

Milpitas Executive Management Team votes “no confidence” in Councilmember Anthony Phan

We, the City of Milpitas Executive Management Team, express in the strongest possible terms, our lack of confidence in Councilmember Anthony Phan. We can no longer stay silent about the unprofessional behavior and subsequent creation of a hostile work environment that is creating an organization fraught with low morale at all levels.

He has demonstrated a lack of awareness of the seriousness of his role as a policy leader for our great City, and for the work and professionalism that is imperative to the sustainability and betterment of Milpitas. This is disappointing and extremely concerning.

Councilmember Phan is unwilling to take legal and professional guidance, demonstrating a lack of respect towards the Executive Management Team. We believe that the current conduct of Councilmember Phan, should his behavior continue, is a liability to Milpitas, it's residents and its employees.

Councilmember Phan makes inappropriate jokes at the dais about potential policy decisions.

Councilmember Phan speaks down to and degrades staff. Councilmember Phan shows no respect to staff, discounting their expertise and methods.

Councilmember Phan violates the Councilmember handbook by targeting staff at the dais - criticizing staff performance, being accusatory and attempting to create personnel issues.

Councilmember Phan is more concerned with San Jose business and connections than addressing topics of interest and importance to the residents of Milpitas.

The management staff is asking for the same level of professionalism and respect that we provide to the Milpitas City Council, our fellow employees and the residents of Milpitas. The Executive Management Team is asking for the return of an environment free of harassment. We are calling upon Councilmember Phan to:

Change his behavior of harassment and disrespect;
Undergo additional training to better understand the Council handbook and proper protocol during meetings; Undergo additional training to understand his role as Councilmember in a local municipality;
Undergo sensitivity training to avoid any more berating or harassment of employees; or
Resign.