

Witness Statement

I, [REDACTED] 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 4301et. 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.

[REDACTED]

2. Do you know who Kenneth Snyder is?

I do

Exemption 6 (1) - Personal Privacy of Individuals, Exemption 7 (4) (d) - Could disclose the identity of a confidential source

3. Describe your relationship to him?

[REDACTED] he started early Feb until June or July, I don't remember.

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

[REDACTED]

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

[REDACTED]

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disclose the identity of a confidential source

**6. What type of worker was Mr. Snyder's?**

He wasn't a go getter, he needed direction, and he was a different type of worker [REDACTED] He didn't go out and find ways to learn. The work he did was nice, it wasn't sloppy work.

**What did he do to make you think he was not a "go getter?"**  
He wouldn't volunteer for jobs. If he didn't go out, he'd just do shop work.

**7. What types of work did you observe?**

Well like the work we did on the traffic signals. We'd have a plan for the day but with traffic work we'd have things come up and we have to go do it, he wasn't one to go ride along, [REDACTED]

**If you didn't have work outside, then what?**

Shop work building cabinets.

**Are the calls more import than shop work?**

Yes especially for new workers [REDACTED] him, having the experience to go out and work on a cabinet and trouble shoot it is better than working on a new cabinet

**8. If someone takes time off -- on vacation or sick, does it have an effect on the Traffic Signal Department?**

No

**Did you notice any time that Ken Snyder wasn't at work?**

No

**Were there any discussions on having to cover work for Ken because he wasn't there?**

No

**\ So you don't recall any time off for military duties?**

Before BPU and two weeks off when he worked

9. Do you recall ever hearing anyone talking about Ken Snyder's status as a member of the military?

No

10. Do you recall any times where he appeared to be sleeping or nodding off in the course of a day?

Yes, every morning meeting.

11. Do you recall any instances of Ken Snyder being on his phone?

He'd be on his phone multiple times a day.

**You observed this?**

Yes

**Who would he be talking to?**

People at the Wyandotte High School – he worked there part-time

**Did he talk about the job?**

Yes he did.

**What did he do there?**

He was a grounds painter

12. Were there lots of phone calls?

Yes pretty regularly

**Did any occur during the morning meeting?**

They happened throughout the day, I can't say if it happened during the meeting, but he was on it a lot through out the day. Greg even talked to him about it.

**13. Where did Greg talk to Ken about the phone calls?**

In the shop - I can't recall the specifics.

**How did Ken respond?**

He just said ok.

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**14. How often did you, as a probationary employee, receive evaluations?**

2 or 3

**15. Describe the evaluation process?**

Greg would have an eval sheet filled out and we'd go over it and then he'd ask if there were any disagreements with the eval. [REDACTED]

**Did you always have an opportunity to sign it?**

Yes

**Were you aware that you were supposed to receive an evaluation every 30- days?**

No, I don't know whether it was 30 days or not

**Do you think Ken should have survived his probationary period?**

I don't think he wanted to.

**16. Did you have any involvement with Ken's performance evaluations?**

No, the trouble board was asking me when Ken would be ready to receive calls. Once you're done with your training, you can go out on service calls by your self. They kept asking me and I told Greg that I didn't think he was ready to do that.

They (trouble board) did the same with me. [REDACTED]

17. So it sounds like the general process of a probationary period begins with learning on the job with another (Sr.) tech and then once you have the knowledge you get to work with less supervision until you are allowed to handle it on your own?

That's right

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

No, I don't hold any thing against him, he was a nice guy.

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I have read (or have had read to me) the foregoing statement of 5 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.

Witnessed

  


Date: 1.24.2011

Exemption 6 (1) - Personal Privacy of Individuals, Exemption 7  
(4) (d) - Could disclose the identity of a confidential source