

10:20am

Marty: So I'm going to go on the record. This is the interview with Pam Harris, and thank you for meeting with me today. My name is Martha Lemert. Written complaints have been filed with county human resources concerning Commissioner Chuck Poling in the manner in which he interacts with others in the work in the county workspace. I'm an outside attorney and investigator engaged at the direction of Commissioner Shane Middlesworth and Commissioner Ron Stewart in consultation with the county legal department to investigate these written complaints and other allegations involving Commissioner Poling. You are one of approximately 17 county employees currently identified as having information that may 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 disclosure is 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 this investigation, and you are being interviewed as a potential witness. The county asks that you be honest, candid, cooperative, and transparent in the information 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're experiencing retaliation, please contact the county human resources director who will then inform the county legal department. Commissioner Poling will be instructed not to contact you regarding your testimony today. Commissioner Poling, if he does contact you regarding your testimony, please notify the county human resources director who 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 compensated your normal wages for this time.

02:07 Marty: When possible, it's helpful for you to be as specific as you can regarding dates, times, locations, and individuals present, so on. It's also understandable if you don't remember every detail here today. If at some point in the future you obtain or recall additional information, testimony, or documentation you think might be relevant to the investigation, you may contact me by email or phone to provide that. This interview is being recorded so I can prepare the most accurate report possible. Today's date and time are August 3rd, and it's approximately 10:20 AM. Can you state your name and position with the county?

Pam Harris: I'm Pamela K. Harris and I am the Grant County Clerk of Courts.

Marty: OK, and how long have you been the Grant County Clerk of Courts?

Pam Harris: Since January 1 of 19, no, of 2019.

Marty: And how long overall have you worked for the county?

Pam Harris: Since 2010.

Marty: What was your earlier position with the county?

Pam Harris: I worked in the Recorder's office, and then I was Recorder for six years.

Marty: And when you were a Recorder for six years, that was also an elected position,

Pam Harris: Correct

Marty: OK, and your current position is also elected, correct? OK.

Pam Harris: Uh huh.

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

Pam Harris: I have.

Marty: OK, can you describe that for me?

Pam Harris: Well, the one that particularly I was involved with was when concerning my office, which is the clerk's office, they put cameras up in my office when I was unaware. And this office can't, we can't, I can't allow cameras because of the FDI or the tax information and private confidential information that is on my staff's screens. That, the individuals with protective orders and things that come to my counters, that my staff is involved with conversation, those are things that are private and confidential, so we needed those. They came in and put those cameras up after hours when, and so we instructed them to be removed. And, and

Marty: When did those cameras first appear?

Pam Harris: After that.... I was trying to look back through my calendar to see when this took place, but I, it was in the spring, I believe, but didn't,

Marty: In the spring of 2025?

Pam Harris: ... of '26, this year...

Marty: Of '26,

Pam Harris: This year, yes. So anyway, we did, we did get those cameras removed, so I was, I was very, very glad of that. And then, and I was trying to look at my calendar to see for sure when my interaction with Chuck, because it had to kind of do with those cameras and also one of my staff members who's a, a part-time staff member who shreds confidential documents, these are our 4D documents. I even have had to purchase a special shredder that dices things up very finely to accommodate, or to appease whatever the, the Child Support people. They, being the commissioners, took space away from the clerk's office and really squeezed us into a tight area. So they decided that they, again being the commissioners, wanted my gentleman and my shred equipment that the clerk's office purchased, to be moved over to the complex.

Marty: To the complex, meaning the complex for the rest of county government?

Pam Harris: Right, on 401, the 401 Adams Street property; where they were going to put it over there. I don't know, but, but I told them that, that I could not have that, I couldn't have, for one, I think they actually were wanting my, my gentleman that I, the clerk is paying for, and my clerk-purchased equipment. I think they were wanting to use that equipment and my shredder also, I think that's what, what they're going for, but I couldn't allow....

Marty: Did they ever tell you that?

Pam Harris: No..

Marty: or that's just your suspicion as to why they wanted to, move that?

Pam Harris: Yeah, because they, well, so anyway, so I told them that, for one, I couldn't have that equipment going over there, and, and the documents that would be happening to be carried over there are, are those private documents, you know, with...

Marty: are you, you're not supposed to remove those from this location? ...

Pam Harris: ... yeah yeah...

Marty: ... until they're.....

Pam Harris ... if they should happen, the wind catch them and they blow, or, you know, or somebody were to get into them. They, they have to really, they've got really tight, stringent.... Right now, we've got, speaking of that, we've, we just had security people for DCS in doing a security check of, of my office, and they were very picky about locks on cabinets, locks on doors, who's coming and going, a sign-in sheet, wanting to know who has keys for what, so they're very, very careful and particular. So I told him, that Chuck, that my equipment was not going across the street, and he said, well, you're going to have to find some place for them. And I told him, you have taken all my space, I'm, you know, we'll try to get it figured out, but, but I'm not sure where that's going to be. And he said, well, you get it figured out today or we're taking them across the street. And I said, no, he's not going across the street. And then they wanted to move, I have in my legal air office, where these are the ladies that, that directly, like, I've got one that directly works with Circuit Court, one with suit, one suit, two suit, three, and juvenile, they're, they have a copier out there. Well, he said he was going to move that copier and put my shredder out there, and I told him no, but I couldn't do that, for one, the dust from the copier would not be good, for two, the shred, I mean, from the shredder, the shredder is loud and would be disruptive.

Marty: And, and the courts are nearby there, right?

Pam Harris: Yeah, they're right there. Well, the courts are upstairs, but my staff members work with those courts.

Marty; Right.

Pam Harris: So, so he, you know, said, well, you're going to have to figure something out, and, and he...

Marty: Why, why was the, why did you, what space did they take away from you to create this problem?

Pam Harris: They, I had, I had a room downstairs on the ground floor. It's not a big room, but a nice room that my bookkeeping was in at one time. Well, I moved my bookkeeping up here, but then we opened that space up that I stored my election equipment in and in that space, there was a small office, but it was perfect for my shredding equipment, and it was big enough for a desk and he could, he could take the boxes of things that needed shredded and store them in there. It was under lock and key for that door, and then the other two doors of the outer office were locked, so it had a double lock, and that's one thing that DCS is real concerned about, is the double lock system.

Marty: OK.

Pam Harris: And, but they took all that away and gave it to the court, so we had to then move...

Marty: They gave all of that space away to the court?

Pam Harris: Right. They, they opened up a, oh my goodness, I forget what it's called, but it's a referral court, that's, that's not the name of it, but, yeah, but, but they hold one of the courts in there, and then they moved my election equipment over, back over to, they made a room in the basement of the complex, again, the 401 property, in the basement there, and it's under lock and key, and so it's over there, which is a whole other thing. So anyways... So back over here...

Marty: Who has access to that, to that, that election room now, the lock and key?

Pam Harris: Just us, we, we supposedly, although it's supposed to be just the clerk, we have one key, but, but I have, I have a suspicion that, because at one time one of the maintenance guys, before all this got crazy, had told me that maintenance has a key to everything, so supposedly they don't have, but I don't know. So, and sometimes it, it wouldn't be a big, big issue, but this is equipment that's all supposed to be very secure.

Marty: Sure.

Pam Harris: Especially during an election, when the equipment is being programmed.

Marty: Sure.

Pam Harris: Yeah. So Beth over here...

Marty: And who's, who's, and it's your office's responsibility to

Pam Harris: correct--- anything goes wrong with that equipment, it's not going to be, well, the commissioners allowed that to happen, it's going to be the clerk allowed that to happen. And that's, yeah.... So, so that particular day, you know, he, he told me, he got kind of right up in my face and said that he owned, that's a big, big thing of his, that he owned the buildings, he owns the buildings, and that he could do whatever he wanted with the buildings. And I told him, Chuck, you do not own the buildings, the people own buildings, you are merely the caretaker of the buildings.

Marty: Right.

Pam Harris: And he just repeated that a couple times. And then he said he was going to have me put out on the street and take my office clear away from me. And I said, I think I might have even called him Steve, but I don't know, but I said, that's ridiculous, you can't, you don't have the authority to put anybody out on the street, these are the, the people's buildings, and we're here to serve the people, and you don't have the authority to do that.

Marty: So when you describe this, this encounter with him, where, where did this encounter take place?

Pam Harris: It took place right here ...

Marty: ... in this office,

Pam Harris: yeah, the, the door was open, I was in my office, and he was kind of in that little hallway, but there were no cameras there. So...

Marty: And, and how long did this interaction take place?

Pam Harris: Oh, I don't know, maybe, I don't know, maybe 10 minutes or something like that, if that, not, not a real long time, but it, there was some back and forth.

Marty: Did it get loud?

Pam Harris: Yeah, it got loud, and at one point when he came up on me fast, I did raise my hand up in a fist....

Marty: right to, to the middle of your chest,

Pam Harris: right, and he turned

Marty: ... sort of clutching your chest, yeah.

Pam Harris: And also his main maintenance guy, Mike Simmonson, was with him that day, and he turned to Mike, because, but he came up to me fast, and I raised my, my fist up like this, and he turned to Mike and said, did you see that, Mike, and I got the impression that he was expecting me or wanting me to strike, but, you know, and my...

Marty: But you didn't make any contact with him, you were putting your fist up to kind of try and put space between you?

Pam Harris: yeah

Marty: And how close was he when he came right up to you?

Pam Harris: He was close...

Marty: ... so you're, you're gesturing within, within a foot of your face....

Pam Harris: ... where he just came, and he came up fast.

Marty: And, and was he yelling at that point?

Pam Harris: Yeah, he was loud, and I don't know if he was yelling, but he was loud.

Marty: OK.

Pam Harris: And, and I, and he said.....

Marty: Was this part of him saying, you know, I own this building, and I'm gonna put you out on the street, and, and that kind of thing?

Pam Harris: Yeah.

Marty: OK.

Pam Harris: And so he, at that point, he turned and he said, did you see that, Mike, and I said, yeah, Mike, did you see that, and Mike kind of turned his head away, and he goes, yes, it's nothing out of the ordinary, making me think, you know.....

Marty: he's seen it before.

Pam Harris: Yeah...

Marty: ... right.

Pam Harris: He said, nothing out of the ordinary, and at that some point in there, because it was getting loud, one of my staff members apparently called the prosecutor's office, and

three, three invent, or two investigators and one of the prosecuting attorneys were here, you know, they were, right away, they were here. And they, and also one of the deputies came up...

Marty: ... one of the sheriff's deputies?

Pam Harris: Right.

Marty: Did you know if they heard any of this encounter?

Pam Harris: I think as they were approaching, they had, I don't know, but they had to hear some of it. And so the, the deputy, you know, asked them to leave, because I'd like you to leave by the stairs, and, and, and I think Mike might have said, we're not using the stairs, and Chuck said, we're not using the stairs, we're using the elevator, and he held up his little badge, and he says, do you see who I am, I'm a commissioner, and the deputies kind of pointed to his badge and he goes, yeah, and he

Marty: kind of like [says] here's my badge, you know.

Pam Harris: And anyway, so the, the deputy and the two investigators got on the elevator with him, and they, they weren't, they didn't want to let them on the elevator, but they got on the elevator, and then they,

Marty: with, with, with Mike and with Chuck Poling...

Pam Harris: and then, from what I understand, they escorted them out of the building. And the prosecutor told my staff, you know, to just make some notes as to what transpired, and, and so, and I did, and I had it out, and then I'm not sure where I put it, but yeah. And another thing, so that's what went on that day. Another thing that I'm real concerned about... Are you ready for me to judge me? ...

Marty: Well, I'm just, I'm, I'm looking for a statement that you may have created related to this incident. I'm going to show you what I've been provided and ask you to identify that as something that you wrote up, stated it looks like it was around July 1 of 2025.

Pam Harris: Of 2025, oh my goodness, see, time's getting away from me, wow, I'll have to get my other tablet out. Yeah.

Marty: OK, so this is about a year ago that this happened.

Pam Harris: Yeah, my goodness.

Marty: And then you're just looking through that right now, umm, let me know if there's anything that you, umm, want to change regarding that or add to that that you haven't already discussed.

Marty: Is that the statement that you wrote up?

Pam Harris: Yeah,

Marty: ... regarding it. And how soon after the incident did you write this up?

Pam Harris: Pretty quickly,

Marty: Within a day or so?

Pam Harris: yeah.

Marty: OK, did umm... and you indicated other people wrote statements up as well?

Pam Harris: Yeah, I don't know what they did with those, or if, I don't know if they, if they wrote them up, they were told to jot down some notes, I don't know exactly what, what they did or did not do, but yeah.

Marty: In that moment, in that encounter, did you feel at all intimidated by Chuck Poling?

Pam Harris: I did. One reason why I raised my hand up, because I know this has been some years ago, someone in another department, he got into, before he became commissioner, when he was a private citizen, but had a business, he got in a disagreement with, with a county employee and he head-butted them, he broke their nose. So all I could think of was that he's gonna do something....

Marty: ...he's gonna head-butt me ...

Pam Harris: ... it came up so fast, and he got so close, and I, you know, reacted to that, 'cause that's what I was thinking, that, that he was gonna head-butt me.

Marty: Right, you, you, you reasonably thought that he might physically assault you in some way at that point. OK. Have you had any other encounters with ---- well, did you take Chuck Poling's comment about having you out on the street as a threat?

Pam Harris: I actually, 'cause he didn't have the power to do that, he, he thinks he's got more power than what he actually has, he's also been known to say that he is the most powerful man in the county because he's a commissioner.

Marty: Have you heard him say that?

Pam Harris: Yeah, and, and, you know, so I knew he didn't have the power or the authority to do that, and so it just, I don't know, it, that's, I think just where his head is, it just...

Marty: Did it surprise you that he would say something like that to you?

Pam Harris: Yeah, yeah, it, it did, but, but I guess knowing him, it didn't, but yeah, it did, but I, but I just told him, I said, you, you can't put me out on the street, you can't put anybody out on the street, you know, I'm an elected official the same as you are, you have no power over me, I have no power over you, you're just really a caretaker of these buildings, and that's its...

Marty: ... for the people.

Pam Harris: ... Yeah, right.

Marty: Do you know whether he's made threats against any of your employees?

Pam Harris: I don't. I've heard rumors, I don't know, that when I leave office, which I, my term will be up December 31st, when I leave office, that he's gonna have a few of my staff members fired, but, you know, I don't know, I don't know what kind of relationship he's got with whoever is gonna take my place and get that done.

Marty: OK, in following this encounter from July, early July of last year, have you had any other direct interactions with Commissioner Poling?

Pam Harris: Not, not really anything negative, 'cause we just kind of, I, I do know 'cause I have spoke to the sheriff about Chuck and some of, you know, these things, and, and he, the sheriff told me, Sheriff Garcia, that he pretty much instructed Chuck to just stay away from the building and my office, and then if he had business to conduct with my office, to have to send somebody else, so I, I haven't really had too much. Now, I would like to segue at some point to another thing that is of deep concern of mine, and that is, and I just didn't even think to pull this, but, but the clerk, and there are 92 clerks across the state,...

Marty: sure, every county has one...

Pam Harris: .. . Right. We have a special fund, a bank account, that is specifically for child support, and also court-ordered things such as bonds, and all. It's totally separate from county money; it's no way at all has anything to do with the general county fund. Those monies do not belong to the county; those monies belong to specific families where children are involved to pay support, and then the support goes to the custodial parent. Those funds are there for, you know, the court-ordered bonds and, and things such as that.

Marty: Right, it's a separate, like, trust fund type thing where you are the caretaker of that money for other people.

Pam Harris: Right, I can't touch it except for what is ordered, and, and it has very stringent safeguards. State Board of Accounts keeps very close track of that fund, and as, as do we and my, my bookkeeper, but State Board of Accounts is all over that fund.

Marty: Right.

Pam Harris: They, being the commissioners, passed an ordinance of saying that they wanted access to that fund. They, the one, they were spending money like crazy, they were doing projects that they would need to do over because they don't ask any questions, they don't ask experts about anything, but they, but so if something, what, that they paid money for wasn't done correctly, or they still had issue with it, they were pouring more money into it, so they were going through money.

Marty: When, when did they ask for, I'm gonna back up for a second, when did they pass an ordinance indicating that...

Pam Harris: I can get that, I can get that because the, I can get those are stored over in the Recorder's office, and I can get ahold of the Recorder, Kathy Foy, if I don't have it right here, and I can give it to you, let me see. But saying they wanted access.....

Marty: ... to that fund?

Pam Harris: ... Yeah, yeah, and they, oh, let me see if I can get back there and find that. I may have to get it and give it to you, so...

Marty: OK. So, so did that happen this year, or was it...

Pam Harris: No, that was in ...

Marty: ... in 2025.

Pam Harris: Yeah.

Marty: OK. And then, in terms of these projects you mentioned, can you give me an example of something where they, they did a project, it didn't get done properly, and then they needed to throw more money at it?

Pam Harris: The Salem bank building, they've, they've spent a lot of money over there where they've done something and it's not been done properly. I know one of the, the couple of offices over there, there's mold and moisture that, where it, that, that leaks.

Marty: Sure, leaking.... So is that a building that was bought by the county?

Pam Harris: Yeah.

Marty: When, when was that bought by the county, do you know?

Pam Harris: No, we've, I was still over at the Recorder's office when, when they got it.....

Marty: OK, it's been a while.

Pam Harris Yeah...

Marty: and they're trying to, what, renovate it to use for county space...

Pam Harris and they already have a couple county offices over there, like I think dispatch is over there, and the Emergency Management is over there, but they're also trying to get it able, to be able to move some other offices over there, so I don't know. But with, with this fund, so they passed that ordinance saying they wanted user access to that, to that account, and, and if they, if, and this, yeah, this was back in '25, but, and that if they, they were giving me to the first of the year, the end of that year, and starting January 1 ...

Marty: ...of 2026....

Pam Harris.....right, they were going to file charges something, and, no, no, no, they weren't going to file charges, they were going to, I think it was withhold the pay of my staff, I believe that's how they worded it. And for one, I knew they could not do that. And so, so when I....

Marty: so they were going to withhold the pay of your staff if they did not, if you did not hand over user access to the commissioners for this fund...

Pam Harris ... right...

Marty: that you think statutorily the clerk's office is responsible for and has to, it's supposed to be kept separate from everything else.

Pam Harris: And when I, I spoke to other clerks, I spoke to the people, the Odyssey people, I spoke to the Child Support, head of the Child Support, I spoke to the State Board of Accounts, I spoke to the Attorney General, and when I spoke to the Attorney General, and they all said, absolutely not, if they,

Marty:you, you cannot turn that over to the county commissioners.....

Pam Harris they said none of them had any teeth, you know, just, no, you can't, so you can't, but you're on your own. When I talked to the Attorney General's Office, they said, they said, do you see the way that's worded, they want user access, he said, that means they are intending to use it; that was the words from their office.

Marty: Did you have e-mail communications with that office regarding this?

Pam Harris: Yeah, I do, and I can pull those, yeah, I mean, those, those would be public records, right,

Marty: Can I have a copy of that.....

Pam Harris: Yeah, I can give you....

Marty: ... that would give me dates and times of some of the information.

Pam Harris: But yeah, so and then that just pretty much...

Marty: Do you think that that ordinance and that bruhaha was prior to this dust-up you had in July of 2025 when he's yelling at you? Or getting loud with you about moving the shredder?

Pam Harris: I think it kind of was... I'll have to double check. Check my ...

Marty: ... timeframes....

Pam Harris:...yeah... and I can get all that to you...

Marty: Yeah, that would be great. I will give you a business card as part of that.

Pam Harris: But then things just kind of have stopped - its gotten real quiet. [thank you] And that has made me kind of nervous, but I'm thinking, just speculating that they know that my time here is limited.....

Marty: ... is up and then they'll just wait until the new person is in to do anything.

Pam Harris: Yeah, if they, you know, have someone who will stand their ground, or someone that they can, you know, frighten, or someone who's just a friend who plans to work with them -you know, I don't know.

Marty: But your concerns would be if this - if any of these funds were misappropriated or misused in some way, that the families, that these funds should have gone to, could come after the, you know, the government.

Pam Harris: Yeah, well for one. The clerk's name is on that account. The clerk is responsible, so the clerk would be responsible and ...

Marty: The fall person for

Pam Harris: ... yep. The main thing is what you just hit on, those families that are counting on that money and it would not be there.....

Marty: Right and it's supposed to be their money for child support and what not...

Pam Harris: And so many of them are in dire straights anyway; like you said, they're counting on that - they need that money and it wouldn't be there for them.

Marty: Right, right. So, have you observed any other or had any other interactions that you consider to be concerning or involving Commissioner Poling or that you think might be inappropriate or unlawful?

Pam Harris: I hear rumors of things but nothing that I know

Marty: Directly

Pam Harris: ... yeah...

Marty: OK, do you believe that Commissioner Poling was ever following you or spying on you?

Pam Harris: I have wondered about that but I've never seen any

Marty:other than the.....putting the cameras up and trying to put the cameras up in your department.

Pam Harris: Yeah.

Marty: Did, are you aware of him ever interacting with you outside of work in any way that you consider to be inappropriate or intimidating?

Pam Harris: I don't remember ever interacting with him really outside of work.

Marty: OK, have you ever heard him express a desire to have the county hire his wife?

Pam Harris: I have...

Marty: ... Tell me about that...

Pam Harris .. but there again, its nothing directly to me, just rumor. I do know that his wife currently is on the health board which I think is totally inappropriate because of his business, and he is also on the drainage board, and I don't think he should serve on.

Marty: Right...

Pam Harris: ... and he's president I believe of that board.

Marty: Right and is the drainage board an elected or appointed position?

Pam Harris: I believe its an appointed, but its an appointed, I believe by the commissioners as is the position his wife holds on the health board

Marty: So, and his business is a plumbing business, right?

Pam Harris: Yes, a sewer and drain...

Marty: So have you observed at all them doing work here at the courthouse?

Pam Harris: Yes, they're all over the place. Their trucks are quite often over at the Salem Bank Bldg; they're all over the jail doing work up there; they have done work here in the courthouse. Now this is rumor, I probably shouldn't even say this, but I've heard that the county's maintenance team does a lot of this work but then Chuck's Sewer & Plumbing billed for that work. Now there again, that's just hearsay. But I have heard that.

Marty: In terms of filings with the clerk's office regarding things like that, are they supposed to file a conflict of interest form with the clerk's office....

Pam Harris: Yes...

Marty: And how often are they supposed to file that?

Pam Harris: Each year.

Marty: OK, each year that they serve as an elected official? Do you file one each year?

Pam Harris: Yes I do.

Marty: And, when are they supposed to file that each year?

Pam Harris: Uhm at the beginning the year.

Marty: I'm going to show you uhm a couple of documents – here is one that shows a conflict of interest form being filed with your office and your file stamp is in the bottom right of that document, correct?

Pam Harris: Yes.

Marty: And when was it actually filed with you?

Pam Harris: It should've been filed on the day it was stamped – I don't see a date on it. Otherwise....

Marty: So he signed it in 2022 , it says there, but you didn't receive it in your office until April of 2025.

Pam Harris: Right.

Marty: And you, you would only stamp it 'filed' on the date it was actually filed, correct? Right? So this one was late obviously. And I'm showing you there's another one here for 2023 – it looks like – where it was also filed in April of 2025...

Pam Harris: ... right...

Marty: ... and so he submitted those late? And do, I want to ask—do you, does the clerk's office receive filings for candidates?

Pam Harris: ... like

Marty: ... for election?

Pam Harris: Downstairs in the election office is where we receive filings down there.

Marty: .. OK, so you don't handle that..... In terms of ... have you ever noticed Commissioner Poling appearing to be under the influence of drugs or alcohol during any interaction in your presence?

Pam Harris: I don't have a lot of experience with all that, but to my knowledge, I know he gets real excited, but I don't know.....

Marty: You don't know.... OK, and when you say he gets really excited, do you mean he gets upset?

Pam Harris: Yeah, well another time I guess, and there again I'd have to go back and look at my notes, and I can do that, we had concerning the election board. We had a hearing concerning some people that wanted to be on the ballot, but for various reasons there was some discussion about it. And at that time, I'm thinking ...pardon me.... a windmill thing that was going on, and so there was a lot of people at that election board meeting and Chuck was pacing back and forth in the back of the room. When people were at the podium trying to have a discussion with the election board, he would be kind of shouting various remarks and things.....

Marty: When he wasn't at the podium... just over other people?

Pam Harris: ... right, yeah, just pacing back and forth, and it was a crowded room, but...The chairman of the election board asked him if he would please sit down and to please stop.....

Marty: interrupting....

Pam Harris: the remarks....

Marty: the speakers...

Pam Harris: And he just got louder and yelled at him and invited the chairman to go outside where they could settle this. And his wife, Brandy, was heard saying something about, you know, I wouldn't want to do that because Chuck would really do a number on him. So he....

Marty: ... was that a public meeting?

Pam Harris: ... yes, it was a public meeting...

Marty: ... do you remember when that was exactly?

Pam Harris; Again, I can look because I would have that in my minutes, so I can get that for you...

Marty: If you could find, if you could look for that and see if we can dig that out, that would be appreciated...

Pam Harris: Yeah, I can double check and see if there's even a recording of that—there might be....

Marty: Yeah because I think some election board meetings are recorded... I just, if I could find out when that was that would help to try and obtain that. If you can, if you know the date and/or you can pull the recording, that would be appreciated. Has Commissioner Poling ever had anyone else try and intimidate you on behalf of him as a surrogate or anything like that?

Pam Harris: Well, he, I think probably. He does have a special friend named Ed Bounds that I've not really had any direct contact with him although I've heard I've been a topic on his little podcast, but when we were shredding, we had a, because the commissioners also had us clean out the attic space and we had hundreds and thousands of files up there and no place to put them - because there's just no place here, so what we were having to do is bring those down and making sure that that information, those documents were scanned into our system and then we could

Marty: shred them

Pam Harris: ... got permission to shred them. So we had boxes and boxes of these, so I hired a shred company to come and shred those. It was a clerk thing - I didn't have to get anything OK'd; the clerk was paying for it, you know.....

Marty: ...right, from your budget...

Pam Harris: by the commissioners, so when the shred company showed up and we are out there with I think we had like 12 totes or something - this big thing, Ed Bounds shows up and he starts filming the shred company and being sure he's got the name of the company and the

picture of my staff and all these totes and then that, I guess, was a big topic of conversation of 'what were they shredding'?

Marty: Oooooooooohhhhhh..., right....

Pam Harris: Creating suspicions in everybody's mind about that, but that, like I've said, I've never had any direct interaction with him other than that....

Marty: And he's trying to use that to show you know, conspiracy theory, corruption theories or something like that.....

Pam Harris: ... yeah...

Marty: So, and this records were things you had scanned into the system and they could be shredded and they didn't need to be kept...

Pam Harris: ... got permission....

Marty: ... where did you get permission from?

Pam Harris From the retention, from the archives of Indiana records. The retention schedules for all the offices.

Marty: So under a retention schedule, after a certain amount of time, if you've scanned it in, you can eliminate the original document, for certain documents, OK. And, so, have you, other than the incident where you describe where he got right up in your face right in this office, did you feel at that moment that you had anywhere to go to - did you feel trapped in your office at that point?

Pam Harris: Well, because if I felt I needed, I could have gone this way into the other office, but you know, I don't know. I felt fairly secure other than being afraid he was going to lash out at me.

Marty: Did, was he finger pointing at you or poking at you at all?

Pam Harris: He never touched me, but he had his finger up in my face...

Marty: ... and he was pointing his finger right at your face.....

Pam Harris: ... yeah.

Marty: There was no physical contact, right?

Pam Harris: ... Right.

Marty: Have there been any other situations where you feel Commissioner Poling tried to corner you or in any way restrict your movement?

Pam Harris: Not me, I haven't had anything like that, but like I said he was mainly at the other building and I was here, and unless he came over here, and like that was

Marty: ... the one time you had that encounter with him ...

Pam Harris: Uh huh.

Marty: Has his conduct impacted your ability to work?

Pam Harris: Not really because I think – for one I am guarded but, but he has no power over me that I no. He's elected the same as I'm elected and that he has no, really, authority over me.

Marty: So how do you think his presence impacted the work environment generally within county government?

Pam Harris: Oh it's been stressed. When he first became a commissioner and even before he became a commissioner, he was all over the building. He made his presence known quite often and I think he made my staff nervous because I'm back in here, which I don't always see what's going on out there....

Marty: Sure.....

Pam Harris: But my staff.....

Marty: ... and you have the protection of an elected position...

Pam Harris: ... yeah, yeah, And they

Marty: where you were elected by the voters.....

Pam Harris: yeah, right.....

Marty: How do you feel your staff and others that aren't elected officials feel?

Pam Harris: They're concerned. Like I said a little bit ago, I know there are some that are real concerned that when I leave office that they are going to be displaced, and you know, they, seeing him out in places, they try to avoid.

Marty: And other than the statement that we identified earlier, have been any other statements you provided regarding Commissioner Poling ?

Pam Harris: Well there's one which, that is my, I guess that I don't know, at a commissioners' meeting when somebody else was trying to present a situation and they were allowed just 3 minutes to speak their cause and he spoke over them the whole time. I did get up.....

Marty: Is that Megan

Pam Harris: ... yes...

Marty: ... and what did you say in response to that?

Pam Harris: I got up when they said 'your time is up' to her, I got up and said I would like to yield my 3 minutes over to her and Shane said no, we can't do that. And I later told Shane that he should've put the gavel down on Chuck cuz Chuck...

Marty: Took up her time.....

Pam Harris: Hijacked her 3 minutes, and that he was wrong there.

Marty: How loud was he when he was doing that?

Pam Harris: He was loud because he was, of course Megan isn't a loud, rambunctious person. She's very sweet and calm.

Marty: Just a normal voiced person.....

Pam Harris: And he was loud and just talked over her and all through and she tried to continue and he wouldn't listen, wouldn't have it.

Marty: And I believe she was trying to talk about the conditions of the courthouse in terms of the, among other things, the toilets...

Pam Harris: Yeah, yeah, yeah. And he's also real good about things that they've accomplished – we've only been here so many months and we've done all this. And then you bring up something that needs attention, 'we'll we've only been here so many months – how do you expect us to get' – you know – whatever played to his.....

Marty: He's good at spinning things to his benefit.

Pam Harris: yeah, yeah. I'd like to go back to the conflict of interest when you asked if I – there have been times when.... My husband has a small business, and the sheriff's department, they have gone to his business. Now when those things haven gone on, I have turned in a conflict of interest. I haven't been consecutive every year...

Marty: Right, but only in years when there's been some work done...

Pam Harris: ... yeah, yah....

Marty: ... through some department or other..

Pam Harris: Yeah, so I just have to think I need to clarify that because....

Marty: ... but you don't , but yah... So, are you aware of any other communications or incidences involving other people that we haven't talked about, involving Commissioner Poling behaving in some inappropriate way?

Pam Harris: I know he's gone round and round with the head of our health department. He's been very disrespectful there, and I know he has wanted her out and his wife in there, which would be a total conflict because that position, you know, is under the commissioners. I know she has, and she is precious, and she has done that job, I'm thinking what 35 years, 37 years...

Marty: You're talking about the person in the administrator role at the health department.....

Pam Harris: Right, she's amazing... And you know. I note my young lady that I think you've already spoken with (Gracie) he has really gotten in her face and threatened her that 'I'll see you don't work for the county again', which you know, I had already hired her,

Marty: ... right.... So are there any other people besides those individuals that you think might have relevant information?

Pam Harris: ... I think might, but I hate to, because they're gonna be here and if there's retaliation and I do know some of my staff members that he has kind of said they're gonna be gone.

Marty: Do you know whether or not they'd be willing to go on the record and talk about it?

Pam Harris: I don't know. Because of that fear.

Marty: Sure.

Pam Harris: To be honest, the gentleman that, you don't know, because its an election, you don't know, but if, it looks like the one individual who is running for this position is a very good friend of Mr Poling and....

Marty: Well I thank you for your time. If you can pull some of the dates on the election board meeting and some other things,, that would be great, but we're going to go off the record here at about 11:13am.

11:13am

