



April 21, 2011

Betty McGuire
City Clerk
City of Wayne
306 Pearl Street
Wayne, NE 68787

RE: Katherine Lassila v. City of Wayne, Nebraska

Dear Ms. McGuire:

We represent Katherine Lassila ("Claimant"). This correspondence should be treated as a Claim as set forth in the Political Subdivisions Tort Claim Act of Neb. Rev. Stat. § 13-901 et seq. and Neb. Rev. Stat. § 16-726. Please file the original, sign where indicated below on the original and the copy, and return a signed copy to me in the enclosed self-addressed stamped envelope.

Claimant was employed as a dispatcher with the City of Wayne Police Department (the "City") from September 12, 2007 to October 19, 2009, when she was terminated for filing a Complaint of Discrimination. During her employment, Claimant was subject to discriminatory treatment on the basis of her sex and disability. Additionally, Claimant was subject to discrimination based upon a perceived mental disability.

The City of Wayne Police Department was a hostile working environment riddled with discriminatory treatment toward women. Within the Police Department, all of the police officers were men, with one exception, and all of the dispatchers were women, with the exception of the supervisor. When the officers on the night shift had "down time", they frequently watched pornography on Cinemax, which was clearly visible by Claimant from her work station. Because the City was aware that Cinemax service was provided to the police station, Claimant believed that the City condoned the conduct and had no choice but to endure the hostile work environment. Moreover, Claimant feared for her job if she complained, a fear that was well-founded because she was ultimately terminated for making a Complaint of discriminatory treatment.

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On July 6, 2009, Claimant filed a formal Complaint with her supervisor, Brian Swanson, concerning an incident with Lee Wrede. A copy of the Complaint is attached as Exhibit "A". Claimant alleged that the dispatchers were treated "like second class citizens." In response, Wrede informed Claimant that she was a second class citizen and that she was going to have to "deal with it." Chief of Police Lance Webster held a meeting and encouraged Claimant to bring her complaints to his attention or her working conditions would be "on [her]." Moreover, Chief Webster told Claimant at this meeting that she was performing well and that any past performance issues had been resolved.

During the summer of 2009, Claimant missed work to obtain diagnosis and treatment of fibromyalgia, a disability protected by the Americans with Disabilities Act Amendments Act. Claimant's supervisors were well-aware of the reasons for Claimant's leave, which should have been designated as leave under the Family and Medical Leave Act ("FMLA"). Regardless of whether the leave was formally designated as FMLA leave, such leave is protected by the FMLA.

On October 11, 2009, Claimant filed a Complaint with Wrede, her supervisor, concerning an incident with Lieutenant Phil Shear. A copy of the Complaint, dated October 13, 2009, is attached as Exhibit "B." The basis for Claimant's Complaint was that Lt. Shear told Claimant that she needed a psychological evaluation and that she was "empty up here", meaning her head. In response, Claimant told the Lieutenant that she felt his comment "wasn't nice" and Lt. Shear stated that although perhaps it was not nice, he felt it was true. When Claimant discussed this incident with Wrede, Wrede stated that Lt. Shear felt that Claimant was depressed and needed medication. These statements by Lt. Shear clearly demonstrate that Lt. Shear perceived Claimant as having a mental health disability.

Claimant specifically discussed the procedure for filing a complaint with her supervisor. Nonetheless, Claimant was terminated on October 19, 2009 for filing her complaint and for alleged "excessive use of sick leave." A copy of the letter of termination is attached as Exhibit "C". A review of Exhibit "C" clearly demonstrates that Claimant was terminated for filing a Complaint under the Americans with Disabilities Act Amendments Act ("ADAAA"). Moreover, the letter states that Claimant was terminated for "excessive use of sick leave." Absences due to diagnosis for fibromyalgia are clearly protected by the FMLA and the ADAAA, particularly when considering the fact that Claimant had not even exceeded her allotted paid sick leave.

Claimant appealed her termination by way of letter dated October 21, 2009, a copy of which is attached as Exhibit "D". Additionally, Claimant sent a memo addressing each one of the purported grounds for termination, which is attached as Exhibit "E". In the appeal, Claimant clearly put the City on notice of the hostile work environment in the Police Department and clearly put the City on notice of her various claims against the City. Rather than investigating Claimant's claims, the City upheld the

termination by way of letter dated November 6, 2009, a copy of which is attached as Exhibit "F". The City's determination to uphold the termination demonstrates the City's willful violation of the law and Claimant will be pursuing liquidated and punitive damages.

Claimant's termination was in violation of the Americans with Disabilities Act Amendments Act 42 U.S.C. §12101, et seq. ("ADAAA"); Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et. seq. ("Title VII"), the Family and Medical Leave Act, 29 U.S.C. § 2106, et. seq. ("FMLA"); and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §§ 48-1104 and 48-1114(1) ("FEPA").

As a result of Claimant's unlawful termination, she has been seriously damaged. First, Claimant was forced to move herself and her son out of the City because of abusive police practices, such as the surreptitious monitoring of the citizens of Wayne in their homes by the Police Department. Despite diligent efforts, Claimant has been unable to secure comparable employment and is currently employed 20 hours per week at minimum wage of \$7.25/hour. Claimant has no benefits with her current position such as health insurance or retirement benefits. Although Complaint continues to diligently seek full-time employment, such efforts have been unsuccessful.

DAMAGES

Claimant's lost wages to date are as calculated follows:

Difference in hours (20 hours per week \$12.81 x 20 hours)	\$ 256.20
Difference in hourly rate (\$12.81-\$7.25= \$5.56 x 20 hours)	111.20
Lost overtime (Ave. 6 hours per week \$19.21 x 6 hours week)	<u>115.26</u>
	\$ 482.69
Total Lost Wages (\$482.69 per week for 77 weeks)	\$ 37,167.13

Each week that passes increases Claimant's claim for lost wages.

In addition, Claimant has suffered compensatory damages as a result of her job loss and the sexual harassment she endured, which entitles her to an amount at least equal to her lost wages under Title VII of the Civil Rights Act and the Nebraska Fair Employment Practices Act. Moreover, the actions of the City of Wayne were so egregious that Claimant will likely be able to recover punitive damages in the amount of at least \$50,000.00.

Because the City of Wayne was well aware of the violation of the FMLA, the violations of the FMLA were willful, which entitles Claimant not only to the amount of lost wages, but to an amount equal to the lost wages, plus a reasonable attorney's fee and

Betty McGuire
City Clerk
April 21, 2011
Page 4

the costs of the action. To date, attorney's fees in this case are \$6,000.00; however, they continue to accrue. In total, Claimant is entitled to at least \$167,501.39, and her damages also continue to accrue.

If you need additional information to process the claims, please do not hesitate to contact me.

Very truly yours,



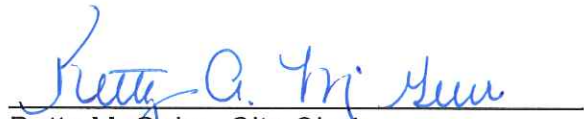
Jennifer R. Petersen

JRP:hw
Attachments
cc: Kate Lassila
Robert A. Mooney
11336-1/714739

ACKNOWLEDGEMENT

The undersigned hereby acknowledges receipt of the foregoing Notice of Claim Pursuant to Political Subdivisions Tort Claims Act and Neb. Rev. Stat. § 23-135 and further acknowledges that she is either a member of the designated law department of the political subdivision (City of Wayne, Nebraska) or the Clerk, Secretary, or other official whose duty it is to maintain the official records of the political subdivision (City of Wayne, Nebraska).

4-25-11
Date



Betty McGuire, City Clerk
City of Wayne, Nebraska

WAYNE POLICE DEPARTMENT

MEMORANDUM

TO: 608 Brian Swanson

FROM: D3 Kate Lassila

SUBJECT: Incident on Sunday, July 5th, 2009

DATE: 07/06/09

On Sunday, July 5th, 2009, I was working the 3-11 shift. Lee came in and sat down at the computer and told me to log him in. He was at the computer for awhile, and then went into the kitchen. He came back out, and stood at the counter that separates dispatch 1 from the copier area. He told me to take all the half empty reams of paper and fill up the machines. I told him that I had already done this the night before and went on to explain that 607 had been having problems with the printer, so I fixed the issue by filling up the paper tray that wasn't empty (there were no empty reams beneath the printer at that time) and used the remainder of the ream to fill up the rest of the machines. Lee snapped No, listen... I want you to take the half reams of paper and fill up the other machines. I said, again, it's already done Lee. Then he raised his voice and started saying something about being sick and tired of seeing all the half used reams of paper laying around and he was going to start throwing them away. I then raised my voice and said I was tired of him ranting about other peoples mistakes to me and having me fix them, and said again, that I had already filled up the machines and he yelled Shut Up. I started yelling You can't tell me to shut up! And he said Yes he could.

At this point, I had had enough of this kind of treatment (after several parallel incidents in the past), I yelled That's It! I'm leaving, and started to gather my belongings. He started raising his hands up and started to apologize and asked me to sit down and talk about it. Like I said I was upset, and having spoken in with him in the past about this kind of behavior, to no avail, I knew that it would resolve nothing. He kept on badgering me to stay and I was cursing and yelling and telling him I didn't have to put up with this s*** anymore, that I was leaving and calling Lieutenant or Chief to tell them what happened. He followed me into the kitchen as I tried to gather my things from the refrigerator and wouldn't leave me alone until I stated that I was leaving and I may very well quit. At that point he left me alone, I went outside and called LT and told him what had happened.

I feel that there is only so much mistreatment a human being can take before they've had enough and this was the straw that broke the camel's back. Following are a few incidents I recall that show he treats me differently than others and that he uses a double standard.

EXHIBIT "A"

During one instance, he had not been filling out the parking ticket data sheet for some time, I had been filling it in for him. But, since it happened so often, I finally told him what he was doing and he told me to do it for him. He said he could do that because he is the boss. But, when we enter a parking citation in RIMS we were trained to enter them into this data base at the same time. Then two people have different jobs to make sure they were entered.

Another day, he was telling me to make sure the intercom button wasn't pressed in so the buzzer could be heard. He kept reminding me of this but I had only done it once. There have been several times that he's left it pushed in and only laughed when I told him about it.

Same thing with the radio, he was on to me about making sure that the volume on the stations we use is turned up so we can hear anyone calling. Many times I have come in to find the volume turned all the way down. (I have never turned the volume all the way down).

Lee tries to make me do things his way and his way only, even though the way I do it is satisfactory and other dispatcher's do it the same way.

He even wants me to write on a certain type of paper, even though he refuses to do so.

Lee also had gotten on to me about not knowing how to do certain things on the new teletype. He feels I was there when they installed it and I should know how. When they installed it, I was on the other side of the room carrying on with normal dispatch duties and only heard a little of the training.

Lee badgers me about others mistakes as well, and either makes me fix them or speak to them about it to tell them how to fix it. This is his job as a supervisor. I have no authority to tell another dispatcher that.

Also, I feel that I can't go to him with other issues because I rarely get an answer.

I had some issues with the kitchen, someone was leaving dishes and a mess behind for over a week, when all the other dispatchers were doing what we were supposed to. I told Lee about it and he advised me to call him right away when I noticed the problem so he could take care of it. So I called him the next day, he told me to leave him a RIMS message and he would deal with later. I never heard anything more about it.

Once an officer was very disrespectful to me in a non joking way, telling me to be a good little dispatcher and do his dishes, and telling me to do his work, which most dispatcher's do happily and normally I would but I felt that dispatcher's shouldn't be talked down to in such a manner. I talked to Lee about the fact that while we are not as important as officers, we certainly aren't second class citizens. He told me that yes dispatchers are and we just have to deal with it.

I've advised Lee of requests I have for training, after not hearing back on the subject, I've even printed the paperwork for him and reminded him, still no response.

A recent incident involved Lee leaving some past due parking tickets for letters to be written to the ROs and telling me that this was not mine, but another dispatcher's responsibility. So I left them. Another dispatcher even asked about them and I told her that Lee said not to do them. A few days later, he came in and saw them and raised his voice to me saying I should have known they needed doing. I explained to him what he had told me about it not being my responsibility, he wouldn't hear it. I simply left that day and called Lieutenant about it.

Another time, another dispatcher had told him about a mistake she thought I had made. Lee did not check on it, he simply advised me to correct the mistake. I tried to explain to him that things were not the way she thought and he refused to listen to what I had to say and kept telling me to fix it. I told him to look at it again... I left that day but called him back to tell him how unfair he was being.

I know these incidents seem small and redundant or mundane, but these are the kinds of things that I have to deal with on a regular basis (I don't know about the other dispatchers).

Like I said, these incidents have been going on between Lee and me since I started, and sometimes he advises me not to go any further when we speak about them. That makes me feel like, if I step up and complain, I'm going to lose my job. That creates a feeling of helplessness, and frustration and I will be the first to admit that I acted inappropriately on Sunday. But I am not sorry for voicing my opinion.

WAYNE POLICE DEPARTMENT

MEMORANDUM

TO: Lee Wrede

FROM: Katherine Lassila

SUBJECT: 10/11/2009

*Complaint sent to Lee Wrede on 10/13/09
re: Incident on 10/11/09*

DATE: 10/13/2009

On 10/11/2009 at around 1800 as we discussed on that evening at 2300, Lieutenant Shear advised me that he believed I needed a psychological evaluation. I inquired as to why he thought that and he stated that he thought I needed medication. I informed him, that due to my medical condition, I was already on so much medication, that my ears were usually ringing and that I really didn't think I needed any more. He gestured to my head and said that my ears rang because it was empty up there. I told him that that wasn't very nice (as I believed he had not said this in a joking manner) and he stated that no, it wasn't. I thought the conversation was getting out of hand, so I went out the back door to smoke a cigarette. A few moments later, he was leaving for home, and knocked on the glass door. I wanted to make sure that he wasn't joking and I asked him: Were you serious that you think I need a psychological evaluation? And he stated that yes, he was serious. I then advised him that he should set that up on the department's time and money. Lieutenant then said that he already knew what they would say. I interrupted him and said that they would say I was fucking nuts to keep working here. He walked off saying I was lucky to have a job here and that I used to know that but he didn't think I knew that anymore. I stated that I believed it was all how an employee was treated as to how lucky they thought they were.

When I spoke with you about this incident, you stated that you thought Lieutenant Shear was referring to the fact that maybe I was depressed and needed medication. This could have been stated in a more professional manner. You also stated that you would tell Lieutenant that this hurt my feelings. I think that his comment is a little more than hurt feelings. Lieutenant is not a psychologist, nor a medical doctor. Therefore, he does not have the right to make judgments on someone's psychological state of mind, nor their medical conditions.

Currently, I am under a doctor's care and therefore he is aware of anything that may be going on as far as my medical or psychological condition. I also think that the comment about me being lucky to still work here could have been taken as a threat. These kinds of conditions could be considered a hostile work environment. And I'm sure that the City of Wayne wants its employees to feel comfortable coming to work everyday. I don't know what kinds of steps should be taken to stop this kind of behavior but I think it needs to be addressed.

EXHIBIT "B"

WAYNE POLICE DEPARTMENT



Lance W. Webster
Chief of Police

306 Pearl Street
Wayne, NE 68787

Telephone (402) 375-2626
Fax (402) 375-1122

October 19, 2009

Ms. Katherine Lassila
Dispatcher
Wayne Police Department

Ref: Termination of Employment

Dear Ms. Lassila,

It is with profound sadness that I must notify you that your employment with the City of Wayne, Wayne Police Department is hereby terminated immediately.

Your comments in your October 11, 2009 memo to Dispatch Supervisor Lee Wrede were both disrespectful of Lt. Shear and insubordinate. You, in effect, made allegations about Lt. Shear to one of his subordinate employees. The tone of your memo is contemptuous and inappropriate. This memorandum demonstrates that you have a very poor attitude towards the Wayne Police Department as evidenced by the statement that you have to be "fucking nuts to keep working here."

In your memo you state, "I also think that the comment about me being lucky to still work here could have been taken as a threat". Lt. Shear told me he did say you were lucky to have a job here but he clearly was not making the statement as a threat. He explained that the context of his statement was there are a lot of people who don't have a job that pays as good as yours, with the benefits, and an employer who is very willing to make the accommodations you have been given in the past year. Lt. Shear's statement was intended to remind you, when you complain of a hostile work environment, that few employers would allow you to bring your child to work with you, as you have been allowed to do multiple times this year. When you were working extra hours your supervisor allowed you to bring you son to work for short periods of time such as after school. Last Saturday you were allowed to have him here all day long, even though you clearly should have made day care arrangements for him ahead of time. You have also been given time off when it negatively impacts the schedule. In the context in which the statement by Lt. Shear was made anyone would be lucky to be employed here.

EXHIBIT "C"

I find your memorandum about Lt. Shear to be completely without merit and find it was made in clear violation of both City and Department policy.

There were several things that Dispatch Supervisor Wrede was going to discuss with you during your evaluation. I will include them in this notice as grounds for your dismissal. These include violation of:

Sec. 10.10 of the City of Wayne Personnel Manual

(B) Unsatisfactory performance of duties in terms of quality or quantity

Your data entry has been rife with errors and you have complained about being overworked. You recently placed a parking citation in Dispatcher Alonzo's box that came in at shift change. For some reason you believed this was left for you to do. Your attitude of being unwilling to work with your co-workers to make sure the job gets done is inappropriate.

(F) Abuse of Sick Leave: Year to date you have earned 76 hours of sick leave and have used 61.75, or 81.25%

(I) Use of offensive language toward or abusive, improper, or discourteous treatment of any person or another City Employee: Your recent treatment of Dispatch Alonzo, including the sending of inappropriate text messages pertaining to the kitchen are inappropriate. You state one text message, "I am not trying to start anything.." when that appears to be exactly what you are trying to do. You have engaged in a pattern of sniping behavior that is disruptive to the overall function of the communications center.

(CC) Insubordination...acts of disrespect towards supervisors, superiors, management... The sending of a memo complaining about Lt. Shear to another subordinate employee clearly shows disrespect for Lt. Shear.

(MM) Unauthorized use of City Equipment for personal purposes: Specifically violation of the Wayne City Network Policy, Sec. 30-20 Unacceptable Uses (g) Use of the network for recreational games is unacceptable. On Saturday, October 10, 2009 Lt. Shear caught you playing a Facebook game on one of the Department computers, in violation of this policy. This is the same Facebook game you told me you were addicted to, to the point of going without proper sleep to play. Dispatcher Kathy Prince has shared with your supervisor's that you often don't get your work done because you spend too much time the internet. This led your performance being audited earlier in the year. After Dispatcher Prince brought your poor performance to your attention it improved. She attributed your job performance with your playing games on duty and things involving your personal life.

In addition to the listed violations of City of Wayne Policy you are deemed to be in violation of the following Wayne Police Department Policies:

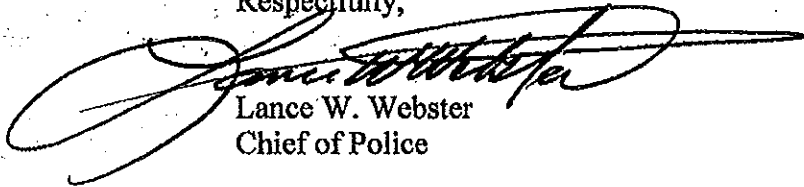
Wayne Police Department Standard Operating Policy:
Section 4.11 Respect for Supervisor's and Co-workers

Section 9.4 Causes Itemized:
A – Rules and Regulations (j) Insubordination or disrespect towards a supervisor.

You are hereby relieved of duty immediately and are directed to turn in any Department property, e.g. uniform shirts, personnel manual, S.O.P. Manual, keys, etc. with five (5) days. You have a vacation balance of 12.46 hours that will be paid on your last paycheck. To maintain your insurance you will need to contact City Clerk Betty McGuire.

You have the right to appeal my decision and may do so in accordance with Chapter Eleven, Appeals and Grievances, Section 11.10 Appeal Rights. You have ten (10) days from today's date to file an appeal of my decision with the City Administrator.

Respectfully,

A handwritten signature in black ink, appearing to read "Lance W. Webster", with a long horizontal flourish extending to the right.

Lance W. Webster
Chief of Police

cc/ Lt. Phil Shear
Dispatch Supervisor Wrede
City Administrator Lowell Johnson

To The City of Wayne,

10/21/09

I, Katherine Lassila, am filing an appeal due to my termination. I would also like to meet in person to discuss the grounds of my dismissal, as I was not given proper opportunity for such upon the date of firing. Could I also set up an appointment to pick up my personal belongings? I am returning my uniforms and key to the workout room, my sop manual and employee hand book are at the office, therefore are not being returned. Please let me know a schedule arrangement for both at your earliest convenience and thank you for your time and attention to this matter.

Kate Lassila
578-8198

October 23, 2009

To The City of Wayne,

In regard to your request to my filing a more specific appeal as to the grounds of my dismissal; as stated in the letter of my termination, I am appealing the following:

1. The comments in the October 11, 2009 memo as being disrespectful and insubordinate. In a July meeting with my supervisors, Chief Webster, Officer Swanson, and Lee Wrede, I was directed not to let grievances build up, but to open up the lines of communication. I viewed the comments made by Lt. Shear as inappropriate, and as I had already tried to speak with him about the matter, decided to follow the procedure in the employee handbook. It was not meant as an act of insubordination. The statement "I have to be fucking nuts to keep working here" has been used more than once in the department by a higher ranking officer and it did not occur to me that it was contemptuous or inappropriate as the use of cursing in the department is often and has never been frowned upon before.

2. The statement made by Lt. Shear about being lucky to work for the department could have been taken as a threat in the context of the conversation that he had initiated about his concerns that I need a psychological evaluation and medication. These statements could have been threatening, and were correctly taken that way in the light of events that occurred later.

3. The statements referencing bringing my son to work should not even be an issue regarding my termination as every time he was brought, it had been pre-approved by my supervisor, as were any time off requests. Since the specific Saturday was brought into the termination letter, two dispatchers were given time off that negatively impacted the schedule, that day, leaving only two to run a 24 hour shift, my son was ill, and though I should have stayed home to care for him, I advised my supervisor and he and I agreed, that I should bring him into work instead of the other two dispatchers missing their vacation/holiday time.

4. Again the memo/grievance being insubordinate was brought up so I am appealing it again, if the grievance is completely without merit, why is there a grievance procedure in place? If the statements were not said, then how could the threat have been explained and how could I have been contemptuous in a reply?

5. My evaluation: My evaluation was due on September 12, 2009. I have asked my supervisor, Lee Wrede, on three separate occasions as to why we have not met to discuss it, the most recent being Sunday, October 18, 2009 at 7:00am, with the response that he has not had time to get to it. Yet, in my termination letter on October 19, 2009, I am being terminated for a list of things that were not brought to my attention.

6. Unsatisfactory work performance: In the past, I have had unsatisfactory work performance and was given a chance and improved my work. In a July meeting Chief Webster inquired as to my performance and was told that my work was satisfactory.

7. Abuse of sick leave: I have not gone over my allotted sick leave.

8. Use of offensive language abusive discourteous treatment: There was an incident between another dispatcher and I that I brought to Kathy Prince's and Lee Wrede's attention and was trying to rectify and change things in the department. I have documentation that shows that dispatchers are not treated equally and I was attempting to rectify this. I tried to go through the proper channels to no avail, got frustrated, and did it the wrong way, advised my supervisor and then started going through the proper channels again, still getting no feedback. My only purpose has been to try and implement change for the better in my department and was never told to stop. Any behavior that was discourteous was discontinued of my own accord, as I knew it was not the correct way to implement that change.

9. Insubordination ref the memo/grievance again was referenced in the letter of termination. How can following the grievance procedure be considered insubordinate? I even went to my supervisor twice after filing it to see if I was doing this the correct way and got no feedback.

10. Use of the network for recreational games: I was informed by my training officer, Kathy Prince, on many occasions, including a few days prior to my termination, that the department has a lax attitude toward this policy and that she and other dispatchers, supervisors, and officers often play recreational games on the Internet. Therefore, I feel that this is pretense.

I also feel I was not given proper warning or knowledge that there was any cause for my termination or grounds for dismissal, such as verbal warnings, written warnings, probations or suspensions. Other dispatchers, who have had similar or other problems in the past, were offered many solutions to problems even including counseling before they were given the opportunity to either resign or be terminated. Chief Webster advised me during our meeting on October 19,

2009 that in July, he would have liked to fire me then, but during that meeting, my recollection was him saying that he thought I had just gone about things the wrong way, and needed to not let things build up, and if he had his way, Lee Wrede would be gone. Whether or not I am afforded my appeal, or another position in the City of Wayne, I strongly urge the City of Wayne to address the issue of the high turnover rate of dispatchers at the Wayne Police Department. Again, my only purpose was to implement change for what I thought was the better in my department and was never advised to stop or given any warnings to the contrary.

I respectfully submit the above for your consideration,

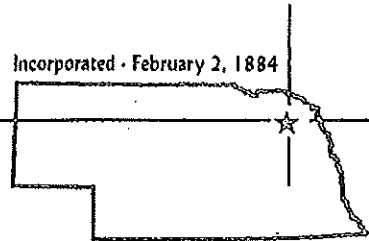
Kate Lassila

City of Wayne

Incorporated - February 2, 1884

306 Pearl • P.O. Box 8
Wayne, Nebraska 68787

(402) 375-1733
Fax (402) 375-1619



November 6, 2009

Kate Lassila
301 South Main
Wayne, NE 68787

Hand Delivered to 301 South Main

Dear Kate,

I have reviewed your letter of appeal received by certified mail at our office on October 27, 2009. This letter is my official response to that appeal.

After a review of the complete list of items in Lance's October 19, 2009 Termination Letter to you and your complete list of items being appealed in your letter of appeal received on October 27, 2009, I find that Lance's termination decision is upheld and your appeal of his decision is denied.

Sincerely,

A handwritten signature in black ink, appearing to read "Lowell D. Johnson".

Lowell D. Johnson
City Administrator
City of Wayne

cc Lance Webster, Chief of Police
Mike Pieper, City Attorney



Home of Wayne State College

EXHIBIT "F"



Equal Housing Opportunity