



**Emails
between John
Shafer and
J.D. Tovey
(Sept. 19)**

Fwd: Draft language

1 message

Forwarded message -----

From: **JD Tovey** <JDTovey@ctuir.org>

Date: Thu, Sep 19, 2024 at 7:19 PM

Subject: RE: Draft language

To: John Shafer <john.shafer@umatillacounty.gov>

Agreed. If he did resign, I think we just go down the line and ask for everyone's resignation.

John David Tovey III "J.D." AICP

Interim Executive Director

Confederated Tribes of the Umatilla Indian Reservation

From: John Shafer <john.shafer@umatillacounty.gov>

Sent: Thursday, September 19, 2024 11:38 AM

To: JD Tovey <JDTovey@ctuir.org>

Subject: Re: Draft language

EXTERNAL EMAIL - Please do not click on links or open attachments unless you are expecting them from this sender.

That would be cleaner if he resigned. That would still leave the question of what about Debbie? I think she needs to go as well.

John Shafer

Umatilla County | Commissioner

216 SE 4th Street | Pendleton, OR 97801

Office: (541) 278-6203

Webpage: <http://www.umatillacounty.gov>

Please Be Aware - Documents such as emails, letters, maps, reports, etc. sent from or received by Umatilla County are subject to Oregon Public Records law and are NOT CONFIDENTIAL. This includes materials that may contain sensitive data or other information, and Umatilla County will not be held liable for its distribution.

On Thu, Sep 19, 2024 at 11:35 AM JD Tovey <JDTovey@ctuir.org> wrote:

I was also thinking lining up each of the specific allegations/statements in that article and ask him directly in open session if it is true. And then ask him what he thinks we should do. Hopefully he sees the writing on the wall and perhaps he resigns. If not then we'll have no choice but to act. This way it gets him official record.

Thoughts?

John David Tovey III "J.D." AICP

Interim Executive Director

Confederated Tribes of the Umatilla Indian Reservation

From: John Shafer <john.shafer@umatillacounty.gov>

Sent: Thursday, September 19, 2024 8:40 AM

To: JD Tovey <JDTovey@ctuir.org>

Subject: Re: Draft language

EXTERNAL EMAIL: Please use caution when clicking links or opening attachments.

I think this is a great approach. It would even give him a chance to "defend" his actions. Thank you for putting this together. I know you are very busy, and this is just an added burden.

Thanks again,

On Thu, Sep 19, 2024 at 7:47 AM JD Tovey <JDTovey@ctuir.org> wrote:

I meant to get this out to you last night, but it was another long day.

Looking at the agenda, there is the closed session on the staff evals.

I think we should discuss the process for evaluation and ask if we even should do an evaluation based on the recent articles and information that has come out about the performance of the CDA staff. I think we should discuss all the options including reprimand, suspension pending an investigation, or termination. We can have this discussion with Elisabeth Howard during the closed session. When we come out of Executive session then I am willing to make the motion

CDA motions for Friday, September 20, 2024

1. Motion to reprimand/suspend/terminate CDA Executive Director and staff. (note: at-will employee. No justification needed other than just "CDA will go in a new direction."
 - a. Instructions to retain records pursuant to state and federal laws.
2. Motion to vacate the Chair of the CDA.
 - a. If approved: Motion to recommend Shafer/Daugherty/Wenholtz to be Interim Chair and Vice Chair until the end of the term. (Jan?)
3. Motion to request Elizabeth Howard to be the repository of documents, information and CDA staff email passwords.
4. Motion to for members to articulate any concerns they have about the management of the CDA to the CDA Chair and CDA attorney by October 1, and for the Chair and/or the CDA attorney to collate these concerns and refer them to the Oregon DOJ and Oregon Ethics Board and any other investigative agencies and for the Board members to cooperate with any resulting investigations.
5. Motion for all members to provide recommendations for Interim ED to the Chair and Vice Chair by Noon on Wed/Th/F(?), who are then asked to reach out to all recommended prospective candidates and bring back to the entire board not more than 3 recommendations for Interim ED at a meeting not later than October 4, 2024 for consideration.

John David Tovey III "J.D." AICP

Interim Executive Director

Office of the Executive Director

Confederated Tribes of the Umatilla Indian Reservation

46411 Timine Way

Pendleton, OR 97801

Phone: 1-541-429-7362

←  Les Zaitz

📞 📺 ⋮

Texts between John Shafer and Les Zaitz (Sept. 11-21)

Wednesday, Sep 11 • 9:53 AM

You have kicked up quite the hornet's nest over here with that story. Great article by the way. I'm thinking about having it framed.

Should be an investigation, admin leave based on what other govts do.

Monday, Sep 16 • 11:03 AM

I just sent you the updated invitation to tomorrow's meeting. Note the change in location and time. We will move into an executive session to discuss the allegations in your article.

Got it. Still at tribes center, right? I will be there, ready for greg's abuse.

Yes. It will be a good time for sure

Monday,  • 2:36 PM



Text message





Les Zaitz



Yes. It will be a good time for sure

Monday, Sep 16 • 2:36 PM

Greg just cancelled tomorrow's meeting.

Monday, Sep 16 • 3:58 PM

Don't cancel that hotel room just yet. Myself Kelly D and JD are trying to have the meeting at 9 as originally posted.

Keep me posted.

Will do

Greg is pushing back on holding the meeting in the morning. Kelly wants to do it tomorrow evening

I would be there no matter the time. Isn't the board in charge ↓



Text message



✕ 1



do it tomorrow evening

I would be there no matter the time. Isn't the board in charge?

Yes. We're trying to see who has the authority to call a meeting. Usually our Chair calls the meeting. Kelly just sent the email requesting tomorrow at 6pm.

5d IGA

That's what we're looking e

At

Tuesday, Sep 17 • 7:59 AM

Any news?

Saturday, Sep 21 • 10:24 AM

Sent u email

I'll take a look. I'm in an AOC meeting

...



Text message



←  Les Zaitz



Sent u email

I'll take a look. I'm in an AOC meeting today.

Saturday, Sep 21 • 3:31 PM

About to publish story. Is or has there been "compensation packages pending approval by the Coolumbia Development Authority Board"?

Not to my knowledge, no.

Published

I will check it out. Thanks

Well done!! I wouldn't expect to see a Christmas card from him this year if I were you...

I would accept one if it had a prison return address.



Text message



Fwd: ue

1 message

Email from Les Zaitz to
John Shafer (Sept. 21)

Forwarded message -----

From: **Les Zaitz** <les@malheurenterprise.com>

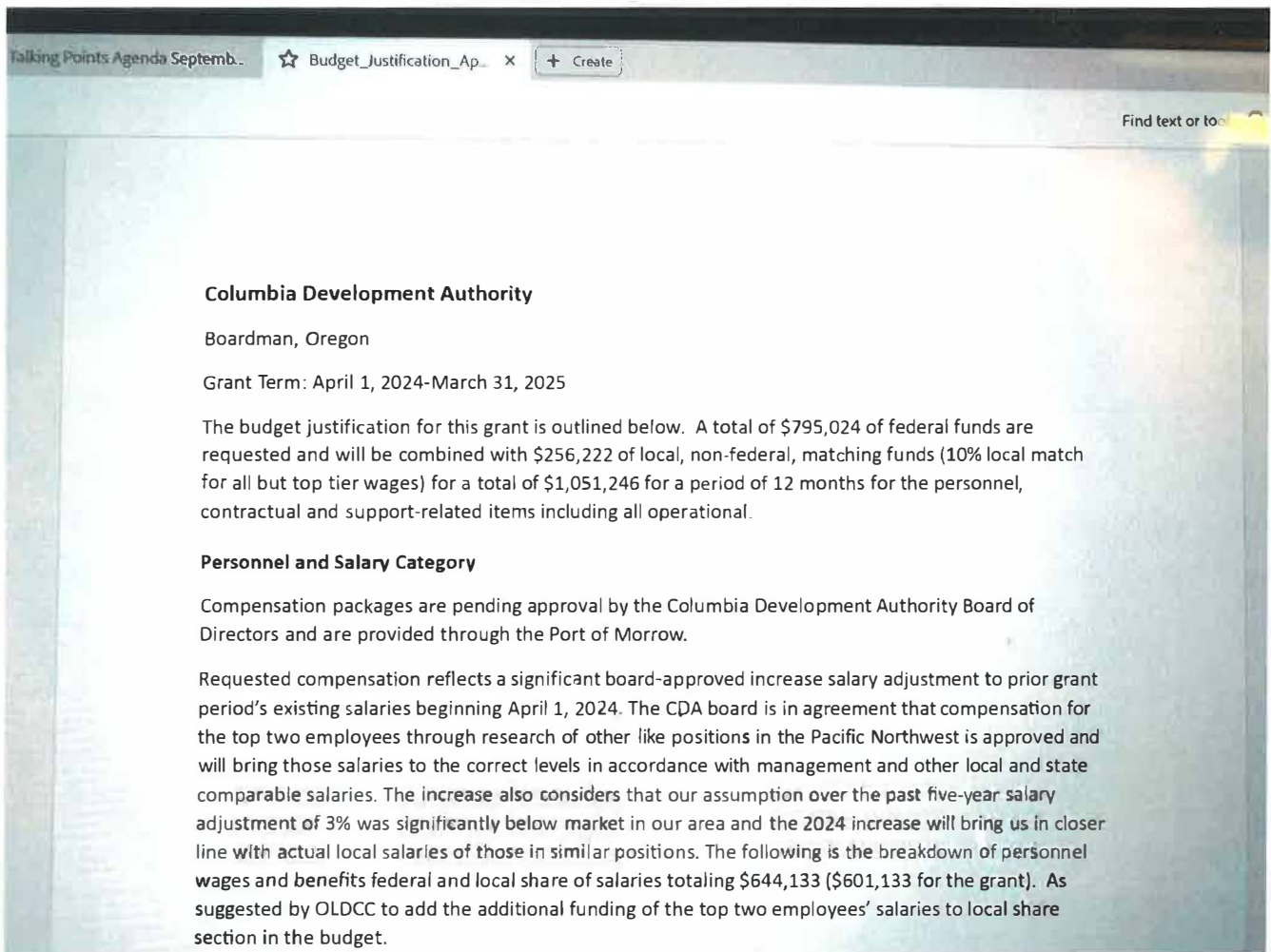
Date: Sat, Sep 21, 2024 at 9:35 AM

Subject: ue

To: John Shafer <john.shafer@umatillacounty.gov>

John,

I will call you in a bit with some questions but I wanted to get you some regarding this document. This is what Greg Smith shared with us showing the amended federal grant.



Questions:

1. Since the grant was approved by the CDA Board in June, does the board in your view need to approve any amendment to the grant?
2. The revised language states: "Compensation packages are pending approval by the Columbia Development Authority Board." Has such a compensation package been presented to the board? Is such a package pending approval?
3. The grant application still states: "Requested compensation reflects a significant board-approved increase salary adjustment." Is this accurate?

Thanks.

Les Zaitz
Editor and Publisher
Malheur Enterprise
(541) 620-0933

MALHEUR ENTERPRISE

Sept. 21, 2024

John Shafer, acting chair
Board of Directors
Columbia Development Authority
Boardman, OOR
La Grande, OR

**Letter from Les
Zaitz to CDA
regarding Sept. 20
meeting**

REQUEST: EXECUTIVE DIRECTOR STATEMENT

Dear Mr. Shafer,

I write concerning a statement made during the course of the Sept. 20, 2024, meeting of the Columbia Development Authority Board of Directors. As you know, I attended the meeting.

In the course of the public session, Greg Smith, your executive director, referred to me and said: "He sent an email to my wife with personal questions."

This statement is slanderous and defamatory.

During the meeting, Mr. Smith purported to read an email exchange he attributed to me. For your consideration, here is that exchange (also attached):

 Outlook

Re: Umatilla Electric Cooperative

From: Les Zaitz <les@malheurenterprise.com>
Date: Thu 9/19/2024 4:07 PM
To: Greg & Sherri Smith <gregandsherrismith@gmail.com>

Yes, but we still don't have answers and we need to explain to readers why we don't have answers, Greg.

Les Zaitz
Editor and Publisher
Malheur Enterprise
(541) 620-0933

From: Greg & Sherri Smith <gregandsherrismith@gmail.com>
Sent: Thursday, September 19, 2024 4:05 PM
To: Les Zaitz <les@malheurenterprise.com>
Subject: Re: Umatilla Electric Cooperative

Les,

Haven't you written this article twice already?

Greg
Sent from my iPhone

On Sep 19, 2024, at 3:24 PM, Les Zaitz <les@malheurenterprise.com> wrote:

Greg,
*What is the current annual contract amount for your company's service to UEC?
*What time commitment is required of you personally under that contract?
*Your company last year was paid \$100,000 to manage the loan fund of Morrow Development Corp. The records don't indicate any new loan activity. What was done for the \$100,000?
*The corporation reported on federal tax returns that you spend an average of 20 hours every week in your duty as a director. When do you perform this work?

Thanks.

Les Zaitz
Editor and Publisher
Malheur Enterprise
(541) 620-0933

I ask that the Columbia Development Authority Board at its next meeting arrange for that statement by Mr. Smith to be stricken from the record with acknowledgement of its falsity. I ask that that action be communicated by the Columbia Development Authority to all those known to be in attendance at the Sept. 20, 2024 meeting either in person or via Zoom.

I thank you for your attention to this matter.

Regards,

Les Zaitz
Editor and Publisher
Malheur Enterprise

Cc: Director Kelly Doherty
Director JD Covey
Director David Sykes
Elizabeth Howard, counsel, Schwabe Williamson

10:19

LTE 91

New Message

Cancel

To: Mrs. Kelly Doherty

Texts between
John Shafer and
Kelly Doherty
(Sept. 16-26)

Text Message
Mon, Sep 16 at 3:41 PM

Can you please call me
ASAP.

If we do a 24 hour notice
now you available
tomorrow at 4:30

or 5pm

Yes on both

10:20

LTE 91

New Message

Cancel

To: Mrs. Kelly Doherty

Might go 6pm



OK I sent out
suggestion.. If you want
to reply.

I just saw that. Thanks

we need ja to weign in.

I just replied

I don't have jd phone #

JD Tovey

JT



Message



10:21

LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

JD Tovey

JT



I see Greg has gone
radio silent

Kim too. I just called. so I
left a message saying he
has three board
members requesting a
special meeting.

No surprise there

Any word

nope.

Hhmmm

+



10:23

📶 LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

Hhmmm

As vice chair and kim
said he wouldn't be there
can you call a meeting

He said he wouldn't be
there?

He said he is leaving out
of country

You have got to be kidding me!!??

It's prob not true.

I just emailed jeff w. to see if he's available tomorrow evening



10:24

📶 LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

I just emailed jeff w. to see if he's available tomorrow evening



Greg just tried to call me

Answer it. Tell him he has three board members requesting a special

requesting a special meeting.

Fwd:

**Small Business
Development
Center Director**



eou.peopleadmin.com



10:24

LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

**Development
Center Director**

eou.peopleadmin.com



Called you looking for a
life raft.

He got removed as
director apparently

On the phone with him
now.

Don't weaken.

Not a chance

Greg is going to put a meeting together for Wednesday or Thursday. I will chair it since Kim is



Message



10:24

LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

Not a chance

Greg is going to put a meeting together for Wednesday or Thursday. I will chair it since Kim is out of town. He wants all 5 entities represented if there is going to be any kind of performance review. I agreed and said Kim's alternate can

represent the Port of Umatilla and he agreed.

Tue, Sep 17 at 7:14 AM

Let's add
organizational
restructure discussion as
a topic after the consent

+



10:25

📶 LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

Let's add
organizational
restructure discussion as
a topic after the consent
agenda.

Sat, Sep 21 at 8:40 AM

When did we approve an
amendment to the
grant? and what did it
say?

I didn't know there was
an amendment

He said he sent to
OLDCC an amendment
to the grant after my
comments.

+

!



10:25

📶 LTE 90

New Message

Cancel

To: Mrs. Kelly Doherty

He said he sent to
OLDCC an amendment
to the grant after my
comments.

I know the reporters took
pictures of his screen.
He was going to share
his screen but he never
did

ere.

So he sent an amendment to OLDCC without board approval.

Well.. if it's okay to send the original without board approval it must



Message



10:26

LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

Well.. if it's okay to send the original without board approval it must be ok to send an amendment to it....

Sat, Sep 21 at 4:12 PM

Updated story in the Enterprise. Les did a good job on it.

Name	Line	City	State	ZIP	of Business	V
Gregory Smith & Company, LLC	PO Box 219	Heppner	OR	97836	Business Development	C S

2. SOURCES OF INCOME:

Sources of Income is Required

Name of Source	Business Address	Description of Source
Gregory Smith & Company, LLC	P.O. Box 219 Heppner, OR 97836	Owner's Draw
Columbia Development Authority	P.O. Box 200 Boardman, OR 97818	Executive Director
State of Oregon	900 Court Street NE Salem, OR	Oregon Legislative

3. REAL PROPERTY:

Description	Address Line	City	State	ZIP
Commercial Building	123 Linden Way	Heppner	OR	97836
Commercial Building	187 North Main	Heppner	OR	97836



10:26

LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

Assembly

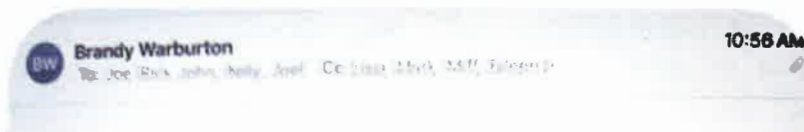
3. REAL PROPERTY:

Wow. Thanks

Sent you email for grants

Great. Thanks

Mon, Sep 23 at 1:19 PM



special meeting

Good morning,

I'm just checking in on all of your schedules for Wednesday and Thursday to possibly hold a **special meeting**. Could you please let me know when you would be available.

Thank you.



Brandy Warburton
HR Manager/ Executive Assistant

Set 3:46 PM '19 1541 551 3440
PO Box 200 / 2 E. Main Drive / Boardman, OR 97818
brandyw@stateoforegon.com | www.oregon.gov/oregon



Oh crap



10:27

📶 LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

Oh crap

Can we do a 24 hour
special meeting

I know where you're going with this, but under what reason we need to do it? I don't know if greg allows us to call that short notice.

Aren't you the chair

No, Kim is. I am the vice chair and since Kim couldn't make the meeting, I was chairing the meeting Friday.

+



10:27

📶 LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

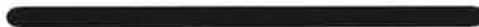
No, Kim is. I am the vice chair and since Kim couldn't make the meeting, I was chairing the meeting Friday.

Yes isn't he out of town. I could ask for a special meeting to hear a complaint against the director for threats

1/10/11, 00:20:00 (UTC-4:30) (M)

OK hold on and hold
your breath. I may
submit a written
complaint for the record.
Get to offense first.

Wednesday 6:09 PM



10:28

LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

complaint for the record.
Get to offense first.

Wednesday 6:09 PM

CDA approval meant
nothing. \$256,222 of
expenses for the 5
partners are the
responsibility of the
applicant.

-----Original Message-----
From: Kelly Doherty <kelly.doherty@rockofmstraw.com>

Sent: Tuesday, September 24, 2024 3:04 PM
To: Eileen Hendricks <ehendricks@portofmarrow.com>
Subject: CDA Grant

As you probably have heard there was a lengthy discussion over the grant. Greg repeatedly indicated that there were "lots of other hands in this" but never said what that meant or who that meant. You were mentioned twice as he explained the process. On Saturday we were sent an amendment that stated the compensation package was pending approval. That is not true either. Can you tell me who has access to the portal and who may have made that change. Your name is digitally signed at the bottom of the grant but no signature.

[See more](#)



RE: CDA Grant

Kelly,

I received a call yesterday from Tim Robert from the G.D.C. in the course of the conversation he said that Greg had called him and said they had been in error when they indicated the review had already been approved. I believe he said that he (Tim) added the additional sentence. As far as who has access, I went online and checked the User Roster.

#

1. CDA Administrative Assistant: Debbie Pedro
debbie.pedro@portofmarrow.com 541-481-3593 Port of Marrow, P.O. Box 200, Boardman, Oregon, 97818-0000, United States
2. Chief Financial Officer: Eileen Hendricks ehendricks@portofmarrow.com (541) 481-3572 Port of Marrow, P.O. Box 200, Boardman, Oregon, 97818-0200, United States
3. Project Coordinator: Eileen Hendricks ehendricks@portofmarrow.com (541) 481-3572 Port of Marrow, P.O. Box 200, Boardman, Oregon, 97818-0200, United States



10:28

LTE 89

New Message

Cancel

To: Mrs. Kelly Doherty

-----Original Message-----
 From: Kelly Doherty <kelly.doherty@portofmarrow.com>
 Sent: Tuesday, September 24, 2024 3:04 PM
 To: Eileen Hendricks <ehendricks@portofmarrow.com>
 Subject: CDA Grant

As you probably have heard there was a lengthy discussion over the grant. Greg repeatedly indicated that there were "Lots of other hands in this", but never said what that meant or who that meant. You were mentioned twice as he explained the process. On Saturday we were sent an amendment that stated the compensation package was pending approval. That is not true either. Can you tell me who has access to the portal and who may have made that change. Your name is digitally signed at the bottom of the grant but no signature.

RE: CDA Grant

Kelly,

I received a call yesterday from Tim Robert from the CDA. In the course of the conversation he said that Greg had already indicated said they had been in error when they indicated the grant had already been approved. I believe he said that he (Tim) added the additional performance. As far as who has access, I went online and checked the User Roster.

#

1. CDA Administrative Assistant - Debbie - Pedro
columbiadassistant@portofmarrow.com 541-481-2692 Part of Marrow - PO, Box 200, Boardman, Oregon - 97518-0000, United States

2. Chief Financial Officer - Eileen - Hendricks
ehendricks@portofmarrow.com (541) 481-2679 Part of Marrow - PO Box 200, Boardman, Oregon - 97518-0200, United States

3. Project Coordinator - Emily - Collins
emcollins@portofmarrow.com (541) 481-2693 Part of Marrow

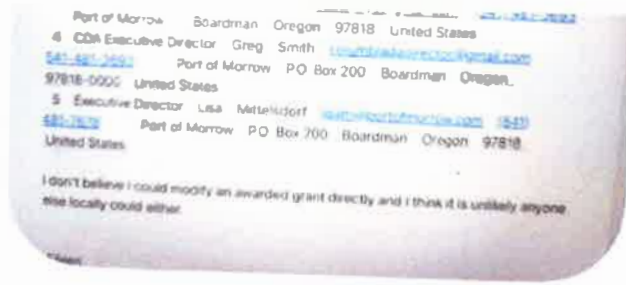
4. CDA Executive Director - Pedro
pedro@portofmarrow.com (541) 481-2692

1. CDA Administrative Assistant - Debbie - Pedro
columbiadassistant@portofmarrow.com 541-481-2692 Part of Marrow - PO, Box 200, Boardman, Oregon - 97518-0000, United States

2. Chief Financial Officer - Eileen - Hendricks
ehendricks@portofmarrow.com (541) 481-2679 Part of Marrow - PO Box 200, Boardman, Oregon - 97518-0200, United States

3. Project Coordinator - Emily - Collins
emcollins@portofmarrow.com (541) 481-2693





Thursday 10:10 AM

I survived meeting. They didn't boot me off.



I survived meeting. They
didn't boot me off.

Woo hoo!!

I've been out of cell
coverage for a few days.
I'm back now however



New Message

Cancel

To: Terry Murry

Messages between
Terry Murry and
John Shafer

I will be in Salem tomorrow. Dan is going to cover for me.

Ok. Safe travels.

Thank you! I will call you later this morning. I have something for you.

Great!

New Message

Cancel

To: Terry Murry

I haven't forgotten you...
I'll call in about 20
minutes

Great!

Texts with Terry
Murry (Sept. 20)

Fri, Sep 20 at 12:54 PM

I will await your call, text,
or email

Of course!!

New Message

Cancel

To: Terry Murry

I haven't forgotten you...
I'll call in about 20
minutes

Great!

Fri, Sep 20 at 12:54 PM

I will await your call, text,
or email

Of course!!

Fri, Sep 20 at 6:31 PM

?

Still going

Wow!



Message



New Message

Cancel

To: Terry Murry

Still going

Wow!

Sun, Sep 22 at 5:04 PM

You have the quote now.
Sorry it took so long. I
wanted to get the figures
correct.

Got it! Thank you so
much!!

New Message

Cancel

Terry Murry

The vote to roll back the salaries was 3-1. David Sykes voted for them to keep their raises. Other than that great job!!

Damn
I will fix

I should've warned you. I will take the hit on that one.

Fwd: Quote?

1 message

Forwarded message -----

From: **Terry Murry** <terry@elkhornmediagroup.com>

Date: Sun, Sep 22, 2024 at 5:04 PM

Subject: Re: Quote?

To: John Shafer <john.shafer@umatillacounty.gov>

Excellent!

On Sun, Sep 22, 2024, 5:03 PM John Shafer <john.shafer@umatillacounty.gov> wrote:

I was saddened at the turn of events from Friday's meeting. When I heard Executive Director Smith say he told the Army the CDA Board approved his raise, without that being the case, that stung more than a little. The Board felt it prudent to place all salaries back to their original rate of pay and for the employees to pay back the money that was erroneously given to them. In the case of Greg Smith that will come out to an estimated \$33,000.00, and Debbie Pedro will have to pay back about \$23,000.00. We are dealing with public funds and we must be transparent with those dollars.

 Umatilla County Logo Color Sunset no words.jpg

John Shafer

Umatilla County | Commissioner
216 SE 4th Street | Pendleton, OR 97801
Office: (541) 278-6203
Webpage: <http://www.umatillacounty.gov>

On Sun,
Sep 22,
2024 at
4:34 PM
Terry

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11/1/24, 2:09 PM

Umatilla County Mail - Fwd: Quote?

Murry <terry@elkhornmediagroup.com> wrote:

I'm ready.

Just zap me an email!!



UMATILLA COUNTY

Emails between CDA board and staff (Sept. 29-30)

Fwd: October 1, 2024 special meeting

1 message

Forwarded message -----

From: **John Shafer** <john.shafer@umatillacounty.gov>

Date: Mon, Sep 30, 2024 at 12:01 PM

Subject: Re: October 1, 2024 special meeting

To: Kim Puzey <kim@portofumatilla.org>

CC: Columbia Development Authority <columbiadirector@gmail.com>, joe.taylor@portofmorrow.com <joe.taylor@portofmorrow.com>, Robert Blanc <rjblanc@yahoo.com>, CDA Assistant <columbiadaassistant@gmail.com>, Lisam@portofmorrow.com <Lisam@portofmorrow.com>

Sorry for the delay in responding but I am traveling and have limited cell service. I recommend tomorrow at 2:30pm. We can do a virtual meeting. I do like Kim's suggestion of getting examples for evaluation forms. The Port of Morrow would be a good place to start.

Thanks,

John

 Umatilla County Logo Color Sunset no words.jpg

John Shafer

Umatilla County | Commissioner

216 SE 4th Street | Pendleton, OR 97801

Office: (541) 278-6203

Webpage: <http://www.umatillacounty.gov>

On Sun,
Sep 29,
2024 at
7:40 PM
Kim

Please Be Aware - Documents such as emails, letters, maps, reports, etc. sent from or received by Umatilla County are subject to Oregon Public Records law and are NOT CONFIDENTIAL. This includes materials that may contain sensitive data or other information, and Umatilla County will not be held liable for its distribution.

Puzey

<kim@portofumatilla.org> wrote:

Greg,

Please forgive my ignorance on what transpired on September 20, as well as my unavoidable absence. I'm grieving still over reading reports of what you were unfortunately and unfairly subjected to. I don't blame you for not wanting to attend any meetings that could be remotely like the former. Again, please accept my sincere apologies.

Going forward, I have several suggestions: (1) Provide the CDA Board with as many examples of Evaluation Forms that are successfully being used by similar organizations. (2) Conduct a Doodle Survey to insure availability of the Board. (3) Ask your staff to make the public announcement. (4) Attend the meeting.

All of the above is important and nothing about the creation of a fair and reasonable process should preclude you or your staff from attending the meeting.

No one. I repeat, no one should feel threatened, harassed, belittled, bullied, berated, mocked, maligned, or intimidated in the workplace.

Please call if you have questions.

Kindest personal regards,

Kim B. Puzey

Get [Outlook for iOS](#)

From: Columbia Development Authority <columbiadirector@gmail.com>

Sent: Sunday, September 29, 2024 5:27:45 PM

To: Kim Puzey <kim@portofumatilla.org>; John Shafer <john.shafer@umatillacounty.gov>;
joe.taylor@portofmorrow.com <joe.taylor@portofmorrow.com>

Subject: October 1, 2024 special meeting

Gentlemen,

Tomorrow, I will be returning to work. I do not have direction on how to proceed with your special board meeting on October 1, 2024. I must post this public meeting with 48 hours notice to accommodate those with disabilities.

Mr. Shafer, as you were chair on Friday, September 20, 2024, might I suggest you coordinate with Mr. Tovey and Mrs. Doherty on how to proceed? As the meeting is called to create a second process for an executive director evaluation, I will refrain from attending.

Chair Puzey and Vice-Chair Shafer, please provide direction.

Regards,

Greg

Gregory V. Smith



**Email from Kelly
Doherty to John
Shafer (Sept. 30)**

Fwd: CDA meeting

1 message

Forwarded message -----

From: **Kelly Doherty** <Kelly.Doherty@portofmorrow.com>

Date: Mon, Sep 30, 2024 at 7:05 PM

Subject: CDA meeting

To: John Shafer <john.shafer@umatillacounty.gov>

I asked Joe if he had info from HR, for meeting he didn't.. Ill ask her tomorrow to touch base with you.



Fwd: CDA Info

1 message

**Email from Kelly
Doherty to John
Shafer (Sept. 30)**

Forwarded message -----

From: **Kelly Doherty** <Kelly.Doherty@portofmorrow.com>

Date: Mon, Sep 30, 2024 at 4:24 PM

Subject: CDA Info

To: John Shafer <john.shafer@umatillacounty.gov>

Were you able to put together any HR information for the meeting?