

**CANBY CITY COUNCIL
SPECIAL MEETING MINUTES
July 24, 2019**

Presiding: Mayor Brian Hodson

Council Present: Greg Parker, Traci Hensley, Tim Dale, Shawn Varwig, and Sarah Spoon.

Staff Present: Joseph Lindsay, City Attorney; Rick Robinson, City Administrator; and Amanda Zeiber, Assistant City Administrator

Others Present: Andrew Hale, Rachel Swanson, Jason Padden, Brian Imdieke, Kevin Starrett, Trygve Berge, Stefani Carlson, Bill Benton, Sarah Morgan, Sara Lockwood

CALL TO ORDER: Mayor Hodson called the Special Meeting to order at 7:00 p.m. in the Council Chambers.

CITIZEN INPUT & COMMUNITY ANNOUNCEMENTS: None

NEW BUSINESS: City Council Applicant Interviews and Selection – Mayor Hodson explained the interview process and handed out numbered envelopes to determine the interview order.

INTERVIEWS: Andrew Hale had lived in Canby all of his life. He was married with three children. He worked in the City as a Quality Engineer and loved the outdoors. Some of his main goals for becoming a City Councilor were to learn more about the community and local government and use his problem solving skills to help the community. He would be open to running for the City Council seat in November 2020. The most pressing problem or challenge in the City was managing growth and balancing the needs of people, businesses, and families. He explained at work he dealt with internal and external problems. A customer had told him that over 100 assemblies were put together wrong and he had asked clarifying questions, looked into the problem, determined the root cause, and communicated back to the customer. He found out the wrong parts were put on the assemblies, and he created a process to make sure it would not continue. He was interested in improving the parks as he was on the Canby Area Park and Recreation District Board. He discussed how the Quality Director was out of town and he had to sit on the management staff meeting to go over the management review where they looked at improvements needed to get where they wanted to be. He had to deal with returned items at work and he evaluated what happened and many times found that what went wrong was a process of his company rather than a mistake of the customer. He had to let management know and they were not happy to hear that. He also had to issue corrective action requests. To prepare for this interview he had conversations with co-workers, family, and wrote down answers to the interview questions. He thought he could make the time commitment to participate on the City Council. He thought the \$9 million that was available through Urban Renewal should be used for reviving downtown Canby. For the parks, he was looking to see what types of events, education, and other things people could do at the parks. He explained how he worked for a contract manufacturer for multiple customers.

Trygve Berge had grown up in Vernonia, served 8 years in the military, and became part owner and vice president of a large commercial construction company. He was married with four children and his hobbies included doing outdoor activities with his family. He wanted to serve on the Council in order to give back to the community and serve as a voice for the community. He

would be open to running for the City Council seat in November 2020. The most pressing problem or challenge in the City was completing the Wayside Project and supporting local businesses. He gave an example of a project in Boise, ID where a construction truck had cut someone off and he had taken the information and told the customer the truck driver would be reprimanded. Later he called the customer back to let him know the issue had been dealt with. Some of his goals for being on the Council were looking at the long term strategic planning and creating short term goals, especially with the current growth of the City. Being a team member was something he had done for years. He thought egos had to be put away and everyone had to work toward a common goal. He explained how one of the hardest decisions he had made at work was walking away from a master contract with a health care provider in Oregon due to the difficulties of working with the client. He looked at the whole picture and tried to have the foresight of where they would be at the end of the decision. To prepare for this interview he spent a lot of time on the City's website, watched past Council meetings, and researched the Urban Renewal District. He thought he could make the time commitment to participate on the City Council. He thought the \$9 million that was available through Urban Renewal should be used for upgrading infrastructure, the Wayside Project, and possibly the Ackerman Sports Complex. The concerns he had heard from citizens were local businesses having a hard time surviving in the City. He thought the Council could help with infrastructure and upgrades. The more they spruced up downtown and created a quiet zone with the train, the better it would be for businesses.

Rachel Swanson moved to Canby two years ago. She worked for a large multi-national technology company as an associate director. She was married with two children and was also a 4H leader for Clackamas County and was a knitter. She would like to serve on the Council to get involved in the community. She would be open to running for the City Council seat in November 2020. The most pressing problem or challenge in the City was maintaining the small town feel of the City, especially with the recent growth. She said a lot of her job was dealing with conflict with customers, especially when a system went down and needed to be resolved in a timely manner. She listened to customer concerns, figured out what the problem was, developed an action plan, and took corrective actions. She thought it was about letting them be heard and being the positive voice to work together to get it fixed and provide frequent updates. As a Councilor, she would like to address the empty buildings downtown and revitalize the downtown area. As a 4H leader she was constantly encouraging the kids to work together as a team and she gave an example of putting together an exhibit for an expo at OMSI. A lot of her customers wanted to make a change to their system that went outside of standard business practice and if it would impact another client or it was something they could not support, she had to tell them no. She had to help them understand the change was not a good idea. She explained one of her clients had a data center they recently moved to and on the third day the data center had an outage. The system had to be down to fix it and the customer wanted it up as soon as possible. However it had to be fixed right before it was turned back on and she had to explain that. To prepare for this interview she watched past Council meetings, looked at the City budget, and talked with friends and family. She thought she could make the time commitment to participate on the City Council. She was not certain how the Council could help revitalize downtown, but thought they could discuss the needs of small businesses in the City and how they could help. She thought the \$9 million that was available through Urban Renewal should be used for a dog park and improving parking downtown.

Kevin Starrett was raised in New York, got an art degree, and worked in the fashion business. He and his wife had lived in Canby since 1996. He also had two grown sons. He was the director of the Oregon Firearms Federation and had been doing civil rights advocacy. He was also the safety chair of the Gun Club and worked to keep the neighbors happy. He was on the search committee

for the Police Chief and director of the Gun Club's educational foundation. He liked to do photography and woodworking as well. He would like to serve on the Council to help make policies that would preserve the small town feel of Canby. He would be open to running for the City Council seat in November 2020. The most pressing problem or challenge in the City was managing growth. He also saw many problems with the legislation that was being passed in Salem and how it was affecting small businesses. He thought farms and small businesses needed to be protected and whatever could be done to mitigate the impacts he would like to be a part of that. He thought if they took people seriously, listened to them, and showed them respect people would appreciate that. He had seen that with people coming to his organization who were angry at what a volunteer had done. If responded to with respect, most of the time they would come around and be happy with them. He would like the Council to see what could be done about supporting small businesses. He had worked with and supported groups that were trying to pass local legislation in the counties. He made an unpopular decision to be a party to sue the President and he had to explain why he made the decision to his constituents. He knew it was unpopular, but thought it was the right thing to do. To prepare for this interview he read and thought about the interview questions. He thought he could make the time commitment to participate on the City Council. He would not be in favor of borrowing the \$9 million that was available through Urban Renewal for any projects.

Brian Imdieke had lived in Canby for 20 years. He was married with two children. In his free time he spent time with his family and outdoors. He worked for Clackamas County Community Corrections as a Corrections Manager. He wanted to serve on the Council to make a difference for the future and to help keep Canby being Canby. He would be open to running for the City Council seat in November 2020. The most pressing problem or challenge in the City was managing growth and maintaining the small town feel. He had many times dealt with upset clients. He gave an example of dealing with an upset co-worker. There was a combined team project and one person was feeling left out of the decision making, and he took the time to talk with her about her concerns. He had to find out what was truly going on and listen to her to help solve it. It showed how trust was important. He did not have a specific goal or problem to address on the Council. He hoped to keep the progress going. He had not served on any external boards or committees. He had made an unpopular decision when he decided to have similar operating procedures for two different groups so the staff could be interchangeable and more efficient. It was met with a lot of resistance because people didn't want to change. He talked it through with them and it was starting to settle down. To prepare for this interview he talked with different people, requested the policy and operating guidelines of the Council, attended meetings, watched videos of Council meetings, and discussed it with his family. He thought he could make the time commitment to participate on the City Council. He thought before he could decide what the \$9 million that was available through Urban Renewal should be used for, he would have to find out the pressing needs of the City and if it was worth borrowing that kind of money. He mentioned a potential conflict as he managed a work crew program that did work in the City that was contractual based.

Jason Padden grew up in New York, was active in the community through high school and college, moved to Washington for an internship, and then moved to Canby 15 years ago. He had been a member of the Urban Renewal Advisory Committee and Street Maintenance Fee Task Force. He had been on the City Council before but had to step down for work commitments. Since then had changed jobs to be an Oregon broker rep for McHutchinson Horticultural Distributors. The new job was a decrease in time commitment and he now had the time to devote to this position. He then listed his many hobbies. He had always enjoyed being an active member of the community he was a part of. He enjoyed serving on the Council before and he missed it. He had

thought about running for a City Council seat in November 2020. This position came up, and he thought he would apply and see what happened. The most pressing problem or challenge in the City was growth and how to handle it. An example of an unpopular decision was when his previous employer had decided to cut out their distribution network and that was a problem for some of his sales areas and customers. He was very unpopular for several months. He just took it day by day and came up with solutions to each problem and laid out a game plan for everyone to get onboard. He had no specific goal as a City Councilor. He would continue to focus on and champion streets. He discussed the group effort he was involved with to reenact a period German feast for 150 people. He had to deal with food allergies and vegan and vegetarian requirements, but it was successful and they stayed on budget. He gave an example of when he was a Resident Assistant in college and how he dealt with students using the bathroom garbage as personal garbage by removing the garbage receptacles in the bathroom. It forced people to put the garbage where it needed to go and saved the college money. He had been through this interview process before and was a member of the Budget Committee. He was also a member of the Lions Club and thought he was attuned to what was going on in the City. He thought he could make the time commitment to participate on the City Council. He would have to look at what the pressing needs of the City were before knowing where to use the \$9 million that was available through Urban Renewal. He thought he would be in favor of using some of the money to prepare the City for future parking needs as the downtown core continued to grow. He would paint his front door red because he had a different personality and thought outside the box and was spontaneous.

DELIBERATION AND SELECTION: Councilor Parker encouraged the candidates to put their names on the ballot in November 2020. He liked how it was mentioned that they needed to take time to learn and how answers needed to be contextual. It had taken him two budget cycles before he thought he was informed enough to make a decision and he had taken up a lot of the City Administrator's time with questions. Because they were going to be hiring a new City Administrator and the context of what the Council would be facing next year, he thought they should choose someone who had done this job before.

Councilor Hensley said she thought all of the candidates offered something, and she listed those items for each candidate. She disclosed that she had a professional relationship with Mr. Starrett. She was leaning towards Mr. Imdieke as he had a good answer to the URD question as well as stated he was not a micro-manager and wanted to keep the momentum of current efforts. He had done his homework on what they were doing. The same for Mr. Berge who seemed like he would be a good delegator and his focus was on local businesses and strategic planning for growth.

Councilor Dale was impressed by the depth of experience of the candidates. He was particularly impressed by the financial and organizational experience, depth, land use experience, and preparation of Mr. Berge.

Councilor Varwig had been a candidate interviewed for a Council seat and was not selected. For all who would not be selected tonight, he did not want them to be discouraged. He thought all of the candidates were fantastic and would do the job well. He agreed the big issue facing the City was managing growth and maintaining the City's small town feel. He liked the land use experience Mr. Berge brought to the table. Mr. Berge was his first pick and Mr. Imdieke was his second.

Councilor Spoon agreed that everyone had something useful to bring to Council. She was concerned about the City Administrator's time before he retired and bringing on someone who did

not have experience. She discussed the difference between potential versus real experience. She thought Mr. Padden had the experience they needed. She was concerned with how Mr. Berge perceived the role of the Council and the involvement in the community.

Mr. Berge said he was willing to put in the work and dive right in. He did not want to micro-manage the committees or community and tell them how to do something. He wanted to work with them and be the liaison.

****Councilor Dale moved to appoint Trygve Berge to the Canby City Council for a term to end on December 31, 2020. Motion was seconded by Councilor Hensley and passed 4-1 by roll call vote with Councilor Spoon opposed.**

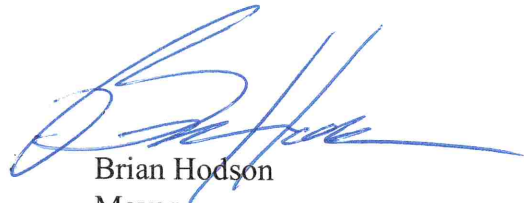
City Administrator Recruitment Update – Mayor Hodson said they had moved into negotiations with one of the candidates for City Administrator.

Joseph Lindsay, City Attorney, said they were finalizing the conditional offer, which was conditioned on a successful background review. The contract would come back for the Council to approve.

Mayor Hodson adjourned the Special Meeting at 9:04 p.m.



Rick Robinson
City Recorder Pro-Tem



Brian Hodson
Mayor