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Investigations Division

Case Number:

Date/Time of Incident: April 26, 2022

Involved Employee: David Hooten
Current Assignment: County Clerk
Start Date: January 2016

Reporting Party(s): [REDACTED]

Witness(s): [REDACTED]

Type of Incident: Sexual Harassment

Assigned Investigator: Michael Belanger
Case Assigned By: Captain Robert Tye

Classification: Founded

Assignment of Case: On May 3, 2022 I was asked to assist with an investigation regarding David Hooten, Oklahoma County Clerk and statements he made during a meeting with other employees of the County Clerk's Office of Oklahoma County.

Narrative: Reporting Party, [REDACTED], provided a recording she produced during a meeting with Mr. Hooten and his Chief Deputy, Danny Lambert. [REDACTED] and her co-worker, [REDACTED], are currently in the midst of what was described as a hostile work environment and have been trying to get their complaint rectified. The two have brought it to the attention of Mr. Hooten and Mr. Lambert as well as the Oklahoma County Human Resources department. [REDACTED] has been concerned with pushing this complaint because Mr. Hooten has threatened to fire her and the other involved parties' multiple times regarding this situation.

[REDACTED], [REDACTED] and [REDACTED] were asked to attend a private meeting with Mr. Hooten. Mr. Lambert was also present. The meeting took place April 26, 2022 [REDACTED] recorded the meeting due to her concerns over the lack of action being taken on her complaints regarding



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her supervisor, [REDACTED] The recording is 5:38 in length. In the recording Mr. Hooten speaks of a team building exercise he has been trying to orchestrate. Mr. Hooten states it is mandatory they attend this function and says he is going to check with "legal" to see if they need to sign a waiver prior to the function. Mr. Hooten makes statements that are quite concerning during this meeting. After mentioning needing a possible waiver he states he is going to take them to their limits and do things people don't normally do. Mr. Hooten does not tell them what he has planned and speaks of them being very sore. After talking about the pain, they will experience he then tells them alcohol will be involved and they will be drinking and gambling. Mr. Hooten continues and states he has done this hundreds of times with other employees and Boards of Directors. Still, he remains vague and does not tell the group what is being planned. He goes on to tell them this is all about trust and they need to trust him. Shortly after this it sounds as if the meeting is concluding. Then Mr. Hooten speaks of the waiver again and says because they are going to be drinking (while on the clock for official Oklahoma County Clerk duties) a waiver may be needed. Mr. Hooten then states he has been genetically altered so he doesn't get drunk, no matter what, and he has been given a chemical that changes your brain. He states he had this done because he travels in Europe. Mr. Hooten states the alcohol won't have an effect on him, but he hopes it will have an effect on them. They then discuss the date and time when someone asks who all is attending. Mr. Hooten states it will be the four (4) of them (Mr. Hooten, [REDACTED] [REDACTED] The recording ends a shortly after this statement.

On May 5, 2022, Captain Robert Tye and I interviewed Reporting Party, [REDACTED] [REDACTED] spoke about her frustration with her supervisor and the lack of intervention by Mr. Hooten. [REDACTED] stated she and her co-worker, [REDACTED] were trying everything available to them to get their situation rectified. [REDACTED] described her working conditions as hostile. [REDACTED] also remarked about her fears and concerns she would be terminated by Mr. Hooten because of these complaints. According to her, Mr. Hooten had mentioned the possibility of him firing all the involved parties and telling them if this was the private sector, he would terminate them. [REDACTED] believes these unresolved complaints were what spurred the above-mentioned meeting with Mr. Hooten.

[REDACTED] talked about the statements made by Mr. Hooten regarding being sore and that he had been genetically altered so alcohol would not affect him. [REDACTED] stated these statements raised concerns about a date rape situation and she was in fear of retaliation if she did not attend this function being mandated by Mr. Hooten. [REDACTED] stated she had heard rumors of sexual harassment from Mr. Hooten and other employees in the past, but she did not have any direct knowledge.

[REDACTED] stated Mr. Hooten is currently running for the Office of State Treasurer and he had recently hired someone from his campaign named Garrity Hamilton. Mr. Hamilton is working in the same division as [REDACTED] but he had interned in an entirely different position. A short while later the interview was concluded. The entire interview was recorded on an Axon body camera, and it is included in this file.



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On May 10, 2022, Captain Tye and I interviewed [REDACTED]. This interview was audio recorded and uploaded into the Axon database. A copy of the recording is included in this case file.

[REDACTED] stated she works for the Oklahoma County Clerk in a division called Clerks of the Board. She has worked for Oklahoma County for approximately nine (9) years. We told her we were looking into the remarks made by Mr. Hooten during their meeting on April 26, 2022. [REDACTED] stated she thought the statements made by Mr. Hooten were outrageous and when she shared these statements with her husband, he thought it sounded like he was going to slip a "roofie" in her drink. Roofie is a term used to drug someone then engage in sexual assault with the consumer of the drug. [REDACTED] stated she does not think like that, so she doesn't expect others to think like that but after her husband brought it up it made sense to her.

[REDACTED] stated Mr. Hooten seemed closer to her supervisor, [REDACTED], than in the past. She described an incident where she walked into [REDACTED] office to get something and Mr. Hooten and [REDACTED] were in the office, sitting close together and they became quiet when she entered. She believed it was odd behavior.

[REDACTED] stated Mr. Hooten is very moody and she won't approach him with her concerns unless she can tell he is not in a bad mood. She stated you can tell by looking at him what kind of mood he is in.

[REDACTED] stated she keeps to herself and does not know of any other concerns regarding Mr. Hooten with other employees. She did have concerns with how she has been instructed to handle normal activities in the normal course of business. She stated she has been told to speak with the individual on a phone call or face to face and to refrain from using emails or text messages. [REDACTED] likes to have proof of what she is doing and being asked to do and believes it is wrong to conduct all business without any record of what transpired.

The interview last 54:23. In addition to the statements Mr. Hooten made during the April 26 meeting [REDACTED] stressed her concerns with their unaddressed complaints regarding their supervisor, [REDACTED]. The complaints forged by [REDACTED] have gone unresolved for approximately two (2) years. [REDACTED] stated she has sought counseling to deal with the stress created by this unresolved issue and that she is epileptic, and stress is a trigger for seizures.

[REDACTED] stated she has a large file regarding all the complaints made and the actions she has taken to have them resolved appropriately.

On May 11, 2022, Captain Tye and I interviewed Miles Davidson, Chief Deputy for Oklahoma County District 3. MR. Davidson was approached by [REDACTED] regarding the recording of Mr. Hooten and the unresolved complaints concerning [REDACTED] and [REDACTED] about their working situation. Mr. Davidson stated he advised District 3 County Commissioner, Kevin Calvey.



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Mr. Davidson did not know about any other active sexual harassment complaints regarding Mr. Hooten but he stated the social media director for Mr. Hooten's State Treasurer campaign had recently been hired by Mr. Hooten to work in the County Clerk's Office. Mr. Davidson stated Mr. Hooten has an employee named Matthew Hutchison who works in payroll that has been working from home since the Covid 19 Pandemic started. Mr. Davidson stated he appears to be doing his job, but it could be hard to monitor how much he is working on county time since he is not present in the office. Additionally, Mr. Davidson stated Blake Jackson had been hired by Mr. Hooten to work in the Clerk's Office and he was formally Mr. Hooten's golf caddie. He did not know the details of his employment but believed it might be an odd hire and of interest in this investigation.

District 2 County Commissioner, Brian Maughan, was interviewed by Captain Tye and I on May 17, 2022. Mr. Maughan stated he was not aware of any recent sexual harassment complaints against Mr. Hooten but knew of some in the past. Mr. Maughan was made aware of the current situation from [REDACTED] Mr. Maughan stated he was told the statement regarding drinking at the team building outing being organized by Mr. Hooten referred to general refreshments. He further stated he has wondered if Mr. Hooten takes some sort of medication that contributes to his behavior.

While speaking with Mr. Maughan he stated Mr. Hooten hired his former golf caddie, Blake Jackson to work at the Clerk's Office. Mr. Maughan stated Mr. Jackson is assigned to the detention center to make sure employees there know where to clock in.

Karen Kint, Director of Human Resources was also interviewed this day. She stated she was still investigating the matters regarding Mr. Hooten and the statements he made. Ms. Kint stated Mr. Hooten reiterated to her that he had been genetically altered and alcohol does not affect him although he told her when he spoke about drinking, he was referring to common refreshments.

CJ Cavin was interviewed on May 25, 2022. Mr. Cavin is a former employee of Mr. Hooten's at the County Clerk's Office and previously worked on a political campaign for him as well. Mr. Cavin stated he assisted in providing information in a previous sexual harassment complaint against Mr. Hooten and provided all the information he possessed to the Oklahoma County District Attorney's Office. Mr. Cavin went on to say he was aware Mr. Hooten had hired the social media person from his current campaign to work in the Clerk's Office and believed that may be of interest because when he was hired, he was directly asked by Mr. Hooten to work on campaign matters while currently on duty for his County position. Mr. Cavin stated he refused to perform campaign related duties while being paid by the County and Mr. Hooten did not appreciate that and he ultimately terminated Mr. Cavin. Mr. Cavin believes it is entirely probable Mr. Hooten is requiring Garrity Hamilton to perform campaign related matters while on duty for Oklahoma County.



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Conclusion of Facts: [REDACTED] and [REDACTED] are working in an unresolved hostile work environment. Both have made numerous complaints to Oklahoma County Human Resources and their elected official, David Hooten. Amid these complaints David Hooten held a meeting where a discussion about a future team building event took place. During this meeting Mr. Hooten made several shocking statements which made the employees mentioned above very uncomfortable.

Mr. Hooten stated he was organizing a mandatory event, during normal working hours, where the female employees would be drinking alcohol and gambling. Mr. Hooten was very cryptic in what would be taking place but informed them they would be very sore, and he hoped the alcohol would have an affect on them. When talking about the consumption of alcohol Mr. Hooten stated he had been genetically altered and alcohol does not affect him. This outlandish statement caused great concern with [REDACTED]. She feared, after hearing this statement, she was being forced into a situation where sexual assault of some nature was a possibility and because Mr. Hooten had threatened to fire her multiple times in the past, she could lose her job if she did not participate. [REDACTED] also voiced concerns about being expected to drink alcohol and gamble while being on duty for the Oklahoma County Clerk's Office.

[REDACTED] shared the same concerns regarding the statements made by Mr. Hooten. [REDACTED] generally does not expect the people in her life to participate in nefarious behavior but after it was brought to her attention that the statement from Mr. Hooten regarding alcohol had connotations of being drugged, she too had greater fears about this event.

During the investigation it was learned there have been allegations of sexual harassment concerning Mr. Hooten which help to exasperate the anxiety of these employees and what would be taking place if they had to attend this function. Additionally, it was learned Mr. Hooten has hired people who worked on his political campaigns and expected a previous employee to continue campaign duties while being paid by the County and performing in official capacity for the County. Because of this history there is concern these actions could still be taking place with a newly hired campaign contributor, Garrity Hamilton, who also currently works for Mr. Hooten in the Clerk's Office.

The actions of Mr. Hooten in the workplace are not appropriate and have caused great concern and anxiety for the affected employees. Such employees expressed their intent to be able to do their jobs properly without retribution or fear. Due to the ongoing inappropriateness taking place at the behest of Mr. Hooten these employees feared for the safety and reached out to Law Enforcement for proper handling of the situation which is causing them great concern.

Mr. Hooten has created a work environment which is not conducive to normal daily operations and his actions should be addressed by the appropriate body of Oklahoma County Government.



Undersheriff Jim Anderson contacted me the morning of May 3, 2022, about a meeting that occurred with an elected official on April 26, 2022. Undersheriff Anderson described the details surrounding the meeting and explained how the Sheriff's Office had become involved with the situation. Undersheriff Anderson stated that [REDACTED] had contacted Sheriff Tommie Johnson III about the meeting and requested his assistance. Per county policy, if an employee is having an unresolved work issue with an elected official, then they are to report the issue to another elected official. Undersheriff Anderson stated that at the request of District Attorney David Prater, Sheriff Johnson would like for me to start a special investigation concerning the comments made at the meeting. The meeting involved five individuals, Oklahoma County Clerk David Hooten, Danny Lambert, [REDACTED] and [REDACTED].

I began the investigation by contacting [REDACTED] the same day and arranging for a meeting with her at her residence the following day. Because of the sensitive nature of the investigation and meeting at [REDACTED] residence, I asked Investigator Michael Belanger to assist with the investigation and interviews. I was primarily responsible for arranging the interviews and assisting Investigator Belanger with any pertinent information received from other sources.

5/4/22 – Interview with [REDACTED]

Investigator Belanger and I met with [REDACTED] and her husband at their residence on Wednesday, May 4, 2022, at approximately 1730 hours. [REDACTED] works for the Oklahoma County Clerk and is assigned as a Clerk of the Board. [REDACTED] has made a recording of the meeting with the above listed individuals on April 26th. Undersheriff Anderson had previously sent me the recording for review before our interview. [REDACTED] stated that the meeting and the comments made by Mr Hooten made her extremely uncomfortable and afraid of what might happen at the event or if she refused to go to the event. During the recording, Mr Hooten is heard talking about conducting a team building event with the three female Clerks of the Board and himself the following Friday, May 6, 2022. Mr Hooten states that they will be out of the office and doing several things that will make them sore the following day. Mr Hooten tells the females to dress comfortably and wear tennis shoes and pants. Mr Hooten states that at one point they will be doing something that will require the

females to remove all their jewelry and that these items would be secured in a locker. Mr Hooten states that they will be drinking alcohol and gambling during the event. Mr Hooten makes a comment as he is leaving the room that he has been "genetically altered" and had a chemical put in his brain that prevents him from getting drunk, because he travels to Europe a lot, but that he hopes the alcohol will have an effect on them (referring to the females). At this point, Mr Hooten confirms that it will just be himself and the three females that are attending the event on May 6th. Mr Hooten would not provide any specific details about the event and just claims that they are going to have to trust him and that the event is mandatory. The lack of details and the comments made by Mr Hooten left [REDACTED] extremely uncomfortable and uncertain about what was going to take place during the event and whether she would be safe. [REDACTED] asked about what could be done with the event scheduled to take place on Friday, May 6, 2022, and if she would still be required to attend. I stated that our investigation would not be complete by then and that they could send a letter or E-mail to Karen Kint and see if she would talk to Mr Hooten about their concerns with the event. To the best of my knowledge, Karen Kint was able to talk to Mr Hooten and Danny Lambert the following day about the event and got Mr Hooten to cancel the event.

[REDACTED] detailed several issues that she had taken to her direct supervisor, [REDACTED] and the Deputy County Clerk, Danny Lambert. None of the issues have been resolved and it appeared to her that nothing was being done to correct these issues. [REDACTED] went to the HR Director, Karen Kint, and has been in communication with her as well over these issues during the last month. The County HR Department is conducting their own investigation into the allegations and the work environment as well currently. Based on information provided by [REDACTED] was able to contact [REDACTED] on May 5, 2022. I was able to schedule an interview with [REDACTED] at her residence on Tuesday, May 10, 2022, at approximately 1530 hours.

5/10/22 – Interview with [REDACTED]

Investigator Belanger and I met with [REDACTED] and her husband at their residence on Tuesday, May 10, 2022, at approximately 1530 hours. [REDACTED] relayed the same basic information about the meeting already provided by [REDACTED]. [REDACTED] also stated that the comments made by Mr Hooten during the meeting made her extremely uncomfortable and the lack of details about the event made her concerned for her safety. [REDACTED] is also [REDACTED] reported the details about the meeting to both Commissioner Brain Maughan and Commissioner Kevin Calvey. Commissioner Maughan contacted [REDACTED] about the meeting. Shortly after that, Myles Davidson contacted [REDACTED] for Commissioner Calvey. [REDACTED] was not aware of any other issues related to sexual harassment or inappropriate comments, advances, or touching of other employees. [REDACTED] was concerned with the work environment that had been created between [REDACTED], herself and their supervisor, [REDACTED].

stated that she had maintained a three-ring binder with copies of E-mail communications between herself and [REDACTED]. Copies of all this information were provided to Karen Kint by [REDACTED] as part of the HR investigation.

5/11/22 – Interview with Myles Davidson

Investigator Belanger and I met with Myles Davidson at the Oklahoma County Sheriff's Office Training Range on Wednesday, May 11, 2022, to discuss the details of the meeting reported to Commissioner Calvey. Mr Davidson relayed the same information already provided by [REDACTED] and [REDACTED]. Mr Davidson stated that he was aware of the separate HR investigation and had provided some information to Karen Kint as well. Mr Davidson did not provide any new or previously unknown information concerning the meeting or sexual harassment, but he did provide contact information for CJ Cavin. Mr Cavin used to work at the County Clerk's Office for Mr Hooten. Mr Cavin was involved with the campaign for Mr Hooten when he was elected as Oklahoma County Clerk.

5/17/22 – Interview with Commissioner Brian Maughan

Investigator Belanger and I met with Commissioner Brian Maughan at his office on Tuesday, May 17, 2022. Commissioner Maughan stated that he was aware of the meeting and the details surrounding the work environment. Commissioner Maughan was made aware of the meeting by Sheriff Johnson after he had met with [REDACTED]. Sheriff Johnson went to Commissioner Maughan because he is Chairman. Commissioner Maughan and Sheriff Johnson then went to Mr Prater with the details of the meeting. Commissioner Maughan did not provide any new information about the meeting or any unknown details of sexual harassment in the workplace. Commissioner Maughan was concerned about the work environment in general at the County Clerk's Office and was doing everything he could to help make the situation better for all involved.

5/17/22 – Interview with Karen Kint

After the meeting with Commissioner Maughan, Investigator Belanger and I met with Karen Kint in her office on Tuesday, May 17, 2022. Karen Kint is the HR Director for Oklahoma County. Ms Kint confirmed that HR was conducting their own investigation into the details of the meeting and the ongoing concerns about the work environment at the County Clerk's Office. Ms Kint did not provide any new information or unknown details about the meeting or other claims of sexual harassment in the County Clerk's Office. Ms Kint did state that during her recent interview with Mr Hooten, that he again stated that he has been "genetically altered" and had a chemical put in his brain that keeps him from having any effects from alcohol. Mr

Hooten stated to Ms Kint that this was done because he travels to Europe a lot and spends a lot of time with royalty from various countries. Mr Hooten stated that it is considered rude if you are offered a drink by royalty and refuse to accept the drink, but he does not want to get drunk and do something embarrassing while he is in the presence of royalty. Ms Kint found this very odd and wondered why Mr Hooten would go into details to explain why he has been "genetically altered." Ms Kint stated that she had a couple more people to interview and that she would be completing her investigation soon.

5/25/22 – Interview with CJ Cavin

Investigator Belanger and I met with CJ Cavin at the Sheriff's Office on Wednesday, May 25, 2022. Mr Cavin was previously the campaign manager for Mr Hooten during his first election as Oklahoma County Clerk. Mr Cavin was then employed by Mr Hooten at the County Clerk's Office as the Director of Records and Preservation. Mr Cavin provided details of an incident that occurred during 2017 while he was employed with the County Clerk's Office. Mr Cavin stated that Mr Hooten had co-signed for a new vehicle for one of his employees, [REDACTED]. After the vehicle had been purchased, Mr Hooten and [REDACTED] were returning to work in the vehicle. [REDACTED] reported to Mr Cavin that as they neared the county building, Mr Hooten stated that they were approximately 15 minutes from the office and then asked [REDACTED] "How many times do you think I can make you cum before we get back to the office?". [REDACTED] stated to Mr Cavin that she just wanted someone to know what happened and requested that Mr Cavin keep the information to himself. Mr Cavin stated that he was interviewed by someone at the DA's Office in early 2018 and provide details about the incident at that time.

Mr Cavin stated that there were several instances while he was employed at the County Clerk's Office that Mr Hooten would approach him during normal work hours and request that he do some work for his re-election campaign. Mr Cavin stated that he refused each time and told Mr Hooten that he could not do campaign work for him while he was at work for the county. Mr Cavin stated that he was aware of several other instances where Mr Hooten would approach other individuals in the office and assign them tasks for his campaign as well during normal work hours at the county.

Investigator Belanger described to Mr Cavin some of the comments that were made by Mr Hooten during the meeting in April 2022. Mr Cavin was not surprised at all by the comment Mr Hooten made about being "genetically altered." Mr Cavin stated that he has heard much worse than that from Mr Hooten and considered those comments mild. Mr Cavin stated that he had personally seen Mr Hooten intoxicated at various fundraising events during his initial campaign for County Clerk. Mr Cavin stated that he feels if Mr Hooten tells himself something repeatedly, or repeats it enough to other people, that eventually he will start to believe it himself that whatever he is saying is true.

I asked each person during their interviews if they had ever witnessed Mr Hooten abuse a controlled substance. None of the individuals interviewed had ever seen Mr Hooten abuse a known controlled substance. All the individuals stated that they believed there was something going on with Mr Hooten but were not aware of any specific condition caused by a controlled substance. Commissioner Maughan and Mr Davidson each provided some details of late-night calls and text messages from Mr Hooten that they believed were caused by "Ambien." They were aware at certain times that Mr Hooten would take "Ambien," and each had known other people that had side effects caused by "Ambien."



Captain Robert Tye (#644)

Investigations Division, Field Services Bureau

May 3, 2022

The morning of 4-27-2022 Sheriff Tommie Johnson notified Major Brandon Holmes, Major Charles Avery, and I (Undersheriff Jim Anderson) of a conversation he had with [REDACTED] from the Oklahoma County Clerk's Office immediately following the Special Budget Board Meeting held at 1430 on 4-26-2022 in the BOCC Room at the County Annex. Sheriff Johnson advised us that [REDACTED] asked him into her Office and made him aware of statements made by Oklahoma County Clerk David Hooten during a meeting earlier that day (4-26-22) attended by Hooten, [REDACTED] Danny Lambert, [REDACTED] [REDACTED] and [REDACTED]

[REDACTED] had recorded the meeting and played that recording for the Sheriff. According to Sheriff Johnson, the recorded conversation was primarily about the Team Building event Hooten had planned for Friday May 6 from 0900 to 1700. Hooten stated during the conversation "I have been genetically altered so that I don't get drunk no matter what, they gave me a chemical that changes your brain because I travel in Europe and it won't have an effect on me but hopefully it has an effect on you all" and that statement concerned [REDACTED] very much.

Sheriff Johnson notified Holmes, Avery, and I of this conversation in an effort to identify a clear path forward to make the appropriate Department heads aware of this situation. I advised Sheriff Johnson that Holmes, Avery, and I would discuss this and bring a recommendation back to him at 1300 that day during weekly staff meeting.

Following a short conversation we agreed the best path forward was to meet with [REDACTED] as soon as possible and make her aware that we were obligated to push this information forward and our plan was to have her type up a statement and email that statement to the Sheriff via her county email. We would at that point push that email to County HR and then notify the Chairperson of the BOCC, Commissioner Brian Maughan.

Sheriff Johnson and I met with [REDACTED] at 1630 on Thursday 4-28-2022 in the Sheriff's Office at KROWSE. During this meeting [REDACTED] played the audio recording for me and the Sheriff forwarded a copy of the audio file to me. I laid out how we should move forward and she agreed. [REDACTED] was, and still is very concerned about losing her job if she refuses to participate in the Team Building Event or Hooten learns of her complaint to the Sheriff, which is supported by the County Handbook.

Sheriff Johnson received [REDACTED] email on Monday May 2 at 1156. Sheriff Johnson forwarded that email to me at 1203 on the same day. I learned about that time that another female staff member of the Clerk's Office had contacted Miles Davidson on the same or a similar issue.

Sheriff Johnson and I meet with BOCC Chairperson Commissioner Brian Maughan, along with his Chief Deputy Michael Taylor in Maughan's office immediately following the Jail Trust Meeting that began at 1300 on 5-2-2022. After briefing Maughan, we all discussed the best path forward since the Oklahoma County Handbook does not provide a clear path forward in these situations. The decision was made to contact David Prater, the Oklahoma County District Attorney and seek his opinion on how to move forward.

Once briefed over the phone, Prater asked Sheriff Johnson to open and conduct a Criminal Investigation into these allegations as soon as possible. Prater also asked that we make the other two Commissioners

offices aware of the situation, with limited information, as soon as possible. We notified Miles Davidson and then Cody Compton and Joe Blough before leaving Maughan' s Office.

I contacted [REDACTED] that evening and notified her she would be hearing from one of our Investigators very soon to go over her statement.

I assigned Captain Robert Tye to open an investigation at 0745 on May 3 beginning with [REDACTED]

End of Statement

Jim Anderson

Undersheriff

Tye, Robert

From: Anderson, Jim
Sent: Tuesday, May 3, 2022 8:17 AM
To: Tye, Robert
Subject: FW: Employee Complaint
Attachments: AUDIO_5177.m4a

As we discussed in my office, please open in investigation based on the following email.

Complaining party is [REDACTED] her personal cell is [REDACTED] Audio recording attached.

Jim

From: Johnson, Tommie <Tommie.Johnson@oklahomacounty.org>
Sent: Monday, May 2, 2022 12:03 PM
To: Anderson, Jim <James.Anderson@oklahomacounty.org>
Subject: FW: Employee Complaint

Undersheriff, I just received this formal complaint. I am forwarding you this email for your knowledge.



The Foundation on which everyone in Oklahoma County may thrive.

From: [REDACTED]
Sent: Monday, May 2, 2022 11:56 AM
To: Johnson, Tommie [REDACTED]
Subject: Employee Complaint [REDACTED]

Sheriff Johnson,

I am writing this email to report an incident that took place on April 26, 2022. Below I will detail the series of events that have led us to today.

Starting just a few months into my career with Oklahoma County, I started having many issues with my direct supervisor, [REDACTED] issues that I was forewarned about from Mr. Hooten himself, before even starting the job. I went to Mr. Hooten explaining the issues and was told that I needed to do as she tells me and get my work done, and that I just needed to hang in there because he "had a plan". Nothing changed. The issues kept occurring, so I took my problems to Danny Lambert. He told me he would address my concerns with Mr. Hooten and see what we could do. Nothing

changed. I went to Danny and told him that I wanted to get HR involved, and that I would like a meeting with HR director Karen Kint present. Due to the ongoing circumstances, I began to record the meetings and conversations I had with Mr. Hooten, [REDACTED] and HR. The initial HR meeting consisted of Karen Kint, Mr. Hooten, Danny Lambert, [REDACTED] and myself. In this meeting, Mr. Hooten told us that the businessman he is would fire all three of us and start over with a new team. Even though two out of the three-person team were having issues with the same person, his remedy was to let all three of us go instead of dealing with the issue we had brought to him. Mr. Hooten then had the three of us, Danny, and HR in his office for a meeting where he told us nearly the same thing. He said again that "I think the best thing I can do is let all of you go and start anew. I was being serious about that. I'm not ready to do that, but that's going to be my next step." This meeting occurred on February 22, 2022. With the threat of all of us losing our jobs, we were under constant stress and left with no recourse for any issues or problems. We were afraid to talk to any of our superiors, for fear of losing our jobs.

Come April and still nothing had changed. [REDACTED] and I finally decided to tell Danny what had been going on, and he advised to take the matter to HR. April 25, 2022, we went to HR for a meeting. We were advised that HR would then meet with Danny. That meeting was set for 10am on April 26, 2022. The morning of April 26th, I received a phone call from [REDACTED] saying that Mr. Hooten wanted us in his office at 9:30am. This meeting only consisted of the three of us, Danny, and Mr. Hooten. During this meeting Mr. Hooten told us that he thought we were over these issues. He told us that he had been trying to do a team building exercise with this department for nearly five years, but that it never happened. He told us that it had now been scheduled and was on the books for March 6th. He advised us that we might have to sign a waiver for this activity, and that he would talk to the DA about that. He then went on to tell us that this event would involve alcohol, gambling, and strenuous physical activity that would make us sore in a way we had never been before. He told us that it would test our trust, our fears, and make us feel like we had gone through something together. He said he has done this hundreds of times before and no one had ever gotten hurt. We were told to wear tennis shoes and slacks, and that there would be a time when we had to take off all our jewelry and leave it in a locker. He ended this conversation by telling us that he has been "genetically altered so that I don't get drunk no matter what. They gave me a chemical that changes your brain, because I travel in Europe, and so it actually won't have an effect on me, but hopefully it has an effect on y'all." This made me extremely uncomfortable and made me feel like none of this was optional. I immediately left Mr. Hooten's office and headed to HR where I told them exactly what happened, and the things Mr. Hooten alluded to. HR looked shocked and told me that this didn't sound like something that could take place on company time, and that in no way could he force us to consume alcohol. As I was leaving HR, Danny and Mr. Hooten were walking down the hall to have their meeting with HR. Later that afternoon I went to ask Danny how the meeting went, and he said it went well. I asked what was going to happen next, and he said that Mr. Hooten wants to do the team building exercise, so that's what is going to happen next.

This has made me very uncomfortable, especially since he won't tell us where we are going, how we are to get there or exactly what we are going to be doing. And also, that it will just be our team of three women and Mr. Hooten. I have already voiced to HR and Danny that I am not comfortable drinking at all during this event. I am also not comfortable with the fact that he explicitly told us that the alcohol wouldn't have an effect on him, but that he hopes it does on us. None of this seems okay.

After numerous meetings with HR and feeling like the issues were not being adequately addressed, per Oklahoma County policy, if an employee has an issue with their elected, protocol is to go to another elected official. Because of this, I came and spoke with you and under-sheriff Anderson to explain everything that has been going on, the way that it has all made me feel, and to ask how to best move forward.

Please let me know if you have any questions or concerns regarding the matter.

Thank you for your time,

