



CITY OF GEARHART

Staff Report

For City Council Meeting - 12/3/2025

Subject - Old Business - City Attorney Decision

Synopsis: The interview with Robert Luce was very positive. Council appreciated his depth of municipal experience, his thoughtful approach to public service, and his broad multistate background. He demonstrated professionalism, strong communication skills, and a clear understanding of the role of a city attorney.

After discussion, however, councilors noted that they would like more time to reflect on the City's long-term needs—particularly in areas such as Oregon-specific practice, day-to-day availability, and the level of land-use support required for Gearhart's workload. These considerations are less about concerns with any single candidate and more about ensuring the City selects an attorney whose practice structure and areas of emphasis align with the volume and type of work we typically face.

Given this, Council expressed a preference to **pause before making a final selection** and continue evaluating what model of legal services best serves Gearhart moving forward.

Council Options:

- Continue with BEH temporarily while Council further evaluates the City's legal service needs.
- Continue recruitment discussions, keeping Mr. Luce and other candidates under consideration while clarifying priorities.
- Direct staff to enter into negotiations with Mr. Luce if Council wishes to move forward now.

Recommendation

To support that direction, staff recommends:

1. **Continuing with BEH on an interim basis** while Council completes its assessment of the City's long-term legal service needs.
2. **Keeping the conversation open with Mr. Luce**, letting him know the City is still in its evaluation phase and may revisit his candidacy once Council has clarified its preferred structure for legal services.

Respectfully Submitted,

A handwritten signature in black ink, appearing to be the name 'Chad', is written above the printed name.

Chad