

From: [BettyJean Lamb](#)
To: [publiccomments](#)
Subject: Comments for April 8th, 2021 Special Study Session Regarding The Appearance of Impropriety & Conflicts of Interest
Date: Wednesday, April 7, 2021 4:23:30 PM

CAUTION: This email originated outside our organization; please use caution.

Councilmen, City Manager, et al;

Let us apply the principal of the appearance of impropriety across the board to all areas of our City government not just one.

While it is crystal clear that Councilman Weber has legally received significant large donations from a local contracting company & several real estate companies & has already legally cast votes that favor one of those large donors the issue is not that.

The issue is this: Do those votes have the appearance of impropriety & are they a potential conflict of interest or do they appear to be a potential conflict of interest?

That is, does his vote & activity on behalf of that benefactor pass the smell test?

If having Isabel Ebiner on the Parks & Recreation Commission or Ryan Vienna's dad on the Equestrian Commission is or could be legal but doesn't pass the smell test & city staff has proposed a rule to ban any & all blood relatives, relatives by marriage, or relatives by adoption of Councilmen or the City Manager from serving on any City Commissions or Committees to avoid even the appearance of nepotism & thus a potential conflict of interest or the appearance of a conflict of interest, does voting to approve something that will financially benefit a large donor also qualify as the appearance of a conflict of interest?

If the large donor, (JB Contractors), will benefit financially in full or in part in any way, shape, or form from the municipal text code amendment quintupling the current grading limit in SP 11 PLA 1 does Mr. Weber's voting in favor of that pass the smell test?

The benefactor, John Begin, said in 2 different Council meetings that he bought the property at 1533 Cristina. Will increasing the grading limit allow him to finish that house & pool? Will it allow him or one of his companies to turn a handsome profit? Will finishing that house increase the property values of neighboring houses including his own residence next door? Will finishing that property allow his company a beneficial tax write-off? Will finishing that house allow one of his companies to collect rent on it?

Will Councilman Weber's 'YES' vote on the municipal code text amendment when it comes back to Council after the DPRB & Planning Commission for final vote appear to be improper?

Is that then the same principal as nepotism & thus should also be banned?

Will it look like Councilman Weber's vote has been bought & paid for?

My answer is a resounding "YES" & I hope Mr. Weber will seriously reconsider recusing himself from the vote when the time comes, & that City Staff also consider banning this activity as well as nepotism, & in fact consider a ban on all appearances of impropriety.

Sincerely;

Betty-Jean Lamb

From: Patrick Jones
To: [publiccomments](#)
Subject: Fwd: City policy on nepotism
Date: Thursday, April 8, 2021 7:58:58 AM

CAUTION: This email originated outside our organization; please use caution.

From: Patrick Jones <Patrick@pskdjones.net>
Date: April 8, 2021 at 6:57:52 AM PDT
To: Ryan Vienna <rvienna@sandimasca.gov>, Badar Emmett <ebadar@ci.san-dimas.ca.us>, Ebiner John <jebiner@ci.san-dimas.ca.us>, Bertone Dennis <dbertone@ci.san-dimas.ca.us>, Weber Eric <eweber@sandimasca.gov>
Subject: City policy on nepotism

I am 1000% in support of the city having a policy against nepotism in San Dimas.

Patrick Jones
Patrick@pskdjones.net
626 945-0101
Sent from my iPad.

From: [Dan Belmonte](#)
To: [publiccomments](#)
Subject: "Nepotism in government"
Date: Thursday, April 8, 2021 9:39:17 AM

CAUTION: This email originated outside our organization; please use caution.

Dear Mr. Mayor and City Council Members,

I am concerned about nepotism infecting the integrity of the system of government in San Dimas. There simply is no place for unchecked nepotism in a modern day government.

The inequality, corruption and ethical implications that arise from nepotism are often the roots of the destruction of an otherwise steadfast government.

The era of nepotism, "back door deals" and "machine" politics has long since passed due to it's inability to advance society. Now is the time for transparency, equality and advancement.

I urge you to take the necessary steps to insure that nepotism does not infect the strength, integrity and prosperity of San Dimas.

Thank you for your consideration,
Dan Belmonte
Concerned citizen for San Dimas

From: [Steve Madrigal](#)
To: [publiccomments](#); [Debra Black](#)
Subject: City Council Nepotism
Date: Thursday, April 8, 2021 11:36:03 AM

CAUTION: This email originated outside our organization; please use caution.

San Dimas City Council

As a long time resident of San Dimas I think its alarming that a City Councilmember thinks they have the right to appoint family members and in-laws to a commission. This is how National Socialism began in Germany.
This particular councilmember and these types of officials should be voted out.

Your focus should be on supporting our law enforcement, getting kids back to regular in-class learning, and dealing with the ever increasing homeless roaming our streets. Which, is rapidly getting out of control.

Thank you,

Steven Madrigal
(909) 732-7425

From: [Chris N](#)
To: [publiccomments](#)
Cc: [Crystal Dixon](#)
Subject: Concerned Father
Date: Tuesday, March 30, 2021 8:49:12 PM

CAUTION: This email originated outside our organization; please use caution.

To Whom It May Concern,

We are residents and homeowners for nearly 8 years and have come to love the city. Our children have been raised here in the local schools and we shop local. I'm a Banker in the Financial Services for over 20 years with many acquaintances in non profits, etc and always make it a point to speak to the love we have for our city and surrounding communities.

However, the recent influx of Homeless people (I would say since last summer) and the rumor and word of mouth of many of them being "dumped" here is starting to really affect those of us who believe in the strength and promise of our city.

It's out of control. And I live by Civic Center park and see more transients walking around. While I empathize with those unfortunately affected by mental health and other circumstances, I see a future where more homelessness will filtrate in - our parks are too nice of an offer from what I hear.

Please address and socialize what actions we can do and what our local city officials plan to do to address this "dumping".

For the first time in our 8 years here, we are thinking of moving to Claremont. I don't want to. And of course San Dimas doesn't need us like we need them. But I ask that you really listen to the locals, like my wife and I, who want a future here and a better one than what is occurring around us.

Regards,
Chris & Crystal Dixon

Sent from my iPhone

From: [Terry Dipple](#)
To: [publiccomments](#)
Subject: City Commissions/Nepotism
Date: Thursday, April 8, 2021 12:01:20 PM

CAUTION: This email originated outside our organization; please use caution.

Honorable Mayor and Members of the City Council,

I'm writing in support of the proposal to provide city commissioners and committee members with training pertaining to the Brown Act and interaction with the media. In addition, I support the proposal that addresses nepotism on commissions and committees. Relatives of City Councilmembers should NOT be appointed to, or serving on, City commissions or committees.

I appreciate your consideration.

Sincerely,
Terry Dipple
San Dimas

From: [KIM INCE](#)
To: [publiccomments](#)
Subject: Against nepotism
Date: Thursday, April 8, 2021 2:03:30 PM

CAUTION: This email originated outside our organization; please use caution.

It is highly questionable and unethical for a council member to use his/her position and appoint family members to various positions of power or influence.

As a long time resident of San Dimas, I'm voicing my objection to this.

All one needs to do is look at the State of California and what has transpired with the favor of nepotism.

This should not be tolerated.

Thank you,

Kim Ince

318 Nugget Ct

San Dimas

Sent from my iPhone

From: [Janine Brummer](#)
To: [Denis Bertone](#); [John Ebiner](#); [Emmett Badar](#); [Ryan Vienna](#); [Eric Weber](#); [Chris Constantin](#)
Cc: [publiccomments](#)
Subject: Arts & Culture Commission
Date: Thursday, April 8, 2021 10:09:39 PM

CAUTION: This email originated outside our organization; please use caution.

Good evening Mayor, City Councilmembers, and City Manager,

I have been watching the Commissions special session tonight and wanted to express my support and EXTREME excitement to the idea Councilmember Ebiner suggested in creating an Arts & Culture Commission!!

I truly hope that you consider adding this, as I see so much potential in a commission / advisory board of this nature. The culture of San Dimas and the aesthetics of this historic downtown were some of the reasons why we decided to purchase our forever home here. I would love to see the heart of San Dimas be carried on throughout the decades, and that, in my opinion, is through the arts.

Lovely suggestion. Hope to see it come to fruition one day soon.

Thank you for your time and consideration,

Janine Brummer
San Dimas Resident

From: [Albert Behr](#)
To: [publiccomments](#)
Subject: FW: Moral and Ethical
Date: Thursday, April 8, 2021 1:27:20 PM

CAUTION: This email originated outside our organization; please use caution.

Mayor and members of the City Council,

I find it deeply disturbing to learn that longtime Councilmember John Ebner is openly, publicly, and unapologetically advocating to appoint his family members to city boards, commissions, and committees. In fact, his son is already serving on a city housing subcommittee.

I expect Councilmember Ebner to fight to defend his family which only goes to the point he should recuse himself from tonight's discussions as he is personally interested and not interested on behalf of the good of the city and community at-large. To that end, Councilmember Ebner hastily advocated to appoint his daughter-in-law to a commission even after the objection and concern was raised by another member of the city council.

The moral and ethical character of Councilmember Ebner, and any other Councilmember that supports nepotism, is in question. By this I mean, to be clear, the appointment of family or relatives of the city manager or city council to any paid or unpaid Board, Committee, or Commission, to also include employment by the city.

It seems the issue of ethics and the Ebner's are also in question given their involvement in the San Dimas Community Post as well as their "Isabel in San Dimas" podcast. The website for the San Dimas Community Post states, The San Dimas Community Post follows the Society of Professional Journalists Code of Ethics."

If you review the Society of Professional Journalists Code of Ethics, it states "Journalists often wonder whether they are allowed to become involved with any political activities or movements. The Society's Ethics Committee offers some suggestions in a position paper, but discourages any involvement. "Don't get involved," the Committee writes. "Don't contribute money, don't work in a campaign, don't lobby, and especially, don't run for office yourself." SOURCE: <http://www.spj.org/ethics-papers-politics.asp>"

Having seen the Ebner's actively organize the No Big Hotel campaign, the Save the Packing House campaign, as well as other politics activities and movements, the ethics of this entire family are called into question.

I urge the entire city council to do the right thing tonight adopting the reforms as proposed and expanding the prohibition of nepotism to prevent this issue from ever happening again.

I'm sad Councilmember Ebner could not do as other members of council have done having the common sense to explain this issue to his family respecting the will of the people and public trust.

Albert Behr
2359 Terrebonne

From: [Jessica Sizemore](#)
To: [publiccomments](#)
Subject: City Council
Date: Thursday, April 8, 2021 3:00:19 PM

CAUTION: This email originated outside our organization; please use caution.

To whom it may concern,
I am a resident and I work in San Dimas. There is a reform that needs to be made to Boards, Committees and Commissions. City council, city manager should not be appointing family members for positions of influence - that is nepotism. This needs to be stopped immediately. There needs to be diversity in these government held positions. The most qualified person deserves the spot, not a family member.
Thank you,

Jessica

From: [Diana Segura](#)
To: [publiccomments](#)
Subject: Fwd: Opposed to Nepotism in San Dimas
Date: Thursday, April 8, 2021 4:53:42 PM

CAUTION: This email originated outside our organization; please use caution.

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Subject: Re: Opposed to Nepotism in San Dimas

***Send to Publiccomments@sandimasca.gov

>

> 4-8-2021

>

> Dear Mayor Badar,

> Council members Vienna,

> Ebiner, Weber, Bertone and

> City Staff,

>

> Good evening and thank you for your time.

> I am a resident of San Dimas and I am for fair elections and appointments of residents to our boards, commissions, and committees.

> I am not in favor of Nepotism within our town government or in its commissions, committees or council, and staff.

> Please consider having an equal, non conflict of interest, and fair practice of choosing our residents to represent our townspeople to you 'our dedication makers'. This will draw in more confident and fair residents to apply for such positions.

>

> Thank you,

> Diana Segura

> San Dimas, CA.

>

From: [cathi begin](#)
To: [publiccomments](#); [Ryan Vienna](#)
Subject: Fwd: San Dimas Special Meeting 4/8/2021 Comments - Not in Favor of Nepotism within our committees/
commissions / council.
Date: Thursday, April 8, 2021 3:28:19 PM

CAUTION: This email originated outside our organization; please use caution.

Dear San Dimas Mayor Badar, Councilman Vienna,
Weber, Ebner, Bertone & City Staff,

RE: Special Session on Opposing Nepotism or
Cronyism in San Dimas on Committees /
Commissions / City Council / and other Public
Service Positions. Possible changes in the San Dimas
Handbook on choosing candidates for city positions.

I do not favor Nepotism or Cronyism in our San
Dimas city government.

I feel this would tarnish our great town.

It's important to give special attention to candidates
applying for a service position to have a back ground
in, or qualifications of, the prospective city service
position. Keeping a clear, free vision, for all
candidates without any questionable reasons, of why
one may want to be on a City Commission /
Committee / or Board.

Great candidates are one's that have had a life
altering experience in a field related to the service
position. One which has given them a positive
perspective. One that makes them want to share or
give back to our residents with.

Perfect service candidate's are someone who can educate our public clearly, with the correct information on issues within a city. This is important. Correct information being spread through the city and to its residents on issues who genuinely want to make the city better. Passing along hearsay is dangerous to the city and staff. I would hope candidates or liaisons of the public to the Council members, would seek sources and verify information before they publicly put it out there, or pass it along to the decision makers of our city. This is why I feel allowing nepotism would not be a positive in our city. It could possibly sway decisions by having poor inadequate information not researched, passed along to decision makers. I have seen this happen.

Candidates for city positions with no prior biases and no 'past poor' social media reputations would be a plus for our city as well, In my humble opinion it keeps it fair.

It's best to be unaffiliated with any other members within the city who hold a public decision making office. While it could hinder great people from being involved in our city for some positions, my hope would be find another way to help out our town. Coach a youth sport, start up a new youth league, tutor children, get involved with other city recreational happenings, arrange trash pick ups, craft clinics, start a book club in the park, mom & me groups, volunteer at schools (when open) or Senior residences, start a hiking or biking group. There are so many possibilities out there to make our town great.

From: [Michael Gonzales](#)
To: [publiccomments](#)
Subject: Opinion
Date: Thursday, April 8, 2021 7:35:51 PM

CAUTION: This email originated outside our organization; please use caution.

I would like to voice my opinion and request the San Dimas City Council vote against any form of nepotism as that certainly is not in the best interest of citizens of the community.

Michael Gonzales
San Dimas resident

Sent from my iPhone

Without Nepotism or Cronyism, San Dimas can attract a more confident and diverse pool to choose from of candidates within the city. It allows for a more even playing field within a Commission/ Committee / or Council. It can allow for less animosity, and less conflict of interest accusations for the city. A fair minded, more positive working group could be formed without the fear of favoritism in our Commissions/ Committees/ or Council.

This has been an interesting issue brought up during city council meetings. I wish you all luck on your decisions.

Thank you for your time,

Catherine Begin
San Dimas, Ca.

From: [Leticia Bazzichi](#)
To: [publiccomments](#)
Subject: Homeless in our city
Date: Wednesday, March 31, 2021 8:16:38 AM

CAUTION: This email originated outside our organization; please use caution.

Hello,

What, if anything, is being done about the rapid rise of homeless in our city? Two incidents in a week is far too much and this should be addressed immediately before it gets out of hand in our small city.

I've lived in Venice and have seen the very rapid decline in that city and even though we are not even close to that yet, we need to mitigate this issue today when it is still manageable.

Is there an ordinance where people can't sleep on the streets? Or where there is no loitering allowed? Please give me some answers as I have been a long time San Dimas resident who owns 2 properties here and has children that are growing up in this city.

Concerned,

Leticia Bazzichi
323-839-1677

From: [Judi Sum](#)
To: [publiccomments](#)
Date: Thursday, April 8, 2021 4:24:36 PM

CAUTION: This email originated outside our organization; please use caution.

At approximately 10:45 a.m. on March 4th 2021 the front information desk called Jeff Hartung the parking administrator to the front to speak to me about a ticket I just took off the windshield of my RV parked in front for \$100 and the ticket clearly stated that

I was living in the RV.

Jeff Hartung for a long time harassed me

Mr Hartung The Hate speech I experienced inside of City Hall by you employee and administrator is intolerable.

I did not live in the RV and nobody is living in the RV Mr. Hartung looked at me and what happened next I'll never forget nor can I forgive I am still brought to tears over His choice of dialog Mr Hartung an Administrator inside City Hall Building could have expressed Himself like a professional but he decided to use Hate speech the word hate. multiple times. It was an attack on me

He told me quote " that I was lying" "that I do not live in the house" what happened next still makes me cry to this day it still makes me cry! He said to me point blank eye to eye quote . " Your Son HATES YOU.". I could not believe what He was saying! Mr Hartung kept going on about how quote

" My son would NEVER let me step foot in the door" "He HATES me". "the neighbors hate me" and I am a liar "

SHOCKED at what was happening to me by A SAN DIMAS CITY ADMINISTRATOR

My 88 year old Mother fell and I am full time 24/7 home care now

He said my Son has to call him to prove myself

No Jeff Hartung My word was proof and your words are criminal

quote "your son hates you" he said" "my son hates me" looking me right in the face

this is an administrator speaking in City Hall Building.
He used the word hate" my son hates me "

I'm still in shock

again he says I'm lying I don't live in the house and He furthermore said"

The word HATE to many times!

Is this His job

Intimidating a Woman
Over a wrongful violation
I'm so stressed
He is a Sheriff
He hurt me and what else is He capable of

I ENCOURAGE YOU TO WATCH SECURITY VIDEO and I would also like to request a
viewing myself please
I deserve that

is this San Dimas policy in City Hall

or another Me Too moment

Check your security video and watch your man talk Hate Speech for yourselves

From: [Diana Segura](#)
To: [publiccomments](#)
Subject: Mayor Badar
Date: Thursday, April 8, 2021 4:33:26 PM

CAUTION: This email originated outside our organization; please use caution.

4-8-2021

Dear Mayor Badar,
Council members Vienna,

Ebner, Weber, Bertone and
City Staff,

Good evening and thank you for your time.
I am a resident of San Dimas and I am for fair
elections and appointments of residents to our
boards, commissions, and committees.

I am not in favor of Nepotism within our
town government or in its commissions,
committees or council, and staff.

Please consider having an equal, non conflict
of interest, and fair practice of choosing our
residents to represent our townspeople to you
'our dedication makers'. This will draw in

more confident and fair residents to apply for such positions.

Thank you,
Diana Segura
San Dimas, CA.

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From: [Pauline Bereuter](#)
To: [publiccomments](#)
Subject: Nepotism
Date: Tuesday, April 6, 2021 6:50:33 PM

CAUTION: This email originated outside our organization; please use caution.

Dear City Council Members,

While we know who our City Council Members are, we are unfamiliar with their personal agendas Or sub committees .

Nepotism is frowned upon in any business environment , especially one which serves the community .

The only reason any members would actively encourage , support and or participate in nepotism is solely a power grab.

This issue is very concerning to us.

Sincerely,
Pauline Bereuter

Sent from my iPhone

From: [Debbie Dilley](#)
To: [publiccomments](#)
Date: Thursday, April 8, 2021 12:24:02 PM

CAUTION: This email originated outside our organization; please use caution.

San Dimas Mayor and City Council Members,

As a longtime resident of San Dimas, I am writing to you to protect our City Government from nepotism. We appreciate the well run city that we have all enjoyed, please continue to be transparent and ethical.

Debbie Dilley
San Dimas

From: [pattie778 \(null\)](#)
To: [publiccomments](#)
Subject: Nepotism
Date: Wednesday, April 7, 2021 9:13:03 AM

CAUTION: This email originated outside our organization; please use caution.

Dear Mr. Mayor and City Council Members,

I am strongly opposed to nepotism in any position of City Government!

Nepotism in routine business is suspicious and raises eyebrows. Nepotism in city government is corrupt and a means of "stacking the deck."

Any political figure supporting nepotism is looking for back-door support which might be otherwise unattainable. It is highly unethical and should not be permitted in our City of San Dimas.

Thank you for allowing my voice to be heard.

I STRONGLY OPPOSE NEPOTISM IN CITY GOVERNMENT and I urge you to take the necessary action to prevent it from occurring.

Respectfully,
Pat Hebert Vienna
Resident of San Dimas

Sent from my iPhone X

From: [Sam Vienna](#)
To: [publiccomments](#)
Subject: Nepotism
Date: Wednesday, April 7, 2021 6:46:01 PM

CAUTION: This email originated outside our organization; please use caution.

Dear Mayor Badar and Members of the City Council,

What does nepotism do?

In simple terms, it provides a fertile breeding ground for political advantage.

Who are the players?

Unscrupulous politicians with private agendas who wish to force their will over others to grab power for personal gain.

How do politicians do this?

By stacking the deck with family members who generally collude with the elected politician to deceive others for personal gain and/or agendas.

How do you recognize nepotism?

It becomes self-evident when elected politicians begin “pushing” family members to apply for City positions.

I stand firmly AGAINST any form of nepotism in San Dimas city government.

I urge each Council member and you, Mr. Mayor, to take whatever action needed to stop this plague in its tracks!

Thank you for your time and consideration.

Sam Vienna
Resident

Sent from my iPhone

From: [Tricia Bustos](#)
To: [publiccomments](#)
Subject: Nepotism and City Government
Date: Thursday, April 8, 2021 4:45:08 PM

CAUTION: This email originated outside our organization; please use caution.

Good afternoon,

As a concerned resident of the city of San Dimas, I feel it is necessary to voice my concern regarding nepotism. While our city may not be huge, we have a sizable population. We have so many hidden gems who with the proper guidance can serve on committees and other jobs. By giving more residents a chance to serve their community it will reestablish city pride and a desire to want better for residents as a whole.

Please consider making opportunities available for all residents not just friends and family members of those who already serve.

Respectfully ,

Evelyn P Bustos

Sent from my iPhone

From: [Daniel Bartlett](#)
To: [publiccomments](#)
Subject: Nepotism in city government
Date: Wednesday, April 7, 2021 12:22:27 PM

CAUTION: This email originated outside our organization; please use caution.

Dear Sir or Madam,

I was recently made aware that nepotism is creeping into our city government. This is never a good idea and creates many conflicts of interest. How do you supervise a family member on the job? Many recent problems in other local cities can be traced back to nepotism... this includes Bell, Maywood, and Irwindale which were all in the news under unfavorable circumstances. Please create a city policy prohibiting family members of city officials from holding appointed positions.

Sincerely,
Daniel Bartlett
Marchant Park

From: [Michael Moder](#)
To: [publiccomments](#)
Subject: Nepotism in San Dimas Government
Date: Thursday, April 8, 2021 1:52:15 PM

CAUTION: This email originated outside our organization; please use caution.

Good afternoon,

My name is Michael Moder I have been a resident of San Dimas for 31 years now and I stand for keeping our City Government transparent, accountable and ethical. We must keep our City free from political family dynasty's. I oppose the nepotism being attempted by one of our councilman. Please institute reforms from keeping this from occurring in our City of San Dimas government.

Respectfully Yours,

Mike Moder

1449 Bentley Court
San Dimas, CA. 91773
951 201-7673

From: [Kirk Kranzur](#)
To: [publiccomments](#)
Subject: Nepotism Issue
Date: Thursday, April 8, 2021 4:59:11 PM

CAUTION: This email originated outside our organization; please use caution.

This attempt by Councilman Vienna to wording for paid or volunteer positions, with the City of San Dimas, is just a very not so veiled attack on the Ebner family. We cannot allow a personal vendetta by a Councilmember to dictate policy for the city. The Ebner family have been veru active in civic affairs. There is nothing to suggest that their commitment to the city, and their desire to make it a better place, is the beginning of a "dynasty" as Councilman Vienna predicts. We need to applaud and appreciate their willingness to get involved with making San Dimas a better place. Please do the right thing!

Sincerely,

Kirk Kranzer

From: [Ernest Baltierra](#)
To: [publiccomments](#)
Subject: Nepotism Must Stop!!!
Date: Thursday, April 8, 2021 11:54:13 AM

CAUTION: This email originated outside our organization; please use caution.

I find it appalling that any City Council Member or any City Official to Disrespect the very Position they hold to Nominate or Appoint a Family Member or Friend to any Board or Committee!! To do so is a Flagrant Abuse of Power!!

This has been the Good Old Boy Tradition!! It must Stop!! I can only hope that any Council Member or City Official exercise enough Self Respect to end this Practice!!

Respectfully

Ernest Baltierra
Resident San Dimas

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From: [Stephanie Vienna](#)
To: [publiccomments](#)
Subject: Nepotism policy
Date: Wednesday, April 7, 2021 10:04:49 AM

CAUTION: This email originated outside our organization; please use caution.

Dear City Council,

I'd like to start by thanking each of you for your time and dedication to the citizens of the City of San Dimas.

I do NOT support nepotism in city government. "Nepotism: It is all relative."

Vast research and studies of the effects of nepotism in the work place has resulted in nepotism being banned in many organizations and places of employment due to ETHICAL ISSUES.

Nepotism has been shown to decrease morale amongst other people that are a part of the organization or those with hopes of being a part of the organization. It has also PROVEN to be BIAS and unfair to others.

Like Forbes magazine once cited, "There is no ladder to climb when the top rungs are saved for those with a certain family name or bond." In this case, positions on City of San Dimas boards/committees are the ladder.

The City of San Dimas must not substitute familial bonds for otherwise necessary expertise or qualifications.

Do not allow this slippery slope to occur in San Dimas. Lets listen to the research and not become another organization that falls victim to nepotism.

Respectfully,

Sarah Henderson

Best,
Stephanie Vienna

Sent from my iPhone

From: [Craig Yeaton](#)
To: [publiccomments](#)
Subject: Nepotism
Date: Thursday, April 8, 2021 1:33:25 PM

CAUTION: This email originated outside our organization; please use caution.

To All Concerned,

We should absolutely do our best to eliminate Nepotism from our Government. We should be looking for ways to represent more people, not fewer. One family holding multiple positions, is going to limit the point of view. Especially with non-elected appointments.

--

Craig Yeaton
Cell (909) 238-8043
craig@impactbranding.biz

From: [Tim Jennings](#)
To: [publiccomments](#)
Subject: Nepotism
Date: Thursday, April 8, 2021 2:22:06 PM

CAUTION: This email originated outside our organization; please use caution.

To whom it may concern,

I, as a citizen of San Dimas am against Nepotism in any form relating to city employees, council members and mayors. Nepotism undermines public trust by making government look like a family business run not for the community, but for the families in power.

Respectfully submitted,

Tim Jennings

From: [morgan ko](#)
To: [publiccomments](#)
Cc: [Debra Black](#)
Subject: No place for nepotism!
Date: Thursday, April 8, 2021 10:51:10 AM

CAUTION: This email originated outside our organization; please use caution.

Dear San Dimas City Council,

I am writing you today, to formally denounce nepotism in city government. An elected official trying to appoint a family member to any commission or position, whether paid or unpaid, shows a broken moral compass. The public would appreciate continued transparency from this council.

Thank you,
Morgan Kostolefsky

From: backstopbrian@gmail.com
To: [publiccomments](#)
Subject: Not in favor of Nepotism in government.
Date: Thursday, April 8, 2021 4:50:10 PM

CAUTION: This email originated outside our organization; please use caution.

4-8-2021

Hello Mayor, Council members and Staff,

I am for free and honest elections. Also with appointments to positions in government, whether it be City, State or Federal.

It is my opinion that our city committees, and council be non nepotism. Let's appoint people where there is no conflict of interest accusations or even having to think about that stain possibly representing our San Dimas city.

There are many residents who would willfully serve without having any type of favoritism possibly happening on these committees or councils.

Have a great evening.

Thanks, Brian Begin
San Dimas, CA.

From: [Allen, Gail \(CORP\)](#)
To: [publiccomments](#)
Subject: Pickle ball Court
Date: Monday, March 29, 2021 8:39:10 PM

CAUTION: This email originated outside our organization; please use caution.

Hello City of San Dimas,

As an "older" citizen of San Dimas I would love to see the city put in some pickle ball courts. It's a wonderful sport/activity that should be represented in the city of San Dimas.

Thank You,

Gail Allen
3rd Street resident

Sent from my iPhone

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From: [Isabel Ebiner](#)
To: [Emmett Badar](#); [Ryan Vienna](#); [Eric Weber](#); [Denis Bertone](#); [John Ebiner](#); [Debra Black](#); [Chris Constantin](#); [publiccomments](#)
Subject: PUBLIC COMMENT: Question re: Commission Application
Date: Thursday, April 8, 2021 4:46:51 PM

CAUTION: This email originated outside our organization; please use caution.

Dear Mayor and City Councilmembers,

I believe we can agree that community engagement is essential for local governments. This often takes the form of volunteer positions within the city, from volunteer-based commissions to temporary volunteer opportunities during city events.

As you are aware, I originally submitted my application to volunteer for the Parks and Recreation Commission in October 2020 after consultation with city staff members who both accepted and encouraged my application. Furthermore, as the Mayor stated previously, he had always been supportive of my community engagement and encouraged me to apply to a commission in the past as a great way to be involved in the city. Thank you for the encouragement, Mayor Badar.

My question for you is: If the City Council decides to change the rules regarding who can or cannot be on a board, commission, or committee, **will my application to volunteer on a commission still be considered since it was submitted before the new rules were in place? Or will you retroactively disqualify me from volunteering even though there were no rules or regulations barring my application or appointment to a commission at the time I first applied?**

My hope is that I would still be considered, since there was nothing preventing my appointment to a volunteer commission at the time of my application.

Thank you for your consideration, and I look forward to hearing your answer during the special session tonight.

Sincerely,

Isabel A. Ebiner
West 4th Street, San Dimas

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"In this world, choosing authenticity and worthiness is an absolute act of resistance. Choosing to live and love with our whole hearts is an act of defiance." --Brene Brown

From: mwickham67@gmail.com
To: [publiccomments](#)
Subject: request for pickleball courts to be made at tennis locations
Date: Tuesday, March 30, 2021 2:44:53 PM

CAUTION: This email originated outside our organization; please use caution.

San Dimas City Council,

As you may know, pickle ball is one of the fastest growing sports in America today. With the growing popularity of this sport and as a resident of San Dimas for 21 years. I would like to request that some of the abundant tennis courts that are currently available in the city designated, painted and striped for pickleball play.

Thank you for your consideration.

Sincerely,

Matt Wickham

mwickham67@gmail.com

From: sdsaints@aol.com
To: [publiccomments](#)
Subject: Review of Administrative Processes of the City's Boards, Commissions, and Committees and updating the Commissioner's Handbook
Date: Thursday, April 8, 2021 10:52:07 AM

CAUTION: This email originated outside our organization; please use caution.

Dear Mayor and City Council Members:

We are in support of reviewing the City's training, interactions with the media, the appointment process for members of Boards, Commissions and Committees; and the establishment of an enforceable nepotism policy in the Study Session on April 8, 2021. The nepotism policy should define who cannot be appointed by the City Council or City Manager to the Boards, Commissions, or Committees.

If the City Council decides to adjust the number of appointments to Boards, Commissions, or Committees; we urge that **ALL** of the above have term limits, for example the Public Safety Commission, the Parks and Recreation Commission, and the Planning Commission. This solves a fairness issue.

The Commissioner's Handbook should be updated to reflect any changes and be redistributed.

This review of items in the agenda benefits the citizens of San Dimas now and in the future.

Bob and Jean Olander

From: [Gretchen Madrigal](#)
To: [publiccomments](#)
Cc: [Debra Black](#)
Subject: STOP Nepotism in City Government
Date: Thursday, April 8, 2021 11:15:27 AM

CAUTION: This email originated outside our organization; please use caution.

Dear San Dimas City Council,

It is my hopes this email does not fall on deaf ears.

We MUST support diversity and prevent nepotism from ruining our city government. An elected official SHOULD NOT have the ability to appoint a family member to any paid or unpaid positions or commissions with in city government. They should only have the ability to recommend, but not appoint or confirm family or extended family members.

It is my hopes that our current San Dimas City Council will heed this request. Because, we must protect our City from the liberal ideology currently chocking our State and Federal Governments.

As a community member, I welcome the opportunity to join a committee , should the opportunity present itself.

Most Sincerely,

Gretchen Madrigal
City Resident for 50+ years
(909) 732-7426

Sent from [Mail](#) for Windows 10

From: [Charles Cannizzaro](#)
To: [publiccomments](#)
Subject: Vote Yes on Reform Proposal to Prevent Nepotism
Date: Thursday, April 8, 2021 2:56:10 PM

CAUTION: This email originated outside our organization; please use caution.

Dear San Dimas City Council,

Thank you for your dedicated service to our community. I write to express my deep concern about recent events in San Dimas, and I would like to keep our city free of bureaucratic nepotism that is seeking to subvert the will of the people of our city.

It has come to my attention that a member of the city council has appointed his son to a city subcommittee and has attempted to appoint his daughter-in-law to a city commission over the concern and objection of others within San Dimas. I view these appointments as attempts to advance a personal agenda through bureaucratic means that does not align with the views or desires of the people of San Dimas.

Please vote tonight at 6 pm to keep our city transparent and accountable to the people. I want our city to be a representative democracy that is free of nepotism and that reflects the desires of its people, rather than allowing a single family to have inordinate influence over city policy. Please vote to advance needed reforms to expand the prohibition of nepotism to apply to any attempt by the city council or city manager in appointing family members to paid or unpaid positions of influence on boards, committees, or commissions.

Again, I thank you for your service and all your hard work on behalf of all the residents in the City of San Dimas. We are indebted to you for all that you do for us!

Sincerely,
Charles Cannizzaro

Sent with [ProtonMail](#) Secure Email.