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Public Testimony

#1

I voted for a city manager position so the city could be run by qualified personnel. Appointing Mr. Hanks with a 3 year contract with severance penalties is an insult to me and the other voters that approved the city manager position. Why will you not search for the most qualified person to be city manager as any other well run city would do?

Please, vote no on a 3-year contract for Adam Hanks.
Edward B. Goldman

#2

Vote no on a 3-year contract for Adam Hanks
Paul West

#3

Vote no on a 3-year contract for Adam Hanks. Follow the will of the people and initiate a bona fide search process for the right person.

Jerry Solomon
Ashland Electric Bikes

#4

There should be a search for the best candidate, not just a knee jerk appointing of “one of our own.” This reminds me of what’s going on at the Federal level with cronies being put everywhere no matter whether they are the best person for the job or not.
Rick Bleiweiss

#5

Hi,
If it is true that you are offering Adam Hanks a 3-year contract with a 2-year severance clause for early termination, then you have got to be kidding!

Please do a real search for a real and qualified City Manager.

Best,
David Young

#6

Please vote no. This is a bad idea!
Cheryl Goldman

#7

This is to urge that the City Council vote NO on the proposal to elect Adam Hanks as the new City Manager, and give him a 3 year contract. This is not what we voted for. We want a new, properly vetted and qualified City Manager in this position. You must respect the citizens of Ashland and honor their choices. Do the job you were elected to do.

Judie Jory

#8

I am writing to voice my objection and for a NO Vote to the hiring of Adam Hanks on a three year contract. I do not believe a yes vote is in the best interest of the City of Ashland.

Sincerely,
Gary A. Einhorn

#9

This is not the time to establish a 3 year contract with two year buy out. I urge the council to vote no on the proposed 3-year contract for Adam Hanks.

- This will not allow for the executive search, vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing which
- voters demanded in May
- It sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs..
- This nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Nancy Noyce

#10

I request that you vote no on a 3-year contract for Hanks. We deserve on applicant review.

Thank you
Karen Bates
Owner of Sew Creative

#11

Dear Councilors,

I have been informed (I hope accurately) that you plan on appointing Adam Hanks to the important position of City Administrator, or more crucially, City Manager. If so, I suggest that you put the brakes on this proposal. I neither know Mr. Hanks nor any basis to object to Adam Hanks *per se*, but I do object to the process that is apparently the mechanism for your appointing someone to such critical position(s). I was a City Councilor in a large California city, and in working with my city's City Manager, I know first-hand how crucial it is to consider a number of candidates for the position, in order to make the best possible decision. As far as I can tell, no effort has been made to solicit such potential, qualified candidates for the position. How do you know whether or not Mr. Hanks is the best person we can get? For projects, the City solicits bids from a number of companies "out there." Shouldn't you do the same with this decision?

Ron Hulteen

#12

The proposed city manager contract with the two year severance is not fiduciaries responsible and denies the city's finding the best qualified candidate through a search process.

Hire a manager on a temporary contract and invite him or her to apply for the job too.

Ashland deserves smart, prudent management. That includes a search process that finds the best candidate possible without giving away the store.

Jim Flint

#13

Council,

I agree with Jim Bachman regarding the appointment of Adam Hanks for city administrator and then manager for the reasons Jim posts in his testimony: " I wholeheartedly support the Mayor's appointment of Adam Hanks to serve as the city's Administrator through December 31 and then Manager beginning January 1, 2021. No one is more prepared to lead the city through the current COVID-19 induced financial crisis. He has unparalleled institutional knowledge after 28 years working his way through assignments of ever-increasing scope and responsibility, including more than one term as Interim City Administrator.

My perspective from serving through one budget cycle on the Citizen's Budget Committee boils down to one simple statement regarding this appointment---we need calm, incremental change to bring Ashland's financial structure into alignment with external realities. Not knowing how the election will shake out this November, I think Adam is the best person at the helm to guide us through the next budget process.

I urge you to approve the Mayor's appointment."

In addition, I would like to add that the position of Financial Administrator/Officer should be fast-tracked for approval in order to meet with the financial challenges that have occurred with CoVid19 and the new biennium fast approaching.

Linda Peterson Adams

#14

It is simply outrageous that this Ashland City Council will not search for a new city administrator and put the existing one in the search quotient. Plus, a **24 month severance payment** if Mr. Hanks is let go before the end of the 3 year period is beyond the pale—I, for one with many others, will support raising money to sue the City and Council for this breach of a fiduciary relationship, given the City Charter amendment. Plus, you are resigning, Mayor, at the end of this term.

Dennis Powers
Ashland, Oregon

#15

You, members of our ashland city council, are going against the will of us voters if you prematurely give a large contract to Mr Hanks while you are supposed to be looking outside our city for the most qualified candidate and, most importantly, not politically aligned with the current mayor.

This would nullify the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Also, i feel the 3-year approval of Mr Hanks would be the most cynical and blatant act yet by our mayor to ignore the will and voice of the people of Ashland.

Therefore, I URGE YOU TO VOTE NO ON A 3-YEAR CONTRACT FOR MR ADAM HANKS.

sincerely, a concerned citizen,
james lonergan

#16

To Ashland Councilors and the public,

I strongly urge a NO vote on the proposed 3 yr contract for Adam Hanks.

Our city deserves a professional in the new managerial administrative position that is NEW BLOOD that will look hard at city expenditures and budgets and make the difficult decisions that are necessary, without deference to previous boondoggles.

To approve the proposed 3 yr contract would only continue the existing style of management.

It is time for change!

Thank you,
Donald J. Johnson O.D.

#17

Vote no on a 3-year contract for Adam Hanks
~Melissa Jensen

#18

PLEASE! We, the citizens of Ashland, need the opportunity to make new changes in the Ashland City government. Let the newly elected City Council consider who fills the City Management position. Vote 'no' at this time on a 3-year contract for Adam Hanks. This is nothing against Adam. He may be the best choice, but let the new City Council vet and choose.

Sincerely,
Susan R. Vaughn

#19

Dear Ashland City Council:

When my wife and I voted for a strong mayor form of city government in May, we assumed that you, and the current mayor, would honor the will of the voters by conducting a good faith nationwide search for a highly qualified professional to fill the position of City Manager. We did NOT think that you would arbitrarily appoint Mr. Hanks, or any other current City of Ashland employee, to the position—especially an appointment that includes a sweetheart 24 month severance package! This is an act of bad faith to the voters and the Ashland community—and is just plain tacky!

So I recommend the following:

1. Establish a search committee to develop a job description and qualifications (if this has not already been done) for the position and then conduct a nationwide search for City Manager. Members of the search committee could include the current HR director, the mayor, a few members of the council, public members from the Ashland community, and other members as deemed appropriate.
2. The position should be a one-year “at will” professional contractual position, renewed annually based on performance, with no guaranteed severance clause.
3. If Mr. Hanks wishes to apply for the position, he should be allowed to do so. His qualifications can then be evaluated in comparison to those of the outside candidates. May the best man or woman win...

I do have professional administrative experience in the area of human resources, and 30 years of professional experience in higher education, so I am well aware of what constitutes a fair employment process. In my view, what has been proposed by the mayor for Mr. Hanks does not appear to meet that criteria.

I hope you will do the right thing!

Sincerely,

Chick Francis
Ashland, Oregon

#20

Vote no on 3 yr. contract for Adam Hank. Ann Wilson

#21

Vote no on a 3-year contract for Adam Hanks. – Unknown

#22

There needs to be a process to define and then search for the BEST candidate for Ashland City Manager. Mr Hanks may well be the best candidate but we will never know without talking to other candidates.

And locking us into a 3 year deal with him seems like a complete handcuffing of the mayor and council that will be the ones who have to work with the new city manager.

Bob Palermini

#23

Nothing against Adam, but this is not the time for the council to be entering into such a contract.

When I voted this spring in favor of changing to a City Manager form of government, I expected that the process would be to change the city charter to redefine the form of city government, then write a job description for the City Manager position, conduct a search for candidates, and finally offer a contract to the best candidate.

I'm concerned that offering this contract to Adam Hanks now is putting the cart before the horse to lock in a very beneficial contract for an existing employee and possibly also trying to establish that there is little to challenge the status quo in the City of Ashland.

This is not thoughtful or transparent and is not doing what is best for the City of Ashland.

Tracy Palermini

#24

Please don't saddle citizens with this contract based on questionable, politicized legal 'advice.' Given the results of the vote for city manager in May, I believe it most likely will be challenged which will put the city at risk. It certainly seems this is not in the citizens' collective best interest.

Following is an email I sent earlier to each councilor and the mayor regarding this type of legal advice:

'When you consider cuts to the budget, you should look at the 'elephant in the room.' Please consider contracting out legal to a firm that is versed in employment law, procurement law, and contract law. It is my belief that when you politicize legal advice, it won't stand up to challenges and it puts the city at risk. Ashland is not an entity upon itself, it is not an island. It needs to follow laws and rules and not make excuses as to why it didn't. My thoughts.'

I come from a place of first hand knowledge. Christine Dodson

#25

This message is a very serious message to our leaders of the Ashland city government. I want to talk to you about Adam Hanks our city administrator. I have gotten to know him during this horrible time of virus and downturn in our economy. I saw him rise to the problems that have been put into all your laps. Adam has taken the problems you all have inherited and, in my opinion, he has been invaluable in how he has worked very hard while using his common sense and logic in handling what needed to be accomplished in order to help you all carry out your very hard job to manage the city and work with all the extreme factors that make up our city. In other words, a very good juggling act by all of you including Adam.

I am now worried about what I have been told and read in various articles, e-mails and letters to the press relating to what the intention is from a group of what seems to be some very dissatisfied citizens that are looking for someone to blame for the city's emergency situation.

I have read that the council should go outside and hire a company to help find a new city administrator. They want to go through the process of meetings with contenders that might want the job of city administrator. Perhaps that might be something to do during normal times, but not in times when we are going through something I do not believe Ashland has ever experienced in modern times. This might be proper if we had a vacated position or a city administrator that is not doing a good job. We are not in that situation. Adam has proven himself in these extreme conditions. He is doing his job. We could not have made a success of the summer celebration now just getting under way without his help. This celebration is not only helping save the business community, but is bringing in more food and lodging tax money that is very much needed by the city. If you go into a search, it will take needed time from dealing with the running of the city under these dire circumstances and budget problems facing the city. Adam is doing his job; he understands his job and does not need time a city manager would need to be able to get his or her head into what is really needed and the quirky make up of our very diverse citizens of Ashland. A new city manager will need time to establish his or her knowledge of the needs of the city and the councilors and the mayor running the city, not to mention the various departments of the city and the non city entities that the city administrator needs to work with to get things to happen.

I guess you have guessed why I am sending this e-mail to all of you. I am not sure what will happen when new city counselors and a new mayor take their positions after this next election. To make this short and simple...In Adam you know what you are getting and I feel there is a need to secure his contract before the coming election. We cannot afford the money to find a new city administrator. We cannot afford losing a city administrator who loves his job and his city, and he is young enough and has the strength to help carry us through this horrible time. Please do not make a change on an unknown new city administrator when you already have someone of integrity, knowledge of the city, and who is very motivated to help make things easier for a city government that needs him.

I have been around for a long time. I have had a very successful business career and have supervised in my 65 years in business many employees, managers, etc., all of which have had a very big part in my success around the world and in Ashland.

Adam is someone I would have hired as one of my key administrators if I had met him many years ago. I came to Ashland in 1980. I believe I understand the workings of the city.

I would very much like you to think about keeping Adam in his job as city administrator by concluding his contract before the election. Thanks for hearing me out.

**Allan Sandler
Ashland Resident**

#26

I am not in favor of your appointing Adam Hanks as City Administrator or City Manager. This was not the intent, and is not in the spirit of our citizen's overwhelming vote to hire a qualified City Manager. I am also not in favor of the provision for a 24 month severance payment. In my 60 years in private business I have not seen such a perquisite, and am not convinced that it is justifiable simply because another jurisdiction might do so. I urge you to vote no on the proposed 3-year contract for Adam Hanks.

~Peter Brunner

#27

I would like to vote NO for the 3 year contract for Adam Hanks. You must do the honorable thing here. The citizens of Ashland voted to support a search and vetting process for a new City Manager. You must honor their vote!

Jean Toohey

Instead of elevating a long time city employee you can control--go out and find a real city manager like we voted for you to do.

Sincerely,

Peter Schultz

#28

Council members. Strongly request a "No" vote on the appointment of Mr. Hanks as City Administrator. There should be a "full" search effort to find the right person to fill this vital position. Robert Q. Serrett

#29

Attn Council and Mayor,

I urge you in the strongest possible terms to vote **NO** on a 3-year contract for Adam Hanks.

Sincerely,

Susanne Severeid

Ashland resident

#30

Here's what I posted online:

"If you want to be politically active, do it in our Ashland. I may misunderstand.... but I believe that this proposal is a way for the current City Administration to make their legacy remain even after the new Mayor and 3 City Councilors are elected to start Jan 2021. We voted to change City Administrator to City Manager this last election, effective Jan 2021. Let the Mayor and City Councilors in power then address that. This next weeks' decision will lock in now how it will be then. This is wrong."

<https://mailchi.mp/f1efe5caa7ac/testing-the-new-logo-pic-9343188?e=a5ac881969&fbclid=IwAR2ioRQitXEMgL0k4nm4jYW8oifJERn4WDD6FQB8sfWsoLBq08BFdz-78bU>

Adam is a good guy..... it's not about him personally. He should be treated well..... and.... 6 months severance is sufficient... and... from what I've heard... typical.

Why did that change ? Maybe retaliatory (as in the link) is the right word, but I hope not.

Vote no on a 3-year contract for Adam Hanks. Please vote NO.

Respectfully submitted,
... Rick Sparks

#31

To whom it may concern,

I strongly oppose the three year contract being considered for Adam Hanks as City Administrator or City Manager. I am particularly against the 24-month severance payment, among other factors.

Thank you,
Kelly Conlon

#32

I strongly oppose short circuiting normal search processes for city administrator and hiring Adam Hanks for the position with a three-year contract and a two-year severance provision (six month severance, maybe; two years - outrageous).

This smacks of political payback against the citizens of Ashland and their yet-to-be-elected new mayor and city council, tying their hands for three years (or more) because of the rancor of the outgoing mayor and some members of the outgoing council. Far better to keep Adam Hanks as interim city administrator and let the newly elected mayor and council perform a deliberate search for highly qualified candidates. As part of that process, Adam can certainly throw his hat into the ring and compete for the job in his qualifications and merits.

Keith Baldwin

#33

I have serious reservations about the move to appoint Adam Hanks as Ashland 's city administrator/manager. I urge the council to avoid this move.

The recent vote to transform our city from an administrator to a manager is significant and deserves a careful development of criteria and judicious review of applicants. Appointing Adam Hanks for a 3-year position with a significant severance package does not seem prudent in this COVID time, and gives the appearance of short-changing this important and far-reaching change we voted on.

Respectfully,
John Engelhardt

#34

Vote NO on a 3 year contract for Adam Hanks. Thanx.

Susan Bettinger

#35

It would be an unconscionable breach of fiduciary duty for the outgoing Mayor and Council to choose a new administrator from their coterie of accomplices in the economic demise of our fair town. And a two-year severance package would be twice the normal, and in these parlous times, even more beyond the pale.

It would be enough to bring this retired litigator back to court, believe me!

Dennis Kendig

#36

I understand that the council will be discussing the appointment of Adam Hanks as either the City Administrator or City Manager with a three year contract at the July 21 meeting. This action goes against the will of the voting public that voted 2 to 1 for a City Manager/Council form of government. With the upcoming change in council members and mayor, it seems unfair to saddle the new council and Mayor a choice made by departing members. Let the new council and Mayor make the decision. They may choose to select Mr. Hanks, but the decision should be theirs.

I understand the proposed contract for Mr. Hanks contains a 24 month severance payment if Mr. Hanks is let go before the end of that 3 year period. That is a highly irresponsible plan in this time of budget tightening. I won't speculate as to motive for this proposed contract, but it does not seem in the best interests of the City.

Please serve the voters of this community by honoring their vote. Thank you.

Elizabeth Fairchild
Ashland

#37

Council:

Ashland voters made their expectations very clear in May. Please vote NO for a three year contract for Adam Hanks. The result violates our elected officials's fiduciary obligation to be fiscally responsible.

Thanks you,
Patricia Sempowich

#38

Vote no on a 3-year contract for
Adam Hanks.

Karen Selby

#39

Vote no on a 3 year contract for Adam Hanks.
~Harry David

#40

The proposed contract for Adam Hanks is poorly considered. Ashland cannot afford the potential expenses that would come with ending this three year contract early. Ashland deserves a thorough, competent search for a City Manager. The council cannot know if Mr. Hanks is the person best suited to the demands of the City Manager position until additional candidates have been interviewed, vetted and considered.

City Manager is a new position, new arrangement for Ashland. Wouldn't it be better to have someone with City Manager experience? Ashland deserves the best possible, most highly skilled person for our new form of government.

Offering Adam Hanks a three year contract without giving the search the due diligence it warrants is unwise and irresponsible. Don't waste our dwindling funds. Don't sell us short.

Vote no on a 3-year contract for Adam Hanks.

Thank you.

Sincerely,
J A Ellis

#41

Adam Hanks is absolutely not qualified to be City Manager. I know Mayor Stromberg likes him, but the city need a professionally trained City Manager. And giving Hanks a three year contract without doing a search for the most qualified candidate, with a two year severance package is completely irresponsible. Please, vote NO on this appointment. Hanks is absolutely not the best person for the job. I voted to improve our city government, not perpetuate the status quo. Please don't nullify my vote.

Thank you for considering my input.

Jan Jacobs, PsyD, BCC
Leadership and Career Development Coach

#42

Dear Council Members,
Please vote NO on a 3-year contract for Adam Hanks.

If the Council votes to approve Mr. Hanks appointment on Tuesday, the result is irreversible and violates our elected official's fiduciary obligation to be fiscally responsible. The consequences of this action are that:

- It won't allow for the executive search, vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing.
- It sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs..
- It nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Thank you for your urgent attention to this matter.
Ann Kalish
Ashland, OR

#43

It is appalling that the mayor and council refuse to listen to the results of the recent votes of the Ashland citizens! We want a city manager from outside of the "status quo"....a change to Ashland politics needs to be made!

Brian and Mary Gorham

#44

Vote no on a 3-year contract for Adam Hanks. Keep him as a month-to-month interim manager until the new, frugal city manager is hired by the new council.
Maryann Short

#45

Vote no on a 3-year contract for Adam Hanks!
I voted in favor of creating a City Manager/Council form of government, and I expect the council to move forward in implementing that in a responsible and transparent way, not put in a quick fix solution that won't challenge the status quo. It seems that the appropriate process should be to change the city charter to redefine the form of city government, then **write a job description for the City Manager position, conduct a search for candidates, and finally offer a contract to the best candidate.** I'm concerned that this action is putting the cart before the horse to lock in a very beneficial contract for an existing employee rather than doing what is best for the City of Ashland.
Gladys P Sanson

#46

Vote no on a 3-year contract for Adam Hanks
~Barry Harris

#47

Mayor and Council,

Nothing against Adam, but truly, what the hell are you thinking, John, to propose to appoint a City Administrator in the waning days of your service? What possible logic is there for you to contractually encumber the city not only for three years, but with two years severance pay as well?

Why can't Adam continue to serve in his interim capacity until a new council is in place? He can then apply for the City Manager position should he wish, and the next Council and Mayor can make the decision about who is best suited to lead Ashland into the future. This should not be your decision and it is simply absurd that you would insert yourself into it.

Shame on you. And shame on any member of Council that votes to support this charade of democracy. I have NEVER been so disappointed in my local government.

It seems to me that any Councilor not already facing re-election in November that votes to approve this un-democratic, unnecessary, action, might be a legitimate subject for a recall campaign. Consider that a warning or threat as you wish.

George Kramer

#48

Ashland City Council,

The appointment of and the contract for Adam Hanks is inappropriate at this time. We need a national search for a city manager whose selection must be decided by the new council. Moreover the two year severance package is just out of line with the norms of employment. It also saddles the council with additional costs at a time when the city can't afford it.

Do the right thing, remove this item from the council's agenda.

Dr. Carol Voisin
Ashland

#49

Council members and Mayor,

It is in Ashland people's best interest to vote no on a 3-year contract for Adam Hanks as City Administrator or City Manager.

Mr. Hanks has never gone through a competitive executive search, vetting and hiring process with the City. He has not been proven as the most qualified and best person for the position. How can making his interim position permanent be in the best interests of Ashland? In this time of economic crisis for the City AND its people, we need the best qualified, independent-minded individual to assess the City organization and make necessary changes to ensure its sustainability and efficiency.

The proposed 3-year contract that contains a 24-month severance payment not only will make it economically infeasible for the new mayor and city council to hold Mr. Hanks accountable, it continues the City's overspending for high-level staff. Severance payments are normally to offset the risks that new managers take on when leaving their current successful jobs and move to a new location. Mr. Hanks is already an Ashland employee and does not take on these risks. As such it makes no sense except that the current mayor and city council may be trying to maintain the status quo and lessen the hiring options of the new mayor and city council in 2021.

One has to question why this appointment is even being proposed. What is the rush? If it is believed that Mr. Hanks is qualified for a permanent position, why can't he hold it as an interim position while a thorough search and vetting process is performed; and then let the new mayor and city council make the final hiring decision in January 2021? Why wouldn't we want the best qualified person? ... and an individual approved by the newly elected officials for a strong team going forward?

This proposal seems to be a politically motivated act to combat the will of the people of Ashland as voiced by their recent vote for change.

I ask you not to make this mistake and vote no on a 3-year contract for Adam Hanks.

Sue Wilson

#50

I am asking you to vote NO on a three year contract for Adam Hanks Thank You Sheila Filan

I strongly oppose giving Adam Hanks a 3 year contract . Let the new mayor and council decide.

Sincerely, Brad Woodring

#51

Please vote no on a three-year contract for Hanks.

Pamela Dehnke,
Author

The Diary of an Extraordinarily Ordinary Woman is scheduled for release mid 2020

#52

I just emailed the Council and Mayor on this subject and you may read that email and include all points I made there as well.

Vote NO on a 3 year contract and huge 2 year severance package, that seems very unusual, for Adam Hanks. Ashland voters resoundingly voted to change the City Charter and the role of the Mayor and to switch to a City Manager. We want that process to happen in a transparent, professional manner and to have a thorough search for a new City Manager. Barbara Christianson had a letter to the editor in the Tidings in the last week or so; I support what she recommended. However whether we follow her advice the most important thing is the process is open, unfettered, professional, and ethical. We need an experienced, credentialed and educated, new City Manager who can step into this complex situation and function well. I believe we need someone from the outside who can be strong and focused on the big course correction that will be needed. This seems to be a total sabotage of what the voters approved. Vote NO on Tuesday.

The new Manager should have full abilities to come in and do their job. that may mean personnel changes. No staff member should have some engineered protected status that will limit that new person. The taxpayers in Ashland should not be saddled with a 3 year contract and huge severance package. It smacks of a dirty backroom deal.

Of course Adam Hanks should refuse this of his own accord, but the Council and Mayor need to drop it too. We see what the manipulation of "regular order" has done at the federal level. We do not need that here. Mr Hanks has worked hard in the City and can apply for the job if he wishes to. That is not the point: it is the power play, the stacking of the deck, and the manipulation that is coming across that is totally offensive.

Vote NO to this contract and honor what democracy is supposed to live up to. Let the new team take over and tackle the challenges ahead. That is what Ashlanders from many points of view just voted for.

~Gwen Davies

#53

Please show we citizens a a job description! Also ,please vote no on a three year contract for Adam Hanks at this time ! Respectfully ,Nancy K Boyer

#54

Vote No on three year contract for Adam Hanks
~Jean Conger

#55

For the record, I do not think a 3-year contract should be offered to Adam Hanks.
John W. Barton

#56

Council Members,

My wife and I strongly urge you to vote NO on Mayor Stromberg's contract to appoint a City Administrator. The citizens of Ashland voted to change to a City Manager effective January 2021. The Mayor is proposing a contract for 3 years for an obsoleted position and also includes a 24 month severance clause! IS THIS REAL!! I have nothing against Mr. Hanks. He may very well be the best qualified candidate but you don't just appoint him without going through the search process when the community has voted to make a change. The Mayor and City Council should be identifying those qualities that Ashland needs in a City Manager.

Is our government in Ashland as broken as it is at the national level? It will be a sad day if the council approves this contract. Your approval of this appointment nullifies the election results of the citizens of Ashland.

Respectfully,
Larry & Karen Smith

#57

I am opposed to the rapid appointment of Adam Hanks, with many strings attached if he does not work out and without there having been a comprehensive search for a candidate to fill the City of Ashland Manager position.

Donna Cook

#58

Please vote no on a 3-year contract for Adam Hanks. This is not what voters voted for when they voted to change the structure of our city government. We need to do a thorough search for the very best candidate for the job.

Mary Ehlers

#59

Full Name: **Daniel Bowman**

Subject: **July 20 & 21 City Administrator contract**

Message: **I am shocked to learn that the Mayor and council are considering offering Mr. Hanks a multi-year contract with severance clause. This is obviously a parthian shot, loosed in response to the recent failure of the bond issue, and is a disgusting abuse of power and pettiness. The Mayor and council have underestimated the anger and frustration in Ashland and seem to believe they can continue to act with impunity. Ashland will tolerate such actions no more.**

#60

There is no reason to offer a present employee a 3 year severance package. If you give him the job you are promoting him. If he has a severance package it could be kept. If he doesn't have why on earth give one especially a 3 year package? It is clearly an attempt to undo the voters choice by making it too costly to affect the change for years.

Anyone voting for this action would be callously ignoring the wishes of Ashlanders.

John Jory, resident for over 17 years who is usually silent but now is outraged by this proposal

#61

I am writing to express my opposition to locking the city into a 3 year contract for the new City Administrator at this time. Mr. Hanks currently holds an interim position and this should continue until a full search and recruitment process can take place to fill this critical position.

Offering anyone a 3 year contract, with a 2 year severance clause, before a search has even started is a dis-service to the City of Ashland. Please keep this position open so that a full search can identify multiple qualified candidates and someone selected who will be a strong administrator that can work with the mayor and city council for years to come.

Thank you,

--

Chris Davis

#62

Dear City Councilors,

Please do not agree to the proposed contract for Adam Hanks to serve as city administrator and manager for three years.

That action would violate both the spirit and intent of the charter amendment that voters overwhelmingly approved in May.

The citizens of Ashland need and deserve the best city manager possible.

If Mr. Hanks wants the position of city manager, he has the option to apply and be evaluated along with other applicants.

But he should go through the process, not sneak through the back door.

This contract, if approved, would not allow the city to bring in any new blood, and would not ensure that our new city manager will have the best skills, qualifications and experience for the job.

Perhaps Mr. Hanks is an satisfactory temporary "administrator" but this does not ensure he would be a good city manager.

And furthermore, three years is far too long to tie up the city manager position.

I hope you will agree that the city council's responsibility is to ensure that we have a fair hiring process and one that results in the best candidate being hired to serve the people of Ashland -- not someone appointed through cronyism or favoritism?

Please urge our city administration to move ahead with finalizing a new job description and begin the recruiting process to hire the most qualified person to the position.

To proceed otherwise is a slap in the face to Ashland voters.

Sincerely,

Suzanne K Frey

#63

Dear Council Members,

I am an Ashland resident and am requesting/insisting that you do not move forward on this 3 year contract.

I voted in favor of creating a City Manager/Council form of government, and I expect the council to move forward in implementing that in a responsible and transparent way, not put in a quick fix solution that won't challenge the status quo.

lark stratton

Vote no on a 3-year contract for Adam Hanks

~Dianne Keller

#64

This is a blatant attempt by a lame-duck administration to subvert the will of the citizens of Ashland who soundly rejected their attempt to impose more taxes via an outrageous bond issue. The voters have already rejected the current administration through that vote and by voting to change the structure of city government. We deserve to choose a new administration that will have the ability to carry out the voters' wishes regarding city government and not have the current lame-duck administration force its will, and thereby its retribution, on the future of Ashland. In addition, our current budget deficit does not support what is being offered in this proposal.

Vote no on a 3year contract for Adam Hanks
~Darrell Cavan

#65

Dear Mayor and Council Members,

I'm writing to speak to the council as well as to have my thoughts and opinions and directives to the ELECTED officials of my town heard and entered into public record.

While I have nothing specifically bad to say about Adam Hanks, or the job he has done while filling in as interim or Acting City Admin, I am not at all in agreement with just ushering him into the position with such a cushy contract and a severance clause that could potentially have the city paying someone for a job 2 years after they've left it. I can't even understand why that would be a clause at all. And it seems especially tone deaf and cruelly ironic for the many, many people who live in our town and create its desirable character, who are losing jobs and businesses due to poor planning and lackluster response to the covid-19 pandemic.

But more importantly, the citizens voted on this type of management of the city, and this would rob the citizens of the ability to hold council responsible for robust and transparent search, vetting and hiring negotiations for finding the appropriate person to fill this position.

Further, I'm getting pretty tired of city council meetings seeming less and less like the actual forum for listening to citizens and taking direction from them, and more and more like carefully crafted commercials for decisions already made before the meeting happens.

It is not for the council to retaliate against citizens with ideas that differ greatly from sitting council members or the mayor. The council is to act at the direction of the people. I'm not seeing a lot of that happening, and our city is struggling financially. We need better representation and better thinking on the actual financial realities facing the people and businesses of our city due to covid-19. If this contract gets ramrodded through, in a decision that cannot be countered, appealed or reversed, we're putting Ashland in further peril financially.

Sincerely,
Marian Spadone
Ashland Oregon resident.

#66

To the Mayor and City Council,

I encourage you to not vote to sign a contract with Mr. Adam Hanks at this time and to open up the process of hiring a new City Manager/Administrator. As a business owner in Ashland for over forty years hiring literally hundreds of employees and as a past City Councilor of Ashland I know how difficult it is to hire the best people but I also know how it is important to do so. In my opinion it would be foolish to rush to hire such an important employee without taking the time to use a thoughtful process.

I would suggest that if you feel that we must have a new manager right away that you hire a retired manager for a short term as SOU did when they hired Roy Sago. Dr. Sago came in a time of turmoil at SOU, helped right the ship and left on excellent terms. As an alternative you could offer Mr. Hanks a short-term contract for continued service and ask him to apply using the open process. If Mr. Hanks decides to go to another opportunity then I would suggest he was not right for the job in the first place.

It is said that 'better the devil you know than the devil you don't', but in this case I believe 'haste makes waste' is more relevant. How sure are you of this candidate who has never been a city manager that you are willing to risk two years of severance pay for less than three years of service? This job is too important for Ashland now and in the future not to use a thoughtful process.

Thank you,

Greg Williams

#67

Dear Council:

The Council should not approve a 3-year contract with a 24 month severance package for the temporary Acting City Administrator, Adam Hanks? I know that the Mayor appointed him after Kelly Madding resigned as City Administrator after the May election, when the voters overwhelmingly approved a professional City Manager/Council form of government. The Mayor, who will not be seeking re-election, should not be part of the selection process for the position. He should step aside and recuse himself. The Council should make this clear to him by a no vote.

I am wondering where is the due diligence in making such an important hire? Has a search committee been formed? Is there a position description? Have you posted the position? Have you conducted interviews of potential candidates? Have you requested the voters input and kept them apprised of the process? Have you considered asking for input from the talent pool of executives and professionals in the Ashland community in this undertaking?

I urge you to VOTE NO on the appointment of Adam Hanks.

Sincerely,

H. Michael Bowman

#68

Dear City Councilors,

No matter how anyone feels about Adam Hank's qualifications for the city manager position, it would be a major violation of our trust in you to allow any interim employee a guaranteed 3 yr salary or a 2yr severance, for a position which we were expecting to be able to **vote freely** on in November, **unencumbered** with a financial threat to our city. It's plain wrong, corrupt, and unbecoming of our local city government. I'm appalled at the Mayor's betrayal of his position as he's leaving office.

Our city council needs to focus on advertising and vetting the best possible candidate for the critical position of City Manager. That was the assumption of the public when we voted for this new form of governance. To do otherwise is a farce. Your decision will impact our votes for councilor and mayoral positions in November.

Respectfully,
Colleen Gibbs

#69

Please vote no on a 3 year contract for Adam Hanks. We need to wait until the search is completed to find a qualified candidate with new ideas to take Ashland forward. If he rises to the top, that is fine, but please make this a competitive search. It would also be better to wait until after the election of a new mayor and council to make this change.

Thank you,
Chris Eberhard

#70

Dear Ashland City Council and Mayor Stromberg,

It has come to my attention that you are considering appointing Adam Hanks as City Administrator. This appears to be a last-minute end run to subvert the will of Ashland voters, and is not consistent with democratic principles, the same principles which have been so commonly touted by the Mayor.

I am strongly opposed to this move, and urge you to wait until the requirement for the City Administrator is in effect next year, when you can make a proper decision on this important matter.

David Savage

#71

Council Members and Mr. Mayor:

It is my understanding that you are considering a 3 year contract for acting City Administrator Adam Hanks as the new City Manager. I would strongly urge you to vote "no" on this proposal. Although i hold Mr. Hanks in high regard, I think offering him a contract would be side-stepping and disregarding the will of the people of Ashland when they approved, by vote, the new form of City government. Please go through all the steps.... writing a proper job description, advertising widely, consider using a search firm, consider all the candidates and choose the best one. If Mr. Hanks is indeed the best candidate then that will be revealed through such a process.

Right now there is serious distrust of government at all levels. Please think seriously about the will of the people in Ashland and act accordingly. Thank you.

Dan Dawson

#72

Vote No on three year contract for Adam Hanks
~Anna Baker

#73

I appreciate that you are donating your time and energy to our city BUT YOU HAVE LOST SIGHT of the goal here. To run efficiently, effectively, and WITHIN BUDGET.

VOTE NO ON A 3 YEAR CONTRACT FOR ADAM HANKS!

Donna Butchino
Registered and active voter

#74

Council Members,

Please Vote no on a 3-year contract for Adam Hanks.

When Ashland citizens voted to establish a new position as City Manager it was on the expectation that there would be an external candidate search, selecting the best possible candidate based on outside experience, a fresh point of view and a proven track record of solving for other cities the same sort of problems that we now face in Ashland including hiring, staffing, staff levels, salaries, taxes, neighborhood safety and budget shortfall.

Thanks

Dennis Toohey

#75

"If you want to be politically active, do it in our Ashland.

I may misunderstand.... but I believe that this proposal is a way for the current City Administration to make their legacy remain even after the new Mayor and 3 City Councilors are elected to start Jan 2021.

We voted to change City Administrator to City Manager this last election, effective Jan 2021. Let the Mayor and City Councilors in power then address that. This next weeks' decision will lock in now how it will be then. This is wrong."

<https://mailchi.mp/f1efe5caa7ac/testing-the-new-logo-pic-9343188?e=a5ac881969&fbclid=IwAR2ioRQitXEMgL0k4nm4jYW8oifJERn4WDD6FQB8sfWsoLBq08BFdz-78bU>

Adam is a good guy..... it's not about him personally.

He should be treated well..... and.... 6 months severance is sufficient... and... from what I've heard... typical.

Why did that change ? Maybe retaliatory (as in the link) is the right word, but I hope not.

Vote no on a 3-year contract for Adam Hanks. Please vote NO.

Respectfully submitted,

... Rick Sparks

#76

Councilors:

I want to object, in the strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.) The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance.

It is a *fundamental* public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. (Adam himself should DEMAND it.)

I understand that Adam has forged good relationships with the Council and that he has, in the Council's view, done a good job during the COVID-19 crisis. However, warm feelings, longevity and his performance during a brief period of crisis do not justify bypassing public process like this.

But this is not about Adam per se. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote no on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement.

Dave

#77

Attention City of Ashland Leaders,

I am strongly stating my disagreement at the recent decision by our current sitting Mayor of Ashland, to deny the people of Ashland an appropriate executive search, a proper vetting and hiring process for the most qualified City Manager candidate who will get the city of Ashland back on a sound financial footing. All this, even after the citizens of Ashland unanimously voted for this change to a professional City Manager/Council form of government back in May.

This is another example how Mayor Stromberg and council have no intention to listen to the citizens of Ashland when they do not align with their ideas. As a tax paying citizen of Ashland, I DESERVE to see a proper process take place when choosing our city manager, not chosen by an outgoing mayor. I want to hear from the Mayoral and City Council candidates on their vision of Ashland, not from an outgoing Mayor trying to maintain some sense of his own power on the way out of the office.

Adam Hanks should remain as acting City Administrator and let the newly elected mayor and council perform a deliberate search for a highly qualified City Manager candidate. As part of that process, Adam can certainly throw his hat into the ring and compete for the job based on his qualifications and merits. I want a proper vetting process and an excellent New City Manager hired by those serving us in January.

Furthermore, I am concerned for any conflict of interest Mr. Hanks may have by his wife and family members employed by the city. Besides that most of America's governments, corporations, and small businesses have had to cut back their payroll or let employees go in some form, Ashland has increased their salaries and now you want to short circuit any normal search processes for a City Manager by hiring Mr. Hanks, Interim City Administrator, for the City manager position with a three-year contract and a two-year severance provision. This is an outrageous move by Mayor Stromberg and I am against it
Thank you,

Meredith Page

#78

Dear Council & Mayor: Having experienced a city under a City Manager form of government, I voted for changing the current City Administrator. I find it disturbing that to my knowledge the Council has not defined the new City Manager position nor undertaken interviews with potential other candidates to find the most qualified applicants. Yet you are proceeding with the appointment of Adam Hanks for a 3 year contract which contains a 24 month severance payment if he is terminated before the end of the contract. I also find moving forward in this manner Irresponsible & not transparent. Please vote NO on the 3 Year Contract for Adam Hanks. Sincerely, Viki Ashford

#79

Dear Mayor Stromberg and Members of the City Council,

Thank you for your service and leadership to the City of Ashland, especially during these highly tumultuous times.

I applaud the Mayor's recommendation to appoint Adam Hanks as the City Administrator and hope the Council will unanimously support this action. I am attaching the letter I wrote to you on April 15, 2020 shortly after Adam was appointed. After several months of observing Adam in action, my convictions remain strong.

Adam has earned the respect and confidence of the community and of your highly competent City staff. Ashland needs stability, especially right now!

Adam has proven his competence, dedicated leadership and strong sense of community perceptiveness. His willingness to continue to lead the City in these chaotic times, knowing the further challenges is more than admirable.

Adam deserves your support and recognition of a job well done. The community, as well as City staff members, need the stability that this decision brings. Please lend your support to the Mayor's recommendation to appoint Adam Hanks as City Administrator.

Very sincerely,
Paula C. Brown, PE
Retired Public Works Director
Rear Admiral, United States Navy, retired

#80

Name: **Dianne Stone**

Subject: **City Administrator Position**

Message: **I want to object to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. It is a fundamental public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. I understand that Adam has forged good relationships with the Council and that he has, in the Council's view, done a good job during the COVID-19 crisis. However, warm feelings, longevity and his performance during a brief period of crisis do not justify bypassing public process like this. But this is not about Adam per se. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. The mayor's proposal to make interim city administrator Adam Hanks the city administrator (who will become the city manager on January 1) and to offer him a contract that provides two years salary as severance should the new Council that will be seated in January choose to go a different direction with the city manager position, just isn't justified. I implore you to vote no on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement. The new Council and new Mayor should be able to make their own choice for this position. Thank you, Dianne Stone**

#81

Vote no on a 3 year contract for Adam Hanks as that's not a vote for a "professional City / Manager as that was the vote by the majority in Ashland .

No search and no vetting of the candidate as Ashland had loved to do in the past.

Need that now more than ever.

Donald Politis

#82

Please register my request that the Ashland City Council:

Vote NO on the 3-year contract for Adam Hanks.

Shelley Austin

#83

My wife Kathy Wixon and I are vehemently against the outgoing Mayor and city council hiring Adam Hanks as the new city manager.

A two year severance package is also not appropriate.

The incoming mayor and city council need to be responsible for the selection process and the choosing of the new city manager.

Sincerely,
Abraham Genack

#84

I believe it is fiscally irresponsible to vote yes for the 3 Yr contract for Adam Hanks. So please vote NO.

Lesley Kaufman
Ashland

#85

Ashland voters voted clearly in favor of the city moving to a city manager/council government. Please honor the message sent by the voters and vote no.

Sam Mitchell

#86

Following is content of an article I recently published on-line:

Dumber than Idiotic Government Encountered at Ashland, Oregon City Hall

For those non-feeble-minded peeps living in Ashland, Oregon it is never surprising to say on a regular business when experiencing the bumbling bureaucracy at City Hall, "*What fresh hell is this?!*"

More hell is brewing as we speak. But first, a history lesson:

In 1912 American psychologist Edmund Burke Huey--in a scientific article titled *Backward and Feeble Minded Children*--devised a cognitive classification system as follows:

Moron: Mental development does not exceed that of a normal twelve-year-old child.

Imbecile: Mental development does not exceed that of a normal seven-year-old child.

Idiot: Defective mental development never exceeds that of a two-year-old toddler.

Obviously Dr. Huey never met Ashland, Oregon's City Hall. Had his research continued, he would have encountered another level further down on the intelligence scale. He may have coined the term: BuBu--as in Bumbling Bureaucrat--to describe full-grown adults with the mental capacity of a celery stalk.

A perfect example of a BuBu brew currently stewing in Ashland is the desire of the City Council to offer a lucrative and powerful City Manager position to the wrong person for the wrong reasons.

How bad is this?

Bad enough that a world-wide organization--*Incumbent Idiots International*--which assesses stupid and shady deeds done deliberately by political administrations--awarded Ashland's City Hall 2nd place in its annual competition. In a close call Ashland lost out to President Pinesol and his corrupt cabal of cronies.

What put them over the top?

1. Children kidnapped from parents and put into cages.
 2. Citizens encouraged to drink disinfectant to ward off a virus.
 3. Destruction of democracy by playing footsie with a foreign power; hampering with
 4. voting rights; sowing seeds of divisiveness and inhumanity toward fellow citizens.
- Incumbent Idiots International's* recognition of Ashland was based on the latest fresh hell transpiring in the City: The Adam Hanks Contract.

Here are the Top Ten reasons I.I.I. found the City's actions so idiotic:

1. All that money and he's not even related to Tom Hanks.
2. The other person he is related to at City Hall could generate a problematic nest of nepotism.
3. Possibly mentored by Fred Trump.
4. Verification as a professional and not a pawn should have been made --including the ability to think independently, not politically expediently.
5. Must not bestow the highest City Hall position as a consolation prize for other positions applied for but didn't receive.
6. Does not honor the overwhelming voters' preference for Bond 15/189.
7. Does not implement a badly needed change from past civic performances: to do what's right for Ashland instead of what's best for the BuBu's.

8. Does not do away with the use of BuBu's 'retaliatory clinging to power at all costs regardless of the will of the people in a desperate attempt to pump up puny lives and fragile egos' bag-o-tricks.

9. Does not prevent another apology letter (legally mandated but undoubtedly insincere in its 'I did nothing wrong' sentiment) that this hiring FUBAR could easily create.

10. The fiscally-irresponsible contract for three years with a two-year severance payment should the employment not work out.

Here's what this scenario sets up:

During the pandemic Ashland employees work from home. A person could pretend to work at home but in reality be knocking back Miller Lite's at The Red Zone. Working from home--where there is no supervision; no accountability; no transparency--could be months on end before someone finally notices, "*Hey, I don't think this guy is doing anything!*" Subsequently it could be months more for the low-level of intelligensia at City Hall to actually do something about it--if anything.

Bottom line: the new-hire guy could actually do NO work whatsoever and still earn three years worth of pay--with said paycheck being on par with Vice-President Pence's salary.

Any employment contract where an employee is paid handsomely to fail is a really stupid contract.

How long will this hellish situation continue? How long will Ashlanders be force-fed a stinky stew of BuBu bouillabaisse?

As long as voters allow it. Or until BuBu's are diminished to a puff of dust and the fresh winds of incorruptibility blow them out of City Hall.

What do you call Ashland's City Hall without Stromberg, Rosenthal, Lohman, Graham, and Jensen? A good start.

The entire BuBu culture must be cancelled--so Ashland may prosper and Ashlanders may thrive.

Many issues of my on-line newspaper *Outlandia Gazette* have been dedicated to this topic. And include the names of those we think need a one-way ticket to Dante's *Inferno*. So they can get up in the morning and ask, "*What fresh hell is this?!*")

Perhaps it would be wise for Ashland's BuBu's to consider their legacy in this town. Will they be remembered as a straight arrow? Or a crooked dagger?

If wisdom is needed to make this decision, see the title of this article above to predict their choice.

To sum up: Vote NO on a contract to Adam Hanks for City Manager.

Thank you for your time.

Sincerely,

Toni Dockter

Publisher/Editor, *Outlandia Gazette*

www.fuchsiawoman.com/blog

#87

To: Mayor Stromberg and the Ashland City Council

Re: Contract for City Manager

To say I was shocked to read that the Mayor and Council are considering offering a 3-year contract at this time to a current city employee to serve as the City Administrator or new City Manager, would be a gross understatement. What happened to a widely circulated RFP for qualified candidates and a well-considered/publically transparent vetting process?

What happened to my vote and that of 70% of the citizens of Ashland who specifically and overwhelmingly voted for the hiring of a well-qualified candidate resulting from a comprehensive search process?

Ashland is facing unbelievable financial and administrative challenges as it attempts to work through a 'new normal' that hasn't yet arrived. A new City Council will soon be elected and should most certainly be charged with this selection; just out of fairness, if nothing else. To do otherwise is to put the new counselors/council at a severe disadvantage.

I think Mr. Hanks is a talented and well-respected employee who has served, and continues to serve, Ashland well. And who has been and should continue to be ACTING City Administrator until the new City Manager can be hired. So, my opposition to this move is in no way a reflection on him.

Bottom line: I urge you to vote no on awarding a 3-year contract to Mr. Hanks at this time and in this way.

Thank you for considering my comments,

Susan P. Rust

#88

Attention City of Ashland Leaders,

I completely concur with my wife's letter that reads as follows:

I am strongly stating my disagreement at the recent decision by our current sitting Mayor of Ashland, to deny the people of Ashland an appropriate executive search, a proper vetting and hiring process for the most qualified City Manager candidate who will get the city of Ashland back on a sound financial footing. All this, even after the citizens of Ashland unanimously voted for this change to a professional City Manager/Council form of government back in May.

This is another example how Mayor Stromberg and council have no intention to listen to the citizens of Ashland when they do not align with their ideas. As a tax paying citizen of Ashland, I DESERVE to see a proper process take place when choosing our city manager, not chosen by an outgoing mayor. I want to hear from the Mayoral and City Council candidates on their vision of Ashland, not from an outgoing Mayor trying to maintain some sense of his own power on the way out of the office.

Adam Hanks should remain as acting City Administrator and let the newly elected mayor and council perform a deliberate search for a highly qualified City Manager candidate. As part of that process, Adam can certainly throw his hat into the ring and compete for the job based on his qualifications and merits. I want a proper vetting process and an excellent New City Manager hired by those serving us in January.

Furthermore, I am concerned for any conflict of interest Mr. Hanks may have by his wife and family members employed by the city. Besides that most of America's governments, corporations, and small businesses have had to cut back their payroll or let employees go in some form, Ashland has increased their salaries and now you want to short circuit any normal search processes for a City Manager by hiring Mr. Hanks, Interim City Administrator, for the City manager position with a three-year contract and a two-year severance provision. This is an outrageous move by Mayor Stromberg and I am against it.

Thank you,
Stacy Page

#89

Please vote no on 3 year contract of Adam Hanks .

Rick Schmitt

#90

Dear Mayor Stromberg and Council Members:

I was dismayed to learn that the Council will shortly discuss offering Adam Hanks appointment as City Administrator/City Manager on a 3-year contract. Such a direct appointment that foregoes a search for the most qualified individual flies in the face of the citizens' 2 to 1 vote for CHANGE, i.e. a City Manager form of city government and a professional to fill the position.

While I respect Mr. Hanks for his long, faithful service with the City of Ashland, I believe it would be difficult for him to implement the changes needed to achieve a more fiscally responsible operation. Three reasons: (1) I question whether he has had experience working within a City Manager form of civic government; (2) with his past and present close working relationships with City department heads and staff, it may well be difficult for him to make organizational and staffing changes; and (3) Mr. Hanks has had a key role in the decisions which have placed the City in its current fiscal difficulties, notwithstanding the added challenge of the coronavirus impact.

I URGE YOU TO VOTE NO ON A 3-YEAR CONTRACT FOR MR. HANKS. YOU, AND WE CITIZENS, OWE IT TO HIM, HOWEVER, TO ENCOURAGE HIM TO COMPETE FOR THE POSITION AGAINST OTHER CANDIDATES.

Sincerely yours,

Ron Bolstad
Citizen of Ashland for 38 Years
Worked closely with City Administrators for 23 years.

#91

If you votes to approve Mr. Hanks appointment on Tuesday, the result is irreversible and violates our elected official's fiduciary obligation to be fiscally responsible. The consequences of this action are that:

- It won't allow for the executive search, vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing.
- It sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs..
- It nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

My personal view is this is as a retaliatory, politically motivated act to perpetuate the status quo. If approved this would be the most cynical and blatant act yet by our mayor to ignore the will and voice of the people of Ashland.

Garrett Furuichi

I am not in favor of a possible contract for Adam Hanks. Please vote no on a 3-year contract for Adam Hanks.

Thank you, Mitch Sherman.

#92

64% of voters made clear they don't see eye-to-eye with Mayor Stromberg on the City's current management structure (along with 69% on city spending). The disconnect between what our Mayor and his friends think, and what the vast majority of our citizens demand, is vast. Yet now the City is contemplating rushing through a proposed contract for Adam Hanks that blatantly defies the will of the people.

How many of the residents of Ashland (i.e., your constituents) do you think have three year employment contracts with two year severance packages? Why should City staff positions in a town in dire financial condition be treated differently? And why *right now*? The reason is clear: *someone* wants to create a strong deterrent to hiring a professional city manager and wants to preordain Adam Hanks to fill that role. After all, why would we hire someone else if it's going to cost us two years of severance?

This is deplorable. And tone deaf, yet again. Yes, I realize that in saying so I have just subjected myself to our mayor's usual/lazy critique of the opposition as our self-appointed civility officer. If you don't want to be criticized then stop ignoring what your constituents have been screaming at you about for years - stop making fiscally bad decisions; stop prioritizing your relationships with city staff over the interests of the citizens; start making substantial budget cuts; and start looking for ways to diversify our revenue streams.

Enough is enough.

Mike Hitsky

#93

Dear Council,

I'm am writing to ask that you vote no on a 3-yr contract for Adam Hanks.

Please do the right thing and do a search for the best candidate. This is what Ashland voters have asked for...a change in leadership, not perpetuate the status quo.

Thank you.

Laurel Miller

#94

Mayor and Council,

Please do not offer Adam Hanks a three - year contract as city manager or city administrator. This is a hiring decision which must properly be made by the future professional city manager, in conjunction with mayor and council.

It is highly unethical for the current council and mayor to make this hiring decision., The electorate overwhelmingly approved moving to a professional manager/council form of government. Offering Mr. Hanks this contract would go against the will of the voters, and undercut the authority of the future manager and council to make this decision. Including the 24 month severance package sets up a huge financial liability.

I have had an ongoing concern about the City's ability to attract highly qualified candidates, given the two recent half a million dollar wrongful discharge settlements. I fear that offering this contract now would make this position even less attractive to potential candidates.

Thank you,

Debbie Mattsson

#95

I would like to ask you to vote no on a 3-year contract for Adam Hanks as City Manager. His potential 3-year contract contains a 24-month severance payment if Mr. Hanks is let go before the end of that 3-year period. If the Council votes to approve Mr. Hanks' appointment on Tuesday, July 21st, the result is irreversible and violates our elected officials' fiduciary obligation to be fiscally responsible.

Should we find ourselves needing to find another City Manager, our financial position would preclude an executive search, plus the vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing. In addition it sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs. And perhaps most importantly, it nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Sincerely,

Marianne Carroll

#96

Dear Councilors,

I am writing this evening in regards to the proposal to hire the current interim City Administrator on a three year contract as the incoming City Manager. I was on the fence about the City Manager ballot measure, but since it was passed, it must be filled using proper process by the next duly elected Council and Mayor - i.e., not necessarily all of you.

I normally would write you my own strongly worded letter about this, but I am extremely ill with limited energy. So I am copying the letter below sent to you by Dave Kanner, who expressed the problems with this proposal much more articulately than I could right now. I agree 100% with every word here, and also urge you to consider any inclination to vote "yes" very carefully. This proposal appears as if it may toe the line of legality, and definitely appears to cross the line of ethics.

"I want to object, in the strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.) The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance.

It is a *fundamental* public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. (Adam himself should DEMAND it.)

I understand that Adam has forged good relationships with the Council and that he has, in the Council's view, done a good job during the COVID-19 crisis. However, warm feelings, longevity and his performance during a brief period of crisis do not justify bypassing public process like this.

But this is not about Adam per se. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote no on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement."

Regards,

Kate Halstead

Ashland resident and voter

#97

Dear departing Mayor Stromberg and current sitting Council,

I'm speechless as we approach November elections. To propose and coordinate such a fiscally irresponsible contract for our INTERIM City Administrator is unconscionable. Quite lame duck of you John and council, to initiate this during a time of fiscal deficits and current financial challenges you and sitting councils have dug for Ashland for near 12 years.

Nothing against Adam, but truly, what the hell are you and council thinking? To propose to appoint an interim City Manager in the waning days of your service, is demonstratively destructive towards Ashland. What possible logic is there for you to contractually encumber the city, with an existing employee without the qualifications of an effective City Manager the city so dearly needs and voted for - not only for three years, but also two years severance pay if he either leaves or "doesn't work out"...and a car? I'm simply baffled at your positioning. To not stay the course reeks of collusion and ill-will towards Ashland governance. I'm confident in my reasoning why Ashland can't hold an administrator for any length of time.

Have Adam continue to serve in his interim administrator capacity until the new Mayor and Council are in sworn in. If Adam meets the qualifications, then indeed he can apply for the City Manager position. Graciously step down and give our next Council and Mayor the ability to make the decision about who is best suited to lead Ashland into the future. This should not be your decision, as I'm reminded of your historical 12-year track record. It is simply absurd that you would insert yourself into this matter at this juncture.

Shame on you John. And shame on any member of Council that votes to support this charade of democracy. I have NEVER been so disappointed in my local government.

Bill - longtime resident and taxpayer

#98

Councilors:

I want to object, in the strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.) The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance.

It is a *fundamental* public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote no on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement.

Sincerely,
Ayala Jody Zonnenschein

#99

Ashland City Councilors,

At the Tuesday, July 21, 2020 City Council meeting please vote No on the proposal to appoint Acting City Administrator Adam Hanks as City Administrator or City Manager with a 3 year Employment Agreement including a 24 month severance payment if Mr. Hanks is let go before the end of 3 year contract.

The November election will likely bring in a new mayor and city councilors, functioning under the new City Manager model approved by the voters in the May 2020 election and they should be ones to evaluate and select a new City Manager. It is entirely inappropriate for a new City Administrator or Manager to be elected by the current mayor and city council for more than 12 months and even more inappropriate for there to be such an overly generous severance package. Nor should the Employment Agreement automatically renew for successive 3 year terms, without the new city councilors and mayor being able to select the new City Manager.

The City of Ashland is under dire financial constraints because of prior ongoing expenses, compounded by the recent COVID-19 pandemic. The proposed Employment Agreement would do nothing but worsen the city's current financial position. Please remember that additional salary payments may result in greater long term PERS required contributions as may have been the case in the past. Additional PERS payments are not just for 2 years, but potentially 30 to 50 or even more years, which the citizens of the City of Ashland can ill afford.

Mr. Hanks may be interested in the City Manager position long term and if so he should be encouraged to apply for the position when it is opened to others as well.

Thank you for your consideration and please vote No on agenda item XIV 3. Mayoral Appointment of Adam Hanks as City Administrator as written.

Paul

Paul Rostykus

#100

I am writing to ask you to vote NO on a 3-year contract for Adam Hanks. Ashland voters gave a very strong signal that we favor a city manager that is chosen by and overseen by the City Council, and, with new Council members coming in after the upcoming election, it should be their responsibility, not Mayor Stromberg's or outgoing Council members', to vet candidates and choose the best person for the job. Furthermore, offering Adam Hanks a 3-year contract with a guarantee of two years of severance will make it incredibly difficult for the Council members to do what they think is truly in the best interest of Ashland residents, as their hands (and funds we rely on to pay for goods, services, and the best people to fill paid positions) will be already allocated as ensured income to Mr. Hanks. This measure deserves a resounding NO vote, one that is consistent with the wishes expressed by 70% of voters in the recent election. Please do the right thing and vote NO.

Irving Lubliner

Professor Emeritus, Southern Oregon University and Ashland resident

#101

I am writing to object strongly to the outgoing Mayor's power grab as he prepares to leave office. By proposing that the Council hire Adam Hanks now, without a search to locate the most qualified candidate, is to sell Ashland short and to grant the outgoing Mayor and City Council members undo influence over the future directions of the City in the next three years.

I -- and the vast majority of Ashland's electorate! -- voted enthusiastically for a change of government form to City Manager, because Ashland has long needed more experienced and creative leadership. That is doubly important now amidst the health, fiscal and educational crises we face. We need to mount a nationwide search to attract the very best candidates we can, instead of locking a known quantity into the job for the next three years. Mr. Hanks is welcome to apply for this new position of City Manager at which time he can explain why he is the best candidate to address Ashland's needs. The terms of the employment contract the Mayor is hoping to offer Mr. Hanks is outrageously generous and locks the hands of the next Council to work with him or pay mightily to replace him. This move by the Mayor is exactly the kind of cronyism that voters believed they were rejecting when they voted for a new form of government.

The Council should soundly defeat this egregious power grab and condemn it for what it is. It proves that changes of government form and top leadership are long overdue!

Sincerely,

Joanne Kliejunas, PhD

Ashland resident and taxpayer

#102

Vote No on 3 year contract for Adam Hanks.~Richard Morris

#103

Council and Mayor,

Please vote no on the 3 year contract for Adam Hanks. Our city needs an innovative leader who can make tough decisions.

Pam Hammond Morris

#104

Moving Ashland towards racial and social equity can only work if it is led by the voices of people who have suffered from Ashland's existing discriminatory structure. This movement for social equity and racial justice must have policy directed by the chosen leaders of people of color and from genuine advocates for homeless people. And in the realms of discrimination and equity, we must also include women and LGBTQIA people as leaders of this transformation. The very people experiencing inequity and a lack of justice have not been at the table, and they must be at the table in *directing* this policy!

This did not happen at the previous Ashland City Council meeting. The leaders of these core groups were not at the table in developing the Social Equity and Racial Justice resolution. As a result, there has been immense outcry from these core groups. As a result, if Council is to succeed at all moving forward, then re-crafting this resolution under their guidance absolutely must happen. Under the leadership of those mentioned above, in combination with Council insights, I see three groups of actions that need to happen at this point:

A. Determining how the process should unfold – under whose leadership.

B. Healing this intense fracture that has cropped up by the exclusionary way this resolution went down, to move towards unified progress. I am hopeful that we can come back together. This has to happen before item C below can happen. And that needs to happen *now*.

C. Devising which specific concrete steps to move forward on. Again, I say: Let these core groups develop and lead the policy!

Here are some **concrete actions** which stand out to me as important to move towards quickly, as ideas or suggestions:

- A CAHOOTS-style program to send mental health experts to respond to mental health emergencies, not officers with guns
- A critical reanalysis to defund police services like responses to complaints of homeless people parking here or there, mental health issues, drug and alcohol issues, ticketing of homeless people
- An accounting system of homeless people and their meals to try to ensure that everyone is fed everyday
- Immediate removal of police officers who rack up the most complains of intimidation or harassment
- A community-run oversight group evaluating substantive Ashland Police Department complaints
- Pay equity for people of color, women, and LGBTQIA people

- Hiring and promotional incentives for people of color, women, and LGBTQIA and homeless persons
- City-funded labor opportunities for homeless persons, and more fruitful coordination with jobs programs
- A BIPOC / homeless advocates-led task force to evaluate current Ashland policing policies
- Before temperatures drop below 40 at night, have it worked out with enough overnight housing and/or car parking to ensure that nobody sleeps outside this Winter!

I know this is a huge ask. That is why I feel strongly that our councilors should be paid for this hard work y'all do. And the mayor should be paid more to set this vision on course and build community support. Such salaries all would cost less than \$1 per citizen per month!

Obviously, this can't all be done overnight, but I sense that many of these things can get put into action on a short timeline. The reason I believe this is: Ashland has an amazing activist community. So many Ashlandians are focused on health and care for others. So many want to help others heal here. Ashland is full of love.

That love must get directed towards those hurting the most.

Thank you for listening and continuing to care!

Michael Riedeman

#105

Dear Folks,

It is my feeling and that of my family that a three-year contract with two-year severance is too long for the new city manager position. We are in favor of an elected position, rather than a hired position, but realize the city just voted the opposite. Thank you for allowing us to share our thoughts.

Sincerely,

Hilary Avalon

#106

Dear Ashland City Council,

I urge you to vote No on a three year contract for Adam Hanks.

I do not know why the Mayor has offered this proposal because it disregards the wishes of Ashland citizens as expressed in the recent City Manager vote.

Democracy can be difficult. It requires a commitment to abide by the will of the people even when we may strongly disagree with specific decisions.

In my view, this vote is not about your personal thoughts and feelings about Adam Hanks or the Mayor but rather it indicates the strength of your commitment to the democratic process.

Sincerely,

Meg Jefferson

#107

Dear Mayor, Councilors and City Staff,

I am writing to express my concern about the nomination of Adam Hanks for the position of city administrator for a term of three years with a severance package of two years.

I think this is tying the hands of our incoming elected officials, depriving them of the opportunity to steer the city in a more fiscally responsible direction.

The budgetary crisis the city is in, notwithstanding the effects of the pandemic, is the result of cooperation for many years between elected officials and city staff. We need fresh perspectives to make the changes needed. While Mr. Hanks has been a devoted and competent employee of the city for many years, he has been part of the system that has created the worsening budgetary crisis we are in. And so have Mr. Stromberg and the current city Council.

It is my opinion that we need a dramatically different leadership both in the way the city is managed, and in our elected officials.

Thank you for your service.

Noël Chatroux

#108

Voted for an executive search and vetting process .

~James Duft

#109

Council and Mayor,

I will be short and to the point. The contract offered to Mr. Hanks is not justified. It is the severance clause that renders it unacceptable. There is no justification for awarding a 24-month golden parachute to encourage Mr. Hanks to accept a promotion. He endures no expenses and takes no risk in accepting this position. The normal reasons to offer severance protection.

If you feel Mr. Hanks is the best-qualified person for the position of city administrator then hire him, but remove the \$500,000 (salary with benefits) gift from the contract.

~William Heimann

#110

Hello,

My name is Ross Pelton and I live at 259 Idaho Street Idaho Street in Ashland.

I oppose the 3-year contract with 24-month severance contract for Mr. Hanks.....I think that contract circumvents the process for doing an executive search to find a qualified City Manager for Ashland.

Regards, Ross

#111

Dear Mayor Stromberg and Council,

Have you considered that by encumbering us with a 3 year employment contract that contains a 2 year severance clause, this might represent a gross breach of your obligation to represent the citizens of Ashland and to act in the best interests of the city?

Vote no on the three year contract for Adam Hanks.

Sincerely, Susan T. Wilson

#112

Mayoral Appointment of Adam Hanks as City Administrator

I'm not going bother with a lengthy missive.

In addition to the many points brought to you by 100's of people, (despite the Friday dump, clearly designed to avoid media and public knowledge of this action), I will point out that the current Council Look Ahead, dated July 15, still shows Council discussion of City Manager recruitment scheduled for October. The mayor has one again abused his office, as well as your duty to the City and the public

All 6 of you know this is wrong. Ethically wrong and Fiscally wrong. You are once again giving the citizens of Ashland the middle finger.

Russ Silbiger, Ashland

#113

Please, Vote no on a 3-year contract for Adam Hanks”
~Udo Gorsch-Nies

#114

This e-mail is to let you know that it is my opinion as an Ashland citizen, that our new Ashland City Manager or City Administrator should not be chosen and hired by our departing Mayor and council. This attempt to force through the hiring of Mr. Hanks without allowing the usual executive search and vetting is an obvious attempt to control. The newly elected Mayor and Council need to make this choice as they will be responsible for the well being of our city and we need to have a synergy and compatibility in these relationships. Please vote no on this three year contract for hiring Adam Hanks for either City Administrator or City Manager with its obvious potential liabilities. We, the taxpayers, would have to pay for 24 months severance if Mr. Hanks was not a fit with the new Council and Mayor.

If Mr. Hanks is interviewed along with other possible candidates for either position, this process will allow the necessary time to make the right choice. It seems that this is an attempt to maintain control by the departing Mayor and old administration, which is not acceptable. Thank you for putting our Ashland citizens and city first.

Sincerely,

Dr. Dorre Ray

#115

Vote no on a 3-year contract for Adam Hanks.

~unknown

#116

Councilors:

I want to object, in the strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.)

The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance. It is a fundamental public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. (Adam himself should DEMAND it.)

I understand that Adam has forged good relationships with the Council and that he has, in the Council's view, done a good job during the COVID-19 crisis. However, warm feelings, longevity and his performance during a brief period of crisis do not justify bypassing public process like this.

But this is not about Adam per se. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote no on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement. (Not written by me but the intent of these words reflect my views).

Maree Brady

#117

Hi

I am new to Ashland but followed the establishment of the new City Manager position. I am writing to ask that you not rush into hiring Adam Hanks before doing a thorough executive search.

My career was in Finance Management and I know how important it is to take the time to find the right person. And a 24 month severance if it doesn't work out it is too high a price.

So I am asking that you reconsider and vote no on a contract with Adam Hanks. With COVID-19 having put us in a poor finance position, we need to take the time to get the right person, who can help us through and work with the new mayor.

Thanks

Leda Shapiro

#118

Dear Councilors:

I am writing to object to the appointment of Adam Hanks as city administrator. This is NOT what the ballot measure vote that passed with 70% approval was intended for. I want a process whereby the council searches for the best qualified person. This is nothing personal about Adam Hanks, but rather that a proper, fair process, one that we voted for be followed! I strongly urge you to vote AGAINST Mayor Stromberg's proposal.

Thank you.

Judy Newton

#119

Ashland, Oregon

Dear Ashland City Council Members:

I live within my means and so should the City of Ashland, particularly during these times fraught with uncertainty and economic distress.

I urge a NO vote regarding the unchallenged appointment of Adam Hanks by Mayor Stromberg and the accompanying outrageous severance package attached to his appointment.

Get real, council!

Sincerely

Claire Baker and John Harpster

#120

The proposal to appoint Mr. Hanks as city administrator, without an open and competitive process to find the best person suited for the job, is absolutely OUTRAGEOUS. And the severance package being offered is equally, if not more, OUTRAGEOUS.

Is this the City's way of giving the people of Ashland the finger? Because it certainly seems like that.

And it is now clear that, as many of us suspected, the Citizen's Survey on a City Manager was nothing more than a publicity ploy.

I'm incredulous at the contempt being shown by this proposal for the democratic process and for the people of Ashland. Shame on you, Mayor.

Brenda Blair

#121

I was told that Adam Hanks may be appointed as City Administrator prior to hiring our new City Manager. I am assuming that this important position would report to the City Manager. Therefore it seems that one of the first tasks for the the new City Manager is to determine who will be the City Administrator in order for this important position to be most effective in achieving the goals of our city. Hiring a City Administrator prior to recruiting a City Manager would handicap the new City Manager in his ability to meet the goals provided by the council.

I am also assuming that a panel of candidates will be interviewed for City Manager, which clearly is the intention of our vote to change to a City Manager form of government. In that way, we can have a higher probability that the person being chosen will have the greatest chance for success in leading and managing our city and its resources.

If Adam Hanks is a strong candidate for City Manager, then he would be included in the vetting process. If he is chosen from a panel of qualified candidates then we can feel more assured that a thorough search was done and that he is the best person to hold this position, which is critical to our city's success.

I feel confident that the vote for City Manager was not intended to be sole sourced. It is important to develop a detailed position description for this critically important job and then using the description as a guide for sourcing, interviewing and choosing from a panel of qualified candidates.

Sincerely,

Alan Galka

#122

I understand that a contract for the position of City Administrator or City Manager is going to be on the Council's agenda this week. If it is, I urge a "no" vote. In this time of transition, it is essential that the community be fully involved in creating a supportive environment for the new City Manager. The Council asked for community input on the qualities desired in a Finance Director. Shouldn't it do something similar regarding a City Manager? The Council is apparently engaging in a broad search for a Finance Director. Shouldn't it be even more committed to such a search for a City Manager? What appears to be a "no-bid" process for the position that will direct the City's administration for the foreseeable is a terrible idea.

The position will not be available until January when the current mayor's term expires. That allows a significant amount of time (although at least 2 months have passed without publicly discussed steps) in which to prepare a good job description (most of that work was done in the referendum) and to undertake a vigorous search. Arriving at an appropriate salary and benefits package is an important step at a time when this City is facing serious financial difficulties. Even if the new person were not identified by the exact transition date there the City could still rely on the acting administrator you have chosen for the interim. I believe that deeply investing the Council in a transparent process that actively engages the community is essential to a healthy and successful transition.

The terms of the proposed contract are particularly troublesome in the language that binds this City to this person with financial provisions that we could not afford regardless of whether the person turns out to be unsuitable for the new job. Whether now or with a contract for a new administrator, the City should only be agreeing to contract termination language that allows it to terminate the incumbent, with a reasonable length of notice, without having to buy out the contract. That may need to be met with a corresponding allowance on the employee's side, but if the relationship is truly collaborative and productive that should not be a problem. Such a provision could be an incentive for the parties to the relationship to work hard to make it successful.

Again, I urge you not to rush into approving anything that would turn into a long-term contract for a permanent City Manager at this time.

Thank you for your service and attention.

Becky Snow

#123

Hi Friends at the City,

I wanted to send this email on behalf of myself, my family and most of my neighbors, all home owners. We strongly disagree that the 3-year contract for Adam Hanks is wise, fair or even necessary. Why would you put so much money at risk for no reason, especially when your constituents clearly voted for a new process and professional city manager. Adam is great and would do the job as interim but the contract you are offering is very lopsided. Please vote NO.

Thanks,

Micah Lieberman, Gretski Lieberman

#124

Honorable Mayor and members of Ashland City Council,

I am writing in reference to your July 21, 2020 business meeting agenda item “to confirm the Mayor's appointment of Adam Hanks as City Administrator and authorizing the Mayor to sign the employment agreement to effectuate appointment.”

As I read the contract, it changes Adam's position from “interim” to permanent employee, and refers to his title as either “City Administrator or City Manager”. It is a three-year contract with automatic renewals for successive three-year terms. There are 5 pages of restrictive recitals, one section of which addresses substantial severance pay if specific termination occurs during those 3 years. As I understand it, if a new City Manager were hired during that time, the severance pay clause would activate.

I have great respect for Adam Hanks. He has already served the city for 28 years. None of my comments are a reflection on him nor his service.

Citizens have spoken through the democratic process of the vote. Qualifications for a City Manager have been well voiced – comparison to a CEO - lists of skills, experience, expertise, etc. This contract treats it as merely a casual change of title with no reference to the important responsibilities (job descriptions) between the two positions. It not only endorses the status quo, it creates a contractual financial obligation (with no budgetary action) if a new City Manager were hired within those first three years. The City of Ashland was in serious financial condition prior to COVID-19. That event has exacerbated this situation dramatically. This contract adds yet another layer.

Smooth transitions from interim to permanent employment are important, but not rare, nor unusual. Other Ashland entities have already moved forward in filling former interim positions with new permanent employees. The school district has a new Superintendent. OSF has a new Executive Director. Both recognized the importance of having a new person, one with prior experience in the new responsibilities being demanded of them, in place as soon as possible. Your energies are needed NOW to begin that transition. I believe this proposed contract presents a large obstacle to its progress.

Please put this letter into public record for Tuesday's meeting.

With deep affection for our city,
Roberta Stebbins

#125

Dear Councilors,

I write with dismay regarding the proposal to appoint Adam Hanks as city administrator.

It would be an abrogation of your responsibility to voters to support this proposal. It does not represent the will of the majority who voted to have a city manager rather than a strong mayor form of government. We need to have a job description and conduct a real search for the best qualified person to fill this role. This should not be an inside job, a commitment, once made, which would be difficult to reverse except at great expense to all of us.

Thank you,

Carol

Carol Fellows, MD

#126

Please vote no on a three year contract for Adam Hanks, and especially “no” to a 24 month severance payment after only three years.

This step doesn’t allow for a proper executive search to find the more qualified City Manager candidate. And, it nullifies our expectation of Ashland citizens votes and we voted for a professional City Manager/Council form go government.

Please support Ashland through these precarious times with a thorough and proper search to find best possible candidate.

Thank you for your service,
Allyson Phelps

#127

This appears to be a very rushed appt. of the present city manager for the post required by the recent election. This is an extremely important position and should have a legitimate search process to find the most qualified person possible. It also comes with a heavy financial penalty if this individual does not work out.

Please put the work necessary into finding the best qualified person for this job.

Sincerely,

Sabin Phelps
Ashland resident

#128

Mayor & Council....Last May the voters decided by a 2 to 1 margin that we should have a City Manager form of government for Ashland. The primary argument was that we needed to bring professional management and leadership to this very important position.

Appointing Adam Hanks now circumvents this decision because we have not gone through the process of evaluating potential candidates for this very important position. In fact, we don't even have a job description for this position.

I urge you first to develop, along with community input, a job description, the process and finally evaluation criteria for hiring for this position. Once these have been decided the search process for the new City Manager can begin. At this point Mr. Hanks can apply for this position.

Further, I urge you to use a committee of citizens who voted in favor of this change along with the Council to make the final decision on who is hired.

Please vote no on the proposal to appoint Adam Hanks city Administrator or City Manager.

Kenneth Wilson

#129

Please vote no for 3 year contract for Adam Hanks

--

Sue & John Blaize

Oak Street Station Bed & Breakfast

#130

Councilors:

I want to object, in the strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.) The action itself is not only outrageous, it is fiscally irresponsible at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance.

It is a *fundamental* public sector principle that we do not give away public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote NO on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement.

Sincerely,

Linda Myerson Cohen
Ashland resident

#131

Dear Mr. Mayor and Councilors,

I encourage you to vote no on a three-year contract with acting city administrator Adam Hanks. Given that we will be moving to a City Manager form of government in January 2021, this action calling for a three year contract is premature.

Additionally, the severance clause appears highly unusual.

While I appreciate Mr.Hanks' service to our city, should he demand a contract, consider one for six months.

Thank you for your consideration. And, as always, thank you for your service to our community.

Elin Silveous

#132

Added testimony from an email reply from Tonya Graham.

Thank you for reaching out Tonya. I strongly urge you to vote NO on this very, very expensive and ill-timed contract. The whole of Ashland is watching. Yes, while we remain legally as a mayor/admin structure, it neither mandates, nor obligates you (Mayor and Council) to subvert a thorough employment vetting process for our future City Manager. John Stromberg's legacy desire, which has been ineffective for near 12 years, is simply wrong and as I said demonstratively destructive for the future of Ashland. If Adam chooses to leave before a thorough employment vetting process takes place, I'm confident there are more than a handful of competent residents, (ex-administrators, business people, CPA's, Financial Planners, etc.) who would willingly step up to help fill the gap.

I am appalled at the reasoning of John's and select councils decision, you included Tonya, to consider offering Adam this job without any true search for a qualified candidate. No disrespect to Adam, but if he is interested in the position, have him compete with other, most likely more qualified, candidates for the position of City Manager. To hand it to him on a silver platter reeks of favoritism, and sad to say collusion, hog-tying Ashland's future.

This is where your actions will speak to the manner in which you will lead this city as a potential future Mayor.

Respectfully,

Bill, resident and taxpayer

#133

Apparently the City Council at its meeting on July 21, 2020 is considering the appointment of Mr. Hanks as City Administrator or City Manager for a 3-year term. I would recommend that this not be approved. The vote to move to a City Manager form of government for Ashland was clearly a vote to bring new, professional management to the city. It also clearly envisions an executive search for someone with the requisite experience and credentials. This process is an essential part of the move to a City Manager structure and should not be short cut. Mr. Hanks may well have done a good job as Acting City Administrator, and should be encouraged to apply for the City Manager position as part of this process, but the City Council should facilitate the search to ensure that the benefits of the change are as fully realized as possible.

Thank you, Charles Ter Bush

#134

Dear Council persons:

We respectfully urge you to vote NO on a three year contract for Adam Hanks.

Your fiduciary obligation as elected officials is to be fiscally responsible and approval at this time would NOT be fiscally responsible.

You need instead, to allow for the executive search, vetting and hiring of the most qualified City Manager candidate and get this city back on a sound financial footing.

In addition, such approval would nullify the strong vote last May by the people of Ashland to move to a professional City Manager/Council form of government.

Thank you for your time and consideration. Respectively submitted,

Mike and Merry Vediner

#135

This to members of the Ashland City Council and for inclusion in public testimony if the topic of hiring a City Manager is considered during the Council meeting on Tuesday July 21, 2020, or whenever this issue is taken up at a later date. In the 7/15/2020 LookAhead, Item 36 - Update/Discussion regarding City Manager Recruitment - Staff will update and allow the City Council to discuss the City Manager recruitment and selection process. – is scheduled for the October 5 Study Session under New Business.

My opposition is on several grounds:

1 - Pre-election information about the Ballot Measure said:

“The city manager is hired by and reports directly to the city council. He or she is an “at will” employee who can be dismissed without cause at any time by the council.”

The County Voter’s Booklet ‘Argument in Favor’ states:

“The administration of this operation must be entrusted to a trained, experienced professional who can manage the city free of political considerations and who can be summarily dismissed by the Council if they fail to faithfully execute their duties.”

A 3 year contract and a 24 month severance provision is in direct contradiction to the information voters were given on which to cast their vote on Ballot Measure 15-189

I experienced the result of adding a severance provision to a contract: I lived in Juneau when they hired a School Superintendent who stipulated the severance clause in the several year contract. The person was not a good fit for the job and left well before the term, but not before creating mayhem. The ensuing fight caused chaos in the district, tore the community apart and drained funding for education funding for years.

2 - A vote for changing to a City Manager form of government in the last election was predicated on the idea that it would lead to a formal process to find the best candidate for this new position. That includes a search, interviews, and vetting as is done for all government positions.

Though I generally support rewarding someone who has worked in the system (possibly by giving weight to knowledge of the community in ranking the candidates), it is inappropriate to make that choice without first doing the required work to align the new form of governing in law, to define the job, and to open the search to find the most professionally qualified person for this position.

Thank you for your time and consideration,

Helen Burd

#136 Jeff Sharpe (see attached).

#137

In reading that the council plans to offer a 3 year contract with a 2 year severance pay to Adam Hanks, I am horrified!

Once again, I am thinking what is the council doing!?!? This is not what I voted for in May!

Let the new Mayor and city council hire the City Manager!

For the following reasons, please vote No on this contract:

- It won't allow for the executive search, vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing.
- It sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs..
- It nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Please follow your constituents wishes!

Sally Kirkpatrick

#138

Ashland Council:

I am furious with the action of the sitting Mayor to sidestep the will of the voters, by "shooing in" his choice of Adam Hanks as Administer, packed with a overly-generous cache of benefits. Mayor Stromberg, it is because of actions like this that we, the voters, slapped down your ridiculous ballot proposal in May.

I strongly demand that the Council vote NO on the proposed 3-year contract for Adam Hanks.

George Pearson

#139

Councilors:

I want to object, in the VERY strongest possible terms, to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is an outrageous and transparent effort to install Adam as the new city manager (the way the charter amendment is written, whoever is the city administrator on January 1 becomes the city manager) and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager. (The contract calls for 24 months severance if he is dismissed without cause in the first two years of the contract. NOBODY gets that kind of severance, especially not a first-time administrator/manager.) The action itself is not only outrageous, IT IS FISCALLY IRRESPONSIBLE at a time when fiscal responsibility is of paramount importance. In fact, it borders on fiscal malfeasance.

It is a *fundamental* public sector principle that WE DO NOT GIVE AWAY public resources, whether it is a grant or a contract or a job, without first conducting an open, competitive process to determine who gets it. Yet the mayor is prepared to give the city's most important and highest paid job to Adam without any competitive process of any kind. If the mayor truly believes Adam is the best candidate for the position, both he and Adam should welcome a competitive process. Ashland voters, by a nearly two-to-one majority, voted to create the position of city manager. These voters deserve and expect to have the best qualified person in that position. Who that person is can only be determined by a fair and open competitive process. This is an obvious raising of the middle finger by the mayor to the voters who approved a measure he opposed. That simply doesn't pass for good public policy, especially in a community that purportedly values openness and engagement.

I implore you to vote NO on confirming the mayor's proposed appointment and to reject the fiscally irresponsible employment agreement.

Sincerely,

- Manny Cohen

Resident in Ashland for past 21 years

#140

Councilors:

I object to the appointment of Adam Hanks as city administrator, per the Mayor's proposal on Tuesday's agenda. This is a corrupt effort to install Adam as the new city manager and to make it prohibitively expensive for the Council to dismiss him from that position should the new Council wish to hire someone else as the city manager.

Please do the right thing and deny this contract.

Barbara Harmon

#141

In reading that the council plans to offer a 3 year contract with a 2 year severance pay to Adam Hanks, I am horrified!

Once again, I am thinking what is the council doing!?!? This is not what I voted for in May!
Let the new Mayor and city council hire the City Manager!

For the following reasons, please vote No on this contract:

- It won't allow for the executive search, vetting and hiring of the most qualified City Manager candidate to get the city back on a sound financial footing.
- It sets the stage for a potential liability that could cost the city hundreds of thousands of dollars in severance and other costs..
- It nullifies the expectations voters had when they voted 2 to 1 for a professional City Manager/Council form of government back in May.

Steve Russo

#142

Vote no on a three-year contract for Adam Hanks.

Respectfully submitted,
K. Joy Light

#143

Dear Council,

I live at 1167 N. Main Street in Ashland, and I write to express my objection to the current form of the proposed contract for City Administrator, Adam Hanks. Mr. Hanks may indeed be the right person to lead Ashland forward when the new City Manager position becomes effective in 2021. However, without a robust and competitive hiring process, it is impossible for the Council to credibly demonstrate to the citizens of Ashland that Mr. Hanks is in fact the best candidate for the job. Therefore, to the extent that the City must execute a new contract with Mr. Hanks at this time, I encourage the Council to consider a short-term agreement, and in the meantime conduct a thorough, competitive recruitment for the City Manager position.

Thank you for your time.

Regards,
Peter Philbrick

#144

Dear Mayor and Council Persons,

I think your plan to select Adam Hanks for a 3 year term sounds like a cowardly power trip.

I think if you have decided to no longer serve as mayor or as a council person, you shouldn't be able to extend your reign by obligating the City for the next 3 years of Adam Hanks as City Administrator or City Manager.

If he's interested in the position, Adam should apply and be evaluated along with other applicants.

We citizens of Ashland don't want or need you outgoing administrators making our important decisions as you go out the door.

Vote NO on a 3-year contract for Adam Hanks.

Thank you,
Gerald Stein

#145

I am against the 3 year contract for Adam Hanks without the City first doing an executive search to make sure there is not another candidate that can bring the necessary experience and FRESH IDEAS to help our City.

Our City government is broken and isn't working. It isn't serving the people but, in my opinion, has lost touch with the people. We need a fresh perspective and new ideas.

Further, it is ridiculous to consider a 3 year contract with 24 months severance pay. Your citizens are hurting. Do something to trim the budget for a change.

D. Lynn
Ashland

#146

I am concerned regarding what I am hearing about the current city council and mayor negotiating a three year contract for the interim city manager to be made permanent with a three year contract and generous severance clause.

This seems disingenuous to propose this action at this time. With a new mayor and potentially several new councilors to be determined by November's election it would be prudent to let that new body make this important and long lasting decision.

Please do not take this action until after the November election

Eric Olson

PO Box 1079
Ashland OR 97520

April 15, 2020

Mayor Stromberg
Members of the Ashland City Council

Re: Adam Hanks

Dear Mr. Mayor and Members of the City Council,

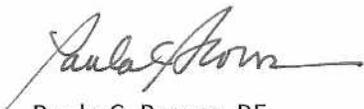
This letter recommends that Adam Hanks be named as City Administrator, removing the stigmatized "interim" status that is unsettling not only to the individual, but also to the organization and to our community. Adam has very clearly accepted a role that he is both familiar with and one in which he has grown into and is more than capable of filling. Adam was one of two internal candidates and for many of you probably was your second choice when Kelly Madding was hired.

In the past I have been vocal when internal candidates were given their position without competition. I was concerned when Adam was quietly promoted from Assistant to the City Administrator to Assistant City Administrator without consideration for others in the City. However, in this specific case, as Adam has competed for the position that was abruptly vacated in less than two years, he is the right choice to continue to provide the City of Ashland with continuity, dedicated leadership and a determination to succeed where others have not. He is your future and you know him. He will honor the position and do the job well. Adam will provide you with the financial acumen, social perceptiveness and decision making that you need to enable the City to prosper as we come out of these difficult financial and social circumstances. There is no one more qualified.

Adam has worked with and earned the respect of every Department Head and all of the "#2" managers in the City for many years. He has earned the respect of the community leaders within our community. He is completely dedicated to service of the City of Ashland and understands the competing economic and social needs.

Adam Hanks deserves your recognition and support as the City Administrator.

Very Sincerely Yours,



Paula C. Brown, PE
Public Works Director – almost retired
Rear Admiral, US Navy, retired

Greetings Mayor and City Council,
Jeff Sharpe, 557 Fordyce St presenting for the Ashland Solar Cooperative

I'm excited to share the attached Ashland Solar Co-op's most-recent Target Site list. The Solar Co-op is working hard to develop programs to solarize Ashland and bring electric resiliency and security to our community.

The time is ripe, like never before, for maximizing solar in Ashland. In addition to our excellent solar resource, the progressive Virtual Net Metering Ordinance council approved is helping fuel community-solar and allowing innovative financing models to bring Federal dollars, by way of tax-equity and grants, to pay for 50 to 75% of the projects we are developing. The attached list highlights the Solar Co-op's portfolio of eligible projects and includes opportunities to offset all of the Ashland School District's electric use, partially-shade SOU parking areas and provide the community with ample solar electricity for the Co-op to distribute to citizens regardless of home-ownership or financial status. Several of the projects include Electric car and Bus charging stations and a couple have Micro-Grid storage for maintaining essential services when the cross-state transmission grids go down. The Solar Co-op plans to develop millions of dollars of rooftop and elevated tracking systems for the city at a fraction of the cost, while providing clean jobs, strengthening the electric grid and ensuring a sustainable energy future for our city.

The pieces are here, the time is right, and momentum is building. But it takes a village to realize a lasting paradigm shift, and we can't do this without you. Our ask is not for any money from the city, but only that the city will open city-owned properties for the Co-op to build and maintain state-of-the-art solar installations across our city-owned distribution grid as we kick-start Ashland's necessary and timely transition from fossil fuel to wind and solar power.

Thank you for this opportunity. The Co-op board will welcome the opportunity to provide an in-depth presentation at your earliest convenience.

ROOF-TOP		kW	MWh/yr	k Cost (\$2/W)	STRACKERS	kW	MWh/yr	k Cost(\$3/W)
Ashland School District *	AHS (2)200kW	400	600	\$ 800	(2)S1c/EVCS	14	29	\$ 42
Offset 100% of ASD	AMS	200	300	\$ 400	(6)S1A *	61	128	\$ 245
electric-use for <\$1.5M	Walker	200	300	\$ 400	(6)S1A	61	128	\$ 183
MG and EVCS options	Helman	150	225	\$ 300	(6)S1A	61	128	\$ 183
	Willow Wind				(18)S1B	200	420	\$ 600
	Lincoln (not in totals)	150	225	\$ 300	(18)S1B	200	420	\$ 600
	Bus Barn (not in totals)				(2)S1B	22	46	\$ 66
Southern Oregon University	Student Union	200	300	\$ 400				
Opportunity for real community partnering via Co-op	Music Library Commons	200 100 100	300 150 150	\$ 400 200 200				
	West Parking				(18)S1B	200	420	\$ 600
	Other Parking				(18)S1A	200	420	\$ 600
City of Ashland	Briscoe	200	300	\$ 400				
Security & resiliency	Electric Dept.	100	150	\$ 200	(6)S1A/MG	61	128	\$ 183
Economic development	Airport							
Furthering City goals	(Hangers+(\$200kW) WWTP	200	300	\$ 400	(9)S1B	1000	2100	\$ 3,000
	(1MW+MG)				(9)S1B/MG	1000	2100	\$ 3,000
Science Works *	Parking				(6)S1B/EVCS *	68	143	\$ 204
Innovation in action	Shuttle Bus				(2)S1c/EVCS *	14	29	\$ 42
	Field				(18)S1B	200	420	\$ 600
YMCA	Net meter roof	120	180	\$ 240	(18)S1A/EVCS	200	420	\$ 600
Businesses *								
Baida/EnerVolt *					(18)S1B	200	420	\$ 700
OakSt.Tank&Steel *		200	300	\$ 450	(6)S1A	61	128	\$ 183
Secure Storage	(2)200kW	400	600	\$ 800				
Siskyou StoreAWhile		120	180	\$ 240				
Mistletoe Storage	(2)200kW	400	600	\$ 800				
Independent Print		200	300	\$ 400				
Hersey Biz Park		200	300	\$ 400				
Modern Fan		200	300	\$ 400				
Tolman Service Cntr		200	300	\$ 400				
Art Emporium		150	225	\$ 300				
Tennis Center		200	300	\$ 400				
Krumdeck on Hersey		100	150	\$ 200				
ACH hospital		150	225	\$ 300				
Les Schwab		150	225	\$ 300				
Safeway		150	225	\$ 300				
Albertsons		200	300	\$ 400	(6)S1A	61	128	\$ 183
Rite Aid		200	300	\$ 400	(6)S1A	61	128	\$ 183
BiMart		200	300	\$ 400	(6)S1A	61	128	\$ 183
Shop n Kart				\$ -	(6)S1A/EVCS	61	128	\$ 183
Grace Point Church					(18)S1B	200	420	\$ 600
Super 8					(6)S1A	61	128	\$ 183
Theatre					(6)S1A	61	128	\$ 183
SJDM EVCS lot					(6)S1A/EVCS	61	128	\$ 183
Market of Choice					(6)S1A	61	128	\$ 183
Totals		5,740	8,610	\$ 11,530		4,511	9,471	\$ 13,695

ASD Total Production (excluding Lincoln & Bus Barn)=
2,258 MWh/yr ~**100% of ASD usage**
Regional GHG Reduction= **1,600** MT/year
LLC Projects Cost= **School's Cost=**
\$ 3,153 k \$ 1,051 k if 1/2 granted
~\$**1.1 M** "

Notes: Rooftop production Multiplier=1.5
STracker production Multiplier=2.1
* USDA Grants already procured where starred!

City Site Total Production= **5,078** MWh/yr
Regional GHG Reduction= **12,300** MT/year
LLC Projects Cost= **Co-ops Cost=**
\$ 7,183 k \$ 2,394 k if 1/2 granted
~\$**2.4 M** "

All Listed Projects Total Production=
18,081 MWh/yr **10% of Ashland Usage**
Regional GHG Reduction= **12,300** MT/year
All Projects Cost= **Coop (+school) Cost=**
\$ 25,225 k \$ 8,408 k if 1/2 granted
= \$24 M = **\$8 M**

At \$.12/kWh --> \$ 2,170 "=\$**2.1M/yr** income
Simple Payback= 4 years

Site feasibility & Production analyses performed for the Ashland Solar Co-op by:



All Projects Production= **17,390 MWh/year** (~10% of Ashland Usage)
All Projects LLC Upfront Cost= \$24M
End- Cost= **\$ 8M** if 50% of projects receive 25% grant

onal GHG Reduction= **12,300** M.Tons/year ref: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>