



Sandy City Council Office

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Memorandum

February 26, 2019

To: Mike Applegarth, Council Office Director
All City Council Members

From: Dustin Fratto, City Council Management Analyst
Pam Lehman, City Council Office Manager

Subject: The Administration has intentionally disrupted Council communications and possibly discriminated against council office employees

We regret to inform you of the position that we as your staff, and you as a Council, have been placed in by a recent action of the Administration. We're troubled to report that the Council Staff and each of you as City Council Members have been intentionally removed from the "All Departments" city email list. On the surface this may seem inconsequential, it isn't. This unwarranted action is both detrimental to us as city employees, and to you in your capacity as elected officials of Sandy City.

Over the past few weeks we noticed that we hadn't been receiving the usual number of emails sent out citywide to all employees (almost all important communication with employee's occurs through this channel). Our assumption was that there wasn't any news that we as employees, and you as a council, needed to be apprised of. Unfortunately, our assumption was wrong. **On February 20th we were informed by a reliable source that the Administration, some weeks ago, had directed that everyone within the Council and Council Office be removed from the "All Departments" city email list.** We later accessed the list verifying that no one from the Council or the Council Office is currently on the list.

As employees this intentional lack of communication and exclusion has already placed us at a significant disadvantage. During the weeks that we've been excluded from the email list we have not had the opportunity to receive important information from human resources regarding the proposal for comprehensive changes to the employee paid time off program. This proposed program, come to find out, will be voted on by employees. As we've been excluded, it appears that we will be the only employees working for Sandy City that won't have a voice regarding this matter. To us, it feels like we're being discriminated against based solely on our connection to the City Council. What other important human resources related issues have been intentionally withheld from us? What happens when a safety concern arises, and we are the only employees



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unaware of it? We are deeply concerned, offended, and frankly furious by this intentional damaging exclusion.

As a Council you should be concerned that the City Administration has made an intentional and calculated decision to exclude you, as the legislative body, from receiving information that may impact the decisions that you've been elected to make. We continually hear both the Administration and the Council publicly state that open lines of communication between the two branches are of the utmost importance, then behind the scenes things like this continue to happen.

We would like to publicly request that all members of the City Council and the Council Office be placed back on the "All Departments" email list immediately. Furthermore, as employees we would like access to any important human resources related information that may have been denied to us since being removed from the email list. The Council should consider requesting any information that was withheld from them during this debacle.