

CITY OF GEARHART
Special Meeting of the City Council
Thursday, May 11, 2023
3:00 pm On-site and Virtual/Telephonic

A special meeting of the Gearhart City Council was held Thursday, May 11, 2023. Council members, City staff, and the public were able to attend on-site, virtually, or by dialing in on a telephone.

Present were Mayor Kerry Smith, Councilor Reita Fackerell, Councilor Dana Gould, Councilor Preston Devereaux, Councilor Sharon Kloepfer, City Administrator Chad Sweet, City Attorney Peter Watts, and City Treasurer Justine Hill. A quorum of the Council was present.

Mayor Smith called the special meeting of the City Council to order at 3:04 pm.

There were no conflicts of interest declared by any member of the Council.

Mayor Smith requested through consensus to modify the standard City Council agenda for this special Council meeting.

- There was consensus by all City Council members to approve the modified agenda for the special meeting (Devereaux, Fackerell, Gould, Kloepfer Smith).

Public Communications - Written & Oral. Mayor Smith read the oral public comment statement on the agenda. There was no public comment.

New Business.

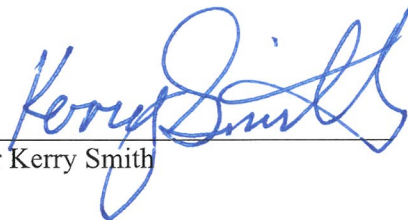
Police Chief Employment. Mayor Smith opened the item and requested that Administrator Sweet go over the information. Administrator Sweet went over the staff report, which included the synopsis, councilor options, recommended motion, legal analysis, and financial analysis.

- ON MOTION by Councilor Devereaux, 2nd by Councilor Gould to approve the offering of employment through a Letter of Intent to Joshua Gregory for the position of Police Chief, MOTION was approved 5 yeas (Devereaux, Fackerell, Gould, Kloepfer, Smith) - 0 nays.
- There was discussion before the vote. Mayor Smith requested that Administrator Sweet read a draft Letter of Intent that was generated with input from GMP Consultants, Administrator Sweet, and discussions with the candidate. The letter covered items such as employment, severance, salary, professional development, performance evaluations, vacation, sick leave, auto allowance, compensatory time, and other benefits. Other topics discussed were: the need for allocating an

upfront bank of sick leave, vacation carryover, payment of the psychological and medical evaluations, performance evaluations, introductory/probationary period, severance clause, the current City of Gearhart employee handbook, and department heads employment agreements being handled differently than regular staff. Attorney Watts clarified that the City has implemented an employee handbook for all staff and that if there is any deviation, there should be a transparent record of those agreed upon modifications. He recommended that the deviations should be written and have City Council's approval. He indicated that the written Letter of Intent offered to the candidate would be adequate for documentation.

Mayor Smith requested adjournment.

- ON MOTION by Councilor Fackerell, 2nd by Councilor Gould to adjourn the meeting, MOTION was approved 5 yeas (Devereaux, Fackerell, Gould, Kloepfer, Smith) - 0 nays. Mayor Smith adjourned the special Council meeting at 3:35 pm.



Mayor Kerry Smith



Chad Sweet, City Administrator