

MINUTES  
TROUTDALE CITY COUNCIL  
SPECIAL MEETING (CONT)  
TAD'S RESTAURANT (RT. 3, BOX 7)  
FEBRUARY 19, 1980 6:30 P.M.

1. Called to order at 6:40 P.M. by Mayor Sturges. Councilors Present: Kaiser, Cox, Blanchard. Excused absences due to illness: Althaus, Lowe, Williams. Staff Present: Jean and Freeman.
2. General Discussion of a variety of topics affecting 1980-81 goals was as follows:
  - 2.1 Questions by Council of the Attorney regarding the Open Meetings Law;
  - 2.2 Fasano decision and the reversal of court opinion as to the showing of public need for zone changes was discussed by the Attorney;
  - 2.3 Expartate communications and the distinction between legislative or political acts from quasi-judicial decisions or formal hearings was discussed by the City Attorney;
  - 2.4 A more lengthy discussion of the City Charter followed. The Attorney explained that the 1943 Charter could not possibly have foreseen the changes in State Law, City population or City organizational requirements. The Attorney explained that there are actually hundreds of changes in the Charter that should be made. Councilor Cox expressed concerns over initiating a Charter change and discussions as to form of government while the City of Gresham was going through a political turmoil over similar issues. It was decided that the City Attorney should prepare a list of concerns for the Council and suggest a process to the Council for resolving those concerns.
  - 2.5 The City's Inclement Weather Administrative Policy was discussed. It was decided that the City should take a firmer policy stand concerning the issue of pay for time not worked. In the case of icy or hazardous conditions, employees should be allowed a reasonable "grace" period as to being late to work, of even up to two hours under extreme conditions. The employee remains responsible for getting to and from work and will not be paid unless the employee can get to work. Arrival within the grace period should not result in any loss in pay. Necessary changes in these policies should be included in the Personnel Rules prior to July 1, 1980.

Vacation policies were questioned by Councilor Blanchard. The City Administrator explained that a comprehensive survey of vacation benefits was conducted two years ago and the vacation policy was then changed accordingly by Council resolution. It was explained that the City's vacation policy started out somewhat more limited than other comparable employers in the State (cities, counties, schools, and private employer practices) but did build and catch up with most after 5-7 years of service, then got better than most after 8 years with the City. This was one of the ways the City felt it could encourage employees to want to build a career with the City rather than jumping for some higher salary or better benefit package. The Council took no action regarding vacation policy, although Councilor Blanchard requested a copy of the policy and comparable data.

BREAK AT 9:00 P.M.

Continued...

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- 2.6 A discussion of Council rules and more effective public meetings continued through 10 P.M. Discussion focused around the Rules of Procedure from Pheonix, Arizona and a handout prepared by the Administrator on effective meeting suggestions.
3. The Council reviewed the goals outline submitted by the Administrator. It was decided that each Councilor would assign a relative rank to each of the major goals and those goal indicators of principal concern. The ranking would be as follows: 5 must be funded; 4 should be funded, last in budget cuts; 3 should be funded, could be cut; 2 do it next year; 1 someday. Rankings are to be returned by Tuesday, February 26, to the Administrator and tabulated results submitted at the next Council session for discussion.
4. Adjournment at 10:40 P.M. Motion: Kaiser, Second: Blanchard.

YEAS: 3  
NAYS: 0

Attachments: Pheonix Rules and Goals Outline.

Signed by the Mayor of the City of Troutdale this 21<sup>ST</sup> day of FEBRUARY, 1980.

  
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R. M. Sturges, Mayor

ATTEST:

  
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R. W. Jean, City Administrator