

Zimbra

moverurf@wrde.com

Re: Third Request for comment re: May 22 open letter

From : Ellen Lorraine McCabe <emccabe@ci.lewes.de.us> Wed, May 27, 2026 04:56 PM
Subject : Re: Third Request for comment re: May 22 open letter 1 attachment
To : Madeleine Overturf <moverurf@wrde.com>, Torie Seagraves <tseagraves@wrde.com>

Madeleine & Torie - Please see my comment regarding your inquiry.

The City Manager takes all employee complaints seriously.

Several employees have filed complaints against appointed and elected officials with the City's Human Resources Manager over the past several months and they remain pending. In accordance with the City Personnel Manual, which outlines the policies and procedures governing employee complaints, City Council was informed of these submissions. City Council also sought legal counsel regarding these matters and authorized the Human Resources Manager, through direction to the City Manager, to proceed with the complaint review process in accordance with the Personnel Manual.

On the morning of May 8, 2026, after receiving an email from legal counsel the evening before, reviewing the video of the May 7, 2026 HPARC meeting, recognizing an employee's concerns, and consulting with the Human Resources Manager, I directed that the Zoom recording of the meeting be temporarily removed from the published agenda. This action was taken solely to protect the rights and confidentiality of a City employee who had previously filed a complaint that remained pending.

Prior to the temporary removal of the video, I reached out to legal counsel on the morning of May 8, 2026, after the video had been uploaded. Later that same day, the Human Resources Manager also consulted with legal counsel regarding the concerns raised by the meeting video, including clearly stated questions, concerns, and actions taken by city staff regarding the video of the May 7, 2026 HPARC meeting.

This decision was not intended to influence public processes, limit transparency, or restrict public discussion. Rather, the intent was to ensure that employees with pending complaints feel safe, supported, and protected throughout the complaint process and to preserve the integrity of that process moving forward.

Thank you,

Ellen Lorraine McCabe, MBA, ICMA-CM
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