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I am writing this to you anonymously to protect my job. Most of the people in Elections want management to admit to wrong doings and resign. Things have gotten worse since 2002. We can't say or do anything or else we'll be "put on administrative leave." In this economy we are all in great fear of losing our jobs if we speak out. Bearing this in mind, here is some additional information you should consider for your investigations into King County elections.

Nepotism

We (in Elections) were all told Connor McCarthy was an intern. We were all lead to believe he was getting college credit for his work (I use that term loosely since he didn't really do anything). We were all quite surprised when we found out he was not only the son of the Pierce County Auditor, but also the rate of pay he was getting. His "communications title" was totally off since he was a data processor at best. (No wonder Ms. McCarthy said Dean Logan shouldn't resign. He was employing her kid!!)

All Supervisory staff were told they could no longer have relatives and friends work in Elections. But every person brought in lately, from Communications Spokeswoman to the new assistant director have been Dean Logan's friends from the state. Jobs were *created* to accommodate these people

All of the latest hirings in Elections have been from the Secretary of state's office or are in some other way connected to Dean Logan and/or Bill Huennekens personally. There are also several new positions in Elections. The people being considered are not part of Elections currently. Management wants fresh people, preferably without elections experience. Many of the people being considered are friends of Dean Logan and Bill Huennekens and Democrat hacks. Please investigate these practices. Elections is quickly becoming a -- fraternity style Democrat network.

If a rule is put into place, it should apply to everyone, not selectively. Also, personnel should *not* be involved in any political party.

Absentee errors

Nicole Way was put on extended probation due to her shortcomings. The incompetence and problems at MBOS were wide spread far before Dean Logan ever started. Each ballot batch has an accompanying slip that has various counts on it. These numbers are entered into a detailed spreadsheet so balancing can occur throughout each day in an election. These spreadsheets are always available to anyone (including Nicole Way's supervisors). No one in Elections can understand why Nicole Way was kept in her position, and even *promoted* in light of all the mistakes that occurred during each and every election. Nicole Way had problems from the beginning. We can't understand why her work wasn't verified or why she wasn't demoted or fired during her probationary period. (Nicole Way's report, the spreadsheet provided for public disclosure was a *summary*, not the detailed version. We can't understand why this wasn't verified or even reviewed).

The spreadsheet for the November election was available each and every day during the election and post election. No one can understand why no one bothered to validate the numbers or why no one was using it to balance batches daily. We all wonder why Garth Fell and Bill Huennekens weren't reviewing these numbers, since they were Nicole Way's immediate management and were responsible for her work.

It's well understood in Elections that the permanent MBOS staff were sacrificial lambs. Out of the 4 that were suspended, 1 is a working mother with 2 kids, 1 is a 70+ year old grandmother raising her 2 grandchildren, 1 recently had lung cancer (and had just returned to work), and 1 was on Funeral leave (her mother died) when she was suspended. They were just easy targets. No one can understand why the suspensions didn't go further up. Garth Fell was their supervisor. Why wasn't he disciplined in any way? Also, they are union employees. Garth Fell is an at will employee and can be terminated at any time. Why were union employees disciplined and no at will employees?

To further expound on this subject of disciplinary action and responsibility, no one can understand how Garth Fell has gotten off so lightly in regard to the absentee and provisional errors and found ballots. He is responsible for all ballot processing including the warehouse and MBOS. Ultimately the "found" ballots were his responsibility. Why he wasn't monitoring staff and ballots more closely and why he hasn't been found to be more responsible makes no sense.

Communications

The advertised open door policy and open communication mantra are a sham. No information is ever shared with supervisors or even with other assistant superintendents. Sharing information is discouraged among employees. During the November election the big item shared was to have everyone wear matching shirts and khaki pants. Procedures, accuracy, and security were never discussed. It was more important to be color coordinated. Procedures regarding what to do if a batch slip totals didn't match were never mentioned. There was an employee who wrecked a county vehicle three times and was not fired. Where is the communication to higher levels of authority who should have taken action? There are some employees who take extended breaks and return having taken what can best be described as the "businessman's lunch" Why wasn't that behavior shared with management who might have taken action?

Very few instructions are there for procedures and processes. Those that do exist must not be shared.

Spending more money to put everyone in a new shared facility is foolish. The idea of spending more money for a new facility is outrageous to most employees. More time has been spent on planning the new facility than on the current and upcoming elections. More time has been spent on planning new office space than fixing the existing problems and the general election errors. No time has been spent regarding any problems encountered during the 2004 primary election. There is no communication now thanks to competition and reliable old hatred and fear. The "Elections Review" report was just another waste of money to make Dean Logan look better and push more money his way. (It was just a slick, professionally designed sales brochure failing to dispatch any problems, just request more money and show Dean Logan as some kind of healer for Elections). A new registration system was implemented and there are more problems now than there were before. The solution isn't to throw more money at the problem. The solution is to completely replace Upper management with *experienced* Election professionals from outside of the state of Washington. (This includes management that was not replaced during the 2002 debacle).

There is little, sometimes no communication between the department and the public. Mistakes are hidden all the time. People are encouraged to just hold their tongues and keep the peace.

There is unhealthy competition between the Assistant superintendents and their groups. Nothing is done to encourage teamwork, only to encourage secrecy and competitiveness.

It appears public disclosure requests have been made for specific documents. I have no clue why these documents have not yet been provided, or have been provided in altered form. I encourage you to have this issue of non-disclosure investigated. I also encourage you to file a request for ALL records regarding hiring, promotions, and hiring practices over the past 12 months.

When the original Elections oversight committee were active, they were only shown things management wanted them to see. Conversation with the workers was discouraged and documents were hidden from them. It was an attempt to make everyone feel better, but in the long run it did little to uncover the true

problems in King County Elections Only a totally impartial federal probe, with unrestricted access will uncover the many problems.

Dean Logan may have even made things worse, not better. No one talks, everyone is in fear for their jobs, there is no teamwork, and there is plenty of blame. If the economy improves, everyone will quit, and there will be no one left. It's place-of-work rumor that Dean Logan wants to run for Washington state secretary of state in 2008. Could he be using King County to recruit and develop his 2008 staff for that position? I encourage you to ask Mr. Logan about his hopes for the secretary of state position and how current issues impact it and what King County funds have been used to promote it.

Please investigate hiring practices and communication within the office further. You will be shocked and appalled at what you find.