

EXHIBIT 7

Tom McCarthy

From: Phil Barrett
Sent: Monday, November 21, 2022 12:23 PM
To: Tom McCarthy
Subject: FW: meeting

Phil Barrett
Clifton Park Town Supervisor

-----Original Message-----

From: Ronni Travers <rtravers@publicsectorhr.org>
Sent: Monday, November 21, 2022 9:22 AM
To: Phil Barrett <PBarrett@cliftonpark.org>
Subject: RE: meeting

Hi Phil,

After having had the opportunity to review the press reports of the situation(s) you described to me last week, I do not have any input to offer. I have not had any involvement with any activity that may have occurred regarding the individuals that are no longer with the Town. Therefore, I think a meeting on this subject would be of no value so I'll pass on that. If you would like to discuss any HR issues that need to be addressed, please let me know.

I hope you have an enjoyable Thanksgiving.

Ronni

Ronni M. Travers, SPHR
President
Public Sector HR Consultants LLC
14 Knollwood Drive
Glenville, NY 12302
Phone (518) 399-4512
rtravers@publicsectorhr.org
https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.publicsectorhr.org&c=E,1,3JbBlvoRqBiU_10gJroCsdIoNd5cizJG_tpHXA6AyioyfJO-_o_OJmqIcLchI0id6_sjR_yL1ChfdJxERD5mpMaSulajjCXpbya11sLtfpdPY-qSrc,&typo=1

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-----Original Message-----

From: Phil Barrett <PBarrett@cliftonpark.org>
Sent: Friday, November 18, 2022 5:14 PM
To: rtravers@publicsectorhr.org

Subject: meeting

Ronni,

I haven't heard back from you regarding the meeting we discussed recently.
You were planning to send me some days you are available.

Phil Barrett
Clifton Park Town Supervisor



Town of Clifton Park

One Town Hall Plaza | Clifton Park, New York 12065 | (518) 371-6651 | FAX: (518) 371-1136

November 23, 2022

Ronni Travers
Public Sector HR Consultants, LLC
14 Knollwood Drive
Glenville, NY 12302

Dear Ronni:

Please be advised that the Town is terminating our contract with you, DBA Public Sector HR Consultants, LLC, effective immediately. This decision is based on your reaction to my request that you meet with me to go over the HR aspects of major developments which recently impacted the Town Board, lead to the termination of one employee, and to the joint resignation of two board members.

The former board members had used an employee's time for purely political purposes, beginning when we determined to allow him to work from home as an ADA accommodation back in December of 2020. That was a decision and process in which you were closely involved, and in fact, was based primarily upon your advice. The political efforts that this group subsequently engaged in entailed personal attacks upon me, primarily using the pandemic, or fear of the pandemic, for political purposes, and repeated assertions about employees and an ostensible "hostile work environment" as a political weapon. These efforts included the Highway Superintendent's attempt, begun in the fall of 2021, to go around Tom McCarthy as Town Attorney and retain his own "counsel to the Highway Department."

As we unwind the web of lies and try to separate truth from fiction, I wanted to know what you had been told, and what advice you had rendered. Your defensive position and refusal to discuss these matters with me constitute a breach of contract with the Town, in my judgment.

As a result of this response, I had asked for a review of emails between your office and selected cliftonpark.org accounts, and immediately saw correspondence which belies your assertion that you "have not had any involvement with any activity which may have occurred regarding the individuals that are no longer with the Town," since significant contact between yourself and former Councilmember Amy Standaert are clearly documented. Mr. Bull's involvement in some of these activities was clearly referenced in the press accounts that we referenced, and you clearly had significant contact with him regarding these matters, as recently as this past September.

While you assert that "as an HR professional I have always strived to keep at arm's length from political matters," the issues we are trying to unwind here are intertwined – the board members used supposed complaints and lies about employee relationships as political weapons. There were no "political matters" here that did not involve HR matters. I just wanted to ask you about what you had been told,

PHILIP C. BARRETT
Supervisor

ANTHONY F. MORELLI
Councilman

LYNDA M. WALOWIT
Councilwoman

and what advice you may or may not have rendered, as your name was prominently mentioned as a reason for the executive session back in April, as well as regarding other matters.

It is clear from the emails I have now reviewed, that you were lied to repeatedly. This is not surprising. Others were lied to as well. But what is not acceptable 'as an HR Professional,' is that you apparently took no steps to verify what you were being told, nor to inform me of the issues you were being asked to advise on, and what that advice might be. It also seems you provided inappropriate legal advice on executive sessions, commented on a serious workplace complaint that never existed, and commented on a memorandum without reviewing it.

In fact, most of these contacts with random board members, employees, and the Highway Superintendent, without any consultation with me as Town Supervisor, violated your contract, which requires you to consult with the "Town Supervisor, Town Attorney, Comptroller, Payroll staff and designated Department Heads." By consulting directly with individual board members and the Highway Superintendent without any consultation with me, you breached this contract, and in fact involved yourself in the only "political matters" which this group was trying to create.

Your name was used by them repeatedly to justify some of their actions. Then, when I tried to schedule a meeting with you to see what actually occurred from your perspective, you refused to talk with me about it and denied having been in communication with them at all!

The reason Mr. Andrus was forced to resign is that he had ceased to work for the Town and had instead worked solely for Amy Standaert. It appears that this at least partially true of Public Sector HR, beginning last April. Therefore, it is incumbent upon me on behalf of the taxpayers of Clifton Park, to request the return of funds paid to your firm since last April. This entire ordeal has cost the taxpayers tens of thousands of dollars and hundreds of hours in employee time and that is a conservative estimate. I consider the money we have paid your firm, since at least dating back to April of this year, in the same category of wasteful spending. I will expect a prompt refund.

For these reasons, I have lost all confidence in your professional advice, and have decided to terminate the relationship.

Sincerely,

A handwritten signature in black ink, appearing to be 'Phil Barrett', with a long horizontal flourish extending to the right.

Phil Barrett
Clifton Park Town Supervisor

4/8/2022 2Pm

In Attendance:

Dahn S. Bull Highway Superintendent

Amy Standaert Town Councilman

Ellen Martin Taking Notes

The conversation started with Amy mentioning the memo or what is likened to a legal brief that Tom McCarthy sent out to the entire Town Board Members. He copied Comptroller Mark Heggen and Town Clerk Teresa Brobston on this memo as well. The memo is likened to a legal brief and states that Dahn Bull is creating a hostile work environment for Meg Springli, Mark Heggen and Tom McCarthy himself. Amy feels that Tom is trying to create a record as a smear tactic. Ronnie asked if Mark and Meg were mentioned specifically in the memo and the answer is yes. Amy and Dahn met with Meg on March 3rd, to discuss the fact that Meg felt Dahn had been hostile. When Meg explained what happened and that he raised his voice to her and how she felt, Dahn said that he did not realize he had raised his voice and immediately apologized. He then sent an email thanking Meg for meeting with him and Amy. Dahn also mentioned that he has had meetings and conversations with Mark Heggen and Mark does not appear to feel threatened or anxious to meet with Dahn. Dahn asked if he should reach out to Mark to see if Mark does have an issue with him. Ronnie recommended that he should do this.

Amy had asked Ronnie about what the Town Board might look at doing. Ronnie suggested that at the next Town Board Meeting that they go into executive session so that all members can express their thoughts. Amy also mentioned that after a previous Town Board Meeting Tom went to a department head and another Town employee at separate times and was mocking Amy for the Yellow jacket she was wearing. He told the employee she should watch the town board meeting. The department head and the other employee were very uncomfortable with this discussion and went to Amy regarding it. Employees at the town hall are afraid of Tom. Amy must work very closely with Tom on many projects as a Town Board member and is now very intimidated to work with him. Ronnie told Amy that Tom's action towards her must also be brought up in the executive session and that corrective action should be taken. Ronnie feels that this is an exaggerated issue and that Dahn should not lose sleep over it. Amy also mentioned that there is a hostile work environment at the town hall, and it is centered around Phil Barrett and Tom McCarthy. Employees are terrified for their livelihood. Their jobs depend on Phil.

Call ended at 2:20pm

Respectfully submitted

Ellen Martin

Subject: Minutes
Date: 2022-04-11 09:48:08
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From: Ellenmarie Martin
To/Cc: Dahn Bull; Amy Standaert

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4/11/2022

Good morning,

Attached are the minutes from the meeting with Ronnie Travers on Friday April 8, 2022. Please review for any questions or changes. Thank you Ellen

Ellenmarie G. Martin

Deputy Highway Superintendent

Town of Clifton Park Highway Department

639 Clifton Park Center Road

Clifton Park, NY 12065

Office # 518-371-7310

Fax # 518-373-0039

 [Phone Conference with R Travers 4-8-2022.docx \(19KB\)](#)

Subject: RE: Minutes
Date: 2022-04-11 11:06:38
From: Ellenmarie Martin
To/Cc: Amy Standaert; Dahn Bull

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Anything for you and Dahn.

From: Amy Standaert <AStandaert@cliftonpark.org>
Sent: Monday, April 11, 2022 11:03 AM
To: Ellenmarie Martin <emartin@cliftonpark.org>; Dahn Bull <DBull@cliftonpark.org>
Subject: Re: Minutes

Thank you so much Ellen!

Amy Standaert
Clifton Park Councilwoman
Town of Clifton Park
One Town Hall Plaza
Clifton Park, NY 12065
Cell: 518-881-5419
Office: 518-371-6651

From: Ellenmarie Martin <emartin@cliftonpark.org>
Sent: Monday, April 11, 2022 9:47:45 AM
To: Dahn Bull <DBull@cliftonpark.org>; Amy Standaert <AStandaert@cliftonpark.org>
Subject: Minutes