



CITY COUNCIL

David Ripma, Mayor

Zach Andrews
Geoffrey Wunn
Jesse Davidson

Carol Allen
Glenn White
John Leamy

Agenda Tuesday, April 1, 2025

Work Session | 6:00 PM

Troutdale Police Community Center - Kellogg Room
234 SW Kendall Ct, Troutdale, OR 97060

1. Roll Call

2. Public Comment:

Public Comment on non-agenda and consent agenda items is welcome at this time. Public comment on agenda items will be taken at the time the item is considered. Public comments should be directed to the Presiding Officer and limited to matters of community interest or related to matters which may, or could, come before Council. Each speaker shall be limited to 5 minutes for each agenda item unless a different amount of time is allowed by the Presiding Officer, with consent of the Council. The Council and Mayor should avoid immediate or protracted responses to citizen comments.

3. Discussion:

3.1 Review and Discussion of Proposed Recruitment Materials and Process For The City Manager Position - Erich Mueller, City Personnel Officer & Erik Jensen, Principal, Jensen Strategies

4. Adjournment

David Ripma, Mayor
Dated: March 27, 2025

Meeting Participation

The public may attend the meeting in person or via Zoom. Please email info@troutdaleoregon.gov by **5:00pm on March 31st** to request Zoom meeting access credentials. You may also submit written public comments [via email](#) to info@troutdaleoregon.gov no later than **5:00pm on March 31st**.

Further information and copies of agenda packets are available at: Troutdale City Hall, 219 E. Historic Columbia River Hwy. Monday through Friday, 8:00 a.m. - 5:00 p.m.; on our [Web Page](#) www.troutdaleoregon.gov/meetings or call Sarah Skroch, City Recorder at 503-674-7258.

The meeting location is wheelchair accessible. A request for an interpreter for the hearing impaired or for other accommodations for persons with disabilities should be made at least 48 hours before the meeting to: Sarah Skroch, City Recorder 503-674-7258.

MINUTES
CITY COUNCIL – WORK SESSION
Troutdale Police Community Center – Kellogg Room
234 SW Kendall Court
Troutdale, OR 97060-2078

Tuesday, April 1, 2025 – 6:00pm

1. Roll Call

Mayor Ripma called the meeting to order at 6:00pm.

PRESENT: Mayor Ripma, Councilor Andrews, Councilor Allen, Councilor Wunn, Councilor White, Councilor Davidson and Councilor Leamy.

ABSENT: None.

STAFF: Ray Young, City Manager; Ed Trompke, City Attorney (6:16pm); Kenda Rimes, Deputy City Recorder and Erich Mueller, Finance Director.

GUESTS: Erik Jensen, Jensen Strategies.

2. Public Comment: Public comment on non-agenda and consent agenda items is welcome at this time.

None.

3. Discussion: Review and Discussion of Proposed Recruitment Materials and Process for the City Manager position.

Erich Mueller, Finance Director, gave a brief overview of the staff report.

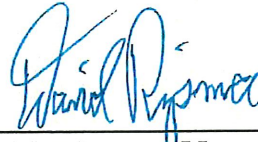
Erik Jensen, Jensen Strategies, stated he would like to talk about two specific documents that are in the packet. The first one is a position profile, and the other is a set of hiring procedures. He stated that his firm has also done some research in regard to salary with some comparative numbers (attached as Exhibit A) and their recommendations.

Erich Mueller stated he will be back next week with a resolution to approve the procedures for the City Manager recruitment and selection.

4. Adjourn

MOTION: Councilor Wunn moved to adjourn. Seconded by Councilor Andrews. Motion passed unanimously.

Meeting adjourned at 7:15pm.



David Ripma, Mayor
Dated: June 5, 2025

ATTEST:



Kenda Rimes, Deputy City Recorder

CITY OF TROUTDALE

City Council – Work Session

7:00PM

Tuesday, April 1, 2025

PLEASE SIGN IN

[illegible]

04.01.25 City Council Work Session Zoom Guests

Name (origir Email	Join time	Leave time	Duration (minutes)
Troutdale Cc troutconf@troutdaleoregon.gov	4/1/2025 17:58	4/1/2025 19:15	77
Testimony Table	4/1/2025 17:59	4/1/2025 19:15	77
Kenda Rimes	4/1/2025 17:59	4/1/2025 19:15	77
Councilor Jesse Davidson (jesse.davidson)	4/1/2025 17:59	4/1/2025 19:15	77
City of Troutdale	4/1/2025 17:59	4/1/2025 19:15	76
Councilor Zach Andrews	4/1/2025 18:01	4/1/2025 19:15	75
Geoffrey Wunn	4/1/2025 18:03	4/1/2025 19:15	72
Troutdale Cc troutconf@troutdaleoregon.gov	4/1/2025 18:16	4/1/2025 19:15	60

Exhibit A

4/1/25 Council Mtg. Item #3

CITY OF TROUTDALE

CITY MANAGER SALARY COMPARISONS & RECOMMENDATION

City Population: 15,790

Comparison cities population range: 4k – 27k

<u>City</u>	<u>Population</u>	<u>Salary</u>
1. Canby	19,114	\$182,336
2. Dallas	17,924	\$175,000
3. Fairview	10,473	\$165,000*
4. Happy Valley	27,637	\$210,000
5. Milwaukie	21,408	\$185,500
6. Sandy	12,993	\$169,031
7. Sherwood	20,781	\$198,000
8. St. Helens	14,492	\$187,000
9. The Dalles	16,103	\$175,621
10. Wood Village	4,338	\$162,772
		AVERAGE \$181,026

Recent Recruitment Salary Ranges

Fairview (2024)	10,473	\$145,000 - \$175,000
Sandy (2023)	12,991	\$140,000 - \$180,000
Milwaukie (2024)	21,408	\$148,992 - \$201,474

Salary Range Recommendation: \$160,000 - \$200,000

*\$175,000 after 6 month review