jason
17 started working on a job description for a project employee.
18 In the city of Spokane, we have -- we can, through an
19 approval process, get approval to hire project employees.
20 They're non-civil service, non-union employees that --
21 primarily, non-civil service employees -- that will come in
22 and just work on the project temporarily. And then when the
23 project's done, they're done.

24 **MS. CAPPEL:** Is it like an independent contractor
25 arrangement?

1 **MR. EADIE:** Kind of, but -- but they are truly a
2 city employee.

3 **MS. CAPPEL:** Okay.

4 **MR. EADIE:** But -- but they're really -- the idea
5 is that they're tied to a project. You have to get civil
6 service and union approval in order to be able to do that.
7 So we were in the process of working through that to try to
8 get approval, because we needed somebody come and -- and
9 help us.

10 And the -- and our person, our community outreach
11 coordinator, that position, she was on medical leave. Her
12 position was not open and available to be filled. I mean,
13 she was on medical leave. She kept her position, which is
14 completely appropriate, and that's the way the process
15 works.

16 **MS. CAPPEL:** Who was Jason working with on the job
17 description for the project employee?

18 **MR. EADIE:** Civil service. Yeah.

19 **MS. CAPPEL:** Was HR involved at all, to your
20 knowledge?

21 **MR. EADIE:** Typically -- they may have been.
22 You'd have to ask Jason for sure, but typically it's the --
23 there's a project review committee that gets together once a
24 month, and it's civil service and the unions, and I don't
25 believe they have an HR representative as a part of that,

1 but.

2 So we were working on that at the time. I was
3 having conversations with my boss, Theresa Sanders, about,
4 you know, she had concerns, too, that we were not getting
5 enough information out, and particularly about the bond
6 project.

7 So that's the other big communication outreach
8 piece that we're doing right now is, you know, we had just
9 passed in the fall of 2013 a \$64.3 million bond for
10 Riverfront Park. And we --

11 **MS. CAPPEL:** \$63 million, you say?

12 **MR. EADIE:** 64.3.

13 **MS. CAPPEL:** 64.3.

14 **MR. EADIE:** So we needed to be able to get lots of
15 information out to citizens on what the status of the -- of
16 the project was. And so she was, you know, asking me, you
17 know, what is your plan? I said, we're working on this
18 project position. And -- and so during that time period, I
19 think early April or so, and again, you'll see more detailed
20 dates in -- in the statements.

21 But the -- Theresa said to me, hey, I think I have
22 a solution for you. And I said, great, you know. Who is
23 it? And she says, well, I can't tell you this week. I will
24 tell you, you know -- or, you know, I'll share it with you
25 next week. And I said, okay, great.

1 And so the next week came, and -- and she said,
2 you know, I, you know -- you know, Monique Cotton's
3 available, if -- if that's somebody you think that would be
4 good for your organization. And -- and I said, well, I got
5 to interview her. And so she said, yeah, great, of course
6 you need to interview her.

7 And so Jason and I sat down and interviewed
8 Monique, and great interview. We both felt comfortable with
9 Monique. And I went back to Theresa and said, hey, I think
10 that this would be a, you know, a good fit for us. You
11 know, what -- what are the -- you know, how are we going to
12 deal with the, you know, the situation, the funding and --
13 because there's no position that's in the department at this
14 point, you know.

15 And -- and Theresa said, you know, don't worry
16 about that at this point, you know. We'll continue to pay
17 for her out of the general fund and, you know, you can, you
18 know, essentially we're -- we're loaning her to Parks and
19 Recreation from the general fund. Parks and Recreation
20 budget doesn't need to pay for the position. And I said,
21 great, works for us.

22 **MS. CAPPEL:** Okay.

23 **MR. EADIE:** And, you know, I think she will,
24 obviously, be able to work to -- you know, we need the help,
25 and she's got the skillset.

1 The particulars of, you know, salary and all that
2 -- I was not a part of those conversations. That was
3 between -- what I understood, it was between Theresa and
4 Monique.

5 **MS. CAPPEL:** Okay. So we're going to back up.
6 When Theresa first contacted you with a potential solution,
7 do you recall if that was by email or in person or by
8 telephone?

9 **MR. EADIE:** I think it was in person.

10 **MS. CAPPEL:** These early communications with
11 Theresa about the potential of having someone who could help
12 you out -- do you recall that any of those conversations
13 were by email?

14 **MR. EADIE:** I don't believe so. I mean, we could
15 certainly check, but I don't believe they were by email at
16 all.

17 **MS. CAPPEL:** Okay. And when she said, I may have
18 a solution, I'll catch up with you next week, she contacts
19 you and says, Monique Cotton may be available to you, did
20 you know who she was talking to -- or talking about?

21 **MR. EADIE:** Before she told me who?

22 **MS. CAPPEL:** No. Did -- did you know Monique?

23 **MR. EADIE:** Oh, yeah. I knew by name. Yes. I
24 don't -- I didn't know her in any level of detail, but I
25 knew her by name. Yes.

1 **MS. CAPPEL:** Did you know what department she was
2 working for at the time?

3 **MR. EADIE:** Yes. Yes.

4 **MS. CAPPEL:** And what was that?

5 **MR. EADIE:** Police.

6 **MS. CAPPEL:** Had you worked with her in any
7 capacity before?

8 **MR. EADIE:** No. I think we'd been in --
9 definitely, we had been in, you know, mayor's press, you
10 know, release or press conferences, you know, at the same
11 time. I think I may have been introduced to her, you know,
12 at one point. So I knew her by name. I knew her -- what
13 department she worked for, but not much more than that.

14 **MS. CAPPEL:** And when Theresa shared with you that
15 Monique might be available to loan to Parks, did she say why
16 it was that she was -- she had become available?

17 **MR. EADIE:** She did not.

18 **MS. CAPPEL:** Any details at all about Monique's
19 circumstances at the Police Department?

20 **MR. EADIE:** No. Theresa did not -- didn't share
21 that with me. I mean, that was, you know, I've worked with
22 Theresa for a long time. I trusted, you know. She said, I
23 have somebody available. And I said, well, I definitely
24 want to interview her. And Theresa was very respectful
25 about that and said, yeah, absolutely. You need to sit down

1 and talk to her and see if it's somebody that actually you
2 think is going to work for, you know, for helping out Parks
3 and Recreation.

4 **MS. CAPPEL:** And -- and Theresa described it as a
5 loan?

6 **MR. EADIE:** I don't know if that's exactly the
7 word she used, but, you know, Theresa understood that we
8 didn't have a position in Parks and Recreation, and nor did
9 I have -- I hadn't budgeted for that position. And so, you
10 know, definitely Theresa said, you know, don't worry about
11 having to pay her salary. We'll continue to pay that
12 through the general fund at least through the end of 2015.

13 **MS. CAPPEL:** And in the early discussions with
14 Theresa, was there any conversation about how long Monique
15 would help the Parks Department?

16 **MR. EADIE:** Well, so as I just shared, I mean,
17 Theresa said, you know, you'll have the budget covered until
18 the end of 2015, but obviously, you know, you need to have a
19 better resolution.

20 At that point Theresa and I started -- and -- and
21 I, if I recall correctly, we were even having these
22 conversations earlier on -- earlier, that Theresa said, you
23 know, Parks and Recreation is the only main division that
24 doesn't have, you know, a large division that doesn't have a
25 division communication manager.

1 We had a neighborhood outreach coordinator, but we
2 didn't have a division communication manager, which is a
3 higher level position within the organization. So that's
4 what Police had, that's what Utilities has, you know, that's
5 what Public Works has, other departments, other divisions.

6 **MS. CAPPEL:** And Parks is comparable size to those
7 departments?

8 **MR. EADIE:** Yeah. Size is -- is not just the
9 measure. It's the amount of information you're trying to
10 get out. We -- in Parks and Recreation, because we're
11 running big recreation programs, you know, or big recreation
12 guide in all of the Riverfront Park activities, essentially
13 running a bunch of little businesses, we have a lot more
14 communication needs than -- than other divisions in some
15 cases.

16 So you can't just look at its size. There's just
17 -- there's comparable size. We are a division. You know,
18 we have a \$25 million budget, so we're a fairly large
19 division, but it's a lot of -- a lot of it has to do with
20 the outreach needs that we have.

21 And then we have a big, you know, Riverfront Park
22 redevelopment project, you know. And, you know \$64.3
23 million, five years to spend it, and we're in a fishbowl, a
24 lot of citizens watching what we do. And so you need to
25 have good outreach.

1 **MS. CAPPEL:** So those communications that you
2 described with Theresa about more long-term of needing a
3 division level communication manager had started before she
4 raised Monique as an option?

5 **MR. EADIE:** Yeah. I believe Theresa and I were
6 having those conversations. And, you know, I don't have
7 exact emails but, you know, what I recall is that we were
8 starting to have those conversations about, you know, what
9 are the communications needs in Parks and Recreation.

10 And so the way the process works as far as Parks
11 and Recreation is that we have a Park board that approves
12 our annual budget. So the typical process for creating
13 positions is a part of the budget process. And so as we
14 started to prepare the 2016 budget for the Park board, so I
15 prepare a draft budget, I present it to the Park board, and
16 then the Park board has deliberations about it.

17 And it's a fairly lengthy process. We start
18 budget conversations in, you know, usually in May or June.
19 Last year I believe we started in roughly June, and I
20 presented our draft budget. And in that draft budget I
21 included a division communication manager position.

22 And then that was -- then the Park board had
23 deliberations in June and July and August and September, and
24 they adopt the budget in October. And they take the budget
25 through all of their committees. So they take it to the

1 finance committee and their land committee and their
2 recreation committee and golf committee, the forestry
3 committee. So it's quite a process.

4 **THE REPORTER:** I thought you said finance
5 committee? Can I get that one again?

6 **MS. CAPPEL:** Forestry committee.

7 **MR. EADIE:** Finance committee, land committee,
8 recreation committee, urban forestry committee, and golf
9 committee.

10 **THE REPORTER:** Thank you.

11 **MS. CAPPEL:** So when you were completing your
12 draft budget for submission to the board in June, you said
13 you allowed for or proposed a division communication manager
14 position. Did -- did you also propose a salary range?

15 **MR. EADIE:** Well, the salary range comes with the
16 position. So this is a position that's already been
17 approved by HR, because it's an exempt position. It's not
18 civil service, so HR handles the job description there. It
19 was already an approved job description, and it already had
20 a salary schedule associated with it.

21 **MS. CAPPEL:** Do you remember offhand what that
22 was?

23 **MR. EADIE:** The -- I think it's 78,000 to 91,000,
24 roughly. And, you know, can get the exact job description.

25 **MS. CAPPEL:** Okay.

1 **MR. EADIE:** So I presented that to the Park board
2 as a part of that budget, and then they had deliberations
3 about it. And -- and then, ultimately, the board approved
4 the budget, and they approved that position in that budget
5 adoption in October for the 2016 year.

6 **MS. CAPPEL:** And that was on top of maintaining
7 your communication coordinator's position.

8 **MR. EADIE:** Absolutely.

9 **MS. CAPPEL:** So it was in addition to.

10 **MR. EADIE:** It was in addition to.

11 **MS. CAPPEL:** When you proposed the position in
12 your draft, did you have Monique in mind as filling that
13 position?

14 **MR. EADIE:** So our process that we use for exempt
15 positions and hiring in Parks and Recreation is that the
16 ultimate hiring authority is the mayor in the city of
17 Spokane. For exempt positions in particular, he always will
18 interview the final candidates that we bring forward.

19 And so at that time, you know, I made it real
20 clear with Monique that she would have to compete for the
21 position in -- in either late 2015 or 2016, when the budget
22 actually came available for us. And --

23 **MS. CAPPEL:** So can I interrupt you? As early as
24 June/July time period you're telling Monique --

25 **MR. EADIE:** Yes.

1 **MS. CAPPEL:** -- she will have to compete.

2 **MR. EADIE:** Right.

3 **MS. CAPPEL:** If she's interested in the permanent
4 position.

5 **MR. EADIE:** If she's interested in that. You
6 know, and --

7 **MS. CAPPEL:** How did she respond to that?

8 **MR. EADIE:** Her response -- I'm trying to seek the
9 best words -- I think she was a little disappointed that --
10 that she was going to have to compete for that position.

11 And -- and I, I mean, I should say, we, you know, and I had
12 said, you know, publicly many times, was very happy with the
13 work that Monique was doing. She did great, professional
14 communication and marketing work for Parks and Recreation.

15 But, you know, we have -- in the time I've been in
16 Parks and Recreation, all of our exempt positions, we
17 advertise the position, we recruit, we interview, and
18 usually there's a couple levels of interviews.

19 We always include a Park board member in those
20 exempt level interviews, although the Park board has no
21 hiring and firing authority. But we include them in the
22 process so that they, you know, there's good buy-in, they
23 feel comfortable, they can ask good questions, they can help
24 explain the board's role in the work that we do in Parks and
25 Recreation.

1 And then we make -- usually, we narrow it down to,
2 you know, two candidates. Sometimes it's a real obvious one
3 candidate. And then we'll present that candidate for the
4 mayor -- to the mayor for his final decision. And he'll
5 conduct an independent interview as well.

6 **MS. CAPPEL:** So but when you had the conversation
7 or conversations with Monique about in the long term she
8 would have to compete, and you -- you believe she was a
9 little disappointed to hear that, did she make any
10 statements along the lines that she felt like she had been
11 promised the position or she had been told she had more
12 permanence in the Parks department?

13 **MR. EADIE:** Yes. That was a part of her response.
14 Her disappointment was that she believed in her
15 conversations that she had with Theresa that -- that it was
16 more of a permanent solution for her. And -- and I just
17 told Monique. I said, well, that's not how I have
18 understood it, and that's not how the process works.

19 And I assured her that I believed she would
20 complete very well in the process, you know, because she was
21 doing excellent work for us -- I mean, really great work.

22 **MS. CAPPEL:** Did you go back to Theresa with
23 Monique's statements about she thought Theresa had
24 represented it was a more permanent assignment?

25 **MR. EADIE:** I don't believe that I did. I

1 clarified with Theresa that we would be doing a -- a full,
2 normal recruitment interview process for the position. I
3 shared that with Theresa, you know, about that same time
4 period that we were proposing the position in the budget.
5 And Theresa said, well, that's up -- you know, what I think
6 I recall is that, you know, Theresa said, okay, that was the
7 process, so.

8 **MS. CAPPEL:** So you didn't get any pushback from
9 Theresa --

10 **MR. EADIE:** No.

11 **MS. CAPPEL:** -- about making that position a
12 competitive position?

13 **MR. EADIE:** No. No.

14 **MS. CAPPEL:** Did she mention or talk about any of
15 her conversations with Monique?

16 **MR. EADIE:** No. No. Theresa was always that --
17 she kept that to herself. That wasn't a conversation that --
18 -- that I had. And I had no reason to ask her that. I mean,
19 I had a person that was doing the work for me, and I had
20 proposed the position in the budget for 2016, so, you know,
21 my needs as the Parks and Recreation division director were
22 -- were being met, so.

23 **MS. CAPPEL:** Okay. Did Monique ever talk with you
24 personally about a reluctance to going back to the Police
25 Department for any reason?

1 **MR. EADIE:** Not that I recall.

2 **MS. CAPPEL:** Did she ever express a willingness to
3 go back to the Police Department to you, if it didn't work
4 out with Parks?

5 **MR. EADIE:** No. Not that I recall.

6 **MS. CAPPEL:** How did it -- how did it resolve
7 itself? You're telling Monique she'll have to compete.
8 She's saying, gosh, I thought it was more permanent. Did
9 that conversation continue?

10 **MR. EADIE:** No. What I recall is that, I mean,
11 again I think she was disappointed. She said, okay, if
12 that's what I have to do, that's what I have to do, you
13 know. And she applied for and competed for the position.
14 And she, you know, withdrew and resigned prior to our second
15 round interviews, and -- but --

16 **MS. CAPPEL:** But she went through the first round?

17 **MR. EADIE:** Yes. She applied and she went through
18 the first round and --

19 **MS. CAPPEL:** Who was on the panel in the first
20 round?

21 **MR. EADIE:** So myself, the executive officer,
22 Brian -- no, Jason Conley is our Parks executive officer --
23 Brian Coddington, Heather Lowe. I'm not sure about who my
24 Park board member was. It was Lauren Pendergraft. She's
25 one of our Park board members. So it was -- that was the

1 group.

2 **MS. CAPPEL:** Going back to when you asked to
3 interview Monique before bringing her over on loan, you
4 mentioned you and Jason sat down with her. Any notes of
5 that interview?

6 **MR. EADIE:** I don't have any notes. No.

7 **MS. CAPPEL:** Do you know if Jason took any?

8 **MR. EADIE:** I don't know. I don't think he did.
9 I mean, you could ask him, but I don't recall him taking
10 notes.

11 **MS. CAPPEL:** What kinds of things were you
12 interested in asking her to make your decision about whether
13 to bring her over?

14 **MR. EADIE:** Yeah. So I'm looking at -- I was
15 looking at two things. One, you know, I just wanted to
16 spend time with her to see if it was a good -- was going to
17 be a good cultural fit for us in Parks and Recreation. And
18 that -- quickly, I was able to figure out that. I mean, you
19 know, very professional, you know, good communicator,
20 obviously a team player, from what I could assess.

21 From skillsets I was really looking to make sure
22 that she was really strong on the communication side and
23 knew how to get press releases out and -- and knew how to,
24 you know, work -- work with the press and -- and -- and
25 respond to media inquiries and -- and assisting with stories

1 and those types of things.

2 But then a big part of it, too, is making sure she
3 had good marketing background experience and was comfortable
4 working with our ad agency and kind of understood kind of
5 the basic marketing process. And she appeared to understand
6 that pretty well.

7 **MS. CAPPEL:** Like on television buys and things
8 like that?

9 **MR. EADIE:** Putting together commercials, you
10 know. You know, just putting together radio spots, working
11 with Jason to manage that budget with the ad agency so we
12 were, you know, staying within the parameters of what we had
13 approved in our budget, those types of things.

14 **MS. CAPPEL:** And everything she provided to you,
15 you felt like met your needs and would be a good fit for the
16 Parks department.

17 **MR. EADIE:** Absolutely.

18 **MS. CAPPEL:** Did you have any reservations to
19 bring her over?

20 **MR. EADIE:** No.

21 **MS. CAPPEL:** Did Jason express any reservations
22 about bringing her over?

23 **MR. EADIE:** No.

24 **MS. CAPPEL:** What -- were there conversations
25 about how it would work with either -- interact with or

1 overlap with your communications coordinator, if and when
2 she came back?

3 **MR. EADIE:** So we made her aware that, you know,
4 we had a community affairs coordinator and -- and -- and she
5 was out on medical leave. You know, my conversation with
6 Monique was, you know, we'll assess, you know, when and if -
7 - if Nancy comes back, that, you know, what level of duties,
8 you know, she can take on and, you know, how we kind of
9 divide the work at that point.

10 When Monique came to work, we still had no
11 absolute surety that -- that Nancy was going to be able to
12 come back.

13 **MS. CAPPEL:** Did the mayor approach you about
14 taking Monique on at Parks?

15 **MR. EADIE:** Not at all.

16 **MS. CAPPEL:** Had you had --

17 **MR. EADIE:** All my -- all my conversations were
18 with Theresa.

19 **MS. CAPPEL:** So no conversations at all with the
20 mayor on this.

21 **MR. EADIE:** No.

22 **MS. CAPPEL:** How about anyone from the city
23 attorney's office? Did they talk to you about taking
24 Monique on as an employee?

25 **MR. EADIE:** Not that I can recall.

1 **MS. CAPPEL:** How about anyone from the HR
2 department?

3 **MR. EADIE:** No. Not that I can recall.

4 **MS. CAPPEL:** Do you recall anyone from HR -- and
5 the names I'm aware of is Heather, Meghann; I'm not sure I
6 know anyone else -- who was involved in just the logistics
7 of effectuating the transfer to Parks?

8 **MR. EADIE:** No. Our -- our person assigned to us
9 from HR is Dan Daling.

10 **MS. CAPPEL:** Dan Daling?

11 **MR. EADIE:** Dan Daling.

12 **MS. CAPPEL:** Do you know how to spell his last
13 name?

14 **MR. EADIE:** D-a-l-i-n-g. I don't recall having
15 any conversations with anybody in HR about that transfer.

16 **MS. CAPPEL:** Okay. Were there any process hiccups
17 with bringing her over to Parks from Police that came to
18 your attention?

19 **MR. EADIE:** No.

20 **MS. CAPPEL:** You've been with the city for a
21 while. Have you had other experiences with sort of
22 interdepartmental loans among divisions and departments?

23 **MR. EADIE:** Yeah. You know, I've been in Parks
24 for about eight years. I don't recall that we've had a
25 situation like that in Parks. But I was the Planning

1 director before I became the Parks director, and we -- we
2 would move people around departments within that division.

3 So you had people that, you know, might find
4 themselves -- they might be a planner and they might find
5 themselves working on an economic development project. Or
6 you'd have somebody working in long-range planning that
7 might be loaned to current planning to help out with
8 development application, you know, workload, those types of
9 things.

10 So I've definitely seen it in that environment. I
11 don't recall that we've brought somebody in to loan in Parks
12 and Recreation.

13 **MS. CAPPEL:** At the time this was going on in the
14 April/May/June time period of 2015, did you get any sense
15 that there was anything inappropriate or any policy
16 violations that you were aware of --

17 **MR. EADIE:** I did not.

18 **MS. CAPPEL:** -- in how that was implemented?

19 **MR. EADIE:** I did not.

20 **MS. CAPPEL:** At some point did you learn that the
21 Police Department was going to continue to fund Monique's
22 salary?

23 **MR. EADIE:** That's -- that's again --

24 **MS. CAPPEL:** Did you learn at some point that it
25 was the Police Department that was going to pay Monique's

1 salary?

2 **MR. EADIE:** Yes. And my understanding is the
3 Police Department is funded by the general fund, so when I
4 say "general fund" I mean --

5 **MS. CAPPEL:** Okay.

6 **MR. EADIE:** You know, we are outside of the
7 general fund, Parks and Recreation. We get a dedicated 8
8 percent, and then we generate our own revenue. So we're
9 outside of that general fund. So when I say, you know, when
10 I use the term "general fund", to me general fund, you know,
11 provides, you know, funding for the Police Department.
12 Police Department is a part of the general fund, so I'm
13 using them one and the same.

14 **MS. CAPPEL:** Okay. But you knew that it was
15 coming out of the Police Department's budget.

16 **MR. EADIE:** Yes.

17 **MS. CAPPEL:** Did Frank Straub talk to you at all
18 about that arrangement?

19 **MR. EADIE:** Not at all.

20 **MS. CAPPEL:** Any conversations with him about
21 Monique coming over to you?

22 **MR. EADIE:** No conversations.

23 **MS. CAPPEL:** Was that on purpose, or it just
24 didn't materialize? Did you have any interest in talking to
25 him?

1 **MR. EADIE:** It just didn't materialize.

2 **MS. CAPPEL:** Did you see any need or have any need
3 to talk to the chief about Monique coming over to you?

4 **MR. EADIE:** No.

5 **MS. CAPPEL:** Okay. We'll go through a few
6 documents. And unfortunately, I only have one copy. The
7 first one I'm going to show you is an email from you to
8 Chris Wright and Susan Traver.

9 **MR. EADIE:** Mm-hmm.

10 **MS. CAPPEL:** Is that how you say it? And Chris
11 and Susan are both on the board?

12 **MR. EADIE:** They are.

13 **MS. CAPPEL:** And Traver is T-r-a-v-e-r? And it
14 just -- and this is dated April 30th, 2015. I'll just have
15 you read it to yourself.

16 And so it's fair to assume that you had spoken to
17 Theresa before April 30th on the prospect of bringing
18 Monique over. Had you already conducted your interviews to
19 -- with Monique?

20 **MR. EADIE:** Yes.

21 **MS. CAPPEL:** And it says, Monique will -- is going
22 to start working with us on Monday -- which would have been
23 May 4th -- we'll be sending out a press release on that day
24 as well. Was there a press release issued from the city?

25 **MR. EADIE:** I believe so.

1 **MS. CAPPEL:** Did you help draft it? Do you know
2 who did draft it? He --

3 **THE REPORTER:** Is that a no?

4 **MS. CAPPEL:** The witness indicated no.

5 **MR. EADIE:** No. I don't know. I mean, we could
6 pull that press release and find out. I'm not so sure who
7 put it together.

8 **MS. CAPPEL:** Okay.

9 **MR. EADIE:** When we don't have a -- I mean, I
10 can't recall who put it together. When we don't have, when
11 we're out -- like right now we don't have a communication
12 division manager either; our new person starts this coming
13 Monday -- then we'll work with Brian Coddington up in the
14 mayor's office, and he's got Pradeep Hatcher that also helps
15 out.

16 So if -- we could go back and pull it. I imagine
17 it was probably Brian, who helped prepare the press release.

18 **MS. CAPPEL:** Okay.

19 **MR. EADIE:** Because that's -- our typical
20 procedure is we -- when we don't have somebody, you now --

21 **MS. CAPPEL:** It goes to the city PIO.

22 **MR. EADIE:** Exactly.

23 **MS. CAPPEL:** Who was the person you said helps
24 Brian out?

25 **MR. EADIE:** Pradeep Hatcher.

1 **MS. CAPPEL:** Can you spell that?

2 **MR. EADIE:** I think it's P-r-e-d-e-e-p, or P-r-a.
3 It's either Pradeep or Predeep.

4 **MS. CAPPEL:** Okay.

5 **MR. EADIE:** Hatcher.

6 **MS. CAPPEL:** Okay. And he's in the -- the mayor's
7 office?

8 **MR. EADIE:** Yeah. He works for Brian.

9 **MS. CAPPEL:** So I'm going to show you another
10 email that's dated May 4th, 2015, and it's from Brian. And
11 it's to Brian. My guess is it's been distributed citywide.
12 And my question is do you recall that this maybe is the
13 press release that went out on Monique's transfer?

14 **MR. EADIE:** Yeah. I mean, I recall seeing this.
15 I don't know if this is the exact press release that was put
16 together, but I did see this one. I'm familiar with it.

17 **MS. CAPPEL:** And do you remember if you had any
18 input on that email?

19 **MR. EADIE:** I don't think so.

20 **MS. CAPPEL:** Is the email consistent with what you
21 understood Monique would be doing and the circumstances of
22 the transfer?

23 **MR. EADIE:** Yes.

24 **MS. CAPPEL:** Is there anything in there that you
25 disagree with, as he describes it?

1 **MR. EADIE:** No. There's nothing in there I
2 disagree with.

3 **MS. CAPPEL:** Okay. I want to show you what's been
4 provided to me as a draft offer letter to Monique dated
5 April 17th, 2015. And it was under an email from Meghann
6 Steinolfson. Do you know Meghann?

7 **MR. EADIE:** I don't.

8 **MS. CAPPEL:** Does that name mean anything to you?

9 **MR. EADIE:** No.

10 **MS. CAPPEL:** To Brian Coddington. And it's -- the
11 email is also dated Friday, April 17th. And my question is,
12 if you'd just glance through that, whether you were
13 consulted about the drafting of this offer letter to
14 Monique, if you can recall.

15 **MR. EADIE:** No. I don't recall being involved in
16 this letter.

17 **MS. CAPPEL:** Okay. Is that normal for people
18 outside of you or Jason to be preparing these offer letters
19 for exempt positions in Parks?

20 **MR. EADIE:** The typical process is -- well, it's
21 important to remember this person wasn't coming into a
22 position in Parks.

23 **MS. CAPPEL:** Okay.

24 **MR. EADIE:** So there was no position that was for
25 her to fill. It was -- and there was no created budget

1 position.

2 So the typical process when we have a created
3 budget position that we're filling, we have a vacant
4 position we're filling -- remember we didn't have a vacant
5 position here; we had a need, but we didn't have a vacant
6 position -- is the HR department prepares the offer letter,
7 and then I review the offer letter. And I usually have a
8 signature block on the offer letter.

9 **MS. CAPPEL:** Okay.

10 **MR. EADIE:** But given that this wasn't filling a
11 vacant position in Parks and Recreation, to me, you know, I
12 wasn't involved in the discussion.

13 **MS. CAPPEL:** When Monique first started working
14 with you in Parks, she would use "director" as her title on
15 her communications. Did that become an issue, the use of
16 the title "director"?

17 **MR. EADIE:** The Park board raised a concern about
18 her using that title. And I talked -- actually had a
19 conversation with HR about it, because, you know, it wasn't
20 -- you know, we didn't have a director position at Parks and
21 Recreation. There was no position for her to fill.

22 I also knew that wasn't her official title. She
23 was a division communication manager by position. But HR
24 was comfortable with her using a -- I believe what they call
25 an operating title. And apparently, that's not unusual, you

1 know, according to my conversations with HR. And so, you
2 know, I told Monique, okay, I'm comfortable with it.

3 **MS. CAPPEL:** And do you remember who in HR you had
4 that conversation with?

5 **MR. EADIE:** I believe I had that conversation with
6 Heather Lowe.

7 **MS. CAPPEL:** And so you talked to Heather -- or,
8 excuse me, Monique -- about you thought it was fine for her
9 to use that title.

10 **MR. EADIE:** Yes.

11 **MS. CAPPEL:** Because I see in later communications
12 she stopped using it. Do you know why?

13 **MR. EADIE:** I don't know why.

14 **MS. CAPPEL:** Did you notice at the time that she
15 stopped using it?

16 **MR. EADIE:** I didn't. No.

17 **MS. CAPPEL:** Do you remember it coming up again
18 with Monique?

19 **MR. EADIE:** No. I don't.

20 **MS. CAPPEL:** So I'm going to show you a couple of
21 emails. And I don't want to spend a lot of time, but take
22 whatever time you need to glance through these. But
23 basically, my question is do these email communications
24 reflect the issues that the Park board had with Monique
25 using the title of director and sort of the status of her

1 short and long-term position at Parks?

2 **MR. EADIE:** Okay. So what was the question?

3 **MS. CAPPEL:** Can you read it back?

4 **(Whereupon, the following was played back by the**
5 **reporter:)**

6 **"MS. CAPPEL:** My question is do these email
7 communications reflect the issues that the Park board had
8 with Monique using the title of director and sort of the
9 status of her short and long-term position at Parks?"

10 **(Whereupon, the playback concluded.)**

11 **MR. EADIE:** Yes.

12 **MS. CAPPEL:** A lot to go through for a --

13 **THE REPORTER:** Right.

14 **MS. CAPPEL:** Okay. So at any time that Monique
15 reported to you in the Parks department, did she share with
16 you any issues that she had had with former Chief Straub?

17 **MR. EADIE:** Nothing in detail. Definitely,
18 nothing documented. You know, definitely, Monique went
19 through different time periods of emotion, you know, as
20 articles would come out. And I definitely remember her
21 being upset. I definitely remember her, you know, crying.
22 And I definitely remember her being frustrated about, you
23 know, about Frank Straub, but offered no details. We didn't
24 have long conversations about it.

25 **MS. CAPPEL:** And when you said "articles would

1 come out", what kind of articles?

2 **MR. EADIE:** Spokesman-Review articles in
3 particular.

4 **MS. CAPPEL:** About Frank Straub or about her?

5 **MR. EADIE:** Mainly, the ones she would be upset
6 with were about her, where she was mentioned in the article.

7 **MS. CAPPEL:** Okay. But she didn't provide you
8 with any details of what was behind --

9 **MR. EADIE:** No.

10 **MS. CAPPEL:** -- her emotions?

11 **MR. EADIE:** Nope. And nor did I ask.

12 **MS. CAPPEL:** Did anyone from the mayor's office,
13 either Theresa or the mayor or Brain, contact you about any
14 of the media releases that were going on about Frank Straub
15 and Monique to ask you about them?

16 **MR. EADIE:** Not that I recall.

17 **MS. CAPPEL:** Okay. Were you contacted by the
18 media during this period?

19 **MR. EADIE:** Yes.

20 **MS. CAPPEL:** And do you remember which media in
21 particular?

22 **MR. EADIE:** All of them.

23 **MS. CAPPEL:** They are an enthusiastic group,
24 aren't they?

25 **MR. EADIE:** Yes. Yes.

1 **MS. CAPPEL:** And what was the nature of their
2 inquiry? What were they asking you?

3 **MR. EADIE:** Very similar to the questions you've
4 asked today, which, you know, details about, you know, the
5 transfer or the loan of the position, concerns that the Park
6 board had, because the Park board had raised those concerns
7 in public meetings. That was primarily the nature of the
8 questions.

9 **MS. CAPPEL:** Okay. Did anyone -- did Theresa ever
10 tell you in any way, shape or form that Monique had filed a
11 harassment complaint against Frank Straub?

12 **MR. EADIE:** No.

13 **MS. CAPPEL:** Did she intimate that in any way,
14 that Monique had made any kind of complaint, formal or
15 informal, against Frank Straub?

16 **MR. EADIE:** No.

17 **MS. CAPPEL:** And how about the mayor? Same
18 question.

19 **MR. EADIE:** No.

20 **MS. CAPPEL:** Brian Coddington?

21 **MR. EADIE:** No.

22 **MS. CAPPEL:** Anyone from the legal department?

23 **MR. EADIE:** No.

24 **MS. CAPPEL:** Anyone from HR?

25 **MR. EADIE:** No.

1 **MS. CAPPEL:** Okay. I'm going to move on to
2 different subjects. One of the issues that we've been asked
3 to look into are the city's practices with respect to
4 employees who come forward with complaints. And I think
5 it's number three.

6 **MR. EADIE:** Okay.

7 **MS. CAPPEL:** As a director, what's your
8 understanding of the process that the city has in place to
9 address employee complaints?

10 **MR. EADIE:** Well, without policies in front of me,
11 I mean, my general process is when we have a -- when we have
12 a complaint, is we go straight to Human Resources, to HR. I
13 mean, there are -- that's the resource.

14 We don't have an independent HR person in our
15 division. We are assigned a person to work with out of HR.
16 They sit in HR. And that person is Dan Daling. So we take
17 that complaint straight to HR.

18 **MS. CAPPEL:** No matter what kind of complaint it
19 is? Or do you some -- do some kind of intake and filtering
20 first?

21 **MR. EADIE:** I don't recall that we've done intake
22 or filtering. I mean, obviously, there's times when we are
23 hearing a complaint when we -- we have to hear it, but out
24 of practice in Parks and Recreation, we go to HR. Again, I
25 mean, that's -- they're our experts, so.

1 **MS. CAPPEL:** Okay. And without naming names --
2 I'm not interested in that -- have you had occasion in the
3 past few years where employees have made complaints that you
4 have referred to HR?

5 **MR. EADIE:** I or -- primarily, it's directors. I
6 mean, remember I'm only -- my direct reports are directors.

7 **MS. CAPPEL:** Right.

8 **MR. EADIE:** So they're the ones that are getting
9 the complaints, if they come through. And they're usually
10 apprising me of the complaint and that they've gone to HR.
11 So we've had those situations. I don't have any direct
12 complaints coming to me that I can recall.

13 **MS. CAPPEL:** And when I use the "you", it's sort
14 of the global "you" as the director of the department.

15 **MR. EADIE:** Yeah. All right. Right.

16 **MS. CAPPEL:** I mean complaints that come through
17 the department in whatever form it does that then get
18 referred to HR.

19 **MR. EADIE:** Right.

20 **MS. CAPPEL:** Have there been occasions where HR
21 has investigated the complaints?

22 **MR. EADIE:** Yes.

23 **MS. CAPPEL:** And does that happen on every
24 occasion, as far as you know?

25 **MR. EADIE:** As far as I know.

1 **MS. CAPPEL:** How many times would you estimate
2 that's happened in the last five years, where a complaint
3 has surfaced, refer to HR, HR investigates.

4 **MR. EADIE:** Two to three.

5 **MS. CAPPEL:** Do you know if there's been a case
6 where HR has said, no, it's not necessary to investigate any
7 of the complaints that came -- came to their attention?

8 **MR. EADIE:** Not that I can recall.

9 **MS. CAPPEL:** In the investigations that were
10 conducted, were they conducted internally, or did they hire
11 outside investigators?

12 **MR. EADIE:** I believe they were conducted
13 internally.

14 **MS. CAPPEL:** And did Dan do them on each occasion?

15 **MR. EADIE:** Yes.

16 **MS. CAPPEL:** Have you had a situation where an
17 employee has made a complaint, but then said I don't want an
18 investigation; if you have one, I won't cooperate?

19 **MR. EADIE:** No.

20 **MS. CAPPEL:** Do you have any idea how you would
21 handle that situation, if it arose?

22 **MR. EADIE:** I would consult my HR director and
23 then, you know, ask for them -- their advice on how do we
24 move forward.

25 **MS. CAPPEL:** Okay.

1 **MR. EADIE:** What are the policies? What is the
2 procedure?

3 **MS. CAPPEL:** And would you -- do you believe you
4 would consult Dan, or would you take it someplace else?

5 **MR. EADIE:** I would start with Dan. If I wasn't
6 getting the response I needed for Dan, quickly I'd go
7 straight to the director, you know. And I enjoy that, you
8 know, that access as, you know, a fellow cabinet member with
9 Heather Lowe, you know.

10 So I often will pick up the phone. And sometimes
11 I don't even go through Dan. I'll call Heather directly and
12 just say, hey, what's, you know, can you help with out with
13 this?

14 **MS. CAPPEL:** And does -- does Law have a role in
15 handling employee complaints in your experience?

16 **MR. EADIE:** They do.

17 **MS. CAPPEL:** Anyone from the city attorney's
18 office?

19 **MR. EADIE:** They do. But that's handled by HR.
20 So again, I would go to HR. And if there's any legal
21 involvement, then it's between HR, and they're bringing in
22 the -- the legal advice.

23 **MS. CAPPEL:** Okay.

24 **MR. EADIE:** I have an attorney out of the
25 attorney's office that's assigned to Parks and Recreation

1 for Parks and Recreation issues, not employee issues, but
2 Parks and Recreation in general. And that's Pat Dalton.

3 **MS. CAPPEL:** Okay.

4 **MR. EADIE:** I don't know who the legal counsel is
5 to HR from legal's office. Well, it might be Pat, come to
6 think of it, but I -- I don't know for sure.

7 **MS. CAPPEL:** New subject.

8 **MR. EADIE:** Sure.

9 **MS. CAPPEL:** Moving on to the one that's marked
10 number five in the city's policies and procedures in
11 responding to public records requests. Again, what's your
12 understanding of the general process of responding to a
13 public records request?

14 **MR. EADIE:** So somebody files a public records
15 request from the clerk's office. We'll get sent an email
16 from the clerk's office. I have both the executive officer
17 and a clerk III that are assigned oversight of making sure
18 that we properly respond in a timely manner to a public
19 records request in Parks and Recreation. And so that's both
20 Jason Conley and Pamela Clarke.

21 We obtain the information, and we respond in a
22 timely manner.

23 **MS. CAPPEL:** And is -- has it been your -- or your
24 observation that you get the requests from the city clerk's
25 office?

1 **MR. EADIE:** Yes.

2 **MS. CAPPEL:** Do you ever get them from the legal
3 department directly?

4 **MR. EADIE:** Not that I can recall. We get quite a
5 few, and they all come from the clerk's office.

6 **MS. CAPPEL:** And then you have two staff who are
7 assigned to oversee the responsiveness of whether you have
8 documents.

9 **MR. EADIE:** That's right.

10 **MS. CAPPEL:** Do you know who they return the
11 documents to?

12 **MR. EADIE:** To the clerk's office.

13 **MS. CAPPEL:** Do they do any kind of review for
14 exemptions or redactions before they do that?

15 **MR. EADIE:** That's done by -- we give everything
16 to the clerk's office. They consult, you know, either
17 within their office, and I believe they consult with the
18 legal department on any redaction. We don't get involved in
19 redactions.

20 **MS. CAPPEL:** Okay. Do you remember receiving or
21 being consulted by either Pam or Jason about public records
22 requests that were coming in asking for documents related to
23 Straub and Cotton?

24 **MR. EADIE:** Yes. Yes.

25 **MS. CAPPEL:** Do you know whether your department

1 or any person had any responsive records?

2 **MR. EADIE:** We did have responsive records. Yes.

3 **MS. CAPPEL:** And who handled producing those?

4 **MR. EADIE:** Jason. Jason and Pam.

5 **MS. CAPPEL:** Generally, do you know what you had
6 in your department that was responsive?

7 **MR. EADIE:** I believe mostly it was emails, so
8 Park board emails, my emails, Jason's emails, in general.

9 **MS. CAPPEL:** Do you remember whether -- let me
10 back up.

11 Are you issued a city phone?

12 **MR. EADIE:** No.

13 **MS. CAPPEL:** Is that -- that's not the practice of
14 the city to issue?

15 **MR. EADIE:** We have an option. We can either take
16 a city phone, or we can take a payment. We get a voucher.

17 **MS. CAPPEL:** A stipend?

18 **MR. EADIE:** Stipend. That's the right word. We
19 get a stipend.

20 **MS. CAPPEL:** So every city employee who is
21 entitled to either the phone or the stipend gets to make the
22 decision.

23 **MR. EADIE:** Yes.

24 **MS. CAPPEL:** Okay. What's the practice with
25 requesting employees who decide to use their cell phones to

1 review for responsive text messages, say?

2 **MR. EADIE:** So we'll get a request. Then we are
3 asked to review our phone. And we review our phone and then
4 sign a declaration that we've reviewed our files on the
5 personal phone. And you sign that declaration with the
6 clerk's office.

7 **MS. CAPPEL:** And if you have, say, responsive
8 texts, how do you handle that?

9 **MR. EADIE:** Turn them over to -- I would turn them
10 to -- I haven't had any, but if I did, I would return them -
11 - turn them over to Pamela to provide to the clerk's office.

12 **MS. CAPPEL:** And meaning you would, like, take an
13 image of it or something, or how would you -- how would you
14 document the text that's on your personal cell phone?

15 **MR. EADIE:** I would probably send an email to my -
16 - from my -- I would probably try to transfer what it is
17 through email to my work email, and then be able to print it
18 from there.

19 **MS. CAPPEL:** Okay. Do you know whether anyone in
20 your department had text messages that were responsive to
21 these public records requests related to Cotton and Straub?

22 **MR. EADIE:** I don't believe so. No. I know I
23 didn't.

24 **MS. CAPPEL:** How did you learn that Chief Straub
25 was leaving the city?

1 **MR. EADIE:** Through the press.

2 **MS. CAPPEL:** Okay. Any inclination or any
3 information that got to you before you read about it in the
4 media?

5 **MR. EADIE:** No.

6 **MS. CAPPEL:** Some of the behavior that's been
7 attributed to him by his command staff and senior
8 executives, or the senior executive team, is abrasive, used
9 profanity, was disrespectful. Did you see any of that
10 behavior at any time you interacted with Chief Straub?

11 **MR. EADIE:** I did not. You know, my interactions
12 with Chief Straub primarily were through, you know, two
13 cabinets per week with the mayor.

14 **MS. CAPPEL:** And in those cabinet meetings, you
15 didn't see any of that kind of behavior?

16 **MR. EADIE:** No.

17 **MS. CAPPEL:** In any cabinet member that you --
18 meeting that you attended, do you recall the mayor
19 addressing any concerns or issues he had with either
20 Straub's behavior or how he was running the department?

21 **MR. EADIE:** No.

22 **MS. CAPPEL:** That he called out specifically --

23 **MR. EADIE:** No.

24 **MS. CAPPEL:** -- in front of other cabinet members?

25 **MR. EADIE:** No. I mean, there was discussions.

1 No. There was discussions after all the events at cabinet,
2 but nothing prior.

3 **MS. CAPPEL:** And what were the nature of the
4 conversations afterwards?

5 **MR. EADIE:** You know, mostly just explanations of,
6 you know, the process moving forward, you know, filling
7 positions, you know, those types of things. I mean, there
8 was just -- just keeping the cabinet informed at a level
9 that I think he thought was important to keep us informed,
10 without detail.

11 **MS. CAPPEL:** Did Monique Cotton come up in those
12 discussions where the mayor was keeping the cabinet informed
13 of next steps?

14 **MR. EADIE:** Not that I recall.

15 **MS. CAPPEL:** Did anyone from the Police Department
16 ever reach out to you personally about concerns they had
17 with Chief Straub?

18 **MR. EADIE:** No.

19 **MS. CAPPEL:** Did you learn from any source that
20 any of the females who worked in the Police Department were
21 uncomfortable with Chief Straub for any reason?

22 **MR. EADIE:** No.

23 **MS. CAPPEL:** Let me -- let's go off the record.
24 I'm going to check my notes --

25 **MR. EADIE:** Okay.

1 **MS. CAPPEL:** -- and read these declarations to see
2 if there's anything I want to follow up on.

3 **MR. EADIE:** Sure.

4 **THE REPORTER:** The time is 11:20. We're off
5 record.

6 The time is 11:23. We are back on the record.

7 **MS. CAPPEL:** Leroy, you've brought two documents
8 to the interview. Both are your declarations. And what I
9 would like you to do is just describe each one and what they
10 were prepared for and submitted in connection with which
11 process.

12 **MR. EADIE:** So, yes, I brought two declarations.
13 One was prepared by Jim King after interviewing me. And
14 that was in response to an ethics complaint filed against
15 the mayor. And my understanding in that interview process
16 is that Jim King was representing the mayor.

17 **MS. CAPPEL:** And do you know if that particular
18 declaration was submitted in connection with the ethics
19 process?

20 **MR. EADIE:** It is my understanding that it was.
21 Yes.

22 **MS. CAPPEL:** Okay. And then the second
23 declaration?

24 **MR. EADIE:** The second declaration was after an
25 interview with Rick Eichstaedt, who was representing NOW,

1 also with the same complaint against the mayor. And it was
2 another declaration just asking me about the process. And I
3 believe that one was also submitted to the ethics committee.

4 **MS. CAPPEL:** And it's your understanding that Rick
5 represents the moving party in -- in the ethics complaint.

6 **MR. EADIE:** Yes.

7 **MS. CAPPEL:** The National Organization for Women.

8 **MR. EADIE:** Yes.

9 **MS. CAPPEL:** The last thing I want to ask you
10 about is whether there was any discussion between you and
11 Theresa Sanders about the potential that Monique applied for
12 that permanent communications manager position but was not
13 selected. Do you recall having any kind of conversation
14 with Theresa about that?

15 **MR. EADIE:** I don't recall having a conversation
16 about that.

17 **MS. CAPPEL:** Have you had that conversation with
18 anyone about what do you do if Monique doesn't get that --
19 that full-time regular position?

20 **MR. EADIE:** I don't remember having that
21 conversation. I knew as the director myself, if she didn't
22 get that position, I knew she wouldn't be working with city
23 of Spokane Parks and Recreation. My understanding she would
24 be still -- would be a city of Spokane employee. She just
25 wouldn't -- wouldn't be working in the position that we were

1 filling in Spokane Parks and Recreation. But I didn't seek
2 any confirmation of that. No.

3 **MS. CAPPEL:** Okay. And finally, did you talk to
4 Monique about that eventuality, if -- if she didn't get the
5 job she was applying for, what her expectations were?

6 **MR. EADIE:** I don't recall having that
7 conversation with Monique. I made it clear with her that
8 she -- if she didn't get position, she wouldn't be working
9 in Parks and Recreation.

10 **MS. CAPPEL:** Okay. Do you have any questions of
11 me before we finish today?

12 **MR. EADIE:** I don't.

13 **MS. CAPPEL:** Any last thoughts, comments?

14 **MR. EADIE:** No.

15 **MS. CAPPEL:** Great. Let's go off the record.

16 **THE REPORTER:** The time is 11:26 a.m. We are off
17 record.

18 **(WHEREUPON, the interview of Leroy Eadie was**
19 **concluded at 11:26 a.m.)**

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1 CERTIFICATE

2
3 I, Erin Evelyn Barnhill, do hereby certify
4 that I reported all proceedings adduced in the foregoing
5 matter and that the foregoing transcript pages constitutes
6 a full, true and accurate record of said proceedings to
7 the best of my ability.

8
9 I further certify that I am neither related
10 to counsel or any party to the proceedings nor have any
11 interest in the outcome of the proceedings.

12
13 IN WITNESS HEREOF, I have hereunto set my
14 hand this 1st day of April, 2016.

15
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Erin Evelyn Barnhill
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DECLARATION

Transcript of: LeRoy Eadie Date: 03/23/16

Regarding: Frank Straub Resignation

Transcriber: Barnhill/Payne

I declare under penalty of perjury the following to be true:

I have read my deposition and the same is true and accurate save and except for any corrections as made by me on the Correction Page herein.

Signed at _____, _____

on the _____ day of _____, 2016.

Print Name _____

Signature _____

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