Attachment 4
Greg:

I request that the email pasted below from Dennis Taylor be included in the record for the upcoming special meeting.

Dennis Taylor [dmt4mt@gmail.com]

In response to the message from Terry Cunningham, Tue 1:25 PM

To: Terry Cunningham: Greg Sullivan

Wednesday, September 02, 2020 6:03 PM

Commissioner Cunningham/Greg Sullivan— I read Commissioner Cunningham’s email to himself yesterday for the first time. It is an accurate summary of our discussions during our final one-on-one meeting that we had by telephone due to the coronavirus pandemic rather than our usual face-to-face meetings.

Mayor Mehl repeatedly interfered with my city manager duties and responsibilities in a manner that undermined my authority as interim city manager and made a difficult job unnecessarily more challenging—especially during our emergency declaration to address the COVID-19 threat to our community.

I personally like Mayor Mehl very much. He is a smart, dedicated, and tireless elected official. It is some of his problematic behaviors that I find so disturbing. Mayor Mehl is frequently abusive to staff and can be very overbearing. He tends to bully staff and is especially abrasive, hostile and intimidating to many of our female staff. Unfortunately, Mayor Mehl did not ever try to comply with the norms established by the Commission resolution that was adopted in December 2019 nor the specific requirements of the Bozeman City Charter — Dennis

Dennis M. Taylor

mobile

Terry Cunningham - City Commissioner

City of Bozeman | 121 North Rouse Avenue | P.O. Box 1230 | Bozeman, MT 59771
P: 406.595-3295 | E: tcunningham@bozeman.net | W: www.bozeman.net
Mr. Sullivan:

I am forwarding this email to you from former City Manager Andrea Surratt. Please put this correspondence in the packet for the Special Meeting.

Thank you.

Terry Cunningham

From: Andrea Surratt [mailto: ]
Sent: Wednesday, September 02, 2020 11:32 AM
To: tcunningham@mcn.net
Subject: City of Bozeman

Commissioner Cunningham,

After leaving the City of Bozeman nine months ago, I trust that enough time has gone by that the following statement would be able to be considered on its own merit and not clouded by emotion. I am happily employed by the City of Sandy Springs and wish nothing but the best for those with whom I worked at the City of Bozeman. The City of Bozeman is a special organization to me, and I invested a lot of energy towards its success.

During the course of my employment with the City of Bozeman, Mr. Mehl, in his capacity as a City Commissioner and as Deputy Mayor repeatedly interfered with the administration of the city over my two year tenure which undermined my authority and made my job, a career that I have dedicated my life's work to, extremely difficult. According to the Bozeman City Charter this was not allowed. Section 2.05-C states:

**Interference with Administration.** Except for the purpose of inquiries, and investigations under §2.09, the commission or its members shall deal with city officers and employees who are subject to the direction and supervision of the city manager solely through the city manager, and neither the commission nor its members shall give orders to any such officer or employee, either publicly or privately.

Mr. Mehl's repeated violation of the Charter's prohibitions clause was a key factor in my decision to accept another employment offer. I told Mr. Mehl, in a face to face conversation outside of City Council chambers after a lunch meeting about code of conduct issues in December 2019, 'that he was the reason I needed to leave'. I have kept that to myself until now.
He interfered with staff meetings during the course of normal business hours, edited staff memos for content that he felt should be included to make a case, talked openly about moving to a strong mayor form of government, got angry and verbally intimidated and bullied staff at all levels of the organization on a number of occasions both in person and through email. I looked to the City Charter and my ICMA Code of Ethics for answers. I advised Council of the problem and discussions were held through several special meetings to address these problems and discuss a code of conduct. Ultimately, I had to make a choice about whether I could operate in the position of City Manager with these conditions. Based upon the guidance of the ICMA Code of Ethics, once a city manager brings light to the problem and conditions do not improve, the city manager is expected to move on instead of enabling the violations to continue, thereby eroding coworker trust and violation of the Charter. I documented the problems presented in emails and testimonies of staff who experienced similar problems.

Cities with a Council-Manager form of government practice on a daily basis the proper protocol for addressing the work of the organization. City Commissions set policy, based upon their charter, and city managers carry out the daily administration of the operation according to Council’s wishes. I chose not to work for Mayor-elect Mehl in his term as Mayor due his behavior and his expectations for my interaction with him once he became Mayor. His actions were not in line with Section 2.05-c.

Best regards to you,

Andrea Surratt