

# City of Richmond



DWIGHT C. JONES  
MAYOR

January 27, 2012

The Honorable Bruce W. Tyler  
Councilman, Richmond City Council  
900 E. Broad Street, Suite 200  
Richmond, VA 23219

Dear Councilman Tyler:

It was brought to my attention that at the January 17 Land Use committee meeting, you said to a City department head, "I believe you stood up here and lied." I am shocked to learn of this inappropriate behavior.

I also understand that your behavior was so out-of-line that the committee chair said "I hope we can have a civil discourse about this issue.... I cannot apologize for someone else's remarks."

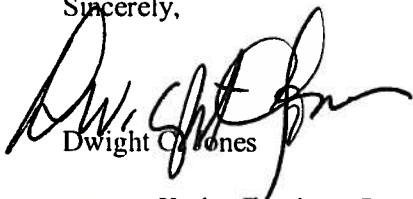
We guarantee our City employees a non-hostile workplace. We are committed to protecting our City employees from abusive language and behavior. I take these protections very seriously.

Our employees should not be subjected to personal attacks from their colleagues, supervisors, or members of City Council.

If one of our City employees made such a derogatory comment to another employee, they would receive a written reprimand (at a minimum), and may receive a week's suspension. While I cannot impose personnel sanctions on a member of City Council, I would strongly suggest that a public apology from you to the employee is in order.

I am also asking that you conduct your interactions with City staff in a more professional manner. If you cannot conduct yourself in a professional manner, then I will ask that you restrict your interactions to the Chief Administrative Officer, his Deputy CAOs, and the Mayor's Office staff. If you believe that this is unworkable, I am willing to listen to your views.

Sincerely,



Dwight C. Jones

cc: Kathy Graziano, President, Richmond City Council  
Chris Hilbert, Councilman, 3<sup>rd</sup> District  
Byron Marshall, Chief Administrative Officer  
Carolyn Graham, Deputy Chief Administrative Officer