

## Joseph Faulds

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**From:** Kris Teske <[REDACTED]>  
**Sent:** Monday, December 28, 2020 4:22 PM  
**To:** Joseph Faulds  
**Cc:** Kris Teske; Diana Ellenbecker  
**Subject:** Re: Resignation Effective Dec. 31

I don't agree with you, it was a hostile work environment. You stated there was a process to appeal my sick time payout....what is that process?

Kris

Sent from my iPad

On Dec 28, 2020, at 3:32 PM, Joseph Faulds <[Joseph.Faulds@greenbaywi.gov](mailto:Joseph.Faulds@greenbaywi.gov)> wrote:

Kris,

I asked that you explain what you were referencing when you used the term "hostile work environment". That is a phrase referencing a particular type of claim. You have provided nothing in furtherance of that assertion. Separately, and what it appears you are referring to, we held numerous meetings to discuss the communication difficulties between you and the Mayor's office. I never witnessed in any of the meetings anyone being abusive towards you, certainly not the Mayor. Rather, the goal to everyone present at the time was to accomplish the election process smoothly and with greater success than the April election. As I mentioned, everyone agreed at the time, including you, that there was a plan moving forward.

There is nothing further to discuss on this matter and you have already resigned your employment with the City effective Thursday. I wish you luck in your future endeavors.

Take care,  
Joe

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**From:** Kris Teske <[Kris.Teske@greenbaywi.gov](mailto:Kris.Teske@greenbaywi.gov)>  
**Sent:** Friday, December 18, 2020 10:48 AM  
**To:** Joseph Faulds <[Joseph.Faulds@greenbaywi.gov](mailto:Joseph.Faulds@greenbaywi.gov)>  
**Cc:** Diana Ellenbecker <[Diana.Ellenbecker@greenbaywi.gov](mailto:Diana.Ellenbecker@greenbaywi.gov)>; Kris Teske <[REDACTED]>  
**Subject:** RE: Resignation Effective Dec. 31

I am still waiting for your response.

Thank you,

Kris Teske, WCMC  
Green Bay City Clerk  
100 N. Jefferson St., Rm 106  
Green Bay, WI 54301  
920-448-3014

<image001.png><image002.jpg>

**From:** Kris Teske [mailto: [REDACTED]]  
**Sent:** Monday, December 14, 2020 2:29 PM  
**To:** Joseph Faulds <[Joseph.Faulds@greenbaywi.gov](mailto:Joseph.Faulds@greenbaywi.gov)>  
**Cc:** Kris Teske <[Kris.Teske@greenbaywi.gov](mailto:Kris.Teske@greenbaywi.gov)>; Diana Ellenbecker <[Diana.Ellenbecker@greenbaywi.gov](mailto:Diana.Ellenbecker@greenbaywi.gov)>  
**Subject:** Re: Resignation Effective Dec. 31

I understand the policy.....but I was verbally abused by the Mayor in front of everyone in that meeting (and prior meetings). He had no right to do that...was he talked to? He would not even read my replies to emails sent by his staff. He had an agenda when it came to the election and I nor the Clerk's Office were included even though it's the Clerk's job to administer an election. He allowed staff who were not educated on election law to run the election, along with people who weren't even City of Green Bay employees.

The meetings we had never mentioned they were in regard to the hostile work environment. The meetings were to get the results the mayor and his staff wanted.

So what is my next step in appealing?

Sent from my iPad

On Dec 14, 2020, at 9:39 AM, Joseph Faulds <[Joseph.Faulds@greenbaywi.gov](mailto:Joseph.Faulds@greenbaywi.gov)> wrote:

Kris,

The Common Council is the last step of the grievance process, so an appeal to the Council would not go directly to them.

For the sick leave, this is the language in our policy:

Escrow Account. a. Employees employed prior to March 25, 2011 who terminate employment by eligibility and acceptance to the State Retirement system will have accumulated sick leave, up to a maximum of 688 hours, placed in an escrow account and used to pay health insurance premiums. This provision will not apply to employees employed after March 25, 2011.

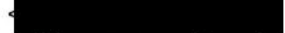
We are applying the language in our policy and have communicated that to you.

In regards to your statements regarding the hostile work environment, you mentioned to me that you felt it was a hostile work environment based on the communication between you, Celestine, and Amaad. You, Vanessa, and I met to discuss those concerns and to ensure that the communication improved and that the responsibilities were delineated between the Clerk's office and the Mayor's office in regards to the election. We met multiple times and then had a meeting with you, Celestine, Vanessa, Diana, and I. We all felt that we were on the same page and were able to move forward running the election in a proper and efficient manner. [REDACTED] You have now asserted the existence of a "hostile work environment" in the context of your resignation; after the meetings referenced above occurred and after we were on

the same page moving forward and running the election. I have asked you to clarify because, it is not clear if you are referring again in your recent communications to the same complaints you previously made and that we previously discussed at length, or if you are asserting some new basis for making a claim of hostile work environment. I assume, from the nature of your communication below, that you are referencing prior complaints and the discussions held regarding those complaints.


Thank you,  
Joe

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**From:** Kris Teske <[Kris.Teske@greenbaywi.gov](mailto:Kris.Teske@greenbaywi.gov)>  
**Sent:** Sunday, December 13, 2020 10:32 AM  
**To:** Joseph Faulds <[Joseph.Faulds@greenbaywi.gov](mailto:Joseph.Faulds@greenbaywi.gov)>  
**Cc:** Diana Ellenbecker <[Diana.Ellenbecker@greenbaywi.gov](mailto:Diana.Ellenbecker@greenbaywi.gov)>; Kris Teske <>  
**Subject:** RE: Resignation Effective Dec. 31

I asked if I could appeal the sick time payout decision to Common Council. Please reply!

Hostile work environment has been brought up 5 times to directors. I believe it was said 3 times to you and now that I resign you ask what I mean by that. Really?? After all the emails and zoom meetings you were in on (this doesn't even include the Ad Hoc Committee or emails from mayor and mayor staff) look up hostile work environment you will see what I am referring to.

 Please respond to all so I get your response in a timely manner.

Kris Teske, WCMC  
Green Bay City Clerk  
100 N. Jefferson St., Rm 106  
Green Bay, WI 54301  
920-448-3014  
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**From:** Joseph Faulds [<mailto:Joseph.Faulds@greenbaywi.gov>]  
**Sent:** Thursday, December 10, 2020 9:42 AM  
**To:** Kris Teske <[Kris.Teske@greenbaywi.gov](mailto:Kris.Teske@greenbaywi.gov)>  
**Subject:** Resignation Effective Dec. 31

Good Morning Kris,

We received your resignation letter and based on you approved leave request through December 31 we will accept your resignation effective December 31, 2020. As Diana stated in her previous email, the separation benefits you receive (vacation payout) will be consistent with how we handle all of our other resignations.

You mentioned in your previous emails a hostile work environment? Can you please clarify what you mean by that?

Thank you,

**Joseph W. Faulds**  
City of Green Bay  
Human Resources Director  
Ph: (920) 448-3356  
Fax (920) 448-3128