

CITY OF SPOKANE ETHICS COMMISSION
ETHICS COMPLAINT FORM

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Office of the City Attorney

8:48

Please review the City of Spokane's Code of Ethics – Chapter 1.04A SMC – before completing this complaint form. When you have completed this form, submit it to:

City of Spokane Ethics Commission
Attention: Rebecca Riedinger
Office of the City Attorney
5th Floor Municipal Building
W. 808 Spokane Falls Blvd.
Spokane, WA 99201

or at: rriedinger@spokanecity.org

****Please be advised that the completed complaint form is a public record pursuant to the Washington State Public Records Act, Chapter 42.56 RCW and will be filed with the City Clerk's Office, posted on the Ethics Commission's website and provided to the person who is the subject of the complaint as well as any other individual making request for a copy of the complaint. The Ethics Commission's review of the complaint will occur in a meeting open to the public. ****

Pursuant to the City of Spokane's Code of Ethics, I am filing a complaint regarding conduct which I believe constitutes a violation of the City's Code of Ethics.

Name, position, and department of person(s) I believe to have violated the Code of Ethics:

Name: Christine Cavanaugh, Meghan Steinoltson, Teresa Collins
Position/Title: HR Director, Labor Manager, Senior Benefits Specialist

Nature of Code of Ethics violation:

What specific provision of SMC 1.04A.030 do you believe has been violated?

01.04A.110(B), 01.04A.030(N)

Describe in as much detail as possible the alleged Code of Ethics violation conduct. Attach additional sheets of paper, if necessary. Please include all documentation you believe demonstrates a violation. Your description should include the date, location and frequency of the alleged violation.

see attached

Names and positions of the persons who may have witnessed the event:

David Kokot - M+P President

Evidence or documentation

Please list any evidence or documentation that would support your allegation of a Code of Ethics violation. Indicate whether you can personally provide that information.

see attached

Complainant Declaration

I declare under penalty of perjury of the laws of the State of Washington that to the best of my knowledge, information, and belief formed after reasonable reflection, the information in the complaint is true and correct.


Complainant's Signature

6/24/2019
Date

Date and Place (e.g. City, State)

June 24, 2019 Spokane, WA

Name (please print): Kristine Coneow-Redmond

Address: 808 W. Spokane Falls Blvd

Phone Number(s): (509) 625-6531

E-Mail Address: KRedmond@spokane.city.org

I am filing this complaint against the Human Resource Director, the Labor Relations Manager, and others under the Code of Ethics Spokane Municipal Code Section 01.04A.110 (B) Section 01-04A.030 (N)

On October 24, 2018: The Human Resources Department held an all staff meeting which I attended.

The agenda item I was tasked with speaking about was in regards to Open Enrollment for Managerial and Professional. The proposed discussion around open enrollment was because Managerial and Professional changed their benefit plans from four plans to two plans.

During my presentation, Ms. Christine Cavanaugh stated that an increase of \$300.00 for vision would be available to all Managerial and Professional. At that time, another benefit specialist corrected Ms. Cavanaugh and stated that the increase in cost may need to be verified. As a result, Ms. Cavanaugh directed me to look into the situation.

I then contacted our Account Manager to determine and ask how their system was set up for the Vision Hardware Benefit that would become effective on January 2019. During the course of my research, I discovered that the information from Premiera and Kaiser was different and it created a red flag, which caused me to become concerned that inaccurate information had been presented to our carriers.

On November 13, 2018, I then sent an email to Ms. Cavanaugh and Ms. Steinolfson with an outline that I had put together to show a solution to a very concerning problem.

Due to ethical concerns I had regarding information that I believed was withheld during negotiations with the Managerial and Professional Association (failure to notify a cost increase) and realizing that this issue would impact over 300 Managerial and Professional employees as well as create potential legal issues going forward, I sent Mr. Dave Kokot an email with the same information I had sent Ms. Cavanaugh and Ms. Steinolfson to alert him of this information that would affect his membership.

Knowing that there was a potential ethical concern, I had the obligation to the City of Spokane as an Insurance Agent license holder (which bounds me ethically in all benefit situations to function in an ethical manner and to disclose correct information) I had an obligation to disclose my concerns.

In December 2018, I also discussed my concerns about the potential ethic's violation to Ms. Krisann Hatch at Archbright, who Ms. Cavanaugh requested me to see for a personality test. At that time, I explained in detail the scope of my insurance license and the obligation to disclose ethical issues.

I had the obligation to the City of Spokane in the scope of my duties to disclose the information to the affected parties. However, I am now being subject to unfair disciplinary action for disclosing my ethical concerns.