

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 ½ or ¼ 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 "GILLtastrophe."

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. Any-

thing 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.