



FOR IMMEDIATE RELEASE

February 22, 2025

CONTACT:

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**Professional Association Requests Ethics Investigation into
Mineral Wells City Manager Jason Weeks**

Social media posts denigrating another city manager basis for complaint

WICHITA, Kansas –Mineral Wells City Manager Jason Weeks is the subject of an ethics complaint filed by the American Association of Municipal Executives (AAME) on behalf of one of its members.

Weeks authored social media posts criticizing the city manager named as the sole finalist to replace him in his former community of Navasota.

Weeks is a member of the International City/County Management Association (ICMA) and the Texas City Management Association. He is subject to their “Code of Ethics” which prohibits negative attacks against another manager.

The AAME sent a letter to the ICMA requesting that Weeks receive a public censure and be stripped of his credentialed manager designation.

That letter is attached to this release.

The American Association of Municipal Executives is a newly formed professional organization that advocates on behalf of city managers and other public sector executives. It was founded by Joe Turner and other public sector leaders. Turner is also the host of the City Manager Unfiltered podcast – widely regarded as the most influential local government podcast in the nation.



February 22, 2025

SENT VIA EMAIL

Camilla Posthill Conners
Ethics Senior Program Manager
International City/County Management Association

RE: Formal Ethics Complaint & Investigation Request

Dear Ms. Posthill Conners:

Please accept this letter as a formal complaint and request that you initiate an investigation into the conduct of Jason B. Weeks.

Weeks represents himself as a member of the ICMA with a credentialed manager designation on his LinkedIn page. He is also a member of the Texas City Management Association.

He previously served as the city manager for Navasota and now serves as the city manager for Mineral Wells, both located in Texas.

VIOLATION: Tenet 3 – Professional Respect

On or about February 19, 2025, Weeks published comments in a private Facebook group called “Pecan Lakes Estates Neighbors.” These comments denigrated Theogene “Theo” Melancon.

Melancon currently serves as the city manager of Dickinson, Texas, but has been declared the sole finalist for Navasota and entered into contract negotiations.

Weeks suggested that Melancon is a “bad candidate.” He also criticized the recruitment firm that conducted the search and thus denigrated Melancon by association. Although Weeks states that he has “never dealt” with Clear Career Professionals, he suggested that they are inferior or substandard because they charge low rates for their services.

“You get what you pay for” he states, suggesting that Melancon is less than qualified to be his successor in Navasota.

I have attached screenshots of Weeks’ public comments in the private Facebook group.

The text of Tenet 3 of the ICMA Code of Ethics reads as follows:

Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public.

One of the guidelines for Tenet 3 states:

Professional Respect. Members seeking a position should show professional respect for persons formerly holding the position, successors holding the position, or for others who might be applying for the same position. Professional respect does not preclude honest differences of opinion; it does preclude attacking a person's motives or integrity.

It is my belief that these comments are prima facie evidence that Tenet 3 of the ICMA Code of Ethics was violated by Weeks.

I will further add that multiple individuals have informed me of Weeks' penchant for denigrating other managers in Texas, including his predecessor in Navasota. If you seek to vigorously investigate this matter, I may be able to point you in the direction of sources I do not wish to name in this document.

It is my belief that Weeks' conduct merits a public censure and loss of his credentialed manager designation.

If you have any questions, you may call me at (316) 880-9886 or email me at: joe@aame.org.

Sincerely,

Joe Turner
Chief Executive Officer
American Association of Municipal Executives

Enclosures



Jason

Weeks  Top contributor

Kathy Walker yes the city paid the search firm. This is an example of you get what you pay for. They were the cheapest. Hiring the city manager is one of the most important jobs of a council, and going out cheap shouldn't be considered. I provided them with 3 written quotes. Two of them were way more qualified. However, they wanted cheap and wanted a firm that I never dealt with. Applications were submitted and the search firm narrowed down to 5 finalist...not council. Staff had little input and unlike when I was hired, the public wasn't involved at all in reviewing candidates. My understanding is that 2 withdrew and only 3 were interviewed yesterday.

Kathy's post



I've had many interviews and been a finalist at several cities. The process is a little different in each city, but generally council is much more involved in the process. And if they didn't like the 3 they interviewed, they could've started over.

1h Like Reply



Kathy Walker  Author

Jason Weeks wow, sure hate that you are leaving!

58m Like Reply

1 



Jason Weeks  Top contributor

Council was warned about him. Staff did their own research and was aware of him being a bad candidate. My understanding is that staff even let council know how they felt about him.

1h **Like** **Reply**