

MINUTES
CITY COUNCIL CHAMBERS, CITY HALL
29592 ELLENSBURG AVE
GOLD BEACH OR 97444
FRIDAY, MARCH 27, 2009,
SPECIAL MEETING: 3:00 P.M.

CALLED TO ORDER BY MAYOR WERNICKE AT 3:00 P.M.:

THE PLEDGE OF ALLEGIANCE:

ROLL CALL:

| | <u>PRESENT</u> | <u>ABSENT</u> |
|-------------------------------------|-----------------------|----------------------|
| Mayor James Wernicke | <u> X </u> | <u> </u> |
| Council Position #1 Sue Johnson | <u> X </u> | <u> </u> |
| Council Position #2 Larry Brennan | <u> X </u> | <u> </u> |
| Council Position #3 Peter Peterson | <u> X </u> | <u> </u> |
| Council Position #4 John Truesdell | <u> X </u> | <u> </u> |
| Council Position #5 David Alexander | <u> X </u> | <u> </u> |
| City Administrator Don Flynn | <u> X </u> | <u> </u> |

SPECIAL ORDERS OF BUSINESS:

COMPENSATION FOR POLICE CHIEF

Wernicke gave some background on their interviews with applicants for the position. The consensus of the interview board (Wernicke, Brennan & Flynn) was that one particular applicant was by far the best interviewee and their suggestion was to hire him, if possible. The applicant was notified by Flynn that the city could not afford to meet all his requests, but that he would talk to the council and see if there could be some further negotiations. The applicant expressed by e-mail that he would ask for \$55K per year in addition to other perks.

A discussion ensued regarding setting parameters for Flynn and what perks and benefits could be offered to the applicant.

DISCUSSION:

Johnson said she thought he was asking for too much and that the city should not start a new employee at a rate that is several thousand dollars higher than the last chief was paid after working for the city for five years.

Brennan read a letter into the record giving his feelings on the subject. (A)

Peterson agreed with almost all of Brennan's letter, but thought some things should have been made clear in the interview process and they were not.

Truesdell agreed that the candidate should have left the interview with a clear picture of what the city was offering.

Wernicke said the letter of expectations was covered very well in the interview process and he thinks the council should have given some idea of negotiation limits.

Alexander said the salary range was clearly stated in the advertisement and if he saw a job with a salary range that was not acceptable to him, he would move on to other listings. He feels the city was completely up front in the range.

Flynn said he is looking to the council to give him a salary range and allow him the authority to negotiate it and he will move ahead on it.

Flynn said he spoke with the city attorney and she said we can change the salary after advertising it for a lower amount. Johnson said she would want that in writing for our records.

Truesdell felt a decision should be made and then move on. If this particular candidate refuses our offer, then we will find other good applicants out there.

Frank Roberts, Chairperson of the budget committee spoke and expressed concern at the liability the city might face if after advertising at a certain rate, it was increased substantially. He did agree that the chief should be paid more than the corporal.

Katie Freedman, Vice Chairperson of the budget committee spoke and read a statement saying she thinks the city should go for it, as the funds to pay the extra is in the budget now, in wages that the former chief was budgeted but not paid. She said since the PD budget is over half-million dollars, we need a good qualified person to manage those funds. She has confidence that Brennan, Wernicke and Flynn are qualified to conduct interviews and if they feel we have found the right person, we should hire him.

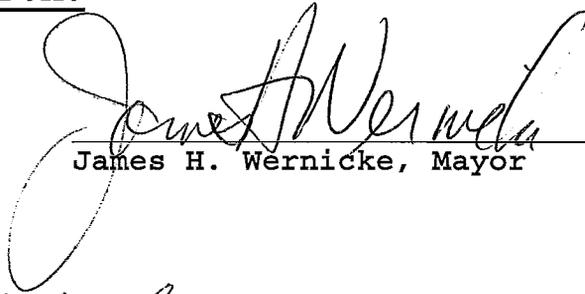
Mark Rasmussen (audience) urged the council to offer enough to get a top-notch person this time. He said he trusts Brennan's opinions as he has spent an incredible amount of time working in law enforcement. He stated that we have a candidate that is very

apt at handling the interview process. This would be a step towards rebuilding the police department from the ground up and we need a highly qualified chief for that.

Following further discussion, since some of the council had not seen the e-mail from the applicant, that over the weekend, a proposal would be written by Wernicke that would set out different scenarios for the council to consider.

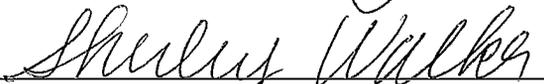
The council determined they would meet again at 8:30 a.m. on Monday morning after everyone had time to study the proposal. That would give ample time for proper posting of the meeting.

ADJOURNED AT 4:45 P.M.



James H. Wernicke, Mayor

ATTEST:



Shirley Walker, Recorder

The location of the hearing/meeting is accessible to the disabled. Advance notice is requested if special accommodations are needed. Call (541) 247-7029 so that appropriate assistance can be provided. The City of Gold Beach is an affirmative action EEOE and complies with section 504 of the rehab act of 1973. Complaints of Discrimination should be sent to: USDA, Director, Office of Civil Rights, Washington, D.C. 20250-9419