

Danner, Amy

From: Elise.Yarnell@newbergoregon.gov
Sent: Monday, September 21, 2026 7:00 PM
To: jeff.kosmicki@newbergoregon.gov
Subject: Google Link

Hello!

Thank you for taking a look at this and giving me your input.

I think I need to send as a google link because of the files / city server :

https://drive.google.com/drive/folders/1tox0vWhr-8qDx5_WTs3HNHREteA8gXOe?usp=drive_link

This is uncomfortable and not typically where I would escalate a concern, but given that this employee is a spouse of a sitting councilor on the ballot for re-election, and previous interactions with this employee, I am going to ask for some follow-up on this.

My understanding of the City of Newberg Social Media Policy as stated in the Employee Handbook is that:

Social Media Policy & Prohibited Posts, Page 67:

"Ultimately, you are solely responsible for what you post online. Before creating online content, consider some of the risks and rewards that are involved. Keep in mind that **any of your conduct that adversely effects your job performance, the performance of coworkers, or is reported to harm our residents or people who work on behalf of the City of Newberg, or the City of Newberg's legitimate business interests may result in disciplinary action up to and including termination.**

Employees will be subject to discipline, up to including termination, if they create and post any text, images, or other media that violate any of the City of Newberg policies, including the City of Newberg's non-harassment and non-discrimination and workplace violence policies contained elsewhere in this manual. Similarly, postings that include threats of violence, that are physically threatening or intimidating, bullying or **harassing**, will not be tolerated and may subject an employee to discipline, up to termination.

Never represent yourself as a spokesperson for the City of Newberg, unless you are authorized by your manager to do so. If the City of Newberg is subject of the content you are creating, **be clear and open about the fact you are a city of Newberg employee and make it clear your views do not represent the City of Newberg or its employees, or elected officials."**

... If you decide to post complaints or criticism, avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene, threatening or intimidating, that **disparage** residents, co-workers, the City of Newberg employees, **or elected officials, that might constitute harassment or bullying, and/or that violate the City of Newberg's policies.** Examples of such conduct might include offensive posts that a reasonable person would perceive as calculated to intentionally harm an individual's personal, or professional reputation, posts that could contribute to a

hostile work environment on basis of race, sex, disability, religion, or other status protected by law or the City of Newberg policy."

Concerns:

- Considering that Brian Wheatley is a sworn reserve police officer, my understanding of the above policy is that he is to engage in language regarding an elected official that represents the city, or at minimum declare his position as part of his opinion.
 - **This gives the impression his statements that the police department believes:**
 - My support for our houseless population has led to an increased crime rate.
 - For the record, March 2024, I asked in a city council meeting on record during the NDPD presentation, re: crime rate, and was told that no, our crime rate had not increased.
 - Labels on me and that I am bad for Newberg
 - Falsely outlines the series of events related to my post
- This event was about peace and he chose to incite dishonest rhetoric instead of an opportunity for shared values
 - Many people from Rotary have reached out to me with concern and questions if Brian speaks for the police department because he inaccurately depicted the event
- Sitting councilor relationship to City of Newberg employee
 - At minimum, the perception is that this is unethical based on the conduct involved

Thank you for passing this along where it's appropriate to be reviewed.

Elise