

1:08pm

Marty: So we are now conducting the interview of Felicity Miller. It's about 1:08 PM on the 28th of July, 2026. Thank you for meeting with me today. My name is Martha Lemert. Written complaints have been filed with the county human resources concerning Commissioner Chuck Poling and the manner in which he can interacts with others in the county government workspace. I am an attorney and outside investigator engaged at the direction of Commissioner Shane Middlesworth and Commissioner Ron Stewart, in consultation with the county legal department to investigate those written complaints and other related allegations involving Commissioner Poling. You are one of approximately 17 county employees currently identified as having information that might be relevant in 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 this investigation and you are being interviewed as a potential witness. The county asks you to 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. Since you are the county Human Resources Director, you should contact the county legal department. Commissioner Poling will be instructed not to contact you regarding your testimony today. If Commissioner Poling contacts you regarding your testimony, please notify 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 this time. When possible, it is helpful for you to be as specific as you can regarding dates, times, locations, individuals present, and what occurred. It is also understandable if you do not remember every detail today. If at some point in the future you obtain or recall additional information, testimony, or documentation that you believe may be relevant to the investigation, you may contact me by e-mail or phone to provide that information. This interview is being recorded so that I can prepare the most accurate report possible. Again, today's date is the 28th of July and the time is approximately 1:09 PM. Please state your name and position of the county.

Felicity Miller: Felicity Miller, Human Resources Director.

Marty: OK, and how long have you worked for the county?

Felicity Miller: A year and three weeks.

Marty: And have you been in that position as the HR director the entire time?

Felicity Miller: Yes.

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

Felicity Miller: Yes.

Marty: Can you describe that?

Felicity Miller: OK, Do you want me to start digging in?

Marty: Sure.

Felicity Miller: So, shortly after I started, my first interaction that I felt was less than savory, I was about a month after I started right before budget time. The health department administrator, Tara Street, had—we had realized that I know her son through mutual acquaintances, kind of exist in the same world, so to speak. And Chuck had seen me talking to her and he came into my office, he shut my door, went on a tirade about Tara and told me that, "I don't trust her, I'm not to speak to her," which I thought was weird, but I thought, well, you know, I don't know anything in this environment quite yet. You know, maybe there is something that is off or odd, so I, you know, kind of moved forward, because (I didn't do this in chronological order.)

Marty: And you had been in the job about a month at that point?

Felicity Miller: ... About a month, Yeah. I had just landed on my feet. It was like drinking from a water hose because the county administrator had been terminated—not Beth, but the previous county administrator had been terminated. The secretary from the Commissioners Office had been moved to the Veteran's Service Office, so Beth had been in my job, in the Human Resources Director job, for four months, and that before I started, and she was moved to the county administrator role. So we were underwater with trying to figure out how the county worked, who was who, what was what. We're also responsible for paying all the claims of the Commissioners Office, all the bills and figuring out how that worked, and there was a lot going on at that time. So I had not had a chance to really get good footing yet at that time.

Marty: And so how long was he in your office on that occasion?

Felicity Miller: Probably 30, 45 minutes.

Marty: Did he give any reasons why you shouldn't trust Tara Street?

Felicity Miller: Not anything concrete, just that she is conniving and she'll—I can't remember the wording he used. It was erratic. He bounced around a lot. "She did this, she did that." It's been almost a year ago, so I don't recall exact details, but it was that she'll find reasons to get you in trouble, and she doesn't like me, on and on. And I later learned that that was because he had a rather violent altercation with her a few months prior—maybe not a few months, it might have been longer than a few months, but that's well documented, and so I learned that later.

Marty: When he was talking to you in your office on this occasion, how far away was he from you?

Felicity Miller: Well, at that time Beth and I were in the same office, so we hadn't really aligned yet. She wasn't in the office; she was elsewhere. Probably, here, from me to the edge of this chair.

Marty: You're noting about a couple feet away, 2 to 3 feet away?

Felicity Miller: Yeah. 2 feet away.

Marty: Did you have a desk between you, or were you just sitting side by side?

Felicity Miller: I was sitting, he was standing kind of at the end of my desk. Something I've noticed is when he gets upset, he's never sitting. He will always stand to have the 'upper ground.'

Marty: Were there any witnesses to this conversation or was this behind closed doors in your office?

Felicity Miller: Yep, it was behind closed doors. At that time there were no cameras in the Commissioners Office. That would come later.

Marty: When did the cameras come into the Commissioners Office?

Felicity Miller: I believe that was after the November blow up with Shane.

Marty: You're talking about the November 2025 incident?

Felicity Miller: Yes.

Marty: And why were cameras put in the Commissioners office at that time?

Felicity Miller: For security purposes is what we were told. In reality, it was really more of a Chuck wanted to be able to maintain what was going on in our office. When Beth moved her desk to a different part of the office, she needed to plug her computer into the internet port that the camera was run to—it was the only one within distance of her computer. So she unplugged the camera. She told them all, "Hey, I'm going to do this because I need internet," and Chuck threw a fit because the camera was off, and so he called IT and told them that they needed to run a new cable ASAP, and it was done by the next day.

Marty: Did that give you a feeling that he was watching the cameras?

Felicity Miller: We know he watches the cameras.

Marty: OK, how do you know that?

Felicity Miller: Because there are things that he—that go on that he wouldn't have known. He wasn't in the building for things that happened on our floor that he would call us on, like one time we had a meeting off site right after lunch, so we went to lunch and then went to the meeting. It was approximately two hours. He made the comment to Beth and I that, "Well, just because you don't take smoke breaks doesn't mean you can take a two-hour lunch," and he was not in the building that day. And there have been other things where he'll call and say, "Hey, you need to go look at this on such and such a floor because they're doing this, that, and the other thing," because he's been watching the cameras and there is login data showing where he has logged in from home. We asked IT to look at that at one point because the Treasurer was using his login to see what her employees were doing after she left at 3:00.

Marty: After this first—getting back to this first encounter where he told you not to trust Tara Street in your office—have you had any other observations or encounters with Commissioner Poling where you thought his conduct was questionable, intimidating, or inappropriate?

Felicity Miller: I have witnessed it; I haven't been at the receiving end of it. I experienced the January event where he came in the office before a Commissioners meeting. You could tell he was agitated and I said "Good morning." I'm a pleasant person. I don't love conflict, so I kind of try to steer away from it as much as humanly possible. And I said "Good morning," and he goes "Well, maybe for somebody it is." And I said "Well, not for you?" And he said "Not for me." I said "OK," and I turned around and I walked back into my office. And before I knew it, he was screaming at Shane. I didn't witness it the first time around; I heard it because I was not a part of that meeting.

Marty: You're talking about the November meeting, and you weren't part of it?

Felicity Miller: I wasn't part of it.

Marty: But you'd heard about it?

Felicity Miller: Well, I heard it.

Marty: You heard it...

Felicity Miller: It was in our conference room, which is adjoining to our office, so I could hear through the walls, everything. I couldn't get necessarily close enough, in similar with Beth's incident, but I could hear it, but I wasn't a part of it. But this one in our office, he was standing in the middle of the office because the Commissioners offices are in cubicles, so there's not much to muffle that,....

Marty: and he was screaming at Shane...

Felicity Miller: ... Screaming at him; just berating him, telling him that he's not a part of whatever he's playing and that things changed, and that, "You know, that what Shane and Ron want to do is not what's best for the county and he knows what's best for the county." And Mr. Ormsby had walked up at that point, so he caught the end of it, and the look on his face was shocked, and Chuck walked out. He said that he was going to have his wife write his resignation, said that two or three times, actually. I think he said his wife was working on his resignation, said that two or three times, and he walked out. I don't believe he attended the Commissioners meeting that day. And then the next week, Beth was out of the office, it was just me. He came up about 3:00 in the afternoon on that Thursday, and he cleaned out his office—I mean, documents, he shredded a ton of documents, he cleared off his desk, took all his personal items out of his office. He brought with him the drainage board secretary and the, at the time, area plan office manager, completely cleaned out his desk. We all kind of made the assumption that he was going to resign. He obviously didn't, he has not been back to the office more than five to ten times since then. He'll come up with the maintenance director, Mike—which I have more—Mike came up, comes up with maintenance or someone else to see if he has any mail on his desk. He might do that once every couple months, and if Beth told you this, but Mike is our maintenance director who previously worked for Chuck and is good friends with Chuck, and in our feeling just an extension of Chuck. I was—Mike decided to demote his assistant director, and I sat in on the meeting where he did that, and he told him that, "Well, we're all going to get a raise anyway, so your pay is probably going to be back where it was by next year," and I looked at him and I said, "What are you talking about?" Because we hadn't done budgets yet, we had not figured budgets, even preliminary budgets weren't due at that point, and I said "What?" And he goes, "Oh, you hadn't heard that yet, the council's going to give us all raises." And there was no way for him to know that, but Chuck often says that he has the council, that the council does his bidding. Chuck often uses the phrase "You're either with me or you're against me," which I feel as though is a bit of an intimidating phrase.

Marty: And it's the council that determines what the

Felicity Miller: Correct ...

Marty: What each budget's going to look like and the raises....

Felicity Miller: Each department makes recommendations on what they would like to see their salaries to look like in the next year. It's ultimately the council's decision.

Marty: Going back to when he burst out at Shane in the middle of the office in January of 2026, how long did that last?

Felicity Miller: 25 to 30 minutes, because there was the initial outburst. It got quiet for a little bit, as if they were talking, working things out, and we were kind of hopeful that they were going to—that they were going to work things out, because since November, things had been

tense and off and weird, and so we thought "Well, maybe they're going to decide their differences." And I think ultimately Shane ended up telling him that he wasn't going to change his mind, that he wasn't going to go along with what Chuck wanted, and Chuck went back to yelling. Chuck views Shane as a son, and he has used that phrase multiple times, and as a son, he feels as though he should behave in the "sons obey your fathers" kind of way, and that's not quite how Shane has felt. So they disagree on that point.

Marty: What happened next with respect to Commissioner Poling after that outburst involving Shane? When was the next time you had an encounter?

Felicity Miller: I honestly don't know. He made himself so scarce around the office that we—he wouldn't come up before Commissioners meetings, he wouldn't interact with us. I can't confirm it, but I'm fairly certain he made himself an office on the 4th floor in the area plan office because he's in the building three or four days a week, but he just does not come to the 6th floor. As he quoted, "We are a bunch of snakes on the 6th floor."

Marty: When did he say that?

Felicity Miller: Before he took Beth into the conference room, because he came in the office and she asked him how he was doing, and I was standing at my door and he said, "Well, I'm just getting used to working with a bunch of snakes," and she said, "Oh," and at that time, he kind of like [moved his] arm over Beth's shoulder and kind of drug her into the conference room. I think he was trying to—

Marty: Did you observe that?

Felicity Miller: Yes, I tried to listen into that as best as I could. None of us—we were all startled with both of Shane's incidents that we weren't able to record any of it, because I'm well aware of what proof is necessary to prove that things happen, so I had taken my phone and put it between two files and set it on a bookcase that was by the door, and it didn't pick up very much because of the—where he was in the room with her is further from the door, and I would imagine the proximity. He has NO personal space instincts. Most people feel uncomfortable when they're within a particular distance of people.

Marty: Sure.

Felicity Miller: He has no problem being less than a foot from you, and it's everybody.

Marty: Have you experienced that, where he's been....

Felicity Miller: Yes....

Marty: within a foot of you talking to you?

Felicity Miller: Yes... And it's not even when he's upset, it's all the time. He just does not respect personal space at all. He's big on whispering in people's ears when he wants to say something that he doesn't—if he can't get out of camera shot, he'll lean in and whisper in somebody's ear about things. On the day that he took Ed Hartman through the buildings, the commissioner elect, Shane had requested all of that video footage be reviewed, so he had IT clip it. I watched it, and you would see they'd be walking through—this happened a lot in the courthouse—they'd be walking through, Chuck would need to say something, and he would kind of grab Ed's arm and pull him out of view of the camera, and then they'd go back to walking where they were. So he knows where they are, what they cover, and where he can be to be off camera. That day with Ed Hartman, they also came to the 6th floor. It was Chuck, Ed Hartman, Mike Simonson, maintenance director, and Sammy McMullen, who is part of the maintenance team. He's also a sheriff's deputy, a special deputy. When this was particularly

intimidating, because when we fire someone, we bring Mike and Sammy along so that they can get their belongings and they can escort them out.

Marty: OK, for security?

Felicity Miller: Yeah. So that was unnerving because Chuck had not been up in the office—I guess that was probably the next interaction, when I think about it—they came up, and Ed, you know, nosing around, he walks into my office and says "And you are who?" I said, "Well, it's my office."

Marty: Who said that to you?

Felicity Miller: Ed Hartman.

Marty: Ed Hartman

Felicity Miller: I said, "Well, it's my office, who are you?" He goes: "Oh, well, I'm Ed Hartman." "Oh, OK, well, I am," and I introduced myself and he goes, "Well, it's good to meet you. I've never really had an opportunity to be up to this floor, so I'm just checking things out." It's like, "Oh," and he put his—Chuck walked him all the way back to Shane's office and he walked around in Shane's office, and when I kind of half asked Sammy what we're doing, he said, "Chuck just requested that Mike and I be with him during our time in this building." They did not go with him to the courthouse because there was a sewage leak in the Sheriff's Department, which after Chuck was done with walking Ed around the buildings, he put on his plumber hat and went to work on the sewage leak in the Sheriff's Department, using the maintenance team as labor. They were there until about 8:00 that night to deal with that sewage leak, and as much as they've apparently dealt with that, they felt like they needed a machine to snake pipes with, which they probably did. Chuck had one in his business. He let the county use it, and when the new one came in, Chuck took that one to his business.

Marty: Do you know how old the Chuck's one was?

Felicity Miller: It was allegedly new. I can't confirm that. I don't know if it was new or basically new or—I can't imagine the new piece of equipment just sitting within a business, but it could have been.

Marty: Do you know how expensive that piece of equipment was?

Felicity Miller: About \$1300. We just paid the claim on that, I believe, last week, because the item just came in. It had been backordered quite a ways.

Marty: In terms of this event where Ed Hartman was being shown around the building, did Chuck—Commissioner Poling—ever talk about Ed Hartman's candidacy?

Felicity Miller: He had with Emily Barnes on the 5th floor. Emily is 23, maybe 24, very young, very, very sweet. We knew they were working their way down the floors, and after they left our floor—so our mailroom is on the 5th floor—so we gave him some time, let him get off that floor, and then I went down to run the mail, and I walked in and Emily just looked shell shocked. I mean, she was just—and I said, "What's up?" She goes, "Oh, well, Ed Hartman was down here." So yeah, and he had walked back into their office area behind their closed door, walked in, welcomed himself, there's video of this, and Chuck had insinuated—didn't come out and say it—but she, he'd asked her if she was going to vote, and she said, "No, you know, I only vote in presidential elections." She later told me that wasn't true; she just felt uncomfortable. And Chuck said, "Well, we need you," and he thumbs over, like with, "This guy, because he's running for commissioner." This was sent through the state police, they said that there wasn't quite enough there to do anything about. I don't recall if it's super hearable, but she has told

me that he insinuated that if—that she would get a raise if she voted for Ed Hartman, because we wouldn't be building a jail, which I assume is kind of the same direction that Mike was going with "We're all getting raises."

Marty: In terms of Commissioner Poling, have you ever had employees in your role as HR director come to you to complain about his conduct?

Felicity Miller: Yes.

Marty: Can you tell me about that?

Felicity Miller: Yeah, so the one right off the top of my head is Gracie Johnson, and that's recent. We might go backwards so I can get through differently. She was—she worked for the Treasurer, and Chuck spends hours and hours when he's in the building in the Treasurer's office. They go behind closed door, they talk, they scheme. He had told the Treasurer's employees that Beth and I couldn't be trusted, that they had an HR concern to come to him. So she was a part-time employee, the Treasurer had been asking her to work full-time hours, which I can't really do much about because she is an elected official's employee, but it was—I was watching it because I could see what was happening. We're required ...

Marty: ... in terms of the time cards and things like that...

Felicity Miller: ... Right, yes. So we're required at the average of 30 hours per week. If she works more than 30 hours a week average, we're required to offer her benefits.

Marty: Sure.

Felicity Miller: And we were—we were there, I mean, with one more time card she would have been in an average at 30 hours. Our handbook says no more than 28 for a part-time employee, neither here nor there, not the topic. But Gracie emailed an application for a position in the clerk's office and I passed it along to the clerk. The clerk said, "I want to hire her," and so that Thursday, I believe, Gracie came up, she gave me a copy of her letter of resignation from the Treasurer's office, letting her know that she'd be leaving, she offered her—I think it was close to three weeks' notice—gave it to the Treasurer, she never said anything to her. Well then the Treasurer told Chuck about this, and so Chuck and the Treasurer were scheming on how to get Gracie to not be able to take the position. And this, you know, in the county building, the walls have ears, everybody talks, the gossip email is huge.

Marty: Sure.

Felicity Miller: So I took some claims down to the Auditor's office, because they're who pays the bills after we write up the claim, and the chief deputy of the Auditor's office pulled me aside and she said, "Hey, I really like Gracie. I just want to make sure that there's nothing that's going to impact her job." And I said, "Why do you say that?" And she goes, "Well, there's some rumblings that some of the powers that be might be working on a plan to make her not be able to take that job," and it would—it's not a tough step to say who, because Chuck is always in her office. None of the other elected officials really like the Treasurer much. She's abrasive, she's hard to work with, and so, you know, we take the information, we keep it in mind. And she comes up the next day and she says, "I don't think I can work out my notice." "Say, well, why is that?" She said, "Well, because April hasn't said a word to me, she is talking about me to everyone." She goes, "And Chuck came into the office today," and again hooked her around the shoulder and pulled her into their break room and told her that, you know, the clerk didn't have approval to hire, and that that's not really a position that should be open, and that Pam, who's the clerk now, is done in December, and Mike Scott, who was one of the group that Chuck pushed to get elected, is just going to fire her anyway when he's elected.

Marty: What was the position that she was moving into in the clerk's office?

Felicity Miller: Just a bookkeeping role.

Marty: Yeah, not a policy making role or anything like that?

Felicity Miller: No, no, just a worker bee. I think the clerk's office has two open positions at the moment, so we're on a hiring freeze from the council. We have to get council approval for any position that is hired. The clerk had gotten approval in March to hire this position, so—

Marty: So there was approval?

Felicity Miller: There was approval, yes.

Marty: And Gracie, did she share this with you, did she come to you to talk about it?

Felicity Miller: And we, you know, she said, "But they say if I don't work out my notice that I won't be able to take the job," which—the way the handbook reads, our handbook hasn't been updated since 2011, I'm actually working with Gary Johnson to get this updated so it's a little more clear—but it says that an employee is required to give notice, that if they do not give notice that they are ineligible for rehire. She gave the notice, she didn't work it, but at the same time she wasn't leaving county employment, she was going from one county office to another.

Marty: It was not a rehire...

Felicity Miller: .. It's an internal transfer, and that's kind of what I counseled her on. I'm like, you know, this handbook leaves a lot up to the imagination, but this—I don't see this as a termination and a rehire situation. And so I said, "I don't foresee this being an issue." Well, come the Monday of her start date with the clerk, Chuck made it an issue. He was in the Auditor's office talking to the payroll deputy, who is one of his sources of information. She'll tell him anytime anybody does something that he'd be interested in, and so he gets all up in arms about it, and the Auditor sends an email out that basically says, "Can I pay her? She's worked basically a week now. Can we pay her for this because if she wasn't eligible for rehire, should she even have been hired?" And so I sent a very nice message back saying, "So yes, because, you know, it wasn't a termination, it was not a rehire situation. It's internal transfer." And she sent back, "I'm going to need attorney approval on this before we can go forward with paying her," and I'm like, "OK, so why am I here?" But Chuck's just in the background, just orchestrating this, stirring the pot. One of the ladies in the Auditor's office had said he'd been in the payroll deputy's office for a couple hours the day before.

Marty: Why would he—I mean, if you know, why would he have it out for someone like Gracie who's just—

Felicity Miller: Because the Treasurer—he's buddied with the Treasurer and the Treasurer got upset about it, and it kind of tags in with the next previous one, which was also Treasurer's office employee who left the Treasurer's office for another elected official's office. She went to the Assessor's office; her name is Delaney Zech. And Delaney was very respectful when she said she was going to leave and she left for the Assessor's office and she turned over everything. She offered to train anybody; she was the chief deputy, who had been there for about 10 years, and she gave her everything—all but one notebook that had some handwritten notes from a training—but it was mostly personal, it was mostly personal stuff. And so she took the notebook and April was sure that it had like the 'key to life' for the Treasurer's office in it. I haven't seen it, I don't know what was in it, neither here or there. Chuck and April were telling Delaney that they were going to hire an attorney to sue her for the materials within that notebook and have her fired from the Assessor's office, which they don't

have the authority to do from another elected official's office. So that was the next previous.....

Marty:OK, and again it was just because—

Felicity Miller: Because she was leaving.

Marty: She was leaving and the Treasurer felt upset by them?

Felicity Miller:.... Yeah, I think she was embarrassed because she doesn't really know how to run her office, her employees run her office for her, and so when Delaney left, I think she got nervous and when Gracie left, she got anxious. I think it was an emotional response. And then all this time, there's one employee left, her name's Morgan, and the Treasurer and Chuck hold over her head the fact that she has a felony for when she was 18, but April hired her—the Treasurer hired her knowing that—and has held it over her head always, and that's why she wouldn't give her the chief deputy position after Delaney left, but Chuck goes and he'll stand at the counter. I recall being behind him one time when he was, before Delaney left, that he's going on and on to Delaney about how, well, she really should be married, because Delaney had said, you know, I'm probably never going to get married again, that sort of thing. And Chuck asked,

Marty: ... Was she divorced or something?"

Felicity Miller: Yes,

Marty: yeah...

Felicity Miller: she didn't want to go through that again. She said, "I don't think I'll ever do it," and Chuck said, "Well, you need to. You need someone there to support you," and then, and she said, "Well, I've, you know, I've got family, I've got a boyfriend, they do that, it's all good." "Well, God says you need to be married, that that's the kind of life you should live. Are you a godly person? Do you go to church?" And I'm just, I kind of stood there and I'm like, oh, I kind of forgot about that interaction.

Marty: So, Commissioner Poling is quizzing an employee about their religious...

Felicity Miller: ... oh yeah,...

Marty:... conduct and beliefs?

Felicity Miller:Yes, he'll say, "Now listen, this is what you need to do, this is what you got to do." He does not do that to men, he does that to women, the way he talks about women....

Marty: I was going to ask, does he treat women differently than men?

Felicity Miller:..... Absolutely,

Marty: ... How so? ..

Felicity Miller: ... Absolutely, it's in the way he talks about women and talks to women. If he talks, talks down to people, he'll say, "Well, this doesn't concern you," and

Marty: ... He'll say to women, "This doesn't concern you,"

Felicity Miller: Yeah.. This doesn't concern you.

Marty: Will he hold his hand out?

Felicity Miller: Oh yeah...

Marty: ... like that?

Felicity Miller: And when he's talking about women who had disagreed with him, "Oh, those, pardon my language, I don't generally cuss, oh those bitches, those, those women down there," which kind of leads into some unsettling things that have been said by a podcaster that he's affiliated with. I don't know,

Marty: well, let's, let's focus on this first. So he, he would say, he, he would talk about women, and refer to them -- women that didn't agree with him on something?

Felicity Miller: Yes,

Marty: And refer to them as those bitches?

Felicity Miller: Yes.

Marty: Where would he say things like that?

Felicity Miller: That would be like in the Commissioners office, before he stopped coming up there, or he referenced the clerk that way a lot.

Marty: The clerk, who is the clerk?

Felicity Miller: Pam Harris.

Marty: And that's an elected position?

Felicity Miller: Absolutely Pam and Chuck, shortly before, now maybe shortly after I started, that timeline's a little fuzzy for me, a lot happened, like in that time frame, around the time I started, they had an altercation at the courthouse regarding her employees, and the whole fan and plant debacle. So the Commissioners had decided to remove all live and fake plants from the buildings, all fans and heaters from the buildings.

Marty: Why fake plants?

Felicity Miller: Allegedly they held dust that was impacting air quality,

Marty: And all heaters and fans?

Felicity Miller: Yes, which the heaters and fans made sense, so there had not been a lot of maintenance done to our buildings in the previous 20 years, so people were using space heaters and fans to bridge the gap with things that weren't working. So they wanted to know where the issues were so they could fix them, and we did find things, I mean, there was, there was a place in the detention center that, in the offices, that the heater hadn't worked in five years. She'd been using a space heater, but when she was unable to use the space heater, her office got to 50°, and she said, "OK, look, you know about the problem until they fix it. I'm going to bring my heater in," and Chuck said, "Absolutely not, absolutely not." Well, her office is 50°, we cannot let her work in a 50° office. And, and, but he, he was adamant that the rules are the rules, "We don't, we don't, we don't do that," but if it was, you know, somebody he liked, he would say, "Oh, well, maintenance has a heater that ...

Marty: you can borrow."

Felicity Miller: ... Yeah,

Marty: So there were people that got to use heaters or fans if he liked you.

Felicity Miller: In an emergency, yes, they had, they got hung up on if it's a grounded plug, it just kind of, it ended up being less about the original intention and more about the control. There was an employee also in, in that building, the, they called the D home detention center, whatever you would like to call that building. She had asthma, something to that effect. She had an air purifier in her office, and Chuck had instructed the maintenance director to walk through all the offices and confiscate items that were not allowed, and he went to this employee's office and said, "That's got to go," An air purifier that had a doctor slip on the top of it saying she could have it, and she said, "It's an air purifier, it's not a fan, it's not a heater, it's plugged into a surge protector, the surge protector is grounded, what is the issue? [He said] We're not allowed to have it," and ultimately got back to us.

Marty: Because it's an accommodation, an ADA issue.

Felicity Miller: Yes, it got back to us because Beth and I are the ADA coordinators, and he said, "Well, well, Mike, that has a doctor slip. Mike, said anybody can fake a doctor slip," I said, "That's not for you to decide, that's an accommodation that is allowed," and there have been several others of those to do with lighting issues and things like that with Mike that he's taken the 'Chuck tone'. We have an employee that has one eye, and she wants, she had a light directly over her desk reflecting off her screen. She said, "I'm not a complainer, but this is hurting my head," she said, "I have to go home and just close my eye and be in the dark for a while because it hurts my head...

Marty: ... because the light is so bright."

Felicity Miller: We changed all of our lights to the LED lights, and it's a little intense, and Mike, we said, "Mike, we need, we need you to turn this light out. There's plenty of light in the office, there's like eight or ten more lights in this office space," and he says, "Well, it meets OSHA standards." That's not what we asked you. This is, that's reasonable to turn out one light when there's plenty of light in the office, it needs to, it needs to be turned off, and so he, he fights us regularly on ADA compliance, partially, probably because the county has never been abundantly compliant. But Chuck also has that attitude of, "Well, why do we need to do that, why do we need to do that?"

Marty: So, OK, have you, have you ever observed, besides the incidences that you've reported, Commissioner Poling communicating with you or others in a way that you consider to be threatening or coercive or intimidating?

Felicity Miller: Not him directly, he does, he does a lot by proxy, he has a lot of people that do his work for him.

Marty: You mentioned a podcaster, tell me about that.

Felicity Miller: I have a whole page on Mr. Ed Bounds. So I had, I had not heard of him before I started working for the county. Umm, and he, he does Facebook news, he's a podcaster, he owns an LLC called Digital Marketing Productions, he runs Marion Source News and Ed Bounds After Dark Podcast. Kind of the first time I experienced him in reference to the county was with that whole plan, I call it the plant debacle because that's the best thing I got for it, because it's, it's at this point just a joke, we joke about it a lot, but he, there was a video footage of the recorder, Kathy Foy, and her chief deputy, Aubrey Fuller-- they had an altercation with Mike Simonson, and Ed acquired, Ed Bounds acquired this, this video footage from Richard Tyson, who's a different news source in the county, they are both abundantly sponsored by Chuck. I'll

get to a little bit more on that about later. He acquired this video in which Ed Bounds says, "I don't know why Aubrey was even down there because she is on FMLA for PTSD.

Marty: How would he know that?

Felicity Miller: It's likely that Chuck had told him, which is a conclusion that Aubrey came to, and she filed an EEOC claim to that effect. Chuck sponsors 90% of the content on across Ed Bounds' platforms. Earlier this year

Marty:Is it, by sponsoring, do you mean that his business, the Chuck, the plumbing business, are advertised on there?

Felicity Miller: Yeah, Chuck's entity, Chomp Properties, which is 100% owned by Chuck, quitclaim deeded a property in Marion to Ed Bounds Digital Marketing Productions LLC right before the election in May. The timing is interesting because the candidates that were not supported by Chuck in this past general, er primary election were told that there was no ad space for anybody else during, during that general election. None of those candidates showed paying Ed Bounds on their financial disclosures.

Marty: You mean none of the candidates that did advertise...

Felicity Miller: ... Correct....

Marty: ... on Ed Bounds showed any expenditure...

Felicity Miller: ... correct.

Marty: Was there any income donation to, from Ed Bounds, to them or any?

Felicity Miller: Nope, it was not reflected...

Marty: .. But they did advertise, ...

Felicity Miller: ... they did advertise, yes. Also during the election period, he would do the Facebook live thing about county employees. He would name Tara Street, he'd name Kathy Foy, he would name Beth Winters by name, and the rest of the county employees were just those bitches down at the county, talking about how much everybody was ragging on Chuck, that he, you know, that he's loyal to Chuck. Chuck appeared on Ed Bounds' podcast to talk about county business at the beginning of that podcast. Ed Bounds, I am sure he was joking, he referred to Chuck as, well, his studio in this building that Chuck gave him is the Chuck Sewer and Drain Studio, um, which it's in his right, um, but he called Chuck the, the CEO of the podcast, um, where he talked about the county and the, the people, and it was an hour and a half, and he talked about the issues with Shane, blamed Shane for a lot of things, talked about employees, all of that on the podcast. Probably the most shocking thing that Ed Bounds said, in my opinion, in, in reference to we, we bitches of the county, as he said, "For one thing, I'm not going back to prison, I'll go to heaven, I'll go to hell, get it in between, but I'll say I'm not going by myself," and I have a screen recording of that Facebook live. Since then, in the past 48 hours, Ed has deleted all of his Facebook lives from the time of the election.

Marty: From 48 hours before now?

Felicity Miller: Yes, I looked at them on Sunday evening ..

Marty: ... and they're gone, ...

Felicity Miller: ... and they're gone now, ...

Marty: ...but you had, you captured that podcast?

Felicity Miller: I got that one podcast just because he had called particular county employees out by name, not elected, right...

Marty:..... just employees,

Felicity Miller: employees. Kathy's elected, but Tara and are just employees, and I, I felt it was necessary to go ahead and clip that. I know there's other people that have more of it of that.

Marty: As a result of that, did you get any, was there any response to you or others at the county government from members of the community regarding that podcast? Did you get any hate mail or any, any, like...

Felicity Miller: we did not, we, we have heard a lot of, "Are you OK?" ...

Marty:from people, ...

Felicity Miller: comments from people, you know, "What's going on down there? Are you guys safe? Are you OK?" It's in a different Facebook live, he said, and now Ed Bounds is a felon, he tried to have an expungement done and it was not successful. He said, "I'm always carrying, if I'm out and about, I've got my whatever, and if I'm at home I've got my whatever."

Marty: So how safe or secure do you feel in the building?

Felicity Miller: Oh, not at all.

Marty: Why not?

Felicity Miller: Because we have no security. He could do whatever he wanted, we're on the 6th floor, umm, and is it,

Marty: is a 6th floor high building?

Felicity Miller: Yeah, just, OK...

Marty: ... so you're on the top floor,

Felicity Miller: Yeah, we're on the top floor. And like just this morning, Chuck had a drainage board meeting, and I looked out at the courthouse, and he and Ed Hartman were evaluating the quality of the concrete work at the courthouse, and they turned around to walk back towards our building, and my heart started to pound because I was by myself, and if he came up to the 6th floor and I was by myself, there's one door into our office, one door out, umm, I couldn't, I couldn't have made it out of my office if I needed to, umm. I have seen enough, I've talked to enough people who will say, "Well, you know, he's truly evil," I've had, I, more, more than five people have said that to me. It's, it's the fact that he was married to the mom of a kid I grew up with, and he put her in the hospital.

Marty: He put..... he put that mom in the hospital?

Felicity Miller: Uh huh. And she, she was a judge, and I know what he's capable of, and before I started, I kind of asked Beth, I'm like, "How much interaction are we going to, going to have with him because I'm not, I don't," she goes, "Well, you know, everybody says he's changed and he's different, and we really don't have that much interaction with him," and I said, "OK."

We've learned that he, you know, you really don't change that much, I guess. But I feel like we have reason to be anxious about him being in the building and, and that interaction, I'm 5 foot 2, I don't have a lot behind me.

Marty: Sure...

Felicity Miller: I'm not, not saying that it would come to that, I don't, I don't know that he would, would necessarily get physical in it, and the building maybe, has more strength than that, but it just makes me anxious."

Marty: Has he ever physically touched you in any way?

Felicity Miller: Yeah.

Marty: How so?

Felicity Miller: Just like a, a nudge and when he, when he's like, "Yeah, you need, you need to do this, and you need to do this and you do this," I'm like.

Marty: Where does he, when he touches you, where does he touch you?

Felicity Miller: Arm...

Marty: ... on your arm.

Felicity Miller: Yeah, yeah.

Marty: And, and he's trying to convince you to do something or to agree with something or, OK.

Felicity Miller: Yeah, and I said, "I'm conflict averse," so I generally agree to get him to stop, I'm like, "Yeah, OK, yes, OK."

Marty: Has he ever gotten close enough to you where he's, where you felt spit on you or...

Felicity Miller: Yeah.

Marty: ... Tell me about that.

Felicity Miller: I mean, it wasn't like he was upset, but it was just like I said, he has no personal space, he has no, no understanding that that's too close, and it, it wasn't even, he wasn't like upset, he was just a little, a little worked up over...

Marty: ... something...

Felicity Miller: .. Well, I think that was so when I said, we, we were kind of tossed in, we're learning about things, there was a, a bill that had not been paid because it didn't come to me, it didn't come to me in an email, went to somebody else on somebody else's email, it didn't get it in the mail, I didn't know that, I didn't know it existed.

Marty: ... right...

Felicity Miller: And he came up and he said, "Well, the Auditor says that you should have known about this and you should have had this taken care of, and, and this needs to be paid because they're going to do this and they're going to do that," and I'm like, "I don't have this bill, I didn't know it existed." "Well, you've got to get that figured out," and I'm like, "OK, I'll get

it figured out," and called them, and they said, "Oh yeah, that's a quarterly, or that's an annual bill....

Marty: ... it got misdirected....

Felicity Miller: ... Well, they said it went to the previous secretary of the Commissioners, and she'd been moved to veteran's service, which she was not happy about the move, she was not going to help the Commissioners office out for anything, so she, they sent me that, I paid it, no harm, no foul...

Marty: ... right...

Felicity Miller:... Taken care of, but he has a tendency to blow things out of proportion like that. You know.

Marty: Does he take things personally, like...

Felicity Miller: I don't know if that's what it is, he's just always looking to catch somebody in not doing what they're supposed to be doing. We, the courthouse elevator is, is broken at the moment, the brakes that didn't, are not working on it, we had to get those ordered, my maintenance director had sent me a quote for them, and I said, "OK, we have the quote," we went to the council, they approved it, I never got an invoice for anything, so I'm holding the quote, and Chuck calls one day, "Well, we've got to get that paid," I'm like, "I don't have an invoice, I can't pay for...

Marty: ... no one's invoiced it, right...

Felicity Miller: you get me an invoice and I'll pay." "Well, they're not going to order the parts until we pay them," I'm like, "Get me an invoice and I will pay it," And this all came through, this didn't come from Chuck, this came from Mike. Mike is the deliverer of the Chuck news, often, "Well, Chuck says, well Chuck says, Chuck says you need to do this, Chuck says you need to do that," and I said, "Get me an invoice and I'll pay it," and I did, the next day, and it went out, and, but it's, it's things like that. He, through, this one was through the Auditor, I believe, the Assessor's department, their Assessor's chief deputy is on FMLA, she's taking care of her, her grandparents, but they raised her, so she's been out of the office, still working some remotely, taking care of her duties, she does their payroll. They have an employee that's been with the county less than six months, so he doesn't have vacation time yet, which that's county policy; when she did his last payroll, he had taken some comp time because the Assessors are out of the office doing assessments as they're supposed to, and it doesn't always follow the 8:00 to 4:00, so they end up with some, you know, too, ...

Marty: they might accumulate a little bit of comp time

Felicity Miller:and they flexed it out. So she put it on as timesheet, she entered it with an V code instead of C code, which is vacation for,

Marty: instead of comp time...

Felicity Miller: and if you look at the keyboard, the V and the C are right there together, it was a clerical error.

Marty: ... Right, so typo...

Felicity Miller: ... yeah, and, you know, she was already correcting it, but Chuck was making a big deal about it, because, "Well, she's giving him vacation time and HR probably told her that

he could have it," and so he blew it completely out of proportion for what was happening, it was being corrected. It didn't change his pay, it was, it was a, it was ...

Marty: just a different bucket, ...

Felicity Miller: Just a different bucket..... and so that, you know, we resolved that, but it was just bigger than it needed to be, because, you know, Cami (who's the Assessor's deputy, chief deputy) she witnessed the Tara incident and was also at the receiving end of some flack from the drainage board, to do with something with her home, which Chuck is the president of the drainage board, so she had come up and given us a written complaint as well. I believe Beth brought over those files this morning with all the, all the items in them.

Marty: And so was Chuck trying to accuse HR of dropping the ball on that or, ...

Felicity Miller: well, saying that he could have vacation time, not yet, which we,

Marty:we didn't, ...

Felicity Miller: we didn't , it was just a, just a,

Marty:just an error, made at the department level, not, not your area....

Felicity Miller: ... it shouldn't have gone, it shouldn't have gone to Chuck at all, but a great payroll deputy talks to Chuck constantly, he said, she, said whatever.

Marty: So does, how does that make people in the department feel in terms of, or within county government feel in terms of their being able to do their job?

Felicity Miller: On edge. I mean, everybody feels like they're being watched all the time. I mean, I, it just makes, makes everybody feel like they're being watched, they're being, it's just everybody's waiting for the 'aha' moment. There are certain individuals within the county that, you know, that they're in Chuck's ear, so you make sure that you don't, don't say things around certain people, because they're just going to run and tell Chuck.

Marty: What impact have the cameras had, workplace?

Felicity Miller: It's stifling, I mean,

Marty: Why, I mean, what concerns do you have of cameras being in the HR area?

Felicity Miller: Huge, people, we'll meet people in the parking lot, we'll meet people at McDonald's, we'll meet people wherever, so that they don't have to be seen coming up to the HR office. I mean, people don't, don't want to, to come up at all, because, you know, they're seen getting off the elevator, they're seen walking into our office area. Luckily not, my, my office is, is not monitored, as far as I know, but just the, ...

Marty:but just getting up there, people, he can see on camera, who all is coming up to your area to talk about whatever,

Felicity Miller:yeah, and he'll share that with their supervisors, he'll, he'll share, he'll share with anybody, and the, the tone of surveillance isn't helped by the fact that one of his relatives is an IT employee. I asked yesterday of the, the dispatch director, he and I have a, a fairly important relationship, I said, because he used to be a part of the IT department, I said, "Just out of curiosity, if a commissioner wanted to see in someone's email, could they do it?" And he said, "Well, Marcus, who's the IT director, works directly for the Commissioners, because he would give them access." I'm sure if you asked him for a list of who's been requested, he

probably would give that, but there are people that won't send us emails, a lot of what's in the files are handwritten, because they don't feel comfortable sending it over county email.

Marty: Umm, when you mentioned that you've, you've talked to people in parking lots, at McDonald's, other places, so employees have asked to talk about Commissioner Poling outside the workplace in order to protect their privacy?

Felicity Miller: Yes, and, and not just, not just Commissioner Poling, umm, but other items as well, that they don't want to get back to their supervisor or, you know, be talked about on a podcast, just, you know.

Marty: Do you think the, the revelation that a person was on FMLA, the deputy Assessor

Felicity Miller: ... recorder, ...

Marty: I'm sorry, the deputy recorder was on FMLA on a podcast has in any way influenced people's willingness to ask for FMLA or apply for it within the county?

Felicity Miller: Yeah, it has. There have, well, so I don't think previously our department was very good about HIPAA compliance in that way, because for some reason, the, the probation director felt as though she needed the doctor's certification from each employee that went on FMLA in her department. She felt that she needed to know what was wrong with them, why they needed FMLA, which they don't. I've since corrected that issue, but I think that it was not a very well managed system previously, so I've had to do a lot of work with people one-on-one, quietly, you know, just reaffirming their trust in, in what we, what we do and how we do it.

Marty: OK, does that apply also to the ADA compliance and trying to make sure people's medical issues are not shared?

Felicity Miller: Yes. I, I come from the banking world, that's where my background is, and confidentiality is huge.

Marty: Had you worked in the banking field in HR?

Felicity Miller: Not in HR.

Marty: Right, not in HR,

Marty: ... but still compliance...

Felicity Miller: ... Yes...

Marty: ... privacy rights...

Felicity Miller:and so to come in somewhere that's just very willy nilly with confidentiality, I'm like, wow, that's HUGE, and we've had to do, I mean, just in the last three or four months have I felt like people trust us.

Marty: Has Chuck, Commissioner Poling, done anything to try and undermine that trust?

Felicity Miller: 100%.

Marty: Like what?

Felicity Miller: He, he, he told the Treasurer's Office straight up that Beth and I couldn't be trusted, that if they had HR concerns to go to him.

Marty: What background or training does Commissioner Poling have in HR?

Felicity Miller: None. He is probably one of our biggest HR liabilities.

Marty: Have you had other, have you, you've mentioned, umm, Gracie, for example, coming forward, have others come forward to complain about Poling?

Felicity Miller: Delaney did, Emily, did, Megan Glickfield in Superior One Office, did, she's terrified. I talked to her yesterday about, about these, this situation, and I said, "Would you like to write a statement? Would you like to, would you like to speak with the investigation?" She said, "I'm going to tell you straight up," she's, "I'm terrified." I said, "Well, why? Tell me why," and so she had had a rather public interaction to do with some things in the courthouse with Commissioner Poling, and she said after that, there had been people outside of her house watching her house there, I don't, I, I can't validate any, any of those, any of those claims, she said, she said, "I can't prove it," she goes, "But my kids were scared," she said, "Frankly, I was scared," she was, "So I, I don't want to, to say anything and him find out about it and, and create issues."

Marty: What do you know about, what, what her encounter she had at the courthouse, what do you know about that?

Felicity Miller: I don't know much about it, I know that there was, it was before I started, she had come to a Commissioners meeting because they, it was around the time of the plant debacle. She had, she had brought up the fact that, "You know, you're saying the plants are the issue, but look at the condition of the courthouse," and she brought a presentation with pictures and imagery of dirty, gross parts of the courthouse to bring it to their attention, and she was hounded and harassed on Ed Bounds' podcast, and, and Chuck had a lot to say about how, "You know, she's riding her husband's last name," the Glickfields have a pretty prominent law office in Marion, and, "That I bet, I bet her husband's not too happy about her behavior," and stuff like that.

Marty: What was, uh, what is Megan Glickfield's position?

Felicity Miller: She's the bailiff of Superior Court 1.

Marty: And she indicated to you that sometime after this presentation that she gave she thought people were watching her house.

Felicity Miller: Yep, she said that her neighbor had told her that somebody had said to them that there was a \$10,000 bounty on her, and somebody else had said that someone had requested to take pictures of her just living her daily life, and like I said, I don't, I, I don't know that I can confirm it, but the look on her face when I asked her if she would say something, she was, she was terrified, and she's not somebody who's often terrified, she's not easily intimidated.

Marty: Have you had, are there any other examples, uh, where you have been, umm, told about or made aware of Commissioner Poling threatening or intimidating people physically, reputationally, or otherwise?

Felicity Miller: No, I know a clerk's employee asked Chuck the other day, maybe last week or something like that, something recent, if, if they were going to get to keep their jobs when Mike Scott, who's the clerk-elect, takes office, and he says, "No, I haven't told Mike to fire anybody yet." It, it's the feeling that he has gotten these people into office, and now he owns them. He even made a Facebook post where he took credit for the wins after the primary election. Ed Bounds also mentioned finding people to run against the Assessor and the Auditor

in their election, which didn't happen-- nobody ended up running against them. I guess another one, the Auditor had expressed that she had, she had had a Ron Stewart sign in her yard during the election, and Chuck spent two hours in her office, and, uh, she mentioned to Beth and I that she had taken her sign down.

Marty: This was before the primary election?

Felicity Miller: Yes.

Marty: Did she indicate that why she had taken the sign down?

Felicity Miller: Umm, not in so many words, but that it wasn't worth having it up. So the office manager of area plan when I started, he was, she was a, a friend of Chuck's, who he had hired in after he was elected. She had a code enforcement officer who had an accident, and the county truck was a no-no fault of her own kind of thing. Not even a police report showed it as a her-fault thing, but this woman who is the office manager, her name is Belinda. Belinda and Chuck talked and talked and talked about this accident, and they came to the conclusion that she had been lying about the circumstances surrounding the accident, 'cause it couldn't have happened the way she said it happened.

Marty: And this is a female code enforcement officer that got in the accident?

Felicity Miller: Yes...

Felicity Miller: ... that it couldn't have happened the way she said it happened, and they ultimately made the decision to fire her with no consultation to HR, no nothing. Umm, and consequently, over Residence Day weekend, Chuck and the Area Plan Director, made the decision to fire Belinda, umm, 'cause they, she had been through one more code enforcement guy that they ended up firing 'cause he just wasn't doing a good job. Umm, but they called and fired her on the holiday over the phone. And again, no consultation to HR, no umm, no nothing, no documentation. They also fired her, she had hired her best friend to be a part-time employee. They fired her at the same time too, and we're still paying her unemployment claim. They played on Belinda's pride, and they gave her the opportunity to resign instead of it being a firing. She said, "Well, I've never been fired," so she wrote a resignation that Tuesday when she came in the office.

Marty: So has Commissioner Poling ever discussed a desire for the county to hire his wife?

Felicity Miller: His wife sits on the county health board, umm, almost forcibly so. They went back and forth, umm, in January on whether to reappoint her, if it was a conflict of interest, umm, due to his tense relationship with the director of the health department, Tara Street, and she had... sorry just lost my train of thought.... they had discussed it. Shane said, "Well, we'll have to figure out if it's a conflict of interest." They decided that maybe it wasn't, and so they reappointed her. We were looking for a new health officer earlier this year, and so I posted it. We didn't get a lot of response on it because, well, there are very few physicians that have the time to take to also run a County Health Department...

Marty: ...sure...

Felicity Miller: ... or have the desire to run a County Health Department. But, you know, we had gotten some resumes. One had reached out and said he was interested, never sent a resume. One did send a resume, so I had sent those over to the health department. They had a health board meeting one evening, I believe it was a Monday evening. Tuesday morning, Chuck called me and said, "Well, why didn't you send them so-and-so's resume?" I said, "Because I never got it." He expressed interest, but he never sent it, which means that he was not in the health board meeting. But his wife came home, came home, and told him that who

he wanted to apply hadn't applied, that I didn't send their resume for the person that he wanted because he didn't send resume. So great, he had emailed expressing interest. I said, "Great. Can you send me your resume?" And I never got it, so I couldn't send what I didn't have. And then I had, I had the resume within an hour after talking to him and telling him that I didn't have it there. I have heard comments of stacking the health board with people that he can trust so that they can take Tara out of the health department administrator role, and put his wife in. I have heard those comments from time to time.

Marty: Is there any other umm, any other county employees that have come forward and indicated concerns about Commissioner Poling's conduct towards them that we haven't talked about?

Felicity Miller: I should have made a list. I mean, drainage board wise, he has rather volumed interactions with the surveyor. I think that's contributory from both of them. Umm, the surveyor wants to do things correctly, and the drainage board tends to do things their way. They have all been a part of the board for approximately 20 years. They all have interest in the way things are done on the drainage board, whether that be companies that do business, whether it be their farmers or that have interest in being on the drainage board, which makes sense. They know the deal with the drainage, but that has created a lot of tension with the surveyor's office because Chuck effectively manages the drainage board secretary, and he has given her free reign to do whatever she would like to do in reference to the surveyor. He told her that she could take the drain files out of the surveyor's office and take them down to where she now has an office in the area plan office. Her position used to be in the surveyor's office, but he told her that she could move out of there because she couldn't get along with the surveyor, and so the surveyor's files belong with the surveyor by statute, but so they stayed because he came up to talk to me about it. And so I did the research and I found where in IC code it says that he has the right to maintain them—well, not the right, ...

Marty: ... the duty ...

Felicity Miller: requirement, yeah, to maintain the files, and so that kind of quashed that. But they get, during drainage board meetings, they get a little loud with each other about different items. I've got one more.

Marty: Sure, go ahead.

Felicity Miller: Kind of in conjunction with the drainage board, the former veteran service officer, Jeffrey Kilgren, made a lawsuit against the drainage board, or brought a lawsuit against the drainage board, for—they wanted it. He has a drainage ditch on his property. They wanted to clear like 75 feet worth of trees on either side of it, reducing property value. Mr. Poling would not hear any other options. He actually asked the farmer whose fields drain mostly into that drain what he would prefer and did not hear any of the concerns of the landowner. Umm, that veteran service officer has since resigned due to the pressure of the lawsuit.

Marty: Yeah, OK,

Felicity Miller:I think that might be the last one, if I—

Marty: no, that's OK. Umm, so have you ever—has Commissioner Poling ever appeared to you to be under the influence of any drugs or alcohol during any interaction you might have had with him?

Felicity Miller: I questioned it during one time frame. He had been out—you'll hear him reference it: "When I was sick, when I was hurt." His wife told us that he fell off a ladder twice, but he was not available for about a month, and when he came back to the office, he didn't

look as if he had been injured. It looked as if he had lost weight, was more pale, looked tired, and it was a little speculative as to what he was truly out with,.....

Marty: but he was out for a good month or so....

Felicity Miller: ... Yeah, yeah. And so that's when he talks about—Shane said, "Well, when I was out sick, or when I was hurt, Shane did this, Shane did that," and it's always something different. It's never the same phrasing. It's never "when I was hurt" or "when I was injured," "when I had my accident" or whatever. We have not—and being, I'm inquisitive, I like to know things, especially when it has like personal impact to me. I looked at his medical claims—ethical, maybe fussy there. He didn't go to an emergency room during that time frame. He didn't seek medical care during that time frame, and it just makes you feel like if you fell off a ladder enough to not be in the office for a month, you might have gone to the emergency room or to your doctor, and that didn't happen.

Marty: Does he get his insurance through the county government?

Felicity Miller: Yes. And that's not a fact that I've shared with anyone before, I was just—I was curious, you know, what—I like to just know what we were dealing with, and so I looked, and then I felt guilty about it.

Marty: And so you don't really know why he was gone for a month or more?

Felicity Miller: Not at all. I just know what he looked like when he came back...

Marty:, and it was just loss of weight, pale, ...

Felicity Miller:very pale, looked tired. You know, he has had a history of cancer, so, you know, we kind of questioned, you know, "Was the cancer back?" but that doesn't seem to have been the case, so I couldn't tell you what that was.

Marty: Has he talked about his history with cancer with people?

Felicity Miller: Yes, because he never sought treatment for it and it just went away. That's what he'll tell people.

Marty: OK. Do you believe that anyone has intimidated you on behalf of Commissioner Poling?

Felicity Miller: Me, being included in the Ed Bounds thing, I would definitely say that was on behalf. I think that he uses his influence financially over Ed Bounds as a mouthpiece for the things he wants to say but he cannot say within his office. I think that—the payroll deputy, Stacy Stevens—I think she does his bidding quite a bit and uses her position to do that some as well.

Marty: How has Commissioner Poling's conduct, and the environment that's been created impacted your ability to work?

Felicity Miller: Yes.

Marty: How so?

Felicity Miller: There are days that I'm rattled. I mean, with each instance it is increasingly frustrating that someone in an elected position can do the things that he can do. It is jarring that we can't do anything about it. In my position, it's my responsibility to reduce the county's liability from an HR standpoint, and I feel so—I cannot do my job to reduce the liability of Chuck Poling because my hands are tied at every turn, because he walks a line of what is illegal.

Everything he does is just not quite there, it's just not enough that there's— I just feel, I feel inadequate in my job because I cannot protect the county, I cannot protect the employees, I can't— I cannot stop what's going on. Even a contractor to the county—we did the I-69 and State Road 26 study. We have listening sessions that were meant for the community to come and share their thoughts on it, and Mr. Poling used it as a platform to campaign for his people. The moderator, the contractor at one point, tried to steer the conversation back to its original intentions, and he said, "Young man, sit down. I'm a commissioner. I'm paying you." So it's—I mean, it's everybody. It's not just employees, it's everybody.

Marty: Do you think Commissioner Poling sees the county as his fiefdom?

Felicity Miller: Yes, he told—a whole plant debacle error, he told people, "I own these buildings." He 100% views it as his, and everybody in it. He sees himself to be a local Trump, and he wants to epitomize all of the actions, you know. He takes the unilateral action when dealing with the maintenance department. The Commissioners, all of them, had talked about a plan for the landscaping at the courthouse—that they wanted to—they got a quote on, you know, what it would take to do all of it. They said, "Well, why don't we buy the perennial flowers, half of them this year, half of them next year, we put them in, reduce the cost year over year." And instead of doing that, on a weekend, he directed the maintenance team to go to Lowe's and buy whatever flowers and put them in, and they're all annuals. So it cost the county about \$2,000 that are—they're going to die. They removed it. So, there were underground restrooms over near the courthouse that have been capped off for years. The maintenance team was instructed to fill them in. They never voted on that project; that resulted in about 16 hours of overtime paid to the maintenance department over a weekend, in which he—

Marty: that wasn't authorized by the commission,

Felicity Miller: only by Chuck,

Marty: only by him. ...

Felicity Miller: He also donated the use of his truck and trailer to the county for this project, which was posted on the Marion's News, with a picture of his truck with his business logo on the side. The maintenance department owns three trucks. They didn't need his truck. And probably the most recent item was the maintenance director called Beth to ask her if she'd gotten the quote for the 46 beds for the detention center, because it's Chuck's plan to reopen that and double, double, double-occupy it as an answer to the jail issue. But he had requested that the maintenance director get quotes for those extra beds even after the council had rejected all plans for a jail project. The council voted on it, not last Wednesday, but the Wednesday before, to not pursue any jail project.

Marty: But he wants to have a quote for extra beds...

Felicity Miller: because he wants to be able to take it—so it used to be a juvenile detention center,

Marty:right...

Felicity Miller: He wants to double-occupy the dormitory area and fill it to 92 beds and open it for adults.

Marty: Was that expenditure of extra beds approved by the commission?

Felicity Miller: No, they had not, they had not said that that was anything, anything to do with that.

Marty: Are there other—is there other conduct that you think might have involved improper use of county funds or big contracts or other things that you think might have created a conflict of interest?

Felicity Miller: I mean, his company has been the sole provider of plumbing work in the jail for the last at least three years. His maintenance director, Mike, is the one who makes the decision to call. There's no contract. When there's an issue, he calls Chuck, and that's the long and the short of it. There's no other decision-making process. Chuck shows up, uses the maintenance guy's labor, and then he bills us—not the bill—...

Marty: uses the county maintenance people as part of the labor and then bills, bills the county for the work.

Felicity Miller: Yes, and the bills are not detailed. They're handwritten, maybe three lines—"this is what we did"—with a very round number.

Marty: So, do you get those kind of bills, and for other things from other companies, and what's—are there are there differences in the way they look?

Felicity Miller: Yes, so Chuck's are on carbon paper, umm, handwritten. You know, "Mike called for this building, replaced a drain, \$800," versus, you know, if we get something from, you know, basically anywhere else, it's "this was the labor charge, this was the parts charged, this was, you know, the travel fee," whatever. Very detailed, and we—.....

Marty: there's a breakdown ...

Felicity Miller: ...yes

Marty: like what the cost was....

Felicity Miller: ... yes, and who came out and who did the work. Very, very detailed. We, for good reason, didn't like the cleaning company that we had been using. They were doing a good job; we had complaints across the county about the cleaning company, so we selected a new cleaning company. And this cleaning company had to add some employees just to—because we're a lot, I mean, yeah...

Marty: ... you're a large employer for the county...

Felicity Miller: So he had to add some employees. I know him personally, I live around the corner from him, I went to high school with his son. Chuck's daughter and Mike's daughter were both part of the applicants, and he felt as though he did not have a choice in the matter of hiring them, because during the signing of that contract in the Commissioners meeting, Chuck emphasized the, "Well, we have a 30-day out," right? That's in the contract. So the owner of the cleaning company felt as though he didn't have an option on hiring Chuck and Mike's daughter—daughters, I guess I should say. Along same lines of the two positions that the Treasurer has opened, he hired Mike's sister or she hired Mike's sister. The job was never posted, she never told us she was hiring, I still have not seen that, I don't know this employee's name, I have not seen her in our office to do any onboarding.

Marty: And those are positions, for example, that opened up because people left the Treasurer's department?

Felicity Miller: Yep.

Marty: So Mike's sister was hired, but you haven't gotten any of the paperwork?

Felicity Miller: I haven't gotten any of the paperwork -- she did not fill out an application. It was never posted online to follow equal opportunities. Yeah.

Marty: Has that person, Mike's sister, started yet?

Felicity Miller: Yes, I believe she started before the Treasurer had council approval. She allegedly had pre-approval, but I don't—I don't know that happened. She had done that once before, and she's already fired the employee that she hired through that process for allegedly stealing \$600.

Marty: So Mike's sister...

Felicity Miller: .. is the newest...

Marty: ... is the newest employee.

Felicity Miller: uh huh.

Marty: Do you know, as you, as the HR director, do you know what vetting was done of this person?

Felicity Miller: I don't know that there was any. I knew nothing until I walked down there to deposit a check and there was a new employee.

Marty: What is the name of that employee?

Felicity Miller: I don't—I don't know her name.

Marty: OK.

Felicity Miller: Yeah, I don't—I don't even know her name.

Marty: Umm...

Felicity Miller: I think the final thing I had on my list, I worked through most of it. Umm, so the statutorily, the amount of work that we can do internally on a particular project is \$375,000. We own a bank building on the corner of Washington and 3rd St., 3rd St. or 4th St., maybe 4th St., 3rd St., it's 301 that the county purchased to kind of spread our offices out a little bit because we're all kind of packed in like sardines because we don't have a ton of space. So they purchased that building, it needed rehabilitation, and the maintenance department has done almost all of that work. We are probably approaching that \$375,000

Marty: ... cap....

Felicity Miller: now. He argued after a Commissioners meeting for probably 45 minutes to an hour with Mr. Ormsby about the fact that, well that project was maintenance. We replaced all of the lights because that's maintenance, and we replaced all the flooring because that's maintenance, and just that, well, we own the building, we have to maintain it, and changing these things out was maintenance. It wasn't, it wasn't a renovation, so it just brings up the concern that we're out of compliance with the state level on these items, and that opens us up for liability. That's a big list, and I'm sorry it's a lot.

Marty: That's OK. In terms of, is there anything else that you would like to share that you think we should know about that hasn't been discussed?

Felicity Miller: I have a stomach ulcer, does that matter? No, probably not. No, I just get, I just get anxious whenever he's around, and it's partially because I never know what variety of Chuck we're going to get that day, because sometimes he's fine, I mean, sometimes he's a nice guy and easy to get along with, but sometimes a switch flips and he loses it, and you never know what you're going to get. And it's, it's hard...

Marty: it's hard to, it's hard to work with ...

Felicity Miller:it's very hard to work with. I, and I'm, I'm not boastful, but I'm good at my job, and you know, when there are those instances where he's heard about something else from someone else, and then he comes to say, well, you're not doing your job, I'm like, not exactly, that's, that's not the whole thing. He's told me that I'm too nice to people, that I shouldn't be as nice as I am to people, because that's not my job as HR. I'm like, I need to be somebody that they're willing to talk to. I mean, I can't, I can't, I just can't bully my way through things because people still have to be able to come talk to me.

Marty: You have to be approachable enough where people feel comfortable.

Felicity Miller: Yeah...

Marty: coming to you....

Felicity Miller:Yeah, I kind of have to be nice to a certain degree, and that's just my, my nature. I'm not, I'm not combative, I'm not, I'm not tough. My basically father-in-law, I've been with my boyfriend for a long time, we've just..... we want to get married, but he grew up with Chuck and when I took this job, he also said, are you sure you want to do this? I said, yeah, it'll be fine. He's been sending me job opportunities lately because he doesn't want me here. He had one of his neighbors that they all grew up together, come to him during the election and say I don't think she needs to be there anymore. So there's been a lot of pressure on me to not stay in my position, which makes it a little unnerving also because people outside of the county see the impacts. I'm also stubborn and I know that if Beth and I leave that that's gonna leave the employees completely exposed. You know, neither one of us are under any illusions that we're going to have a job after January 1 because Ed and Chuck are going to have full control and Shane's not going to be able to do anything about it. So I think that's why were a little bit why we're OK with spearheading and making this happen because it's not going to change our outcome at all. We're still not going to have a job at January 1.

Marty: Right. Are there other people that you think may have relevant information that we haven't talked about?

Felicity Miller: You mentioned briefly Cassie Corporal—she's a sheriff department admin. She said that Det. Augden had an interaction with Chuck last week that an inmate on the work crew chose to go back inside instead of being outside to get away from that interaction.

Marty: An interaction with...

Felicity Miller: ...with Chuck...

Marty: ...with Chuck...

Felicity Miller: ...uh huh. It was about the jail project. The sheriff's department obviously has an interest in what that looks like. The sheriff has no interest in running the detention center as a holding facility. It's not designed for adult inmates -- it's designed for children. And the work that will be done on it will be done by the maintenance crew. And not that their work isn't good, but its not Dept of Corrections good, and he was concerned about his jail officers and their well being. Did Beth give you a list?

Marty: Yes she did. Well we talked about various names, but this was a detective that went back inside instead of staying out?

Felicity Miller: ...no...

Marty: ... or was an inmate.....

Felicity Miller: ...an inmate who chose to go back to jail

Marty: ... because he didn't want to be ...

Felicity Miller: didn't want to interact with Chuck, yes. He'll clear a room - he will absolutely clear a room.

Marty: Well I thank you for your time. If you can think of something else that comes up that we didn't talk about that you think I need to know about, you can reach out to me. I'm going to stop the interview at this point. It's 3:11pm.

3:11pm