

From: [REDACTED]
To: "cmbishop@urbanailinois.us" <cmbishop@urbanailinois.us>
Date: 2021-06-22 09:31
Subject: Reappointment process for Urbana

*** Email From An External Source ***

Greetings Mrs. Bishop,

As my Ward 5 representative, I'd like to share my experience with you into the Urbana reappointment process. I have no opinion—specific to the police situation. I can only share what Mayor Marlin personally did to me and to my service record to show her gratitude.

I served the City of Urbana for [REDACTED] finishing my career as a [REDACTED] (in the annually reappointed capacity) representing the cities interest of the labor contract, running [REDACTED] and overseeing programs assigned to me. I was forced as a "appointed" employee to adhere to a mandated residency requirement—for which I complied in [REDACTED]. This requirement was dropped to permit [REDACTED] to live outside the city--approximately 2-years later. I was reappointed for [REDACTED] years, under both (Prussing and Marlin) mayoral ships before being informed [REDACTED] that I was not being reappointed on July 1st. Therefore, I was forced to retire. This was a totally unexpected supsize to me and my family. The reason stated was "culture change" by Mayor Marlin—was disclosed. I was not given a chance to speak to Mayor Marlin directly and was told her decision was final. All attempts by me to schedule a meeting were blocked. It was very clear to me following this meeting that the [REDACTED] union leadership in conjunction with Mayor Marlin had enacted a covert plan to ensure I would not be part of the [REDACTED] moving forward. If I did not adhere to this mandate that I would essentially be terminated by the city legal team. I was told not to contact my council member (Dennis Roberts) nor make any waves--simply ride out my tenure till June 30, [REDACTED]. [REDACTED] told me in confidence (after this formal process) that his hands were tied, and he had nothing to do with it. Though, I possess [REDACTED] is knowledge otherwise [REDACTED]. Ironically, I was the only [REDACTED] to not be reappointed in [REDACTED]. [REDACTED] also was not reappointed, and [REDACTED] was informed [REDACTED] that he was not going to be reappointed and was given opportunity to extend his time beyond July 1, [REDACTED], to reach his [REDACTED] service anniversary on [REDACTED]. [REDACTED] had to sign a gag order to prevent his disclosure of his agreement until [REDACTED]. [REDACTED] and I were not given same opportunity to extend our service time beyond July 1, [REDACTED] in order to achieve our career milestones.

I did nothing wrong to support the actions for not being reappointed. I had no disciplinary files or complaints on my record. I have no disciplinary conversations with [REDACTED] on my conduct. This was a political action to appease the [REDACTED] union and offer a token reward for those whom would directly benefit as a result of this action—in my opinion. Mayor Marlin never visited the [REDACTED] on routine basis for daily operations to get an impression of the culture. She only made appearances for public promotion instances such as retirements or union promoted activities like [REDACTED]. Therefore, it is hard to fathom how she can see a desperate need for "culture change" internal for the betterment of the [REDACTED]—when she never experienced it firsthand to form the basis of her opinion. That is unless she was being fed misinformation—which I believe to be the case.

Only the [REDACTED] (and all department heads) recommends to the mayor the intentions, desires, or willingness to retain the appointed members on his/her staff. This historically has been non-eventful as the mayor(s) simply put forth this list to retain them. The council votes yes or no for the upcoming year on the names submitted for reappointment. The mayor can only vote in a tie situation—procedurally. Thus, insight as to why this premediated effort was employed to remove personnel prior to their reappointment to avoid council scrutiny and vote debate or override.

the scrutiny of the a council vote? This can work against you in the near future. When the current [REDACTED] retire, their replacements will be many individuals ([REDACTED]) whom have questionable ethical conduct and lack empathy towards minority diversity efforts. Are these the individuals you want protecting Urbana's interest, welfare of [REDACTED], while paying them a high salary, and affording them protection from scrutiny? This is not a wise idea as it endorses a lack of accountability of their past actions and promotes apathy. I've worked with many of them for over for many years, know their allegiances, their loyalties, attitudes towards various city goals and initiatives, their past work history and behaviors. Yes, we have some great up and coming employees--no doubt. However, many of them are buried at the lower seniority levels of the department and will not be afforded the opportunity to showcase their talents for some time to achieve this position.

Urbana would be better served seeking outside candidates for [REDACTED] when the time comes--in my opinion. Requiring them to live within the city of Urbana so they would have an authentic sense of community. Bring forth an unbiased viewpoint and willingness to address xenophobia and intolerance from within.

The city of Urbana may have lost a loyal public servant in my situation. However, more importantly, the mayor lost my vote and support. 92% of [REDACTED] lives outside the city of Urbana. So, her charitable actions were primarily rewarded to non-residents whom don't contribute or support Urbana's economy, infrastructure, or community involvement. Ironic that a city that makes claims of embracing diversity has a [REDACTED] makeup that is 93% white.

I'm willing to meet with you to discuss specifics over coffee, lunch, or zoom--if you so desire or feel relevant. Though my experiences only pertain to [REDACTED], I do think continued discussion on imbedded culture of shrouded prejudice and questionable ethics.....may be enlightening to your discovery of information. My intent is share my experiences and observations as my story was never disclosed and concealed from the knowledge of the council last year.

Welcome to the City of Urbana government--a work environment where loyalty, honor and integrity mean nothing.

Sincerely,

[REDACTED]

[REDACTED].

Urbana, IL

[REDACTED]