

SWEET HOME CITY COUNCIL
SPECIAL MEETING MINUTES

May 18, 2016

The City Council Special Meeting was opened at 6:00 p.m. in the City Hall Annex.

Roll Call:	Councilor Goble	P	Councilor Hobbs	P
	Councilor Goodwin	P (6:01pm)	Councilor Mahler	P
	Mayor Gourley	P	Councilor Trask	P
			Councilor Underwood	P

Staff: City Attorney Robert Snyder, Finance Director Pat Gray, Police Chief Jeff Lynn, Library Services Director Rose Peda, Public Works Director Mike Adams and Recording Secretary Julie Fisher

Media: None

Registered Visitors: Dick Knowles, Hank Berg, Shawn Anderson

The purpose of the meeting was for selection of a City Manager Pro Tem. Mayor Gourley opened the floor for discussion. City Attorney Robert Snyder noted that candidates William Lee and Dave Holley are veterans and receive veteran's preference.

Councilor Mahler stated he applauded citizens that came before the Council because their passion for the community is commendable. Councilor Mahler added that Mr. Holley is very qualified. Councilor Mahler stated he feels Public Works Director Adams does an excellent job as the Public Works Director but did not feel the Council should pull PWD Adams from his current duties and it would not be good for the City to pull him away from where he is the strength of our community. Councilor Mahler felt Christy Wurster is the best candidate and based on qualifications stood out to him.

City Attorney Snyder noted the fees for the professionals are at \$45 per hour which translates to \$3,344 per month for 2 hours a week. Mr. Holley stated his fee would be \$25 which equals about \$1940 per month. PWD Adams, including the additional coverage at the PW crew, totaled about \$1167 per month.

Councilor Mahler stated he kept the compensation in mind, but based his recommendation based on experience.

Councilor Goodwin stated he remains of the opinion that the best path forward would be to put Mike Adams in that position as his cost is the least and he is the most experienced with the City, the processes, and with the people. He added many of the staff already report to PWD Adams. Councilor Goodwin stated he could also see hiring Ms. Wurster who seemed very qualified and he would support either path depending on the will of the Council.

Councilor Underwood asked PWD Adams if he had enough hours in the day to take on the additional responsibility. PWD Adams stated that some of his current duties would have to shift and that is why he suggested being able to backfill an existing employee into a supervisory

position of the maintenance crew for that period of time. Councilor Underwood asked if PWD Adams had someone in mind for the supervisory position to which PWD Adams stated he had two or three he would like to talk to. Councilor Underwood asked for clarification on the total cost including the additional person which was \$1167 per month as stated earlier.

Councilor Underwood stated he was afraid that the additional responsibilities would be too much of a burden to PWD Adams. Councilor Underwood appreciated the citizens that came forward and commended the passion expressed by them. Councilor Underwood stated he felt it was in the Council's best interest to choose Ms. Wurster.

Councilor Goble stated he was excited to see interest from the citizens who applied. Councilor Goble added that Ms. Wurster is a viable candidate, but stated the Council does not have to pick from the first hiring group. Councilor Mahler stated it was important to move forward soon.

Councilor Mahler made a motion to appoint Christy Ellis Wurster as City Manager Pro Tem for the City of Sweet Home with a starting date of Monday, May 23rd with Councilor Trask seconding.

City Attorney Snyder stated in regards to Mr. Holley, Ms. Wurster has more experience as a City Manager and City Manager Pro Tem. City Attorney Snyder stated in regards to Mr. Lee, Ms. Wurster has 20 years' experience and has had a longer term as City Manager. City Attorney Snyder added that Ms. Wurster's communication skills are higher and she was more available and easier accessible than Mr. Lee.

Councilor Hobbs stated he was conflicted as Ms. Wurster has an excellent resume and a fair amount of experience, but the cost difference concerns him between Ms. Wurster and Mr. Adams.

Councilor Goodwin added his concerns that by bringing in a City Manager Pro Tem from outside the City, then by the time they get to know the system and the City, they will be done. Councilor Goodwin stated he is very frustrated with the Council with their double speech which reaches to the point of lying. Councilor Goodwin said Mr. Adams knows the City, knows the people, has worked with the Budget, and has been here a long time. Councilor Goodwin stated the best decision is to fill the position with staff for a couple of months. Councilor Goodwin said he did not want to spend an extra \$2500 per month for the next couple of months.

Councilor Trask stated he is not saying the PWD Adams could not do the job, but he did think it would be more difficult for PWD Adams than it would for Ms. Wurster. Councilor Trask stated his first choice would have been Dave Holley and in talking to Mr. Holley, stated that he could do it, but did not think he could do it in two days per week. Councilor Trask stated he resents the fact that Councilor Goodwin thinks that they lied to him.

Councilor Goodwin asked what the Council is looking for. He wanted to clarify that after the Council hires a Pro Tem City Manager, they are not going to then hire a recruitment company. He was concerned that Council will hire a Pro Tem for the purpose of recruiting a City Manager, then also hire a recruitment company stating that was a lot of additional cost that are not needed. He asked the Council what it is they are doing.

Councilor Trask said he did not anticipate hiring a recruitment company.

Mayor Gourley said after speaking with Ms. Wurster, he felt she could do that. Mayor Gourley said the Council does need to set some perimeters on what the Council is looking for in a City Manager and how the search for a replacement should be.

Councilor Goble asked if Ms. Wurster is hired as a Pro Tem, can she still be considered for the permanent City Manager position. City Attorney stated she could apply to be one of the candidates.

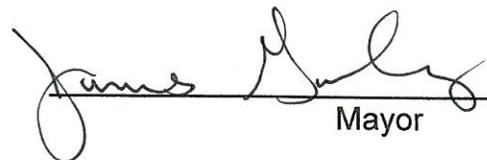
Councilor Underwood addressed the comments made earlier by Councilor Goodwin. Councilor Underwood stated he takes great offense to the comment about the Council lying. Councilor Underwood stated that a he puts a great deal of consideration without or with very little consultation with other councilors. Councilor Underwood read from a letter submitted by Councilor Goodwin to the Council, that stated Councilor Goodwin would support Ms. Wurster, and now he is saying he is against it. Councilor Underwood asked what has changed Councilor Goodwin's position. Councilor Goodwin replied he is in favor of Ms. Wurster and she is the best candidate for the job that applied. Councilor Goodwin stated his objection was to bring someone from outside the City and put all of the expense into someone who is not familiar with the City. Councilor Goodwin continued, as to his comment as to the integrity of the Council, he knows for a fact, there are Councilors sitting at the table, that have repeatedly said things to him in private about their view in the matter and are saying the opposite in public and Councilor Goodwin finds that very offensive for the people of this City. Councilor Underwood clarified if the statement was about him and Councilor Goodwin stated he did not say it was Councilor Underwood. Councilor Goodwin stated what is said in the Council should represent how each councilor really feels.

To the Motion, question was called and the motion passes with 7 ayes, 0 opposed, and 0 absent.

Mayor Gourley stated he will contact Ms. Wurster. The Council agreed Ms. Wurster would work 2 days per week with no more than 20 hours at \$45 per hour.

The meeting adjourned at 6:32 p.m.

The foregoing is a true copy of the proceedings of the City Council at the May 18, 2016 Special City Council Meeting.



Mayor

ATTEST:



Clerk of the Council Pro Tem – Ex Officio City Recorder