

COMMISSIONERS OF OXFORD

Regular Meeting Minutes

July 9, 2024

The Commissioners Meeting was held at the Oxford Community Center on Tuesday, July 9, 2024. Meeting was called to order and the meeting opened with the Pledge of Allegiance.

PRESENT

Attending the meeting were Commissioner Tom Costigan, Pres, Commissioner Katrina Greer, Chief Chris Phillips, Town Planner Marilyn Williams, Clerk/Treasurer Vickie Sharp, Attorney Lyndsey Ryan and Public Works Supervisor Matt Ozman. Approximately 102 people were in attendance and along with individuals attending virtually.

OATH

Kathi Duvall, Circuit Court Clerk for Talbot County gave oath of office to incoming Commissioner Norman Bell. Commissioner Bell joined the rest of the Commissioners at the table.

COMMISSIONER AND STAFF COMMENTS

Commissioner Greer moved to amend the agenda by removing four items from the Town Planner's report, leaving only the mosquito spraying and house elevation grant. Commissioners Costigan seconded the motion, all were in favor, and the motion carried.

Clerk/Treasurer instructed the Commissioners that they needed to vote for a President, Commissioner Costigan nominated Norman Bell. Commissioner Greer nominated herself. Commissioner Bell nominated himself. With a 2-1 vote, Commissioner Bell has been appointed as President.

Commissioner Bell requested a moment of silence in memory of Sally Fronk, who passed away on July 3rd.

APPROVAL OF MINUTES

Commissioner Costigan motioned to approve the minutes of Jul 2, 2024 as distributed, Commissioner Greer seconded the motion, all were in favor, and the motion carried.

ANNOUNCEMENT

The Oxford Commissioners held a special meeting on Thursday, June 27, 2024 at 9:00 am in closed session to discuss personnel matters and obtain legal advice.

PUBLIC WORKS REPORT

Public Works Supervisor Matt Ozman presented the public works report. Public Works had three employees on during the fireworks on July 5th. We helped with traffic control setup, breakdown, and doing trash afterwards. Thank you to the police department for assisting with everything. Bioswale restoration on Market Street has been completed. Hills Electric has been able to work on the control panel for well number two. New 25-mile-an-hour speed signs have been installed on South Morris between Pope's Tavern and West Pier Street. There are still six more to put up. A new stop bar has been installed at the intersection of Caroline Street and Tred-Avon. The new water fountain has arrived for the tennis courts. We will be installing that tomorrow.

POLICE REPORT

Chief Phillips announced the promotion of PFC Bobbick to Sergeant. Presented Sargeant Bobbick with a certificate. Chief Phillips reviewed the Stat reports for the Town of Oxford and the Talbot County Sheriff's Department. On July 5th there several police agencies helping with traffic during the fireworks. The Oxford Citizens Police Academy will be starting on Tuesday, September 3, 2024 at 5:00 pm. It will continue the first Tuesday of every month until December. Request for modification to the capital

budget for FY25. Looking to purchase 2 used police from the Town of Greensboro. This purchase will be less than the cost of 1 new vehicle. The saving would be around \$30,000 to \$40,000, would like to use the savings for overtime cost, currently there is no funds for overtime. Commissioner Greer moved to amend the police capital budget for the amount proposed with input from the Commissioners. Commissioner Costigan seconded the motion, all were in favor, and the motion carried.

FIRE COMPANY

Tim Kearns with the Oxford Volunteer Fire Department gave an update, (due to no microphone was unable to hear).

UNFINISHED BUSINESS

Jack's Point living shoreline, was presented again, there were no comments from the neighborhood. The drawings have changed slightly to the Town's benefit. Is being resubmitted for approval. Commissioner Greer motioned to approve the Jack's Point living shoreline installation, Commissioner Costigan seconded the motion, all were in favor, and the motion carried.

NEW BUSINESS

Commissioner Costigan stated this has been a difficult and frustrating period for our town and its leadership. Since the retirement of our previous town manager, Commissioner Greer, former Commissioner Delane-Botkin and I have worked diligently to find a suitable replacement. Through multiple in-person interviews, we thought we had secured the services of the best candidate possible using the information we had available. I'm disappointed to admit that we were wrong. I'm someone who believes that you learn from your mistakes, but it does little good to dwell on them. With that in mind, we must move forward and work to create the best, most efficient town government that will meet the needs of our citizenry. Vickie Sharp, Marilyn Williams, and Lisa Willoughby will keep our town running and be sure the services which Oxford citizens expect will continue to be delivered. Chris Phillips and our police department are well-equipped to help keep us safe. Matt Ozman, Michael Bell, and our public works team will make sure our 341-year-old town continues to shine in its proud tradition. Having strong, competent staff gives us something precious. It gives us time. Time to do things right. It gives us time to reflect, evaluate what sort of government structure and the personnel best suit our town's needs. Most importantly, it gives us time to develop and execute a plan that should lead to a successful outcome. It is crucial that we do not rush this process. Once developed, we can take that plan to a professional search firm that we will have selected with the expectation that they will bring to us a large pool of carefully vetted potential candidates. This process is going to take some time, but that's okay since speed is not the goal here. Let's ensure that ultimately, we create the most appropriate and efficient town government that meets Oxford's needs today and in the future. Commissioner Greer moved to make a resolution to have professional search firm, that specializes in local government conduct the search for a Town Manager. Commissioner Costigan seconded the motion.

Commissioner Greer stated we need a structure now and how we're going to do our work going forward with the ultimate goal of eventually finding out how we're going to operate and use the search firm at the appropriate time to find the next town manager. We don't want to delay too long because the four to six months for the recruitment process could put pressure on our staff. Between the three staff and the three commissioners, we will need to divide up the jobs and the supervisory. I propose that each of us take an area to supervise and inform each other of important information. I have done a lot of work on the budget and expenses. I advocated for better cash management. There are many expenses that need to be better managed or put out for bid. Vickie, Matt and Chris are firmly behind these cost-cutting measures. I have also recently taken the FEMA course on grants management, covering 2 CRF Part 200. Norm, as president, should take all of the commissions and public works. He has experience as a member of the Planning Commission. Tom has a close working relationship with the police department and is knowledgeable about emergency planning. Each of us will take an area to supervise

and inform each other diligently of important information. Commissioner Costigan is concerned with the finance and stated it is generally the commissioner President. Commissioner Greer stated, there is nothing in the charter that says that the president has any more powers than any of the other commissioners. Town Attorney Ryan confirmed that the commission President is a dual signer, but as far as operation or regulation, they wouldn't have any additional authority. Commissioner Bell stated he wanted to think a little longer regarding the split of duties.

LETTERS AND REQUEST

Letters were received from Town Citizens regarding, hiring a search firm for the new town manager position, 32 letters. Letters regarding expansion of Doc's, 1 letter. Letters regarding volunteer offer to donate trees, 1 letter. Letters regarding requesting apology, 1 letter.

TOWN ATTORNEY

No updates

TOWN PLANNER'S REPORT

We have been contacted by the state that does our mosquito spraying, that there are four citizens who have opted to be exempt from mosquito spraying. With this exemption the state creates a 300 foot buffer around that particular property. Residences around the property within that 300 foot buffer will not be sprayed. This affects approximately 76 parcels. The Commissioner President can write a letter to the Secretary of the Department of Agriculture and have all affected homeowners who want to have their property sprayed amend the buffer to being only the exempted parcels property lines. All you have to do is stop by the Town Office and sign the signature page of the letter.

The kickoff meeting for the FEMA house grant elevation project will be later this week. We will be going around to each of the homes and developing an individual scope of work. Hopefully by the end of August or beginning of September we can start sending out request for bids.

CLERK/TREASURER

The Town handed out two R. Gordon Scholarships one each to Tristen Lee and Samantha Jesse, they both will receive a \$500 scholarship going toward next year's college.

The following committees/boards have positions that need to be filled. Board of Zoning Appeals John Pepe expiring July 13th and alternate position open. Historic District Commission Jennifer Stanley expiring August 14th, Planning Commission Norman Bell resigned and 2 vacant positions.

ANNOUNCEMENTS

Paint Oxford Day – July 14, 2024

Next Commissioners meeting – July 23, 2024

COMMISSIONER COMMENTS

Commissioner Greer Congratulated Norman Bell on winning the election. Commissioner Costigan congratulated the Parks and Recreation committee for the event they put on in the park on July 4th for the kids. And too, the OCC for the community potluck dinner.

PUBLIC COMMENT

Sayre Mathew spoke about the need to be notified about the chemicals being used for mosquito spraying and expressed her agreement with the need to pivot to a search firm for the hiring of a Town Manager. Lelde Schmitz expressed extreme concern for the butchering of the trees by the tree company hired by Delmarva Power and what can be done to prevent them from removing large branches and leaving the trees lopsided. Jane McCarthy and Mary Novak both expressed concern about the mosquito spraying being toxic. Peter Clancy asked when was a plastic bag ordinance expected and he was told at the next

meeting. Jan Greenhawk asked who did the background search and what firm was used. Scott Renseberger asked if the information he shared with the Town Manager was known to the Commissioners. He was told it was not known. Jan Greenhawk asked who did the background search and what firm was used. She was told that the "Town Office posted on Indeed, conducted the search and did the background check". Eva Dietz requested a meeting with Talbot Thrive and the town to discuss the MDOT Bike Trail that would take part of the Causeway Park. This is creating more impervious surface and would prevent the town from returning the park to marsh and using the park as a bio-retention area for tide/flood mitigation. Dr. Dietz asked if this project had been discussed with the public, vetted by the town, met the criteria of our Stormwater Management Plan, or our 2100 Vision. Last she looked the 2100 vision plan and it has the park returning to water. Ms. Dietz would like this discussed at a meeting. John Fairhall expressed concern over the rooftop bar and event space permit for Doc's Sunset Grille. Neighbors were already dealing with parked cars on street, bottles and trash. Could the parking situation be worked on by Planning and the Commission? Walter Patton asked if there could be community input to the search for a new Manager. Berkley Cone also asked about community input to the search process. Joe Kenny expressed concern that water meters were not working and that it impacted all of the people who had working meters. Jane McCarthy asked about the cost of the new water meters.

Respectfully submitted, Vickie Sharp, Clerk/Treasurer

*Citizen letters discussed in these minutes are available upon request at the Town Office.
Commissioner Meetings are now live streaming and are archived on townhallstreams.com.*

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:20 PM
To: Vickie Sharp
Subject: FW: Search firm

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

-----Original Message-----

From: NELL BEAL <nb3477@aol.com>
Sent: Monday, July 8, 2024 10:43 AM
To: normanbell45@gmail.com; katrinahgreer@icloud.com; dc2ox4d@verizon.net; oxfordmanager@goeaston.net; lryan@bbcmlaw.com
Subject: Search firm

Dear Commissioners,

I am writing to request and strongly encourage you to hire a search firm. You were elected by the people to act in the best interests of the entire town and not a select few. You are charged with shepherding Oxford into a healthy future.

Thus far, it would seem that money's have been spent on frivolities. The list is long- a \$20,000.00 budget for maintenance uniforms, a \$100,000.00 for games and upgrades to a town park that is never used, \$30,000.00 for a bike trail that leads nowhere.

We need to invest in Oxford- not "the look of the matter". It is time for a broad search to find an honest , objective, and transparent town manager. That requires a search firm. I do not believe we can find that without a national search, Indeed or an internal candidate will not suffice. We cannot repeat the mistakes of the past.

It is time to turn the page and start a new chapter in Oxford. Please begin.

Sincerely,
Nell Beal

I am also requesting that this be put into the town record

>> CONFIDENTIALITY STATEMENT: The information in this correspondence is intended only for the individual or entity named above. It may be confidential, legally privileged, or exempt from disclosure under applicable law. If you have received this information in error, or are not the named recipient(s), please notify the sender immediately by reply e-mail and then delete it from your computer and destroy all paper copies of this message, including attachment(s). If the reader of this message is not the intended recipient, you are hereby notified that any disclosure, dissemination,

distribution or copying of this communication or its contents is strictly prohibited. I do not employ secure encryption for email and cannot guarantee the confidentiality or protection of any health information included within email communications. By emailing I assume you are granting permission for us to reply by email and that you understand that the email content may not be protected.

Hugh G. Beebe and Carin Starr
803 S. Morris Street/ PO Box 132
Oxford, Maryland 21654
Hb151nmsto@gmail.com cstarr7@gmail.com

March 20, 2024

Dear Commissioners of the Town of Oxford, Maryland,

We write to encourage you to use a recruiting team to manage the search and successful hiring of our next Town Manager. We appreciate there is a significant financial investment with this decision. We believe there is also much to be gained, worth every penny of the investment.

Our town has endured a great deal in the past 18 months. Transparency seems of utmost importance for healing and finding common ground. Both will facilitate our community moving forward productively. Beyond this, the resources a recruiting firm can provide, the experience and follow through, should the selected Town Manager not work out, greatly enhance their participation and the financial investment.

You three will be the final deciders for this very important position. Using a recruiting team doesn't change your role. For us, it seems to empower you.

Thank you for your consideration.

Respectfully,
Jock Beebe and Carin Starr

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Tuesday, July 9, 2024 11:41 AM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd:

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Melody Watson <melodydavis619@gmail.com>
Date: July 9, 2024 at 11:31:34 AM EDT
To: Tom Costigan <dc2ox4d@verizon.net>, Norman Bell <normanbell45@gmail.com>, Katrina Greer <katrinahgreer@icloud.com>
Cc: lryab@bbcmlaw.com, oxfordmanager@goeaston.net, Ken Davis <kendavis_cpa@yahoo.com>

Dear Commissioner Costigan
Dear Commissioner Greer
Dear Commissioner-Elect Bell

My name is Melody Davis and my husband, Ken Davis and I live at 313 N. Morris Street, Oxford. We have been residents of Oxford since 2016.

I am writing to you in support of a proposal to hire a recruitment firm to facilitate the hiring process for Town Manager of Oxford. I understand there are costs associated with this approach, but I believe that given the unsuccessful recruitment of the previous candidate, the Town needs assistance with recruiting for this very important role. I believe we should leverage the expertise and vetting processes of a recruitment firm and/or other non-profit resources this time around in order to enhance the pool of candidates we are reaching.

As someone who is in the workforce, I can tell you that finding candidates and recruiting has vastly changed since COVID. The labor market and ability to track quality candidates has very much evolved since COVID, and my opinion is we need to think a bit outside the box in terms of how we are approaching hiring for this critical position.

Thank you all for your dedication to our community.

Respectfully,

Melody Davis
313 N. Morris Street
Oxford, MD 21654

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:17 PM
To: Vickie Sharp
Subject: FW: Hiring New Town Manager

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

-----Original Message-----

From: Warren Davis <wdavisoxford@gmail.com>
Sent: Monday, July 8, 2024 4:10 PM
To: Norm Bell, Commissioner-Elect <normanbell45@gmail.com>; Tom Costigan, Commissioner <dc2ox4d@verizon.net>; Katrina Greer, Commissioner <katrinahgreer@icloud.com>; Town Attorney <lryab@bbcmlaw.com>; Town Manager <oxfordmanager@goeaston.net>
Cc: Madge Henning <madgehenning@me.com>
Subject: Hiring New Town Manager

Oxford Leadership,

Earlier this year, following an informative session on the role of professional recruiting firms in hiring a town executive, we wrote to a Commissioner who had expressed reservations about the need to spend funds for this purpose. We challenged her view and encouraged her to consider the benefits of employing a search firm to expand the reach of our hiring process. The Commissioner responded by email that her academic credentials and experience were more than sufficient to undertake Oxford's search without the assistance of costly professionals. We now know how that turned out.

Let's not make that mistake twice. Now is the time to be deliberate and open about the process. The selection of a new Town Manager will likely be the most important task facing our current Commissioners. Let's increase the odds that we will be successful. Hire a qualified search firm to lead the process.

Respectfully,
Warren Davis & Madge Henning
201 Banks Street

Sent from my iPad

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 4:53 PM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd: Town Manager

Donovan is a lawyer and was COO and Chief Counsel of the Redskins

Begin forwarded message:

From: David Donovan <davedono@gmail.com>
Subject: Town Manager
Date: July 8, 2024 at 4:49:59 PM EDT
To: normanbell45@gmail.com, dc2ox4d@verizon.net, katrinahgreer@icloud.com

Tom/Katrina/Norm --

First, Norm, sorry you are having to deal with this disaster in your first order of business.

All: We think the town is entitled to know how the Calvert hiring debacle happened and how we are going to avoid such a mess on the next go-round. And I hope we aren't going to hear that it is a personnel matter and therefore it cannot be discussed -- the steps the town took to find a candidate and vet him are most certainly the subject of proper inquiry and full disclosure. Who conducted the inquiry, what was done to evaluate his background, were supervisors on his most recent job contacted before he was hired, etc. Did the town really fail to conduct a criminal background check? Seems inconceivable. One account online claimed that the Facebook page of the town that most recently employed him is full of nasty comments by local citizens on his tenure -- we all know how misleading stuff like that can be (and often is), but did someone from the Town review these comments (and follow up to see if they held any water) before the hiring decision was made?

I also would like confirmation that we did not end up paying Calvert anything in connection with his brief appointment.

As for avoiding a repeat, I would advocate using a professional search firm. Did the town really just use a posting on INDEED to identify candidates? Seems obviously nuts to me.

All this seems self-inflicted. Nonsense like this needs to stop. No more drama!

Dave and Rose Donovan
203 N Morris

July 8, 2024

Commissioners of Oxford, Lindsay Ryan, Esq., and Oxford Town Office
Oxford, Maryland 21654
katrinahgreer@icloud.com
dc2ox4d@verizon.net
normbell45@gmail.com
lryan@bbcmlaw.com
oxfordclerktreasurer@goeaston.net
townoffice@goeaston.net

Dear Oxford Commissioners Costigan and Greer, Commissioner-Elect Bell, and Ms. Ryan;

The opportunity to use a professional recruitment firm is once again before the Town Commissioners. The Commissioners chose not to use a professional recruitment firm in March, resulting in a failed recruitment. We encourage you to make the right choice this time -- the responsible one -- and vote to move forward with the professional recruitment firm at your meeting on July 9.

By using a professional recruiter with experience in helping communities such as ours to identify a new town manager, we will have access to a broad and deep range of local government management professionals. Yes, there is a cost to using a professional recruiter. But the cost is relative, especially compared to the value this approach can bring to the Town.

We are deeply disappointed with the process used this spring. It was destined to, and did indeed, fail in producing a qualified, professional, and moral candidate. This flawed process was costly to the town in both dollars and time. It also constitutes poor judgement bordering on a dereliction of duty.

We encourage the Town Commissioners to decide to hire a professional recruitment firm to help you hire the next Town Manager.

This letter is to be read at the Town Commissioners' meeting on Tuesday, July 9, 2024, and be included in the meeting minutes.

Respectfully,



Carol Kachadoorian and Tom Downs
105 Jacks Point Road
Oxford, 21654



From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 6:39 PM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd: Town Manager Search

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: John Fairhall <john.fairhall@gmail.com>
Subject: Town Manager Search
Date: July 8, 2024 at 6:14:46 PM EDT
To: Tom Costigan <dc2ox4d@verizon.net>, Katrina Greer <katrinahgreer@icloud.com>, normanbell45@gmail.com
Cc: ryab@bbcmlaw.com, oxfordmanager@goeaston.net

Dear Commissioners Costigan, Greer and Bell,

On Tuesday night you have the opportunity to put the disastrous first phase of the town manager search behind us. It's been hard to explain how this embarrassing sequence of events could have occurred.

Hiring a search firm is the *only* credible option and will provide you with qualified choices to choose from. The cost will be minor when you prorate it against the long-term benefit. In the meantime, it's best to use existing staff to share for a few months the burden of additional work.

Collectively, you have considerable managerial and executive expertise needed to help our employees bridge the gap. Looking for an interim town manager — or bringing back a former employee -- will ultimately backfire, costing us time and money and spawning another round of doubts and bad publicity. Speaking of, Jan Greenhawk has newly circulated a comprehensive overview of the failed search; Hugh Panero's stinging rebuke and history of events remains available on the Talbot Spy site.

Going forward, I'm sure we'd all welcome a positive round of commentary and coverage. Please make this letter part of the record.

Respectfully,

John Fairhall
108 W. Pier St.

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:23 PM
To: Vickie Sharp
Subject: FW: Town Manager

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Nancy Fogarty <ncfogarty@yahoo.com>
Sent: Monday, July 8, 2024 8:20 AM
To: Tom Costigan <dc2ox4d@verizon.net>; Katrina Greer <katrinahgreer@icloud.com>; Norman Bell <normanbell45@gmail.com>; Lyndsey Ryan <lryan@bbcmlaw.com>; oxfordmanager@goeaston.net
Subject: Town Manager

Tom/Norm,

As committee members for creating the Town's Hiring Policy it is clear we did not put enough focus on the recruitment and hiring of a Town Manager vacancy.

All,

Given the recent lack of diligence with the hiring of Mr. Calvert in the position of Town Manager, I recommend (& urge!) you to engage with a professional recruitment firm specializing in the recruitment of local government positions to ensure proper vetting of this most important Town position.

It is your responsibility to ensure the new Town Manager have proven work related experience, have no concerns with a background check, and possess the traits and characteristics that reflect personal integrity and high ethical standards. Get the help to do this right, partner with a professional recruitment firm.

I ask that you read this email in the July 9 Town Meeting or, at minimum, include this in record of minutes.

Sincerely,
Nancy Fogarty

oxfordclerktreasurer@goeaston.net

From: Rebecca Gaffney <rfgaffney46@gmail.com>
Sent: Tuesday, July 9, 2024 8:44 AM
To: oxfordclerktreasurer@goeaston.net
Subject: Response to Katrina's email

Katrina: I concur with your recommendation that the commissioners hire a search firm to be in charge of interviewing and presenting the best and most appropriate candidate to serve as Oxford's new town manager.
Rebecca Gaffney

oxfordclerktreasurer@goeaston.net

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Tuesday, July 9, 2024 10:02 AM
To: Lyndsey Ryan
Cc: Vicki Sharp
Subject: Fwd: Town Manager Recruitment

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Kristen Hagn <kristenhagn@gmail.com>
Subject: Town Manager Recruitment
Date: July 9, 2024 at 9:48:20 AM EDT
To: normanbell45@gmail.com, dc2ox4d@verizon.net, katrinahgreer@icloud.com, lryab@bbcmlaw.com, oxfordmanager@goeaston.net
Cc: James Hagn <james.hagn@gmail.com>

Oxford Commissioners, let's not make another bad employment decision. Please learn from the costly Calvert mistake and hire an independent, professional recruitment agency to find a qualified candidate.

Good luck with the search,
The Hagn's

Commissioners
Town of Oxford
P.O. Box 339
Oxford, MD 21654

July 8, 2024

Dear Commissioners,

Whew, we dodged a bullet! What would have happened if Michael Calvert had actually been sworn in? How much more damage could have been to Oxford's "checkbook" and our reputation? It is a huge embarrassment.

We had an excellent presentation several months ago by two hiring research firms. Why did we choose not to use one of them? What has this debacle cost the Town of Oxford?

We need to do the search correctly this time. It is obvious that Indeed does not work for us.

I do not understand why Oxford is hesitant to hire a professional? Is it the cost? I would argue that our losses financially as well as our reputation as a well-run town took a huge hit with this debacle.

Please stop the embarrassment. Hire a reputable search firm.

Please do the right thing this time!

Sincerely

Henry S. Hale

oxfordclerktreasurer@goeaston.net

From: Lyndsey Ryan <lryan@bbcmlaw.com>
Sent: Monday, July 8, 2024 2:00 PM
To: Katrina Greer; dc2ox4d@verizon.net; normbelloxford@gmail.com
Cc: oxfordclerktreasurer@goeaston.net
Subject: FW: Hire a Professional Search firm to find the best person available for Town Manager
Please read out loud at the 7/9 Oxford Town Council meeting and formally add to the meeting minute

From: Robert Konopacz <b.kono@hotmail.com>
Sent: Monday, July 8, 2024 12:40 PM
To: Lyndsey Ryan <lryan@bbcmlaw.com>
Subject: Hire a Professional Search firm to find the best person available for Town Manager Please read out loud at the 7/9 Oxford Town Council meeting and formally add to the meeting minute

Please read out loud at the 7/9 Oxford Town Council meeting.

Please formally add to the meeting minutes of the 07/09 Oxford Town Council

Please Hire a Professional Search firm to find the best person available for the vacant Town Manager Position

Good afternoon, Lyndsey,

I believe in America.

I love the town of Oxford.

I have been coming to Oxford for over 30 years.

I am privileged to have earned enough money over that time to purchase my home and now live full time here.

My children learned to swim, fish and boat on the Tred Avon and Choptank rivers.

My daughter was married in the back yard of our home here.

My granddaughter from that marriage now comes to visit me here.

It's important to have a safe community.

It's important to run it with best practices for the people and by the people who live and visit here.

It's important to follow policy allowing free speech not poisoned by fear and hatred.

It's important for leaders to act and behave like ones.

It's important for leaders to understand their limitations of their cognitive capacity and manage the egos that guide them.

What then is important to you?

There is no excuse for incompetence for not understanding your limitations.

Experience comes from multiple learnings from teachers and time.

The Town Manager hiring process used by the current team, failed the citizens of Oxford and of most importance their children.

Commissioners I ask you:

Did it feel good learning about a predator's past from the citizens of the town?

Did it feel good spending my taxpayer's money to a pay out a predator for your erroneous decision?

Did it feel good to walk the streets of this town with your accountable heads held high with no apologies? Not one

Does it feel good knowing that citizens of Oxford feel that you may not be the right fit either?

Hire the search firm to find the best person available, and maybe just maybe, we will all learn to behave like cognitive citizens do.

Think of your children instead of yourselves

They cannot speak, nor advocate for themselves when placed in harm's way from those who take advantage of them.

Godspeed

Robert Konopacz

206 S Morris St
Oxford MD 21654

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:17 PM
To: Vickie Sharp
Subject: FW: HIRE A SEARCH FIRM for the new Town Manager

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Jean Konopacz <jkonopacz@gmail.com>
Sent: Monday, July 8, 2024 1:30 PM
To: dc2ox4d@verizon.net; Katrina Greer <katrinahgreer@icloud.com>; Norman Bell <normanbell45@gmail.com>; oxfordmanager@goeaston.net; lryan@bbcmllaw.com
Subject: HIRE A SEARCH FIRM for the new Town Manager

PLEASE READ THIS LETTER AT THE NEXT COUNCIL MEETING on 7/9/24
I WANT THIS LETTER ADDED TO THE MEETING MINUTES.

Dear Commissioners and Commissioner Elect of Oxford,

I am writing to strongly urge you to hire a PROFESSIONAL ACCREDITED SEARCH FIRM to help fill the position of Town Manager.

The subject was discussed at length 4 months ago. The Commissioners said they could handle the interview and vetting process.

Now 4 months later, we are paying for your BIG mistake of hiring the wrong person. We have wasted 4 months of time and a lot of taxpayer money. If it weren't for a few concerned citizens who did your research for you, we would have been stuck with this wrong person.

We have a hiring process in place. I believe Mr. Costigan and Mr. Bell were on that committee. None of this process was followed. Your process was flawed. This process should be taken seriously. You have now proven you are not capable of this hiring task. The three of you can do better.

HIRE A PROFESSIONAL SEARCH FIRM to find the best candidate for this important position. Our town's safety and future are in your hands. We elected you to ensure that. Let the professionals handle it.

Own up to your mistakes. HIRE A PROFESSIONAL FIRM!

Regards,
Jean A. Konopacz
206 S. Morris St.
Oxford

--

Jean Konopacz
PO Box 153
206 S. Morris St.
Oxford, MD 21654
USA

(978) 460-7132
www.JKThreads.com
jkonopacz@gmail.com

oxfordclerktreasurer@goeaston.net

From: Daniel Kordell <dank20879@yahoo.com>
Sent: Sunday, July 7, 2024 12:26 PM
To: Cheryl Lewis; oxfordmanager@goeaston.net; oxfordclerktreasurer@goeaston.net; Tom Costigan; Katrina Greer; Norman Bell
Subject: Use of professional firm for current and future hiring

(Please forward this to Susan D.B.)

Dear Commissioners and future commissioner (including Susan DB, but I do not have her email address),

Because of the recent embarrassment caused to our town, because you chose not following Commissioners Greer's proposal to use a professional hiring firm, I am, in the most firm manner possible, insisting that our commissioners use a professional hiring firm to search for any new hires.

We are fortunate that Scott Rensberger investigated the last town manager that you hired, Mr. Calvert, who turned out to be a, well I won't say, but Scott saved our town from much needless turmoil, embarrassment, and countless dollars.

The process used to hire Mr. Calvert should never be used again. And for you to use that same process, would be negligent. Let the professionals do their job.

Most Sincerely,
Dan Kordell 510 Strand

oxfordclerktreasurer@goeaston.net

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Tuesday, July 9, 2024 8:25 AM
To: Vicki Sharp
Cc: Lyndsey Ryan
Subject: Fwd: Town manager concerns

Vicki,

I am sending you all of these as they are to be attached to the minutes.

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Kathy's Comcast <klaughlin1@comcast.net>
Subject: Town manager concerns
Date: July 9, 2024 at 8:22:02 AM EDT
To: "katrinahgreer@icloud.com" <katrinahgreer@icloud.com>, normanbell45@gmail.com, dc2ox4d@verizon.net

Oxford Commissioners,

As a town we have found ourselves in a frustrating position. The search for a town manager & hiring of Mr. Calvert was an embarrassing debacle. It is beyond comprehension that the town officials neglected to thoroughly vet the candidate. The negative information was easily retrievable online. Although I am grateful that Mr. Calvert is gone, the costs expended to pursue Mr. Calvert remain. That money could have paid for the search firm that Commissioner Greer strongly recommended. Allowing Ms. Lewis to participate in the search and do any vetting was a blatant error. Please reconsider Commissioner Greer's suggestion. We need seasoned recruitment specialists to identify & vet candidates so that the best candidate is chosen for our manager. Our town deserves the best.

I also feel strongly that the town should not ask Ms. Lewis to stay on in the interim. The Commissioners should hire an interim town manager or use existing staff in the transition. Our town needs to move past this embarrassing situation.

Please make this letter a part of the record. Thank you.

Kathy Laughlin
110 W Pier Street
Oxford

Sent from my iPhone

oxfordclerktreasurer@goeaston.net

From: Beverly Lavoie <bllavoie@gmail.com>
Sent: Monday, July 8, 2024 12:10 PM
To: lryan@bbcmlaw.cm; oxfordclerktreasurer@goeaston.net
Subject: Fwd: Town Manager

----- Forwarded message -----

From: Katrina Greer <katrinahgreer@icloud.com>
Date: Mon, Jul 8, 2024 at 11:50 AM
Subject: Re: Town Manager
To: Bev Lavoie <bllavoie@gmail.com>

Hi Bev could you forward this to

DC2ox4d@verizonnet
normanbell45@gmail.com
oxfordclerktreasurer@goeaston.net
lryan@bbcmlaw.com

Thank you for your participation[in local governance.

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

On Jul 8, 2024, at 11:45 AM, Beverly Lavoie <bllavoie@gmail.com> wrote:

Hi Katrina.

I totally agree with your position on hiring a professional recruitment firm to assist us in hiring a new Town Manager. As we know from past mistakes, this position is just too important if we hope to move Oxford forward. Thank you.

Bev Lavoie

Joan Levy
Simon Arnstein
218 South Street
Oxford, MD 21654

Commissioners of Oxford, Lyndsey Ryan, Esq., and the Oxford Town Office
KatrinaHgreer@icloud.com
Dc2ox4d@verizon.net
Normbell45@gmail.com
lryan@bbcmlaw.com
oxfordclerktreasurer@goeaston.net
townoffice@goeaston.net

Relying exclusively on the search engine, INDEED, has obviously resulted in a flawed outcome. We urge you to express your renewed sense of commitment and responsibility to hiring the most qualified person possible for the position of Oxford Town Manager.

Act now to secure a reputable search firm, with a strong track record specializing in local government, to identify the best candidates. Fully leverage their expertise. Allow the firm to lead the way in navigating a comprehensive recruitment process. We do not expect you to have a professional level of expertise in recruiting a town manager, but we do expect you to demonstrate *leadership* by learning from the past.

You have the power to turn this negative situation into a positive outcome for Oxford. We urge you to act accordingly!

We request this letter be read at the Town Commissioners' meeting on Tuesday, July 9, 2024, and be included in the meeting minutes.

Joan Levy
Simon Arnstein

oxfordclerktreasurer@goeaston.net

From: Sayre Matthew <sayre.matthew@gmail.com>
Sent: Sunday, July 7, 2024 7:46 PM
To: Oxfordclerktreasurer@goeaston.net
Subject: Hiring a Professional Recruitment Firm

July 7, 2024

To:

Re: Hiring a Professional Recruitment Firm

From: Sayre Matthew
214 S. Morris St #373
Oxford MD 21654

My name is Sayre Matthew and I am a full-time voting resident here in Oxford and a parent of two children. I am requesting the town commissioners hire a professional recruiting firm that specializes in municipalities and local government. The mistakes that were made previously regarding Mr. Calvert, can not be repeated. To ensure we find, interview and eventually hire an appropriately vetted, and qualified candidate a professional recruitment firm is needed. This is standard operating procedure for schools, churches, camps, and small and large government positions.

I am sure we all want the best for our town and can hopefully agree that as we move forward we can put Oxford, our friends and neighbors, and our children first. Choosing a professional recruitment firm is a step in that direction so that we can all be as proud of our town's actions as we are of this lovely place. Thank you for your time, service, and consideration.

I kindly request that this letter be read and also accompany the minutes of the town meeting on July 9th, 2024.

Sincerely,

Sayre Matthew MA, MA

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 9:28 PM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd: Replacing Town Manager

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Larry Myers <brushstrokeslarry@gmail.com>
Subject: Fwd: Replacing Town Manager
Date: July 8, 2024 at 9:15:32 PM EDT
To: katrinahgreer@icloud.com
Cc: lryan@bbcmlaw.com

Begin forwarded message:

From: Larry Myers <larrymyers204@gmail.com>
Subject: Replacing Town Manager
Date: July 8, 2024 at 8:25:02 PM EDT
To: dc2ox4d@verizon.net, katrinahgreer@icloud.net, normanbell45@gmail.com
Cc: lryab@bbemlaw.com

On Jul 8, 2024, at 7:15 PM, Larry Myers <larrymyers204@gmail.com> wrote:

Commissioners Costigan, Greer and Commissioner-elect Bell:

The costly and embarrassing failure of the Commission's recent effort to recruit and select a new Town Manager "on the cheap" using the previous largely informal process should prompt the new Commission to engage a professional recruitment firm as soon as possible. Time, money and some municipal reputation have been lost, but if serious work begins on July 9, such a firm can restore the selection process in a timely fashion.

Most importantly, the process will engage the residents of Oxford in support of the

effort to hire the best possible candidate for the town's most visible - and important - staff position. It will insure that the incoming manager will start with well-defined duties and Commission direction to work for the benefit of the whole town. Much in the way of resident distrust - whether accurate or not - that town administration directly or through regulatory boards has over time become somewhat sclerotic and less than even-handed will likely recede or disappear.

The cost of hiring a professional recruitment firm is not insignificant - \$35,000 or so - but over half of that has already been wasted through a hasty process that most town residents were hardly aware of, let alone involved.

It is likely that a time frame can be worked out that will not necessitate the hiring of additional staff. Some have suggested that a trained/experienced interim Manager can be charged by the Commission with certain duties, but that risks creating administrative confusion and perhaps morale problems that may reduce cost effectiveness.

Above all, no thought should be given to hiring the just-retired Manager as an interim. The technical benefit of her job experience would be outweighed by the lines of communication and authority that she has already established. This would create the perception, if not the actuality, that nothing is changing. This would severely impact the search process as well as motivation and growth by the rest of the staff. Most organizations generally follow the rule that "retired is retired" for important managerial positions.

Sincerely,

Lawrence and Brooke Myers

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 7:48 PM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd: Town manager

Begin forwarded message:

From: "Damiene's Hotmail.com" <damiene@hotmai.com>
Subject: Town manager
Date: July 8, 2024 at 7:37:10 PM EDT
To: normanbell45@gmail.com, Tom Costigan <dc2ox4d@verizon.net>, Katrina Greer <katrinahgreer@icloud.com>
Cc: lryab@bbcmlaw.com

Good evening Commissioners,

Please pick a firm to aid with finding a town manager because obviously, some of you don't have the time or skills to hire the right manager.

I understand that Ms Greer wanted to engage a firm to help with finding a proper manager and she was out voted, again. I hope someone feels shame for this mess. I wish the money wasted came directly out of your pocket for that horrific mistake. It took me five minutes to find out about Mr Calvert's record.

My neighbor told me she was on a hiring committee but has never been contacted to help? Is there a hiring committee? Didn't see one on Town website. Have heard from many that there are committees with chair people who do nothing. Maybe there should be 5 elected commissioners so the workload is spread out, and projects get completed and committees are held accountable?

Please hire a firm to help with finding a town manager. It shouldn't be so hard to find the right person because the next manager only has to be trustworthy, polite and professional and that makes he/her better than our last manager.

Sincerely

Damiene Nelson

201 3rd Steet

Oxford

Sent from my iPhone

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 5:56 PM
To: Vickie Sharp
Subject: FW: Letter for July 9th Commissioner's Meeting

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Julia Norris <julianorris111@gmail.com>
Sent: Monday, July 8, 2024 5:50 PM
To: dc2ox4d@verizon.net; Katrina Greer <katrinahgreer@icloud.com>; normanbell45@gmail.com
Cc: lryan@bbcmlaw.com; oxfordmanager@goeaston.net
Subject: Letter for July 9th Commissioner's Meeting

July 8, 2024

Julia Norris
702 S. Morris St
Oxford, MD 21654

Town of Oxford Commissioners:
Commissioner President Tom Costigan
Commissioner Katrina Greer
Commissioner Elect Norm Bell
Cc: Lindsay Ryan, Town Attorney

Dear Commissioners of Oxford,

I am writing to convey my profound disappointment regarding the recent flawed recruitment and hiring process of our new Town Manager. It is deeply disheartening and concerning for our town that our Commissioners not only approved the hiring of a Town Manager without conducting thorough vetting but also delegated this responsibility to the outgoing Town Manager. It is particularly distressing that it fell

upon concerned citizens to uncover through a simple online search that the new hire not only had a poor reputation in his previous town but also a criminal record. Commissioner Greer proposed hiring a professional search firm and organized workshops on the matter, but instead, someone was hired through Indeed who posed a potential threat to the children in our town. This situation is a disgrace and reflects poorly on our town's governance and decision-making process.

To restore trust among Oxford citizens, it is crucial that you do the right thing this time and engage a specialized recruitment firm with expertise in local government management for the selection of our next town manager. I firmly believe it is a worthwhile investment in both the success of this role and the future of our town. Please ensure that this letter is read aloud and included in the meeting minutes on July 9, 2024.

Sincerely,

Julia Norris
410-310-2274



Barbara Paca, Ph.D., O.B.E.
101 and 103 Mill Street
Oxford 21654

7 July, 2024

Lindsay Ryan, Esq. and the Commissioners of Oxford
Oxford Town Office
Oxford, Maryland 21654
(410) 226-5122
townoffice@goeaston.net
oxfordclerktreasurer@goeaston.net
lryan@bbcmlaw.com
katrinahgreer@icloud.com
dc2ox4d@verizon.net
norrbell45@gmail.com

***LETTER TO BE READ ALOUD AND RECORDED INTO
THE OXFORD TOWN MINUTES DURING THE
NEXT TOWN MEETING ON 9 JULY, 2024**

Dear Oxford Commissioners Costigan and Greer, Commissioner-Elect Bell, and Ms. Ryan,

As someone who is an Oxford voter and who pays property tax on two properties in the Town of Oxford, I strongly urge the Commissioners to engage a professional recruitment firm specializing in local government management to seek a competent Town Manager.

The previous search failed on myriad levels, threatening the security of the youth of our town, and I hold Commissioner Tom Costigan and Ms. Lyndsey Ryan responsible for that oversight.

I am requesting that this letter be read during the upcoming Town meeting and recorded into the Town Minutes.

With All Good Wishes,
Yours Sincerely,

Barbarapaca.

Dr. Barbara Paca, O.B.E.

* Note: If the Town Staff should accidentally forget to bring this letter (as has happened in all recent previous meetings), it will be read aloud by a citizen of Oxford at the end of the meeting. The request will also be made to record this letter as a part of the Town Minutes.

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Tuesday, July 9, 2024 11:09 AM
To: Vickie Sharp
Subject: FW: Message from John Pittman and Mark Lacey

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: John Pittman <johnp1967@verizon.net>
Sent: Monday, July 8, 2024 9:33 PM
To: Katrina Greer <katrinahgreer@icloud.com>; Tom Costigan <dc2ox4d@verizon.net>; Norm & Paula Bell <normanbell45@gmail.com>; oxfordmanager@goeaston.net; lryan@bbcmlaw.com
Cc: John Pittman <johnp1967@verizon.net>; Mark Lacey <marklacey@verizon.net>
Subject: Message from John Pittman and Mark Lacey

Ms. Greer, Mr. Costigan, Mr. Bell:

We are writing to you to request that the second recruitment process for the vacant Town Manager position be coordinated by a third party, professional recruitment firm.

We understand the first attempt to fill this position was performed in good faith; the outcome is disappointing. We believe it is in the best interests of the town to conduct a comprehensive search process using skilled professionals.

Thank-you for your consideration of this request,

John Pittman
Mark Lacey
207 S. Morris Street
Oxford, MD

[Sent from the all new AOL app for iOS](#)

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 4:36 PM
To: Lyndsey Ryan; Vicki Sharp
Subject: Fwd: Town Manager

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: deborah pulzone <deborah.pulzone@gmail.com>
Subject: Town Manager
Date: July 8, 2024 at 4:30:30 PM EDT
To: Tom Costigan <dc2ox4d@verizon.net>, Norman Bell <normanbell45@gmail.com>, Katrina Greer <katrinahgreer@icloud.com>, iryab@bbcmlaw.com

Dear Commissioners,

I was sad to hear about the issue with the new town manager. I don't know where the breakdown was in the process but let's just move forward. Pointing fingers and passing along blame serves no constructive purpose. Unfortunately I won't be at the town meeting tomorrow night so I'll give my input here.

- First, It is nice to know the ballpark expense of using a search firm but I think another figure that needs to be added is an approximate relocation move. This could be as high as \$20K. So I would recommend doing a little research on that as well since it is part of the true cost.
- I would be adamantly opposed to anyone who does not have sea level rise and flooding experience or anyone who has no experience or knowledge of federal and state grants. Someone from the heart of Kansas is not going to have enough experience for the mid-atlantic area. This is our major long term existential issue and we don't have time for on the job training.

Best regards,
Deborah Pulzone

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Monday, July 8, 2024 5:07 PM
To: Lyndsey Ryan
Cc: Vicki Sharp
Subject: Fwd: OXFORD: Search for a new TOWN MANAGER

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Lelde Schmitz <l.schmitz@post.harvard.edu>
Subject: OXFORD: Search for a new TOWN MANAGER
Date: July 8, 2024 at 4:58:57 PM EDT
To: normanbell45@gmail.com, dc2ox4d@verizon.net, katrinahgreer@icloud.com, lryab@bbcmlaw.com, oxfordmanager@goeaston.net

Dear Commissioners,

After turbulent times for the Town Administration it would be beneficial for Oxford citizens and the town's reputation to start a new chapter with both, highest quality of leadership and of oversight over the administration.

My personal experience with finding stellar professionals for president or CEO positions of large NGOs tells me that money spent on a renowned, specialized (in the relevant field) search agency is worth the expense. In Oxford's case, such a firm could cast a wider net with best parameters and scrutiny, and it could also serve as a "neutral" source of information about Oxford for potentially interested candidates. The new composition of the Town Commission should also facilitate the formulation of a longer-term vision for Oxford and its methods of governing. Both should be reflected in the search documents that the search firm would develop with the Commission. Given the cost of the search and the relevance of long-term goals, the Town should seek to hire a Town Manager for the longer term (and avoid an interim approach).

Many thanks for your attention and the dedicated work you will keep offering to Oxford's Citizenship.
Kind regards,
Dr Lelde Schmitz

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:26 PM
To: Vickie Sharp
Subject: FW: Hiring of town manager

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Eva Smorzaniuk <evasmorz@gmail.com>
Sent: Monday, July 8, 2024 7:36 AM
To: Katrina Greer <katrinahgreer@icloud.com>; Lyndsey Ryan <lryan@bbcmlaw.com>; Norman Bell <NormanBell45@gmail.com>; dc2ox4d@verizon.net; oxfordmanager@goeaston.net
Subject: Hiring of town manager

Ladies and Gentlemen,

Your efforts on behalf of the town to find a new manager are appreciated, as is your desire to be prudent with taxpayer money. Given the outcome of these efforts, I believe it is time to hire a head hunter to do this job. There are too many important issues that you and the future town manager will have to tackle soon.

Thank you for your consideration.

Eva M. Smorzaniuk
104 Bayview Ave.
Oxford, MD
410-829-4983

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:23 PM
To: Vickie Sharp
Subject: FW: Town Manger Hiring

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

-----Original Message-----

From: Dennis Still <stillife@verizon.net>
Sent: Monday, July 8, 2024 8:42 AM
To: Costigan Tom <dc2ox4d@verizon.net>; Bell Norm <normanbell45@gmail.com>; Greer Katrina <katrinahgreer@icloud.com>; Oxford Town Manager <oxfordmanager@goeaston.net>; Oxfodt Town Attorney <lryab@bbcmlaw.com>
Subject: Town Manger Hiring

I write this email urging each of the above Oxford Commisioners and Town Officials to hire an independent professional recruitment firm to seek out qualified candidates for the position of Oxford Town Manager. Hiring of such a professional recruitment firm is essential to insure potential candidates for Town Manager are properly vetted to insure their qualifications and integrity.

Respectively Submitted,
Dennis H. Still
103 Jack's Point Road
Oxford, MD 21654

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:20 PM
To: Vickie Sharp
Subject: FW: Town Manager Position

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

-----Original Message-----

From: Dodi Sutton <dodisutton@verizon.net>
Sent: Monday, July 8, 2024 9:50 AM
To: normanbell45@gmail.com; dc2ox4d@verizon.net; Katrina Greer <katrinahgreer@icloud.com>
Cc: oxfordmanager@goeaston.net; lryab@bbcmlaw.com
Subject: Town Manager Position

Dear Commissioners:

I support engaging a professional recruiting firm to assist in hiring a Town Manager for Oxford, the most important hire you will be responsible for in your positions as commissioners. I know you are all competent, have impressive skills, and want what's best for the residents of Oxford but I feel this hire at this time and place needs a skilled professional search firm to get it right and I hope you will consider using such a firm. The cost of using a search firm will be well worth it in the long run. Our town reputation has been tarnished by all the ugly pettiness, finger pointing, name calling, threats, bullying, etc. and I believe using an unbiased entity to find qualified vetted candidates would help alleviate any issues with this hire.

Thank you-
Dodi Sutton
4521 Bachelor Point Court

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:20 PM
To: Vickie Sharp
Subject: FW: Town Manager Vacancy, Next Steps

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: John Sutton <JASUTTON9@outlook.com>
Sent: Monday, July 8, 2024 10:46 AM
To: Norm Bell, Commissioner-Elect <normanbell45@gmail.com>; Tom Costigan, Commissioner <dc2ox4d@verizon.net>; Katrina Greer, Commissioner <katrinahgreer@icloud.com>; Town Attorney <lryab@bbcmlaw.com>; Town Manager <oxfordmanager@goeaston.net>
Cc: Dodi Sutton <dodisutton@verizon.net>
Subject: Town Manager Vacancy, Next Steps

Good Morning Team Oxford,

The purpose of this email is to request a fresh look at our options for successfully filling the Manager vacancy.

I have been in the technology business for 40 years, been a COO of public firm, and oversaw the hiring of thousands of employees. For leadership positions, I used executive search firms to fill roles such as Board Members, Executives, and Managers. In each case, a comprehensive and well executed search engagement resulted in a timely hire who was vetted, researched, and analyzed to fit the role, culture, and requirements. In nearly all cases, the hire had an immediate positive impact on the business.

For Oxford, our town deserves a return to quiet and peaceful operations led by a competent and experienced municipal manager. The next candidates must be vetted, researched, interviewed in person, and tested for fit. If you need any help in the candidate selection process, I'll volunteer to assist.

As I see it, our options are simple:

#	Option	Actual Cost	Perception	Probable Outcome
---	--------	-------------	------------	------------------

1	Repeat the process used for the recent hire.	I suspect some separation fee was due as is standard post-offer acceptance.	No need to list them, but all are bad.	Bad
2	Interview 3 search firms that do Municipal Managers and select one with the best approach, experience, and fit.	\$25K Estimated	Restore some confidence that the Town can operate and invest in the most important role for the future.	Best for all of you and the Town.

Dodi and I truly appreciate the extra efforts you make on behalf of Oxford and hope this next Manager search results in less work, less stress, and more positive outcomes for all of you.

John Sutton
4521 Bachelors Point Court
Oxford, MD 21654

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Tuesday, July 9, 2024 2:55 PM
To: Vickie Sharp
Subject: FW: Support for hiring a professional search firm for new town administrator
Attachments: 303514_Recruitment Guidelines for Selecting a Local Government Administrator.pdf

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Karen Wayland <karen@kwenergystrat.com>
Sent: Tuesday, July 9, 2024 2:32 PM
To: 'Norm Bell, Commissioner-Elect' <normanbell45@gmail.com>; 'Tom Costigan, Commissioner' <dc2ox4d@verizon.net>; 'Katrina Greer, Commissioner' <katrinahgreer@icloud.com>
Cc: 'Town Attorney' <lryab@bbcmllaw.com>; oxfordmanager@goeaston.net
Subject: Support for hiring a professional search firm for new town administrator

Commissioners Costigan and Greer, and Commissioner-Elect Bell,

I am a full-time resident and registered voter in Oxford. I am unable to attend this evening's commissioners meeting, where I understand that the process for hiring a new town manager will be discussed. I strongly support using town funds to hire a professional recruiting firm that specializes in identifying and vetting qualified candidates for state and local official positions. I do not understand how there could have been any controversy around bringing on a headhunting firm to support such a consequential hiring decision for the town's future, but I urge you to move forward to approve the funds necessary to do so now.

As you consider how to appropriate funds to contract a recruiting firm, I also urge you to clearly articulate the process by which the commissioners will decide on a new town administrator, beyond bringing on a search firm. Some of the concerns town residents have expressed over the past year could have been alleviated simply by giving constituents visibility into the decision-making process, not just in providing an explanation of the final outcome.

You should develop this hiring process with community input and share the final process with town residents. That process should define how much of the candidate vetting will be done by the recruiting firm and at what point the town (commissioners only, or with involvement of staff) will begin evaluating applicants, as well as how the community will be involved in reviewing final candidates (for example, will you establish an advisory committee of town residents who, under appropriate nondisclosure agreements, assist the Commissioners in interviewing candidates). Importantly, the description of the town's hiring process should include how you will conduct the appropriate review of the candidate's record, such as who will interview candidates' references and what

questions will be asked, as well as how to identify and approach others familiar with the candidates' performance who are not provided by the candidates, and who will conduct the necessary background checks. Ideally, the search firm will listen to your priorities for the process and provide you with a process diagram and timeline that you can make public, rather than this being another task that a busy board of commissioners must complete.

You may find the following document useful as you develop the hiring process for the next town administrator: [Recruitment Guidelines for Selecting a Local Government Administrator](#) (also attached).

Finally, there is no need for anyone to read this email aloud at tonight's meeting; I simply offer it for the record.

Thank you,

Karen Wayland
104 E Strand POB 31
Oxford, MD
(202) 236-9040.

oxfordclerktreasurer@goeaston.net

From: oxfordmanager@goeaston.net
Sent: Monday, July 8, 2024 4:20 PM
To: Vickie Sharp
Subject: FW: hiring

Thank you,

Town Manager
PO Box 339
Oxford, MD 21654

410-226-5122
oxfordmanager@goeaston.net

From: Davenport West <davenportwest3@gmail.com>
Sent: Monday, July 8, 2024 10:00 AM
To: normanbell45@gmail.com; dc2ox4d@verizon.net; Katrina Greer <katrinahgreer@icloud.com>; oxfordmanager@goeaston.net; Lyndsay Ryan <lryan@bbcmlaw.com>
Subject: hiring

Dear Commissioner,

It is a fact (and proven) that our town government is incapable of conducting an effective search for a town Manager- a position of the utmost importance to the citizens. What happened recently was inexcusable and disgraceful. We can do all the finger pointing that we want, but ultimately the “buck stops at the top”.

Therefore, I am **not** asking, suggesting, or imploring, that the town hire a qualified search firm to conduct a Town Manager search—I am demanding.

How can we have a multi million dollar budget and not pay for a search firm? What possible reason is there to not hire a firm?

How can we spend \$100,000 plus on fun and games for a barely used park and not hire a search firm.

What possible reason is there to not hire a firm?

Where are our priorities?

Do the responsible thing.

Additionally, I request that this letter be entered into the record of the town meeting 7\9\24.

Respectfully,

Davenport West

Davenport West

oxfordclerktreasurer@goeaston.net

From: Aaron Williams <ajwilliams1979@gmail.com>
Sent: Monday, July 8, 2024 8:11 PM
To: normanbell45@gmail.com; dc2ox@verizon.net; Katrina Greer;
Oxfordclerktreasurer@goeaston.net
Subject: Hiring a Recruitment Search Firm for a New Town Manager

Hello Town Commissioners of Oxford,

My name is Aaron Williams, 214 S. Morris St. My family and I are now full-time voting residents of Oxford. We love the town and the people who live here. However, the disaster which was almost our new town manager, Mr. Calvert, has prompted me to request you, the town commissioners, hire a professional recruitment firm.

Pivoting from a mistake is possible especially if we, the town of Oxford, and you as our leaders, take the necessary steps, by hiring a recruitment firm, to best serve our town, neighbors, and our community.

Thank you for taking the time to read this at the meeting and please ensure it is part of the July 9th, 2024 meeting minutes.

Sincerely,

Aaron Williams

oxfordclerktreasurer@goeaston.net

From: Katrina Greer <katrinahgreer@icloud.com>
Sent: Tuesday, July 9, 2024 9:05 AM
To: Lyndsey Ryan
Cc: Vicki Sharp
Subject: Fwd: Proposed expansion to Doc's Sunset Grille

Katrina Greer
katrinahgreer@icloud.com
4536 Bachelor Point Court
Oxford, MD 21654
973.476.5593

Begin forwarded message:

From: Kathy's Comcast <klaughlin1@comcast.net>
Subject: Proposed expansion to Doc's Sunset Grille
Date: July 9, 2024 at 8:54:22 AM EDT
To: dc2ox4d@verizon.net, normanbell45@gmail.com, "katrinahgreer@icloud.com"
<katrinahgreer@icloud.com>

Dear Oxford Commissioners,

As a resident residing on West Pier Street I am extremely disappointed that the town's Planning Committee has approved the expansion to Doc's. The parking & traffic on West Pier Street is already very difficult for residents to tolerate. Residents cannot park their cars, and getting in & out of the street is nearly impossible. Cars park on both sides of the street while other cars attempt to find parking. There are no sidewalks so restaurant patrons need to walk in the street dodging cars. It is a dangerous situation to say the least. Increasing any additional capacity will just add to the issues on West Pier Street. I know Commissioner Bell has said that the restaurant will not add capacity but that is simply not credible. The proposed plans call for a significant increase in floor space. The restaurant will most certainly use the available space to add paying customers. Any additional cars will make the situation even more hazardous & difficult for residents on West Pier Street. Emergency vehicles need to be able to access the street. In addition, residents should not have to park blocks away from their homes.

I am disappointed that neighborhood residents that are already profoundly impacted by this issue were never informed of the pending permit request. Residents should have been given the opportunity to voice their concerns. Please reconsider this permit & thoroughly explore the impact to this already saturated parking situation.

Please make this part of the record of the Commissioner's meeting. Thank you.

Kathy Laughlin
110 West Pier Street
Sent from my iPhone

From: Berkley Cone <berkley.cone@gmail.com>
Sent: Monday, July 8, 2024 12:47 PM
To: oxfordclerktreasurer@goeaston.net
Subject: Volunteer offer

Dear Ms. Sharp

Good afternoon and nice to meet you this morning. I fully recognize as a new resident , that the Oxord Commissioners and the Town Manager and her team have earnestly tried to address the rising water issues facing our town.

I wish to offer to help to lead an effort to address some of the flooding issues of the lower level areas of Oxford.

Firstly , I am willing to commit time, effort, and treasure to this effort.. I would ask that my financial contribution be matched 1 to 1.

We need to firstly identify the best trees ,bushes, and grasses to evaporate off a level of moisture.I humbly submit that the guidance of an arborist , with experience in this field, would be most advantageous.

Some drains will need to be built to accumulate the excess waters , in the lower level areas of Oxford. We will need to work with qualified engineers , if this has not already been planned out.

Likely , some level of bulkheads will need to be raised in order to secure the most exposed areas to surface flooding. We will need to have qualified engineers aid us in planning this remediation.

These are mere suggestions of a resident who farmed for 20 years in the deserts of Western Mexico and the Central American countries.

Respectfully

Berkley Cone
215 South Street
Oxford, MD 21654
302-373-1874 Mobile



Barbara Paca, Ph.D., O.B.E.
101 and 103 Mill Street
Oxford 21654

8 July, 2024

Oxford Commissioner Tom Costigan
Oxford Town Office, Oxford, Maryland 21654
(410) 226-5122
townoffice@goeaston.net
oxfordclerktreasurer@goeaston.net
lryan@bbcmlaw.com
katrinahgreer@icloud.com
dc2ox4d@verizon.net
norbell45@gmail.com

*LETTER TO BE READ ALOUD AND RECORDED INTO THE OXFORD TOWN
MINUTES DURING THE TOWN MEETING ON 9 JULY, 2024

Dear Oxford Commissioner Tom Costigan,

This is to request a formal, written apology from you to the Citizens of Oxford for your negligence in hiring Michael Everett Calvert as our Town Manager.

As the mother of a vulnerable child with severe special needs who grew up in Oxford, the thought of your reckless behavior in introducing a person convicted of sexually-related offenses into our community distresses me to the core. It is my understanding that many other parents and grandparents share my sense of shock and disgust.

Should you be unwilling to engage a professional recruitment firm to hire a new Town manager, there are many others in town who share my belief that you have been derelict in your duties. I urge you to do the right thing and hire a professional recruitment firm.

Please disclose the role you played in this dereliction of duty, who you professionally engaged to perform the background check, and how much the citizens of Oxford invested in this dangerous decision. You also need to state how you intend to conduct a search for the next Town Manager, which I expect to be done in a professional manner.

This letter is to be read during the upcoming Town meeting as a part of the official record.

Sincerely,

Barbara Paca Dr. Barbara Paca, O.B.E.

* Kindly note: If, for some reason, the Town Staff should accidentally forget to bring this letter (as has happened in all recent previous meetings), it will be read aloud by a citizen of Oxford at the end of the meeting. The request will also be made to record this letter into the Town Minutes.