

Phone: 509850 [REDACTED] (509850 [REDACTED])

Sent at Date: 04-13-2015 13:48:51

Do you have a moment for a quick call?

Received at Date: 04-13-2015 13:55:38

Yes I do

Received at Date: 04-13-2015 16:28:44

Theresa—Thank you for meeting with me this morning to discuss this situation. I truly appreciate it. But our meeting and subsequent phone call has left me unsettled based on how inconclusive things have been left. I never wanted to be in this situation of having to come forward to you or the the Mayor in strict confidence. I am not the one who did anything wrong. I don't understand how you can involve the party who engaged in misconduct regarding any decision about where I am to be re-assigned and if he can work with me. My transfer into a new position has to be viewed as advancement; without any hint that it is for any reason other than as a promotion for my past performance. I'm happy to participate in an investigation regarding the way I was berated on 3/31, and other times I was berated however cannot cooperate with any investigation regarding the matters I presented confidentially to the Mayor and you because of the inevitable publicity and disclosures that will impact me and my life in every way--physically, emotionally, and professionally. I never intended to assert a claim and did not do so specifically to avoid becoming part of any investigation into confidential matters and be victimized all over; I just wanted assistance to be placed in an environment free from that kind of conduct, while not impacting my career and drawing negative attention. I want and need this ugliness behind me. If the City is unable to accommodate my request for confidential assistance along the lines we discussed and to ensure future confidentiality without my privacy and reputation impacted, then I feel I'm left with few options. Please let me know how you can help me as soon as possible. Thank you, Theresa. Monique

Sent at Date: 04-13-2015 16:46:23

Will need to discuss in person. I'll ask Brandy to find a slot tomorrow soonest.

Received at Date: 04-13-2015 20:06:36

Ok thank you.

Received at Date: 04-14-2015 10:28:46

Hi Theresa. I'm confirming our phone conversation today at noon will be just you and me and confidential?

Sent at Date: 04-14-2015 11:06:12

Yes - want to reiterate some comments from yesterday as there seems to be some confusion.

Received at Date: 04-14-2015 11:16:27

Ok thank you

Sent at Date: 04-14-2015 12:00:58

Do you want me to call on personal or work phone?

Received at Date: 04-14-2015 12:01:25

Personal phone is great.

Received at Date: 04-14-2015 12:01:37

850 [REDACTED]

Received at Date: 04-14-2015 17:35:49

Hi Theresa,

Thank you for your phone call today.

I'm placing my trust in you to respect the confidential nature of the situation and your assurance it will remain confidential.

I'm still pretty concerned and distraught over these circumstances. Because of that I respectfully request to stay at home and work from home tomorrow.

I trust you will update me as soon as possible.

I want to make sure I am very clear that I do not want an investigation into harassment and do not feel an investigation into this subject is necessary because I have not filed a claim. I want my reassignment and advancement to be done based on merit.

I will assist in an investigation regarding yelling, berating of employees and berating of me.

Thank you for your ongoing support.

Sent at Date: 04-14-2015 17:38:15

Was just in the middle of a quick text to you. Yes please feel free to be at home tomorrow. Will follow up with you in the morning.

Received at Date: 04-14-2015 17:52:29

Thank you very much

Received at Date: 04-15-2015 15:36:13

Hi Theresa. I just responded to Brandy regarding a meeting at 10 am. That works for me. Thank you.

I am hoping you will consider meeting me someplace other than City Hall. I'm still pretty upset about this whole thing, having some issues sleeping and just exhausted. It would make me feel more comfortable to meet off site if you are open to that.

Sent at Date: 04-15-2015 17:28:06

Hi Monique - we need to meet here as I've asked Meghann from HR to join us. We need to talk about placing you. Make sense? See you in the morning. We have no Cabinet mtg. tomorrow if you're concerned about running into people. Should be quiet up here.

Received at Date: 04-15-2015 17:39:17

Hi Theresa. Please tell me Meghann doesn't know anything about the information I told you and the mayor in confidence.

Sent at Date: 04-15-2015 17:43:24

She does not.

Received at Date: 04-15-2015 17:55:03

Ok. I appreciate that. Theresa I'm not trying to be difficult but would it be possible for me to talk with you over the phone at 10? I'm still having a really hard time with this whole thing.

Sent at Date: 04-15-2015 18:17:01

That's fine. I'll call you at 10.

Received at Date: 04-15-2015 18:21:13

👍 I appreciate it very much. Thank you.

4/14 phone call to Mongeau

"Cannot be party to a complaint regarding sexual harassment!"

"This person has hurt me enough (Frank) I don't want to be party to him anymore."

Would weigh in on the complaint about Frank's abusive behavior.

"Don't want it to be just me."

Provide clarification that not Frank would determine where she lives

Offered advice space on 2nd floor

Mongeau characterized her conveying "confidential information" regarding sexual harassment was meant to provide "context" for Frank's recent outburst.

Call went 4/16 to "bright" to come to City Hall.

Offered Pikes-Simon join description some pay, some level of reporting. Will do really positive messaging.

Said she'd think about it, as if there was opportunity for advancement. Said that would be up to Pikes-Director at some point in the future.

She will work w/Brian on future communication.

4/13

Met w/ Monique informed her the Mayor put the matter in my hands to investigate.

She was distraught - retreated claim Frank Struble grabbed her and tried to kiss her. Stated she has text told her I would look into the matter and that she would have a job.

Asked her if she'd like to work in office here or from home. She wanted to work from home.

Called Monique. Asked for another day while we speak w/ Frank. She said she'd take another sick day.

Monique texted (will print & attach) concerns about locking into her allegation. Seems to perceive Frank will decide when she leaves. Will follow up with phone call.

4/14 text re: setup of phone call. Monique asking if call is confidential.