

OFFICE OF THE MAYOR
Michelle Davis-Younger

CITY COUNCIL

Pamela Sebesky, Vice Mayor
Mark D. Wolfe
Theresa Coates Ellis



CITY COUNCIL

Ralph J. Smith
Tom Osina
David Farajollahi

October 7, 2021

Dear Members of the Parks and Recreation Committee:

I am writing to you as Mayor and on behalf of the City Council regarding our expectations for the Parks and Recreation Committee. We felt compelled to send this letter after learning of certain recent issues that may have disrupted the effective functioning of the Committee.

The expectations for every City Council appointee are clearly stated in the *Code of Conduct for City of Manassas Boards, Committees and Commissions*. Included among the directives in that Code are the following:

- The community expects all individuals serving the City, including members of its Boards, Committees, and Commissions, to be objective and thoughtful in their judgment and actions and to conduct business openly and in an atmosphere of respect and civility.

An "atmosphere of respect and civility" includes respecting and following the leadership of the Chair, unless his or her decisions are reversed by a vote of the membership. It includes adherence to the published agenda that is developed by the Chair and staff, unless it is revised by the Committee through proper procedures. As a governing body that needs your input we encourage robust and respectful debate, but not to the point of making the Committee dysfunctional and leading to members resigning.

- Members of Boards, Committees, and Commissions have no individual authority and will refrain from making promises, decisions, or commitments that have not been authorized. When representing their individual opinions and positions, individual members shall explicitly state that they do not represent their membership or the City. (Emphasis added).

We recognize that members have differing opinions regarding City issues, but that statement from the Code of Conduct should be self-explanatory. Representing yourself as a member of the Parks and Recreation Committee, or any other City committee, and attempting to undermine the work of City staff taken at the direction of City Council is inexcusable. If you believe that is justified by the ends you seek, I strongly encourage you to reevaluate your continued participation on the Committee.

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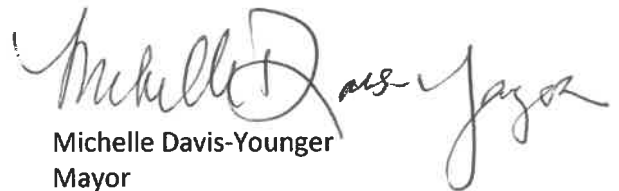
October 7, 2021
Parks and Recreation Committee
Page Two

- The professional and personal conduct of all members of the Boards, Committees, and Commissions must be above reproach and avoid even the appearance of impropriety. Members shall refrain from abusive conduct, personal charges, or verbal attacks upon the character or motives of other members, City Council, City staff or the public.

Committee members can take actions that are within the letter of the law, but we have higher standards and expectations for those who are appointed to public service positions. No one person is entitled to dictate the work of the Committee, through intimidation or otherwise.

Each of you was appointed to the Committee because the City Council believed you could make an important contribution to the City and its Parks, Culture and Recreation Division, and would work with your colleagues in a thoughtful and constructive manner. The majority of time Committee members have done exactly that, and your efforts and contributions are greatly appreciated. However, based on the recent issues identified, we ask each member of the Committee to give thoughtful reflection on their participation on the Committee, and re-commit to providing your skills and abilities in a positive and constructive manner. Thank you in advance for your continued efforts to provide contributions to the Parks and Recreation Committee within the framework of the Code of Conduct.

Sincerely,



Michelle Davis-Younger
Mayor

cc: City Council