

The Human Resources Employee Committee's (HREC) mission is to be a trusted voice of Charles County Government personnel. The committee is dedicated to volunteering their time to enhance our workforce culture through engaging employees and responding to their needs.

The HREC received comments in response to a discussion during the October 24<sup>th</sup> Board of County Commissioners meeting about waiving attorney client privilege – investigative report. Staff asked that some of the comments received by the HREC be shared with our elected officials to ensure that you are aware of the impact that some of your statements have on members of the workforce.

- Concerned that Patterson wanted names because he's going to start a list of employees or something. Some people by the nature of their jobs had to provide information and were interviewed in the investigations. They are not treating people like people.
- Under absolutely no circumstances should the identities be released for employees who filed complaints of discrimination or testified regarding the discrimination of others—some of those did so with the assurance of attorney-client privilege, and others with the assumption of privacy.
- How are we supposed to continue to work and maintain our composure/cool. It's hard enough, but after 10/24/23 what are we supposed to do now?
- Not acknowledging us as people with families, we're instructed to do things per our job and wanting the names seems as if it's just to create biases. Can they say their intent is pure and with positive intent?
- So many people are just putting their heads down and just working. That's not a positive work culture.
- Can the employees have a meeting with the Commissioners?

- The comments from the meeting on Tuesday were interpreted as threatening. They are determined to find out who participated in the investigation, they don't care if some were just doing their jobs.
- BOCC is only out to protect themselves. Employees are powerless and helpless.
- My concern as an employee with 3 of our commissioners is that they obviously are not concerned with how one of their colleagues treats County employees. It was also disheartening to see that they wanted the names of the victims released to the party inflicting discrimination/retaliation. How are employees supposed to feel comfortable reporting further issues if they are not supported and risk having their name be public? Overall, I was extremely disappointed in Collins, Coates, and Patterson yesterday. It is clear they do not want to do what is right.
- Commissioner Patterson's comments during session today (10/24) requesting to reveal the employees' names in the 2nd Sargent report are absolutely disgusting and disheartening. As an employee, I am terrified to be working near/around/for people who so obviously are only out for their own benefit. To so willingly want to expose the employees who were brave enough to come forward... knowing what had happened to them and what likely would continue to happen because of who Coates is... I have no involvement in the report or investigation, but this conversation moved me to tears. I have never been scared to work here before, but I am now.
- I was incredibly angry and deeply concerned that a commissioner would ask that all names be revealed in the second investigation to the public and then directly to the accused...it was clear the motivation was to intimidate a commissioner; however, the blatant disregard for the protection of employees was sacrificed for what I can only assume is blind allegiance to one commissioner and/or retaliation against another commissioner. The entirety of the issue at hand is centered around the abuse and mistreatment of employees by a commissioner. Why then, are we as employees expected to not be outraged that another commissioner would then throw county employees under the bus in the direct line of site of that very same commissioner? I am angry that any employee who was asked to participate, who was interviewed, and especially those who brought accusations about Commissioner Coates is now fearful of potential retaliation. Retaliation from three commissioners...not just Commissioner Coates. I say so because it is

plainly evident that Commissioner Patterson and Collins have zero regard for staff if that means breaking allegiance to Commissioner Coates and in fact, have made it obvious to all that they don't care about the welfare of staff when it comes to any issue surrounding Commissioner Coates and especially any action that would seek to hold her accountable for her own actions.