

County of **CAMDEN** *State of Missouri*

1 Court Circle, Suite 1
Camdenton, Missouri 65020

Presiding Commissioner
Greg Hasty

1st District Commissioner
Beverly Thomas

Commission Clerk
Rowland Todd

Office of the
CAMDEN COUNTY COMMISSION
PHONE (573) 317-3850
FAX (573) 346-5181

2nd District Commissioner
Cliff Luber

February 3, 2016

To Whom It May Concern,

I'm looking for some help, and am not sure where to turn, as it appears that no one wants to deal with a potentially dangerous person. Everyone seems fine with just looking the other way and hoping the problems just goes away. As Presiding Commissioner of Camden County, I don't have the luxury of just looking the other way, when employee bullying and abuse have led to a breakdown of government.

Some background is necessary to frame the gravity of the situation.

The person of concern is Cliff Luber. He was apparently a former Maryland Highway Patrolman. There were charges filed against Mr. Luber in 1994 for Harassment and Stalking, in which the prosecutor declined to prosecute. Shortly thereafter, Mr. Luber moved to Camden County, Missouri. I do not have any more information on this other than the report. (See attachment No. 1 a & b)

In June of 2010, an Incident report was filed with the Camden County Sheriff's Office outlining a death threat made against children using much profanity, "including racial slurs such as the word niggers". It appears that the complainant did not choose to file charges for fear that it would "just make matters worse". The failure to file charges is a pattern that has emerged since June of 2010. No one wants to have him going after them, so they just try to get away from the problem. (See attachment No. 2 a, b, & c)

So, with that as the background, in January of 2013, Mr. Luber took office as 2nd District Commissioner of Camden County. The chaos in Camden County government began. The trouble started almost immediately. A little over a year later, Don Hathaway resigned as Planning and Zoning administrator citing "a hostile work environment" created by Mr. Luber. (See attachment 3 a & b)

His past action regarding road and bridge, and courthouse employees, required action to be taken to protect the County from Cliff Luber's actions. There are a number of documented cases of employee abuse and intimidation that have been reported to the Human Resources Administrator of Camden County. A letter dated June 16, 2015 outlines the problems. The result was a commission resolution

being passed on June 25, 2015, to stop Mr. Luber's abuse of employees. (See attachment No. 4 and No. 5)

Cliff Luber abuses and attacks anyone who disagrees with him, to the point of death threats. In the Camden County Commissioners Office he threatened to "put a bullet" in the head of a resident who disagreed with his political views. Cliff Luber denied that on the witness stand, even after his attorney admitted it. There is an audio file available to show that this did in fact take place.

My concern is that because of his erratic behavior that something bad could happen. On at least 3 different occasions, he has had a Glock pistol out in the Camden County Commission Office. Mr. Luber has also personally stated that he is on the anti-depressant Lexapro. So, in the commission office we have an elected official, on anti-depressants, threatening to shoot a citizen who disagrees with his actions. We have good reason to be fearful.

Later that year, Cliff Luber put a closed session meeting on the agenda for "legal matters". The legal matter turned out to be a 20 minute personal attack on me. When attacking me regarding the guns in the courthouse, I pointed out the death threat by a County Commissioner (Mr. Luber). His response was yelled at me as follows; "WHAT DO YOU EXPECT ME TO DO MR. HASTY, HE WAS GOING AFTER MY WIFE'S JOB." This admission was made in front of Greg Hasty, Beverly Thomas, Charlie McElyea, and Roland Todd, so he can't deny the threat. So we have a Camden County Commissioner, threatening to kill a Camden County resident. Clearly in Cliff Luber's mind, it's perfectly acceptable to threaten the use of lethal force against anyone who disagrees with him.

Following the actions taken by the commission to protect employees from bullying and intimidation the abuse just continued.

I now have a written report by the Camden County Road and Bridge Administrator, in which outlines "employee intimidation" as a basis to interfere with Road and Bridge Department procedures. The report goes on to outline Mr. Luber's willful actions, outside of the law, and in direct violation of the County Resolution he voted for. The result was the willful destruction of county property which was done to punish people in Macks Creek who oppose him. (See attachment No. 6)

Additionally, based on the most recent incident, our Human Resources Administrator sent an additional letter to me. This letter goes on to outline an ongoing pattern of employee intimidation. (See attachment No. 7).

I want to be very direct and to the point here. There is an ongoing chain of incidents that have taken place over a period of years that indicate Mr. Luber has some serious issues.

1. The charges for harassment and stalking in 1994 in Maryland.
2. The death threat against children in June of 2010 in Camden County.
3. The resignation of the Planning and Zoning Administrator in March of 2014, citing a "hostile work environment" created by Mr. Luber
4. His behavior on a Canadian fishing trip with an owner of a local lumber company in 2014 was so out of control that the owner of the lumber company had to send him home separately.
5. The 2014 death threat against a Camden County Citizen in the commission office.
6. A hostile outburst attacking a local newspaper reporting in the Commission office.
7. More complaints regarding employee intimidation that resulted in an ordinance to limit his actions and authority.

8. The admission in a Camden County Commission meeting that he did in fact make a death threat against a citizen, after denial of the same under oath.
9. The actions of Mr. Luber regarding the Macks Creek Park involving "employee intimidation" that was a violation of Camden County Policy that resulted in the destruction of property.

I've put up with unstable behavior, abuse and bullying for over a year. Every action that I've taken was taken to protect the interests of Camden County, its residents, and its employees. I've had to be patient, and in control, even in the face of his abuse of power.

Based on his violent outbursts with employees, multiple death threats, and personal attacks against anyone who disagrees with him, it's very apparent that he has something wrong. I'm no doctor, but it is clearly obvious that there is some emotional or mental issue. If this was a private business, or an employee, he would have been fired long ago. Unfortunately, this is an elected official, and it's easy to just chalk it up to politics. However, the admission to the threat that was made in the commission meeting is an admission to "knowingly testifying falsely to any material fact upon oath".

This admission constitutes a violation of Section 575.040.1(6.) of the Missouri Revised Statutes, which is a class E felony. Provided with this letter is an audio disk of the court hearing, along with an outline provided by Mr. Krostue detailing the audio file of the trial regarding his ex parte request. At 50' 41" of the audio of the trial Mr. Krostue asks Mr. Luber flatly, did you threaten to shoot me, to which Mr. Luber says no. His testimony coupled with his open admission to making the threat in a commission meeting of record is sufficient evidence of the commission of the crime of Perjury as defined by RsMo. 575.040.

I have an obligation to uphold the laws of the State of Missouri, as well as Camden County Ordinances. Clearly, a county ordinance has been violated. Additionally, there is sufficient evidence to prove, beyond any reasonable doubt, that felony perjury has been committed by Mr. Luber. The continuous chaos created by Mr. Luber from the day he took office must be stopped. This has led to a breakdown of government.

When some horrible thing happens in our country, everyone says that we should have known. Some action should have occurred before it resulted in disaster. Many employees, as well as elected officials are fearful that "Cliff will snap".

Someone needs to step in and restore order.


Greg Hasty
Camden County Missouri Presiding Commissioner

Note; It is my intent to forward this to the national media such as ABC, NBC, CBS, FOX, etc.