

**From:** [REDACTED]  
**Sent:** Tuesday, October 18, 2016 8:20 AM  
**To:** [REDACTED]  
**Subject:** City of Milpitas Employee Complaint Form [#3]

**Type of Complaint** - Bullying/Abusive Conduct

**When did the alleged harassment, discrimination, retaliation, or abusive conduct begin?** Jan 01, 2010

**What was the most recent date that the alleged harassment, discrimination, retaliation, or abusive conduct occurred?** Oct 18, 2016

**Please fully describe the incident(s) that led to this complaint.**

Tom Williams is a bully and abusive.  
He is unethical and deceitful.  
He makes employees feel inadequate and creates low morale for city employees  
He makes unreasonable demands.  
He uses employees as scapegoats for his inactions or bad decisions.

**Please list any witnesses who may have observed or have knowledge of the incident(s), action(s), or comments.**

Most senior management staff that have left and wholesale department staff turnover since 2012, and everyone else still left.

**What remedy or resolution are you seeking?**

Full unbiased investigation of the city manager's conduct for the last 5 years.

**Disclosure**

I wish to remain anonymous. I understand this may limit the City's ability to fully investigate my complaint.

**Relationship to the City**

Full-time Employee