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## Anonymous Letter - Brief Update

1 message

**Bramson, Noam** <nbramson@newrochelleny.com>

Wed, Aug 9, 2023 at 9:09 AM

To: "marthahanratty@gmail.com" <marthahanratty@gmail.com>, "Tarantino, Jr., Albert A." <tarcor211@aol.com>, Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>, "Hyden, Ivar" <ivar@ivarhyden.org>, "Kaye, Sara R." <srmarnel@gmail.com>, Liz Fried [REDACTED]

Council,

As you know, CM Tarantino and I had been discussing a process for evaluating the anonymous letter, with the intent of first reaching agreement between the two of us, and then seeking consensus from the Council on a way forward. As of this week, we were prepared to recommend that the Council ask the City Manager to provide a formal response to the letter, reasoning that the City Manager's response could either resolve the matter to our satisfaction without further steps, or serve as a precursor to further review by independent, outside counsel, depending on the Council's reaction and wishes.

In light of the City Manager's email yesterday expressing an intent to provide a response within the next two weeks, it seems unnecessary for us to make a request, and I expect that a majority, if not all, of the City Council will judge it best at this point simply to wait for the City Manager's response and then, at that time, consider next steps, if any.

Simply for your information and to bring you fully up to speed on the status of our discussions, I am attaching for you the draft of the request to the City Manager that I had prepared for our collective consideration and signatures. Please note that this letter had not been finalized and, to be entirely transparent and fair, CM Tarantino had concerns about some of the language, which we were still in the process of working through. Again, there seems no need at present to send a letter, so this is an FYI.

If you would like to discuss any aspect of this issue, please don't hesitate to call.

Noam

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 **Gill Letter.pdf**  
39K

Dear City Council and Mayor,

Since the start of this year, the city's development staff have been regularly instructed by Commissioner Adam Salgado to give developer Cappelli and the executives from his many companies "special treatment" until the elections are over. This includes waiving permits, fees, and other city requirements; providing tax breaks and development bonuses; awarding land contracts and deals; prioritizing Cappelli's requests, etc. The reason for this preferential treatment had been somewhat of a mystery and many theories have floated around. The timing of these demands also seemed suspect as they came at the start of City Manager Gill's appointment. In fact, Salgado has repeatedly warned staff if we want to keep our jobs we need to keep Gill happy which, in turn, means keeping Cappelli and his executives happy.

The a-ha moment came when Salgado recently revealed to at least 2 staffers that Gill has been romantically involved with a high-level executive within the Cappelli organization since her appointment. If true, this has to be a conflict or a violation of some ethical standard or code of conduct, if not bordering on corruption. In fact, it sounds a lot like the situation reported about former HR Commissioner Christine Dodge.

Salgado often boasts about other questionable conduct as well. He brags how he and Gill regularly get free meals, gifts and favors from Cappelli and other contractors, consultants, and city stakeholders. He claims Gill arranged a discount on his apartment lease from developer Bob Young. He brags about getting car discounts from city contractor Nissan, and construction contractors to renovate his home. He brags about Gill giving him multiple raises in a single year that are not given or available to others because they are friends. He brags about these perks to city staff, many of whom make  $\frac{1}{2}$  or  $\frac{1}{4}$  of his salary, are overworked, and are lucky to even get a cost-of-living increase at the end of each year.

It is no secret that Salgado was appointed to his current positions only because of his close friendship with Gill. Salgado even jokes about his lack of experience and often says he has no idea what he is doing. Because of his inexperience, Salgado regularly lashes out at staff, humiliates them, blames them for his ignorance and mistakes, and constantly takes credit for others hard work. This behavior has created an intimidating and hostile work environment for so many. And Gill steadfastly supports and openly jokes about Salgado's abusive behavior. On a positive note, Salgado recently informed staff that after the elections he will resign as Development Commissioner to serve as Gill's full time Deputy City Manager and Chief of Staff. This cannot come fast enough for some of us. Contracts and POs for the construction and decoration of the lavish new city manager office (the overall cost estimated at \$400-\$500K, which is more than 4-5x many city employee salaries) have been issued and Salgado expects he will get to move in with Gill this November.

Gill possesses an equally unstable and volatile personality. She has a reputation both inside and outside of the city organization to be quick to fly off the handle, callous, and spiteful. She is rude to staff especially those lower ranking. Her leadership skills are weak, her character is corruptible, and she is entirely incapable of making an executive decision without Salgado's inexperienced

input and approval. Her reign so far has been ineffectual, and jokingly dubbed by some as a "GILL-tastrophe."

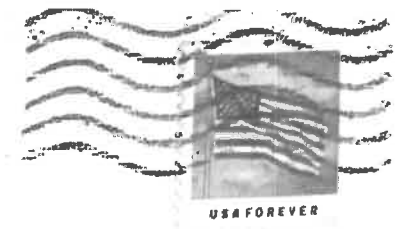
The intention of this letter is to make the City Council aware of the toxic and intimidating work environment that has existed since Gill's appointment. I am not suggesting Gill or Salgado be investigated or removed (although I suspect many would rally for that result). Nor would I expect that outcome since this City Council unanimously voted to appoint Gill as City Manager. The hope is that City Council might suggest or require Gill (and even Salgado) to take leadership training and ethics courses. Anything this esteemed City Council can do to help City Hall return to a decent, respectful, professional, and ethical place to work would be truly appreciated by so many. Please help reverse this GILL-tastrophe.

Thank you.

*This is written by a current staff member anonymously to avoid professional and personal retribution.*

WESTCHESTER NY 105

18 JUL 2023 PM 4 L



City Council Member Yadira Ramos-Herbert  
515 North Avenue  
New Rochelle, New York 10801

10801-340515





**From:** Ramos Herbert, Yadira  
**To:** David Blumenthal; ccphipps [REDACTED]  
**Subject:** Letter  
**Date:** Friday, July 21, 2023 8:45:02 PM  
**Attachments:** [Document-2023-07-21-182615.pdf](#)  
[2023-07-21-203523.pdf](#)

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Dear Mr. Phipps and Mr. Blumenthal:

Today I received an anonymous letter. Based upon the content I knew this needed to be referred to you in your capacity as ethics board members. I am including a copy of the letter and a copy of the envelope. There is no return address on the envelope. Please note, given the content I refrained from including Michelle Oliveros as she is a direct subordinate of one of the two people referenced in the letter.

Yadira Ramos-Herbert  
Councilwoman, District 3  
New Rochelle, NY  
914-484-8158  
yramosherbert@newrochelleny.com  
<https://newrochelleny.com/90/City-Council>

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**Fw: Letter**

Ccphipp1 <ccphipp1@redacted>  
To: Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>  
Cc: David Blumenthal <redacted>

Mon, Jul 24, 2023 at 11:46 AM

I am in receipt of your email of 7/21/23 to me and David Blumenthal. I do think a copy should be sent to Michelle Oliveros as the starting point. *I am sure she will take the necessary steps to get the ball rolling to start the process and recluse herself from participating.*

----- Forwarded Message -----

From: Ramos Herbert, Yadira <yramosherbert@newrochelleny.com>  
To: David Blumenthal <redacted>  
Sent: Friday, July 21, 2023 at 08:45:07 PM EDT  
Subject: Letter


Dear Mr. Phipps and Mr. Blumenthal:


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New Rochelle, NY  
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**2 attachments**

 **Document-2023-07-21-182615.pdf**  
614K

 **2023-07-21-203523.pdf**  
127K

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**anonymous letter received**

4 messages

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**Ccchippis1** [REDACTED] Thu, Jul 27, 2023 at 11:09 AM  
To: Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>  
Cc: David Blumenthal [REDACTED]

I would appreciate you sending a copy of the anonymous letter you received to Mrs. Michelle Oliiveros City Clerk, to give this complaint the proper attention it needs as soon as possible. I did tell her she should expect a letter. Should you have questions please call me. [REDACTED]. I do leave for vacation this weekend.  
Thank you.

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**Yadira Ramos Herbert** <yadira.ramos.herbert@gmail.com> Thu, Jul 27, 2023 at 7:18 PM  
To: Ccchippis1 [REDACTED]  
Cc: David Blumenthal [REDACTED]

Thank you so much for following up. Since my initial email and our conversation I learned of another way(s) that the underlying matter might be addressed and want to fully understand all options before proceeding. I hope you can both understand my desire to fully understand next steps.

[Quoted text hidden]

[Quoted text hidden]

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[REDACTED] Thu, Jul 27, 2023 at 9:48 PM  
To: Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>  
Cc: David Blumenthal [REDACTED]

Thanks for your response. I will Waite for your next communication,  
Thank you.

[Quoted text hidden]

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**David Blumenthal** [REDACTED] Sun, Aug 6, 2023 at 5:41 PM  
To: Ccchippis1 [REDACTED]  
Cc: Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>

Hi Yadira, Charles, I hope that you are having a nice weekend. I know that Charles has been away on vacation so I wanted to touch base and see how things are progressing with this matter.

Thanks and have a good evening,

David B

On Jul 27, 2023, at 9:48 PM, Ccchippis1 [REDACTED]

[Quoted text hidden]



**From:** Gill, Kathleen  
**To:** [Bramson, Noam](mailto:tarcor211@aol.com); [tarcor211@aol.com](mailto:tarcor211@aol.com); [Ramos Herbert, Yadira](#); [Kaye, Sara](#); [Martha Lopez-Hanratty](#); [Hyden, Ivar](#); [Fried, Elizabeth](#)  
**Cc:** [Salgado, Adam](#)  
**Subject:** anonymous letter  
**Date:** Tuesday, August 8, 2023 6:37:08 PM  
**Attachments:** [image001.png](#)

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Good evening,

I have become aware that an anonymous letter was sent to the Mayor and members of City Council raising allegations against Adam and me. We are preparing a response to this letter with supporting documentation, which will be submitted to Council within the next two weeks.

Thank you and have a great night.

Kathleen

*Kathleen E. Gill, Esq.*  
*City Manager*  
*City of New Rochelle*  
*515 North Avenue*  
*New Rochelle, NY 10801*  
*(914) 654-2145 office*  
[kgill@newrochelleny.com](mailto:kgill@newrochelleny.com)



**From:** Antonia Kousoulas  
**To:** Ramos Herbert, Yadira  
**Subject:** Fwd: Adam Salgado / Katheleen E. Gill  
**Date:** Saturday, August 19, 2023 9:08:43 PM  
**Attachments:** [8.18.23 Letter to Council.pdf](#)

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**EXTERNAL SENDER: DO NOT CLICK** links or open attachments unless you recognize the sender and know the content is safe. If unsure, contact IT for guidance.

----- Forwarded message -----

**From:** Antonia <[akousoulas@kalawyers.com](mailto:akousoulas@kalawyers.com)>  
**Date:** Fri, Aug 18, 2023 at 11:50 PM  
**Subject:** Adam Salgado / Katheleen E. Gill  
**To:** <[nbramson@newrochelleny.com](mailto:nbramson@newrochelleny.com)>, <[mlopez@newrochelleny.com](mailto:mlopez@newrochelleny.com)>, <[ataranti@newrochelleny.com](mailto:ataranti@newrochelleny.com)>, <[yramosherbert@newrochelle.com](mailto:yramosherbert@newrochelle.com)>, <[ivar@ivarhyden.org](mailto:ivar@ivarhyden.org)>, <[ihyden@newrochelleny.com](mailto:ihyden@newrochelleny.com)>, <[skaye@newrochelleny.com](mailto:skaye@newrochelleny.com)>, <[efried@newrochelleny.com](mailto:efried@newrochelleny.com)>

Mayor Bramson and City Council Members,  
I represent Adam Salgado and Kathleen E. Gill. Please refer to the attached correspondence.  
Thank you.

Antonia Kousoulas, Esq.  
Kousoulas & Associates P.C.  
110 East 59th Street, Suite 3200  
New York, NY 10022  
212-509-2566  
212-242-3184  
[akousoulas@kalawyers.com](mailto:akousoulas@kalawyers.com)

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New York, New York 10022  
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Antonia Kousoulas, Esq.  
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110 East 59<sup>th</sup> Street, Ste. 3200, New York, New York 10022 Tel. 212.509.2566 Fax. 646.367.3331 www.kalawyers.com

August 18, 2023

Via Email

City Council  
City of New Rochelle  
515 North Avenue  
New Rochelle, NY 10801

Mayor Noam Bramson  
City of New Rochelle  
515 North Avenue  
New Rochelle, NY 10801  
nbramson@newrochelleny.com

Re: Kathleen E. Gill, City Manager, and Adam Salgado, Commissioner of Development

Dear Mayor Bramson and City Council Members:

I represent Adam Salgado and Kathleen E. Gill. I submit this letter to place you on notice that the allegations contained in the undated, anonymous letter sent to the Mayor and members of City Council are baseless and do not support an investigation of my clients. Further, any such investigation would be undertaken in bad faith, motivated by retaliatory animus toward my clients.

As a threshold matter, it is my understanding that it has been the practice of the City of New Rochelle to take no action with respect to anonymous complaints. In fact, over the years anonymous complaints had been sent accusing Mayor Bramson, former City Manager Charles Strome, and former Commissioner of Development Luiz Aragon of corruption and inappropriate conduct. All these anonymous complaints were routinely dismissed without any review or input from City Council, let alone an investigation.

In contravention of that long standing practice, the City Council informed my clients that they would be the subject of an investigation based on the undated, anonymous complaint, purportedly sent by a “current staff member.” The anonymous letter makes sweeping, uncorroborated allegations against my clients and provides no specifics as to date, time, circumstances of alleged “toxic and intimidating” acts. Given the disparity in treatment, the obvious misrepresentations in the anonymous letter, and the recent history of the Mayor’s actions to challenge my clients in their respective positions as City Manager and Commissioner of Development, the motive for any investigation is apparent.

As the Mayor and City Council well know, in March of 2022, Robert Cox filed two complaints alleging that Mayor Noam Bramson violated the New Rochelle City Charter, the New Rochelle Ethics Code and New York State law by 1) exerting pressure on the former City Manager to appoint him to the position of Commissioner of Development (held by Mr. Salgado), for which he did not meet the qualifications as per the City Charter; 2) seeking to have the former City Manager rescind the appointment of Ms. Gill to the position of Deputy City Manager/Corporation Counsel; and 3) seeking to install a person who did not possess the required qualifications as City Manager, the position that Ms. Gill holds today. If there is any question about my clients’ role in the investigation by the New Rochelle Board of Ethics, I respectfully refer you to the Advisory Opinion, sent to each of you on June 16, 2022.

It appears that Mayor Bramson is now embarking on a course of action, albeit in an arbitrary, capricious and bad faith manner, to accomplish what he was unable to accomplish via his pressure tactics on the former City Manager, Charles B. Strome III.

While my clients believe that the Mayor and City Council know or should know of the falsity of the more serious allegations in the anonymous letter, I submit the following response to resolve any doubt as to the lack of veracity of the allegations, without prejudice to my clients’ rights under state and federal laws.

1. **Allegations of preferential treatment to Louis Cappelli.** At first blush, the anonymous letter has obvious misrepresentations that should be apparent to all members of the Council; notably the references to land use and tax abatements provided to Louis Cappelli since January 2023. As the City Council is aware, Mr. Cappelli has not received any such approvals for over three (3) years. The last land use approval granted to Louis Cappelli by the Planning Board was in 2020 and his last approval for tax benefits was authorized by the Industrial Development Agency in 2020. Therefore, the allegations stated in the anonymous letter are patently false. Additionally, any permits and fees associated with Mr. Cappelli’s projects have been paid as required by City Code. Moreover, Ms. Gill is aware of her ethical obligations and would never allow any personal relationship to jeopardize her responsibilities as a lawyer and City Manager.

2. **Allegations against Adam Salgado.** There are several baseless allegations made against Mr. Salgado.

a. Residential Lease. Mr. Salgado has been very open and transparent about temporarily living in the Rockwell, owned by developer Bob Young, while he completes construction on his new home. He applied for his unit on the website and did not negotiate a special rate. He is paying market rent for his unit. In fact, the rent that Mr. Salgado pays for his apartment is higher than the rent listed on the website for a comparable one-bedroom apartment. Mr. Salgado would be prepared to provide the City Council with copies of his residential lease and rent ledger, provided that it would be subject to a confidentiality stipulation. Ms. Gill had absolutely nothing to do with this transaction.

b. House renovations at 15 Wood Lane. Mr. Salgado and his partner purchased their home from an ad on Zillow and financed the purchase with a mortgage, renovation loan, savings and the proceeds from the sale of a previous residence. A schedule of the renovation costs demonstrates that the costs are \$200/foot, which are at the higher end of the Westchester average. Mr. Salgado received multiple bids for the work and the bank that issued him the loan preferred the company he selected because of the completeness of its bid. Subject to a confidentiality stipulation, Mr. Salgado would be prepared to provide the City Council with copies of the contract that details the scope of work on his home, as well as copies of invoices for the purchase of his appliances and HVAC system. He did not negotiate or receive any discounts from the contractor.

c. Qualifications. Mr. Salgado has over 20 years of progressively responsible experience in the field of development and public infrastructure planning, nine of which have been in New Rochelle, specifically in the department where he served as Deputy Commissioner since 2018. He has not received multiple raises in a single year (a fact that could be easily verified by the City Council). He received two consecutive promotions that increased his responsibilities as well as his pay in different calendar years. Mr. Salgado's received raises and promotions from various managers in New Rochelle based on his excellent work performance, beginning in 2014. Mr. Salgado's qualifications for the position of Development Commissioner are on par with the qualifications of the individuals who formerly held that position.

d. Nissan lease. Mr. Salgado previously leased a Pathfinder that he secured through the New Rochelle Nissan dealership. He was paying in excess of \$500/month for the lease, which ended in 2022. He does not currently lease a Nissan. Subject to a confidentiality stipulation, Mr. Salgado would be prepared to show the City Council a copy of his lapsed lease agreement.

3. **Allegations related to workplace behaviors.** The letter contains several allegations of alleged improper behaviors and statements on the parts of both Ms. Gill and Mr. Salgado. None of these instances contain any dates, names or any other supporting details. My clients are unaware of any claims made by staff members that would support the allegation that they created a "toxic and intimidating" environment. My clients dispute these allegations, in their entirety, and if a complaint were to be filed with the Commissioner of Human Resources as per the City's administrative policy, they will cooperate fully in any such investigation.

4. **City Hall renovation.** The anonymous letter alleges that Ms. Gill and Mr. Salgado are reconstructing the City Manager's office at a cost of \$400-500,000. This is another gross misrepresentation. City Council has authorized \$500,000 in ARPA funding to make improvements to numerous City departments and facilities including without limitation: renovations to the departments of DPW, Development, Parks and Recreation, and City Manager, in addition to furniture and equipment for two new Youth Centers currently under construction.

It is important to note that in any position of authority, appropriate measures must be taken to assure that employees are performing their work responsibilities diligently and appropriately. Sometimes, when employees are held accountable for such responsibilities, they become disgruntled, resulting in false and/or unfair accusations against their supervisors. The writer of the anonymous letter indicates that they are a current City employee. Yet, rather than avail themselves with the City's internal complaint policy, they chose to file an anonymous, unsubstantiated and patently false complaint. This anonymous letter should be handled in the same way that similar letters that raised allegations against Mayor Bramson, Manager Strome and Commissioner Aragon, which were summarily dismissed, with no ensuing investigation.

In conclusion, many of the factual allegations in the anonymous letter are indisputably false. As to the unsubstantiated statements and behaviors attributed to my clients, no further action should be taken unless and until such allegations are submitted through the City's internal complaint policy. In the event that the Council would like to review the actual documents, particularly as to the claims against Mr. Salgado, we will present those documents in a closed executive session under condition of confidentiality.

I look forward to your prompt response.

Very truly yours,



Antonia Kousoulas

Cc:

Martha Lopez-Hanratty, [marthahanratty@gmail.com](mailto:marthahanratty@gmail.com), [mlopez@newrochelleny.com](mailto:mlopez@newrochelleny.com)

Albert Tarantino, [ataranti@newrochelleny.com](mailto:ataranti@newrochelleny.com)

Yadia Ramos-Herbert, [yramosherbert@newrochelleny.com](mailto:yramosherbert@newrochelleny.com)

Ivar Hyden, [ivar@ivarhyden.org](mailto:ivar@ivarhyden.org), [ihyden@newrochelleny.com](mailto:ihyden@newrochelleny.com)

Sara Kaye, [skaye@newrochelleny.com](mailto:skaye@newrochelleny.com)

Liz Fried, [efried@newrochelleny.com](mailto:efried@newrochelleny.com)



Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>

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## Anonymous letter received

2 messages

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**Cchipps** [REDACTED]  
To: Yadira Ramos Herbert <yadira.ramos.herbert@gmail.com>  
Cc: David Blumenthal [REDACTED]

Wed, Aug 30, 2023 at 1:26 PM

Please let me know the status of the anonymous letter received recently. As the Ethics committee we want to be sure there is a response.  
Thank you,

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**Yadira Ramos Herbert** <yadira.ramos.herbert@gmail.com>  
To: Cchipps [REDACTED]  
Cc: David Blumenthal [REDACTED]

Fri, Sep 1, 2023 at 7:20 AM

Good Morning and I understand. The Council is still determining/evaluating different options to address and respond to the matter at hand.

[Quoted text hidden]

**From:** [Ramos Herbert, Yadira](#)  
**To:** [Tarantino, Albert](#); [Hyden, Ivar](#); [Lopez-Hanratty, Martha](#); [Kaye, Sara](#); [Bramson, Noam](#); [Fried, Elizabeth](#)  
**Subject:** Clarity  
**Date:** Friday, September 22, 2023 9:09:48 AM

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Dear Colleagues:

I am still having a hard time processing all that has transpired over the last few weeks and feel compelled to send this message. I have refrained from calling each of you individually as I do not want to risk anything I say being misinterpreted. While I still firmly believe our Charter requires us, the elected members of the City Council, to investigate the claims received, I want this email to make clear that my goal in pursuing an investigation was not to attack our City Manager nor was it to bring negative attention to our City. On the contrary, my goal was to uphold an obligation that I believe our neighbors are counting on when they elected us and supported our candidacies. We are elected to not only be a part of shaping our city but to also review information and ask what are sometimes going to be tough and uncomfortable questions; to serve as the proverbial checks and balances to our government.

I do however appreciate and understand that we do not have a majority that feels we should pursue an investigation. I do hope we are able to work together through this next budget cycle and find ways to bring about the "teachable moment" raised in our last meeting in a way that allows us to learn from the experience but also make things better for those members of council who will come after us. I thank you for taking the time to read this message.

Yadira

Yadira Ramos-Herbert  
Councilwoman, District 3  
New Rochelle, NY  
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[yramosherbert@newrochelleny.com](mailto:yramosherbert@newrochelleny.com)  
<https://newrochelleny.com/90/City-Council>



**From:** [Kaye, Sara](#)  
**To:** [Ramos Herbert, Yadira](#); [Tarantino, Albert](#); [Hyden, Ivar](#); [Lopez-Hanratty, Martha](#); [Bramson, Noam](#); [Fried, Elizabeth](#)  
**Subject:** Re: Clarity  
**Date:** Sunday, September 24, 2023 1:23:02 PM

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Yadira, Thank you for sharing your thoughts and concerns. I have to agree. Asking questions and seeking professional advice should not be misconstrued as an adversarial action. To avoid the appearance of impropriety, the Council should have hired an attorney, as we initially agreed. This attorney could have advised us on process and what information was needed to rebut the claims of misconduct. I believe what transpired fell short of our obligations, but I am prepared to move forward and continue to work together to further the best interests of our City.

For those who observe the holiday, I wish you an easy fast and meaningful Yom Kippur.

Sincerely,  
Sara

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**From:** Ramos Herbert, Yadira <[ramosherbert@newrochelleny.com](mailto:ramosherbert@newrochelleny.com)>  
**Sent:** Friday, September 22, 2023 9:09 AM  
**To:** Tarantino, Albert <[ataranti@newrochelleny.com](mailto:ataranti@newrochelleny.com)>; Hyden, Ivar <[ihyden@newrochelleny.com](mailto:ihyden@newrochelleny.com)>; Lopez-Hanratty, Martha <[mlopez@newrochelleny.com](mailto:mlopez@newrochelleny.com)>; Kaye, Sara <[skaye@newrochelleny.com](mailto:skaye@newrochelleny.com)>; Bramson, Noam <[nbramson@newrochelleny.com](mailto:nbramson@newrochelleny.com)>; Fried, Elizabeth <[efried@newrochelleny.com](mailto:efried@newrochelleny.com)>  
**Subject:** Clarity

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Yadira

Yadira Ramos-Herbert  
Councilwoman, District 3  
New Rochelle, NY  
914-484-8158  
yramosherbert@newrochelleny.com  
<https://newrochelleny.com/90/City-Council>

**From:** [Bramson, Noam](#)  
**To:** [Kaye, Sara](#); [Ramos Herbert, Yadira](#); [Tarantino, Albert](#); [Hyden, Ivar](#); [Lopez-Hanratty, Martha](#); [Fried, Elizabeth](#)  
**Subject:** Re: Clarity  
**Date:** Monday, September 25, 2023 8:37:54 AM

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I agree entirely with Yadira and Sara and will take this opportunity to record my own concerns, with the goal of moving on.

In my opinion, the City Council's governance and oversight responsibilities required a more rigorous examination of misconduct claims. We declined to retain investigative assistance or independent legal counsel, and declined even to request from the City Manager any of the documentation that might have resolved several issues definitively. As a result, this matter concludes without a full and accurate account of the questions detailed during our super executive sessions.

Nothing about oversight should be inherently adversarial. Ensuring accountability for misconduct is of great importance, and yet an equally significant motivation for a thorough and fair review is to protect the reputation of anyone wrongly accused and dispel unfounded suspicions. Neither purpose can be achieved by an inadequate examination.

The decision of the Council majority brings this episode to a close. It is my goal during the remaining months of the term to work constructively with each of you and with our administration, securing and building on our considerable progress. I hope and believe we are united in this commitment.

Noam

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**From:** Kaye, Sara <[skaye@newrochelleny.com](mailto:skaye@newrochelleny.com)>  
**Sent:** Sunday, September 24, 2023 1:22 PM  
**To:** Ramos Herbert, Yadira <[yramosherbert@newrochelleny.com](mailto:yramosherbert@newrochelleny.com)>; Tarantino, Albert <[ataranti@newrochelleny.com](mailto:ataranti@newrochelleny.com)>; Hyden, Ivar <[ihyden@newrochelleny.com](mailto:ihyden@newrochelleny.com)>; Lopez-Hanratty, Martha <[mlopez@newrochelleny.com](mailto:mlopez@newrochelleny.com)>; Bramson, Noam <[nbramson@newrochelleny.com](mailto:nbramson@newrochelleny.com)>; Fried, Elizabeth <[efried@newrochelleny.com](mailto:efried@newrochelleny.com)>  
**Subject:** Re: Clarity

Yadira, Thank you for sharing your thoughts and concerns. I have to agree. Asking questions and seeking professional advice should not be misconstrued as an adversarial action. To avoid the appearance of impropriety, the Council should have hired an attorney, as we initially agreed. This attorney could have advised us on process and what information was needed to rebut the claims of misconduct. I believe what transpired fell short of our obligations, but I am prepared to move forward and continue to work together to further the best

interests of our City.

For those who observe the holiday, I wish you an easy fast and meaningful Yom Kippur.

Sincerely,  
Sara

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**From:** Ramos Herbert, Yadira <yramosherbert@newrochelleny.com>

**Sent:** Friday, September 22, 2023 9:09 AM

**To:** Tarantino, Albert <ataranti@newrochelleny.com>; Hyden, Ivar <ihyden@newrochelleny.com>; Lopez-Hanratty, Martha <mlopez@newrochelleny.com>; Kaye, Sara <skaye@newrochelleny.com>; Bramson, Noam <nbramson@newrochelleny.com>; Fried, Elizabeth <efried@newrochelleny.com>

**Subject:** Clarity

Dear Colleagues:

I am still having a hard time processing all that has transpired over the last few weeks and feel compelled to send this message. I have refrained from calling each of you individually as I do not want to risk anything I say being misinterpreted. While I still firmly believe our Charter requires us, the elected members of the City Council, to investigate the claims received, I want this email to make clear that my goal in pursuing an investigation was not to attack our City Manager nor was it to bring negative attention to our City. On the contrary, my goal was to uphold an obligation that I believe our neighbors are counting on when they elected us and supported our candidacies. We are elected to not only be a part of shaping our city but to also review information and ask what are sometimes going to be tough and uncomfortable questions; to serve as the proverbial checks and balances to our government.

I do however appreciate and understand that we do not have a majority that feels we should pursue an investigation. I do hope we are able to work together through this next budget cycle and find ways to bring about the "teachable moment" raised in our last meeting in a way that allows us to learn from the experience but also make things better for those members of council who will come after us. I thank you for taking the time to read this message.

Yadira

Yadira Ramos-Herbert  
Councilwoman, District 3  
New Rochelle, NY  
[REDACTED]

yramosherbert@newrochelleny.com

<https://newrochelleny.com/90/City-Council>

**From:** [Gill, Kathleen](#)  
**To:** [Bramson, Noam](#); [Ramos Herbert, Yadira](#); [Kaye, Sara](#); [Martha Lopez-Hanratty](#); [Fried, Elizabeth](#); [Hyden, Ivar](#); [tarcor211@aol.com](#); [Tarantino, Albert](#)  
**Cc:** [Salgado, Adam](#)  
**Subject:** Inquiry Re: Office Renovation  
**Date:** Monday, October 2, 2023 2:28:02 PM  
**Attachments:** [image001.png](#)

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Good afternoon Mayor and Members of City Council,

It has come to my attention that members of Council led by the Mayor have questioned the improvements made to the offices of the City Manager and the Deputy City Manager.

These improvements were submitted to and approved by Council in previous capital budgets proposed by Chuck Strome. Mr. Strome identified these improvements in general as "city hall improvements" as he had done in the past and such improvements included work to other offices in City Hall (Development, Public Works and Parks). These improvements were designed and commenced by Chuck Strome but were not completed prior to his departure. The remaining funds were rolled over into a contingency account in the 2023 budget. The majority of the improvements were proposed to be made to the Department of Public Works. I have spoken to Chuck and he confirms these facts.

It is my understanding that the Mayor has stated that the improvements to my office cost the City hundreds of thousands of dollars. He has contacted my department heads in addition to mid-level members of staff in a failed effort to prove this. In fact, the improvements made to my office totaled \$84,450. The furniture was purchased on a state contract and cost \$64,795.12, which includes furniture for my office the Deputy City Manager's office and 3 additional work spaces.

It is important to recognize that the Mayor has not questioned improvements made to any other department now or at any point in the past.

It is also my understanding that members of Council have had ex-parte conversations with members of the Board of Ethics urging the Board to refer this issue to the Attorney General's Office.

I perceive this entire inquiry as a personal attack following the ethics investigation against Mayor Bramson last year. The relentless pursuit of this inquiry is undermining my ability to perform my duties as City Manager under the Charter.

I would hope that members of Council would recognize how hard I have worked over the past nine months and how we have accomplished so much together including without limitation maneuvering through several difficult moments. And I would further hope that members of Council would prefer to work with me in a productive spirit rather than continue a misplaced retaliation, which serves only to divide our City and dilute any successes or accomplishments we have achieved.

As Council considers this email, I hope that decency and sensibility prevail.

Kathleen

*Kathleen E. Gill, Esq.*  
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