

February 17, 2026

Whistleblower Report against the Town of Woodside Town Council Mayor Dombkowski
and Mayor Pro Tempore Goeld

&

California Fair Employment and Housing Act (FEHA) Violation of Bias by
Councilmember Wall

In conjunction these violations have resulted in

**Creating a Hostile Workplace and Work Environment built on corruption, abuse
and dishonesty.**

***“If you bring forth what is within you, what you bring forth
will save you. If you do not bring forth what is within you,
what you do not bring forth will destroy you.”***

-

Gnostic Gospel of Thomas

Mayor Brian Dombkowski attempted to collude against, direct or influence Town Manager Ledbetter to violate the following sections of the **Town Manager Employment Contract, Section C Termination for cause includes**

(ii) Conviction of any crime involving an “abuse” of office or position as that term is defined in Government Code Section 53243.4.

(iii) Conviction of a felony or misdemeanor with a nexus to the workplace.

(iv) Purposefully violating administrative policies and procedures.

(v) Failure to properly perform assigned duties.

(vi) Incidents of Insubordination.

(xi) Dishonesty, fraud, or misconduct in office.

(xv) Refusal to comply with lawful directions, decisions or orders given or made by a majority of the Town Council.

(xvi) Any grossly negligent action or inaction by Employee that materially and adversely:
a) impedes or disrupts the operations of Town or its organizational units; b) is detrimental to employees or public safety; or c) violates Town’s properly established uses or procedures: and

(xvii) Other failures of good behavior either during or outside of employment such that the Employee’s conduct causes discredit to the Town.

Mayor Dombkowski violated the following Town of Woodside **Municipal Code Section 31.22 – Manager’s relationship with Council**

A) The Council and its members shall deal with the administrative services of the Town only through the Town Manager, except for purposes of inquiry, and neither the Council nor any of its members shall give orders to any subordinate of the Town Manager. The Town Manager shall take his/her orders and instructions from the Council only when sitting in a duly held meeting of the Council, and no individual Councilman shall give any orders or instructions to the Town Manager; provided, however, the provisions of this section shall not preclude the Town Manager from meeting with other public officials or agencies for the purpose of conferring on Town policy matters even though he/she may not have received official instructions from the Council sitting in a duly held meeting.

- B) The Mayor shall act in a liaison capacity, between the Council and the Town Manager and in such capacity, shall advise the Town Manager on matters of Council policy.

Narrative of Claim – Mayor Brian Dombkowski

Housing Element Low Income Site at Raymundo

Mayor Dombkowski has been very vocal and clear with me that I should postpone any Request for Proposal (RFP) for the low-income housing developer for the project at Raymundo as it is in his district. Mayor Dombkowski consistently states behind closed doors that the plan is to dismiss the Town of Woodside California State certified Housing Element deliverable and the Town of Woodside Town Council direction by purposefully not acting on the initiatives of feasibility to bring low-income housing to the Raymundo site in his district. He states that I need to postpone these actions until after he is reelected and no longer Mayor, and at the first meeting in December of 2026 that this will be current Mayor Pro Tempore Paul Goeld's "problem to deal with". Mayor Dombkowski claims this is necessary because he must be the Mayor and needs to block Councilmember Wall from being the Mayor again before the end of her current term, which I infer is the reason he broke with "tradition" to retain the Mayor position for a 2nd term in 2026. Mayor Dombkowski can only justify the need to act in this capacity for personal gain of a reelection campaign and that he can't do that with an RFP discussion at Council in 2026. I find it difficult to believe Mayor Dombkowski will change his opinion of this project if reelected. While I have listened to this narrative from both Dombkowski and Mayor Pro Tempore Paul Goeld, I have worked behind the scenes with the Town Attorney to hold multiple meetings to evaluate moving this item forward, but fear for my job based upon the consistent messaging from Dombkowski on this topic.

Hostility toward Councilmember Wall

My first official meeting after accepting the Town Manager position with Mayor Dombkowski and Mayor Pro Tempore Goeld was at Buck's Restaurant. I recall being very nervous and sweating profusely as I was wanting to impress and prove my worth to the Town Council for what I thought was an incredible opportunity. I was taken aback by the immediate and comfortable use of derogatory terminology used to describe Councilmember Jennifer Wall. The topic of conversation focusing on her political views and personal divides, specifically her travelling to either Nevada or Arizona to canvas for Kamala Harris during the Presidential Election. I was told that, "Jenn Wall is dangerous." Nearly every engagement I have had with Mayor Dombkowski over my 9 months of employment have had some level of a sprinkling of derogatory name calling of Wall. It is common to hear Mayor Dombkowski reference the physical appearance of

Councilmember Wall's chest as being, "marbles on a billiards table". That statement has been popularized by Dombkowski and said freely in front of the Town Manager to Mayor Pro Tempore Goeld and prior Town Councilmember Shaw on multiple occasions. When I brought to the Mayors attention that I felt Councilmember Wall was bullying me and biased against me for being a male he showed no concern as he would state, "I was 4-1 and she couldn't touch me." Inferring that Brian controlled the other 4 members of the Council so Councilmember Wall was irrelevant. This failed to address the bullying and constant side quest direction Councilmember Wall seemed to always initiate in her engagement with me. Everything revolved around how things would personally affect Mayor Dombkowski rather than my well-being as though his hatred of Wall and consistent name calling made her bias against me okay for me to endure.

15mph in front of Woodside Elementary School

The Circulation Committee had voted, prior to my start date, to advise the Town Council to adopt a Resolution requesting the California Department of Transportation lower the speed limit in front of Woodside Elementary School from 25mph to 15mph. During my tenure close calls and near misses have filled my inbox from concerned School staff and parents from incidents transpiring during morning drop off. In my first 3 months I was approached by Circulation Chair, Ehsan Farkhondeh, educating me on this prior Circulation Committee vote and requesting I place the item on an upcoming Town Council agenda. I initiated the Town Engineer to draft the Resolution for council consideration. During a review of the agenda with Mayor Dombkowski, I was pressured to remove the item and to "bury it" as this route affected the Mayors daily travel and, "did I know how slow 15mph actually was." Mayor Dombkowski wanted to know who was asking for this item and when he found out it was Ehsan he immediately equated him with Councilmember Wall as sharing similar politics and then proceeded to schedule a breakfast with Ehsan. I was later made aware that the Mayor also successfully pressured Ehsan to push this item back and then threatened him that the Sheriff should really report to the Council rather than the Circulation Committee, as though this would be retribution when this item was to make it to a future agenda. I was instructed to not bring the item back until the summer of 2026 and to tell Ehsan that I would put it on an agenda after the winter holiday, as though he would somehow forget. Simultaneously during this effort to not allow a 15mph speed limit for the safety of children in front of Woodside Elementary School Mayor Dombkowski instructed the Town Attorney to draft a petition for public signature, to be used by Dan Druker of the Circulation Committee, requesting the Town Council lower the speed on highway 84 to lower the speed limit between Churchill and Moore from 45mph to 35mph so his personal project of a private donation for median beautification could receive trees in the median. The State of California Department of Transportation requires a speed below 40mph to plant trees in a median. I then received a 3rd request from the public

near Alice's Restaurant to have the speed reduced to 25mph as you approach the intersection of hwy 84 and hwy 35, as a cyclist had died at this location in the summer of 2025. When I told Mayor Dombkowski I could not place 2 other speed requests on the agenda and still manage to not bring the Woodside Elementary School request forward he seemed baffled as why I couldn't just "bury it" and that "the last Town Manager would have just buried it". In February of 2026 I was once again emailed the request by Ehsan and I let him know that I would absolutely place the item on the 2/10/26 agenda. I alerted the Mayor that I was going to move forward with this, and he once again asked who was pressuring me to do this. I stated that Ehsan had emailed me but that I was also getting requests from parents and staff because of close calls during drop off. Mayor Dombkowski responded to this by stating that Circulation was no longer going to have the Sheriff report to them for traffic violations, as though this would be his petty retribution, and on 2/10/26 it was, as he was allowed to make a vote on an item that was not agendized and had no nexus to any item on the agenda. That vote was to remove the SMCSO traffic violations reporting from the Circulation Committee and force the report to be given to the Town Council. Ironically Mayor Dombkowski played both sides on this item and voted yes in public after all his manipulation and bullying behind the scenes. As you will see in this report perception is more important than reality for Dombkowski.

Undermining of Planning Commissioner Matt Garr

Recently, Mayor Dombkowski has shifted his focus of ire on Planning Commissioner Matt Garr. Mayor Pro Tempore and Mayor Dombkowski are convinced that Councilmember Jennifer Wall is colluding behind the scenes to have Matt Garr challenge Mayor Dombkowski for his District 4 seat in the upcoming election. Dombkowski claims Wall attempted something similar in the past election and this seems to eat away at him and add to his disdain for Wall. Dombkowski is so committed to any level of petty retribution that he purposely asked questions of Matt Garr during his re-appointment consideration in front of Town Council at the 2/10/26 Council meeting. Mayor Dombkowski wanted to alert everyone that Garr could not vote on any items concerning the Raymundo low-income housing site in the State of California Certified Town of Woodside Housing Element. Dombkowski claims he wanted to also signal to Garr to back off his seat. This level of pettiness and overt challenge of anyone attempting to take the district 4 seat made me realize Mayor Dombkowski would never change, never allowing me to move forward with doing my job and delivering housing to Raymundo, that would inevitably lead to me losing my job.

Mayor Dombkowski and the Questionable Relationship with the 6th Councilmember, Chris Shaw

Upon my first weeks on the job a meeting was scheduled for me to meet with prior Town Councilmember, Chris Shaw. Within the very first meeting I was alerted by Shaw that he and Dombkowski were very close friends and spent many days of the week gossiping about Town politics at the gym. Shaw stated in this first meeting that he liked “running shadow governments” meaning he would puppeteer and influence in the margins. In my time as the Town Manager Shaw has been in the middle of discussions concerning 773 Canada, a multi housing project in Housing Element. Shaw has been involved as a friend of the developer and his engagement with this project seems as though a financial gain or status of affluence is his end. Shaw has mediated on behalf of the applicant to attempt to pressure the Town to move items forward when they are not ready. Shaw attended a breakfast I was made to attend where I met the applicant at Buck’s Restaurant. Shaw has seemingly been heavily engaged in orchestrating the Farm Hill news stories and forceful push by State Senator Becker to force the California Department of Transportation to reach out to Town staff to instigate a property negotiation with an end of a 4 Season’s Hotel and “low-income housing”. It appears to me that inappropriate information sharing by Mayor Dombkowski to Chris Shaw allows Shaw to manipulate situations for his favor or unknown gain. I consistently received invitations from Shaw to visit his house and felt an odd pressure to accept an invitation to watch the Superbowl at Shaw’s house based upon this weird relationship between the two.

Mayor Pro Tempore Paul Goeld violated the Town Manager Employment Agreement, Section C Termination for cause includes

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detrimental to employees or public safety; or c) violates Town's properly established uses or procedures: and

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Mayor Pro Tempore Paul Goeld violated **California Government Code Section 54963**. It is strictly prohibited for any person to disclose confidential information acquired during an authorized closed session to unauthorized persons unless the legislative body formally authorizes the disclosure.

Intentional violations of the Brown Act can be prosecuted as misdemeanors under Government Code Section 1222

Narrative – Mayor Pro Tempore Paul Goeld

Housing Element Site – High Road

Mayor Pro Tempore Paul Goeld has blatantly stated that he does not want me doing the RFP to find a developer to partner with to investigate the feasibility of building the State Law required low-income housing at the High Road site in Goeld's district. At two different dinners where I was taken to the Village Pub by Mayor Dombkowski and Mayor Pro Tempore Goeld it was made very clear to me that the two would be very unhappy with me if I followed through on the Housing Element that they had both voted on to approve. They both seemed concerned for their political careers and also concerned to have low income housing in their districts, and they placed their petty needs above the need for housing and the requirement for the Town Manager to follow State Law. A

common theme amongst Dombkowski and Goeld was themselves above all others, or at least no concern for my livelihood and career.

Extreme Racism toward Councilmember Hassan Aburish

At the July 10th dinner I was taken to the Village Pub as a 60-day review by Dombkowski and Goeld. It was discussed between Dombkowski and Goeld that Councilmember Aburish was easily manipulated into his voting opinion by Pro Tempore Goeld and that Goeld could use his relationship with Aburish to influence outcomes. Goeld made it clear that he was Jewish and that he approved of the genocide in Gaza against Palestinians. He stated that what was happening in Gaza was justified because Palestinians were the “original niggers” and “sand niggers”. He then stated that he thought Councilmember Hassan Aburish was Palestinian. At the 2nd dinner Dombkowski and Goeld discussed being Ashkenazi Jews and jokes were made about Goyim.

Purposeful Disclosure of Closed Session to Undermine Councilmember Wall

At the July 10, 2025, dinner Goeld disclosed to Town Manager Ledbetter, as Mayor Dombkowski listened attentively, the story of my hiring and the gender bias claims made by Councilmember Wall against the 4 male councilmembers during the Closed Session interview process to find a Town Manager. A story about how all 4 male Councilmembers placated Wall with apologies and self-realization while making Wall submit to hiring me. The rest of the dinner consisted of multiple derogatory remarks about Councilmember Wall that were extremely misogynistic. I then realized that Councilmember Wall had every right to feel frustrated with these two white men and I even understood why she may perceive me in a negative light as Dombkowski and Goeld appear to have colluded to hire me with an interest in manipulating me against Wall and with the intent to influence me away from fulfilling low income housing in their districts.

Councilmember Jennifer Wall violated the Woodside Municipal Code Section 31.22 – Manager’s relationship with Council

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conferring on Town policy matters even though he/she may not have received official instructions from the Council sitting in a duly held meeting.

Councilmember Jennifer Wall violated the **California Fair Employment and Housing Act (FEHA)** by having clear bias and discrimination based upon the Town Manager's gender.

Narrative – Councilmember Jennifer Wall

Excessive Text Messaging to Town Manager

Councilmember Wall has created an unrealistic expectation for communication and direction by overusing the text message tool on non-emergency items and expecting immediate service to her inquiries. I can provide an attachment pdf thread upon request showcasing texts at 3am, midnight, prior to 7am, weekends, holidays and known vacations that were all non-emergency items. While some texts are benign and normal, many are directing or points of frustration for Wall in our weekly Monday meetings. Councilmember Wall's belittling engagement style toward me forced me to allow her to "have the Sheriff's Captain call her" as she was unsatisfied with my follow-up on one of her many WhatsApp check-ins where she does not engage the app, merely monitors it to instigate an immediate response of action by the Town Manager. Councilmember Wall was demanding that an SMC Alert be initiated because she saw San Mateo County Sheriff's Deputies near the I280 onramp and carpool on highway 84, which is close to her residence. This happened on a Saturday morning where I then spent multiple hours engaging Captain Dal Porto and Councilmember Wall to no avail as I was directed to have the Captain call Wall himself as my repeating Captain Dal Porto's information as to why he would not be doing an SMC Alert was unfathomable to Town Councilmember Jennifer Wall. She alluded to her entire neighborhood being unsafe and that an all clear must go out on SMC Alert. Not only was this demoralizing and problematic for the relationship I was forming with the San Mateo County Sheriff's Office, it was also tone deaf and purposefully demeaning toward me. I had just completed a training on SMC Alert where the County Department of Emergency Management instructed against posting fatigue, meaning do not over post non-emergency items as this will lead to the application being dismissed under actual emergency notification. Wall dismissed my training, the policy on the use of the application, and the Sheriff's Office determination on the matter. These Weekend and holiday texts would continue to ruin my brief times I had to myself or to spend with my family as I was working so many hours starting out attempting to assimilate into the role.

Farm Hill I-280 Fire & SMC Alert

Councilmember Wall decided it was appropriate to text the Town Manager at midnight between August 30th and August 31st, 2025, because she saw that her WhatsApp chat was discussing a fire from earlier in the afternoon. Councilmember Wall was currently in Europe and demanded answers immediately for an incident that the Woodside Fire Protection District (WFPD) has continued to state was never considered uncontrolled or escalated to a level of concern to warrant this reaction. Wall continued to aggressively question aspects of the fire and the alerting system managed by the County of San Mateo Department of Emergency Management (DEM), continuing a line of questioning with Town Manager Ledbetter past the hour of midnight even though it was explained to her that multiple communicative emails were sent by the Town Manager to the Council during and after the event. This abusive and aggressive texting led to high anxiety and a ruined weekend for the Town Manager who was visiting family out of Town as the texting chain continued into Sunday and would become a point of contention for Wall over the coming 2 months. Town Manager Ledbetter followed up on the Fire with a Town Manager report to the Town Council, where Wall was absent, and with email communication to the entire Council with information from the SMCSO, DEM, and WFPD. Wall was thoroughly unimpressed with this information and began to demand actions by the Town Manager as though his purview was the SMC Alert system. I was forced to schedule meetings on behalf of Councilmember Wall with the County Supervisor, CAO and DEM. I was forced to provide questions that met Wall's standard prior to those meetings. I was also forced to watch and listen to Wall as she was provided similar information that the Town Manager had already provided to her, but she somehow respected or did not challenge when it came from a perceived position of power she respected and higher than her position within local government, the County Supervisor. The Town Manager was forced to appease Councilmember Wall by holding a second Town Hall meeting on a night where the Town Manager was already holding a Town Hall that was expected to have 100 attendees to discuss the very serious death of a cyclist at a dangerous intersection in Town. The Town Manager was working this event by himself as Town staff was unavailable and the need to communicate this information was vital for the public. This added, and unnecessary, SMC Alert Town Hall garnered less than 10 members of the public, most from outside agencies, and was little more than an opportunity for Wall to share the center of attention with Supervisor Mueller as she attempted to question DEM. This item and the subsequent requests to the Town Manager and constant belittling when answers that did not match Wall's narrative were provided wasted precious time and capacity of the Town that would have been more fruitful working on the direction of the entire Council, rather than the direction of a single Councilmember. This also placed Town Manager Ledbetter in a compromised state when engaging local agencies as Wall's line of questioning that she demanded of Ledbetter were accusatory and aggressive and not how one finds truth and improves working relationships with other agencies.

Automated License Plate Readers and Flock

Councilmember Wall was allowed by the Town Attorney to write the contract and policy for the Flock ALPR system well before my arrival as the Town Manager. This has always been a baffling fact for me as my engagement with Wall on this topic has always proven she does not understand the very contract and policy she wrote, which could be because she has come accustomed to using AI for almost all functions in her engagement with myself or the Town. I have so much information to share on the abusive line of questioning I have endured on this subject, but the easiest way to explain it as concisely as possible is to request you watch the Town Council meeting from 2/10/26, specifically Wall's questioning of Town Manager Ledbetter on this item. The line of questioning is the exact engagement Wall has with me behind closed doors on this subject and I have been asked the same questions by Wall over the 9 months I have been the Town Manager. You will see in the video that I provide thoughtful and well researched answers as I have taken Wall's concern on this topic at face value. But the 2/10/26 meeting is representative of multiple weekly meetings and abusive requests for unattainable insights that have created anxiety and fear in the Town Manager when dealing with Wall as she has no actual interest to understand or listen to the information that has been presented on multiple occasions to her by the Town Manager. Even the SMCSO has alerted the Town Manager that the level of questioning and engagement I have had to request is beyond the contract for Law Enforcement Services they are currently contracted to provide. After the 2/10/26 meeting I was approached by Councilmembers and staff who insinuated that she attacked me with AI, which she did and had been doing since I assumed the Town Manager role on May 15, 2026. Prior Councilmember Chris Shaw sent an email the following morning to the entire council with the Town Manager copied where he politely articulated the attacking nature of Wall's engagement. Wall subsequently responded to the email and directed the Town manager to forward this response to the entire Council. Her response was tone deaf to how information and improvement can be made between agencies and focused more on her perceived "advocacy" that allowed her to belittle and demean the Town Manager on this topic.

Alta Vista Alley Way Project

The prior Town Engineer had taken a complaint from a member of the community that lived in Wall's district down the Alta Vista Alley Way. The Alley Way had been treated as private property for many years until it needed repairs for lack of drainage where it was then requested and pointed out to Town staff that it was a public road. The Town Engineer at the time allotted \$30k from the Public Works maintenance budget to investigate and solve the issue. Wall intervened on this item and began to come the point of contact for her constituent on this item to staff. Multiple emails can be furnished

showing Wall directing staff and consultants and to do so in a timely manner even though no budget exists for this project. The project has ballooned to roughly \$300k and with no funding mechanism will need to go to Council for approval and a budget adjustment allocation. This lack of planning undermines the budgeting and Capital Improvement Project (CIP) process that the Town Manager is responsible for abiding by. This is a clear violation of the Town Municipal Code and of the Council's will as the direction and resources are being forced without a duly held meeting and direction of the Town Council.

General Information

Wall has directed the Assistant Town Manager to provide specific information to a member of the public, inferring the member of the public should communicate to staff via Wall, which leads to double communication, confusion and fear by Town employees to deal directly with elected officials. When considering the information leaked by Mayor Pro Tempore Goeld about the hiring process of Town manager Ledbetter and the claims made by Wall about male bias, it is reasonable to conclude that Wall has purposely abused her position as retribution towards Town Manager Ledbetter for being a male and not the desired female candidate Wall was hoping the Council would choose. This is a FEHA violation and clear bias of a protected class, gender.

Narrative - Town Attorney Jean Savaree

Dismissed notification of perceived bias and harassment toward Town Manager Ledbetter

As can be shown in Town Manager Ledbetter's digital diary and journal that has time stamped entries concerning work as the Town manager for Woodside, Town Attorney Savaree was notified on multiple occasions that the Town Manager felt he was being harassed by Councilmember Wall. Savaree continued to make statements to advise Town Manager Ledbetter to ignore Councilmember Wall and that the prior Town Manager had the same complaints. The Town Attorney's advice also consisted of comparing this situation to a situation the Town Attorney endured early in her career at another agency where she was harassed by a councilmember at all hours of the evening and yelled at and belittled consistently by this councilmember. The Town Attorney seemed satisfied that if she could endure that, then Town Manager Ledbetter can be treated in a similar manner and should just not "worry about it". Every harassment training I have ever completed makes it very clear that harassment claims must be investigated regardless of whether the claimant states they don't want to make waves out of fear of retribution. I believe the Town Attorney violated the Town Policy that

she in fact wrote on harassment making the policy only accountable for those beneath her status and not those she reported to in positions of great power.

Dismissed notification of collusion and direction to Town Manager to violate his contract, Town Municipal Code, Town Policy and State Law

Town Manager's digital diary can furnish dates that Town Manager alerted the Town Attorney of collusion by Dombkowski and Goeld directing Town Manager Ledbetter to break Town and State law in order to not have low-income housing built in their respective districts.

Dismissed notification of Brown Act Violation – Closed Session Leak

Town Manager's digital diary will corroborate the date he notified the Town Attorney of the closed session leak concerning the hiring process of Town Manager Ledbetter and the misogynistic and bias claims made by Wall during that process. The exact statement from Town Attorney Savaree to Town Manager Ledbetter was, "don't ever tell anyone you know that."

Statement by Town Manager Ledbetter

I began my tenure as the Town Manager in Woodside prior to leaving my role as the City Manager for Yreka. I wanted a seamless transition and to show the staff, public and Council they hired a leader that was professional, empathetic to the needs of the community, and available to service those needs. I attended multiple Town Council meetings prior to my official start date. I attended and participated in the May Day Parade and festivities as a member of the Town Staff. I attended, via ZOOM, a Cal Cities City Manager monthly meeting for the San Mateo County City Managers, and I did this from my prior office during a lunch break in Yreka. During my 9 months in this role, I have changed the office culture and created an environment where employees are happy to come into the office rather than work remotely. I have replaced 2 outgoing Department Heads with local talented professionals from competing local agencies in San Mateo County. I have negotiated an agreement for the WFPD to provide vegetation removal services for fire abatement on Town property and the public Rights of Way. I have found a billing discrepancy of \$200k in the Law Enforcement Services contract which resulted in a discount of the current contract with a \$200k savings for the Town. I have successfully gotten up to speed on the history of the Town Center, its many measures and the current Town Center Area Plan Update in order to lead the consultant team hired to deliver the TCAP. I have established relationships with the County Supervisor, County Administrator, County DEM staff, SMCSO staff, Caltrans, WFPD, and surrounding local agencies. I have established relationships and trust with many

members of the Public who request greater transparency and professionalism in government. I have initiated a sewer study that is part of the Housing Element requirement and the limiting factor on whether development capacity exists to complete certain projects in the Housing Element. I have made myself and staff available to the Mayor as he attempts to woo private donors to fund beautification projects. I have maintained monthly meetings with 3 HOA president's and attended multiple HOA gatherings on weekends and evenings to provide communication and instill trust with the public. I have completed personal projects for councilmembers related to E-Bike material and study sessions, provided staff and resources for weekend town hall meetings catered to our elderly population and resources or things to consider as one ages, I have initiated the removal of a lien after rapidly working through the Code Enforcement process to deliver rapid and positive results for a Councilmembers neighbor, and completed a prior contentious ordinance process to enact laws around the use of gas powered leaf blowers. I have done these things not as part of my stated goals in my review or as budgeted items for the Town, I have done them because I believed they benefited all the public and were the morally correct things to do. During this time of extra work, I have also managed actual deliverables for the Town within the budget, CIP, and review goals. I have done this being down 2/3 Department Heads and with a tiny staff of 24 FTE. I have attempted to rise above the corruption, abuse, and clear legal violations in this document to bring positive resolution and incrementally change the culture of local government in Woodside, back to a democratic local Town Council where transparency and abiding by policy and the law are prioritized over personal gain, corruption and abuse. That method has obviously failed, and I am now exercising my rights in the State of California Labor Code for **WHISTLEBLOWERS**. The statements in this document are 100% fact, and I retain the right to speak truth to power and daylight them for public consumption and government oversight. I want to be clear that I am not providing this document to you as the body determining these violations, but rather a courtesy and bringing Councilmember Brown and Aburish up to speed on the abuse, corruption and hostile work environment this has created for the Town Manager. The act of **WHISTLEBLOWING** will initiate soon and to an agency outside of Town Council influence or control. A reasonable person would conclude that the situation of abuse, corruption and direction to break local and state law have created a hostile work environment for Town Manager Ledbetter.

I also now question the motives and possible collusion by Mayor Dombkowski and Mayor Pro Tempore Goeld to hire me under their auspicious perception that I may have been a conservative white male that they felt they could manipulate and direct to break local and state laws to avoid low-income housing projects for incomes below \$108,000 dollars in the region, to be built in their respective districts based upon the State of

California Certified Housing Element that was approved by the Town of Woodside Town Council.

I will happily provide any agency or members of the press and or public my email exchanges, calendar events, text message chains downloaded as PDFs, and my digital diary I have kept since assuming the role that can corroborate my statements.

I would suggest you immediately call your Town Attorney and schedule a Closed Session Meeting this week to discuss this document.