

Butt, Tom

From: Barry Cromartie [Barry_Cromartie@ci.richmond.ca.us]
Sent: Friday, March 04, 2005 4:31 PM
To: Bill Lindsay
Cc: Bruce Soublet; Cedric Williams; Jenkins, Everitt; Leslie Knight; City Council
Subject: Fwd: Re: Deemed Approval

Attachments: Re: Deemed Approval; Re: Fwd: Deemed Approval



Re: Deemed
Approval



Re: Fwd: Deemed
Approval

Bill-

This is a followup to my request in mid February 2005. I appreciate your attention to this very important matter. I am concerned these issues be fully investigated related to the historic behavior and conduct of Council member Butt related to :

1) A disturbing yet consistent pattern on regarding misrepresenting facts, slandering, and otherwise making statements which are abusive and/or libelous in the record. Since this history is too consistent and longstanding to be dismissed as "error" or "chance", it is reasonable to assume this history is part of a deliberate pattern;

2) As part of this deliberate pattern, Mr. Butt has consistently negatively labeled, slandered, and characterized some staff and other "protected" classes or otherwise "painted" staff in the most negative light possible.

These actions have historically served to undermine the reputation, authority, and effectiveness of staff, and also destroy staff moral and well-being.

It is also reasonable the assume the actions are deliberately taken in order to undermine staff's effectiveness and authority. This undermining allows this Council member to then criticize staff for being incompetent and ineffective, and allow this Council member via his email forum and local newspapers to "intimidate" and "micro-manage" staff, and thus push through his political agenda without gaining consensus among other Council members. This is not only disrespectful to staff, but also totally violates the City Manager/Council form of government.

This Council member demonstrated this behavior to previous persons who held the Planning Director position, and an investigation will show this pattern of abuse and slander significantly contributed to their short tenure and early departure from the City.

3) In conclusion, Mr. Butt's actions clearly create and foster a "hostile work environment" and consistently undermine a professional work environment and professional decision making within that environment, as demonstrated by his interaction with staff related to Acapulco Rock and Soil, Eagle Rock, and Hansen Aggregate projects.

I have personal knowledge that this Council member "ordered" me to exact \$750,000 in mitigation fees to be directed to a non-profit group which he held an executive position, with no nexus or legal basis to make such a request. When I refused, the person attacks on me intensified and this Council member openly called for my "resignation" in his email sent to me and others.

There is clear City documentation which shows both economic and political conflict of interest, in terms of this Council member using his elected office to gain political and economic advantage related to the above mentioned projects. These acts represent to most flagrant cases of conflict of interest which I have ever experienced in over 25 years of municipal service.

In addition, this Council member's false accusations related to City staff's use of credit cards, and attacking staff related attempts to enforcement of a court judgement

against this Council member should be investigated.

These acts cumulatively demonstrate an larger and deliberate pattern of animus, disrespect, slander, and in some instances, highly unethical behavior, which has served to advance the aims of this Council member at the direct expense of this City's best interests.

Given the extremely serious nature of these issues, I therefore repeat my request to have these and other acts fully and completely investigated. I would greatly appreciate some acknowledgment when this investigation will be commenced and completed.

My hope is that this investigation may be a first step in creating a honest, respectful, and positive work environment for all staff, citizens, and policymakers associated with this City. This City deserves better than what it is getting.

Thank you

Barry Cromartie
Planning Director