

Attorney Fred Koberlein's Resolution Language: Embellished in parts and mistated in others. This language not approved by the City Council.

Councilman Todd Sampson's Stated Issues With City Manager Helfenberger: Approved by the City Council

Koberlein: (a) since his employment the city manager has hired two assistant city managers, an IT Director, and a HR Director, and none of the four administrators remain employed with the city, three of which were due to either forced or voluntary resignations; and

Sampson: Since he has been here, Mr. Helfenberger hired two assistant city managers, an IT Director, and a HR Director. They are all gone. One of the assistant's was qualified in water and waste water; the other had no experience in those fields. Both Assistant City Managers resigned or were forced to resign. IT Director Mandy Rand was a qualified IT Director. She was forced to resign. (a)

Koberlein: (b) the most recent hire, a HR Director, was qualified for the position and, nonetheless, terminated without any specific reasons; and

Sampson: The most recent hire, HR Director Ami Fields, while she didn't have recent government experience, has a wealth of business experience and an MBA. That didn't work out either. (b)

Koberlein: (c) the interim director of IT abruptly resigned the interim position by requesting a demotion and was so disenchanted that he refused to speak with the city manager and forwarded his resignation directly to the City Council; and

Sampson: The Interim Director of IT quit after a few weeks, and was so disenchanted that he refused to speak with the City Manager and forwarded his resignation directly to the City Council. (c)

Koberlein: (d) prior to the hiring of the most recent HR Director, the City's prior long-time HR Director resigned, and a timely update was not provided by the City Manager causing many people to conclude that she abandoned the City; and

Sampson: Before Ms. Fields was fired, the City's long time City HR Director resigned. Many people thought she abandoned ship. (d)

Koberlein: (e) more than one (1) month ago, during a public meeting of the City Council, the city manager was asked to provide a report regarding the issues surrounding the abrupt resignation of a former IT Director and the report was not provided as of June 21, 2021; and

Sampson: Over a month ago at a public meeting the City Manager was asked to provide a report regarding the issues surrounding the resignation of Mandy Rand. That report still has not been provided.(e)

Koberlein: (f) several months ago, during a public meeting of the City Council, the city manager was asked to provide documentation and begin the process related to his annual evaluation and nothing was provided as of June 21, 2021; and

Sampson: Months ago, Councilman Greene asked City Manager Helfenberger to provide documentation and begin the process for his annual evaluation. Nothing was done. (f)

Koberlein: (g) critical meetings with the Columbia County administration have been missed by the city manager and possible designees have been informed to not attend at least one (1) meeting, all of which has harmed the city's reputation, relationship with the county and others; and

Sampson: City Manager Helfenberger has missed crucial meetings with the County in which the City was harmed by his not being in attendance. When the County called a meeting regarding the industrial park proposal, according to City Attorney Koberlein, both Mr. Koberlein and Mr. Sweat were told not to attend. Mr. Koberlein attended anyway, but was not authorized to speak for the City. This has damaged our relationship with the county. (g)

Koberlein: (h) during a public meeting of the City Council, held during November 2020, the city manager, the assistant city manager, the director of utilities, and the director of city water could not explain why the city's Water Use Permit had been reduced; and

Sampson: In November 2020, during the City Council meeting, the City Manager, the Assistant City Manager, the Director of Utilities, and the Director of City Water could not explain why the City Water Use Permit had been reduced. Although the City Manager knew what the answer was, it was not presented. (h)

Koberlein: (i) after the settlement of a breach of contract claim by the city against a developer, when asked to elaborate on his reasoning for recommending to the City Council that the city settle a breach of contract claim against a developer the city manager did not provide the written legal opinions and memoranda of the city's legal counselors that showed that the city had a very good chance at a favorable outcome in a lawsuit against the developer; and

The Blanche has been problematic since its inception. In late 2020 the City had an opportunity to recapture some of the money it owed IDP due to what some thought was a breach of contract. The City Manager never provided the written legal opinions and memos from attorneys which showed that the City had a very good chance to win a lawsuit against the Blanche. (i)

Koberlein: (j) morale among the city workforce is at an all-time low; and

Sampson: Currently, morale among the city workforce is at the lowest I have ever seen it, and I've lived in the City a long time. (j)

(k) several of the city's department directors opposed the termination of the most recent HR Director and requested of the city manager to reconsider his decision; and

Sampson: Recently, all but one of the primary city directors came out against the termination of HR Director Ami Fields and asked the City Manager to reconsider his decision. The City Manager refused.(k)

Koberlein: (l) the city manager demonstrated poor leadership and managerial decision-making during recent issues related to the access and security of the city's email server causing unnecessary dissention and controversy among employees; and

Koberlein: (m) the city manager refused to check or use his emails due to fear of hacking but failed to request an investigation by the IT staff.

Sampson: The City Manager's recent performance regarding access to the email server by the City Clerk was another instance where the City Manager showed that he is incapable of making a decision and standing by it. This caused the latest City IT Director to resign from his responsibilities over the IT Department. It also caused the Supervisor over the IT department to quit. The City Manager never memorialized Mr. Dyal's management promotion writing over the IT Department, which is a bad management practice. (l)

Sampson: I also understand there was a time, which we just heard about, when the City Manger refused to check or use his email because he thought it was being hacked. This calls for an investigation and a reason from the City Manager on why he did not ask for one. It is clear that a forensic investigation of the email server may have revealed the truth and substance of the email issues, if they existed. (m)