

{ start of recording }

Heather Barber [HB]

[REDACTED]

HB: O.K. So this is recording, so this a recording of a meeting with Heather Barber [REDACTED] The date is February 22, 2019 it is 1:59 pm. Um, so [REDACTED] I will first make um you aware you are required to give truthful responses to the questions. Uh, you are protected from retaliation from your participation in this investigation through policy and under state and federal law. So if you could please provide me with a statement in response to the following question:

Were you a witness to an inappropriate comment of a sexual nature made by Dean Kaufert in [REDACTED] [REDACTED] the week of pool interviews on or around February 13th and if so could you please provide a detailed account including um the date if you know it, approximate time, witnesses, and the specific comment that you heard.

[REDACTED] O.K. uh yes I was. Um I don't know what the date, it was a Tuesday, and I would say approximately probably 9:30 in the morning, cause I know it was after our staff meeting. So, from what I can figure out here is uh Dean had walked into our office, guessing he saw the signs that were posted that we were doing interviews in the evening or whatever, he um mentioned that he wanted to apply for the pool lifeguard, at the pool. And [REDACTED] said that well just so you know this year you know the guys wearing, uh speedos you know this year for uniforms, and he said "oh no no no, I don't think that would work um besides I don't think I would uh last very long, or more than a day with the 16 year old life guard girls," I believe he said girls "out there," so. Um [REDACTED] and [REDACTED] were also in the, in that room in our back room, our office room there. Uh, then he left and we kind of just looked at each other like, wow, you know that's, that was totally inappropriate and uh and went on from there.

HB: So just so I understand where everybody was in the office, um the mayor was actually talking to you? In a common area

[REDACTED] Or to us.

HB: To the group?

[REDACTED] To the group.

HB: So you happened to be out in the common area?

[REDACTED] We were in our back room, whatever you want to call it.

HB: Oh, in that back storage area?

[REDACTED] Yeah

HB: And where was he? Did he go into that back room?

[REDACTED] He was in that room as well.

HB: o.k.

█ Yup

HB: Alright. Um. Alright next question is: Have you previously heard Dean Kaufert make comments of a sexual nature and if so if you could please provide any details from any previous instances.

█ I would say yes, um, but I would say that it was more, uh I couldn't give dates I mean cause I would, I would say that it was over a year ago.

HB: O.K.

█ you know, um, and it was just a comment between him and I, I think, just passing in the lobby of the, of city hall here. I knew he was on a vacation I asked how his vacation was and he made a comment from there. Um.

HB: What was the nature of the comment?

█ Um, he was somewhere warm, and uh, "yeah it's good to be back", I'm generalizing here,

HB: sure

█ "good to be back um but sure miss the scenery around the poolside."

HB: okay

█ And that's where that went, and I mean that again was just, I mean, passing in the library, or lobby making um conversation really, is what that was. Um, I had heard something else was mentioned in our office recently in regards to either a picture or art, but to be honest I was not there um or didn't hear that so...

HB: OK, Um then, do you have knowledge of other employees other than the ones you mentioned were in your office, do you have knowledge of other employees I should contact related to Dean Kaufert making sexual comments?

█ Um, I mean the other one I think in regards to the, the art or the picture comment, um probably

HB: Ok

█ But other than that.

HB: OK

█ That'd be it

HB: OK. And so that's it for the questions. So, um, at this point I would ask if you can, while I'm conducting the investigation, just keep it quiet because it effects my ability to gather information if

everybody knows what's going on so, uh if you could just keep it quiet until I am done talking to everyone I would appreciate it. And then, um, typically I can't share, um, the results of an investigation with the people that were involved but I can tell you when something was handled or addressed etcetera. Um and as I mentioned before, there will be no retaliation to anyone involved in the investigation so...

■ OK

HB: Um if something strange happens, someone comes to you something, you know, whatever that is, just let me know. So, but that's it unless you have anything you'd like to add.

■ Uh, nope, I'm fine.

HB: Alright then I'm turning the recorder off.

{start of recording}

Heather Barber [HB]

[REDACTED]

HB: O.K. It is recording. I am here with [REDACTED] and Heather Barber its 3:39 pm on February 25, 2019. Alright, so [REDACTED] you are required to give truthful responses to the questions. You are protected from retaliation from your participation in this investigation through policy and under state and federal law. If you could please provide me with a statement in response to the following question:

Were you a witness to an inappropriate comment of a sexual nature made by Dean Kaufert in [REDACTED] [REDACTED] the week of pool interviews on or around February 12th if so could if you please provide a detailed account including the approximate time, where you were, witnesses, and the specific comment that you heard.

[REDACTED] Yeah, um, I'm not sure, I'm not sure the exact day but that sounds like the correct time frame. Um, I would say it was approximately 10 o'clock in the morning, um I believe it was after a staff meeting. Um, [REDACTED] and [REDACTED] were also present at the time. Um Dean walked in and stated that he was there for his pool interview, which is a common thing that people do at that time just to be funny, um and then, um said that he really wouldn't last much longer than sometime in July due to the 16 year old girls working there.

HB: ok, and, have you previously heard Dean Kaufert make comments of a sexual nature and if so please provide details on any previous instances.

[REDACTED] I can't think of any in particular, I've overheard them being said to, I've overheard other people talking about statements made to them but not that I have heard in particular.

HB: OK. Do you have knowledge of other employees I should contact related to Dean Kaufert making sexual comments other than your department?

[REDACTED] No I do not.

HB: Ok. And that's the last question. So, um at this point I would just ask until I complete the investigation and meet with him if you could not say anything about this just cause I don't want him aware of what's going on until I've gotten all of my information together. Um, and that's it.

[REDACTED] Perfect.

HB: Alright, we good?

[REDACTED] Beautiful

HB: Alright, thank you.

{ start of recording }

Heather Barber [HB]

[REDACTED]

HB: O.K. Now it is recording. [REDACTED] and Heather Barber February 25th, 2:55pm. Uh, I already know that you weren't a witness to the situation we already talked about so I don't have a lot for you um and you did mention one other comment that you were aware of regarding the art comment that was made and that was brought up and I have information on that. So my only question for you really is are you aware of any other comments of a sexual nature that have been made or are you aware of any one else I should talk to.

[REDACTED] Probably yourself

HB: Okay

[REDACTED] Um, no I was just made aware of both of those situations. I was not involved in them directly. You know, there's always hearsay comments. And nothing, nothing comes to mind that's a direct go "oh my goodness, really?" More, uhhh, the uncomfortable it's like, just shhh, think it in your head don't say it out loud.

HB: Okay, that's all I have for you then.

[REDACTED] Easy for me, sorry.



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Learning
LINK

Certificate of Training

This Certifies That

Dean Kaufert

has successfully completed the course:

Anti-Harassment: Promoting a Positive Workplace

On:
05/13/2019

Statement from Mayor Dean R. Kaufert

In of February of 2019 I was asked to respond to a complaint made of a verbal comment I made while talking with a group of employees.

I was in a group discussion and made a comment that could be taken wrong.

I commented in a jestful manner that I was here to apply for the lifeguard position at the pool and a staff member responded with a comment about the new uniform. I then responded to the comment by one of the senior staff that "that would not happen due to working with a bunch of 16 years olds." Period.

In the end I'am the leader of the community and must be held to a higher standard and accept that. If I offended anyone with the comment I truly am sorry for it and always try to be respectful and careful that I say anything that can be taken wrongly. I volunteered to take the Anti Harrassment: Promoting a Positive Workplace Training Course along with staff and successfully completed the course

Thank you for your understanding,

A handwritten signature in black ink that reads "Dean R. Kaufert". The signature is written in a cursive style with a large initial 'D' and a long, sweeping tail on the 't'.

Mayor Dean

September 2019