

A. Significant general spending beyond budgeted amounts without review and consent of Officers or Executive Board (violating Sections 10.1, 10.3 and 10.6 of Bylaws)

Specifications:

- Chair demonstrated general and intentional disregard for the oversight role of the Executive Board as regards budget and expenditures, inappropriately assuming sole authority without the oversight specified in Sections 10.1, 10.3 and 10.6 of the Bylaws.
- Chair failed to maintain the minimum bank balance threshold recommended by the Treasurer, placing organization at financial risk of default on expenses.
- Chair exceeded budgetary authority (violating Sections 10.1, 10.3 and 10.6 of the bylaws) and neglected to transparently inform the board in changes in spending, impeding the ability of the board to oversee financial operations.
- Chair entered into a lease agreement of \$1,800 per month when only budgeted for \$800 per month.
- In 2017, Chair entered into a lease agreement which expires at the end of 2018, well in advance of adopting a 2018 budget and without approval of the Executive Board or Treasurer.
- Chair spent over \$2000 to remodel the office space, with no budgetary authority.
- Chair demanded reimbursement of over \$2000 for personal mileage and parking, much within King County, substantially exceeding his budgetary authority or authorization.
- Chair spent over \$2000 in lodging, with no budgetary authority or authorization beyond \$100 stipend per State Committee meeting.
- Chair spent over \$1500 for entertainment, with no explicit budgetary authority.
- Chair spent over \$900 to rent a house on Vashon Island for four days the public purpose of which was for a single day leadership retreat, but during the two days before only a small group of officers, staff, consultants and friends of the chair were present in advance of the Sunday leadership retreat
- Chair spent over \$800 to rent a house in Bellingham during the WSDCC in January at which several friends of the chair stayed, without reimbursing the KCDCC

B. Contributions to candidates without review and consent of Officers or Executive Board (violating Sections 10.4 and 11.4 of Bylaws)

Specifications:

- Chair demonstrated general and intentional disregard for the oversight role of the Executive Board as regards campaign contributions, inappropriately assuming sole authority without the oversight specified in the Sections 10.4 and 11.4 of the Bylaws.
- In assuming sole authority, Chair favored certain endorsed candidates over others in similar races without consulting with the Executive Board.
- Chair spent beyond budget on candidate contributions without authorization.

- Chair made numerous candidate contributions without seven days notice and without a majority vote of the Executive Board, as required by Bylaws Sections 10.4 and 11.4, entirely removing the ability of the Executive Board to discuss, direct, or influence candidate contributions, including amounts appropriate to the size of the specific election.
- Chair's unauthorized contributions continued after an Executive Board member raised concerns with the Chair about the lack of approval from the Executive Board.

C. Termination of an employee without concurrence of the Treasurer and Finance Committee (violating Section 5.4 of the Bylaws)

Specifications:

- Chair failed to gain concurrence of the Treasurer prior to terminating staff.
- Chair failed to gain concurrence of the Finance Committee prior to terminating staff.

D. Creation of a hostile work environment

Specifications:

- Chair made sexist comments to and about staff in the context of her employment.
- Chair made hostile comments to and about staff in the context of her employment.
- Chair made derogatory comments to and about staff in the context of her employment.
- Chair made sexist comments about others to staff in the context of her employment.
- Chair made derogatory comments about others to staff in the context of her employment.
- Chair created an environment where staff was encouraged and pressured to drink more alcohol than she wanted.
- Chair engaged in risky and intimidating behavior while intoxicated in the presence of employee.
- Chair engaged in needless and violent behavior in the presence of employee.
- Chair engaged in inappropriate retaliatory behavior following professional disagreements.
- Chair pressured staff to spend money despite disagreement from Treasurer and despite low bank balances.
- Chair sprayed silly string in employee's face while she was driving, endangering all passengers in the car.
- Chair used staff's Facebook account without permission, posting public vulgar comments which appeared as though they were posted by employee.

E. Conduct unbecoming an officer

Specifications:

- Chair frequently engaged in excessive public intoxication, including loud discussions of being King County Democrats Chair.
- Chair frequently pressured party members and staff to drink alcohol.

- Chair engaged in physical altercations while with staff and other party members.
- Chair engaged in social media in a manner that reflected poorly on the King County Democrats.
- Chair misled staff about the nature of termination.
- Chair failed to notify Executive Board members engaged with staff on projects and continuity of staff's work.
- Chair made negative statements about terminated staff in Executive Session and in the press.
- Chair publicly described engaging in financial activities that would be illegal if true, potentially opening the organization to liability.
- Chair made social media post about four day event on Vashon Island in January that gave the appearance of fiscal irresponsibility with donor money.
- Chair frequently made sexist comments in public.
- Chair frequently made hostile comments in public.
- Chair frequently made derogatory comments in public
- Chair demonstrated general and intentional disregard for the oversight role of the Treasurer, Finance Committee, and Executive Board, inappropriately assuming sole authority without the oversight specified in the bylaws.
- Chair spent money on lodgings, entertainment and mileage & parking that give the appearance of using party money for personal purposes, damaging the reputation of the organization.
- [Incorporate by reference all specifications under A, B, C, and D, above.]