

CITY COUNCIL MEETING

January 25, 2021

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Mayor Skelly called the meeting to order and asked the Clerk to call the roll:

PRESENT: Mayor Skelly, Councillors Dillabough, Fisher,  
Kennedy, Powers, Rishe and Skamperle

ABSENT: None

PERSONAL APPEARANCE

1. Tonya Snyder addressed Council and read a prepared statement.  
(A copy of her statement follows these minutes.)

2. Doug Loffler addressed Council and read a prepared statement.  
(A copy of his statement follows these minutes.)

3. David Price addressed Council regarding a recent comment by a member of Council regarding the movie "Groundhog Day". Mr. Price described the movie story line and how the main character finally escaped living the same day over and over. Mr. Price explained the main character was only able to escape the repeated day by being kind and generous to others. Mr. Price suggested if members of Council wished to escape the same people speaking at Council meetings about the same subjects that they start being good to people.

CONSENT AGENDA

Mayor Skelly moved that the claims as enumerated in General Fund Warrant #02-2021 in the amount of \$1,002,457.44 and Library Fund Warrant #02-2021 in the amount of \$10,785.60 and Capital Fund Warrant #02-2021 in the amount of \$35,588.50 and Community Development Fund Warrant #02-2021 in the amount of \$45.00 and Community Renewal Fund Warrant #02-2021 in the amount of \$0.00 as audited, be and the same are ordered paid and Councillor Fisher seconded the motion.

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Councillor Powers asked for an explanation of the \$78,000 payment to Zoll Medical Corporation. City Manager Stephen Jellie explained that was the payment for the defibrillators for the Ogdensburg Volunteer Rescue Squad approved in the 2021 budget.

The vote was:

CARRIED, AYES ALL

### APPOINTMENTS

1. Mayor Skelly moved to re-appoint William Flynn and Pat Redden-Sargent to three-year terms on the Zoning Board, terms to begin January 25, 2021 and expire December 31, 2023, and Councillor Kennedy seconded the motion.

The vote was:

CARRIED, AYES ALL

2. Mayor Skelly moved to re-appoint Steve Schlieter and Malcolm Casselman to two-year terms on the Zoning Board, terms to begin January 25, 2021 and expire December 31, 2022, and Councillor Powers seconded the motion.

The vote was:

CARRIED, AYES ALL

3. Mayor Skelly moved to re-appoint Chris Lowery to a three-year term as an alternate on the Zoning Board, term to begin January 25, 2021 and expire December 31, 2022, and Councillor Kennedy seconded the motion.

The vote was:

CARRIED, AYES ALL

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4. Mayor Skelly moved to re-appoint Tim Redmond and Frank Perretta to three-year terms on the Planning Board, terms to begin January 25, 2021 and expire December 31, 2023, and Councillor Kennedy seconded the motion.

The vote was:

CARRIED, AYES ALL

5. Mayor Skelly moved to re-appoint Laura Pearson, Tom Hannan and Jim Morrison to three-year terms on the Ogdensburg Land Bank, terms to begin January 25, 2021 and expire December 31, 2023, and Councillor Powers seconded the motion.

The vote was:

CARRIED, AYES ALL

ITEMS FOR COUNCIL ACTION

1. Councillor Skamperle moved a resolution authorizing the City Manager to execute Change Order #7 to the contract for the Wastewater Treatment Plant Capital Improvement Project contract with Jett Industries, Inc., and Councillor Powers seconded to wit:

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE  
CHANGE ORDER #7 TO THE CONTRACT WITH  
JETT INDUSTRIES, INC. FOR THE  
WASTEWATER TREATMENT PLANT CAPITAL IMPROVEMENT PROJECT

WHEREAS, the City Council authorized the City Manager to enter into a contract with Jett Industries, Inc. for the Wastewater Treatment Plant Capital Improvement Project for a total contract sum, including contingency, not to exceed \$43,220,164; and

WHEREAS, several alternate bid items that were not awarded as part of the project are required; and

WHEREAS, unforeseen conditions were encountered during the work and an extension of time for the completion of Milestone 1 is required; and

WHEREAS, Alternate Bid Items A, B and C and the replacement of a portion of thickener overflow pipe are required at a cost of \$5,123,927.67; and

WHEREAS, the City bonded \$49,000,000 for the project and based on the current project budget of \$43,220,164, an amount of \$5,779,836 remains available.

NOW, THEREFORE, BE IT RESOLVED that the City Manager is hereby authorized to execute Change Order #7, at a project cost increase of \$5,123,927.67, to the existing contract between the City of Ogdensburg and Jett Industries, Inc., for a total contract sum not to exceed \$43,220,164; and

BE IT FURTHER RESOLVED, that the additional \$5,123,927.67 in contingency funds to pay for this work shall be derived from Capital Account H813003.518.

Councillor Kennedy asked for an explanation of the Change Order for the public. City Manager Stephen Jellie described the additions to the contract included in Change Order #7. Mr. Jellie explained these particular items would not finish the plant itself but need to be done as they impact the efficiency of the plant. Mr. Jellie said these are the items that will enable the plant to generate revenue to offset debt payments.

Councillor Fisher made a motion to table the resolution for ninety days until the State budget was finalized and allow the City time to reach out to all representatives to obtain more money for the project, and Councillor Rishe seconded the motion. Councillor Fisher explained if the City spends their own money for these additions, grant funding will not be given to the City. Councillor Fisher said there is no rush for these additions, and the City needs to try to obtain more grant funding.

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Councillor Powers said there is not a lot of play in the State budget and asked Mr. Jellie if these items would complete the project. Mr. Jellie explained these additional items would benefit the project but would not complete the project. Councillor Powers said these items need to be addressed, and the City could get a good portion of the project completed. Councillor Fisher said the additional items were not included when the previous Council approved the project. Councillor Fisher explained the alternates were listed but the previous Council chose not to include those items at the time of approval. Councillor Fisher said he believes it will be better to see if there is some funding available in the State budget.

Councillor Rishe said his big concern in the overall indebtedness of the City. Councillor Rishe said the City's Moody's rating is well below the median, and he believes it would be smart for everyone to work harder to obtain grant funding. Councillor Rishe explained he confirmed with Senator Schumer's office that the City would be eligible for USDA funding if this portion of the project was rebid, adding he was in favor of tabling the resolution. Councillor Skamperle asked if Councillor Rishe had the confirmation of the availability of USDA funding in writing. Councillor Rishe said he knows the City is eligible, adding the City would just need to write the grant. Councillor Skamperle said he is interested in the City starting to make money on the Wastewater Treatment Plant rather than rebidding projects for USDA and keep applying for grants. Councillor Rishe said Councillor Skamperle wants to make money on the rate payers. Mayor Skelly said the additions to the project have nothing to do with Heuvelton, and he believes the additions need to be done. Mayor Skelly said he also agrees with Councillor Fisher and Councillor Rishe that the City needs to look for additional grant funding. Mayor Skelly asked if the work could be completed if the resolution is delayed for ninety days. Mr. Jellie said he believes the work could be completed. Mr. Jellie explained he believes the work is critical to do, but he also does not want to miss any opportunity for additional funding. Mr. Jellie said he does not believe the ninety days will hurt and urged all members of Council to go directly to all representatives to seek funding.

Carrie Tuttle, Chief Operating Officer of the Development Authority of the North Country (DANC), explained they would need to go back to the contractor to determine how long the contractor would be willing to hold their pricing.

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Ms. Tuttle said the option of USDA funding is a completely separate avenue from how the City is currently progressing. Ms. Tuttle explained a separate bid package would need to be done, and the entire process would not be completed within ninety days. Ms. Tuttle added there would also be additional costs associated with pursuing that avenue. Councillor Rishe said he would like to see DANC start working in that direction immediately and revisit the matter in ninety days to check the progress. Councillor Powers asked what the impact would be as far as contractors because of the pandemic. Ms. Tuttle explained she has seen several projects come in higher than estimated in the last year because of COVID-19. Ms. Tuttle said supply and demand has been impacted, and she is seeing escalated costs.

Charles Prior, Senior Project Manager/Engineer of Environmental Design & Research, Landscape Architecture, Engineering & Environmental Services, D.P.C. (EDR), said the City would lose the unilaterality of the project if everything is separated. Mr. Prior explained there are advantages of the same contractor doing all projects. Mr. Prior said the contractor committed to a time frame while other contract work exists which is unusual. Mr. Prior said he is not sure of the maximum amount of the grant which could be available from USDA. Mrs. Tuttle said the previous USDA funding amount was \$1 million, and the balance would have been a loan. Mrs. Tuttle explained this would be a smaller project with extra costs, and the total funding amount would not be known until the City goes through the whole application process. Councillor Rishe said Heuvelton received 45% funding of their project, and the City received less. Mrs. Tuttle explained how USDA manages funding, noting when Ogdensburg didn't commit to the funding it went back into a pool. Mrs. Tuttle said occasionally municipalities can pick up extra funding that was unused which is what happened with Heuvelton. Mrs. Tuttle explained the amount of funding Heuvelton received is a very unusual situation and the largest she has ever seen. Councillor Rishe questioned why the cost of technical services would increase so much if the projects were separated when the design is already there. Mrs. Tuttle explained there is a lot of additional work required to make it a separate project. Councillor Rishe said the best scenario is for the State to provide extra funding, and DANC should seek that funding. Councillor Skamperle and Councillor Powers said funding would not be available in this year's State budget. Councillor Fisher said now is the time to make the request.

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Councillor Rishe questioned how an additional \$40 million to \$50 million in debt impacts the City's statutory taxing limit. Mr. Jellie said he would provide that information to Council. Councillor Powers asked that Council also receive an update on the figures for the Wastewater Treatment Plant as well as the REDI project.

The vote to table was:

AYES: Mayor Skelly, Councillors Dillabough, Fisher and Rishe

NAYS: Councillors Kennedy, Powers and Skamperle

CARRIED, 4 TO 3

### OLD BUSINESS

1. City Manager Stephen Jellie provided Council with a spreadsheet regarding the 2020 budget and said he plans to provide Council with a detailed update at the second meeting in February. Mr. Jellie explained the Comptroller will provide budget briefs at the second meeting of every month. Mayor Skelly asked if the City still owed the County for uncollected taxes. Mr. Jellie said yes, adding he plans to bring options to Council to resolve that matter. Mayor Skelly asked how far back the debt goes, and Mr. Jellie said the oldest debt appears to be from 2003. Mr. Jellie explained he is unable to find any documentation of any agreement with the County, but the County has asked how the City plans to resolve the matter. Mr. Jellie explained this matter has been verifiable debt on the City books, and the County has been very patient. Councillor Skamperle asked for the projected fund balance, and Mr. Jellie said he will provide that information to Council once he reviews all the final numbers. Councillor Powers asked what final numbers Mr. Jellie was waiting on. Mr. Jellie explained he has received the final sales tax numbers, and he is waiting on revenue numbers to verify everything. Councillor Rishe asked if there was any indication why property tax collection was down \$527,000. Mr. Jellie explained that figure is not out of the ordinary, and he anticipates Council will see that number reduced going forward.

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2. City Manager Stephen Jellie provided Council with an update on Police Reform. Mr. Jellie said the first steering committee meeting will be held on January 26, 2021. Mr. Jellie said the members of the steering committee are Father Chris Carrara, Tyler Carrow, City Manager Stephen Jellie, Thomas Luckie, St. Lawrence County Public Defender James McGahan, St. Lawrence County District Attorney Gary Pasqua, Anthoni Pope, Police Chief Robert Wescott and Mary Joly Wills. Mr. Jellie explained the City will meet the April 1<sup>st</sup> deadline imposed by the Governor, and copies of the minutes from the meetings will be provided to Council. Councillor Rishe said the State budget contains items to assist with the Police Reform requirements. Mr. Jellie said those items will be reviewed.

3. City Manager Stephen Jellie said the County would be voting on the sales tax extension that night.

4. City Manager Stephen Jellie provided Council with an update on the fire department. Mr. Jellie said there have been good discussions over the past couple days, and he hopes going forward things will be able to be worked out.

5. Councillor Powers asked for an update on the REDI project. Director of Planning and Development Andrea Smith said the updated engineering reports have been received and reviewed. Ms. Smith explained the project is very much in the design process and described the project in detail. Ms. Smith said budgets are coming in a little higher and alternatives are being discussed to meet the City's goals and stay within budget. Mayor Skelly described the plan to repair the wall along the Oswegatchie River, noting adjustments had to be made because of the cost. Ms. Smith explained the cost increased significantly with regard to the seawall, adding there will be a lot of work to do to bring the project back into budget. Councillor Fisher asked if Council will be able to see a rough draft, and Ms. Smith said yes when 60% of the engineering reports are finalized. Councillor Fisher asked for an estimate of time, and Ms. Smith said it would be hard to commit to a date but we are close. Mayor Skelly said he attended a recent four-hour meeting, adding the project is overwhelming. Councillor Rishe said he would be interested in a workshop regarding the project, adding appreciation for all of the work Ms. Smith has invested in the project.

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### NEW BUSINESS

1. City Manager Stephen Jellie said he plans to provide Council with monthly updates on the 2021 budget.

2. City Manager Stephen Jellie provided Council with an update on the sewer rate projections. Mr. Jellie explained he sent an email to Council and reviewed the spreadsheets provided in that email. Mr. Jellie said an extensive analysis is being conducted, and a lot of projections were done years ago. Mr. Jellie thanked Angela Gray of Gray & Gray for her assistance with the projections. Mr. Jellie said the homework has been done, and it is now time to get it wrapped up. Mayor Skelly said he was glad Mr. Jellie was working on the calculations, noting accurate numbers are important. Mayor Skelly said the City needs to know the cost of water and sewer so money can be put away for future projects.

3. Director of Planning and Development Andrea provided Council with an update on the zombie program. Ms. Smith described the New York State abandoned property neighborhood relief act of 2016 and the funding received to start the program. Ms. Smith said the focus has been on providing outreach to at-risk homeowners to prevent mortgage foreclosure proceedings and property tax delinquency. Ms. Smith explained the North Country Housing Council provides free financial counseling, and a brochure describing their available services will be included in the next sewer billing to residents City-wide. Ms. Smith noted anyone with questions can contact her or Nikki Woods in the Code Enforcement Office.

4. City Manager Stephen Jellie provided Council with an update on demolition projects in the City. Mr. Jellie explained the City Attorney was able to get the car insurance company to pay the costs associated with the demolition of the Greene Street property that was struck by a car. Mr. Jellie said the process is underway for the demolition of the house on Franklin Street that was damaged by a fire. Mr. Jellie explained the homeowner had no insurance or funding to take care of the demolition of that property, but the City is moving forward to alleviate the hazard in the neighborhood.

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5. City Manager Stephen Jellie provided Council with an update on the Bass Nation Fishing Tournament. Mr. Jellie explained he has signed the initial agreement and was looking for feedback from Council. Mayor Skelly said he was very happy to hear the tournament would be held. Councillor Skamperle said he will definitely support any tournaments. Councillor Powers and Councillor Kennedy agreed.

Mayor Skelly made a motion to support a Bass Nation Fishing Tournament being held in the City in 2021, and Councillor Skamperle seconded the motion.

The vote was:

CARRIED, AYES ALL

6. Councillor Fisher asked for an update on the purchase of a home manufactured by BOCES to be placed on a vacant lot in the City. Director of Planning and Development Andrea Smith said the Ogdensburg Land Bank Corporation secured a home currently under construction by BOCES in Ogdensburg that will be placed on property acquired by the Land Bank. Ms. Smith explained the Land Bank is looking at three different lots: 520 Barre Street, 902 Ogden Street and 427 Morris Street. Ms. Smith said the Land Bank is also looking at purchasing a second modular home, also to be placed in Ogdensburg on one of the three vacant parcels. Councillor Fisher said the Morris Street location would be ideal. Ms. Smith said the Land Bank would be providing Council with their annual update at the second Council meeting in March in accordance with State Land Banking Legislation.

## ITEMS FOR DISCUSSION

1. Councillor Powers asked who performs the maintenance on City-owned vehicles. City Manager Stephen Jellie said the Department of Public Works service the heavy equipment vehicles in-house, and he believes the maintenance on other vehicles is shared between local garages in the City. Mr. Jellie said he will provide more information to Council on the subject.

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Councillor Powers said Regan's Automotive had recently inquired about doing maintenance for City-owned vehicles. Councillor Fisher asked Councillor Powers if he was saying the City should not be using a garage with the same last name as a City Councillor. Councillor Powers said no, adding he was just inquiring because Regan's Automotive had made an inquiry. Councillor Powers asked for the status of the Fire Chief vehicle. Mr. Jellie said that vehicle will stay with the Fire Chief at City Hall in the garage. Councillor Powers said he was under the impression that vehicle was going to be returned.

2. Councillor Skamperle questioned who was doing the Code Enforcement Officer work now that Mr. Mallette has retired. City Manager Stephen Jellie explained the eligibility list has been received from the County and is being canvassed. Mr. Jellie said he is hopeful interviews can be conducted soon. Mr. Jellie explained the Housing Inspector is helping out with the duties, and there are four certified Code Enforcement Officers at the Fire Department if needed. Councillor Skamperle said he does not want to see the City slow down with providing building permits. Mayor Skelly said garbage is a big issue in the City and questioned if the City should hire a company to remove the trash for all residents. Mayor Skelly said the trash is getting out of hand and questioned if the Code Enforcement Officers at the Fire Department could help address that issue. Mayor Skelly said Council should look at rewriting the process for addressing the trash issues. Mr. Jellie said Ms. Smith and Code Enforcement staff recently met with the City Attorney to discuss how to improve the process in the Municipal Code. Mr. Jellie explained he has discussed the judicial process for City violations with the new City Court judges, and there is no intention to hold up matters any longer than necessary.

3. Mayor Skelly said during citizen participation some people say different things to the current Council than what they said in the past. Mayor Skelly explained this year there was a 10% decrease in taxes and to rebuild the City some services were cut. Mayor Skelly said the City is not falling apart, and we will rebuild.

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4. City Manager Stephen Jellie said Council will receive periodic updates on grant applications and funding. Mr. Jellie explained he wants Council to see that the City is taking advantage of all opportunities. Mr. Jellie said the Director of Planning and Development Andrea Smith concentrates efforts on grants all the time. Mr. Jellie suggested if a member of Council sees a grant opportunity that the information be passed along to staff. Mr. Jellie explained the City will not apply for grants for something that we do not need or for projects we are not planning.

5. City Manager Stephen Jellie provided Council with a handout describing the top items going across his desk regularly and the projects being addressed. Mr. Jellie explained these are just some of the large items, adding he will update Council periodically.

6. City Manager Stephen Jellie said he is working on a different format for updating Council and the public. Mr. Jellie explained the updates will be posted on the City website also.

7. Councillor Powers suggested the hill by the pumphouse be addressed with the REDI project if possible. Councillor Powers explained the hill needs serious attention and questioned if a study could be done on how to best address the hill. City Manager Stephen Jellie said staff will take a look at it.

8. Councillor Skamperle questioned if the City applied for the SAFER Grant for the Fire Department. City Manager Stephen Jellie said the City did not apply for the last round, and when the next round opens, he will bring it forward to Council. Mr. Jellie said the Fire Act grant period is now open to obtain equipment, and the deadline for the application is mid-February.

## CITIZEN PARTICIPATION

1. Michael Tooley addressed Council regarding the alternates for the Wastewater Treatment Plant Capital Improvement Project. Mr. Tooley explained it is not unusual to hold off approving alternates to see the costs first.

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2. David Price addressed Council regarding Mayor Skelly's comment that people have made different comments in the past. Mr. Price said in the Spring some Council members said a City Manager was not needed, but now we have one. Mr. Price said Mayor Skelly stated at the last meeting that the Tahoe would be sent back, but now he is asking to borrow it from the person who is keeping charge of it. Mr. Price said throughout history leaders have used the newspaper to promote their ideas and beliefs. Mr. Price explained how leaders such as Hitler, Mussolini and Stalin paid for ads in local newspapers to control the thoughts of people, and now we have paid ads in the local newspaper. Mr. Price said all of these examples have something in common. Mr. Price explained it is an attempt by a totalitarian government to control the thoughts and actions of people. Mr. Price said we really have to be careful about what we are doing and what we are paying attention to because unlike the 1920's and 1930's, this electorate is educated.

3. Brian Mitchell addressed Council regarding snow removal in the City. Mr. Mitchell questioned if City Manager Stephen Jellie would enforce the policies regarding snow removal since the Code Enforcement Officer has retired. Mr. Mitchell explained last weekend snow was being pushed from the Washington School property towards the Filtration Plant property across the street. Mr. Mitchell said it would be nice for the updates to be done so the public is informed.

Mayor Skelly thanked City Manager Stephen Jellie for adding the Financial Restructuring Board report to the City website and encouraged all citizens to look at the website.

On a motion duly made and seconded, the meeting was adjourned.

To: Ogdensburg City Council

From: Tonya Snyder

I have been a business owner in the City for over 20 years. I recently sold my commercial building on Main Street and moved my hair salon to my new home. The City staff was very courteous and helpful during this process. As I was working through the process, many questions came to mind concerning other home businesses. In particular, the Mayor has been very outspoken in the City pertaining to codes. For full transparency, please verify that JMS Mechanicals has a variance to operate at 526 Washington Street, and it allows for onsite support staff to be working at that location. Please also verify that it is in full compliance if a variance was granted. I would also like to confirm when the last code inspection was completed at that location, and if it is in full compliance with City code. Since most businesses operating out of a residential building have to pay for multiple water and sewer rates or be metered, also confirm that this is also in compliance. I would be happy to FOIL the information, but I am sure the Mayor will want the citizens to have this information in a timely fashion to show that JMS Mechanicals is in compliance with all City requirements.

I RECENTLY READ THE MESSAGE FROM MAYOR SHILLY IN THE NORTH COUNTY THIS WEEK PAPER ON HOW OGDENSBURG IS GOING TO BE REVIVED AND GROWING THROUGH ECONOMIC OPPORTUNITIES IN THIS COMMUNITY. THROUGHOUT THE ARTICLE IT WAS CONVEYED TO THE READER THAT IT ALL HINGERS ON REDUCING POSITIONS WITHIN THE FIRE DEPT. IN DOING SO YOU LISTED 5 AREAS YOU WOULD USE THE SAVINGS FOR.

- REPAIR OF THE HAFAYETTE ST. BRIDGE
- SHADIZ BOLLEN CLEAN-UP (WHICH IS AN INDUSTRIAL SITE)
- REHAB CHEESE PLANT
- REPLACE SEAWALL ALONG MAPLE CITY TRAIL
- REPAIRS TO CITY HALL

THESE ARE ALL AMBITIOUS AND NOTEWORTHY PROJECTS. SINCE YOU SAID YOU CAN ACCOMPLISH THESE PROJECTS WITH PROJECTED SAVINGS OF ELIMINATING 5 POSITIONS WITHIN THE FIRE DEPT. WOULD YOU PLEASE SHARE WITH THE TAXPAYERS THE COST ESTIMATES YOU HAVE ON THESE PROPOSED INFRASTRUCTURE REPAIRS AND WHERE THEY ORIGINATED FROM AND THE DATES OF THESE ESTIMATES.

LET'S BE HONEST TO YOURSELVES & THE TAXPAYER OF OUR COMMUNITY. YOU ARE GOING TO NEED STATE AND FEDERAL HELP TO ACCOMPLISH THESE PROJECTS.

This community used to be the envy of the North Country. Now we are not only the laughing stock of the North Country but of N.Y.S. as well. Do not kid yourself there are state agencies watching us.

At some point this administration should take a step back and look at the big picture they have created for this community after one year.

WE HAVE NO - PARKS & REC. DIRECTOR

NO ASSESSOR

NO FIRE CHIEF

NO CODE ENFORCEMENT OFFICER

NO COMPTROLLER

POLICE CHIEF RETIRED

- TAXPAYERS CAN NOT GET THEIR QUESTIONS ANSWERED
- TOOK AWAY TAXPAYER RIGHTS TO PETITION
- NO TRANSPARENCY
- NO TEAM WORK
- NO JOB DEVELOPMENT
- EMPLOYEE MORALE IS AT AN ALL TIME LOW
- CONTINUE TO USE DIVIDE & CONQUER TECHNIQUES
- Bully your way through everything
- PUBLIC RELATION STUNT BY THIS ADMINISTRATION
- 13+ WORK PLACE VIOLENCE COMPLAINTS
- CITY MANAGER VIDEO WITH FIRE CHIEF MAX WAS A TOTAL LACK OF PROFESSIONALISM ON HIS PART.

MR. JILLIE YOU ARE RIGHT I DO NOT LIKE THE MANNER IN WHICH YOU ARE CONDUCTING BUSINESS FOR THIS COMMUNITY

THIS CITY IS IN A CRISIS ALL RIGHT AND THE CRISIS IS A LACK OF LEADERSHIP. CRISIS DOES NOT NECESSARILY BUILD CHARACTER, BUT CRISIS DOES TEND TO REVEAL CHARACTER. DURING THIS PAST YEAR OF SUSTAINED AND SIGNIFICANT CRISIS, WHAT SEEMS TO BE INCREASINGLY CLEAR IS THAT THE COLLECTIVE CHARACTER OF THIS ADMINISTRATION IS BROKEN, AND BROKEN BADLY.

THE PEOPLE IN THIS COMMUNITY ARE WHAT MAKES THIS COMMUNITY SUCCESSFUL, SO YOU SHOULD SHOW SOME EMPATHY + CARE. I WAS RAISED TO CARE ABOUT OTHERS. THE MORE YOU SHOW EMPATHY AS A LEADER THE MORE IT BUILDS TRUST + LOYALTY.

AS FOR THIS ADMINISTRATION ITS THE REVERSE. THEY HAVE NO EMPATHY, THEY DO NOT CARE. I THINK YOU NEED TO RESPECT EVERYONE. POOR LEADERS DO NOT RESPECT OTHERS AND ARE NOT HONEST, AND ARE NOT TRUST WORTHY.

IN CLOSING I WILL SAY AN INEFFECTIVE LEADER ARE PEOPLE WITH BIG EGOS. SUCCESS IN GOVERNMENT IS A TEAM SPORT. IT IS NOT AN INDIVIDUAL SPORT. PEOPLE WITH BIG EGOS TAKE THE CREDIT FOR SUCCESS BUT NEVER SAY THEY MADE A MISTAKE. THEY ONLY TALK ABOUT THEMSELVES.