

From: [Eric Sitkiewitz - D6](#)
To: [Debbie Charney](#)
Subject: Fwd: Personnel Committee Agenda Item Requests
Date: Tuesday, March 26, 2019 12:24:40 PM

Please attach to Personnel Agenda item 19-0326

Eric J. Sitkiewitz

Aldersperson District 6
City of Manitowoc
900 Quay Street
Manitowoc, WI 54220
esitkiewitz@manitowoc.org
Phone (920) 686-1324

Sent from my iPad

Begin forwarded message:

From: Eric Sitkiewitz - D6 <esitkiewitz@manitowoc.org>
Date: March 23, 2019 at 8:36:12 AM CDT
To: Rhienna Gabriel <rgabriel@manitowoc.org>
Cc: Debbie Charney <dcharney@manitowoc.org>, Jessie Lillibridge <jlillibridge@manitowoc.org>, Steven Czekala - D9 <sczekala@manitowoc.org>, Scott McMeans - D2 <smcmeans@manitowoc.org>, Kathleen McDaniel <kmcdaniel@manitowoc.org>
Subject: Re: Personnel Committee Agenda Item Requests

Good morning Aldersperson Gabriel,

I am sorry to hear that you have misread the email that I sent you yesterday afternoon. It clearly states that your agenda item will be placed on the Personnel Committee agenda. The only part of the request that had to be modified was the closed session request, this was made after conferring with the city attorney to determine the legality for closed session. The city attorney did provide guidance to you, to help you frame a request that would be appropriate for closed session, and as of this writing you have not made an additional requests.

I have copied the city attorney and the council president in to this email as you are now making accusations that the council rules are not being followed.

I look forward to seeing you at the Personnel Committed on April 1st at 5:30pm.

Best wishes,

Eric J. Sitkiewitz

Alderson District 6
City of Manitowoc
900 Quay Street
Manitowoc, WI 54220
esitkiewitz@manitowoc.org
Phone (920) 686-1324

Sent from my iPad

On Mar 23, 2019, at 7:47 AM, Rhienna Gabriel <rgabriel@manitowoc.org> wrote:

Alderman Sitkiewitz,

I do not understand what specifics you are asking for but it appears you are denying the request and will provide details during the discussion, which I can only contribute to with permission from the Chairman since I am not a member of the committee, so let's do nothing to ensure compliance. We already have a code of conduct and code of ethics in place which is already tasked to you for enforcement as Chairman of Personnel, Common Council and seated at the Board of Ethics but only with consensus of the majority of the Common Council so this all appears just busy work and with all the learning in my first term, I see no actual benefit for our community so the intent of the pursuit of this work is perplexing.

Best,

Rhienna Gabriel
City of Manitowoc, D-10 Alderman

CC: Common Council as fyi
Attached: Adopted current Council Rules,

<Council Rules 2018-19 Amended 4-2018.pdf>

On Mar 22, 2019, at 2:16 PM, Eric Sitkiewitz - D6
<esitkiewitz@manitowoc.org> wrote:

Alderson Gabriel,

Your agenda item, "Council and City Employee Code of Conduct", will be placed on the April 1st Personnel Committee meeting under open session. You have provided zero specific content that would permit for a closed session discussion and this latest correspondence

referencing our legal team, as you wrote “The conduct of the specific employee would certainly never be someone on our Legal team that provides advisement to this very item as such specificity of identification of an agenda item as requested in the correspondence below would only provide for retaliation in and out of the workplace and while competition and coaching can be healthy in some environments, may not be in this case.” again provides zero specific content and does nothing more than make accusations.

If you wish to provide further details about specific employees and situations, I would then support the need for a closed session.

Eric J. Sitkiewitz

Alderson District 6
City of Manitowoc
900 Quay Street
Manitowoc, WI 54220
esitkiewitz@manitowoc.org
Phone (920) 686-1324

Sent from my iPad

On Mar 22, 2019, at 12:57 PM, Rhienna Gabriel
<rgabriel@manitowoc.org> wrote:

Thank you, Chairman Sitkiewitz.

The conduct of the specific employee would certainly never be someone on our Legal team that provides advisement to this very item as such specificity of identification of an agenda item as requested in the correspondence below would only provide for retaliation in and out of the workplace and while competition and coaching can be healthy in some environments, may not be in this case.

Thank you for your advisement.

Respectfully,

Rhienna Gabriel

*City of Manitowoc, Aldermanic District 10
920-316-0311*

From: Kathleen McDaniel
Sent: Friday, March 22, 2019 10:03 AM
To: Eric Sitkiewitz - D6; Rhienna Gabriel
Cc: Debbie Charney; Jessie Lillibridge; Steven Czekala - D9
Subject: RE: Personnel Committee Agenda Item Requests

Good morning,

I am uncertain what the justification would be for entering into a closed session for this item with the details that have been given. If there is a specific employee whose conduct is to be discussed, then the item could be put into closed session with a subject something like "Discussion of Rahr-West employee." If the Committee is generally seeking to discuss the Code of Conduct, a broad-based policy discussion can and should be conducted in open session.

We are still planning on continuing the discussion on the Council Code of Conduct, Council Rules, and Code of Ethics, pursuant to the last two meetings.

Kathleen M. McDaniel
Manitowoc City Attorney

900 Quay Street, Manitowoc, WI 54220
(920) 686-6990 | kmcdaniel@manitowoc.org

From: Eric Sitkiewitz - D6
Sent: Thursday, March 21, 2019 7:47 AM
To: Kathleen McDaniel
Cc: Debbie Charney; Jessie Lillibridge; Steven Czekala - D9
Subject: Re: Personnel Committee Agenda Item Requests

Good morning Kathleen,

Looking for some guidance. Alder Gabriel is requesting a closed session for the April Personnel meeting, see below.

Thanks!
Eric J. Sitkiewitz

Aldersperson District 6
City of Manitowoc
900 Quay Street
Manitowoc, WI 54220
esitkiewitz@manitowoc.org
Phone (920) 686-1324

Sent from my iPad

On Mar 21, 2019, at 7:24 AM, Rhienna Gabriel
<rgabriel@manitowoc.org> wrote:

Eric,

I'd like to request a closed session for the upcoming Personnel Committee Meeting to discuss "Council and City Employee Code of Conduct". Consistent with closed sessions, the information is regarding employee conduct so we would not want anyone's reputation defiled by public discussion.

Thank you for your consideration.
Rhienna Gabriel
City of Manitowoc, D-10
Alderman

On Mar 15, 2019, at 10:01 PM,
rgabriel@manitowoc.org wrote:

Chairman Sitkiewitz,
Thank you for taking
this item up for April.
As I am unsure of
April's election
results

On Nov 24, 2018, at
4:10 PM, Eric
Sitkiewitz - D6
<esitkiewitz@manitowoc.org>
wrote:

Hello
Alder
Gabriel
- I will
withdraw
your
request.
After
reading
the
request
I
actually
felt it
would
have
been a
better
Committee
of the
Whole
discussion
and
was

going
to see if
it was
acceptable
to
forward
the
request
to
Council
President
McMeans.

Mayor
Nickels
-Since
Alder
Gabriel
has
connected
with
you on
this
potential
agenda
item, I
would
like to
hear
your
take on
Common
Council
Decorum
and
Civility.

Thanks
and
have a
great
rest of
your
holiday
weekend,

Eric J.
Sitkiewitz

Alderson
District
6
City of
Manitowoc
900
Quay
Street
Manitowoc,
WI
54220
esitkiewitz@manitowoc.org
Phone
(920)
686-
1324

Sent
from
my iPad

On Nov
24,
2018,
at
11:26
AM,
Rhienna
Gabriel
<rgabriel@manitowoc.org>
wrote:

Good
afternoon
Chairman
Sitkiewitz,

After
connecting
with
Mayor
Nickels,
I

would
like
to
withdraw
my
request.

Thank
you
for
your
thoughtful
reflection
as
we
work
together
to
serve
our
constituents!

Rhienna

Gabriel

City

of

Manitowoc, D-

10

Alderman

920-

316-

0311

<image1.jpeg>

On

Nov

23,

2018,

at

5:59

PM,

Rhienna

Gabriel

<rgabriel@manitowoc.org>

wrote:

Chairman
Sitkiewitz,

I
wholeheartedly
appreciate
your
upcoming
Room
tax
Agenda
Item
"18-
1172
Discussion
and
possible
action
on
Request
for
Proposal
for
the
Manitowoc
County
Area
Community
Collaboration
Marketing
and
Brand
Initiative
for
\$10,000".

Along
those
same
lines
of
"collaboration",
I
will
request
you
to
place
"Common

Council
Decorum
&
Civility”
on
the
upcoming
Personnel
Agenda
with
a
Committee
request
for
recommendation
for
the
Common
Council
to
adopt
and
uphold
a
Code
of
Conduct
at
our
meeting
April
2019.
Being
that
Personnel
oversees
conduct
and
disciplinary
measures,
it
seems
a
fit
for
Council
conduct
recommendations
as
well.

Thank
you
in
advance
for
your
consideration.

**Rhienna
Gabriel**

*City
of
Manitowoc, D-
10
Alderman
920-
316-
0311*
<image1.jpeg>

On
Nov
19,
2018,
at
10:02
AM,
Debbie
Charney
<dcharney@manitowoc.org>
wrote:

Good
Morning:

The
next
scheduled
Personnel
Committee
meeting
will
be
on
Monday,
December
3,
2018.

Please submit agenda items to Alders Sitkiewitz and Czekala by the end of the day on Monday, November 26th and kindly copy me and Jessie Lillibridge.

Thank you,

Debbie Charney
-
Human Resource Generalist
City of Manitowoc
Phone: (920) 686-6995
Email: dcharney@manitowoc.org
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-
-
-
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