

RESOLUTION NO. 2373

A RESOLUTION APPOINTING RAY YOUNG TO THE POSITION OF CITY MANAGER OF THE CITY OF TROUTDALE EFFECTIVE MARCH 14, 2017.

THE TROUTDALE CITY COUNCIL FINDS AS FOLLOWS:

1. That due to the retirement of the former City Manager a vacancy occurred in the position effective January 1, 2017.
2. That it was both necessary and desirable to appoint Raymond Young to serve as Interim City Manager until such time as the successor City Manager was selected.
3. That the professional recruitment services firm, the Prothman Company, was selected September 13, 2016 by Resolution No. 2353 to recruit a successor City Manager.
4. That the City Council conducted a hearing providing the public an opportunity to comment on the hiring standards, criteria, policy directives, and a timeline for the City Manager recruitment and hiring prior to adoption, in compliance with the requirements of ORS 192.660(7)(d) and ORS 192.660(2)(a), by Resolution No. 2360 on October 25, 2016.
5. That the Council following the initial recruitment phase, Prothman presented semi-finalist candidates from which the Council selected candidates for final interview in executive session.
6. That the Council interviewed, and evaluated the finalist candidates in executive session, and reached a consensus, selecting Ray Young as the top candidate, directing and authorized City Officials to proceed with initial employment negotiations, by Resolution No. 2370 on February 28, 2017.
7. That Mr. Young has indicated that he desires to serve and would accept the appointment to the Troutdale City Manager position.
8. The parties agree that Temporary Employment Agreement for the Interim City Manager position, dated November 28, 2016 between the Mr. Young and the City, shall terminate upon City Council approval of this Resolution.

9. That the City desires to establish certain conditions of employment and to set working conditions of the City Manager, to provide inducement for the City Manager to remain in such employment, and to provide a just means for separation of employment at such time as the City Manager may be unable fully to discharge the duties of such position due to disability, or when City may otherwise desire to terminate services of the City Manager.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TROUTDALE:

Section 1. Pursuant to Title 2 Administration and Personnel, Chapter 2.04 City Manager, of the Troutdale Municipal Code (TMC), that the Mayor recommends, and the City Council hereby appoints Raymond P. Young to the position of City Manager of the City of Troutdale, effective March 14, 2017, and in accordance with the 1994 Troutdale City Charter, Chapter V. Powers and Duties of City Officers, Section 21, City Manager, and the TMC Chapter 2.04 which provides that, "A. *The office of city manager is established as the administrative head of the city government. The city manager is responsible to the mayor and council for the proper administration of all city business. The city manager will assist the mayor and council in the development of city policies, and carry out policies set by ordinances and resolutions.*"

Section 2. It is recognized that in accordance with the 1994 Troutdale City Charter, no council member may directly or indirectly attempt to coerce the manager or a candidate for the office of manager in the appointment or removal of any city employee, or in administrative decisions regarding city property or contracts. Nothing in the Charter restricts the authority of the mayor or any council member to discuss the strengths, weaknesses, or need for city staff, nor to discuss any city contract or property that either exists or is contemplated, with the city manager. Such discussions may be held privately, at the discretion of the participants, but shall conform to the requirements of law.

Section 3. That the City Council authorized the City Attorney, Ed Trompke, and Finance Director and City Personnel Officer, Erich Mueller, (each a "City Official") in consultation with employment law counsel, to act jointly and cooperatively, on behalf of and in the best interest of the City, to negotiated terms and conditions of an employment agreement and conditional offer of employment for the City Manager position, consistent with the consensus of the City Council reached in executive session.

Section 4. That the City Council hereby approves the employment agreement as negotiated by the City Officials on the terms conditions substantially consistent with Exhibit A of the Staff Report, and that a City Official, on behalf of and in the best interest of the City, and without further action by the City Council, is authorized, empowered and directed to execute the employment agreement on behalf of the City.