

From: [Schneider, Afton](#)
To: [Anthony, Riaan](#); [Bentley, Terry](#); [Brown, James](#); [Cullinan, Chris](#); [Divers, Todd](#); [Dugger, Lizabeth](#); [Engel, Chris](#); [Evans, Jeremy](#); [Freas, James](#); [Gonzalez, Inez](#); [Graves, Misty](#); [Hammill, Krisy](#); [Hardie, Mary Ann](#); [Hawkes, Steve](#); [Hicks, Steven](#); [Hildebrand, Lauren](#); [Ikefuna, Alexander](#); [Kochis, Michael](#); [Marshall, Ashley](#); [Moffett, Sue](#); [Niemeier, Todd](#); [Platania, Joseph](#); [Ratliff, Eden](#); [Riddervold, Kristel](#); [Sanders, Samuel](#); [Schneider, Afton](#); [Thomas, Kyna N](#); [Thomas, Michael](#); [Vandeever, Jason](#); [Williams, Garland](#); [Yowell Taylor N](#)
Cc: [Sanders, Samuel](#)
Subject: A message from the City Manager
Date: Friday, April 5, 2024 1:01:35 PM

LEADTeam,

Jay Stroman and Ryan Franklin are on leave from the City Attorney's Office, indefinitely.

I am currently working with the legal team to organize workflow during this moment of interruption, and I plan to engage outside counsel to serve in an acting capacity for as long as we need them. I will advise once those details come together. In the meantime, I need your assistance working directly with your Deputy City Manager on building a list of all outstanding projects and requests that have been submitted to the City Attorney's Office.

I ask for your continued patience, understanding, and flexibility during this time as we work to gather an understanding of the workload facing the City Attorney's Office to ensure no matters are left unaddressed.

Please share with your teams that we are putting a pause on direct contact with the City Attorney's Office. Your teams should keep you abreast of any legal needs they may have. I intend to review all open legal projects and may reprioritize items to assist the team in managing with fewer resources available to them. We will provide additional details on workflow in the coming days.

This is a personnel matter that will not be discussed further, so please refrain from engaging in any speculation or in speaking to the media. We anticipate the media learning of this eventually. Please continue to direct all media inquiries to Afton.

Sam

From: [Sanders, Samuel](#)
To: [Wade, Juandiego](#); [Pinkston, Brian](#); [Oschrin, Natalie](#); [Payne, Michael](#); [Snook, Lloyd](#)
Subject: Personnel Matter: City Attorney's Office
Date: Monday, April 8, 2024 4:54:37 PM

PRIVILEGED AND CONFIDENTIAL

Councilors, I wanted to provide a brief update on our progress to date regarding the issue of complaint regarding our city attorney. As I confirmed for you all on Thursday evening, I placed both Jay Stroman and Ryan Franklin on paid administrative leave indefinitely. We are pursuing a 3rd party investigator to conduct a process that is neutral and fair to both parties. Our Risk Manager is working with our insurance carrier to identify an employment law attorney for this engagement.

We anticipate this leave status will likely remain for 60 days as most personnel investigations have required that amount of time to interview all parties and process the information collected from those conversations. I worked with Afton to prepare a brief statement to the public as I felt it prudent to get ahead of speculation and any concern for trying to hide anything. Afton has fielded multiple media inquiries already. As a personnel matter, we are restricted on what we can say, so: **The City does not comment on personnel matters.**

PERSONAL INFO

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My preference would have been for you to have both sides of the matter as we will all need to consider the merits of the complaint and any subsequent action.

PERSONAL INFO

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All staff in the City Attorney's Office will be interviewed, and any additional staff who may be witnesses or received reports of any matters of interest will also be contacted by the investigator.

I have spoken with Andrew McRoberts of Sands Anderson, and they have again agreed to accept our interim assignment of Acting City Attorney. Pamela O'Berry will attend your Council Meeting on Monday. I have put DCM Eden Ratliff as the point person for the CAO as he will be my direct link to the ongoing administration of matters pertaining to that office. Eden has already begun working with the attorneys and staff. He and his peer DCMs are following through on a citywide directive I issued on Friday to capture all legal matters that have been submitted for action, review, consideration, or request. We will match those to existing assignments and then re-prioritize all of them to include what will be forwarded to Sands. Active litigation has been attended to and we will have Sands check in on each upon starting this engagement next week.

This is an unfortunate and major disruption. It is something that will pose a challenge for quite some time. *And this too shall pass.*

Sam



Samuel Sanders, Jr.
City Manager
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Redaction Log

Total Number of Redactions in Document: 4

Redaction Reasons by Page

Page	Reason	Description	Occurrences
1	PERSONAL INFO	Personal contact information furnished to a public body or any of its members for the purpose of receiving electronic communications from the public body or any of its members has been redacted pursuant to VA Code § 2.2-3705.1(10).	4

Redaction Log

Redaction Reasons by Exemption

Reason	Description	Pages (Count)
PERSONAL INFO	Personal contact information furnished to a public body or any of its members for the purpose of receiving electronic communications from the public body or any of its members has been redacted pursuant to VA Code § 2.2-3705.1(10).	1(4)

From: [Sanders, Samuel](#)
To: [Payne, Michael](#); [Wade, Juandiego](#); [Pinkston, Brian](#); [Oschrin, Natalie](#); [Snook, Lloyd](#)
Subject: RE: Personnel Matter: City Attorney's Office
Date: Tuesday, April 9, 2024 5:51:04 PM

In Paid Leave status, there is no contact unless it is regarding the investigation or to arrange for a return to the office. The findings from the investigation will be shared with you as any further action will include Council since the City Attorney is your employee who reports to the City Manager for day-to-day oversight.

Sam



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