



# CITY OF WASILLA

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Recreation  
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Planning  
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Police  
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Public Works  
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\_\_\_\_\_  
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February 7, 1997

Ir T. Stambaugh  
401 E. Forest Ave.  
Wasilla, AK 99654

## CONFIDENTIAL

Dear Mr. Stambaugh:

Since I met with you and your attorney in my office last Friday, I have heard comments that you may not have been given enough time to respond to my notice of intent to terminate your employment, and that you were not given adequate reasons for my intent to terminate you. With respect to the first comment, I note that you had adequate time to retain one of the leading attorneys in the state and that Mr. Jermain in turn had adequate time to attend the meeting. I assume that if either you or Mr. Jermain had wanted more time, you would have asked for it. If I am in error, please advise.

With respect to the second comment, I stated the reasons for my action in my letter. I want to change the Chief of Police and I do not feel I have your full support in my efforts to govern the City of Wasilla. I have worked with you for approximately three and one-half months since my election, trying to gain your support. You never gave me that.

Under the Wasilla Code in effect at the time you were hired, 3.08.080(b), executive employees may be dismissed at any time with or without cause by their respective Appointing Authority. It is my position that I do not need "cause" to terminate you. I do not want to turn your termination into a "for cause" event. You know when you have someone's full support, and you know when you do not. However, I am willing to share with you a few examples which support my belief that I do not have your full support in my efforts to govern the City of Wasilla.

Shortly after I took office I made it clear to my Department Heads that one of my goals was to achieve budget reductions in each department. You immediately replied that such a cut would be virtually impossible in the police department. It was clear that you would not even give this goal serious consideration, though you knew how supportive I was of a reduced budget. You never came forward with any proposed way of even considering a reduced budget.

At one of my staff meetings I asked each of my Department Heads to provide me with a brief weekly report on positive things that were happening in their

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departments. You immediately made it clear that you thought that this was a waste of your time in that you indicated the information could be extracted by me from reports that I was already receiving. This was not the cooperative response I was expecting. I wanted you to extract the relevant information because I wanted your views as to what you thought was positive. Although you eventually complied with my request, your response was disappointing.

I introduced a city policy concerning snowmachines on December 9, 1996. A number of citizens involved in snowmachining came to the council meeting. You met people coming to participate in the discussion of the issue at the door and told them that the item was not on the agenda, that they should go home, and that they were going to do more harm than good. The item was on the agenda, twice under "Persons to Be Heard" and "Communications." This was an extremely important issue to the public.

You did not tell me about at least one meeting of the Youth Court where I was expected to be present. This was a very embarrassing situation for me.


Your level of participation at staff meetings was disappointing, and when you did speak you often did so in a disrespectful or condescending tone.

When I met with you in private, instead of engaging in interactive conversation with me, you gave me short, uncommunicative answers and then you would sit there and stare at me in silence with a very stern look, like you were trying to intimidate me.

You know that one of my top priorities was to increase police officer involvement in our community. I asked you to provide me with a brief overview of how this could be accomplished and any concerns you might have about my proposal. You never provided me with this information.

This list is not intended to be exhaustive. By giving you these examples, I am not changing your termination to a "for cause termination". I am merely trying to give you a better sense of why it is my desire to hire a new Police Chief. Your termination is not effective until February 13, 1997. If you and your attorney would like to meet with me again to further discuss your termination, please let me know.

Sincerely,



Sarah H. Palin  
Mayor