

From: Zach Dahl

Sent: Friday, May 28, 2021 10:58 PM

To: Kavita Tankha <ktankha@losaltoshills.ca.gov>; George Tyson <gtyson@losaltoshills.ca.gov>; Lisa Schmidt <lschmidt@losaltoshills.ca.gov>; Stan Mok <stanmok@losaltoshills.ca.gov>; Linda Swan <lindaswan@losaltoshills.ca.gov>

Subject: Follow-up on my Notice of Resignation

Hello Mayor, Vice-Mayor and Members of the City Council,

As you are aware, I submitted my notice of resignation at the beginning of this week and will be wrapping up my time with the Town on June 11th. Under more normal circumstances, I wouldn't feel the need to reach out, however, given the ongoing campaign of mean-spirited accusations and hostility toward our City Manager and Town staff, I feel compelled to speak up and share the real reasons for why I chose to leave. I do not want my departure to be used against Carl or distorted to further the agenda aimed at Town Hall.

When I joined the Town in 2019, I came, in part, because I had heard good things about the community and work environment at Town Hall. And over the past 21 months, I have enjoyed working with Carl and being a part of the family-like atmosphere that he tried to foster at Town Hall. In particular, as we have navigated our way through the COVID-19 pandemic, I have really appreciated Carl's leadership and focus on trying to what was best for the Town, and I feel very proud of the fact that we were able to safely keep the lights on at Town Hall and serve the community this entire time. Up until about six months ago, my goal was to serve the Town for at least three to four years. But unfortunately, the proliferation of this very public campaign to force out Carl by any and all means necessary gave me pause, and forced me to begin exploring career alternatives. There is a hostile work environment at Town Hall right now, but it is not of Carl's making...it is the result of the words and actions of those outside of Town Hall. There is nothing wrong with a healthy debate about the future of the Town, but what is transpiring right now is very toxic for those of us that work for the Town, and it has the potential to destabilize Town Hall for a long time to come. With this effort to oust the Town's City Manager now well documented in local news articles and in public meeting records, do you think it will help the Town's recruitment effort for a new Public Works Director or City Manager? Does it strengthen the Town's ability to retain the staff that we currently have? The Town has a great team of talented and hard-working individuals who are very dedicated to serving the Los Altos Hills community and I also feel the need to speak up on their behalf. Please take the necessary steps to encourage a more respectful and civil community dialogue.

I have enjoyed working with many of the talented and engaged residents in this community, and plan on doing everything I can to help ensure a smooth transition of roles and responsibilities before my departure. Los Altos Hills is a great community and I wish nothing but the best for the Town as it charts its path forward. Thank you for your public service and I am happy to speak with any of you further if so desired.

Zachary Dahl, AICP

Planning and Building Director

Interim Engineering Services Manager

Town of Los Altos Hills