

# CITY OF MOSIER

small enough to make a difference

## Meeting Minutes September 20th, 2017

Mosier Senior Center at 500 East Second Ave., Mosier, Oregon

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| <b>I</b>   | <b>The meeting was called to order by Mayor Burns at 6:32 pm.</b>   |
|            | Council: Mayor Burns, Councilors Emily Reed, Peny Wallace, Lacy Gries, Acasia Berry, Ann Van Osdol<br>Excused: Councilor Marc Berry<br>Staff: City Manager Fitzpatrick, City Attorney Laura Westmeyer<br>Community: Beck Ramirez, Commissioner Scott Hege, Mark Chorniack, Suzi Conklin, Witt Anderson  |
| <b>II</b>  | Agenda corrections or additions: None   |
| <b>III</b> | <b>Business from the Audience:</b> None   |
| <b>IV</b>  | <b>Approval of 9/6/17 City Council Meeting Minutes.</b><br><b>Councilor Van Osdol made a motion to approve the City Council meeting minutes with Mayor Burn's edit of an addition of her suggestion of Center St. as one-way heading south and Washington St. as one-way heading north and Gries' note that there was a typo. Councilor Gries seconded. Motion passed unanimously.</b>  |
| <b>V</b>   | <b>BUSINESS</b>   |
| 1.         | <b>Interviews with Candidates for the Position of City Manager:</b><br><br>John Leuthauser was the first candidate to speak to Council. Councilor A. Berry asked Leuthauser to talk about <i>why he had applied for the position</i> . Leuthauser spoke about his experience as a loan officer for a credit union and his academic work towards an MBA. He said that he did not enjoy the minutiae of the financial world and would rather have his fingers in as many pies as possible. <i>Leadership Style:</i> he responded that asks why a lot. He also likes to have the best people that he can find and then let them do their jobs. He is not a micromanager. <i>What if you have an employee that is not working out well?</i> Leuthauser talked about his experience having to decline many loans when he first started that job. He feels that good training is important. <i>What do you like about Mosier?</i> Leuthauser said that he first came to Mosier when he was 10 yrs. old. He said that the Mosier projects list scares him, but he is willing to jump in. He also likes the mix of newer and older residents and that representation on Council. <i>What will be your steepest learning curve in this position?</i> Leuthauser said that initially it will be getting to know the City and the projects. He tends to be scattered and will need to focus on getting things done. He will also check to make sure that the financials controls are adequate. He said that the first year you will overpay me, then the salary will match his work, and then after that the City will be underpaying him. <i>Emergency Management:</i> Leuthauser talked about a class that he took at PSU that scared him. He is now writing a paper with a colleague about the population movement during the eclipse. A City manager can declare an emergency. He thinks that Citizen Emergency Preparedness is important. He would look for training with Hood River County or Wasco County. <i>How would you characterize Mosier?</i> He said that Mosier is a great little town. He loves the potential and the plans for the future. He grew up in Halfway until he was 3 yrs old. It was an ambulatory town. <i>What if the City has a vision and a plan and the community doesn't agree?</i> He said that the City Council answers to the residents and that they would need to find out what the concerns are. He talked about the importance of a having a forward-looking vision. He loves what he has learned about the community. He would be the chef—the City Council would be ordering the meal. <i>Have you ever worked with LOC?</i> Leuthauser said that he represented 4 Leagues in Washington DC when he as a legislative assistant from 1993 to 1997.<br><br>CONTINUED NEXT PAGE |

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|    | <p><b>City Manager Candidate Interviews—Continued.</b></p> <p>The City Council thanked John Leuthauser for his interest in the City and said that they would contact him soon. The City Council then invited Colleen Coleman, candidate for City Manager, to speak.</p> <p><i>Why do you think you are the right person for this position?</i> Coleman said that she has many years of experience in community planning and the perspective of the broader environmental and sustainable goals. She has worked with a landscape architecture firm, an architecture firm, and with environmental restoration projects. <i>How does a small town grow successfully?</i> Coleman responded that a community must invest in its social and critical infrastructure while it remains environmentally and financially sustainable. <i>Leadership style?</i> Coleman said that a good leader should motivate others to do their part and should lead from behind. You get more done that way. However, she has no problem asserting authority when needed. She has worked for many years with people who were completing large projects and is familiar and has worked with all of the permitting processes. <i>What do you like about Mosier?</i> Coleman likes the people—orchardists and small business owners-- and the diversity of ideas. Mosier is a vibrant part of the Gorge. She is impressed by how the community addressed the train derailment. <i>What will be your steepest learning curve?</i> Coleman responded that she will need to understand the priorities of the City Council, and will need to understand the fiscal responsibilities of the City. She said that learning the nuts and bolts of operations and infrastructure will take awhile. She is pragmatic and can get these things done. She will also be able to keep in mind the big picture at the same time. <i>What do you think your biggest challenge might be?</i> She said getting up to speed with the collaboration of Team Mosier and making sure that everyone is on the same page and moving in the same direction. <i>What about emergency services and preparedness?</i> Coleman has assisted with elderly parents and in-laws and has been an advocate for medical services. She has a good understanding of the process and procedures. <i>What will you do when you are in a position where you start to feel overwhelmed?</i> Coleman said that she would first ask the Council, ok—what do you want to get done first? She would put together a spreadsheet or a workchart—visuals—and then the Council could figure out how to set aside some projects to get others done. <i>How familiar are you with municipal process and procedures?</i> Coleman said that she is very familiar with government agency requirements, Roberts Rules of Order, and has submitted many reports and grant reports. <i>What is your experience with Project Manager?</i> Coleman said that she has done a lot of fundraising, public outreach, and has coordinated deliverables to make sure that the team is meeting scope and budget. <i>Who would you be if you wore a pair of waders and a pair of red heels?</i> Coleman said that she has been out in the field wearing waders and has attended big fundraising dinners wearing red heels. She is looking forward to having a local job where she can make a difference locally instead of regionally. Coleman asked if the City offered health benefits, and was told that the City did offer health benefits to full time employees. She said that she has also worked a lot with Wordpress websites, InDesign, and Adobe Photoshop. She said finally that she felt like the town of Mosier seems to be coming alive.</p> |
| 2. | <p><b>Executive Session under ORS 192.660 (2) (a): Employment of Public Officers, Employees, and Agents.</b></p> <p>Mayor Burns closed the public meeting and called for the Executive Session at 7:40 pm.</p>  |
| 3. | <p>City Manager Candidates: Council Decision</p> <p>Mayor Burns closed the Executive Session and opened the public meeting at 8:20 pm.</p> <p><b>Councilor Wallace made a motion to appoint Colleen Coleman to the position of City Manager. Councilor Van Osdol seconded. Motion approved unanimously.</b></p> <p><b>Councilor Gries made a motion to give City Manager Fitzpatrick the authority to negotiate salary and benefits with the candidate. Councilor Reed seconded. Motion approved unanimously.</b></p>   |
| VI | <p>Meeting was adjourned at 8:40 pm</p>   |