

LIFE/AT HOME, D1
Test old seeds before you plant



BUSINESS, C5

Elie Kassab ordered to pay \$1.8 million in Battle Ground cinema contract dispute

Bombers may have rushed attack

Inside

U.S. Muslims defy Cruz's call for surveillance. Page A3

Obama says fighting Islamic State still his "No. 1 priority." Page A7

Same cell may have attacked Brussels, Paris

By **RAF CASERT** and **ANGELA CHARLTON**
Associated Press

BRUSSELS — As police hunted for the surviving Brussels bomber, evidence mounted Wednesday that the same Islamic State cell carried out the attacks in both Paris and

Brussels, and that the militants may have launched this week's slaughter in haste because they feared authorities were closing in on them.

On a day of mourning across Belgium following Tuesday's bombings of the Brussels airport and subway that killed 31 people and wounded more than 270, new information emerged about the four attackers:

■ European security officials said one of the suicide bombers was Na-

jim Laachraoui, a Moroccan-born Belgian whom police have hunted as the suspected bombmaker in the Nov. 13 attacks on Paris by the Islamic State that killed 130 people.

■ The other two suicide bombers were Belgian-born brothers, Ibrahim El Bakraoui and his younger brother, Khalid, both known to the police as common criminals, not

BRUSSELS, Page A2

Local Angle

The Islamic Society of Southwest Washington released the following statement on Wednesday:

"As the followers of the teachings of Allah (the Quran) and the Sunnah (the way) of Prophet Muhammad, we are against the Brussels Airport bombing. There is nowhere in our religion the justification for the killing of innocents. We totally denounce this misguided and evil act."

Fisher House dedicated at VA



Photos by **AMANDA COWAN**/The Columbian

Tracy and Teresa Phillips leave the new Fisher House after attending the dedication ceremony Wednesday. The Fisher House program aided the family after their nephew, Sgt. John Kyle Daggett, was mortally wounded in Iraq in 2008. The family made a \$10,000 donation to the program in his memory.

Facility at Vancouver campus provides lodging to families of service members, veterans

By **TOM VOGT**
Columbian staff writer

Wednesday's ribbon-cutting ceremony was not the first time Theresa Mason has been in a Fisher House. It probably won't be her last.

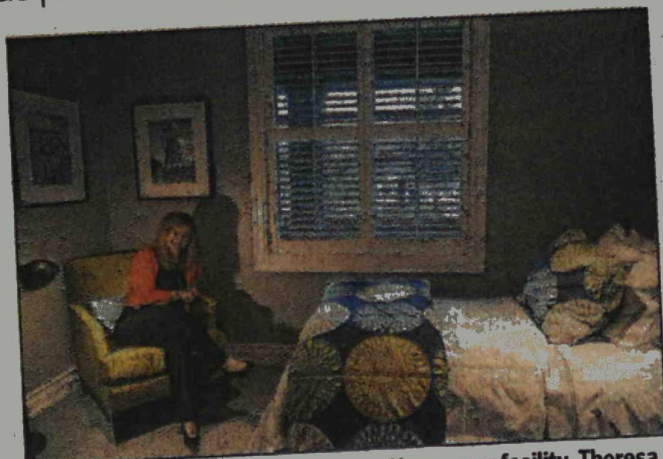
Mason had several stays in a Fisher House while her husband, an Army veteran who served in Iraq and Afghanistan, was undergoing spinal cord treatment in Seattle.

She was on Vancouver's Veterans Affairs campus Wednesday for the dedication of the newest Fisher House.

"I wanted to participate in something that has meant so much," Mason said. "It's a fulfilling moment."

And when Mason returns, it will be

FISHER HOUSE, Page A2



During Wednesday's tour of the new Vancouver facility, Theresa Mason of Beaverton, Ore., describes how the Fisher House program helped her family.

Did You Know?

■ On any given night, about 935 families stay in 69 Fisher Houses near military and VA medical centers.

■ The biggest single donation to the local Fisher House came from the Enterprise Rent-A-Car Foundation. Business founder Jack Taylor, a World War II Navy pilot, named it in honor of an aircraft carrier he served aboard — the USS Enterprise.

Madore focus of Orjiako charges

County planning chief files whistle-blower, harassment complaints

By **KAITLIN GILLESPIE**
Columbian staff writer

Clark County's planning director has filed whistle-blower and harassment complaints against Councilor David Madore, citing the councilor's involvement in the county's 20-year growth plan and his accusations that planning staff lied to promote their own agenda.

The five-page complaint, filed on Oliver Orjiako's behalf by Vancouver attorney Greg Ferguson, describes an environment of discrimination and harassment against the community planning director, who has been with Clark County for more than 25 years.

In the complaint filed March 15, Ferguson accuses Madore

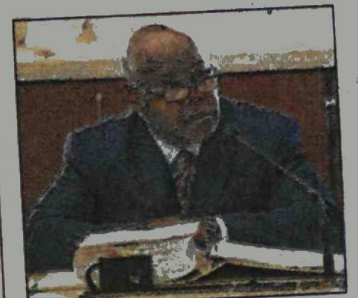
COMPLAINTS, Page A2



On the Web

Read the two complaints with this story at

www.columbian.com



NATALIE BEHRING/Columbian files
Community Planning Director Oliver Orjiako speaks to the county council in April about the Comprehensive Growth Management Plan update.

Complaints

From Page A1

of "single-handedly commandeering the usual functions of the planning department," of using a "bully pulpit" to harass and intimidate Orjiako, and of treating the planner, a dual Nigerian-United States citizen, "less favorably than other white male department heads."

Speaking alongside his attorney this week, Orjiako told The Columbian he feels he's been unfairly targeted for simply standing up to Madore through the county's Comprehensive Growth Management Plan update process. Madore's controversial zoning proposal, Alternative 4, and related planning framework introduced by the councilor violate the Growth Management Act and "cannot be supported" by state law, Orjiako said.

Madore did not return a request for comment, but he has accused Orjiako and county staff in Facebook posts, from the dais and in a Jan. 27 op-ed piece in The Reflector, Battle Ground's weekly newspaper, of providing false data to the county council in order to promote an anti-rural growth agenda.

"For me, I'm someone that will stand up for what is right, for my staff, for folks that I have worked with," Orjiako said. "There's no

reason for this to be hanging over my head and hanging over my staff's heads."

Whistle-blower

In the report, Ferguson details Orjiako's complaints about Madore's "solitary efforts" to develop Alternative 4, a zoning proposal that would have allowed for small lot sizes in rural Clark County. The council overturned Alternative 4 earlier this year.

Ferguson alleges that Madore has stepped on the role of the planning department, "alienated staff" and "pre-empted public participation," violations of the Growth Management Act and Clark County's home rule charter.

The complaint alleges that Madore has worked to engage with and hire outside consultants "who he hopes will deviate from the (Growth Management Act)."

Ferguson goes on to write that Madore has retaliated against Orjiako for attempting to oppose these efforts. Madore has accused staff of using "covert software" to "grossly inflate" how many lots Alternative 4 could create in order to promote an "anti-rural growth agenda," according to a Feb. 22 Facebook post by the Republican councilor.

But Orjiako has done just the opposite, Ferguson wrote, saying the planning director has worked

"Accusations of fraud, deceit and pursuit of an 'anti-rural growth agenda' have been leveled against my client with complete disregard of the mandates of the (Growth Management Act) and absent any objective factual basis."

Greg Ferguson
Attorney for Oliver Orjiako,
in written complaint

in "good faith" to uphold the rural character of Clark County in accordance with growth management laws.

"Accusations of fraud, deceit and pursuit of an 'anti-rural growth agenda' have been leveled against my client with complete disregard of the mandates of the (Growth Management Act) and absent any objective factual basis," Ferguson wrote in the complaint.

Orjiako also denied that county planning staff are or have ever used illicit software in order to promote an agenda.

"There is no hidden agenda, covert software, whatever," Orjiako said.

In the complaint, Orjiako asks that the Clark County council adopt a resolution affirming it will follow the Growth Management Act

and asks an independent investigation be conducted into Madore, "his abuse of public office, official misconduct and perpetual conflicts of interest."

"Just because you're a county councilor doesn't mean you can circumvent and trample on laws that sit on the book," Ferguson said.

State whistle-blower laws as well as county policy entitle Orjiako to protection from retaliation over the complaint, Ferguson said.

Francine Reis, the county's human resources director, did not comment on the complaint, saying the county does not publicly discuss ongoing complaints by county employees.

'Hostility, public ridicule' alleged

The complaint also alleges that Madore has been "hypercritical" of Orjiako's work, and said the councilor has "expressed visible irritation" with Orjiako's communication style and Nigerian accent.

Ferguson wrote that Madore has "interrupted and verbally dismissed" Orjiako, and that the councilor "randomly drops by" the planning director's office unannounced in order to catch him off-guard and unprepared.

"He is a regular recipient of Madore's hostility and public ridicule," Ferguson wrote. "Indeed, Councilor

Madore treats no other department head with such contempt. The evidence strongly suggests that race and national origin are a motivating factor in Madore's behavior toward my client."

Orjiako confirmed that he feels Madore has treated him differently than white men at Clark County, such as Geographic Information Systems staff, which Madore in a March 1 Facebook post called "fabulous," "truth-telling," "stellar," and "completely above reproach."

"I cannot conclude anything else except my race, my accent, my national origin," Orjiako said. "I cannot treat you differently for no apparent reason. I think for me, it's evident when you're being treated differently."

Orjiako said he was once able to approach the council with ease. No longer, he said, as Madore's style of questioning and demeanor has caused Orjiako to lose his confidence and sense of self when speaking before the board.

"You have a feeling in you that is very, very ..." Orjiako began before pausing. "It's just difficult to comprehend or put in writing or put in words how you feel."

For Orjiako, his concerns come down to one thing: standing up for what is right as both a public employee, as well as a citizen.

"It's not a crime to say 'no,'" Orjiako said. "That's all I'm doing is standing for

the truth."

Another complaint

Orjiako joins another county director in filing a whistle-blower complaint against a sitting councilor.

In January 2013, previous Environmental Services Director Kevin Gray found himself out of a job after he filed a whistle-blower complaint against Republican County Commissioner Tom Mielke.

Gray alleged Mielke was forcing him from his job for investigating Phil Burgess, the county's previous supervisor of vegetation management. Burgess was Mielke's friend, neighbor and a campaign donor.

According to Columbian archives, Gray received complaints in 2011 from staff in the Vegetation Management Department that Burgess was using county time and resources to benefit his personal business of manufacturing weed-killing tools.

Gray alleged in the whistle-blower complaint that Mielke was retaliating against him for investigating Burgess. Columbian archives from 2013 report that Mielke complained about Gray's management style.

Gray ultimately accepted an undisclosed settlement from the county and resigned after withdrawing his original complaint against Mielke, according to Columbian archives.

Fisher House

From Page A1

as a volunteer.

"I want to be a part of it," said Mason, whose husband, Michael, died in 2013. "If I can bring a smile to someone's face, that's all I want."

The program provides a home away from home for families of military personnel or veterans receiving medical care. With temporary free lodging, families can be close to the military and VA medical centers treating their loved ones.

Being close also means family members can be part of that treatment.

"You play an active role," said Mason, a resident of Beaverton, Ore. She was able to be at her husband's side, and "12 hours a day was not uncommon."

David Coker, president of the Fisher House Foundation, said he has heard a lot of these stories from family members.

One was the wife of an injured Navy SEAL; doctors were trying to "recalibrate his brain," Coker said.

"She started every day asking him, 'What did we do last night?'" Depending on his answer, she knew if he was doing OK that morning or had lost two weeks, Coker said.



AMANDA COWAN/The Columbian

Vietnam War veteran Ed Laintz takes a call in the front sitting room during a tour of the new Fisher House on Vancouver's Veterans Affairs campus.

Daggett. Their nephew was mortally wounded in Iraq in 2008. The foundation established in Daggett's memory made a \$10,000 donation to the Fisher House Foundation.

After the ceremony, Tracy Phillips made a \$1,089.97 donation from another fund to Coker, who was the foundation's first employee in 1994.

While Daggett's family didn't stay in a Fisher House when he was hospitalized, they benefited from another program. The U.S. military flew immedi-

there. The Fisher House Foundation provided Hero Miles for them.

That program relies on people who donate their frequent-flier miles, said Kerri Childress, foundation spokeswoman.

The house was built by the Fisher House Foundation and it was donated to the VA Portland Health Care System, which will manage the facility, during the ceremony. Value of the donation is estimated at \$6 million.

Since the Vancouver campus has a lot more open-

from Clark College on Fort Vancouver Way was chosen for the Fisher House.

"The Portland VA has been looking forward to this sort of facility for 37 years," said Todd Burnett, acting director of the Portland VA system.

The Vancouver facility is scheduled to welcome its first guests Monday, manager Barbara Decoito said.

At 13,500 square feet, the house will have suites for 16 families. It is expected to provide free lodging for about 500 families a year.

Population

From Page A1

population has grown 8.02 percent.

"Whatever you guys are doing, it looks like you're doing it well," said Peter Borsella, a demographer with the Washington, D.C.-based Census Bureau.

Net migration peaked in Clark County in 2004, Borsella said, when the county netted 9,317 new people. Then, it dipped to a low of 2,443 newcomers in 2012.

"Now, it looks like it's on the upswing again," he said.

Clark County is not among the fastest-growing counties in the nation. Counties in Texas and North Dakota are seeing rapid growth. However, most of these counties are small; McKenzie County, N.D., where the popula-

tion is just 12,836, gained 1,831 people, which is an increase of 16.65 percent.

In terms of sheer numeric increase, though, the Portland-Vancouver-Hillsboro, Ore., area is seen as one of the front-runners. The metro area ranked 19th in the nation as it gained an estimated 40,621 people from 2014 to 2015, putting the population at 2,389,228 people.

Between 2010 and 2015, the population of the Portland-Vancouver-Hillsboro, Ore., area grew 7.33 percent. So, Clark County has grown a bit faster than the rest of the metro area.

The Seattle-Tacoma-Bellevue area saw even bigger gains between 2014 and 2015: 60,714 more people. That area's population is 3,733,580.

PATTY HASTINGS: 360-735-4513; twitter.com/pattyhastings; patty.hastings@columbian.com

Lottery

Results for Wednesday, March 23
Washington Lotto: 1-5-9-19-25-49
Jackpot winner? No
Next drawing: Saturday
Next jackpot: \$8.3 million
Washington Hit 5: 8-15-19-34-39
Jackpot winner? No
Next drawing: Saturday
Next jackpot: \$140,000

Oregon Megabucks:
7-19-23-25-29-36
Jackpot winner? No
Next drawing: Saturday
Next jackpot: \$2.8 million
Oregon Win for Life: 20-21-23-43
Oregon Pick 4:
1 p.m., 3-2-9-6; 4 p.m., 1-8-1-6;
7 p.m., 8-1-9-6; 10 p.m., 6-7-1-0

County planning director files complaints against Madore

Orjiako levels whistle-blower, harassment complaints

By **Katie Gillespie** ([/author/katiegillespie](#)), Columbian County Government Reporter

Published: March 23, 2016, 8:06 PM

Document

Oliver Orjiako complaints
<http://www.columbian.com/wp-content/uploads/2016/03/Orjiako.WhistleblowerEEO.Complaint.03.15.16.pdf>

Community Planning Director Oliver Orjiako has filed two complaints against Clark County: A whistle-blower complaint, entitling him to protection from retaliation under state and county law, and a complaint alleging discrimination and harassment



[http://www.columbian.com/wp-](http://www.columbian.com/wp-content/uploads/2016/03/Orjiako WhistleblowerEEO Complaint 03 15 16 pdf)

[content/uploads/2016/03/Orjiako WhistleblowerEEO Complaint 03 15 16 pdf](http://www.columbian.com/wp-content/uploads/2016/03/Orjiako WhistleblowerEEO Complaint 03 15 16 pdf)

[Download PDF \(http://www.columbian.com/wp-content/uploads/2016/03/Orjiako WhistleblowerEEO Complaint 03 15 16 pdf\)](http://www.columbian.com/wp-content/uploads/2016/03/Orjiako WhistleblowerEEO Complaint 03 15 16 pdf)

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In the complaint filed March 15, Ferguson accuses Madore of “single-handedly commandeering the usual functions of the planning department,” of using a “bully pulpit” to harass and intimidate Orjiako, and of treating the planner, a dual Nigerian-United States citizen, “less favorably than other white male department heads ”

Speaking with his attorney this week, Orjiako told The Columbian he feels he’s been unfairly targeted for simply standing up to Madore through the county’s Comprehensive Growth Management Plan update process. Madore’s controversial zoning proposal, Alternative 4, and related

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For Orjiako, his concerns come down to one thing standing up for what is right as both a public employee, as well as a citizen

"It's not a crime to say 'no,'" Orjiako said "That's all I'm doing is standing for the truth "

Another complaint

Orjiako joins another county director in filing a whistle-blower complaint against a sitting councilor

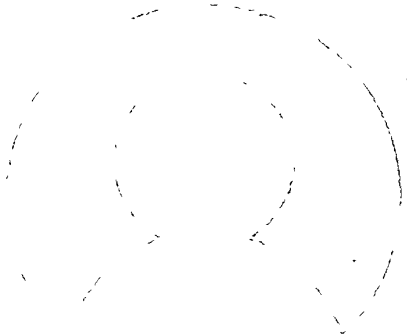
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Katie Gillespie (/author/katiegillespie)

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24 Comments

Sort by: Newest

Add a comment.


David Knight · The Other Kingdoms

Finally we might get some attention to the false report allegation that the council has been glossing over.

Reply 14 mins


Ernie Hook · Works at Retired

I compare Madore to the "Oil Terminal Project" set-up by The Port of Vancouver, do we really want this disaster laden or burden on our plates? As an arrogant useless loud mouth, he is trouble in the constant making and ranks as a know it all useless politician.

Reply 1 hr


Ed Rutledge · Salem, Oregon

Here's yet another probable cost to the taxpayers added by Madore's wild out-of-control approach to governance. Madore is a liability to the stability and credibility to the whole County. Electing him reflects on the citizens of Clark County and its not a pretty image.

Reply 1 2 hrs


David Clark

The one time I saw this planner, he struck me as a very typical city planner: Incompetent, out of touch with reality and towing the planner's party line of forcing housing prices up through limiting land for housing, forcing people to waste time on transit by making automobile use more expensive and slower, showing a total disregard for people's right to use their own property, and stealing a large portion of people's property value by restricting its use. One top Portland planner actually admitted that most planners are fascists

"But they do make pretty good communists and fascists. Planners want organization and for all things to be predictable. The profession came into being in the 1960s. So they tend to believe in the issues spawned in the day. They are environmental socialists. In other words, they believe in collective environmentalism (Gore) and not individual environmentalism."

<http://www.victoriataft.com/911-richard-carson-pdx-is/>

Here are some lies most planners use to create their plans:

High Density will reduce traffic congestion.

High Density will reduce cost.

High Density will reduce your commute time


High Density will give us affordable housing

BTW, a 20 year plan in 1940 would have to plan for jet airports (for the 707), with their longer runways, before the first jet was mass produced in Germany. Further evidence that planners are deluded when they produce 20 year plans - they actually believe they can predict the future 20 years out

The "poster child" for planning is Portland. But planners have made Portland housing unaffordable

The poster child for planning is Portland. But planners have made Portland housing unaffordable, destroyed its neighborhoods with infill, forced density and massive apartments along all main streets, and created masive road congestion by putting more cars on the same roads (as opposed to spreading out the increased population over more area and roads.

Most city planners simply should be fired for the damage they do to our cities and counties. We should replace them with planners that plan for what people want instead of what the planners want to dictate.

Reply  1 · 2 hrs Edited



Ed Ruttledge · Salem, Oregon


You saw Mr. Orjiako once and, based on that, you judge the fellow to be incompetent. Good grief Mr. Clark.

Reply ·  7 · 2 hrs



Thom Rasmussen · Salmon Creek, Washington

Really? There's a "planner's party line"? What party would that be? You really need to step away from the kool-ade, for your own safety and health.

Reply  1 · 11 mins



Eric Fuller · University of Oregon

Lol. What a load of tripe.

My favorite? "Most planners are fascists"

Can I be your tin foil salesman?

Reply · 4 mins



Bridget Schwarz · Ridgefield, Washington

Effective January 1, 2015 the Home Rule Charter established clear roles for the county councilors and the Acting County Manager. The Acting County Manager failed in his responsibility to prevent a hostile work environment for staff and specifically to support his Community Planning department

Reply  1 · 6 hrs



Jim Moeller · Clark College -- Vancouver, Washington

Madore feels he was hired to be a CEO. He was ELECTED to be a commissioner, there is a difference

Reply  8 · 6 hrs



John Kilvik

This isn't the first time Councillor Madore has attacked professional staff members and attempted to use the power of his elected position to intimidate them into altering their professional findings to comply with his ideological beliefs but it may turn out to be the most expensive. The rest of the Clark County Board and the Acting County Manager need to step up to the plate, conduct an


intervention, censure him, or find another way to limit such inappropriate behavior

Reply  6 7 hrs



Jennifer Barnes

I'm very thankful for Dr Orjiako's hard work and dedication. The way he has been treated these past months is shameful. I hope he finds the justice he seeks. He absolutely deserves it.

Reply  10 8 hrs



Bridget McLeman

The evidence in County Council videotapes and in Mr. Madore's Facebook posts is clear, - - -from multiple emails in the public record to screen shots of the anti-planning department campaign, from the official meeting video tapes to the board audio records - - Dr. Orjiako has been treated with disrespect, subject to threats, publicly embarrassed, professionally discounted, and personally demeaned. There has been a purposeful undermining of Dr. Orjiako's authority as Director in an unrelenting effort to promote Mr Madore's political agenda. Mr Madore has violated every principle of the adopted Code of Ethics of Clark County: Principle 1: A county Councilor should be vigorously dedicated to the democratic ideals of honesty, openness and accountability in all public matters involving the county government.

Principle 2: A county Councilor should promote decorum, respect for others and civility in all public relationships.

Principle 3: A county Councilor should actively practice stewardship of the county's human, fiscal and material resources


Principle 4: A county Councilor should strive for excellence and continuous learning relative to personal development and in all operations of county government.

Principle 5: A county Councilor should perform the duties of public office with fairness and impartiality so as to enhance public confidence in county government

Principle 6: A county Councilor should neither seek nor accept any favor from any source that may be offered to influence his or her official decision-making

Mr. Madore has violated the trust of the citizens of Clark county place in their elected officials. His actions have cost Dr. Orjiako personally and professionally. They have also cost us, as citizens, the integrity we have the right to respect from our elected officials.

I, for one, apologize to Dr. Orjiako for all he has had to endure. Please do not hesitate to ask if you need witnesses to Mr. Madore's unrelenting campaign against you and the planning department.

Reply  13 8 hrs Edited



John Ley · Camas, Washington

"the planning director has worked in "good faith" to uphold the rural character of Clark County in accordance with growth management laws."

accordance with growth management laws.

That's an interesting comment, given that Clark County LOST in a law suit brought by Clark County Citizens United in the 1990's. We were the ONLY county in the state, to INCREASE the minimum lot sizes in rural areas Why would we be the ONLY one to do this, if it is "in accordance with growth management laws"?

More importantly, why didn't the County staff offer an alternative to the Commissioners (now Councilors), that responded to the needs and requests of rural land owners? If they had, then Councilor David Madore would have never had to create Alternative 4.

It was the poor work of the county planners, that IGNORED the previous law suit, and ignored the present input of rural landowners, and ignored common sense in allowing more "affordable" rural land, rural farms, and rural forests, to be created.

This will be an interesting case to watch, especially given the fact that rural landowners have promised more law suits over the failure of Alternative 4 passage.

Reply  3 9 hrs



Carolyn Crain · Western Business College, Portland, OR

The rural landowners case was determined to be settled sufficiently in court John a decade ago. This doesn't make the actions of the councilor legal regardless. We are a nation of laws While I think the gma is seriously flawed and goes so far as to violate constitutional rights of property I cannot defend the behavior of a councilor who in a hearing, a public hearing on the record accuses a staff member of gross violations of law. That is not how we roll. We have mechanisms in place to resolve issues whether they are with the staff or with the GMA laws. Use those methods and the tax payers don't wind up paying for the stupid violations of law committed by the councilor. This has gone beyond out of control and straight into absurd. Mr Orjiako, Oliver was right to file.

Reply  14 9 hrs




Jack Burkman · Council Member at Vancouver, Washington City Government

John, you are more than stretching the truth here ... and that's definitely not unusual You are consistently the strongest defender of Madore, but that doesn't mean what you post is true.

There is not a singular position held by rural landowners, no matter how often you pitch that Probably the best example is the public statement made by the Clark/Cowitz Farm Bureau and the State Farm Bureau who clearly said, "We feel that pursuing Alternate 4 and increased destruction of agricultural land capable of food and fiber production, is counter to the best interests of the citizens of Clark County " . . and more. That can be seen at http://www.thereflector.com/.../article_c8782884-ae77 . .

The legal issues originating from the early 90's adoption of the first GMA plan were resolved. They have not been ignored for two decades, not matter how often you proclaim


that.

Reply  20 · 8 hrs · Edited



Loren Sickles

Thank you Jack. I was struggling to put into words an appropriate response to John's continued obfuscation of the real issues.

Reply  11 · 8 hrs



Neil Pope

Don't sweat it.

Listening to Ley's ongoing regurgitations of Madore's is like having to put up with the neighbor's trained parrot.

It's a simple limited vocabulary, pieced together in a small way and swiftly becomes tedious while the owner croons about how clever it is

Hopefully, it eventually gets the peanut it's looking for and it shuts up . It's just something to be endured.

Reply  4 · 7 hrs



David Clark

Loren Sickles , what Jack??? Are you talking to yourself? Or a phantom?

BTW, what are the real issues?

To me they appear to be Madore trying to get rid of the corruption that permeates government. In this case the planners trying to dictate plans that will hurt the county and many people.

Reply  1 · 2 hrs



Pat Jollota

Dr. Orjiako has had my respect for many years. He is a man of integrity and honor He has faced this treatment with circumspection and dignity. Good luck to you, Oliver!

Reply  23 · 9 hrs



Jilayne Jordan

Thank you for standing up to this utterly repugnant bully, Dr. Orjiako. You are a gentleman and a scholar - two things Madore will never be.

Reply  18 · 9 hrs



Nick Ruark · Vancouver, Washington

Thank you, Dr. Orjiako, for standing tall not only for yourself, your family, your staff, and other county department staff, but also for the citizens of Clark County.

Reply  15 · 9 hrs



Carolyn Crain · Western Business College, Portland, OR

Oliver deserves more respect than what he was dished out at the recent county council hearing I attended. Madore was accusatory and rude. Several people in the audience with me were getting so frustrated that we talked of standing up to protest the behavior. If it continues I will not hesitate to do so. This is NOT how our government should work. There are laws and policies for a reason. I am sorry you have felt insulted and I do understand why Oliver. The people, your neighbors and fellow citizens, are here for you.

Reply 18 10 hrs



Michele Wollert

David Madore has been reinforced for his abusive behavior somewhere or he would not do it. It is a learned behavior that he has never had to answer for... until he was elected county commissioner and tried those control tactics on his colleagues and subordinates at Clark County. We, the tax payers, are footing his legal defense bills and settlement costs. And there will be more coming, I am certain.

Reply 11 9 hrs



Carolyn Crain · Western Business College, Portland, OR

Michele Wollert There is definitely something seriously wrong with anyone who refuses to respect any other individual. These hearings have become so painful to attend I am impressed with the sheer fortitude of our staff and other elected officials.

Reply 13 9 hrs



Judy Tiffany · Works at City of Vancouver Parks and Recreation

You are right

Reply 1 7 hrs



Ed Rutledge · Salem, Oregon

Tell us this Ms. Crain. When does the GOP censor Madore? Its failure to do so makes a statement.

Reply 1 2 hrs



Stuart L. Riley · Vancouver, Washington

It's time for Madore to learn that those First Amendment rights he often whines about, sometimes comes at a price. In his case, I just hope it's a hefty price.

Reply 7 9 hrs · Edited



Vicki Chambers · Works at Retired

No employee should go through this type of harassment. Best wishes for success in the suit Dr. Orjiako. And as a citizen of Clark County, thank you for your leadership.

Reply 13 10 hrs



Jackie Lane · Parsons School of Design, NYC



Thank you and know you have your back Dr. Orjiako. Please hang in there..... madore's time is limited

Reply 12 10 hrs



Karl Johnson · Paradise High School

Oliver Orjiako is probably one of the most honest men I have ever met. His ability to stay impartial in the political process while engaging in policy is second to none. I think the people of Clark County should really pay attention to this and realize this is just another example of the dysfunctionality that David Madore has brought to the process. County leadership is not the problem and neither are the new councilors. First he attacked Marc Boldt, then Jeanie Stewart and Julie Olsen This is closely followed by an attack on Mark McCauley When you keep throwing metaphorical hand grenades into the process eventually something like this is bound to happen. It is time for David Madore to go.

Reply 29 10 hrs



Jack Burkman Council Member at Vancouver, Washington City Government

Karl Johnson I've worked off and on with Oliver for many years and completely agree!

Reply 11 10 hrs



Traci Meyer-Jones · Vancouver, Washington

Good for Dr Orjiako - Councilor Madore's behavior cannot be allowed to continue.

Reply 16 10 hrs Edited



Fran Hammond Vancouver, Washington

Thank you, Dr. Oliver Orjiako! Your dedication to accuracy and hard work is appreciated by most citizens of our county! It is about time that you speak up and speak out against the horrible harrassment and intimidation that Madore has been heaping upon you for the last several months! Please do not take a settlement and leave like the competent Mr. Gray did, we NEED you at the helm of our County Planning Dept! Your staff needs you!

Reply 21 10 hrs



Jared McClanahan

I suspect this is only the beginning of the beginning.

Reply 7 10 hrs



Hector Hinojosa


Step down Mr. M. What I told you two years ago have come to pass You have upended the county administration, you've caused untold loss of revenue and been the reason for numerous lawsuits. Step down, enough is enough.

Reply 19 10 hrs



Michele Wollert


Way to go, Dr Orjiako. Your complaint has merit and needed to be documented.

Reply  15 · 10 hrs



Douglas Green · Publisher at Telecom Reseller Inc

will there be another shoe dropping after this?


Reply  7 · 10 hrs



Fran Hammond · Vancouver, Washington

I can name a few that should! This could take up a Nike showroom of shoes!

Reply ·  4 · 9 hrs

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EMPLOYMENT, OPEN GOVERNMENT & CIVIL LITIGATION

March 15, 2016

Via Email and Regular Mail

Francine Reis
Director of Human Resources
Clark County, Washington
PO Box 5000
Vancouver, WA 98666-5000

Re Oliver Orjako – Whistleblower and EEO Complaint

Dear Director Reis

I write for the purpose of initiating a Local Government Whistleblower and discrimination and harassment complaint on behalf of my client, Community Planning Director Oliver Orjako. This complaint is being submitted to you in writing pursuant to County policy No. 23.0 and the County's policy No. 3.0 prohibiting discrimination and harassment in the workplace ("Equal Opportunity Employment and Harassment").

Whistleblower Complaint/Governmental Waste and Mismanagement

As you may be aware, Mr. Orjako has repeatedly voiced complaints that Councilor David Madore's solitary efforts to develop his proposed "alternative 4" have violated the Growth Management Act (GMA) and the County Charter. Councilor Madore has single-handedly commandeered the usual functions of the planning department, alienated staff and preempted public participation, thereby violating many of the basic tenants of the GMA and outlined in the Charter.

As many are aware, growth management in Washington took a notable turn with the passage of the GMA in 1990. The GMA, codified primarily in RCW Chapter 36.70A, was enacted in response to rapid population growth and concerns with unchecked suburban sprawl, environmental problems, quality of life and the impact of growth on rural areas. The GMA requires the fastest growing counties, like Clark County, to adhere to GMA goals regarding

- Sprawl reduction
- Concentrated urban growth
- Affordable housing
- Economic development
- Open space and recreation
- Regional transportation
- Environmental protection

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- Property rights
- Natural resource industries
- Historic lands and buildings
- Permit processing
- Public facilities and services
- Early and continuous public participation
- Shoreline management

Councilor Madore's efforts to unilaterally engage with and hire outside consultants and third parties who he hopes will deviate from the GMA—absent full public participation and transparency—has circumvented both letter of, and important public policies underlying, the GMA¹ Moreover, his singular actions have contravened the Board's public participation resolution No 2014-01-10 The ultimate consequence of Madore's gerrymandering has been the gross waste of government funds and a colossal waste of County staff time

Further, in retaliation for my client's opposition to his efforts to circumvent the GMA, Councilor Madore has publicly harassed and demeaned Mr Orjiako from the dais during board meetings demonstrating a clear abuse of authority He has used his bully pulpit to target staff with reprisals and factual falsehoods Accusations of fraud, deceit and pursuit of an "anti-rural growth agenda" have been leveled against my client with complete disregard of the mandates of the GMA and absent any objective factual basis

Notably, Councilor Madore accused my client of spearheading a scheme of growth data manipulation during a time when Mr Orjiako was on extended bereavement leave for nearly a month, residing with relatives in Africa Though it was impossible for my client to have done what Madore claims, the specious allegations continue nonetheless Most recently, he accused my client and his staff of criminal conduct in an effort to turn up the heat against those opposing his circumvention of the GMA

County employees have not lied nor misled anyone There is no such thing as an "anti-rural development agenda" Indeed, the statute itself embodies a strong public policy in favor of preserving the character of rural lands

RCW 36 70A 011
Findings—Rural lands

The legislature finds that this chapter is intended to recognize the importance of rural lands and rural character to Washington's economy, its people, and its environment, while respecting regional differences Rural lands and rural-based economies enhance the economic desirability of the state, help to preserve traditional economic activities, and contribute to the state's overall quality of life

¹ An example is Peter Silliman, who was the subject of controversy last year when he was appointed with Madore's backing to his position with the board Silliman is a former freeholder who led the campaign against the Home Rule Charter As reported by *The Columbian*, he has no background in urban planning Prior to working for the County, he was an engineer at CenturyLink

The Legislature has dictated that preserving Washington's rural character² is not a choice, but a legal mandate. Washington public policy as expressed in the GMA affords protection from retaliation and termination for those like Director Orjiako who in good faith strive to uphold its mandate.

Mr. Orjiako requests the Board of County Councilors to adopt a resolution affirming that it will follow the GMA and its policy mandates in all respects. Additionally, Mr. Orjiako respectfully asks that an independent investigation be conducted into Councilor Madore's actions as outlined above and into his abuse of public office, official misconduct³ and perpetual conflicts of interest⁴.

Complaint of Discrimination and Harassment

From the outset, Councilor Madore was hyper critical of my client's work, and expressed visible irritation with Mr. Orjiako's formal communication style and Nigerian accent. Mr. Orjiako was often interrupted and verbally dismissed by Madore in public settings, and generally treated less favorably than other white male department heads possessing far less knowledge, experience and education.

² (15) "Rural character" refers to the patterns of land use and development established by a county in the rural element of its comprehensive plan:

- (a) In which open space, the natural landscape, and vegetation predominate over the built environment,
- (b) That foster traditional rural lifestyles, rural-based economies, and opportunities to both live and work in rural areas,
- (c) That provide visual landscapes that are traditionally found in rural areas and communities,
- (d) That are compatible with the use of the land by wildlife and for fish and wildlife habitat,
- (e) That reduce the inappropriate conversion of undeveloped land into sprawling, low-density development,
- (f) That generally do not require the extension of urban governmental services, and
- (g) That are consistent with the protection of natural surface water flows and groundwater and surface water recharge and discharge areas.

³ **9A.80 010**
Official misconduct.

- (1) A public servant is guilty of official misconduct if, with intent to obtain a benefit or to deprive another person of a lawful right or privilege:
 - (a) He or she intentionally commits an unauthorized act under color of law, or
 - (b) He or she intentionally refrains from performing a duty imposed upon him or her by law.
- (2) Official misconduct is a gross misdemeanor.

⁴ **42.23 070**
Prohibited acts.

- (1) No municipal officer may use his or her position to secure special privileges or exemptions for himself, herself, or others.
- (2) No municipal officer may, directly or indirectly, give or receive or agree to receive any compensation, gift, reward, or gratuity from a source except the employing municipality, for a matter connected with or related to the officer's services as such an officer unless otherwise provided for by law.
- (3) No municipal officer may accept employment or engage in business or professional activity that the officer might reasonably expect would require or induce him or her by reason of his or her official position to disclose confidential information acquired by reason of his or her official position.
- (4) No municipal officer may disclose confidential information gained by reason of the officer's position, nor may the officer otherwise use such information for his or her personal gain or benefit.

Mr Orjiako is one of the few (if not the only) department heads that Councilor Madore has decided to permanently remove from his meetings calendar. Rather than schedule in advance as is customary, he randomly drops by my client's office unannounced in a manner calculated to catch Mr Orjiako unprepared and off balance. Mr Orjiako's efforts are consistently undermined, and his work product is picked apart. He is a regular recipient of Madore's hostility and public ridicule. Indeed, Councilor Madore treats no other department head with such contempt. The evidence strongly suggests that race and national origin are a motivating factor in Madore's behavior toward my client. That behavior has resulted in a hostile working environment in direct violation of County policy.

Notably, Councilor Madore has a documented history of treating protected class members less favorably than white males. His rather recent unilateral hiring of Don Benton over a superior female candidate Anita Largent resulted in a \$250,000.00 settlement and the loss of the proven talent she would have brought to the position. Contrary to his recent public attempts to re-write history, Councilor Madore did in fact "hire" Don Benton as Director of Environmental Services. The transcript of the County board time meeting wherein the decision was made is undeniable. Madore instructed then County Administrator Bill Barron to hire Mr Benton without a single minority or female candidate even being considered.

Barron Just so you know, my interpretation is this [Benton's hiring] will devastate the organization, not only the department but this organization because this is bypassing every human resource process we have for hiring department heads, just so you know.

Madore Bill, I heard what you said earlier and, um, I can assure you your fears are not going to come to pass.

Barron I have no fears. I'm just telling you the reality
I do what I am told.

See attached board time transcript, Ex "A"

Councilor Madore's recent efforts to wave the flag of diversity while espousing the hire of a female "candidate" for a position that is not even yet open and available and who received over \$13,000.00 in campaign donations from Councilor Madore smacks of the same type of historical collusion and cronyism that truly will "get the county sued" yet again.

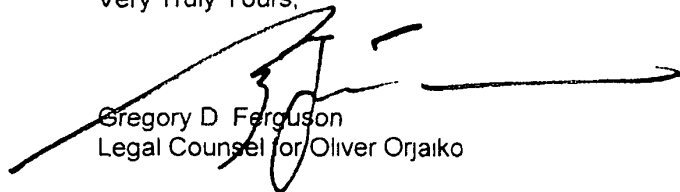
As I believe Mr Barron often said, "Process is your friend." Yet, Councilor Madore casts process and policy aside when it comes to his treatment of Mr Orjiako, while simultaneously beating the drum of equality when he believes process can be used to his personal advantage. Councilor Madore has not suddenly seen the light and embraced diversity. Rather he raises the subject only as a foil to direct public attention away from his discriminatory and retaliatory treatment of Director Orjiako.

Councilor Madore's public attacks and harassment of Mr Orjiako, a dual Nigerian-US citizen who for twenty-five (25) years has devoted himself to the service of Clark County and its citizens, is reprehensible, and occurs during a time where Clark County is lacking needed racial diversity.

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Mr Orjako requests a full investigation into Councilor Madore's conduct and requests protection from future retaliation as a consequence of his good faith report of discrimination and harassment

Very Truly Yours,



Gregory D. Ferguson
Legal Counsel for Oliver Orjako

CC Chris Horne, Chief Civil Deputy, Prosecuting Attorney's Office (via email)

EXCERPTS OF BOARD TIME PROCEEDINGS

DATE TAKEN: Wednesday, May 1, 2013

PLACE: 1300 Franklin Street, 6th Floor
Vancouver, Washington

COURT REPORTER: Cindy J. Holley, CCR

Rider & Associates, Inc.
360.693.4111

to pull together both sides of the aisle up there and pull together a coalition and have it hold during a very, very challenging time to me says that he knows how to work with people and get them to buy in. The people that work most closely with him have a lot of respect for him.

COMMISSIONER MIELKE: Okay.

COMMISSIONER MADORE: Bill, you have his resume. I invite you to communicate with him and give us your feedback.

BILL BARRON: Okay. Now I'm to do what? I'm to interview him --

COMMISSIONER MADORE: Yes.

BILL BARRON: -- or just start the process? I can't learn anything more than what you've already said about him, so there's no use in me interviewing him. If you want him as the job, I'll just start him through the process, start him through the process.

COMMISSIONER MADORE: Okay.

BILL BARRON: Because it does no good for me to interview him. You're obliterating every process that we've had in place for 14 years.

COMMISSIONER MIELKE: I think --

BILL BARRON: I've told you that.

COMMISSIONER MIELKE: -- you need to ask the question how he's going to deal with this, his other job, how he feels he's going to deal with the legislature --

have teachers, doctors, firemen, policemen. That's what the legislature is made up of.

COMMISSIONER MADORE: Yup

BILL BARRON: So I'll just have to communicate with him and tell him what then and have him come in to process for the job and I'll make an announcement to the department.

COMMISSIONER MIELKE: Okay. This will work out.

BILL BARRON: Just so you know, my interpretation is
this will devastate the organization, not only the department but
this organization because this is bypassing every human resource
process we have for hiring department heads, just so you know.

COMMISSIONER MADORE: Bill I heard what you said earlier
and um I can assure you your fears are not going to come to pass.

BILL BARRON: I have no fears. I'm just telling you the
reality.

COMMISSIONER MIELKE: Okay

BILL BARRON: I do what I'm told.

COMMISSIONER MADORE: I care about this team and I will make sure that this team is going to be healthy.

BILL BARRON: Well I will assure you that it will have a grave impact on this team. Not even the personality we are not talking the person. I'm talking the process and I told you process