

From: [Andrea](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Friday, August 14, 2020 11:53:08 AM

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Hello,

As a resident of Bainbridge Island for over 30 years I've seen many changes to our island's government. I've seen power concentrated in the council and the manager. I've seen people from far and wide rise to these positions of authority, much of which has saddened me deeply. These are not people who know our unique character. This is not something that can be learned from literature but only from living here for many years.

With that in mind, I believe that it is of utmost importance that our next city manager be someone who has lived here for many years. I was thrilled to see Morgan Smith take on this position after Doug Schulz left. Doug had no experience with life on our island and in my opinion did not serve us well. Morgan, on the other hand, knows us well and has been a wonderful leader of our community. I am sad to see her go.

Please don't bring someone from far away to our beautiful little island to become our next City Manager. We are a well educated community with many intelligent people who would be able to lead us into the future with honesty and integrity. A person who knows us well and understands the intricacies of the job is of paramount importance.

Pick someone from here.

Thank you,
Andre'a Steurer

From: [responsible citizenry](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Saturday, August 15, 2020 12:09:37 PM

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OMG ... finally, this is going to happen! BI may "finally" get a new city manager! Question is, will this person be sincerely committed and able to main "sustainability" on BI, or will he/she be hellbent as our present and the past managers to further exploit our community to benefit realtor and housing construction income?

With due respect, this moment has been far too long in happening. INDEED, in order to come on board, our present city manager demanded a salary exceeding that of our WA State governor no less. who himself was ("is"?) the 4th or 5th highest paid in our nation! She then demanded a significant raise months later!

My concern at this point is that I see no presentation from COBI of a search process that publically promises greater integrity than to date. INDEED, by the very fact that the search will be "nationwide" - as was our search and employment of a new Chief of Police (whom don't get me wrong, I've met and like tho' he replaced a long time local officer who did a great job filling in for a year after the former resigned) - I find myself questioning COBI's search criteria.

INDEED AGAIN - why not find someone "local" who's an invested interest in the healthy preservation of our community - i.e., not someone who will further sell out our community to the realty industry that "floods" our local BI Review with full - if not "double page" advertising. Indeed, last week's edition containing about twelve (12) full size pages replete with Georg & Arthur realty buying TWO (2) FULL side-by-side pages!!!!

Above said, owing to: (1) the choice of our present city manager, (2) the major high-end growth portion of the city council and (3) seeming behavior of our city planning commission - I feel little confidence that COBI is intent on commitment to true balance and "sustainability". Alas, I fear it will remain dedicated to high end realty construction therein ensuring advertising for evermore attraction of the wealthy in order to feed "COBI" therein forfeiting reasonable cost of homes and lifestyles for the majority of our citizenry.

Keolalani Koaloha

From: [Penny Lamping](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Monday, August 17, 2020 10:06:27 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Thank you for the opportunity to provide my input on the search for the new city manager. I would first like to say that I wish the council had seen fit to keep Morgan Smith for one more year – I believe she has done a very good job during this difficult time.

I would like the Council to find someone who will speak truth to power! This council is distracted and side-tracked by every shiny object which comes along and I have no reason to believe future councils will behave any differently. Consequently they don't seem to get much work completed. I would like a city manager who will keep them on track, tell them when they are getting sidetracked and help them to see the end of their projects. That would be my most important criteria – keeping the council to their workplan and explaining to them when they are not doing their job.

Thank you,
Penny Lamping
Crystal Springs Dr.

From: [Robin Simons](#)
To: [City Clerk](#)
Subject: City Manager search
Date: Sunday, August 23, 2020 5:06:26 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Council members,

Thank you for inviting public input on a profile and priorities for a new city manager.

I hope you will hire someone who has high level management experience in a similar size city that is facing similar growth pressures. I hope you will examine the experience of that city closely to see how it has handled growth. Did it readily embrace growth with the belief that all growth is necessary and beneficial? Did it evaluate development opportunities and proposals with a strict eye to its own comprehensive plan and planning guidelines? How do citizens in that city feel about the city's growth? How do the members of the citizen advisory committees feel about the city's growth? I hope you will ask these questions and evaluate the answers critically because a person's past experience, and the mindset that was held in that city, will be significant indicators of what we might expect on Bainbridge.

I hope you will hire someone who understands and respects the *intention* as well as the specific requirements of our comp plan and Winslow Master Plan. I hope to see a city manager who understands that Guiding Principle #1 of our comprehensive plan is to "preserve the special character of the Island, which includes downtown Winslow's small town atmosphere and function," as well as later sections of the comp plan which emphasize that development on Bainbridge should serve the people who live here first and foremost; while tourism is an important part of our economy, serving tourists must come second to serving the needs and wishes of island residents. I hope you will hire someone with a proven track record of shepherding development in a manner that accords with that vision.

I hope you will hire someone who has a proven track record of listening to citizen input and to citizen advisory committees. Again, I would like to see you ask for feedback in that regard from the citizens and committee members in the city or cities where the candidates have worked.

I would like to see a hiring process that is transparent and invites ongoing citizen input. I hope citizens will have a chance to meet and review the finalists, and then discuss our thoughts about them in a public session with council members (separate from a regular council meeting so that adequate time can be allowed for a thorough discussion). I would like to see evidence that you are seriously considering the input you receive from citizens.

I applaud your start on that process by inviting citizens to offer input on the manager's profile and priorities. I encourage you to keep the public well informed as you craft a draft job description, a final job description, and at each stage of the hiring process. **Perhaps you might create a listserv called City Manager Search to make it easy for citizens to stay informed.**

Perhaps you might also **send every household a survey, as the parks department has done, asking for input.** This would help you gauge citizens' priorities, especially if people are asked to weigh priorities against each other as must happen given the constraints of the city budget.

I appreciate the opportunity to offer this input, and look forward to more such opportunities in the future. Thank you.

Robin Simons
343 Winslow Way West

From: [Fred Truitt](#)
To: [City Clerk](#); [Fred Truitt](#)
Subject: Fwd: City Manager Search
Date: Saturday, August 22, 2020 5:23:43 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

To City Council Search for City Manager:

Thank you for the invitation to provide public input.

First, please consider the expenditure of resources required for a nationwide search vs the likely benefits of such a large and expensive search. What evidence do you have that a nationwide search is likely to yield much better results than a more limited search?

(I have served on a number of academic search committees over the last 50 years, (Manchester Business School, UofW and Willamette University) and although the law sometimes required a national search in some cases the best candidate was much closer to home.

In light of our past experience with city managers not staying here very long it might be prudent to conduct a less expensive and more limited search.

Is it not a good idea to find someone already familiar with our local problems, preferences and peculiarities than someone from a totally different context and unfamiliar with the local landscape of conditions and constraints?

I recall an expensive consultancy report on city planning from back in the bad old days when COBI had such grand plans (and more money than it knew what to do with) for "world class this" and "world class that". The "national search" consultants brought their deep (and deeply irrelevant) familiarity with Boulder, Colorado to solve all our needs and problems on Bainbridge Island. Please try to avoid repeating this mistake with the selection of city manager.

Second, consider that the most likely predictor of "success" here is success in previous employment, not a sparkling appearance in an interview or a professionally enhanced resume.

Third, please keep in mind that not everyone on Bainbridge Island lives in or can afford a waterfront MacMansion. Some of us live on limited incomes so please look for a city manager who might recognize this.

Yours,

John Frederick Truitt
10100 NE Yaquina Ave.
Bainbridge Island, WA 98110

206 780 5017

fruitt@willamette.edu

From: [Earth As One](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Friday, August 21, 2020 6:14:02 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

With sincere respect - please appoint Deputy Mayor/Council Member Rasham Nassar to the position of City Manager. She is without question wholly capable and committed to the wellbeing of our community.

TOO, given Ms. Nassar's capabilities, there seems no reason for BI to devote time and expense to a "national search". We need to recognize and honor our local capabilities.

Sincerely,
Lawrence N. Koss, M.Ed.

5192 NE Sullivan Road
Bainbridge Island, WA 98110
August 24, 2020

TO: Members of the Bainbridge Island City Council; City Manager Morgan Smith

FROM: Jon Quitslund

I welcome this opportunity to contribute to the Council's development of a profile for the position of COBI's next City Manager. I think it's important that the Council and the search firm, SGR, take into account the experience and opinions of many different citizens as they work together and make up their own minds about the credentials and personal qualities that are most desirable in a City Manager at this juncture in Bainbridge Island's history.

My perspective is that of a Planning Commissioner with almost nine years of experience, in the course of which I have learned a good deal about our Island's population and its political culture; about both the natural and built environments of Bainbridge; and about the structures and functions of governance in and around City Hall. I also draw upon a longer acquaintance with the goings-on in COBI, dating back to 2000.

I've been encouraged, in recent years, by high levels of interest in the workings of our local government, and by the numbers of people who step forward to serve in elected or appointed capacities. Things get done and changes happen, but slowly. Many citizens don't trust the Council (or trust only one or two members); many don't trust the Manager and staff. To be successful, the City Manager will need patience, good communication skills and a willingness to listen, and an instinct for the right moment to assert leadership.

Policy-making leadership and decision-making power are primarily vested in the City Council, so it is up to the Council, working together, to moderate the conflicts and confusion that exist within our community. In the best of times, this is never easy. In the years since the changeover to a Council / City Manager form of government, I have seen many improvements on the administrative side of COBI. I've seen a similar seriousness about their responsibilities on the Council, but their working relationships have been more prone to disarray and breakdown.

In times of trouble on the Council, should we look to the City Manager to be a problem-solver? Perhaps not, but I wouldn't respect a Manager who sits and waits for a fractious Council to figure things out on their own. I want to see a dynamic relationship, with some tensions built into it, where policies and decisions are worked out together.

We have had a succession of good City Managers. My acquaintance with day to day and month to month operations is limited, but it's my impression that across all departments things are going well: Morgan Smith and her team are entitled to take pride in running a 'tight ship.' Perhaps the Council, and the community as a whole, wants no change of course, but more of the same management style.

At this juncture, however, I want to add an emphasis on expertise and a kind of vision that I find missing from the City's administration today. Planning & Community Development is the department I know best (and the only department I know well). I find the staff there dedicated, very good at what they do, but severely handicapped, struggling to keep up with changing times and rising expectations. Shortcomings in Planning & Community Development reflect poorly on COBI as a whole, and on the City's capacity for coordinated leadership.

I am not inclined to blame the current or past managers of the Department. They have been doing, I believe, what the Council and the City Manager expect of them – which seems to be limited to 'minding the store.' The Department is short on staff, not equipped with all the expertise that is needed for the longstanding challenges we face here on Bainbridge. Long Range Planning needs at least two senior planners, and we now have only one. It was years ago that the Affordable Housing Task Force's *Final Report* called for the hiring of a Housing specialist, and so far as I know, that recommendation has never been taken seriously.

Beginning several years ago with the Comprehensive Plan update, COBI took up a number of big initiatives, and the Council was instrumental in that process, which continued through a broad and deep implementation of the Comp Plan that has involved major changes to the Municipal Code. That process is still moving forward, somewhat behind schedule; it won't be complete until the Winslow Master Plan has been updated and Title 18 is thoroughly revised, including overdue attention to a comprehensive Affordable Housing Ordinance. Other important initiatives have included the Climate Action Plan, the Sustainable Transportation Plan, the Green Building Code. Somehow, also, the Shoreline Master Program has to be updated.

I give the City Council a lot of credit for working with engaged citizens and undertaking several forward-looking initiatives. The Council can't be expected to supply all of the forward momentum needed to see those plans carried through to completion; that's the City Manager's job. We need a City Manager who is not only supervising the ordinary activities of the administrative departments; s/he also has to be a manager of aspiration and achievements. This means that Department heads need to be empowered and equipped to achieve what is assigned to them. I don't see that happening where it matters most, and I hold both the Council and the City Manager responsible for this shortcoming.

In their definition of essential characteristics for the next City Manager, is the Council looking for someone who will provide leadership toward progressive policy objectives, who will empower and support department heads who participate in leadership on behalf of those objectives? Or is the Council looking for an employee who can be relied upon to 'mind the store,' leaving leadership in the Council's hands?

A few weeks ago, after what I felt was a shallow and inconclusive discussion of a significant item on the Council's agenda, I sent an email to Planning Director Heather Wright, and that email led to what I found to be a forthright and positive telephone conversation later in the week. At the risk of going too deep into wonky policy detail, I will share with you some of the substance of that conversation.

In the Council meeting on July 28, item 7.C on the agenda was billed as “Update on PSRC Vision 2050 and Countywide Planning Policies.” Planning Director Wright provided a power point presentation pertaining to the regional Vision 2050 and long range countywide planning for population, transportation, and jobs. In my email, I said that I have been consulting the PSRC website and had learned a great deal from the research and policy papers developed in connection with Vision 2050. I said, “With those regional perspectives in mind, I was sorry that the discussion of Bainbridge Island’s planning for an increase in population (4,500 of Kitsap County’s 34,000 increase between 2017 and 2050) came down, in the end, to a focus on a small adjustment in our next update to the Comprehensive Plan.”

Why was I not surprised that the Planning Director was so careful in broaching this subject? We all know that population growth, and development to provide for it, are the untouchable third rail in our politics. So why does this matter to me? Well, sooner or later we will have to get with the program of Vision 2050, and I believe that Bainbridge Island will be better off for doing so.

I suppose that Heather Wright was wise not to go any deeper than she did on July 28. I don’t think the Council was ready to listen, or to engage with the inconvenient demographic facts, locally and regionally. But let me say something about what I heard in my telephone conversation with Ms. Wright. First, she encouraged me to be direct with her, to hold nothing back. I said that I wasn’t interested in criticizing her; I wanted primarily to encourage her as she develops in her role as the Planning Director. She should feel free to speak from what she knows as a professional. She responded (I won’t be quoting her exact words), “The Council scares me.” She didn’t need to explain why.

This is not OK, and it’s not just about Heather Wright. She is the latest in a line going back through the long tenure of Kathy Cook, and further than that. By what seems to have been an implicit understanding, Planning Directors have been subordinate and subservient to the Council, and susceptible also to criticism from citizens that is often outrageous. No doubt some of this just comes with the territory, but the problem needs to be recognized and brought under control, or we will not make much progress with our ambitious work plans. The City Manager should have the Planning Director’s back, and should also expect big picture thinking and forthright leadership from whoever is in that role.

I will end with thanks to all who will be involved in the recruitment and evaluation of applicants for the critically important job of City Manager for the City of Bainbridge Island.

From: [Dusb2](#)
To: [City Clerk](#)
Subject: city manager positon
Date: Monday, August 24, 2020 6:51:25 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

The island can't afford candidates of the quality of Schultz or Morgan who were both a disaster. These candidates were both disasters, they both promoted the reverse of what the island was advised by Environmental Protection Agency NOT TO DO--and this present obscene development along Madison is a prime example for it JEOPARDIZES ALL ISLANDERS AND OUR WATER since we're on a SOLE SOURCE AQUIFER. If the council was more concerned about our WATER and less concerned about development we wouldn't be in the situation we are in today--jeopardy for water quality for the entire island. It's obvious to me that the water downtown is being treated if it's drinkable--treated, misleading the public, putting chemicals in the water that could be harmful! All of this for development--obscene, unnecessary, and vulgar development spread over large acreage, sticking out like a sore thumb, replacing some of the most unique and beautiful properties downtown--doing the complete reverse of what EPA warned the island 25 years ago--I know, I worked for it at that time. This represents irresponsible leadership both with the council and the city managers.!

But the council hires the city mangers it wants, doing what it wants, and it's obvious it wants development. Just as the ugly hotel just approved--something that will kill all other lodgings in the downtown area! But, what you fail to see is that it's the impact for there are only so many visitors who choose to visit the island--and that hotel will be the negative for all the others especially in downtown! So rather than remaining unique, the island decides to be a copycat, ruin our air, our water resources, and competitors! Those of us outside of downtown won't be as impacted for we have our own unique qualities that attract tourists that the city businesses can't compete with.

What this city needs is a local business person who values the uniqueness of the island, who has success, who can't be bought at any price. Now that's the person that will encourage positive development and not this rambling copycat development witnessed throughout the county and likely state. The managers have gone from awful to totally irresponsible. Morgan giving M&E to Fof the Farm was a prime example for it violates that well written and protective contract for which your actions have harmed future land donations--I know just from those donators who have spoken to me--the ones who are dissatisfied with the city/council's word being meaningless--that's what your decision making has done for BI. No one trusts the city, the council! That's quite a message.

Patti Dusbabek

From: [Kathryn Lafond](#)
To: [City Clerk](#)
Subject: New City Manager
Date: Tuesday, August 25, 2020 12:04:16 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear COBI,

I am writing to ask you to please incorporate the city's recent commitments to implement racial equity into the new City Manager position profile. Now is the perfect time as the new City Manager can potentially be a great asset or a great detriment to COBI's commitments to race equity.

Ideally the new City Manager is someone who can lead the city in undertaking GARE training, creating a Race Equity Action Plan for the city, and guiding staff in its implementation. The successful candidate should have a high equity IQ, have a solid equity analysis (be able to articulate the concepts of racism and equity) and be able to explain to you how the city's equity commitments can be accomplished while carrying out the business of the city.

Key attributes of such a leader must include:

- Cultural competency and racial literacy, including training in equity and inclusion
- Previous experience in implementing and executing racial justice initiatives
- Experience in using a race equity lens in decision making and policy
- Inclusive leadership style which includes community engagement

Preferred attributes, in addition to the ones listed above would include:

- Familiarity or experience with GARE
- Enthusiasm and passion for the implementation of equity initiatives and social justice

In addition to placing these attributes into the position profile for the new City Manager, those who vet and interview candidates should be prepared to thoroughly question candidates to ascertain their cultural competence and racial equity knowledge and experience. Please use the Race Equity Task Force to help provide appropriate questions and skills for analyzing candidate responses.

The right person will be a leader who champions equity and knows how to get us there!

Sincerely,

Kathryn Lafond

From: [Fran Korten](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Tuesday, August 25, 2020 12:15:57 PM

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To Honorable City Council members,

Thank you for inviting public input into the qualities you are looking for in the next City Manager. The person you choose will significantly influence how Bainbridge Island evolves in the years ahead.

Here are some qualities I hope you will look for in candidates as you conduct your search.

The Nature of Bainbridge Island. The candidate should understand that while all of Bainbridge Island is formally a city, it has many rural areas that our citizens highly value. And we want our downtown to maintain a “small town atmosphere” as elucidated in our Comprehensive Plan.

Our Climate Action Plan. The candidate should be ready to give full support to the Bainbridge Island Climate Action Plan and its multiple actions to significantly reduce our greenhouse gases. One important step is creating the infrastructure that gets people out of their cars. Experience in achieving such reductions would be a plus.

A Prudent Approach to Growth. The candidate should have a record of being cautious in supporting new development and able to ensure that development proposals fit a larger vision, as is described in our Comprehensive Plan. In providing development permits, the candidate should be ready to require conditions that benefit the whole community.

The Challenge of Affordable Housing. The candidate should have experience in finding effective ways to provide affordable housing in an expensive market.

Citizen Input. The candidate should have a record of transparent management and welcoming and using the input of citizens and citizen advisory committees.

Thank you for this opportunity to comment.

Fran Korten
123 BJune Dr. SE, Apt 303

From: [Ann Lovejoy](#)
To: [City Clerk](#)
Subject: City manager search
Date: Tuesday, August 25, 2020 1:07:42 PM

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Hi my friends,

I am writing to encourage COBI to include a strong inclusion and anti racism background as a vital part of the City Manager candidate requirements. In addition, please make sure that candidates are well educated in senior citizens' issues, including affordable housing, health services and public transportation.

Thank you!

Ann Lovejoy
413 Madrona Way NE
Bainbridge Island WA 98110

From: [Linda Espinosa](#)
To: [City Clerk](#)
Subject: race equity skills to the new City Manager Position Profile
Date: Tuesday, August 25, 2020 1:16:17 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear COBI,

My name is Linda Espinosa, I am a member of the Multicultural Advisory Committee and I person of color that lives in Bainbridge Island.

Currently except for the Race Equity Task Force, there are very few people who represent me or other people of color living in Bainbridge Island. So I am writing to ask you to please incorporate the city's recent commitments to implement racial equity into the new City Manager position profile. It is crucial that the city hire someone who is knowledgeable and committed to carrying out this implementation.

The new City Manager must be someone who can lead the city in undertaking GARE training, creating a Race Equity Action Plan for the city, and guiding staff in its implementation. The successful candidate should have a high equity IQ, have a solid equity analysis (be able to articulate the concepts of racism and equity) and be able to explain to you how the city's equity commitments can be accomplished while carrying out the business of the city.

Key attributes of such a leader must include:

- • Cultural competency and racial literacy
- • Extensive training in equity and inclusion
- • Previous experience in implementing and executing racial justice initiatives
- • Understanding and experience in using a race equity lens in decision making and policy
- • Inclusive leadership style
- • Strengths in community engagement and inclusion

Preferred attributes, in addition to the ones listed above would include:

- • Familiarity or experience with GARE
- • Enthusiasm for the implementation of equity initiatives
- • Personal passion for racial equity and social justice

In addition to placing these attributes into the position profile for the new City Manager, those who vet and interview candidates should be prepared to thoroughly question candidates to ascertain their cultural competence and racial equity knowledge and experience. The Race Equity Task Force can help provide appropriate questions and skills for analyzing candidate responses.

The new City Manager can potentially be a great asset or a great detriment to COBI's commitments to race equity. The right person will be a leader who champions equity and knows how to get us there!

Thank you.

Linda Espinosa

From: cindy4253@aol.com
To: [City Clerk](#)
Subject: City Manger candidate criteria
Date: Tuesday, August 25, 2020 5:31:46 PM

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Dear City Council,

Please ask members of the Race Equity Task Force to help you with setting the experience required by candidates for the City Manger position.

Cindy Anderson

From: [robin hunt](#)
To: [Council](#)
Cc: [James Friday](#); [Brenda Fantroy-Johnson](#)
Subject: Incorporation of race equity into new City Manager search
Date: Tuesday, August 25, 2020 6:33:37 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

25 August 2020

Dear COBI,

In searching for a new City Manager, could you please seek and find someone who, in addition to meeting standard administrative qualifications, has the heart and dedication (1) to advance the City's recently adopted principles for building race equity within the city government structure and practices. in general; and (2) to support the City's Race Equity Task Force, in particular. Hiring such a person will not also serve the managerial needs of the City, but also help lead Bainbridge to become a truly welcoming community.

Whether intentionally or not, you have already hired people with heart for racial equity and justice for all—our past and current police chiefs, former Chief Hamner and current Chief Clark. Because of his extensive past interactions with people of color, Chief Clark, for example, naturally sees and treats everyone as an individual, not some anonymous member of a racial class. Because he is naturally comfortable working and talking with our citizens of color, he does not face the steep learning curve of a person without such background.

I also urge you to engage representatives of The Race Equity Task Force to participate in the new city manager interview and selection process. They can help discern which candidates have the heart and dedication to help the City of Bainbridge Island achieve the race equity to which we aspire.

Thank you for considering this critical, though somewhat intangible, qualification for our new city manager.

J. Robin Hunt, Bainbridge Island
206-842-6459
jrobinhunt@msn.com

Sent from [Mail](#) for Windows 10

From: [Gary L Johnson](#)
To: [City Clerk](#)
Subject: City manager search
Date: Tuesday, August 25, 2020 8:15:33 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

I can only hope that we find more future employees who desire and respect the desire to keep our main commercial and tourist area «Winslow» a truly VILLAGE rather than just another town. We do not need to pollute our atmosphere with over sized HOTELS and apartment/condo complexes.

The new proposed Hotel is two blocks from my residence on Grow Ave. and after living here for almost 25 years I will most likely sell my home to relocate to a more livable town.

Thank you for allowing me to comment on this matter,

Gary L Johnson

From: [Laura Van Dyke](#)
To: [City Clerk](#)
Cc: [Council](#)
Subject: Include Leadership in Racial Equity as Key Attributes for City Manager Position
Date: Tuesday, August 25, 2020 8:53:45 PM

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Dear COBI,

I believe including leadership in racial equity as a key attribute for the new City Manager position is really important.

It is crucial that the city hire someone who is knowledgeable and committed to carrying out this implementation.

The new City Manager must be someone who can lead the city in undertaking GARE training, creating a Race Equity Action Plan for the city, and guiding staff in its implementation. The successful candidate should have a high equity IQ, have a solid equity analysis (be able to articulate the concepts of racism and equity) and be able to explain to you how the city's equity commitments can be accomplished while carrying out the business of the city.

Key attributes of such a leader must include:

- • Cultural competency and racial literacy
- • Extensive training in equity and inclusion
- • Previous experience in implementing and executing racial justice initiatives
- • Understanding and experience in using a race equity lens in decision making and policy
- • Inclusive leadership style
- • Strengths in community engagement and inclusion

Preferred attributes, in addition to the ones listed above would include:

- • Familiarity or experience with GARE
- • Enthusiasm for the implementation of equity initiatives
- • Personal passion for racial equity and social justice

In addition to placing these attributes into the position profile for the new City Manager, those who vet and interview candidates should be prepared to thoroughly question candidates to ascertain their cultural competence and racial equity knowledge and experience. The Race Equity Task Force can help provide appropriate questions and skills for analyzing candidate responses.

The new City Manager can potentially be a great asset or a great detriment to COBI's commitments to race equity. The right person will be a leader who champions equity and

knows how to get us there!

Thank you.

Laura Van Dyke

296-920-5610

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Laura Van Dyke

206-920-5610 cell

lauravandyke5@gmail.com

From: [Carol Appenzeller](#)
To: [City Clerk](#)
Subject: City Manager Input
Date: Wednesday, August 26, 2020 9:04:28 AM

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Bainbridge is such an amazing place full of people with great values. Yet, we also know that, even with our loving intentions, things we don't notice can exclude people or make them feel unwelcome. I'm white, as are most of my neighbors and friends, and we often talk about why Bainbridge doesn't represent the world as it is. We know in our hearts that we don't want to be Palm Springs or Carmel where only one sort of person is heard. Hiring a new City Manager is the perfect opportunity to help Bainbridge become the model of appropriate inclusivity that we all know it could be. Please find a manager who is truly literate and experienced in racial equity and inclusion. Our neighbors around the Sound, the state, and indeed the whole world see that America needs this kind of change, and they are watching, waiting to see what we do.

Sincerely,
Carol Appenzeller
203 Gideon Lane

From: [Deanna Vandiver](#)
To: [City Clerk](#)
Cc: [Council](#); [Peggi Erickson](#)
Subject: RE: City Manager Search
Date: Wednesday, August 26, 2020 9:34:17 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

26 August 2020

RE: City Manager Search

Dear COBI:

I am writing in response to the City Council's desire for public input to inform the development of the City Manager position profile.

It is essential that the next COBI Manager have an intimate awareness of and commitment to understanding that this island is part of the aboriginal territory of the Suquamish Tribe and beholden to the requirements of the Point Elliott Treaty of 1855. As such, the City Manager is responsible for supporting the decolonization of Island functions and the decriminalization of indigenous presence and practices in this place. Island government must engage in an equitable and respectful relationship with the Suquamish Tribal Council.

The City Manager shall possess a strong analysis about the anti-Blackness, systemic racism, and colonial structures and practices that are present in the COBI governmental structures and a deep commitment to eradicating these inhumane structures and practices. Skill sets should include a high tolerance for holding space for a multiplicity of experiences and perspectives and the ability to learn without defensiveness.

I request that you engage COBI's Race Equity Task Force in the shaping of this position profile and in the candidate selection process. Racial justice and systemic equity are core competencies required for city managers and this must be clear throughout the entirety of the hiring, selection, and accountability process.

As the ancestor Maya Angelou instructed us, "*Do the best you can until you know better. Then when you know better, do better.*" COBI now knows that it matters to stretch beyond the narrative of liberalism on this island to the reality of the endemic racism in our governmental structures and practices. This position hire is an opportunity for COBI to do better.

With gratitude,

Rev. Deanna Vandiver, Bainbridge Island

Rev. Deanna Vandiver

From: Thompson Brooke <brooke@raincity.com>
Sent: Tuesday, August 25, 2020 1:01 PM
To: City Clerk <cityclerk@bainbridgewa.gov>
Subject: Selection of City Manager

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

In the selection process, interview with the interested applicants for City Manager should include questions about their commitment and experience with race equity policies.

The letter below expounds the details well,

Brooke Thompson

Central Ward Bainbridge

Dear COBI,

I am writing to ask you to please incorporate the city's recent commitments to implement racial equity into the new City Manager position profile. It is crucial that the city hire someone who is knowledgeable and committed to carrying out this implementation.

The new City Manager must be someone who can lead the city in undertaking GARE training, creating a Race Equity Action Plan for the city, and guiding staff in its implementation. The successful candidate should have a high equity IQ, have a solid equity analysis (be able to articulate the concepts of racism and equity) and be able to explain to you how the city's equity commitments can be accomplished while carrying out the business of the city.

- Key attributes of such a leader must include:
- Cultural competency and racial literacy
- Extensive training in equity and inclusion
- Previous experience in implementing and executing racial justice initiatives
- Understanding and experience in using a race equity lens in decision making and policy
- Inclusive leadership style
- Strengths in community engagement and inclusion
- Preferred attributes, in addition to the ones listed above would include:
- Familiarity or experience with GARE

- Enthusiasm for the implementation of equity initiatives
- Personal passion for racial equity and social justice
- In addition to placing these attributes into the position profile for the new City Manager, those who vet and interview candidates should be prepared to thoroughly question candidates to ascertain their cultural competence and racial equity knowledge and experience. The Race Equity Task Force can help provide appropriate questions and skills for analyzing candidate responses.

The new City Manager can potentially be a great asset or a great detriment to COBI's commitments to race equity. The right person will be a leader who champions equity and knows how to get us there!

Thank you.

From: [Patty Lyman](#)
To: [City Clerk](#); [Council](#)
Subject: City Manager Position
Date: Wednesday, August 26, 2020 1:07:29 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear COBI,

As COBI starts the search for a new City Manager, it is crucial that those being considered have experience working for racial equity. COBI agreed to participate in training from Government Alliance on Race and Equity. (GARE)The new City Manager would be responsible for leading the city through training with GARE. A manager with experience in using a race equity lens when working with city staff and government as well as residents of Bainbridge Island will move all of us forward in erasing institutional racism and making Bainbridge Island welcoming for all.

Patty Lyman
448 Seed Path NW
206 218-6453

From: [Susan Loftus](#)
To: [City Clerk](#)
Subject: City Manager Search
Date: Wednesday, August 26, 2020 1:18:13 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Council Members,

Thank you for the opportunity to comment on the selection of the new city manager. The follow are some thoughts I'd like to offer for the qualities that are important in a city manager for these very consequential times we live in.

Most of you, if not all, recognize that we have just a short window left in order to act boldly to avoid the worst consequences of climate change. Most of us would love to see Bainbridge Island being an inspiration for other communities. The new city manager will need to be someone very comfortable with big changes and big visions. He or she will need to be adept at fostering collaborative relationships between the city and community members and organizations. Once we've identified the most impactful bold actions to take, it will require all of us to working together to implement them. While Bainbridge Island has its share of naysayers, we have more than out fair share of talented innovative folks ready and willing to help.

It's a tricky business separating the role of implementing the vision setting of the council versus actually setting the direction of vision setting. It's not easy to understand the implication of certain implementation decisions without understanding the big picture. While It may be unrealistic to expect a manager to have expertise in all topics of importance for Bainbridge Island, I would hope we could find someone with some expertise in climate change and sustainability.

Thank you,
Susan Loftus

From: [Don Willott](#)
To: [City Clerk](#)
Subject: Comments re. City Manager Search
Date: Wednesday, August 26, 2020 1:56:58 PM

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August 26, 2020
Comments re. City Manager Search for the City of Bainbridge Island
Don Willott

Desirable Qualities

Demonstrated orientation and personal skill to engage with citizens & advisory committee leaders.

Demonstrated investment in support of all levels of staff. Hiring practices transparent & equitable.

Knowledgeable and experienced with developing greenway, urban forestry, regional trails, and open space conservation.

Demonstrated personal life commitment to active transportation and community development of systems.

Forthcoming and transparent.

What Candidates should know about Bainbridge Island

The Bainbridge community espouses high value for “rural character” & “tree-lined roads.” A combination of community efforts over decades has set the stage to more actively plan for an environmentally sustainable multi-modal transportation system on Bainbridge. Leadership by the new City Manager is vital to progressive realization of that vision. This is particularly important to development of the Sound to Olympics Trail, and the SR 305 corridor to live up to its designation as a Scenic and Recreational Highway.

An eight million dollar COBI bond levy overseen by a highly regarded Open Space Commission was heavily leveraged to successfully bring large blocks of conserved open space with trails into community ownership. The highly respected Bainbridge Island Land Trust continues progressive successful conservation and stewardship of critical areas. The Bainbridge Island Parks Foundation has been highly successful facilitating creation and improvement of easements and acquisitions to develop trail connectivity through natural areas.

The Bainbridge Island Metropolitan Parks and Recreation District has been a leader in acquiring and managing open space with trails, partnering with the City, Parks, and other organizations.

The City's, as recommended and assisted by its Non-Motorized Transportation Advisory Committee, led in planning and development of the Sound to Olympics Trail. The STO is a regional trail across Kitsap County, connecting regional trails from the Seattle side of Puget Sound with regional trail across the Olympic Peninsula to the Pacific Ocean. The STO has been adopted by the Rails to Trails Conservancy as the designated route for its Great American Rail Trail, connecting Washington, D. C. with the Pacific Ocean in Washington State.

Again with assistance of its Non-Motorized committee, the City succeeded in a series of highly competitive grants to build a pedestrian and bicycle friendly gateway at the Washington State Ferries terminal in Winslow, the Olympic Drive Project, just completed in 2020.

In 2018, the City completed the first fully constructed mile of STO as a linear park along SR 305 through the heart of Winslow between Winslow Way and High School Road. Despite early controversy over loss of trees at the time of its construction, the "STO Winslow Connector" is now heavily used as anticipated by a wide variety of users. As with other regional trails nationwide, trail use increased still more with COVID 19 restrictions. Current privately funded native habitat enhancement with the Sound to Olympics Trail Fund through the Bainbridge Island Parks Foundation is receiving high praise by users.

The City Council has prioritized continuing planning, feasibility assessments, funding and construction of the STO. This active transportation trunkline for Bainbridge is a key element for multi-modal and sustainable transportation. City Council has prioritized work with consultants and community to develop a Sustainable Transportation Plan, to be completed in 2021.

Successful City Manager candidates should demonstrate ability to lead and integrated process with staff and community leaders to implement the STO as a greenway, doubling as wildlife habitat corridor and a corridor for the movement of people. The STO is a key element in the City's Sustainable Transportation Plan. The City Manager should be prepared to actively engage with leadership of the Washington State Department of Transportation, as well as community organizations concerned with multi-modal transportation and environmentally sustainable planning for our Scenic and Recreational Highway on Bainbridge.

From: [responsible_citizenry](#)
To: [City Clerk](#); [Council](#); editor@bainbridgereview.com
Subject: Excellent candidate for city manager!
Date: Wednesday, August 26, 2020 4:40:56 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

P L E A S E sincerely consider and responsibly appoint to the city manager position our highly qualified local resident and present Deputy Major and Central Ward representative ... **Rasham Nassar**,

I N D E E D with sincere respect, Rasham is an extraordinary candidate for that position. She is wise, highly capable and deeply committed to honesty and true sustainability in our community.

T O O - with the gift of Rasham being "local" ... COBI will not need to spend unnecessary funds to bring from afar a candidate who is as yet NOT familiar with the existing dynamics, limitations and needs of our community.

Y E S, P L E A S E ... appoint **Rasham Nassar** to the position of city manager!

Thank you

Lawrence Koss, M.Ed.

From: [Monica Aufrecht](#)
To: [City Clerk](#); [Council](#)
Subject: City Manager candidate should demonstrate experience with race equity
Date: Wednesday, August 26, 2020 6:24:39 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear Councilmembers,

Thank you for your commitment to race equity on Bainbridge Island and to making our community welcoming to all. These conversations are not always easy, but I recognize and appreciate the sincerity that each of you have been bringing to the table.

There is an opportunity to further this shared goal while searching for a new city manager. I urge you to consider adding to the candidate search the criteria that the new COBI city manager have experience and a demonstrated commitment to race equity.

Thank you!

Monica Aufrecht
Bainbridge Island, WA

Monica Aufrecht, Ph.D.
Philosophy Instructor
Logic, Ethics, Philosophy of Science

<https://commons.bellevuecollege.edu/monicaaufrecht/>

“We are the first generation to feel the sting of climate change, and we are the last that can do something about it.” - Washington State Governor Jay Inslee

From: [Kristine Kelleher](#)
To: [City Clerk](#)
Cc: [Robin Simons](#); [Jack Dyste](#)
Subject: Re: City Manager Search
Date: Friday, August 28, 2020 9:56:08 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Hello City Hall...

As you move through your hiring process for City Manager, May I suggest you don't hire the person whom you like how they think. Look for the person who doesn't think like you. This island needs more diversity of thinking, then the current myopic group thinking being done at City Hall right now. We need more leaders who are open to listening to the tax payers of the island and not just enacting policies of a small group of City Hall staff.

Regards, Kristine Kelleher

Sent from my iPad

From: [Kevin Kecskes](#)
To: [Council](#)
Subject: Comments on City Manager Search Brochure
Date: Friday, August 28, 2020 3:28:08 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

I reviewed your City Manager search brochure. Here are some suggested edits and comments.

p. 5, paragraph 3 under Ideal Candidate section: “The City Council values diversity and places a **high**priority on selecting a candidate with a demonstrated ability and **commitment** to increasing racial diversity.

P. 5, paragraph 4, bullet 5. This includes a commitment to embracing and advocating for a high level of public participation in the decision-making process to ensure inclusivity, openness, and transparency.

P. 5, paragraph 4, bullet 6: A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.

P. 5, paragraph 4, bullet 7: A strong focus on innovation and healthy governance with leading edge thinking.

It is a concern that the candidate attributes valued appear so far down in the announcement. I'd work to get these -- and other pieces that the Council values most -- put up closer to, if not at, the top of the announcement.

Overall, the narrative is written well and does flow...but the glaring problem is that it only tells and shows a part of the story. Why are all the photos of beautiful sunsets? How about some shots of the recent protests on the Island? How about images related to climate change or climate justice? What about racial equity and the Black Lives Matter movement? What about the rising cost of housing and the tremendous growth pressures related to being next door to the Amazon economy? If you paint a rosy picture, you'll get candidates looking for roses. If you go with this brochure, you are likely to attract a certain type of City Manager looking to get well-paid to work in a peaceful, non-controversial community with few serious problems. Is that what you want or do you want an innovative, engaged and dynamic candidate committed to civic engagement and social progress?

How about running an ad that demonstrates (with images and supportive narrative) all of the emerging contradictions on BI, the challenges, but also the enormous opportunity for the new City Manager to make BI be a State, maybe even National

leader? That narrative will attract a mover and shaker...probably someone who will really listen to the public, as opposed to checking the "engagement" box. A true, visionary change maker.

Best of luck

--

[Kevin Kecskes, PhD](#)

Associate Professor of Public Administration

[Mark O. Hatfield School of Government](#)

"Making a difference together through public service"

College of Urban and Public Affairs

[Faculty Fellow, Institute for Sustainable Solutions](#)

Portland State University

PO Box 751

Portland, OR 97207

kecskesk@pdx.edu

From: [Ashley Mathews](#)
To: [City Clerk](#)
Subject: Our next city manager needs to be well versed and active in the DEI space
Date: Monday, August 31, 2020 10:07:37 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,

It has been encouraging to see the City move forward and become a member of the Government Alliance on Race and Equity. Now the true work begins. Our next City Manager needs to not only talk the talk of diversity, equity and inclusion, but also have a proven track record of walking the walk. He or she should have a prior affiliation with one or more of the following organizations.

[Government Alliance on Race and Equity \(GARE\)](#)

[Living Cities](#)

[PolicyLink](#)

[NLC Race Equity and Leadership \(REAL\)](#)

[National Forum for Black Public Administrators \(NFBPA\)](#)

[Local Government Hispanic Network \(LGHN\)](#)

[League of Women in Government](#)

[Women Leading Government \(WLG\)](#)

We all know that creating better communities begins with a commitment to equity and inclusion. SGR needs to commit to providing COBI a racially diverse slate of candidates and COBI needs to commit to a racially diverse interview panel as we move towards our goal of hiring a person of color as the next City Manager. The time is now.

Thank you,

Ashley Mathews

From: [Peggi Erickson](#)
To: [Council](#)
Cc: [Brenda Fantroy-Johnson](#)
Subject: City ManagerI Brochure with stronger equity language
Date: Tuesday, September 1, 2020 8:58:47 AM
Attachments: [City Manager Search with stronger Equity Language.docx](#)

Dear City Council Members,

Hello and good morning. RETF members have been forwarded and copied on quite a few letters from community members (including myself!) requesting the new city manager position be filled with someone with the ability to help lead the city in it's recent commitments to equity training and ongoing action. The RETF agrees with them on the importance of selecting a candidate with good skills in this area.

A few of the RETF members (myself and Brenda) and some community members created a sample brochure from the one on the city website to help you envision what it might look like with more of an equity focus. I have attached this sample brochure and highlighted the equity language so you all could see it clearly.

We hope this is helpful to you in envisioning how the brochure could attract a candidate who not only has all the managerial and administrative skills along with the climate knowledge that the city is seeking, but also can help **lead** us through our engagement with GARE, the development of a Race Equity Plan and the institutionalization of a more equitable culture on the island and in city government.

Thank you all so much for your commitment to this work and your willingness to listen to both the Race Equity Task Force and the all the community voices that need to be heard. We are excited about taking this journey with you and appreciate your continued support.

Peggi Erickson, RETF Member



CITY MANAGER

BAINBRIDGE ISLAND, WASHINGTON

EXECUTIVE SEARCH PROVIDED BY



THE COMMUNITY

Located in the Puget Sound, on lands ceded by the Suquamish Tribe in 1855, Bainbridge Island is a progressive, educated, prosperous, and civically-engaged community working toward equity for all of its residents. Encompassing 53 miles of shoreline, it is accessible by 35-minute ferry from downtown Seattle and connects to Suquamish Tribal lands via the Agate Pass Bridge. The City of Bainbridge Island has comprised the entire island since 1991, when the City of Winslow—then the island’s urban center—annexed the rest of the island to better manage growth from an island-wide perspective.

Bainbridge Island is notable for its beauty, its maritime climate, and its Japanese-American Exclusion Memorial, now a National Park. The island consists of beaches and harbors, forests and fields, trails and two-lane roads, and homes and businesses surrounded by the waters of Puget Sound.

The island has been occupied by Suquamish since time immemorial. Since the mid-19th Century, there has been a steady influx of European and Asian immigrants, who built timber, maritime, and agricultural economies. During World War II, the Island’s Japanese-American community, primarily farmers, was devastated when the U.S. Government sent them to internment camps. Contemporary Bainbridge Island is comprised increasingly of retirees, families with two professional incomes and others who have the wealth to afford a home in a rapidly escalating housing market.

Residents hold protection and conservation of the Island’s natural ecosystems as a primary community value, passing bond measures to purchase hundreds of acres of forests, meadows, beaches, trails, and public farmland to ensure the sustainability of environmental protections, recreational access, and opportunities for local food sources.

Bainbridge Island is the second largest city in Kitsap County. Its population has remained relatively stable over the past two decades, following rapid growth from 1980 to 2000. In the 2010 census, the population was just over 23,000. By 2019, the estimated population had grown to more than 25,000. The majority of the population is above 45 years of age and the median age is 48.5. Islanders are well-educated—66.6 percent of the adult population hold a bachelor’s degree or higher.

Cultural sites include the Bainbridge Island Museum of Art, Bainbridge Island Historical Museum, the Japanese-American Exclusion Memorial, Bloedel Reserve, Islandwood (an ecological learning center) and Bainbridge Performing Arts.

BAINBRIDGE ISLAND, WASHINGTON - CITY MANAGER



continued

Many residents work in other parts of Kitsap County or in the Seattle metropolitan area. Almost 60 percent of Bainbridge Island residents hold professional or management positions. Since 2000, as housing prices have escalated, the proportion of Bainbridge Island households with incomes greater than \$200,000 has steadily increased, and affordable housing, especially for the on-Island workforce, has become scarce. Employment on the island comes from a mixture of retail shops, service and home-based businesses, manufacturing, government, education, and healthcare.



Suquamish fishers netting chum salmon in their reserved usual and accustomed fishing grounds.

GOVERNANCE AND ORGANIZATION

The City of Bainbridge Island is a non-charter code city with a Council-Manager form of government. The City Council consists of seven members, including two representatives from each of three wards (north, central, and south), and one member who serves the entire island on an at-large basis. Council members serve staggered four-year terms. Each year, the City Council chooses a chair, who serves as Mayor and presides at Council meetings. A Deputy Mayor is also selected and presides over City Council Study Sessions.

The City Council appoints a professional City Manager, who reports to the City Council and is responsible for the day-to-day operations of the organization. The City provides an array of municipal services including Finance and Administrative Services, Municipal Court, Planning and Community Development, Public Safety, and Public Works. Separate taxing districts provide Fire, Library, and Parks services.

The City of Bainbridge Island has 133 employees. It has an annual operating and capital budget of \$42.1 million.

CHALLENGES AND OPPORTUNITIES

The City of Bainbridge Island works hard to serve the critical needs and priorities identified as integral to the community's goals. Residents understand that it will take a proactive approach to maintain, restore, and enhance the condition of the island so they can continue to enjoy its bounty. Islanders balance personal interests with concern for the community and the environment. As the population increases, innovative strategies and planning processes will be necessary to manage the island's lands and waters thoughtfully.

The City's Comprehensive Plan, last updated in 2017, is a visionary document that presents an ambitious long-range plan to support a sustainable, equitable, healthy, and thriving community in Bainbridge Island. It encapsulates the extensive efforts undertaken to determine how the City will bring about its future vision and includes a set of action priorities in each element to direct future City works.

In fall of 2018 in response to testimony of islanders, the city created a Race Equity Task Force and has committed to taking measures to increase racial equity on the island.

As of year-end 2019, City departments had made notable progress towards responding to the implementing actions identified in the Comprehensive Plan and continuing this progress will be a top priority for the next City Manager.

Residents look forward to the challenges of the future, and will actively participate in shaping a just, equitable, joyful, stable, and sustainable community.

Residents look forward to the challenges of the future, and will actively participate in shaping a joyful, stable, equitable, and sustainable community.



A Suquamish woman photographed by Edward S. Curtis in 1913 (top right); Fumiko Hayashida holding her daughter while awaiting to be sent to an Internment camp in March 1942 (bottom right).



THE IDEAL CANDIDATE

The City of Bainbridge Island is a unique, multi-faceted community seeking a seasoned and inclusive City Manager who possesses excellent interpersonal, operational, and leadership skills. **The ideal candidate will also have the skills to help the city implement its recent commitments to increasing race equity on the island.** The selected candidate will have the opportunity to work collaboratively with well-informed, engaged citizens to address the needs and growth of the Island.

While technical proficiency in delivering City services is essential, the successful candidate must also demonstrate a capacity for adaptive leadership in working with the City Council to address the complex problems that must be faced in the struggle to develop a sustainable **and equitable** community within the context of rapid climate, societal, and economic changes. The next City Manager must be able to garner the trust and support of the community, advise the City Council on the best paths to develop its objectives and achieve its vision, and lead the organization in planning and execution of those strategies.

Accessibility and accountability to the public is highly valued and the successful candidate must be a strong advocate for implementation of the Comprehensive Plan. **As a new member of the Government Alliance on Racial Equity (GARE), Bainbridge Island has made addressing racial inequities a priority. The City Council values diversity and places a high priority on selecting a candidate with a demonstrated ability and commitment to increasing racial diversity on the island.**

Attributes of the successful candidate include:

- An understanding of climate change, climate justice, sustainability issues, land-use planning and the knowledge and experience of working with the departmental operations of a high-demand, high-performance municipal organization.
- **Excellent cultural competency and racial literacy. Previous experience in implementing and executing racial justice initiatives. Experience in using a race equity lens in decision making and policy..**
- **Familiarity, experience or affiliation with GARE, Living Cities, Race Equity and Leadership (REAL) or similar organization. Ability to lead the city in undertaking GARE training and in creating and implementing a Race Equity Plan,**
- An inclusive, collaborative leadership style and an engaging, confident interpersonal style that acknowledges and respects the roles of all stakeholders—from the general public to the City Council, as well as city staff, local business and tourism sectors, and regional and state partners.
- A strategic thinker and creative problem solver with the ability to identify objectives, determine plans to meet those objectives, and lead the organization in executing the operations that will achieve those objectives.
- Strong communication skills to listen and absorb information, coupled with the skills to inform, educate, and inspire at every level of the organization and throughout every sector of the community. This includes a commitment to embracing and advocating for a high level of public participation in the decision-making process to ensure inclusivity, openness, and transparency.
- A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.
- A strong focus on innovation and adaptive leadership, with leading edge thinking on how to run a small and unique city seeking to retain its rural identity.



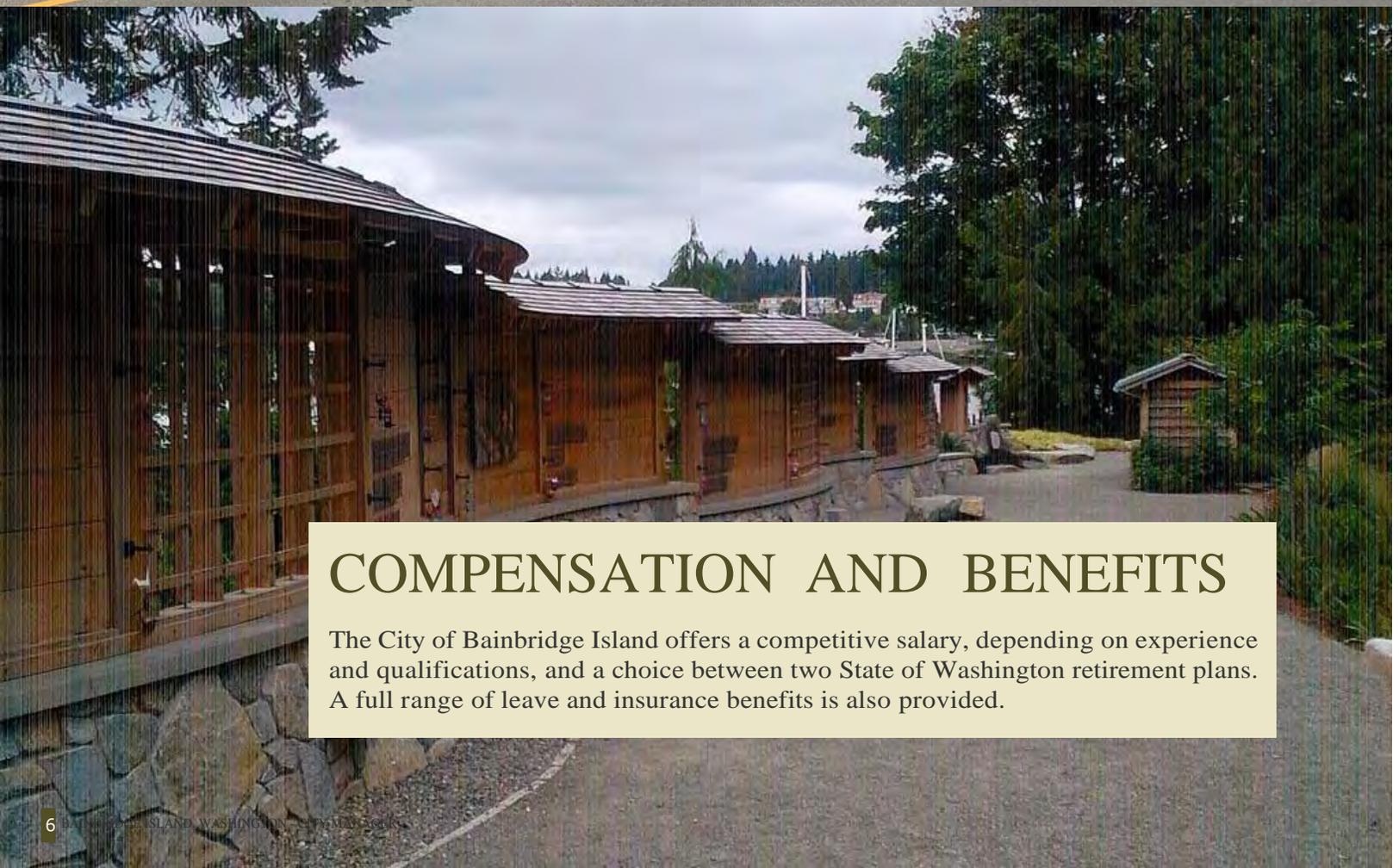
“Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. A growing field of practice is available so that local and regional government can proactively work to advance racial equity, focusing on eliminating inequities and increasing success for all.”

GARE



EDUCATION AND EXPERIENCE

A bachelor's degree in public administration, business administration, or a related field with a minimum of ten (10) years of progressively responsible experience in city management or a comparable profession is required. An advanced degree in a relevant field and demonstrated commitment to individual professional development is preferred.



COMPENSATION AND BENEFITS

The City of Bainbridge Island offers a competitive salary, depending on experience and qualifications, and a choice between two State of Washington retirement plans. A full range of leave and insurance benefits is also provided.



APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGROpenRecruitments>

For more information on this position contact:

Ron Holifield, Chief Executive Officer

Ron@GovernmentResource.com

214-676-1691

The City of Bainbridge Island is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

CITY OF BAINBRIDGE ISLAND

bainbridgewa.gov

BAINBRIDGE ISLAND CHAMBER OF COMMERCE

bainbridgechamber.com

KITSAP ECONOMIC DEVELOPMENT ALLIANCE

kitsapeda.org

VISIT BAINBRIDGE ISLAND

bainbridgeisland.com

visitkitsap.com

BAINBRIDGE ISLAND SCHOOL DISTRICT

bisd303.org

BAINBRIDGE ISLAND DOWNTOWN ASSOCIATION

bainbridgedowntown.org

BAINBRIDGE ISLAND SOCIAL MEDIA AND COMMUNICATIONS

CITY MANAGER'S REPORT

bainbridgewa.gov/500/City-Managers-Report

COBI CONNECTS

bainbridgewa.gov/1151/COBI-Connects



From: [Erika Shriner](#)
To: [Christine Brown](#)
Subject: Manager brochure
Date: Wednesday, September 2, 2020 12:50:53 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear Christine, I know the limitations of the brochure, but I am hopeful that our strong commitment to addressing climate change and safeguarding our local environment can be made a prominent component of the brochure. I and many others are hopeful that we might attract someone who has actively worked on programs to reduce emissions on the local level.

Please send these remarks on to Ron.

Thank you and best regards, Erika

--

"I don't want your hope. I don't want you to be hopeful. I want you to panic. I want you to feel the fear every day. And then I want you to act. I want you to act as you would in a crisis. I want you to act as if our house is on fire... Because it is."

Greta

Thunberg

From: [Ellen Lockert](#)
To: [Christine Brown](#)
Subject: City Manager and climate change
Date: Wednesday, September 2, 2020 7:39:12 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Please be sure that climate change leadership is included in any materials used to recruit a new city manager.

We are a city with a long tradition of concern about about our environment. That concern has evolved into strong advocacy for action on climate change. We need a City Manager who has a commitment and experience to provide leadership for this important community value.

Thanks for incorporating this into your marketing materials.

Ellen Lockert
South Beach
206.650.6476

From: [Mary Clare Kersten](#)
To: [Christine Brown](#)
Subject: The Flyer for the City Manager Position
Date: Thursday, September 3, 2020 6:16:07 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Christine,

I want to champion the revisions suggested by the Race Equity Task Force.

We need a City Manager who has transitioned to thinking of a solid community as one that includes all races and ethnicities. Lots of people want a more equitable community, and we need a leader who will take us there.

Thanks,

Mary Clare Kersten
145 Ferncliff Ave.

I am supporting Tarra Simmons for State Representative. Tarra is running to replace retiring Representative Sherry Appleton in the 23rd Legislative District. Tarra Simmons pledges to address mental illness, education, healthcare, climate change, and our criminal justice system. Learn more about this excellent candidate at electtarrasimmons.com.

From: [Jane Rein](#)
To: [Christine Brown](#)
Subject: Memo to Ron Hollifield: CM Search Brochure
Date: Friday, September 4, 2020 12:10:41 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

hi Christine,

Could you please forward this message to Ron Hollifield for use in revising City Manager Search Brochure?

Mr. Hollifield,

I am not sure if you've seen the Bainbridge Island Magazine but it, like similar magazines found in many affluent, mostly white, tourist destination waterfront cities, portrays only these dimensions of community: safe, affluent, gorgeous, and the absence of diversity. but nothing of the values that are held by many in the community who wish our community could become something better, stronger and more resilient. I have lived in two such communities before moving to the island (Santa Barbara and Santa Cruz CA) and you could find a magazine nearly identical to the Bainbridge Magazine.

The brochure you've created reminded me in many ways of the Bainbridge Island Magazine. While in many respects, this is exactly what we currently are (safe, white, gorgeous and affluent), many of us do not want to attract a CM who wishes to become a part of that kind of community. Many of us value and are placing our hopes that COBI will work even harder and more creatively on the matters of climate change mitigation and adaptation, a more diverse government, housing that meets the needs of middle and low income families, development that abides by the principles and concepts of sustainability, and a broader view of issues in general.

With many significant issues now occupying our minds and clouding our hopes for a true democracy, a cleaner environment, social justice and on and on, our CM will hopefully be a worldly, sophisticated individual who understands and embraces the significance of these issues. Someone who understands latent racism and other deeply embedded traits that now seem to be part and parcel of the demise of this country.

I think that the edits I have seen from the Race Equity Task Force and from Councilmember Kirsten Hytopolous are very useful. If more comes to me this weekend, is there an email address I can have so that I can forward to you?

Thanks for all,

Jane Rein

Jane Rein

206.551.0129
Bainbridge Island WA

Whether we and our politicians know it or not, Nature is party to all our deals and decisions, and she has more votes, a longer memory, and a sterner sense of justice than we do .

—Wendell Berry

From: janelindley@earthlink.net
To: [Christine Brown](#)
Subject: City Manager brochure
Date: Saturday, September 5, 2020 3:41:36 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Hi Christine,

As a past president of Sustainable Bainbridge and participant in many of the island's environmental organizations, I'm hoping its not to late to include in the brochure the need for a city manager who has a strong commitment to address climate change and safeguard the local natural beauty that makes Bainbridge Island a special place to work and live.

Thank you for your consideration,

Jane

Act 4 Climate

web: <https://act-4-climate.org/>

fb: <https://www.facebook.com/act4climateNOW>

Low Carbon Girl

blog: <http://lowcarbongirl.com/>

twitter: <https://twitter.com/LowCarbonGirl>

fb: <https://www.facebook.com/LowCarbonGirl/>

From: [Jennifer J. Wilhoit, Ph.D.](#)
To: [Council](#)
Subject: City Manager Position
Date: Friday, September 11, 2020 11:18:19 AM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Dear Members of the City Council of Bainbridge Island,

As a long-time, community-involved resident of Bainbridge, I am intimate with the issues we face as well as the aspirations we hold as a community.

I understand that the position of City Manager is currently open and I am writing to offer my perspective about the primary qualifications I would like to see in the person who is appointed.

I feel that the new city manager should embody the following:

1. Be a long-time resident of Bainbridge.
2. Hold a commitment to and *have demonstrated experience* working in the areas of diversity, equity, social justice.
3. Be committed to (with demonstrated experience working toward) environmental sustainability, preservation of the remaining forestlands, waterways, and other natural and wildlife areas of the island.
4. Be committed to balancing any necessary growth and development with the already-stretched, finite land mass, amenities, and resources we have here. This person should be committed to placing a cap on development so that every last fragment of natural landscape we have isn't cut down!
5. Be committed to economic diversity, including considering *only* those future housing developments that support the needs of truly low-income people (not relative to BI median income, but relative to the U.S. designation of "low income"). Further, this person should embrace opportunities to welcome, accommodate, and nurture the needs of people with cognitive, physical, and emotional disabilities. (This is another aspect of diversity.)
6. Demonstrate commitment to our island lifestyle including the arts, conservation, family, rural quietude, etc.

While I'm sure there are other vitally important qualities and qualifications, I hope the Council will consider the above as well as you move forward with the search for a city manager.

Thank you.

Jennifer Wilhoit

From: [Ron Holifield](#)
To: [Christine Brown](#)
Cc: [Morgan Smith](#); [Kate Brown](#)
Subject: FW: BI City Manager Search
Date: Tuesday, September 15, 2020 12:00:55 PM

CAUTION: This email originated from outside the City of Bainbridge Island organization. DO NOT click links or open attachments unless you recognize the sender and know the content is safe.

Ron Holifield

Chief Executive Officer

Strategic Government Resources

www.GovernmentResource.com

office: 817-337-8581 | cell: 214-676-1691

“Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders”

From: Charlotte <milagros2@comcast.net>

Sent: Monday, September 14, 2020 8:22 PM

To: Ron@GovernmentResource.com

Subject: BI City Manager Search

Dear Mr. Holifield,

I listened to the Bainbridge Island City Council meeting last Tuesday on the topic of the City Manager search. Specifically, the recommendations from the Race Equity Task Force were brought up in regards to the photos chosen. You made a comment that the process should not be influenced by a particular group. I found that troubling. I have no intention of providing a historical narrative on the history and pervasiveness of institutional racism in this country but I do want to remind you that every institution, process and cultural expression is grounded in a Eurocentric narrative. We are steeped in a system designed by and for white males, as defined in the constitution. Recently we have all been forced to reckon with that and to educate ourselves about the true history and it's effect on this country.

So, when the Task Force makes suggestions they are actually adding diversity to a perspective provided by a **particular group** namely that of white dominant culture. Diversity is the strength of the web of life and it is the strength of any process and product. As an islander I value and insist on including diverse perspectives.

Please incorporate the recommendations put forth by the Race Equity Task Force. I would also suggest replacing the photo of the now defunct medical facilities building. Bet you can find a better picture of a bicyclist than the “behind” one you included.

Finally, I am including a link to an interview with a leading scholar on the topic of white supremacist culture. I think you will find it educational.

https://www.democracynow.org/2020/9/11/barbara_smith_ending_white_supremacy

Sincerely,
Charlotte Rovelstad