

RESOLUTION NO. 2664

A RESOLUTION APPOINTING MICHAEL WESTON TO THE POSITION OF CITY MANAGER OF THE CITY OF TROUTDALE EFFECTIVE AUGUST 25, 2025.

THE TROUTDALE CITY COUNCIL FINDS AS FOLLOWS:

1. That the City Manager has informed the City Council that it is his intention to retire in August 2025.
2. That to fill the anticipated City Manager vacancy the professional recruitment firm, Jensen Strategies, was selected February 25, 2025, by Resolution No. 2645 to conduct professional recruitment services.
3. That on April 8, 2025, the City Council conducted a public hearing and provided the public an opportunity to comment on the procedures for the recruiting process of the City Manager and the proposed hiring standards, criteria, policy directives, and timeline, following which the the Council adopted hiring standards, criteria, policy directives, and a timeline for the City Manager recruitment and hiring in compliance with the requirements of ORS 192.660(7)(d) and ORS 192.660(2)(a), by Resolution No. 2649.
4. That subsequent to the Jensen Strategies vetting and semi-finalist evaluation process the Council selected finalist candidates which the Council interviewed in executive session on June 25, 2025.
5. That in accordance with the Oregon Public Meetings Law, following the consensus reached by the City Council in executive session, City Manager Finalist Michael J. Weston II was selected by Resolution No. 2662 on June 26, 2025, to receive a conditional offer as Troutdale City Manager subject to pending employment agreement negotiations.
6. 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.
7. That as the parties have now tentatively completed successful negotiations and conditional acceptance of employment, the City Council, in accordance with the Oregon

Public Meetings Law, shall approve the final action of appointing the City Manager and approving the employment agreement during an open public meeting.

8. That Mr. Weston has indicated that he desires to serve and would accept the appointment to the Troutdale City Manager position.

9. That Mr. Young has agreed that his service in City Manager position shall conclude immediately preceding the effective appointment of Mr. Weston.

10. That the approval of the employment agreement and the appointment of Mr. Weston to the City Manager position will serve a valuable, necessary and authorized public purpose, and that doing so is in the best interest of the City.

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 Michael J. Weston II to the position of City Manager of the City of Troutdale, effective August 25, 2025, 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. The Mayor and City Council members expresses their sincere thanks and appreciation to Ray Young for his many years of valuable service to the City as both the City Manager, and previously as Municipal Court Judge.

Section 4. The Mayor and City Council members expresses their best wishes to Ray Young for happy retirement, and with mixed emotions hereby accept his resignation from the position of City Manager, and further thank him for his continuing short term City employment position as Transition Advisor.

Section 5. That the duties, responsibilities, and authority granted to Raymond P. Young as City Manager by Resolution No. 2373 on March 14, 2017, do hereby expire August 24,2025.

Section 6. 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, are designated to act individually and/or 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 7. 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, but with any changes the City Official may approve, 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.

Section 8. Further, that the City Officials are authorized, and in the best interest of the City, to determine, negotiate and execute any and all other required and necessary supporting documents to implement the of the terms of the employment agreement, and to take any other action as may be advisable, convenient, necessary, or appropriate to give full force and effect to the terms and intent of the resolution and employment agreement, and deliver any subsequent addendums, extensions, revisions, modification, or successor documents, and the execution thereof by any such City Official shall be conclusive as to such determination.

Section 9. That the Finance Director is authorized to disburse funds, subject to annual appropriations, as necessary to fulfill the employment agreement obligations, and is further directed to implement all such actions necessary to ensure budgetary compliance.

Section 10. That the City Council, in accordance with the Oregon Public Meetings Law, has hereby approved the final action of appointing the City Manager and approving the employment agreement during an open public meeting.

Section 11. That the City Council welcomes Mike Weston as the Troutdale City Manager.

Section 12. That this Resolution shall take effect immediately upon adoption.

YEAS: 7
NAYS: 0
ABSTAINED: 0



David Ripma, Mayor
Date: July 9, 2025



Sarah Skroch, City Recorder
Adopted: July 8, 2025