

## APPENDIX J – INVESTIGATION MEMO / CITY MAYOR

### MEMO-CITY

TO: Human Resource Director's file

FROM: Mayor of Yukon

RE: Allegations concerning [REDACTED]

DATE: September 9, 2020

As Mayor, I have received certain allegations concerning the conduct of the [REDACTED] and certain City Employees. As Mayor, it is important that all complaints of wrongdoing by any City employee, be reviewed and if determined to be correct, the appropriate action to be taken. The City employees are the life blood of the City and it is vitally important for a healthy, prosperous City, that every City employee enjoy their workplace, their job duties, their fellow employees and be free to develop a rewarding career with the City.

In reviewing the current allegations, I found they are very personal, humiliating, embarrassing and private and could be very harmful to the reputation and career of the employees and the employees' families. Therefore, before directing a full investigation of the allegations, I am conducting a Pre-Investigation Review and inquiry to determine if there is a shred of justification to warrant a full investigation that could publicly harm the employees' honor, reputations, families and careers.

As part of a Pre-Investigation Review, I have reviewed various files, reviewed various employees' work histories, history of the allegations, any and all complaints filed with the City concerning the allegations, the City's previous timely response to similar allegations and other aspects of the current allegations.

I have not conducted a full investigation, nor have I authorized a full investigation. What I found in the course of a Pre-Investigation Review is that these are not new allegations, but the allegations are years old and occasionally resurface and get repeated. I further find that the City has taken reasonable steps to investigate the allegations and to determine if there is any truth to the allegations. I further find there is nothing to support or substantiate any of the allegations. There are no formal complaints filed, no written statements, no witnesses, no evidence of favoritism shown or any other evidence of any kind, to justify a full investigation. There are only bare, unsupported allegations that without some facts to support the allegations could be unfairly damaging to other employees' reputations and careers.

As a result of this Pre-Investigation Review and the finding of no evidence to support the allegations, I will not authorize a full investigation and expose the City's valuable, hardworking employees to public humiliation, embarrassment, and criticisms that could and would result.

At this time, I am closing the file on these unfounded allegations and there will not be any additional steps taken without supporting evidence.

  
Mayor of the City of Yukon