

**REPORT: Investigator interviewed manager and staff**

*Continued from page 1*

with Gorayeb resigning his post effective April 28, and receiving a severance package amounting to slightly under \$114,000.

In agreeing to release the investigator's report, Mayor Chris Frye said, "I felt the majority of citizens wanted answers."

Analysis of the report allows some answers to come clear. Others — particularly why the city chose to provide a large payout to an employee who resigned — remain hard to discern.

Examining the report and its executive summary makes it immediately clear why council deliberations took several weeks. The situation at City Hall was far from clear-cut.

"The majority of employees feel Andrew Gorayeb's leadership has been a positive change for Sisters and explained he has created an atmosphere of empowerment among employees," investigator Ashley O. Driscoll wrote in her executive summary report (see full executive summary accompanying the online version of this article at [www.nuggetnews.com](http://www.nuggetnews.com)). "These employees appreciate his straightforward, performance-based critiques and value that he addresses employee performance issues.... (E)very employee interviewed noted Sisters is a more productive workplace under Gorayeb's leadership and many employees also commented Gorayeb is exceedingly supportive of them."

And yet...

Driscoll also noted, "Despite the positive changes Gorayeb has implemented at the City, some of his actions have undoubtedly contributed

to a negative working environment."

None of those actions, according to Driscoll, rose to the level of violating policies on bullying and harassment. Some did violate the City's "Encouraged Conduct" policy, which urges employees to be "fair and courteous" to co-workers, citizens, employees, elected officials and third parties who do business with the City.

These actions were issues of Gorayeb's comportment, some of which made even supporters uncomfortable — though they put much less weight on them than other employees. Complicating the matter was the perception among some City employees that "those who have issues with Gorayeb's management style have failed to meet the new, higher standard at the City."

Driscoll reports, "During the interviews, this set of employees was more concerned (that) those who filed complaints would have job security because any employment action taken against them — no matter how justified — could be interpreted as retaliatory."

Driscoll's investigation established that Gorayeb disparaged past employees and gave derogatory nicknames to them and to members of the community. He also reportedly made unprofessional comments about them. She found that Gorayeb "developed nicknames — 'Nurse Ratched,' 'Wicked Witch,' 'Medusa' and 'Broomhilda' — for former employees, councilors, and others in the community for whom he had little regard." In her report Driscoll said, "I find Gorayeb used the nicknames both openly and frequently."

She found that on one occasion, he publicly disparaged an employee's

work product. Several employees, including supporters, found that inappropriate.

Driscoll also found that Gorayeb contributed to a negative environment by asking employees to "thank him" for "managing out" a former employee and "throwing a celebratory party to commemorate an employee leaving."

Gorayeb's memory and interpretation of some of these events is at odds with that of several staff members.

Gorayeb acknowledged that he "commented that a former employee may have used a tack on an office wall to hang himself," which Driscoll found "served no purpose other than to demean (a former employee) and make others in the room uncomfortable." In his interview with Driscoll, Gorayeb recognized that this was "a stupid remark." He attributed the inappropriate comment to being "a byproduct of stress related to his relationship with a few members of Council." He reported that one councilor had "given him scathing reviews and (redacted) had called him a liar. Gorayeb stated that this situation has caused him a great deal of stress, and as a result he has made some inappropriate comments."

Driscoll also found it "problematic" — but not a violation of policy — that Gorayeb was "chilling employees from expressing views about the City Manager or the City."

An area where findings were ambiguous was in how Gorayeb approached a situation that had potential for conflict of interest concerns. Driscoll found no wrongdoing or inappropriate conduct — but there did appear to be a

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**Sisters salutes...**

• Congratulations to Marcella "Rose" Williams, eighth-grader at Redmond Proficiency Academy. Rose was recently inducted into the National Junior Honor Society, Redmond Proficiency Chapter, on Tuesday evening, May 10. Rose is finishing middle school strong with a 4.0 GPA three years in a row while earning four high school credits to take with her next fall for her freshman year. Rose serves as a volunteer for the Sisters Library and will volunteer as Junior Lifeguard Assistant with Bend Parks and Recreation during summer.



PHOTO PROVIDED

Marcella "Rose" Williams.

The National Junior Honor Society (NJHSS) recognizes highest-achieving students and is based on the five pillars of scholarship, service, leadership, character and citizenship. To learn more about NJHSS, go to [www.njhs.us](http://www.njhs.us).

• Many thanks to Gail Butler and Les Schell for the excellent instruction they present monthly in the American Heart Association First Aid/CPR class at the Sisters Fire Hall. Also thanks to Fire Chief Roger Johnson for his commitment to offer this course to residents of Sisters Country on a frequent basis for a nominal fee.

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