

From: "chelsea brentzel" <chelsea.brentzel@krdo.com>
Sent: Friday, February 11, 2022 3:58:24 PM
Subject: Re: TIME SENSITIVE: KRDO Request for interview regarding city hall sexual misconduct allegations

Good afternoon,

I wanted to follow up on this request to provide more context on what the women accusing Mr. Patterson have told me on-camera.

The women say if they were treated differently, the City of Florence may not be in the current position it finds itself in. They say they feel ignored, degraded and not believed.

They wish officials would have acknowledged what happened to the alleged victims after Mr. Patterson was fired. They tell us that what they really want is accountability and protections to be put in place. They are upset that the city of Florence did not issue a public statement or speak with staff after Patterson was fired. They say they expected the city to make clear it wouldn't tolerate this behavior. They also wanted protections to be put in place and swift HR changes. They say other staff members who were impacted by Mr. Patterson's alleged behaviors do not feel comfortable coming forward because the city never spoke with staff about it and never offered counseling or confidential reporting measures.

Does the city staff or council have any comment on this for our story that airs at the end of the month?

Thank you,
Chelsea

From: "chelsea brentzel" <chelsea.brentzel@krdo.com>
Sent: Wednesday, February 9, 2022 2:51:13 PM
Subject: TIME SENSITIVE: KRDO Request for interview regarding city hall sexual misconduct allegations

Hello,

I am reaching out requesting a sit-down on-camera interview or comment from you regarding various allegations involving Florence city government officials and former city manager Mr. Michael Patterson. I interviewed Tammy Kibler, Jessica Hill, Shay Ardrey, and their attorney Andrew Swan on-camera.

I have documentation and on-camera interviews that allege the following about Mr. Patterson's alleged sexual misconduct with his female employees at city hall:

- Former city clerk Tammy Kibler says she first reported sexual harassment by Mike Patterson in 2019 to Lori Cobbler
- Kibler says she then took the allegations to Mayor Keith Ore in [June 2019](#)
- Kibler was fired a few days later for failing to perform her job duties. She alleges she was fired for reporting the alleged harassment she was experiencing from Mr. Patterson and Former Police Chief Mike DeLaurentis
- DeLaurentis retired from the City of Florence on [September 27, 2019](#)
- The City of Florence settled Kibler's wrongful termination claim through CIRSA insurance in [November 2019](#)
- Kibler says she only agreed to the settlement because she was told that Mr. Patterson would no longer be a city employee within six months
- Shay Ardrey alleges she first told her supervisor Mr. Sean Garrett about sexually harassing text messages she received from Mr. Patterson in early [July 2021](#)
- Ardrey alleges Mr. Garrett did not feel comfortable reporting the harassment to the police or the council, Ardrey says she didn't either because Ms. Kibler was fired days after reporting similar allegations in 2019
- Ardrey alleges she told Lori Cobbler during an employee benefits meeting in [August 2021](#) about the sexually harassing text messages she was receiving from Mr. Patterson
- Ardrey says the allegations weren't reported to the council by Mr. Garrett until the morning she submitted her resignation
- Ardrey says no elected officials ever reached out to her and have failed to make changes to the City of Florence's Human Resources department to help city staff feel like they can report issues
- Jessica Hill says she first told current Florence Police Chief Shane Prickett about sexually harassing text messages she received from Mr. Patterson in [June 2021](#)
- Hill alleges Mr. Patterson sexually assaulted her in his office in [August 2021](#)
- Hill reported these allegations to the Florence Police Department on [September 1, 2021](#)
- The Florence Police Department eliminated Hill as a criminal victim through evidence, despite recorded phone calls with Mr. Patterson about the alleged assault in his office
- Hill alleges the city has retaliated against her following her reporting of harassment and assault
- Hill says she has been shut out of executive sessions and her duties have been limited since

They allege a conflict of interest by having the Florence PD investigate Mr. Patterson. The police report shows detectives asked the police chief and deputy chief about having an outside agency come in but were directed by their bosses to keep the case in Florence PD. The women want an agency independent of the city to re-investigate their allegations.

They are asking for a public apology, changes to ensure Human Resources systems are in place to make employees feel safe about reporting issues, and resignations of those who failed to help them. They say the City of Florence's statement about the alleged sexual harassment was not accurate and all of them allege the harassment occurred at all hours, including during the workday and at city meetings.

We are airing a story on this on [February 28th](#). I need to have all interviews completed or a statement received by [February 18th](#). If you choose not to respond or comment, we will report that in our stories on-air and online.