

October 17, 2023

From: Adrienne Norris
aka Boundary County Watchman

Attn: City of Bonners Ferry Mayor, Rick Alonzo
City of Bonners Ferry City Council, Brion Poston, Valerie Thompson, Ron Smith, Adam Arthur
City of Bonners Ferry Administrator, Lisa Ailport
City of Bonners Ferry Attorney, Andrakay Pluid

After reviewing the public records regarding hiring the city's golf course manager it is apparent that the ex. Mayor Dick Staples was working two months prior to the current manager announcing his end of the year resignation. Also, public records show that out of the three applications one was the Mayor's son and his son's girlfriend applying as a "team". Out of these applications one applicant 110% out shined all the others yet was not chosen.

This one applicant presented a business plan that expressed his understanding of what it would take to run a golf course. In his business plan he covered every aspect of running an efficient course including advertising to grow the business. He is certified Level 2 First Tee Coach, PGA certified, also certified in various other related areas. He attends annual seminars to expand his knowledge. He is fluent in Spanish which our community has a need for. He is currently the General Manager at a golf course and oversees 50 employees.

The other applicants have management experience from their private businesses, but as far as running a golf course they provided no experience.

I contacted the applicant and asked if he negotiated a salary or commission rate during his interview. He stated no, but they did talk briefly about an estimated amount based on the past years. He told the committee in his Zoom interview that he was okay with the estimated figures. He also stated to the hiring committee that he understands that if he runs a successful course then he won't have to worry.

He also advised me he emailed Dave Anderson, Ada Gardner, and Secretary Lara Tyler to inform them that he would be happy to use his PGA certification to enable leasing the course which could generate more revenue. The applicant states he never received a response... On a side note, I would like to put the city on notice that his email should have been in my public records request. This is a violation of Idaho Statute 74-102. It also seems that while reading the public records the open meeting law was violated, but quickly corrected. This violated Idaho Statute 74-201. The Request for Proposal in Idaho Statute 67-2806A was not followed. Lastly, I would question ethical behavior, potential nepotism and cronyism under Idaho Statute 74-501-511 and Idaho Statute 18-1351-1362.

It seems clear to me that there has been a premeditated act(s) to conspire to hire the ex. Mayor's family member within the 2nd degree. His son and his son's girlfriend. Potentially the hiring committee may have assisted in the alleged conspiracy. I would like to request the City of Bonners Ferry to investigate these allegations. Also, for the City of Bonners Ferry from this day forward to carefully handle the hiring of the golf course manager and ensure the most qualified applicant is hired. Further, I would also like to request Dick Staples to step down from his Mayor position in January 2024 due to his unethical behavior. This unethical behavior has been noted and confirmed by the State of Idaho, City Attorney and through observation of the registered voters and taxpayers of Bonners Ferry.

Thank you.