

Tom Williams

From: [REDACTED]
Sent: Tuesday, January 19, 2016 10:19 AM
To: Tom Williams
Subject: FW: Fwd: Save Milpitas

From: Marsha Grilli
Sent: Wednesday, July 01, 2015 12:14 PM
To: Tom Williams
Subject: Fwd: Save Milpitas

This is very concerning [REDACTED]

Sent from my iPad

Begin forwarded message:

From: Save Milpitas <savemilpitas@gmail.com>
Date: July 1, 2015 at 11:53:45 AM PDT
To: <jesteves@ci.milpitas.ca.gov>, <cmontano@ci.milpitas.ca.gov>, <dgiordano@ci.milpitas.ca.gov>, <gbarbadillo@ci.milpitas.ca.gov>, <mgrilli@ci.milpitas.ca.gov>, <bueza@sjbparish.org>, <obero@sjbparish.org>, <mollat@sjbparish.org>, <mruiz@dsj.org>, <info@cccmilpitas.org>, <elders@cccmilpitas.org>, <pastorsteve@parkvictoria.org>, <pastormichael@parkvictoria.org>, <pastorken@parkvictoria.org>, <pastordavid@parkvictoria.org>, <pahm@parkvictoria.org>, <project@parkvictoria.org>, <info@svbchurch.com>, <cpsjsv@ihg.com>, <Board@flextronics.com>, <HR@flextronics.com>, <Mary.Lee@flextronics.com>, <IR@sandisk.com>, <smehrotra@sandisk.com>, <info@fireeye.com>, <media.relations@fireeye.com>, <rtulioc@simon.com>, <ssarti@simon.com>, <michael.strle@simon.com>, <bob.livengood22@gmail.com>, <beresford@yahoogleroups.com>, <centria@yahoogleroups.com>, <starlitepinesmilpitas@yahoogleroups.com>, <helpdesk@gocompass.com>, <info@SunnyhillsNeighborhood.org>, <raymag@prodigy.net>, <info@jwrealtors.com>, <debbierossetto@comcast.net>, <rkaddoura@sbcglobal.net>, <milpitasodorinfo@gmail.com>, <info@indiacc.org>, <mr.richard.tran@gmail.com>, <mgomez@mercurynews.com>, <sherhold@mercurynews.com>, <tkaplan@mercurynews.com>, <jenniferw@metronews.com>, <josh@metronews.com>, <vicky@nbcbayarea.com>, <elyce.kirchner@nbcuni.com>, <newstips@nbcbayarea.com>
Subject: Save Milpitas

Dear Milpitas City Council, Milpitas Residents, Milpitas Businesses, Milpitas Churches, Milpitas Community, Milpitas Post, Mercury News, San Jose Insider, NBC Investigative and all others,

I am a Milpitas resident since the 1960s and business owner for many years. I am terrified and outraged at what is going on at Milpitas City Hall under the illegal and unethical conduct of City Manager Tom Williams, Mayor Esteves, Councilwoman Marsha Grilli and Councilwoman Debbie Giordano. Why are Milpitas taxpayers continuing to pay over \$400,000 a year in total benefits to employ a City Manager that bullies, intimidates, harasses, and continues to tarnish the great reputation of Milpitas? Why are Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano, who were elected to act in the best interest of Milpitas continue to support a City Manager that has ruined the lives, families and careers of over 25 employees in the last few years alone? What favors has City Manager Tom Williams done for these elected officials or what does the City Manger have on these elected officials where they will, at all cost, continue to support him, who by all accounts have violated numerous hostile work environment and retaliation laws.

I have taken the time to meet with former employees, current employees, developers, and others in the Milpitas community. If this Council was serious about acting in the best interest of Milpitas, you will quickly learn the following by doing a full and complete objective investigation.

1. How many high-level employees have been bullied and harassed by City Manager Tom Williams to the point where they walked out of meetings crying hysterically and uncontrollably because of the verbal and mental abuse?
 - a. Six confirmed victims and counting. Jane Corpuz, Finance Manager; Carmen Valdez, Former HR Director; Steve McHarris, Former Planning Director; Jeff Moneda, Former Public Works Director; Diane Barnhart, Former Planning Director and Economic Development Manager; and Bonnie Greiner, Former Parks Director. All six of these current and former employees are confirmed victims of bullying and intimidation by City Manager Tom Williams and broke down in tears at City Hall.

2. How many employees have left Milpitas City Hall in the last few years because of the toxic and hostile work environment created by the City Manager and condoned by Mayor Esteves, Councilwoman Grilli and Councilwoman Giordano?
 - a. Over 25 employees out of 80 at Milpitas City Hall have been casualty because of the toxic and retaliatory work environment. Here is a sample of the turnover and lost of talent to other cities and employers in recent years:
 - i. Steve McHarris (Planning Director) left to become San Jose Planning Official after 2 years. James Lindsey (Planning Director) left and is now Saratoga City Manager. Jeff Moneda (Public Works Director) left and is Foster City Public Works Director. Greg Armendariz abruptly retires after years of abuse. Shaunn Mendrin (Senior Planner) left after less than one year and went to San Francisco. Scott Ruhland (Senior Planner) left after less than one year. Sheldon AhSing (Senior Planner) left. Tiffany Brown (Assistant Planner) left to Cupertino. Ahmed Aly (Principal Engineer)

left after less than two years to go to Anaheim. Ebby Sohrati (Principal Engineer) left after one year to Redwood City. Arnold Chu (Associate Engineer) left after less than one year to Sunnyvale. Building Inspector Poh Yee left to Saratoga. Rob Quilero (Building Supervisor) left after less than one year to Monte Serrano. Dat Ngueyn (Budget Manager) left after 2 years to Morgan Hill. Mark Ruffing (Code Supervisor) left after one year to Santa Clara County. Johnny Phan (Assistant City Attorney) left after 2 years. Carmen Valdez retired 4 years early after 28 years of service. Why has the City Council, led by Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano, refused to acknowledge a problem, interview any of these former employees, or hire an objective outside consultant to investigate? As Mayor Esteves, has indicated, no one wants to open up skeletons in their closets. Thank you for your honesty and integrity Mayor.

ii. What is the common theme with all of the departures? In speaking to these individuals or those close to them, City Manager Tom Williams has created an intolerable hostile and toxic work environment. There is significant instability at City Hall and Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano continue to turn a blind eye to what is going on at City Hall.

iii. What are the patterns of bullying, harassing, and intimidation by City Manager Tom Williams? First, he constantly threatens to outsource and terminates everyone on a daily basis. Employees come to work on daily basis scare to lose their jobs. Second, he berates the employees as incompetent, lacks leadership, and makes up false accusations against them on a daily basis. City Manager Tom Williams will make up false accusations and claims that certain residents, Councilperson, or developer have filed a complaint to scare, harass, and intimidate employees. Third, he constantly screams, yells, and throws things around to scare and intimidate employees. This is part of the common pattern to scare employees into submission. Fourth, if the employees do not do exactly as he says, even if it is illegal or unethical, he will harass and retaliate against them until they leave or is terminated. Lastly, City Manager Tom Williams is so paranoid and delusional, he accuses everyone of conspiring against him. If an employee is seen talking to each other or speaking to anyone in the City Attorney's Office, they are accused of "conspiring" to get rid of the City Manager.

3. Who is the latest casualty of the City Manager Tom Williams and Mayor Esteves, Councilwoman Grilli and Councilwoman Giordano?

a. City Attorney Mike Ogaz and the entire City Attorney's Office. On February 17, 2015, the City Manager recommended the City Council to approve a Development Agreement with developer Citation to reduce its fees to the City by over \$3 million. By a 3-2 vote, the City Council denied the Development Agreement. The City Manager was so upset, he met with lobbyist Mark Tiernan and Citation Consultant Jim Sullivan the following week, with former Planning Director Steve McHarris. During that meeting, City Manager Tom Williams demanded that Citation file a lawsuit against the City of Milpitas to teach the City Council "a lesson" for not approving his recommendation and to retaliate against the City Attorney's Office for whom he believes "derailed" the deal he cut with the developer behind closed doors. The City Manager, who is paid over \$400,000 in total annual compensation and benefits, is meeting with developers and pushing and demanding that they sue the City of Milpitas. Unethical? Illegal? Citation filed a lawsuit against the City of Milpitas on March 9, 2015, at the request of our own City Manager, and the City is expending resources to defend the lawsuit as we speak. Despite this information, Mayor Esteves, Councilwoman Grilli and Councilwoman Giordano continue to support City Manager Tom Williams.

b. On April 7, 2015, City Attorney Mike Ogaz and HR Director Carmen Valdez, received a written complaint from Planning Director Steve McHarris of race discrimination, hostile work environment, and other violations against City Manager Tom Williams. Mayor Esteves was notified orally, who, immediately leaked the complaint information to the City Manager in violation of law. The next day, the City Manager, terminated Steve McHarris in retaliation. Additionally, the City Manager made it clear to City Attorney Mike Ogaz that he will have the City Council terminate the City Attorney. This is all in retaliation for bringing the complaints filed by Steve McHarris to the attention of the City Council. There is a Special Council meeting today to terminate the City Attorney in retaliation for the City Attorney bringing Steve McHarris complaint to their attention.

c. Despite clear evidence that it will cost the City of Milpitas and its taxpayers more than \$2 million a year, 50% more than the current City Attorney's budget, to outsource to a law firm to receive the same level of legal service, City Manager Tom Williams in cohort with Mayor Esteves, Councilwoman Grilli and Councilwoman Giordano, voted on June 16, 2015 to issue an RFP for outside legal service. This is all in retaliation against the City Attorney for bringing the hostile work environment complaints to their attention. Even more crazy, there is a Special Meeting today to terminate City Attorney Mike Ogaz immediately.

d. Four different attorneys have issued opinions to the City Council that there are serious hostile work environment and illegal conduct allegations against the City Manager. The City Council, led by a 3-2 vote of Mayor

Esteves, Councilwoman Grilli, and Councilwoman Giordano, voted against the opinions of 4 different attorneys to have an outside law firm or investigator to conduct a full and complete investigation of City Manager Tom Williams. Instead, these 3 elected officials chose to protect the City Manager and terminate the City Attorney. This is illegal, unethical, and simply wrong.

4. What happened to HR Director Carmen Valdez?
 - a. HR Director Carmen Valdez provided written notice she will retire effective June 15, 2015. Like many others who gave notice to leave, the City Manager will not simply allow someone to leave on their own term. To illegally retaliate against Carmen Valdez, the City Manager put her on administrative leave pending an investigation into some “egregious” complaint filed against the City Attorney and HR Director. There is no such “egregious” complaint as claimed by the corrupt City Manager. This was all done in retaliation by the City Manager against HR Carmen Valdez who refused to turn a blind eye on all of the complaints filed against the City Manager.

5. Why should Milpitas residents, businesses, community leaders, churches and all others care?
 - a. First, what is happening at Milpitas City Hall is simply wrong, unethical and illegal. As taxpayers, our money should not be paying for a City Manager over \$400,000 to conduct himself in the manner described above. If you check with his previous employers, City of Fremont, City of San Carlos, and City of Los Gatos, there is a history and pattern here.

 - b. Second, our elected officials, Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano need to do what is best for the community. Supporting a City Manager with this type of background is egregious, corrupt, and wrong. It does not matter how well he handles the budget, what favors he does for the elected officials, or how much revenues he generates or saves the City. None of that matters when this person has ruined the lives, careers and families of so many people. There is no price or number or value you can put on how the City Manager has single handedly ruined the lives, careers and families of so many. People are losing their jobs, paychecks, health care, and reputation and much more because of one vindictive man.

 - c. Thirdly, the behavior of the City Manager has significantly damaged the reputation of Milpitas. As hundreds of employees leave because of the hostile work environment, everyone in the Bay Area now is aware of the toxic environment at Milpitas City Hall. Milpitas has a hard time attracting competent and experience employees, more difficult time attracting any

businesses. The City is currently trying to recruit a Finance Director, HR Director, Planning Director, and new City Attorney. What is going on at Milpitas City Hall? Can someone objective please investigate and inform the public?

d. Fourthly, who wants to bring their business to a toxic and corrupt City environment? The word is out on this City Manager. As Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano continue this campaign of retaliation and supporting a hostile and toxic environment, it has directly impact the City's ability to attract and retain businesses. As neighboring cities, such as Fremont, San Jose, Santa Clara and other attract high tech campuses, new manufacturing businesses, and restaurants and retail, Milpitas has done nothing in the last 3 years because of the toxic environment. Sadly, Milpitas has no neighboring or regional friends. Nearby cities, counties, regional agencies and all others simply laugh when they talk about Milpitas because of what is going on at City Hall.

e. Lastly, we teach our kids at a young age and throughout life to treat others with respect, certain ethics and values, and work within the rules of law. So, why would Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano support a known bully, intimidator, and retaliator? This needs to stop.

It looks like the City Council, led by Mayor Esteves, Councilwoman Grilli, and Councilwoman Giordano believe they are above the law, and more importantly, above the residents and community they represent. We need to educate the public and media and continue to spread the word to our community so they understand what is going on at Milpitas City Hall. Instead of getting rid of the person creating the toxic environment, City Manager Tom Williams, they chose to get rid of the messenger, City Attorney Mike Ogaz and his entire office. They are the latest casualty of the City Manager and the body count is over 25 now.

A petition will be circulated with the community to immediately terminate the City Manager who has led the City into the darkest of days and the community will rally together to Save Milpitas. We need to send a strong message that the corrupt behavior of Mayor Esteves, Councilwoman Grilli and Councilwoman Giordano and City Manager Tom Williams will not be tolerated in our great City. Please put this on Facebook, Twitter, Milpitas Post, Mercury News, San Jose Insider, NBC Investigate Reports and all others to get the word out. We need the Grand Jury to come and immediately investigate and help out since we cannot rely on our elected officials to investigate and police themselves.

Please Save Milpitas. See articles below.

<http://www.sanjoseinside.com/2015/04/21/milpitas-city-manager-blamed-for-creating-toxic-work-environment/>

<http://www.sanjoseinside.com/2015/05/27/milpitas-city-hall-loses-another-department-head/>

http://www.mercurynews.com/milpitas/ci_28258527/milpitas-city-manager-investigated-following-complaint

http://www.mercurynews.com/milpitas/ci_28376294/divided-milpitas-council-fires-house-city-attorney-team

<http://www.sanjoseinside.com/2015/06/23/milpitas-fires-city-attorney-opts-to-outsource-legal-help/>

http://www.mercurynews.com/opinion/ci_28376296/letter-city-attorney-was-target-witch-hunt

1/19/2016

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May 22, 2018