

John D. Chmelir, P.E.

2262 Elderberry Lane
Grants Pass, OR 97527

October 20, 2009,

To Whom It May Concern,

This is a positive recommendation for David Frasher. He is smart, hard working, loyal, and has a high level of integrity. I recommend him to any evaluation panel without reservation.


I have been an executive in Public Companies providing Professional Engineering, Scientific and Management services to industry and government, and have hired and managed literally hundreds of high-performance individuals. Likewise, in my career I have dealt with government at local through national levels and have encountered countless public officials making decisions that affected my endeavors. Currently I am a builder and developer in Grants Pass and the surrounding counties and towns. I also serve as the President of the Home Builder's Association of Josephine County. David stands head and shoulders above other professionals I have worked with in my career. He has the highest personal integrity and professional abilities.

I was not supportive of the removal of David's predecessor but was impressed with David when he first arrived. His immediate position to either enforce all ordinances or get rid of them ruffled some feathers initially, but eventually was seen to be positive. He won my respect for his even-handed approach to enforcement of those ordinances. Essentially, he created an environment in which if one lived by the rules then the outcome was predictable as outlined in the code. His integrity quickly became apparent. It didn't matter whether one was a "Good Old Boy" or not, only whether one lived by the written rules. That is not to say that he was a slave to those rules. On the contrary, he always listened to arguments, suggested improvement or removal of conflicts in the ordinances, and pressed for fair resolution.

David quickly earned the respect and admiration of his staff and earlier councils. The November's '08 election brought four new members to the Council. Those new Councilors immediately indicated their skepticism that David could satisfy them, then overwhelmed David with information requests, went around him to staff, and when he objected, wrote editorials excoriating him. Throughout the ensuing six months, even though these Councilors, and an additional one they had recruited, were maneuvering to remove David, he was always professional in his demeanor, and always worked to steer Council's efforts toward resolving the important issues before the City. I know that David was touched by the outpouring of support from the community for him in his defense, and eventually the five Councilors that voted to remove him were in fact removed themselves by recall, and unprecedented outcome.

Even in the midst of it all, David provided the Council with advice on his own removal to keep the effort within the law. In short, he put the best interests of the City above his own career in every instance. He has earned my complete trust and respect, and I would hire him back as a City Manager of Grants Pass if it were within my power. David Frasher would be an asset to any organization, and especially municipal government. I give him my highest endorsement.

Respectfully,


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