

June 25, 2018

**AUGUMENTED STATEMENT TO THE RELEASE OF PERSONNEL
RECORDS BY THE VILLAGE OF WESTON
from Daniel Guild**

After careful thought, I have decided to say a few words about my recent suspension from my position as village administrator in Weston. To begin, my wife, Sara, and I have truly been overwhelmed by the outpouring of support from friends and neighbors. Your faith and kind wishes have meant a lot to me and my family. Thank you.

In keeping with the open government culture that I have tried to foster in Weston, I would like to tell you more of what this is about. However, I honestly do not know any more than has been reported in the news. The village board has not provided me with any details about my alleged infraction, and I was not permitted to attend the closed session. We are all in the dark about the board's thinking on this matter.

To be fair, a few days after the suspension, I received a letter from the village president with a vague reference to issues that arose during my July 2017 performance review. However, since evaluation, I have received two raises and a contract renewal, so it was my understanding that I was performing well and any issues raised in that review were resolved to everyone's satisfaction. To go from a contract renewal and raise in February to a suspension in May was quite a shock. At no time in between did the board express to me any concern about my performance or our work for Weston citizens. If they had, I would have addressed it. The board is this community's elected leadership, and my job is to administer their laws and policies. And that's what I intend to do when I return to work.

Today's record's release contains that 2017 review. It is what is known in human resources circles as a 360 review, where employees and possibly other stakeholders are surveyed for feedback. This feedback is important, recognizing of course that my position requires me to make difficult decisions in administering Board policy that is not always supported by each and every stakeholder. 360 reviews do not account for this dynamic. Nor do they necessarily solicit the feedback of people who have the most knowledge about my performance or who possess a big picture view of Village operations. To that end, I am supplementing the records release with a letter submitted to the Board by Village department directors, which describes their view of my performance and capabilities. I am also including other recent letters from community stakeholders. I am humbled by their support.¹

I believe that the suspension is an unwarranted disruption that leaves village staff and a number of important projects in limbo. For reasons explained by Wisconsin's former deputy attorney general in a letter I am attaching, the suspension also violated my due process rights. If the Board consulted with an attorney before suspending me (village attorney Matt Yde recused himself and Attorney Dietrich was only recently retained by the Board), perhaps they would have chosen a different course. Ideally that course would have included conversation before sanction; constructive dialogue and not immediate conflict; a transparent process, not a secret one. Weston deserves an accessible government working as one.

Weston had an election in April and seated some new board members. If the newly constituted board—acting on behalf of the electorate—would like a new direction, be it policy or personnel, that is their prerogative. So long as I am Village Administrator, my job is to serve them, regardless of their makeup. And serve the citizens of this community.

That's what I intend to do.

¹ I am also adding an October 17, 2016 document entitled "2016 Performance Review." The Village provided me with the documents it intended to release and they included performance evaluations from 2017 and 2013-2015, but no documents relating to 2016.