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**City of Newberg
City Council
October 25, 2021**

Meeting held electronically due to COVID-19 pandemic

BUSINESS SESSION:

Councilors Present: Mayor Rick Rogers, Councilors: Denise Bacon, Elise Yarnell Hollamon, Stephanie Findley, Julia Martinez Plancarte, Mike McBride, and Bryce Coefield.

Staff Present: City Attorney James Walker, City Recorder Sue Ryan

Meeting called to order at 6:03 p.m.

EXECUTIVE SESSION – ORS 192.660 (2) (h) Legal Counsel

Start: 6:08 p.m.

Stop: 6:48 p.m.

Topic: Legal Counsel

Staff: City Attorney James Walker, Miller Nash Attorney Christine Slattery

NEW BUSINESS –

City Attorney James Walker said the City had received a letter of resignation from City Manager Dan Weinheimer to be effective October 29, 2021. He said under the Charter, it's the Council's responsibility to appoint a City Manager Pro Tem. This is an opportunity to have a discussion or deliberate on who that individual will be. The Council does not have to necessarily under the Charter appoint the City Manager Pro Tem today. I would encourage the Council make the appointment in a fairly short order so City business can continue. But if not today, another option might be to make that appointment at the Council's next meeting on November 1, 2021.

Mayor Rogers said given that you did see Dan's resignation letter so the communication he had with Department Heads and direct hires. I think I did tell you all I did speak with, we have four Department Heads now, Doug Rux, Will Worthey, Jeff Kosmicki, Russ Thomas. Three of the four said they would help out. A lot of deadlines for Doug and community development as they are short staffed. So he didn't think he would be able to.

Mayor Rogers said but the other three were willing. I did talk to a lot of other staff, you know there has been quite a bit of turnover at the City so I talked to a lot of other staff. I have to say that I was very impressed with everyone's willingness to hunker down and continue operations so I was pleased with that. So anyway, Will, the Chief, and Russ all said they would be willing to help. One suggestion was that it rotate but the majority feeling there was for continuity sake but the thought was for 6-month stints it would work.

I just spoke to them to get their interest was all. But if you do want to talk to each of these folks prior we could set that up in fairly short order or we could discuss it now.

Councilor Bacon said she knew all of them very well – Russ & Jeff have been here as long as she has been here. She trusts either of them. She said she did not know Will as well but fairly well. She had talked with him through a lot of his projects. She said he has a great military type mindset of project management and moving things along. She said if you have ever had an opportunity to look at the work when they did a flip of the Library and how they figured it out and operated it, it is a spectacular piece of work. So for all of them she has nothing but the highest, they are all amazing leaders. They all lead in ways that inspire those under them to also follow suit. I would have no problem with all of those three.

Mayor Rogers said I got the sense from them that none of them would have a problem with the others.

Councilor Bacon said none of them are high ego people.

Councilor Coefield said he appreciated that all of them were willing to step up and low ego was always great. He said did any of them express a desire to step up to the role.

Mayor Rogers said one thing, and I do think I shared it with you but Will did put out a list of the conditions by which he would do it. And the first one was I will do it for a year but that he wanted to return to the library. But he did so he really thought about enough so that he put it into writing.

Councilor Martinez Plancarte said what she had heard about Will from other staff members was that his excitement, and how he works. Whenever other people mention Will they are always happy. I think he could bring that to the City. I mean he is already doing that but bring it more to the departments.

Mayor Rogers said the other thing to think about and I did not talk to any of the folks about this is one of the things is workload too. I mean look at the weather today, we're getting into winter and Public Works is going to be busy. And I mean the holidays are probably busy for the Police too. I mean the Library probably is busy too but I just don't know that as clearly but that is something else to consider.

Mayor Rogers said so what do you think – do you want to think about it until November 1st or what do you want to do ?

Councilor Coefield said I'm comfortable with moving forward with Will. I have had great experiences, I hadn't heard anything from Council or staff that would suggest that we pause. I do wonder if there might be an advantage to making a decision sooner as there might be some sort of overlap or quicker handoff so we're not extending time to where there isn't someone at the head of the show.

Action: To appoint Will Worthey {Newberg Library Director}.
Motion: Councilor Findley
Second: Councilor Bacon

Discussion:

Mayor Rogers said I would like to amend that to a term of 6 months.

City Attorney Walker said the effective date of the term so it would be effective October 30, 2021.

Councilor Bacon said doing this today is a good plan because I think our staff has had years and years of turmoil and making them wait is probably not good for anyone.

Councilors Findley and Bacon agreed to the amendments.

Mayor Rogers asked for any other discussion. He said any of the 3 should be good.

Councilor McBride said he liked that Will thought things through and sent something to the Council. But he would like to see Jeff in the position because he has had lots of experience in dealing with employees. That is the only reason I would lean toward Jeff because he has had a bigger leadership role.

Councilor Bacon said I can promise you because I've known Jeff for a long time that he will help because that is just the kind of guy he is.

Mayor Rogers said I think that goes for Russ as well because he has been in the community for a long time.

City Recorder Ryan said need to add a title of City Manager Pro Tem.

Councilors Findley and Bacon agreed to the amendment.

Councilor McBride asked about 6 months, the rotation, if it would be possible to have someone in place in 6 months. Mayor Rogers said the 6 months was a review check, and that Will indicated he was willing to go a year but not past that time.

Councilor Coefield said I guess this might happen at another time but who would step in to manage the library. Mayor Rogers said that Korie Buerkle was the assistant library director and would most likely fill that role. From speaking to Will he is not going to let the library go to shambles and certainly wouldn't either. But that is also something to review as we go along. The other thing, I don't know where this kind of thing comes in, but can I talk about salary James at this point or is it something I can leave ?

City Attorney Walker said yes since you are in open session.

Mayor Rogers said this was just to highlight that Will said in his notice that he would not require any additional salary. Or what I think is customarily the salary goes to the level of the position you're holding. But in this case Will said he did not believe it was necessary. But I don't know if we need to hash that out now but that is another discussion point. Councilor Yarnell Hollamon said I do not support him not taking the salary. It shows his character. I would also not be comfortable with whoever fills his shoes.

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Mayor Rogers asked for any other comments or thoughts. James we don't need a roll call vote do we ? City Attorney Walker said no.
Mayor Rogers called for the vote.

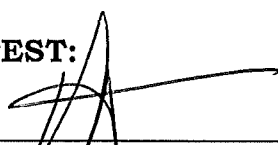
Vote: 7 Yes 0 No 0 Absent

Mayor Rogers said that is unanimous.

Meeting adjourned at 7:07 p.m.



Sue Ryan, City Recorder

ATTEST:


Rick Rogers, Mayor