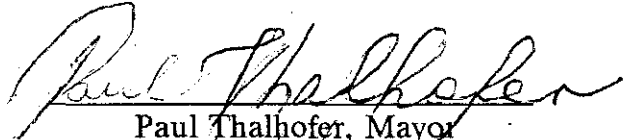


CITY OF TROUTDALE

AGENDA
TROUTDALE CITY COUNCIL - SPECIAL MEETING
COUNCIL CHAMBERS
TROUTDALE CITY HALL
104 SE KIBLING AVENUE
TROUTDALE, OR 97060-2099

6:30 P.M. -- FEBRUARY 15, 1994

1. PLEDGE OF ALLEGIANCE, ROLL CALL, AGENDA UPDATE
2. CITY ADMINISTRATOR EVALUATION - ORS 192.660(1)(i) "to review and evaluate the job performance of a chief executive officer" during the evaluation process the City Administrator may elect a public or private session. If a private session is elected, the Council will go into Executive Session.
3. PRESENTATION - Hud Lasher, Superintendent Reynolds School District
4. ADJOURNMENT


Paul Thalhofer, Mayor
Dated: 2/15/94

**TROUTDALE CITY COUNCIL - WORK SESSION
COUNCIL CHAMBERS
TROUTDALE CITY HALL
104 SE KIBLING AVENUE
TROUTDALE, OR 97060-2099**

6:30 P.M. -- FEBRUARY 15, 1994

1. CITY ADMINISTRATOR EVALUATION

Mayor Thalhofer called the meeting to order at 6:35 p.m. He talked to the issue of agenda items. He apologized for the tardiness of information to the Councilors.

A calendar scheduling meetings and events was requested from several councilors.

Mayor asked councilors to state whether they were willing to meet on off Council Tuesdays.

Schmunk opted to meet only one off Tuesday per month. Budget meetings were automatically a can do.

Mayor asked for consensus for 1 off Tuesday meeting per month.

Burger-Kimber asked to be excused and attend instead the 'Design Night' on the 2/22/94 meeting.

The listing of priorities [#1-#16] were discussed in order. It was decided to go through the ranking verbally and the next evaluation would be done in writing y each councilor.

#1 was improved - satisfactory

Thompson - very pleased; Schmunk - lots of improvement [difficult task for Pam and has done a great job with it]; Lloyd - agree with all above; Ripma- agree with all above; Burger-Kimber - neutral; Prickett - agreed

#2 was improved

Thompson - difficult thing to do and shown a marked improvement; Schmunk - a trying year and come through the criticism well; Lloyd - agree with above; Ripma - agree w/ what was said; Burger-Kimber - marked improvement - still could improve; Prickett - high marks [brought several items and she has taken well];

Thalhofer - control language has done well and improved satisfactorily - slips now and then but not often; Thompson - his experience he hasn't seen her slip at all; Schmunk - ; Lloyd - doing well; Ripma - doing well; Burger-Kimber - doing ell; Prickett - doing well.

#4 - Prickett - improved; Burger-Kimber - improvement in this area better employee attitude; Ripma - continued improvement; Lloyd - doing well; Schmunk - not a lot of control - can't mark down doesn't depend on Pam; Thompson - tried to reduce polarization and has done best she can do - Improved in that area.

#5 - Tolerate different views - Thompson certainly; Schmunk - nothing to add [didn't have a problem with it]; Lloyd - satisfactory; Ripma - doing well; Burger-Kimber - could be marked improvement getting better in Council meetings using discretion [when Council has different views physical response is stressed - body language could be modified. An embarrassed attitude and desire to seek resolution when BK sees conflict as okay. As an bs not your bi to try to fix it - let council work through it, observe and see where differences are. Don't personally try to take responsibility for any conflict. immediate response and direction not always possible with 7 different people. Better to back off and bring back once there is additional information provided. Prickett - high marks - he had presented lots of views [i.e., building dept] and she has tolerated and gone the extra mile. Improved.. Thalhofer - body language and facial expressions -

Lloyd - protocol - Pam knows when there may be a mistake and council is misdirected. Mr. Mayor remind Council blah, blah, blah. Should be a protocol to recognize her and allow her input.

Christian redesign - handicap running for Council would be a problem.

Thalhofer try to improve in protocol and make sure to call on everyone with their hand up.

BK - sometimes a note is appropriate to be passed down.

Christian stated sometimes it isn't known what kind of input is wanted. Get more time to do summary on issues in packet - that then is just my opinion and the packets are available to public. A k history or how it relates to something else. Dept. Heads are responsible and there hasn't been executive summaries. Gresham has a dept. report with a front sheet from the City Manager with a brief statement on it. Christian stated she would like to discuss protocol, how to get the information to Council and what do they wish to see.

Ripma objected and wasn't on board with everyone in that she sits as a statue.

#6 - loyalty. He didn't mind body language and could ignore - he thought it might be too demonstrative now but....

Lloyd disagreement or unhappiness is what he was talking about with the protocol.

Thalhofer - if factual or not was what he looked for, not an opinion.

Prickett - No problem.

#8 - Thalhofer, Thompson, Schmunk, Lloyd, Ripma all agreed it was improved. Burger-Kimber didn't see any difference. Initially it was a real problem, she felt there still was a need for growth in this area. Lloyd asked for specific what does she need to improve and what doesn't she? Burger-Kimber stated don't criticize without showing how but didn't have form in time to complete and no recommendations from the previous evaluation. Not a but believes there is room for improvement. Prickett - doing well.

#14 - Bi has improved and adjusted to quite a bit of change. Had been with previous Mayor 10 years; next - few months; next few months. She has made adjustments quite well. Thompson - has done well - body language not as obvious is improving; Schmunk - improved with a lot to contend with; Lloyd - nothing to really add deals with body language and prior comments; Ripma agreed with Lloyd; Burger-Kimber ties with #5 has been improvement and more diplomacy and an adjustment to change; not internalizing all the dynamics and taking it on as a personal issue. Divorce oneself and not buying into to conflict emotionally.

Christian had a different memory of how this item got on. Tolerate different views didn't get on by different policy issues but strictly to do with employee poll that was done. Not tolerating their opinions. She clarified that was how she saw this particular issue. Good point about conflict at council level and discussions and the dynamic to play out. It has taken a while to get used to it. A whole different process with prior council to resolve disagreements.

Burger-Kimber #14 has been a marked improvement.

Christian and Thalhofer had taken time to resolve relational problems in the beginning. Discussion of differences of opinions. Learned how to accommodate without hurt feelings. Thalhofer discussed the relationship of the Mayor and City Administrator and how it had been working.

Discussion of the balance of evaluation and how to proceed ensued.

Schmunk wished to discuss the work session schedule.

Thompson was dissatisfied with the evaluation form. It was the 3rd time going through it and some parts should be thrown out.

#6 - Loyalty to employees - Same

#7 - Council-employee interactions - BK added it and hadn't had any.

Christian stated she wasn't a social director and it made it difficult to have interactions when you can't make employees come and most don't want to. She asked for suggestions.

Burger-Kimber had asked other cities how they handled it - Councilor makes themselves available during a lunch hour. Thompson stated Gresham did and it didn't work. BK stated Hood River had

council members came in and sat in on dept. staff meetings. Councilor was more aware of who participated in those meetings. Prickett stated they could do that nothing formal was required. He had been doing it for quite a while.

Christian stated BK had been here and there wasn't a restriction she didn't feel making it a formal date/time event was necessary. If there were seven people dropping in on regular times that would add up to a lot of time spent with Council rather than work. She then gets complaints that they can't get work done because.... The activity level is very high and pushed to respond to daily work.

Ripma proposed to drop this goal from the list [#7]. Burger-Kimber still wished something outside of the dropping in mode. She stated she usually called and asked about some time before dropping in.

Ripma willing to drop; Prickett and Thompson agreed to drop; Schmunk favored dropping it; Lloyd stated he would drop. He was unsure of what he felt about council/employee relationships. Could be a topic for another item.

Christian stated there were 65 employees and there were employees she didn't see more than 1 or 2 times per month. Engendering causes mixed signals with employees. Once Charter Review was completed and it is decided about how the Manager or whatever handles this then it can be agreed upon. Impossible to create an up and down organization. A chain of command works.

Burger-Kimber stated her request was to know who worked for the City not have a personal relationship with each one of them. A list of people and what department they work in and allowing for introductions would be fine.

Thalhofer asked to continue this after Lasher's presentation.

Thompson disagreed with Burger-Kimber. They weren't the managers they were the board of directors. Pam was the Manager. Knowing the employees didn't [shouldn't] influence decisions made as a councilor. Keeping a distance is good [Officers don't fraternize with enlisted men.] Prickett agreed with Thompson. He knew most of employees and they will go to the councilor to try to get something.

Schmunk still voiced her opinion to 'drop it'.

Thalhofer sated this could be brought up during discussion of Council rules/relationships/policies

#9 -

#10 -

#11 -

#12 - BK - communications appreciated updates and would like to include correspondence [i.e., threats of lawsuits].

Session recessed at 7:55 p.m.

#13

2. HUD LASHER, REYNOLDS SCHOOL DISTRICT SUPERINTENDENT

Bruce Thompson convened the meeting for this portion of the meeting scheduled for 8:00 p.m. Hud Lasher was asked to begin his presentation.

Lasher thanked the group for the invitation. Christian had identified three items to highlight this evening. Growth and projecting needs of the school district with that growth impact. Long term plans of the school district.

SB 908, he didn't know what it said. Latitude to do things within a 6% growth over the past three years; he didn't think they met the specific criteria of 6%. Saying no to some development might not be a role they wished to take on. The City was good about routing items to his office. They had a good relationship with staff and the position has been they wished the open spots didn't fill up so quickly. A dog in the manger type attitude. He didn't advocate against growth; nothing except a relationship that would make the city and schools prosper. A September bond election including enough to include two new schools in Troutdale. An elementary school and a middle school.

15.4 acres around the Montecucco property [elementary school] 1500 children. Long term would include retiring Troutdale Grade School [year 2005 replace the current with a new building]. Voting patrons need to say yes to raising taxes. Discussion of past elections and failures of bond levies. In the past 7 years 1500 children were added to the student population. Money spent had been very selective. Managing low bucks in a creative manner was required. Learning from doing the wrong thing is what had been done. It was now time to take a real hard look at managing resources.

There wasn't a location for the middle school yet - but property to barter with. 20+ acres would be needed. East of 257th there was property being looked at and discussed for purchase. 40% of their school lie in Gresham.

Burger-Kimber stated the high school created a burden for the police dept. She asked why Troutdale was selected for the new schools.

Lasher stated they could save money to build here.

Burger-Kimber asked if 40% were in gresham couldn't they walk to the school better there?

Lasher stated most growth was in the eastern Troutdale/Gresham area. Remodel/add on for the high school was planned. A multi-purpose room to make commons areas more accessible in a more academic way, and make 5 additional classrooms, 2 new schools and work at Troutdale Grade School and Sweetbriar [roof leaks, H-Vac]. Bond issue includes \$5.4 million roof redo. Retiring bond on Columbia High School in 1995.

Burger-Kimber asked about year round school possibilities?

Lasher stated he hoped not to go to year round for the reason of air-conditioning [lack of] at the high school. That was a Plan B, C or D, however.

Burger-Kimber expressed optimum levels in schools and what could be done to get there [500 for a middle school].

Lasher stated 750 was the optimum level in the study not 500. There were less discipline in Reynolds than Lee middle school if you wanted to discuss crowded schools.

\$732,000 was saved the first year and each year thereafter since the combining of Reynolds and Columbia High School. It was an economic decision.

5 components impacting Troutdale - 2 new schools; upgrade two existing grade schools; add on to high school.

Schmunk asked if apartments drew more children than residential areas?

Lasher stated best advice comes from people like Pam. Figures discussed tonight were based on bodies in the world today. Discussed developer that gave \$80,000 to fund 2 kindergarten classes [Fairview Oaks].

Christian asked 1] has Oregon Assn. School Districts discussed school SDC's? Statutes now prohibit them expressly.

Lasher stated COSSA hasn't actively lobbied for that. OSBA has done little. State conventions talked about developer lobbying more for it.

Christian asked 2] COT successful with bond requests/tax base requests. Bond issues for schools are basically facility what kinds of projections in the bond measure when adding new facilities over the long term - is maintenance included [meet ADA, Asbestos rulings, fire code] ?

Lasher have we considered additional costs to our facilities? Yes. Not personnel costs - scatter kids out w/teachers going with them. Incur costs of janitorial, vice-principal, new books, curtains, etc. Most can be written into bond issue stuff. Defray heat on general operating by sticking some of that in bond issue. Operational costs will be a yearly fixed cost. Transportation costs.

Christian 3] goal 12 to balance land use designations in city with Metro area focus on reducing vehicle miles traveled - has that been a part of the plan to reduce vehicle miles?

Lasher - No. Only to extent of transporting 100 kids to wrong school. Most efficient set of stops based on where kids live - computerized system now used.

Christian - 4] Any talk in districts to look at adjusting district boundaries? Dealing with 5 jurisdictions and realigning school boundaries to more keep in tune with communities they are serving? [Different philosophies/different jurisdictions].

Lasher - traditional turf tough to break down. No traditional talk but not avoiding the issue. Consolidate [i.e., Gresham]. Driven by money and the legislature - economy of scale will need to get together. Inequity of geography because of reliance on property tax. As superintendent of district in 5 different entities no dissention of police chiefs in those areas. They all say 1 thing - closest guy will come and will work out paper work later.

Burger-Kimber providing support services beyond our boundaries to other jurisdictions, without compensation by having the schools in Troutdale's jurisdiction.

Lasher, all will be able to do less and less with resources and mandates. Schools will be like California - no art, no sports, no counselors.

Lasher - ADA, seismic augmentation [Troutdale Grade not a handicapped ready school].

Lloyd asked what happened if the bond issue didn't pass?

Lasher stated [\$32 m. to include two new building; or \$19 m. no new buildings fixing up existing and expanding] \$19 m. was 46% yes. \$32. million was 43% yes. in a survey done. After 10 minutes of educating purposes; same question at end \$19 m. was 56% yes; \$32 m. changed to 50%. - September election.

Plan B - go back with less money and aggressive building.

Burger-Kimber stated she would like to see the school board rep's come before Council and give updates and education [briefly] to get information to the public and show a support for this.

Lasher - informative or advocacy stance which ever Council was comfortable with. Educational stance would be best approach.

Thalhofer wanted public to get information not make the decision for them. Council consensus to have informational reports at regular council meetings throughout next months.

**Troutdale City Council Work Session
City Administrator Evaluation/Hud Lasher**

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BACK TO ITEM #1 - 9:35 P.M.

#13 - Ripma forgot to submit Wood Village but not the downtown.....?

#15 - Thompson, great; Ripma agreed.

#16 - Burger-Kimber added to reaffirm council goal providing fiscal information budget transfers/proposals etc.

Christian stated she would like to know some more guidelines regarding general subjects.

BK - things listed in first evaluation - if addressed then dropped and other ideas or goals brought forward and added to list. Council needs to give more specific ideas or goals.

BK regarding communication from Council to C.A.

Lloyd doesn't think the goals mean anything. They are too general. Set goals - tell us what you think you should accomplish in next 6 months. She comes forward, Council accepts and adds or changes as needed. They are measurable, objective and self motivated. #12 - continue good communication skills - I don't know what that means a]b]c] rolling calendar published monthly, periodic update on goals; monthly calendars to Council. Then these are measurable. I may not agreed with what she says but I do understand it. He suggested asking Pam to tell Council what the goals could be; Council accept, modify, add to, or suggest to that listing.

Thalhofer stated a goal setting reality check would be done shortly. Pam would be before Council to state what is realistic from staff standpoint/resources, etc. At that time, Pam adding her goals could be added to that agenda.

Christian stated the March 21 date was incorrect in her memo. It should be the first.

Ripma agreed with Lloyd now. They were meaningful the first time. He recognized the first session, Pam's job was on the line and everyone of the items was generated by a concern councilors had. Pam had done a wonderfully well job on the issues listed.

Burger-Kimber wanted to continue the evaluation to another time but not wait another 6 months for it. If each councilor had a goal for her, then bring them forward at that time. Set goals for next 6 months based on Pam's suggested ones.

Lloyd stated this evaluation is closed now, set goals for the next six months by Pam coming back with them tied to City goals including suggested ones by Council during meetings and tonight.

Thalhofer stated goals to be accomplished after the reality check and have a yardstick to measure performance plus Pam's personal goals.

**evaluation closed at 9:50 p.m.
EXECUTIVE SESSION ADJOURNED.**

March 1 - 6:30 [General. rules for committees and task forces] #2 Council rules

Ripma didn't want work sessions to go this late. If two items on one agenda then hold down time. Council rules and if possible, general rules.

Schmunk favored doing more than one subject.

Ripma wasn't in favor of doing work sessions as they had been done in the past.

March 15 - 6:30 Attorney services and costs review prior to 7:30 - Budget.

Council give comments to Pam [Sercombe made comments in brackets].

*****NEW COPIES TO ALL BUT LLOYD/SCHMUNK**

Prickett gone for three weeks in March?

February 24 7:00 p.m. 1 hr. introduction Pam's goals and reality check with Council goals.

Testifying before Charter Review - Burger-Kimber and Schmunk.

OTHER BUSINESS:

Lloyd - meeting with Multnomah County [Timpc, George, Warren] committed to 1 year option for \$1. that will be pursued. Suggestion was made -zoning for mixed use have a Concept Plan for entire 56 acres - R-TOG whole master plan rather than divvying up. PC may need to look at during the year. Echo Beer, Belgium environmentally conscientious. PDC - City may consider marketing nitch as area around McMenamin's below bench, south of Halsey and put environmental overlay on that. If city willing to be progressive have a nitch market for environmental companies and salable to citizenry. This would be an approach to one of the goals [targeted development environmentally sensitive]. PDC would help market. Didn't want to even view Reynolds Metals Plant. Chamber could bring forward.

Trailblazers making an offer on the same property. Blazers would do what they need to do but incorporate transit development. Blazers want an amphitheater. Lloyd asked reporter to not report, if possible.

**Troutdale City Council Work Session
City Administrator Evaluation/Hud Lasher**

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Adjourned at 10:20 p.m.

**Valerie J. Raglione, CMC
City Recorder**

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**NO SIGNED COPY OF
MINUTES FOUND FOR
THE
February 15, 1994
WORK SESSION.**