

MATTHEW B. HUISH

OBJECTIVE STATEMENT:

To be professionally challenged while building a team culture and customer centric organization around foundational values of integrity, innovation, data analytics for process improvement, collaboration, engagement, and ownership. To utilize a lifetime of operations management, strategic visioning, and achievement orientation for the sustainable public good.

EXPERTISE & INTERESTS:

- Managing complex organizations around municipal services while embracing equity, diversity and inclusion
- Leadership skills in management, operations, strategic planning, analytical problem-solving, change management, continuous quality improvement, interpersonal & cultural team building, communication and public speaking
- Building companies and organizations through the value proposition
- Budget and finance, trend and needs analysis, pro forma development
- Strong work ethic, high ethical code, clear moral compass
- Enjoy all outdoor activities (hiking, cycling, skiing, sailing, etc.) reading, teaching and travel

EDUCATION:

- 2011: Masters Certificate in Global Health, School of Public Health, University of Utah, Salt Lake City, UT (4.0 GPA)
- 2006: Executive Masters of Business Administration (EMBA), University of Utah, Salt Lake City, UT (Beta Gamma Sigma)
- 1996: Masters of Healthcare Administration (MHA), Chapman University, Orange, CA, at Ft. Lewis Academic Center, Tacoma, WA (non-completion due to relocation)
- 1983 B.S. Physical Therapy, Athletic Training, University of Puget Sound, Tacoma, WA

PROFESSIONAL EXPERIENCE:

SANDY CITY, UT: Chief Administrative Officer (CAO)

Sandy, UT, January 2018 – Present

Responsibilities:

- Manage all aspects of business administration and management for city operations and staff.
- Oversee 10 department directors, 600 full-time benefited staff and 300 seasonal part-time employees.
- Direct, prepare, and administer the annual \$115M budget.
- Represent the interests of the city before federal, state, and county agencies and community organizations.

- Lead innovation, digitization and smart city initiatives
- Lead change management and strategic visioning ventures

Accomplishments:

- Obtained AAA Bond Credit Rating (< 5% of municipalities).
- Initiated Business Intelligence and Data Decision Support Department and related dashboards.
- Received the Top 30 City rating in USA by 24/7Wall Street (2021).
- Implemented a Smart City digital transformation through software applications, cloud-based computing, updated hardware and all related infrastructure.
- Provided process improvement and change management leadership for all city departments and resident interfaces.
- Overhauled a historic pension/retirement plan, created new step and grade compensation plans for Fire and Police, initiated an Annual Employee Engagement Survey (98th percentile nationally), reorganized employee reward and recognition programs, implemented new employee performance review system with behavioral standards, and developed an employee online learning program.
- Lead a citywide digital transformation paperless process, recruited Google Fiber, implemented a sophisticated drone program, initiated a comprehensive sustainability program, enhanced risk management performance and savings, reorganized emergency management system and communications, and much more.

UNIVERSITY OF UTAH SCHOOL OF MEDICINE: Administrative Director – Physical Medicine & Rehabilitation (PM&R)

Salt Lake City, UT, April 2007 – December 2017

Responsibilities & Accomplishments:

- Oversaw the business administration and management for the department’s physicians and staff.
- Managed department finances, including annual budgets, physician compensation plan, individual physician monthly incomes statements, variance reports, mission-based reporting.
- Practiced management services for 18 physicians, 15 residents and 5 advanced practice clinicians.
- Human resource specialist for faculty and staff (recruiting, hiring, retaining).
- Lead process improvement/CQI leadership training for the department and residents.
- Assisted in research infrastructure, hiring and organizing staff, budgets and processes.
- Lead value-based quality incentive models.
- Managed marketing initiatives, strategic planning and program development.

UNIVERSITY OF UTAH HOSPITALS & CLINICS: Manager – Neuroscience Clinics

Salt Lake City, UT, November 2003 – April 2007

Responsibilities & Accomplishments:

- Managed all aspects of the daily operations for neurology clinics, EMG and MEG labs.
- Project manager for design and construction of new outpatient office suites.
- Responsible for development of new MEG service-line including budget, payer relations/contracting, national positioning and regional marketing.
- Lead expansive EMG marketing initiative.
- Managed 25+ employees, including human resources specialist and staff development.

- Responsible for 17.3% increase in patient volumes and providing 10.5% improvement in bottom-line contribution margin despite a 34% reduction in payer reimbursement.
- Lead clinic from 30+ percentile patient satisfaction scores to 80+ percentile while simultaneously achieving employee satisfaction scores in the top 10% of all University Healthcare facilities.

SONOMETRIC HEALTH: Chief Operating Officer

Salt Lake City, UT, November 2003 – May 2004

Responsibilities & Accomplishments:

- Worked with developers on proprietary algorithm based software to assess cardiovascular disease through ultrasound examination of carotid arterial wall measurements.
- Managed all aspects of the daily operations, including early stage business modeling, distribution channels, venture funding options, sales pro formas, and marketing.
- Assisted in the sale to SonoSite, Inc.

HEALTHSOUTH Corporation: Assistant Vice President – Utah Market

Park City, UT, June 2000 – December 2002

Responsibilities:

- Managed all aspects of the daily operations for 16 healthcare facilities throughout Utah, including 2 Urgent Care Medical Clinics, 3 Ambulatory Surgery Centers, 2 Diagnostic Facilities and 9 Outpatient Rehabilitation Centers.
- Responsible for developing and achieving budget targets, account receivables, account payable, human resources, program development, mergers and acquisitions, physician relations, payer contracting, sales and marketing.
- Successfully managed an annual gross revenue budget of \$28 million and EBITDA of \$6.7 million while overseeing 120% same store growth and supervising 20 direct reports.

HEALTHSOUTH Corporation: Assistant Vice President – Strategic Product Development

Birmingham, AL, July 1996 – June 2000

Responsibilities:

- National Director of Managed Care-Network Services
- Implementation of a Network strategy and all relevant infrastructure including management and administration of all staff and systems for five departments; Network Development, Professional Credentialing, Claims Administration, Utilization Management and Client Support Services
- Special tasks included designing outcome mechanisms, system integration, process design and implementation, product development and strategic planning. Analyzed national health care trends, strategic planning and developed infrastructure to support new products, including bundled payments, which included reengineering operational models, provider profiling systems, payer contracting, developing outcome tools, bridging information systems, developing marketing and education materials, clinical care plans, quality incentive programs, reimbursement and risk pool vehicles, and collateral supportive materials.

- Primary Initiative: developing an Episodic Care financial model and clinical delivery system for workers' compensation and group/commercial clients.

THERAPHYSICS CORPORATION: Vice President-Pacific Region

Firecrest, WA, January 1994 - July 1996

Responsibilities:

- Developed IPA strategy and product design, management and administration, market analysis, contract negotiations, provider relations and contracting, marketing, NCQA credentialing, quality assurance/CQI policies, operations officer, Chairman of Professional Advisory Board, development of clinical pathways and medical management systems.

UNIVERSITY PHYSICAL THERAPY AND SPORTS CLINIC: Owner-Physical Therapist

Tacoma, WA, 1984-1995

Responsibilities:

- Management and administration, budgeting, marketing, business development, coordination of legal and accounting services, clinical program design, senior staff clinician of general outpatient orthopedic and sports specific rehabilitation
- Developed and administered community relations with high schools, community colleges and universities, human resource coordinator.

TUMWATER VALLEY PHYSICAL THERAPY, Physical Therapist & Athletic Trainer

Tumwater, WA, 1983-1984

Responsibilities:

- Senior staff therapist, physician marketing and payer contracting, administration and management, coordinator of clinical services for general orthopedic and sports rehabilitation private practice.

PUBLICATIONS:

- A Perfect Value Proposition - *Balancing cost, levels of service, and customer care in municipal government.* Cityworks Magazine
- A New Approach to the RFP/Purchasing Process – *Setting objective deliverables and co-venturing product development.* A Case Study between Sandy City and CivicPlus (publication pending)
- The Fluoride Fiasco – *A small fluoride overfeed yet a huge communication mismanagement* (publication pending)
- Future Fleet Management – *Modernizing fleet operations through technology, data driven decisions, sustainability, and continuous process improvement* (publication pending)

LEADERSHIP:

City Administration:

- Silicon Slopes: Sandy Chapter Board
- Utah Ignite – Smart City Board
- Utah Foundation: Board of Directors
- Metro Fire Board: Board Chair
- South Valley Chamber of Commerce:
 - Board of Directors
 - Policy and Governmental Affairs Committee

Healthcare Administration:

- Association of Academic Physiatrists (AAP):
 - Founder & Chair: Administrative Director's Council, 2011-2014
- American College of Healthcare Executives/Utah Healthcare Executives:
 - Board of Director: Member
 - Chair: Membership Committee
 - Member: Education Committee
- University of Utah Administrator Director's Council: Chair

PROFESSIONAL REFERENCES:

Additional references or letters of recommendation upon request:

1. **Kurt Bradburn**, JD, Mayor, Sandy City, UT
2. **Brooke Christensen**, Sandy City Council, Chair
3. **Justin Harding**, Chief of Staff, Governor Gary Herbert, Advisor for US Representatives, Jim Hansen, Rob Bishop and Jason Chaffetz
4. **Greg Summerhays**, Sandy City/South Valley Chamber of Commerce, President/CEO

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(Articles are in reverse chronological order)

The City Journals

January 5, 2021

Technology improvements in Sandy City lead to efficiency, savings

Author: Justin Adams

When Sandy Mayor Kurt Bradburn came into office two years ago, one of his goals was to bring the city into the 21st century. For example, the fire department's system for regular fire hydrant checks used to consist of several large three-ring binders full of paper logs. Now, you can hop on an app and see a map of the city that shows where all the fire hydrants are, and when each one was last checked. That transformation is just one of many that have taken place in the last two years as part of the city's drive to become more efficient.

“We all started with a smartphone but that was years ago. Now we have smart houses. The natural evolution is to create smart communities and smart cities,” said Sandy Chief Administrative Officer **Matthew Huish**, who was brought over from the University of Utah Hospital System by Bradburn because of his experience with maximizing the efficiency of complex systems.

So what does a smart city look like? It means parents can sign their kids up for summer camps at Alta Canyon Recreation Center online, rather than going in person and waiting in long lines. It means sprinkler systems at the city's many parks are controlled by an automated system that changes according to the weather. It means city department heads being able to view their departmental budget live every day, rather than waiting on a monthly update from the finance department. It means contractors can submit bids to the city electronically, rather than having to mail it to city hall. And those are just a few things.

Moving city operations from analog to digital systems produces a lot of valuable data. To take advantage of that, the city started a new Business Intelligence division. ‘Business Intelligence’ refers to a genre of software products that specialize in aggregating data from a variety of other software programs and organizes it in a central hub, analyzes it, and packages it in a user-friendly dashboard. “Part of what we’re trying to do is to tap into these systems to make it easier for managers and employees to have access to the data,” said Brett Neumann, the Business Intelligence director.

A Sandy native, Neumann attended the University of Utah where he received a Master's in Public Administration and has worked for the city since 2007. Along with his team, Neumann acts as a consultant for all the various departments in the city. If a department head has an idea for something they'd like to try, the Business Intelligence team can look at the data and determine whether or not it's likely to work. “It's the analytics that allow you to look at trends and make data-driven decisions,” explained **Huish**.

This digital transformation paid off in a big way this year when much of the city unexpectedly shifted into work-from-home mode because of COVID-19. “When it hit in March you saw across the country, the city reacted to the crisis by setting up telecommuting and digitizing our

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processes,” said Zach Whalen, one of the city’s analysts who focuses on the budget. “We were in a position to hit the ground running. We were using Microsoft Teams for six months before COVID hit. We have put some stuff in place that has made us a lot more nimble for a climate like this.”

Of course, as soon as you start talking about governments collecting data from residents or using algorithms to drive decision-making for things like police work, it’s easy to start envisioning unintended dystopian consequences. That’s why ethics play an important role in everything the Business Intelligence team does. “It’s definitely on the forefront of our thoughts in the public sector,” Whalen said.

Finding a balance between technologically-driven improvements to government efficiency and various ethical concerns really comes down to policy, according to **Huish**. It will be up to residents’ elected representatives on the city council to determine what the city is comfortable with. “Different communities have different values,” Neumann said. “I think that’s likely to be a healthy debate in the public square. There may be some things that Sandy residents want but there may be some tradeoffs.”

The big question is: has this digital transformation saved the Sandy City taxpayer money? The short answer is yes, according to **Huish**. Getting an exact figure for the city’s return on its investment in this new digital infrastructure is a little trickier however. The Business Intelligence team has started working on conducting ROI studies on some of the software it has licensed in the last two years. “We found out we were easily breaking even and even coming out ahead on an ROI analysis for our purchasing software,” Neumann said.

Other ways of measuring savings include hours saved by employees. For one small example, periodic training sessions for city employees used to be held in-person at city hall. Now that they can be taken online, it saves a car trip to city hall for the many employees who work elsewhere throughout the city. “What’s the return on that? I can’t even imagine,” **Huish** said. Looking long-term, it’s also possible that the city will be able to save on employment costs as it slowly eliminates positions. (**Huish** was careful to specify that no Sandy City employee would be laid off because of their job being taken over by a computer. Instead, as employees retire or leave for other reasons, the city will weigh whether or not it’s necessary to refill that position.)

With so much changing in such short a time, it may be possible that some residents aren’t even aware of a change that might benefit them. To remedy that, the city is working on ways to let residents know about these changes in a way that doesn’t come across as the city “tooting its own horn.” However, the best way for residents to find out about these improvements is by experiencing them firsthand as they interact with the city, according to **Huish**. “It’s one thing to market it to them, it’s another for them to experience it,” he said.

The City Journals

January 8, 2019

There's a new mayor in town: Looking back at Mayor Bradburn's first year

Author: Justin Adams

2018 welcomed Sandy's first new mayor in 24 years into office. Kurt Bradburn, a young and charismatic attorney, had just defeated long-time mayor Tom Dolan in the November election. Bradburn promised a variety of changes, like increasing government transparency, opening up new avenues of communication with the public and moving Sandy into the 21st century by investing in new technology to make the city more efficient. Now one year later, the question is: how has he done? If you ask Bradburn himself, he'll tell you that he kept most, if not all, his campaign promises. "On the pillars I campaigned on, I feel like we're delivering on every single one," he told the Sandy Journal. "And there's still so much more coming in the next few years."

Even the most ardent skeptic of this new mayor would be hard-pressed to argue that Bradburn hasn't done a lot this year to increase the administration's availability to the public. Early in the year, the administration convinced a somewhat reluctant city council to upgrade the audio-visual equipment to allow video live-streaming of the council's weekly meetings so residents can watch from home. "We can't expect people to drive out here every week just to stay informed about what's happening in their city," said **Matt Huish**, the city's chief administrative officer, who was appointed by Bradburn.

The mayor also instituted a town hall tour, where multiple times throughout the year he made himself and his administration available to the public so they could come and voice any concerns or ask questions. Or, for a more 21st-century version of a town hall meeting, the mayor conducts monthly "Ask Me Anything" sessions on Facebook Live. Residents can ask the mayor a question in the comments of his livestream video, which he answers in real time.

The city has also introduced new ways for residents to give their feedback and suggestions. This fall they launched a new app called CityServe. It allows residents to make service requests (like to fix a broken street lamp or clean up graffiti) or pay city fines. City officials have also introduced a new tool to help residents get involved in the annual process of creating a city budget. Balancing Act gives residents an interactive and simple interface where they can alter the city's income by changing different taxes or fees, and then try to balance the budget by cutting various expenses within the city. Once a resident has a balanced budget that they think would be beneficial, they can submit it so the finance department can take a look.

Speaking of city finances, Bradburn also says he has kept his promise to be more efficient and responsible with the city's money. First, he points to the elimination of the water fund transfer. According to him, the previous administration used to raise water fees, then transfer that money from the city's water fund to the general fund. The mayor also said he's proud of the fact that he was able to cut the city's lobbying budget in half (from eight contracts to four) yet was still able to achieve \$5.3 million in grant money (\$200,000 more than the previous year). City officials also invested in a new software that has moved the city away from a paper-based records

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(Articles are in reverse chronological order)

management system to a digitized one. The software, which carried a price tag of over \$100,000 this year, will save the city millions of dollars in efficiency and man-hours in the years to come, according to the mayor.

Despite these and other accomplishments by the new administration, it hasn't been completely smooth sailing. Bradburn pointed to the firing of former Police Chief Kevin Thacker over accusations of sexual harassment as a particularly difficult moment in his first year. "That was a really hard thing for me," Bradburn said. "It was a difficult situation where we had a guy who had given a lot of time and effort to the city, but we had some employees who felt a different way. I felt like the decision I made was in the best interest of the city and I stick by that decision, but that doesn't mean it wasn't difficult."

The first-year mayor has faced other hurdles, ranging from self-inflicted scandal to downright bizarre. Within his first few months in office, Bradburn raised his salary, his justification being the increase was just a fraction of the amount he was saving the city by cutting the aforementioned lobbyist contracts. But word got out, and the ensuing public pressure forced Bradburn to reverse the raise. Or there was a moment this summer when a then-employee of the city got up in front of the city council and expressed concerns about low employee morale under the new administration. The mayor dismissed that notion as the isolated feelings of a single disgruntled employee (whose employment with the city ended soon after).

There has also been some friction and a lack of communication between the new administration and the city council, best exemplified in a bizarre series of events dubbed by the mayor as "Picturegate." But there's not enough room in this article to tell that whole story. Despite these challenges, Bradburn said he wouldn't change anything about what he did in his first year. He noted that although he hasn't been perfect, he's learned a lot of lessons throughout the year. Two of which were the importance of managing expectations and clear communication.

"I think the thing everyone realizes when you go from being a resident to serving is that you can't make everybody happy," Bradburn explained. "As a resident you don't have all the facts or information so you think, 'Oh this is what I need to solve my problem. We really need a sign or a crosswalk here to fix this.' And then once you're here and you have all the input and advice from the subject matter experts, you realize we've tried a sign or crosswalk there before and it's not as successful as this other thing."

It's a difficult maneuver communicating to residents that their request isn't actually going to work or be good for the city. For that reason, Bradburn said his administration has made a concerted effort to proactively educate the public about various issues. For example, the city will soon be rolling out an education campaign to help residents better understand the future of the Cairns district development.

The mayor said he'd like to avoid a situation where they get "too far down the road" of development before residents learn about what's going on and then resort to various means of opposition, similar to what recently happened close by in the city of Holladay. "That's a great example of the wrong way to do it," Bradburn said. To help get that dialogue going, the city has

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started seeking resident input with regular surveys through Citizen Connect, a Qualtrics-powered tool that lets the city poll residents about a variety of issues.

One survey has already been done about the Stadium Village zone of the Cairns district. Residents were able to provide their suggestions and concerns for the area. That feedback is now being used by the company, contracted by the city, to help come up with a master plan for the area, a plan which will ideally reflect the desires of a majority of residents. But no matter what happens with the Stadium Village, or any other action taken by the city, it's not going to please everybody, and Bradburn knows that.

“I’m happy to take the heat, and that’s why I’m in this job. I ultimately will do what I feel like is in the best interest of the city, regardless of what the optics are or if I’ll take heat for it,” he said. “With four young kids I’m often out at our parks or at our schools. I go grocery shopping, I go to the bank, I go to my gym. I’m very accessible in the community so I do hear from my bosses (the voters) on a daily basis. That’s something I relish.” “I want people to come up to me. I don’t shy away from suggestions or criticism. I care deeply about what they think and feel and it matters to me.”

The City Journals

May 7, 2018

City officials take part in disaster simulation

Author: Justin Adams

Members of the Sandy City administration and city council spent April 3 responding to emergency situations caused by an earthquake. If Sandy residents don't remember feeling any tremors on that day, it's because the earthquake was only in their imaginations. The pretend earthquake was part of an emergency preparation activity that runs participants through simulation of a natural disaster in a manner similar to tabletop role-playing games like Dungeons and Dragons.

After being assigned to various roles and groups within an imaginary city, the Sandy city officials had to select a limited number of resource cards from a prepared list. Then City Emergency Manager Jeff Mulcahy announced the pretend earthquake and had all the participants take shelter under the tables. "Don't go under a doorway. That's a myth," said Mulcahy. Then each group was given a different critical situation resulting from the earthquake along with two options for how to address the situation, each option requiring different combinations of resource cards that the group may or may not have chosen at the beginning.

To illustrate the importance of coordinating between different communities, the groups were able to trade resource cards with one another. City Administrative Officer **Matt Huish** said following the simulation he saw many parallels between it and his experience helping with relief efforts in Haiti. "The most critical thing is how you communicate between communities," he said. Each group was impeded by a variety of obstacles, including a "chasm" that split the room in two, a fire that broke out following the earthquake and competition between the participants. In the end, only two groups were able to achieve their objective.

Mulcahy said that while the game's format can encourage competitiveness, an actual disaster is not a zero-sum game and that people are more generous and willing to help and share than in the simulation. "The purpose is to get people to think about the importance of coalitions," said Mulcahy. "It's easier to work with people you have a prior relationship with." He also said the activity has helped him realize the importance for he and other city officials to be out in the community getting to know business leaders and city officials. That way, in the case of a natural disaster, the city will be able to more effectively coordinate with other organizations to help deliver aid.

The simulation program and materials are owned by the county so any city within the county can have access to them. Other community groups in Sandy who would like to try the simulation are welcome to contact Mulcahy through the city.

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The Salt Lake Tribune (UT)

May 1, 2018

Sandy has a second sexual-harassment investigation of a city official; staff chief is cleared

An internal investigation into Sandy's chief administrative officer found that while his emails to a female employee were "inappropriate" and "unprofessional," they did not constitute sexual harassment. **Matthew Huish** was placed on administrative leave April 17 after the April 10 formal complaint to the human resources department. The city was verbally briefed on the concluded investigation April 20, and **Huish** returned to work April 23.

The investigation came on the heels of a sexual-harassment investigation of then-Police Chief Kevin Thacker, who had been with the department for 35 years. Thacker was put on leave April 2 and was fired April 24 for inappropriate touching that consisted of long and frequent hugs of female employees. **Huish's** job is analogous to chief of staff, Deputy Mayor Evelyn Everton said; he manages day-to-day operations for the city. **Huish** was Mayor Kurt Bradburn's campaign manager and started with the city after Bradburn's election in November.

The employee who complained about **Huish** said he sent her unprofessional emails and treated her in a way that made her uncomfortable. She also said that during a luncheon, **Huish** got too close to her and invaded her personal space. The investigation found that **Huish's** emails crossed a professional line but were not sexual. The investigation was conducted by Salt Lake City-based law firm Ray Quinney & Nebeker, which also investigated Thacker.

Sandy City **Huish** Investigation Report (Redacted) by The Salt Lake Tribune on Scribd

The law firm released 24 emails exchanged between the two employees from Jan. 30 to March 20. The investigation found the messages to be overly casual for a work setting. Everton declined to say which department the complainant worked in, but that **Huish** works mostly with top city officials, not the bulk of employees, and that the complainant does not report to **Huish**. The deputy mayor said the complainant has to communicate with all employees at some point.

Huish would email things such as, "Of course! I ALWAYS have time for YOU! :-)" or "I'm not a man who is easily dissuaded, so expect to see me trying again soon! Haha" during a time when the two kept missing each other while trying to meet at work. A few of his emails came after hours, including one at 9:45 p.m., which the complainant said made her uncomfortable. **Huish** started one email by saying, "Hey Girl, (is that an HR violation?)" and signed off several with "keep smiling." In one email, he said he felt he needed to treat the complainant to a lunch or expensive dinner for the expertise she had provided.

The complainant told investigators that she felt there was a "price" for **Huish's** friendliness. The report, like the one released after the Thacker investigation, is heavily redacted, removing the context of many of the situations that were investigated. When asked about the extensive redaction in both reports, Everton said it was to hide the identity of the complainant. When asked how comments **Huish** allegedly made that were part of an investigation would identify someone,

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Everton said that city attorneys did the redacting and that they know the law. The complainant also said **Huish** treated her differently than other employees. Workers interviewed in the investigation agreed, saying **Huish** was nice to the complainant but "abrasive" with others. One said he "generally 'speaks down to people' and is unfriendly." The report said another employee characterized **Huish** as "condescending, unfriendly and difficult to work with." When asked whether anyone at the city has discussed this conduct with **Huish**, Everton said, "I don't know, I don't have any information on that."

When interviewed, **Huish** told investigators he was shocked by the complaint and, had he known his conduct was making an employee uncomfortable, he would have changed his behavior. He said he was trying to use a friendly, informal management style to avoid coming off as cold. He said he never sought a romantic or social relationship with the complainant. Investigators found him to be sincere and said his conduct was an "awkward attempt" to establish a friendly rapport. One situation, which was redacted, was found to be a "strange and inappropriate attempt at humor," investigators wrote. "I do not find that Mr. **Huish** harassed her in violation of the City policies or the law," the report states.

When asked whether the city plans to re-educate personnel on sexual harassment and proper office communication policies, Everton said the city already has regular training for that. Everton said the city treated **Huish** the same way it did Thacker. She said **Huish** was not given special treatment due to his relationship with the mayor or due to his position on the campaign. "These are clearly not the same kind of actions that were in the previous case," she said, referencing the Thacker investigation. When asked why the city sent out a news release when the police chief was put on leave, but not when **Huish** was, Everton said it was because the media had found out anyway and had been calling. Otherwise, the city would not have announced the investigation, she said. "That is not our policy, to publicly announce that we put anyone on administrative leave," Everton said.

Councilwoman Kristin Coleman-Nicholl said she can't remember internal investigations other than those of Thacker and **Huish**. The city opening up about the investigation into Thacker, she said, set a precedent for transparency for the new administration that wasn't followed when **Huish** was placed on leave. Coleman-Nicholl messaged two city employees to inquire why **Huish** wasn't at work, she said, but she never got a response. After the Thacker investigation, Councilman Steve Fairbanks said the city's handling of it was troubling.

"The mayor campaigned on increased transparency," Fairbanks said in an email last week. "I guess it's a question of interpretation." The complainant has seen the report, Everton said. The deputy mayor was not sure whether anything else was done to remedy the complainant's discomfort. "I would imagine that HR has probably had conversations with her, but I cannot confirm or deny that because I haven't been in those meetings," Everton said. **Huish** has seen the report. "He knows the findings of the investigation," Everton said, "and I think he understands that made her uncomfortable, so he has been directed to not engage in that behavior, as far as making her feel uncomfortable."

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(Articles are in reverse chronological order)

Abc4.com

February 16, 2018

Sandy Mayor gives himself a raise, then pay cut

*UPDATE: Tuesday, Feb. 27th, Mayor Bradburn clarified his salary.

Sandy City issued the following salary information of Sandy City Mayor's Office including the Mayor, Deputy Mayor, Chief Administrative Officer and City Attorney:

Mayor Tom Dolan: \$146,994

Deputy Mayor Nicole Martin: \$140,005

Chief Admin Officer Scott Bond: \$187,990

City Attorney Rob Wall: \$187,000

Mayor Kurt Bradburn: \$119,000

Deputy Mayor Evelyn Everton: \$140,005

Chief Admin Officer **Matthew Huish**: \$180,003

City Attorney Bob Thompson: \$180,000

The city says the new administration has realized a savings of \$67,982.00 in salaries.

SANDY CITY (News4Utah)- Kurt Bradburn, the newly elected mayor of Sandy City, is facing some heat after reportedly giving himself a \$15,000 raise. According to the Alliance For a Better Utah, he did it without the knowledge or approval of the Sandy City Council. Friday morning Bradburn admitted the accusations and said he was going to fix it. "Alright guys, I'm more than willing to admit I got this salary decision wrong," the mayor posted on Facebook. "As a showing of good faith, I'm going to cut my salary to below the lowest of the mayors of the Big Five cities in Utah and return the excess I've received so far," he continued.

Bradburn went from a \$147,000 to \$162,000 salary but has now cut that by about 20 percent. "Our idea was to try something new and only do one small increase following an election instead of annual salary increases and bonuses that average about 6 percent a year," he explained. "We projected it would save approximately \$100k in annual salary from just the mayor's office alone."

Bradburn received plenty of responses after his Facebook post. Some thanked him for being honest, other said the salary raise wasn't their concern. It was the fact that he went back on a campaign promise. As the Alliance for a Better Utah pointed out, his campaign website says he will "eliminate salary increases for the Mayor's Office" and "Will eliminate all bonuses for the Mayor's Office and appointees, and will give the money to our front-line workers who deserve it more".

The Alliance responded to Bradburn's apology Friday. "We still maintain that raising and lowering of salaries should be done by the City Council, not by the person who actually receives the salary," they said. "Mayor Bradburn has also not announced how much this salary actually

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will be. We still call on the Sandy City Council to look into these actions and pass a city ordinance preventing it from occurring in the future.” Mayor Bradburn said the plan was to roll out the idea to City Council in a few weeks as part of the budget presentation.

Research Compiled by: Tammie Browder
Colin Baenziger & Associates