

From: Angela M. Kantor

Sent: Friday, October 8, 2021 9:03 AM

To: Mike Newman (michaeln@vancamplaw.com) <michaeln@vancamplaw.com>

Subject: Privileged-Statement

Mike,

Here is my statement. I have documented what I remember to the best of my knowledge. Let me know if you have any questions.

Angie

On 9/13/2021, Glen Webb, Police Chief, spoke to me about a meeting he had with Lydia Boesch. He said he was struggling with the situation and asked me if he should go to Jeff Sanborn about the meeting. I advised Glen that he could do what he thought was best, but I advised him to inform Jeff of the meeting. I told him that is what I would do if I were in his position.

On 9/16/2021, I called Lydia to talk with her about my conversation with Glen. When I called her, I told her I was calling because Glen had advised me of the meeting she had with him at the lake. She said she was so glad Glen had come to HR. She then proceeded to talk more. She said Jamie Boles and Tom McInnis had spoken to her and expressed concern about Jeff. They said it was difficult to work with Jeff and they did not trust his judgement. She said Jamie Boles told her he needed to go and she needed to start talking to staff. She also said Natalie had told her some things. She then said Jeff had sent an email indicates J. Boles and T. McInnis had disdain for the Village and she thought that was inappropriate.

I then said I was calling because Glen was very uncomfortable with the conversation they had. I told her it puts staff in a difficult position when Council Members approach us directly to discuss any Manager's performance because we report to the Managers. I told her that I advised Glen to tell Jeff about the meeting. She gasped and said she was not ready for the information to be shared with Jeff yet. I reminded her that I was calling just to let her know that Glen came to me and I wanted her to know how I advised. I also told her that he was probably going to tell Jeff.

She did ask how council is supposed to find out information about Jeff's performance. I told her she could talk with the mayor and request a closed session to discuss, but meeting in an informal setting offsite with staff is uncomfortable and puts staff in a bad position. Staff does try to be respectful of Council requests as often as they can, but this type of situation puts staff in a difficult position.

She asked if we do exit interviews and I said yes. She asked if council could see those. I told her there are summaries of the exit interviews, but not details from specific people.