

February 6, 2023

Mayor Dave Bronson
Municipality of Anchorage
632 W. 6th Avenue
Anchorage, AK 99501

Dear Mayor Bronson:

Please accept my letter of resignation as Director of Human Resources (HR) effective immediately. I can no longer continue to serve in what has become an increasingly toxic, hostile, and demoralizing work environment, making the positive progress and forward momentum the people of Anchorage deserve and expect of this Administration virtually impossible.

During my tenure, HR has handled many difficult challenges and expectations, such as being directed to vet and onboard former Health Department Director, Joe Gerace, with a one business day turnaround. As you are aware, HR conducted its vetting and onboarding of executive appointments according to longstanding policy, processes, and standard operating procedures that preceded your Administration. The department professionally carried out its historic role with respect to executive appointments, applying those practices and procedures, even under tight timeframes.

Since 2022, HR's leadership team and I identified and began addressing dozens of initiatives to improve, streamline, and/or modernize our department's operations. You can find some of the department's numerous impressive operational achievements and successful innovations in its 2022 Annual Report, as well as some of the innovative strategic initiatives our leadership team had planned for 2023.

I am confident that your HR Department will continue to serve you and the Municipality with passion, professionalism, and diligence throughout the remainder of your Administration.

It has been a privilege to serve the people of Anchorage.

Sincerely,

Jean Christian Kanyiki Wa Tshibaka