



# SCAPPOOSE *Oregon*

MONDAY, JULY 17, 2023  
CITY COUNCIL MEETING  
REGULAR MEETING 7:00 PM  
COUNCIL CHAMBERS  
33568 EAST COLUMBIA AVENUE  
SCAPPOOSE, OREGON 97056

## Call to Order

Mayor Backus called the July 17, 2023 City Council meeting to order at 7:00 pm.

## Pledge of Allegiance

## Roll Call

Joseph A. Backus	Mayor	Alexandra Rains	City Manager
Megan Greisen	Council President	Steven Lougal	Police Chief
Pete McHugh	Councilor	Isaac Butman	Assistant to City Manager
Tyler Miller	Councilor	Susan M. Reeves	City Recorder
Jeannet Santiago	Councilor	Ron Larson	Police Sergeant
Kim Holmes	Councilor		
Andrew Lafrenz	Councilor		

Peter Watts	Legal Counsel
Ashley Driscoll	Legal Counsel

**Remote:** Engaged Citizens of Columbia County (left at 7:25pm); and Beth Rajski.

## Approval of the Agenda

Councilor Santiago moved, and Councilor Holmes seconded the motion to approve the agenda. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

## Public Comment

Lisa Hoffmann, Scappoose, explained she is here to extend an invite to the Run with Neil race on August 12, 2023. She explained Run with Neil is a small, committed group that is working

towards breaking down physical, emotional, and financial barriers to promote whole body wellness for youth in the Scappoose Community. She explained what all they are doing and how it is benefitting the community. She stated she wants to leave Council with her son's words from his track journal that he kept. She explained her son Neil was a huge Derek Jeter fan. She read Derek Jeter's ten life lessons by Derek Jeter rewritten by Neil Hoffmann:

- Number 1 ~ Set your goals high
- Number 2 ~ Think before you act
- Number 3 ~ Deal with growing pains
- Number 4 ~ The world isn't always fair
- Number 5 ~ Find the right role models
- Number 6 ~ Don't be afraid to fail
- Number 7 ~ Have a strong supporting cast
- Number 8 ~ Be serious, but have fun
- Number 9 ~ Be a leader, and follow the leader
- Number 10 ~ Life is a daily challenge

Lisa Hoffmann explained her son was a quiet leader at school and he made his impact while he ran and amongst his friends. She thanked Council for their support. She explained Run with Neil gives her purpose to keep moving forward and bring Neil with her and she appreciates every one of them.

Council thanked Lisa.

Mayor Backus explained he did coach Neil in flag football K2 back in the day and his smile is something he remembers vividly for all these years.

Councilor McHugh stated to Lisa what she is doing in her son's memory is one of the best things that has happened in our community, and it is appreciated.

Adam St. Pierre, Scappoose, thanked Council for continually trying to get more officers on the road, it obviously has been noticed, and we appreciate that. He explained he is part of a non-profit here in town on transparency and accountability and they did get a few questions brought to us about the deal that you pulled out of the partnership with St. Helens PD and Columbia County Sheriff on the report writing software. He explained they don't know much about it yet, but they do plan on getting a little more information on it first and then they will be presenting the City a letter at some point, and they would like to see some comment on that from at least one of members of Council on what brought that pulling out of the agreement. He thanked Council.

Council thanked Adam.

**Consent Agenda - May 15, 2023 City Council work session minutes; May 15, 2023 City Council meeting minutes; June 5, 2023 City Council work session minutes; June 5, 2023 City Council meeting minutes; June 28, 2023 Special City Council meeting minutes; and Appointment of Harlow Vernwald as Full Member on the Planning Commission**

Councilor McHugh moved, and Councilor Miller seconded the motion to approve the consent agenda ~ Consent Agenda - May 15, 2023 City Council work session minutes; May 15, 2023 City Council meeting minutes; June 5, 2023 City Council work session minutes; June 5, 2023 City Council meeting minutes; June 28, 2023 Special City Council meeting minutes; and Appointment of Harlow Vernwald as Full Member on the Planning Commission. Motion passed (7-0). Mayor Backus, aye, Council President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

### **Proclamation Honoring City of Scappoose Long-Term Employees**

Mayor Backus read the Proclamation Honoring City of Scappoose Long-Term Employees. He presented a copy of the Proclamation to Kathleen Head and Susan Reeves.

Congratulations ~

#### **15 to 19 Years of Service**

- Tim Holmason; 15 Years
- Douglas Nassimbene; 16 Years
- Kevin Turner; 16 Years
- Daniel Donovan; 17 Years
- Robert Tull; 17 Years

#### **20+ Years of Service**

- Elizabeth Happala; 20 Years
- Kathleen Head; 21 Years
- Susan Reeves; 25 Years
- William Burger; 25 Years
- Angela Brown; 25 Years
- Darryl Sykes; 29 Years
- Steven Smith; 30 Years

### **Presentation to Planning Commissioner Bruce Shoemaker**

Mayor Backus presented a plaque for Bruce Shoemaker, who wasn't able to make it this evening. Thank you, Bruce for your many years of service!

## **New Business**

### **Waste Management Rate Increase**

City Manager Alexandra Rains explained Dave Huber with Waste Management is here to explain this rate increase.

Dave Huber, Waste Management Public Sector Manager, explained he is here to request a disposal pass-through increase. He explained recently the Columbia County Board of Commissioners approved a rate increase at the Columbia County Transfer Station, and it took effect this month. The ton rate at the Transfer Station has increase \$5.15 per ton. He explained the new per ton rate is \$106.12 and because of this ton rate increase Waste Management is requesting to pass through that rate increase to their customers in the City of Scappoose. He explained they are looking to increase the rates and for a typical residential customer here it will be around .53 per month, per customer.

Mayor Backus asked when would this take effect for our residents?

Dave Huber replied if approved, they would like it to take effect immediately. He stated if it can go into effect on the 1<sup>st</sup> of August, that would be great.

Councilor Holmes explained she serves on the Solid Waste Advisory Committee for the County, and this is very much in line with what they came and requested and were approved for by the County Commissioners for all of those outside of the city limits and the pass through has already happened for all those folks. She would recommend going ahead and doing this.

Mayor Backus asked if we would notify our customers through the newsletter?

Dave Huber explained what they do when notifying the customers is typically do messaging on the invoice.

City Manager Rains explained we can certainly share it through our social medial channels as well.

Councilor Lafrenz asked what if some cities don't approve the pass-through increase and some do?

Dave Huber replied it would be a larger increase later on.

Councilor Miller stated he isn't really thrilled about the short notice, but it is .53.

Dave Huber replied they are sensitive to that too.

Council President Greisen asked if the increase could start September 1, instead of August 1?

Dave Huber replied yes, they could.

Councilor Miller asked what other cities that Dave oversees does this effect?

Dave Huber stated Vernonia, and they have not talked to them yet, but will be doing that soon.

Councilor McHugh moved, and Councilor Santiago seconded the motion that Council approve the Waste Management increase with the effective date of August 1, 2023.

Councilor Miller asked what is typical when it comes to the increase?

Dave Huber explained for a 64-gallon cart the increase will be \$1.05 and for the 98-gallon cart it will be \$1.58.

Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

### **Adoption of AFSCME Collective Bargaining Agreement**

City Manager Alexandra Rains explained they have come to an agreement following the expiration of the current AFSCME Collective Bargaining Agreement. She explained this is something the City feels good about and it has been ratified by their Union and now we are just looking for approval from Council to make it effective. She went over the key highlights.

Mayor Backus asked if this gets adopted, when would it take effect?

City Manager Rains replied for instance like the cost-of-living adjustment that would be retroactive to July 1.

Councilor Miller moved, and Councilor Lafrenz seconded the motion that Council authorize City Manager Rains execute the Collective Bargaining Agreement with AFSCME as presented.

Council President Greisen explained this isn't an easy task and those who are on our end who came to the table she wanted to thank them for their commitment, time and energy put into this. She thinks it was a successful agreement.

Councilor Miller stated and the compromise of both sides. He stated thank you to both sides.

Mayor Backus stated he agrees.

Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

## **Announcements – information only**

### **Calendar**

Mayor Backus read over the calendar.

### **Updates: City Manager; Police Chief; Councilors; and Mayor**

City Manager Rains explained she attended the City/County quarterly dinner meeting last week; in addition, she attended the Peace Candle event. She thanked Peter Watts for all that he has done for the City. She thanked Council for recognizing staff our long-term employees, she thinks that really meant a lot to them and also to give a quick thanks to Public Works for striping the Senior Center parking lot.

Chief Lougal explained last week the Police Department had the honor of doing an active shooter training with the Columbia County Sheriff's Office. He gave an update on the Police Department. He explained the Scappoose Police Department will be partnering with the Columbia County Sheriff's Office on August 1, 2023 for National Night Out.

Councilor Santiago thanked staff and Legal Counsel for all their work. She stated great job to City Manager Rains and Chief Lougal for building up the force. She appreciates the City putting the information regarding the new recruits on social media.

Councilor McHugh welcomed Sergeant Larson to the force. He explained the striping at the Senior Center looks good. He gave an update on the Senior Center. He talked about the Scappoose High School alumni baseball game and how the classes prior to 2013 pulled it out and Mayor Backus was part of that team.

Councilor Holmes gave an overview of the 50-Year Plan Committee. She thanked all the citizens who donate their time to make the great community events coming up. She really looks forward to the evolution and growth of Adventure Fest. She thanked everyone who spends their time to make that happen for us.

Councilor Miller gave an update on the City/County quarterly meeting. He welcomed Sergeant Larson and stated we are very happy to have you in Scappoose. He stated his dedication will be appreciated here within the City of Scappoose and by our Scappoose community.

Council President Greisen explained she was really pleased to see the list of years of service of our employees. She knows that it is not easy to be in local government or public service and she thanked them for interfacing with our community. She stated that she feels Chief Lougal needs to be recognized for his dedication to our community. She feels like he is recruiting and bringing in people that are willing to follow him, and that says something really big. She is feeling very comfortable and excited about where our department is going, and she wants to give him most all of the credit for that. She stated to Alex, great hire. She welcomed Sergeant Larson to the force. She thanked Peter Watts for all he has done. She stated he is known in this field to be really knowledgeable, and she just feels like the time that we have had with him is something that we won't get back, in terms of having someone in a seat next to Alex at every meeting, giving their best advice, which has been really appreciated. She will miss him greatly and she wishes him the best. She wanted to give a shout out to our library. They basically are our recreation program here in Scappoose and they are doing an excellent job. She thanked the City for supporting them, they are a great asset.

Councilor Miller thanked Peter Watts for all his guidance and work.

Mayor Backus thanked Peter Watts for all of his assistance, and he wishes him the best of luck in his next endeavor. He welcomed Sergeant Larson. He talked about the alumni baseball team and said it was a lot of fun. He explained Senator Merkley was in St. Helens for a Town Hall meeting and he thanked him very much for the ARPA dollars and told him where the dollars went and how important that was, and how we could use some more. He stated he appreciates the long-term employees, that is a big deal to him. He really wants to thank them for their hard work.

#### **Executive Session - ORS 192.660(2)(i) Employee Evaluations**

Mayor Backus read the opening statement and went into executive session at 7:53pm

Present: Mayor Backus; Council President Greisen; Councilor McHugh; Councilor Miller; Councilor Santiago; Councilor Holmes; Councilor Lafrenz; City Manager Rains; and Legal Counsel Ashley Driscoll.

#### **Open Session**

Mayor Backus went into open session at 9:13pm.

#### **Approve the City Manager Review and Consider a Merit Increase**

Council President Greisen moved, and Councilor McHugh seconded the motion to approve the City Manager evaluation as presented. Motion passed (7-0). Mayor Backus, aye; Council

President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

Legal Counsel Ashley Driscoll explained the second part of the discussion tonight is a potential merit increase for City Manager Rains. This is pursuant to her employment contract with the conclusion of her annual evaluation the City takes under consideration potential merit increase. She has provided a number of pieces of information for Council; one is a chart regarding the salaries for the city managers at your comparable entities. She has also included a chart, and she should say because of this time of year everybody gets raises on July 1, so it includes pre and post COLA. The city manager comp chart is post-COLA, which means it is the salaries as of July 1, 2023, which includes a COLA that Alex received along with department heads. She also included a chart regarding the top paid employees in the City, and that is pre-COLA. She explained the request is a 5% merit increase which would bring Alex's annual salary up to just over \$155,000.

Councilor Miller explained he is fine with the 5% increase.

Councilor McHugh stated he is fine with it as well.

Councilor Holmes explained she does have a question about where we go from there however because she kind of did that 5% compounded over four years, if that was the request over the next three years, that would put her close to \$180,000, which would be far outside, and she is not sure how quickly these other city managers get pay increases. That would put us far outside what the standard average is.

Councilor Miller feels it is up for evaluation and discussion each year. He stated there is nothing here that states if she gets 5% this year that she would get it in the future.

Councilor Lafrenz pointed out that there is no comparing salary to the city manager of a city that has twice as many employees.

Legal Counsel Ashley Driscoll explained the typical barometer you use is population size because that typically correlates with the budget. She explained some cities provide a lot more services and there are many different points to look at. She explained population and location are the ones that are most common when choosing comparable.

Councilor Lafrenz stated a positive way to look at this is that they are doing as much with half the staff.

Councilor Miller moved, and Councilor McHugh seconded the motion that Council approve a 5% merit increase for City Manager Rains.

Councilor Lafrenz said just to clarify this will be 5% on top of the 4% COLA, so it would be a 9% for the year.

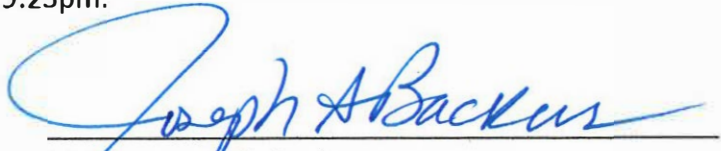


Legal Counsel Ashley Driscoll replied yes.

Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor McHugh, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; and Councilor Lafrenz, aye.

### **Adjournment**

Mayor Backus adjourned the meeting at 9:23pm.

  
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Mayor Joseph A. Backus

Attest:

  
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City Recorder Susan M. Reeves, MMC