
An Open Letter to City Administration and City Council

From: [REDACTED]
Date: Fri 5/22/2026 9:52 AM
To: MayorCouncil_Lewes [REDACTED]; Janet Reeves [REDACTED]; McCabe Ellen L
Cc: [REDACTED]

Good Morning –

I came to City Hall in February after a career in public education – 18 years as a teacher and 16 years as a school principal, central office administrator, and state consultant. After taking 4 years for myself in retirement, I was thrilled to find a job here in which I could utilize some of the skills that I had gained in my "former life" and looked forward to being back in the work force. I've certainly witnessed quite a bit in 34 years in terms of human behavior, and I approach every new situation feeling as though not much can surprise me. However, the past three months have certainly proven that theory wrong. All said, I am fortunate enough to be in a situation where I don't have to work – I am here because I enjoy the work I do and I enjoy the individuals whom I work directly with.

If nothing else, the purpose of this email is to provide you with some feedback from someone who has come into this situation with no history of City Hall or city government in Lewes. No background, no knowledge. I came into this situation cold. That said, some of the things I have heard and witnessed are, quite frankly, stunning to me. For example:

- I've witnessed a co-worker being coerced into performing a task that she blatantly was not comfortable with at the hands of an administrator and City Council member.
- I've seen another co-worker brought to tears after being berated by a supervisor and another member of the support staff.
- I've said goodbye to a co-worker who I knew only briefly who affirmed that the reason they were leaving was due to the toxic environment in City Hall.

Maybe it's time for those in administration and those on City Council to look at the bigger picture. If you think "your camp" is without blame in the current situation, you are wrong. If you think your words and actions are not having profound negative effect on some individuals, you are wrong. If you think your words and actions are not negatively affecting morale, the day-to-day operations, and the work culture within the walls of City Hall, you are wrong. If you think your words and actions are not a distraction and not perceived in a negative light throughout the City of Lewes, you are again, wrong. Please realize that City Hall is filled with great people who have wonderful work ethics. These folks work tirelessly to ensure the day-to-day operations run as smoothly as possible, and they deserve to work in an environment that is not full of negativity and toxicity.

I am realistic enough to know "my place" in the hierarchy at City Hall, however, I do think it is important for all of you to understand and recognize the optics of your choices. Maybe it's time to put aside personal agendas, take a breath, and do what's right for **everyone** involved. Thank you for your time and have a happy Memorial Day weekend.