

**CANBY CITY COUNCIL
WORKSHOP MINUTES
December 11, 2004**

Presiding: Mayor Melody Thompson

Council Present: Walt Daniels, Georgia Newton, Wayne Oliver, Randy Carson, and Teresa Blackwell.

Staff Present: None

Others Present: Roger Harris

Mayor Thompson called the session to order at 9:15 a.m. A light breakfast was served.

[Recorder's Note: The audio recording system failed during the Council Workshop and an exact record is unavailable]

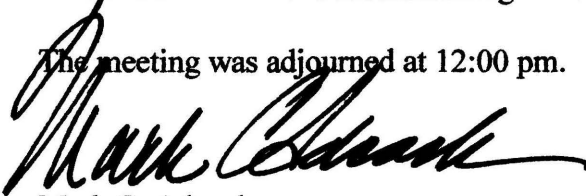
Performance evaluations of City Officers that are yet to be conducted was discussed.

Planning Commission vacancies were discussed. Existing committee or board members do not need to be re-interviewed when their appointment comes due. The Council would like staff to send a letter 30-45 days before the person's term ends to see if there is interest in reappointment. Should reappointment not be desired by the Council, a letter should not be sent.

Policy governance as a principle was discussed and the Council agreed to follow the following model:

1. The Council formulated policy by determining the broadest values before progressing to more narrow ones
2. The Council defines and delegates, rather than reacting and ratifying
3. Ends determination is the pivotal duty of governance
4. The Council controls staff means by limiting, rather than prescribing
5. The Council explicitly designs its own products and process
6. The Council forges a linkage with management that is empowering and safe
7. Performance is monitored rigorously against policy criteria.

The meeting was adjourned at 12:00 pm.



Mark C. Adcock
City Recorder Pro Tem



Melody Thompson
Mayor

Assisted with Preparation of Minutes – Valerie Kraxberger