

Re: TDPUD utility District Board meeting on 12/2/2020, Directors comments on The Moonshine Ink article "In n Out stint for new GM"

Please read into public comment during the next TDPUD board meeting on 12/16/20.

It was disheartening to hear President Bender and Vice President Finn responses to the information regarding the districts culture shared by anonymous. Instead of considering these claims of a toxic, unhappy culture you shamed this anonymous whistle-blower and quickly dismissed it and said they were not "living the Truckee way". We have been working in a fear-based culture for the last 2 ½ years and when someone is brave enough to speak out for us the Board ignores the claims and supports an outside consultant (Pam Hobday). We need the board to support us so we can effectively and safely provide quality water and power to the Truckee community.

The culture continues to grow and more and more toxic, over two dozen employees have exited because of this. How can the board effectively execute a strategic plan where community input is emphasized yet you continually ignore input from the employees? What we need is stability and leaders we can trust. Unfortunately, the current leadership is not trusted by many District employees, this mistrust has been communicated to management many times in the past and was also a common theme in recent staff meetings with Brian Wright.

The PUD was once known as a great place to work where employees would happily retire after 15,20 years of service. Now we struggle to retain employees. We need a board to step up and take accountability, please take time to look into the culture and reach out to all staff not just those who you surround yourselves with. We trust you will consider this issue with integrity, honesty, and in a timely and ethical manner.

Concerned Employees

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Director Joe A,

You need to read this read this letter at the next board meeting, Wednesday January 20, 2020 or it will be given to the press..... we will be watching Wednesday.