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*Section 10*

*Douglas J. Schulze*

*Sarasota City Manager  
Candidate Report*

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*Cover Letter and Resume*

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# Douglas Schulze

## **Contact information**

(206) 919-9162  
doug.schulze@comcast.net  
43091 Bob Cat Road, Banning, CA 92220

## **Dear Mayor & City Council**

During the past 36 years, I have served as a local government manager in six cities in Minnesota, Washington and most recently California. I am an active member of the International City Management Association (ICMA) and have served on many ICMA committees. Currently, I am the senior member of the ICMA Credentialing Advisory Board, which is responsible for policies and review of the process for local government management professionals to become certified Credentialed Managers.

I have a proven track record of creating professional, stable and financially sound organizations. Most notably, in the six years I served as city manager of Bainbridge Island, WA, I led the financial turnaround of the City from junk bond rating to a rating of AAA. At the same time, I established systems to improve transparency, increase community engagement and build trust with staff, council and the community. Bainbridge Island is highly dependent on tourism so I understand the unique needs of this type of community.

While I have spent my career managing small cities, I have often found myself in small cities with big city problems and issues. Throughout my career, I have lived in each city I managed, and I have actively participated in the community. I believe it is important for city employees to see the city manager actively involved in the community and, I live by Theodore Roosevelt's quote, "people don't care how much you know until they know how much you care."

I believe my experience, person characteristics, and management style can help you accomplish your goals and build a world-class organization. I look forward to the opportunity to meet with you to discuss my qualifications in more detail.

Sincerely,



Douglas Schulze

# Douglas Schulze

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43091 Bob Cat Road, Banning, CA 92220 | (206) 919-9162 | doug.schulze@comcast.net

## Objective

Chief Executive Officer position in a municipal corporation that will provide new opportunities and challenges.

## Education

### **MASTER OF ARTS | 1994 | MANKATO STATE UNIVERSITY**

- Major: Urban and Regional Studies
- Related coursework: Public Management, Financial Management, Urban Planning

### **BACHELOR OF SCIENCE | 1987 | MANKATO STATE UNIVERSITY**

- Major: Public Administration
- Minor: Economics
- Related coursework: General Courses, Public Administration, Governance, Macro and Micro Economics, Statistics

## Experience

### **CITY MANAGER | CITY OF BANNING, CA | 10/2018 – PRESENT**

- Responsible for a \$110 million annual budget and 200 full-time employees.
- Oversight of the organization, including the delivery of emergency services and public safety, economic development, community development, capital projects, administrative services, parks & recreation, transit, electric utility, water utility, sanitary sewer utility, public works, and municipal airport.

### **CITY MANAGER | CITY OF BAINBRIDGE ISLAND, WA | 11/2012 – 10/2018**

- Responsible for a \$35 million annual budget and 135 full-time employees.
- Oversight of the organization, including the delivery of emergency services and public safety, economic development, community development, capital projects, administrative services, community services, public works, utilities, and parks.

### **CITY MANAGER | CITY OF NORMANDY PARK, WA | 11/2006 – 11/2012**

- Responsible for a \$6.8 million annual budget and 40 full-time employees.
- Oversight of the organization, including the delivery of emergency services and public safety, economic development, community development, capital projects, administrative services, community services, public works, utilities, parks, and recreation.

### **CITY MANAGER | CITY OF MEDINA, WA | 11/1996 – 10/2006**

- Responsible for a \$6.0 million annual budget and 25 full-time employees.
- Oversight of the organization, including the delivery of emergency services and public safety, economic development, community development, capital projects, administrative services, community services, public works, parks, and recreation.

### **CITY ADMINISTRATOR | CITY OF SANDSTONE, MN | 11/1992 – 10/1996**

- Responsible for a \$3.5 million annual budget and 4 full-time employees.
- Oversight of the organization, including the delivery of fire and emergency services, economic development, community development, capital projects, administrative services, community services, public works, utilities, parks and recreation, municipal airport, municipal golf course, municipal cemetery, and public housing authority.

### **ASSISTANT CITY ADMINISTRATOR | CITY OF SAVAGE, MN | 12/1988 – 11/1992**

- Responsible for administrative services provided by municipal government.
- Oversight of government access channel, human resources, and risk management.
- Served as Acting City Administrator in City Administrator's absence.

### **Certifications & Awards**

ICMA SENIOR EXECUTIVE INSTITUTE CERTIFICATION

ICMA LEGACY LEADER

ICMA CREDENTIALLED MANAGER

GOVERNOR'S 2013 SMART COMMUNITIES AWARD

ICMA PROGRAM EXCELLENCE AWARD FOR COMMUNITY HEALTH AND SAFETY

WCMA EXCELLENCE FOR INNOVATION IN LOCAL GOVERNMENT AWARD

UPPER MIDWEST ECONOMIC DEVELOPMENT CERTIFICATION

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*Candidate Introduction*

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**DOUGLAS SCHULZE**

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**EDUCATION**

Master of Urban and Regional Studies, Mankato State University, Mankato, MN  
Bachelor of Science, Public Administration, Mankato State University, Mankato, MN  
Senior Executive Institute, Darden School of Business, University of Virginia  
ICMA Credentialed Manager Certification, ICMA, Washington, DC

**EXPERIENCE**

City Manager, Banning, CA	2018 – present
City Manager, Bainbridge Island, WA	2012 – 2018
City Manager, Normandy Park, WA	2006 – 2012
City Manager, Medina, WA	1996 – 2006
City Administrator, Sandstone, MN	1992 – 1996
Assistant City Administrator, Savage, MN	1989 – 1992
Intern, Savage, MN	1988 – 1989
United States Army National Guard	1985 – 1994

**BACKGROUND**

Banning is different from all the previous cities I've managed because it is a disadvantaged and very diverse community. Located on I-10, within the San Geronio Pass, Banning is a prime location for logistics, recreation and housing. However, the community was stagnant for over twenty years (1995 – 2019). In 2019, the first major housing development, Tri-Pointe Homes Atwell Project, began construction and started selling homes in early 2020. This 4,500-lot project has not been able to build homes fast enough to keep up with the demand. Currently, Banning has 11,000 new homes entitled and another 2,500 in the entitlement process. During the next 15 years, Banning will grow from a city of 32,000 to 75,000 population. Riverside County is one of the fastest growing counties in the United States and Banning is leading much of that growth. During the past 6 years, Banning has become an attractive location for industrial and retail growth as well. Recent major businesses recruited/expanded include SoCal West Coast Electric, Consolidated Electric Distributors, Brown & Strauss, Luchador Brewery, Estes Express Lines, Lawrence Equipment, Condon Johnson, Boot Barn, PetSmart, Harbor Freight, Wyndham Hotels, Marriott Hotels, Yoshinoya and many small family-owned businesses. Mt. San Jacinto College provides college opportunities locally.

The City's General Fund budget comprised \$27 million, and the total budget was \$110 million in 2024/2025. This budget is the first in nearly two decades to be balanced without spending down reserve funds. The City of Banning has 200 employees with six departmental directors reporting directly to the City Manager.



**DOUGLAS SCHULZE**

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The three most significant issues facing the City are:

- **Financial Stability.** In 2018, prior to my arrival, the City had a significant structural budget deficit, which, if not corrected, was projected to exhaust all reserve balances by 2022. Well-managed growth and development, data-driven decision making, and prudent financial management has corrected the structural budget deficit problem, but the next step is creating financial stability for the future.
- **Homelessness.** Riverside County has located numerous agencies in Banning, which drives homelessness in the community, including Smith Correctional Facility, Social Services, Probation Services and Superior Court. As a result, the City has implemented a compassionate, but aggressive homeless services program and was recently awarded a \$7 million grant from the Board of State & Community Corrections for the Re-entry & Community Safety Project. Our homeless shelter, Opportunity Village, has served over 200 individuals and has a success rate of 70%.
- **Well-managed Growth and Development.** The City is experiencing rapid growth, which requires new infrastructure, mitigation of impacts, and expansion of municipal services. One of the strengths of Banning is its small-town feel so, maintaining the small-town feel while experiencing significant growth is a priority for the community. It is critical for the City to ensure development agreements and conditions of approval for all major projects include appropriate mitigation of impacts and contributions to infrastructure expansion.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

My initial attraction to Banning was the opportunity to build a strong management team in a diverse and growing community. When I began doing more research, I learned how much the municipal corporation and community needed good governance and strong leadership. The city had experienced a downward spiral for nearly two decades and without substantial changes to bring private investment in the community the I was hired by a City Council that wanted growth and development, which was also attractive and necessary for the community to thrive. Within two years after being hired, all 5 seats on the City Council changed and the 2024 election will result in 3 more new members. I believe the new City Council will bring changes in the direction of the past 5 years, which will reverse much of the hard work and threaten many important projects.

I spent 22 years managing coastal cities in Washington and miss being near the water. A vibrant and charming coastal community like Sarasota with a City Commission interested in creating a partnership with its city manager is an ideal situation. Throughout my career, I have built strong relationships with elected officials, strong management teams, and left each city in a better position. I am excited about the opportunities to work with the Sarasota City Commission to

**DOUGLAS SCHULZE**

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address the challenges of keeping pace with infrastructure needs, providing steady organizational leadership, improving housing affordability, and managing growth to preserve the valued character of Sarasota. In my experience, challenges are also opportunities, and this appears to be true in Sarasota.

Most cities are complex organizations and function much like a diversified corporation, which requires subject matter experts in each functional area. Management is getting the right things done in an efficient and effective manner. I believe in a data-driven management style because you can't manage what you can't measure. This management style focuses on data and analytics to ensure objective, informed decisions are made that align with organizational goals and improve performance. Data-driven decision making creates transparency and builds trust. This management style combined with getting the right people on the bus as well as in the right seats has been paramount to my successful career. Once you have the right people in the right places, it is important to empower and support, which is a leadership issue.

My track record is proven and my tenure in each city I have managed demonstrates my strong leadership skills. With a blended leadership style, I prefer a servant leadership approach combined with visionary leadership. A servant leader prioritizes the well-being and growth of their team members over their own interests. I focus on supporting and encouraging employees, with the expectation that this will motivate them to work hard. As a visionary leader, I inspire my team with a clear, compelling vision of the future. This involves communicating goals effectively and allowing employees to work autonomously towards achieving those objectives.

Most of my staff will say that I am one of the best bosses for which they have worked. I learned early in my career that a quote attributed to Theodore Roosevelt holds true, "People do not care how much knowledge you have unless you have demonstrated that you truly care". My staff will say that I care and that I am an authentic leader. They will say that I make work fun and that I emphasize the importance of a work/life balance. In a recent poll of staff in Banning, 85% of employees strongly agreed that they enjoy coming to work. Finally, my staff will say they appreciate that I support them and allow them to perform their duties without micro-managing.

Having served close to 100 elected officials in my career, I am sure there would be many different perspectives. I would not have exceeded five years in each city I've served unless the elected officials in those cities had a positive opinion of my skills, knowledge, experience and performance. My performance evaluations have consistently resulted in positive reviews in all areas. I also know elected officials will say that I am honest, ethical, responsive and a very competent city manager.

My greatest strength is my knowledge and vast experience as a city manager. After three decades of city management, I have experienced almost any situation or issue more than once. I have a very broad network of colleagues whom I trust as advisors, when needed. Finally, I am a calm, approachable and authentic person.

**DOUGLAS SCHULZE**

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It is always easy for me to be my biggest critic. Obviously, we all have weaknesses, but recognizing and acknowledging your weaknesses is necessary to overcome them. I am a patient and trusting person by nature, which can be a weakness if unrecognized. In my career, I have allowed this weakness to cause delays when it was necessary to provide corrective action, address performance issues, and provide guidance. At this point in my career, I understand these are my weaknesses and frequently remind myself to be diligent in these areas.

As previously explained, I use a data-driven management style, which involves collection and analysis of data. Identifying key performance indicators is a critical piece of performance data and, if these performance measures are not aligned with the organizational goals and priorities they won't hold much value. Based on the identified challenges, infrastructure expansion and maintenance, housing sales and sale prices, storm response and recovery, and tourism-related metrics will be important. In addition, it is always important to measure customer (resident) satisfaction to make sure residents feel and believe their local government is providing quality services at an appropriate cost. I would also add that measuring employee satisfaction is also an important metric that should not be forgotten.

I am most proud of my leadership role in turning the City of Bainbridge Island, WA into a AAA-rated organization. Prior to being hired as city manager, the City had operated under the Mayor/Council form of government and was facing bankruptcy. A voter initiative was approved to change to the Council/Manager form of government in 2009. The first city manager spent three years organizing the City to operate under the new form of government, but little progress was made on improving the financial condition of the City. In 2011, the City was denied a loan from the State of Washington to purchase two police vehicles. When I was hired in 2012, I created a strong management team and implemented many best practices. A review and update of financial policies was conducted, and a strategic approach was implemented to improve the financial condition. The initial bond rating when I was hired was a Ba with a negative outlook. Over a period of four years, the bond rating was upgraded several times. Just three months after I left the City of Bainbridge Island, the City's bond rating was upgraded to AAA, which is the highest bond rating possible. I am particularly proud of this accomplishment because Bainbridge Island is one of the smallest Cities to have achieved this rating.

The biggest mistake I've made in my career occurred in 2019. The City of Banning has a municipally owned electric utility, and the utility has historically maintained electric rates that are amongst the lowest in California. However, a major reason the rates were low is due to unmet infrastructure maintenance and replacement. In 2019, a citizen committee was created to serve in an advisory capacity for a cost-of-service study. In addition, a consultant was hired to conduct the study. Banning is the first City I've managed that owned an electric utility, so I relied heavily upon the Electric Utility Director, which was my biggest career mistake. The cost-of-service study failed to include many necessary capital improvements and, as a result, did not recommend a rate increase. In 2020, the Director informed me that three substations needed to be replaced, and fund reserves would be used for financing. While the utility had a large reserve balance, I instructed the Director to work with a financial advisor and Finance Director

### DOUGLAS SCHULZE

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to evaluate bond issuance to finance the capital improvements. Unfortunately, he failed to comply with my direction and proceeded with project planning, design and construction. Many other issues have been uncovered, including contracts executed by the Director without City Council approval, which led to unauthorized financial commitments. The result was a \$9 million cash deficit in the electric utility fund. Many lessons were learned from this mistake, including to trust, but verify and, to always take a lead position related to financing major capital projects.

I have had the unfortunate responsibility of terminating employment of staff members many times. Prior to any employment termination, legal counsel and human resources staff are consulted. In some situations, it was very easy due to the circumstances causing the employment action. In those instances, the employees conducted unethical or illegal actions. In other situations, employment was terminated due to reductions in force or performance issues. Termination of employment in California is always an exposure to liability, even when done correctly. Following labor agreements, employment contracts and employment law is critical. When I have terminated employees, I make sure it is done with dignity and respect. Termination should be conducted with a human resources staff member present and in a private area to avoid embarrassing the employee. Termination of employment is a stressful experience for the employee and the manager conducting the termination. It is a necessary responsibility.

I believe the recruitment brochure clearly communicates the challenges that the city manager will face. A challenge that may not be identified will be related to future trends in local government. Use of artificial intelligence is going to change the way local government services are provided as well as expectations of the community. Cities that do not keep up with these trends will be left behind. Globally, trust in government is scraping historic lows with government often perceived by citizens as slow-moving, bureaucratic, and risk averse. Local governments are leveraging technology to increase transparency and improve access to public information. According to a recent [Deloitte study](#), one of the key drivers of trust in state and local government is a government's digital capabilities: **Individuals who are pleased with a government's digital services tend to rate that government highly in measures of overall trust.** In other words, in terms of local government, the simpler it is to find information and interact with municipal leaders *online*, the more likely citizens are to view those leaders as competent, reliable, and trustworthy.

The importance of the first six months in a city is often overlooked. During this time, my priority will be to demonstrate to the community, City Commission, City Staff and stakeholders that the decision to hire me was sound. My plan for the first six months will include:

- Listening: Meetings with staff, elected officials, citizen groups, and to some extent county/state officials.
- Observing: Develop an understanding of the organization, City Commission and community. Conduct a SWOT analysis of city operations.
- Learning: Obtain a clear understanding of the Council's vision, goals and perspectives

**DOUGLAS SCHULZE**

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- Evaluation of the City's financial position and reviewing anticipated future projections
- Recruit and fill any key vacant positions
- Stabilizing: Provide calm and supportive leadership. Employees will likely be apprehensive about a leadership change so communication about expectations must be clear. Employees will also appreciate understanding the six-month plan.

Media plays a crucial role and should not be viewed as an adversary. In fact, I have had strong working relationships with media throughout my career. As a city manager, it is important to be assessable and respect the role the media plays in providing information to the community. Providing accurate and timely information to the media can build trust in the community and provide transparency. My role as a point of contact for media will be determined by the preferences of the Mayor and City Commission.

Social media can be a very effective communication tool, if used correctly. We all know some social media can also be a source of negativity and divisiveness. I have found platforms like Zencity to be extremely effective for engaging the community, providing information, and monitoring social media conversations with valuable analytics.

I would not be surprised if some community members reach out with "the dirt" on me. Within 2 weeks after the start of my employment in Banning, I became a target of personal attacks. Unfortunately, my wife also became a target of the attacks, including someone following her to her place of employment, a man entering our property and physically threatening my wife, and damage to my personal vehicle while parked at City Hall. Personal attacks by a small group of individuals in Banning have driven away several previous city managers, department directors, elected officials, chamber directors, and other community leaders.

In 2020, my wife and I purchased a 10-acre hobby ranch. While it has required significant physical work, I found ranch work to be relaxing and a great way to relieve stress. I also enjoy traveling, cooking, and spending time with my family.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Authentic
- Stoic
- Accessible
- Competent
- Humble
- Curious

**DOUGLAS SCHULZE**

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**REASON FOR DEPARTING CURRENT POSITION**

Four of five seats on the City Council changed in December. Candidates elected campaigned on anti-growth positions. I was hired in 2018 by a City Council that wanted the city to grow and develop. The entire City Council is comprised of people who were not on the City Council when I was hired. Based on the new City Council's expected change of direction, I believe they are best served by selecting a new City Manager of their choosing.

My current salary is \$220,000 annual and a very competitive benefit package is provided.

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*CB&A Background Checks*

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**Background Check Summary for  
DOUGLAS "DOUG" JAMES SCHULZE**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Riverside County, CA	No Records Found
Kitsap County, WA	No Records Found
King County, WA	No Records Found
State	
California	<i>*Records Maintained by County. See Above.</i>
Washington	No Records Found

**Civil Records Checks:**

County	
Riverside County, CA	No Records Found
Kitsap County, WA	No Records Found
King County, WA	No Records Found
Federal	
California	No Records Found
Washington	No Records Found

**Motor Vehicle**

California	No Records Found
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**Credit**

Speak to Consultant

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found



**Background Check Summary for  
DOUGLAS “DOUG” JAMES SCHULZE**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
DOUGLAS "DOUG" JAMES SCHULZE  
Personal Disclosure**

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**Personal Disclosure Questionnaire**

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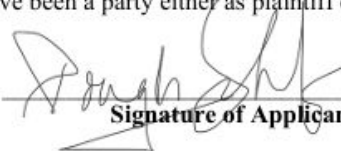
Name of Applicant: Doug Schulze

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

1. Have you ever been charged or convicted of a felony?  
Yes ☐ No ☒
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes ☒ No ☐ Dismissed due to inaccurate information.
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes ☒ No ☐  
Approximately 2006, filed Chapter 13 and successfully resolved with all debt paid
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes ☐ No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes ☐ No ☒
6. Have you ever been charged with driving while intoxicated, driving under the influence, operating a vehicle impaired, or a similar offense?  
Yes ☐ No ☒
7. Have you ever sued a current or former employer?  
Yes ☐ No ☒
8. Please list all your social media accounts (Facebook / X (Twitter) / Instagram / LinkedIn, etc.) and your personal web page if you have one. Instagram @schulzedoug / Facebook @BanningCM  
Facebook @doug.schulze.7731 / LinkedIn linkedin.com/in/dougschulze
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes ☐ No ☒
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:

  
Signature of Applicant

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*CB&A Reference Notes*

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Reference Notes  
Douglas “Doug” Schulze

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**David Happe – Council Member, City of Banning, CA 619-916-6828**

Mr. Happe has known Mr. Schulze since 2018 when the City of Banning hired Mr. Schulze as the City Manager. Mr. Happe serves as a City Council Member for Banning.

Mr. Schulze is the best City Manager Mr. Happe has ever worked with. Mr. Schulze has above-average work performance. He adds so much value to Banning because of his expertise, integrity, and ability to wear many hats at once. Mr. Schulze can easily grasp complex ideas and break them down in a way that makes them easy to understand. He works hard and the City will be hard-pressed to replace him when he leaves. His work in Banning has corrected many fundamental issues with finances, operations, and workplace morale.

When it comes to hiring personnel, Mr. Schulze makes good decisions. He also makes good decisions in general. He is innovative, a change agent, and someone who maintains an organization at a high-performance level. He does not micro-manage and trusts his employees. He makes sure processes run smoothly so his employees can successfully do their jobs. Workplace morale has significantly improved since Mr. Schulze became City Manager. In particular, he makes sure to give credit where credit is due.

When it comes to problems, Mr. Schulze comes up with creative solutions. For example, the City had a real problem with low workplace morale. To combat this, Mr. Schulze dealt with employees fairly. During evaluations, he kept the conversation factual and not emotional. He also made the hard decision to let underperforming employees go. As a result, both the morale of the employees and the morale of the City improved.

Mr. Schulze often goes out in the community and attends community meetings to represent the organization. He answers community letters publicly and holds an open-door policy. He makes himself visible and welcomes feedback from residents. One of his goals as City Manager was to make the City more customer service oriented. He took steps to address this issue by creating city portals. As a result, the City's customer service vastly improved.

Mr. Happe thinks very highly of Mr. Schulze as a manager and would hire Mr. Schulze if he could.

**Words or phrases used to describe Douglas Schulze:**

- Loyal,
- Thorough,
- Knowledgeable,
- Forward-thinking,
- Open-minded, and
- Calm.

Reference Notes  
Douglas “Doug” Schulze

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**Strengths:** An experienced manager able to remain calm in even the most hostile and high-intensity situations.

**Weaknesses:** He could work on having a stronger voice on certain issues and a little more transparency.

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**Colleen Wallace – Council Member, City of Banning, CA 909-890-8474**

Ms. Wallace has known Mr. Schulze since 2018 when he became City Manager for Banning, CA. Ms. Wallace serves on the City Council for Banning.

Mr. Schulze showcases good job performance and is an excellent manager. He makes good decisions when hiring personnel and in general. Mr. Schulze is customer service oriented, patient, and completes tasks in a timely manner. He regularly goes out in the community, participates in community events, and represents the organization at community meetings. He keeps Ms. Wallace informed of what is happening in his area of responsibility via emails, phone calls, and in-person meetings.

Mr. Schulze is innovative, a change agent, and someone who maintains an organization at a high-performance level. When it comes to solving problems, he handles them creatively on a daily basis as a part of his responsibilities. He works well with several different elected officials with different agendas overseeing his work. When he meets with them, he always acts respectfully and listens to what each party has to say.

Mr. Schulze is a good manager, and Ms. Wallace would hire him if she could. He is an all-around good person, and she trusts his judgment. He genuinely cares about the community he works with and has the skills to make the community he works with a better place.

**Words or phrases used to describe Douglas Schulze:**

- Intelligent,
- Friendly,
- All around good guy,
- Smart,
- Community-oriented, and
- Motivated.

**Strengths:** A good manager with an open-door policy who ensures the City moves forward in a positive direction.

**Weaknesses:** None identified.

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**Reference Notes**  
**Douglas “Doug” Schulze**

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**Frank Diaz – City Volunteer, City of Banning, CA 626-676-2197**

Ms. Diaz has known Mr. Schulze since about 2018. Mr. Diaz is a City Volunteer and Mr. Schulze works as the City Manager for Banning, CA.

Mr. Schulze showcases exceptional job performance. He supports the community and educates residents and businesses on important City topics. He bridges the gap between different groups in the community.

Mr. Schulze makes good decisions when hiring personnel and in general. He is innovative, a change agent, and someone who maintains an organization at a high-performance level. Mr. Schulze participates in community events and makes himself visible. He regularly attends community meetings and represents the organization.

Mr. Schulze can lead a team in solving a problem. For example, Banning experienced a high volume of homelessness. He tackled the problem head-on and sought out grant funding for a homeless shelter called “Opportunity Village.” He brought together many parties to get them involved and was able to secure the necessary grant funding to build the homeless shelter. The shelter gave the homeless population a place to stay in addition to giving them access to mental and physical healthcare. The Village also works to place individuals in permanent housing and secure employment. As a result, the homeless population in Banning continues to decrease. Mr. Schulze kept the public well-informed throughout the entire process.

Mr. Schulze is an amazing manager, and Mr. Diaz would hire him if he could.

**Words or phrases used to describe Douglas Schulze:**

- Diligent,
- Composed,
- Growth-minded,
- Leader,
- Positive, and
- Empathetic

**Strengths:** A leader who fosters growth and bridges gaps in the community.

**Weaknesses:** None identified.

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**Robert Ybarra – President, Chamber of Commerce, City of Banning, CA 909-801-9931**

Mr. Ybarra has known Mr. Schulze since about 2018, when Mr. Schulze became the City Manager for Banning, CA. Mr. Ybarra works as the President of the Chamber of Commerce in Banning.

## Reference Notes

### Douglas “Doug” Schulze

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Mr. Schulze is a wonderful manager. He exhibits excellent job performance and always makes himself available to those who need him. In particular, he always finds the time to meet with people who have business ideas.

Mr. Schulze makes good decisions when hiring personnel and in general. He is a pleasure to work with because of his friendly and professional manner. He keeps Mr. Ybarra informed on what is happening in his area of responsibility where it makes sense. Mr. Schulze even answers his phone after hours to stay up to date during emergencies.

Mr. Schulze is innovative, a change agent, and maintains an organization at a high-performance level. He is a leader in the sense that he can take an organization’s vision and rally other employees around it. He also makes sure processes run smoothly behind the scenes.

When it comes to problem-solving, Mr. Schulze can come up with creative solutions. For example, during the COVID-19 pandemic, Mr. Schulze worked to find ways that people could still engage in recreational activities. He negotiated with authorities to keep the drag racing events Mr. Ybarra attended up and running but without spectators. This allowed people to find a sense of normalcy during the height of the pandemic.

Mr. Schulze is patient, customer-service oriented, and completes tasks in a timely manner. He works well with several different elected officials with different agendas and personalities. He also gets involved with the community and regularly attends community meetings representing the organization.

Mr. Schulze is a great manager. Mr. Ybarra would hire Mr. Schulze if he could. He would hate to see Mr. Schulze leave Banning.

#### **Words or phrases used to describe Douglas Schulze:**

- Caring,
- Detail-oriented,
- Smart,
- Goal-oriented,
- Hardworking, and
- Attentive.

**Strengths:** A manager adept at managing employees and able to keep calm during high-stress situations.

**Weaknesses:** None identified.

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Reference Notes  
Douglas “Doug” Schulze

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**Rick Minjares – Council Member, City of Banning, CA 909-214-5804**

Mr. Minjares has known Mr. Schulze since about 2020. They work together. Mr. Minjares serves as a City Council Member and Mr. Schulze works as the City Manager for Banning, CA.

Mr. Schulze is a talented City Manager who can follow directions. He works well with other people and has good communication and interpersonal skills. He makes good decisions when hiring personnel and in general. He maintains the organization at a high-performance level. Mr. Schulze keeps Mr. Minjares informed on his area of responsibility through email, text messages, phone calls, or in-person meetings.

Mr. Schulze is a leader in the sense that he can take an organization’s mission and rally the employees around it. He also makes sure processes run smoothly from behind the desk. He can do both, without micro-managing.

When it comes to solving problems, Mr. Schulze does not shy away from a challenge and works to find solutions. For example, the City had major issues with the utility company it owned. The Finance Director Mr. Schulze hired, alerted him to major discrepancies in how the utility company was managed. He immediately took that information and did his own research before quickly bringing the information to the Council. He came to the meeting prepared with recommendations for the Council. This led to the discovery of major mismanagement of the utility. Now that it was discovered, the City then worked to correct it.

Mr. Schulze is patient, directs his staff to act customer service oriented, and completes tasks in a timely manner. He often goes out in the community and frequently attends community meetings representing the organization. He can handle difficult personalities, including those from elected officials he works closely with. Mr. Schulze stays calm and respectful, regardless of how disruptive some people might be.

Mr. Schulze is a great manager and proves himself an asset to whoever he works with. Mr. Minjares would hire Mr. Schulze if he could.

**Words or phrases used to describe Douglas Schulze:**

- Trustworthy,
- Dependable,
- Creative,
- Team player,
- Takes initiative, and
- Good coordinator.

**Strengths:** A collaborative manager and an out-of-the-box thinker.

**Weaknesses:** None identified.

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## Reference Notes Douglas “Doug” Schulze

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**Kyle Pingree – Former Mayor, City of Banning, CA 909-770-0071**

Mr. Pingree has known Mr. Schulze since 2019 when they started working together. Mr. Pingree was the Mayor of Banning, CA, while Mr. Schulze was the City Manager.

Mr. Schulze shows skill as a City Manager with above-average job performance. He listens to everyone and conducts thorough research so the Council has all the information they need to make informed decisions. He helped Mr. Pingree navigate the “red tape” and make sure everything they did stayed within the bounds of regulations. He is innovative, a change maker, and maintains an organization at a high-performance level.

When it comes to hiring personnel, Mr. Schulze makes good decisions. His staff looks up to him and respects him. He also makes good decisions in general. Mr. Schulze kept Mr. Pingree informed on his area of responsibility through emails, phone calls, and in-person meetings. Mr. Schulze is a leader in the sense that he can take an organization’s vision and rally employees around it and he can manage processes from behind the desk and let his employees do their jobs.

Mr. Schulze can lead a team in solving a problem. For example, the City had an Animal Shelter that sat dormant for several years which led to transients moving in. Mr. Pingree wanted to clean up the property and renovate it since the City received an increase in funding. However, some of the citizens complained about the City not sending out the project for bid. Mr. Schulze explained to Mr. Pingree they had to stop the work until they could find a way to handle the problem. Mr. Schulze sat down with the City Attorney and worked with him closely to come up with a solution to move the project forward. If they leased the property in the care of the Chamber of Commerce, they could continue with the renovation. Mr. Schulze followed through with the plan and they completed the renovation of the Animal Shelter.

Mr. Schulze is patient, customer-service oriented, and completes tasks promptly. He often goes out in the community and regularly attends community meetings representing the organization.

Mr. Pingree would hire Mr. Schulze if he could. He is an excellent manager.

**Words or phrases used to describe Douglas Schulze:**

- Problem-solver,
- Hard-working,
- Attentive,
- Community-oriented,
- By-the-book, and
- Friendly.

**Strengths:** A good manager able to solve problems in California, where it can be difficult.

**Weaknesses:** None identified.

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Reference Notes  
Douglas “Doug” Schulze

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**Lincoln Bogard – Finance Director and Admin Services Director, City of Banning, CA  
951-922-3118**

Mr. Bogard has known Mr. Schulze since about 2022. Mr. Schulze worked as the City Manager for Banning, CA, and hired Mr. Bogard as the Finance Director.

Mr. Schulze is the best City Manager Mr. Bogard has ever worked for in his over a decade of service in the Public Sector. Mr. Schulze has a deep understanding of how things get done in the City and worked hard to help steer Banning in the right direction.

When it comes to hiring personnel, Mr. Schulze makes good decisions. Before he started working for Banning, the City had higher-than-normal turnover rates. He organized an executive committee that meets monthly to discuss staff morale, work processes, and efficiencies. Mr. Schulze let underperforming employees go and brought in high performers. This decreased the overall turnover rates. He also makes good decisions in general.

Mr. Schulze is innovative, a change agent, and someone who maintains an organization at a high-performance level. He is a leader in the sense that he can take an organization’s vision and rally the employees around it. He gives credit where credit is due, which increases workplace morale. Mr. Schulze keeps Mr. Bogard informed on what is happening in his area of responsibility. That way when Mr. Schulze must be away for official duties, Mr. Bogard can continue daily procedures until Mr. Schulze returns.

Mr. Schulze can lead a team in solving a problem. For example, Mr. Bogard uncovered an issue with the Electric Department regarding financial mismanagement. He gave Mr. Schulze a presentation and Mr. Schulze brought the matter to Council. Mr. Schulze took the situation seriously and as a result, the City brought in an outside auditor to run an unbiased investigation. The outside audit came to the same results as Mr. Bogard. This audit gave credibility to the findings and let the City fully address the problem. Mr. Schulze was instrumental in securing the outside audit because it had to be approved by the Council.

Mr. Schulze is a great Manager and Mr. Bogard would hire Mr. Schulze if he could.

**Words or phrases used to describe Douglas Schulze:**

- Dedicated,
- Friendly,
- Optimistic,
- Team-builder,
- Receptive, and
- Community-oriented.

Reference Notes  
Douglas “Doug” Schulze

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**Strengths:** A good listener and manager who supports and stands up for his staff.

**Weaknesses:** Can sometimes take things difficult co-workers say personally.

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**David Heiss – Former Reporter, Record Gazette, CA 909-556-0898**

Mr. Heiss has known Mr. Schulze since about 2018. Mr. Heiss worked as a reporter for the Record Gazette in Banning, CA. Mr. Schulze worked as the City Manager for Banning. They interacted frequently in a professional capacity.

Mr. Schulze had good work performance and made himself accessible to Mr. Heiss. He had good interpersonal and communication skills and made good decisions in general.

Mr. Schulze made a questionable and controversial hiring decision when he decided to bring the Chief of Police with him from Bainbridge. Almost after being appointed as Chief of Police in Banning, this individual went on medical leave and has been absent since then. Mr. Heiss wanted to investigate what was going on, but Mr. Schulze would not give him any information regarding the Chief of Police’s medical leave. He did make himself accessible to Mr. Heiss as a reporter, but would not give out personal details on any of his co-workers.

Mr. Schulze is innovative, a change agent, and maintains an organization at a high-performance level. He kept Mr. Heiss informed on his area of responsibility where appropriate. He can also solve problems. For example, the City told Mr. Heiss they needed to trim his tree, but ended up cutting it down instead. Mr. Heiss contacted Mr. Schulze about this problem and instead of ignoring him, Mr. Schulze cared and took it seriously. Mr. Schulze reached out to his Department and directed them to let Mr. Heiss participate in the Free Tree Day. This way, Mr. Heiss could replace his lost tree.

Mr. Schulze is an excellent manager. Mr. Heiss would hire Mr. Schulze if he could.

**Words or phrases used to describe Douglas Schulze:**

- Fair,
- Accessible,
- Polite,
- Friendly,
- Efficient, and
- Knowledgeable.

Reference Notes  
Douglas “Doug” Schulze

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**Strengths:** A strong manager good at diffusing situations, managing people, and managing public perception.

**Weaknesses:** None identified.

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**Prepared by:** Hazel Jones  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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<https://patch.com/california/banning-beaumont/banning-city-council-places-city-manager-paid-administrative-leave>

Feb 19, 2025

**Banning City Council Places City Manager On Paid Administrative Leave**

**After a performance evaluation, the council voted to place City Manager Doug Schulze on indefinite leave.**

Author: Kat Schuster

BANNING, CA — The Banning City Council last week voted to place City Manager **Doug Schulze** on an indefinite paid administrative leave. In his place, the council appointed Police Lt. Robert Fisher as the acting city manager.

"There was reportable action taken on that item," said City Attorney John Pinkney on Feb. 11. During the closed session, Mayor Sheri Flynn, Mayor Pro Tem Richard Royce and councilmember Cindy Barrington voted in favor. Councilmembers Leroy Miller and Colleen Wallace voted against the motion. Both motions to place **Schulze** on leave and Fisher in his place passed 3-2.

Mayor Flynn told the Riverside Record that **Schulze's** removal was not "a punitive thing" and that there wouldn't be an investigation. "It's a matter of looking at some concerns that are sometimes easier to question and look at when the person is not actually there, because other people may feel intimidated," she told the newspaper.

Fisher has served a lengthy tenure with Banning and will move from the police department into City Hall. The appointment comes one year after Fisher returned to work for the department after a \$2 million settlement of his wrongful termination lawsuit against the city, the Record Gazette reported.

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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[https://www.recordgazette.net/news/banning-council-erupts-during-meeting/article\\_9926348c-a84a-11ef-b3be-cf95f9136e61.html](https://www.recordgazette.net/news/banning-council-erupts-during-meeting/article_9926348c-a84a-11ef-b3be-cf95f9136e61.html)

Nov 22, 2024

**Banning council erupts during meeting**

By Dylan Lotts

The Banning City Council got into a personal, heated argument during its Nov. 12 meeting. The Nov. 12 Banning City Council meeting turned heated while discussing the city's animal shelter options. During the meeting, Councilmember Sheri Flynn said City Manager **Doug Schulze** went against the council's direction to negotiate with Riverside County to provide animal shelter services to the city. **Schulze** proposed using the former fire station at 5261 W. Wilson Street as the city's animal shelter. Utilizing the building would require a facility update, a process Mayor Pro Tem Rick Minjares said could take around six months.

Flynn argued that the council's direction was to negotiate a contract to have the county take over animal control services until the city could establish its own services. She said **Schulze** should resign because Banning's stray animal problem has become out of control. She said the council was directed to negotiate the contract with the county for the short term.

"How long have we not had animal control? Eight months? And all these animals are running around being killed and hurt and harmed. And that is abhorrent to me," Flynn said. "We should have had the county in here back in January when we first started on this and then work on this type of thing but that didn't happen. So, in the meantime, all these animals have suffered for months and months and months because he (**Schulze**) didn't do anything. That's why. This falls onto him for not, first of all, enforcing the contract, second of all, not doing what we told him...And I think of all the animals who have suffered. It's sickening to me. It's sickening. It's absolutely something that he should resign over, in my opinion."

Mayor Alberto Sanchez refuted Flynn's point. He said Flynn should be blamed for moving to cancel the city's previous contract with ARE Animal Rescue before the city had an alternative. "Let's make it very, very, very clear that this is not **Doug (Schulze's)** fault," Sanchez said. "This fault falls solely on the city council. Specifically, with Councilwoman Flynn pushing to cancel the contract with ARE. If you want to lay blame on anybody, it's going to be you (Flynn)."

From there, the councilmembers traded personal attacks. "I'm so glad you're not going to be on (city council) anymore," Flynn said to Sanchez. "Just because you're miserable in your life does not mean that we are, too," Sanchez said back to Flynn.

Minjares tried to steer the conversation forward, to which Flynn told him that it was "not moving forward" and to "be quiet." She then turned her attention to Councilmember Colleen Wallace. "You haven't done anything either, Wallace, except sit there," Flynn said. Wallace responded to Flynn. "Don't come off at me like that because I haven't said anything to you," Wallace said. "You better keep my name out (of) your mouth." Councilmember David Happe spoke while

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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Sanchez and Flynn argued in the background. Sanchez could be heard telling Flynn that she was "(expletive) miserable" and to let Happe speak. "You already had your turn," Sanchez said. When Happe asked Sanchez to establish order among the councilmembers, Sanchez had choice words regarding Flynn. "(We're) dealing with a (expletive) child here," Sanchez said.

Happe said that when he was appointed to his seat, the previous contract was canceled with no plan. He criticized the idea of the county as a "blank check" to take the animals to a kill shelter. "This next fact is that is being proposed is a blank check to the county, who doesn't even want the business," Happe said. Happe mocked the proposal to contract animal services through the county. "Oh, but maybe we can entice them with a blank check a la carte. Let's just give them our checkbook. Here, you write the check, county. Maybe that'll entice them to actually give us subservice and take our animals to a kill shelter. That's what you want? Really?" Happe said while gesturing toward Flynn.

Flynn said it is not a kill shelter and that's not what she wants. "No, that's not what I want and they're not a kill shelter," Flynn said. Multiple audience members disagreed with Flynn.

Happe continued, and Flynn began to yell over him, reiterating that the county's animal shelter was not a kill shelter. When an audience member told Flynn that the county had been sued in the past for killing too many animals, Flynn retorted. "People can sue anyone for anything," Flynn said.

Happe began to speak again, and Flynn continued speaking at the same time, and Happe criticized her for being rude. Flynn was seen laughing at Happe. "For crying out loud, Flynn," Happe shouted. "What are you laughing at? Being rude to me? I have the floor."

Before ending the discussion, Sanchez reiterated that **Schulze** followed the council's direction. He also ended with a pointed statement toward Flynn regarding the situation. "Again, I want to make sure that the misinformation out there doesn't get out there," Sanchez said. "**Doug (Schulze)** did exactly what council asked him for. And if you want to blame anybody (for) those animals dying, blame yourself Ms. Flynn." The council directed **Schulze** to continue working on the current plan.



**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Patch

May 16, 2024

**Banning Municipal Airport Receives Federal OK To Close Reprinted from Banning-Beaumont**

by Ted Gablin

After a years-long effort to close the city-owned Banning Municipal Airport, it is finally happening. On Wednesday, the U.S. House of Representatives passed the Federal Aviation Administration (FAA) Reauthorization Act of 2024. The federal legislation now headed to President Joe Biden’s desk for signature includes an amendment introduced last week by U.S. Sen. Alex Padilla (D) that paves the way for the shutdown. Democratic Congressman Raul Ruiz, M.D. (CA-25) also authored language for the closure.

“I am proud to have successfully fought for legislation that will finally provide a pathway for the closure of the Banning Airport,” Padilla said in a released statement. “For too long, the Banning Municipal Airport has been a financial drain on the community, preventing redevelopment and economic growth. Now, after years of work, the City of Banning and Morongo Band of Mission Indians can finally unlock untapped economic opportunity blocked by the airport. This is a significant milestone for the City and Tribe — and a major step toward creating good new jobs for local residents.”

“This bipartisan bill represents a turning point for my constituents in the City of Banning that has the potential to create jobs and bring hundreds of millions of dollars in economic development to the City,” Ruiz’s released statement read. “The inclusion of my legislation, H.R. 8216, to close Banning Airport is a monumental win for the City of Banning and the Morongo Band of Mission Indians. This closure will provide economic growth for the district by allowing the City to repurpose the airport property to bring in new investments and jobs to the region. I applaud Senator Alex Padilla for championing this effort, City of Banning Mayor Alberto Sanchez for his steadfast leadership, and Chairman Charles Martin of the Morongo Band of Mission Indians whose tireless advocacy helped make this effort a reality.”

Under the legislation, the city of Banning is released from all obligations to the FAA, and the airport at 200 S. Hathaway Street can close as long as the following conditions are met:

The city repays fair market value to the FAA for 20 acres of airport land received in a 1983 grant. This is the only airport land from the federal government.

- The city repays all unamortized federal airport grant money it has received.
- All salvageable airport and aviation equipment is redistributed to other airports.

The Banning Municipal Airport opened in 1945. In recent years, the approximately 250-acre site has seen declining operations that have made the facility a financial drain on the community. According to city and federal officials, flights have decreased by 68% since 2010, and 40% of

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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the airport's bays are unusable. For more than seven years the city has attempted to close the airport, calling it inefficient and unsafe. After commissioning a feasibility study in 2016 to analyze the airport's future, the city passed a resolution in 2017 to shutter the facility and upheld that document again on June 13, 2023. The city cannot close the airport without federal approval, however, and the FAA was not keen on doing so.

Banning City Manager **Doug Schulze** worked with federal lawmakers and tribal leaders to find a solution, and on Wednesday those efforts paid off. "We've had so much support from our congressional leaders," **Schulze** said.

The Morongo Band of Mission Indians supports the airport closure because it wants to develop land adjacent to the airport. The tribal land is situated in the airport's crash zone, which has significantly limited development in the area. "On behalf of the Morongo Band of Mission Indians, I want to thank Congressman Ruiz and U.S. Senator Padilla for their hard work to help close the Banning Municipal Airport so that both the Tribe and the City can pursue new economic development opportunities that will create jobs and support the regional economy as a whole," read a statement from Vice Chairman James Siva, Morongo Band of Mission Indians. The airport closure will not happen overnight — it will take months, maybe more. When it does, however, the city's plans are already laid.

In December, Banning City Council approved an exclusive negotiating agreement with Texas-based Hillwood, a company experienced in airport redevelopment, including the Rialto Municipal Airport, which shuttered in 2014. The agreement lays out that Hillwood pays the city for exclusive negotiating rights to develop the airport property. The five-year ENA includes two optional one-year extensions.

According to **Schulze**, Grandave Studios is among the businesses looking to land at the airport property. The independent film studio wants to house offices, sound stages, outdoor filming facilities, rentable storage space, retail stores and parking. Warehousing and manufacturing facilities are also planned on the airport property. The businesses are anticipated to lure additional support service industries to the site, **Schulze** explained.

Residential development is not planned on the property, but **Schulze** said the city has several housing projects in the works elsewhere, with about 15,000 new homes coming this year. "Banning has an active housing market," he said.

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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The Riverside Record  
March 11, 2024

**Forensic Audit Finds Banning Electric Utility Was ‘Financially Mismanaged’**  
by Alicia Ramirez

The Banning City Council last month received a draft report from accounting and advisory firm Green Hasson Janks (GHJ) that found the Banning Electric Utility’s (BEU) roughly \$9 million negative cash balance was due to mismanagement. “Our overall conclusion is that the electric utility was financially mismanaged, and the negative cash balance that it had really was a result of really not keeping an eye on the ball with respect to what was happening with the cash balance,” Peter Brown, GHJ’s forensic services practice leader, said at the Feb. 28 meeting.

GHJ was initially brought on by the city last August to assist the city with an internal investigation of the electrical department after former BEU Director Tom Miller was placed on administrative leave when it became apparent that the department was facing a multi-million dollar deficit. “The reason that the investigators were hired in the first place is because of the pushback that the city provided and saying that we needed an internal evaluation of what was found by the internal staff,” Lincoln Bogard, finance director, said. “That evaluation was done and paid for and supported the conclusions of the meeting that was initially provided.”

Brown said the forensic audit focused on the “back office operations” of the utility, which included the fiscal management including rates, capital projects and other expenditures. The investigation included interviews with the city council, city manager, finance department staff, BEU staff and Miller. “I would have to say that Mr. Miller was very, very responsive, very forthcoming,” Brown said. “In his meetings with us, any question we asked, he responded, very forthcoming and was very responsive.”

The investigation also included what Brown characterized as “a lot of testing and a lot of analytical procedures,” when it came to the utility’s finances to figure out how the utility went from a balance of more than \$20 million in 2018, when Miller was hired, to roughly negative \$9 million in 2023. “What has happened is there has been a tremendous amount of activity in the area of capital projects, so there have been a number of substations built, a number of upgrades and expansion of existing services, and those things all cost substantial amounts of money,” Brown said. “And there really was no plan as to how that amount was going to be financed.”

However, utility staff pushed back on this assessment at the meeting, noting that the department did have a plan in place for all of the projects it took on. “When we made our official and formal 2004 Electric Master Plan, it kind of couldn’t have been done at a worse time,” Brandon Robinson, an electrical engineering supervisor, said. “Four years later, as you guys know, we kind of went into a really big economic recession that hit major parts of the United States and hit us pretty big as well.” Because of the Great Recession, Robinson said the department shrunk the number of capital projects it was looking to accomplish with a \$45 million bond and instead refunded some of that money to cut the debt service to more manageable levels. “Fast forward to

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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2024, we're actually just now finishing basically all of the projects that we had left," he said. That capital improvement plan turned into more of a 20-year plan instead of a 10-year plan because of the aforementioned reasons and, of course, Covid." Brown also said that the investigation found that neither the utility's declining cash balance nor the size of the deficit were immediately known due to a lack of adequate oversight by management. "The electric utility has had a negative cash balance since 2022, and this deterioration in financial condition was not properly reported to the city council in our view," Brown said. "In addition, the budgets for the utility for the years 2021 through 2023 indicated that the utility would actually operate at a loss, but there was no plan in place to show how that loss would be covered."

Acting Director Jim Steffens said that while he was not disputing Brown's overall findings when it came to the department's finances, he felt that there was some additional context that the council should have been provided with, including the impact Covid had on the utility. According to Steffens, the utility stopped disconnecting customers for nonpayment from the start of the pandemic through the middle of 2023, which meant the utility was not charging reconnection fees, and also stopped charging late payment fees to help residents struggling to pay their bills. "These numbers are what they are, our margins did decline in 2020, '21 and '22," he said. "We should have done something — COVID probably changed some of our decisions on whether to do those — but anyway, I just wanted to offer that for your consideration." And while Brown was very clear that the investigation did not uncover any evidence of fraud or misconduct by Miller, who is no longer employed by the city, or any other utility staff, the report noted that Miller, though knowledgeable and competent, could be difficult to work with, though BEU staff who spoke at the meeting had nothing but praise for him. "Over the course of my employment, I have not met nor been under the leadership of a more dedicated driven individual than Tom Miller," Jason Smith, an operations manager, said. "Although not perfect, he provided belief in his employees coupled with opportunity and an environment in which promoted not only departmental but personal growth as well. The intangible value that is lost due to his departure should have at least made it onto this report."

As for recommendations moving forward, Brown said BEU should consider available financing options to ensure sufficient funds going forward, present a clear and concise plan to the city council to address any future deficit spending or budget shortfalls, consider a rate increase for both residential and commercial customers, conduct a new cost of service study that incorporates a capital needs assessment to ensure that the cost of those upcoming improvements are factored into a potential rate increase and prepare a formal strategic plan. Additionally, Brown said the city might also want to identify future opportunities to charge developers for line extensions and developer fees when increased service is needed, consider developing a formal understanding between the utility and the city finance team to clearly identify roles and responsibilities, consider entering into a formal understanding with the Southern California Public Power Authority and take steps to improve the relationship between the utility and other city departments. "It appears that the working relationship between the utility and city departments appears strained and somewhat dysfunctional," Brown said.

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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City Manager **Doug Schulze** said “significant progress” has already been made with regards to GHJ’s recommendations, including addressing the animosity that exists between the utility and other city departments as well as shoring up the utility’s finances by addressing things like delinquent accounts and clearing up inconsistencies between the department’s procedures and policies manual and municipal code. “Now that we have the report complete, we can bring back a more detailed plan of action for council discussion and review,” he said.

GHJ’s draft report as provided in the Feb. 28 agenda can be found here, though City Attorney Serita Young said the more detailed report provided to council in closed session would not be released to the public despite objections by Councilmember Sheri Flynn. “I think that that report should be given to the public when it is finalized,” Flynn said. “It’s not finalized yet, but when it’s actually finalized, I think that it should be made public and given to the public. The public paid for it, and I don’t see why there’s a problem with giving that.”

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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Patch

January 10, 2024

**Banning City Council Votes To Appoint New Councilmember**

Ashley Ludwig

The Banning City Council voted to fill the District 4 vacancy at this week's city council meeting. The seat was vacated by former Council Member Reuben Gonzales and will be filled through appointment, the council decided Tuesday.

City Manager **Doug Schulze** spoke on the decision in a recent news release. Applications for the vacancy are available at [www.banningca.gov](http://www.banningca.gov). Staff will schedule one or more special meetings prior to February 10th, during which the Council will consider candidates for appointment and make a selection, according to the city. "The City Council had 4 options this evening to choose from," **Schulze** said. "I'm glad they were able to reach a consensus tonight to move our city forward."

Councilmember Gonzales was elected in November 2022 and began his term of office in December, according to the release. At the time of his resignation, he was serving the first half of his four-year term. The City Council, having filled the vacancy by appointment, will allow the newly appointed council member to serve as a representative for District 4 until the General election in November.

Administrative City Clerk Caroline Patton further explained the vacancy-filling process. "Government Code Section 36512(b)(2)(A) states that if the vacancy occurs in the first half of the term and at least 130 days prior to the next general municipal election, which will occur November 5, 2024, the person appointed to fill the vacancy shall hold office until the next general municipal election," Patton wrote in a statement. "The person appointed will hold office until the person who is elected to fill the vacancy at the November 5, 2024, election has been qualified. The person elected on November 5th to fill the vacancy will then hold the District 4 City Council of former Councilmember Gonzales' unexpired term through December 2026."

Staff will schedule one or more special meetings prior to February 10th, during which the council will consider candidates for appointment and make a selection. Per Banning Municipal Code Section 2.04.035(B)(2), any candidate for appointment to District 4 must reside in and be registered to vote in District 4, which is generally the area between Highland Springs Road and San Gorgonio Avenue north of Wilson Street. "The City Council had to weigh many factors in determining the next course of action to fill the vacancy left behind by former Council Member Gonzales," stated Mayor Alberto Sanchez. "I feel incredibly confident that our council will find a viable candidate who will represent the constituents of District 4 with integrity and honesty!"

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Business View  
June 23, 2023

**Banning, California  
a unique allure in a beautiful setting**

With natural charms enjoyed by tourists and residents, Banning, CA remains a great place to call home. From the moment you set foot in Banning, California, cloistered in the heart of the San Geronimo Pass, you'll sense the echoes of its storied past. With its vibrant local culture and rich historical tapestry, the city has a distinctive allure that's impossible to ignore. Banning's story began as a crucial stagecoach stop along the road to the American West. Today, it has evolved into a diverse, lively city that still retains its small-town charm. A stroll down its streets is a journey back in time, where the echoes of the city's history reverberate through its well-preserved architectural relics and the fascinating stories shared by its residents. **Doug Schulze's** perspective from his unique vantage point as City Manager reveals a dynamic and promising city. **Schulze's** passion for Banning is palpable as he describes it, his words painting a picture of a city on the brink of an exciting era. "Banning is Endless Opportunities," he asserts, highlighting the city's new motto as well as its potential.

One of Banning's key features is its strategic location. Situated on Interstate 10, a major east-west corridor, and within miles of Highways 60 and 79, Banning boasts easy access to Riverside, San Diego, Los Angeles, Phoenix, and Las Vegas. This geographical advantage positions Banning as an economically opportunistic city, creating a nexus of commerce and connectivity. However, Banning's appeal isn't solely economic. **Schulze** elaborates, "From a residential perspective, if you live in Banning, you can be in the desert or in the mountains within half an hour, or on the beach within a couple of hours." This strategically located city offers a slice of California's diverse geography, all within an accessible radius. **Schulze** further delves into the city's allure and mentions the exceptional climate. Banning's weather is milder than the scorching temperatures of Palm Springs, yet it's just a short 25-minute drive away. The city's favorable weather and relative affordability compared to larger metropolises in California creates a potent mix of comfort and opportunity.

**Schulze** has a fascinating account of Banning's evolution. In his words, Banning was an "undiscovered gem," a city that lay relatively dormant for a couple of decades due to a lack of promotion of growth and development. It's intriguing to learn that there was a 15-year period where the city issued only six single-family building permits, two of which were for Habitat for Humanity houses. Fast forward to the present day, and Banning is no longer a sleeping gem but a city on the move. **Schulze** shares how the city is witnessing growth and significant year-over-year expansion. "Growth is coming," he says, and the city is determined to manage it effectively. He emphasizes the city's commitment to maintaining its small-town feel even as it embraces the growth heading its way.

The city is currently developing over 10,000 new homes, highlighting a strategic approach to growth that combines thoughtful planning with respect for the city's unique character. The

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Atwell project by Tri Pointe Homes is the most significant contributor to this growth, with about 4,700 homes. In addition, the Rancho San Geronimo project by Diversified Pacific aims to add around 3,700 homes to the city. The project is awaiting a permit from the California Department of Fish and Wildlife, but once that's secured, it will contribute significantly to Banning's growth. According to **Schulze**, Banning is not only witnessing a rise in traditional housing developments but is also attracting projects with a unique perspective on living. One such development is the Mission Heights project by Loma Linda. This project, expected to consist of between 1,500 and 2,000 homes, is situated in an area known as The Banning Bench.

**Schulze** describes the location: "It's located on a plateau overlooking the city and San Jacinto Mountains. It will have fantastic views. A little cooler climate in the summer when we get some heat here." This portrays a haven with captivating views, offering residents a cooler retreat during the hotter months. However, what truly sets this project apart is its approach to housing. "It's great to have Loma Linda, a healthcare provider and medical university, looking at a residential development because they look at it from a different perspective than your traditional housing developer. Loma Linda is looking at it from a healthy living perspective," **Schulze** reveals. This perspective breathes a new dimension into residential planning, focusing not just on the structure of homes but also on the well-being of the residents.

Banning's commitment to sustainable development is clear, with built-in incentives that promote green practices. **Schulze** elaborates, "In California, any size development is typically challenged by the California Environmental Quality Act... Because we have our own electric utility, and our electric rates are amongst the lowest in California, that's a built-in incentive. Same with our water rates. We have an ample supply of water, unlike many cities in California. And our rates are also very competitive compared to the neighboring communities." Moreover, Banning takes a unique approach to renewable energy. Instead of placing the onus on residential and commercial developments to install solar panels, the city has integrated renewable energy into its electric utility. **Schulze** states, "The cherry on top is that our electric utility is approaching 80% renewable, so we do not need our residential or commercial developments to put solar on their properties because we've already met and exceeded the California targets for green energy."

In this race for sustainability, Banning is leading the pack. When asked if the city was ahead of the curve regarding green initiatives, **Schulze's** reply was confident: "Yes, by a long way." The city's proactive measures in embracing renewable energy and sustainable practices have positioned it as an appealing destination for individuals and businesses alike and a trailblazer in green living and operation. Banning's downtown area, a once thriving hub in the 40s and 50s, fondly remembered as the Palm Springs of Southern California, has been facing a bit of a crisis. "About the time the interstate went through, things changed for the downtown, and it spiraled downhill for several decades," **Schulze** explains. The downturn in fortune has led to a significant number of vacant buildings, a situation complicated by absentee property owners who hold their properties for tax purposes, leaving them intentionally empty.

"They're sitting vacant intentionally," **Schulze** admits. "From the city's perspective, it's frustrating. We are looking at ways to disincentivize that." The city's plan includes



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implementing fees for the registration of vacant buildings and annual fire inspections, which may push these absentee property owners to lease or sell. The City has also taken an aggressive approach with court-ordered receivership when property owners are uncooperative.

The city also has plans for revitalizing the downtown area. “We do have some city-owned land that we feel will kick off redevelopment and revitalization of our downtown,” **Schulze** says. One such property sits directly across from City Hall. The city is working with the Shanghai Construction Group to develop this into a full-service hotel with an adjacent 120 multifamily housing units. “To have a full-service hotel right in the downtown plus 120 units of multifamily housing is going to help support the small businesses,” **Schulze** affirms. In its quest to revitalize, Banning isn’t just focused on residential and commercial growth; it also has an eye on adjusting policy and improving infrastructure. “One other thing is that in our downtown core housing is not currently an allowed use,” **Schulze** discloses. The city plans to amend the zoning code to allow mixed-use type housing, a move that could unlock the potential of the downtown area.

On the infrastructure front, the city is gearing up to accommodate the expected influx of businesses and residents. “The city received two grants in the last two years. One is an active transportation planning grant,” **Schulze** shares, painting a picture of the future cityscape. The city is exploring complete street concepts, considering community feedback for safer crosswalks, street lighting, and community gathering spaces.

The second grant, a downtown revitalization grant, enables the city to repurpose unused spaces. “We have many alleyways downtown... they’re just kind of lost space,” **Schulze** says. The city is considering transforming these alleyways into outdoor dining experiences or community gathering spots, adding a touch of charm to the bustling city center. **Schulze** also takes the time to acknowledge the various partnerships and strategic alliances that have contributed to Banning’s exciting transformation. He mentions a host of tenants and developers, from Lawrence Equipment, SoCal West Coast Electric, and Consolidated Electric Distributors to Tri Pointe Homes, Diversified Pacific, and Estes Express Trucking, each of which has played a part in shaping the city’s growth.

**Schulze** highlights the arrival of notable brands like Skechers in the city’s first million-square-foot industrial building and the forthcoming Wyndham Microtel. “We’re excited that we have a Wyndham Microtel coming in,” he shares. He also notes new retailers set to open in June, including Boot Barn and PetSmart, in a commercial development called the Sun Lakes Village Shopping Center.

As for the future, the city manager unveils Banning’s next significant initiative, a leap into the digital age. “The biggest thing I would mention is our technology upgrades,” **Schulze** reveals. The city is implementing Net Suites for Government by Oracle and working on OpenGov for financial transparency. With SmartGov permitting, the process for securing permits will be streamlined. At the same time, smart metering for water and electricity will allow customers to monitor their real-time usage and detect outages or leaks. **Schulze** concludes, “We’re focusing on bringing the city into the 21st century.” Banning is not just preparing for its physical growth

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but also ensuring that its systems and infrastructure keep pace with the times. It is a city on the cusp of a thrilling transformation, ready to embrace its future while staying true to its historical roots.

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Dr. Raul Ruiz  
June 5, 2023

**Dr. Ruiz Delivers \$2.8 M Infrastructure Award to Improve Pass Area Railway Safety,  
Prevent Congestion Caused by Train Traffic**  
Press Release

Washington, D.C. – Today, Congressman Raul Ruiz, M.D. (CA-25) announced \$2.8 million in federal funding from the Federal Railroad Administration (FRA) under the Bipartisan Infrastructure Law to fund the Hargrave Grade Separation Planning Project in Banning, Calif.

Last year, a stopped Union Pacific train blocked three intersections in Beaumont, Calif. for more than six hours, resulting in severe traffic congestion and hazardous conditions for Pass Area drivers. Following the incident, Dr. Ruiz wrote to Department of Transportation Secretary Pete Buttigieg advocating for the Department to invest in the Hargrave Grade Separation Planning Project to lay the groundwork for a significant transportation infrastructure project that will separate motor vehicle traffic from railroad crossings at a critical interchange. Today's announcement will go toward development activities that will improve safety for motorists and pedestrians and address congestion caused by train traffic along Hargrave Street, which crosses under the elevated I-10 corridor along Union Pacific Railroad tracks.

"The safety of my constituents is my top priority," said Dr. Ruiz. "Last year's Union Pacific train stoppage in Beaumont caused severe delays for commuters and first responders and demonstrated a serious need for upgrades to Pass Area infrastructure. I am excited to help deliver this funding from the Bipartisan Infrastructure Law to Banning that will make our roads safer for local families, reduce congestion for commuters, and prevent massive traffic blockages caused by train traffic in the Pass Area."

"The Hargrave Grade Separation project is a critical piece of the City's infrastructure needs," said Banning City Manager **Doug Schulze**. "Completion of this project will not only improve traffic congestion and emergency response in Banning but throughout the Pass Area. We are grateful for Congressman Ruiz's continued support and advocacy for our community public safety needs."

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Douglas James Schulze***(Articles are in reverse chronological order)*

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Record Gazette  
Dec. 12, 2022

**Schulze gives economic outlook for Banning**  
Staff Writer

The morning of Dec. 1 Banning City Manager **Doug Schulze** gave the San Geronio Pass Rotary Club an overview of future development within the city, pointing out that in spite of limited land resources the city is showing economic growth. **Schulze** opened by sharing that recent data reported by the city's economic consultant demonstrated that in 2022 Banning, one of the smaller cities in Riverside County, showed the highest growth in assessed value in the county.

According to the Riverside County Assessor 2022 Annual Report, Banning saw its assessed value increase by 16.60 percent from 2021 to 2022. The next greatest growth in the county was Perris, which experienced a growth of 16.19 percent. Overall, Riverside County's assessed value grew by 9.26 percent over the same period. "We're catching up," **Schulze** said. "A lot of it had to do with home sales. The value of a home increased substantially in Banning over the last three years. The other big piece was the \$50 million warehouse by the airport."

"In 2020, when we really started to see the home value change, we started out at about \$250,000 median sale price. By the end of 2020 we were at \$300,000. That jumped up to about \$340,000 then to over \$400,000 in three years. Some of that is we have new homes being built in Atwell that are a lot more expensive."

When discussing strong industries within the state economy, **Schulze** noted that two of the biggest are advanced manufacturing and technology, industries that are focused along the coastal metropolitans. **Schulze** added that inland and rural areas are less diversified in the industries they support. Speaking of Banning specifically, **Schulze** said one of the city's main challenges in attracting new industries is a lack of large swaths of land available for development.

While people driving through the city might see many undeveloped properties most of those are either not available for purchase and development or are not of an appropriate size for industrial development capable of being strong economic drivers, **Schulze** said. "We here from people all the time who want to bring a business to Banning, are looking for property but they can't find it, or they find it but it's not available," **Schulze** said. "So we're probably not going to be a community with huge development and huge economic drivers, but we do have some cool stuff happening."

**Schulze** noted that two movie studios are in the process of developing 15 to 20 soundstages within the city. "That could be a transformative economic driver for the city of Banning because it will bring thousands of jobs, good-paying jobs. Most of the entry-level jobs in the film industry are six-figure jobs, technical jobs with a lot of innovation involved," **Schulze** said. "This could be something that makes us a creative driver in the region." Supply chain issues and difficulty

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finding contractors have hampered several new developments. Among new businesses working to move into Banning are a Sketchers distribution center with a retail outlet, Boot Barn, an Arby's restaurant and PetSmart, **Schulze** said. In addition to these, the Banning City Council is scheduled to consider two proposals for development of the vacant property at 150 E. Ramsey St.

**Schulze** added that several traffic and infrastructure projects are underway for the benefit of residents and to help facilitate economic development. Among these current and upcoming projects are the upgrade of the Highland Springs Avenue-Interstate 10 interchange, the Hargrave Street grade separation, improvements to the Cottonwood Road interchange and the San Geronio at-grade crossing improvements, meant to improve pedestrian safety.

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City of Banning  
2022

**City of Banning Budget**

The average home value in Banning is just under \$400,000 as of March, 2022. The annual property tax paid by a \$400,000 home in Riverside County is approximately \$3,200, of which, the City of Banning receives roughly \$400. In 1978, the California Constitution was amended by the voters to restrict increases of property taxes. Proposition 13 requires assessment of each taxable property based on its fair market value and limits a property owner's general levy to 1 percent of the assessed value. Each year, the property taxes received by the City of Banning are approximately \$7.5M. Slightly more than one-half of the property taxes are generated by residential property. The remainder is generated by commercial property. Sales taxes amount to \$3.5M annually, which is very low compared to other cities with similar populations. The sales tax rate in Banning is 7.75%.

Public Safety, which includes police and fire protection services, cost \$8M per year. Property tax and sales tax revenues generate about \$11M per year, which leaves roughly \$3M for all other general operating expenses of the City such as, parks, recreation, financial management, street maintenance, etc. There are other revenue sources that help with some of these services, but they are small amounts.

Balancing the budget is never easy in Banning because there are many needs and very little funding.

“Many taxpayers believe the City receives the majority of their property tax dollars, but the truth is the City receives the smallest percentage. Nearly 50 cents of every property tax dollar is for education; collected by local School Districts and the State of California. For every tax dollar paid by property owners in Banning, approximately 7 cents is for City of Banning services.”

**Doug Schulze**

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News Channel 3

July 12, 2022

**Banning homeless camp: New ‘Opportunity Village’ in the works**

By Samantha Lomibao

In Banning, a new emergency shelter, across the street from a homeless encampment, is in the works. Many of you have seen it heading east into the Valley on Interstate 10. “This is a huge social issue and it's not just in this town or in this state, it's national. And it doesn't have to be that way,” said Site Coordinator Ramon Ruiz. Just off the Hargrave Street exit, pallet shelters line the road to temporarily house people from the encampment across the street. “Walking through the encampment, talking with individuals, reaching out to those individuals who might be interested in and helping them,” said Banning City Manager **Doug Schulze**. The new site will be able to accommodate 40 people, who can stay for up to 90 days at a time. “They’re really only going to be able to house 40 people. But I mean, those 40 hopefully we can get the transitioned into the next step- whatever that is for them,” Ruiz added.

Each pallet shelter has 2 foldable beds, along with air conditioning and electricity. “It's not meant to be a living quarters, it's it's meant to be a sleeping quarters and a safe place to keep personal belongings,” **Schulze** explained. There's also showers, a laundry room and bathroom for the community to use. There will be an office coordinator on-site full time, along with 24/7 security.

It will not be a shelter for families, but for adults who are looking to move on after the 90 days are up. “Really the goal is to get them in a situation where they're employed or they're receiving benefits that they're eligible for, so that they can move into more permanent housing,” **Schulze** explained, “And allow a bed to be vacant for someone else.”

The city will be working with the local agencies to provide job help, along with drug and alcohol behavioral services. “We have gotten a lot of support from the local agencies, the you know, the clergy, all that type of things. And so as long as we can continue that kind of support it I think we're going to have a lot of success,” Ruiz said.

The City is in the process of going through the applications for the shelter. The Opportunity Village is almost complete, with a few more additions coming in the next few weeks. The city is hoping to have everyone moved in by the end of the month.

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Douglas James Schulze**

*(Articles are in reverse chronological order)*

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nbcpalmsprings.com

April 4, 2022

**Banning Homeless Encampment Receives “Notice to Vacate”**

"They are still humans, you know? They have to survive too." Trianna Price used to be homeless. Now, she and Christian Torres-Arias are helping people they know who are still living on the street.

The city allowed the unhoused to stay next to I-10 going eastbound, but on Monday, the people there got a notice from CalTrans saying they have three days to move all of their personal belongings, or else they could get a citation or be arrested. This is making the people who live there unsure of where they will end up next. "Now that the city knows about it, they think we'll be okay," Price continued. "And then to let them get situated over there and put all their tents up, just to tell them they have to vacate, that's tough. Don't just leave them out here like dogs." "I just can't imagine this heat for them inside a tent," Torres-Arias added. "That's brutal."

So, where are they supposed to go? "No one is being asked to leave the site at this point," Banning City Manager **Doug Schulze** explained. **Schulze** says there's more to the notice. "CalTrans has an easement that allows them to preserve 20 feet away from their fence lines," he said. "So, basically all we are doing is moving their shelters and tents from the fence line into the street that's been vacated about 20 feet."

And the city does have a plan for the people who live there. **Schulze** continued, "We are planning to establish what we are calling Opportunity Village. It will be a temporary emergency shelter. They are 64 square foot shelters that have two cot fold down beds inside, heaters, AC, two trailers that will have showers, restrooms, and laundry facilities. We will also have an on-site coordinator and security. We are basically trying to provide shelter for the homeless people and try to help get, those that want it, off the street."

The city of Banning currently doesn't have a homeless shelter. **Doug Schulze** said that not only will this site help service providers, but he hopes it will also help the homeless population support one another. The city hopes by June, they will start doing intake and assigning units to the population.



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Douglas James Schulze***(Articles are in reverse chronological order)*

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Record Gazette  
March 12, 2021

**Schulze earns a permanent title as Banning's city manager**

By David James Heiss

It has been nearly two-and-a-half years since city manager **Doug Schulze** was recruited from Bainbridge Island, Wash. to run the city of Banning, stepping into its then-highly toxic political climate that claimed the stints of several other city managers. In the wake of the city's petulant political storm swept away **Schulze's** predecessors, starting at least in 2014 successively with Andy Takata, Jim Smith, Michael Rock — not to mention a few interims in Homer Troy, former police chief Alex Diaz and Rochelle Clayton — all within just over a decade.

Banning seems happy with **Schulze**, and was willing to go along with some adjustments to the terms of his formerly three-year contract, set to expire in October. There were four terms changed in his contract: water services were added to his utility allowance; financing of his job-related laptop, smartphone and hotspot device; increasing his vacation accrual rate; and making his employment contract "permanent."

The contract now reflects the fact that he has moved out of the gated Sun Lakes Country Club retirement community and purchased a home just outside city limits, in unincorporated county land, giving him room to negotiate having his water services paid for (a value of up to \$150 per month) by the city. His 2018 employment agreement entitled him to \$150 credit per month against his residence's water and electric bills. Now that he no longer technically resides within the city, city council and **Schulze** negotiated that the utility allowance could be applied to his new residence as long as he was within the city's water utility service area, and that the allowance would strictly apply to just his water utility bills.

A few residents took issue with that, claiming during a public comment portion of the March 9 Banning city council meeting that **Schulze** for one did not reside in the city, and that he should be able to afford his own water bills just like other property owners. City Attorney Kevin Ennis explained that **Schulze's** residence qualifies for the agreement since his home is serviced by "the Banning Water Agency."

Ennis addressed concerns about the fact that discussions were occurring in March as opposed to closer to the contract's conclusion in October, explaining that if a city manager does not have a guarantee of employment, the city risks that person seeking a job somewhere else during the remaining months. Ennis clarified that **Schulze's** vacation accrual increases to 170 hours annually starting Oct. 1, and 180 hours a year next year. There is a 400-hour capacity that all city employees max out at before hours no longer accrue.

Some residents expressed concern over the use of the word "indefinite" as part of **Schulze's** employment contract. Ennis explained that it is common practice for municipalities to offer indefinite working terms that remain intact until the contracted individual either retires, resigns,

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or is terminated. In those instances there is no severance, unless the individual is terminated without cause, Ennis said. **Schulze** told the council that “When I was hired, I was hired at step 6 of a 13-step range. I agreed to accept a position two steps below what I originally requested with the understanding that 5 percent step increases would be given” if he was given good performance evaluations by the city. “Due to the budget situation, I didn’t request the step increases that other employees receive upon good performance evaluations. I did not receive a cost of living adjustment in 2019, but was given a 2.8 percent cost of living adjustment in 2020. In two-and-a-half years I’ve received a single 2.8 percent increase,” leaving close to 15 percent in increases on the table as part of good performance.

Ennis explained that the city manager’s contract is unique and separate from other city employees who negotiate contracts with the city, and that **Schulze**’s contract does not set a precedence for other employees to follow — such as getting utility credits. Otherwise, all the other aspects of **Schulze**’s contract would also have to be applied to other employees’ contracts, and that is not how the contracts work, Ennis explained.

Councilwoman Mary Hamlin said that she researched city manager salaries for other cities of similar sizes, and was comfortable that they were offering **Schulze** an average salary that was neither near the low end or the high end of her statistics.

Mayor Colleen Wallace read aloud a summary of the recommendations for the final actions on **Schulze**’s fringe benefits. Councilman David Happe, who participated in the meeting virtually, as did Councilman Alberto Sanchez, motioned to accept **Schulze**’s contract, seconded by Hamlin, leading to its unanimous passage.

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Business View  
December 8, 2019

**Banning, California**  
**No more tough times**

Business View Magazine interviews **Doug Schulze**, City Manager of Banning, California, as part of our focus on best practices of American cities.

The City of Banning is located in Riverside County, California, in the San Gorgonio Pass, between Mt. San Gorgonio on the north and Mt. San Jacinto to the south. Various tribes of Indians, notably the Serano and Cahuilla, were well established in the region when Mexican and Spanish expeditions reached the area around 1774. By 1824, the San Gabriel Mission Fathers established a branch of the Mission at the highest point in the Pass, along the foothills northwest of Banning, where they raised cattle, sheep and pursued land cultivation. By that time, the area was known as Rancho San Gorgonio.

The first Anglo to settle in the area was Dr. Isaac Smith, who brought his wife and seven children to the rancho to live in 1853, and built a house known as Smith's Station. The following year, Banning's first permanent landmark, the Gilman Ranch adobe, was built and ultimately used as a stage stop by the Colorado Stage & Express Line on its route to the Colorado River, where gold had been discovered. The city was named in honor of General Phineas T. Banning, an American businessman, financier, and entrepreneur who operated a freighting business and a stage coach line between the city and Yuma, Arizona. The railroad replaced the stagecoach in 1876, but Banning is still known as "Stagecoach Town USA," and is famous for its annual Stagecoach Days Celebration featuring a parade, carnival, and rodeo. The city officially incorporated in 1913.

Today, Banning has a population of approximately 32,000, and according to City Manager, **Doug Schulze**, the community has been in "a tough situation for the last couple of decades." It seems that, at one time, Banning was a getaway location for the Hollywood elite, but, today, the city is a low-income community, with a median household income of only \$30,000, which is comparatively low for a California city. "Interstate 10 came through in the 1950s; Palm Springs developed and Banning became a car stop. A lot of the local businesses that were thriving dried up," **Schulze** explains. However, change is definitely on the way in Banning. The city has approved approximately a million-and-a-half square feet of new commercial space over the last year-and-a-half, and some existing businesses are expanding. "So the outlook is very positive," **Schulze** avers.

Another major aspect of Banning's impending renaissance includes two major home construction projects that are slated to bring approximately 8,000 new homes to the city. "There's going to be a significant change in population – roughly doubling it and changing the demographics considerably," says **Schulze**. "With 30,000 new people coming into the community, that's going to draw the attention of all kinds of businesses and other builders that

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are going to want to take advantage of the opportunities here. So these two new developments are going to initiate a transformation of the city.”

The first project is a master-planned community called Atwell in Riverside County. Up to 4,862 single and multiple-family homes, across approximately 40 neighborhoods and spanning 1,528 acres, are being developed by Pardee Homes. Phase One of the development consists of 480 home sites, two commercial retail pads, and one K-6 school site. Model homes are anticipated to open in January 2020, with first occupancies scheduled for May 2020. The rest of the community will be phased in over the next 10-15 years. The second project is called Rancho San Gorgonio. It's another master-planned community being built on 831 acres in Riverside County that are expected to be annexed by the City of Banning. Plans include 3,385 dwelling units, 188.5 acres of parks and trails, and a 10-acre neighborhood commercial center.

“With developments this large, development agreements are typical,” **Schulze** notes. “And those agreements address the types of mitigation that will be required of the developer. In this case, we’ve negotiated parks, public safety facilities, schools, commercial centers, community centers, water, sewer, and electric infrastructure, etc. In California, it’s not uncommon to have these development agreements, and cities have the ability to sell public facility bonds, which are used to fund the improvements; those bonds are paid back over time with assessments charged to the individual properties once they sell.” In addition, both new developments will have to meet the Net Zero requirements of the State of California, which mandate that any new residential buildings constructed in 2020 and beyond must generate enough onsite energy to offset their energy use on an annual basis. This usually means that all single- and low-rise multi-family homes will have rooftop solar panels installed in order to achieve zero-net electricity status.

Regarding the city’s own electricity generation, **Schulze** reports that Banning is already in compliance with California’s Renewable Portfolio Standard (RPS), which requires municipalities to secure 50 percent of their power from RPS-certified facilities by 2030. “Banning’s electric utility has already exceeded the 2030 requirement because we have about 70 percent of our portfolio currently procured from RPS-certified facilities,” he states. “So, we’re way ahead of the game, and we’re doing that with rates that are much less than about 85 percent of the rates paid in California.” That’s because Banning Electric Utility, a municipal, retail electrical energy distribution utility with six distribution substations and 134 miles of power lines, serving nearly 13,500 residential and business accounts, is a member of the Southern California Public Power Authority (SCPPA), and, as such, enjoys the benefits of joint action through cost-effective planning, construction, management, and operations of electrical energy resources.

Furthermore, **Schulze** reveals that the city is in the middle of negotiations for a public/private partnership with a company that is planning a 500-megawatt, solar photo-voltaic and battery storage project, that, if successful, will allow Banning to create 100 percent of its electricity via renewable energy. “With the partnership, it doesn’t just mean we’re buying renewable energy – we’re actually going to become a producer,” he exclaims. “With all the wild fires California has had, we’re experiencing public safety power shutoffs, and those PSPSs are being implemented by the large public utilities in response to high winds and dry conditions. With our electric

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utility, right now, being a consumer, we're pulling energy into the city off transmission lines from Southern California Edison. With this new project, we won't need to bring energy in off the transmission lines; electricity will be locally generated and going right into our substations in the city. And because this is a 500-megawatt system, we're looking at generating about ten times the actual demand needed in the City of Banning, meaning we'll have 425-450 megawatts of 100 percent renewable energy to wheel back to the market. And that's the piece that's going to change the dynamics for the city's budget, because selling that much energy is quite lucrative."

Banning, California Banning Electric Department vehicles and people posing for a group photo with an American flag on one of the vehicles booms in the air. Banning Electric Department "Along with that project, we are looking at a complete transition of our transit fleet from compressed natural gas to 100-percent electric, while adding approximately 1,000 electric vehicle charging stations," **Schulze** continues. "We have about 275,000-plus cars a day on I-10 that runs through the city, and we're situated at a point either from San Diego or from Los Angeles where we're a perfect stop for a recharge for most electric vehicles of today. So, we figure we can take advantage of that by bringing people into the community to recharge their vehicle and doing some shopping downtown while they're here."

Speaking of downtown, **Schulze** says that Banning is intent on creating a walkable, livable downtown area. "A lot of the ordinances are in place to allow that," he shares. "The city has started to make the public improvements that are required, creating spaces that people want to be in. We've been dealing with a homeless problem in our downtown, lately, and we feel that bringing more people into the downtown makes it less attractive for some of the current activity that we're experiencing in our downtown that's negative in nature." Other "green" projects that Banning has instituted to save both money and energy include the conversion of roughly 90 percent of its street lights to LED. "That was a cost recovery, or ROI, of roughly three years," **Schulze** says, "and a reduction of our energy costs for our street lights of about 75 percent."

In addition, Banning has implemented Automatic Meter Reading (AMR) and Advanced Metering Infrastructure (AMI) for both its water and electric utilities. "We've got about 95 percent of the electric meters deployed, and the water meters, we're deploying over a two-year period," says **Schulze**. "We're using a local company called Zenner USA. They provide water meters for cities all across the world. With the AMR/AMI program, we'll be able to be more accurate with our billing, and we'll reduce our labor costs for meter reading. Data collection for decisions relating to load, infrastructure, and customer usage will be readily available. And we'll be able to help customers with high usage understand what might be causing the high usage – whether it's a water leak or some kind of appliance that is not working properly. So, we're pretty excited about that." It has cost the city \$1.6 million to purchase the automatic metering infrastructure, water meters, communications equipment, and software and hardware from Zenner, and roughly \$2.5 million for Banning's electric utility to convert some 12,000 electric meters in the city to the new technology.

**Schulze** believes that Banning's tough times are over and that the city is poised for a new beginning, ready to welcome new businesses and residents as a friendly and wholesome place to

**Internet – Newspaper Archives Searches**

**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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work and raise a family. “With the changes we’re making,” he declares, “people have become very optimistic and hopeful for the future.”

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Kitsap Sun  
September 5, 2019

**Wife of former city manager files lawsuit against city of Bainbridge Island**

Nathan Pilling

The wife of former Bainbridge Island City Manager **Doug Schulze** has filed a public records lawsuit against the city of Bainbridge Island over records she requested from City Councilman Ron Peltier.

The suit, filed Wednesday in Kitsap County Superior Court, alleges that records Lisa **Schulze** had requested from Peltier were withheld from a pair of records requests she made earlier this year and takes issue with affidavits signed by Peltier related to those requests. **Doug Schulze**, who now serves as the city manager of Banning, California, is not named in the lawsuit. Peltier and the **Schulze** family have been at odds dating back to **Doug**'s time as Bainbridge Island's city manager. A year ago, **Doug** cited Peltier as one of his reasons for leaving, calling him a "bully."

In her requests, Lisa asked for communications between Peltier and a Don Peterson, a member of the Banning City Council and then later for all communications sent and received by Peltier. Records that should have been included in those returns weren't included, said attorney Nicholas Power, representing **Schulze** in the lawsuit. Power is also representing islanders David Dunn and Brian Wilkinson in a similar public records lawsuit against the city of Bainbridge Island.

The lawsuit calls into question affidavits signed by Peltier for the city indicating he properly searched his personal phone for the requested records, specifically sections indicating the search terms he used to look for the records. Signed affidavits provided to the Kitsap Sun show Peltier searching for the full sentence strings of **Schulze**'s requests, which Power said was a "bogus" search methodology that didn't return the sought records. Instead, Power said, the affidavits should have listed search terms that would help a requester determine if a reasonable search was made or not. "This was not an appropriate way of searching for those records," Power said. "We think there is a liability under the fact there were these records, you didn't provide them to us, and didn't provide an adequate search in the manner you've been directed to do those searches by the Supreme Court," Power said.

City of Bainbridge Island spokeswoman Kristen Drew said Thursday the city had not been served with a lawsuit. Peltier said he had complied with all the requests fully and said the search affidavits he had signed had been reviewed by the city attorney. "I don't know what makes her think I haven't disclosed all the responsive records," he said.

**Internet – Newspaper Archives Searches**

**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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**City of Banning**  
**Office of the City Manager**

September 4, 2019

John W. Vineyard, Presiding Judge  
Superior Court of California, County of Riverside  
4050 Main Street  
Riverside, CA 92501

**RE: 2018 – 2019 Grand Jury Report: “City of Banning Council and City Manager Relationship”**

Dear Judge Vineyard:

I have received and reviewed the 2018 – 2019 Grand Jury Report, dated June 18, 2019, and submit this response as required by Penal Code 933 et seq. Prior to appointment as City Manager by the Banning City Council, I have enjoyed a very successful career in city management, which included serving five cities in Washington and Minnesota over a period of thirty-one years. My reputation as a highly competent and, more importantly, ethical local government manager was outstanding. My interest in accepting the City Manager position with the City of Banning was to make a real difference in the lives of community members. Prior to Banning, I worked in affluent communities with no diversity and, at the end of my career I want something more personally meaningful.

Upon my arrival in Banning, it became very apparent that a lack of leadership due to frequent turnover of City Managers had taken a toll on the organization. Employee morale was extremely low and hope of improvement was absent. During early discussions with employees, I consistently heard about the number of times a new City Manager came in and had exciting plans, but before changes and improvements could be made, they were being attacked and pushed out. Many asked me what would be different this time around and all I could tell them is that I will do my best and will not be chased away by negative attacks on my character. Unfortunately, the personal attacks on my wife and I have been extremely defamatory. Perhaps not coincidentally, these attacks started shortly after the first time I explained to one member of the City Council that I took direction from the Council majority; not individual members of the City Council.

Fortunately, the current City Council includes four members who are committed to making positive changes, supporting City employees, and creating a strong Council – Manager relationship. I believe the findings in the Grand Jury Report are accurate and I have no reason to question the Grand Jury findings.



**Internet – Newspaper Archives Searches**

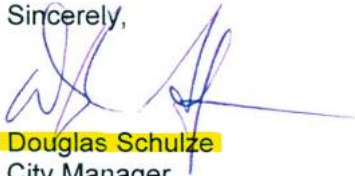
**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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The Grand Jury's Recommendations are reasonable and appropriate. I have clearly communicated to the City management team and staff that my expectation is that all contact from members of the City Council is to be communicated to me. I have developed a very strong collaborative and professional relationship with four members of the City Council. Unfortunately, one member of the City Council refuses to speak to me outside of City Council meetings.

Sincerely,

A handwritten signature in blue ink, appearing to read 'D. Schulze', is written over a yellow rectangular highlight.

**Douglas Schulze**  
City Manager

Cc: Mayor and City Council  
Riverside County Grand Jury  
Riverside County Clerk-Recorder

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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California City news  
August 2018

**Banning Names New City Manager**

The City of Banning has selected a new city manager. This time, officials have tapped an outsider from the state of Washington. This time, they hope the appointment sticks. “He promises no surprises,” said Mayor George Moyer of the city’s pick, **Doug Schulze**. That’s important for a city that has gone through seven chief administrators in the past four years.

**Schulze** currently serves as city manager of Bainbridge Island, Washington. He previously managed Normandy Park and Medina. He holds a Bachelor of Science degree in public administration and a Master’s degree in urban and regional studies from Minnesota State University. Perhaps most importantly, **Schulze** says he’s aware of the struggles Banning has faced in retaining good leadership, and Mayor Moyer believes **Schulze** can help boost morale.

His appointment is not yet official. The city council will meet again to discuss contract conditions on Sept. 10. If his contract is approved, **Schulze** will take over on Oct. 8.

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Bainbridge Island Review  
August 20, 2018

**Bainbridge city manager's departing words cause kerfuffle**  
By Brian Kelly

Bainbridge Island City Manager **Doug Schulze**'s swan song from city hall ended with the echo of a few sour notes at this week's city council meeting. Tuesday marked the first council meeting since **Schulze** submitted his letter of resignation on Aug. 3. But the buzz on Bainbridge about his departure has intensified since last week after news articles in local newspapers depicted **Schulze** as a "frustrated" city employee who complained about the oversized influence that citizen comments have on the council, a "ridiculously long" work plan faced by city staff, and the council's alleged lack of focus on priorities. **Schulze** also called Councilman Ron Peltier "a bully" in news stories and complained about council decisions on projects that included the proposed Highway 305 pedestrian bridge for the Sound to Olympics Trail, a project derided by critics as an expensive "Bridge to Nowhere" that was scuttled by repeated council votes earlier this year.

**Schulze** has been city manager for Bainbridge Island since November 2012, and has accepted the city manager position in Banning, California. In his departure letter, he touted the accomplishments of the council and city staff during his 70 months at the helm. "I have served to the best of my abilities and successfully built a management team that is talented, experienced and dedicated to public service," he wrote. "The city of Bainbridge Island is fortunate to have such a strong management team. I urge you to give them the trust and respect they deserve." City staff has worked hard to adapt to changes and adopt new programs in recent years, he added. "It has been a privilege to work with such a wonderful group of employees."

He also wrote: "When I became city manager for the city of Bainbridge Island, I fully intended for this to be the last stop of my career. Bainbridge Island is a fantastic place to live and I have built personal and professional relationships with many people. However, I have determined that it is best for this city council to hire a city manager that will be a better fit for the direction it is moving. I have not made this decision lightly and appreciate the support expressed by those members of the council who took time to talk with me about this decision." At Tuesday's meeting, talk quickly turned to **Schulze** and his impending departure. (**Schulze**'s last day as Bainbridge's city manager will be Oct. 2.)

Bonnie McBryan, the owner of the Eagle Harbor Inn, pointed to **Schulze**'s comments in the recent newspaper articles as she defended **Schulze** and repeated his claim that Peltier is a bully. "I believe our community has been really lucky to have Mr. **Schulze** serving our island," McBryan said. "We don't always agree, **Doug** and I ... but **Doug** treats people with undeviating respect and kindness," she said.

Saying that someone from the public had to stand up and address the issue, McBryan asked the council to look into "Ron's behavior" and the comments he has made to community members, in

**Internet – Newspaper Archives Searches**  
**Douglas James Schulze***(Articles are in reverse chronological order)*

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public settings and on social media. She said the council should determine if his words and actions had breached ethics or etiquette. “If you are going to make accusations you need to substantiate those,” Peltier responded. “Be specific.” McBryan didn’t give further details.

Mayor Kol Medina, however, quickly picked up the topic — and **Schulze**’s comments to the media — and recalled how he had been on vacation when he heard of **Schulze**’s plan to seek employment elsewhere. “Personally that made me sad,” Medina said of **Schulze**’s departure. Opinions were split on **Schulze**’s comments, he added. And the North Ward councilman also stressed that the council would work hard to make sure the city would not be impacted by the changeover in city hall’s top post. “Your city council is going to manage this transition process well,” Medina said.

“I am going to personally devote as much time to this as is needed to make sure that we are able to replace our current city manager with another city manager who is just as qualified and is just as successful as **Doug** has been. “And I believe all city council members feel the same way,” Medina said. “Maybe the most important job for the city council is hiring and managing the city manager. And we are going to take it very seriously. We are going to take as long as it takes to do it right. “I want everybody to be rest assured, everything is going to be OK,” he added. “We are going to get through this.”

Medina also said **Schulze** had told him he had regretted some of his comments to the news media, and that some things were taken out of context. “I think we all make mistakes in life,” Medina said before offering **Schulze** a chance to explain his comments. **Schulze** did not apologize. Instead, he said his comments about labeling council members as “volunteers” was not meant to be hurtful. “In no way were my comments meant to be derogatory toward the council. In fact, just the opposite,” **Schulze** said. He praised those who serve the city as volunteers, and said they come into office without training on how to be a public official, and learn on the job how to be effective. Their decisions are subject to much criticism, he added. “It’s your life, in a public way, before the community. I think the community needs to remember that. You’re making a sacrifice.”

**Schulze** similarly tried to downplay his comments that some members of the public were “armchair quarterbacks.” He did not address his complaints about Peltier, though, who has been the city manager’s most persistent faultfinder on the council. Peltier responded to the criticism at the end of the council meeting, although **Schulze** had already departed for the night. He said he was angry about untruthful accusations that had been made about him, and threatened to file a complaint against **Schulze** with the International City/County Management Association. “I just want to put you all on notice that I’m considering filing an ethics complaint with the ICMA because I feel like the city manager has violated the code of ethics of the ICMA,” Peltier said. “I’m not going to tolerate being attacked,” he said. “I’m kind of pissed off and I’m not going to just take it and let people lie about me.”

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Kitsap Sun  
July 3, 2018

**Bainbridge Island City Manager Doug Schulze eyes job in California**

Nathan Pilling

Bainbridge Island City Manager **Doug Schulze** is a finalist for a city manager job in a Los Angeles suburb. **Schulze** confirmed to the Kitsap Sun on Tuesday that he had interviewed with the city of Banning in California last week as one of six candidates for the position there and that he had been notified that he was one of three finalists. **Schulze** said he would interview for the position again next week but declined to comment further.

Bainbridge Island City Council members said that **Schulze** had notified them of his plans to interview with Banning and of his status as a finalist. “I don’t want to see him go, but I certainly understand that he has other personal considerations, and I respect that,” councilwoman Sarah Blossom said. “His experience has made for a better functioning organization,” she said. “I think he’s probably the best-qualified city manager or administrator the city’s had.”

Councilwoman Leslie Schneider, appointed in April, said she has been meeting with **Schulze** weekly as she gets up to speed with the city’s work and said she has appreciated his out-of-the-box thinking. “I would like him to stay,” she said. “I think it’s going to be an expenditure of city resources, both time and money, and a distraction from other priorities, because we’ll be needing to find his replacement if he goes. I still have hope that he’s going to choose us.”

**Schulze, 55**, has been with the city of Bainbridge Island for nearly six years and is credited with helping to stabilize the organization after a tumultuous period accompanied by a revolving door of leadership. After voters approved shifting the city’s top executive position from an elected mayor to an appointed city manager in 2009, four individuals served in the seat in permanent or interim roles before **Schulze** was hired in 2012.

**Internet – Newspaper Archives Searches**

**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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Bainbridge Island Review

Nov 7, 2015

**UPDATE | City manager gets \$15k pay raise**

— The Bainbridge Island City Council unanimously approved a new contract for City Manager **Doug Schulze** Tuesday, and the agreement includes a pay raise

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Seattle Times, The (WA)  
January 16, 2015

**Banning cheese at a Seahawks tailgate raises a slight problem**

Author/Byline: Erik Lacitis

In today's roundup of jumping on the Seahawks bandwagon, we begin with **Douglas Schulze**, manager of the city of Bainbridge Island, population 23,000. He admits the executive order he signed on Wednesday banning cheese this Friday at City Hall could have been better thought out. It's in conjunction with this weekend's much-anticipated Seahawks-Green Bay Packers game.

Since Green Bay is in Wisconsin, and that state is known for its dairy products, the resolution says that if city employees were to have some kind of "tailgating type" gathering on Friday, no cheese would be allowed. Eat that, cheeseheads.

The only problem is that the Washington Dairy Products Commission says most cheese sold in this state is made here or in Oregon, California and Idaho, and sold under various brands such as Lucerne or Tillamook. "Well, yeah, the way it was written. ..." **Schulze** says about Executive Order 121212. "We even had some employees ask about blue cheese." What about blue cheese? "I mean, do they make it in Wisconsin?"

Anyway, **Schulze** has gotten so much publicity that Kellie Stickney, the city's "community engagement specialist," is scheduling the city manager's media interviews. On Thursday, a Milwaukee TV crew was on the way for an interview, a Skype interview with another Milwaukee station was set for the morning, and the story was all over the Internet.

Then there was WLWK-FM, a Milwaukee rock radio station, that beginning Wednesday and going through the end of Sunday, banned Nirvana, Pearl Jam, Heart, Jimi Hendrix and Soundgarden from its adult-hits format.

These artists are associated with Seattle, and the station used a tried-and-true radio stunt. And the stunt has worked, with the station getting plenty of publicity. "We've gotten a lot of reaction. A ton of reaction locally, and even made it to Billboard and MTV," says J. Pat Miller, midday host at the station, and also its marketing manager.

Of course, if a Seattle radio station wanted to fight back and ban Wisconsin rock artists that actually had hits, it'd be hard-pressed to find some. There is the alternative rock group Violent Femmes that found success in the 1980s. After that, hmmm. Really, that state's best-known music can be found in the Wisconsin Polka Hall of Fame. "We've got a lot of polka music, absolutely," says Miller about such a ban. "That'd really be crippling."

**Internet – Newspaper Archives Searches**  
**Douglas James Schulze**  
*(Articles are in reverse chronological order)*

ISSUU  
 September 28, 2012

# Bainbridge agrees to \$150K contract for new manager

BY RICHARD D. OXLEY  
*Bainbridge Island Review*

After playing the field, and a brief courtship, the city council has made it official. Douglas Schulze is the next city manager of Bainbridge Island.



Doug Schulze

regarded by his peers and will have an excellent group of colleagues and resources to turn to."

The city of Bainbridge Island will pay its new city manager a salary of \$150,000 a year, according to his contract.

Schulze will also be paid up to \$10,000 in moving expenses and will begin working on Nov. 5. The city will provide repayment of "reasonable travel, meal and lodging expenses" for up to two trips of five days or less for each trip by Schulze and his wife to Bainbridge to find housing.

His new salary is a move

Bainbridge Island city manager," Schulze said after the approval. "My wife and I look forward to becoming active members of such a fantastic community."

By unanimous vote — 6-0 with Councilman Bob Scales absent — a three-year contract for Schulze was approved by the council on Wednesday, Sept. 26.

Before the vote was taken, Mayor Debbi Lester reiterated the council's confidence in their choice of Schulze, and his qualifications.

"Doug Schulze was previously the vice president of the Washington City/County Management Association, and recently he was elected president," Lester said. "This tells me he is highly

His new salary is a move up for Schulze.

In 2006 he was hired to his previous position as city manager of Normandy Park at \$106,000 a year. Just one year later in 2007, he received a pay bump up to \$113,400 per year with a \$300 monthly allowance for automobile expenses.

Schulze will also receive other benefits in the contract such as eligibility for cost of living adjustments, use of city-owned vehicles, and a smart phone. He will be reimbursed for any business use of his personal vehicle.

He will receive 10 days of vacation at the start of his employment and can accrue up to 40 days of vacation annually. He will also be able

SEE CONTRACT A28



**Internet – Newspaper Archives Searches****Douglas James Schulze**

*(Articles are in reverse chronological order)*

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**CONTRACT**

CONTINUED FROM A1

to accrue up to 40 days sick leave.

Schulze will receive medical coverage for himself and his family. Bainbridge Island will pay the premium for a \$300,000 life insurance plan for Schulze as well as provide long-term disability insurance. Schulze will also be eligible to take part in the Public Employee Retirement System of Washington.

The city will pay for Schulze's professional development, including professional dues and fees for his involvement in the International City/County Management Association and the Washington City/County Management Association. The city will also pay for his attendance at up to six professional

association meeting per year, including registration costs, travel and lodging costs, and meal expenses.

To encourage his local involvement in civic groups, the city agrees to pay for up to three memberships for Schulze in island organizations.

According to the agreement, the city will provide annual performance reviews of Schulze.

The contract for Bainbridge Island also sets out what Schulze will be paid by Bainbridge Island if he is unable to serve out the three-year term of the agreement.

If Schulze voluntarily resigns his position during his first year on the job, he will be paid \$15,000 in severance.

If the city council fires Schulze without cause during his first year on the job — or gives notice that

it is looking for a new city manager — Schulze will get a severance package that includes a full year's worth of salary and a payout for any unused vacation time.

If he is terminated or the city gives notice he will be replaced in his second or third year of the contract, Schulze will receive six months of pay.

Both separation scenarios include the continuation of six months of health insurance coverage.

Schulze was one of three finalists that emerged from a pool of 44 initial applicants.

After a lengthy day and evening of interviews and council discussion, Schulze was selected as the council's top pick for the job on Sept. 19.

*Review writer Brian Kelly contributed to this article.*

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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The Kitsap Sun  
Sep. 25, 2012

**Experience with troubled police department might aid new Bainbridge manager**

By Tad Sooter

**Douglas Schulze** might have a moment of de'ja vu when he takes over as Bainbridge's city manager in November. Sixteen years ago, **Schulze** went to work as city manager of a not-so-different waterfront community with a police department under fire. During his decade long run in Medina, **Schulze** made police reform a priority and helped restore credibility to a department rocked by internal scandals.

He'll face a similarly daunting task on Bainbridge. One of **Schulze's** first charges will be hiring a police chief to replace Jon Fehlman, who retired from his post earlier this month, ending a controversial four-year tenure. **Schulze**, currently manager of Normandy Park, said he's had encouraging discussions with Bainbridge city staff, members of the police officers union and island residents.

"I'm looking forward to bringing my experience and skills to help the community, the city and the guild move forward," **Schulze** said last week. "I'm confident that it can be done. The people I've met are good people." The Bainbridge City Council picked **Schulze** for its city manager position Sept. 19 after interviewing three finalists for the job. The council will consider a \$150,000-a-year contract for **Schulze** at Wednesday evening's meeting. He expects to start work Nov. 5.

**Schulze** said he fielded a number of questions on his experience with police departments during his interview with the council, which was held in closed executive session. Council members declined to discuss the interview itself this week. Councilwoman Kirsten Hytopoulos said, in general, **Schulze's** calm demeanor and background in cities similar to Bainbridge won her over quickly. He seemed capable of bringing stability to the island's police force, she said.

"He has the experience and he highlighted it right up front," Hytopoulos said. Normandy Park Chief of Police Chris Gaddis said **Schulze** is an easy boss to like, a manager who supports the department while letting police make "police decisions." "I've been very lucky to work with him," Gaddis said. "Whoever the next Bainbridge chief is will be lucky as well."

**MEDINA**

**Schulze** received his first law enforcement briefings around the dinner table. His father was a cop in the prairie town of Flandreau, S.D., when **Schulze** was growing up. **Schulze** wasn't interested in a career in policing, but his dad's small-town service stuck with him. "Especially at a young age, it was something that made a big impression," he said.

In college, he took an internship in a Minnesota city hall, and decided he liked working in government. By 25, he was an assistant city administrator. He had eight years of experience

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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under his belt when he landed a job as manager of Medina, a very small Lake Washington enclave with very rich residents. **Schulze**'s new bosses on the Medina City Council let him know police reform was a top priority, **Schulze** said. "It was similar, in a lot of ways, to the situation on Bainbridge," **Schulze** said. "There was concern about the service being provided." His description is diplomatic.

A string of lawsuits by employees had eroded trust in the department since the early 1990s. In 1991, a female Medina corporal sued the city, claiming the manager had passed her over for a promotion to sergeant based on her sex, according to Seattle Times reports. The suit snarled the city in a tangled web of litigation. The corporal later settled with the city, was promoted, then fired and sued the city again. The former police chief, Joe Race, was disciplined but claimed the city was retaliating against him for supporting the corporal. The city manager, Pat Dodge, attempted to have Race ousted, according to the Times reports, but ended up resigning herself. The wounds were still fresh when **Schulze** joined the city in 1996. Race retired the following year, allowing **Schulze** to launch a nationwide search for a new chief. He hired Michael Knapp, an FBI veteran to head the Medina Police Department. Knapp, now the chief of police in Ferndale, declined to be interviewed for this story.

**Schulze** said he and Knapp changed the way the department made hires, putting an emphasis on educated, "polished" officers, with good communication skills. They also increased training for officers already on the force. "It was a focus on improving the professionalism of the department," **Schulze** said.

Their overhaul of the department was acknowledged in 2002, when Medina police received accreditation from the Washington Association of Sheriffs and Police Chiefs. The review committee coincidentally included Larry Dickerson, now the interim chief of Bainbridge police. Dickerson said he recalled examining the Medina department 10 years ago, but not the details. "I've probably done 40 of those reviews," he said.

Several Medina council members who served in the late 1990s could not be reached for comment, but former Councilman Bob Rudolph said the police department seemed to be running smoothly when he was elected in 2002. Rudolph remembered **Schulze** as a quiet but efficient administrator, who didn't take sides when the council was warring. "**Doug** tread a line between them," Rudolph said. "He was always very professional."

Knapp retired in 2003 and **Schulze** moved south to take the helm of Normandy Park in 2006. Since then, Medina police have been back in an unwelcome spotlight. Jeffrey Chen, who was promoted from captain to chief by **Schulze** after Knapp's retirement, was fired from Medina in 2011. Chen countered with a federal lawsuit early this year, according to the Seattle Times. **Schulze** said he hasn't followed the latest controversy closely. "I've caught bits and pieces," he said.

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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***NORMANDY PARK***

**Schulze** enjoyed the luxury of a relatively stable police force in Normandy Park. Chief Rick Kieffer had been on the job for more than 30 years before retiring this spring. Chris Gaddis, a six-year Normandy Park police veteran was promoted to replace him this month after serving as interim chief.

Instead of dissension, **Schulze's** challenge in Normandy Park was money. The city of 6,500 had suffered from low tax revenue since the economic downturn began and continues to slash budgets, said Councilman Clarke Brant, who serves as mayor. **Schulze** has shouldered more responsibility, taking on the mantles of public works director and community development director as the positions were slashed to save money. "He had very few people to help him," Brant said. "We're down to the bare bones here in Normandy Park."

Despite the financial constraints, the police department of about a dozen commissioned officers has compiled a strong training record and made strides in community outreach. Normandy Park officers completed 13 training courses last year, according to a department service report. Every officer has received 40 hours of crisis intervention training, a course that became of focus on Bainbridge following the 2010 shooting of a mentally ill islander. Eight of Bainbridge's 20 officers have received CIT training.

Gaddis said he takes advantage of as many grant funded or free courses as he can. Opportunity for professional growth is one of the few incentives his cash strapped city can offer. "Training is a priority here in Normandy Park," he said. "I can't pay these guys as much as surrounding jurisdictions, but what I can do is send them through as much training as I can." **Schulze** and a citizen communications committee have expanded the city's outreach efforts over the past few years. That includes the police department, which loads its website with statistics and information, including blotter entries, crime maps, lists of lost and found items and performance updates.

Good communication also requires beating the streets, Gaddis said. He and his officers have gone door-to-door on their days off, handing out fliers with information on the city's newsletters and social media accounts. "The last thing we want people to tell us is, 'I didn't hear about that,'" Gaddis said. **Schulze** said he's not sure how he'll approach Bainbridge's communications needs yet but he'll strive for transparency.

"Trust is kind of our capital," he said. "If you don't have trust, everything you do is going to be difficult." Mayor Brant doesn't blame **Schulze** for seeking out a city with more resources, but he is sorry to see him go. He has no doubt **Schulze** will bring change to the island. "He's capable of doing it," Brant said. "It's our loss."

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Douglas Schulze** is listed below.]

Seattle Times, The (WA)  
April 16, 2008

**Enclave of wealth, land of squabbles - Governing Medina: tension in paradise**

Ashley Bach

*Earlier turmoil*

Some aspects of Medina life may seem unusual to outsiders. Residents sometimes interrupt council meetings with questions from the floor, and council members in the small town often have to recuse themselves from decisions because of so many potential conflicts of interest. Privacy is still paramount for residents. The police department is completing a plan to install cameras that will record the license plates of cars that enter the city, a project that has wide support of residents.

The city has had its share of public turmoil. In the early '90s, City Manager Pat Dodge tried to push out Police Chief Joe Race, who he said was breaking rules. It was Dodge who ended up resigning. Around the same time, several police officers and former officers filed legal claims citing what they said was department misconduct, including harassment and the distribution of pornography.

By most accounts, the city recovered from the upheaval. A new city manager, **Doug Schulze**, brought mostly stability for 10 years until resigning in fall 2006. **Schulze**, now the city manager at Normandy Park, said his tenure began smoothly but the last four or five years were difficult as council members stopped trying to reach consensus and got bogged down in bickering and hurt feelings.

"The disagreements and differences in opinions and philosophy, they weren't left in council chambers," **Schulze** said. "They carried over and became personal." His replacement, Mark Weinberg, was hired in March 2007 but resigned last month. He cited many of the same reasons, including conflicts with council members.

Weinberg's chief complaint was that some council members gave far too much weight to activists Henry Paulman and Eric Hokanson, who have waged a yearlong effort to uncover and publicize what they say are Chen's ethical lapses.

Paulman is a retired electronics salesman who has played a key role in several of Medina's most contentious issues, including a proposal in 2006 to opt out of the King County Library System. Hokanson works at the Chevron gas station in Medina and has several complaints against police, including that officers no longer get gas for their patrol cars at his station.

The city has been inundated with more than 600 public-records requests since early last year, mostly from Hokanson, and to a lesser extent, Paulman, officials said. The requests have taken

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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so much staff time that the council considered spending \$50,000 to hire a part-time clerk to handle the paperwork. "The working environment is inhospitable and rapidly becoming untenable," Weinberg said in an e-mail interview after he announced his resignation. Former Mayor Adam, who did not run for re-election last fall, said turnover among city managers is common and dealing with activists such as Paulman is part of the job. Weinberg just didn't gel with the council, he said. "I don't think either side was happy."

*"Team-building"*

A common complaint among residents and former city officials is that city gadflies such as Paulman have far too much power. Usually only a handful of people attend council meetings, and they often send politically charged summaries of the proceedings to their friends. "We have some citizens who have just gone so overboard in their participation," Gerlitz said.

Improved communication with residents is one of the city's primary goals, said Nelson, the new mayor. The city has looked at videotaping council meetings for the first time and offering them on the Internet or TV, and some residents say council decisions are being better documented on the city Web site.

As part of the search for a new city manager, the council will undergo "team-building exercises" designed to improve relationships, Nelson said. Some of the council's goals, such as improving civility, streamlining the building-permit process and expanding space for city employees, have been discussed for several years, with little action. Still, many residents expect a more productive, civil future ahead. "I definitely see some light at the end of the tunnel," said former council member Katie Phelps. But after so many years of unrest, others say progress might be slower. "I don't know that they've made it over the hill yet," **Schulze** said.

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
August 15, 2006

**Medina debates location of sidewalk**

David A. Grant

Summer wouldn't be complete in Medina without controversy, and this season's version is a hard debate over where to locate sidewalks that will run past the town's new elementary school. In years past, residents of the affluent lakeside community, home to Microsoft cofounder Bill Gates, have argued about dog-run areas, mega-mansions, a historic grocery store and political dirty tricks.

The issue now is whether to build the new sidewalk on the south side of Northeast Eighth Street, where the school is located in the 8000 block, or on the north side of the street, between Evergreen Point Road and 80th Avenue Northeast.

City Manager **Doug Schulze** said city engineers had recommended the four- to five-block-long sidewalk be located on the north side of the street, but in June, City Council members voted to switch gears and pursue a design on the south side of Eighth Street. Since then, he's heard from several residents who are upset with the change and want to go back to the original plan.

**Schulze** said the north-side option would cost about \$145,000 - more than twice as much as the \$70,000 for the south side sidewalk. Money for the higher-priced version already has been budgeted. The Bellevue School District also supports locating the sidewalk on the north side of Eighth, following the recommendation of a paid consultant who conducted a traffic study, said Jack McLeod, the district's director of facilities and information services.

He said placing it on the north side would be safer because pedestrians would not be crossing in front of buses and cars dropping off students. McLeod was scheduled to address Medina City Council members Monday night. Council members could approve the south side plan, delay a decision or leave the road as is, without sidewalks.

**Schulze** said if the south-side design is approved, the new sidewalk could be completed in about two months. If the decision is delayed, work would not begin until next year. The new \$15.2 million, 67,000-square-foot Medina Elementary School is set to open in early September, replacing the old building that was demolished last year.

**Internet – Newspaper Archives Searches**  
**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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Seattle Post-Intelligencer (WA)  
June 9, 2004

**GETTING INVOLVED**

Staff Writer

*THE ISSUE*

With an eight-lane option for the Evergreen Point Bridge on hold, transportation officials are inviting the public to two meetings to learn about other ideas for crossing Lake Washington.

Those ideas include replacing the current four-lane bridge, one of the oldest floating bridges in the world, with a four- or six-lane structure. Both plans would have a pedestrian and bicycle lane and shoulders. But the six-lane plan would have two high-occupancy-vehicle lanes.

State Department of Transportation and Sound Transit officials are studying the environmental impacts of the alternatives. At the meetings, they will discuss why they believe an eight-lane option will cause increased traffic on Interstate 5.

*YOU ARE AFFECTED IF:*

You use the state Route 520 bridge. You are concerned about traffic spillover and congestion on Puget Sound-area highways.

*WHAT PEOPLE ARE SAYING*

Medina City Manager **Doug Schulze**: "The City Council has stated a general support for the project. 5 Primarily, the city's interest is to ensure an expansion will reduce congestion within the corridor, as well as within local access routes, and to mitigate the adverse impacts related to air, noise and water quality."



**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
May 28, 2004

**The high cost of running free: Medina man battles city over \$500 off-leash fine**

David A. Grant

The latest dust-up over dogs in Medina took place last week when Robbins Harper was slapped with a \$500 ticket for allowing his Labrador retriever to run free in his neighbor's yard. Harper says he'll contest the ticket in court. A judge will decide what, if anything, he'll have to pay. Cpl. Dan Yourkoski, who wrote the ticket, says he doubts Harper will have to pay anything close to \$500.

Tickets for violating the city's leash law, which requires that dogs be leashed or under voice command, are rare in this tiny but affluent town, whose best known resident is Microsoft cofounder Bill Gates. Medina police officer Shannon Gibson estimates that only about three people a year are cited for violating the city's leash law. Yourkoski said it was the first such ticket he's written in his four years with the department.

Fights over the rights of dogs and their owners are nothing new in Medina. Fifteen years ago, the city's police chief had to calm irate residents who were reportedly shouting obscenities and threatening each other at a City Council meeting. The topic: creating a designated off-leash area at Medina Park. The most recent incident doesn't involve off-leash areas, but it is a reminder that the dogma of dogs is alive and well in Medina.

Harper doesn't deny his dog was loose, but says it was an innocent mistake. He had just gotten home from a weekend trip on May 16 when his 3-year-old dog, Tuscany, one of two black Labs he owns, jumped out of his car and took off before he could put him in the kennel. He found the dog a couple of houses away and was herding her into his car when Yourkoski, who was responding to a neighbor's complaint about the dog, pulled up in his cruiser.

After visiting the complaining neighbor in the 1200 block of Evergreen Point Road and finding out later that another police officer previously had warned Harper not to let his dog go unleashed again, Yourkoski wrote out a ticket, entering \$500 as the penalty because that's the only amount that appears in Medina's city code. The ticket was then mailed to Harper.

Police say the neighbor has complained several times about Harper's dog roaming unchaperoned through his yard and leaving unwanted calling cards. "If you think the price of gas is expensive in Medina, look at the leash law," Harper wrote on a copy of his ticket that he sent to the Journal. "I guess the dog was off leash ... but I didn't think any damage was done," he added in a telephone interview. "I just thought (the fine) was excessive."

However, a survey by the Journal of off-leash penalties in three others cities shows Medina's maximum fine is in line with two of the three towns. **Doug Schulze**, Medina's city manager, said controversy about dogs is nothing new in Medina, citing a long-running dispute over the

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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proposal to create a special off-leash area. Dog people want Medina Park to remain a place where dogs can roam off leash. Other park users want to restrict off-leash dogs to a designated area, similar to what's done in other cities. **Schulze** said about half the people who want to keep things the same are dog owners who don't even live in Medina, but bring their pets there for an off-leash romp. Most of the people who want a designated off-leash area are locals, **Schulze** said. ``For 14 years it was quiet, but recently we've heard from a number of people who are opposed to any split of the park into off-leash," **Schulze** said. ``They want the whole park as an off-leash area as it currently exists. He said the topic of a special off-leash area is tentatively scheduled to come before the city council in early August.

***OFF-LEASH LAWS***

Different cities assess different penalties on dog owners for off-leash violations

*Bellevue*: \$100 first violation, \$200 second violation, \$300 third violation, \$400 fourth violation and \$500 each additional violation.

*Kent*: \$25 first violation, \$50 second violation, \$100 for each violation after that during a one-year period.

*Medina*: Minimum \$50, maximum \$500 fine.

*Seattle*: \$54 penalty if uncontested with maximum fine of \$500.

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Seattle Times, The (WA)  
December 6, 2003

**Council agrees to keep city manager on the job - Medina**  
Warren Cornwall

Medina City Manager **Doug Schulze** will keep his job though 2004, the city announced yesterday. **Schulze's** job was the subject of a closed-door City Council meeting Wednesday night. **Schulze** had said Mayor Dan Becker indicated he had enough votes to replace **Schulze**. Becker denied that. Several council members had objected to the meeting, which Becker had called.

City officials initially declined to say anything about the meeting or its outcome, describing it as a personnel matter that couldn't be discussed. The tersely worded statement released yesterday said simply that **Schulze** and the city were "pleased to announce" that his contract had been extended through 2004.

Becker declined to comment further. Councilman Robert Rudolph, who had earlier complained about the meeting, said he couldn't comment. **Schulze** and Deputy Mayor Mary Odermat, another critic of the meeting, did not return calls for comment yesterday. **Schulze** has been city manager for seven years. The manager runs the city's day-to-day operations.

The dispute is the latest controversy to roil the City Council of this small, affluent Eastside suburb, home to celebrities such as Microsoft's Bill Gates. Rudolph in October called for an investigation into whether Becker or others were involved in an illicit campaign flier distributed during a council election two years ago. Soon after, a write-in candidate challenged Becker in last month's election, with the backing of several council members. That candidate, Katie Phelps, has sued to overturn a county decision giving Becker the election by three votes.

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Seattle Times, The (WA)  
May 14, 2003

**Medina under fire over fliers - City spent \$700 to rally support for historic market**  
Warren Cornwall

Medina city officials, seeking to rally support for reconstruction of a historic grocery store, spent \$700 sending fliers to more than 1,200 households urging people to back the plan at a hearing before the city's own land-use regulator. In a one-page letter written by the city manager, a city planning consultant, an architect for the store owner and members of a citizen committee backing the proposal, the city called on people to "express your support for the return of a Medina icon — the little green store."

The message referred to a hearing Tuesday before the city's hearing examiner, who will decide whether to grant exemptions needed before construction could begin on the store at Evergreen Point Road Northeast and Northeast Eighth Street. City Manager **Doug Schulze** said he wished the letter had made a more neutral statement to "express your opinion," but he defended the mailing as a legitimate effort to inform the public about a project that fits well with the City Council's wishes.

"The city staff takes positions on all land-use applications. That's part of our job," said **Schulze**, who listed the parties behind the letter. But some neighbors of the store are furious the city would engage in what they consider blatant lobbying, and a state assistant attorney general questioned whether the mailing broke state law. "To me this raises a concern that could be looked at in more depth," said Brian Buchholz, an assistant attorney general in the government-compliance and enforcement division.

Buchholz said the letter raised two questions: whether the city had the authority to actively recruit support for one side at a public city hearing, and whether the use of city money to rally people for a private land-use application was an illegal gift of public money. That question could be addressed by the state Auditor's Office during its annual audit, if someone were to file a complaint, he said.

Bellevue School District officials also say Medina Elementary School erred by allowing the city's letter to be sent home with students. The school's principal, Betsy Hill, permitted its distribution at the request of a parent, not realizing that it advocated a particular position, district spokeswoman Ann Oxrieder said. "She realizes now that that was a mistake. She shouldn't have done it," Oxrieder said. Shawn Fitzpatrick, who lives two doors away from the grocery and opposes the rebuilding plan, said the city's stance left her feeling like the decision was already made. "Why even try, because they've already decided that they're going to support it," she said.

**Schulze**, however, said the hearing examiner is an independent contractor who will reach her own decision. Any appeal of the decision would go to King County Superior Court, bypassing the City Council. City officials were even more effusive in their support of the project in a news

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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release telling people to come to the meeting and "show your support for the store. Do it for the community, do it for the kids, do it for the future ... do it for the memories." The grocery, built in the early 1900s, was once a bustling gathering spot for the surrounding area. But it closed in 2000 and now stands vacant. The owner, Hae Lee, has applied to tear down the building and build a near replica in its place. The plan has pleased some Medina residents, who lobbied Lee to keep a store on the site. But some neighbors, including Fitzpatrick, fear the revived business would draw more traffic and noise to their streets. She would rather see a home built on the land.

**Internet – Newspaper Archives Searches**

**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
December 11, 2002

**Medina 2003 budget comes in under \$4M**

Carole Beers

The City Council has approved a 2003 General Fund budget of \$3,902,385 -- just \$63,000 shy of this year's budget. The \$63,000 difference was made possible by cutting some professional services, such as consulting, that aren't likely to be needed next year, City Manager **Doug Schulze** said.

Several departments used the consultants for Growth Management Act compliance, for the Trans-Lake Washington Project, and for police department services related to labor issues and accreditation, **Schulze** said.

Meeting Monday for the last time this year, the City Council also postponed until January any discussion of an ordinance that would amend present construction mitigation requirements. Such requirements currently apply only to megamansions, but the new ordinance would include about 80 percent of all building projects in Medina. That means nearly all new construction or remodeling, excluding repairs or maintenance projects, such as new roofs.

**Internet – Newspaper Archives Searches  
Douglas James Schulze**

*(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
November 18, 2002

**Location of planned new Medina police station stirs controversy**

Carole Beers

Plans to build a new police station in this town have residents worried. It's not that Medina residents question the need for a new public safety facility. The police department, which shares rooms with city administration and community groups at City Hall, has grown, and storing its growing fleet of vehicles outdoors raises maintenance costs.

What has residents worried is where the 5,000- to 6,000-square-foot building might be built. Community members have been printing fliers, writing letters to the editor and turning out at City Council budget meetings. The focus of the commotion? Medina Park, across from St. Thomas Episcopal Church. The park, a rolling greensward with groomed paths, exercise stations and ponds frequented by waterfowl, has been a focal point of this residential conclave since 1971.

City officials say not to worry about losing part of the park to a police station -- it probably won't happen. Medina homeowners aren't so sure. "My main problem is the destruction of a passive park we worked so hard to get," said resident Wilma Edmonds. "(It's) where people come from all over to walk their dogs off leash, a park that just is. That's very rare today."

Medina Park is one of four parks maintained by Medina, including Medina Beach Park, current home of City Hall and the police department. "It's a safe family place where we gather as neighbors and learn who's getting married or divorced, who's in the hospital, whose dog is the fastest," said Anne Demitriades, wife of Medina City Councilman Paul Demitriades.

She and other neighbors "totally support" the police in their desire for a larger building -- and its parking garage, administrative offices and interrogation rooms -- "but there are alternatives to this site." City Manager **Doug Schulze** agrees. So he's puzzled that angry residents have shown up at recent meetings, and sent him e-mails protesting what they heard about a possible jail in Medina Park. "On Oct. 28," he said, "we had a study session in which we provided the City Council and the public with options we'd already studied, regarding city facility needs." Private land, parts of Overlake Golf Club, and parks all had been considered, along with cheaper options, including public land, **Schulze** said.

But that idea was shelved. "That is one point the opponents haven't presented in their fliers and letters," he said. "Medina Park is not being looked at by staff as a site now because of lack of park space in Medina, and because of significant political opposition." **Schulze** declined to elaborate or to reveal locations of private land sites, because negotiations are pending. But he did say that private land, although costly, tops the list for the police station. He added that the station would cost "about \$1.6 million" if begun today, plus the cost of land. Preliminary feasibility and needs studies were done by Lawhead Architects of Bellevue. The public will have ample notice

**Internet – Newspaper Archives Searches**  
**Douglas James Schulze**

*(Articles are in reverse chronological order)*

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of required hearings about sites, **Schulze** said. On Dec. 14, the Medina City Council will discuss the police-station siting issue at a retreat.

After the first of the year, a hearings committee will be appointed. It will include three neighborhood representatives, three City Council members, Police Chief Michael Knapp, Public Works Director Sheldon Jahn, and **Schulze**. In the meantime, neighbors of Medina Park remain wary. ``Every inch of that park is used," Demetriades said. ``It's a precious resource we can't let anyone compromise."



**Internet – Newspaper Archives Searches**  
**Douglas James Schulze***(Articles are in reverse chronological order)*

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DJC Orregon  
April 9, 2001

**Fine not fine say Medina officials, councilman's wages garnisheed in dispute**

By Rich Riegel

Officials in this rich Seattle suburb have rescinded – at least for now – a \$500,500 fine imposed over a former Microsoft executive's mansion that has been under construction for more than two years. Former Microsoft President Jon Shirley and his wife, Mary, have agreed to do more to ease the impact of their project on neighbors, city officials said. Crews hope to finish the 23,000-square-foot home on the Lake Washington shoreline by January 2002.

The whopping penalty was imposed March 13 after the Shirleys failed to finish the "Orchard Project" by the original mid-2000 completion date, and failed to take several agreed-upon steps to lessen noise and disruption. City officials also ordered a halt to work on the detached 2,661-square-foot garage and on the retractable swimming-pool roof, both deemed too close to the property line. Building records show the Shirleys' home is worth nearly \$17 million. They spent \$93,573 on permit fees. Shirley retired as Microsoft's president and chief operating officer in 1990. Late last year, Forbes magazine estimated his wealth at \$900 million. City Manager **Doug Schulze** said the parties met a few times over the past two weeks before the city agreed to drop its fine and let the work resume.

Among other changes, the Shirleys agreed to install screening and vegetation in several spots; accelerate work on the south side of the property, including paving and construction of a courtyard; and reduce use of a south driveway during construction. The Shirleys' south-side neighbors, Ray and Carol Hasman, sued in October, saying construction had gone beyond a two-year deadline and that building plans had been revised inappropriately.

When told of the promised improvements, Ray Hasman said the Shirleys had simply agreed to do what was originally promised. "It's really nothing new," he said. **Schulze** disputed that, saying the Shirleys have agreed to "approximately \$200,000 worth of additional landscaping."

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
March 28, 2001

**Medina rescinds fine against megamansion - Council to consider limiting size of houses more than 13,500 square feet**

Jeff Switzer

Jon Shirley won't have to pay City Hall a \$500,500 fine levied earlier this month against his megamansion project. He will, however, have to make more than \$100,000 in concessions in additional landscaping and speed up his construction schedule. City leaders rescinded the fine in a letter on Monday. Such a fine would have been difficult to enforce, said City Manager **Doug Schulze**. "We were able to negotiate for a significant amount of additional mitigations," **Schulze** said. Softening the project impacts on neighbors -- not collecting a fine -- is the city's focus, said City Attorney Kirk Wines. City leaders are also moving to change the rules on how big homes can be, making Shirley's 23,000-square-foot home the last enormous house ever built in Medina.

"That's potentially the case," **Schulze** said. "The City Council is talking about it, and that's the direction we're headed." In exchange for withdrawing the fine, Shirley -- a former Microsoft president -- agreed to a list of a dozen other changes to the project. Neither Shirley, nor his attorney would comment on the issue last night, as a list of changes to a construction mitigation agreement between the city and the project is still pending.

The Medina Planning Commission did not make a decision on the Shirley mitigation plan last night as expected. The issue will be further discussed next month. Shirley's future home, called the Orchard Project, is located between Lake Washington waterfront and Evergreen Point Road. The home will include a private art museum, a swimming pool with a retractable roof, a 2,600-square-foot garage, reflecting pools, ponds, garden terraces and walking trails.

Some neighbors say it looks more like an apartment complex. Construction has taken longer than the two years planned and the project faces a lawsuit from neighbors objecting to the daily utility interruptions, noise and health impacts. On April 9, though, such large home projects may be halted forever in Medina. The City Council will consider a six-month moratorium on accepting construction permits, and limit homes to no greater than 13,500 square feet. Permanent rules to back that up will be created during the moratorium. A handful of homes-- including Shirley's home and Bill Gates' 48,000-square-foot compound -- top the list of headache projects that have taxed the nerves of neighbors.

House projects under the proposed 13,500-square-foot lid likely will take fewer than 18 months to build and won't need construction cranes, **Schulze** said. "As hard as we've tried to make mitigation plans work, it's very difficult to mitigate the impacts of a three-year construction project," he said.

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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King County Journal (includes The Eastside Journal and South County Journal) (Bellevue, WA)  
January 17, 2001

**Medina calls megahouse project to task: Former Microsoft president faces suit by angry neighbors**

Jeff Switzer

Construction work on the mansion of former Microsoft president Jon Shirley is too noisy, and the project is too big and taking too long, according to the city and a neighbor. Construction of the waterfront home on Evergreen Point Road has taken longer than the two years promised, and Medina officials are to hold a meeting this afternoon to discuss the project with the Shirleys and their contractor.

A lawsuit also has been filed by neighbors Raymond and Carol Hasman, who are suing the contractor, agents for the project and Jon and Mary Shirley. The Hasmans live just south of the project and complain of noise, dust, traffic and health problems caused by it. They say the Shirleys and their contractor have broken the law by ignoring a city mitigation plan intended to soften the impacts of construction.

The Hasmans' attorney said the Shirleys have broken promises to finish the project within two years, maintain a 24-foot buffer separating the project from nearby homes and keep neighbors informed of construction disruptions. "The Hasmans would like to thank the city of Medina for recognizing that neighbors have rights, too," said attorney R. Miles Stanislaw. "Strict enforcement of mitigation plans for megahouses like the Shirleys' must occur if the neighbors are going to have any hope of enjoying their own property."

The Hasman's filed their lawsuit in November, asking that the project be halted and seeking money for pain and suffering and for home cleaning, repair and medical bills. The mansion, called The Orchards, is a roughly 23,000-square-foot home and private art museum for the Shirleys, well-known for support of the arts. Their donations have included the \$2 million piece of downtown property where the new Bellevue Art Museum stands.

The home also is to include a swimming pool with a retractable roof, a 2,600-square-foot garage, reflecting pools, ponds, garden terraces and walking trails. The Shirleys, who are living in Bellevue during construction of their home, declined to comment yesterday on the construction complaint and the lawsuit. City building permits required quarterly updates on construction, but after nearly three years of work the city has yet to receive a single update, Medina City Manager **Doug Schulze** wrote to the Shirleys in December.

**Schulze** warned them of possible penalties for violating the Shirleys' agreement with the city, called a mitigation plan. The city can adjust the plan if it fails to reduce the impacts of a project, **Schulze** wrote. City officials said they are investigating how well the project has adhered to its schedule and met requirements for construction fences and noise fences, communication with neighbors, the size of a side yard, an air-conditioning tower built on the property,

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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undergrounding of power lines and abatement of construction noise problems, including backup alarms.

Construction delays on mansions in Medina is not a new problem. Microsoft CEO Bill Gates' \$109 million home was expected to take three to three and a half years to build, but ultimately took more than seven years. Medina City Councilman Paul Demitriades said the city has strict regulations to control the impacts of megahouse construction, projects that sometimes use construction cranes and commercial building techniques. ``I think we've learned a lot from several big projects and tightened down on mitigation plans as a result," he said.

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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Seattle Times, The (WA)

August 25, 2000

**Is there a future in store?**

Chris Solomon

There is a blank stare from the windows of the Medina Grocery these days. Beyond the locked doors, the candy rack is bare, as are the yawning coolers that once held ice cream and beer. After being at the crossroads of the community for nearly a century, the building stands empty; the grocery it housed closed last month when the landowner did not renew the lease.

Fearing for the future of the humble two-story building, which has been the closest thing to a gathering place since 1908, residents are asking the owner and the city to ensure its survival. In contrast with the sleek mansions that surround it, the building is painted the same green as an old pack of Lucky Strikes. Its eaves are tastefully frosted with white, but its door is the color of Saturday-night lipstick - just odd enough to be charming in this community where decor - and decorum - are taken seriously. Known simply as "The Green Store," the building is "what we were. It tells a story," said Margot Blacker, president of the Bellevue Historical Society. Sitting on the corner at 800 Evergreen Point Drive, it has always been a grocery - for many years with a post office in back. It was built to be conveniently located near the landing of one of the first Eastside-Seattle ferries.

John Frost owned the grocery from 1952 to 1985, becoming known for his trusting business practice of sending customers away without paying, content to mail them a bill at the end of the month. For the past 10 years, Charlie and Mal Song ran the store, until it closed a few weeks ago. Since word of the closure, the town has received "probably a couple dozen" e-mails, calls and letters that children have printed in orange magic marker. All urge the town to keep the building. City Manager **Doug Schulze** said he cannot recall an issue that has stirred residents so.

"You can hardly talk to a mother in the Medina-Clyde Hill-west Bellevue area who doesn't remember letting their child go on his first walk alone to buy a treat, a sweet, a penny candy - whatever" at that store, Blacker said. "It leaves a warm feeling in so many people's lives. And those kind of things are worth saving."

The store's windows still display classified ads: business cards advertising piano lessons, lawn-mowing and only-in-Medina notices from people seeking waterfront property and moorage for a 140-foot yacht. Retaining this kind of community, however, will have its price. The building's plumbing and wiring are old. There's dry rot around the windows. The roof is a colander for winter rains and a crumbly foundation has given the once-planed fir floors a bit too much character. In some places, the handsome old building seems held together largely by goodwill and generous applications of paint.

"It's in pretty rough shape," **Schulze** said. No estimate for an overhaul has been done. Some have marveled at the emotion this worn building has stirred, given that many residents who love the

**Internet – Newspaper Archives Searches****Douglas James Schulze***(Articles are in reverse chronological order)*

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quaintness of the store long ago stopped shopping there. In recent times, the grocery's shelves were not full, and the perishables flirted with their expiration dates. Now the building's future is in the hands of its owner, Hae Lee of Medina, who declined to comment on her plans. Lee "has expressed some interest in reopening the store herself," **Schulze** said yesterday. The city and the owner will meet to talk about the building's future, but no date has been set, he said.

While the town may have enough to buy and preserve the building, there is a growing belief that such a purchase should be the last resort. "If I had my druthers, this would turn into some place like a bakery or a deli or burger place where people could just come and sit" and mingle, former Mayor Susan Potts said. Officials have been approached by a dozen residents, most of them local, who have expressed interest in trying to buy it jointly, then lease it, perhaps to an upscale deli or similar business, **Schulze** said. But any efforts to buy the building could be costly. Similar property in Medina costs as much as \$500,000.

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Douglas James Schulze***(Articles are in reverse chronological order)*

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Seattle Post-Intelligencer (WA)  
February 16, 2000

**MEDINA CLAMPS DOWN ON PEDDLERS - ACLU PROTESTS TIGHTENED  
RESTRICTIONS  
LEWIS KAMB**

A word of advice to Girl Scouts with a criminal rap sheet: Don't even think about peddling your thin mints here. This upscale town's City Council has approved a law restricting door-to-door solicitors that, among other things, requires them to pass a stringent criminal background check before they can canvass the exclusive lake-front community that is home to Microsoft Chairman Bill Gates, among others.

Realistically, the law aims to protect residents' privacy and safety from strong-arm salesmen and pesky peddlers - not young Scouts, City Manager **Doug Schulze** said yesterday. But the ordinance was crafted in a way that doesn't discriminate, he said. So that means the law - an amendment of a decade-old town code that recently raised the ire of civil liberty advocates - will apply to everyone, from Jehovah's Witnesses and vacuum salesmen to cookie-toting youths. ``There are no exclusions," **Schulze** said.

That's part of the problem, an official with the American Civil Liberties Union said yesterday. The ACLU contends the new law could infringe on constitutional guarantees of free speech. ``In Medina, they don't seem to be too concerned with what the Constitution says," said Jerry Sheehan, legislative director for the ACLU of Washington. ``Maybe it's the paranoia of affluence or something."

For years, those hawking ideas and goods door-to-door were limited to homes along Medina's twisting lanes and hidden cul-de-sacs between the hours of 10 a.m. and 7 p.m. But then the United States Mission, a religious-affiliated group that solicits donations for the needy, complained to the ACLU, saying Medina's restrictions hindered their efforts. Last year the ACLU threatened legal action.

Citing U.S. Supreme Court case law, the ACLU pressured Medina to amend its solicitation code by extending the hours allowed for such canvassing. And on Monday, town officials did just that - allowing solicitation to between 9 a.m and 9 p.m. But several new restrictions were added. Now, every solicitor working door-to-door must fill out an application and pay for a \$15 solicitation license, wear a photo ID provided by the city, and register any vehicle used work with town officials.

All applicants also must pass a criminal background check. Licenses could be denied if such checks, going back 10 years, turned up a felony or what **Schulze** called ``misdemeanors of moral turpitude" involving petty theft, fraud or dishonesty. ``You wouldn't want someone going door-to-door who committed petty theft or fraud," **Schulze** said. But the tighter restrictions added to a law already on shaky legal footing, Sheehan warned, may garner a lawsuit. ``They corrected one

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problem and created two or three others," he said. Under the current version, Sheehan said, the law would place unconstitutional obstacles in the paths of democracy or religion. For example, campaigning candidates, signature-gatherers for ballot initiatives and church groups canvassing contributions all could be hindered in Medina. ``The last time I checked, people who do politics in our country don't have to register with the police," Sheehan said. ``Maybe that's the case in Russia, but not here." In 1987, the U.S. Supreme Court upheld a decision striking down local ordinances that sought to limit the hours of door-to-door solicitation. Other restrictions on licensing, however, have been allowed.

Sheehan said the ACLU is reviewing Medina's ordinance to determine if the group will take court action. But such cases can take years, and probably will mean little in the short-term for Girl Scout troops scraping for ways to pay for field trips. ``Fortunately, we already finished our door-to-door sales work there (in Medina) this year before the ordinance was passed," said Tina Johnson, spokeswoman for Girl Scouts of the USA's Totem Council, which represents troops in 10 Northwest Washington counties. ``But next year will probably be pretty difficult."

That is because Girl Scout troops typically earn from 30 to 50 percent of their cookie sales from door-to-door work, Johnson said. Town manager **Schulze** said sash-clad youngsters pushing cookies shouldn't panic just yet. The law allows homeowners some flexibility. ``Girl Scouts typically go out to people and homes they know," he said. ``In that case, it would be up to the homeowner to decide whether the solicitor is a guest to their house and therefore not subject to the restrictions."



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Douglas James Schulze**

*(Articles are in reverse chronological order)*

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Seattle Times, The (WA)  
November 6, 1998

**MEETING HELPS TO CLARIFY CITY'S SAY ON 520 PLANS**

Staff Writer

The city of Medina's revised comprehensive plan would not bar a new Lake Washington bridge, but the community would have a voice in plans for the state Highway 520 corridor, said City Manager **Doug Schulze**.

Staff of the state Department of Transportation and the Attorney General's Office met with Medina officials at City Hall yesterday to clarify to what extent the city's land-use plans can address a new or expanded bridge. An earlier comprehensive plan, written in 1994, said a second bridge should not be permitted in Medina, although **Schulze** said no one paid much attention to the clause.

Since then, however, a study of how to ease the 520 bottleneck has begun, and building another bridge or expanding the old one are among the more than 100 options being considered. Under state law, a community cannot prohibit a state highway or bridge, **Schulze** said, but it could appeal a bridge design or location.

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Douglas James Schulze**

*(Articles are in reverse chronological order)*

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Seattle Times, The (WA)  
January 15, 1998

**CANDIDATE DROPPED; CITY RENEWS POLICE CHIEF SEARCH - MAN DIDN'T  
REVEAL HARASSMENT LAWSUIT**

J. MARTIN MCOMBER

Medina thought its long search for a new police chief was finally over. But the city withdrew an offer to its top candidate - due to start work next week contingent on a background check - after learning the career police officer from the Midwest was a defendant in a federal sexual-harassment lawsuit.

City Manager **Doug Schulze** said it wasn't so much the pending lawsuit but the candidate's failure to mention it during an extensive interviewing process that prompted the withdrawal. "I would have felt pretty comfortable if he would have told me up front," **Schulze** said.

**Schulze** said he would look at the other two leading candidates - a local officer and one from Colorado - before deciding whether to start the process over. About 40 people applied for the \$53,000-a-year job heading up a department that guards one of the state's wealthiest communities and such residents as Bill Gates.

Medina has been searching since July, when Police Chief Joseph Race retired after eight years. The six-officer force had its share of controversy under Race. While the former chief was credited with lowering property-crime rates and aggressively dealing with traffic in the waterfront community of 3,000, he also was at the center of several public fights.

Race was briefly put on leave and nearly ousted in 1992 in a showdown with then-City Manager Pat Dodge, who later resigned over the matter. Dodge charged Race with more than a dozen violations of city rules. Race countered that the charges were trumped up in retaliation for his support of an officer who had sued the city alleging she was denied a promotion because she was a woman.

A year later the officer sued the city again, this time for \$500,000, blaming Race for job-related stress and alleging defamation and sexual harassment. The city agreed to pay her \$102,250. Also in 1992, a police officer sued the city for \$100,000, saying he was improperly suspended for three days for giving billionaire Gates a speeding ticket. The claim was rejected by the city's Civil Service Commission.

**Internet – Newspaper Archives Searches  
Douglas James Schulze***(Articles are in reverse chronological order)*

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Minnesota Star Tribune, The (Minneapolis, MN)  
November 10, 1995

**Shoo-in finds himself shooed out of office - Unopposed Sandstone mayor loses race to write-in candidate**

Patricia Lopez Baden

In the small town of Sandstone, Tuesday's mayoral election was supposed to be a lock. After all, Mayor Wayne Oak was the only candidate on the ballot. But on Election Day, 60 percent of the Pine County town's 703 registered voters stayed home. When Sandstone's polls closed, a mere 140 votes had made a write-in candidate the new mayor. Oak lost by 19 votes.

Even more surprising is that the new mayor, John Wright, never campaigned, never gave a speech or even put up a sign. Moreover, he had been beaten by Oak just two years ago. Some residents now say the election is a classic example of how every vote counts in every race.

"People around here are in shock," said Maria Langseth, a Sandstone resident and an administrative assistant at City Hall. "It just shows that your vote always counts, even when the candidate is running unopposed."

Adding to the sting of Oak's defeat is this: Many of the write-in votes apparently stemmed from anger over a sewer and street project that would have levied an average of \$336 per homeowner in new taxes, spread out over 10 years. The project was planned during Wright's previous term in office. "Pretty ironic, isn't it?" said City Manager **Doug Schulze**. "I guess the voters had a short memory on this one." **Schulze** said he's fielded dozens of calls from residents, many of whom were apologetic.

"I've heard from a lot of people in the last two days who didn't bother to vote because Wayne was unopposed," **Schulze** said. "Now some of them are real sorry. There's a real apathy with government right now, and it's not just in Sandstone. It's a good lesson for people." Oak said he's disappointed, but is taking the defeat in stride. "I really didn't campaign very much," he said. "Of course, it's hard to campaign when you have no opponent."

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