



Sheldon A. Neeley  
Mayor

# City of Flint

## Office of the City Administrator

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Clyde D. Edwards  
City Administrator

Honorable City Council Members:

The administration is committed to working with the City Council to consistently attend City Council meetings to respond to Council inquiries as you make very important decisions for the City residents and the community. However, we have found that some engagements have been challenging and excessively stressful for our staff and City employees who attend the meetings. The administration has been present to provide support for City Council action items. We have availed our departmental personnel in all areas of decision making with the best intentions of assisting City Council with making sound choices concerning all aspects of municipal business. In that regard, we have maintained our presence at all hours of the evening and subsequently have continued to stay right into another day with employees working 16 hours in one day and then turning around the next morning, to work another 8 hours in a state of physical and mental exhaustion.

Effective today, the administration has decided that the continuation of this practice is not in the best interest of the mental health, clarity of performance and overall physical health of employees who begin their day at 7:00 a.m., 8:00 a.m. and have stayed on the call until 1:00 a.m., 2:00 a.m. and 5:00 a.m. of the next day. While the administration has performed these duties out of a deep devotion and commitment to the progression of City government decision making, it is in **no way** required by the performance of their jobs.

Our employees are a dedicated and committed group of individuals who love their jobs and take pride in their service to this community. However, it shows a lack of concern and respect for their safety, mental health, and well-being to have these marathon meetings repetitively throughout the month. As such, the administration has decided that no person within the administration nor City employees will be obligated to participate in these meetings beyond 9:00 p.m.

With respect to complaints made against the City and City Council, both during and outside of City Council meeting, the administration takes the following position that **no employee will be subjected to any form of bullying, intimidation, threatening or demeaning behavior at any time during their engagement as a city employee.** These types of behaviors lead to stress-induced mental and physical harm. Therefore, employees are not expected to tolerate any form of harassment. If employees are subjected to these activities, it will be addressed by me, and the employee will be excused from attendance. Any questions may then be forwarded to me in writing for the Council to be provided with a response. We refer your attention to the attached items that

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relate to the previously acknowledged behaviors. These references are in no way exhaustive of the possible behavior to be addressed by law.

Respectfully,

Clyde D. Edwards

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