

**ETHICS COMPLAINT
CITY OF BAINBRIDGE ISLAND**

TO: City Clerk

SUBMITTED BY: Name: Bonnie McBryan
Address: [REDACTED], Bainbridge Island
Telephone #: [REDACTED]

Ethics Complaints concern the actions of individuals in relation to the City of Bainbridge Island Ethics Code.

1. Does the situation for which you are making a complaint involve: (please circle one)
 - a. An Elected Official
 - b. A Member of a City Committee or Commission
 - c. A Major Contractor with the City
 - d. A City Employee

2. Please describe the facts that constitute the violation(s) of the Code of Ethics.

This Ethics Complaint concerns Councilmember Ron Peltier who engaged in borderline defamation of me during and following the August 14th City Council meeting. After I presented public comments at the start of the meeting, Mr. Peltier ended the meeting with a lengthy demeaning, and *televised* commentary — during which he called me a liar not once, not twice: Councilmember Peltier ***called me a liar seven times!***

Several days later, Councilmember Peltier raised the bar and sent a memo to 150+ Island residents. In his message, Mr. Peltier called me ***mean-spirited and vindictive***. To make matters worse, he doubled down on his earlier accusations that I am a liar. Mr. Peltier then encouraged people to share his message with others.

3. Section(s) and subsection(s) of the Code of Ethics that are alleged to have been or would be violated [optional]: _____

4. I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct:

Date: **October 1, 2018** Place: **Bainbridge Island, Washington**



Signature

Parameters of Complaint

I am focusing this ethics complaint on a series of public tirades against a business owner and resident of Bainbridge Island. Here are the accusations on which I seek your advisory opinion:

1. **Councilmember Peltier's three-minute tirade during a televised and recorded** City Council meeting on August 14th, against me — a voter and member of the Island community, who stepped up to the microphone to present public comments.

*"That is **an absolute lie and Bonnie knows it**. She's just personally attacking me. She doesn't like me. We have a history that goes back aways. And I feel that she felt empowered to attack me because she saw the most prominent person in the City attack me and blame me for the fact that he's resigning. And then also saw his wife, posting on Facebook." **Exhibit 2.***

2. **Mr. Peltier's written condemnation, distributed to 150+ Island neighbors.** This widely distributed letter presents unfounded accusations against me. This was retaliation and meant to damage my reputation in our Island community.

*"Last Tuesday night a citizen got up to comment and launched into **an attack on me** that was inspired by her intense dislike of me due to the moratorium and having been emboldened by the comments of our city manager in an article in the Kitsap Sun where he labeled me as a bully." **Exhibit 3.***

3. **A history of antagonistic references to me in correspondence** distributed by Mr. Peltier. The Councilman's frustration and anger toward me seems to be based upon my involvement in a building project application and public testimony about the City Moratorium. His personalized and negative feelings were inappropriately repeated in correspondence about the Councilman's ethics complaint against our former City Manager.

*"We would have stopped the SPR, however, if three members of the city council hadn't insisted on exempting SPRs that had scheduled a pre ap meeting prior to the effective date of the moratorium. **That happened because Bonnie McBryan complained about her and her husband's mini hotel project down by the Fairbanks building on S. Madison that would have been held up and her life savings supposedly put in jeopardy, and losing sleep, etc.** **Exhibit 4.***

*"At tonight's council meeting a woman who knows his wife (referring to our City Manager) got up and **accused me**, a liaison to the Design Review Board, of imposing conditions on development proposals, including her's. I couldn't do that if I wanted. **It was completely made up.**" **Exhibit 5.***

I am asking the Ethics Board to consider whether Mr. Peltier's commentary, multiple points during a Council meeting and in widely distributed correspondence, is ***inappropriate conduct by a City Council member***, aimed toward a member of the Bainbridge Island community.

The appeal I made to City Council, at the August 14th meeting, is an appropriate request of the Ethics Committee today.

"I am asking you to assess whether your [fellow] council member's words and his actions are simple breaches of etiquette — or of ethics." Exhibit 6.

Background Information and Attached Exhibits

The first element of my complaint is on record, in the video from the August 14th meeting. It is accessed at <http://www.ci.bainbridge-isl.wa.us/1101/City-Council-Agendas>. I have included transcripts and specific video time markers in the attachments.

The exhibits explain and document all three elements of my complaint. Relevant detail and background information is presented in Exhibit 1. I apologize for the number and length — but they are integral to my complaint and provide examples of correspondence that continues to impact my life on the Island.

List of Exhibits

- Exhibit 1: Background Narrative — including Design Review Board
- Exhibit 2: Comments by Councilmember Ron Peltier during "Good of the Order"
- Exhibit 3: Email Letter from Councilmember Peltier, August 18, 2018
- Exhibit 4: Councilmember Peltier's Letter to ten constituents and councilmembers
- Exhibit 5: Councilmember Peltier's Letter to ICMA
- Exhibit 6: Transcript of Comments during Public Hearing by Bonnie McBryan on August 14, 2018; Transcript of response from Councilmember Peltier
- Exhibit 7: Copy of Article from a local newspaper, the [Kitsap Sun](#)
- Exhibit 8: Email Message dated August 10, 2018, Councilmember Nassar to Mayor Kol Medina, cc: Councilmember Peltier
- Exhibit 9: Memo to Bonnie McBryan from Councilmember Ron Peltier, Concerning increased role of Design Review Board
- Exhibit 10: Transcript of Mr. Peltier's Comments, City Council Meeting February 15th
- Exhibit 11: Illustrative documentation of tarnished reputation

Issue #1. Derogatory tirade by Councilmember Ron Peltier

Near the end of the August 14th City Council meeting, Mr. Peltier made repetitive demeaning comments about me. In a three-minute tirade, Mr. Peltier called me out by name — **calling me a liar seven distinct times**. His full comments are transcribed in Exhibit 2. Here are the highlights:

*“ At the beginning of the meeting Bonnie McBryan got up and **attacked me**. She **lied** about things.”*

*“ I wanna explain what she said. She said I put conditions on the Rolling Bay remodel. That they can’t use bricks on their new building. **That’s a total lie and she knows it**. But she felt empowered that she could get away with **lying** about me.”*

*“ She’s just personally **attacking** me. **She doesn’t like me**. We have a history that goes back aways.”*

*“ So I’m kinda pissed off and I’m not going to just take it and have people **lie** about me.” **Exhibit 2**.*

With his angry rant Councilmember Peltier stated that I had “attacked” him five times. He labelled me a “liar” vehemently and repeatedly.

The indisputable fact is that Mr. Peltier’s repeated use of the word “liar” twists and misrepresents what I said and who I am. *Mr. Peltier knows that I spoke truthfully*. Other than cursory interactions, during the amendment of the Moratorium, *I don’t have a history with the Councilmember*. When intentionally false statements of fact are made in public, repeated seven times, presented on television broadcasts, and accessible on the COBI website — they are borderline defamation.¹

Here are the facts: I made a request that City Council assess the allegations in the Kitsap Sun article. These allegations were made by the former City Manager — not by me — and they raised the issue of whether Mr. Peltier is a bully.

*“ Schulze also pointed to criticisms of city projects from a vocal group of ‘armchair quarterbacks’ and conflicts with **Councilman Ron Peltier** as contributing reasons for his departure. **“Ron has been difficult,” Schulze said. “He’s a bully and everything is a second-guess and a battle.” Exhibit 7.***

It should have been no surprise to City Council that someone in our community would address the article during Public Comments. Council members exchanged email

¹According to the U.S. Supreme Court, calling somebody a liar can be defamatory if the call is provably false. *Milkovich v. Lorain Journal Co.*, 497 U.S. 1, 21-22 (1990). That’s precisely the case here. As I discuss later in this complaint, Mr. Peltier’s claim that I lied during the August 14 Council meeting is provably false -- because I never made the statement that he described as a lie.

messages in advance of this Council meeting and an Executive Session was added — to discuss the importance of the newspaper report. Mr. Peltier was already preparing to submit an ethics complaint to the ICMA. He had even arranged for printed copies of the ICMA Code of Ethics to distribute at the Executive Session. Here is a quote from one of the requests for the Executive Session, from Councilmember Nassar.

I wanted to request that we hold an executive session prior to the start of our council meeting this Tuesday to discuss this matter without the city manager present. ... the article has stirred much heated discussion and controversy in the community and I believe it is incumbent upon us to address and respond to this news as soon as possible – in a mature, professional, proactive, and responsible way. Exhibit 8.

Mr. Peltier claims that I accused him, personally, of strapping our project with conditions. However, **I was specific** in saying that:

“The committee he works with has added conditions to our property.” Exhibit 6.

A complete transcription of my public comments are attached in Exhibit 6.

I don’t believe Councilmember Peltier personally added any conditions and I did not say that he did.

Additional information about the **Design Review Board** is in the Background provided in Exhibit 1. Exhibits 9 and 10 provide documentation supporting my assertion: the Councilmember initiated conversation with the DRB, was directly involved in strengthening the role of this committee, and addressed that in a City Council meeting.

Councilmember Peltier didn’t reveal *the truth* about what I said. He replaced my words and inserted a personal interpretation that misquotes and misrepresents me. *The Councilmember put words in my mouth and tried to pass them off as coming from me.*

Issue #2. Written tirades in follow-up letters to 150+ Island residents

On August 18th, just a few days after the City Council meeting, Councilmember Peltier hit below the belt. Were it not for this letter I would have ignored Mr. Peltier’s late-night rant at the end of a Council meeting. If he had written his letter to a couple of close friends I might have dismissed it.

However, *this elected official sent a recriminatory letter to his distribution list of at least 125 Island residents. Separately, he sent another 25 letters to individual members of our Island community — including current and former members of City Council. Mr. Peltier encouraged the recipients to further share his editorial commentary with others. Here are highlights from his most widely distributed memo:*

“Last Tuesday night a citizen got up to comment and launched into an attack on me that was inspired by her intense dislike of me due to the moratorium ...

You don't let people get up and bash other people. In this case lying about someone to cast them in the worst light possible ...

Please feel free to share the transcript. While we don't like to think about it there are mean spirited and vindictive people in our community who will misrepresent the truth if it suits their purposes.” Exhibit 3.

Mr. Peltier’s letters present new and unfounded accusations against me. Just days after my public comments, I am described as having an *intense dislike* of Mr. Peltier. He humiliates me and turns my honest concerns into “bashing” him, lying about him, and casting him *in the worst light possible*. The Councilmember labeled me mean-spirited, vindictive, and misrepresenting the truth. *The letter was obviously meant to damage my reputation in our Island community.*

Writing and distributing this letter lies somewhere between political editorial reflecting person opinion — and malicious gossip. The passive-aggressive role of both is to enhance power or prestige — especially if one claims to be a victim. When a gossip spins a story about a person, facts are set aside. The truth can be twisted, slanted, and misrepresented. Story-telling serves a coercive role — revealing for others what is socially acceptable — and what is not — by drawing attention and anger toward an intended target. Regardless of which analogy is appropriate, *the Councilmember’s intent was retaliation, belittling of my concerns, and the deliberate attribution of some really nasty traits to me personally.*

Issue #3. A history of Questionable, Antagonistic References

When I became aware of Councilmember Peltier’s retaliatory memo, I initiated a public records request of his recent communications. I looked back two weeks before the August 14th Council meeting and I looked forward to see two weeks of responses to his messages about me. I was surprised at Mr. Peltier’s reference to his having ***a long history*** with me. I wanted to see who had received that memo — and whether the Councilmember might actually have some longer standing resentment toward me.

As I went back in time, to August 1st, I began to understand that the Councilmember had already laid groundwork to discredit me. In fact, as Island voters contacted him with worries and frustrations about tree removal and the new developments on Madison Avenue, the Councilmember had a ready response: he reported that ***he could have stopped those developments ... except for me.***

“ ... because Bonnie McBryan complained about her and her husband's mini hotel project down by the Fairbanks building on S. Madison that would have been held up and her life savings supposedly put in jeopardy, and losing sleep, etc.” Exhibit 9.

I also found that Councilmember Peltier used my public comments, and his “story” about them, as rationale for his ethics complaint against our former City Manager. Mr. Peltier’s first letter to the ICMA is presented in attached. Here is part of what he had to say:

“One of the effects of Doug, a very prominent member of the community, labeling me as “bully” and blaming me for his resignation, was to give permission to others to impugn my character. This has been happening on facebook over the past several days with Doug’s wife participating.

At tonight’s council meeting a woman who knows his wife got up and accused me, a liaison to the Design Review Board, of imposing conditions on development proposals, including her’s. I couldn’t do that if I wanted. It was completely made up.

*I believe that Doug’s example of name calling in the newspaper article, and vague accusations, played a role in the personal attack on me by providing permission from a person in a position of authority. While present at the meeting, Mr. Schulze made no attempt as a friend of his wife’s **proceeded to lie about me shamelessly.**” Exhibit 10.*

The Cumulative Impact

Sometimes the cumulative impact of an individual’s actions are much greater than the simple sum of their individual acts. In this case, Mr. Peltier’s public comments and letters seem part of a **personal campaign to discredit and retaliate against Bonnie McBryan**. The impacts have spiraled for me individually and for the community at large. The significance for me is **a widely tarnished reputation**. I’ve attached illustrative documentation of the results in Exhibit 11.

Now that I have read 25+ direct responses to Mr. Peltier’s letter I am quite sad. His constituents took his words as facts — feeding back to him his assertions that I had “attacked” him and that I was “vindictive.” Fellow Islanders used Mr. Peltier’s verbiage about the City Manager — accusing me of *name-calling*. And though I made no mention of the Moratorium in my comments, Mr. Peltier did — and the blame that the Councilman placed on me, personally, for allowing other projects to move forward appears again and again. There were no immediate messages to Councilman Peltier, concerning my comments, until after his letter was distributed. Mr. Peltier has successfully built his story about me and shared it with my neighbors and my friends. My professional friendships, my good name with current and former City Council members, and my future ability to participate in public affairs have been compromised.

As a community, we all observed a Council member’s **rebuke and retaliation** toward a citizen who spoke up during a City Council meeting. Island citizens are now on notice about what to expect if we cite negative newspaper reports or ruffle a councilmember’s feathers. We can expect to be shouted down, repeatedly called out as “liars” and

otherwise discouraged from participating in city affairs. This intimidation is meant to quash public discourse.

I am filing this complaint because because a councilmember's actions are extraordinary! My complaint is not about policy disagreements. Its not about whether I like or dislike the councilmember. The Councilmember could have responded to me, and approached his constituents, with very different messages. **He repeatedly chose borderline defamation.**

In my opinion, all City Council members should have felt obligated to interrupt the Councilman as **he blasted me** at the end of the meeting. By allowing Mr. Peltier to rant against me, City Council tacitly approved of his commentary — **seven times he called me a liar**. They allowed his use of the "Good of the Order" period of the agenda for an angry tirade against a citizen, for intimidation toward any future commenter, and for the individual Councilmember to put his own spin on my words.

I absolutely deny Mr. Peltier's repeated statements that I lied to City Council. I believe that repeatedly labeling me as a liar is character assassination. That this appears to have been condoned by the Mayor and uninterrupted by other city council members is alarming.

This problem is not going to fix itself.

*I am asking you, as members of the COBI Ethics Board to address Ron Peltier's use of confrontation and intimidation toward a citizen and member of the public. The record of Mr. Peltier's verbal and written tirades, in reaction to my comments on August 14th, presents evidence of the **bullying tactics** about which I echoed concern.*

*This complaint asks for your opinion and advice on Ron Peltier's conduct in televised commentary, in repeated references to me in his written correspondence, and in the wide distribution of his written condemnation of me. Do these actions demonstrate the **ethical integrity, honesty, civility and respect** that our community should expect of our elected officials? Are these actions that we would honor if exhibited by any employee, committee member, or elected official associated with our City?*

My complaint asks: When is a public official allowed to undertake a multi-media effort to demean and demonize a citizen? If our City's Values, Ethics Program, and Governance Manual are not applicable then why do we have them?

Exhibit 1: Background on Ethics Complaint

Kitsap Sun Article

In August of this year the Kitsap Sun published an article titled “**Bainbridge Island City Manager has had enough**”. The article was published in print and online editions. It highlighted our City Manager’s reasons for leaving employment with COBI and called out City Council Member Ron Peltier as a “bully.” The article can be reviewed in Exhibit 7.

Comments during Public Comment Period, August 14, 2018

A week later, at the first City Council meeting after the **Kitsap Sun** publication, I spoke during the Public Comment period at the start of the business meeting. I stepped up to the microphone with two intentions: first, to thank our City Manager for years of service to the Island; second, to express concern about the allegations highlighted in the article.

“Like many others, though, I am pretty concerned that Doug’s resignation came, at least in part, because of a council member behaving as a bully. I don’t want to be mean-spirited here. But it seems that somebody in the public needs to stand up and address this issue.” Exhibit 6.

After my comments Councilmember Peltier responded with his own. Transcripts of both are presented in Exhibit 6. I understand Mr. Peltier’s initial reaction to my reference to the Kitsap Sun article. Anyone who is publicly criticized should cringe; being labelled, even **allegedly**, as **a bully**, by a news source, especially given our national concern about bullying, is demoralizing. That characterization, though, did not originate with me.

Comments During Public Hearing

Later in the same Council meeting, a Public Hearing was undertaken on Ordinance 2018-25, **Emergency Ordinance Relating to Heritage Tree Preservation**. My husband, Cihan Anisoglu, had signed up to speak but had to leave the City Council meeting. I asked to speak for him and my comments begin at Video Time Marker 1:12:54 of the August 14th meeting.

As the record shows, Councilmember Peltier countered my comments with an immediate and abject denial. Councilmember Blossom corrected him.

Background on Proposal to Develop Property on South Madison

The final words that I spoke during the Public Comments part of the August 14th meeting relate to my involvement in a proposed building on South Madison. My husband, Cihan Anisoglu and I own and operate The Eagle Harbor Inn. We built this small hotel 14 years ago. For the past few years, we have dreamt of expanding our business to a vacant lot on Madison Avenue South. We purchased the property two years ago, with partners, and submitted our development proposal to COBI on October 1, 2017.

Our building project became familiar to City Council members after the passage of the City’s development Moratorium. My husband and I spoke at several Council meetings and met with

several Council members to talk about the moratorium's likely impact. Eventually, City Council agreed that our project, and others, would be exempted.

Councilmember Peltier initially opposed amending the Moratorium to exempt our project. However, he drafted and introduced the amendment that would allow our project to proceed. We expressed our gratitude to Mr. Peltier and to the other City Council members who unanimously agreed to this exemption.

I include this history to clarify my reference to our project during my public comments and because Councilmember Peltier asserted that the Moratorium had caused me to dislike him. Quite simply that is untrue.

Design Review Committee Background

The Design Review Board (DRB) is established by COBI ordinance and code as an *advisory* committee. The DRB's review of projects is currently limited to determining whether a proposed development complies with the adopted Design Guidelines in our city code.

Recently however, the DRB began reviewing additional characteristics and details of development projects. Whereas the DRB previously limited their reviews to a checklist of the items specifically included in the City Design Guidelines, in reviewing our project, the DRB expanded their review to include random design features of our building. DRB *adopted for our building project a list of "recommendations" with a separate list of "conditions of recommendation for approval". "Condition" as defined in the dictionary is "a state of affairs that must exist or be brought about before something else is possible or permitted."*

Here are the recommendations and conditions adopted at the April 23rd Meeting of the Board.

*DRB Recommendation: *Condition of recommendation*

- *Green Screen over brick for ivy to grow up to protect the mortar*
- *Consideration for a lift or elevator from basement parking to units*
- *Look into the Fair Housing Act and how the project meets the requirements**
- *Move bedroom window on lower level over to the right so the bed isn't right up against the window and create more of a secluded area for the bed**
- *Check the grade next to the handicap parking spot*
- *More street trees in front of the blank walls*
- *Prepare a landscape plan for DRB review**
- *Add additional windows to the master bedroom of the southeast facing the harbor**
- *Discuss with neighboring property if you can move the handicap parking spot north*
- *Paint color to be more creamy than white*
- *Confirm code requirement for square footage vs. number of exits required*
- *Bring color and building material samples for DRB review before project is built**

At the following DRB meeting, as I referenced in my public comments, the same committee imposed again a "condition" — for the approval of a building at Bay Hay and Feed.

Councilmember Peltier is the Council liaison to the DRB. He has been the primary advocate for expanding functions for DRB and was in attendance for the two reviews I cited; *he knows, or should have known, that I was speaking truthfully.*

Mr. Peltier had conveyed to me in written correspondence, earlier this year that he had talked with the Chair of DRB about expanding the importance of the committee's reviews. That same evening he addressed the role of the DRB during the process of amending the moratorium. Documentation of both appear in Exhibits 9 and 10.

*"The DRB Chair believes we can address design guideline issues with those SPR and CUPs in the pipeline **with a heightened sense of importance in how they are reviewed and permitted.**" Exhibit 9.*

*"I spoke to the Chair of the DRB about this [language to amend the moratorium to exclude projects already submitted to COBI] ... He suggested a path forward. ... There might be **some heightened scrutiny.**" Exhibit 10.*

I attended the February 15th Council meeting. Knowing that our project would soon be before the DRB, I was on high alert for impacts on our project. I acknowledge that, while nervously addressing the Council on August 14th, I didn't correctly recall Councilmember Peltier's exact statement, from the Dias. However, I had heard and understood from his email message and his comments at the meeting that a compromise had been reached — with Councilmember Peltier's oversight. Mr. Peltier drafted the amendment for our project. It would be exempted from the moratorium, but, with the Councilmember's full knowledge it would be subject to a more stringent review process than it would have received without the moratorium.

Please take note that this complaint is not directed at the Design Review Board. The many *recommendations* offered by the DRB on the Madison Project are appreciated. My architect husband enjoyed hearing the observations and suggestions from the committee — but we are unlikely to comply with all of the "recommendations" and the "conditions" imposed.

Exhibit 2. Councilmember Ron Peltier's Comments presented during the agenda item named "For The Good of the Order" on August 14, 2018

Video Time Marker 4:32:32

*Yes I have something for the Good of the Order. At the beginning of the meeting Bonnie McBryan got up and attacked me. She lied about things. I think she felt permitted to do that, by the City Manager's comments in the Sun article, in which he labeled me as a bully and the reason that he has resigned. To have one of the most prominent people in the city basically make a slur toward a council member, without any details as to what it means, in my mind gave permission to **someone like Bonnie McBryan to get up and lie about me.***

*I wanna explain what she said. She said I put conditions on the Rolling Bay remodel. That they can't use bricks on their new building. **That's a total lie and she knows it.** But she felt empowered that she could get away with **lying** about me.*

What really happened in that meeting, and I don't influence the conditions or the recommendations that the committee, or the Board, the DRB makes for projects. The Chair said he didn't like the idea of bricks because it wasn't consistent with the rest of the architecture there. It wasn't a mandatory requirement. And in fact Howie Block, who was there at the meeting, was fine with it because it would save him money. I had nothing to do with it.

The second one is that she said I had placed conditions on her project down here on South Madison.

***That is an absolute lie and Bonnie knows it.** She's just **personally attacking** me. **She doesn't like me.** We have a history that goes back away. And I feel that she felt empowered to **attack me** because she saw the most prominent person in the City attack me and blame me for the fact that he's resigning. And then also saw his wife, posting on Facebook.*

So, I just want to put you all on notice that I am considering filing an ethics complaint with the ICMA because I feel that the City Manager has violated the code of ethics of the ICMA.

*And, I'm not going to tolerate **being attacked.** I mean, have you ever seen that happen to somebody where they are **attacked**, at the beginning of a meeting, and have **lies** told about them. Really, Joe? You've had lies told about you? I don't think so. So I'm kinda pissed off and **I'm not going to just take it and have people lie about me.***

Exhibit 3. Councilmember Ron Peltier's Email Distribution to 130+ recipients, August 18, 2018

Ron Peltier <rpeltier@bainbridgewa.gov>

Subject: McBryan Comments

To: List of 120+ recipients removed by Bonnie McBryan

Hi All,

I apologize for not using Bcc but I'm not allowed to at this time due to requirements of the public records act. If you reply to this please don't reply all.

Last Tuesday night a citizen got up to comment and ***launched into an attack on me that was inspired by her intense dislike of me due to the moratorium*** and having been emboldened by the comments of our city manager in an article in the Kitsap Sun where he labeled me as a "bully". A friend has transcribed the comments, which include the Mayor, so you can read them in their entirety.

What disappoints me the most when reading the transcript is to hear the Mayor say that he appreciates what's being said. Maybe so but the role of a Mayor is to maintain a respectful environment. That's what I did as Deputy Mayor. ***You don't let people get up and bash other people, in this case lying about someone to cast them in the worst light possible.***

Please feel free to share the transcript. While we don't like to think about it ***there are mean spirited and vindictive people in our community who will misrepresent the truth if it suits their purposes.***

Best Regards,

Ron Peltier

Attached: Transcript of comments

Exhibit 4: Related Email Messaging from Ron Peltier

To: Olaf Ribeiro;

Cc: Christina Doherty; Charles Schmid; Ce Perkins; DOUGLAS A RAUH; Charlotte Rovelstad; Lisa Neal; Mary Clare Kersten; Rasham Nassar; Jon Quitslund; Mack Pearl

Subject: Re: Tree removal on Madison Ave. On Wed, Aug 1, 2018 at 6:52 PM,

Olaf,

I've know this was in the works and dreading when the demo and clearing would begin.

Some background on the two developments associated with the clearing on Madison. Both projects are owned by *the Ohrts, who are California developers who spotted BI as a place to loot and pillage*. They are also doing the two subdivisions between Weaver and Finch.

Of the two developments associated with the clearing on Madison, one is a subdivision that submitted in December just before the moratorium was enacted, the second (where the Sakuma house was demolished) is a Site Plan Review (SPR). There was no way we could have stopped the subdivision, as they got their application in before the moratorium (and subdivisions vest).

We would have stopped the SPR, however, if three members of the city council hadn't insisted on exempting SPRs that had scheduled a pre ap meeting prior to the effective date of the moratorium.

That happened because Bonnie McBryan complained about her and her husband's mini hotel project down by the Fairbanks building on S. Madison that would have been held up and her life savings supposedly put in jeopardy, and losing sleep, etc.

One council member's response was "we don't want to hurt anybody", so he and two others insisted on the exemption for site plans that had scheduled a pre ap meeting. I mentioned the project at the Vet Clinic (old Sakuma property), and that it had been panned by the DRB. There was absolutely nothing more I believe I could have done and it makes me sick. The moratorium, as it was, was hanging by a thread with Michael Scott, who initially voted for it, coming out against it.

Ultimately the DRB recommended against the SPR at the old Sakuma Property and the Planning Commission recommended approval.

The council members who supported a version of the moratorium that would have stopped the SPR at the old Sakuma property were: Rasham, Kol, and me. Sarah had recused herself from the discussion and the other three would only support continuing the moratorium if it exempted SPRs that had scheduled a pre ap prior to the effective date of the moratorium. A short sighted approach, intended not to hurt anyone, has hurt a lot of people who see our Island's special character slipping away.

Best Regards,

Ron

Exhibit 5: Email Message from Councilmember Peltier to ICMA

Ron Peltier <rpeltier@bainbridgewa.gov>

Ethics Complaint

To: "mperego@icma.org" <mperego@icma.org>

Cc: Rasham Nassar <rnassar@bainbridgewa.gov>

Hi Martha,

I'm a city council member in the City of Bainbridge Island in Washington State. I want to file an ethics complaint against our City Manager, Doug Schulze. Doug resigned last week and had choice words to say about me and the rest of the city council in a newspaper article. You can read that article at the link below.

Though Mr. Schulze had plenty of opportunities to share his concerns with us as a group in a constructive way, he chose not to. One of the effects of Doug, a very prominent member of the community, labeling me as "bully" and blaming me for his resignation, was to give permission to others to impugn my character. This has been happening on facebook over the past several days with Doug's wife participating.

At tonight's council meeting a woman who knows his wife got up and accused me, a liaison to the Design Review Board, of imposing conditions on development proposals, including her's. I couldn't do that if I wanted. It was completely made up.

I believe that Doug's example of name calling in the newspaper article, and vague accusations, played a role in the personal attack on me by providing permission from a person in a position of authority. While present at the meeting, Mr. Schulze made no attempt as a friend of his wife's proceeded to lie about me shamelessly.

Please let me know the next steps in filing a formal complaint.

Thanks,

Ron Peltier

**Exhibit 6: Transcript of Public Comments by Bonnie McBryan on August 14, 2018
Transcript of direct response from Councilmember Ron Peltier**

Video Time Marker of 3:24

I wanted to speak up this evening about the Kitsap Sun's article and the resignation of our City Manager, Doug Schulze.

I believe that our community has been really lucky to have Mr. Schulze serving our Island. I want to publicly thank him for the work that he and his rather extraordinary staff have done for six years. Geez, we don't always agree Doug and I— but Doug, Doug treats people with undeviating respect and kindness. I've worked for quite a few cities in my years in the public sector and I have found that his knowledge and skills are top notch. He has really engaged in our community and volunteered for so many events — I am just sorry to see this genuinely friendly and caring man leave our Island.

*Like many others, though, I am pretty concerned that Doug's resignation came, at least in part, because of a council member behaving as a bully. I don't want to be mean-spirited here. But it seems that somebody in the public needs to stand up and address this issue. There are a lot of different adjectives that have been applied to Ron's comments and behavior here on City Council, in his written responses to members of the community, and at public hearings. But now that the call has been made, about bullying tactics, it is up to you, as our elected officials, to really dig into this **allegation**. You need to look at public opinion you need to look at social media and the stories, the anecdotes that people are posting there, you need to read Ron's messages to his followers and at his responses to constituents.*

Interrupted by Mayor relative to maintaining decorum.

I am asking you to assess whether your fellow council member's words and his actions are simple breaches of etiquette — or of ethics.

I do want to add another concern to your considerations. You probably recall that my husband and I have been trying to build on our property on Madison Avenue South. A few months ago Mr. Peltier announced at a council meeting, that he has instructed city advisory committees to tighten the review process for building approvals. That means that the committee he works with has added conditions to our project and others. For example Bay Hay and Feed has just been told that they cannot put brick on on their building.

Stopped by the clock.

Video Time Marker of 7:15.

I think that if your going to make accusations, if anyone wants to make accusations, I think you need to substantiate them. Give an example. You claim that I directed a committee to impose conditions on somebody. That is absolutely false. If you're going to make accusations, you need to substantiate those, be specific, give an example. Getting up here and making accusations about things I've said and done ...

I stepped back to the microphone at Video Time Marker 7:50 to say:

My request is that your fellow councilmembers consider whether your behavior is ethical or not. This is intimidation, that's sad.

Exhibit 7. Article in Kitsap Sun

Fed up, Bainbridge Island City Manager Doug Schulze leaving for a job in California.

Nathan Pilling, Kitsap Sun Published 7:49 p.m. PT Aug. 8, 2018

BAINBRIDGE ISLAND – Bainbridge Island City Manager Doug Schulze is leaving the post he's held with the city since 2012 for a city manager job in California, citing problems with the island's City Council along with community criticism and negativity as his reasons for looking for a new job.

Schulze confirmed to the Kitsap Sun that he is stepping down to become the city manager for the city of Banning, which sits about 80 miles east of Los Angeles astride Interstate 10. His last official day with the city will be Oct. 2.

"When I became City Manager for the City of Bainbridge Island, I fully intended for this to be the last stop of my career," Schulze wrote in his resignation letter submitted to council members on Friday. "Bainbridge Island is a fantastic place to live and I have built personal and professional relationships with many people. However, I have determined that it is best for this City Council to hire a city manager that will be a better fit for the direction it is moving."

A frustrated city manager

In an interview, Schulze detailed a variety of frustrations he's had over the last few months, including council members giving greater weight to the opinions of members of the public than to recommendations from city staff, short-sighted thinking on projects like the Sound to Olympics Trail pedestrian bridge and a lack of focus on priorities from City Council, he said.

"If you listened to council meetings, there's rarely a meeting that goes by that we don't have a new topic or new issue brought forward for the council to consider or for staff to work on," he said. "If you look at our work plan ... for a city our size, our work plan is ridiculously long. We're a pretty lean organization. We don't have any staff waiting for new projects. Their plates are full. Each time a new idea is brought up, it means something else doesn't get done in the timely manner we had planned."

Schulze lamented what he sees as City Council members – "essentially volunteers" – becoming involved in decisions he feels should be left to professionals. He cited examples such as the council ending the Sound to Olympics pedestrian bridge proposal — a project that he feels the city will have to do someday – and rejecting \$2 million in grant funding the city had won for it. Or, a new proposal being considered by the council that would shift authority for some land-use reviews and permits from the city's hearing examiner and planning department director to the City Council.

"There's a reason for the past 20 years that cities have moved away from that format to the hearing examiner process, because a hearing examiner's a trained expert, typically an attorney, that has land-use expertise and understands how to create a record," Schulze said. "The council doesn't have the time to do that."

Schulze also pointed to criticisms of city projects from a vocal group of "armchair quarterbacks" and **conflicts with Councilman Ron Peltier** as contributing reasons for his departure. "**Ron has been difficult,**" Schulze said. "**He's a bully and everything is a second-guess and a battle.**"

“The negativity is really what has weighed on me, to the point where I realized I’m losing passion for the job, because everything is so hard to do, whether it’s a project like Waterfront Park or the city dock or widening shoulders on a road.”

“It’s just not something I want to be a part of,” Schulze said. “I want to be a part of positive community building.”

Peltier fired back in an interview, saying that while he wishes Schulze well, he hasn’t been satisfied with his job performance and that he sees the split as a fresh start for both parties.

“I think he’s right, I think he isn’t a good fit for where we want to go,” Peltier said. “That sums it up, and I think it’s a great opportunity to find someone who is a good fit and complement to where the community and the City Council is going.”

A steady hand

Schulze leaves with an eye to put his stamp on a city going through some of the instability Bainbridge experienced when he came onboard. Banning has had 11 individuals doing its city manager work over the last 11 years, he said. At one point the city’s police chief served in the role but then recently resigned both positions. In recent years grand juries have investigated ethics questions and “handshake deals” done by city officials.

Schulze said it’s the type of job he’s been attracted to in his career, one with an opportunity to be a steady hand.

Despite the difficulties on Bainbridge, Schulze has a few highlights he’s proud of in his nearly six years with the city: improving an aging city sewer system in Eagle Harbor, completing a renovation of Waterfront Park, replacing the city’s dock there and opening the first segment of the Sound to Olympics Trail along Highway 305, he said.

He’ll miss Bainbridge Island, he said, but it had become clear it was time for him to move on.

“The island is a wonderful place to live,” he said. “The talent that’s here, we’ve made some really good friends here on the island.”

What’s next?

The city will likely begin a search for Schulze’s replacement soon, and Deputy City Manager Morgan Smith will be a natural choice to serve in an interim role. Smith previously served in that position before Schulze was hired in 2012 and has been with the city since 2010. In recent years, she’s overseen the city’s biggest project: moving to find a new home for its police department and municipal court facility.

Councilman Matthew Tirman said he expected that the council would begin discussing a process for finding Schulze’s replacement at its next meeting.

“In terms of priorities, (hiring a new city manager) becomes priority No. 2 or 3, aside from getting the police station project sorted and funded and moved on,” Tirman said. “The priorities definitely change now.”

Deputy Mayor Joe Deets said he’s been pleased with Schulze’s work and said he was sorry to see him go.

“Doug was a professional city manager of the highest caliber,” Deets said. “It’ll be difficult for us to find a replacement at his level.”

Exhibit 8: Email Message from Rasham Nassar to Mayor Medina

From: "Rasham Nassar" <rnassar@bainbridgewa.gov>
Subject: re: phone call
Date: Aug 11, 2018 at 4:14:07 PM
To: "Kol Medina" <kmedina@bainbridgewa.gov>
CC: "Ron Peltier" <rpeltier@bainbridgewa.gov>, "Matthew Tirman" <mtirman@bainbridgewa.gov>

Hi Kol,

Hope you had a lovely vacation! I left you a voicemail earlier today – in light of the fact that you are probably very busy catching up with council business I'll just go ahead and share my thoughts in email.

As you've probably by now read the Kitsap Sun article about Doug's resignation, I wanted to request that we hold an executive session prior to the start of our council meeting this Tuesday to discuss this matter without the city manager present. If you have time for a call sometime tomorrow I'd appreciate an opportunity to share my thoughts/concerns in greater detail with you ahead of Tuesday. Maybe you're planning an email to council which might address some of these concerns? I am eager to hear your perspective/take on the matter, as ***the article has stirred much heated discussion and controversy in the community and I believe it is incumbent upon us to address and respond to this news as soon as possible – in a mature, professional, proactive, and responsible way.***

If I haven't said it already I very much appreciate your service to our community, and your time and commitment as mayor on the city council. I am looking ahead with positivity and optimism and gratitude, holding the sincere hope that we can get through this and be better for it.

Thanks!

Rasham Nassar
Bainbridge Island City Council

Position 5, Central Ward
rnassar@bainbridgewa.gov
(206) 300-6181

**Exhibit 9: Memo to Bonnie McBryan from Councilmember Ron Peltier,
Concerning increased role of Design Review Board**

Ron Peltier <rpeltier@bainbridgewa.gov>

Re: Proposed Moratorium Amendment

To: Bonnie Anisoglu [REDACTED] > Cc: Rasham Nassar
<rnassar@bainbridgewa.gov>, cihan anisoglu [REDACTED] >

On Feb 14, 2018, at 8:06 PM, Ron Peltier <rpeltier@bainbridgewa.gov> wrote:

Bonnie,

I had a conversation today with the Chair of the DRB regarding Major Site Plans and Conditional Use Permits. I explained to him the current debate regarding Site Plans and Conditional Uses per the moratorium. He advise the best way to address those in the moratorium is to allow all Site Plans and Conditional Use Permit proposals that initiated the City's land use review process before the effective date of the moratorium to continue through the process, whether they were complete applications or not. I'm preparing a motion to that effect for Thursday night's meeting.

The DRB Chair believes we can address design guideline issues with those SPR and CUPs in the pipeline with a heightened sense of importance in how they are reviewed and permitted.

I believe this would allow your SPR to proceed unabated, so **is that proposed language something you can support?** If so I hope you will convey that to other members of Council.

Thanks,
Ron Peltier

Exhibit 10. Transcript of Councilmember Peltier's Comments at City Council Meeting February 15, 2018

Audio Recording Time Marker 7:15

I spoke to somebody on — actually the Chair of the Design Review Board. He suggested a path forward, that we allow all major site plans and conditional uses that have already initiated the process to continue through the process.

When asked how this would impact the DRB Mr. Peltier continued:

Recording Time Marker 12:00

Their role wouldn't change. There might be some heightened scrutiny as projects go through the Design Review Board.

Exhibit 11: Documenting Impacts

August 19, 2018

To: Bonnie McBryan

From: Kate Gormley

Dear Bonnie,

I watched the City Council meeting of the other night, and was so upset and saddened by your unkind words about Ron Peltier. We have known Ron for many years, and strongly supported his candidacy. ***Ron's intention for the building moratorium was not to cause trouble for you, but to slow down the massive subdivision construction, and clear-cutting on the island. For you to repeat the ridiculous assertions of the outgoing City Manager was cruel and uncalled for.***

I really hate how contentious, divisive and mean-spirited this island has gotten. I'm sure we are all feeling the horrors of the national situation, but we shouldn't let it spill over into our personal emotions and our local politics. I feel that there is a concerted effort by certain groups to smear Ron for their own purposes. Please don't you add fuel to that fire.

Bonnie, I have always liked and respected for all you and your husband do for this community.

Best,

Kate

Please note that I didn't mention the moratorium in my comments; Councilmember Peltier asserted in his letter to constituents that I harbored "intense dislike" of him because of the moratorium.

5645445From:

"Tami Meader" [REDACTED] >

Subject:

Last nights meeting.

Date:

Aug 16, 2018 at 7:31:27 AM

To:

"kmedina@bainbridgewa.gov" <kmedina@bainbridgewa.gov>, "sarah blossom" <sblossom@bainbridgewa.gov>, "mtirman@bainbridgewa.gov" <mtirman@bainbridgewa.gov>, "rnassar@bainbridgewa.gov" <rnassar@bainbridgewa.gov>, "jdeets@bainbridgewa.gov" <jdeets@bainbridgewa.gov>, "Ischneider@bainbridgewa.gov" <Ischneider@bainbridgewa.gov>, "Ron Peltier" <rpeltier@bainbridgewa.gov>

Dear Kol and Council,

I was taken aback last night at how the council meeting was handled. You allowed Ms. McBryan to disparage your fellow council-person Peltier, on your turf and, in a very public way.

How would you have felt if this had been you last night knowing what was being said was not factual?? I'm sure not very good. Kol, you let her continue enough to get her point across even though it is obviously personal for her. I would like to know your thoughts here.

I once reminded council person Tollefson of some disparaging remarks he made to someone in a public email. He recognized his mistake, apologized and met with the person to discuss their differences.

*Recently Ms. McBryan was **practically hysterical** in front of the council explaining the 'world will end' if shovels don't hit the earth by August for her building project. I believe the moratorium was changed so she could save her "life's savings" invested into a new Inn **thus allowing 2 other large scale developments in under the wire to develop in Winslow.**yay.*

By the way I don't see any shovels yet on the property in mid-August.

If you go on Facebook (which I avoid as much as possible) you will see she's been on a rampage against Ron after the newly resigned city manager's article to the press. It was fuel for the fire. This is sad and so political.

I apologize for being so harsh, it doesn't seem like you have things figured out. I'm sure you will correct me if I'm wrong.

Sincerely,
Tami Meader