



News from

Council President Todd Gloria

City of San Diego ▪ District Three

NEWS RELEASE

For immediate release: July 15, 2013

Contact: Katie Keach, 619-235-5268

Council President: Focus Must Turn to Employee Assistance and Public Services

SAN DIEGO, CA (July 15, 2013) – Council President Todd Gloria today distributed a memo to maximize employee safety and productivity in light of allegations of sexual harassment by Mayor Filner.

“While the case against Bob Filner’s ability to carry out his mayoral responsibility builds, I believe it’s critical to support our City employees and provide service to San Diegans,” said Council President Gloria.

The memo, sent to Interim Chief Operating Officer Walt Ekard, focused on City employees. In the memo, Council President Gloria

- requested that City staff be educated immediately about every option available to report any harassment or other improper or illegal behavior they have experienced or witnessed;
- recommended the City explore avenues for concerned employees to report harassment by the Mayor to an outside organizations not under his supervision;
- asked that alternative workspace options be considered for any remaining employees in the office of the Mayor so they may remain productive in a reliably safe environment; and
- requested City staff be directed to retain and preserve all documents that may relate to the allegations of harassment by the Mayor.

“The best way to restore trust in the City is to continue to protect the interests of our citizens. Though we are working with an incapacitated Mayor’s office, the City Council is dedicated to doing its part in running an efficient and effective municipal government,” said Council President Gloria.

Council President Gloria will preside over this week’s City Council meetings today at 2:00 p.m., 6:00 p.m., and tomorrow at 2:00 p.m. He will also chair the Budget and Finance Committee meeting on Wednesday at 9:00 a.m., where the Fiscal Year 2014 Appropriation Ordinance will be considered. The Appropriation Ordinance is the City’s spending plan for the year and incorporates the annual payment to the retirement system that is \$25 million larger than anticipated.

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**OFFICE OF COUNCIL PRESIDENT TODD GLORIA
COUNCIL DISTRICT THREE**

M E M O R A N D U M

DATE: July 15, 2013
TO: Walt Ekard, Interim Chief Operating Officer
FROM: Council President Todd Gloria *Todd Gloria*
SUBJECT: Response to Allegations of Mistreatment of City Employees

It has been reported that attorney Marco Gonzalez, on behalf of clients who are City employees, has threatened litigation against the City involving allegations of harassment by Mayor Bob Filner. I am writing to request that you take immediate steps to protect City employees as well as the City's interests in anticipation of this litigation.

First, last week an internal electronic message was sent to all employees reminding them of the City's Equal Employment Opportunity policy. I request that another message be sent to employees that specifically outlines all of the appropriate places to report any harassment, abuse or other illegal acts they might have experienced or witnessed during the performance of their official duties, including options within labor organizations for represented employees and organizations not under Mayoral supervision.

Second, to ensure a safe work environment and maintain productivity, I ask that alternative workspace options be explored for any current employees of the Mayor's office who are uncomfortable in the current office arrangement.

Finally, I ask that you send every City employee a directive to retain and preserve all documents that may relate to allegations of harassment by the Mayor. The message should include an explanation of City staff's responsibilities under the California Public Records Act, the City's records retention policy, and a point of contact to answer questions an employee may have about their obligations under these regulations.

It is essential that these steps be taken quickly to ensure this matter is handled appropriately and that the City and its employees are protected.

cc: Honorable City Councilmembers
Honorable Jan Goldsmith, City Attorney