

Mr. Hershey, on behalf of all six members of Glenwood's City Council besides you, we unanimously request that you resign your City Council seat immediately. We do not take this action lightly, rather, it is based on recurring issues over the past year of your service, with a culmination of your behavior on Thursday May 14.

There are numerous factual examples of how your behavior has negatively impacted both the Council and the City's business. None are as consequential as your unethical behavior during the Council's executive session last Thursday evening. An executive session is a private meeting between the Council and the City Attorney that includes candid discussions of sensitive legal matters. Maintaining confidentiality and discretion is paramount to the trust that the Council must have to effectively conduct the work of the people.

When the executive session was in session you repeatedly interrupted the proceedings, called our City Manager a liar and had to be gavelled down (muted) by the Mayor. You subsequently un-muted yourself to announce that "You can't mute me, I'm done! Goodbye! Goodnight!" After a brief hiatus, you returned to the meeting to announce that our City Attorney and City Manager were liars and that you had called a representative of the entity being discussed after you left the meeting. You also told the Council that you divulged sensitive and confidential comments to that person. Exchanging sensitive communication by directly telephoning the subject of our private discussion during an executive session to discuss your personal viewpoint is evidence that you cannot, and will not, maintain ethics or confidentiality in the future.

Tony, in the year since you were elected, you have put in significantly less time and effort than the very minimum that is expected for a City Councilor. You have routinely skipped work sessions that you do not care about, (even when care has been taken to schedule them at such times that you might attend), stormed out of executive sessions, watched football games during council meetings, and regularly get out of your seat and walk around the room initiating conversations with staff and the public during meetings. You refused to schedule or participate in nearly all of the orientations for new Councilors to tour City facilities and to meet with department heads to gain a comprehensive overview of City operations and responsibilities.

Another aspect of a City Councilor's responsibility is to participate as a liaison between the Council and various assigned boards and commissions. You are the liaison to the Fire District Board, Victim's Assistance and Law Enforcement (VALE) Board, Historical Preservation Commission (HPC) and are the alternate liaison to the Airport Commission and the Downtown Development Authority (DDA). These boards and commissions meet monthly and connecting these citizen volunteer boards to the City Council they serve is an important responsibility of an elected official. You attended only one HPC meeting, one DDA meeting, four Fire District meetings, no Airport meetings, and four VALE meetings. Attending ten meetings out of a possible fifty is discouraging to the citizens who volunteer their time and talent. They deserve a liaison who will respect their contributions and sacrifice.

You have created and nurtured a toxic culture and spawned a hostile workplace for City staff and your fellow councilors. In these council meetings, you routinely interrupt other Councilors,

belittle their sincere convictions, and in one memorable (though not rare) tirade, you called us all "fucking idiots" before storming out of the meeting. You have made our work to serve the people exceedingly more difficult. You have berated senior staff repeatedly, threatened in an open meeting to fire our City Manager and Attorney, engaged in a shouting match with our former Chief of Police, asked to have police waive the parking ticket of a co-worker, ridiculed front line parks staff, and interfered with City contractors. This is not "working for the people." Instead, it is a clear abuse of position and power.

Your lack of respect for rule of law includes your adversarial behavior toward members of the Council, the public, and City staff. Your outbursts are testament to your continued efforts to bully your colleagues, as well as to curry favor with those outside of Council with your inside information. The trust that you have shredded on Thursday, in combination with your selfish and unethical behavior throughout your tenure, is not random. Council has indulged your outbursts, insults, and efforts to disrupt orderly proceedings in the hopes that the intensity and frequency of your attacks and outbursts would decrease.

Glenwood's citizens deserve someone that will represent them with of trust, respect, and dedication to the work that we perform in the public interest. Serving on Council is more than just showing up twice a month for the meetings that are televised. The people of this community, the dedicated staff of the City, and your fellow councilors deserve and demand better.

Please do the right thing and resign immediately.

Thank you on behalf of the City Council of Glenwood Springs