

**From:** [Corri Spiegel](#)  
**To:** [Matson, Mike](#); [Dunn, Rick](#); [Dunn, Tim](#); [Meginnis, Marion](#); [Burkholder, Jade](#); [Kelly, Tim](#); [Jobgen, Ben](#); [Lynch, Mhisho](#); [Reinartz, Paul](#); [Newton, Jazmin](#); [Gripp, Kyle](#);  
**Cc:** [Merritt, Mallory](#); [Heyer, Brian](#);  
**Subject:** [EXT] Request for Written Waiver  
**Attachments:** [COD AP 3.11.pdf](#); [COD AP 1.3.pdf](#);  
**Sent:** 4/1/2024 10:34:39 AM

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**ATTENTION: This is an external email.**

Mayor Matson and Members of the Davenport City Council,

In Saturday's Quad City Times, Sarah Watson reports, "Davidson said the city did not have a position on whether the city should release Spiegel's letter, and said Iowa code allows government bodies to seek guidance from the courts on whether to release a record." This statement is consistent with the language included in the February 14, 2024 filing, which states, "12. The City expresses no opinion on the outcome of this case, and will comply with the Court's determination." I find the city's position on this matter to be incredibly disappointing and in direct conflict with Davenport Administrative Policy 3.11, which states the following: "Employees are assured that privacy of the complainant and the person accused of harassment will be kept strictly confidential."

The conflict between the legal argument and administrative policy can only lead me to believe that the city's position (taken publicly by outside legal counsel, which I presume is acting with full authorization of the policy-making body) is that once an employee is separated from the organization, confidential records no longer receive protection. Davenport Administrative Policy 1.3 states, "In accordance to Iowa state law, the information placed in the employee's personnel file as a result of disciplinary action may become a public record. Disciplinary action that is a public record includes resignation in lieu of termination, discharge, or demotion to a lower job classification." Policy 1.3 is explicit on the types of items that may become public subject to State law, but is silent on matters associated with harassment, therefore, I believe any reasonable person would construe Policy 3.11 to prevail.

If my assessment is correct based on the public position taken by the city's outside legal counsel, I believe the current interpretation should cause great concern to all former employees and the bargaining groups that represent the majority of the city's current employees.

Given the above, please consider this my formal request for the city to provide me with a written release waiving the interview restrictions included in section 11 of my October 6, 2023 separation agreement.

Respectfully,

Corri