

Release Date: 3/10/2026

From: Shady Cove Matters Political Action Committee

Subject: Response to statements made by Councilor Nuckles during 3/5/26 Council Meeting

Overview: Shady Cove Matters Political Action Committee wishes to respond to the statements made by Councilor Kathy Nuckles during her remarks in Council closing comments. Her comments were obtained from the Council Zoom recording and are in italics. Please note that red highlights are emphasis added by SCM. Our responses and comments are included in the grey shaded boxes within the remarks.

Councilor Kathy Nuckles: *I have something to say. While I served with former Mayor John Ball from January 2023 to July 2025, we had almost no pushback from the community and in fact people mentioned that they were extremely happy.*

That the city was finally working together and getting things done. During this time frame, we had two administrators, Mr. Corrigan and Miss Perry, so neither one can take full credit for this period of peace. Rather, it was a cohesive council under former Mayor John Ball that was fully responsible.

On August 7th, 2025, after I resigned, former City Administrator Perry gave a speech essentially telling the mayor and council to stay in their lane. In a nutshell, she told council to focus on policy and keep their noses out of City Hall business because that was her domain.

SCM Response: As usual, Kathy's "negative narrative" is far from the truth. August 7th was the first Council meeting after her & Mayo Ball's resignations. The City Administrator attempted to reset relations with the new Mayor & remaining City Council. In our opinion, this was an attempt to set respectful working boundaries so that she could do her job without being constantly micro-managed by Ms. Nuckles and Mayor Ball. **Here's what she actually said, word-for-word as documented in the City Administrator's report in the August 7th meeting packet.**

TO: Mayor Richardson and City Councilors
FROM: Michele Parry, City Administrator

I address you today from a position of unwavering commitment to lawful governance and institutional integrity. The time has come to establish clear boundaries that honor our Charter and serve our community with the excellence they deserve.

Charter Compliance and Governance Structure

Our City Charter establishes a clear framework: all municipal powers vest in the Council per Section 6, while the mayor's role remains ministerial, presiding over meetings and executing approved ordinances. No Charter provision grants unilateral executive authority to the mayor's office.

Moving forward, all substantive city decisions must flow through proper Council channels. This includes project approvals, contract commitments, and policy directives. Recent events, including the withdrawal of our competitive parks grant application—which had strong potential for success, demonstrate why adherence to Charter processes protects both our legal standing and our community's interests.

Professional Standards and Communication

Section 23(9) of our Charter protects the independence of city administration from inappropriate influence. I am obligated to maintain this boundary while fostering productive working relationships with all elected officials.

Effective immediately, all performance discussions, policy concerns, and administrative matters will be addressed through formal channels with appropriate documentation. This protects both the integrity of our processes and ensures transparency in our operations.

Operational Excellence and Accountability

Our audit process exemplifies the progress we're achieving through structured, professional approach. The current FY2022-2023 audit, initiated in April, is proceeding efficiently and is expected to complete by month's end—a significant improvement over previous timelines while maintaining comparable costs. We have established clear protocols with our professional partners, including KDP Advisors, ensuring accurate information flow and eliminating miscommunication that can and has undermine our collective efforts.

Moving Forward with Strength

I stand ready to lead our administrative operations with the same integrity and dedication that brought me to this role. Our community deserves governance that operates within legal boundaries, maintains professional standards, and delivers measurable results. The path forward is clear: we will honor our Charter, maintain professional excellence, and focus our collective energy on serving our constituents effectively. I am committed to collaborating with every member of this Council who shares these fundamental principles. Our community is watching, and they deserve nothing less than our absolute best.

Respectfully submitted, Michele Parry City Administrator

Councilor Kathy Nuckles: *Keep that in mind. **So now let's switch to the home in Eagle Point that was raided to find 50 severely abused animals plus dead animals in the freezer.** According to the news, this house had been under investigation for a couple of years. That authorities could not breach the property because they lacked hard proof. That is the law. Private domains are private unless and until wrongdoings are clearly visible from the outside. This is kind of like our charter.*

Miss Perry was not wrong in her speech. Our charter gives tremendous power to the city administrator, and she does have the authority to keep council out. The only way that council can't get in, so to speak, is to have proof that mismanagement has and is to.

Taking place, the council I was a part of previously saw the first signs of negligence in 2025, and for me it became painfully obvious during the spring 2025 budget cycle. After this, the former mayor and I started to have discussions about the city administrators performing.

Review and that is when the wheels started to fall off the bus and City Hall started to turn hostile. Mayor Richardson joined council shortly after I left and said instead of City Hall working with her to restore stability, the hostility escalated.

SCM Response: **WTF!?** Are you saying Administrator Parry was hiding dead animals in her office? If your comment was meant to scare people, well, it sounds a little pathetic. (Sorry folks, sometimes we can't help ourselves.)

We believe that the reason the situation became hostile is because at that point, the City Administrator was fully aware of the financial problems. She alleged – and we agree with her allegations – that she was being directed to withhold money from the budget.

shadycovematters.com/intro-to-financial-issues

shadycovematters.com/admin-parrys-claims

Councilor Kathy Nuckles: *It was then that the public started choosing sides, creating the ugliness that we have today. Currently, there is a recall effort underway, with the organizers claiming that the mayor needs to go because she is to blame for the ugliness. Believe what you will of the crap going around that the cancer in City Hall was growing before Mayor Richardson took office.*

To that end, I am going to read or share their resignation letter from our contracted planner.

*This guy was brought on board by Miss Perry and he was good, very expensive, but good. I crossed paths with him often and always left believing that Shady Cove was lucky to have him. Then on September 3rd he sent in a resignation letter. **That was never presented to council, and when I read it, you will know why.***

SCM Response: Councilor Nuckles then goes on to read email correspondence between the City Administrator and Mr. Joe Slaughter. Before we go on to dispute Nuckles' version of the event, we must mention the very unusual coincidence that an expanded version of the letter she read was released online by Mr. Bob Collier of Shady Cove.

In Mr. Collier's Facebook post, he used strikingly similar language to Councilor Nuckles, stating "*the resignation letter was so damning that she never showed it to anyone on Council*". Mr. Collier also released personal details about how to get to our PAC Treasurer's house without obtaining her consent, and implied that our Treasurer was involved in spending City money on private business.

Our team always records the Zoom meetings independently, as the City sometimes delays their release of materials. So... imagine our surprise to hear Councilor Mitchell caught in a "hot mic" moment with Councilor Nuckles discussing Bob's Facebook post before the meeting started.

Councilor Mitchell appeared to notice that Bob Collier had joined online, and you can hear him on the Video mention him by name. Mitchell is then seen on the video leaning over to speak with Councilor Nuckles, and then says this:

Councilor Mitchell: *You don't keep up with that Facebook stuff, do you?*

Merrilee was showing me, uh. But Bob did different to what I'm aware of what you gave. And just putting things, but he has to talk to Bob in it. Yes, it was all the transcripts.

One one lady commented about get involved here and there. Do you want to change the lady?

Do you like it? You know me – her name was Granny something or other.

For me, I just laugh. I just smile. Yeah, but he does support us a lot. He does, yeah.

Huh... what a coincidence... Link to the video: shadycovematters.com/caught-on-open-mic

At this point, Councilor Nuckles continues to read the letter below.

In case we have any future City Administrator candidates reading this material, be aware that our Councilors will comb through your work emails after you leave and may randomly release them to the public. It's one of the benefits of working for Shady Cove.

Councilor Nuckles: *Dear Miss Perry, on behalf of Enrich Communities Incorporated, this letter serves as formal written notice of termination of the professional services contract between Enrich and the City of Shady Cove. In accordance with the contract terms services will be discontinued effective October*

30th, 2025. This decision has not been made lightly. However, Enrich has encountered persistent challenges that have hindered our ability to successfully deliver services, including.

Lack of organizational structure and management support necessary for effective contract implementation, inconsistent communication and limited follow through on project direction and decision making. Continued alterations to the agreed upon scope of services without an updated contract. Specifically, Enrich has repeatedly been asked to provide analysis and recommendations without receiving subsequent direction or follow up.

Meetings have often been scheduled, canceled and left unrescheduled. *In some cases, Enrich staff were asked to attend meetings in informal or inappropriate settings, such as private residences on weekends.*

Additionally, Enrich has entered into two separate contracts with the city.

City for Water Project SB 1530. *Despite multiple discussions about executing a new agreement that reflects the city's full desired scope of services, no such contract has been provided.*

In the absence of this, Enrich staff have been directed to engage in activities outside of both the contracted and discussed scopes, such as leading Planning Commission event planning exercises. Unrelated to our contracted services, effective immediately, Enrich will only perform services that are explicitly covered under the current written agreement. All contracted responsibilities will cease as of October 30th, 2025.

We appreciate the opportunity to have worked with the City of Shady Cove and regret the circumstances have prevented a more successful collaboration.

Councilor Kathy Nuckles: So to be clear that this resignation was to former City Administrator Perry. Miss Perry was Mr. Slaughter's manager. Council did not manage Mr. Slaughter or give him direction. This was the sole responsibility of Miss Perry and so all of Mr. Slaughter's comments pertain. To her and her only. *Council was never informed of these problems because they were kept hidden within the protected domain of the city administrator. So in summary, this resignation letter says it all. Things behind the locked doors of City Hall were far from perfect.*

SCM Response: There's a lot here to dispute. Mr. Slaughter's rate was expensive, however his services were to be (mostly) paid for by working on the SB1530 water grant, and working on the \$100K grant awarded to the City to update ordinances in accordance with the State's housing law changes.

The water grant project stalled after Ball & Nuckles resigned, and it was not a priority for Richardson. In the August 21st City Council meeting, Parry reviewed the status of the \$1.5M SB1530 water grant with Council. She explained that the grant required an amended budget, as the City's application for a further \$5M grant for water had been denied. The amended budget appeared to be an adjustment

primarily to allow more dollars for water rights. Grant adjustments are not unusual as projects progress from concept into more detailed design and implementation.

Here's the revised budget, as presented in the Council agenda packet:

Budget Comparison Table

Category	Approved Budget	Amended Budget	Notes
Design/Engineering/Procurement	\$250,000	\$500,000	Added Procurement, costs adjusted
Construction	\$950,000	\$500,000	Adjusted to reflect revised scope
Water Rights	\$0	\$275,000	Added its own line item
Construction Contingency	\$150,000	\$100,000	Adjusted to reflect revised scope
Legal Fees	\$100,000	\$35,000	Reduced based on updated needs
Admin Fees		\$60,000	Added Admin and Compliance Costs
Permitting & Regulatory Fees	\$50,000	\$30,000	Reduced based on updated needs

The Mayor stated that she *"would need considerable background information"* in order to go forward with the approval or evaluation of the budget amendment. She asked for background information, the original grant application and documents through the awarding of the funds. She wanted to see amendment 1 of the grant, and then asked for all of the drawdown documents, the invoices for them, and the current status of the water rights application...

Council and planning were also not in favor of Mr. Slaughter's proposals to handle housing ordinance updates. In particular, they expressed concern about using artificial intelligence assisted tools to help streamline the planning request process.

It would have been hard for Mr. Slaughter to miss the ongoing dysfunction in the City. Experienced consultants have a way of knowing when to walk away. He quietly resigned, once it became obvious that the promised opportunities in Shady Cove were not going to materialize.

Administrator Parry had no obligation to share Slaughter's resignation letter with Council. By the time Mr. Slaughter resigned on September 29th, she was two weeks away from being put on Administrative leave.

Lastly, while Nuckles attributes Mr. Slaughter's resignation to solely to the City Administrator, we think it's worth mentioning that the first Interim City Administrator hired by Mayor Richardson left after barely five weeks on the job. Their resignation letter seems to indicate the problems may have been outside of City Hall.

Read the resignation letter here: shadycovematters.com/interim-admin-resigns

Councilor Kathy Nuckles: *Mayor Richardson became aware of this and started digging, **only to be bashed by this group of advocates who, for whatever reason, are working very hard to hide the problems within City Hall.** Kind of ironic since they continually blame members of this council for lack of transparency.*

*Anyways, this is the state that we are in today and I will share more during the next meeting, all based on hard facts like letters and emails that these advocates have either known about and **hid in order to protect the growing cancer in City Hall** or they should have investigated if they were really were interested in the truth. So that's all I have to say.*

SCM Response: *Just like Mayor Richardson, Councilor Nuckles uses dramatic language to scare people... a “growing cancer on the City”. At least this time, she didn’t talk about dead dogs.*

Personally we think SCM is doing pretty good job so far at exposing problems that occurred under the watch of Councilor Nuckles prior to the hiring of Ms. Parry.

If Councilor Nuckles is so concerned about problems at City Hall,

- *Why didn’t she take action when budgets were pulled out of thin air?*
- *Why didn’t she share her concerns with other councilors when Auditors were asked to look for financial fraud?*
- *Why hasn’t she pushed for faster action on the City’s delinquent IRS payroll filings?*
- *Why didn’t she bring her concerns about Administrator Parry to the other Council members before quitting the second time?*

As far as Councilor Nuckles ominous statement that she would share more letters and emails that SCM supposedly knew about and kept hidden. We have no idea what you are talking about. Our response is simply this – we’ll be at the next Council meeting & happy to respond to anything you have concerns about. We do hope we’ll get more than three minutes to do it.