



Richard William Riggs

Senior Judge
State of Oregon

7920 SW Fairway Drive
Wilsonville, OR 97070-6434
503.694.1470

Sept 9, 2009

To Whom It May Concern:

I am writing on behalf of David Frasher to recommend him for employment with your organization. I initially met David Frasher a few years ago in his capacity as City Manager of Grants Pass, Oregon. By then, I had retired from my full time duties with the Oregon Supreme Court, although I continue to serve as a Senior Associate Justice, subject to assignment throughout the state as needs require. In 2006, David and I worked on a project for the City of Grants Pass that took about four months to complete. The project involved several hours of interviews with citizens, city employees, and elected officials, followed by a thorough analysis of the City's prior real estate purchases and some sensitive personnel issues. At the conclusion of the project, David carefully crafted a new real estate purchase policy for the City that effectively addressed every issue identified during the project while at the same time dealing effectively and very fairly with the associated **personnel** matters.


As a practicing lawyer and judge for more than thirty years, I have encountered just about every kind of person one might imagine. I have become accustomed to working with some of the most talented, capable, creative, and well educated professionals in the country. David always demonstrated these qualities at the highest level, but with a quiet sense of **humility**, confidence, and compassion seldom seen. What struck me most about David became manifest as I observed him in the community and in his interaction with his co-workers and with elected officials. **While** it was clear that David possessed superior knowledge about his profession and the technical aspects of his job, it was his exceptional leadership ability that I remember most. David inspired people with an easy going style that appeared effortless. I witnessed the deep mutual respect that David shared with those around him, regardless of their position within the organization or their standing in the community. David always remained focused on what was best for the community and executed his responsibilities with an intense commitment to the highest ethical standards.

Since completing our project together I have remained in touch with David and have followed the developments in Grants Pass. The community appears to have been **politically** divided for years, well before David began working there. These influences became more prominent when several new City Council members were elected and made a series of decisions in such a manner that David eventually resigned. Grants Pass residents responded by recalling these Council members from office little more than forty days later. The political upheaval continues in Grants Pass to this day and may simply be part of the fabric of that particular community for some time. While such an experience would be difficult for any City Manager, David remained the poised, professional leader that I have known him to be throughout. No matter how chaotic the local political environment became in Grants Pass, the community appeared to remain confident in the City Manager's office and the **stability** that it

provided, passing a new **public** safety levy by a record margin of nearly 68 percent...a strong testament to David's professionalism and the legacy of service and trust that he created in Grants Pass.

In closing, I highly recommend David to any organization seeking a top level executive with exceptional professional knowledge and experience, outstanding communication skills, a strong commitment to ethical standards, and leadership abilities that are among the best that I have seen in my years of public service experience. I am pleased to serve as a reference for David and welcome any questions that you may have.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Riggs', with a long horizontal line extending to the right.

Richard William Riggs

Senior Judge

State of Oregon