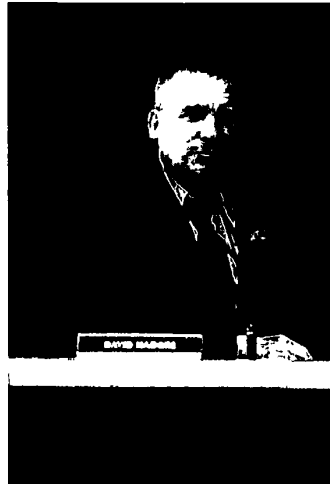




Union levels accusations against Madore

AFSCME says county councilor retaliated over earlier complaint



http://www.columbian.com/wp-content/uploads/2015/10/0316_met_madore.jpg

David Madore Clark County councilor

By **Katie Gillespie** (</author/katiegillespie>), Columbian County Government Reporter
Published: April 6, 2016, 7:23 PM

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[Engagement letter with attorney to investigate complaint](http://www.columbian.com/wp-content/uploads/2016/04/Engagement_Letter_-_Redacted.pdf)
http://www.columbian.com/wp-content/uploads/2016/04/Engagement_Letter_-_Redacted.pdf

As Clark County grapples with how to handle conflicting allegations made by Councilor David Madore and Community Planning staff, a third party has accused the councilor of wrongdoing.



Public service employee union AFSCME in November alleged that Madore, a Republican, violated state labor laws by doing work on the Comprehensive Growth Management Plan update that should have been performed by union employees, according to public records obtained from the county.



([http://www.columbian.com/wp-](http://www.columbian.com/wp-content/uploads/2016/04/Engagement_Letter_-_Redacted.pdf)

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AFSCME allegations

(http://www.columbian.com/wp-content/uploads/2016/04/AFSCME_complaint.pdf)



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Response to AFSCME

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Document

Retaliation complaint

([http://www.columbian.com/wp-](http://www.columbian.com/wp-content/uploads/2016/04/Retaliation_complaint.pdf)

In a later complaint filed in March, the union also alleged Madore retaliated against employees following the initial complaint, prompting the county to hire an outside attorney to investigate — at a cost of \$240 for each hour of work she performs.

Madore did not return a request for comment Wednesday.

Records show Larry Clark, a representative from AFSCME, Council 2, and several members of planning staff met with the county's human resources director, Francine Reis, in November to share a list of 22 allegations of labor and contract violations. That list includes:

- Madore's creation of Alternative 4 of the growth plan update.
- Edits the councilor allegedly made to the Draft Supplemental Environmental Impact Statement to the growth plan.
- Revisions to Alternative 4 maps between open houses last spring.
- His direction to staff not to present information or "advocate" by presenting analysis of the comprehensive plan at November hearings.

Clark did not return a request for comment.

According to an email Reis sent to Clark on Dec. 18, a month after the initial complaints were filed, Reis met with Madore, who is an elected official, to share the union's concerns and ask that he "discontinue doing this type of work."

"We will monitor future work and provide guidance, as necessary, to try to avoid further concerns such as these," Reis wrote.

But early last month, Clark filed an additional complaint against Madore. In a letter to Reis dated March 2, Clark wrote that Madore retaliated against the initial complaint with his Facebook posts and an editorial he wrote for a weekly newspaper accusing staff of acting in an "unethical, dishonest and deceptive manner."

"These unfounded allegations have a negative effect on our members' credibility and their ability to conduct their work engaging the public, tantamount to creating a hostile work environment," Clark wrote. "Further, these allegations tend to cast a shadow on all county employees in carrying out their duties serving the public."

AFSCME represents 215 Clark County employees in the Public Works, Environmental Services, Community Development and Community Planning departments. Reis did

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Retaliation complaint
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not comment on the specifics of the complaint or the investigation.

Outside attorney

The union's complaint comes at a time when the county is already investigating whistleblower and harassment complaints made by Community Planning Director Oliver Orjiako, as well as allegations by Madore that county planning staff and the Prosecutor's Office lied about the impacts of Alternative 4.

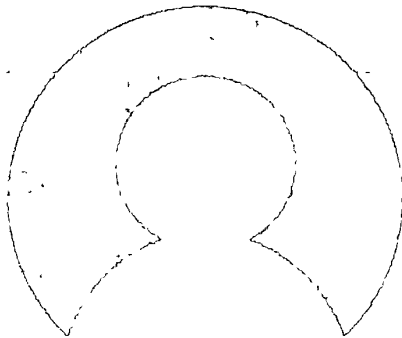
According to a contract obtained through a public records request and an interview with Acting County Manager Mark McCauley, the county has hired Seattle attorney Rebecca Dean to investigate Orjiako's complaints, AFSCME's allegations of retaliation, and Madore's allegations.

According to Dean's contract with Clark County, she will receive \$240 an hour while investigating the three issues.

Dean is one of three outside attorneys the county has hired in light of the conflicting allegations. Prosecutor Tony Golik, a Democrat, said last week the county will work with Peter Jarvis, a Portland attorney specializing in ethics, to determine what role the county's own attorneys, Deputy Prosecutors Chris Cook and Chris Horne, can play in land-use issues in light of Madore's recent allegations.

Andrew Lane, a Seattle land-use attorney, will represent the county on land-use issues in the meantime.

The Columbian filed public records requests on Wednesday for the contracts with Lane and Jarvis. McCauley estimated last week that the total attorney costs could be well in excess of \$25,000



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8 Comments

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Thom Rasmussen · Salmon Creek, Washington

And suddenly..... Madore goes from a force to a joke on 0.000002 seconds.

Reply · 2 · 33 mins



David Clark

David has discovered something or they wouldn't be attacking him. Of course this also might be a union attempt to thooow the election.

Reply · 1 · 5 hrs



John M. Kowalski · Camas, Washington

Or it could be we're on the verge of catching the perp red handed.

Reply · 2 · 1 hr



Stuart L. Riley · Vancouver, Washington

Still looking for conspiracies that don't exist?

Reply · 2 · 1 hr



Thom Rasmussen · Salmon Creek, Washington

YES!!! He discovered that he cannot do everything he wants or thinks he has the right to do. Even though he is unqualified and unprepared to do anything.

Reply · 2 · 37 mins



Steve Lappier · Ridgefield High School

"Of course this also might be a union attempt to thooow (?) the election." It might be, if anyone is goofy enough to go off on a tangent. Otherwise, it might be an attempt to get Mr. Madore out of everyones business where he doesn't belong or have any expertise. He can use you as a character witness though David, you'd probably hold a lot of sway over a jury with your theories of why he does things illegally.

Reply · 1 · 15 mins



John M. Kowalski · Camas, Washington

Re-freakin'-taliation????

So many, many comparisons come to mind right now...

This clown is a lawsuit magnet. And by clown ... ummm... I don't *really* want to compare David Madore to any particular clowns, actually, especially the creepy kind! I'm NOT comparing David Madore to a creepy clown. I don't know why anyone would do that! Especially if, like me, they just read the Wikipedia page on John Wayne Gacy. No... Let me say this for the record: David Madore is a better man than John Wayne Gacy was. Never let it be said that I didn't speak well of David Madore.


I mean, David Madore is now a politician.

You know who else was a budding politician?

In another comparison, David Madore is not literally a part of the body that many life forms have; this part of the body has a convex shape (to be precise its shape is approximately circular or elliptical). It's the part of the body from which poop emerges.

He's not literally that part of the body. If one were metaphorically speaking though, one might arrive at a different answer as to what David Madore is, and what he is not.

Actually... holy poop what a bombshell! Madore was trying to coerce behavior from county staff when he had NO authority to do so.

Reply ·  5 · 7 hrs · Edited



Steve Lappier · Ridgefield High School

Oh so correct about the John Wayne Gacy comparison. Madore buries his people under the bus, not the house.

Reply · 14 mins



Michele Wollert

John, I have said so many times that this man lives to control others. What does he use to do that? He tries effusive, embarrassing flattery first. When that fails, he moves on to public shaming and false accusations. And he does deep harm to Clark County, its employees, its citizens, and its reputation. We are suffering real trauma from Madore and some of that damage will have life-long impact. More and more people are finding the courage to stand up to his bullying. Madore does not know how to live in a world where he has to build coalitions and collaborate.

Reply · 5 mins



Bridget McLeman

It is hard to understand how a person who runs a profit making company can make so many mistakes in moving to a leadership role in county government.

But, perhaps, that is the problem. While Mr. Madore frequently says he is a servant of the people, he fails to understand that policies and procedures have been established over time by the will of the people (at local, state or federal levels) as a way of efficiently operating a multi-faceted efficient, culturally comfortable, fiscally responsible, functionally diverse, complex organization, where the

culturally comfortable, fiscally responsible, functionally diverse, complex organization - - where the will of one voice is not an acceptable way to "get 'er done".

Reigning in Mr. Madore's management style has now become a risk management issue. It is more than the wingy paranoid suspicions, accusations of self interest of staff and the public, questioning of truth, misinterpretation of data, and dramatic facebook posts. It is now costing us money. It is costing us in wasted staff time and resources. It is costing us our Clark County culturally comfortable workplace where good employees feel their opinions, ideas, and actions are heard and respected.

I am not suprised that the union finally took action to stop the toxic pattern that has become the norm. This complaint, like others now in process, are probably long overdue. We need to solve this problem. Our county staff deserve better.

Reply ·  8 · 9 hrs



John M. Kowalski · Camas, Washington

TLDR; Especially if you want small government that doesn't bankrupt you then remember this: David Madore will cost you more money than any money he has ever claimed his policies benefitted you, (often incorrectly) .

Reply ·  4 · 7 hrs



Neil Pope

Bridget,

It would seem that Madore's foremost business leadership skill is in hiring a tight knit group who's primary function is to isolate him from the real world while being adept at countering the effects of his incompetence.

Now that he's thrust himself into the public spotlight, he's done so much damage in his clumsy and amateurish efforts to be a " leader" there's no longer any way of hiding the crippling level of his delusional mindset.

Like so many business owners who think that government can be run like a private company, he's gotten the concept of who works for who completely turned around. The results of that thinking appears to be one of the factors in why he's so strongly turned to the self-described world that exists on his FaceBook page. It's the only refuge left to him where his dwindling numbers of acolytes continue to fawn over his every breath as if he were the messiah delivering the weak from evil.

A couple of weeks ago I made a comparison of Madore to Capt. Queeg character of "The Caine Mutiny" fame . . . That may have been in error.

I believe that character may be significantly more stable than Madore could ever hope to be.

Reply ·  5 · 6 hrs



Jim Moeller · Clark College -- Vancouver, Washington

The end is coming... then question is will the county be able to afford it?

Reply · 8 · 10 hrs



Stuart L. Riley · Vancouver, Washington

"The Long Night is coming and the dead come with it. No clan can stop them. The Free Folk can't stop them, the Night's Watch can't stop them and all the southern kings can't stop them! Only together. All of us. And even then it may not be enough, but at least we give the f*****s a fight." - Jon Snow

Reply · 4 · 10 hrs



Stuart L. Riley · Vancouver, Washington

Is there anything this guy can't ruin?

Reply · 6 · 10 hrs



Carolyn Crain · Western Business College, Portland, OR

I have constantly repeated myself saying that ALL employees are entitled to a peaceful and harmonious work environment. Hostile work environments are not lawful under federal laws. When will he get this?

[Community guidelines \(/guidelines/\)](#)

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