



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: McKANNA, Liz, Attorney

INVESTIGATOR: Mike Wells, Special Agent

AAG: Shannon Kmetic, AAG

TIME/PLACE: 4:57 PM  
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REPORT PREPARED BY: Mike Wells

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**PART 2 of 3**

WELLS: Alright 4:57 still with uh Sonia, took a little break, so we're done with Atlanta, that trip, so any, I actually should have asked this question, and other travel that you and Jeff engaged in prior to that trip to Atlanta? Did you guys go on any weekends away or trips anywhere?

MANHAS: No.

WELLS: Okay. Any hotel stays anywhere? Prior to that?

MANHAS: Hold on, I have to think for a second, um, wha-what I can say is that we've had a- we've stayed in a hotel- we- we- got a hotel a couple of times in Portland over the two year period. Um, but I can't tell you- I can't- I can't tell you- I can't remember, I can't remember if there was one- I don't think so, I don't think so before Atlanta but I can't- I can't- I need to think about that a little bit more.

WELLS: Okay, okay. So after the first Atlanta trip was your next trip...

MANHAS: Actually, no, we did not, we did not before Atlanta.

WELLS: Okay.

MANHAS: Yeah, right, okay.

WELLS: Is it accurate or inaccurate Atlanta was the first time that you guys engaged in sex?

MANHAS: Good god, no.

WELLS: Before that?

MANHAS: Uh huh.

WELLS: Okay. So you go to Atlanta, then- then there's a second trip to Atlanta that's in question as well.

MANHAS: Right.

KMETIC: When's that?"

MANHAS: Uh April of this year.

WELLS: Of 13?

MANHAS: Mmhmm.

WELLS: Okay. Why did you go to Atlanta that time? Why did you go?

MANHAS: Um, because he- he asked me repeatedly to go and I um was hemming and hawing, and...

KMETIC: Well that wasn't work for you, right?

MANHAS: No, no it wasn't so, a couple...

WELLS: So explain that.

MANHAS: ...a couple weeks before I said to him if I can get a cheap enough ticket and I- that I'd be wi- you know I'd be willing to go for two nights away, I don't like to go too man- you know- again more relativity but two nights away from my kids and uh and so I took the entire week of that- I took the whole week off on vacation and I- and fer the middle- for

two of that I went to Atlanta but I bought my ticket myself and it was clearly on vacation time for me, um, and I took my own bag. I don't know if that's (inaudible) (sighs).

McKANNA: (Laughs)

WELLS: Why was...

KMETIC: Why did he go?

WELLS: Why was he there?

MANHAS: He went for a work trip. He was invited to as a- one of the representatives, it was some kind of sharing of learning between Portland and Atlanta, I think around...

KMETIC: Was it a group thing or just him?

MANHAS: It was a group thing.

KMETIC: How many- do you know how many people?

MANHAS: I- I don't know but I got the sense it was pretty good number. More than 20 I thought anyway.

KMETIC: Was it a conf- I mean a conference at a particular place? Or was it a...

MANHAS: Nnn no, I think it was literally one of those like learn- like city to city learning of like what they're doing around sustainability and what they- we could take from that for learning so kind of touring and seeing what they were doing.

KMETIC: So you booked your own stuff?

MANHAS: Yeah.

KMETIC: On your (unintelligible) this is vacation for you?

MANHAS: I bought- bought it on Expedia, my own credit card, like I said, a couple weeks before I had- I had been hemming and hawing about going and only because I could get under a certain price...

WELLS: Mmhmm.

MANHAS: ...um, but I took the whole vacation, I ho- I took the whole week off. Portland Public had a school closure that week as well so I was- I just wanted the whole week off to be with my kids as well and um, but I did go, I did go.

KMETIC: Do you know how Jeff scheduled the trip?

MANHAS: How he scheduled it?

MANHAS: How he scheduled it?

KMETIC: Yeah, well list what he had to go through to get it scheduled.

MANHAS: I don't know. I'm not sure.

KMETIC: Okay.

MANHAS: Like logically you mean?

KMETIC: Yeah, yeah, I mean it's a confer- I mean...

MANHAS: I'm not sure, like if the organizer's booked that for him or he did it through his office like Barb- like his assistant, Barb or something? I'm not totally sure.

WELLS: Okay, so you- you fly to Atlanta, where do you stay?

MANHAS: I stayed at the hotel he was at (laughs).

WELLS: Okay.

MANHAS: Uh, Loews or something like that.

WELLS: Loews?

MANHAS: I think so, I don't know but.

WELLS: I actually just stayed there, it's a very nice hotel.

MANHAS: (Laughs)

WELLS: I did like last- when I was in Atlanta.

MANHAS: Oh, that's weird.

KMETIC: Yeah, so is that- is that where the conference was or?

MANHAS: No he changed it.

KMETIC: Why?

MANHAS: Because we were going to stay there. He- so he changed the hotel so that we- you know that we were in a different place, I mean that's the truth of it, um, I also asked him to if there was any difference that you know he's got to cover that or I'd be willing to cover that um and he said that he had it taken care of. I didn't...

KMETIC: How?

MANHAS: ...I didn't ask him again. Sorry?

KMETIC: How did he have it taken care of? You don't know specifically?

MANHAS: I don't know, I mean I- again you know, I- I guess I should have made sure specifically but I- I do know that I asked him about it, I said you know this is really clearly on my personal time, I'm taking vacation, clear lines here for me and you know that- I don't know what the difference is but if there is any that we- you know we should pay for that.

KMETIC: When did you have that conversation?

MANHAS: Oh, before he...

KMETIC: Relative to the um you going to Atlanta I guess.

MANHAS: Um when he was booking it I suppose because I- yeah I mean I- I- bef- as he was booking it maybe when we were walking or probably when we were walking um, I- I know I at least said it once if not a couple times 'cause I'm kind of obsessive like that, um but I...

KMETIC: You- you made it sound like the conversation was if there is a difference; did you know that there was a difference?

MANHAS: I don't know I mean I...

KMETIC: It was more- it was more if there is we should, I mean or did he tell you at some point?

MANHAS: Um, I mean I'm- I'm not sure I mean I- I don't if I got- it was kind of in his- it was kind of the thing I've- I- you know I'll- I'll go, this is- this is you know your- your figuring that piece that out and I just want to be clear that if there's any difference I'm- I'm okay to- like I'm- I'll pay for that, like I don't care, like it's no big deal to me at that point to- I want to make sure it's clean, I'm making the effort to make sure that I'm taking the whole week off to make sure it's really separate, so I mean honestly, I thought it was- it sounds stupid now, I thought it was a bit of no-brainer to cover that I mean because we are so- just being there for so long that I- I'd- I'd- why would we do th- like why do that-

that doesn't make sense to me and so I said it offering or suggesting he take care of it and I just thought he would.

KMETIC: So if he didn't and I don't know because we haven't looked at it- if he did not cover that do you think that was appropriate or inappropriate?

MANHAS: I mean he should have covered it, I mean I do think he...

McKANNA: And I don't know if that's a question that- question you should be asking.

KMETIC: Well no I mean she- she knows- she knows the work policies. I mean if you were in his position you would, it sounds like, based on your questions...

MANHAS: Of course I would have.

KMETIC: ...you would have paid for it.

MANHAS: Yeah, of course I would have. Again I realize within the whole thing that I- you know, that I've made my own miss-steps and so its like I'm trying to figure out how to say this but like it's- that's the truth for me within this weirdness I was trying to stay above board.

WELLS: Mmhmm. So when- when you flew in, how did you get from the hotel or from the airport to the hotel?

MANHAS: I- I took a cab myself.

WELLS: A cab?

MANHAS: Yeah.

WELLS: Okay.

KMETIC: So he was already there?

MANHAS: Yeah.

KMETIC: Was he already there? Okay.

MANHAS: Yeah, yeah. Yeah, I mean I was pretty- I- I was- I was trying to do it for what really worked um for my tick- like I booked my own thing independently.

KMETIC: Okay.

MANHAS: So, I got in in the evening and I didn't want to take public transit, but I paid for that cab myself, so.

WELLS: Okay, then how'd you get from the hotel back to the airport?

MANHAS: I took public transit, it was in the day- it was in the morning.

WELLS: Okay.

MANHAS: Or the afternoon, so.

KMETIC: Did he come back with you or was he staying for longer?

MANHAS: He- he- he um, this- this was- he ended up coming back at the same time, we were not on the same flight, it was not anything that I had asked for or anything but um I was getting ready to go and- and uh he let me know that he was coming- he was gonna come back too, so I go okay (laughs).

WELLS: So he took public transportation with you back to the airport?

MANHAS: Uh huh.

WELLS: Okay and then...

KMETIC: Does that mean the conference was cut short for him or whatever he was attending? I mean it- I mean you said that he wasn't supposed to be coming back, was it that...

MANHAS: He decided to come back sooner.

KMETIC: Okay, was the conference still going?

MANHAS: Yeah.

KMETIC: Okay, how much longer was the conference supposed to go?

MANHAS: Um, I'm not- I'm not- I'm not sure to be honest. I don't- I don't know if he- if- I can't remember if he was supposed to spend another night or if he was supposed to head back that evening, I've been trying to think about it and I can't remember what the schedule was.

KMETIC: Okay.

MANHAS: Um but he- he did change to come back with me.

KMETIC: Do you know what the name of the conference was?

MANHAS: Mmmm, god I really don't, because I wasn't tracking the work part, like for me, you know, it wasn't (inaudible)

KMETIC: No, that's okay, I was just curious more than anything.

MANHAS: Yeah.

McKANNA: And when you back to Portland, did you see him? At all? During that time?

MANHAS: No, no I mean. We...

McKANNA: It was to spend (unintelligible)

MANHAS: ...we weren't on the same flight or anything, 'cause I'd already booked my separately and I had to- you know I- I did the cheapest route I could. (Laughs) Um so, but yeah we did take transit back to the airport together and I...

KMETIC: What about um food and all that type of stuff while you were there? I mean how's that paid for?

MANHAS: Yeah, I mean same- same thing that we you know I- I'd pay for mine, we'd split or whatever. It was not my understanding that anything was on county funds because it- not not mine anyway- it wasn't this antici- this ex- he wasn't using a card or anything like that.

KMETIC: Okay.

WELLS: Did you have uh your luggage? 'Cause obviously that's come up in the media? So let's talk about... (Laughs)

MANHAS: Yeah (Laughs)

KMETIC: I don't think it's her luggage is it?

WELLS: Let's just talk about it...

MANHAS: Well I think that was (unintelligible) idea, no I- I packed my own bag.

WELLS: Did you have a carryon or a checked bag- on that trip?

MANHAS: Uh, oh I had, okay let me think here. No, I had a checked bag.

WELLS: Okay.

MANHAS: And I had my purse...

WELLS: Okay.

MANHAS: ...I believe, you know I was thinkin' ...

KMETIC: Do you know what he had? What did he have?

MANHAS: He had a backpack I believe. Uh, actually I can't remember. I- I know he had the two bags, 'cause that's part of the... he had the two bags but I don't- I can't remember if he- he must have a carry- he- he had a backpack, he had a small backpack.

WELLS: Did you guys fly the same, I know different flights...

MANHAS: Yeah, yeah.

WELLS: ...different flight numbers. Did you fly the same airline?

MANHAS: No.

WELLS: Okay, so...

MANHAS: I wasn't (inaudible)

WELLS: ...When you checked your bag did he come to the counter with you...

MANHAS: No.

WELLS: ...when you checked your bag?

MANHAS: No, we literally got to the airport and- and was like- this- it's a huge- you know it's a huge airport we were on different ends of the airport or different check-ins.

WELLS: Okay.

MANHAS: I was with Frontier, I'm not sure what he was with.

WELLS: Okay. Anything else about that trip that you feel like we should talk about?

McKANNA: Should I tell him what was in the bags?

MANHAS: Yeah...

McKANNA: His bags? (Laughs)

MANHAS: ...clothes. (Laughs)

WELLS: Yeah, yeah that was uh (laughs) that was another interesting thing in the- in one of the articles, so...

MANHAS: No.

WELLS: So, nothing abnormal, he's not- not trafficking drugs back and forth to Atlanta?

MANHAS: (Laughs) Not that I'm aware of.

WELLS: Okay.

MANHAS: No, it was clothes, it was clothes. It's rather odd, but it was clothes.

McKANNA: Trafficking clothes (unintelligible) clothes (laughs) I don't know. I don't...

MANHAS: It's just funny.

WELLS: So any other conference-type travel that you guys have had together?

MANHAS: No.

WELLS: Okay. Um, any trips to Salem- the trips to Salem I guess should be the next thing we talk about, so- trips to Salem...

MANHAS: Mmhmm.

WELLS: ...let's talk about those.

MANHAS: Okay, yeah.

WELLS: My understanding of what little I know is there might be two?

MANHAS: Yes.

WELLS: Okay, let's talk about the first one? Do you remember when about that was?

MANHAS: Mmm, let me think, (sighs) the work is such a- a running ball for me, the legislative session, mmm when was it? It was the first tobacco pre-emption hearing. I have such a block on the first one. I- I actually cannot remember.

KMETIC: Is this- are these day trips or overnight?

MANHAS: Yeah, no, just day trips and- and- and yeah we went youknow for the uh- for the hearing and it- it's a big- it's a big issue that our office is obviously tracking and staffing them on pretty directly and so um I went to hear um the debate um. Yeah, I can't- I'm sorry I cannot remember the- when the first one kicked off.

McKANNA: It was a regular session, not a January session, right?

MANHAS: Yeah, no, it was- it was- I mean it was the last few months, it was the last couple months.

WELLS: Okay.

MANHAS: I just ca...

WELLS: During the session.

MANHAS: Yeah it was during the session.

WELLS: Gotcha.

MANHAS: I just can't remember, um I can't remember.

WELLS: No, that's okay. Um, so why Jeff? Why does he go with you to that?

MANHAS: Well because he's testifying, he's...

KMETIC: She's going to watch him, right?

MANHAS: Yeah, yeah, you know we're- we're working on his talking points. The lo- the lobbyist Claudia BLACK and I worked closely- were working closely together and she had encouraged me as well that when- when- when one of these hit the hearings to come and shadow her a little bit and that they'd go in and do their meetings and I could- I could come with them, so that was you know uh- that was something that we were kind of waiting for and was expected to do and um you know we- we went and they did, they took me in to- I shadowed them on their meetings with the whoever, I can't even remember who the representatives were, um, that's- that's what we did.

WELLS: Any hotel stays while you were in Salem?

MANHAS: Um...

McKANNA: (Laughs) (Unintelligible) going to a hotel (inaudible)

MANHAS: Well there- on one of the trips we did, I mean I'm- I'm- I'm- I'm- I'm trying to remember which one it was though, I mean it um (pause) it might have been the first one.

WELLS: Okay.

KMETIC: Is that a before, during or after- what's the...

MANHAS: At the end of the work da- at the end.

KMETIC: Okay.

MANHAS: Yeah, um, yeah, so we did the- we worked, we did- you know we did- we did the work.

WELLS: And do you remember which hotel you stayed at there?

MANHAS: No, it wasn't in Salem, it was on the way back, I can't remember, one of the little areas there, um, but I probably could if you need that.

WELLS: Okay, no, I'm just- just...

MANHAS: But I- you know.

WELLS: How did you guys get to Salem? Your car? His car? County car?

MANHAS: His car.

WELLS: His personal vehicle?

MANHAS: Mmhmm.

WELLS: Okay. So that date for me is gonna become a little more important then...

MANHAS: Okay.

WELLS: ...as- when we entered the paragraph, so.

MANHAS: Oh it's it's- it's on my- it's gotta be on my calendar actually.

WELLS: Okay.

MANHAS: I mean part of the challeng- well I guess- I guess I have access, as soon as I signed the letter they shut down my entire access to Multnomah County so it's- it's kind of hard to...

WELLS: That's fine...

MANHAS: ...pull it out, um.

WELLS: ...I'll- I'll look for it, so it's...

KMETIC: So in the last couple months, regular session.

WELLS: Okay.

KMETIC: Would you of- well how would you remember how you'd put it on your calendar?

MANHAS: I must have identified the Salem hearing.

KMETIC: Okay.

MANHAS: I'm- I must of, um, al- although those are also scheduled really fast, so I- you know if- if- if you don't see it I- I- there- there- I'll- there's a way I can figure that out.

WELLS: Okay.

MANHAS: I'm sure.

WELLS: And if we have questions like that I'll run 'em through...

MANHAS: Okay, okay.

WELLS: ...you guys and we can figure that out.

MANHAS: Okay.

WELLS: Okay, second trip to Salem within that same period of time? Salem legislative session?

MANHAS: Yeah, yeah, so...

WELLS: Okay.

MANHAS: ...you know the House and then the Senate and yeah, we went together and we came back, I mean that wasn't...

WELLS: Okay.

MANHAS: ...yeah.

WELLS: Any stays on that trip?

MANHAS: Um, any hotel stays?

WELLS: Yes.

MANHAS: No.

WELLS: Okay, maybe I'll ask that differently. Any sex on that trip?

MANHAS: (Laughs) um, at the end of the day we went- we went to his mom's place.

WELLS: To his mom's?

MANHAS: Mmhmm.

WELLS: Okay, and is that in Salem?

MANHAS: No it's in Portland.

WELLS: Portland? Okay. Again, your car? His car?

MANHAS: His car.

WELLS: Personal car? His personal vehicle?

MANHAS: Yeah, yeah, sorry I'm just trying to make sure I'm getting this right.

WELLS: No, that's fine.

MANHAS: Am I getting this right? (Pause) I think so, yeah.

KMETIC: There inevitably might be things as you- like after we're done, I mean you go home and you say you know what I like switched the- you can just tell her and you if you want to communicate that to us, I mean it's not like you can't- that this is set in stone and then you start thinking about it and you know, I mean, there may or not may be things like that so feel free to communicate those.

WELLS: She's doin' a really good job of keeping notes.

MANHAS: You can't mean it.

WELLS: (Laughs) Way better than I can, so yeah, I mean feel free and- and do that if something comes up that- okay, any other uh trips that you can think of, that you guys have taken together?

MANHAS: That- you- I mean we're talking all within the scope of- of- like work days or I'm...

WELLS: Both, either or, both work or personal trips.

MANHAS: Mmm, okay. Um, we did go to the be- we- we- um had one night at the beach.

WELLS: Okay, recent? Long ago?

MANHAS: Um, was it before? It was in February? No. It was before the April trip to Atlanta. It was the end of February.

KMETIC: Was during the work week or on the weekend?

MANHAS: Weekend.

KMETIC: (Inaudible)

WELLS: Any other work week trips anywhere, business trips, combination trips?

MANHAS: No.

WELLS: Okay. Alright. Do you have anything else with travel?

KMETIC: No.

WELLS: Okay. Let's move on and talk about um budgets, so...

MANHAS: Yeah.

WELLS: ...I don't know if you read today's paper?

MANHAS: I sure did.

WELLS: Alright...

MANHAS: Mmmhmm.

WELLS: ...let's talk about that.

MANHAS: Yeah, yeah.

McKANNA: The Oregonian and The Willamette Week (laughs).

WELLS: What, uh...

MANHAS: Well they're both in (laughs)

WELLS: I read like this much and I'm like ahhhh...

MANHAS: Yeah, no I'm...

WELLS: ...another thing to talk about.

MANHAS: ...I'm happy to speak to this.

McKANNA: (Unintelligible - laughing) Okay.

WELLS: So, no, I try not to read The Willamette Week.

KMETIC: So you know what the quest- I mean- we just wanna- what- you know what the questions are about this.

WELLS: So obviously the accusation there is that you made an- an end-around and you got this budget passed.

MANHAS: Noooo, no.

WELLS: So let's- let's talk about that.

MANHAS: No, I- I re- the magic power people think I have is unbelievable. No not at all, not at all. The budget process is led by Lillian SHIRLEY and Wendy Lear, that she's the Budget Manager and you know the- the- the- the truth is- tu- there's a long term truth of the fact that we- I mean I- I- can't say we haven't been trying to build a case for Prevention and the work for many years, right? Of course, we've been trying to build, but this is like good work and it is good work and um the grant has been ramping down, right? And so we- obviously we were like okay how were we going to sustain capacity? But it- I'd- I'd had nothing to do with the budget planning. Lillian told me in one of the supervision meetings that I had with her, like one of our check-ins that the county was going be- put forward two out- out of budget constraint proposals and one would be related to the Office of- of Policy and Planning. I was thrilled um but no I mean not the- the- the- the stuff about the finances I- I- again, I know there's a scale but there's just no way that I would- I would do that kind of an- an ask and I really respect Lillian. She's had- she's been a mentor for- for me for years and that's been what- part of the painful thing here. I am not trying to undermi- what- what would I gain by undermining Lillian? Nothing, that

doesn't make sense. So they directed me to put together what would the budget- what would that look like? And it was an increase of an 1.0 and why it wasn't in that February budget, this is what I keep getting texted from the reporters, I don't know, actually, I'm not- I don't know how they put that stuff together, I didn't see the document even to be honest with you in what was submitted. I'm just- I'm just doin' what Wendy's telling me to do to put together the proposals. The challenges the Health Department has a perspective has a bit of a reputation of- of- of being murky in how this information's shared and I feel like I've been caught up in that a little-bit of- of- it's not very clear and how are the numbers moving. And I just don't actually know the answer to that. I was just trying to put forth what- when- when they- what they wanted when they wanted it but I had nothing to do with that, I never- never ever asked Jeff for any kind of special you know throw-in around money or work at all, um.

WELLS: Do you remember ever talking to Jeff about that budget proposal?

MANHAS: That specific budget proposal? No, I mean budget generally, yes and budget generally yes in saying to him that I- you know we- there's a lot of complicated things he's balancing and I get that. I mean more than anything I'm compensating to say remember, this is work, work. Keep that all really clear. And I really want the work to speak for itself. I- I mean I built it from...

WELLS: Okay.

MANHAS: ...uh me and appointing a health educator to building a capacity for an area of work in the department that never existed and I- I- I really believe that I did not ask um even Lillian wanted them to recognize it and see that this was the right- you know that this was the right time for them to make the ask.

KMETIC: I really want you to think and I'm not saying you haven't, but I really want you to think about this part...

MANHAS: Okay.

KMETIC: ...because this looks, I mean honestly it looks bad.

MANHAS: Yeah, I- yeah- yeah.

KMETIC: It looks ba- and it looks bad because we got the Chair, the Chair does his executive budget...

MANHAS: (whispers) I know.

KMETIC: ...you're getting more, I want you to really think about conversations that you could have had with him, I'm not saying you're doing anything wrong.

MANHAS: Yeah, no I know, I...

KMETIC: But how those conversations could have influenced...

MANHAS: ...I...

KMETIC: ...or is this coming from Lillian?

MANHAS: This is- I mean I honestly- there's a few parts of this story that we haven't gone into that are- that are reflecting on me but are part of the murky- murky bureaucracy and I wish that I could have even- look I'm not even in those budget meetings. I was thrilled when she said we're only putting two forward. I can't remember what the other one was but one will be for this office. And I was like that's fantast- that's fantastic but...

KMETIC: But I have to assume, I mean not to interrupt, but I have to assume at that point, you've got this relationship with Jeff...

MANHAS: Yeah, yeah, yeah.

KMETIC: ...and after you hear that...

MANHAS: Yeah.

KMETIC: ...I mean, any normal person would go back to Jeff and say, oh my gosh, I hear that- even if you didn't know about it before...

MANHAS: Right, right, right.

KMETIC: ...I hear that we're going to get blah, blah, blah, do you realize how- I mean are there conversations like that? Do you know what that would do for- do you really understand what that would do for us? You know what I mean?

McKANNA: I think you can explain about- I mean the- the grant had been...

KMETIC: No, I know about the grant part, but I'm talking how this...

McKANNA: ...you know ran out and it needed funding and they...

MANHAS: I mean, god, I mean I- I don't know it's sort of the- the- it's like the question around the intent part here, you know like, this idea that I was trying to exercise undue influence is like not...

KMETIC: I'm not suggesting-

MANHAS: ...just not the case but- but...

KMETIC: ...I'm not suggesting that you are but I'm wondering whether Jeff's actions or budget were impacted by your personal relationship? So this is not a comment about you.

MANHAS: Yeah, no I- I hear you, I mean I...

KMETIC: And let's face it, he obviously cared or cares, I don't know a lot about you so it would not surprise me in the least if he clearly knows how important the work is, you know, despite the fact that the work is good, I mean that's separate, I mean, he wan-

MANHAS: I- yeah I mean I'm thinking- I've been thinking about this a lot, I mean in the sense of what- what did we- what did we- what did we mean and then what- how did it actually color people's decision making and you know the truth is, I didn't have the power around- like somebody else made a decision and not me, I don't know, I don't know how it influences deciding- decisions but what- what I can say is that we were ramping down, you know, 7.5 million dollar grant, that meant a lot of positions lost and it was meager and you look at the general fund across the whole department it was so meager for sustaining any capacity that fo- that I- that I do stand on my feet to say that for the work that was done it was tiny. I mean I know the headline says double, it's 1.0, I mean from a team of 60, like it was- it was meager and I think that it- there was sufficient work done to say that's pretty reasonable actually...

KMETIC: But can I ask it...

MANHA: ...but- but I'm- but I'm- but I'm- but I'm acknowledging what you're saying.

KMETIC: Can I ask it a different way? If you didn't have the relationship that you had with Jeff do you think his budget recommendation would have been same?

MANHAS: I actually do, I do. I think that the work is-is- is the new Public Health with the- the whole- the- the transition with healthcare transformation, that we've- we've just have had no- we'd been so direct service, we had no capacity for this broader work that yeah, I think so. Maybe if it wasn't me, maybe it would have been more (laughs), I don't know. (Women laugh) Because somebody else might have made a better case. I don't know, but...

KMETIC: Okay, it was pretty meager.

WELLS: So just to- to clarify- to clarify it, was it 1.0 or 1.5 because the commissioner's that we've spoke to, they believed it was 1.5 FTE.

MANHAS: Um and this is again where I would go back to Wendy LEER and Lillian because if you back to the budget hearing where I was speaking to the budget and they all pretty much- I was like a deer in the headlines in trying to explain it all because they- they- they- they pret- they put it together...

WELLS: Okay.

MANHAS: ...and so I- I- I can still barely explain it.

WELLS: So why do they you do the bud- budget presentation?

MANHAS: Um, well multiple of us do...

WELLS: Okay.

MANHAS: ...and I speak to the work. I was at the end. It was very volatile- it was a very combative budget hearing to begin with and I was the end and it wasn't very fun.

KMETIC: It sounds like you were getting questioned a lot.

MANHAS: Yeah and they quest- questioning the work quite a bit and then I- I did wrap around and talk- so this is that direct communication thing, I went back and I talked to those commissioners I- you know we shared information to clarify what it was so they could understand what the work was, so but it- it was murky to begin with let alone adding this in.

WELLS: Did you ever hear from any commissioners that they were frustrated with that- about your process and how your budget was handled?

MANHAS: Um sure I mean in the hearing directly I mean that this was a public meeting and that's why that was a part of the reflection of the direct work that I- that I understand that the health department has- like the bigger health department has this kind of different relationship with them, it's the first time I was in this- this kind of a role, and that's not- but my personal relationship with each of them has always been real positive and I- because I've been trying to work directly with them, and so when I saw it was like uh oh, now I'm getting put in sort of the health department, you're being murky and ambiguous and like are you guys moving things around and I'm going I don't really know and can I- and so I went back to my own personal relationship and said I'm gonna follow up with you directly, I will lay it all out for as best I know it and you can make- I defer to your decision making, of course, if this is not what you want to fund in relation to everything else, I respect that. Of course, I respect that. Um, so I did my best, I wro- to reach out them and- and to communicate with the- budgets were and they seemed assured at that point if they're not- if they weren't I don't- they assured me they were assured (laughs).

WELLS: And further questions about that?

KMETIC: No. Can I as a general question that I- we're probably gonna get there, uh, yeah, go ahead.

MANHAS: And well and I- I want to acknowledge, I- I don't want to say that I have it all figured out on this, you know this is complicated and- and- if- if it influenced I don't really know how I mean how it might have.

KMETIC: Well it's subjective right...

MANHAS: Yeah.

KMETIC: ...you have to be in Jeff's head, but clearly you're in a relationship so I mean I would assume maybe that there were conversations about it and the importance and um- did you ever ask him to talk to any other commissioners or?

MANHAS: No, no, n- about the budget?

KMETIC: Eh, yeah, about the import- I mean you know I don't know.

MANHAS: No, not at all, never, never, and- and- and he's- he's- he's tough, I mean he's tough too, he's got his priorities and like I've said, they've- they've supplanted mine many times and it's been in-incredibly frustrating from a public health standpoint and- you know from the work standpoint and so um I don't think he'd hesitate to say, sorry, you know that's not what's gonna happen. I mean there- there were things that will come up in the budget that aren't in print yet um that he- that they will- but he- he- put something in and he put it in your program area, there's a food program offer that's gonna come up, I didn't even know about that. Supposed to have this- you know if I had this personal relationship with him no- nobody told me, I only got directed by my budget office that the Chair wants to put this in here, it's actually a pass-through to another provid- you know a community based organization and I'm like what do you- what- what is that? That doesn't make any sense. Um, but I had to- I had to do that 'cause I was asked to, but I can see now someone's gonna print that within the next couple days to say he- he- he planted this in there and I- I didn't even know what it was.

KMETIC: (Clears throat) Like I said, I may be jumping the gun but...

MANHAS: Mmhmm.

KMETIC: ...um, were there times that you went to Jeff for whatever, I mean insert thing...

MANHAS: Mmhmm.

KMETIC: ...here when you went to Jeff when you should have went to and keep in mind that this is in my mind is an employment issue not a criminal issue at all but that you went to Jeff for something or something as it relates to your work without going through your chain of command?

MANHAS: Um so this- this is- this is obviously been coming up in the- in the stuff too that- this is- this is challenging because there was an ex- there was an acceptance that I was working directly with the office, you know, for a lot of the work that got done that was known and accepted and encouraged.

KMETIC: By Lillian?

MANHAS: By Lillian.

KMETIC: Okay.

MANHAS: By Lorene, by- you know his staff knew that I had that direct relationship even before anything you know any of this happened as he was a commissioner, so now you're- you know I'm being asked if there were examples but there was acceptance that that was okay and so like an example that I'll give around like the policy stuff is this- this- this- this speculation that I was going around his staff, around um tobacco policy, you know and I wasn't, they- you know if you pull all the emails between me and Emerald BOGUE you're gonna find- or Emerald WALKER now, you're gonna find a whole bunch of emails because we worked really, really closely together.

KMETIC: What about the sippy cup thing?

MANHAS: Oh the sippy cup thing. That was so early at the beginning of this. Yeah, let's- that's a good example too. That's a really good example. I was working directly with his staff and I know this really bothered them actually so I really do want to clarify this one, this was on the BPA ban...

KMETIC: Mmhmm.

MANHAS: ...and I was directly with um his staff Guillermo and Emerald. They- Em- you know this was new work for Guillermo in terms of the- the policy part, I mean I've been at the county for a lot of years, I've been doing this for a bit of time, I was trying my very best to coordinate with them and- and to write it the way they wanted it, right? Um, Guillermo wrote the scope of the policy, this is so nuance, but he wrote the scope of the policy to include a broader range of beverage containers then I- then I- then I knew Jeff intended. He wanted to match the state law but his staff was going further than expected. So he miss-wrote it but he- he asked me to write it, so I ended up miss-writing this because I'm like okay I got to look- I'm listening to the staff, right? I'm doing this the best I can, I even got on a phone call. I said you know Marissa, Emerald and Guillermo, let's all get

on the phone because I really want you to make sure this is the language you need for the scope. Yeah, they said, yeah that's what they mean, so it got leaked to the press that it- how it was written and Jeff was mad because it was bigger than he wanted and he called me directly and said, this is not what I intended and I said, I know but I was trying- I'm trying to do the work through your staff, like they- that's what they told me to do and so he said can you care take of it? To- to rewrite it, I said sure but you know you're gonna need to make sure that ev- like they understand that you're asking me to do or otherwise I'm in a difficult position. It was for the- but it was for the quality of the work that he knew that I was understanding this spec- specificity of the water bottle- the water bottles and the baby sippy cups and not this broad ban on containers generally which would have been really problematic and so Guillermo they were upset with me because they saw me circumventing and he yelled...

KMETIC: Who was upset with you, the commissioners, or?

MANHAS: No, no, his staff wa- were.

KMETIC: Oh his staff, okay.

MANHAS: Yeah and Guillermo ye- I mean he yelled at me and said you know your undermining me and I'm like I'm just trying to do what this- the Chair is telling me what policy implication is, are- you know the policy scope is. Um, the commissioners being angry about that? Um, that- that's tricky. Is that what you're asking?

KMETIC: I- yeah I guess, I mean I don't know that it matters.

MANHAS: They were really- they were really mad about- they were mad about him doing that but we- I always got strong direction from my director that we work for the- there's a board, but we work for the Chair and if the Chair wants to move the policy forward you've got to staff 'em on it and so I did that.

KMETIC: So you would agree in terms of access, I mean in terms of you being up on the sixth floor...

MANHAS: Mmhmm.

KMETIC: ...that you're probably there...

MANHAS: Often.

KMETIC: ...more than...

MANHAS: Absolutely, when you're- whe- when I'm working a policy issue or food which is you know frustrating- frustrating (unintelligible) work for me but um, yeah, absolutely, I'm

up there meeting those guys a lot but like I said th- the commissioners are gonna have a- a different perspective because they see- there- there jockeying around the policy work a lot but I've gotten str- strong direction that in the county structure department's work for the county Chair and so that's why there is in- he's a CEO of the organization and so that's why you see so much more traffic there that like if you're gonna have an event, first talk to Jeff and then- then go to the commissioners. I mean I was told that to make sure that you know- as long as Marissa and Jeff are good, then your fi- you know I got that direction but now it looks all disproportionate.

KMETIC: So was there ever a time when your direct supervisors, Lillian or whoever...

MANHAS: Mmhmm, yeah.

KMETIC: ... the other person is, where they said you know what? Too much, step back...

MANHAS: Nnn nnn.

KMETIC: ...uh this is inappropriate, I mean any, you know whatever, however they would handle it, anything that led you to...

MANHAS: No.

KMETIC: ...believe that what you were doing was...

MANHAS: No, because I mean I- I hope you believe me that intent of the work or doing traffic control was not for any personal gain. I've loved every job I've had, I mean I- I'd- not even public health by training I'm just kind of doing what I can do, um, it was for getting good work done for the community and that- that's the part that's been so frustrating in the conversation is every part of this was to get some good work or ye- you know done to move the dial on health outcomes and no, I was never told to pull back, we were moving good work forward or I thought we were and I- if people had concerns I don't understand why nobody told me.

McKANNA: And (unintelligible) you- you felt like you were in touch with Lillian and with (unintelligible).

MANHAS: If- when you look at my calendars you'll see, there's... (crying) there's regular meetings all over the calendar with Lillian.

WELLS: It's all right, to put you at ease a little bit, I talked to Lillian, and although I'm not gonna go into everything she said, she is not- she's not doggin' you in any way, she's not blaming- she's disappointed, obviously- obviously because it's a- it's a black eye on her agency but she went out- I mean she went out and said you- you're one of the better

employees, she's been there, she trusted you, I mean all of that, so she is not- she's not saying that there are problems, so.

KMETIC: How do you...

WELLS: Sss...

KMETIC: oh...

WELLS: Go ahead, go.

KMETIC: How- how do you feel about, I mean, I don't know, we have- we have the separation agreement, I don't know how much Mike wants to get into it but I mean, and maybe your feelings aren't important but I think it's important to ask. I mean how do you feel about the fact that you have a separation agreement and Mr. COGEN is still runnin' the show?

MANHAS: (Pause) I think he's an elected official and he gets to determine if he has you know violated the community standard that he- I mean I do, I- if he doesn't feel that- I mean, it's like I said, it's more- it's a- there's a relative standard and there's a lot of people in this community that- that probably want him to stay, um...

KMETIC: No, but I- I mean I want to know how you really feel because it has to be, I mean come on, y- yu- it has to be frustrating.

MANHAS: Well, I'm more frustrated that you know when the story broke on Monday I had a meeting with Lillian on Tuesday and she said to me, I see this as personal and professional and you have a long career in public health and I'm gonna support you through this. And I said well you tell me if anything changes and she assured me she would. I got a call from Joann FULLER the same day who said the same thing. You did every- you've been doing everything that you need to be, we- we value your service at the county, you don't need to be worried. Okay, some more information starts to come out, I'm stressing big time, I went up to BC 'cause I couldn't do the- the media any more.

KMETIC: You went up to uh- oh, okay...

MANHAS: My- my...

KMETIC: ...okay, sorry (laughs).

MANHAS: ...and Joann still gets a sense that I'm really stressed about it and calls me there, you know asks to call and says- this is Thursday, right? This is like the- the Thursday of the week of the 15<sup>th</sup> and says still, you're fine, you're okay, there's nothing with your employment. You don't need to worry, I want you to stop stressing, alright? I come back to town. I call Lillian, I'm- I'm an obsessor right (laughs)? I call on Monday to Lillian,

she's out of town. Sonia you're in plenty of good standing. There are some issues that are looking like they're coming up but we'll figure- do you think you can back? Do you want to come back? Lillian, I'll work in a corner, I don't even know what my salary was last year, I don't care, like I can't even tell you where all of the classifications have shifted, I just want to do some work, like if there's an element that you think I can do I'll do. Okay, well we'll talk on Thursday. So that was my last communication with Lillian. That was the last time she talked to me, because the next time I asked to set up a meeting, knowing she's coming back the following Monday, they refused to see me and talk to me and said that I had to sign a letter before anyone would give me an exit interview and it's like...

McKANNA: Or any kind of interview, right?

KMETIC: So who communic...

MANHAS: I...

KMETIC: ...who- who communicated that?

MANHAS: She did to me.

KMETIC: Okay.

MANHAS: The lawyers did.

KMETIC: Okay.

MANHAS: I think I've been a distraction. I obviously have killed my credibility. I get that. I don't want to harm the department. Lillian has decided that there's- there's a lot of turmoil in the health department beyond me, you know, that the- ther- the disgruntled employees that sent this out have a sense of where- where this...

KMETIC: Whoa, whoa, whoa, let me stop you there.

MANHAS: Okay.

KMETIC: Wha- who- disgruntled employees who sent this out? Who- what are you talking about?

MANHAS: That original email, right? That- that employees...

KMETIC: Do you know who that is?

MANHAS: I- I have a sense of it but I- but I- but can I- can I just finish...

WELLS: Let's finish.

KMETIC: Yes.

MANHAS: ...finish this strain of thought first?

WELLS: Let's finish one- yeah.

MANHAS: Um, okay, so- and Lillian's had her own circumstances with an affair in her own family, right? She's- and her arrest- and I know there's a lot of stress there, I'm- and I know it's important that- that can't absorb my change too, I understand that. I really do. Um, so I'm- I- I think it's reasonable that I'm- that they don't- they don't want to support me through this and that I need to walk away. All I'm- all I'm sad about is after 13 years- like she couldn't tell me directly. When I had heard from her on Monday with an assurance that if something changed (crying) that she would talk to me. I just- I just don- I don't understand that, like even if it was to say look, this is so complicated and you've really shredded our credibility- I coulda heard that.

KMETIC: I have no idea if this true but I- I mean sometime- I- I obviously work in a bureaucracy as well...

MANHAS: Maybe they said, yeah.

KMETIC: ...somebody could have given her that directive. I- I don't know that to be true but I mean...

MANHAS: Alright...

KMETIC: Keep- keep that in mind.

MANHAS: Our- our understanding was that it was Lillian's decision.

KMETIC: Oh, okay.

McKANNA: I mean I don't- my communication was only obviously with uh Jenny...

KMETIC: Okay.

McKANNA ...uh, heck I went through a council and there's...

WELLS: So did you- just 'cause I'm curious, did you contact them to f-f-figure out what was going on or did they contact...

MANHAS: Yeah, 'cause I couldn't unde-

WELLS: ...did Jenny contact you guys?

MANHAS: No, we had to contact them.

WELLS: Okay, 'cause it was just radio silence.

MANHAS: I- I didn't know what was going on anymore and...

KMETIC: Well were you on- did they place you on leave of some kind?

MANHAS: No, I was on vacation.

KMETIC: You were on vacation, okay.

MANHAS: In fact Lillian had- had wanted me to come back that Monday and I said, there's too much media, The Willamette's gonna come out, I just would rather not be- I don't want to be there under a cloud, let's wait 'til the media storm is over. I thou- and I also thought that somebody at the county might want to hear my side of the story, nobody has talked to me and I- that's why I've been on lock down. I've just tried to be quiet because I thought someone might want to hear what happened.

WELLS: Mmhmm.

MANHAS: And I'm not debating that I- I shouldn't be there, I understand that, that's a reasonable consequence for what happened. I accept that, but just the unkind part.

McKANNA: I think I contacted them to let them know that- that I was working with her, I think I contacted Jenny.

KMETIC: In terms of representation?

McKANNA: And wanting to make sure we got uh...

MANHAS: 'Cause I couldn't get any...

McKANNA: ...documents and things and basically thought it would be a good idea to have a meeting...

MANHAS: Well 'cause I, at that point I thought I was going back, right?

McKANNA: Um, I'm not making myself a witness, but I think they'll- Jenny will verify, I mean she's not a good witness either. But just- just to say, you know, she'd like to talk with them because...

WELLS: That makes sense, I just was curious how...

McKANNA: Yeah.

WELLS: ...if it was them reaching out.

MANHAS: And then if- if you look those days...

WELLS: So doesn't the separation agreement say that you have an exit interview?

MANHAS: That- that if upon signing this that if I'd like to request an exit in-interview I could but I- I had thought that I was planning to see- like no transition and I feel very irresponsible about it because I had a lot of work. I had 800 emails sitting in my Inbox and I was carrying partnerships, you know with, that nobody else was and work. I had like this strategic plan sketched out that I've- I've killed myself working on in the department for the last few months and it's in my chicken scrawl but I can't use county equipment or anything. I can't even get it to anybody.

WELLS: Right.

MANHAS: Just- anyway.

WELLS: Okay.

KMETIC: So where did the email come from?

WELLS: Oh the- well I don't actually even have a copy of it, but I'm...

McKANNA: We don't... we never seen a copy of it, yes.

MANHAS: Uh the- the email came from employees and um it was basically a threat that if something didn't happen because of- so this a longer part, is my way of- of who I am, people have questioned my work but they also question sort of um you know it's just I'm- I'm interested in and have raised attention around issues of equity and- and you know race and you know we are doing dismally in Multnomah County right? The disparate is getting worse and that's kind of how I've been trying organize the work in- in funding the organizations and hiring and stuff and there's been questions of- nothing founded, HR has been working closely with me, I am so- you know the concern was around um something doesn't happen with Sonia or Lillian, Lillian because of her arrest or Sonia because of her hiring pract- you know her hiring practices, they named five people. It doesn't even make sense but it's through the five people that I have sense who might- this might be and the connection ma- but- um, that they were going to out the story, that we've got- so they to send- they had this information about the affair but it was about the personal stuff in the health department that we ca- you know don't understand how

Lillian's still there after her arrest and we know- you know we've also got concerns about Sonia...

McKANNA: Were you aware of that?

KMETIC: No, this is all new.

WELLS: Haven't heard, it's all brand new. I know- let me tell this- I know of an anonymous email...

MANHAS: No, that...

WELLS: ...that was sent to the commissioners.

MANHAS: ...the email's important because...

WELLS: So, I would agree, I'd would agree, I'd like to know about it.

MANHAS: Yeah.

McKANNA: Yeah, and maybe you should tell about the arrest too, just because its- and- I mean that came before the email right- the arrest?

KMETIC: But we know about the arrest.

WELLS: I'm familiar about Lillian's arrest.

McKANNA: Oh, okay, alright, alright, okay, alright.

MANHAS: And that it was- it- a case- a case of- of an affair with Lillian as well so there's complicated roles here but...

McKANNA: With her husband (unintelligible)

MANHAS: ...but yeah, so this was an employee that wrote this and um it's rooted in I- I believe, I mean you could imagine I'm wracking my brain, I'm going insane, right, trying to unpack like what is going on here? I- I feel like...

KMETIC: In an email that went to who?

MANHAS: It was to be- it sent to the commissioners and Kathleen FULLER POE who's HR Director in the Health Department. Okay? And so my understanding, this is just my understanding is that Deborah KAFOURY sent it to Marissa, his Chief of Staff and that they talked about it and that- agreed that he would tell me about it, uh, and- and that-

'cause the- Kathleen would have got it and Lillian's would have got it so that they- they'd- they'd talked and said he would be the point- he would be the one to tell me about it and which he did on Monday afternoon, um...

KMETIC: Okay, so what did you learn about it?

MANHAS: He brought a copy of it and I read it. I mean I was so crazy you know I- I didn't even think of get- asking for a- can I have the copy? Like I've never seen it since, um, but the names that were identified were um- so it was around Sonia's- you know something needs to be done, Sonia's Lillian's protégé, like I'm- I know you have the perception of me being so driven and that's so weird.

KMETIC: Driven's not bad.

MANHAS: Dri- driven for the health outcome's not for the positional authority.

KMETIC: Oh, no I didn't mean to suggest that, that's...

MANHAS: But- but- but this is the interpretation in the department, right? And so I'm reading this going, this idea that Sonia's a protégé of Lillian and if she's the department director this is a big mistake, you know we're worried about her staffing, it- it's baloney, I've got good people, I've tried to pull in people who would never thing they'd work for government, like I'm trying to bring innovation to the department, but people...

McKANNA: And diversity.

MANHAS: Yeah but diversity and competence and innovation and I've been looking over my shoulder since the day I started because it's been- people don't understand that I'm trying to just get some good work done. So was it- it was an email to threatening to leak the story to the media, of course by sending it out it's gonna get leaked, if something's not done to Lillian or I in...

WELLS: So that- we've gotta be talking about the same email. So...

KMETIC: I don't think so, who's the email from?

MANHAS: It- it says, Multnomah County employees. And then a Multnomah County employee, it was anonymous.

KMETIC: So do you remember the email address?

MANHAS: It was a- it was a fake address, it was a...

WELLS: 233 Maggie Smith?

MANHAS: It was Maggie Smith somethin' somethin'.

KMETIC: Okay.

WELLS: Okay, so we have not yet read it either...

MANHAS: Okay.

WELLS: ...but the- our a- what we've been told that it says was you guys were havin' an affair, do something or we're gonna leak it.

MANHAS: Oh no, there was way more in there.

KMETIC: You mean that wasn't in there?

WELLS: No.

MANHAS: No that was in there...

KMETIC: Oh okay, okay.

MANHAS: ...okay, so peop...

WELLS: There's more content.

MANHAS: ...people...

KMETIC: There's more content in there.

MANHAS: Yeah, yeah, that- that's hugely important because its- this is about- this wa- this will help explain in- I know I'm not thinking completely rationally right? The media- it's been very hard, I mean I'm not used this kind of attention right? Um...

WELLS: That's good, I- we'll get the email, so...

KMETIC: No, we'll get it.

MANHAS: This is- this was...

WELLS: So that's good, I just wanted to make sure I'm not looking for a second email.

McKANNA: No.

KMETIC: No.

MANHAS: No, I mean please look at the email because it- it's- it's about Lillian and I and one of us needing to go and everything's that followed has been to hurt Jeff, his career, but it's been- from my perspective? It's been a witch hunt for me.

WELLS: Okay, so we started this by you think you know who did it?

MANHAS: I- yeah- I...

WELLS: So you think there's five employees who...

MANHAS: Okay so five employees are named in the email as saying- as examples of people hiring. Alejandro CORREL, David HUDSON, Tamika RAZIL and Nichole HERMANS and Mya BHAT and Mya BHAT was somebody that was somebody that was let go 2, not 2, I'm sorry, that was a total mis-statement, not let go, she resigned exactly two weeks earlier, as I started my vacation. It's just- it- the time- the timing is bizarre and the connect- I- I- yeah, those a lot of those people left on their own accord, they have a good jobs, Alejandro was- is somebody who said- you know he didn't send the email but he- he's a colle- like those were not bad terms or anything but someone's connected these five people.

WELLS: So are all five of those people, people who have left service with the county?

MANHAS: Um, uh one is still there, two have other jobs, one was never a person I even supervised.

WELLS: Okay.

MANHAS: But the names connect.

WELLS: So let's break this down so it makes sense. So basically the email to your understanding is complaining that you and Lillian are out of control and that's why these people are not there anymore.

MANHAS: Well, I mean...

WELLS: (unintelligible) down.

MANHAS: I'm out of control, apparently there's some master plan that I'm gonna run...

WELLS: Right ...

MANHAS: ...that I'm gonna run the department.

WELLS: ...a master plan, okay. So, so that's- that's good. You bring up my- 'cause that was on my-my list so...

KMETIC: Yeah, tel- tell us about Mya.

WELLS: Tell us about her situation, so she came to you with a complaint.

MANHAS: Yeah, I mean thi- it's like out of a conspiracy movie, I- I'm- I'm bewildered, um, okay, so Mya came to me with a complaint um about a disrespectful work enviro- can- am I allowed to say- I gu-guess I can right now 'cause I'm thinking it was all HR stuff and I was supposed to not talk about the personnel issue? Am I allow- am I okay to share this all now? I should find out, right? Can I?

KMETIC: I don't know, that's your...

MANHAS: Like for county confidentiality?

McKANNA: Nnn, I mean...

KMETIC: Oh no. No, no there's no confidentiality as it relates to it.

MANHAS: As it relates to Multnomah County and there work is like HR? Right? Okay I just wanted to make sure.

KMETIC: I thought the HR...

MANHAS: 'Cause I was like not...

KMETIC: ...part of that was resolved, I mean first of all, she's not even there anymore.

WELLS: So let's hear- I'll make it very easy for you.

MANHAS: (Unintelligible)

WELLS: Okay, I'll make it very easy. She came to you with a complaint. The complaint was about rumors.

MANHAS: Well no, the complaint was about um...

KMETIC: Well race, racial comments and then rumors.

MANHAS: But...

WELLS: There was an employee...

McKANNA Just let it... yeah, I mean...

MANHAS: Sort- sort of, I mean...

McKANNA: ...I think you can just explain it, I mean, it is part of- of all of this, I think...

MANHAS: Her- her primary thing was...

McKANNA: We could put it- we could put it- you know a blank there for her name if possible, I don't know if you folks...

WELLS: Yeah, that's fine. I know who it is so, I mean I'm fine.

MANHAS: I mean for me it's completely defensible and I know...

McKANNA: It's good to say an employee came to you.

MANHAS: It all looks terrible because I feel like I've been set up, but I can explain ever part of it.

WELLS: Okay, there's really one part it that...

KMETIC: Yeah (unintelligible)

WELLS: ....it concerns the investigation so I think I can make it a very narrow...

McKANNA: Okay.

WELLS: ...very, very narrow.

MANHAS: Yeah, the rumors right? That she brought up the disre- disrespectful environment and the rumors, right?

WELLS: She brought up...

MANHAS: Mmph...

WELLS: ...let me finish, she brought up...

MANHAS: Yeah, yeah.

WELLS: ...the fact this employee was spreading rumors in a- in a various montage of complaints, one of the rumors in which...

MANHAS: Mmhmm.

WELLS: ...was that you and Jeff were having an affair.

MANHAS: Mmhmm.

WELLS: ...and that you in turn asked her to remove that from the complaint 'cause it had nothing to do with...

MANHAS: No, I didn't, no...

WELLS: ...her problems.

MANHAS: No I didn't, I didn't, I mean, obviously that's where I knew it was like uh oh we're- it's like what am I gonna do here? And I...

WELLS: She did bring- she did say that was one of the rumors?

MANHAS: Yes, and she- she mentioned many, many that were really terrible and I- you know I said, this is- this is your call on how you- you know I- I explicitly remember because of- of this kind of getting amped up and going this is gonna- what am I gonna do? I remember clearly saying to her, this is your complaint and your letter and I'm not gonna tell you what- what to take out of this. You ultimately need to decide what you want in here and I'm gonna take forward and she was not happy with the outcome of the inquiry.

WELLS: Right.

MANHAS: She wanted- you know she wanted me to lean...

WELLS: (Unintelligible) we're jumpin' forward. I don't care about the outcome of the inquiry...

MANHAS: Yeah.

WELLS: ...okay, here's what- here's...

MANHAS: I- I didn't- I didn't say- I didn't say anything either way. I was upset by all of the rumors and I- I said to her ultimately you've got to decide what you want to put in this.

WELLS: Then why...

KMETIC: But did you have- did you walk- have her come into your office or she walks in and have a very emotional conversation with her about what this type of rumor would do to you, the department, to Chair COGEN...

MANHAS: No, I did not, not about that. I talked about the- all of the rumors. About- no I did not say anything about what this- what that specific one would have on Tim or I, no I did not. I said we were fr- I said we're friends and I said I know people are talking about all kinds of things and she mentioned a few other leaders and ho- and why they were in their leadership roles, um...

WELLS: So can...

MANHAS: I do not remember a del- I do not- I did not dump...

KMETIC: Were you emotional during the conversation?

MANHAS: Sure, sure, the whole thing was completely upsetting. People were saying- there are other rumors about I'm- I- you know I'm hiring people that are not qualified, that I'm you know biased towards uh people of color, you know don't you think the hiring practices in the department are biased towards people of color? I'm lookin'- I'm lookin' at the makeup of the department, I mean there were a lot really racially- they were a lot of insinuation about me- not about the- the relationship that I was there because I'm a woman of color and that's what was- that was also- that was upsetting.

WELLS: Do you believe that?

MANHAS: That I'm there because I'm a person of color?

WELLS: Yes.

MANHAS: I don't.

WELLS: Okay, so why did she not remove that rumor from her complaint but she removed the rumor about your relationship?

MANHAS: I- I- she did remove those- I mean she removed a whole lot of things.

WELLS: But do you see my point, right? So you're basically telling me that- that didn't happen, she's telling me it did.

KMETIC: Like tearful, emotional...

WELLS: Please don't put that in there.

KMETIC: Please do not do that.

WELLS: And she removed it.

KMETIC: And she removed it, I mean that's...

MANHAS: Well, I mean if- if that- you know, the whole thing was so sick with the whole inquiry, I- I'm telling you that I- I- I- told her that what she wanted to- what she needed to put in there, she should put in there. I did.

KMETIC: But you can so both, you know what I'm saying? You can say what you just said and you can also say please don't do this 'cause this could be devastating.

MANHAS: I didn't say that to her. I didn't say that to her. I mean I- I said broadly there's a lot of things in here that you're saying other people have said. I mean if you want to include all those in there you can but I did not call out the one- I didn't call out the one specific thing and say this one in particular, take out, I didn't, I said all of those are upsetting and I said I don't know if the- you know if you want- I also knew that she was gonna be interviewed and she was gonna say whatever she needed to say, you know I wasn't apart of those, um...

WELLS: So when she came to you, she came with a complaint and it had...

MANHAS: It had to do about her hiring.

WELLS: And it had accusations in the complaint, correct? I mean that- that's how you knew that these were things she was stating were occurring, the race things, the...

MANHAS: Well she'd brought them up in conversation previously, you know we- we were talking about them.

WELLS: Okay, then she made it official...

MANHAS: Right.

WELLS: ...and she turned her document in which had her official complaint on it and that piece was now removed.

MANHAS: Well (sound of frustration)...

WELLS: Do the...

MANHAS: ...I don't remember, it wasn't in there like that, I mean she talked about it but that wasn't removed. She's talked about rumors, it wasn't specifically in there like that, like that that explicitly, um, I could- I mean if we've got those- we- I've- well- I guess she's got them. I wonder if I have kept the original one?

WELLS: Well, we'll- we'll try...

MANHAS: She- she- but...

WELLS: ... to track that stuff down, so is there going to be an original document that says there is a rumor that Sonia...

MANHAS: No.

WELLS: ...and Chair COGEN are having an affair and is there gonna be a secondary document that is not in it?

MANHAS: No there was an original document that talked about rumors around DLT members, it- it wasn't that- it wasn't that specific but now I'm worried if I don't have the copy that of course you know people can- can- can construct things, but I- there was- there was suggestion of rumors, absolutely and there was- that was one of them, but it wasn't called out in her complaint in that direct way of- that I can recall. I'm mean I'm really trying here you gu- to um to recall, I mean I (sighs)

KMETIC: I mean Sonia, here's the deal the- the- the insinuation being, of course, that...

MANHAS: Yeah.

KMETIC: ...if in fact she did make a complaint, if in fact she made this...

MANHAS: Mmhmm.

KMETIC: ...rumor allegation which wasn't even hers, which was some other...

MANHAS: Well...

KMETIC: ...Claire person or I don't know, I mean...

MANHAS: Yeah.

KMETIC: ...and then that gets removed, of course that looks like you're putting pressure on...

MANHAS: No, I know, I...

KMETIC: ... and it- it goes away and then nothing happens which- which could arguably if everything was true...

MANHAS: Yeah.

KMETIC: ...be some very concerning racial uh allegations I guess for lack of a better word, I mean, you know, I mean...

MANHAS: No I- I...

KMETIC: ...it's one of those perception things...

MANHAS: ...I- I totally know and that's why I feel like I've gotten twisted up in this pretzel around this of things that now- because she was bringing forward things of- of her concerns around Claire saying things about other people. It wasn't even her saying I'm bringing this forward as something to be- to be checked out; I'm just concerned that she's saying all these kinds of things about people. She's spreading rumors, she's talking about, you know, unfair practices and- and- she's speaking about people's relationship and that's how it was framed to me in-in the- in the text and so- but because I'm worried about the- the- the disgruntled part from even before hand, I just- I feel like I can't- I'm not gonna be able to win on this one- not win, but I'm not gonna be able to heard on it because it's- it...

WELLS: B do you (unintelligible)

KMETIC: Were you worried that Claire was gonna out your relationship with COGEN?

MANHAS: Um, I don't know, I mean, I guess, people have alwa- have talked about we know you guys are good friends I mean I...

KMETIC: Hey I- I- I- I've found myself in the same position- you're good friends with a male person...

MANHAS: Mmhmm.

KMETIC: ...that works in the same office, the automatic assumption is that there's gotta be something else goin' on right? So I guess what I'm worried about specifically, I mean was this first time that you were truly worried that somebody- because it is happening...

MANHAS: Mmhmm.

KMETIC: ...that somebody was gonna call you or COGEN out and it was gonna be World War III as it relates to your job?

MANHAS: I don't know, I mean- the whole...

McKANNA: You don't have the documents? (Unintelligible)

KMETIC: I- I don't have- we don't have anything so I...

McKANNA: Have you seen them?

MANHAS: The whole- the whole...

McKANNA: I mean I don't- I- you know...

KEMETIC: Well we've talked to peop- we've talked to My-

WELLS: We've talked to Mya and Mya's...

KEMETIC: We've talked to Mya.

WELLS: And Mya's statement is- is very contrary to- to what we're hearing, so.

MANHAS: Yeah and I- and I know- I'm- I'm- I know that, the whole...

KMETIC: But like I said we don't have the complaints either so this is...

MANHAS: The- the whole- the whole inquiry was so twisted up and the- the challenge with that group has been so long standing and I was only starting to understand, like get a feel for it, I mean literally in the DLT meeting- Department of Leadership Team Meeting, on the 15<sup>th</sup>, you know Lillian and Kathleen both said to me at that meeting you know, your- your inheriting like a decade of some really you know dysfunctional dynamic within that team and- and something to the extent of it's not- it's- it's no surprise that it's coming out now with you and I don't know if they were trying to insinuate around race or what- what that meant but I don't even begin to understand where Mya was going because the- the parts on her- her inquiry aro- you know in terms of projecting things that she was thinking on other people you know it was- it was really complicated. Some of the things that she was saying around Claire were things that she was actually doing and so here I was trying my best to sort out of walk through the inquiry around these- the- the- the concern around her inquiry had been were- was Claire saying that she was only there due to ra- like because of race and making allegations around income so I was trying to hold to- you know to, um...

KMETIC: Right, let me- can I ask it a different way?

MANHAS: I just feel like if it came up either way I- I just don't know what got- what happened here.

KMETIC: Wel- let me ask it in a different way, after you found out about what you perceived to be either Mya's uh opinion that you were having an affair with COGEN or Claire's opinion that you were having with COGEN...

MANHAS: Mmhmm.

KMETIC: ...what did you talk about with Jeff? What did you tell him about what you knew?

MANHAS: Well I- I said you know this isn't good. I mean if- if people had a general perception that this is happening, I was actually convinced people probably did- you know I'm- I was- you know I was- I've been worried about it, the whole things been tortur- you know has been hard. And I, you know I- I said to him that this is concerning, you know, we were- and this kind of began with the whole thing of like what- what are we- you know what are we doing? Um...

KMETIC: Did you- was there any discussion about changing behavior or what you were going to do as it relates to these employees? Or anything like that?

MANHAS: No, I mean I just said I wanted to walk the inquiry through as best I could in supporting this person who thought she had a hostile environment. I mean I- I- with- with truth the rumors were a piece of that. I figured if you know she was gonna raise it, they were gonna talk about this with the- part of the investigation, it was gonna happen- it was gonna happen, right? I truly thought her intent was a hostility that she was dealing with with this person around concerns around her race and competency and I was trying my best to really focus on that part in supporting them. Now I- you know I don't- I don't know what it was now, I mean when I put that together with some of the stuff in the email I feel like there's some broader thing here around- around me and percep- you know anger with me and perception of how I hire and such. I don't understand it. I don't know how it all ties together.

KMETIC: So let me skip ahead maybe a little bit, but I mean you probably have to be getting tired, uh- the- the...

McKANNA: I- I think she is getting tired and I'm just- you know I- I think we kind of beat this, I mean I don't know if she can remember more but, you know...

KMETIC: Well this is- but this is important...

McKANNA: I understand.

KMETIC: I- I mean this is- I mean know we're getting- and we can wrap up and I think we've already said anyway probably have to come back anyway but what- when we analyze everything- what has the communication been between you and Jeff since this whole thing broke?

MANHAS: The communication has been um shot- I mean shock, more of- I don't recognize him (laughs)I'm- just like what are you doing? Like nothing that he is saying has been making sense to me.

KMETIC: The publicly or privately? Or both?

MANHAS: Publicly I- you know and- and you know since the legal piece we haven't been- it's like we can't be in contact obviously but I mean- yeah, I just...

KMETIC: Oh is that- now I haven't read that completely. You can't be in contact because of the separation agreement or what?

MANHAS: Oh no no, because this investigation is going on that we just need to speak. I just want to speak my own part of it so we're not communicating.

KMETIC: So you're not calling, texting, emailing, nothing?

MANHAS: No, no, no but- but- but we were- I mean we were- we were in shock I mean I- I was- I'm sorry I was in shock, you know, he- the way he was presenting things in the relationship was not how I understood them to be and I was completely confused, um...

KMETIC: Like what parts? I mean 'cause I've watched some of what he said but I haven't watched all, so I...

MANHAS: Well, I mean he's doing what anybody has to do he's trying to salvage his career and to do that he's salvaging his marriage as well, um, but you know, it wasn't over, we were still trying to understand what to do and so any- like any- I mean it's a cliché I was a cliché at that point of like oh my god, you've just like thrown this whole thing under, not only that you're not even speaking to the- like I don't- who are you? Like it doesn't make any sense, you know that nothin' none of this affected- you know it- that- that's what it was. Like are you gonna resign, like (laughs).

KMETIC: In other words, you think he should.

MANHAS: I mean there's personal opinion about what I think the standard of behavior and the discredit we brought to the organization but I'm an at-will employee and he's an elected official and so I don't- I'm- I'm feeling like I did say publicly in the whole turmoil with the media, I did say yes, I think he that he should and I was in- I mean it was hard to think. I- I- I- as a constituent I think he should you know but I'm not him in his elected official role. I don't know what other inputs he's getting which kind of the whole thing of this work in general. I mean I don't know all the inputs that he's- he's calculating and I guess it's up to the- I don't know what the community standard is on when he has to walk away. People let Sam ADAMS stay in and I don't know if that would have been- I don't know what the answer is to that.

WELLS: When was your last communication with him?

MANHAS: Um, it was at the end of this week, end of the last week, you know when- when a- when he sought um legal counsel. It's like oh.

KMETIC: One thing I was going to ask and obviously we're gonna look at computers and so on and whatnot, I mean, it's always better to hear it from the person rather than to find it forensically, so is there anything on your work stuff, I know people chuckle, but it happens right, pictures, nudity, I mean any- you know what- I know, I know but it happens so is there anything that we're gonna find that you want to tell us about before we find it.

MANHAS: Noth- Nothing that I can suggest but I have to tell you with all the emails connected to the way they were, there's so much more being read into those anyway that I've been shocked by how people have made connection anyway so you might find things that surprise you but I'm...

KMETIC: No, no, no, but I'm talkin' about things that we know are...

WELLS: She's (unintelligible) saying, have you taken pictures of yourself naked...

MANHAS: No.

WELLS: ...or has he sent you naked pictures...

McKANNA: Is there a sex thing or that...

MANHAS: Nooo.

WELLS: Right.

KMETIC: I know but I mean we got to ask, right? It's always better to hear it from the person like I said.

MANHAS: I'm sor- no, no, not a thing.

KMETIC: Okay.

MANHAS: I'm- I'm just so unresolved about- I don't know how to explain this piece with Mya. I- because I just...

KMETIC: Is there any way and let me just- one more time, is there any way she could have perceived, looking back, that you were pressuring her...

MANHAS: Can...

KMETIC: ...ta' ta' ta' take it out?

MANHAS: Look this is going to sound completely insane, you know, to say this. But my- my true heart on this says that I was set up on that. It does, it feels like she threw in a whole bunch of rumors including that to see how I would deal and that the- the- I- I- I just don't think it's what...

KMETIC: But my question is different than that is could she have perceived based on what you communicated to her that she was being pressured? I mean is- is that just like I can't even believe that because that is ridiculous or is it, you know what? I'm thinking about it and to me I wouldn't have taken it that way, but maybe she did, I mean where is it on that spectrum?

MANHAS: For- for- for somebody that might have- that might have been the case, for Mya, I don't believe that to be the case. Like I- I- knowing her- who she is and rapport we had together, I don't believe that to- I'm- I'm hon- I'm telling you the truth, I see what you're saying and I know how it appears and I acknowledge it. I acknowledge that that could be perceived exactly that way and I'm mortified. I don't believe that that was the case with Mya, I really don't. I- it's...

WELLS: Is that first- is that the first time that- that you had heard rumors that you guys were having an affair?

MANHAS: Jeff had shared- had shared before that he- that- that uh- he had- he had heard that that- that somebody had said that and...

WELLS: That somebody confronted Jeff that you guys were having an affair?

MANHAS: I don't know if confronted or you know but- but said- you know, it was like okay, yeah.

WELLS: Is that the first time though that you- somebody had confronted you with it?

MANHAS: Mmhmm.

WELLS: So I can only assume it was a shock like oh crap here it is?

MANHAS: Well...

WELLS: I mean, I'm not trying to read...

MANHAS: Yeah...

WELLS: ...any more into it, but I think we've killed...

MANHAS: Yeah, I'm...

WELLS: ...that but I'm just puttin' myself in your shoes that that's gonna be...

MANHAS: Yeah, sure.

WELLS: I'm a- right? 'Cause you know, you're smart, you knew this would be a bombshell when it happened.

MANHAS: Yeah, you know there's an in- inevitable- inevitability of it coming out, I mean, the other part of my meeting with Lillian on that Tuesday was when I sat down with her and says to me my guidance to you is to tell the truth and it's common knowledge. It's common knowledge that they all knew. Well if they all knew (laughs) well if they all I knew, I mean, okay, I- I- I don't know what to say that, so.

WELLS: I think she was exaggerating a little bit, I mean, I think.

KMETIC: Well people talk I mean it- you know those are all assumptions, it happens all the time.

WELLS: I have one short question and then I think we are very close to being done, so your emails? Obviously there's been a lot of allegations of you going around...

MANHAS: Yeah.

WELLS: ... around Lillian for all that, we've covered a lot of that, um...

MANHAS: There- yeah.

WELLS: Any concerns that you have on the emails...

MANHAS: Yeah, I do, um...

McKANNA: Oh wait, let- let him ask the question, or is that- oh I'm sorry, did you ask a question?

WELLS: Now you got- now you got me cur- curious, but obviously...

KMETIC: No- what- yeah, do you have concerns about the emails and if you in fact went around, what the emails are gonna tell us as the way you went around uh whoever.

MANHAS: Well, I think the BPA one was imp- I wanted to make sure that we clarified that. I- I'd- like this is a long body of work and there's a couple of emails that are in there that suggest um I think that some of the last tobacco stuff suggests that I was trying to as- I was trying- I was asking him to take an approach with his staff and a- again I mean we- we have this direct communication of strategy that we've done since before this

relationship and it was based on our learning from what happened with the water fluoridation and thinking about some of the- the- the mistakes that were made during that and- and so that was feedback, not around edging people out but it was around strategy, about health department voice versus elected official's voice and where that got mucky in fluoridation and undermine the campaign and so it was- I see how it appears and I see how that would- that looks now, um, but that wasn't the intent for any personal gain to me or authority, it was like thinking about strategy on voice for the policy initiative but that was one that had concerned me, um...

WELLS: So, and the ones that I'm specif- specifically addressing are there's uh some emails that I've seen that discuss a uh Chair COGEN, tell Lillian...

MANHAS: Mmhmm, yeah, yeah, yeah.

WELLS: ...x, y, z, or next time you see her...

MANHAS: Yeah, yeah.

WELLS: ...tell her this and that.

MANHAS: Yeah, that- well the- the office one is good one, an- an example of that with the idea of you know maybe you should work up here a couple of days.

WELLS: Moving you to the office, correct.

MANHAS: Yeah, yeah, totally so that- that is a good one. Um, you know that- this- this again was sort of on the end- the- the um- the tail of trying to learn about the sport of health and thinking, but what are the ways we that we can really maximize his work around leading the Board of Health on some policy initiatives and there was talk around what- what organizationally does that look like, is it somebody in his office, is somebody um there and he- you know he suggested to me that I put some ideas together about what it might look like if you were here a couple of days a week. And I even- you know I had apprehension about it, this is where the lines were- he- this is in his role as Chair and I'm trying to uh, you know staff him and so I- you know the problem with the meetings are- the meetings their talking but because I staff them, the email traffic is- is going the other way so I'm circling back after the meeting to say, I'm putting it together. He asked me to do that though, he asked me to put ideas together that he would vet or he'd want me to vet with Marissa that- that he would take to Lillian. I know how it looks but I wouldn't do it wit- without he- he you know he directed me- he asked me to do it, um...

WELLS: And I think I understand those email exchanged...

MANHAS: Mmhmm.

WELLS: ...to be that way but it- there's an idea, where it comes from I- I was unclear, but there is the idea of putting you in the office and that is his request to move you to his office.

MANHAS: Right and as soon as you know Marissa looked at it, we talked about it, and said this is going to compromise creditability in terms of being able to staff the entire board, I- I agreed- I agreed and- and that was the end of it, so...

WELLS: That was the end of it with- with Marissa?

MANHAS: That was the end of the conversation.

WELLS: Okay.

MANHAS: Right, so...

McKANNA: And the end of the idea that you going to...

MANHAS: End- end of the idea, end of the idea be...

WELLS: Oh, it was not the end of the idea because it was actually- Jeff brought it up with Lillian and they had great discussion about it, so...

McKANNA: Okay.

MANHAS: I- they- I don't know about that.

WELLS: Yeah- I would even- I've- I've learned that though this, so I'm relaying that to you. So it didn't end there, Jeff repeatedly brought it up that he was going to move you uh over there and Lillian finally sh- according to Lillian...

MANHAS: Oh.

WELLS: ... according to the statements I have so far, shut that down.

MANHAS: Huh.

WELLS: So finally said no, we're not going to do that, the end, end of discussion.

MANHAS: Is that right? I didn't know that.

WELLS: So.

MANHAS: Hmph.

KMETIC: How important to Jeff was that, do you think? I mean did- did you have discussions surrounding that? Like...

MANHAS: Huh. Um...

KMETIC: So that's a surprise to you?

MANHAS: Yeah, I mean (laughs) I mean again it- it- yeah- it affirms- I mean I don't have all the- uh- yeah, I don't where all this stuff goes actually to be honest, I didn't know that.

WELLS: And you- and you would not know that, I mean there's no way you would know that.

KMETIC: Well... unless he told her.

WELLS: It's too- it's too directors that...

MANHAS: Yeah, I mean like I said though there's- there's a lot of stuff, I- I mean, I don't know everything, um, no I didn't know that. I didn't- I didn't know that she shut it down, I didn't know that they talked about it. All I know is I put together a couple ideas and I sat with Marissa and we both said this is- doesn't make sense, um.

McKANNA: You don't understand, it wouldn't have been working in his office, it would have been working in a cubicle.

KMETIC: Oh; yeah, well on the 6<sup>th</sup> floor.

McKANNA: Yeah.

MANHAS: Yeah, yeah, um.

WELLS: Well, no I mean...

McKANNA: Yeah.

MANHAS: Um, okay.

WELLS: When I say office...

McKANNA: Yeah, okay, yeah alright but...

WELLS: ...I mean in the same work area.

McKANNA: Yeah, right.

MANHAS: You know that- that- that is funny though, I um- I- I don't- I didn't know that he actually- I didn't know that.

WELLS: Okay. Have anything else major?

KMETIC: No.

WELLS: Okay. What did you guys bring me in your bag of- of stuff from the county?

MANHAS: There's a laptop in there, there's my phone in there, um parking- a parking thingy and my county badge, there in the folder, there in a couple of folders.

WELLS: Okay.

MANHAS: Um, that's it.

WELLS: Okay.

MANHAS: On the front page- the front page in the folder I- I don't expect you to remember this but it is my chicken scrawl for the- for what would be the strategic plan for the department (laughs).

WELLS: (Laughs) Okay.

MANHAS: I- I would have typed it I just have been too sick to let you know with all of this to deal with.

WELLS: That's- I think that's fine. That's understandable.

KMETIC: Yeah.

MANHAS: But it's an important body- it's an important piece of work though.

WELLS: Okay, so my next point in this- you're probably not gonna like this but you're personal cell phone is something that I feel like we need ta' ta' look at, it's a piece of evidence in this case based on your conversations back and forth. That's gonna be one of the allegations and is one of the allegations that you guys were making these end runs, that you were making plans, you were...

MANHAS: Around the work? Oh, you just- oh you're just saying making plans, oh, um.

WELLS: Communications between you and him, say this to Lillian, say that to Lillian...

MANHAS: Oh my...

WELLS: ...you know to Lillian, um...

KMETIC: (Unintelligible) you can't be surprised about that based on what's in the- I mean... what's in the paper.

WELLS: So, we would like with your cooperation to take your cell phone, do an exam on the text messages and get it back to you as soon as we can, but that means I mean me taking it with me and gettin' it back to ya'.

MANHAS: And we're- we're...

McKANNA: No, we're gonna consider that.

KMETIC: Well- we- the options are she does it or we write a warrant to get it which we're prepared to do. I mean I- I don't want to be a hard ass about it but see here's the- here's the boat that we're in, and I did not get the sense, I'll be clear, I do not get the sense from talking to you, but all you have to do is go home and Google how do I delete information off my phone. You now know that we believe it has evidence.

MANHAS: (Unintelligible)

KMETIC: We cannot let you take the phone.

MANHAS: Oh, okay, hold- hold on for a second, though, I'm just trying to understand, um, you're- you're- you're wanting to actually retrieve content of the texts.

WELLS: Correct.

KMETIC: Correct.

MANHAS: How- is that even possible?

WELLS: Mmhmm. Well you have- you have text messages on your phone right now from Jeff?

MANHAS: Yeah.

WELLS: Alright, there you go, that's how I'm going to retrieve content.

MANHAS: No but I mean...

WELLS: I mean, that's content, correct?

MANHAS: Right.

KMETIC: Telephone numbers, phone calls, call logs, you know.

MANHAS: Right, I'm I'm so- I just wanna- I- I want to do what I have to do. I- I- I do want to what I have to do, I just wanna understand. Um, is it like records of like number of phone calls kind of thing, number of texts, that kind of thing?

WELLS: It's- no- I mean some of that's gonna play into it but...

MANHAS: Mmhmm.

WELLS: ...it's mostly- it's mostly content, right?

MANHAS: Mmhmm.

WELLS: Some of it- I mean the accusations are you guys had this...

MANHAS: Yeah, so you...

WELLS: ...this establishment that you were spending county money...

MANHAS: Right, right, right.

WELLS: ...based on your...

MANHAS: Right.

WELLS: ...because of your relationship to better your position in the department.

MANHAS: Right, right.

KMETIC: Or get a budget that he- yeah, I mean you know, it's all out there.

WELLS: So if you have a text message...

MANHAS: No, I know, I- I- I hear you...

WELLS: ...that says something to the effect...

MANHAS: ...I hear you- I'm- I'm- I'm- I'm I hear you, um...

WELLS: Okay, that's- I mean that's- it is what it is.

KMETIC: That's unfortunate, I wouldn't want people looking at my text message log either, unfortunately you're in this position where it's important to conducting a thorough investigation.

MANHAS: Yeah, no I- like I said I mean I- I'm gonna give you everything you need I just- I'm just- I just want to understand the technology part of it, like are you per- like on a personal level, I just want to understand it, not for the- the work stuff, I- I really don't, um I don't care, um, when you're thinking of like a year back, like you can actually go back and read content?

WELLS: It- I- I will answer that to the best of my ability...

MANHAS: Yeah.

WELLS: ...with saying it depends...

MANHAS: Like deleted- deleted texts...

WELLS: ...on many things.

MANHAS: ...is what I guess is what I'm trying to understand.

WELLS: Yeah, some.

MANHAS: Huh.

WELLS: Yeah, but it completely de...

KMETIC: It depends.

WELLS: ...I want to say it depends...

KMETIC: It depends on the carrier, it depends on so many different things.

MANHAS: Okay.

WELLS: But it would be not- it would be me, not doing due diligence to look at that because you've repeatedly told me during this interview...

MANHAS: Mmhmm.

WELLS: ...that you communicated that way.

MANHAS: Mmhmm.

WELLS: Up to uh Friday of, you know last Friday. This is Wednesday so as of last Friday when there was an announcement there was a criminal investigation, right? Not saying that this is what happened but if there is a text message that says something like delete every- all the records, we were caught. You see what I mean? That has a big implication.

MANHAS: Right.

WELLS: That means...

KMETIC: Nobody's suggesting that necessarily but he has to be able to say...

WELLS: No, no I'm trying to give you a context.

MANHAS: Yeah, yeah, no I just- I just want to understand. I don't like I-

McKANNA: I would like to talk to my client before she turns it over. I don't know if the phone is in here. We'll leave it in here.

MANHAS: Yeah and I- I got a lot of other things on there like with my kids and my family ...

McKANNA: I mean- is she- she's without a phone then? For how long?

WELLS: I will do it as fast as I possibly can, so...

McKANNA: But this is- this is her communication source with...

MANHAS: Um...

WELLS: I can understand that.

MANHAS: Um, no- yeah...

WELLS: I understand that.

MANHAS: I- I- I- I don't feel like I did anything on my work time that was problematic. I don't know how this coming out and where you're going with me in this, I'd like ta'- can you tell me a little bit?

KMETIC: Well- well- well here's the deal, I mean and I think Mike's explained it but um and this is not to suggest that we don't believe you but keep in mind that we're gonna be scrutinized too in terms of this investigation and if we- if they know because they're gonna read the transcript or they're gonna listen to this in terms of your interview and if the media because you know how- whatever the word is, they're like vultures if they know that

during this interview you repeatedly mentioned that you used your telephone to communicate with Chair COGEN. And we do nothing.

MANHAS: Jeff COGEN, not Chair COGEN.

KMETIC: Yeah, well, okay, well...

MANHAS: I mean it was personal...

KMETIC: No, I know, I know but it...

MANHAS: ...the communications on my phone are personal.

KMETIC: ...how do you think that this going to look to our investigation...

MANHAS: Yeah, no I know, I know.

KMETIC: If we just say hey, you know what? Don't know. I mean there could be- I've had cases where there's tampering on there, I've had cases where there's admissions of criminal conduct, not by you...

MANHAS: Yeah, no, no.

KMETIC: ...but maybe by Jeff, I mean...

MANHAS: I'm gonna give it to you- I'll give you the phone. I'm- I- I- I'm just tryin' to under- bear with me for one second, I- I'm tryin' to understand the- the personal part like the personal communications, is that all gonna become public information for what you- you know, for- for what we've said to each other that- that- you're looking for work implication but what about the personal stuff? I need to understand that. Like will that all- are you looking at that and you're gonna see what you're gonna report for the investigation, or are you just gonna have this running record of everything that every media outlet can look at and see? 'Cause that doesn't seem right.

WELLS: I agree with you. I totally agree. So, I have to say it again, that's kind of one of those it- it depends but the way that that information is retracted, extracted from the phone as with any evidence it's a- it's a copy, it's an exact copy of what is there and that is the record. I'm not allowed to change it. I'm not allowed to delete it. I'm not- because then...

MANHAS: Mmhmm, is there no way to protect...

WELLS: ...it's tampered with.

MANHAS: ...is- is there no way to protect the release of the personal?

WELLS: So...

MANHAS: That you guys have deemed? 'Cause I'm fine, I'm fine with all the- the pub- the- anything that you think has an implication to work...

KMETIC: There's- well there's...

MANHAS: ...that's great, but you know, miss you, that kind of stuff, I don't want that out there.

KMETIC: Okay here's the de- here's how this can how all play out.

WELLS: I- I know, I understand that.

KMETIC: I mean here's really how- this investigation- I don't- first of all I have no idea where this investigation is gonna go and what's gonna happen but if it goes into a criminal process as it relates to Jeff, then we have a Discovery obligation where we don't get to pick and choose what text messages we are going to hand over his defense attorney. They get everything that we have.

MANHAS: Mmhmm.

KMETIC: Now what they do with that? I mean, that's the difference right- so in that circumstance he and his attorney are gonna get everything that we have, of course he knows what they are...

MANHAS: Oh well that- that's fine, no it's the med- it's the media, I'm worried about.

KMETIC: Okay, the- and then- and of course if there's a criminal investigation then um...

MANHAS: I'm not worried about you guys.

KMETIC: ...from a public records standpoint?

MANHAS: Yeah.

KMETIC: Nobody will get access to any of that until after the criminal case is concluded, okay? So that's one scenario.

MANHAS: Okay.

KMETIC: The other scenario is there's no criminal charges filed against...

MANHAS: Right.

KMETIC: ...Mr. COGEN and then we're in the public records law venue...

MANHAS: Okay.

KMETIC: ...and that is more um...

McKANNA: It's not a public record.

KMETIC: Well it is, because we're conducting the investigation.

MANHAS: (Talking over each other) So you- so you're saying (unintelligible) turned over to somebody else for it to get out of public record?

KMETIC: Once the investigation is concluded...

MANHAS: Uh huh.

KMETIC: ...the public record requests are gonna fly fast and furious to our office. They will. They it's just like what happens at the county counsel's office, so what and there's attorney's with county counsel, there's attorney's with Department of Justice that all they do is decide how the public record law applies to every piece of report, evidence, physical evidence in this case and how they're gonna fall on...

MANHAS: Oh you guys...

KMETIC: ...that stuff, I don't know.

McKANNA: But they have...

KMETIC: There's rules.

McKANNA: ...they have a balancing test.

KMETIC: They do, they do.

McKANNA: And they have- I- I- I mean- I want to talk to my client. We'll leave the phone right here, but I want to talk with her before she makes a decision.

WELLS: Sure, that's fine.

MANHAS: I- I- I need to do- I- I cannot do any more media storm with this were released. I'm- I really want it to be for the investigation, I'm so great with that, I'm not hiding anything,

um but I cannot deal with that in the media, I just can't. There has to be a way of protecting that from...

McKANNA: Well, that's what- I- I want to just...

WELLS: Yeah, feel free and talk about it. If you have the phone you can leave it, you guys take your time, we- we'll step out, but at this point we're kind of there.

McKANNA: We're not gonna do anything with the phone. We'll leave it here.

MANHAS: Can- can I delete my other ones? I can do it right in front of you? And delete my- my- my other people on there- there- you...

WELLS: Your other people? I'm not sure what you mean.

MANHAS: Like there's...

KMETIC: Texts to other people.

MANHAS: Yeah, my texts to other people, I- I've only got like the most recent, I don't keep a long um...

McKANNA: That- that doesn't become part of the record? Their text to her kids and her...

WELLS: Technically yes, I mean that's part of the record, yeah. Think of it- I mean I guess the only way to think of it...

MANHAS: I mean I could do right in front of you literally and...

McKANNA: That's...

KMETIC: But see here, here's the deal Sonia...

MANHAS: No.

KMETIC: ...how do you want- how do you want this to play? I mean if- if we- if we said- if- here's the phone and we said okay go ahead and delete the text message, I don't even know who the people are, it doesn't matter. One, that's not make you look very good, and two that's gonna make us look absolutely horrible because we don't know- you could just hit delete- the whole thing is deleted. We have no idea what those are and- and keep in mind that there may be criminal charges and Jeff has a right in his defense whatever that might be to see everything, that's the fair, that's the- you know.

MANHAS: Oh yeah, I'm- I'm not, I mean that's gr- I don't care about that part of it, he's- he know- you know I have- there's really nothing to hide from you or him...

McKANNA: No.

MANHAS: ...honestly, I just don't want the media. I mean they- they- even just a smiley face has become- like which is common to everybody...

WELLS: I- I think...

MANHAS: ...I'm just freaked out about...

WELLS: So I'm gonna tell you- we're starting to split hairs a little bit I think, and- and I can't tell you where your concern should lie but at this point your concern should really be focused on the criminal investigation and try to forget about the media. I understand it but we were sent here to do a criminal investigation, that is with the ramifications and the penalties of jail, fines- that- that is why we're here. That is evidence as part of this investigation, a criminal investigation that you are named in as a possible player, witness, suspect, other is yet to be determined. That's why we're here. Your phone is evidence.

MANHAS: Okay.

WELLS: It is evidence. I- I mean I- I can't say any clearer than that.

McKANNA: Okay, I need to talk to her.

WELLS: That's fine.

McKANNA: But (unintelligible), you know you can stay in here if you want, um, and her- your phone is in your purse? And you can leave it there. I mean they're not gonna look at- they're not gonna look (unintelligible).

WELLS: Absolutely not.

KEMETIC: We're not gonna look at anything.

MANHAS: It's fine.

WELLS: Absolutely not and realistically I could probably have back to you by the end of the week.

MANHAS: How can we function without (unintelligible)

CJD0007-13

MANHAS Sonia Transcript of Interview

July 31, 2013

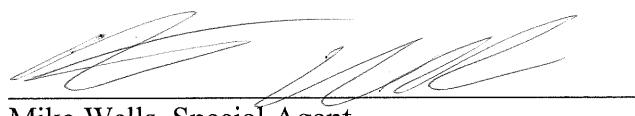
Page 60 of 60

WELLS: Well I'll take- we can go to Walmart and buy her a new phone if, I mean, if that's the concern.

McKANNA: Okay, (Unintelligible, sounds of leaving the room)

WELLS: Stopping the tape at 6:26.

End of Part 2.



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Mike Wells, Special Agent

MW4/prw/4688231