



DEPARTMENT OF JUSTICE
CRIMINAL JUSTICE DIVISION

Transcript of Recorded Interview

MATTER/FILE NO.: CJD0007-13

ACTION DATE: July 31, 2013

PERSON INTERVIEWED: MANHAS, Sonia
DOB: [REDACTED]

ALSO PRESENT: McKENNA, Liz, Attorney

INVESTIGATOR: Mike Wells, Special Agent
AAG: Shannon Kmestic

TIME/PLACE: 3:43 PM

REPORT PREPARED BY: Mike Wells

PART 1 of 3

WELLS: Why don't I start the tape recorder? It's July 31st, 3:43 in the afternoon and I'm Mike WELLS, Special Agent, Oregon Department of Justice.

KMETIC: Shannon KMETIC, Department of Justice.

McKENNA: Liz McKENNA, Attorney representing Sonia MANHAS.

WELLS: Okay.

MANHAS: Sonia MANHAS.

WELLS: Perfect, thank you and that is- that's just for the transcriptionist so they can understand the voices, so... alright let's start from the beginning, Sonia can you spell your whole name for me so I have it right?

MANHAS: S-O-N-I-A M-A-N-H-A-S

WELLS: And the middle initial? None? Okay. And your date of birth?

MANHAS: [REDACTED]

WELLS: And your address?

MANHAS: [REDACTED] in Portland.

WELLS: Okay and I understand that I would contact her but a cell phone number fer-for you?

MANHAS: Yeah, [REDACTED]

WELLS: Mmmhmm.

MANHAS: [REDACTED]

WELLS: And that's not- that not like a county cell phone...

MANHAS: No.

WELLS: ...right?

MANHAS: No that one is in the bag there.

WELLS: Okay, okay and I guess while we're at it, what was your county cell phone number?

MANHAS: Um, 9-7-1 2-5-3 9-5-3-9

KMETIC: Did you always have a county cell phone or is that a recent...

MANHAS: Yeah I always had one.

KMETIC: Always had one, okay.

MANHAS: Uh well- over the 13 years uh, maybe a couple years into it.

KMETIC: Okay.

MANHAS: Yeah.

WELLS: An email address for ya'?

MANHAS: Uh my personal email is- is [REDACTED]

McKENNA: Do you need her personal email, I mean I don't...

MANHAS: Will that...

McKENNA: ...know that...

WELLS: It's just if- I mean I'll give you my personal email, it's just if we end up trying to exchange like letter or whatever if-

McKENNA: Yeah, I mean I (unintelligible) go through me.

WELLS: Okay.

McKENNA: I- I don't really care but it's- and the county has it, it's okay.

MANHAS: I don't care per se, you can take it.

WELLS: Okay.

MANHAS: It's um [REDACTED]

WELLS: Okay, uh let's just start with a little history. When did you start working for Multnomah County? Originally, way back.

MANHAS: September 2000.

WELLS: Okay, in what position were you in at that time?

MANHAS: Um, I was a Program Development Specialist for what was then called a- the Chi- the Child Abuse Prevention Program, it doesn't exist anymore.

WELLS: Okay and that's still the health Department, is that correct?

MANHAS: Mmhmm, mmhmm.

WELLS: Uh and if you could just kind of walk me through you- your professional progress...

MANHAS: Okay.

WELLS: ...through the agency that would be helpful.

MANHAS: Okay uh let's see here. Um, the- kind of the- the pos- like just the positions per se?

WELLS: Yes, exactly.

MANHAS: Okay so by Chr- December I applied for um kind of an entry level management position that was a Health Services Specialist and um, my- my first one was a part time position and um so I applied for a fulltime position and just- I got it in December or January and so I transitioned in the new year to a fulltime Health Services Specialist.

WELLS: Okay.

MANHAS: Um, that was working predominately on- you know community partnerships, I managed our department's Community Health Council, it's an advi- I don't know if you want this detail?

WELLS: Yeah, no it's good. I'm- it's just- you don't have to tell me necessarily...

MANHAS: Yeah.

WELLS: ...in extent what you were doing but just kind of the rolls briefly.

MANHAS: It'll- it kind of lays a story of prevention, building prevention in community partnerships and addressing issues of health equity and I worked on those from the Child Abuse Prevention Program to the Health Services Specialist position and in that position it was a bit of a generalist position, it- it was new and I had a chance to kind of keep growing it. These started- these are sort of the seeds that kind of lead to where we are today. Um, that position, okay, let me think of when I um- some structural changes in the department in terms of organizational pieces and I was moved into a different unit um called Community Health Part- CHP3 Community Health Partnerships, I can't remember the- Promotions, Partnerships and Planning, it was an awkward acronym.

WELLS: Okay.

MANHAS: Um, and then there was a position that became available that was a Chronic Disease Prevention, it was tobacco prevention. What year would that have been? I had my daughter in 2004, I'd waited until I was settled in with her, it was probably about 2005.

WELLS: Okay.

MANHAS: And I applied for that uh position and it was the same classification but it was expanding the work so I applied for it.

WELLS: Okay.

MANHAS: Um, there was a seri-there was a change in that position because I wa- I was building it, it was me and a Point 8 Health Educator. It was very small and this is where the work really started to take hold. I think this is important to the story because it- it was a track record of- I was building capacity for the department to work on partnerships and prevention and um started to seek funding, grants and stuff that slowly began to grow the program. During that time from 2005 to mmm 2009, I'm- I'm gonna have to fumble with these days just a little bit I...

McKENNA: There is a resume of hers among the public documents that I've seen when she applied for...

MANHAS: Yeah.

McKENNA: ...things, pretty detailed, so.

MANHAS: The- the- the- the con- the parts that's kind of complicated in the nuance of the burea- bureaucracy was that I was growing the work and as that was happening supervisors apply for reclasses to the position so I was moving and ex- you know growing the work and the reclassifications be- happened and that's this- this kind of this movement that I started ta'- to kind of develop the capacity and also my position and scope of work.

KMETIC: Is that managerial at that point?

MANHAS: Yeah.

KMETIC: I mean are you supervising people at that point or is that...

MANHAS: Well the first one- the first- when I first I got the Health Services Specialist position it was one person and I ap- I was able to get some funding...

KMETIC: Okay.

MANHAS: ...through a local foundation that brought in another person. That began the department's work in obesity prevention, it was the first position that we got funded and then I was able to apply for some money through the state that brought in some tobacco prevention staff um just trying to build- cobble together some prevention work for the department. Um, um, so there's some classification changes that- that I- I can't remember what they were called in uh Health Serv- they- they did a reclass in the whole county, they renamed them, so then it was called the Program Supervisor, was more language that we could understand, Program Supervisor, then I moved to a Program Manager and um I say these because it's hard for me to remember the exact

days because there's a- there's a lot of perception around the classification's being really important to me and I can't even necessarily tell you at one point those happened. I was just so like driven to keep building this work. Um, okay so it went from Community Health Council to Chronic Disease Prevention then it was renamed Community Wellness and Prevention. In 2009 I was on my MAT leave from the Chronic Disease Prevention Program and said I'm on my MAT leave with my second daughter. I don't want to be bothered because I work a lot at home generally but if- I was anticipating further fe- federal funding coming down the line for prevention that if there was a release of funding through the Obama Administration that that would be legitimate enough for people to contact me at home. Sure enough, just after Lela was born, um, there was an announcement and it was a potential boom for Multnomah County and the community, it was a lot of money. So I worked on that from home and I mobilized you know 30 partnerships working at home with my baby taking her to meetings with the commissioners and such. And um, we got the money, it was 7.5 million dollars. And so um, when I came- I came back to work Feb- I remember this clearly because I came back to work February 1st and Lillian met with me at that time and said whether you get this funding or not the work that you've done to pull this together is significant and I want you to lead up what we're calling the Office of um Public Health Policy in a dual role. That that will be something- we're building my office but also manage the Crime Disease Prevention Program, um, and we'll kind of see what happens. So we started planning in this direction, one week later it was my birthday, that's why I remember, it was February 8th that we got notification that we got this- this incredible amount of money in my world anyway (laughing) massive amount of money.

WELLS: Right.

MANHAS: And that just initiated a significant just um what's the word? I mean it was- it was like a- a train running off the track, it was a 2-year project of...

KMETIC: That was 2010? Is that right? Or do you know?

MANHAS: Yeah, exact- uh, no hold on, yes, yes, yes 'cause we worked on- Lela was born on 2009...

KMETIC: Okay.

MANHAS: We worked on the grant, I came back to work officially I was working predom...

KMETIC: Yeah.

MANHAS: ...you know predominantly part-time anyway then I came back to work in February.

KMETIC: Okay.

MANHAS: In February met with Lillian, very first day talking about reforming this office and um then a week later we get notice of the grant and it was- and that took over everything, I mean it was a massive undertaking and it- it- meant di- you know working obsessively, um, days, weekends, nights, um to get this- get this done, get money out to many, many contracts and also higher up in the department because we didn't have- we didn't really have um- you know we didn't do this- we didn't have a lot of wor- people doing this work, okay so that is February and um that was the position that I was in until um the- the last position which was- which is this Policy and Planning Director position, um which was uh last year, last summer of 2012, um, do you want to hear- do you want me to say how that kind of came to be or...

WELLS: Yeah, sure.

KMETIC: Mmhmm.

MANHAS: ...so okay so the- so we're in hyperspeed with the grant and um building up an enti- kind of an entirely different way of working in terms of the Prevention and Partnerships work and coming to the end of it we got a- we got a one year no-cost extension that got us one more year but then the conversations becat- became we built up a lot of capacity what's gonna be the sustainability plan for this? I'm already having two dual roles in the department. I'm managing Community Wellness and Prevention with the grant and Tobacco Prevention and a num- a number of other projects and the office of Public- of Public Health. What did we call it at that time? The Office of Public Health Policy and Advocacy, um and- and so then these were the conversations- this is important work, we can't let this completely fall, we've supported partners, they're hiring people, you know they're sustaining some capacity um what are we going to do in the county? And um you know this is not- not different from- Lillian has sought my thinking about prevention and partnerships and equity for many years. Like what's gonna be- you know what- what- how do we position for the future? What are our learnings and our practice? Where's Public Health going? And um I've given her ideas through the years a-around this kind of stuff um, this time she did ask for some bold thinking that- you know that's what in the emails, some bold thinking about what- what are the implications for this- for the Affordable Care Act and how are we gonna main- maintain some capacity for prevention moving forward. I mean she's my boss, I have- I have good ideas and she asked for them and I gave her some ideas um you know this is a learning, this

is what I've seen in other jurisdictions, this is what we learned through the federal initiative, I can see the kind- you know the kind- the kind of things they're asking us to track. I think we can do better. Um, you know I gave her that kind of um thinking um, I'd given her this feedback in- in other times too, changes didn't happen at- at other times but this time um there was a Director, Sandy JOHNSON who had left her position managing a- an area called Heauh Health and Social Justice and so um this was- you know they were going to be posting this position. It was looking at uh- er- it was overseeing Health Assessment and Evaluation, program design and evaluation and some prevention work, um, but then ours was outside of that, we sat in another area. This is confusing I- I realize.

WELLS: Not really.

MANHAS: It's a very complicated (unintelligible) no? Okay.

KEMETIC: No, no actually I've...

WELLS: We're- we're keeping track.

MANHAS: Okay.

KMETIC: It was way bigger than we expected it was honestly in terms of the Health Department but no your- it's making sense.

MANHAS: Okay. Um, so she posted the position. I had no idea that it was gonna look the way it was. I saw some ideas that were in there that were mine, I'm assuming other people's too, um, but she posted it, and it was like, oh she's really gonna do this. She's gonna post this. I'm super excited, you know, I mean that's- we'd been building for ten years to build some capacity around Policy & Prevention. It was amazing um to see you know, taking some program learning and incor- and you know applying that to the organization for what public health practice could look like uh, um, so she um, so she posted it and you know I applied. Um and then there's a whole bunch of stuff about how that process happened and I...

WELLS: So if you just walk me through of how you participated in that process.

MANHAS: Mmhmm, alright so.

McKENNA: (Unintelligible) I'm sorry, no I... (laughs)

MANHAS: I'm sorry, I uh- I don't how these, I don't how to do these things.

KMETIC: I know we're gonna get there, but just so I can put this in context. When and we'll get the specifics.

MANHAS: Yeah.

KMETIC: But when did your relationship start with Mr. COGEN?

MANHAS: Yeah, um it started in um the summer of 11.

KEMETIC: Okay and this would have been in terms of you getting this position. That would have been when?

MANHAS: Uh 12- 2012.

KEMETIC: Okay, okay.

MANHAS: So- and- and I think that's part- that's part of why I wanted to identify I think one thing that hasn't emerged is that Lillian formed an Office of Public Policy and Advocacy that she asked me to lead up that predates all of it. It was February of um- of 2010.

KEMETIC: Okay.

MANHAS: And um, I actually had forgotten that detail myself until I was sitting in front of you...

KEMETIC: I'm sorry, I just want to have...

MANHAS: Yeah.

KEMETIC: ...piece fit in context before I went ahead.

MANHAS: Yeah, I mean- yeah, I've played multiple roles and multiple organizational charts in the department and so it's confusing but um...

KEMETIC: Okay so we were at the process then...

MANHAS: ...so the process- so the process- so she- she- you know the position's posted. I didn't know it was going to get posted. I didn't know how much was gonna get incorporated in um and I was excited to see it and I- I- you know I certainly wanted to apply and I did apply. Um, I tried to stay pretty far away from the process in terms of who was gonna be on the panel or you know just who else had applied because I- I knew that it was you know best to stay away. I don't want to get in to any of these conversations with anybody. Um, I expressed concern to my boss at the time who was Lorene NICHOLS, she's

the Director of Community Health Services. I did express concern to her that I was worried that it was an internal posting only. That she had just done that with one of her- her lead managers and that had created quite a- a problem in the department around perception and kind of this idea of- of you know okay, why is it staying clo- like why is staying internal? So Lorene had just gone through this process with a position where a really great employee um was applying for it and- and this whole perception thing of like- you know this is terrible, just open these up, right? Just open them up. I- I knew from this other staff that she would be highly competitive, so they- they had bad process where they had an internal one, they ended up opening it and I was worried that the same thing was going to play out and I said this to Lorene, and- but I had no control over the pro- over the process I- I did not have any control at how Lillian decided to post that, but I had expressed concern that it was going to be internal, um, I didn't- I didn't know who was going to be on the panel or who was going to um who applied, um, and so when I um- well I mean I applied and I- I was interviewed and it was about 9 people on the panel. It was a difficult- difficult intervi- it was a difficult- the process was difficult, it was stressful in the organization because people were- were thinking that there was some intent around this internal process and I was frustrated because I didn't have control over that, um, but it was very, very stressful for me, um, for how it was playing out and I remember I- I wasn't sure if I wanted it because it was getting really stressful and people were uh- it just- it didn't feel good- it didn't feel like a good process to me. After the interview process happened I had a- I guess- I guess a meeting-interview with Lillian and she at that time expressed that maybe she'd made the wrong calculation to post the position how- how it was and some concerns about it and should she pull it down and you know what was I thinking about the process. It's like well I don't really have any control of the process and I- I said to her that we worked so hard to- to build the position (gets teary) sorry. I just said that I worked- I worked really hard to build the capacity and to make the case for the organizational change that she- that my- if that's where she was thinking that I suggested to her to reopen it as an open process and that I was really okay with not being in the job that I just wanted to do the work and that if it meant for the organization that I shouldn't be the person that I was fine with that. I- I swear I said that to her and she said well, let's think about it. I want you to think it about and send me your ide- your thinking you know later or talk to her later on the phone and I have children and I said I can't- I probably can't do that until quite late, like you know ten o'clock or something and I just opted to um write it all like write it to her and I sent her a- a long email um just suggesting you know what- what an approach might be to keep it- you know to going forward. It wa- it was strange right? Um, and then we met either the next day or later that week, I can't remember exactly and she said that she was really impressed with the email response and she wanted to offer me the job and so I accepted it.

WELLS: And that- if that email you're referring to, that was something you would've sent to her through her state email account?

MANHAS: Her county email, yeah, yeah.

WELLS: I'm sorry, her county email account.

MANHAS: Yeah, I- I'm having a real block on the dates because I think the process was in August, I was starting- they kind of had me de fact- I don't know if this was right- I was starting to do the work although I was not officially in the position until October but there had been such a gap that people pulled me into the work right away so it would have been some emails in August.

WELLS: Okay.

MANHAS: I- I think August.

WELLS: So right around the time you got appointed though, like the night before you got the position...

MANHAS: I- I think so, or- or that week...

WELLS: That week?

MANHAS: ...I- I can't remember like how many days were in-between the- the thinking-thinking part for her but I- eh- it had to be relatively tight in time.

WELLS: Okay. Understanding there were some processes that were done internally, some processes that had been done externally...

MANHAS: Mmmhmm.

WELLS: ...in comparison to other internal processes that you have experienced and/or witnessed was this process done similarly?

MANHAS: Mmmhmm.

WELLS: Nothing out of the ordinary about this process to your knowledge?

MANHAS: Nnn nnn.

WELLS: Okay.

MANHAS: No.

WELLS: Alright.

MANHAS: It's- no.

WELLS: So, it kind of brings us to here. We'll come back to some of this stuff I think in the end as we do this kind of chronologically so let's back up a little bit and let's kind of weave uh Jeff into this a little bit. So when did you first meet Jeff? When did you...

MANHAS: Oh, first meet him?

WELLS: First meet him.

MANHAS: Oh, um, when he was first elected to office, 2004, 2005?

WELLS: Okay.

MANHAS: 2005.

WELLS: Alright. Did not know him before that?

MANHAS: Nnn nnn.

WELLS: Okay, do you remember how you guys first met and what that was?

MANHAS: Yeah it was work. I- I um, I mean he- he was commissioner and I certainly knew he was there you know and I was working in the Chronic Disease Prevention Program. I think my first actual interaction with him was when I did board briefing on kind of a an em- emerging poli- nutrition policy approaches that they could consider, um, which was chain restaurant menu labeling and I just did a briefing on kind of what it was.

WELLS: Okay.

MANHAS: And uh he came to me aft- with Lillian, and he came up to me after the thing, the presentation, the meeting, the board meeting and said that's a really- that's a really you know interesting idea and if you- you- you know if the department decides it wants to work on that I'd be happy to support and lead on that and that was my first conversation.

WELLS: Okay, so kind of where'd it uh- where'd it go from there for...

MANHAS: Yeah, so...

WELLS: ...relationship wise as well as how that kind of weaved into work and...

MANHAS: Sure.

WELLS: ...it's easier for you to kind of give me context 'cause I can shoot questions at you all- all day but it's a little smoother when you...

MANHAS: Okay.

WELLS: ...kind of lay it out so.

MANHAS: Yeah, I mean, you know, um, Jeff was a ch- it- it- it- so we worked on the chain restaurant menu labeling, that became sort of an intensive two years of my life of trying to pull together a new policy that the board could consider and he was- he was really interested in it and he- he got involved in it and- and so I started to work directly with his office and- and with him to move forward. Um, and so almost from that beginning this direct working relationship and direct communications and direct staffing of him was um something that came to be. The department was, you know my supervisors were fully aware of that and obviously he was- he was- you know working with me to get this stuff- to get it done, um, so that, that- we worked really closely on the menu labeling piece it was- it was intense um and we um- he got- he was interested in prevention- it really lined up with some of the sustainability issues that he's in- interested in and so we- you know I've- one of the grants we got from the Northwest Health Foundation was working on a coalition in North Portland, he was interested in- in supporting that work, he had some staff come- that were helping us with that, so the work- the work- the work you know just kind of- we kept- we kept working- we worked on- on- on food policy and prevention while he was a commissioner. Um, let me see. When we applied for the grant, Ted WHEELER was still in office and it was the- it was embargoed and the da- the morning that we found out the- the morning that we were able to like announce it publicly was the day that Chair WHEELER was going to the State as Treasurer I think?

WELLS: Okay.

MANHAS: And- and- and so you know Jeff stepped into some of those roles in- in working on the grant. He- he- he was- he was already- he- he an- he and the chair and other folks were int- were integrated into the grant in this big prevention grant and so the work kind of just kind- was really intertwined with the stuff he was doing. I'm not sure how to explain that, I'm sorry. I'm fumbling with my words because he- it was- it was mostly the food policy

work and the prevention work and he- he- he was um interested in hearing about the stuff.

WELLS: Okay.

MANHAS: So we kept him informed about it. Um, let's see. Um...

WELLS: At what point- at what point did you guys start to develop more than a friendship? Can you kind of walk me through- through that...

MANHAS: Yeah...

WELLS: ...I know the date but...

MANHAS: Yeah, um, okay, so you know the date?

WELLS: Well, you- you gave us the date just a minute ago, I mean...

KMETIC: Summer of 2000.

WELLS: The summer of 2000.

MANHAS: Oh, okay, yeah, so...

WELLS: I mean- if you remember more specific than that's great, but...

MANHAS: I actually do, (laughs) I mean it was literally the first- the first week of August is- is when I remember because it- it- I mean, this is intertwined with personal detail that coincided with the anniversary of my father passing and so I- I definitely know that that...

WELLS: Okay.

MANHAS: ...that's how that lined up. Um, so, yeah, um, the personal part of our rela- you know the relationship and you know this direct staffing and communication roll was well before we crossed any li- you know lines and I think that- that is important- I want to- I want to make sure people understand that with the- the- the idea of the chains of communication with the work um that- that was- that was- that was clearly already happening and people were clearly aware of that and it was encouraged um to- to staff in directly. Um we were friends...

WELLS: I- I want to paraphrase that just to make sure I understand what you're saying so we're clear. You're sayin' that that close relationship...

MANHAS: Mmmhmm.

WELLS: ...the direct contact that you were having with the Chair...

MANHAS: Yeah.

WELLS: ...that had- that was on-going well prior to you having a personal relationship.

MANHAS: I am, yeah, absolutely.

WELLS: Okay.

MANHAS: Absolutely. He was- he's' he was the ki- the kind of leader that always- you know I want to hear good ideas, I know you've got good ideas and he encouraged that with me and other staff...

WELLS: Okay.

MANHAS: ...of a direct- a direct link and- and my supervisor was well aware that we were coordinating policy work directly with him.

WELLS: And at this point when you make reference to my supervisor was aware, is that Lillian SHIRLEY directly or is that someone else is the supervisor?

MANHAS: It was- it was both, I mean I- I have- I have a dual- I'd always had a dual role in the- in the department that when I'd been in positions like the Health Services Specialist or the Chronic Disease Prevention Program I have a direct Supervisor like Lorene NICHOLS but Lillian's always on a calendar too, it's part of the complication is that I've had- I've- I have been in hierarchy but people have wanted me to directly um also communicate to them or- or- or staff them even though it doesn't line up on the Org Chart exactly right so Lillian SHI- SHIRLEY and I have had a direct mentorship and supervisory role not necessary always on paper but I've always met with her directly and I've always kept her informed of my work and- and um mostly in community partnerships and policy work- that particularly. Um, so Lorene NICHOLS and- and- and Lillian I'd say.

WELLS: Okay.

MANHAS: And so, you know...

WELLS: One more question, sorry...

MANHAS: Okay.

WELLS: ...before we go on. You're doin' great, so the uh, the relationship- that direct contact with- with a commissioner and especially the- the Chair...

MANHAS: Mmmhmm.

WELLS: Is that somethin' that you think is normal or abnormal in other departments...

MANHAS: Yeah.

WELLS: ...in other agencies?

MANHAS: Th- I mean this is- this is like the key question, right, this is the key question.

WELLS: Right.

MANHAS: It's not normal, I was a pioneer for that and I- I say that with positivity because it was to get really good work done and engage them in- in the community work in a way that they hadn't been before and it was- it was really important. I did that with other commissioners too when we were working on manual labeling. Jeff and I went to other commissioners directly, nobody in the department had an issue with that. They were encouraging me to have these direct relationships because our department traditionally has had a very difficult time being trusted or having relationships with the Board. It was kind of an us and them dynamic and I found this path of trying to- to- to work directly with them and involve them in- in work, that wasn't about a program, it was about community impact. The community putting prevention to work provided a stage for all of them. When I- when I coordinated a Healthy School Summit they all wanted to come, they all wanted me to staff their talking points. I can give you ev- evidence. I wrote Deborah KAFOURI'S talking points, I wrote Loretta SMITH'S talking points. I wrote Jeff COGEN'S talking points. I write Lillian SHIRLEY'S talking points, you know this was not a secret. This was um- but this is- is this way of practice is a part of the dynamic in the department that's been challenging for my colleagues to understand and I know with this with this prism it- it- it- it throws all under- you know it's all confusing now but that from my beginning of work has been a difficult piece for people to understand me and what I'm trying to do and the coalition I'm trying to build and if you go back to the email of how this all ca- was first revealed it's- it's a really- in my perspective it's rooted far beyond my relationship with Jeff COGEN, it- it- relates to years before of people not quite understanding the work that I'm trying to do as well, but that's- is what it is.

KMETIC: Just so you know, nobody has questions. I mean I- I'm not saying you sound defensive but no- not one person that we've talked has questioned your work at all.

MANHAS: Yeah, no I...

KMETIC: I mean there hasn't be- it's all been very very positive very she gets things done, she's- I mean, so for what's it worth...

MANHAS: I'm, no- I mean I'm a total workaholic, I can't even tell you I mean- ask my children or you know my- you know John- my- my- uh separated husband, I mean I'm- I'm a workaholic. It's taken a tremendous toll on my family because I've given my life to Multnomah County um...

WELLS: And that's been wr- that's been very clear.

KMETIC: Yeah, that's not been...

WELLS: So can I ask you...

MANHAS: Yeah.

WELLS: ...is there anyone else that you know of in...

MANHAS: Yeah...

WELLS: ...any department...

MANHAS: ...sure.

WELLS: ...that you have seen that may have similar type of contact with the commissioners?

MANHAS: Yeah, yeah, I mean I th- I think that there are a couple of people that may not directly report to- to Chair COGEN like um you know Sustainability Staff you know I think that they also have this kind of a- a you know more of a direct- a direct relationship, so folks in the Sustainability Office I think that um maybe- maybe the Worksite Wellness Manager it- you know we- where the work is expanding more broadly across the county's interests, I think people have come in more directly, um, but I think there are people in the health department that have gone directly to speak about their work and I think that's appropriate that they done that as well, I- I don't know if you want names but I- it just feels awkward to kind of- but I mean people do that- do that.

WELLS: Sure. Do you know of any policies- so I'll use an example. I know in police departments that I've work they are very much a hierarchy, chain of command and it's- it's very militaristic, this is how it works.

MANHAS: Yeah.

WELLS: Is there a policy or a- a belief system like that within the health department that's re- strong that you know of or is it...

MANHAS: It- it's- it's...

WELLS: ...expectation or is just kind of a general guideline?

MANHAS: It's kind of a both-and depending upon who you are and where your program is in the department I mean and that's the honest truth. You know when I was in the Child Abuse Prevention Program my experience in the department was completely opposite, right? I hated it and I was like, oh my gosh, I've made a big mistake coming to government um it was a difficult place to be I wa- 'cause I- for where I was lodged deep in the- in the entity. Um, its dif- I think it's a 900 person organization and so it depends upon where you are in your work, even like your hours flexibility is so different if you're in clinic or if you're- you're um working in partnerships.

WELLS: Sure.

MANHAS: Um so I- I think that I with manual labeling I you know I think that I was chartering some new territory. Everybody was fully aware, I was really new in working on policy I mean it- I was green, I was- you know that was two years of really trying to understand how to do this work and I was seeking a lot of guidance from Lillian during that time and so no one indicated it was- you know that that was not okay um to be doing that. Um, I think it was encouraged and- and during that time, you know this is technical wonky stuff that is important to me but we just you know- I discovered and I- this really important authority that the board had that they'd never used which is acting as a Board of Health. They've always acted as a Board of County Commissioners. I kind of- I- I- I be- it's im- it's important because I was trying to understand it and I worked with the attorneys ta- ta- to try to figure out what that authority meant so that they could adopt manual labeling and- and it- it led- and it- it was informed by my work with the Community Health Council 'cause there a governance board and so I was trying to understand the rule of this governance board for clinical services as opposed to the Board of County Commissioners and how do these authorities work out so a- my- my point is they knew that I was sort of deeply trying to understand the roles of

these entities and that I was given- maybe a li- I was given more stretch because of that interest of like what is that? What is their role? What can we do around Public Health policy that we haven't explored before. When they adopted the policy it was the first time they ever activated that authority and I was- I was on a- a wonky level excited by that and wanted to understand that more and that- that's where a lot of the work with- with um Jeff also started to grow, like this is really kind of interesting. What are the things you know outside of services and programs that we can work on and that- that- that's also why I think I had- I was working in this different way that others might not have before if that makes sense.

WELLS: It does, so I took us on another tangent there...

MANHAS: Yeah so you were wondering about...

WELLS: so- so we- we were back...

MANHAS: ...okay...

WELLS: ...to your relation...

MANHAS: Yeah.

WELLS: ... your relationship starting...

MANHAS: Okay, so you're (laughing) deeply imbedded in the work, he was very involved in the grant activities, he served on the Leadership Team, we became frien- and we became friends through this, right? Um, we have music in common and such and so you know- the- the- the big piece in the paper uh we- we um- we went to a concert before anything hap- you know before anything even happened. We- we were spending time together um as um as friends, we've had you know lunch or whatever and so um so we- so that, I don't know that- that's my lead in I guess too...

WELLS: What sort of concert did you got to?

MANHAS: Rush... (laughs) which is one of my favorite bands but...

WELLS: Right.

MANHAS: ...here it is (laughing)

KMETIC: My daughter's dog that passed away a little bit- anyway (unintelligible) was the name of their dog 'cause their husband love's Rush.

MANHAS: There's a lot speculation in the media about the fact that we went to this and something was already under way and we were not. We wen- simply went to the con- concert um um and then in August you know we had lunch and um or- or July 30th right around that- that week and um you know I don't know what to tell you (laughs) I mean that's you know he kissed me and um we kissed...

WELLS: Okay.

MANHAS: It was- you know it was a personal lunch it wasn't um it wasn't work um we went out for lunch.

WELLS: Okay. Mutual?

MANHAS: Yeah.

WELLS: Okay, just got to get that ou- I mean out of the way...

KMETIC: Yeah.

WELLS: ...right up front, so I mean-

MANHAS: Yeah, I mean- it's all complicated, I mean it is- th- the kiss was mutual.

WELLS: Okay. Um, obviously he was married at this point, were you married at this point or separated?

MANHAS: I- I wa- I- I'm mean I'm- I was married but I had already talked to my husband um you know it's like the moral judgement where- where are we on the line but I- I mean it is import- it was important to me, it is important to me that we had already had reached agreement that we could see other people.

WELLS: Okay.

MANHAS: That we were a family, you know we have two daughters and we're- we're solid friends but that we were taking a break and that we could see other people.

KMETIC: Were you living together at that time with your husband?

MANHAS: Yeah...

KMETIC: Okay.

MANHAS: ...yeah.

WELLS: Okay, so you guys kiss, where's he go from there?

MANHAS: (Laughs)

WELLS: I know it's awkward, I- I really do but...

MANHAS: Well it...

WELLS: ...it's so important to the story and- and it's...

MANHAS: I- I...

WELLS: ...an unfortunate importance ...

MANHAS: I know, I...

WELLS: ...to the story.

MANHAS: I- I realize that and it's- it was- it's so clear to me that this was a personal relationship and that these pieces of implication with work are separate and so I- I will- I'll tell you what you need to hear but I- I really feel like this was on my personal time and you know perhaps a wrong man on- on my personal time (unintelligible).

WELLS: The difference is an- and I will...

MANHAS: Yeah.

WELLS: ...I will make sure we make this designation right up front because it may not have been somethin' that you thought about. Your time is probably much clearer what is personal and what is business than his time as a commissioner so...

MANHAS: Mmmm.

WELLS: ...and I say that because...

KMETIC: It's- it's a perception issue...

WELLS: ...it is...

KEMTIC: ...of the community.

WELLS: Right, you have...

KMETIC: Right?

MANHAS: Right.

WELLS: ...you're a workaholic, we get that but truly your work hours on a Monday through Friday basis were 8 to 5, 9 to 4 whatever I mean is that what you get paid for?

MANHAS: Well I'm on salary for...

WELLS: Okay.

MANHAS: ...40 hours you know for forty hours a week...

WELLS: 40 hours a week.

MANHAS: ...and that it- you know it's well understood that we- we get our work done, um, and...

WELLS: You see the difference I guess from the commissioners...

MANHAS: Yeah.

WELLS: ...the expectation of the community is he gets paid but he works here, he works there, he works this hour, that hour so it's...

KMETIC: He has events to go to in the evening, I mean he- he's serving his community.

WELLS: ...it's more of a blurred line.

KMETIC: Yeah.

McKENNA: But I think you work- you went to things in the evenings too, right? I mean (unintelligible)

MANHAS: I mean I guess I'm trying to understand the implication...

McKENNA: I think it's not a 40 hour week in that it's 8 to 5.

KMETIC: Well listen, people care about your affair...

MANHAS: Right.

KMETIC: ...because of Chair COGEN, I mean which is not to minimize you at all...

MANHAS: No, I'm flat...

KMETIC: ...but, but, but they- but that's why they- well that's what they care- that's why they care, right?

MANHAS: Yeah, yeah.

KMETIC: Because the perception is, right or wrong...

MANHAS: Okay.

KMETIC: ...so far and this is what we're gonna- you know tryin' to get to...

MANHAS: Yeah.

KMETIC: ...is that he's doin' stuff that potentially he shouldn't have been doing on county time, you know what I mean, I mean that's the...

MANHAS: So- so- so less concern about how my hours are laying out because you're understanding that I'm akk over the place on my- I mean that I'm working well beyond 40 hours.

KMETIC: I- I- a- I mean we obviously have more investigation to do but my perception so far is that no one has concerns about how you used your time and your ability to get things done so that...

MANHAS: Okay.

KMETIC: ...I mean I'm not prepared- you know...

MANHAS: Yeah I know...

KMETIC: ...that in my mind is...

MANHAS: ...I mean...

KMETIC: ...is a complete non-issue.

WELLS: What I...

MANHAS: ...tha- that...

WELLS: ...here let me give you an example...

MANHAS: ...yeah...

WELLS: ...let me give you an example from- from other cases...

MANHAS: ...okay.

WELLS: ...'cause it may make a little more sense. By statute, the sheriff of- of the county, sheriff's department, I believe it's 8 hours, I think is what the statute says for him to be in that position as an elected official I think he can only ask for 8 hours a year. He gets his salary, he only needs to...

MANHAS: Weird.

WELLS: ...to clock in...

MANHAS: Okay.

WELLS: ...and I- correct me if I'm wrong...

KMETIC: No, you're right.

WELLS: ...but I think that's what is...

KMETIC: Yeah.

WELLS: ...8 hours a year.

KMETIC: Yeah, it's ridiculous.

WELLS: Now, why that is unique...

MANHAS: (Laughs)

KMETIC: Yeah, what a life, right?

WELLS: ...when we have similar investigations...

MANHAS: Yeah.

WELLS: ...dealing with a sheriff is- let's say he's having a- an- a relationship with somebody that comes into question as well, while I was off-duty- this is my personal time, well were you or weren't you?

MANHAS: What is off and what is...

WELLS: Because what is off-duty for a sheriff?

MANHAS: Got it.

WELLS: Is it when he has badge in the car?

MANHAS: Got it.

WELLS: Or when it's on his belt? Is it when he's carrying a gun or was it when he was not?

KMETIC: What hat is he wearing basically? What- yeah.

WELLS: And so...

MANHAS: Okay.

WELLS: ...it's a very awkward gray line, a commissioner is very similar in that...

MANHAS: Okay.

WELLS: ...where they get paid and they can do pretty much anything they want to do, there time is when they decide in their mind that it's time, however a lot of these official misconduct, a lot of these things uh are criminal, become criminal when you're on duty.

MANHAS: Sure.

WELLS: They're not criminal when you are off duty, so that's part of thing that we have to...

MANHAS: Fair enough.

WELLS: ...prove or not- or disprove...

MANHAS: Okay.

WELLS: ...is what is duty and what is not.

MANHAS: Okay.

McKENNA: I think the only distinction that I was trying to draw is that she was a um a manager and a person who didn't punch a clock and the fact that she- yeah that she might be- you know I'm sure you'll ask her- she might be gone an afternoon or something and- and to go see her kids at a play...

KMETIC: No- no doubt that she got it done.

McKENNA: ...she's, yeah, she's not...

MANHAS: ...so this is not, yeah, I hear you, I hear you.

McKENNA... she doesn't clo- sign in sign out somewhere, it's kind of- like I don't you know...

MANHAS: My entire family is ready to come and say, um, how many hours does she put in, please.

KMETIC: You- you don't have to- that- that is not...

McKENNA: I mean they- they ask her stop sending emails at eleven and twelve at night so people wouldn't get...

MANHAS: It's been one of the biggest criticisms that I've had is that I'm working so I...

McKENNA: ...like nervous 'cause they feel like they have to respond at eleven or twelve at night.

WELLS: I totally understand. So...

MANHAS: Yeah.

WELLS: So just so were clear, I mean that...

MANHAS: Okay, alright, thanks.

WELLS: ...so that makes a little bit more sense.

MANHAS: Thanks, that's right.

McKENNA: She does have some personal time, that's what you said.

WELLS: Mmmhmm.

McKENNA: And- and it may vary whether it's between 8 and 5 or midnight or whatever...

WELLS: Right.

McKENNA: She- but- fine- okay.

MANHAS: Alright.

WELLS: So we at... we we're at luncheons, you guys kiss and we're moving on from there.

MANHAS: Right... uh (laughs).

WELLS: It was mutual. It was mutual. So I mean what- how did this...

MANHAS: How did this come to be?

WELLS: How did this progress from there?

MANHAS: Okay, um, I mean it's not quite as salacious as everybody would want to think. It's- it's you know it's- it's lunches for somebody that takes no lunches, it was like lunches, um, and lunches in public places of having food (laughs), spending time together, you know it was um...

KMETIC: How often?

MANHAS: Um, I'd say weekly, absolutely, yeah, I mean, a couple times a week, um of trying to fit in lunch, maybe coffee you know um, we um, we started walking on the weekends you know we actually are in the same neighborhood and we'd spend a couple hours walking. I mean this is all out- like this is all out as friends would be of- of- of walking all over north- northeast Portland and talking and it was you know from my perspective you know what- however it's presented in the media now or- or Jeff speaks to it- for- for me, it was you know deep intellectual emotional intimacy, I mean that's what it became. I'd gone through lots of trauma you know kind of just even trying to get through the grant of working so hard and so fast and it was a- a moment of reflec- like thinking and talking and music and books and so it was- it was walks on the weekend and lunches, um, you know the- the- the sex piece was more sporadic than anyone would- would think to be honest with you, um, but it happen- it did happen, uh...

WELLS: Okay. Now how- so you're doing this- in- I mean in- your obviously in your relationship your kind of an open relationship at this point, Jeff at this point is married to my knowledge, are you guys trying to hide this at all? Or are they goin' through problems where he's okay with bein' out in the public like this...

MANHAS: Yeah.

WELLS: ...it seems strange from my perspective...

MANHAS: I- I hear you it's complic...

WELLS: ...that you know he's out on two hour walks on the weekend while he's married and his wife- I'm assuming...

MANHAS: She knows.

WELLS: ...is at home with the kids.

MANHAS: She knew we were walking.

WELLS: Okay.

MANHAS: Yeah.

KMETIC: Well she- she thought you were, 'cause she had to assume you were friends. I mean she's just not letting her husband go or- or...

MANHAS: Oh, absolutely.

KMETIC: ...was there problems? Oh, okay.

MANHAS: No, absolutely, she knew we were friends. I mean this is complicated that we were friends and you know that beginning of time was trying to understand, again, I mean every- it's not this taw- tawdry thing, we were actually trying to contemplate how to create space of like friendship or what is- like what is this and how do we do this in a way that not you know damaging, um...

KMETIC: To yourselves or to your respective partner- everybody...

MANHAS: Everybody, I mean I...

KMETIC: I assume the families, the families.

MANHAS: ...everybody, I mean I felt solid with- I mean like I said you're gonna see it the way you see it, John's living in the house, you know I feel like I had a conversat- that we talked about it and he knew that I was you know gonna see- see other people or whatever and so I feel- like I wasn't cheating on my husband at that point. Um, he was cheating on Lisa and I- I knew that and it was not good, obviously, um, it wasn't meant to be that way, it was never meant to be that way I mean it was not meant to be hidden, um, the friendship was not meant to be hidden that's why were out, we're like this is okay, we can be out, we can go for a walk um, it's just, we went out for lunch I mean, people saw us, we weren't trying to hide that. And when people say they saw us all over town, it's true, they did.

WELLS: Okay.

MANHAS: (Laughs) We were- we were hanging out um, um.

KMETIC: When you went to lunch um, I mean obviously you're out in public, you're not hiding it whatever, I mean how- would you pay for lunch, would he pay for lunch, is there uh- like a government card that could be used?

MANHAS: No, god no, there was never- this is- from my perspective from my time this was never a work lunch and this was never paid for- with county funds, I mean, that is- that is- that's really true, I mean I don't have a county card to do that kind of thing. We've got really strict guidelines about how you can purchase food even for staff meetings you can't do that, I mean it's for very specific situations where you can purchase food and it would- it honestly never occurred to me to do such a thing, I mean...

KMETIC: Not from your perspective but for him. I mean I think he has a p-card or whatever they call 'em.

MANHAS: Oh, oh no, not- no, absolutely not.

KMETIC: So these were all personal...

MANHAS: Absolutely.

KMETIC: ...we want to spend time together...

MANHAS: Oh yeah, yeah and it was um you know I paid for my- I mean sometimes it would split, sometimes I'd pay for it, sometimes he would as friends kind of do, I mean it wasn't any sort of like tracking of that kind of thing but, I like to pay my own (laughs).

WELLS: (Laughs)

KMETIC: Independent woman. (All laugh)

MANHAS: Well you know I mean...

KMETIC: No, no, no, no, I, no I know exactly what you're talking...

MANHAS: Just even for that I just- I was clear it was lunch for me, that's why there are blocks on you know my calendar that say lunch or you know out of office, I mean it was clearly for- for me it was- I see the perception now obviously I'm you know- I see the perception now but it was in my mind, personal time.

WELLS: So when I- when I review your calendar...

MANHAS: Yeah.

WELLS: ...'cause it's in- in my request...

McKENNA: Please review it.

MANHAS: See the obsession.

WELLS: ...yeah, is there anything in there because in cases similar to this...

MANHAS: Yeah, yeah...

WELLS: ...little codes and little things like that that we have seen in the past like this...

MANHAS: Yeah.

WELLS: ...is a lunch or it's gonna be Jeff and it's got it...

MANHAS: Yeah.

WELLS: ...is there coding I should be looking for?

KMETIC: Is there a emoticon or something for (unintelligible)

MANHAS: No, I mean, I mean I hesitate to say like yeah I mean there are things that say lunch, there- there are things that say out of office but I- I can't tell you definitively, I want to, I've been trying to go- go back because I want to tell you with- with- with truth whi- you know which are what, it- um, but which ones were for- with him specifically or which were things related to my kids?

It's harder for me to know for sure because some lunches I go- I went to send my daughter's school to have lunch with her so I can't tell you for sure but I'm- I will tell you that a lot of them were- you know were- were to have lunch with him.

KMETIC: But there's no code that we should like look for, like- mean I know it sounds silly, but I mean...

WELLS: It's...

KMETIC: ...there's no like- when it says uh you know JC or it- I mean there's no code that we should be looking for?

MANHAS: No I mean you'll see some that might say Jeff actually with like that- that- that those were ma- those were you know work things or like meetings with Jeff and his staff, but um, no, no, I mean because- because the hours for me were- felt like legitimate personal time I didn't feel like I had to do that kind of thing though, I...

KMETIC: Alright.

McKENNA: I assume that was telling people you were out of the office.

MANHAS: Yeah, yeah, 'cause I mean people need to able to reach me and I- I- them- you know the email obsession, yeah, no, but- but you will see them, I- that's why I wanted to tell you that, you'll- you'll see chunks, some that are desk time, um, that are really desk time (laughs) and um sometimes where I work from home so I can't tell you definitively which ones but I'm not gonna- I'm not gonna say that they weren't- there weren't lots of times on there that they were you know spent with Jeff.

WELLS: Okay and then how did you guys usually arrange your lunches?

MANHAS: (Laughs) Arrange lunches, um...

WELLS: I mean obviously you work in different offices so I mean how did that- how'd you say, let's meet for lunch today? How did you guys communicate that?

MANHAS: Well, I mean often- the- the- the- the truth of it is oftentimes you know he's- he's way busier- he's- his demands are different, I'm- I'm busy, I shouldn't say he's way busier, 'cause I- I really am- I have a lot of stuff on my calendar that will show you the work, um, but I did defer to his kind of authority on like his you know he's the boss or whatever and I deferred to his schedule, um (unintelligible).

KMETIC: But how did you set it- was it- email...

WELLS: Did you- did you email him or call...

KMETIC: ...telephone...

WELLS: ...then I ask you that...

KMETIC: ...I mean text...

WELLS: ...'cause am I gonna...

KMETIC: ...I mean how did you, you know? I mean wh...

MANHAS: Text, yeah.

KMETIC: Text on what- what- what phone?

MANHAS: (unintelligible)

KMETIC: The- this- the one...

MANHAS: My- my own phone, everything was separate.

WELLS: Your- your personal phone?

KMETIC: Your personal phone to his person... does he have a um work phone?

MANHAS: Yeah, yeah...

KMETIC: Okay.

MANHAS: ...yeah I've talked him on his work phone as well, I mean a-around work, um...

KMETIC: Okay, but like when you are setting it up are you usually texting him, I know we're splitting hairs here, but texting him on his work phone or on his personal phone?

MANHAS: Personal phone.

KMETIC: Personal, okay. What about um- what about in the evenings like...

MANHAS: Mmmhmm, yeah.

KMETIC: ...you wanna, I mean...

MANHAS: That...

KMETIC: ...I Facetime, you know I mean different people communicate ways, I mean...

MANHAS: No, I mean in, no I didn't Facetime, no not Facetime(laughs).

KMETIC: Well I mean you know I mean my kids do, I don't, I don't want people lookin' at me...

MANHAS: (Still laughing) No.

KMETIC: ... but um, you know what I mean?

MANHAS: Yeah, no.

KMETIC: Different people communicate different ways...

MANHAS: Just...

KMETIC: ...from your computer, from your...

MANHAS: Yeah, just, we would- we would, I mean we- we would text and it- that- that would be on- you in the evening- of- of- yeah again, you know do- can you have lunch? That kind of- it would be you know in the evening before, it was mostly spora- it was mostly that spontaneous, like the evening before whatever as opposed to these long drawn out plans. It's just not how our lives work.

KMETIC: What about the um your home computer?

MANHAS: Uh, no...

KMETIC: Like was there emails, or?

MANHAS: ...no, I mean, no- we- we had emailed but not- not in this day to day that you're thinking of, or you seem to speaking of.

KMETIC: Well I'm thinking of whether or not you communicated like if I was in a relationship with somebody who was married or whatever...

MANHAS: Mmmhmm.

KMETIC: ...I mean I might use my home computer to email that at night or something when I was worried about texting or...

MANHAS: No, I mean, you know re- really I saw him every week because we walked every- we were walking on the weekends too and so I saw hi- I mean I saw him, most- most of the conversation was in person...

KMETIC: Okay.

MANHAS: ...to be honest.

KMETIC: Okay.

MANHAS: Yeah.

WELLS: Okay, so your relation's going on, it's uh- let's skip forward to the first um- the conference in Atlanta?

MANHAS: Okay, mmhmm.

WELLS: Let's talk about that, so, why were you going? Why were you there? Why was he there?

MANHAS: Okay, that's easy. Um, Communities Putting Prevention to Work was a big grant and we'd had- every year there's an annual meeting. We'd and um we're encouraged- this is kind of what I mean about the new way of pra- of Public Health practice was that we were supposed to bring a team that was representing the coalitions, you know some of the people that were involved in the initiative and strongly encouraged to bring elected officials with us as well because they are part of advancing the- the work and um he was leading up our leadership team for the initiative and so it was a- kind of a- it was- it was appropriate that he was helping to lead this- this piece. We had a couple of staff and partners um and- and- and so...

WELLS: (Unintelligible)

MANHAS: ...we went as a team- we went as a...

WELLS: (Unintelligible) Okay.

MANHAS: ...yeah we went as a team representing Multnomah County. It was an opportunity for him to meet with other elected officials. He- you know he spent some time talking to uh you know a guy from Rhode Island on- on some of the stuff that we're trying to move forward to and I was speaking and I'm- I'm the- I was the principal investigator for the grant so I- I clearly need to go um and they'd ask me to sp- to um present ou- our work so I...

KMETIC: When was the first trip? To Atlanta?

MANHAS: Uh, February of- I'm losing track of the years you guys of 12? 2012?

KMETIC: Okay so the relationship has started then, okay.

MANHAS: Mmhmm.

WELLS: And more appropriate for him to go than the Director?

MANHAS: Um, you know for the- for his level of involvement, yeah. I mean truthfully he was- he was the public voice for the initiative I mean that he was kind of our it starts here champion and was leading up the team, um, you know we- we had roles everybody... Deborah Ka- you know lots- lots of- the commissioners were involved in different ways and Lillian was as well. Lillian's also really super busy and it's maximizing her roles at the right times um but she knew- they knew that I invite- you know that I'd invited him to go and they thought it was great...

WELLS: So...

MANHAS: ...that he would go.

WELLS: ...so nobody voiced any concerns...

MANHAS: No.

WELLS: ...that he was the one going?

MANHAS: No, no, I mean I- no- I- people were informed about that, absolutely.

WELLS: Was there a part of him going that was also because of your relationship? I mean get away, spend time together?

MANHAS: Well I- I mean I- I'd hesitate to answer on his behalf.

WELLS: For you.

MANHAS: Oh for me? Um...

WELLS: You're right, it's two things. You're going on to a conference, you need to go, but you invite him, obviously you have a relationship going, was it some of both?

MANHAS: Yeah, I mean I...

WELLS: Fairly.

MANHAS: ...how do I answer that? I mean...

WELLS: You see where it starts to blend?

McKENNA: Would you have asked him in any event if there wasn't a relationship?

MANHAS: Yeah I would of for sure would, I would of for sure asked him anyway. I mean the- the- the importance of this work to me and putting an- and moving Multnomah County forward on that because I was- I was trying to help cultivate his understanding around some of the other ways that other jurisdictions were- were addressing tobacco and so that was part of- part of that work of- of- of- yeah absolutely would have asked him^o to go. Was it- was it also yay, we're friends and this is great, you know, I- sure.

WELLS: Okay, was there another, I mean..

MANHAS: But I- but I stand confident that I would have asked him anyway.

WELLS: Was there anyone else that could have represented Multnomah County in his place appropriately or was he the most appropriate person to be there?

MANHAS: Well I thi- well I think for the kind of leadership we were trying to show the CDC in other people bringing- you know we really were strongly encouraged to bring um elected officials with us that I think...

WELLS: I understand that. Could it have been another commissioner in his spot...

MANHAS: Um...

WELLS: ...and done the same thing?

MANHAS: Well you know ye- yes and no, I mean he was- he was the Cha- he was the lead for our leadership team for the grant, so I think it was appropriate by the

fact of his role on that. He also has, outside of the relationship, a depth of understanding of the issues, um, you know, when we- when we working on manual labeling, he dug into that, outside of me he was the- the only other person in the county that had the depth of knowledge on the content, you know, when we were able to go in front of the editorial board he was- he's- he's really smart and so he could understand the issues and it was in the interests of the department to have him really uh go and understand and mostly make the connections...

WELLS: Mmhmm.

MANHAS: ...with the CDC folks and the elected officials. It- it was a profile pi- I mean it was definitely a profile piece.

KMETIC: Can I ask uh an open-ended um question and- and this is probably one I hate- not to hate- or to draw on a name of a song from a- this is kind of a blurred- blurred lines thing...

MANHAS: Mmhmm.

KMETIC: ...so to speak but I mean objectively, as you now see the public perception...

MANHAS: Yeah.

KMETIC: ...about this whole- obviously...

MANHAS: Yeah.

KMETIC: ...now and are being hounded and- and whatever, how do you feel and without naming- without me naming the specifics how do you feel his work differ for his focus...

MANHAS: Mmm.

KMETIC: ...or his whatever differ because of your personal relationship?

MANHAS: Well you know it's kind of- that's a hard question because I think that what we're hearing about in talking about is his stuff he supported and were in line with his- his- his interests, but the truth is there's a lot that didn't line up either and that that was no- nobody- neither of us were- were backing down on the importance of the work for our- our um- like for me representing the Health Department or him representing Multnomah County more forward, in fact that was, you know it's incredibly frustrating, it's like you know- you kn- like some of the- some of the work like food- food policy planning or the Food

Policy Council and some relationships there with the Food Summits that we arranged, you know those were- we didn't see eye to eye that stuff in the work context. We didn't see eye to eye on some of the sequencing of tobacco prevention. There was no compromise on either end in the sense that I still clearly said what I thought was- was the best approach to advance the work for- for the health of the community and he would- you know he and his staff still said what they thought by their political calculations of where- whether they wanted to carry the water or not and so it- do you know what I mean?

KMETIC: I- I do know what you mean and I guess what I'm getting at is my sense of you is that you are a very driven woman and being one of those myself, I mean I- I do not think you would hesitate to tell Jeff um what you want and how you want to get it and- and those- I'm not- I'm not judgmental about that at all because I'm the same way so are there things that you pushed with him...

MANHAS: Yeah.

KMETIC: ...that you know maybe if I didn't- and I'm not faulting you...

MANHAS: Mmhmm.

KMETIC: ...because I think the work is good so I'm not suggesting that you're doing anything untoward by doing that but are there things that as you think about it now I pushed this and Jeff did it because- because I asked...

MANHAS: Yeah.

KMETIC: ...because of our relationship, I mean...

MANHAS: You know I'm- I'm honestly thinking about it and he's tough- he's tough too and I- and he has other advisors that are- are- are giving him information that are equally strong on his team that- what would I- I- I honestly can't because the stuff that I want to get done in this last year hasn't gotten done yet and won't get done but- no- I've been pushed back pretty hard on most of the stuff that I wanted to do, um, to be honest with you, I- I've gotten pushed back. I said- I said what I- I- I- you know and I've said it not only to him but I've said it to his staff um on- on things but I- I- I've been pushed back.

KMETIC: Okay, let's get back to- I- I know that's a tangent but uh let's get back to Atlanta.

MANHAS: I- (unintelligible) and I'll keep thinking about that...

KMETIC: Okay.

MANHAS: ...it- on- on- on um...

KMETIC: Okay.

MANHAS: ...uh...

KMETIC: I know that's- I mean we're talking about a span of time...

MANHAS: Yeah.

KMETIC: ...you know but um so this first to Atlanta then, you invite him...

MANHAS: Right.

KMETIC: ...and I can't even remember now, is this the trip- I- I mean, there's this whole whatever about the hotel...

WELLS: A whole delegate that goes- no.

KMETIC: ...there's this whole delegate...

WELLS: No.

KMETIC: ...this is not the hotel change.

MANHAS: No.

WELLS: No.

KMETIC: Okay so...

WELLS: It's the delegate that goes you're there...

McKENNA: No.

KMETIC: You stayed...

McKENNA: That's the second trip.

KMETIC: Yeah, okay.

WELLS: He has a room?

MANHAS: Mmhmm.

WELLS: Do you have a room?

MANHAS: Mmhmm.

WELLS: Both paid for by the county?

MANHAS: Mmhmm.

WELLS: I'm as- just a guess, do you guys have personal time together?

MANHAS: Sure.

WELLS: Okay. But you both have separate rooms...

MANHAS: Mmhmm.

WELLS: ...that were paid for individually?

MANHAS: Yup.

WELLS; Okay. Um...

KMETIC: I mean you're a smart person, is there any issues associated with that trip that you feel like we should...

MANHAS: No.

KMETIC: ...know about? Money? Finances?

MANHAS: No.

WELLS: (Talking over each other) (Unintelligible) Finances...

MANHAS: No.

KMETIC: Per diem?

WELLS: ... money, he's not buying you flowers and that kind of stuff on the county...

KMETIC: Well, I mean you know it's...

WELLS: I know it sounds silly but...

KMETIC: ...it sounds stupid but...

McKENNA: Not the way they do it? Do you understand- their per diem is they get...

KMETIC: Yeah- no...

WELLS: Not out of per diem because that is cash that I think is...

KMETIC: You could...

WELLS: ...once you got it- you got it.

KMETIC: ...that you could spend it how you want, so.

McKENNA: You can spend it all chocolate and booze if you want (laughs).

WELLS: Many do.

MANHAS: I- like- like I said, I think it's a- it's certainly a moral relativity question and that people have judgment about that. You know I felt like in my mind it was violation to his family, absolutely. The personal part and the count- my- it doesn't appear like it but my commitment to the county around the public service piece and- and the use of my- my- my work time are no use of county resour- like money around the rooms, absolutely not.

KMETIC: Well see that's the thing and we're not the moral police because people can have their perceptions of the...

MANHAS: Yeah, no and I now and that's why...

KMETIC: ...but you know what I'm getting at...

MANHAS: No.

KMETIC: ...is there anything about the money, the per diem, the finances, the- what was paid for while you there?

MANHAS: No.

KMETIC: Anything that...

MANHAS: No.

KMETIC: I mean 'cause we're gonna through...

MANHAS: No, I...

KMETIC: ...you know, we're gonna go through...

MANHAS: ...you guys...

KMETIC: ...all the travel stuff.

MANHAS: ...yeah, I- I want you to, I want you to, it was absolutely above board.

KMETIC: Okay.

MANHAS: Yeah.

WELLS: That conference- uh er was it a conference- is that how you would describe it?

MANHAS: Uh, yeah.

WELLS: Okay.

MANHAS: Yeah.

WELLS: Yeah, close?

MANHAS: Good enough.

WELLS: Okay (laughs).

MANHAS: Conference, meet- yeah conference (laughs).

WELLS: Okay, we'll call it a conference. Is this a conference that is like just a vendor fair? Is there actually like classes that you attend? Are they presentations that you attend? Can you exp...

MANHAS: Yeah.

WELLS: Conferences are different. If I go to a conference it's classes I have to go to, some people for different businesses it's just a vendor fair they would call a conference so how does- what did this event look like?

MANHAS: Yeah well these are specifically for jurisdictions funded through the initiative.

WELLS: Okay.

MANHAS: So you're- you're- you're- it's not an open call, it's- it's particularly the jurisdictions and it was around um...

KMETIC: Is this because you got the grant?

MANHAS: Yeah.

KMETIC: Okay, so they're the ones dolin' out the money...

MANHAS: Right.

KMETIC: ...for the grant, okay...

MANHAS: Yeah, try...

KMETIC: ...that makes sense.

MANHAS: ...basically trying to- you're required to go. Like where we're...

KMETIC: Right...

MANHAS: ...required as a team to go.

KMETIC: ...the grantees are (unintelligible) yeah, okay.

MANHAS: ...we- we have- yeah, so it's a grantee's conference, right?

KMETIC: Okay.

MANHAS: And it's to basically apply- share the learnings and advance the work and hear what people have been doing, so there's sessions and sessions.

WELLS: So there's sessions and speakers and that type of stuff.

MANHAS: Mmhmm, mmhmm.

WELLS: Okay, did you attend the sessions...

MANHAS: Mmhmm.

WELLS: ...and the speaking events?

MANHAS: Yeah I mean it's a pretty important meeting, I mean and I am- I was a PI and um, yeah, yeah.

WELLS: Okay.

KMETIC: What does the PI mean?

MANHAS: Pri- Principal Investigator.

KMETIC: Okay.

MANHAS: For the project and...

KMETIC: Okay.

MANHAS: ...and you know I love the work (laughs) and I was speaking to it so I wanted to hear what- you know...

WELLS: Did- did Jeff attend the...

MANHAS: Mmhmm, yeah, yeah, I mean not the entirety of it but he attended it.

WELLS: Okay and the reason I ask that, I mean again other investigations- there's times when people go to conferences and...

MANHAS: Yeah.

WELLS: ...it's a way to get away on the county dime and they just spend the whole weekend in the room drinking booze and eating chocolate (laughs) as she said, so...

McKENNA: Eating chocolate (laughs)

WELLS: ...so I- I just wanted to make sure, I mean there was- was obviously events, reasons you're there, do those the things get attended to?

MANHAS: Yeah, yeah, yeah.

WELLS: Okay.

MANHAS: Yeah, I mean lit- literally for me I think the day or two before I- or the week before I travel, they asked me to speak on like this national stage and I was kind of freaking out because I was- I wa- I had to prepare sort of in real time

on the plane and stuff like to- to speak and I wanted to be coherent and so I was- I was working kind of in overdrive to- to attend but also be ready to speak.

WELLS: Okay.

MANHAS: So, I do want...

WELLS: So if we talk to other attendees, they're gonna say they saw you there? You were a participant?

MANHAS: Yeah, they were probably helping to like think about answer questions 'cause it was a panel and...

WELLS: Okay.

MANHAS: ...stuff, so, yeah.

WELLS: Same with Jeff? I mean they're gonna say yeah Jeff was in attendance?

MANHAS: Yeah, I would- I would think so but again I hesitate to kind of repre- I mean everything's distorted so I don't (laughs) what everyone's gonna to think.

WELLS: I understand that. I understand. But as far as you recollect...

MANHAS: Yeah.

WELLS: ...he was a participant as you requested.

MANHAS: Yeah.

WELLS: As the group, the delegate that went...

MANHAS: Mmhmm, mmhmm.

WELLS: ...requested him to be?

MANHAS: Yeah, yeah, yeah.

WELLS: Okay.

MANHAS: He went to sessions; he heard about tobacco policy and met with the guy from (inaudible).

WELLS: Okay. Very good. Anything else from about that trip?

KMETIC: No.

MANHAS: Do- do you mind a quick break...

WELLS: Not at all.

KMETIC: Yeah.

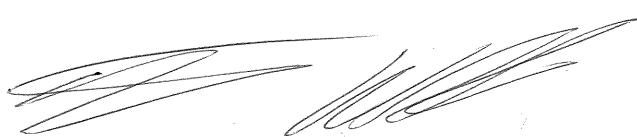
MANHAS: ...just to get some water.

WELLS: Go ahead and turn...

KMETIC: Okay.

WELLS: Yup, absolutely. I'm gonna go ahead and turn this off. It's 4:50.

End of Interview – Part I



Mike Wells
Special Agent

MW4/prw/4674516