

September 21, 2020

International City/County Management Association
Attn: Marc A. Ott, Executive Director
777 N Capitol Street NE Ste 500
Washington, DC 20002-4201

**RE: ICMA Member Jane Mahony Howington
City Manager, City of Hudson, Ohio**

Dear Mr. Ott:

As residents of the City of Hudson, Ohio, we want to bring to your attention several concerns regarding City Manager Jane M. Howington, a member of ICMA, and her conduct in office.

On May 7, 2019, the City of Hudson conducted “an advisory vote” regarding a potential residential and commercial development project, known as Phase II, in downtown Hudson. A majority of voters rejected Phase II. Since that time, despite the clear wishes of the voters, Ms. Howington has continued to work on her vision of the Phase II development project in an effort to move it forward, ignoring voter sentiment.

This issue has divided our community for nearly two years and is still a point of contention. In an attempt to better understand the decision-making process regarding the Phase II development and to be fully informed about the status of the project, we and others in our community submitted requests to the City of Hudson for public records, including environmental reports and e-mail communications.

Upon reviewing these public records, we have several concerns about how Ms. Howington conducts city business, which include:

1. Allowing City staff to campaign for the Phase II development project using tax-payer funded resources
2. Supporting candidates for City Council¹
3. Limiting public input and engagement with residents
4. Actively finding ways to circumvent the State of Ohio’s open meeting requirements for public bodies

¹ The Ohio Auditor of State directed Hudson City Council President William Wooldridge to “cease and desist” from use of taxpayer funded resources for promoting political campaigns on August 28, 2020. See the enclosed news article from the *Hudson Hub Times*, dated: September 4, 2020.

The environment that Ms. Howington has created at Hudson City Hall appears to be one that is:

1. Dismissive of residents' concerns
2. Setting policy in private
3. Allowing political activity using taxpayer-funded resources.

Based on these public records and the subsequent conversations they have sparked among fellow residents and on social media platforms, we respectfully request that the ICMA Executive Board review this complaint and supporting exhibits, and open an Ethics Inquiry into Ms. Howington's conduct.

Specifically, we believe Ms. Howington has violated **Tenet 3** (Integrity and Public Confidence), **Tenet 4** (Serving the People's Interests), **Tenet 7** (Political Activity), and **Tenet 9** (Communication with Citizens) of the ICMA Code of Ethics, as follows:

Tenet 3. Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees and the public.

Guidelines: Public Confidence. Members should conduct themselves so as to maintain public confidence in their position and profession, the integrity of their local government, and in their responsibility to uphold the public trust.

Tenet 4. Serve the best interests of the people.

Guidelines: Inclusion. To ensure that all the people within their jurisdiction have the ability to actively engaged with their local government, members should strive to eliminate barriers to public involvement in decisions, programs, and services.

Tenet 7. Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Guidelines: Elections of the Governing Body. Members should maintain a reputation for serving equally and impartially all members of the governing body of the local government they serve, regardless of party. To this end they should not participate in an election campaign on behalf of or in opposition to candidates for the governing body.

Tenet 9. Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Set forth on the following pages are the specific activities and communications that have caused great concern within our community and warrant a thorough review. We reference specific public records in the summary below and we are providing the public records in their entirety for your review.

TENET 3

In the time leading up to the May 2019 advisory vote on the Phase II development project referenced above, City Manager Howington and several members of her staff collaborated with, and actively participated in, the campaign to support a “Yes” vote. While we understand that City Administrations may provide information about issues that are put before the electorate, the efforts outlined here appear to clearly cross the line into campaigning. That campaign failed, 48% ‘Yes’ to 52% ‘No’, with a majority of voters casting ballots against the development project, backed by Ms. Howington. Despite this outcome, Ms. Howington engaged a crisis communications firm at taxpayer expense to help revive the Phase II project and convince voters to support it, ignoring thus ignoring their previous position on the matter.

1. In an e-mail, dated: June 7, 2019, Nora Jacobs of Hennes Communications e-mails City Communications Manger Jody Roberts to provide talking points designed to address resident concerns about the project they had already voted down, as well as “Concerns That Resident Input Is Being Ignored.”

Additionally, these e-mails also provide a glimpse of Ms. Howington’s negative and dismissive opinion of some Hudson residents, including the majority of voters who did not vote for Downtown Phase II.

2. In an e-mail, dated: July 8, 2019, Ms. Howington wrote to Nora Jacobs of Hennes Communications via email, which had the subject line:

“It appears our negative group is beginning their assault on council”.

In the e-mail, she went on to refer to some Hudson residents as

“the anti-everything group”

This dismissive attitude towards residents is also expressed by city staff under Ms. Howington’s supervision.

3. In an e-mail, dated: July 18, 2019, Communications Manager Jody Roberts states:

“I’m sure the anti-group hasn’t given up”

The dismissive and disrespectful tone Ms. Howington took in these e-mails is also seen in e-mails in which she discusses current City Council Members and other elected officials. It appears that she has clearly established preferences for those elected officials that she supports and those that she doesn’t.

4. In an e-mail, dated: October 20, 2019 to Jody Roberts, Ms. Howington writes:

“Maybe that’s why [State Representative] Kristina [Roegner] is so involved with our local election! Can you imagine her as strong mayor and [Council Member] Beth [Bigham] as her chief of staff!!!”

After reading these e-mails, it appears Ms. Howington, through her use of dismissive and disrespectful language, is failing to uphold Tenet 3 (Integrity and Public Confidence) of the ICMA Code of Ethics.

TENET 7

Ms. Howington’s tone is markedly different in the e-mails in which she appears to have actively supported candidates for Hudson City Council and shared that support using taxpayer-funded resources, specifically, via the City of Hudson e-mail system. Further, staff under her supervision, including Economic Development Director James “Jim” Stifler, appear to actively support candidates for City Council, also using taxpayer-funded resources.

The City of Hudson Handbook explicitly states that the City shall not use its resources “to influence the outcome of elections” for local ballot measures. Despite this, Hudson staff actively worked with the pro-Phase II political action committee (Citizens for an Informed Hudson), coordinating tasks, using city resources to help distribute pro-Phase II yard signs, and discussing the content of campaign literature. Economic Development Director Stifler used his taxpayer-funded city e-mail account to e-mail coworkers, who live in Hudson, to encourage them to vote for Phase II. All of these staff members are under the supervision of City Manager Howington and work at her direction.

1. In an e-mail, dated: March 18, 2019, staff members discuss content of a pro-Phase II video, providing content that arguably goes beyond information and crosses the line into campaigning with statements like:

“Downtown Phase II is an Economic Development imperative for the City of Hudson.”

“We are a class A town without any class A office vacancy.”

“This project will enhance the vibrancy of our downtown and ensure its viability for years to come. Downtown Phase II will be on the ballot as Issue 11 on May 7. This is your chance to have a say in Hudson.”

2. On March 25, 2019, in response to seeing the “ad for Issue 11 that will appear in the Hub on April 21 and April 28”, Howington writes:

“It needs a big word VOTE on MAY 7th!”

3. On April 8, 2019, City of Hudson Communications Manager Jody Roberts actively seeks information, and coordinates with a member of the pro-Phase II PAC, who is working to convince a resident to put a ‘Vote Yes’ yard sign on her property.

4. On April 18, 2019, Economic Development Director Jim Stifler writes to several co-workers who are also Hudson residents:

“On May 7, you can have your say in the future of Downtown Hudson.”

5. On April 22, 2019, City of Hudson Communications Manager Jody Roberts coordinated, via city e-mail, with the pro-Phase II PAC to provide a ‘Vote Yes’ yard sign to a resident. She states:

“Glad to hear you want to put up a Vote Yes yard sign.”

6. On May 3, 2019, Communications Manager Jody Roberts and Assistant City Manager Jeff Knoblauch discuss an “Anti Phase II Flyer” on their taxpayer-funded e-mail accounts, to which Roberts responds:

“Ridiculous misinformation campaign. All wrong stats.”

7. On May 8, 2019, following the advisory vote which failed to produce support for the Phase II project, the head of the pro-Phase II PAC e-mails the PAC, members of Council and city staff to discuss the defeat and plan next steps.

- - -

Additionally, based on the public records we have received, it is clear that the political activity occurring at City Hall goes beyond supporting ballot measures. Ms. Howington, herself, has offered her support to candidates for City Council via the City's taxpayer-funded email system. Additionally, staff under her supervision have also supported candidate campaigns using the City's official taxpayer-funded e-mail system.

1. In an e-mail, dated: October 10, 2019, subject line RE: Meet the candidate party at my home for Nicole, Howington writes:

"Thanks for the invite and of course I am very supportive. I also have to be careful not to be involved in any one individuals [sic] campaign so I don't attend any of the sessions."

While Howington acknowledges that she has to be careful not be involved in a campaign, she nevertheless expresses support for a candidate, Nicole Davis, who was running against an incumbent member of Hudson City Council.

2. In an e-mail, dated: September 20, 2019, Howington proactively offered to attend a forum with Council Member Lisa Radigan, a candidate for re-election, despite her recognition that it would be outside normal protocol. In the e-mail, Ms. Howington stated:

"Staff doesn't generally go to forums during the campaign season but do you need me there?"

3. In an e-mail, dated: September 7, 2019, Economic Development Director Jim Stifler responds to a request from political consultant Nicole Kowalski to review and advise regarding campaign literature for City Council candidate Nicole Davis with:

"I will comment in next 48 hours. Lots of easy improvements."

4. In an e-mail, dated: June 24, 2019, Stifler arranges to meet with City Council candidate Kate Schlademan to provide her with information to support her campaign.

Individually, these e-mails may seem insignificant. Collectively, they illuminate a pattern of behavior and suggest a culture at City Hall that permits active campaigning by city staff for candidates and ballot measures. It appears there were frequent violations of the City's own policy regarding campaigning by staff which have gone unchecked by Ms. Howington. This has created an environment in which it seems that Ms. Howington, as City Manager, is working to implement her own vision – not that of the people of Hudson nor the Hudson City Council – of who should serve on City Council, and plans for the city's future. This type of behavior appears to violate Tenet 7 (Political Activity).

TENET 9

We do not take this allegation lightly. We believe it is further supported by the actions of Ms. Howington, in coordination with certain City Council Members, regarding a community survey that Hudson's Park Board was planning to issue to residents.

Throughout the summer and early fall of 2019, Hudson's Park Board was developing a survey to be issued to city residents regarding use of the city's parks. The results of the survey would be used by the Park Board to form recommendations to Hudson City Council. Ultimately, and to the disappointment of members of the Park Board, the version of the survey that was provided to the public was much narrower in scope than the Park Board (and others) had hoped. We believe Ms. Howington's action violate Tenet 9 (Communication with Citizens).

TENETS 4 & 9

It appears that Ms. Howington and some members of City Council decided to limit the scope and content of a community survey in a manner that allowed them to avoid public scrutiny and public comments and input as contemplated by Ohio's open meeting laws.

1. In an e-mail, dated: June 3, 2019, Assistant City Manager Frank J. Comeriato, Jr. reminded Ms. Howington that she wanted to discuss the Park Board survey in

“this Friday's morning [agenda planning] meeting”.

2. In an e-mailed, dated: September 20, 2019, Ms. Howington describes the Friday morning meetings to then-Council Member Dennis Hanink:

*“I believe all members of Council know there is a standing Friday morning meeting to review the agenda for the upcoming week before it gets published. I also believe members of Council know they can attend these sessions **though we try to keep the attendance under a quorum.**”*
(emphasis added)

Ms. Howington further writes that she uses these Friday morning meetings

“for input or suggestions on issues that may be coming up.”

According to the [state of Ohio’s open meeting laws](#), if a majority of council members are present at a meeting to discuss the public’s business, it must be open to the public and the public must be notified so that they can attend. Ms. Howington’s efforts to limit attendance by council members by default limits the points of view that can be heard in the meetings, and limits the public’s interaction with the City Council and those setting policy for the city.

In the instance of the Park Board survey, it appears that the Friday morning closed-door session in which the Park Board survey was discussed (without a quorum) resulted in limitations on the scope of the survey, as evidence by the directive issued to the members of the Park Board by Assistant City Manager Frank J. Comeriato, Jr.

3. In an e-mail, dated: September 20, 2019, Comeriato shared the direction he received from the City Manager and certain City Council members regarding the survey:

“First, the City Manager and City Council have asked and have been clear that we do not include survey questions pertaining to a potential Community Recreation Center.”

Comeriato further writes:

“Second, as we are all aware, the initial draft of the survey included several questions regarding parks programming of which virtually none pertained to the City’s current parks operations or offerings. Those types of questions will also be taken out of the survey.”

Additional e-mails related to the Park Board survey demonstrate a concern, on behalf of both members of the Park Board and at least one member of City Council, about the decision-making process and the impact on the Park Board’s ability to not only survey and engage residents, but also to provide well-researched recommendations to City Council.

4. In an e-mail, dated: August 24, 2019, then-Park Board Chairman Keith Smith wrote:

“Handcuffed again! While I appreciate the desire and need for an overall community survey, I’m growing weary of what I perceive as a decreasing amount of independence the Park Board has from Council. We have been tasked to be an advisory board in Parks yet council is consistently attempting to “steer” our process and thus becoming an influential factor in the opinion given by the board, whether we like it or not.”

5. In an email, dated: September 20, 2019, then-City Council Member Alex Keleman, referencing this issue, wrote:

“It was the cabal setting the direction as you probably surmised. Only difference between this decision and others (moving the City manager vote, etc.) is here we have it in writing.”

Based on these exchanges, it is clear that elected and appointed officials view Ms. Howington as going beyond her role as City Manager and an *advisor* to City Council. Her actions, especially those to regularly avoid a quorum, thereby allowing her to discuss city matters and make decisions in private, closed-door sessions, serve to undermine the public’s trust in our local government. As demonstrated by these e-mails regarding the Park Board Survey and addressing the ‘Friday morning meetings’, it appears that Ms. Howington may be in violation of Tenet 9 (Communications with Residents) and Tenet 4 (Inclusion), given that both the discussions with Council Members absent a quorum and the direction regarding the Park Board survey both result in limiting the public’s ability to provide input and be fully engaged in discussions regarding the direction and future of their town.

Taken together, the contents of the e-mails and other public documents shared within this complaint have served to undermine the public’s trust and reduce public confidence in local government, in contrast with the intent of Tenet 3 (Public Confidence) of the ICMA Code of Ethics.

We respectfully request a full review of the public records we are providing to you and a determination of whether or not these actions, comments and directions indeed violate the ICMA Code of Ethics. We care deeply about our community. We are very concerned by what seems to be a very dismissive attitude toward residents and some of our city’s elected and appointed officials, and an unhealthy pattern of conduct that is injurious to our community and the city manager form of government.

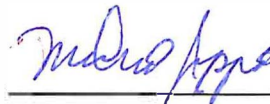
If you have questions or require additional information, please contact Ed Stein, whose contact information appears below.

We look forward to your response.

Sincerely,



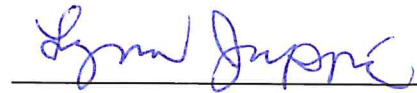
Ed Stein
136 Cheshire Rd
Hudson, Ohio 44236
estein2072@gmail.com
(330) 208-5777




Mike Juppe
5724 Williamsburg Cir
Hudson, Ohio 44236
juppemike@gmail.com
(330) 653-3650



Jody Innamorato
Hudson Ward 1 resident



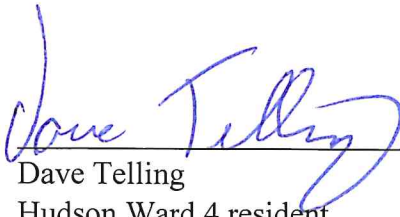
Lynn Juppe
Hudson Ward 2 resident



Roy Marschke
Hudson Ward 4 resident



JoAnn Marschke
Hudson Ward 4 resident



Dave Telling
Hudson Ward 4 resident




Renee Telling
Hudson Ward 4 resident



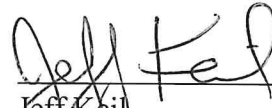
Scott Kerr
Hudson Ward 3 resident



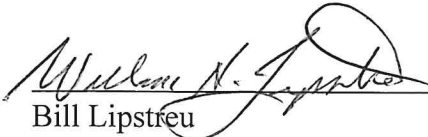
Bonni Kerr
Hudson Ward 3 resident



Bob Cain
Hudson Ward 3 resident



Jeff Keil
Hudson Ward 4 resident



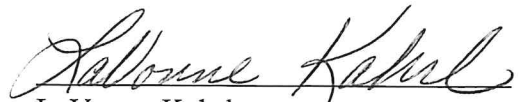
Bill Lipstreu
Hudson Ward 3 resident



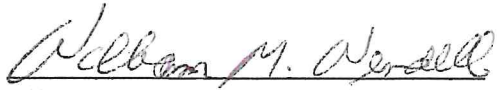
Susan Lipstreu
Hudson Ward 3 resident



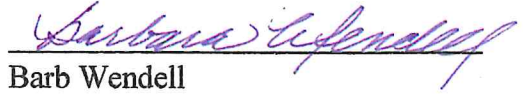
Bob Kahrl
Hudson Ward 3 resident



LaVonne Kahrl
Hudson Ward 3 resident



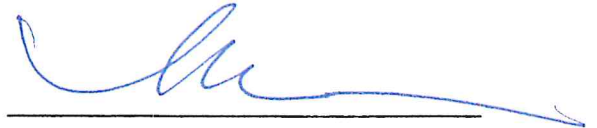
Bill Wendell
Hudson Ward 3 resident



Barb Wendell
Hudson Ward 3 resident



Ken Haneline
Hudson Ward 1 resident



Mary Kay Haneline
Hudson Ward 1 resident

MyTownNEO

NEWS

Ohio auditors say Hudson city email shouldn't be used to discuss political campaigns

Next audit of Hudson finances will review email use.

Phil Keren Kent Weeklies

Published 3:55 p.m. ET Sep. 2, 2020

HUDSON — The Auditor of State's Office told the Hudson city council president that if he is using his council email account to promote political campaigns, he should "cease and desist" from those activities "immediately."

Auditor of State Keith Faber and Chief Deputy Auditor Robert R. Hinkle issued that directive to City Council President Bill Wooldredge (at large) in an Aug. 28 letter.

"All information relative to this matter is being forwarded to [the auditor of state's] regional staff for review in the next regular [financial] audit of the [city]," wrote auditor of state officials. "This letter will also be forwarded to the Summit County prosecuting attorney for her awareness and consideration."

Wooldredge told the *Hub-Times*, "I've been advised by legal counsel not to say anything."

The letter was issued after Hudson Mayor Craig Shubert in July asked the auditor to investigate whether Wooldredge violated state law when using his council email account.

While noting they had not confirmed whether the allegations against Wooldredge were accurate, auditor of state officials told him that if the claims are true, he must stop the practices "immediately."

The auditor of state representatives wrote they were notified Wooldredge "may have inappropriately engaged in activities potentially in violation of Ohio law as well as city of Hudson policies in support of a political campaign."

"Information we have been provided suggests that that you are utilizing your city of Hudson email address and services to promote one or more campaigns for Hudson City Council," wrote auditor of state officials.

They noted state law prohibits individuals from using public money to benefit a candidate.

The complaint that Shubert sent to the auditor in July included 10 exhibits he collected from The Hudson Files website, which is publicizing emails sent by council members and other city officials.

Exhibits Shubert sent to the auditor included an email from Wooldredge to council candidate Nicole Kowalski telling her he would sign her nomination petition and donate to her campaign, an email string among Wooldredge, Kowalski and Nicole Davis where they set up a meeting to discuss Davis' plan to run for council, and an email string between Wooldredge and Davis where Wooldredge said he would help Davis with her campaign.

Reporter Phil Keren can be reached at 330-541-9421, pkeren@recordpub.com, or on Twitter at @keren_phil.

Schaad, Erin

From: Nora Jacobs <jacobs@crisiscommunications.com>
Sent: Friday, June 7, 2019 3:03 PM
To: Jody Roberts (jroberts@hudson.oh.us)
Cc: Thomas Fladung
Subject: Key Messages
Attachments: Key Messages Draft #1.docx

Hi, Jody. As promised, here is our first take at some over-arching messages for Council to use when responding to questions or email. Let me know what you think and whether they give you what you had in mind. Any major gripes that we haven't addressed?

Nora

Nora Jacobs, APR

Hennes Communications

Crisis Communications | Crisis Management | Litigation Communications
Terminal Tower | 50 Public Square, Suite 3200 | Cleveland, Ohio 44113

Nora Jacobs, APR, Senior Vice President
w 216-321-7774 ext. 103 | m 216-978-8118

E: jacobs@crisiscommunications.com W: www.crisiscommunications.com F: [CrisisComm](#) T: [@crisiscomm](#)

City of Hudson
Talking Points
Draft #1
6-7-19

Concerns Related to Increased Traffic Generated by Phase II:

We knew increased traffic related to Phase II would be a concern to residents and it was one of the issues we studied very carefully early on. Although we've already made changes to Phase II to address this issue, we expect additional changes we make to the project based on May's vote and the community's input will reduce traffic levels even further.

Phase II aside, we all know there are times when traffic levels in downtown can be frustrating. That's why the smart signaling program we're about to launch is so important. We've looked at a number of systems other communities like Westlake and (second local example) have put in place. They've seen significant improvements in traffic flow with these systems and we hope to get the same type of results.

Our intent is to get started on the smart signaling program immediately and to have it all in place, with improved results particularly at chokepoints like 303 and 91, before Phase II is completed. CAN WE SAY THIS? There's more information on our website about this, but watch the Hub, because we're going to announce details of the program soon.

Concerns Related to the Density of Phase II:

Actually, we've already taken a hard look at that issue and have significantly reduced the density of Phase II. We had already completely eliminated the apartments before the May vote and reduced the overall residential footprint by 30 percent. The commercial space had been reduced by a third as well.

Based on the feedback we've gotten since the May vote, we may ask Testa Builders to reduce the project's density even further. Right now, Phase II density is only a percent or two more than some of the blocks in the historic district. That's the model residents have told us they want, and that's what we're aspiring to.

Concerns Related to the New Town Hall

We know some residents would like to use some of the Phase II site for a new town hall. We looked very hard at that question, but the numbers simply didn't work. It would cost taxpayers twice as much to build a new town hall downtown compared to the property we've purchased off of Hudson Drive. And, it wouldn't have the meeting and public space that building will have.

But more important, a town hall built on Phase II land would not generate any property tax for the city and wouldn't generate any income tax. Above everything else, we know Hudson's residents expect City Council and city government to be good stewards of the tax dollars they give us. The decision we made about the new town hall is the fiscally responsible decision.

Concerns Related to a Municipal Recreation Center

We know that some residents would have liked to see a recreation center built on the Phase II property. We looked at that question very carefully and decided for a number of reasons that it would not be a responsible use of the property. First, it would generate a lot of extra traffic downtown, which we know is a big concern. Macedonia's rec center has 150,000 visitors a year. That is a lot of cars moving through downtown. Second, a city-owned facility would not generate any tax revenue, while the residential units and offices planned for Phase II will.

Finally, there's a lot of competition for the community's fitness dollars. In addition to Life Center and Summa, we are seeing more and more boutique fitness facilities open in Hudson. If the city were to consider building a community recreation center, we would need to make sure it could operate competitively. The last thing we would want to do is build a center, then have to ask residents to support it with more taxes.

Concerns That Resident Input is Being Ignored

The numerous comments we received at our three work sessions and through email speak to how passionately people care about our community, how varied opinions are and how individuals frequently have views in direct opposition to one another. (If you haven't, we invite you to review those comments on our city website.)

We understand that and appreciate all the input. Now, we believe, it's our job to take those opinions into account and use them to help shape plans that also meet our responsibilities to be fiscally responsible and sensitive to Hudson's history. We have to make smart choices now that will help Hudson continue to be an attractive, thriving community next year and for years to come.

Concerns in General About Hudson City Government

I know it seems that a lot of things are happening in Hudson all at once. Ideally, we would have taken on projects a bit more slowly to help residents absorb all the change a little more gradually. The truth is, we are simply doing the most we can to position Hudson for the future. Things like broadband, a livable downtown for Millennials and Baby Boomers, a new town hall with space for residents to meet and class A office space for new tech companies are all designed to position Hudson for the future – not just five years from now, but 20 or 30 years from now. You've entrusted us to make sure the Hudson our children inherit is as wonderful as the Hudson we've all lived in. We take that responsibility very seriously.

Schaad, Erin

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Monday, July 8, 2019 9:54 AM
To: Nora Jacobs; Thomas Fladung
Cc: Roberts, Jody; Wooldredge, William
Subject: It appears our negative group is beginning their assault on council

Good morning to you all.

In Sunday's Hub a full page add appeared on page 14 from the anti-everything group. In a way they jumped the gun as Council is not discussing this until tomorrow night but we need to get something out prior to the meeting. There was also a very negative and erroneous letter to the editor from our planning commission chair that we want to respond to. I am going to discuss the letter to the editor with our finance director this morning and can probably use the financial angle for the road issue.

The reason I am contacting you is to get your input on how to respond to the Hudson Voice add. Jody is not in today and I don't think this should wait.

We also want to have a press release prepared for posting Wednesday morning based on the Council outcomes from Tuesday night.

Any input on these items would be most welcome.

Thanks.

Jane

From: Nora Jacobs <jacobs@crisiscommunications.com>
Sent: Tuesday, June 25, 2019 1:39 PM
To: Wooldredge, William <wooldredge@hudson.oh.us>
Cc: Howington, Jane <jhowington@hudson.oh.us>; Roberts, Jody <JRoberts@hudson.oh.us>; Thomas Fladung <fladung@crisiscommunications.com>
Subject: RE: Following Up

Bill, our pleasure to work with all of you.

Nora

Nora Jacobs, APR

Hennes Communications

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From: Wooldredge, William <wooldredge@hudson.oh.us>
Sent: Tuesday, June 25, 2019 1:05 PM
To: Nora Jacobs <jacobs@crisiscommunications.com>
Cc: Howington, Jane <jhowington@hudson.oh.us>; Roberts, Jody <JRoberts@hudson.oh.us>; Thomas Fladung <fladung@crisiscommunications.com>
Subject: Re: Following Up

Nora, thanks. Yes, we need to be forward looking and fiscally responsible. And I agree we need to be more proactive.

Thanks, Bill

Sent from my iPhone

On Jun 25, 2019, at 11:13 AM, Nora Jacobs <jacobs@crisiscommunications.com> wrote:

Bill, Jane and Jody, thanks again for asking us to develop some recommendations related to the city's communications. We hope the suggestions we've provided will be helpful as you move past the May vote.

As we indicted yesterday, we would be glad to meet with you periodically to discuss challenges and opportunities, and of course are always available to discuss other issues that may come up.

In the meantime, we'll watch for the calendar invite for the week following Labor Day.

Again, thank you.

Nora

Nora Jacobs, APR

Hennes Communications

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Nora Jacobs, APR, Senior Vice President
w 216-321-7774 ext. 103 | m 216-978-8118

E: jacobs@crisiscommunications.com W: www.crisiscommunications.com F: [CrisisComm](#) T: [@crisiscomm](#)

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To: jhowington@hudson.oh.us

[Remove](#) this sender from my allow list

From: jacobs@crisiscommunications.com

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Schaad, Erin

From: Roberts, Jody <JRoberts@hudson.oh.us>
Sent: Thursday, July 18, 2019 9:04 AM
To: Nora Jacobs
Cc: Thomas Fladung
Subject: RE: Progress?

Thanks Nora. Things have calmed down some, but I'm sure the anti group hasn't given up based on the last full page ad. It will get worse I'm sure the closer we get to the November election.

I'm still up in the air about the surgery. Haven't gotten the final go ahead yet because I have a pesky infection, which is not a problem normally, but they might postpone the surgery until it clears, ugh. Will know Monday if it's a go. Jane will contact you if we need you, particularly in the first week or so after the surgery. Hopefully, we won't have any major crises 😊

Jody Roberts
Communications Manager
City of Hudson, Ohio
330-342-9539
jroberts@hudson.oh.us
www.hudson.oh.us

From: Nora Jacobs <jacobs@crisiscommunications.com>
Sent: Wednesday, July 17, 2019 5:06 PM
To: Roberts, Jody <JRoberts@hudson.oh.us>
Cc: Thomas Fladung <fladung@crisiscommunications.com>
Subject: Progress?

Hi, Jody. Just wanted to let you know I thought the front-page story in today's Hub on smart signaling was spot-on. Great work! I also haven't seen any nasty LTEs in recent editions. Have things calmed down?

I know you are getting ready for surgery next week. If we don't talk before then, I just want to wish you good luck and a speedy recovery. If Jane or Bill need anything while you're on the mend, all they need to do is call.

Nora

Nora Jacobs, APR

Hennes Communications

Crisis Communications | Crisis Management | Litigation Communications
Terminal Tower | 50 Public Square, Suite 3200 | Cleveland, Ohio 44113

Nora Jacobs, APR, Senior Vice President
w 216-321-7774 ext. 103 | m 216-978-8118
E: jacobs@crisiscommunications.com W: www.crisiscommunications.com F: [CrisisComm](https://www.facebook.com/CrisisComm) T: [@crisiscomm](https://twitter.com/crisiscomm)

Brooke, Sheryl

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Sunday, October 20, 2019 9:49 AM
To: Roberts, Jody
Subject: Re: Strong Mayor Cleveland Heights

Interesting. Maybe that's why Kristina is so involved with our local election! Can you imagine her as strong mayor and Beth as her chief of staff!!!

Sent from my iPad

On Oct 19, 2019, at 8:17 PM, Roberts, Jody <JRoberts@hudson.oh.us> wrote:

Looks like the strong mayor campaign was hatched by State Rep and County Council member, both former members of Heights City Council. Interesting press release attached.
Jody

Get [Outlook for Android](#)

<CHCGG NR Boyd-Stephens Emails (1).pdf>

Brooke, Sheryl

From: Roberts, Jody <JRoberts@hudson.oh.us>
Sent: Monday, March 18, 2019 11:52 PM
To: Kadish, Rhonda
Subject: Re: Video

We can't mention the vote. This must be educational. PAC is doing vote video. Word "imperative" too strong. Numbers are wrong. Residential will bring \$1.8 million annually in property tax. Offices will bring \$700K to \$1 million annually in income tax generated from new jobs.

Sent from my iPad

On Mar 18, 2019, at 7:30 PM, Kadish, Rhonda <RKadish@hudson.oh.us> wrote:

Thoughts????

From: Adams, Emily <eadams@hudson.oh.us>
Sent: Monday, March 18, 2019 4:49 PM
To: Hannan, Greg <ghannan@hudson.oh.us>
Cc: Stifler, James <jstifler@hudson.oh.us>; Kadish, Rhonda <RKadish@hudson.oh.us>
Subject: RE: Video

Jim's bullet points: Economic Imperative

- Downtown Phase II is an Economic Development imperative for the City of Hudson.
- Land is too valuable not to generate taxes.
- We are a class A town without any class A office vacancy. The Phase II development on the commercial side will be home to some of the most successful and highest revenue businesses in Hudson.
- On the residential side, it will generate between \$700,000 and \$1 million in income tax revenue **annually**.
- These revenues will ensure Hudson's health well into the future. It will ensure our schools enhance their level of excellence and provide for essential city services like road improvements and more.

Jim's closing:

- This project will enhance the vibrancy of our downtown and ensure its viability for years to come. Downtown Phase II will be on the ballot as Issue 11 on May 7. This is your chance to have a say in Hudson. Please get out and vote and encourage your friends to as well. Learn more about the vote and Downtown Phase II at hudson.oh.us.

Emily J. Adams
Communications Specialist
City of Hudson, Ohio
330-342-1706
www.hudson.oh.us
www.hudsoninnovates.com
Follow us on [Facebook](#) and [Twitter](#).

From: Hannan, Greg <ghannan@hudson.oh.us>
Sent: Monday, March 18, 2019 3:41 PM
To: Adams, Emily <eadams@hudson.oh.us>
Cc: Stifler, James <jstifler@hudson.oh.us>
Subject: Video

Emily-

You mentioned working with Jim on his narration. Below was my first crack at it – definitely needs work. I will finalize the full draft of the video this evening in hopes that it is in everyone’s mail box by morning. For reference attached is a draft of the full document (to be updated by morning)

Successful communities continue to innovate and look to the future. Hudson has a long history of investing in our community including Ellsworth’s investment, the establishment of our historic district, the village township merger, establishment of first and Main, and now the Phase II development. The Downtown Phase II project is our collective opportunity to keep our community vibrant, stabilize our tax base and preserve our character.

Thanks
Greg

Gregory P. Hannan, AICP
Community Development Director
Direct (330) 342-1881
<image001.png>

Brooke, Sheryl

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Monday, March 25, 2019 3:07 PM
To: Roberts, Jody; Sheridan, Thomas; Kadish, Rhonda; Hannan, Greg; Knoblauch, Jeff; Adams, Emily; Stifler, James
Subject: RE: Issue II Ads

It needs a big word VOTE on MAY 7th!

From: Roberts, Jody <JRoberts@hudson.oh.us>
Sent: Monday, March 25, 2019 2:36 PM
To: Howington, Jane <jhowington@hudson.oh.us>; Sheridan, Thomas <TSheridan@hudson.oh.us>; Kadish, Rhonda <RKadish@hudson.oh.us>; Hannan, Greg <ghannan@hudson.oh.us>; Knoblauch, Jeff <JKnoblauch@hudson.oh.us>; Adams, Emily <eadams@hudson.oh.us>; Stifler, James <jstifler@hudson.oh.us>
Subject: Issue II Ads

Attached is a first draft of a ½ page ad for Issue 11 that will appear in the Hub on April 21 and April 28. Please review and send me any comments, suggestions by Wednesday. Thanks!!

Jody Roberts
Communications Manager
City of Hudson, Ohio
330-342-9539
jroberts@hudson.oh.us
www.hudson.oh.us

Brooke, Sheryl

From: Stifler, James <jstifler@hudson.oh.us>
Sent: Monday, April 8, 2019 3:00 PM
To: Roberts, Jody; William Currin
Subject: Hudson vacancies

Loopnet.com

Has almost everything that is vacant or for sale in Hudson.
VERY slim pickings.....

On Apr 8, 2019, at 1:24 PM, Roberts, Jody <JRoberts@hudson.oh.us> wrote:

Do we have a needs assessment, or an overall accounting of available office space in Hudson, not just Class A. Are the only Class A office areas in Hudson: Georgetown, Hudson Crossing, First & Main? Are there others? What is the occupancy rate of the others?

Jody Roberts
Communications Manager
City of Hudson, Ohio
330-342-9539
jroberts@hudson.oh.us
www.hudson.oh.us

From: William A. Currin <wacurrin@aol.com>
Sent: Monday, April 8, 2019 11:30 AM
To: Roberts, Jody <JRoberts@hudson.oh.us>
Subject: FW: Facts About Hudson's Proposed Phase II Downtown Project

Jody,

I have been working with Linda McDonald to get her permission to put a Vote Yes sign in her yard on Boston Mills Road. When I first approached her she revealed much misinformation. I attempted to provide her the correct information plus send her the e-mail below with a link to the city's website.

She came back with the following question: "I would be very interested in seeing the accounting of currently unoccupied office space that exists in Hudson. I expect this sort of needs assessment was done prior to determining the amount of new space being offered in Phase 2. Please let me know where I can find this primary source information."

Would you please help me with her question?

Thanks,

Bill Currin
330-554-3529
wacurrin@aol.com
Sent from Mail for Windows 10

From: Linda McDonald

Sent: Sunday, April 7, 2019 1:28 PM

Subject: RE: Facts About Hudson's Proposed Phase II Downtown Project

Many thanks Bill. I also received the flyer in the mail (assume your pac group funded these attractive brochures).

I would be very interested in seeing the accounting of currently unoccupied office space that exists in Hudson. I expect this sort of needs assessment was done prior to determining the amount of new space being offered in Phase 2. Please let me know where I can find this primary source information.

Hope your ski time is to your liking!

Best, Linda

From: Bill Currin [<mailto:wacurrin@aol.com>]

Sent: Thursday, April 04, 2019 1:13 AM

To: lmcdonald345@gmail.com

Subject: Facts About Hudson's Proposed Phase II Downtown Project

Linda,

It was nice running into you at Cascade Park on Tuesday. As a follow up to our conversation and my promise to provide you factual information about Hudson's Phase II Downtown project please click on the link below. It will take you to the City of Hudson's Phase II webpage. I especially encourage you to go to the bottom of the webpage and click on the "Phase II Brochure." Inside this Class A brochure is a plethora of very readable and factual information about this smart/wonderful project:

<https://www.hudson.oh.us/1018/Get-the-Facts>

After perusing the provided information kindly get back to me and let me know if I have your permission to place a "Vote YES on Issue 11" yard sign next to the road on your property at 345 Boston Mills Road.


Thank you in advance for your consideration.

Warmest regards,

Bill Currin

330-554-3529

wacurrin@aol.com

 Virus-free. www.avast.com

Total Control Panel

To: jroberts@hudson.oh.us

[Remove this sender from my allow list](#)

[Log](#)

Brooke, Sheryl

From: wacurrin@aol.com
Sent: Monday, April 8, 2019 4:05 PM
To: Roberts, Jody
Subject: Re: Facts About Hudson's Proposed Phase II Downtown Project

Thanks!

Sent from my Sprint Phone.

----- Original message-----

From: Roberts, Jody
Date: Mon, Apr 8, 2019 12:24 PM
To: William A. Currin;
Cc:
Subject: RE: Facts About Hudson's Proposed Phase II Downtown Project

Will gather info and get back to you.

Jody Roberts

Communications Manager

City of Hudson, Ohio

330-342-9539

jroberts@hudson.oh.us

www.hudson.oh.us

From: William A. Currin <wacurrin@aol.com< a="">> </wacurrin@aol.com<>
Sent: Monday, April 8, 2019 11:30 AM
To: Roberts, Jody <jroberts@hudson.oh.us< a="">></jroberts@hudson.oh.us<>
Subject: FW: Facts About Hudson's Proposed Phase II Downtown Project

Jody,

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Would you please help me with her question?

Thanks,

Bill Currin

330-554-3529

wacurrin@aol.com

Sent from Mail for Windows 10

From: Linda McDonald
Sent: Sunday, April 7, 2019 1:28 PM
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Hope your ski time is to your liking!

Best, Linda

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Sent: Thursday, April 04, 2019 1:13 AM
To: lmcdonald345@gmail.com
Subject: Facts About Hudson's Proposed Phase II Downtown Project

Linda,

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<https://www.hudson.oh.us/1018/Get-the-Facts>

After perusing the provided information kindly get back to me and let me know if I have your permission to place a "Vote YES on Issue 11" yard sign next to the road on your property at 345 Boston Mills Road.

Brooke, Sheryl

From: Jim <jimstifler@roadrunner.com>
Sent: Thursday, April 18, 2019 11:53 AM
To: Meg Andrus; Rhonda Kadish; acalabro@hudson.oh.us; Jane Howington; Jeff Knoblauch; bbattaglia@hudson.oh.us; kbauza@hudson.oh.us; bbreedon@hudson.oh.us; abridges@hudson.oh.us; tcampbell@hudson.oh.us; kfowler@hudson.oh.us; Greg Hannan; Dave Griffith; rfuller@hudson.oh.us; Suzanne Havranek; cmcmaster@hudson.oh.us; Raj Sangha; Jerry Varnes; eyost@hudson.oh.us; mweiser@hudson.oh.us; jspivak@hudson.oh.us; mmerritt@hudson.oh.us; Cindy Murphy; knelson@hudson.oh.us; mloboda@hudson.oh.us
Subject: Important Vote in Hudson on May 7

Dear Hudson Resident and City Colleague

On May 7, you can have your say in the future of Downtown Hudson.

Issue 11 is the ballot question for Downtown Phase II. Your opinion will help the City determine whether to continue in its role as a developer of this project.

As this ballot question comes in the month of May, it is extremely important that the voter turnout is significant and that the opinions of many are heard.

Please vote. Please encourage your household members and friends to vote.

More facts about Issue 11 may be found here:

<https://www.hudson.oh.us/DocumentCenter/View/7619/Fact-Sheet-Downtown-Phase-II>

Your fellow resident and co-worker,

Jim Stifler

Brooke, Sheryl

From: Joe Creehan <creehan@roadrunner.com>
Sent: Monday, April 22, 2019 8:38 AM
To: Roberts, Jody; Jacqueline M. Montville
Subject: RE: Phase 2 Yard Signs

Hello Jacqueline,

We will have a Yard Sign to you today

Thank You for your support
Joe

Sent from Mail for Windows 10

From: Roberts, Jody
Sent: Monday, April 22, 2019 7:57 AM
To: Jacqueline M. Montville
Cc: Joe Creehan
Subject: RE: Phase 2 Yard Signs

Good morning Jacqueline,
Glad to hear you want to put up a Vote Yes yard sign. The signs are being produced by the Political Action Committee (PAC) Citizens for an Informed Hudson. Via this email, I've copied Joe Creehan who is Chair of that Committee. He can arrange for you to get a sign. Have a great day.

Jody Roberts
Communications Manager
City of Hudson, Ohio
330-342-9539
jroberts@hudson.oh.us
www.hudson.oh.us

From: Jacqueline M. Montville <jmmontville@gmail.com>
Sent: Sunday, April 21, 2019 7:43 PM
To: Roberts, Jody <JRoberts@hudson.oh.us>
Subject: Phase 2 Yard Signs

Hello, Jody.

Signs are popping up opposed to Issue 11. We are more than willing to have a vote yes sign in our yard, if possible.

Thank you.

Jacqueline M. Montville
159 S. Hayden
Hudson, OH 44236

Brooke, Sheryl

From: Roberts, Jody <JRoberts@hudson.oh.us>
Sent: Friday, May 3, 2019 11:46 AM
To: Knoblauch, Jeff
Cc: Howington, Jane
Subject: Re: Anti Phase II flyer

Ridiculous misinformation campaign. All wrong stats.

Get [Outlook for Android](#)

On Fri, May 3, 2019 at 10:47 AM -0400, "Knoblauch, Jeff" <JKnoblauch@hudson.oh.us> wrote:

Jody,
The attached arrived in my mailbox last evening.

Jeff Knoblauch
Assistant City Manager/Finance
City of Hudson
330-342-5785

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

From: Administrator
Sent: Friday, May 3, 2019 10:43 AM
To: Knoblauch, Jeff
Subject: Message from "Finance"

This E-mail was sent from "Finance" (MP C4504).

Scan Date: 05.03.2019 10:42:40 (-0400)
Queries to: administrator@hudson.oh.us

Brooke, Sheryl

From: Joe Creehan <creehan@roadrunner.com>
Sent: Wednesday, May 8, 2019 9:09 AM
To: Bill Currin; Bob Drew; rpbellin@gmail.com; gwroth@outlook.com; Jim Cowan; Laura Jones; Liz Murphy; Michael Coburn; Nicole Kowalski; Sue Carter; Tom King; Hal DeSaussure; Bill Wooldridge; Dan Williams; Lisa Radigan; jhowington@hudson.oh.us; Jim Stifler; Greg Hannan; tsheridan@hudson.oh.us
Subject: Phase 2 of Phase II

Less than 30% of Hudson voted on May 7th. The “No” voters believed the misleading, inaccurate and hyperbolic message delivered by the opposition. The rest of the community were complacent and now leave an uncertain outcome.

We, Citizens For An Informed Hudson, must stay committed to continue our positive campaign to present factual data and show the real benefits to the community. Our message was on point for those that heard it. However, Our voice was not loud enough nor spread wide enough to entice supporters to the polls.

We are now facing the next steps. Council will evaluate the situation and ponder options. As in the past, they will most likely share their thoughts with the community and seek their input. Because of precedent, these options will most likely require another vote. It will also delay the benefits by more than a year and increase the debt service cost to the city. We will fortunately will be able to see the benefits of removing the unsightly buildings and the traffic caused by the buses and maintenance vehicles.

We believe that the City’s Plan is still the best plan for Hudson. We will strive to convince Testa to continue to work with city and convince council to continue to stick to the 2015 Compressive Planning process.

We will also strive to inform the community about the dedicated, professional and impressive work that their city management team, under Jane Howington’s leadership, has and will provide to this community.

We can not allow a passionate minority, with a single deep pocket benefactor, shape the future of our wonderful and much loved community.

On to phase 2 of Phase II

1st step. Lets retrieve all of our signs and keep them.

Joe

Brooke, Sheryl

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Thursday, October 10, 2019 12:39 PM
To: Ashley Fink
Subject: RE: Meet the candidate party at my home for Nicole

Ashley.

Thanks for the invite and of course I am very supportive. I also have to be careful not to be involved in any one individuals campaign so I don't attend any of the sessions.

Jane

From: Ashley Fink <afink06@jcu.edu>
Sent: Wednesday, October 9, 2019 6:15 AM
To: Howington, Jane <jhowington@hudson.oh.us>
Subject: Meet the candidate party at my home for Nicole

Hi Jane,

I have attached the invite to my home this Saturday for a meet the candidate gathering. I would really like for people to get to know Nicole and at least have opportunity to educate themselves about what she stands for. Even if they don't end up believing in her vision - at least they know what the vision is and they are making an educated vote. Please send this invite to anyone you think may benefit to meet her and/or come on your behalf if you are unable to attend. Hope you can make it! See you at the next NextGen group event/meeting! Please let me know if there's anything I can do to help.

Thanks,

Ashley Henry

Total Control Panel

[Login](#)

To: jhowington@hudson.oh.us

[Remove this sender from my allow list](#)

From: afink06@jcu.edu

You received this message because the sender is on your allow list.

Brooke, Sheryl

From: Radigan, Lisa <lradigan@hudson.oh.us>
Sent: Friday, September 20, 2019 4:54 PM
To: Howington, Jane
Subject: Re: play ground forum

Thanks, Jane. No need to attend, I should have all the info I need and will jot down questions as needed. Have a good weekend!

Sent from my iPhone

On Sep 20, 2019, at 4:01 PM, Howington, Jane <jhowington@hudson.oh.us> wrote:

Lisa.

I just saw that your playground forum is scheduled for Sunday. Staff doesn't generally go to forums during the campaign season but do you need me there?

Jane

Brooke, Sheryl

From: MJ Lehman <mjlehman@nickynicole.com>
Sent: Saturday, September 7, 2019 12:21 PM
To: Stifler, James
Subject: Re: Candidate Davis

Thanks

Sent from my iPhone

On Sep 7, 2019, at 12:08 PM, Stifler, James <jstifler@hudson.oh.us> wrote:

I will comment in next 48 hours.
Lots of easy improvements

On Sep 7, 2019, at 9:33 AM, MJ Lehman <mjlehman@nickynicole.com> wrote:

I really want your opinion.

These are supposedly printed.
But haven't arrived yet.

Our strong concern is these are not bold enough to be her first message out of the gate. They will be posted every where and the war will begin.

I feel despite the \$\$\$ spent these have to be redone. Nicole has told us she is willing to redesign them but the clock is ticking.

What say you?

Sent from my iPhone

Begin forwarded message:

From: "Nicole Davis" <nicoleroose2013@gmail.com>
To: "MJ Lehman" <mjlehman@nickynicole.com>, "Erika Federmann" <efedermann@roadrunner.com>
Subject: Candidate Davis

Hello Ladies,

Thank you again for taking the time to meet with me today! I am feel much better about getting this campaign rolling!

Here is some fast information we spoke about. Door 'hangs' and me in 30 seconds (plus). This is draft 2 so feel free to question, mark up, and comment on anything that doesn't make sense.

I started looking at the voter registry and will get that marked up version to you shortly.

--

Thank you,

Nicole Davis

Brooke, Sheryl

From: MJ Lehman <mjlehman@nickynicole.com>
Sent: Saturday, September 7, 2019 10:40 AM
To: Jim Stifler
Subject: Fwd: Candidate Davis

Our responses...

I would add something like.

I'm here to support Hudson. I will not be pursuing a Ohio Representative nomination. You can rely on my dedication to Hudson City Council and not to campaigning elsewhere.

Sent from my iPhone

Begin forwarded message:

From: Nicole Davis <nicoleroose2013@gmail.com>
Date: September 6, 2019 at 5:54:17 PM EDT
To: Erika Federmann <efedermann@roadrunner.com>, MJ Lehman <mjlehman@nickynicole.com>
Subject: Re: Candidate Davis

Hello

Yes! Please make comments! Haha

All feelings aside I have no idea what I'm doing.

I did already print the door tags but if you both feel I can do better- I will hold them back and reprint when the message is stronger. It was not a ton of money and I do want to be in this battle from day one.

Let me read through the remarks you sent Erika and get back to you both.

Thank you both again for the time spent and coaching you've provided this far:)

On Fri, Sep 6, 2019 at 5:14 PM MJ Lehman <mjlehman@nickynicole.com> wrote:

Hi Nicole...

I too have been thinking about what will make a strong campaign and statement. No doubt this will be a very intense battle and your first messages out of the gate have to be right on point and strong in my humble opinion.

Please know we are both very aware this is new territory for you and we want to be sensitive to your feelings but its also a battlefield of sorts and we want to be there to help you as best as we can.

If you are open to making changes to your campaign materials...I am also very willing to layer upon Erika's work here. I think it is critical that the materials are shown to Cassie or Kerry or someone with front line knowledge of what is critical.

I will be mailing you a check for \$100 Remind me how to make it out? And address to mail it.

Please let us both know how you want to move forward. We lose Erika Wednesday for nearly two weeks. I am gone Thursday to Sunday...

Think about it and let us know your opinions. Additionally I think having one person be your mentor/communications person is critical. We can then help and support from there. Rooting for you Nicole!!!

MJ

From: Erika Federmann <efedermann@roadrunner.com>
Sent: Friday, September 6, 2019 3:47 PM
To: 'Nicole Davis' <nicoleroose2013@gmail.com>; MJ Lehman <mjlehman@nickynicole.com>
Subject: RE: Candidate Davis

Hi,

Me again...

Ok, after contemplating your door hang, I really feel strongly that the info on there needs to be a lot tighter and more specific--and it needs to spell out your qualifications for the Council seat more clearly.

I would revise and reprint before distributing.

You need a very targeted message to compete against Beth and it's even more important since she's the incumbent (and incumbents are harder to unseat).

I would stay away from any talk about divisive issues...keep the focus on the positive attributes of listening, communicating and collaborating.

Incorporate all the info about how you communicate and collaborate into your public appearances/talks/conversations with people.

Also, it would be good for you to have a tag line of some sort, to clearly sum up what you're about....something that ties together your respect for the history of Hudson and your focus on keeping it successful in the future. I am not good at coming up with that kind of thing--maybe someone else can help with that?

Here's my 5 minute noodling about what info should be on your door hang--again, this is me coming at this as a voter in Ward 4. Can you ask Casey or someone else who has successfully campaigned to take a look and offer suggestions?

Nicole Davis Door Hang

ON FRONT

As Ward 4 Councilperson I will:

BALANCE Hudson's short-term needs and longer-term priorities in a fiscally responsible manner to ensure our City's continued success.

COMMUNICATE regularly with Ward 4 residents—to collect your input about what's most important to you and our ward and also update you about Council's decisions and actions.

COLLABORATE with Ward 4 residents and my fellow Council members to make well-informed decisions about the best path forward for our Ward and our community as a whole.

ON BACK:

I am:

ENGAGED—in our community through my participation on the Architectural & Historical Board of Review and in the Leadership Hudson Class of 2018.

EDUCATED—here in Hudson, Hudson High School graduate, Class of 2007. Bachelors and Masters degree of Architecture from Savannah College of Art & Design

EXPERIENCED—in developing and managing project budgets, leading large project teams, collaborating with clients and team members, reviewing technical documents and schematics, and communicating with all members of a project team. XX years working for XXX (list the big company you worked for!)

ENTREPRENURIAL—Founder and Principal Architect at NRDesign LLC

ENDORSED--by State Rep. Casey Weinstein (you could include a quote from him)

EXCITED—about this opportunity to serve Ward 4 and keep Hudson on a path for continued success in the future.

From: Nicole Davis [<mailto:nicoleroose2013@gmail.com>]

Sent: Wednesday, September 04, 2019 8:22 PM

To: MJ Lehman; Erika Federmann

Subject: Candidate Davis

Hello Ladies,

Thank you again for taking the time to meet with me today! I am feel much better about getting this campaign rolling!

Here is some fast information we spoke about. Door 'hangs' and me in 30 seconds (plus). This is draft 2 so feel free to question, mark up, and comment on anything that doesn't make sense.

I started looking at the voter registry and will get that marked up version to you shortly.

--

Thank you,

Nicole Davis

--

Thank you,

Nicole Davis

Brooke, Sheryl

From: Kate Schlademan <kates@learnedowl.com>
Sent: Monday, June 24, 2019 11:08 AM
To: Stifler, James
Subject: Re: request to meet

See you then. Thank you!

Kate Schlademan
The Learned Owl Book Shop
<http://www.learnedowl.com/>
330-653-2252

From: Stifler, James <jstifler@hudson.oh.us>
Sent: Monday, June 24, 2019 10:55:19 AM
To: Kate Schlademan
Subject: RE: request to meet

1 PM open door

From: Kate Schlademan <kates@learnedowl.com>
Sent: Monday, June 24, 2019 10:18 AM
To: Stifler, James <jstifler@hudson.oh.us>
Subject: Re: request to meet

How about 1 pm? We could meet at your office, my store, or meet in the middle at Open Door.

Kate Schlademan
The Learned Owl Book Shop
<http://www.learnedowl.com/>
330-653-2252

From: Stifler, James <jstifler@hudson.oh.us>
Sent: Monday, June 24, 2019 10:07:13 AM
To: Kate Schlademan
Subject: RE: request to meet

July 10 looks good.
Time? Place?

From: Kate Schlademan <kates@learnedowl.com>
Sent: Monday, June 24, 2019 10:10 AM
To: Stifler, James <jstifler@hudson.oh.us>
Subject: Re: request to meet

Thank you Jim. How about the week of July 8th? Is there an afternoon you would be available?

Kate Schlademan
The Learned Owl Book Shop

<http://www.learnedowl.com/>
330-653-2252

From: Stifler, James <jstifler@hudson.oh.us>
Sent: Thursday, June 20, 2019 1:34:23 PM
To: Kate Schlademan
Subject: Re: request to meet

Sure. Around most of July

On Jun 20, 2019, at 11:11 AM, Kate Schlademan <kates@learnedowl.com> wrote:

Hi Jim,

I wanted to thank you for your words of support the other evening. Hoping you have time to meet with me in the next few weeks to talk about the city in general from your perspective. Any information going into the campaign would be greatly appreciated. Thank you!

Sincerely,
Kate

Kate Schlademan
The Learned Owl Book Shop
<http://www.learnedowl.com/>
330-653-2252

Schaad, Erin

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Monday, June 3, 2019 9:35 AM
To: Comeriato, Frank
Subject: RE: Parks Survey

Thanks!

From: Comeriato, Frank <FComeriato@hudson.oh.us>
Sent: Monday, June 3, 2019 8:53 AM
To: Howington, Jane <jhowington@hudson.oh.us>
Subject: Parks Survey

Jane, just a reminder that you wanted to mention the Parks Master Plan Survey at this Fridays morning meeting. In particular you wanted to see if there was agreement that we should announce that as part of the master plan the Board will be having a parks survey performed and do we want to combine this survey with other City surveys that could be undertaken at the same time?

Regards,

Frank J. Comeriato, Jr.
Asst. City Manager-Operations
City Of Hudson
www.Hudson.oh.us

Schaad, Erin

From: Howington, Jane <jhowington@hudson.oh.us>
Sent: Friday, September 20, 2019 1:38 PM
To: Hanink, Dennis
Cc: City Council and Mayor
Subject: RE: Parks Survey

Dennis.

When the park board consultant submitted their draft report, Frank, Jody and I all reviewed it and expressed our concern for the amount of programming questions in the draft. We also wanted the board to understand that a member of council brought up the issue of a rec center at a council session (I believe the last one in July) indicating that it sounds as if Council should look into this at some point since members of the public have raised the issue repeatedly. That brief discussion was followed up during one of the earlier August Council sessions and it was my impression from that discussion that Council wanted to discuss the issue further. At least Hal and Bill mentioned a citizen ad hoc group.

In following up with Bill as to when we should schedule this discussion, he felt sometime toward the end of the year after we got through the budget and other time sensitive issues. I took that as sometime later in November or early December.

I believe there was some park board member upset at our edits on the draft survey and I was told the park board wanted a meeting with Council. That's when I called Keith and suggested he discuss their concerns with their Council liaison who could relay the concerns to the body of Council. Shortly thereafter I informed you that Keith may be in touch on this matter. The next Friday morning Dan Williams told me he had been contacted by a park board member who expressed frustration on this matter. I told Dan that we felt programming did not belong in the survey as that area is currently under the purview of HCER.

We also discussed briefly if a survey were to be done by a citizen ad hoc group on a rec center, would it be better to combine surveys to avoid citizen survey fatigue. I believe all members of Council know there is a standing Friday morning meeting to review the agenda for the upcoming week before it gets published. I also believe members of Council know they can attend these sessions though we try to keep the attendance under a quorum.

As you have attended these meetings in the past, I'm sure you have participated in discussions during these meetings and I use the opportunity for input or suggestions on issues that may be coming up.

There was never any intention or direction for the park survey to stop. Frank's first point below was to keep moving forward with the development of the questions and survey tool. When it is ready we will know more if there are multiple opportunities to combine or consolidate various surveys if there is even a desire to have other surveys developed.

I believe there is some sensitivity on the park board due to the long delays and/or discussions on the skate park. So having another contentious issue so soon after that was unsettling. Again, my suggestion to the park board chair was to use their liaison for clarification and I'm glad they did.

Jane

From: Hanink, Dennis <dhanink@hudson.oh.us>
Sent: Friday, September 20, 2019 12:15 PM
To: Howington, Jane <jhowington@hudson.oh.us>
Cc: City Council and Mayor <council@hudson.oh.us>
Subject: Parks Survey

Jane

Good morning. I was far behind in dealing with my emails and council business after the Labor Day weekend as well as with other responsibilities.

The park survey was one email topic that I had put aside. I did not realize that the blizzard of email exchanges among board members was about whether or not the board should conduct its planned survey at all. Shame on me.

You had spoken with me prior to our 9/10 workshop about the survey questions having to do with programming and we agreed that was not appropriate. Then in a meeting with Trent and Frank last Friday prior to the Monday park board meeting, I was informed that the issue was whether the survey should be conducted at all. My position with Trent and Frank was that the board should proceed with the survey without programming or rec center questions. I stated my opinion to you afterward, as I assume Frank did also.

I gave my opinion to the park board Monday. Namely, that they should proceed with a survey that addresses the park system as it is currently constituted, but without any questions related to programming and a potential recreation center. I had advised them in the Spring that the survey should not include rec center related questions as council had been reluctant to initiate such a project again. And Tuesday, I reported on the park board meeting during the council comment section.

I have been curious what caused the turmoil among the park board members. I am finally digging out of the email pile and I think I understand what it was. It was the email below that Trent Wash sent to the park board, and me. It is self-explanatory, but it also shines a light a dynamic that has been alluded to on a number of occasions.

Note the comments that I have highlighted in red. Somehow a meeting of you and "some council members" became a full council directive to stop the survey. Further, perhaps as stated in the email, the council wishes to consider the rec center question, but I have not been a party to any meeting to discuss an approach in any detail.

There simply has not been any council mandate or direction on this survey, other than authorizing the survey expenditure. To make a statement to any board or citizen group on any subject as a council directive or decision when nothing of the sort has been made is destructive of council, the city and orderly proceedings.

Dennis Hanink

Schaad, Erin

From: Comeriato, Frank <FComeriato@hudson.oh.us>
Sent: Friday, September 20, 2019 3:38 PM
To: dcolafella@firstenergycorp.com; griffiths.karun@gmail.com; kings7565@gmail.com; smcgurr@gmail.com; leohudson@windstream.net; bshriver@glthome.com; keithw.smith27@yahoo.com
Cc: Wash, Trent; Hanink, Dennis; Howington, Jane
Subject: Park Board Survey

Dear Park Board Members:

Realizing there has been much discussion regarding the parks master plan survey, I wanted to take a moment to clarify the direction Trent Wash and I have been given regarding the development of the document. First, the City Manager and City Council have asked and have been clear that we do not include survey questions pertaining to a potential Community Recreation Center. City Council wishes to address this topic exclusively, or potentially within the framework of a future comprehensive community survey. Second, as we are all aware, the initial draft of the survey included several questions regarding parks programming of which virtually none pertained to the City's current parks operations or offerings. Those types of questions will also be taken out of the survey. Removing these items from the survey will allow us to move the survey development forward as soon as the staff and the board has a final draft they are comfortable with. Trent and I will then share the final document with the City Manager Council before its public release. This means we can move forward with a survey now and not table it indefinitely.

Trent will be forwarding the consultant the staff and board comments related to the first draft and ask that the questions be redeveloped accordingly. Trent will then bring the new draft to the next Board meeting for review and further comment. This will keep everyone engaged and up to speed with the survey development process. I am certain you will have a strong survey that will give the City valuable feedback to incorporate into the overall parks master plan.

Thank you everyone for your dedication and hard work related to this important parks project. We appreciate it!

Regards,

Frank J. Comeriato, Jr.
Asst. City Manager-Operations
City Of Hudson
www.Hudson.oh.us

Schaad, Erin

From: Keith Smith <keithw.smith27@yahoo.com>
Sent: Saturday, August 24, 2019 6:41 AM
To: Wash, Trent
Cc: Brett Shriver; Hanink, Dennis; kings7565@gmail.com; Linda O'Neil; Colafella, Douglas G; Frank Griffiths; Seam McGurr
Subject: Re: Parks Survey information

Thank you for the information Trent. Let
Me first say - I understand that you are simply the messenger here. Second, I want to point out that I think you and John Spivak and all
Of the Park staff to an exceptional job.

Here's the "but".....and it's NOT reflective of the Park management and staff:

Handcuffed again! While I appreciate the desire and need for an overall community survey, I'm growing weary of what I perceive as a decreasing amount of independence the Park Board has from council. We have been tasked to be an advisory board in Parks yet council is consistently attempting to "steer" our process and thus becoming an influential factor in the opinion given by the board; whether we like it or not.

Wouldn't it make more sense to let us complete our survey and then utilize that information gathered by the survey to design a more complete and detail community survey of their own?

Trent....can you please request a joint meeting of the Park Board and council. I think this should occur once per year.

Other Park Board members - if you disagree please let me know. I deeply respect all
Of your opinions and hard work you put in to our tasks.

Thank you

Keith Smith

Sent from my iPhone

On Aug 23, 2019, at 11:55 AM, Wash, Trent <TWash@hudson.oh.us> wrote:

Yes, that is the direction.

Trent Wash
Assistant Director of Public Works
City of Hudson- Public Works
Parks • Golf • Cemeteries
330-342-1711
<image002.jpg>

From: Brett Shriver <bshriver@glthome.com>
Sent: Friday, August 23, 2019 11:48 AM
To: Wash, Trent <TWash@hudson.oh.us>
Cc: Hanink, Dennis <dhanink@hudson.oh.us>; Keith Smith <keithw.smith27@yahoo.com>;

kings7565@gmail.com; Linda O'Neil <leohudson@windstream.net>; Colafella, Douglas G <dcolafella@firstenergycorp.com>; Frank Griffiths <griffiths.karun@gmail.com>; Seam McGurr <smcgurr@gmail.com>

Subject: Re: Parks Survey information

Trent,

Thank you for the direction. If I'm reading this correctly we would complete the questions for the survey but then table it until some time in the future when city council decides to continue (possibly this fall). I believe this essentially tables any work being done on the new Park comprehensive plan going forward as the survey is a gating item to beginning this work. We would then begin work on the Comprehensive plan some time in 2020 if the survey is begun again in the fall.

Best Regards,
Brett

From: Trent Wash <TWash@hudson.oh.us>

Date: Friday, August 23, 2019 at 11:16 AM

To: Brett Shriver <bshriver@glthome.com>, "keithw.smith27@yahoo.com" <keithw.smith27@yahoo.com>, "kings7565@gmail.com" <kings7565@gmail.com>, Linda O'Neil <leohudson@windstream.net>, "Colafella, Douglas G" <dcolafella@firstenergycorp.com>, Frank Griffiths <griffiths.karun@gmail.com>, Seam McGurr <smcgurr@gmail.com>

Cc: Dennis Hanink <dhanink@hudson.oh.us>

Subject: Parks Survey information

Good morning- below is an email from Assistant City Manager, Frank Comeriato regarding the park survey we are currently working on. Frank and I have red lined what we believe is the direction of City Council. I will forward to you later today. We will then need to structure other questions that we feel pertain to our parks and the community in replacement of the deleted subjects that will best fit our vision of the final survey/Master Plan. Let me know if you have any questions.

Trent: Following a meeting with the City Manager and her meeting with Council Members this morning we have been asked to do the following regarding the Parks Community Survey portion of the master plan development:

1. Continue to develop the Parks Survey as you are.
2. Complete the refining of the questions as not to include any questions or references to parks programming or those items related to a potential indoor Community Recreation Center
3. Upon the Park Board's final draft of the document send it to me and you and I will discuss with the City Manager.
4. Upon agreement on the draft and the development of the final document we are to hold and table the document. City Council as you know wishes to address the idea of a potential Community Recreation Center utilizing some type of community survey. There will also be discussions moving into the fall of the year to perhaps develop and distribute a new Community and City Services Survey. Whichever is ultimately decided upon, the Parks Survey questions can be incorporated into a final survey document. I would envision that a comprehensive City Survey would be an RFP project within the Community Development Department. That said, it is feasible that the consultant that you and the Board have been working with could submit a proposal and continue its work with the City.

Please share this information with the Park Board Chair and the Park Board Members so they are fully informed of this change in plans.

Let me know if you have any questions and keep the group working towards a completed Parks Survey that is ready to add to a comprehensive document whatever that may look like.

Thanks, Trent. And nice work reviewing the document.

Regards,

Frank J. Comeriato, Jr.
Asst. City Manager-Operations
City Of Hudson
www.Hudson.oh.us

Trent Wash
Assistant Director of Public Works
City of Hudson- Public Works
Parks • Golf • Cemeteries
330-342-1711
<image003.jpg>

Schaad, Erin

From: Kelemen, Alex <akelemen@hudson.oh.us>
Sent: Friday, September 20, 2019 12:33 PM
To: Hanink, Dennis
Subject: Re: Parks Survey

Dennis,

The answer to the "who said it" is there is the memo sent by Trent on a Friday morning which says "her meeting with some Council members this morning." It was the cabal setting the direction as you probably surmised. Only difference between this decision and others (moving the City manager vote, etc.) is here we have it in writing.

I hope a new Council puts an end to this cabal.

--Alex

From: Hanink, Dennis
Sent: Friday, September 20, 2019 12:14 PM
To: Howington, Jane
Cc: City Council and Mayor
Subject: Parks Survey

Jane

Good morning. I was far behind in dealing with my emails and council business after the Labor Day weekend as well as with other responsibilities.

The park survey was one email topic that I had put aside. I did not realize that the blizzard of email exchanges among board members was about whether or not the board should conduct its planned survey at all. Shame on me.

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Dennis Hanink

From: Wash, Trent
Sent: Friday, August 23, 2019 11:11 AM
To: Brett Shriver; Keith Smith; kings7565@gmail.com; Linda O'Neil; Colafella, Douglas G; Frank Griffiths; Seam McGurr
Cc: Hanink, Dennis
Subject: Parks Survey information

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Thanks, Trent. And nice work reviewing the document.

Regards,

Frank J. Comeriato, Jr.
Asst. City Manager-Operations
City Of Hudson
www.Hudson.oh.us

Trent Wash
Assistant Director of Public Works
City of Hudson- Public Works
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