

I am not sure what to say to you when it is so clear that you are not listening.

At several recent Council meetings community leaders, representing a cross-section of the population have spoken

You and I have received letters and emails on a scale I have never seen before in support of retaining David Frasher as our Manager.

Likewise there have been dozens of supportive phone calls

And, of course, there have been impressive turnouts of public - most of who are far from "regulars" at political events.

These are thoughtful - careful people - committed to the community and overwhelmingly they oppose terminating the Manager's contract.

Yet your minds seem made up.

Back in January several of you indicated this is where you were headed.

You say you are representing the people - you have a mandate  
I'm looking around and I'm just not sure whom you are referring to.

A few months ago I remember telling people I didn't know how to talk to the new Council and get them to back away from the edge of the cliff because they don't think there is a cliff.

It is obvious that you have some sort of plan as to where the community should be going and yet I don't have a clue what that vision is and I don't think the public does either.

This is a bad decision - Compounded by a whole series of bad decisions over the last few weeks and months including when/where/and how to conduct this meeting.

I am trying to understand your motivations - and I coming up short.  
We are tearing this town apart and it seems so unnecessary.

***There has been no evaluation process.***

***There has been no interest in mediation.***

***You have neither sought nor accepted outside wisdom.***

***There has been no display of humility at learning what the role of a council should be.***

Meanwhile, the disruption to city business has been immense. We are getting by but we are not going forward. We have fabricated a crisis and we have been in crisis management mode since January with inordinate amounts of council time and staff time wasted and with almost nothing to show for it. We have a great staff – doing their best to serve this community - who feel beat up, unappreciated

and under siege. And I have to wonder "Why?"

There is so much good about this community. That is where our focus should be... building on successes and planning for the future and trying to find ways to preserve those things we love the most about Grants Pass.

It isn't just the wasted time we have spent that concerns me. It is also what we aren't talking about:

***How to attract living wage jobs***

***How to create affordable housing for our young families***

***How to create incentives for better/greener building practices***

***How to pay for needed infrastructure***

***How to incorporate more policies that use less energy and maximize our resources***

***How to protect the vitality of our wonderful downtown core.***

***And how to celebrate our community successes.***

For this city to be successful we need you to be successful as a council - working together, articulating a vision for the future, rallying people to share in that vision and listening to the collective wisdom of your friends and neighbors.

The City of Grants Pass is a multimillion-dollar company which supplies services which protect the health and welfare of 35000 residents. It has over 200 employees... most of them in critical and specialized positions. The liability risks on any number of fronts are just enormous. This is not a mom&pop store and its management requires someone of skill, an understanding of the law, and real management training. This isn't a job just anyone can do.

If you have a plan for the transition - an interim manager and the recruitment of a new manager - no one has mentioned it to the whole Council and you haven't shared a word of it with the Mayor.

The passengers (you and the rest of the community) have the right to determine the destination of our city - but they need to think twice before tossing the pilot off the plane in midair.

It is not too late to be the leaders we need you to be.

There IS a cliff here - do not take us over the edge.