

Tony: Shouldn't a witness statement be redacted even if it is a manage?

K&D
Witness Statement

DEGRAEVE

I, Gregory DeGrave make the following voluntary statement to Mr. Areon Kelvington and Mr. John Muckelbauer who have identified themselves as Investigator(s) with U.S. DOL - VETS and that they are conducting an investigation pursuant to 38 U.S.C. Section 4301 et. seq., and/or predecessor Federal veterans' reemployment rights statute(s) and explained that my statement and identity would be kept confidential to the maximum extent possible under existing law.

1. Please tell us what your position is and length of employment with the Kansas City Board of Public Utilities.

Right now I just retired. I was the working foreman traffic signal
19y signal shop, 23 total

2. Do you know who Kenneth Snyder is?

Yes

3. What was his job?

We hired him in as a signal technician

4. What was your relationship to Mr. Snyder?

I was his working foreman, I ran the shop

5. In the course of doing your job, how much time/interaction did you have with Mr. Snyder?

We had our morning meetings, when he was working in the shop on cabinets and then in the evening to talk about what they would need for the next day.

6. Were you in any way involved with his training?

Some of it. If he had questions when he was working on cabinets, when I needed to show him what to do and I did go on a few calls with him

7. What are the hours he worked?

8-4

8. How often?

Monday – Friday

9. For someone in a position like that held by Mr. Snyder, what happens if they are unable to work on a day in which they are scheduled?

Since he was in probation and didn't have the time they just call in, because he didn't have the time

So probationary employees don't get time off?

No not for that first year.

10. Are there additional costs incurred when a position has to be covered?

No

11. Are probationary employee's allowed to miss work?

They don't show up they loose out on money

12. Are you aware of any time that Mr. Snyder was unable to work?

I think his wife was sick and he missed a couple of days for that and then he took off two weeks for military and not sure how it works but they have to turn in paperwork and they get paid for that time.

13. How were you made aware of this?

For everyone they call in to the trouble board and notify them that they not going to be in to work, they send a message out and I read the message. I would ask them to give me a call and leave me a message just letting me know.

14. What is BPU's policy for employees who miss work because of military service?

I asked him to give me the paperwork of when he was going to be off for military and we turn it into the office and they generate the process to pay

15. So, if Mr. Snyder was to miss work for military service, would he be paid?

I don't know how that all works.

16. What was your opinion of Mr. Snyder's quality of work?

He wasn't motivated; he didn't pay attention to the details.
I have a real problem with self-motivation, I expect that you going to want to learn and do the job and he just wasn't that way.

During the morning meetings everybody would be talking until we started to talk business and then he'd disengage. After everyone would go off to do their work he would then come up and ask what he should do.

a. Compared to others?

Slow, just didn't pick it up

17. In your time as the supervisor, how many probationary employees did you have?

5

Of the other 4 they all made probation?

Yes

18. How do you keep track of a subordinate's performance?

I can pretty much remember everything

19. What impact did his absence/time off have on the Traffic Signal Department?

Not at all, because he wasn't doing anything on his own, he was what we call a ride along.

20. My understanding is that probationary employees are to receive a performance evaluation every 30 days. Is that your understanding?

At first I didn't have the paperwork and I had ³ other technicians and it was probably my fault but when you get short handed you just can't get it all done.

How many evaluations did you give Ken Snyder?

3 or 4, not really sure.

21. With regard to Mr. Snyder's performance evaluation dated June 21, 2010, I noticed that it is not signed by Mr. DeGrave or Mr. Snyder, yet it appears that the attachment was written by Mr. Degrave. Can you explain why that is?

If it is signed, that means that my boss and I met with him on their evaluation.

22. It appears that this final evaluation, dated June 21, 2010 is what led to Mr. Snyder's termination on July 8, 2010. The ratings appear to be based on an incident that occurred on May 28, 2010, almost a month prior. Can you explain why you waited until July 8, 2010 to terminate?

The first one was kind of a newbie mistake, you know you're the new guy we cant' have this and then after you have given them enough times it was kind of the final straw.

So the May 28th incident was the final?

Well it was one of them; it just wasn't getting any better we were headed on another roller coaster.

23. The June 21, 2010 evaluation had a statement attached regarding Mr. Snyder's performance. Have you ever seen this?

Yes

Who wrote it?

I did

Was it written at the time of the evaluation?

Yes

Were you asked to prepare this by anyone?

No, well I'm always asked to do evaluations.

24. What factors went into the decision to terminate?

It was performance – not showing initiative, not progressing and this roller coaster. I tried to help him so it wasn't going to work out and we just needed to cut our losses.

25. What are the steps involved with terminating a probationary employee?

I couldn't tell you. I did the evaluation and that's not my job.

26. Was any consideration given Mr. Snyder's veteran status in the determination to terminate his employment?

No, none what's so ever.

When we did his interview, early we had several come in and I picked Nick and then Ken. Nick just got out of the Coast Guard and he had the electronic experience, and Ken had the experience too.

So we went to hire and Ken informs them he has to go to Turkey; so we hired Nick and then had to wait 6 months for him to get back from Turkey and then couldn't offer him the job until he was released. *weeks*

So we kept the job open for him that whole time.

27. Is there anything else you would like to add?

I am very passionate about my job and it's extremely important to me that the job is done right because if it's not you could have big problem and affect the safety of thousands of people.

I needed it to be done right and I just couldn't trust him.

Exemption 6 (2) -
Personal Privacy of
Individuals

28. How would you rate [redacted] performance on a scale of 1 to 10?

9, he still has to go get his certification

Ken?

2, 2.5 I mean really, if I needed a light bulb changer that would be fine, but to trust him to go out and work on a box, I'm not going to do that. I'm not going to place us in that situation and have us liable at something going wrong and it negatively affecting everyone.

29. It sounds like the process for indoctrinating new employees is that they learn first by shadowing another tech; then they have hands on with someone watching them and they learn from doing it; and then they are out on their own.

That's it. We let them experience everything and rotate them in to handle evening calls too; they learn and experience it all during the probationary period.

Once they are ready to go out by themselves then they would; now I always would swing by just to check up and make sure that they were doing it right. But I would ask Ken if he felt ready to go out and do a call by them selves and Ken never would.

30. So it sounds like everyone is given the opportunity to succeed?

Yes

Exemption 6 (2) - Personal
Privacy of Individuals

31. So in comparing Ken to [REDACTED] what was the difference?

[REDACTED] showed initiative and Ken didn't.

I have read (or have had read to me) the foregoing statement of 7 page(s). Each page has been numbered and I have initialed each correction. I declare (or certify, verify or state) under penalty of perjury under the laws of the United States of America that this statement is true and correct to the best of my knowledge.

1st Stephan E. McLeave

Date: 1-25-2011

Witnessed: SLW. R-2

Date: 1-25-2011