



CITY OF RUTLAND
LEGAL DEPARTMENT
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MEGAN A. LACHANCE, ESQ.
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April 11, 2025

Re: Communication with Employees

Dear Kim:

It has come to my attention that you have been reaching out to City employees, both those within the Recreation Department and others, to discuss your administrative leave. You were instructed per the letter placing you on administrative leave to not discuss this matter with other employees, which includes the Aldermen. While they are elected officials, they are still technically employed and compensated by the City. Please cease and desist from your communications regarding your administrative leave with City employees at once.

I understand that this situation must be difficult for you, and it is only natural to want to reach out to others and discuss the situation. I would ask that you please find a more productive and appropriate outlet. As you are still in the employ of the City, you (and your family) have access to Invest EAP and their confidential counseling services¹ should you need them.

This letter will be your only warning. Your continued failure to follow the instructions provided in the notification you received on March 18, will force the City to take further action up to and including the possibility of separation from employment and removal from paid administrative leave.

At this time, and in keeping with actions taken in the past, the Mayor will maintain your status on paid administrative leave. This will continue until your successor has been appointed or you fail to follow the instructions you have been given.

Sincerely,

/s/ M A LaChance

Megan A. LaChance, Esq.

CC: Mike Doenges, Mayor
Ellen Coyle, Human Resources
Board of Aldermen

¹ You may contact Invest EAP by creating a login at www.investeap.org and using the password vlct, or by calling them at 1-800-287-2173.