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1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 PETER GIALAMAS )  
4  
5 The investigative interview of PETER  
6 GIALAMAS, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 12:00 p.m.  
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1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRATHEFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

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1 MR. MC CABE: As I said, I'm Bob McCabe. I'm  
2 with Ancel Glink. Margaret Kostopulos is a partner  
3 in Ancel Glink, and we are both in the labor and  
4 employment group. We are the labor and employment  
5 group for the most part.  
6 In any event, we are conducting an  
7 investigation into allegations of sexual harassment  
8 that may or may not have occurred here at the  
9 Township. We'll ask you questions specifically and  
10 narrowly tailored to address what issues we believe  
11 you may have some knowledge of.  
12 MR. GIALAMAS: Okay.  
13 MR. MC CABE: It doesn't mean you can't fill  
14 in blanks if need be, but we'll try to keep it  
15 limited to the information that we're looking to  
16 gather facts about today.  
17 We have a court reporter here to take  
18 down everything as accurately as possible. That  
19 assists us ultimately in analyzing the facts and  
20 information and in making appropriate  
21 recommendations. We would ask this be kept in  
22 confidence. We think that helps to maintain the  
23 integrity of the investigative process.  
24 MR. GIALAMAS: Of course.

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1 MR. MC CABE: We can't mandate you keep it in  
2 confidence, but we ask you to.  
3 And we remind you that your policy here  
4 in the Township has strict no retaliation  
5 provisions. So if at any time you feel like you're  
6 being retaliated against for participating in this  
7 investigation or providing any information as a  
8 result of this investigation, we'd ask that you  
9 bring that to our attention without delay.  
10 MR. GIALAMAS: Okay.  
11 MR. MC CABE: With that said, we will get  
12 right into this.  
13 MS. KOSTOPULOS: So how long have you been the  
14 clerk?  
15 MR. GIALAMAS: The clerk just a little over a  
16 year I was sworn in. And prior to that I was a  
17 trustee for nine years.  
18 MS. KOSTOPULOS: So how well do you know  
19 Trustee Jones?  
20 MR. GIALAMAS: I've gotten to know her very  
21 well over the last several years. Before she was a  
22 trustee, she used to come to several of our events.  
23 And I originally got to know her through Trustee  
24 Kazmierzak at the time, and then she was -- when we

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1 had a vacancy, she was recommended to fill that  
2 position, and has been a trustee -- gosh, how many  
3 years now? About three or four, I guess.  
4 MS. KOSTOPULOS: Yeah.  
5 MR. MC CABE: And Trustee Kazmierczak, that's  
6 Wally?  
7 MR. GIALAMAS: He's now the highway  
8 commissioner. We were all trustees at one time  
9 serving together.  
10 MS. KOSTOPULOS: How about Trustee Carrabotta,  
11 how well do you know him?  
12 MR. GIALAMAS: Not as well. I first met him  
13 when we were all scheduled to run on the same slate  
14 together, and we got to sit down and meet. So I've  
15 known him probably about a year-and-a-half now.  
16 MS. KOSTOPULOS: Would you say that you are  
17 friends with him?  
18 MR. GIALAMAS: No.  
19 MS. KOSTOPULOS: Or friendly?  
20 MR. GIALAMAS: We're cordial. You know, I'm  
21 sure you guys have heard there's been some  
22 animosity on the board.  
23 MS. KOSTOPULOS: We may have heard that.  
24 MR. GIALAMAS: I definitely find myself on the

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1 other side of the argument. You know, more on the  
2 side --  
3 MS. KOSTOPULOS: The issues?  
4 MR. GIALAMAS: Correct, yes. But, you know,  
5 any time we've seen each other we've said hello,  
6 shaken hands, and certainly been cordial. But, no,  
7 I wouldn't consider him a friend.  
8 MS. KOSTOPULOS: Now, tell me, on the board,  
9 it's my understanding that there are two factions.  
10 MR. GIALAMAS: Correct.  
11 MS. KOSTOPULOS: So tell me who is on which  
12 faction.  
13 MR. GIALAMAS: The three newer trustees have  
14 always tended to side together, that would be  
15 Trustee Carrabotta, Sweeney and McKenzie. And then  
16 the other voting members of the board would be  
17 Supervisor Morask, and Trustee Jones, which, you  
18 know, tend to have opposing views a lot of the  
19 time. So those I'd say were the two factions of  
20 the voting board.  
21 MR. MC CABE: It's Morask, who? Jones --  
22 MR. GIALAMAS: The two of them are the two  
23 other voting members. And the rest of the board,  
24 myself, the clerk, Highway Commissioner

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1 Kazmierczak, as well as Assessor Moylan Krey, I  
2 would say all tend to agree more on the side of  
3 Trustee Jones and Supervisor Morask, as far as the  
4 issues go. Because we've all been here longer, you  
5 know, we were always happy with the way the  
6 Township ran, and the other three have different  
7 ideas, and that tends to cause conflict sometimes.  
8 MR. MC CABE: All right. So I want to direct  
9 your attention back to a May 16th incident -- well,  
10 first of all, let me -- let's start by talking  
11 about are you aware or did you become aware at some  
12 point of Trustee Jones' concerns involving Trustee  
13 Carrabotta?  
14 MR. GIALAMAS: The first time I recall her  
15 mentioning anything to me was at the -- I believe  
16 it was the May 16th event, which was the 90-plus  
17 senior birthday party.  
18 MR. MC CABE: That's what I thought, but I  
19 just wanted to make sure because we found that  
20 maybe there's some additional information.  
21 MR. GIALAMAS: That's the first time she  
22 mentioned anything to me.  
23 MR. MC CABE: Okay. So May 16th, it's the  
24 Maine Streamers 90 and above birthday celebration.

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1 MR. GIALAMAS: Correct.  
2 MR. MC CABE: And we were told that you may  
3 have some knowledge about something that happened  
4 at that event. What do you know or what were you  
5 told?  
6 MR. GIALAMAS: Well, we all arrived. You  
7 know, again, I said hello, I was talking to Trustee  
8 Jones, and then Trustee Carrabotta showed up a  
9 little after that, and I was talking with both him  
10 and Trustee Sweeney. They then called us all up to  
11 have an elected official photo with the  
12 participants that are 100 years or over -- well,  
13 actually, first, before that, they introduced us  
14 all on the stage. So we came up. We said the  
15 Pledge of Allegiance and prayer and all that, and  
16 then they wanted a picture of all of us with the  
17 100-year-old or plus participants. So we did that,  
18 and as we were walking back to our seats, Trustee  
19 Jones came up to me and said, I can't believe it.  
20 What can't you believe? He grabbed my ass. And  
21 I'm like, who? And she said Trustee Carrabotta,  
22 which I believe she said Dave. And I'm like, oh,  
23 my gosh. I believe I asked her, has it happened  
24 before? And she said yes, this is now the third

1 time. She said the first time I brushed it off  
 2 thinking, oh, I'm sure it was an accident or he  
 3 didn't mean it or whatever. And she's like, and  
 4 then it happened a second time, and now this is a  
 5 third time that, you know, this has happened. And  
 6 I said, well, why don't you say something to him.  
 7 And she's like, I just don't even know what to do.  
 8 And it was shortly after that that Trustee  
 9 Carrabotta excused himself because he had to go  
 10 back to work, so he didn't stay for the lunch  
 11 portion. And from what I remember, I think that's  
 12 really all that we discussed about it that  
 13 particular day.  
 14 MS. KOSTOPULOS: So did you mention to Trustee  
 15 Jones on that day that you weren't surprised to  
 16 hear this?  
 17 MR. GIALAMAS: I believe I did say that, yes.  
 18 MS. KOSTOPULOS: And did you mention other  
 19 people who might have had similar situations?  
 20 MR. GIALAMAS: I had been told by two  
 21 employees at -- Supervisor Morask has a holiday  
 22 party every year, and we attended, and a couple of  
 23 the employees were there, and I forget what we were  
 24 talking about or whatever, and the conversation

1 boiled over into him, and they were making comments  
 2 that he's very handsy and made them uncomfortable.  
 3 And I believe I recall one of them saying that he  
 4 even had touched her rear end. And I said at the  
 5 time, well, why don't you say something, and both  
 6 employees were very not willing -- or not wanting  
 7 to come forward with that. So I respected their  
 8 opinion, and --  
 9 MR. MC CABE: Let me ask you, were you at that  
 10 holiday party? So we're talking about December 22,  
 11 2017. Were you at the holiday party?  
 12 MR. GIALAMAS: Yes.  
 13 MR. MC CABE: Did you see any interaction --  
 14 we're talking about Dana Berman and Vicki Rizzo,  
 15 for the record.  
 16 Did you see any interaction between Dana  
 17 Berman and Vicki Rizzo and Trustee Carrabotta at  
 18 the holiday party.  
 19 MR. GIALAMAS: Well, there are two separate  
 20 holiday parties.  
 21 MR. MC CABE: I'm talking about December 22,  
 22 the Township one here.  
 23 MR. GIALAMAS: No. By the time Trustee  
 24 Carrabotta showed up, he came very late, I was

1 already gone.  
 2 MR. MC CABE: So you didn't see anything that  
 3 day?  
 4 MR. GIALAMAS: No.  
 5 MR. MC CABE: So I won't ask you any more  
 6 questions about that day, but I do want to direct  
 7 your attention to the holiday party at Supervisor  
 8 Morask's office. You attended that party?  
 9 MR. GIALAMAS: Yes.  
 10 MR. MC CABE: When you attended that party,  
 11 that party was on December 30th of 2017, I believe.  
 12 MR. GIALAMAS: Yes, uh-huh.  
 13 MR. MC CABE: Did you specifically speak with  
 14 Dana Berman at that party?  
 15 MR. GIALAMAS: Yes.  
 16 MR. MC CABE: Did you talk to Vicki Rizzo at  
 17 that party?  
 18 MR. GIALAMAS: Yes.  
 19 MR. MC CABE: What did Dana Berman tell you at  
 20 the party?  
 21 MR. GIALAMAS: Both of them just mentioned  
 22 that he was very handsy, and I believe it was Dana  
 23 that mentioned that he had touched her back side,  
 24 as well.

1 MR. MC CABE: Handsy at the December 22nd  
 2 Township party?  
 3 MR. GIALAMAS: I don't recall when -- what  
 4 they were talking about or when it was, but just in  
 5 general, that, you know, he had touched them at  
 6 some point. And I remember them just both saying  
 7 that they were uncomfortable with it. And that's  
 8 when I said, well, you should bring this up. You  
 9 know, that certainly is not something that should  
 10 be happening. And neither one was comfortable in  
 11 doing so, and so I respected their opinion.  
 12 MR. MC CABE: Do you know if Supervisor Morask  
 13 talked to either one of them at the holiday party  
 14 on December 30th of 2017?  
 15 MR. GIALAMAS: I went in and mentioned it to  
 16 Supervisor Morask.  
 17 MR. MC CABE: Where did you mention it to her?  
 18 MR. GIALAMAS: In her office. And so I know  
 19 she did go out and mention it to Dana because I  
 20 know Dana didn't want me to say anything, and so  
 21 Dana just kind of gave me a like -- kind of an  
 22 exasperated look, like why did you say something,  
 23 and I said, well, because it's something the  
 24 supervisor should be aware of.

1 MR. MC CABE: Were you present when Supervisor  
 2 Morask talked to Dana?  
 3 MR. GIALAMAS: No.  
 4 MR. MC CABE: Do you know if Supervisor Morask  
 5 also talked to Vicki Rizzo at the party?  
 6 MR. GIALAMAS: I do not recall. Not that I'm  
 7 aware of.  
 8 MR. MC CABE: So you don't know what was said,  
 9 if they talked at the party?  
 10 MR. GIALAMAS: No.  
 11 MR. MC CABE: Did anybody discuss it with you  
 12 after that? Did Dana Berman say, hey, Pete, why  
 13 did you say something to Supervisor Morask? Any  
 14 further conversation?  
 15 MR. GIALAMAS: No. Like I said, she just gave  
 16 me an irritated look, like why would you say  
 17 something. But I also felt that Supervisor  
 18 Morask -- if neither one of them wanted to come  
 19 forward with it, I felt that Supervisor Morask,  
 20 like myself, would respect their -- you know, what  
 21 they wanted done with it. I just felt that --  
 22 especially at the time, tensions were rather high  
 23 with the two factions. And I'm like, if this  
 24 guy's actually doing something like that, then it

1 needs to be brought up because that's ridiculous.  
 2 MR. MC CABE: Okay. What about Vicki Rizzo,  
 3 did you hear anything -- any conversation back and  
 4 forth with her about this? You said Dana gave you  
 5 an exasperated look. Did Vicki say anything to  
 6 you?  
 7 MR. GIALAMAS: No, not that I recall.  
 8 MR. MC CABE: Margaret, do you have anything  
 9 else along those lines?  
 10 MS. KOSTOPULOS: No.  
 11 MR. MC CABE: Okay.  
 12 MS. KOSTOPULOS: Well, maybe. So Dana and  
 13 Vicki, were they -- was it your impression that  
 14 they were asking for help?  
 15 MR. GIALAMAS: No.  
 16 MS. KOSTOPULOS: They were just --  
 17 MR. GIALAMAS: I think venting maybe or  
 18 complaining or just kind of bringing it to light  
 19 because, like I said, at the time, there were a lot  
 20 of things going on with that fraction that none of  
 21 us at the Township I feel, for the most part, were  
 22 happy with. So, like I said, I don't remember  
 23 exactly how it came to light, but that was just  
 24 something that they threw in as like, basically,

1 oh, yeah, and he's handsy on top of it all. And  
 2 then that's when I was like wait, what?  
 3 MS. KOSTOPULOS: So were they saying, just so  
 4 I am clear, that this handsiness happened at that  
 5 party?  
 6 MR. GIALAMAS: That I don't think they  
 7 specifically said to me, or at least if they did, I  
 8 don't recall it that way. I just remember them  
 9 speaking about him being handsy.  
 10 MS. KOSTOPULOS: Now at that party, was there  
 11 alcohol?  
 12 MR. GIALAMAS: At the Township party?  
 13 MS. KOSTOPULOS: Uh-huh.  
 14 MR. GIALAMAS: Beer and wine.  
 15 MR. MC CABE: Were they drinking, either one  
 16 of them?  
 17 MR. GIALAMAS: Maybe a glass of wine. Neither  
 18 one of them are ever big drinkers at any of the  
 19 functions. And at the Township one, I don't even  
 20 recall. I believe at Laura's they each had a glass  
 21 of wine. When we were talking, conversing, we all  
 22 had a glass of wine. At the Township, I don't  
 23 remember.  
 24 MS. KOSTOPULOS: How about Trustee Carrabotta,

1 did you see him drinking.  
 2 MR. GIALAMAS: No, because as I mentioned, I  
 3 was already gone by the time he came.  
 4 MR. MC CABE: Was he at Supervisor Morask's  
 5 holiday party?  
 6 MR. GIALAMAS: No, I don't believe any of them  
 7 were invited.  
 8 MR. MC CABE: When you say them, you mean the  
 9 other faction?  
 10 MR. GIALAMAS: Him, Sweeney and McKenzie,  
 11 correct.  
 12 MR. MC CABE: Okay.  
 13 MR. GIALAMAS: And I remember when they had  
 14 told me that, one of the things that had come to  
 15 mind when we were discussing the new office policy  
 16 and procedure, and Trustee Carrabotta was one of  
 17 the ones that was working on putting this together,  
 18 and he talked about, you know, the word -- he  
 19 wanted the words unwanted added before touching.  
 20 Because he mentioned that the Township is a very  
 21 touchy, huggy type of place. I don't remember the  
 22 exact words he used, but it was something to that  
 23 effect. And I remember thinking to myself, well,  
 24 nobody here really likes you, so maybe that's your

1 recollection or impression of it, but I just found  
2 that kind of strange that he mentioned that during  
3 an open meeting, that the word should be unwanted  
4 touching.

5 MR. MC CABE: So he wanted where it -- where  
6 the policy gives examples -- so I think what you're  
7 referring to is the sexual harassment ordinance  
8 that was passed?

9 MR. GIALAMAS: Yes.

10 MR. MC CABE: On or about the 27th of  
11 December, 2017?

12 MR. GIALAMAS: Correct.

13 MR. MC CABE: And it does mention unwelcome  
14 sexual advances, which is pretty normal, and  
15 unwelcome touching. He wanted to insert unwanted?

16 MR. GIALAMAS: Probably unwelcome. I believe  
17 maybe the word unwelcome wasn't in there, and  
18 that's what he wanted added in. And then again  
19 mentioned that the Township is a friendly place or,  
20 you know, people give each other hugs, and that's  
21 why the word unwelcome should be there.

22 MR. MC CABE: Is it?

23 MR. GIALAMAS: I wouldn't say overly, but, you  
24 know, on birthdays, I'll hug the girls in my

1 department and wish them a happy birthday, but I  
2 wouldn't say it's an overly huggy or touchy place  
3 by nature.

4 MR. MC CABE: Do you make it a point of  
5 telling people when you meet them, hey, this is a  
6 huggy place?

7 MR. GIALAMAS: No, never.

8 MR. MC CABE: Okay.

9 MR. GIALAMAS: Friendly. Never huggy.

10 MR. MC CABE: Friendly, yeah. Gotcha. So  
11 it's not huggy to the point where you feel the need  
12 to put up signs?

13 MR. GIALAMAS: No.

14 MR. MC CABE: Beware.

15 MR. GIALAMAS: No.

16 MS. KOSTOPULOS: Beware, we hug.

17 MR. GIALAMAS: Again, friendly. If I see my  
18 staff, it's their birthday, special occasion, I'll  
19 give them a hug.

20 MR. MC CABE: But you've been here.

21 MR. GIALAMAS: Yes.

22 MR. MC CABE: This is not your first rodeo.  
23 When did you say --

24 MR. GIALAMAS: It's been ten years.

1 MR. MC CABE: So these are people you probably  
2 know and know well. Okay.

3 MS. KOSTOPULOS: So going back to that May  
4 meeting, that party, and you mentioned photos. And  
5 this is Exhibit 3 to Trustee Jones' complaint, and  
6 do you remember that photo?

7 MR. GIALAMAS: Yes, uh-huh.

8 MS. KOSTOPULOS: Now do you remember whether  
9 anything unusual happened either before, during or  
10 after that photo?

11 MR. GIALAMAS: I don't. I mean, I'll be the  
12 first one to say it, I never saw him do anything  
13 inappropriate. If I did, I'd have approached him  
14 myself and said, like, what are you doing.

15 MS. KOSTOPULOS: How about after, did Trustee  
16 Jones have an unusual reaction or demeanor?

17 MR. GIALAMAS: Just as the two of us were  
18 walking back from having the picture taken, and the  
19 photo with the group, as well, I could just tell  
20 that she was aggravated and kind of seemed almost  
21 like she couldn't believe that it was happening.  
22 Like, I can't believe, you know, this is now the  
23 third time. And that's when I said to her, well,  
24 you need to say something to him.

1 MR. MC CABE: Have you discussed this incident  
2 with anybody else since this May 16th incident --  
3 with anybody else since the incident happened on  
4 the 16th, any further conversation with them?

5 MR. GIALAMAS: I've spoken to Trustee Jones a  
6 little bit about it like the night then when she  
7 approached him, when he was yelling and we had the  
8 board meeting, just to find out what happened or  
9 what was going on.

10 MR. MC CABE: What did she tell you?

11 MR. GIALAMAS: Just that she had pulled him  
12 off to the side to basically put him on notice  
13 that, you know, this was now the third time that  
14 this had happened, and she wanted him to knock it  
15 off. And that's when he flew off the handle and  
16 started yelling and screaming and, you know,  
17 started walking towards the board room. And I do  
18 believe her that she had no intention of making an  
19 issue out of it other than telling him to knock it  
20 off because she's a pretty direct person, and if  
21 something's on her mind, she'll say it, and I do  
22 believe that's probably what her intention was.

23 MR. MC CABE: Okay.

24 MR. GIALAMAS: So I think she was pretty

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1 caught off guard with his response to it.  
2 MR. MC CABE: Anyone else you can think of  
3 that may have witnessed what happened on the 16th?  
4 And I've seen the picture. We showed you a copy of  
5 the picture. It looks like those were the only  
6 people there.  
7 MR. GIALAMAS: Yeah, I think it was -- I  
8 forget if it was Alex Barton that took the picture,  
9 who's our PR person from Barton Marketing.  
10 MR. MC CABE: Right.  
11 MR. GIALAMAS: Susan Moylan Krey obviously is  
12 in the photo, as well as, as well as Trustee  
13 Sweeney. But other than that, I can't think of  
14 anybody that -- Marie was the one that introduced  
15 us all.  
16 MR. MC CABE: So other than your conversation  
17 with Kim Jones --  
18 MR. GIALAMAS: I don't think any of the  
19 100-year-old participants would necessarily  
20 remember it.  
21 MR. MC CABE: Probably not in a position to  
22 know.  
23 MS. KOSTOPULOS: They were excited about the  
24 cake.

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1 MR. MC CABE: I would have been, clearly.  
2 MR. GIALAMAS: Right.  
3 MR. MC CABE: So other than your brief  
4 conversation at that May 22, 2018 board meeting  
5 where Trustee Jones spoke with Trustee Carrabotta,  
6 no other conversations with anybody about this  
7 incident, the May 16th incident?  
8 MR. GIALAMAS: No, not that I can think of.  
9 Just her.  
10 MR. MC CABE: Okay. Were you at the May 22nd  
11 board meeting?  
12 MR. GIALAMAS: Yes.  
13 MR. MC CABE: What did you observe at that  
14 board meeting? We didn't talk about that already,  
15 did we?  
16 MS. KOSTOPULOS: No.  
17 MR. GIALAMAS: Let's see. I was over in my  
18 clerk's office when this supposedly happened, so I  
19 didn't hear him go into the board room. I kind of  
20 missed all of that. So I just asked somebody, you  
21 know, what was going on or whatever, and then it  
22 was Trustee Jones that happened to walk up and said  
23 that, you know, she had pulled him off to the side,  
24 and, you know, to tell him about this, and he flew

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1 off the handle. That was all I really knew at that  
2 point. And then probably about another five  
3 minutes after that is when the meeting started,  
4 when Trustee Carrabotta wanted to call the  
5 emergency session. And, obviously, there was  
6 friction between the two of them, but I didn't note  
7 anything really unusual other than that whole  
8 event.  
9 MR. MC CABE: When you say friction, what are  
10 you talking about?  
11 MR. GIALAMAS: Well, when we went into the  
12 closed session meeting --  
13 MR. MC CABE: Did you go into the closed  
14 session?  
15 MR. GIALAMAS: Yes.  
16 MR. MC CABE: So we don't want to get into  
17 what happened in the closed session on the record  
18 here, but friction, what did you observe, demeanor?  
19 MR. GIALAMAS: Neither of them would look at  
20 each other. Obviously, having been in the closed  
21 session, I could tell that there was tension there,  
22 so it was just kind of a whole -- kind of a strange  
23 evening as a whole, I guess.  
24 MR. MC CABE: Stranger than most?

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1 MR. GIALAMAS: Yes. And that's saying  
2 something for the way our board meetings have gone.  
3 MS. KOSTOPULOS: So we've heard.  
4 MR. MC CABE: Okay. Anything else at this  
5 point?  
6 MS. KOSTOPULOS: Well, maybe just your  
7 impression of all of this. And I realize it's your  
8 opinion, but what do you think about all of this?  
9 MR. GIALAMAS: My personal opinion is I think  
10 it definitely had to have happened because -- and,  
11 as I said, I've never seen it, either with any of  
12 the three that have ever mentioned anything to me,  
13 but I know them all, and I certainly know Trustee  
14 Jones very well, and I've never seen her make up  
15 anything or do anything that would give me any  
16 impression to think that she wouldn't be telling  
17 the truth.  
18 MS. KOSTOPULOS: So you find them to be  
19 overall credible?  
20 MR. GIALAMAS: Yes, very much so.  
21 MS. KOSTOPULOS: And honest people?  
22 MR. GIALAMAS: Very much so. The one thing  
23 I'll say about Trustee Carrabotta is I know he is a  
24 touchy-feely person by nature. The one time even

1 with me, and I think it was at one of the special  
 2 board meetings earlier in May, when I had sat down  
 3 in my seat, he came up behind me, I wasn't aware he  
 4 was there, and he put both hands on me, but really  
 5 hard, like boom, to where it actually startled me  
 6 and made me a little aggravated, but I don't think  
 7 he did it to be -- you know, to be a jerk or  
 8 anything. I think he was just kind of saying, hey,  
 9 but it was very forceful, and I was kind of, oh,  
 10 hi, Dave. And, even like I see him, usually shake  
 11 his hand, and he'll put an arm on me, that's just  
 12 kind of who he is.

13 So I certainly can see him being a  
 14 handsy guy, but, you know, he certainly seems  
 15 adamant about it, as well. So, I don't know. All  
 16 I can say is I know Kim very well, and I can't see  
 17 any reason why she would make it up or think it  
 18 happened if it didn't happen. Like I say, once,  
 19 yeah, it could be an accident, you bump somebody,  
 20 but three times, that's a little odd.

21 MR. MC CABE: And touching you on the shoulder  
 22 or shaking your hand or putting his arm on your  
 23 shoulder at the same time is different than --

24 MR. GIALAMAS: Of course.

1 MR. MC CABE: -- touching a female, fellow  
 2 board member's buttocks.

3 MR. GIALAMAS: Absolutely.

4 MR. MC CABE: That's just not what we would  
 5 expect to see. This isn't major league baseball.

6 MR. GIALAMAS: And, again, in the ten years  
 7 I've been here, I've never, you know, seen or  
 8 experienced anything like that. Everybody's always  
 9 had good respect for each other and boundaries.  
 10 You know, I work with a bunch of women in my other  
 11 job, as well, and I guess -- I guess I'm used to  
 12 that, and you treat women in a certain way, and  
 13 that's that.

14 MR. MC CABE: There's a difference between  
 15 hugging someone and what we're talking about here.

16 MS. KOSTOPULOS: Yeah, yeah.

17 MR. MC CABE: Okay.

18 MS. KOSTOPULOS: Now what, if any, effect on  
 19 either the board or the office environment or in  
 20 general Township individuals has this had?

21 MR. GIALAMAS: Since this has all occurred?

22 MS. KOSTOPULOS: Yeah.

23 MR. GIALAMAS: From what I've seen, nobody is  
 24 really talking or saying too much about it. I

1 think everybody's just kind of afraid to bring up  
 2 the issue or discuss it because they don't know  
 3 what's going on. I'll tell you, this place usually  
 4 is a pretty good rumor mill, but from what I've  
 5 seen personally, I don't see anybody really talking  
 6 about it.

7 You know, the one thing, again, this is  
 8 kind of my opinion, but I am a little concerned  
 9 about Dana and Vicki, that their names are being  
 10 brought up, because I feel they didn't want it  
 11 discussed, and I feel if I'm partly responsible for  
 12 that, then I feel maybe I betrayed their confidence  
 13 to some extent.

14 MS. KOSTOPULOS: Well, you're in a tough spot.

15 MR. GIALAMAS: Yeah.

16 MS. KOSTOPULOS: You're an elected official.  
 17 You have an obligation to enforce policies, and you  
 18 hear that, and, well, what do you do?

19 MR. GIALAMAS: And I'm not comfortable with  
 20 it. And if it was me, I would speak up and say,  
 21 hey, but -- again, I wanted to respect what their  
 22 wishes were, and if they didn't want to pursue it  
 23 any further, then who am I to tell them they need  
 24 to.

1 MR. MC CABE: And it's all about this is a  
 2 legal issue that's really about the perceptions of  
 3 the individual who's on the receiving end. So if  
 4 they're uncomfortable with it, then it's a problem.

5 MS. KOSTOPULOS: Yeah.

6 MR. MC CABE: If they're not, then it's not a  
 7 problem. That doesn't mean we don't want to find  
 8 out what's going on.

9 MR. GIALAMAS: I understand.

10 MR. MC CABE: So we fully understand why  
 11 someone in your position would feel the need to do  
 12 something rather than say nothing.

13 That said, unless you have something  
 14 else --

15 MS. KOSTOPULOS: No.

16 MR. MC CABE: -- if you remember something  
 17 later, you have our cards, please don't hesitate to  
 18 contact us. You have emails, phone numbers.  
 19 Please don't be shy about using them if you think  
 20 tomorrow or the next day, you know what, I remember  
 21 something else that I think would be helpful to  
 22 them to know.

23 We would prefer that this matter be kept  
 24 confidential. As we said at the beginning, we

1 think that preserves the integrity of the process.

2 Retaliation is strictly prohibited, so  
3 if you feel in any way that anybody is doing  
4 anything, saying anything that makes you feel  
5 like --

6 MS. KOSTOPULOS: To you or others.

7 MR. MC CABE: To you or others that you feel  
8 is indicative of retaliation or retaliatory  
9 behavior as a result of participation in this  
10 investigation, then we'd like to know about that as  
11 soon as possible.

12 MR. GIALAMAS: Okay.

13 MR. MC CABE: Any final questions, comments  
14 for us, anything?

15 MR. GIALAMAS: No, not that I can think of.

16 MR. MC CABE: All right. Well, we thank you  
17 for coming in, and we will return you to what pays  
18 the bills.

19 (WHICH WERE ALL THE PROCEEDINGS HAD  
20 IN THE ABOVE-ENTITLED CAUSE ON THIS  
21 DATE.)

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24

1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.

10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 12th day of  
12 September, 2019.



13  
14  
15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter

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