



**King County**

Department of Executive Services

**Records, Elections and Licensing Services Division**

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500 Fourth Avenue, Room 553  
Seattle, WA 98104-2337  
206-296-1540 FAX 206-296-0108 TTY Relay 711

HAND-DELIVERED

June 9, 2005

TO: Nicole Way

FR: Dean C. Logan, *Dean* Director  
Records, Elections and Licensing Services Division

RE: Administrative Leave

As you know, on April 5, 2005, you were placed on paid administrative leave pending the outcome of an investigation into the handling of absentee ballots for the April 26, 2005 Special Election. In addition to investigating the handling of absentee ballots for the April 2005 election the investigators are examining personnel actions associated with the 2004 election cycle.

At this time, the investigators have preliminarily determined that the discrepancies and errors found in the April 2005 election were not deliberate. While the actions may not have been deliberate, the investigation into the handling of the absentee ballots in the April Election continues. The investigation regarding personnel actions associated with the 2004 election cycle has not been completed.

In order to ensure an unimpeded investigation and to minimize disruption in the workplace, I have determined that it is in the County's best interest that you remain on paid administrative leave until the entire investigation is completed.

Pursuant to Section 14.10 of the King County personnel guidelines you will continue on paid administrative leave pending the outcome of the investigation or unless notified otherwise in writing.

If you believe that you need access to County property for any reason, please contact Sean Bouffiou at 296-1596 and he will make arrangements if appropriate.

As a reminder, you have been directed to refrain from contacting or communicating with any employees of the Records, Elections and Licensing Services Division.

During your leave, you are instructed to be available during the normal workday should you be needed for interviews for the investigation.

If you will not be available between the hours of 8:30 AM and 4:30 PM at your home phone number, please contact Sean Bouffiou at 206-296-1596 to give him an alternate phone number.

cc: Betty Sorbo, Union Representative, Teamsters Local 117  
Sean Bouffiou, Finance and HR Administrator

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