

MINUTES OF THE PROCEEDINGS OF THE CITY OF COOS BAY CITY COUNCIL

November 10, 2009

The minutes of the proceedings of a special meeting of the City Council of the City of Coos Bay, Coos County, Oregon, held at 7 p.m. in the Manager's Conference Room at City Hall, 500 Central Avenue, Coos Bay, Oregon.

Those Attending the City Council Meeting

Those present were Mayor Jeff McKeown and Councilors Jon Eck, Joanie Johnson, Stephanie Kramer, Gene Melton, and John Pundt. Councilor Mark Daily was absent. City staff present were Acting City Manager Rodger Craddock, City Attorney Nate McClintock, Finance Director Rae Lea Cousens, Deputy Finance Director Susanne Baker, Fire Chief Stan Gibson, Library Director Carol Ventgen, Economic and Community Development Manager Joyce Jansen, and Captain Cal Mitts.

Decision on Interim City Manager Position

Mayor McKeown stated Acting City Manager Craddock prepared a report with various options on appointing an Interim City Manager and then opened the topic for discussion. Councilor Kramer stated she has been impressed with Mr. Craddock's skills and prefers to appoint him as the Interim City Manager. Councilors Johnson and Pundt concurred with Councilor Kramer. Councilor Melton commended Mr. Craddock as the Police Chief and Acting City Manager and was in favor of choosing Mr. Knight as the Interim City Manager. Councilor Eck commended Mr. Craddock and stated though he would like to appoint him as the Interim City Manager, realizes he has an important position in the Police Department and is confident in Mr. Knight's abilities to be the Interim City Manager. Mayor McKeown stated the City would benefit with either appointment; the interim appointments would be a career opportunity for Mr. Craddock and Mr. McCullough; significant savings would be achieved by appointing Mr. Craddock; and he prefers to appoint Mr. Craddock as the Interim City Manager. Mayor McKeown read a statement from Councilor Daily which stated his preference was to appoint Mr. Craddock though he would be supportive of Mr. Knight's appointment. Councilor Kramer moved to appoint Rodger Craddock as Interim City Manager until a full time replacement was hired. Councilor Johnson seconded the motion which carried with Mayor McKeown and Councilors Eck, Johnson, Kramer, Melton, and Pundt voting aye. Councilor Daily was absent.

Direct Staff on How to Proceed with Recruitment

Mayor McKeown stated the recruitment of the new City Manager is a thoughtful process and presented a staff report with options on how to proceed with the City Manager recruitment. Interim City Manager Craddock stated he was requested to provide all of the options of which he would not recommend Option 1 (staff conduct recruitment). Mayor McKeown suggested a choice be made as to which option to choose with careful consideration then given to choosing which firm. Councilor Kramer stated the process is a long process; did not believe it was too early to start as it would likely be June before the new City Manager was on board; the League of Oregon Cities was not preferred previously; the guarantee from a professional recruitment firm was beneficial; and preferred the professional recruitment firm. Councilor Eck stated he did not want the Council to be rushed and has been through the process with both the League of Oregon Cities and a professional recruiting firm. Councilor Melton stated he was not


comfortable with the League of Oregon Cities and would like to see more proposals from more firms, and possibly a combined approach. Councilor Johnson stated she preferred a recruitment firm; of interest would be how long a placement by each recruitment firm is retained; and asked for a sample of what our brochure would look like from CPS. Councilor Pundt stated he would like to have a conversation with the League of Oregon Cities to see if their process has changed however the services of a professional recruitment firm appears to be very valuable. Mayor McKeown suggested a combination of the League of Oregon Cities and a recruitment firm; more conversation with the League of Oregon Cities on what they offer; and suggested a committee of the full Council. By consensus of the Council, Option 1 (staff conduct recruitment) was eliminated and Option 2 (League of Oregon Cities conduct recruitment) and Option 3 (recruiting firm conduct recruitment) would be pursued. Interim City Manager Craddock Rodger will obtain more proposals to present at a work session on December 8th.

Adjourn

There being no further business to come before the Council, Mayor McKeown adjourned the meeting. The next regular Council meeting is scheduled for November 17, 2009 in the Council Chambers at City Hall.



Jon Eck, Council President

Attest: 

Rae Lea Cousens, City Recorder