

MAYOR VS COUNTY EXECUTIVE

BOOK 3

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COUNTY COUNCIL**

IN THIS ISSUE:

ANOTHER SIDE OF DOUG SCHMITZ
ANTHONY LUCIDO SPEAKS OUT
YOUR TAX DOLLARS AT PLAY
ON ISRAEL: COMMENTARY
EBEN WHITTLESEY REVIEW
OZONE ACTION UPDATE
INSIDE PETERS GATE
CHARM WARS
MORE BIKE CONTRIBUTORS

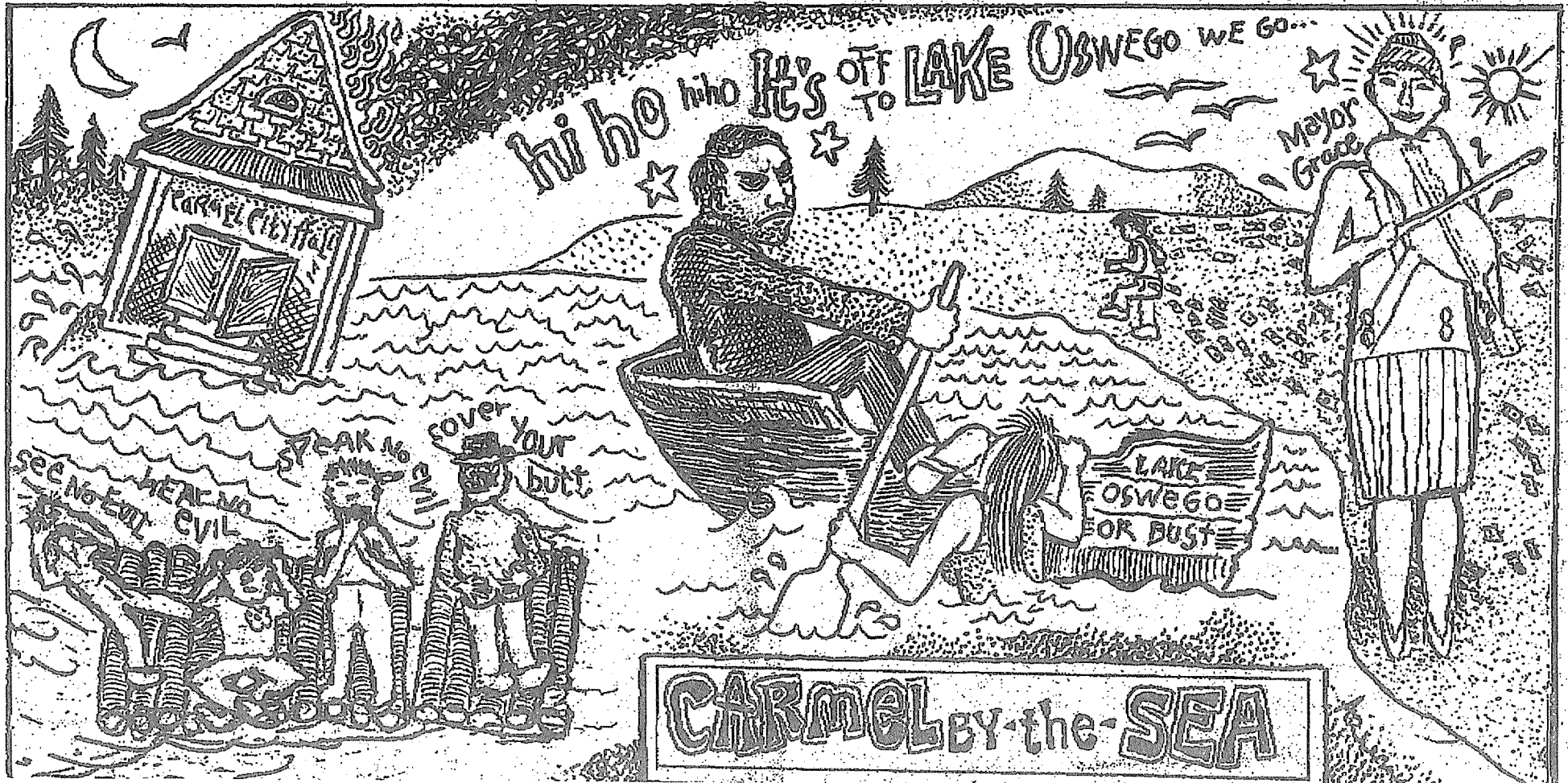
FREEDOM SPEECH

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"Rebellion to Tyranny is obedience to God." Ben Franklin



Caution: This article is not for everyone. It is not a pretty article but it is an accurate article. The people named in this article have had an opportunity to respond as to the correctness of what is being stated. If you are looking for a nice white washed pat on the back kind of article you will not find it here.

"and you will know the truth and the truth shall set you free" John 8:32

Doug Schmitz came to Carmel as City Administrator in 1983, at the age of 30. He brought with him a clean slate. This was Schmitz' most important job as City Administrator. It was a position that he took very seriously and felt it to be necessary to build a staff that was oriented along the lines of his directions. Let's hear about him from his subordinates.

JIM BAJARI - Schmitz' first problem with a staff member was with the Assistant Administrator and Finance Director Jim Bajari, who had been in Carmel government for two years. Almost immediately he fell out of favor and was put in charge of "special projects". Within six months Bajari was gone. When questioned, Bajari stated he "recalls the two wonderful years in government and does not wish to recall the one negative one."

BOB GRIGGS - Bob Griggs worked for the City of Carmel from 1966 until 1984, a period of 18 years. His last position was City Director Of Planning. When asked about working with Doug Schmitz, Griggs said "Doug was a different person in public than he was behind closed doors. Behind closed doors he displayed a violent temper, swearing and using four letter words. He was very abusive and wouldn't let me do an effective job. He shunted me off to "special projects", working on business not related to the Planning Department. He brought down Diane White from Washington and installed her as my replacement. His abusiveness culminated in a confrontation where Schmitz threatened my integrity to the point where I just couldn't work for the City of Carmel any longer. I resigned in December of 1984. I felt it was also very clear that he did not like anyone over 40.
(Please see box at bottom of page 5)

Please turn to page 6

①

He attempted to undermine all of the department heads by going to the subordinates. In the case of Bill Askew, Director of Public Works, Schmitz wouldn't even talk to him. Schmitz wanted to manage all the departments himself or to put in people who would be his puppets. At the time I was there the Planning and Building Department had three employees and the maximum time to get anything processed was one month. We always tried to be helpful in getting people's plans submitted and in getting what they wanted. That was our attitude then."

In bringing down Diane White from Bellevue, Washington. Schmitz bypassed the standard procedure of advertising and interviewing prospective applicants. It is also worth noting that Diane White was not a planner and that her position in Bellevue was that of Environmental Coordinator. His method of hiring his old friend and crony whom he had worked with for four years violated City policy of advertising and interview.

GINNIE CHARLAND - Ginnie Charland worked in the bookkeeping department from 1979 to 1984, a period of 5 1/2 years. She said the following, "I really enjoyed my job and did my very best to help the City. When Doug arrived this changed. Doug was very abusive. He cornered me, verbally abused and swore at me. This happened twice. Greg D'Ambrosio was there but didn't stop him. I felt he should have as he was my supervisor. My husband was extremely angry and wanted to knock his block off. If this happened today, I would have brought charges against him. After the second incident I decided I would never let it happen again and took the first job offer I got, to get out of there. If it had not been for his personal verbal abuse I wouldn't have left as I really enjoyed working for the City. I would still be there. The employee's representative, Mary Jahr-Purvis was of no help."

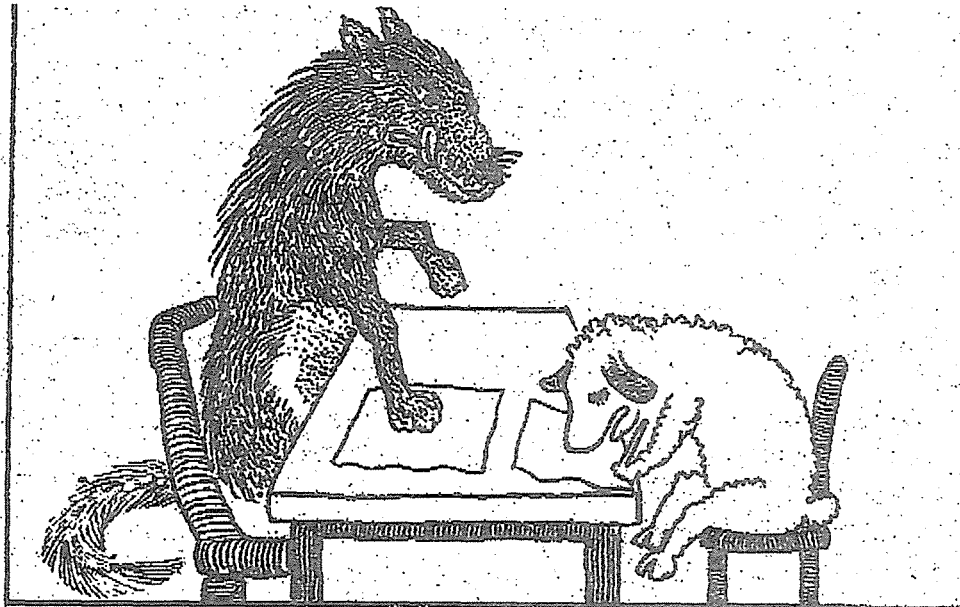
VERN ALLRED - Schmitz next singled out City Fire Marshall and Assistant Fire Chief Vern Allred. Allred was removed from the Fire Station and put at City Hall for "special projects" and his retirement was facilitated. Vern Allred was in his 50's. Fire Chief Bobby Updike retired and was replaced by the hand picked current Fire Chief, life long Carmelite Bill Hill, a young man in his 30's.

Vern Allred currently has a claim for injury with the City, who will determine its outcome. Allred declines from further current comment. Discretion being the better part of valor (Carmel is notorious for its punitive stance against any dissent).

PATRICIA KELLY - In the City Hall offices themselves Schmitz' executive secretary, Patricia Kelly, was shortly released from her position after a very difficult emotional confrontation with Schmitz. Kelly received a substantial settlement which included the provision that she could not discuss the nature of the settlement but it was at substantial cost to the City.

HOLLY WILSON - Holly Wilson was a secretary to the Planning Department. It is alleged that she too fell out of favor with Schmitz, that he coerced her to resign from her full time job and accept a temporary job with the City. This had to be done on a certain day and if she didn't do so by the date mandated she would be fired. If the deadline was met she would be able to maintain the temporary job, which she needed. The catch being that if she did resign on that date she would lose her one week vacation as she would be one day short of vesting. When asked about the situation Holly Wilson did not deny that it occurred and said she had nothing to add, was very happy in her new life and did not want to get involved in the negativity of the past. "I wish him well in Lake Oswego."

HELGA FELLAY - Helga Fellay worked for the City of Carmel from 1985 until 1987 as a part-time "floater". The majority of her work was done for Diane White. Helga stated the following, "I think he (Doug Schmitz) is an arrogant yuppie type who would sell his own grandmother if it would further his own career. He is an arch manipulator, using humiliation, ridicule, fear and terror to control people. The slightest irritation would provoke his wrath. On many occasions I saw staff members come out of his office trembling and white as sheets. His nickname among staff was "Dog Schmitz" (Schmitz is the German word for dirt). He could change instantly from the smiling, congenial Doug persona that he presented to the public, to the fascist Schmitz we, the staff, had to work under. I think he was a more accomplished actor than our then mayor."



HRESANTHY "CHRIS" GIBSON - Another secretary, Chris Gibson, passed the testing exam for Patricia Kelly's position but was not allowed to take the position. She too had a very difficult time with Mr. Schmitz and gave the following statement.

"I worked for the City from February 1976 until June 1988, a period of 12 1/2 years. At the time I left my position I was 58 years old. I was hired as a Clerk/Typist but they put me into the position of Secretary for over 8 years. However, I was not paid at that rate. Nevertheless I very much enjoyed working for the City with the very nice people in the office. When Doug arrived in 1983 the pleasant atmosphere of the office ceased. Doug was very abusive verbally and would yell and berate myself as well as others. This included Patricia Kelly, his executive secretary, in the presence of Greg D'Ambrosio. D'Ambrosio did not stand up for us. I also heard him yell at Richard Tyler. He belittled and harassed me to the point where I could no longer emotionally cope and had to leave due to the nervous condition that I developed. This harassment was so bad that the City had to pay me for 1 1/2 years after my departure. I saw him verbally abusing others and one time he almost hit Jeanne Brenner, City Clerk, in the face as he was slamming a door. His temper was beyond control. At one point when he first arrived he used to keep Silva Mind Control books in his office. It was very clear that he didn't like older people as they were too independent. He wanted a younger staff that he could control and would serve him blindly. One of the problems we had was that we did not have a strong employees association, so there was no one we could turn to for help. Many of us were afraid for our jobs. It is terrible to have to live and work in fear. The reason we never came forward before now is that there are still people working for the City that we care about. We were afraid that by speaking out these people might become the victims of any backlash due to our comments. Now that he is leaving he will not be able to terrorize them."

4

5

"As I was approached I would like to take this opportunity to suggest to the City Council the need to immediately establish firm controls over the management tactics of the City Administrator. I also feel that employee grievance and appeal procedures require attention.

My hope is that the new City Administrator is selected with great care. This selection and regular monitoring process is very important as the "mood" or "feeling" of the whole Village is set by our leaders."

BILL ASKEW - Bill Askew, head of Public Works, had been with the City for 42 years and his father had been with Public Works for 25 years. It is widely known that Mr. Askew was very poorly treated by the City Administrator and finally decided that it was time to retire. When asked about this Askew stated he "wanted to leave the negativity behind him". His position was filled by a young gentleman, also brought from the State of Washington.

RICHARD TYLER - Richard Tyler was the distinguished Cultural Director of Sunset Center for 13 years. When he left this position in December 1990, he was in his late 50's. Tyler was harassed by Doug Schmitz to the point where he could no longer effectively maintain leadership as Cultural Director of Sunset Center. A friend of his stated that "to maintain his dignity Tyler had no choice but to retire from what had become a very high stress position." When confronted with this maintain his dignity Tyler had no choice but to retire from what had become a very high stress position." When confronted with this statement, Tyler said "I didn't say that but I don't deny it." His position was also filled by a younger man.

5

EDITORIAL TO ANOTHER SIDE OF DOUG SCHMITZ

With the removal of Tyler from the Sunset Center Schmitz accomplished the elimination of each and every department head from a mature, experienced person to a new and younger people (mostly under the age of 40) who were directly beholding to Schmitz for their job (this does not include the Police Chief who came aboard under the previous administrator). The Public Works Department was split into two divisions, one for streets the other for forestry and beaches.

Numerous other positions were created and filled by people hand picked by Schmitz, thereby creating his own bureaucratic empire with all important positions held by those beholding to him. Over the ten years Schmitz administrated Carmel the expenditure budget went from \$4 million to \$8 million per year. Of this \$8 million per year approximately \$5 millions goes to salaries. One of the new policies established by Schmitz was to charge the public for any information requested of the City. So even the \$8 million was not enough for Schmitz to maintain the level of services that existed before he arrived. The Planning & Building department went from a very efficient three person department to an extremely inefficient nine person department. City staff went from 86 people to 102 people. An increase of 16%, with no growth in the City population.

The position of Code Compliance Officer was invented and held by numerous people. This position is comprised of going into stores and seeing who was and was not in compliance with various City laws. Since it is such an onerous position very few people could stomach the job for any substantial length of time. Mayor Eastwood called this a "gestapo" position and eliminated it during his two year tenure. The position was resurrected by Schmitz upon Eastwood leaving his office.

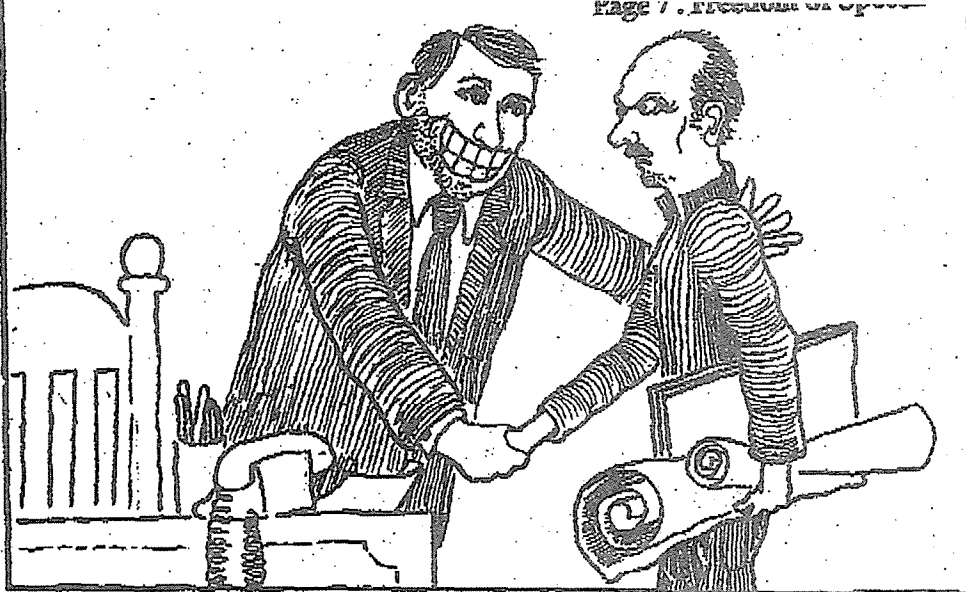
During Schmitz' tenure the City engaged in and spent more in lawsuits than was spent during its entire history from 1916-1981. Also during his tenure the City has been called "Grinchville", "Scrooge City" and numerous disparaging names by various media reflecting Carmel's new image of pettiness, bureaucratic nightmares and lack of care for its visitors and residents.

The hard working Councils of the tenured time had scant experience in real life business and administration and relied heavily upon Schmitz and his staff for the data upon which to base their important governmental decisions. Schmitz, skilled in the presentation of data and in his personal out going style, continuously provided the Council with data they believed to be accurate and unbiased. In ~~addition, it is felt by many that a separate agenda of empire building~~ done with an iron fist, was the prevailing doctrine of this administration. Since he developed such a strong structure that was so heavily relied upon by the all believing but not seeking Council he became the proverbial tail that wagged the dog.

7

It has become clear that too many recommended changes in zoning by his staff has been an abject failure and has created the highest number of vacancies this village has ever seen and which continue to this very day. These vacancies existed from 1983 until 1986, when Mayor Eastwood was elected, and were eliminated during his tenure. Once Mayor Eastwood left office the vacancies again increased. Many feel that the planning and building process has become absolutely inefficient and extremely subjective during this administration. An increasing tone of nastiness between "residential" and "commercial" interests seem to have been exacerbated to an extreme height during this administration. The recommended zoning changes effectively brought in a flood of chain stores and kept out small retailers.





This administration has suffered from substantially poor advice as to the cost and values of important parklands that were purchased and developed both inside and outside the City of Carmel. Picadilly Park on Dolores, near Ocean Avenue, cost over \$490,000. This greatly increased the property values around the park thereby increasing rents. This effect was wrongfully blamed on "greedy landlords" by members of the City Council. Another example is the extremely high price paid for the Hodges property, substantially above the highest estimate. At the time Schmitz and Mayor Grace claimed the property connected to the City. This claim was proven wrong by Eleanor Laiolo, who at the time was a member of the City Council, as it was not directly adjacent to Carmel. The mini parks built in town, although very pretty, added to and exacerbated the parking problem, which although in existence before this administration have continued without rectification. It could be said that had Schmitz solved the parking problem itself his would have been a positive administration. The abject failure to address a top tourist and residential problem in Carmel relegates his administration to abject failure. The over time parking fines went from \$5 to \$15 during his tenure.

Schmitz does in fact have some very powerful talents. Perhaps the most meaningful is his outgoing personal style which tends to placate both friend and foe alike. It was interesting to note that when an editorial in the Carmel Pine Cone complained of the stonewalling of information by Schmitz a few local citizens complained to the Pine Cone asking how they could possibly chastise this wonderful man. These people were not at all able to understand that personableness, competence, and sincerity are not necessarily hand maidens. If we were to judge Schmitz by his personableness he would absolutely get an A+. If we were to judge him by his capability in forming a bureaucratic empire, he would also receive an A+. If we were to judge him by the purchase of parks, at any price, without economics being a consideration, he would receive an A+. If we were to judge him in terms of justice, equity or efficiency he would not do well.

9

What is clear is that his abusive actions, as reported by his former employees, brought a politics of fear into the work place. The employees said that his actions caused employees to take sides against other employees. Snitching, back biting, and non cooperation reigned as each struggled to protect his own job. The work place became a very high stress area, as evidenced by a former Carmel building inspector who, to this day after having left the employ of the City a few years ago, still gets violent intestinal reactions by merely coming to town. Part of the problem also seems to stem from the over crowding in the work place which is directly related to the renovation of City Hall rather than building one on the public works area property, originally designated for a new City Hall. The Council chambers themselves have proven to be woefully inadequate all during the Eastwood administration and as recently as the current zoning hearings where the public spilled out and were standing in the streets. Now that the Administration is over staffed the building is overcrowded, creating inefficiencies which no doubt will be addressed by hiring additional employees.

SUMMARY

Doug Schnitz: Personable, political, petty, despotic and tyrannical?

WHAT WE WOULD LIKE TO SEE

1) A very careful selection for the new Administrator, including him/her having a perception of the needs of the entire community, 2) Hands on supervision of what is really going on in the City by the Mayor and Council rather than just leaving it in someone else's hands, 3) A new policy of grievances procedure so that the City Administrator is not the ultimate arbitrator, and 4) Justice for Holly Wilson.

Prior to the current City Manager system each Council person was Commissioner over a specific department, giving the Commissioners intimate knowledge of that Department. Carmel Village is small - perhaps each Council person should once again oversee a department thus having first hand knowledge of "their" City staff.
