

September 28, 2020

Dear Mayor O'Boyle and Eldridge City Council,

My name is Kathy Carroll-Duda, and I served as Mayor in Geneseo from April 2016 to April 2020. Lisa Kotter was the City Administrator during that time up until she left in April of 2019 to pursue greater opportunities. I will testify to the fact that there was no lawsuit or large severance pay given to Lisa as is being rumored.

During my time as Mayor, Lisa worked tirelessly to not only support my goals but to also manage the daily operations and staff. She worked to help pull together many successful community events bringing the Chamber and the City together to help each other. She was their biggest advocate because she knew that what was good for our businesses was good for our city. She helped build a team of her direct reports allowing them to have a deep understanding of what the other departments did and how each could have an impact on each other. She cared for the employees and brought back employee recognition and luncheons at their request.

I am not here to say that Lisa was perfect at her job, as no one is. However, as Mayor, the Council and I sat down with Lisa during her evaluation to talk about the things she did well and things that she could improve. We gave her a list of goals and areas for improvement, and she worked to improve everything we asked her to work on. This was common practice for all our employees during our 360-evaluation process where everyone was given their strengths and weaknesses. This was done as a means to identify areas for improvement, not to discipline anyone.

I am here because Geneseo has somehow been brought into this investigation. There is a letter from a citizen of Geneseo included in the investigator's report and a 100+ page packet written by this citizen back in 2018 that has now been given to Mayor O'Boyle. Both of these items are full of false allegations which seem to be spreading throughout Eldridge. The allegations have become personal because they attack my reputation as well as that of the Geneseo City Council. I've heard from your Council members that I am portrayed as weak as I was controlled by Lisa, and you can't trust what I say because I am friends with Lisa. Since most of you don't know me, I want you to know a couple of things about me:

- 1) As a woman, I am a reputable citizen and a pillar of my community who has given of my time and money to support our schools, churches, sports programs, park district, our city, and various other organizations.
- 2) As a woman of faith who loves and fears the Lord, I am prayerful, honest, authentic, and trustworthy.
- 3) As an educated woman with a bachelor's degree in Industrial Engineering and a Master's in Business Administration I have worked alongside many men and women and have never been intimidated or controlled by a co-worker, direct report, or a boss.
- 4) As a woman who has been able to accomplish many things in my personal and professional life, I am strong because I have achieved them with the highest moral and

with how other employees are and have been treated within your organization. Anything less is shameful and would be a blemish on the City of Eldridge. The five Council members have a big decision to make tonight regarding Lisa Kotter's job, her reputation, and her career. With the power you have been given, I pray that your eyes are open to the truth. I know there is a lot to consider. May you all be guided by a spirit of love and not hate as you make your decision.

Respectfully,

*Kathy Carroll-Duda*

Kathy Carroll-Duda

Former Mayor of Geneseo 2016-2020