

Exhibit C

Additional comments on Mr. Dyal:

How can we move forward with no application, no background check, no credit check?

This has been standard procedure when hiring City Managers for a while. The one time I'm aware of where this wasn't followed the City got a black eye.

In addition, I have several issues with Mr. Dyal as City Manager:

1. Failure to follow HR procedures for promotions even after City Attorney Koberlein advised him to do so.
 2. In the same interview in Ketchikan Mr. Dyal made comments on the Grant the City, County and HAECO pursued that he was against it. This Council in an open meeting held a vote and ordered staff to move forward and yet Mr. Dyal killed the grant due to his dislike of it. Mr. Dyal also mentioned in the same clip that HAECO would not provide enough insurance to allow the City to move forward and was leaving the City on the hook for hundreds of millions of dollars of liability. This can be viewed in the same interview starting at the 2:25:18 mark.
 3. Failure to follow normal management norms when dealing with certain female directors in circumventing their authority by holding meetings with their subordinates to dig dirt and undermine authority. The former City Attorney said this could qualify as both age and sex discrimination.
 4. Failure to follow the directions of the Council. After the Council voted last week to move forward with an appraisal on the airport property and extend HAECO's lease by one year, Dyal continued negotiating with HAECO through their manager and lobbyist. He did this and at the same time engaged HAECO¹'s lobbyist to speak to the Mayor and other Council members on their behalf for a new counter offer.
 5. Failure to advise the Council on a proposed raise to the Police Union that he himself admitted to initiating in an email. Question: Who authorized entering into negotiation with the Police Union at this time? Answer: Paul Dyal- City Manager.
 6. Authorizing payroll reimbursement in excess of guidelines and standard practices to a former City employee. This cost the City almost \$8,000 in extra pay.
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1. Taking time off with pay. According to the last report I received none of the requested

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time off in Mr. Dyals emails had been charged to the time Mr. Dyal has available. This includes the time he spent travelling to and from his job interview in Alaska.