



# Office of Accountability and Transparency

---

## NOTICE OF RESIGNATION

January 29, 2024

Jeff Barton  
City Manager  
City of Phoenix  
200 West Washington Street, 12th FL  
Phoenix, AZ 85003

City Manager Barton:

Section 20-5(A) of the Phoenix City Code requires the Director and all staff of the Office of Accountability and Transparency to implement its responsibilities under the PCC in an honest, independent and impartial fashion and to uphold public confidence in the integrity of OAT. Page 30 of the City's recently released Road to Reform Report describes OAT as providing "robust, independent review of the PPD."

But events have led me to conclude that OAT does not have the independence required to effectively perform its responsibilities under the ordinance. Those events include, but are by no means limited to, the following recent occurrences:

1. Rescission, on December 18, 2023, by the City Manager's Office of a job offer that I extended to [REDACTED], an outstanding and qualified candidate for OAT Attorney, the 2<sup>nd</sup>-most senior position in the agency;
2. The issuance of a Performance Improvement Plan to me on January 5, 2024, four days after [REDACTED] communicated [REDACTED] concerns regarding the rescission in a letter addressed to the Mayor and City Council Members of the City of Phoenix, and sent via email to City Manager Jeff Barton, Deputy City Manager Ginger Spencer and myself on January 1, 2024;
3. Untimely and unsolicited acts by the senior member of the Law Department – with the support of the City Manager's Office - to interfere with the operations of OAT, including but not limited to the referral of legal questions regarding the need for restrictions on OAT operations to outside counsel both before and during the events described above, at a time when OAT was being denied counsel of its choice and deprived of its opportunity to provide a robust, independent legal response to any questions raised.



# Office of Accountability and Transparency

---

The above occurrences, and several others, have created an environment where I cannot perform – free of retaliation and undue restriction - the responsibilities of the OAT Director with the independence, impartiality and integrity required by Phoenix City Code Section 20-5(A) and touted by the City of Phoenix Road to Reform Report.

I am therefore compelled to announce my resignation from the position of Director of the Office of Accountability and Transparency, effective at the close of business on **February 9, 2024**. I make this announcement with neither malice nor pride.

With Sadness,

Roger Smith, Director  
Office of Accountability and Transparency  
City of Phoenix