

The items presented below go either to: (1) Issues relevant to Jeff's annual review, (2) a broader concern about Jeff's relationship with staff, and/or (3) issues for Council consideration.

The seed for this discussion was sprouted during Jeff's review last year.

The meat for today's discussion began in March 2021 when I ran into Jamie Boles.

- Tree ordinance
- Local bill

There have been intermittent comments by Jamie Boles and Tom McInnis since the initial March conversation with Jamie until mid August (after our August 10 Council meeting). What I was hearing:

- We will work with you on the tree ordinance, specifically mentioning other communities
- Jeff Sanborn is your problem or Jeff Sanborn has to go

We learned about tree legislation being inserted into the budget bill and that it was added at the request of Jamie Boles in response to our tree ordinance.

Jeff sent an email about Tom and Jamie's "disdain" for the Village of Pinehurst. This was very troubling to me, which I communicated to John.

I emailed Tom and Jamie asking if I could talk or meet with them about their relationship with the Village of Pinehurst that apparently had become broken.

- Tom replied that he would be happy to get together after working on a current project.
- Jamie called me at home a week or so later.
 - "Your problem is Jeff Sanborn."
 - Urged me to talk with Village staff. Mentioned several positions.
 - Reiterated that he would work with us on the tree ordinance.

I went on vacation in late August, knowing I would ponder all of this. Came to the realization that a problem probably exists and I have a responsibility to address it. My choices appeared to be to try to speak with Angie in Pinewild (not at Village Hall) or an employee I trusted and with whom I have a good relationship. That turned out to be Glen.

Glen met with me in Pinewild. *He gave nothing away.* He listened, then we discussed family issues. Glen did the right thing to communicate with Angie.

What I've been told in the past few weeks:

- Jamie – If we could work with you, we could move Highway 5 up on the DOT list. Staff is afraid to speak out.
- Merchants – I've been asked what I think of Jeff's management style and have been told that Jeff has to go.
- Jeff Morgan – a Village employee told Jeff Morgan this past weekend that he (the employee) could speak with Jeff because Jeff is a candidate, but the employee is not allowed to speak with Council members.

Indicators or patterns that are not good:

- Relationship with General Assembly members (Council discussion? Appropriate for Jeff's review?)
- Relationship with businesses (Council discussion? Appropriate for Jeff's review?)
- Staff departures – is there a core reason that would be important for Council to know?

100. The above is a summary of the information received from the various sources mentioned in the preceding paragraph. It is to be noted that the information is not complete and that further investigation is required to determine the exact nature and extent of the problem.

and with St. Peter, the longest growing fish in the world.

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1. The following information is being furnished to you for your information only. It is not intended to be used for any other purpose.

Walter D. Williams

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1. The first step in the process is to identify the problem or issue that needs to be addressed. This involves gathering information and understanding the context of the problem.

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1. What is the main purpose of the document?

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

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