

To: Bob Baggett, Deputy Mayor

From: Largo Wales, Councilmember

Date: 3/15/18

As I review the incident of March 6th, there are two issues. The first issue is the systemic communication dysfunction facing our council and the second issue is of my language usage. It is short sighted to not look at the precipitating behavior(s) if responsibility is to be establish and if change is to be made.

Looking at the communication leadership, a balanced forum nor equal opportunity has been provided to all councilmembers. You have contacted me twice by phone once to request help with the Junior Council and a second time to threaten my position.

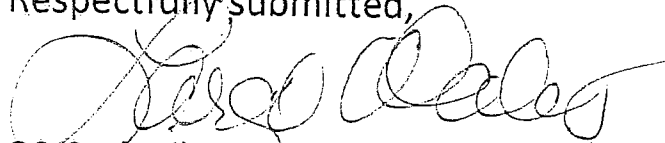
Members of your council feel the council meetings are where, against a few, "Robert's Rules of Order," are not used as a tool to aid in communication but to limit discussion. The application of the rule related to a motion and serial comments has not been applied consistently. Pass practice has allowed in council meetings with a "motion on the floor" for serial questions. At Study Sessions a majority of the council agreed to have a less formal format but at Holman's urging you limited my discussion. Interesting to note, at our last Study Session when the focus area was led by Brown and you inadvertently stepped in, Holman didn't interrupt you with another "Point of Order."

At the time of the incident, the two questions were clearly stated, followed by Councilmember's Holman's statement of clarification and concluded with "Point of Order" regarding my request for a third response. Our attorney was queried for clarification and the Mayor then called on me for a further comment. I further appreciate the support of the rest of the council when a previous attempt by Holman to shut down communication was not sustained.

Badgering, interruption of process and limiting the council's access to information has to be addressed in addition to my descriptive language. Constant interruptions to established practices without notification of procedural changes, councilmembers walking out of meetings, a recent comment that you "**deliberately**" disregarded a request for a discussion item to be held over, and finally stating that the "**two women**" shouldn't sit together is not good leadership nor promote communication and team work.

We need to review transcripts and minutes of that and other meetings. I hope you will facilitated my receipt of said documents for further review and discussion.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kerry Adams", written in a cursive style.

CC Councilmembers