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3475 Lenox Road, NE  
Suite 400  
Atlanta, GA 30326  
Phone (770) 698-9556  
Fax (770) 698-9729

## MEMORANDUM

To: File #COB0010.001 (Human Resources)

From: Thompson Kurrie, Jr.

Date: June 3, 2015

Re: Investigation Notes—Aerosol Incident

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### Persons Interviewed:

Employee 1, [REDACTED]—(1) March 17, 2015, Brookhaven City Hall at 4PM.  
(2) April 27, 2015, Via Telephone Interview

Employee 2, [REDACTED]—April 28, 2015, Brookhaven City Hall at 3PM. Rick Stone present.

J. Max Davis—(1) April 28, 2015, Brookhaven City Hall at 5 PM.

### Interview Summaries:

#### March 17, 2015

In meeting with Marie Garrett on March 17, 2015, Ms. Garrett advised me of an incident involving Employee 1 which took place on April 23, 2015 in the presence of Employee 2. Ms. Garrett said that Employee 1 and Employee 2 came to her and told her that J. Max Davis had sprayed the backside of Employee 1 with an aerosol air freshener while Employee 1 was in Employee 2's office. After leaving Ms. Garrett's office, I visited with Employee 1 in her office on or about 4 PM on the same day.

She indicated that the Mayor had sprayed an aerosol (Lysol) behind her back while she was in Employee 2's office. She asked the Mayor "what he was doing". The Mayor replied that he was just joking and had stated that "at least I didn't spray your bottom". Employee 1 said she felt "surprised and embarrassed".

#### April 27, 2015

On April 27, 2015, I interviewed Employee 1 again by telephone at 2:05 p.m. We discussed the incident that took place on February 23, 2015, in Employee 2's office.

This is the additional information she relayed to me in addition to that relayed to me on March 17, 2015:

- She told me she had discussed the matter with Mr. Stone and possibly with Ms. Garrett.
- She told me she was upset about the prospect of her being associated with this incident in the public media.

**April 28, 2015**

On April 28, 2015, Mr. Stone and I interviewed Employee 2 in the 3<sup>rd</sup> floor conference room at 3:00 p.m. This is the information relayed to Mr. Stone and me regarding the Lysol spraying incident:

- She said that on February 23, 2015, the Mayor sprayed Lysol to the area of Employee 1's buttocks in Employee 2's office.
- She said it was an act that was unprofessional and disrespectful and she was embarrassed and humiliated. She said that she considered the Mayor's action to be sexual harassment.

**April 28, 2015**

On April 28, 2015, I interviewed J. Max Davis on about 5:00 p.m. in his office in City Hall. We discussed the incident that took place on February 23, 2015 in Employee 2's office. He relayed the following to me:

- He walked into Employee 2's office while Employee 1 was standing in front of Employee 2's desk while Employee while Employee 2 was seated.
- He was standing to the right of Employee 1.
- He noticed an air freshener of a type that was not familiar.
- He took the air freshener and sprayed it into the air to [inhale] the smell.
- He sprayed the air freshener to the right and behind Employee 1.
- Employee 1 asked him "what are you doing?"
- He said he responded that "he was just freshening the air".