

## **Milpitas Executive Management Team votes “no confidence” in Mayor Rich Tran**

We, the City of Milpitas Executive Management Team, express in the strongest possible terms, our lack of confidence in Mayor Rich Tran. 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.

Mayor Tran 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 Mayor Tran, should his behavior continue, is a liability to Milpitas, its residents and its employees.

Mayor Tran has demonstrated failed leadership at the dais - unable to run a meeting effectively or efficiently. He often and unapologetically fails to follow the Brown Act and Roberts Rules of Order.

Mayor Tran continually uses offensive language. He has referred to "old people" repeatedly during City Council meetings embarrassing staff, consultants and visitors to City Council meetings.

Mayor Tran uses sexist and outdated language as he repeatedly refers to “Councilmen” instead of Councilmember, even after being advised by

Executive Staff to use the correct title of  
“Councilmember.”

Mayor Tran raises his voice when he hears  
information, advice or opinions that are adverse to his  
own. This behavior is volatile and unprofessional.

Mayor Tran uses social media to disseminate  
erroneous information to the public, often after  
receiving accurate facts from City Staff. Disseminating  
false information creates unnecessary concern  
among our residents on issues related to public  
safety. It also hurts the relationship between City Staff  
and our residents.

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 Mayor Tran 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.