



Serving what matters today, with a view for tomorrow.

March 19, 2024

To whom it may concern,

We are aware from public comment received over the last few months that some members of the community are concerned that the Executive Director may have retaliated against Ray Carpenter who served as our harbormaster for many years until his recent passing. Because the Executive Director plays an integral role in our organization and one in which both the Commission and the public must have trust and confidence, we wanted to take this opportunity to specifically address those comments.

Several months ago, the Commission authorized the Port's legal counsel to retain an independent investigator to look into whether the Executive Director engaged in any form of retaliatory conduct or harassment with regards to Mr. Carpenter. The independent investigator, who is an attorney, performed a thorough investigation and spoke to many Port personnel during the course of her work. She issued a detailed report which is covered by the attorney-client privilege and is, thus, confidential. But we did want to share that none of the allegations of harassment or retaliation were substantiated by the investigator. Upon review of the report, the Executive Director did not engage in any such actions.

We know that some members of the community may wish to read that report themselves. However, it is covered by the attorney-client privilege and is confidential. The purpose of commissioning such a report was to provide information to the Commission so that we could take appropriate action, if necessary. The report was never intended to be for distribution to the public. In fact, whenever an investigation such as this is conducted, employees who speak to the investigator desire confidentiality so that they are free to be as candid as possible with the investigator. Out of respect to our employees, we want to honor that desire for confidentiality and ensure that if we ever have a need to conduct another investigation those employees will speak openly and freely to an investigator.

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