

Last night the Brighton City Council, in a 5-3 vote, placed me on Administrative Leave as Brighton City Manager. After the meeting, the absent member of Council contacted me and let me know of his continued support of me and his disappointment in yesterday's events.

I was not approached prior to the meeting about what would be discussed, why the two agenda action items were being advocated, or why I was likely facing the loss of my job. I am aware, however, that the City Council is required by the City Charter to provide me notice of its intent to consider my removal at its next meeting. I was provided that notice last night via the vote of the Council.

I am certainly disappointed both personally and professionally by this treatment. I was not provided any notice of any allegations of poor performance or any other motivating reason for my impending termination. Nor was I given any meaningful opportunity to respond in either an open or closed personnel meeting with my employer in advance of the vote. It is disappointing that the Council took an action in violation of Colorado open meeting laws. I also believe that bungled process by the majority of the Council violated my employment agreement with the City.

The issues about the City of Brighton's Utility Fund are well documented and are rightly a source of serious concern by me and the citizens of Brighton since I first brought my concerns to the City Council last Fall and through the course of the 2019 annual budget process. In my view sunshine is the most effective disinfectant. It is particularly troubling that my sounding of the alarm has been a source of consternation to the majority of the Council leading to reprisals against me.

My raising the Utility Fund issues was an immediate source of internal strife between members of Council, and led to my position being discussed in a closed session of City Council on October 2, 2018. It is noteworthy that in August, 2018, I received a very positive review from

the nine members of City Council and a performance-based increase to my salary and benefits in September. My performance evaluation by the City Council was a cumulative score of 4.3 out of 5 considering 405 data points in a process developed by an external professional at the Colorado Intergovernmental Risk Sharing Agency (CIRSA).

I was told by a Council member that by bringing the utilities concerns to the Council at an October 23<sup>rd</sup> meeting, that I was now “on thin ice”. Nonetheless, I was duty bound to continue to provide accurate information to Council of my concerns including my presentation and recommendation on June 25, 2019, for Council to order a forensic audit. Thankfully two members of City Council believed the forensic audit was not only essential to consider but also required of them as Council members.

Another important decision point that has caused continued pressure for me, is that I chose, as a private citizen to raise my concerns to an independent, third party law enforcement agency. Acts of retaliation, intimidation and harassment ensued.

Last night, I heard for the first time that I would now likely lose my job next week for alleged unspecified and baseless pretextual issues. Those secret reasons have still not been made known to me or to the other four members of the City Council.

As a City Manager, it is crucial that I not lose sight of fundamental realities. I work for the City Council and do so at their pleasure. I also work for my fellow citizens. I also know that it is incumbent on me to always make the City Council and the public aware of the issues and challenges we face as a community so that we can properly, legally and ethically address those challenges. I see my public service to necessarily uphold the truth and operate ethically in spite of the politics that may ensue, and to do so in a non-political manner. I have done that in a way that is consistent with my honor and duties under the City Charter and

my obligations as a professional City Manager. I have worked to ensure the public fisc and wellbeing without equivocation. I care deeply for the people of Brighton and its future as a diverse, growing, innovative leader in the north metro area. I await the moral, ethical and legal decision of City Council next Tuesday night.