

1:00pm

Marty: I'm going to start this interview with Megan Glickfield thank you for meeting with me today my name is Martha Lemert written complaints have been filed with the county human resources department here in Grant County concerning Commissioner Chuck Poling in the manner in which he interacts with others in county government workspaces. I am an attorney and an outside investigator engaged in the direction of the Commissioner Shane Middlesworth and Commissioner Ron Stewart in consultation with the county legal department to investigate these written complaints and and other related allegations involving Commissioner Poling. You are one of approximately 17 county employees currently identified as potentially having information that might be relevant to this investigation. Information provided by you and others may become public at some point including if the allegations involving Commissioner Poling are determined to be credible or if disclosures otherwise advisable or required by law. As part of this investigation Commissioner Poling will be given an opportunity to be interviewed and to respond to the allegations. You are not the subject of this investigation - Commissioner Poling is the subject of the investigation and you are being interviewed as a potential witness. The county asks that you be honest candid cooperative and transparent in the information that you provide your employer is prohibited by law from retaliating against you for providing testimony information or evidence in connection with this investigation if after this interview you believe you are experiencing retaliation please notify the county human resources director who will inform the county legal department Commissioner Poling will be instructed not to contact you regarding any testimony that you give if Commissioner Poling contacts you regarding your testimony please let the county human resources know and they will inform the county legal department this interview is being conducted during normal business hours and as part of your work for the county, you will be paid your normal wages for the time when possible is helpful for you to be specific as you can be regarding dates times places people and what occurred it's also understandable if you don't remember everything as we sit here today. If it's some point in the future you have more information or you think of something that you didn't share that you believe is relevant you can reach out to me by email or phone to provide that information--do you understand? OK this interview is being recorded so that I can prepare the most accurate report possible. Today's date and time is July 31st and it's approximately a little after 1:00 PM can you state your name and position with the county?

Megan Glickfield: My name is Megan Glickfield and I am the bailiff for Superior Court One.

Marty: OK and is bailiff an elected position or is it appointed.

Megan Glickfield: I am appointed by the Judge.

Marty: And how long have you been in that role as bailiff?

Megan Glickfield: I have been bailiff since 2019, so 7 years now.

Marty: And have you observed or experienced any conduct by Commissioner Poling in county government workspaces that you believe may have been unlawful, questionable, intimidating or inappropriate?

Megan Glickfield: I have.

Marty: OK, can you describe that for me?

Megan Glickfield: I've been told I'm kind of the catalyst for all of this bad behavior. It was May 19th of last year, so '25, I showed up to a Commissioner's meeting based off of the courthouse

being filthy, which it had been for several years. I had talked to my superior, Judge Todd, before going. I had prepared a slideshow, which I have on this flash drive and a speech-- little just notes of what I was going to talk about. What prompted me to go over there to discuss this was the email that the Commissioners sent out...

Marty: ... Do you have a copy of that? ...

Megan Glickfield: I do. I tried to keep it all in order. This was over a year ago so when I was approached regarding speaking to you, I was a little a little caught off guard because, I'll be honest, HR and the other Commissioners didn't care when it happened to me a year ago, they didn't. I felt very alone-- they all sat in the meeting that I was at and let him attack me verbally. Nobody stood up for me except for the Clerk Pam Harris who was also attending the meeting. But here's the initial email that prompted, that prompted me to go over there, so this was my initial response to the email-- it's all going to seem a little out of order--- but this was the initial email they sent sure, with the attachment from a place called Resolve Tech LLC. Basically in this email they were just letting the employees know that they're banning our space heaters and fans which we all had in our offices because at that time our heating and cooling system did not function properly. In the summer it gets very hot; in the winter it gets very cold, so we did have space heaters under our desks as well as little fans, and they banned live and plastic plants due to, they claimed, Resolve Tech determined them to be the cause of our poor air quality in this building. I prepared the slideshow with several pictures of the filth around the building. We had dust on our vents this, I mean in the almost 10 years I've worked for the county, I don't think this place has been deep-cleaned.

Marty: Right.

Megan Glickfield: We were having issues with the cleaning company. This was brought up several times by my superiors, judges, at meetings to these Commissioners, and I'm sure ones before them too, because that was, that's what they harped on that day-- why didn't you do this to the other Commissioners, why are you doing this to us? Well, we're just trying ... I just wanted a clean workspace...

Marty: ... right...

Megan Glickfield: but this email had prompted me to go over because I have never heard of plants causing bad air quality, it's my understanding they do quite the opposite. It was also some inside knowledge that we had just from working here that Mr. Poling had had an interaction with another elected official who had an office full of beautiful plants. She stepped on his toes so plants are no more-- she had to get all of her plants out of her office. So my response to this email is here. I also emailed Resolve Tech LLC because it says in this letter that there was an air quality test. I asked for the results of that and if the plants truly were the cause of that 'cause it just it seemed a little odd to me. I never got a response to my email from Resolve Tech or the Commissioners--this would have been, let's see, May 15th, so the week before the meeting that I showed up to. I gave them, you know, nearly a week to respond. I tried to follow up--no response.

Marty: So you went to a public meeting?

Megan Glickfield: I went to a public meeting...

Marty: and you spoke in public session.....

Megan Glickfield:to try and get answers,

Marty: public comment session...

Megan Glickfield: it is live streamed. It's on YouTube from May 19th of '25. I didn't know it before going over there that I would only have 3 minutes to talk, but regardless Chuck Poling screamed at me during my entire 3 minutes. I was not permitted to speak. I was not given the floor like I should have been. He belittled me, yelled at me. I didn't get my point across. So to the public, it probably appeared that I was going over there with no point, no argument, no..... he just, he didn't let me get

Marty: nothing prepared...

Megan Glickfield: it was very frustrating and I was, I was very prepared. So he took that as me attacking him to come over and embarrass him to show the pictures of how dirty this place is, when really it's been an ongoing problem for a lot of years. So it was a big blow-up at that meeting. He behaved very unprofessionally. He spoke to me just disgustingly on this live stream and then....

Marty:did he call you any names?

Megan Glickfield: Not to my recollection, nothing personal. Once this video was uploaded to YouTube, there were over 2 minutes missing from this live public video that I'm sure he had our IT department, or I've since found out he had our IT department...

Marty: ... excise...

Megan Glickfield: they say there was a glitch in the system but during this 2 minutes is when he was screaming at me to get out of his building. I'm a public taxpayer. I'm an employee of this county...

Marty: you have every right to go to the public meeting...

Megan Glickfield: I was contacted by several people after that meeting to reach out to a civil rights attorney--he didn't give me my right to speak. I didn't do any of that. I was kind of just hoping, you know, I didn't know how I wanted to go. I thought that was the end of it-- it wasn't.

Marty: OK So what happened next?

Megan Glickfield: So after that let's see

Marty: How did you learn that the IT department had had

Megan Glickfield: I reached out to one of our IT guys and just asked him why, why there was a good chunk of that meeting cut out because it the screen goes black and then when they come back on, it's nearly 2 minutes later and you know everyone's calmed down from 'cause it was it got pretty loud over there. A reporter from the Chronicle happened to be there and she did reach out to me after. Let's see here...

Marty: And what did the reporter recollect from the interaction?

Megan Glickfield: She just kind of wanted my side of things. She did not think I was treated kindly at that meeting and I was hesitant to even talk to her at that time because just knowing what I know about the kind of person that he is, I didn't really want the drama. I didn't want to lose my job. I didn't want to cause any more waves. I did speak to her just vaguely and I

believe she, I want to say wrote at least two maybe three articles regarding that meeting. She did use some direct quotes. I do believe in the live feed I just I said something about you know Mr. Poling your true character is showing and I hope the people of this county take note during election season because he's, he's just been awful to work with whether it's you know court staff or other county buildings across the street where his office is. I know all of us are are feeling the wrath from him. But so after after that meeting let's see.... Before I even went to the meeting, I should touch on because I had not heard back from the Commissioners regarding the air quality test, my response to that initial email it had been nearly a week, I had followed up to the Commissioners it looks like twice on May 15th to follow up from my email that was sent on Tuesday of the week prior, no response. So I reached out to our HR guy at the time, Justin Sadoff, to let him know I'm struggling to get any sort of response from our Commissioners regarding the 2 emails I sent this week-- is there any way you could provide me with a copy of the air quality report that Grant County received. I would also be curious to know how much this report cost the county to obtain if at all possible. Justin then responded and said hi Megan, to my knowledge there has not been any air quality testing performed there was a discussion of a response to you, so I believe you should see something soon. I really haven't seen much of them this week, as in they weren't in the office, so I said thanks so much Justin, I appreciate you taking the time to respond in everything you do for us here. Justin was a great great HR guy and I will say as a result of me going to this meeting, he ended up fired and I have lived with that every day since-- I feel terrible...

Marty: how, why do you think he was, I mean what information do you have regarding his being fired?

Megan Glickfield: ...Yeah let me try to find these emails here - it looks like I have some duplicates. And I responded to Justin, I'm, he said he's been dealing with a lot this week regarding the Commissioners. I said I can only imagine, I'm so sorry you have to deal with the fallout, my pleasure, it's been a rough week over here. I was told after the fact, after the meeting. It was several days before I received any, any sort of response let's see....

Marty: so as far as you're aware, was an air quality report ever actually conducted?

Megan Glickfield: No, I was told at that meeting, when I showed up...

Marty: to the Commissioners meeting....

Megan Glickfield: to the Commissioners meeting, I was told there was not an air quality test done yet, which slightly contradicts what the letter from Resolve Tech states, that there was a plans to have one, so they couldn't provide me with the results because there hadn't in fact been one. And also during that meeting when I was interrupted I believe he said something about, it was not at the meeting, it was after the meeting. The Commissioners, several days later, let's see, May 23rd, so the meeting was May 19th, I did not hear from them again until May 23rd, and this was after they gave a statement to the makeshift local news station Channel 27 news, stating Megan was 100% right the the courthouse is filthy, we're going to do what we can -- that is not what was related to me at the meeting-- he was verbally abusive at the meeting. And then after I received this email, let's see ...

Marty: what it, what do you remember him saying in that meeting, since you're saying the two minutes has been cut out of it, towards you ...

Megan Glickfield:there was just a lot of talking over me and interrupting me. He gets really loud, like most unintelligent people do. They think being louder means they're right, on how I took it, talking over me, yelling at me that I'm not giving him a chance. They've only been in office 5 months, I'm, I've not given him a chance, and I said well it doesn't take five months to run a vacuum, I mean we have filth on the carpet over here, thick rings around the

toilet (it was just filthy) and this slideshow should show that (and you're welcome to that if you need it), but I don't remember him calling me names directly or anything derogatory, and that it was just more his tone and the disrespect of just...

Marty: the volume, tone...

Megan Glickfield: aggressiveness,

Marty:condescending...

Megan Glickfield: condescending, very! It's no secret that he doesn't care much for women around here. I think that's...

Marty: have you have you observed him...

Megan Glickfield: before that meeting I didn't know much of that; after that meeting I feel that a lot more of that came to light. I wasn't fully aware of what kind of guy he was until the fallout that came after this meeting, so it wasn't until Friday the 23rd, like I said this meeting was the 19th, that I finally received an apology email, if you can call it that, and this was after they released a statement to Channel 27, to, I took it as they were trying to save face because he got a lot of backlash for how he spoke to me online from that meeting, whether it was on YouTube, Facebook -- I mean he just-- it was viral on social media--it was awful and I think that's why they released a statement to Channel 27 before I ever received a direct up they were just trying to save face. So in this email this is where he puts the blame on Justin Sadoff, the administrative director who was our HR guy. They claimed that on Friday May 16th they directed him to send me a response to their email. I know that that's not true I was I was in communication with Justin that whole week prior and he told me they've not been in this week; I've not heard much from them other than there's a response in the works. So furthermore I feel like if they were going to respond to that email they would have opened with that at the meeting because I opened with that--I said you may recognize my name from the 2 emails I sent you last week that you've yet to respond to-- he didn't mention any sort of email coming my way, it, he just cut me ...

Marty:or that he had instructed the HR person

Megan Glickfield: that was never never mentioned...

Marty: to do an email to you....

Megan Glickfield: until the 23

Marty: until afterwards-- damage control....

Megan Glickfield: Unfortunately follow our meeting the administrative director informed us he had not sent the letter to you, there was never, they put the blame on him, and while I'm sure that wasn't his listed reason for being let go, he was let go, I believe the following week, so I have been living with that on my conscience because I just I felt terrible you know someone lost their job over me just trying to speak up about a clean environment. So this they attached the email that they allegedly instructed him to send, again, I don't I don't think that was prepared beforehand like they stated or I think it would have been ...

Marty:you don't have evidence that it was prepared beforehand

Megan Glickfield:no I don't and this is my lengthy response to their, I mean, like I said I don't know that I can even call it an apology email. This is also the first time they responded to my response, stating that our cleaning contractor operates directly under the oversight of the

human resources administrative director-- that was the first time any of us here had heard that. We have maintenance guys that's who we've always directed the cleaning...

Marty: sure there's a maintenance department ...

Megan Glickfield:so that was news to me, I think they kind of twisted that perhaps as a reason, a further reason to get rid of Justin. These are just emails back and forth, and as far as I'm concerned Mr. Middlesworth and Mr. Stewart sat there laughing while Chuck was screaming at me during the meeting, you know. They were all in cahoots back then and now it's a different tune, as politicians do, but as far as I'm concerned they're just as nasty as he is for not sticking up for any of us until now right, and the HR department too. After Justin was let go Chuck hired Beth first and then Felicity. I have no personal issues with either of them. I think they're, they're doing a good job for what they were given, but they were hired as Chuck's friends as he's done with several several

Marty:

Megan Glickfield: several other positions within the county, I mean I could probably name at least 10 off the top of my head-- people who were fired so he could hire his friends. They're not as knowledgeable as far as HR duties as Justin was. I don't know that either of them had any prior HR experience. I know it's not necessarily their fault of what they were thrown into, but I think it speaks to how quickly people flip flop sides over here, and that is what I told her when she approached me the other day. They didn't care when it was me but now that it's them so right I'm happy to speak up 'cause like I said back then, I'm for what's right it doesn't matter who it is, who I'm I'm for what's right and how they've behaved here..

Marty: who who else do you think that he's they had pushed out and put friends or relatives or others into positions at the county?

Megan Glickfield: Rita Garriott -- she worked for Area Plan. April Ailes was an administrative assistant to the Commissioners-- she was forced to step down and back to her old job which was in the veteran's office. Obviously the HR girls, Felicity and Beth.

Marty: And Rita and April are people that were in positions before and that have been moved out -- who's replaced them?

Megan Glickfield: Whoever, gosh, I can't recall his name at the moment, but whoever he put in place at Area Plan -- he replaced a top guy at Area Plan, and Rita was fired shortly after that I believe.

Marty: Glancy?

Megan Glickfield: Yes, Glancy is his last name, correct I know there's several more and their names will probably come to me at some point. It seems like it's been his goal to infiltrate any office that he can. It's working people are, you know, dropping left and right, whether it's out of fear or just not wanting to work in such a hostile environment, but yeah that was my response, and their response to my response those are all the emails after...

Marty: So what I mean after this meeting and and there's some email response back and forth, what other interactions did you have with Commissioner Poling?

Megan Glickfield: So I believe it was, let's see, the interactions after that were never directly with Chuck when it came to me. I do know he came over here and mistreated several women in the Clerk's office several times. The issue, the issue with him when he causes a scene like that he , he owns both news stations , Channel 27 is ran by Rashard Tyson who is an ex-con of

our court. Ed Bounds is the other one-- he runs Ed Bounds Live which is a trashy podcaStreet So anytime there's an incident, I mean he owns the only media this tiny little city has, so he would be quick to release footage because he took out our old camera system, and he put in all new cameras positioned exactly where he wants them. So we have a camera staring directly in our office I know the county building has it even worse, a lot of those girls have them directly above their desks, and I know Shane Middlesworth had at least six monitors I was told on his desk, where he just watches live feeds of us all day, waiting for someone to slip up or take too long of a break or come in late or we felt like we were being watched ...

Marty: with everything that you did...

Megan Glickfield: so with the interaction with the Clerk's office, it got pretty ugly. He was going in elected officials offices after hours, rummaging through their things. I know the Clerk Pam Harris got the brunt of it and I'm assuming because she stood up publicly for me at that meeting, she had placed a sign on her door and I think it's still on there

Marty:what did she, what did she, backing up at the meeting on the 19th of May, how did she stand up for you in that way?

Megan Glickfield: When he was screaming and I couldn't get a word out, she did come up behind me on the podium and just politely asked him to please let her talk, please let her finish -- you've taken up her whole 3 minutes. She tried to then give her 3 minutes of she was going to speak on a different matter, she tried to gift those to me. He said 'that's not a thing, you will not be hearing from me'. So I think that also kind of started a rift between Pam and the Commissioners. I think they had it out for her after that. I don't want to speak directly on their interactions because I wasn't present at the time, but I did hear from them what happened-- I know he came over and berated a few of them a couple different times. He tried to place cameras in the Clerk's office above their desks. Pam bucked back a little bit. They deal with Social Security numbers, bank accounts--those can't be in there--we deal with confidential information, just as our Judges tried to buck back about the cameras in the hallways, we do hallway conferences with attorneys a lot-- attorney-client confidentiality; they step out in the hall to speak.....

Marty: to talk to their clients, right...

Megan Glickfield: but the cameras remained. He did take the ones out of the Clerk's office. I believe the girls were taping post-it notes every morning. Every night he'd come take them off. So they went back and forth for a couple weeks before he did take those down. I know he came over and was asked to leave because of how loud he was being with the girls in the hallway. He would not leave, it was a lot of 'this is my building, I don't have to get out'

Marty:so do you have a camera that's on your desk for what you do ?

Megan Glickfield: I don't but there is one pointing directly into our office. There's no cameras above our desk. It really bothered him that he does not have control over court and clerk staff. I was told he hired an attorney to try and see what was within his rights to revise the handbook to gain control over the court and the Clerk. He, he tried to get control of us via judges. Any little move we made on the camera, another girl in a different court, just leaving work one day out out near the parking lot 'cause they're even outside she was just talking to someone else and jokingly flipped them off, he took a still shot of that video, sent it to her Judge to try to get her fired, when the conversation wasn't even regarding the Commissioners, as far as that she was just speaking to someone she knew outside, and she was laughing and they were joking. Was it appropriate no but it didn't pertain to them, and I think it's the little things like that they would try to find any little thing they could, tell the Judges to try to get us fired, or they were very bothered, Chuck particularly, very bothered that he did not have any control over the court and Clerk staff, still to this day, I think he is bothered by that. He is very

relentless as far as that goes. But there was an incident him in the Clerk's office there was words at the elevator. I believe Chuck and it might have been Shane and the maintenance guy Mike that was the another one he's hired, our lead maintenance guy then stepped down and Mike replaced him. Mike is nasty. Mike speaks to women awfully, just like Chuck. I think it's since gotten better I think he's reeled it in a little bit because he knows that he crossed the line a time or two...

Marty: like give me examples of that ? ...

Megan Glickfield: It was never, never me personally other than Mike came in our office one day. Our Judge keeps his chambers locked every night. He doesn't want anyone in his chambers, rightfully so, he's the Judge. I believe Mike came over one day, it was when he was confiscating all of our plants, space heaters-- they took our space heaters and cut the cords on them so we couldn't use them; took all of our plants and Knick knacks off of our desks....

Marty: so he, they, he actually like damaged the electrical cord on the space heaters....

Megan Glickfield: so we couldn't reuse them yeah yeah, he cut the cords...

Marty: Were some of those your personal property or ...

Megan Glickfield: not ours and our court, I think some of the other courts that may have been but ours were county provided due to the heating and cooling system never working properly. And that particular day, I'm gonna have to think on his exact words. He did come in our office. He made some snide comments about me in particular and that he, he was going to deal with me because of what I what happened with Chuck. And then he had asked to go in the Judge's chambers, Judge Todd, was not in yet that morning and I asked him to come back when Judge was here. He disregarded that used, his key went into Judge's chambers anyway. I think again they were checking for plants, knick knacks, fans, heaters, at that time. I know my Judge wasn't too fond of that of them entering after being told no, just nasty little remarks from him. And I think that's what started the incident with the Clerk's office was Mike said something nasty to them, they did get a little nasty back. There were some back and forth. I believe our security asked Chuck to leave the building because he was loud. He, Mike and I think Shane was there, I'm not sure, this video was also given to Channel 27 by the Commissioners but the audio was left out. They were escorted out that day by our deputies and our investigators in the prosecutor's office. They would not leave-- he kept saying 'this is my building I don't have to' that's always go-to: 'this is my building, my building' like you're just the steward of the building. He struggles to understand that. So he did, anytime there's an incident he's quick to immediately hand over the video footage to Channel 27 and Channel 27 reports nothing but false information, if I'm being honest, always a completely different story from what actually happened, and I think I made a comment on that video because the public 'why is there no audio' 'why can't I hear what's being said'. It looks like he's yelling at her, not because it was flipped as if the little Clerk Pam Harris attacked these men and if you've met Pam I mean it's just laughable she's yay big, sweet as pie but it was flipped to where she was the aggressor when it was given to Channel 27 and a lot of the public asked why is there no audio what so I made a comment on the news stations post there is audio so he

Marty:they just haven't they it

Megan Glickfield: they just haven't provided it. That in turn caused Reshard Tyson of Channel 27 to go on what I would say was at least a 10 to 15 minute live rant naming me, spewing, it was just angry, full of hate, full of anger, because I kept calling him out for reporting false information if you're a real reporter you know you wouldn't be reporting such false information. He pays them, he pays you know all of their ads ...

Marty:when did this whole thing happen when when did this encounter that Chuck had with Pam Harris happen?

Megan Glickfield: I would have to go back and look like I said I wasn't present for that but I know it wasn't too long after the Commissioners meeting that I went to.

Marty: Did you see the video with the audio?

Megan Glickfield: The audio was never released to the public. I know a lot of those girls down there are hesitant or afraid to speak to you because of the incident that day, I know it got pretty ugly.

Marty: OK would they be willing to meet with me like here in this room, is it available?

Megan Glickfield: It would be available today I don't know if they would or if they wouldn't. I don't know if Pam has given a statement. I know her chief deputy is not interested. She is because of all this retiring at the end of this year as a lot of people have. He's pushing a lot of good people out of here, I do know that. Let's see what came next...

Marty: so backing up for a second so Mike came into the office and said he he told someone in your office that he was going to deal with you because of what happened with Chuck?

Megan Glickfield: Yeah and I didn't know if that meant...

Marty: Did you hear that comment or was that some ...

Megan Glickfield: and it may not have been that verbatim, I think at the time he was referring to coming in and confiscating whatever we had that was listed as a prohibited item they altered the handbook to list all this random crap as prohibited items I know a lot of the girls elected officials even dealt with them coming into their office after hours and just trashing all of their stuff dumping it in the dumpster-- plants, knick knacks, pictures. We did not experience that --- he did come in when we were there and he was nasty about it. I don't remember his exact words but it was nasty. There this got really ugly for me and my family that's why I was hesitant to speak to you. He's a dangerous guy outside of here and I don't, I don't know that the county is fully aware of how deep that goes. It was about June 20 June of '25. I'm not sure what the exact day was, so about a month after the meeting right I have two an elderly couple that lives behind me. It was early in the morning, I had ordered ring cameras just because of everything going on here and that's why you know his threats are never direct. I know how this court stuff works. There's not gonna ever be direct evidence. It's hearsay. It's never going to hold up I feel. But the the elderly couple that lives behind me I was installing the ring camera that morning. It was early in the morning; Amazon had just dropped it off. I unboxed it and was gonna just go put it up in the backyard. It was raining a little bit that morning. As I'm up on the ladder installing the camera, the daughter of the elderly couple that lives behind me approached me very timidly, and I've talked to her in passing, we've all lived in the same neighborhood for a while, not friends by any means we don't sit down and have coffee and we don't we just in passing....

Marty: Sure, neighbors...

Megan Glickfield: she used to be married to a Marion police officer, but she came up to me and she seemed a little timid. My husband was out of town that weekend so I was home alone with my kids and she seemed a little timid to talk to me, but kept saying I really need to speak privately with you is that thing recording. I told her no, it was, I mean I was just putting it up I hadn't even really screwed the second screw into the the siding yet, and she came over to give me what I took as a warning. She has some sons at least one son, that both of her sons

are in and out of court with criminal cases, but I know one of them she's estranged from, I learned from that conversation that day. And she basically told me that her son received a phone call from Ed Bounds that he knows that his grandparents live behind me, and Chuck Poling has a \$10,000 bounty on my head for any picture or video footage that they can get of me what I do at home, what I do when I come home on my lunch break. He knew that I came, that I go home on my lunch break every day to let my dog out, so they know where I live. I took it as a warning. She essentially said I'm a bit estranged from my son, but he will do anything for a dollar, so just be warned. I was accused, she also told me I was accused of having an affair with Judge Todd; he's offering \$10,000 for anyone who can get him any sort of footage on that. He accused Judge Todd of coming to my home on my lunch break, which is not true, Judge Todd's never been to my home-- we do live near each other though-- so that let me know he was following us both on lunch-- we both take Kem Rd. home. Since he and I have taken different paths home every day. That is not a rumor that I appreciated. She also told me during that interaction that Chuck and Ed have been sitting outside of my house watching, stalking me that concerned me.

Marty: Have you picked anything up on your ring camera of them.

Megan Glickfield: No of course not. We ended up installing a privacy fence in August of last summer because it got so bad, my children were living in fear. I was living in fear and I think that's when I started to back down from all this a little bit. I was happy to be an advocate. I was happy to speak out. All of these women who are coming forward with similar incidents, and that did deter me a little bit once he brought my children into it. They were living in fear. I was living in fear. It was not a good feeling. My anxiety was through the roof for the last year. We then did put a privacy fence up in the backyard and I did speak to our prosecutor's office about it and he did say you know if you can catch his vehicle on your ring camera, let me know other than that we don't really have anything. I never could catch him but she did tell me what he drove at the time, and Ed Bounds specifically 'cause like I said Chuck has hench men--it's never going to come directly from this going. I looked and looked and prayed that it would be on there but I never could catch them on camera but I did hear from my neighbor a couple times: 'hey there they've been sitting outside here' so that was very unsettling to me. From that point on Ed Bounds was slandering me on his live videos. I know I'm sure he's since deleted those but it got pretty nasty the things the things they would say. I blocked both Channel 27 and Ed Bounds-- I blocked them on Facebook--I didn't want any part of it. It was causing me awful anxiety health issues so I blocked it put it out of my mind I really didn't want any part of it after that...

Marty: wha, t what kind of things did you did people tell you Ed Bounds was saying

Megan Glickfield: it would just be the girls here, did you see the live last night he was talking about you again and...

Marty: ... by name? ...

Megan Glickfield: by name full government name him and Rashard Tyson both and you know I know we were referred to as fat bitches at the courthouse at one point I mean he's just nasty the way he speaks about people in general. I don't know how he has followers I don't know how people take these news stations seriously but they do. And so that's disappointing you know to have things like that said about you. Who does she think she is she hasn't even worked for the county that long.... I've been here a decade, so you know a thing or two right.... just just childish nasty talk. I know it doesn't, you know I shouldn't let that stuff get to me but I did sure I blocked them for my own my own mental health. I do think from then on out our court specifically was targeted which is why I felt hesitant to meet you at Mr. Harker's office. He and Judge Todd have history. Judge Todd ordered one of his clients to pay child support. That client was an owner of Michigan Misha golf course. Judge Todd was banned from the golf course after that it so he recused off of all Mr. Harker's cases -- he doesn't hear cases in our

court anymore. And once Mr. Harker was the attorney for the Commissioners, it just kind of seemed ironic that our court was targeted for just a lot of complaints, a lot of nitpicking. We were accused of having our door closed every Friday, completely untrue. They have the cameras pointing right at our door. He said that's when we were having an affair. There's three of us in this office; two of us are not having an affair... you know, so it just got ugly thankfully I have a, a kind loving trustworthy husband I mean you know I never had to worry but I'm thinking you know some people's husbands may not have taken that so lightly such a rumor...

Marty:has that been bantered about on on Ed Bounds show or Richard I don't think ...

Megan Glickfield: I don't think they've come out publicly with that. I think that was a private phone call between Ed and my neighbor's son. I think he was hoping 'cause like I said they do have hench men I think he was hoping her son would do his dirty work and provide some sort of video photos of me I don't know but she did warn me that he would stop at nothing for some money, so if she said I tried to catch you on a week your husband wasn't home, which led me to believe she thought the rumor was true. So I'm like that stinks, it's not true, but she didn't want to say that to me in front of my husband, which is why she chose the weekend he was out of town to come talk about it. There was a ...

Marty: do you have any evidence that that Commissioner Poling is the one that's helping to perpetrate that rumor or is it all just rumor mill ?

Megan Glickfield: It's rumor mill that's why I was hesitant to, I know have solid proof but deductive reasoning. Mr. Poling pays Mr. Tyson and Mr. Bounds. County records should show the property, the building that Mr. Bounds does his live feeds from was purchased and deeded to him by Mr. Poling's business. Like I said he's a really bad man and other than just living in this small town, you just hear things. He dabbles in some really dark stuff, so it was at that point that I decided, it wasn't worth my peace of mind, it wasn't worth endangering my family. So I did take a great step back from all of this. It seems it seems like anytime we almost have someone that will listen or side with us, Chuck is quick to intervene. I don't know if he pays people, if he blackmails people. I don't know but it's amazing to me how quick people flip and side with Chuck regardless of how they've been treated by Chuck. Christopher Bilbrey, he used to be a Delaware County prosecutor, he is now, has a podcast called Political Spotlight, several several weeks after this had happened he reached out to me numerous times on Facebook wanting me to come forward to talk to him about this. His channel, his podcast exposes local government essentially. I had never watched it before all of this but he told me he did a segment on us. Any information I could give him I wasn't comfortable speaking to him at the time because there were threats of us losing our jobs even though we knew the Judges appoint us, he has no control, it just seems like he gets his way a lot, so we were all kind of living on edge. I never expected showing up at that meeting to discuss the filthy building would result in all of this drama, I mean just a year's worth of drama. Christopher Bilbrey was very persistent about speaking to any of us, anyone that would talk to him here, and then once myself and a couple of the girls felt comfortable enough and tried to reach out to him, it was radio silence and now all of a sudden he has a new studio where he does his podcast and he will not speak to any of us. So again deductive reasoning is just kind of ironic how gung ho he was to speak to all of us before that and doesn't seem as interested now. We thought after talking amongst each other you know maybe he's the one maybe he can shed light on this, get attention, somebody can finally help, because it it was at that point that I had started hearing about how he's treating other women in the county, verbally and physically, which I was shocked to find out is is still going on I believe.

Marty: ... he's never you've never had any physical interaction with Chuck Poling...

Megan Glickfield: no and actually my father-in-law is an attorney he used to be the attorney for the Commissioners this caused a big rift in our family even, you know, he didn't

understand why I was, why I was adamant about you know dragging Chuck down, and I didn't understand why he didn't care that his family was being threatened. We went back and forth on that a lot. I will say I do think he was the saving grace for me as far as why Chuck didn't try to pursue me or harm me any further. I think he knew because my father-in-law is in it. I just I don't I don't think I was the one you know I don't...

Marty: right you have a little more protection based on your family connections in other words....

Megan Glickfield: I think he knew better essentially right than to mess with me as awful as that sounds OK but yeah that's that's the gist of it.

Marty: And have since that open meeting it's all been through surrogates that you know you felt you've been spied on or attempts to you know mess with you

Megan Glickfield: .. correct..

Marty: ... it's all been through other people in not Commissioner Poling?

Megan Glickfield: Correct. Or little comments he would make to people you know other people in the county.

Marty: Right. What comments that got back to you on that?

Megan Glickfield: Well, just for instance, our court was being accused of, at Commissioners meetings even, or the Judges meetings for some reason our court, not the other three, received backlash on jury trial calendars being backed up. We're not doing our jobs up here; we're not trying hard enough. We're putting people in jail who don't need to be in jail when their jail's overcrowded, and you know he had a stance on keeping this jail or building a new jail that was also a political back and forth. Even as far as our plumbing system goes here, it's been awful. We we have complained about that, and who do you know that they call that Chuck Sewer & Plumbing every time, so I'm sure he's getting several invoices from the county at his personal company.

Marty: Yeah, so have they been out here to do plumbing work and stuff like?

Megan Glickfield:these toilets do not function. After my meeting, well, he didn't, his son, Chuck Owen Jr., donated 40 new toilets to the courthouse, but they still don't flush properly. It's a new toilet, it's a clean toilet because it's new but it's not flushing. Just as recently as I would say let's see, a month or two ago, we had a big murder trial; circuit had a murder trial going the same Monday morning. We have 75 prospective jurors crammed in our courtroom 'cause ...

Marty:they need to use the toilet ...

Megan Glickfield:they have several jurors in there and we are told as soon as we come, in you can smell it as soon as you come in reeked of raw sewage. The ground floor bathroom—maintenance, Chuck, everyone's in there. There's poop spewing up from the ground everywhere. So then we get up here and get ready to start our trials and we are sent an email from HR that the bathrooms are not in function-- they're not functioning that day....

Marty: and you've got a couple hundred people from the county ...

L

Megan Glickfield: so we are trying to figure out two major trials scheduled, what do we do-- do we wait this out? Do we not? We received an email maybe 30 minutes later that Chuck

Sewer & Plumbing is on their way, it's being fixed. A couple minutes later-- it's fixed-- problem solved. We recessed to let the jurors use the bathroom because they've been holding it all morning. Immediately we have a juror stating the male restroom is spewing poop again up here on the 2nd floor. It was just an ugly awfulness...

Marty: well and he's complaining about on at the Commissioners meetings about the county, the court jury trials not being on schedule but at the meantime you can't even hold the trials because the bathrooms don't work...

Megan Glickfield: and we do problem solving court in our courts they do court we do reentry court and he's been invited by the judges several times ----please come sit in on these hearings, please come sit with us for a day to see how things work over here. If a man who's a plumber with no knowledge of how the legal system works critiquing our legal system and its just so ironic to me. His wife was one of the ones who was appointed on the environmental board so he had her dressing incognito coming over, spying during our court hearings, to see if we're really working. They would come up on Fridays which for our court we do, like I said reentry court in the mornings, and we keep our Fridays pretty open purposefully for the hearings, other hearings that may need set, other things that come up. So when they would come over they would never introduce themselves at the office, hey we're here to see what's going on. They would peek in the courtroom. Well the lights are off and the doors are shut, so they must not be working. Well, we don't have court hearing...

Marty: you can be working with that

Megan Glickfield:we're working somewhere in the courtroom but we were accused of not working at all. This went on for a long time and it was always Superior Court One. The only Judge they will now communicate with is Judge Meeks of Superior Court 2, and I'm sure there's a reason for that.

Marty: Is Judge Todd and Judge Meeks and others - are these elected positions ?

Megan Glickfield: They are, they are and I just know there's been drama ever since as far as Commissioners, Judges, sheriff, just it's constant drama at these meetings, its constant nitpicking. It seems like our court has been the brunt of it a lot, and it's its ironic to me. So again I feel like that's my fault for going and speaking up. We've all dealt with a lot of backlash, whether it's personal or pertaining to our jobs. He's tried any way he can to infiltrate and get us in trouble, to get us fired is his ultimate goal I'm sure..

Marty: ... and going back to the two minutes out of the meeting, did did anyone, did you speak to anyone directly in IT about that?

Megan Glickfield: I did I believe, I probably have the emails still. I believe I emailed, I think it was Marcus Elliott. He's the head guy of IT and just asked him hey Marcus what happened to the other two minutes, you know he may have taken a day or so to respond but had told me there had been a glitch in the system and the recording didn't catch...

Marty: And of course it's the 2 minutes....

Megan Glickfield: And you know the record the recording kicked back on when everyone was seated again and calmed down

Marty: and it's the two minutes that he was yelling at you ...

Megan Glickfield: Yes, it is. I believe I believe the girl from the Chronicle requested that as well. I don't know if it exists somewhere. I don't know if it was eliminated completely

Marty: but people on social media saw it because it was there was a live feed....

Megan Glickfield: right and it times out goes black 2 minutes later some odd seconds later comes back on when they're all catching their breath and sitting back down at the table

Marty: And so has his conduct impacted, Commissioner Poling's conduct impacted your ability to work?

Megan Glickfield: Yes I used to love this job. I was proud of this job. I loved coming to work. I felt like I had a purposeful job. Love the people. I work with love the Judge we work for. We all worked great together over here. I've hated this job every day since. I've hated getting up to come here. I've hated feeling like your every move is being watched all the time even when you're not doing anything wrong. I've hated wondering what what's coming next, you know 'cause we did have an employee for the county warn us towards the end of last year, if you thought all this was bad, wait till you see what's coming after the end of the year. He wouldn't allude any more than that to us. I don't know what he was referencing. I've not, we've not experienced any, unless he just means all of the people who have left and it seems like anytime an elected spot comes open Chuck has a crony ready to run. Mike's got one Clerk. We all know Chuck put him up to run. Those girls are all certain they will lose their job come December when he takes office in January and that's just kind of what he does he tries to infiltrate any office he can and then that office is soon replaced with his inexperienced friends or family or whoever so I do think not only myself but a lot of us here have felt like it's interfered with our ability to just come to work to do our jobs I feel like I'm watching over my shoulder here and at home ...

Marty:you feel like you're being spied on.....

Megan Glickfield: Yes...

Marty: and monitored

Megan Glickfield: ... yes ..

Marty: Has, have you ever observed where you thought Commissioner Poling might have been under the influence of any drugs or alcohol at any point?

Megan Glickfield: I couldn't say one way or another, I don't....

Marty:you mentioned his wife has he ever have you heard about him ever expressing a desire to have her employed at the county?

Megan Glickfield: She is employed with the county ?

Marty: How so

Megan Glickfield: I believe through the health department and I know, I know from Mr. Bilbrey, Political Spotlight, he obtained a lot of county emails that he exposed on his podcast before he went silent regarding Chuck using county emails for personal reasons and vice versa letting his wife send people nasty emails through his email--- things of that nature. I know a lot of that I learned about through his podcast where he exposed a lot of that. Just a few months ago there was a man named Gary Miller. I believe he is a friend of Dallas Street who is the son of Tara Street, who is a victim of Chuck's behavior I spoke with Dallas a lot after that meeting, until I was no longer comfortable doing so. But I know that the Gary Miller guy, whether that's a real person or if it's, I don't know, but I know he claimed to live in Florida and got online and

exposed a lot of the similar discrepancies within the county, whether it's about money, buildings, emails and I know Chuck did not like that. I think he had Ed Bounds responding you know essentially him, responding through Ed Bounds is how I always take that against this Gary Miller fellow, but a lot of what he was posting and exposing was it was substantia, I mean it was it was shocking.

Marty: What, what was the nature of what you saw on this Gary Miller? Was it a was it a podcast or an email site, or website?

Megan Glickfield: No, it's a, he has a Facebook page and just screenshots posts. I think he did something similar to what Mr. Bilbrey did as far as requesting, you know like a public request for documents, emails things of that nature. He was just trying to piece things together I think as a third party, so no one here, they couldn't come back on anyone here, is how I took that.

Marty: And how long ago was that when that's....

Megan Glickfield: ... that was just a couple months

Marty: ...just a couple months ago. What were the types of things that were being revealed in that?

Megan Glickfield: One of them was that Mr. Poling purchased the building for Ed Bounds, deeded the building to Ed Bounds. I think the treatment of people was another, another topic he touched on. He was essentially just trying to expose any corrupt happenings within the county pertaining to Mr. Poling, Mr. Middlesworth. As far as exact, I thought, at that time, like I said I had kind of checked out and I'm like oh go him, but I don't you know I was staying out of it at that time. He did cause a little uproar around here when he started putting ... None of us knew who he was....

Marty: Uumm and are you aware of him, of Commissioner Poling ever discussing voting choices with anyone that works for the county during county hours, can you tell me about that?

Megan Glickfield: I I just I had heard about it obviously through the county umm. I think around the time that the week that it was happening whoever just you know talk amongst coworkers here: 'hey I heard he's taking so and so around' -- Ed Hartman was who it was....

Marty: ... that was his candidate for Commissioner ...

Megan Glickfield: ... correct. I heard he's taking people around you know to county offices trying to get votes, so if he comes here, let like you know, just be aware let us know. I think Chuck knew better at that point than to come over here and do that. He's very comfortable doing that stuff in his building across the street, but over here I do think the Judges may have put their foot down a little bit as far as he didn't seem as comfortable to come into our building and start drama as he was before so he did he never came to our office. I don't know that he came over here at all, but we did see the video that was posted, I believe by Mr. Gary Miller, and he very clearly in that video tells the young lady if you want to raise, you'll vote for him.

Marty: And you think that was posted by Gary Miller on the...

Megan Glickfield: I believe so, I believe so and I I don't know what I'm allowed to say as far as my job goes. I do know there was an attempt to charge him with election interference, and it did not pan out so...

... Marty: at least locally ...

Megan Glickfield:locally correct, which was a shame because very clearly in that video he does takes him behind the counter of a government office and at this time he was no one this was before the election...

Marty: not an elected official...

Megan Glickfield: and he you could hear him plain as day if you want to raise your vote for him. We've received raises, big or small, almost every year that I have been a bailiff. I was in the Clerk's office three years before that. Last year we did not and we were told we would not get any anymore. Again I got a lot of backlash for that because essentially you know these people around here well, it's her fault, she went over there and opened her big mouth, so all of this fall out, other people...

Marty: other people in the county got raises, but not the courthouse? ...

Megan Glickfield: I don't know for a fact. I'm sure it's public information. I didn't look into anyone else's raises but court staff did not get a raise this last year.

Marty: And so that would impact you and who else?

Megan Glickfield: Any of the girls that work for the courts. There's usually at least three per office. Sup. 1 has three; circuit has three; Superior 2 has 5, because that entails juvenile court downstairs as well; Superior 3 has four, because referee court downstairs is also up a branch of Superior Court.

Marty: Sure and and was there any reason given why court staff didn't get raises?

Megan Glickfield: Not to my knowledge I know that's something the Judges deal with the Commissioners directly. I know raises were proposed for u, s a \$5000 raise, and it was denied whereas the year before it was approved.

Marty: Do you know whether, and I think I asked you this, have raises been given to other positions within the county?

Megan Glickfield: I don't know that for sure OK...

Marty: but again public ...

Megan Glickfield: yeah...

Marty: What about the Judges, did they get raises?

Megan Glickfield: I believe their salary is through the state.

Marty: through the state...

Megan Glickfield: so they are unaffected, which also bothers Mr. Poling.

Marty: And the talk around the offices, well look what look what Megan did...

Megan Glickfield: Right so, that's been hard you know...

Marty: so people are assuming that that happened because you went you know Poling out to get you...

Megan Glickfield: People are assuming any repercussions we have felt since that May 19th meeting, it it falls on me. I stirred the pot. I shook the boat. I was warned that he plays the long game and that if I go over to that meeting, be prepared. I did not take that seriously enough I don't think, I thought oh what's I mean I'm, I didn't go over there with the intent to be nasty...

Marty: .. right.... ..

Megan Glickfield: I..... didn't go over there with the intent to shame anyone I just wanted attention to how filthy this place, I mean, you'll be stunned. They have since hired, I think we're on our third cleaning company, now, it looks a little better around here, but it's still not being cleaned as....

Marty: and as you said the toilets are still whether they're new or not

Megan Glickfield: Not working all the time

Marty: ...it's those plumbing system is not working properly...

Megan Glickfield:almost once a month I would say there's an issue with plumbing where Chuck Sewer & Plumbing gets called out. It seems like a conflict to me. I don't know, I don't know enough to know if that's of interest but

Marty:and you don't you don't know how much money is

Megan Glickfield: ... he's approving what gets spent for the county and also his company is receiving those invoices...

Marty: and there's a regular need for the plumbing services to come out over and over again...

Megan Glickfield: ... correct...

Marty: because whatever it is isn't getting fixed...

Megan Glickfield: and we've been told this building is old our elevator has been down for several months and we were told it would be at least a year before that's fixed. I've been praying for someone to file an ADA complaint. I don't know how they have it. HR did put on there call them for accommodations. I did speak up and ask what are the accommodations and their accommodation is telling us to do a zoom hearing. Not all of our hearings...

Marty: can be done that way...

Megan Glickfield:by zoom, but there's evidence to present we had just a couple weeks ago a woman on the ground floor with no legs who needed to get up to the third floor. No way to do it. We use the ground floor courtrooms when we can, but they also have a docket. We can't always interrupt their docket to hear what needs to be heard.

Marty: Well and right ...

Megan Glickfield: And we don't always know until people you know have an 11:00 hearing and they arrive at 10:55 and have no way to get up this ... we don't know that until...

Marty: they can't climb the stairs

Megan Glickfield: ...and they can't climb the stairs right. We're being told the elevator is so old it can't be replaced. There's no parts, or I'm sorry, it can't be repaired, it has to be replaced. They don't make parts for it anymore. Once this was brought to the attention of the public, Chuck Poling did make a response on Facebook that he was going to Paris to overnight these parts that this elevator needs and it would be fixed within the month. That was back I believe in April maybe May, it's still not fixed. I don't think there's any any signs of it being fixed anytime soon, but I just think it speaks to the conditions of this building. It's awful plumbing, elevator, all of it -- it's falling apart, and they don't....

Marty: and his, that's the Commissioner's responsibility, is is the building right and maintenance of the building.

Megan Glickfield: yeah, he's not doing a great job of that.

Marty: Is there anything else that you'd like to share? Can I have copies of the emails that you referenced in the jump drive of this? And are there any other incidences involving anybody else that you think that we haven't talked about that you think I need to know about ?

Megan Glickfield: There are incidents with other women in this building. I don't feel it's my place to speak on their incidents.

Marty: Well you've mentioned the Clerk's office and did Chuck Poling ever have encounters with anybody down there?

Megan Glickfield: Yes

Marty: Of a physical nature?

Megan Glickfield: I don't believe it ever got physical in this building, as I've heard it has over in the county building. I think that's part of him placing the cameras. I think he knows where those cameras are and where those blind spots are and he keeps getting the right girls in the right spots. I can't say the outcome would have been the same had it been me, and I hate that it happened to them.

Marty: What, what happened to them did he get in their face? Did he yell at them?

Megan Glickfield: I know he spit in someone's face. I know from what I've heard he's put hands on several people as far as.....

Marty: How how so? What have you heard in terms of

Megan Glickfield:dragging them, you know, nose to nose, close contact, arms around the neck type deal

Marty: putting his arm around their neck or shoulders...

Megan Glickfield: is what I've heard again. It's just you know when things happen especially at first it seemed like I was a safe place for some of these women to reach out to 'cause

Marty: they knew you had

Marty: ... you had

Megan Glickfield: ...had like experiences. That stopped after a while. Again I think I told you know, even a few of them I'm so sorry that that happened to you, but I'm not comfortable

involving myself anymore because at that time I was in fear for myself, my children, my home, my marriage, even if he was going to start rumors like that. So I did hear about several incidents but again I I wasn't a witness to them.

Marty: OK and the incident that you said was sent to Channel 27 without audio-- that was one of the incidents that happened in the courthouse are...

Megan Glickfield: ...yes...

Marty ... involving the Clerk's office...

Megan Glickfield: he was escorted out of the building that day by our deputies and our prosecuting investigators. He would not leave when the deputies told him to. The prosecuting investigators had to get involved, and in that video you do see words being exchanged. They are in the elevator - Chuck, Mike -- they're in the elevator-- the Clerk's office ladies are outside of the elevator. Words are being exchanged. You do see a deputy come up and try to remove them from the building. He refuses to leave the elevator the deputy wanted him to go down the stairs and out, not in the elevator. The elevator takes forever—it just speaks to how old it is. He was not complying. He was so loud -- that's the same floor as the prosecutor's office-- that the investigators came out to see what the commotion ...

Marty: what's going on

Megan Glickfield: and then removed him from the elevator and escorted him out of the building and he had spun it on Channel 27 that Pam was the aggressor and he was not removed from the building. It very much in the video shows him being removed so. But that is one of the incidents that I am aware of, I know there were a few down there in the Clerk's office as far as, I don't think it ever got physical but just verbal, degrading, intimidating. He likes to try to intimidate people, so most of this is just intimidation tactics I think, which works on the right people, you know, and he knows that.

Marty: OK are there any other people who might have relevant information you think would be willing to talk to me today?

Megan Glickfield: I encouraged some of the girls downstairs to speak to you just this week. I know a lot of them are not comfortable with it. I think just like me we all kind of just want this to go away. I think we feel a little hopeless. Nothing seems to ever happen to him or to come of all this. He just gains more and more power. I know Felicity and Beth disclosed that they feel their jobs will be done in December as well because Ed Hartman did when Mr. Middlesbrough did resign, which is a shame. I think everyone's just kind of in fear for their job at this point. It's all kind of up in the air.

Marty: Is there anything else you think I need to know about that you haven't shared?

Megan Glickfield: Not off the top of my head. I'm sure I'm sure when I get home laying in bed, it'll come to me but, this was kind of last minute, had I known I may have may have been able to prepare more, go back and get exact dates or but, yeah this was kind of last minute for me as far as being made aware, so I did try to find the emails that I could find.

Marty: OK well I appreciate your sharing that with me and if you know I'll stop the recording here it's about 2:20 PM on the 31st of July.

2:20pm