

City Council Resolution

September 5, 2025

WHEREAS City Council is committed to fostering a safe, respectful, community and a professional workplace for all City employees;

AND WHEREAS City Council will not tolerate bullying, harassment, or intimidation of staff in any form, whether internal or external;

AND WHEREAS public commentary or campaigns that target or undermine individual staff members erode respectful discourse and damage individual and organizational wellbeing;

THEREFORE BE IT RESOLVED THAT:

1. City Council reaffirms its zero-tolerance stance on bullying, harassment, or intimidation directed toward City employees.
2. City Council calls upon all parties, including unions, associations, community groups, and individual residents, to engage in respectful, constructive dialogue when raising matters of public concern.
3. City Council confirms its support for Administration in upholding the City's respectful workplace policies, and directs the City Manager to ensure employees are protected and supported when subject to inappropriate criticism or harassment.
4. City Council calls upon the International Association of Fire Fighters (IAFF) Local to remove the billboards currently erected and refrain from future personal attacks, as they contribute to an unhealthy work environment.
5. City Council expresses its confidence and support for our Fire Chief and Deputy Chiefs in carrying out their leadership responsibilities and reaffirms that personal attacks on individuals in any position are unacceptable.