

3/7/2018

Attachment to Ethics Complaint dated March 7, 2018. Respondents: Nathaniel Inge, Ayanna Payton, John H Johnson.

1. Laid off six employees 09/29/2017. No resolution or vote by the board. The resolution and the vote was done after the fact. It was voted on at the 10/09/2017 Board Meeting. Did not send request to Personnel Board to fill these positions. Instead they hired contractors and placed them in supervisory positions. They supervise, hire and fire Merit System Employees. This was the genesis of the layoff, to allow them to employ their friends. Violated Personnel Board Rules. Violated Open Meetings Act (Serial Meeting). This is a clear demonstration of Malfeasance in Office.

2. Hired an Independent Contractor Nia Bradley (\$12,500.00 per month). (Personal friend of Mr. Inge and Ms Payton). Did not advertise nor was any type of qualifications provided to the board. Gave her a vehicle, credit card, phone and an office. Placed her as supervisor over Merit System Employees. No income taxes, Medicare taxes or Social security payments are withheld. This contractor does not have Liability Insurance, Workman Compensation Insurance, or Bond coverage. This contractor has a RECKLESS DRIVING RECORD and drives the Boards vehicle. She drove the vehicle for an extended time without any insurance coverage. They voted at the 02/15/2018 Regular board meeting to request that the insurance carrier change our policy to cover individuals with reckless driving records. This request has been made. They paid for hotel and travel expenses for her to go to Montgomery Alabama and San Destin Florida. She has charged food to the Board issued credit card at Briquettes Steakhouse, Mobile Alabama, Jan 25, 2018, (\$97.00). Kitchen on George, Mobile, Feb 16, 2018, (\$117.00). BJ'S Restaurant, Mobile Al. Feb. 21, 2018 (\$68.00), Zaxbys Restaurant, Mobile, Al. Feb. 24, 2018 (\$24.95). McAllisters Deli, Prattville, Al. Feb 27, 2018 (11.04). The Board should only Pay her The contractual amount. Providing a vehicle, phone, office, Liability insurance, Workman Compensation Coverage, Automobile insurance, Lodging, travel, Training and food is Misuse of Public Funds and is breaking the law. This is a clear demonstration of Malfeasance in Office and failure to carry out

their Fiduciary Responsibility to the board. This is also forcing the board to provide Liability coverage and Workman Compensation coverage to contractors. Since they engaged this contractor knowingly without Liability or Workman compensation coverage, State Law requires the board to provide the coverage.

3. Hired Independent Contractor Anthony Bradley (\$5000.00 Monthly) (Nia Bradley's son). Did not advertise nor was any type of qualifications provided to the board. He was given a vehicle, credit card, phone and an office. He was designated as the supervisor of Customer Service, supervising Merit System Employees. No Income taxes, Medicare taxes or Social Security payments are withheld. This contractor does not have Liability Insurance, Workman Compensation Insurance or Bond coverage. This individual counts the money collected every day. He drove a Board vehicle for an extended period of time without any insurance coverage. He has made mistakes of the daily tally several times. On one occasion IT Contractor had to be called in to correct his error. He was sent to a four day training session at the board's expense. He has charged food to the Board issued credit card at Harts Fried Chicken in Prichard, Jan. 23, 2018 (\$41.07), Cheddars Restaurant, Huntsville. Al. Feb 20, 2018 (33.00), Red Robin Restaurant, Huntsville Al. Feb. 21, 2018, (\$18.82), Another Broken Egg Cafe, Madison Al. Feb 21, 2018 (24.00), Conner's Steak and Seafood Huntsville Al. Feb 21,2018 (\$31.00). Used the board credit card to pay for a personal membership to the Mobile Area Chamber of Commerce (\$400.00). The Board should only pay him the Contractual amount. Providing Training, Food, Lodging, Liability Insurance, Workman Compensation Coverage, Automobile Insurance, a Vehicle, Phone, an Office, Credit Card and travel expense is misuse of public funds and is breaking the law. This is a clear demonstration of Malfeasance in Office and a failure to carry out their Fiduciary Responsibility to the board. This is also a case of Nepotism. This contractor handles the board's money. He does not have a Bond, and his MOTHER checks his work.

4. Hired Independent Contractor Carlos G. Butler (\$7500.00 Monthly). This individual worked with Nia Bradley at Daphne Utilities. This position was not advertised nor was any type of qualifications provided to the board. He was given a vehicle, phone, credit card, and an office He was designated as the Supervisor of

the Service Department, Supervising Merit System Employees. No Income taxes Medicare taxes or Social Security payments are withheld. This contractor does not have Liability insurance, Workman Compensation insurance or Bond coverage. He drove a Board vehicle for an extended period of time without any insurance coverage. He has had an accident in a Board vehicle. He has charged food to the Board issued credit card at Whataburger in Chickasaw Alabama Jan. 22, 2018, (\$27.25), Harts Fried Chicken, Saraland, Al. Jan. 31, 2018, (\$14.94), Felix's Fish Camp Restaurant, Mobile, Al. Feb 14, 2018 (VALENTINE DAY) (\$157.67). He Should only be paid the contractual amount. Providing a vehicle, automobile insurance, Liability Insurance, Workman Compensation Coverage, phone Credit card, and an office, is a misuse of public funds and is breaking the law. This is a clear demonstration of Malfeasance In Office and failure to carry out their Fiduciary responsibility to the board. This also demonstrates a total disregard for Board Policies, Personnel Board rules, IRS Rules, State and Federal law.

5. Hired Independent contractor Taiecha Tucker (\$5000.00 Monthly). This is a personal friend of Councilman Griffin who appointed Mr. Inge to the board. This position was not advertised nor was any type of qualification provided to the board. She was designated as a Human Resource Specialist. No Income taxes, Medicare taxes or Social Security payments are withheld. This contractor does not have Liability insurance, Workman Compensation insurance or Bond Coverage.

6. Issued a credit card to Customer Service worker Cordelia M. Legget, a personal friend of Mr. Inge. She has made purchases at Popeye's Chicken in Saraland, and McAllisters Restaurant in Mobile with Mr. Inge's approval.

7. Charged \$4,875.00 at Annie's Kitchen, Prichard. This facility is owned by Councilman Griffin and his mother. Again Councilman Griffin appointed Mr. Inge to the board. This is enriching the official that appointed Mr Inge to the board.

8. Board Member Ayanna Payton took the credit card from the merit system employee in charge of Customer Service JaNet Joiner on December 27, 2017. She either charged or allowed someone else to make the following charges on the card: (1). Party City, Mobile Al. for \$74.88 on Dec 28, 2017, (2). Rogers BBQ,

Mobile, Al. for \$59.38 on Dec 29, 2017. (3). Publix Supermarkets, Mobile, Al. for \$44.91 on Dec. 29, 2017, (4). BJ'S Restaurant 602, Mobile Al. for \$439.00 on Dec 29, 2017. This appears to be Fraud, someone other than the legal cardholder charged items on this card.

9. Fired three employees without Board approval and no justification in Sep 2017. Voted on this issue after the fact. The employees were gone when they voted to fire them. One of the employees Ms. Gloria Johnson appealed her termination to the Personnel Board. Since there was no justification for the termination, they made a large salary and benefits settlement with her. This is a waste of board money and a demonstration of Malfeasance In Office. Open Meetings violation. Serial Meeting.

10. Established a line of credit at Regions Bank without Board approval in September 2017. Voted on this issue after the fact. The line of credit was in effect when they voted to establish it. Open Meetings violation. Serial meeting.

11. Hired two workers today (Mar. 6, 2018) Did not get Board approval or discuss it with all board members. Open Meetings Violation.

12. Established a \$5,000,000.00 line of credit with Regions Bank. No discussion with all board Members. Voted of this matter after the fact. Open Meetings Violation.

HELP HELP HELP HELP HELP HELP HELP HELP HELP HELP HELP!!!!!!!!!!!!

We need help right away. These three Board Members, Nathaniel Inge, Ayanna Payton, and John Johnson are surely placing this board in a position from which it will not be able to recover

Russell J. Heidelberg, Board Member