

EXHIBIT 8



Town of Clifton Park

Office of Town Attorneys

Thomas McCarthy

Town Attorney

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

Margaret L. Springli
Administrative Assistant – Attorney’s Office
Town of Clifton Park
One Town Hall Plaza
Clifton Park, NY 12065

January 31, 2023

Phil Barrett
Town Supervisor
1 Town Hall Plaza
Clifton Park, NY 12065

Re: Workplace Investigation BSK Report

Dear Phil;

For many reasons, the past year and a half has been a difficult time for me personally and professionally. Friday February 3rd will be my last day of work before having major surgery which will involve a prolonged recovery. Until recent events that have regrettably become public, I have been proud of working for the Town of Clifton Park and am grateful for the 22 years that I have served the residents through my work here and previously at Shenendehowa Schools. I am writing in response to a letter that was sent to me about my participation in the Town’s investigation relating to possible harassment against me by Mr. Bull, the Highway Superintendent.

As stated in the letter, “sharing [my] side of the story about such allegations is both the right thing to do and something that is strongly encouraged by the Town. By doing so, you continue to ensure that all Town employees are able to work in an environment free of discrimination and harassment.”

I would like to state for the record that I did not claim that Mr. Bull’s and Ms. Standaert’s actions rose to the technical definition of harassment. I did not initiate any investigation, although when asked, I responded with the facts and documentation requested. However, the intention of two elected officials to place me in a position to act against the clear instruction of my boss was, at the very least, “inappropriate and unprofessional” and, perhaps, part of the bigger games Mr. Bull himself referred to in his March 2nd email to me. I am dismayed to realize that my inference to Ms. Standaert’s earlier comment that I was “being used as a pawn” was justified. No one deserves to be placed in that position.

I have always done my very best to maintain a professional work ethic. I have been assigned some tasks that have challenged me and volunteered for others, using my skills to the benefit of Town Hall employees and the residents that we serve. Overall, I am proud of the work I have accomplished and the relationships I have maintained in my 14+ years working for the Town of Clifton Park. It stings more than I can say that the last year of my career has been tarnished by the actions of a few individuals when all I ever wanted to do was produce my best effort and excel at the tasks at hand. Knowing that the letter of December 2022 as recommended by the BSK Report is placed in my personnel file as a result of this investigation causes me no little amount of distress.

Neil Weiner
Deputy Town Attorney

Robert Wilcox
Deputy Town Attorney

While he apologized privately and admitted his actions to the investigator according to the BSK Report, his public actions lead me to question the sincerity of the apology. The fact is Mr. Bull intentionally pressured a support staff member to "get" at other higher ups, and then when asked about it, he denies any problems at all and places the blame on others for a controversy that he himself created. I have always seen my role as supportive and behind-the-scenes and never sought the center of attention or being spotlighted. I am disappointed to learn that Mr. Bull uses my name in the press at all and persists in exaggerating any contact we have had out of necessity during the past year.

According to the Daily Gazette reporter Natasha Vaughn-Holdridge, December 13, 2022:

He stated Tuesday that he and Springli have a "great working relationship."

"I don't know why this all started, other than to create controversy," Bull said. "Meg and I continue to work well together to this day. I don't see why we had to start all of this."

Our interaction for the past 11 months has consisted of Mr. Bull submitting resolution requests via an application on the website and my processing the request in the same manner I have processed hundreds of others for every department in Town Hall. While we once "worked well together," I do not see how anyone can interpret our current exchanges as "a great working relationship." They have been reduced to email or submissions of necessity only. I would be naive to think that Mr. Bull is not tense around me after the admonishment and warnings he received about his past unprofessional and inappropriate conduct towards me. And quite frankly, quotes like that above trivialize his actions toward me. He will naturally be relieved to know that I will no longer be working here. I can only hope that he does the right thing and leaves my name out of any future publicity.

Thank you for the opportunity to respond. I would have preferred nothing more than to continue to do my job 9:00 to 5:00 for the past year and a half and leave the memory of some actions by a few individuals in the past. Instead, I have been required time and again to recall a handful of sour incidents, provide documentation and read how other people, even strangers interpreted these events and I have been the subject of speculation by co-workers and residents after they have read articles in the newspaper. However, I truly appreciate the enduring support I have received from many others and look forward to hearing about the future success of many of the initiatives I have been part of during my tenure at Town Hall.

Sincerely,


Margaret L. Springli

CC: Town Board



Town of Clifton Park

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

December 12, 2022

Meg Springli
Administrative Assistant
1 Town Hall Plaza
Clifton Park, NY 12065

Dear Ms. Springli

Thank you for participating in the Town's investigation relating to possible harassment against you by Mr. Bull, the Highway Superintendent. It is important for you to know that participating in our investigation and sharing your side of the story about such allegations is both the right thing to do and something that is strongly encouraged by the Town. By doing so, you continue to ensure that all Town employees are able to work in an environment free of discrimination and harassment.

This is to inform you that the investigation into the complaint has concluded. Based on the evidence that we have at this time, we have concluded that the March 2, 2022 email did not rise to the level of creating a hostile work environment as defined under the law. However, we have determined that such email was inappropriate and unprofessional and should not have been sent to you. Similarly, we have determined that the interaction that you had with Mr. Bull in September of 2021 where he raised his voice, did not create a hostile work environment under the law, but was also inappropriate and unprofessional behavior.

You should also know that retaliation (direct or implied) for participating in our investigation is unlawful, prohibited by the law and will not be tolerated. If you experience any retaliatory conduct for participating in this investigation, I urge you to report it immediately.

Please contact me if you have any questions regarding anything stated above.

Sincerely,

Phil Barrett
Town Supervisor

PHILIP C. BARRETT
Supervisor

ANTHONY F. MORELLI
Councilman

LYNDA M. WALOWIT
Councilwoman



Town of Clifton Park

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

December 12, 2022

Dahn Bull
Highway Superintendent
1 Town Hall Plaza
Clifton Park, NY 12065

Dear Mr. Bull;

As you know, in a memorandum dated April 4, 2022, the Town received allegations of possible harassment, and the creation of a hostile workplace environment related to an email that you sent to the Administrative Assistant in the Town Attorney's Office, dated March 2, 2022. By a resolution dated May 16, 2022, (No. 147), the Town Board voted to retain outside counsel to conduct an investigation into the allegations contained within that memorandum. During the investigation the outside counsel retained interviewed you and many other individuals related to the complaint.

This is to inform you that the investigation into the complaint has concluded. Based on the credible evidence available, the investigation has concluded that the March 2, 2022 email that you sent to Ms. Springli did not create a hostile work environment as defined under the law. However, the investigation did conclude that such email was inappropriate and unprofessional. During your interview, you acknowledged that the March 2, 2022 email was unprofessional and expressed remorse for your conduct.

Similarly, during the investigation, additional facts about a prior interaction between you and the Administrative Assistant were alleged. Specifically, in or about September of 2021 it was alleged that you raised your voice when speaking to her. The investigation determined that although such conduct did not rise to the level of a hostile work environment under the law, it was unprofessional for you to raise your voice when speaking with the Administrative Assistant. During the investigation, you acknowledged your conduct and indicated that you had previously spoken with and apologized to her.

Moreover, as a result of the report, I reviewed email correspondence between you and Comptroller Mark Heggen, which were attached to the report as Exhibit D. In my judgment, those emails were also unprofessional, were intended to intimidate the Town Comptroller relative to fiscal and financial matters, and will not be tolerated.

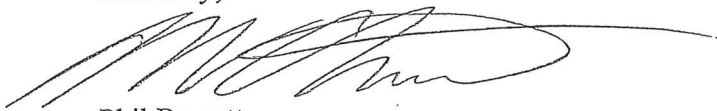
You should know that retaliation for raising a good faith complaint of harassment, or intimidation, or for participating in the Town's investigation into such a complaint, is unlawful, prohibited by the law and will not be tolerated. You are hereby directed not to take any retaliatory action against Ms. Springli or any other individual who made a complaint or who participated in this investigation.

PHILIP C. BARRETT
Supervisor

ANTHONY F. MORELLI
Councilman

LYNDA M. WALOWIT
Councilwoman

Sincerely,

A handwritten signature in black ink, appearing to read 'Phil Barrett', with a large, sweeping flourish extending to the right.

Phil Barrett
Town Supervisor