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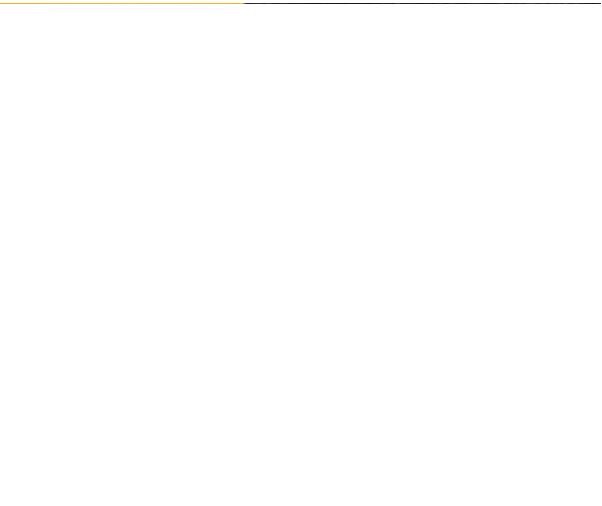
Change marks Davenport manager's first years on the job

Devan Patel dpatel@qctimes.com 2 hrs ago

One-third of the 12 major department heads have changed in the time Corri Spiegel was promoted from assistant to the city administrator to city administrator.

Between department heads and staff who were removed, whether by way of separation agreement, severance or layoff, Davenport has spent more than \$225,000, not including contributions to health premiums and litigation costs, for its city administrator to build her team.

In an Oct. 31, 2017, email to Davenport City Council, Spiegel wrote that part of her management philosophy was to create a high-functioning team, able to tackle the goals of the city. But at least one former department head, embattled fire chief Lynn Washburn, has openly questioned those methods.



“As I reflect on the goal-setting process with the Mayor and Council at the start of this term, I am extraordinarily proud of our team and its accomplishments over the past two years,” Spiegel wrote to the mayor and council. “We have delivered projects, built new processes and systems, attracted investment, and worked together to tackle the challenges facing our community.”

“The cornerstone of this progress is great people. As I have shifted the organizational culture from singularly-focused departments to robust cross-departmental teams, I have made personnel changes that focus on a high-performing team that utilizes talent and resources wisely. As many of you have experienced through participation, our personnel recruitment and hiring processes are led by a professional human resources staff and are robust, inclusive and extensive in nature.”

Washburn characterized the changes differently.

The former Davenport fire chief wrote in a document part of her personnel file that she was “blindsided” when informed by Spiegel that she would no longer factor into the department’s future.

The document was a bullying complaint.

A bullying complaint, filed with and stamped “received by” the Human Resources Department hours before Washburn was placed on administrative leave, lays the groundwork for the current protracted court battle between her and the city and the legal firestorm to come.

On June 14, 2017, not July 24 -- the date Spiegel placed Washburn on administrative leave -- or July 27 -- the date of termination -- Spiegel informed Washburn of her fate during what was supposed to be a work plan review session, according to the bullying complaint.

Washburn wrote that Spiegel gave her a choice: sign a separation agreement or “we could go down the hall and take that path,” a statement that Washburn perceived as a threat of termination.

Basis for removal

Supplemental documentation provided with the bullying complaint, given to the Quad-City Times by Washburn, gives insight into the fractured relationship between Washburn and Spiegel.

Washburn wrote that Spiegel complained about her failure to get along with department heads, insubordination during the fiscal year 2018 budget season and being out of town for an “inordinate amount of time” for conferences.



Former Davenport Fire Chief Lynn Washburn talks about her desire to continue serving the City of Davenport after the Davenport Civil Service Commission voted.

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Kevin E. Schmidt, QUAD-CITY TIMES

Spiegel said the city does not comment on personnel matters.

In an email to Dorothy O'Brien, the attorney representing Washburn during the negotiations of her separation agreement, City Attorney Tom Warner wrote: "The City Administrator has lost confidence in her judgment/decision making."

After the Civil Service Commission's decision to reinstate Washburn to the role of district chief, Alderman Mike Matson, 7th Ward, asked a department head about the validity of the reasons stated.

Matson received the same answer as the Quad-City Times.

Four current or former department heads during Washburn's nearly six-year tenure as fire chief disputed the narrative about Washburn's relationship with department heads and behavior exhibited during meetings.

"She was professional in an otherwise unprofessional environment," a current department head told the Quad-City Times.

The current department heads who spoke to the Quad-City Times did so on the condition of anonymity due to fear of retaliation.

As to the allegations of her difficulty during budget season, documents procured during an open records request show contention surrounding budgetary issues over multiple years.

In 2015, Washburn requested an increase in the 2017 budget to staff all 11 fire companies and provide coverage for overtime costs.

Three months later, with cuts in the fire budget needed, Washburn fought to unfund two vacant firefighter positions and one engineer over eliminating a deputy shift commander and a special assignment lieutenant.

"I am confident that the service level will be maintained with this plan and I will continue to advocate for it," Washburn wrote. "However, if that plan cannot be achieved, I am willing to work with the compromise proposal as a potential solution to meet the needs of the community and the City."

In November 2016, more debate ensued after Washburn requested to promote a lieutenant position and run with one more district chief than what was approved for the 2017 budget.

Spiegel wrote an email to Washburn in which she directed her to prepare a memo with certain information “in her own words,” including acknowledging “that any implication to staff being ‘rolled-back’ as a result of exceeding personnel costs will be attributed to the promotion of the Lieutenant position.”

The start of negotiations

Emails from Spiegel to Washburn on June 15, 2017, containing the first draft of the separation agreement show Spiegel wanted to wrap up the removal process in quick fashion.

After Washburn told Spiegel that the earliest she could see her attorney was June 27, 2017, Spiegel wrote back: “I understand wanting to have an attorney review this, but I find 12 days to be an unreasonable amount of time.”

Washburn indicated she was able to speak to her attorney on the 17th, but still would not be able to meet until the 27th. She declined to waive her right to review an agreement for 21 days as granted through the Older Worker Benefit Protection Act.

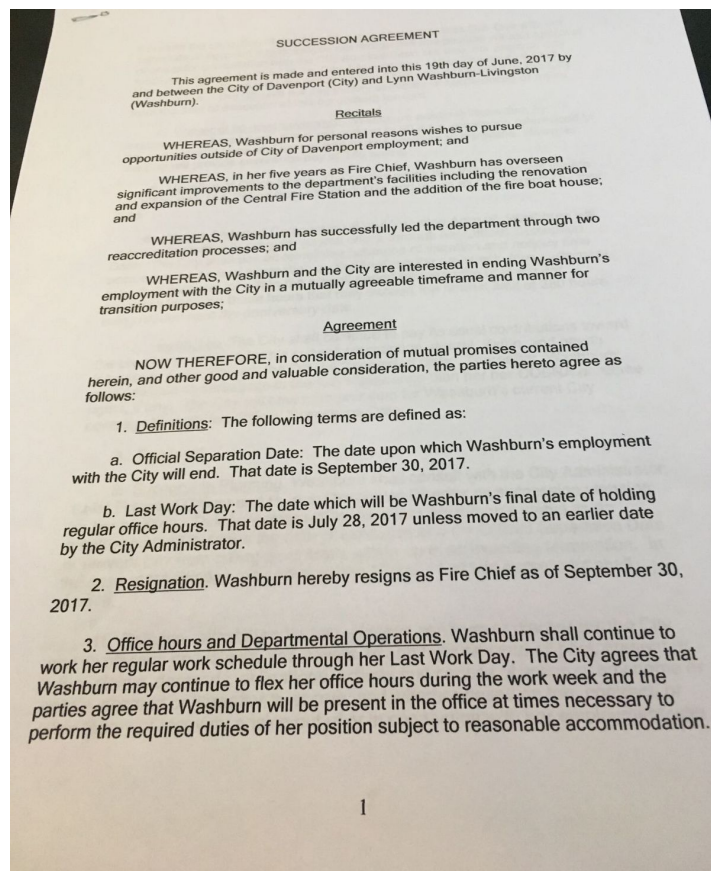
From there, negotiations commenced between the attorneys until an impasse was reached on July 24, 2017.

The failed separation agreement

In O’Brien’s first email to Warner on July 5, 2017, she relayed Washburn’s willingness to work through issues with Spiegel as Washburn remained confounded by questions of why she was being removed.

“The chief feels that the decision to replace her is affected by non-work related issues and really wants a chance to hold on to her position,” O’Brien wrote. “She is willing to discuss options to try and repair the relationship with the city manager.”

Warner’s responses dug in on the belief that Washburn did not have the right to remain in the department subject to Iowa Code 400.13 because all of her civil service rights were accrued at the Rockford (Illinois) Fire Department.



A succession agreement to remove Lynn Washburn as Davenport Fire Chief was sent to her on June 15, 2017.

Contributed art

But any attempts at staying on longer were rebuffed.

Washburn wanted to stay at the department until July 2018, when the city is to host the Missouri Valley Division of the International Association of Fire Chiefs Conference.

A July 10, 2017, email from O'Brien to Warner offered that if that was permissible, Washburn would voluntarily resign with no severance. Had Washburn found a chief's position in the Missouri Valley in the interim, she also said she would resign voluntarily.

"I appreciate the offer, but we do not see next year's conference as an issue," Warner wrote back.

Warner added to his offer the reimbursement of Washburn's legal bill up to \$5,000.

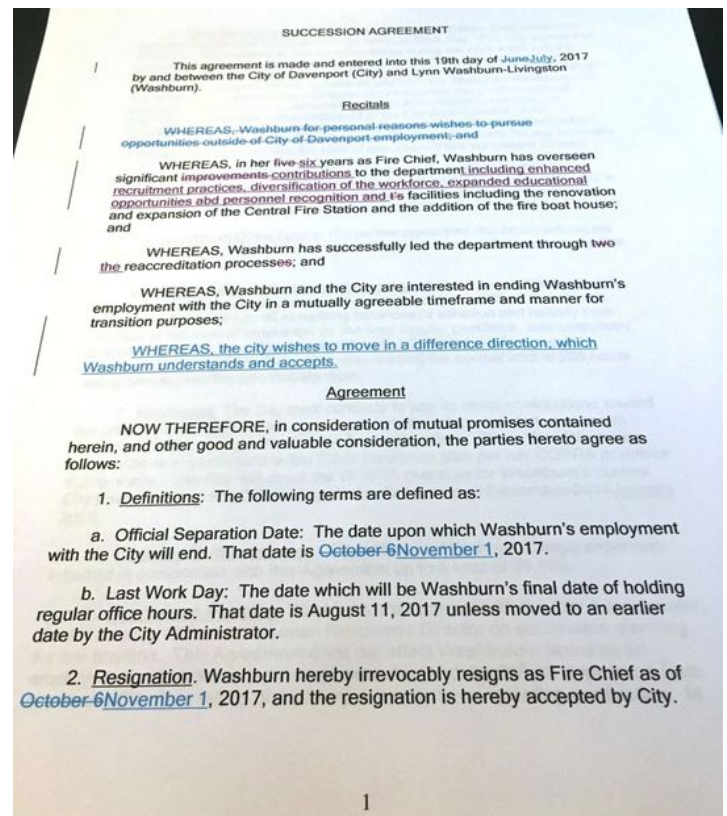
The final straw was Washburn's wish to attend two fire department events after Aug. 11, 2017, the last working day established in the agreement. The first was an open house at Central Fire Station on Aug. 12. The second was the swearing-in of new firefighters on either Aug. 16 or Aug. 23.

Under the terms of the agreement, while Washburn's last working day would have been Aug. 11, the date of her official resignation as the fire chief would not take place until Nov. 1.

Spiegel denied her request.

"However, while Corri is okay with the August 12th open house, she is not approving the Chief swearing people in or presiding at the August 16 or 23 swearing in," Warner wrote to O'Brien on July 21, 2017.

Washburn said she was angered by the recitals of the separation agreement, which said, "Whereas, Washburn for personal reasons wishes to pursue opportunities outside of City of Davenport employment" when, in fact, she was being shown the door for reasons that escaped her, she said.



Less than an hour after telling her attorney she would not sign the last separation agreement offer, former Davenport Fire Chief Lynn Washburn was placed on administrative leave on July 24, 2017.

Contributed art

In the next draft, that phrase was replaced with “Whereas the city wishes to move in a (different) direction, which Washburn understands and accepts.”

Washburn said she did not accept those terms.

“It was a false assertion,” Washburn said. “It was my desire to continue to serve.”

Instead of signing the agreement, Washburn decided to fight back and handed an envelope containing the bullying complaint to Employment Manager Stacy Ihrig the morning of July 24, 2017.

The complaint includes, but is not limited to, making false accusations about performance, being belittled or diminished in front of peers and elected officials, being ignored or subjected to silent treatment and assigning her responsibilities to assistant to the city administrator Mallory Merritt.

Hours after her bullying complaint was received, Washburn instructed O’Brien at 1:22 p.m. to inform Warner that she would not sign that agreement.

At 2:26 p.m., Spiegel informed Washburn via email of the decision to place her on administrative leave.



Davenport Public Works Director Mike Clarke speaks during a news briefing on March 16, 2015, about pothole problems on Davenport city streets.

Kevin E. Schmidt, QUAD-CITY TIMES

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While former Davenport Fire Chief Lynn Washburn continues her fight against the city, her situation and the circumstances around her dismissal draw parallels to employment decisions concerning former personnel tied to the previous administration.

More than 1,200 miles from the winter conditions in Davenport, former Public Works Director Mike Clarke has little to complain about.

Since leaving Davenport in 2015, Clarke has landed on his feet and is the public works director in St. Pete Beach, Florida.

But for all that has gone well for Clarke since, he still has regrets for how he departed Davenport.

“My regret is huge,” Clarke said. “I had to abandon my staff to what was a toxic environment. I love where I landed, but I don’t like the way it happened.”

Mike Clarke's version

On Sept. 17, 2015, Clarke signed a succession agreement that set the terms of his departure. Until now, those circumstances have not been published.

Clarke said he was approached with disciplinary action and, unless he signed the notice, he would be at risk of termination.

“It said I was being disrespectful and insubordinate to the (interim) city manager,” Clarke said. “It said I wasn’t performing and casting aspersions about the integrity of the council members. I was portrayed as someone who was failing at their job and not performing well.”

Clarke disputed allegations made against him and outlined the actions taken against him by then-Interim City Administrator Corri Spiegel in a 32-page paper he prepared for the Organizational Culture (Doctorate of Business Administration 951) class he took at St. Ambrose University, Davenport. The terms of succession agreement included reimbursement of his tuition.

“What the Director did not know at the time was that the reputation of Public Works in the eyes of the Council was being carefully manipulated,” Clarke wrote. “The first indication was the unusual exclusion of the Director at the weekly Council-Staff issue discussion meetings [...] The new Interim City Manager was going around the Director and requesting subordinate staff to attend the meetings or would choose to handle the issue by herself.”

Despite being cast as someone not performing, the public works department was accredited by the American Public Works Association for management and best practices in December 2015. The city advertises its accreditation status on its website.

The actions Clarke alleged were similar to those Washburn wrote about in her bullying complaint against Spiegel, but seeing that the end was inevitable, he and the city came to terms as he saw no value in a corrosive departure, Clarke said.

SUCCESSION AGREEMENT

This agreement is made and entered into this 17th day of September, 2015 by and between the City of Davenport (City) and Michael Clarke (Clarke).

Recitals

WHEREAS, Clarke for personal reasons wishes to pursue opportunities on the East Coast to be closer to his family as well as his wife's; and

WHEREAS, Clarke and the City are interested in ending Clarke's employment with the City in a mutually agreeable manner while maintaining Clarke's expertise during the transition period;

Agreement

NOW THEREFORE, in consideration of mutual promises contained herein, and other good and valuable consideration, the parties hereto agree as follows:

1. Definitions: The following terms are defined as:

a. Official Separation Date: The date upon which Clarke's employment with the City will end. That date is July 15, 2016.

b. Transition Date: The date upon which Clarke ceases to be the Public Works Director and becomes a part-time employee (project manager) who provides counsel on public works items and performs special projects as directed by the City Administrator. As agreed by the parties the Transition Date will be March 31, 2016, unless Clarke sooner obtains employment or a consultant's position with another party in such case the Transition Date will be the earlier date of the new employment or contract. Said part time job will be compensated at the rate of \$50 per hour and will be for no more than 10 hours per pay period unless the City Administrator and Clarke mutually agree from time to time that a task will require more hours for the week.

c. Last Work Day: The date which will be Clarke's final date of holding regular office hours. That date is December 31, 2015, unless moved to an earlier date by the City Administrator.

2. Resignation. Clarke hereby resigns as Public Works Director as of March 31, 2016 and accepts employment as a part time project manager beginning at 12:01 AM April 1, 2016. Further Clarke hereby resigns and retires from all employment with the City effective his Official Separation Date.

As for the agreement itself, it set Clarke's last work day as Dec. 31, 2015, and his official separation date as July 15, 2016, for which he was employed and paid until.

This date was significant because it marked the date when Clarke became vested in the Iowa Public Employees' Retirement System.

"They wanted me to leave, and I wanted to get to the seven-year IPERS investment to get a retirement package," Clarke said. "It said you will leave the office and go into consulting role at five to 10 hours per week."

Clarke received his regular paycheck through March 31, 2016. His salary at the time of his departure was \$132,440. Afterward, he was paid \$50 per hour on a part-time basis.

As allowed in the agreement, Spiegel moved up Clarke's last work day and on Nov. 20, 2015, he packed up his belongings and left public works.

The narrative crafted in the agreement and released to the public was that Clarke "wishes to pursue opportunities on the East Coast to be closer to his family as well as his wife's."

While the statement was true to some degree, it wasn't the whole truth, Clarke said.

At the time of his hire, Clarke informed the city that his tenure would likely span seven to 12 years after which he would head to the East Coast.

"Nothing was untrue, but the hidden part was how they sped it up," Clarke said. "There were a lot of wonderful things we were getting to ready do. I wasn't ready to leave."

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CONSULTING AGREEMENT

This Agreement is made and entered into this 1 day of August, 2015 by and between Don Schaeffer (the "Consultant") and THE CITY OF DAVENPORT (the "CITY").

WHEREAS, Consultant has extensive knowledge and experience regarding City's Police Department its operations, functions and practices;

WHEREAS, City seeks to benefit from Consultant's expertise and knowledge by retaining the Consultant as a technical consultant; and

WHEREAS, Consultant wishes to perform consulting services for City.

ACCORDINGLY, City and the Consultant agree as follows:

1. Services

Consultant shall provide nonexclusive advice and consulting services to City with respect to matters related to his expertise in the City's Police Department its operations, functions and practices. The parties anticipate that Consultant will perform these services primarily in person but will also make use of email or phone. Accordingly, City will assist him in transferring the cell phone number assigned to him during his former employment to his private plan. Consultant will make site visits when requested. City will provide an on-site, suitable workspace when appropriate to the then current project. Consultant shall be responsible for providing his own equipment and internet access when offsite.

2. Compensation and Billing

City shall pay consultant a flat fee of \$2,500 per month through June 1, 2016 for consulting services provided on an as needed basis. Any hours requested and authorized by City above 25 hours in a calendar month will be paid at the rate of \$75 per hour. Schaeffer shall provide an invoice each month for the flat fee of \$2,500 regardless of whether he was utilized, and when authorized for additional work above 25 hours Schaeffer shall itemize by project name and subtask the work performed. City shall pay the invoice within 15 business days of receipt.

3. Term and Termination

This Agreement shall begin 12:01 AM August 1, 2015 and end at 5:00 PM CST, June 1, 2016.

4. Confidentiality

a. City may, in connection with work contemplated under this Agreement, disclose confidential information to Consultant ("Confidential Information"). Consultant will use reasonable efforts to prevent the disclosure of any of City's Confidential Information to third parties.

b. Confidential Information subject to paragraph 4(a) does not include information that: (i) is or later becomes available to the public through no breach of this Agreement by the recipient; (ii) is obtained by Consultant from a third party who had the legal right to disclose the information to Consultant; (iii) is already in the possession of Consultant

Former Police Chief Don Schaeffer was the first to leave as he approached the retirement age of 65 outlined in Iowa Code.

While Spiegel named Maj. Paul Sikorski, who was promoted a few months prior, as interim chief, other cities have found ways around the retirement age requirement. In Coralville, for example, Barry Bedford stayed on as administrative chief of police for a few months after he turned 66. The major difference is an administrative chief does not have arresting powers.

Schaeffer stayed with the department, according to a consulting agreement he signed on Aug. 1, 2015.

In the agreement, Schaeffer was paid a flat fee of \$2,500 per month from Aug. 1 to July 31, 2016, with the ability to earn a rate of \$75 per hour when he worked more than 25 hours in a month.

Schaeffer did not return calls for comment.



Davenport Chief Information Officer Rob Henry discusses **award** given to the city of Davenport for its digital initiatives on Nov. 19, 2013.

Jeff Cook, QUAD-CITY TIMES

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Former Chief Information Officer Rob Henry also signed a succession agreement after Spiegel was made full-time city administrator.

Henry had always lived in Cedar Rapids during his tenure, which made it more convenient for him to care for his mother. Henry's first employment agreement was made on May 24, 2005.

But in the succession agreement signed on Sept. 8, 2016, it stated: "Whereas, City desires that individuals employed as department heads reside in the community they serve."

In an email from Spiegel to the Quad-City Times on Aug. 2, 2017, Spiegel wrote "[...] there is not an administrative policy governing the residency requirement for department heads. With that said, it is my expectation, as it has been for my predecessors, that Directors reside within the community they serve."

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SUCCESSION AGREEMENT

This agreement is made and entered into this 8 day of September, 2016 by and between the City of Davenport (City) and Robert J. Henry (Henry).

Recitals

WHEREAS, City desires that individuals employed as department heads reside in the community they serve; and

WHEREAS, Henry for personal reasons desires for his residency to remain in Cedar Rapids, Iowa; and

WHEREAS, Henry and the City are interested in ending Henry's employment with the City in a mutually agreeable manner consistent with his last appointment letter dated June 13, 2007 while maintaining Henry's expertise during the transition period;

Agreement

NOW THEREFORE, in consideration of mutual promises contained herein, and other good and valuable consideration, the parties hereto agree as follows:

1. Definitions: The following terms are defined as:
 - a. Official Separation Date: The date upon which Henry's employment with the City will end. That date is February 17, 2017.
 - b. Last Work Day: The date upon which Henry will no longer be expected to maintain regular office hours. That date is October 21, 2016.
2. Resignation. Henry hereby resigns as Chief Information Officer, effective on the Last Work Day.
3. Office hours and Departmental Operations. Henry shall continue to work his regular work schedule through his Last Work Day. The City agrees that Henry may flex his office hours during the work week and the parties agree that Henry will be present in the office at times necessary to perform the required duties of his position subject to reasonable accommodation. Between the execution of this Agreement and his Last Work Day Henry will: not terminate or suspend for more than one day any employee nor reorganize any position without approval of and prior consultation with the City Administrator; nor hire any direct report without approval of the City Administrator. The City will not pay for any travel or conferences for Henry after September 30, 2016.
4. Conditions of 120-Day Consulting Period through the Official Separation Date. Henry acknowledges that, by executing this Agreement, he will provide consulting services, as requested by City, for the period of 120 days between the Last Work Day and the Official Separation Date. Henry's 120-Day Consulting Period shall continue for

Henry's last day was set as Oct. 21, 2016, upon which a 120-day consulting period began until the final separation date of Feb. 17, 2017.

Henry continued to receive his base salary along with unused holiday time through the separation date on top of \$18,566.80 for vacation leave and \$29,844 for sick leave.

Before Spiegel arrived in Davenport as the assistant to the city administrator in 2014, documents in her personnel file are public record from when she served as Economic Development Manager for the City of Centennial (Colorado).

Under the Colorado Open Records Act, performance ratings, job applications, employment agreements and documents pertaining to compensation are public record. The written evaluation portion is not.

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Employee Performance Evaluation

Employee Information			
Name	Brenda Madison	Review Period	2012
Job Title	City Clerk	Date	1/24/2013
Department	Administration	Manager	CM

Performance Rating	Definition
Exceeded Expectations	Exceeded all expectations during the review period, consistently delivering a superior work product and going above and beyond what was asked. Demonstrated advanced capability in most competencies.
Met Expectations	Met all goals and may have exceeded some, delivering consistently on what was asked. Demonstrated solid capabilities in most or all competencies.
Inconsistently Met Expectations	Did not meet assigned objectives or delivered inconsistent results. Needs development in competencies critical to the role.

Part 1 - Competencies

			1	2	3
			Inconsistently Met Expectations	Met Expectations	Exceeded Expectations
1. Functional / Technical Skills	Weight:	15%	☐	☒	☐
- Understands the duties and responsibilities of the position - Possesses the technical skills and knowledge to perform the job					
Comments: [REDACTED]					
2. Personal Attributes	Weight:	10%	☐	☒	☐
- Demonstrates honesty and trustworthiness - Practices professionalism and accountability - Is customer focused - Owens City issues / Displays a can-do attitude - Takes action - Generates optimism and energy - Displays self-awareness					
Comments: [REDACTED]					
3. Teamwork Skills	Weight:	15%	☐	☒	☐
- Participates in peer relationships - Flexible in various roles (many hats) - Seeks input - Responsible for carrying their own load on the team - Strives to cooperate with and adds value to the team					
Comments: [REDACTED]					



Spiegel received an average of 1.65 out of three in performance ratings of eight competencies and was the lowest-rated senior manager out of the seven conducted by then-Centennial City Manager John Danielson for the 2012 calendar year.

In the Jan. 24, 2013, review that was signed by Spiegel on Feb. 15, 2013, it shows a rating of 1, or "inconsistently met expectations," for personal attributes, teamwork and managerial or supervisory skills.

Grading of personal attributes includes demonstrating honesty and trustworthiness, practicing professionalism and accountability, taking action, being customer-focused, owning city issues, generating optimism and displaying self-awareness.

Spiegel did not respond to a request for comment or to provide any context about the ratings.

Spiegel's ratings were much higher the following year when completed by Finance Director Dawn Priday.

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**Employee Information**

Name:	Corrin Spiegel	Overall Rating:	Met Expectations
Reviewer Name:	Dawn Friday	Job Title:	Economic Development Manager
Review Period:	1/1/2013 - 12/31/2013	Reviewer Job Title:	Finance Director
Hire Date:	7/30/2007	Review Type:	CoC Annual Evaluation Template - Individual Contributor
		Department:	Finance

Rating Scale Legend

Rating	Abbrev	Description
Inconsistently Met Expectations	IME	Did not meet assigned objectives or delivered inconsistent results. Needs development in competencies critical to the role.
Met Expectations	ME	Met all goals and may have exceeded some, delivering consistently on what was asked. Demonstrated solid capabilities in most or all competencies.
Exceeded Expectations	EE	Exceeded all expectations during the review period, consistently delivering a superior work product and going above and beyond what was asked. Demonstrated advanced capability in most competencies.

As in her time in Goodyear, Arizona, Spiegel was the economic lead who helped bring in a number of major projects and spur growth. In Centennial, which was and still is a relatively new city, she was part of the team that helped the municipality gain accolades such as top places to live.

Those successes followed her to Davenport. Spiegel helped to retain Kraft Heinz and attract Sterilite Corp., the largest plastics manufacturer in North America, to the Eastern Iowa Industrial Center. Not including those projects, Davenport's tax base is projected to increase 5 percent for the next fiscal year.

Despite her technical competence, Spiegel admitted in a department head meeting that her former employer called her “cliquey,” according to a current department head who asked to remain anonymous.

The hiring process

As part of the city's redesigned website, Davenport enlisted the services of Iron and Lace Photography, LLC to take headshots for its department heads.

Two invoices later, one for \$1,500 in May 2017 and \$250 in September 2017, each department had a public face. Photos included then-Network Manager Cory Smith, who was promoted to the director's position on Sept. 15, replacing Henry.

The first batch of photos, taken on May 22, contained more than 280 photos for 30 employees, including Smith.

The second batch contained 60 photos for five employees: Captains Jane Imming and Brent Biggs from the Davenport Police Department and Sarah Ott, Susanne Knutsen and Laura Berkley from the Community Planning and Economic Development Department.

A history of city job postings, provided through a records request, showed the IT Director's position was listed from May 19 to June 30, 2017.

In total, the city received 62 applications for the position, including two internal candidates, yet Smith's photo was the only one taken from the IT Department from May 22 through today.

During Henry's tenure, Ron Perkins, the IT infrastructure manager, was seen as the No. 2 person in the department. After Henry's departure in 2016, Perkins attended department head meetings through the early stages of the transition as the full-time director's position remained vacant.

Coinciding with his headshot being taken, Smith began attending department head meetings, according to a current department head.

The city's new website was rolled out on Oct. 16, 2017.

Spiegel did not respond to request for comment for why Smith's picture was taken for the city's website when the job had been posted three days prior.

Promotions and reclassifications

Former Public Works Director Mike Clarke still has a voicemail from Spiegel he listens to from time to time that he said signified the beginning of the end.

While Clarke was out with a new manager and a Quad-City Times reporter in the summer of 2015, Spiegel left a message for him to continue with his walk-through. Meanwhile, he said, she called a no-notice meeting with public works staff.

It was at this meeting, while Clarke was on the walk-through, where the reorganization of public works was announced and three deputy directors were named, including current director Nicole Gleason. Gleason, along with Brian Schadt and Todd Jones, was informed of reorganization before the meeting, Clarke said.

After a few weeks, a separation agreement was signed in September 2015.

Clarke is a retired lieutenant colonel and former deputy commander and chief of staff of the U.S. Army Corps of Engineers, Rock Island District. He also served as the chief of construction for U.S. Army Corps of Engineers Afghanistan Engineer District, Kabul.

During his service, he received more than 30 medals and decorations including the Legion of Merit, Bronze Star and Meritorious Service Medal.

All three deputy directors worked together to run the department at the end of Clarke's tenure.

"We appreciate that he has advised the city of his plans in order to ensure a smooth transition and maintain our high quality services," Spiegel said in a news release in October 2015.

When asked on Jan. 24, 2018, via email about the news release, Spiegel's response was that the city does not comment on personnel matters.



Davenport City Administrator Corri Spiegel's Instagram page shows her walking down the street with her assistant, Mallory Merritt, and Inclusion and Equity Administrator Scott VanDeWoestyne on May 22, 2017. Spiegel commented on her page, "Triple Trouble."

Contributed art

Inner circle

On social media, Spiegel is often flanked in photos by assistant Mallory Merritt and Inclusion and Equity Administrator Scott VanDeWoestyne.

The city hired VanDeWoestyne in May 2016 for the formerly named affirmative action officer position after he was Director of Government Affairs at the Quad-Cities Chamber of Commerce.

Despite Davenport not having an approved Affirmative Action Plan since 2013-2014 and without one as of today, changes were made to the duties and qualifications for the "new" position to where they look similar to VanDeWoestyne's resume. The most glaring omission from the new position was knowledge of anti-discrimination laws.

In other cities, that knowledge is a requirement of the position.

The city of Dubuque's equity outreach coordinator, for example, lists in its essential knowledge requirements: "considerable knowledge of civil rights law in the United States and an understanding of the origin and causes of discrimination."

The city of Cedar Rapids' civil rights director also serves as its chief diversity officer and also possesses the same knowledge requirements.

The new position moved locations in City Hall. During the last time it was known as the affirmative action officer, the position was located within the Human Resources Department. Now, it's back in the administration office, overseen directly by Spiegel.

Spiegel's response to an email from the Times asking why the position was relocated was that the city does not respond to personnel matters.



Assistant to the City Administrator Mallory Merritt refers to City Administrator Corri Spiegel and department heads Bruce Berger, Scott Hock, Brandon Wright as "myloves" in a July 13, 2017, post on her Instagram page.

Contributed art

Merritt and her husband, Clay, both have benefited since Spiegel became the full-time city administrator.

Employment with the city of Davenport marked their first jobs after both graduated with Master's degrees from Auburn University.

In 2015, both were classified as Management Analyst I, earning around \$50,000 each. Shortly after Spiegel became full-time city administrator, both saw promotions.

In November 2016, the position of Capital Manager was created and Clay Merritt was selected. The position's qualifications for experience and training were much lower than a previous position that managed the city's capital improvement plan, bearing close resemblance to Clay Merritt's resume.

Around the same time, Mallory Merritt, whose social media pages reveal a close relationship with Spiegel, became assistant to the city administrator and received an increase of more than \$20,000 in her annual salary.

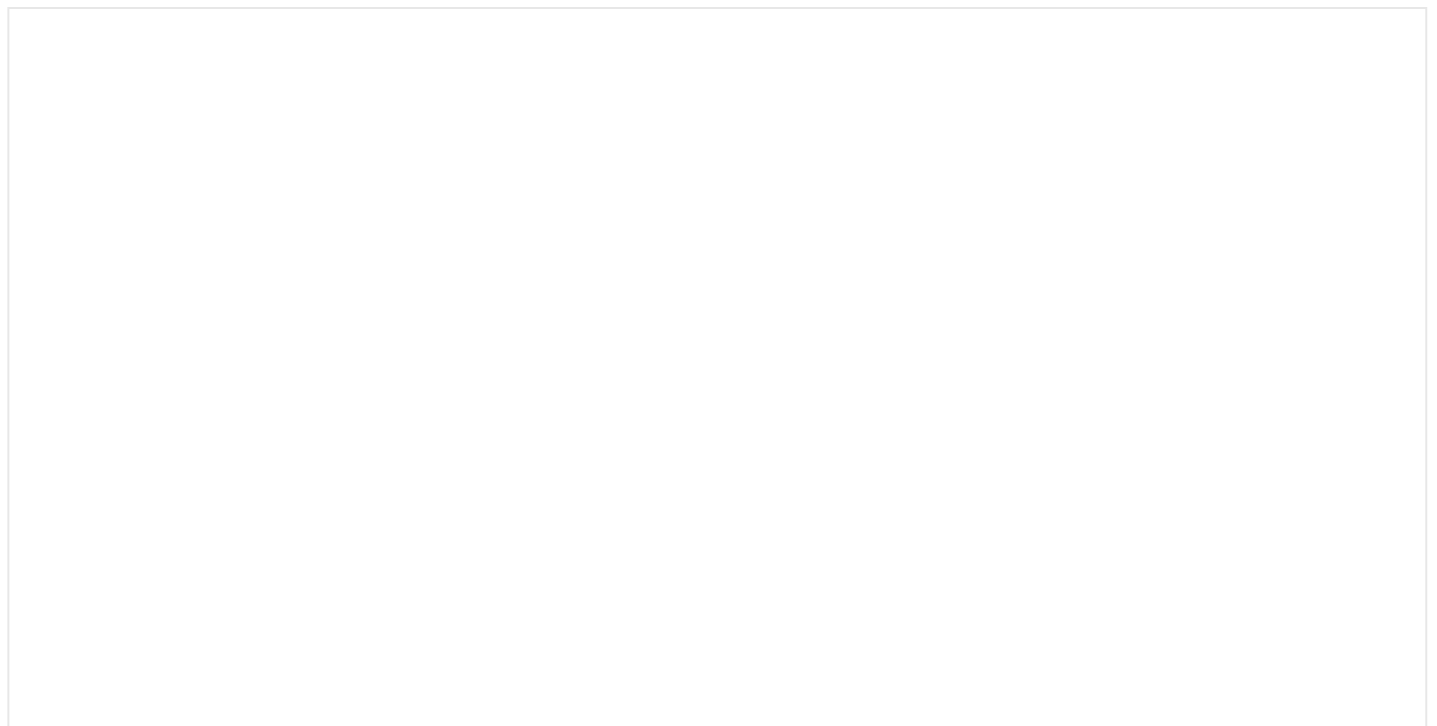
As the groundwork was being laid to let Fire Chief Lynn Washburn go, Mallory Merritt began being assigned responsibilities by Spiegel, including overseeing the city's fireworks ordinance.

Instead of the fire chief providing an update at meetings, Spiegel directed Mallory Merritt to speak, according to Washburn.

Mallory Merritt also saw the addition of more media projects when Spiegel reclassified Jennifer Nahra from communications director to public information officer.

A 20-year city employee, Nahra saw nearly a \$20,000 cut in pay despite being responsible for building and maintaining a vast number of the city's communication tools, such as its TV channel, websites, social media, public information campaigns and media initiatives.

The FY 2019 proposed budget indicates a removal of all positions in the communications department, merging them into the office of city administration.



Behning, Greg
Wednesday, January 25, 2017 11:27 AM
Washburn, Lynn; Hayman, Michael

Just a quick update regarding the package delivery.

Next move is to subpoena the two companies the business uses to sell and fulfil orders in order to get information on who/where to subpoena for the actual sales records.

Amy is also considering contacting a person in Texas that is suing the company for refusing to provide information.

I will provide another update if we make any headway.

Greg Behning
Evanston Police Department
Internal Affairs

Concerns emerge around outcome of employee complaints

Employee Performance Evaluation			
Employee Information			
Name	Carl Symons	Review Period	2002
Job Title	Accountant	Department	IT
Performance Summary		Definition	
Exceeded Expectations Exceeded all performance goals and objectives. Demonstrated exceptional performance and going above and beyond what was asked. Demonstrated exceptional leadership skills. Met Expectations Met all goals and objectives. Demonstrated solid performance and going above and beyond what was asked. Demonstrated solid leadership skills. Needs Improvement Did not meet all goals and objectives. Demonstrated solid performance and going above and beyond what was asked. Demonstrated solid leadership skills.		Exceeded Expectations Exceeded all performance goals and objectives. Demonstrated exceptional performance and going above and beyond what was asked. Demonstrated exceptional leadership skills. Met Expectations Met all goals and objectives. Demonstrated solid performance and going above and beyond what was asked. Demonstrated solid leadership skills. Needs Improvement Did not meet all goals and objectives. Demonstrated solid performance and going above and beyond what was asked. Demonstrated solid leadership skills.	
Part I - Competencies			
A. Professional/Technical Skills		Weighted	10%
1. Demonstrates technical skills and knowledge to perform the job. 2. Demonstrates technical skills and knowledge to perform the job.		Exceeded Expectations	Met Expectations
B. Personal Attributes		Weighted	90%
1. Demonstrates professional and accountability. 2. Demonstrates professional and accountability.		Exceeded Expectations	Met Expectations
C. Team/Project/Client/Service as a whole		Weighted	10%
1. Demonstrates skills to perform the job. 2. Demonstrates skills to perform the job.		Exceeded Expectations	Met Expectations

2 hrs ago

[illegible]

Website invoice #1
2 hrs ago



Website headshots invoice #2
2 hrs ago