

Written Response and Witness Statement of Mr. Johnnie Perkins to the City of Spokane
Confidential Closed Investigation Summary Memo
July 31, 2023

The following constitutes the written response witness statement of Mr. Johnnie Perkins to the City of Spokane Confidential Closed Investigation Summary Memo ("Memo"), regarding the Executive Confidential Summary of Closed Investigation of Mr. Johnnie Perkins – Allegations of Sexual Harassment, Inappropriate Workplace Conduct and Behavior(s), dated July 14, 2023.

The City of Spokane, and Mr. Perkins, hereby agree and understand that the submission of this written response witness statement by Mr. Perkins will be attached and incorporated to the Memo, and that it fully and finally fulfills Mr. Perkins' request to the City of Spokane for a public name clearing hearing regarding this matter.

Mr. Perkins' response witness statement is as follows:

- a. Mr. Perkins states that prior to dating witness 3, Mr. Perkins sought out and consulted with the City of Spokane HR Director and received permission from the City's HR Department. Mr. Perkins states that he later informed Mayor Woodard that he was dating witness 3, and claims that the Mayor at no time disapproved or discouraged him from dating witness 3. Mr. Perkins states that the Mayor inquired about it in a supporting manner and asked how Mr. Perkins' relationship with witness 3 was going.
- b. Mr. Perkins asserts that witness 3 falsified the allegation that Mr. Perkins had a sexual relationship with witness 4, who is a former City of Spokane employee. Mr. Perkins asserts that at no time did he date, or have a sexual relationship with witness 4.
- c. Mr. Perkins states that after witness 3 ended her relationship with Mr. Perkins, she texted him that she was in a car accident and asked for a ride home.
- d. Mr. Perkins denies that he attended a party with edible drugs. Mr. Perkins further states that the reported party took place on a date after his romantic relationship mutually ended with witness 3. In fact, Mr. Perkins refereed a football game that night.
- e. Mr. Perkins denies sharing any intimate details about his relationship with witness 3 or with anyone at the City of Spokane.
- f. Mr. Perkins asserts that witness 5 previously told him that she wanted witness 4's old job, which witness 5 currently holds. Mr. Perkins states that he told witness 5 that she was not qualified for it nor ready to take on such responsibility.
- g. Mr. Perkins states that the Mayor directed him to discuss with witness 5 her work hours, as witness 5 was late to work on a regular basis. Mr. Perkins further states that he discussed with witness 5 the need to be on time and maintain a schedule that was supportive of the office demands. Mr. Perkins claims that witness 5 took exception to Mr. Perkins' discussion regarding work hours.
- h. Mr. Perkins asserts that witness 3 pleaded multiple times with him to use his influence as City Administrator to intervene in case of a long-time friend of witness 3 who was on suspension from the City with the possibility of losing their job. Mr. Perkins asserts that after he said he would not get involved, witness 3 became upset with him.

- i. Mr. Perkins claims that witness 3 made multiple attempts to persuade and influence Mr. Perkins to use his position as City Administrator to alter witness 3's personnel record to remove an unfavorable PAR and replace it with a more recent favorable employee annual review. Mr. Perkins states that he refused witness 3's attempts, and that witness 3 became upset with him.
- j. Mr. Perkins asserts that witness 3 made multiple unprofessional comments regarding Mr. Perkins during community meetings, which according to Mr. Perkins included sharing inappropriate information about Mr. Perkins.
- k. Mr. Perkins claims that witness 5 proactively inquired about his relationship with witness 3, and that witness 5 suggested to Mr. Perkins that he send flowers to witness 3. Mr. Perkins further claims that witness 3 and witness 5 talked regularly about Mr. Perkins' schedule and relationship with witness 3.
- l. In 2021, the Mayor did not admonish Mr. Perkins about asking a City employee out for a business-related dinner. Nor did the Mayor direct him not to date a City employee.