



Office of the City Manager  
818 East Edison Avenue  
Sunnyside, WA 98944  
Office: 509-837-3997 • Fax: 509-837-3268

February 6, 2013

Phil Schenck  
Deputy Chief

**Re: Clarification of January 30, 2013 Letter**

Dear Phil:

It has come to my attention that you misinterpreted my January 30, 2013 letter to mean that the City has terminated your employment. Let me assure you that your employment has not been terminated and there was no intention to suggest that it had or would be terminated.

As shared in my letter, I have been concerned regarding your work performance and desire to remain with the City for some time. Having learned that you were actively looking for another job, I issued the letter to allow you a reasonable amount of time to complete your job search efforts while holding in abeyance any of my performance concerns so as not to interfere with those efforts. I anticipated that you would respond to the letter by confirming your desire to leave the City and accept the City's invitation to allow you a reasonable amount of time to focus your energies on finding other employment. Alternatively, I anticipated that you would rebut my concerns and make every effort to convince me of your desire to continue to serve the City, thus opening up the path for us to clarify any misunderstandings and/or address some of the performance issues that have arisen over the last few months.

I hope this clarifies the purpose of the letter. I also hope that you will meet with me to discuss the above at your earliest convenience so we can avoid any future misunderstandings.

Sincerely,

City of Sunnyside

A handwritten signature in blue ink, appearing to read "Frank A. Sweet".

Frank A. Sweet  
Interim City Manager