



FRANKLIN COUNTY HUMAN RESOURCES DEPARTMENT

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July 14, 2022

Keith,

This letter will serve as formal notice of my resignation from Franklin County effective August 18, 2022 with my last working day at Franklin County being August 11, 2022.

My choosing to leave was not an easy decision to make. The position of HR Director is one that should have been a crowning achievement in my HR career and one that I tried my best to be successful in, however, after nearly seven months in position, it is clear that the toxicity that my predecessor experienced which includes outright hostility and bullying by elected officials was going to continue under my tenure, and was amplified by public scrutiny of my department by a majority of the Commissioners. Public scrutiny that is not evenly applied to my peers' departments even though my work product and performance has met or exceeded expectations. It is clear that this toxicity is par for the course when it comes to the treatment of the HR Director, and it has reached a point where I can no longer tolerate it so I am making the choice to leave now with my professional integrity and reputation intact. It may seem ill-advised on my part to leave my employer with no new employment arranged, and only a tentative plan to go back to school in place, but after witnessing surprise termination motions at Board meetings, and the very tumultuous way in which the Board authorized you to offer me the position to begin with, I feel it's best I follow my gut, and move on before I find myself on the wrong side of the politics of Franklin County.

I truly hope that one day Franklin County will be at a place where political agendas will stay at the elected official level and not seep into the good staff work that employees and non-elected managers are doing here, but I cannot wait around for that day to come. The constant pressure from some elected officials to keep up with one another and hide behind me to advance their agendas has put me in too many difficult situations where I have to balance my integrity and professionalism with my need to stay employed. I believe the current elected officials, or at least the ones with the ears of a majority of the Commissioners, would be better served by an HR Director who is willing to go along with the political winds, even if those winds fly in the face of modern HR practices and principles, and sometimes the law. I know that isn't right, and certainly not what I believe the citizens of Franklin County or its employees deserve, but without a change in elected leadership, that is the unfortunate reality at Franklin County.