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Toxic leadership harms people

The conduct of individuals in positions of authority significantly influences the work environment and employee well-being. From decades of serving, I have found much wisdom in the verse recorded in Romans that admonishes us to, "as far as it depends on you, live at peace with everyone." Avoiding unnecessary conflict is wise, but wiser still is adhering to management's ethical and moral responsibility to protect their employees from toxic people, particularly those in leadership roles.

From experience, the toxic leadership behavior Councilor Black exhibits harms employees, diminishes morale, and undermines organizational effectiveness. Even as recent as the April 15, 2025 council meeting her behavior continues to create a hostile work environment, especially for the Chief of Police (<https://reflect-cityofloveland-co.cablecast.tv/CablecastPublicSite/show/570?site=1> 34 minute mark). Since her tenure began, city staff have experienced decreased job satisfaction, poor mental health, and at least three leadership resignations from high performing, long-term civil servants.

City leadership, staff, and council members, have an ethical-moral obligation to create a safe and supportive environment for all employees. This includes recognizing the signs of toxic leadership and taking action to address these concerns. This duty of care encompasses not only physical safety but also mental and emotional well-being.

The Black incident at the park has resulted in another citizen initiative to recall a councilor. My questions to council, the City Manager and City Attorney; Are you doing everything within your powers to fulfill your ethical-moral responsibilities regarding the treatment of staff from Black's unremorseful, chronic narcissistic behavior? Has staff, especially the Chief of Police, received public and private affirmation that leadership stands firmly behind them while also renouncing the unwarranted, unsubstantiated, and demeaning attacks by Black?

Finally, please contemplate Proverbs 6:16-19 as the citizens of the community you serve also detest these seven behaviors that God hates.