



SCAPPOOSE *Oregon*

**MONDAY, FEBRUARY 5, 2024
CITY COUNCIL MEETING
REGULAR MEETING 7:00 PM
COUNCIL CHAMBERS
33568 EAST COLUMBIA AVENUE
SCAPPOOSE, OREGON 97056**

Disclaimer: These minutes are intended to summarize the conversations that took place in this meeting rather than provide a full transcript. Anyone wishing to view the full conversation can find a recording of this meeting on YouTube at: www.youtube.com/watch?v=1P5WbQQwyTE and www.youtube.com/watch?v=J8p5fIKyOKw.

Call to Order

Mayor Backus called the February 5, 2024 City Council meeting to order at 7:00 pm.

Pledge of Allegiance

Roll Call

Joseph A. Backus	Mayor	Dave Sukau	Acting City Manager
Megan Greisen	Council President	Chris Fluellen	Police Lieutenant
Tyler Miller	Councilor	Susan M. Reeves	City Recorder
Jeannet Santiago	Councilor	Isaac Butman	Assistant to City Manager
Kim Holmes	Councilor	Charlotte Baker	Public Works Contract Administrator
Andrew Lafrenz	Councilor		
Marisa Jacobs	Councilor		

Remote: Legal Counsel Ashley Driscoll; Legal Counsel Ashleigh Dougill; Interim Public Safety Director Brian Jensen; Don Atwood; T. Bone; Terri Zahler; Dan Thenell; Karen & Zac; Laurel; RK; Kimber Nacheke; Michelle; Mike; Beth Rajski; Carol Almer; Citizen; FAFO DDS; JS; Jill Horwatt; Timberly Shaffer; Kolten Howell; Chris; Charity Dunning; J Coats; Wela Negelspach; Toni Chaffee; JC; unknown caller; and Mike Maggi.

Approval of the Agenda

Councilor Holmes moved, and Councilor Jacobs seconded the motion that Council approve the agenda. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor

Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; Councilor Lafrenz, aye; and Councilor Jacobs, aye.

Public Comment

Brian Rosenthal, Scappoose, explained the Scappoose Police Department has always done wonderful for him and the businesses that rent from him over the last 20 years. He knows there has been some personnel issues. He explained in his corporate life he was involved in many outsourcing efforts, and they all ended up disastrously. He stated outsourcing is often problematic. Once you destroy infrastructure and the system you have it is very hard to put it back together, in fact he has never seen one put back together successfully as he has seen a few attempts. He stated he thinks Sheriff Pixley does a wonderful job, but he doesn't see how he could possibly cover this area. Also, we have a fairly low crime rate compared to many areas in the County and if we don't have our own police department those police officers are going to get called away. There is no way that you're going to keep that police officer here to do some community policing while there is a major event going on somewhere else where they could use the officer. He's not saying it is impossible, but he thinks it would be very difficult without our own police department for us to appear to be cohesive. He thanked Council.

Mayor Backus thanked Brian.

Pete McHugh and Joel Haugen, Scappoose, are here this evening to talk about the flyer for the Sheehan Chess Tournament that Joel Haugen handed out.

Joel Haugen explained they would really like to get a commitment tonight on whether the City will support the chess tournament on April 6. They are looking for a \$1,000 commitment to cover the cost of the equipment and the facilitator from Corvallis. He explained they do have the commitment from the School District for using the Middle School on April 6. He explained in addition to the \$1,000 they would like to have support from the City for putting the chess tournament information on the website and in the newsletter, and hopefully some memorabilia for the people that come to the event. He explained it is a good exposure for the community to have this and it's a very minimal cost.

Pete McHugh explained the last time they had this tournament was 2019 and 80% of the participants were from out of the area. He stated we would like to showcase our City and our schools and our parks. He explained Joel put together a really nifty map last time we did this that showed where each of those parks and schools are located. He explained last time they had the tournament a participant came back with his family to explore the Crown Z Trail because it was listed on the map that Joel had put together.

Joel Haugen stated tonight we are just asking for a thumbs up or thumbs down on a commitment to support this event.

Mayor Backus would like to look at this a little more and see what their options are in regard to the donation.

Council President Greisen explained the precedent that Council has set is not necessarily writing checks to people who come and ask for funds as they do have the Community Enhancement Grant program opportunity. She knows the timing isn't great for this, however, she cannot support providing a \$1,000 grant to pay for the tournament on behalf of the City of Scappoose because that's historically not something that they have done before.

Mayor Backus stated he personally doesn't feel comfortable writing a check for \$1,000 to sponsor this tournament at this moment.

Councilor Jacobs explained it is important for us to be fiscally responsible and we have to do it in the channels that we have in line. She is curious if maybe we could help support in terms of publicity in terms of utilizing our social medial channels and maybe getting it in the newsletter.

Mayor Backus doesn't like to think the City is the reason this doesn't go off because we didn't give you a thumbs up.

Council President Greisen explained she is in favor of what Councilor Jacobs suggested.

Consent Agenda ~ December 11, 2023 City Council work session minutes; December 11, 2023 City Council meeting minutes; January 22, 2024 City Council meeting minutes; and January 27, 2024 Special City Council meeting minutes

Council President Greisen moved, and Councilor Miller seconded the motion that Council approve the Consent Agenda ~ December 11, 2023 City Council work session minutes; December 11, 2023 City Council meeting minutes; January 22, 2024 City Council meeting minutes; and January 27, 2024 Special City Council meeting minutes. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; Councilor Lafrenz, aye; and Councilor Jacobs, aye.

Old Business

Res No. 24-01: A Resolution Adopting Public Contracting Rules and Procedures and Repealing Resolution No. 23-14

Public Works Contract Manager Charlotte Baker explained this was presented to Council on January 22 and staff was directed to go back and add some language directing staff to invite COBID registered businesses to bid on intermediate and large procurements. She explained staff, with the help of Legal Counsel, did add that language. She explained staff recommends

Council adopt Resolution No. 24-01: A Resolution Adopting Public Contracting Rules and Procedures and Repealing Resolution No. 23-14.

Councilor Santiago thanked Legal Counsel and staff for incorporating that. She asked if Legal Counsel Ashley Driscoll could just define practical or what an example of practical would mean, for the record.

Legal Counsel Ashley Driscoll explained it just means when possible or practical. It gives staff the ability to do it generally and then they can adopt specific policies on that matter.

Councilor Santiago moved, and Councilor Jacobs seconded the motion that Council adopt Resolution No. 24-01: A Resolution Adopting Public Contracting Rules and Procedures and Repealing Resolution No. 23-14. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; Councilor Lafrenz, aye; and Councilor Jacobs, aye.

New Business

Interim City Manager Contract

Mayor Backus explained as many of you know we are without a fulltime city manager at this moment and so in the interim while we go out and do an exhaustive search for a city manager, we are looking to hire an interim city manager. We did reach out to Larry Lehman and in front of Council is a contract that we want to extend to him, so we are looking for a motion to accept that contract.

Councilor Jacobs moved, and Councilor Santiago seconded the motion that Council accept the contract to be presented for the Interim City Manager position with Larry Lehman.

Council President Greisen talked about the termination of the contract. She asked if by chance we haven't filled the spot permanently by that time, would we then go back to Public Works Director Dave Sukau to step back in?

Mayor Backus replied we would look at that based on where we are in the process. He stated if it was a short term, then he would ask Dave, but if we are still months away then we would revisit because if Larry had some availability, we would look at that first and if not then we would have to look at other options.

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

Larry Lehman thanked Council.

Exploring Law Enforcement Options

Mayor Backus explained we are here now looking at exploring law enforcement operation options. He explained he is very glad to see the turnout tonight. He thinks this is a very important discussion and he does really appreciate you all being here. It's an important discussion for our community. He explained kind of where this began for him was during his campaigning for Mayor, and he believes Councilor Holmes as well, they heard a lot of citizens talk about safety in our city, issues from speeding, to crime, to homelessness, to kids walking safely through our streets. Safety has been a very top priority for him and after a year in office, they felt it was time to revisit one of the things that came up a lot from what they heard and that was 24/7/365 coverage. He first wanted to define that, and he thinks they've defined it. What it means to them is two officers in the City, on duty, in City limits at all times. He stated then after that what he thinks was important was that they need to find out is what level of service to the citizens of Scappoose desire and expect from our police. Is 24/7/365 coverage what they want, and if it is what they want, are they willing to pay for it if it requires extra funds and takes time. He stated deciding to look at this, he believes, is our responsibility to our citizens to look at the options that we have to accomplish this goal, and one of those options, which was explore contracting through CCSO. He stated the other option is to look at keeping the local Scappoose Department Police as it is, make adjustments as needed and to try to attain this goal. He believed that we needed to look at both options. He thinks we're doing a disservice to Scappoose if they didn't do their due diligence and research our options. He stated right now they are in a discovery phase where they are gathering information so they can have the most accurate information as they try to compare apples to apples. Tonight, they will provide you with the information that they have gathered to date. They have many questions that were asked and are trying to answer, and he understands the audience will as well. Hopefully through this presentation some of your questions will be answered and maybe other questions will arise. He explained after the presentation, and Council and staff have a chance to ask questions, make comments, they will open it up to some public comments and questions and they will try to answer if they can, and in addition they will take notes and try to get back to everyone at a later time if they need to. He thinks the only decision that may come out of tonight's discussion is whether or not the information presented warrants another stage of exploration and if so, a second round of questions, comments and answers using staff, Council and the Scappoose citizens and other stakeholders we be involved. He stated Kim Holmes and Tyler Miller have done a lot of work on this, and they'll now present our findings to date.

Councilor Holmes stated thank you for that preface, Mr. Mayor, and also, she wanted to thank all of you that are present and online for spending your time with us this evening. She explained she does think the public process works best when the public is engaged, so it's nice to see everyone interested and available to provide some comment. She explained just one thing she wanted to also add and make clear is that this exploration is not in any way a commentary on our current officers. Through the course of this discussion over social media they have heard directly from the community how much they appreciate and value the officers and the

community involvement that they have, so she hopes that none of this is misconstrued in that way. Just to add a little more context to this, so small communities all across Oregon are struggling to figure out how to provide adequate coverage for their residents maintaining their own police departments. She was actually just at a League of Oregon Cities meeting for Region 1 on Friday out in Bay City and got a chance to talk to some of the smaller communities in our region about what they're doing, what their approach is and what their challenges is and Rockaway just transitioned also to a contract service arrangement and there are pros and cons and she thinks that's the reality of the decision making process is that no matter what we decide, there's going to be pros and cons. She explained they will talk about the budget, the general fund, how that works and why there are some constraints as to putting more financial resources towards our department so that we could get everything that we want. There are limitations, and so we'll talk about that. But also, just recognize that regardless of where we land on this, there will be pros and cons for each. She also wanted to say that there are administrative efficiencies and some cost savings that communities are also finding. So, if achieving 24/7 coverage is the top priority, that might be the most achievable way to get it without having to go out for an operating levy to add to our funding source for the department. So please do keep that in mind. She stated how they arrived at this packet of information as the Mayor discussed. Her and Councilor Miller put together kind of an initial set of questions because she thinks there are some primary and basic expectations that they would have either way, whether it's contracting with the Sheriff's Office or maintaining your own Police Department. The first thing they wanted to look at was cost. You will see there's a section with questions around cost. If the Sheriff's Office could not provide the level of service, we want at a price lower at or lower than what we are currently paying, that option is off the table. So that's what we tried to tease apart in that first set of questions. They wanted to make sure that the level of service that they expect would be practically achievable. You will see questions around that. They wanted to make sure that the contract terms would be reasonable. Are there ways for us to get out of the contract? If we were to get out of the contract, what type of assets would we bring back to the community? Would our officers be treated fairly and be taken care of. So those are the questions you'll see in the personnel section. Certainly, they would want to ensure that officers who are brought over to the County that all of their years of service are recognized and so you'll see those questions addressed in there as well. She explained all of the information that she is referring to is in the Council packet, which there are copies available. She explained the last question that they wanted to address in the section of questions, is it possible to maintain the level of community policing that our residents clearly enjoy and that is attending the events. She will say that if your contract is not structured properly, that is something you potentially can lose. Through these discussions too, trying to identify really what are the priorities, how do we balance all of those and if contracting is something that's pursued, how do we ensure that the contract is structured in a way that delivers what we are asking for and intend for the residents of Scappoose. She stated she just wanted you to know that these are all of the things that they are considering and if in this information any of my fellow Councilors feel that any of those questions are not well addressed or we don't feel that the level of service could be delivered, then I don't think it warrants further exploration. But if in this information we do think that, you know, there's a potential that contracted services could get us what we would need to get to 24/7 coverage and it's just worth another round of

exploration, that's the next step that we'll take. As Mayor Backus said, questions will come from Councilors, staff and they have already started to get questions from staff from the Police Department, which will be included and then certainly the questions that you all have and bring to us tonight. They won't be able to answer all of those questions, but they will certainly take those questions and consolidate them, so we all have answers.

Councilor Miller explained he wants to make clear based on some of the comments that he has seen on social media, that if the Council were to decide to contract with the Sheriff's Office, these would be additional positions that are dedicated 100% to the City of Scappoose. They would stay inside the city limits, that is what the contract would say, and that's what the expectation would be. The coverage that's on the outside and the rule areas of the County, it wouldn't be impacted that would stay as it is. The Deputies or Officers, whatever you want to call them, they would be dedicated to this contract. Of course, the expectation would be that there are 100% dedicated to the City of Scappoose and City limits. He stated one of the concerns that he had, and you'll see the question here is, well, how do we ensure that. There's some different tools that are available for us to be able to make sure that the performance of the contract, in other words the contract terms are being adhered to and that's GPS, AVL devices and that is one of the things that they asked Sheriff Pixley is if he would he be willing to have those devices in the vehicles that are associated to the Scappoose contract so that we can actually see on certain interval whether it be 60 days, 90 days or whatever that they actually did spend the time within the city limits because you can Geofence around the City limits. They can actually get reports on how much time and make sure that we did get what we paid for and what we expected. That was one of his concerns and because if that wasn't possible for him, that was going to be like, we don't really have any way to prove that we're getting what we're paying for so that would have been a no go.

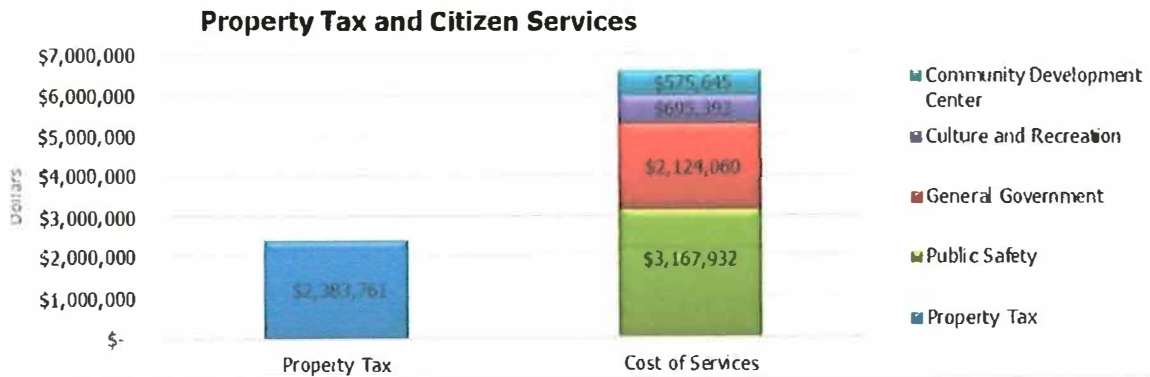
Councilor Holmes went through the packet. The first thing she reviewed was the 23-24 General Fund Budget overview.

23-24 General Fund budget Overview

City Council
February 5, 2024

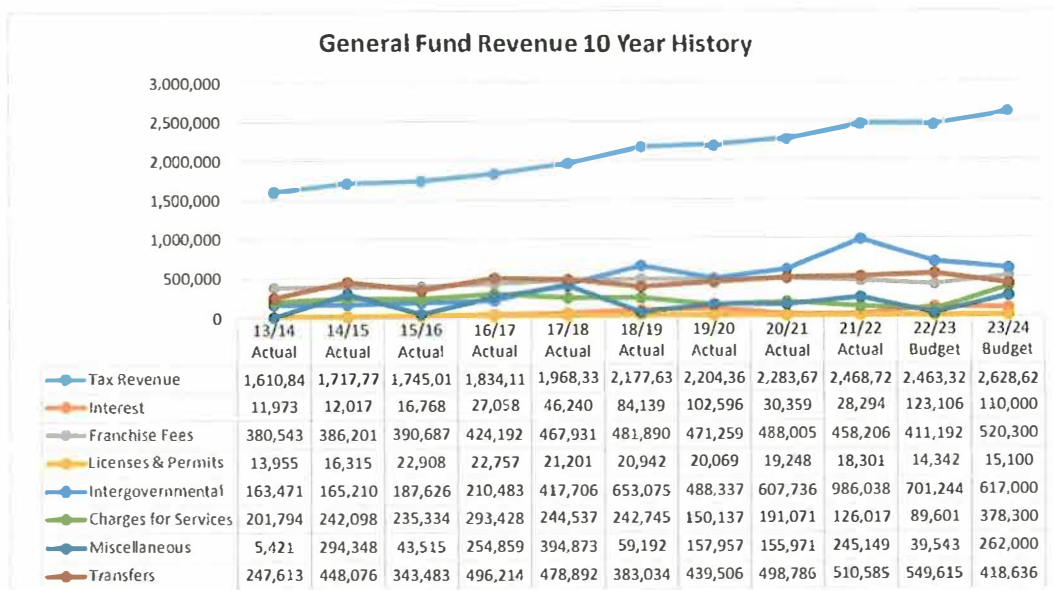


23-24 General fund distribution to services

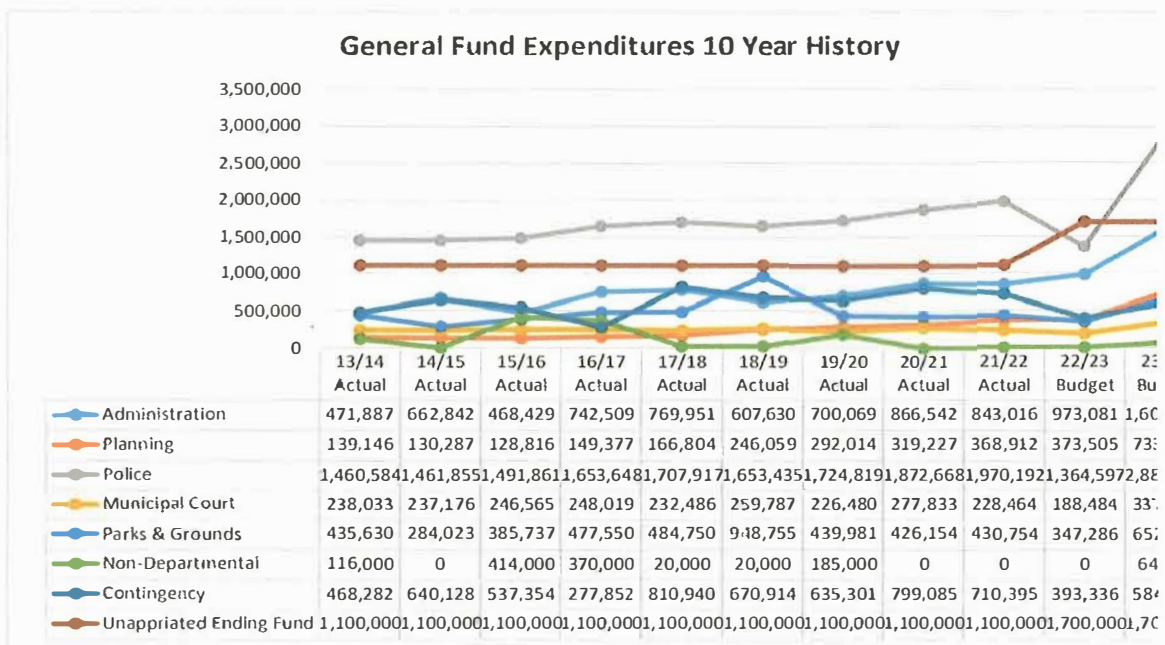
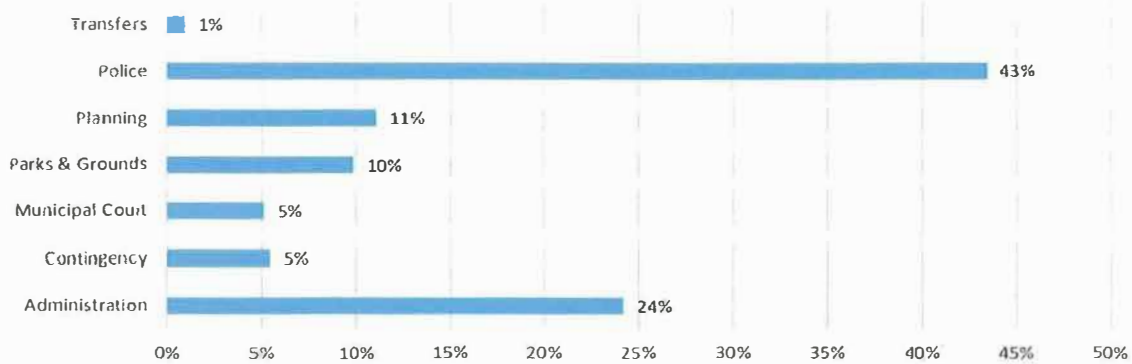


General Fund revenue sources

- Property Taxes – \$2,383,761
- Franchise Fees – \$520,300
- Business license fees and permits - \$15,100
- Intergovernmental revenue - \$617,000 (alcohol and cigarette taxes, funding from county, etc.).
- Charge for services - \$ 173,300 (police, municipal court, planning dept.)
- Interest income - \$110,000
- Misc. Revenue - \$262,000
- Transfer Revenue - \$418,666 (transfers from dept. to general fund for administrative costs)



General Fund Expenditures percent by Department



Councilor Miller went over what the City would potentially get. He also went over the City’s current staffing. He explained he does have a concern about overtime. He explained his concern is, is that if our expectation is always to have a minimum of two on 24/7/365, obviously if there's vacations, training time, basically any sort of leave, he thinks we need to unpack the overtime to make sure that it would include the cost of making sure that we always have two on if a normally scheduled a deputy would be on leave, vacation, etc. He would like to get some more information about what all the overtime estimate includes and make sure that that is very thorough and is properly reflected in any sort of information we have here. There was another comment about fuel, and if the City maintained the fuel source that we have now. If the City buys in bulk, if the fuel cost would actually go down rather than have the County continue to use the card locks like they do now, which is a CFN. The cell phone hotspots AVL service, does include the GPS devices that he mentioned earlier. He explained one of the things that was noted here, BWC stands for body worn camera and to the extent that we can recycle or that we would want to recycle equipment that we already have. Obviously, that would be pertinent and

fiscally responsible, but \$11,700. He is curious if that's a onetime fee to buy additional cameras or if that's a recurring cost. He is guessing it's a recurring cost on some sort of a service contract. He stated under the CEO administrative costs, his question is if CCSO would be willing to have penalty type arrangements in the contract if they didn't meet the service expectations that the City would be paying for. It would be his expectation that if they didn't meet the service level that were contracting for that there would be some method for figuring out how much the next bill would be reduced or some sort of credit. For example, if a single deputies total cost with benefits is \$147,000 and that's divided by 2080 hours, which is a typical work time in a year, what would the cost per hour be and then would we get that back type of thing. He would want to see something like that in any sort of contract if Council decides that this is something they want to pursue. He stated also just making sure that under expenses here and under personnel that it includes everything; all necessary equipment, all the vehicles, everything, it's not really clear.

Councilor Jacobs stated that she is not as familiar with the organizational structures of a Police Department that perhaps someone on our Council is, in looking at the positions and the estimated cost for our city the question that comes to her mind is, is that enough staff? Are we too top heavy? Do we need more patrol. What should an optimal organizational structure look like for our city?

Lieutenant Chris Fluellen explained our Police Department is structured to have a chief, lieutenant, 2 sergeants, and 8 patrol officers. He explained ultimately when we had those positions fully staff the department can run within 24-hour coverage. He explained why there are two sergeants. Besides patrol there are a lot of administrative duties and by dividing up by two different sections and different shifts. Having two sergeants, he believes, is crucial just to make sure that workloads are being even distributed and if there's a critical incident, like a use of force or a pursuit that may happen, there will be a supervisor who can supervise those incidents.

Mayor Backus asked just by looking at a schedule and the hours with 1 chief, 1, Lieutenant, 2 Sergeants, 8 Patrol Officer, that is enough to cover those shifts.

Lieutenant Chris Fluellen replied it can be divided. He stated going back to what we talked about before, the City's going to continue to expand, and something to look at is having those additional officers, like we talked about before, the school resource officer and detective. He thinks that will also maybe help assist with keeping retention within the department as well, which he thinks is part of the issue.

Council President Greisen asked Councilor Holmes if they presented different positions and questions in terms of the lieutenant, sergeant, or did Sheriff Pixley come back and say this is what we could do or did you ask for a part time community service officer, did you list a seasonal resource deputy, K9, etc.? Did you approach Sheriff Pixley on all of the potential options?

Councilor Holmes replied yes. They asked what would it take to get us to that 24/7 coverage. Plus, if we were able to offer some of these additional positions and community services, what would that cost, and they included the canine because we had had some discussion previously with the last chief about potential canine units or just exploring what that would entail and cost.

Council President Greisen stated before we get too much farther, there is a discrepancy, and it was noted at the beginning of this conversation that there is two definitions of 24/7/365 coverage. One is being detailed as two officers in the city limits physically at all times. However, we currently do provide 24/7/365 coverage, just not with two officers in city limits, and that might look like someone on call, but someone that is available to respond.

Lieutenant Chris Fluellen explained the current process. He explained even though we don't have a person physically all the time, we do have officers who are on call.

Mayor Backus talked about the City recently signing a Memorandum of Understanding with Columbia County to help cover shifts if needed, but that is done in advanced.

Councilor Miller addressed the importance of 24/7/365 coverage on duty patrol.

Councilor Holmes went over the level of service section.

Mayor Backus stated that is going to be a big question, whichever route we do go, we're going to come to the community and say what level of service does the community want and expect and so it is important for us to get a sense of what do we want here in Scappoose.

Councilor Holmes explained Interim Public Safety Director Brian Jensen has, in his very short time, done some good things with our department. She explained Brian does have a vision for how the community could get there, but it could take likely a number of years and there may be a levy required on the back end of that to get us kind of up over the hump to that last staff position or two with that. But he is confident that it's attainable, but the community would need to understand what that timeline is and be patient.

Councilor Holmes went over contract terms. She explained we would probably be looking at a minimum of a five-year contract. She explained they would probably look to Clatskanie to kind of see how they've structured portions of their contract. Their termination clause seems pretty standard there. She explained they also wanted to understand kind of what would happen so all of our assets from the Police Department currently would be transitioned over to the Sheriff's Department for the officers to use all of that equipment still within our City. She explained there's a CIP (continuous improvement program), which is a timeline for which we would be purchasing new equipment and all of that and they've got the schedule, which she thinks it's a four-year replacement schedule for vehicles and equipment. If we were to terminate the contract, say prior to four years or about the three-year mark, whatever hadn't been rotated out of service would come back to the City. If we chose to write it out five years

and not renew the contract, we would likely not be getting any of that equipment back. So then when you're looking at rebuilding a police department, you could be looking at building it from scratch. So that is a big hurdle to some communities that have pursued contracting. But she does believe there is also a way to address that if we wanted to. If there is financial cost savings associated with the contracted services, we could dedicate funds year over year so that we do have some sort of reserve if we were to get ourselves into a position. So that's one thing that she would very much want to see if we were to pursue any sort of contracting option that we would have some sort of contingency fund to reestablish our police department if and when it was ever needed.

Council President Greisen feels a 5-year contract is pretty much null and void once you commit to kind of going over into something like this, it is extremely difficult to come back from. She explained she asked for some numbers on the vehicle costs for the Police Department since 2021 because there is listing here that we would just hand over everything that we have, and we've spent \$250,000 on our own vehicles in the last three years and that would just be given to them, and we would not get that back.

Councilor Jacobs asked Councilor Holmes and/or Councilor Miller if they have had a chance to take a look at other cities that have gone with the County and have any of those cities revert it back and brought their policing back? She stated if you haven't looked at that, maybe that's something we can at least try to look at and learn from.

Councilor Miller stated he wanted to remind everyone that this is just the first phase of what we intend to be multiple phases of discovery and obviously the very first thing was to establish cost, to see if we could even afford this. That made sense on that level before we could even go any deeper, and of course the personnel related issues, so this is just the first round of discovery, which he prompted multiple new questions in addition to dozens of questions he already had. He stated it makes sense to ask questions grouped, you know by topic and as things move along, if Council decides that they want to continue to pursue the discovery. He stated he is not quite understanding Council President Greisen's concern with the five year thing. He asked if she could explain that a little bit better. He stated when Clatskanie is five years and he is sure the agreement term could be whatever, but what he looked at in this is that there's a termination clause annually.

Council President Greisen replied she is just saying, when you make the decision to hand your department over to somebody else, it's extremely difficult to get that department back and rebuild it. She stated when you commit to something like this, it is not a commitment that should be taken lightly and if in five years you want to change the contract, that's fine, but she doesn't think that realistically looks like you're getting back what you once had before.

Mayor Backus replied he agrees. He definitely thinks that if this was to happen, it would be indefinite. You wouldn't be looking to bring it back; you might change the terms.

Councilor Holmes explained If we were not happy with the level of service, we could get out in year one, or year two, or year three and still get some of those back.

Councilor Holmes explained she got a chance to speak with Rockaway, who recently transitioned. She will be going through the list in the background document, as there is a list of a number of communities across Oregon that have contracted services. She will be reaching out to them, and she does know that Ashley Driscoll represents a number of communities that have switched, and she may be aware of some that have switched back.

Legal Counsel Ashley Driscoll explained this is a policy decision how the City decides to move forward here, but there are examples of police departments who have entered into intergovernmental agreements (IGA's), and she believes there are examples of police departments who have entered into IGA's and have unwound those. There is also a plethora of examples from across the state of different IGA's where a different government unit has taken over a certain service from the city and that that has been unwound. She explained so when you're looking at this, she would look both at police departments that contracted with county sheriff's departments, but also city fire departments that contracted with fire districts and have made the decision to come back as well as a variety other services that have been contracted and unwound, if you are going forward with this.

Councilor Holmes went over the personnel section. She explained as she said in the opening comments, we wanted to make sure that you know any of the Scappoose Police Department employees would transfer seniority, that they would be transferred over with equal if not higher pay grades and that is what you'll see addressed in this section. They also wanted to ask about some of the employees that currently serve the community here in the community, whether they would be retained here at this location so that the community would continue to have access to some of those record services and things like that.

Councilor Holmes explained the apples-to-apples comparison would be great for our next step of exploration, but she does want to make it clear this is not just about numbers, which partly is this into our last section before we have some public comment which is administration of services. She explained they want to make sure that there would be quality services being given to the City. They have asked a question about citizen complaints over the past two years and if they can have access to those complaints, which that would be a priority on her list to dig further into in the next round of discovery. What is the quality of service being delivered to the folks of unincorporated areas of Columbia County an if there are some problem areas, perhaps they will come up with citizen complaints. An expectation that they maintain a level of presence at Scappoose community events. We've had officers at movies in the park, presence at Earth Day. It's really important, she thinks, for both sides of the equation, the community and our officers, and this is a point that she thinks often does get overlooked in contracting arrangements. That would be another sticking point, at least for her personally, that we maintain a level of community policing here. Just reinforce that it's this is not all about the numbers, this is about making sure that personnel would also be treated well and that our community would be well taken care of on a number of levels if we were to pursue this.

Council President Greisen asked what are the implications regarding the liability of using the GPS tool to show the time spent within city limits, and how do you define what they are going outside of City limits for, and how do you justify that they've gone beyond the line?

Legal Counsel Ashley Driscoll explained she thinks that is something that we're going to have to give some time and consideration to. She explained we'd have to scrutinize it and how we're using it and ensure that it is used how we intend it, and we're capturing those events that are part of the officers routine duties to lead the City of Scappoose.

Dustin Hald, explained he spent twenty-four years in law enforcement and retired here in Columbia County. He explained the first four years was here with the City of Scappoose and twenty was with the Sheriff's Office. He explained he was part of the contract with Clatskanie PD when he was with the Sheriff's Office, and it definitely did not benefit the City of Clatskanie. He explained they knew drawing the contract that was going to cost too much money to for them to ever to come back and try to get their own police department back. He was not in favor of that as the Sheriff's Commander. He stated he thinks the City of Scappoose is making a mistake if you do this. He stated it sounds great having 24/7 coverage and officers in the city limits all the time. The reality of that is it's not going to happen. He explained your officers are going to turn into deputies, those deputies are going to go on calls up Vernonia Highway, they are going to be on Cater Hill, they are going to be in Chapman taking property crimes, and they're going to be filling schedules where there's a whole or a vacation or maternity leave or something around the entire County. He explained as part of his job as Commander with the Sheriff's Office, he spent a lot of time explaining to the city people in Clatskanie why their deputies were not in the city when they called 911. He stated Ms. Holmes has talked about comparing apples to apples and she brought up Rockaway Beach, that's not apples to apples. Rockaway Beach is a city of a little over 1,000 people and we have close to 9,000 people here in Scappoose now. He stated he urges the City to not go along with this program. It is not a good deal for the City. It's going to cost the City millions of dollars to get your Police Department back and knowing that as a Commander with the Sheriff's Office. He stated he doesn't know why Sheriff Pixley is not here. In his speaking opposed to this it is no slight at Sheriff Pixley at all, or anybody exploring this option. He is just telling the Council that you need to support your own officers, your own people. You have great people here right now that want to do a good job for you, and they need your support. He explained if you can give them more staff, more support, you are going to foster that, and they're going to stay here. They're going to want to be here, and they're going to want to work, and he knows that's a problem with the City as well as the County. It's not just a unique situation within the City of Scappoose, the Sheriff's Office has lost a bunch of people too. He stated so keep your people, support your people.

Mayor Backus stated if you do want to speak, please come up, as we want to try to get through this. He stated in regard to the loud noises and stuff if we could just keep those to a minimum.

Councilor Holmes stated just a quick point of clarification, we did not ask for Sheriff Pixley to come, so it is not on any decision of himself. They felt that this being our first public discussion, it was best for us to just go ahead and have that.

Drew Layda explained he lives off of Highway 30 just outside the City limits and their marina was in the promotional video that you guys are putting forward, so is the police sign twice. He stated the City having its own Police Department, is more than a matter of prestige, it is a matter of you guys having a say over the law enforcement services that are being provided. He stated Scappoose is in a pretty good position compared to some of the other cities he has visited in our district. He stated right now working with the City of Saint Helens to try and make sure that they can get their officers funded. St. Helens is actually in a whole lot heck of a worse position than you guys are right now and the conversation to replace their Police Department, and the Sheriff's Office has not even been broached. He stated they are in a worse position than you, and they understand the importance of maintaining their own municipal law enforcement. He stated it sounds like you have pretty close to 24 hour coverage already, and if he was Sheriff Pixley, he'd be kind of looking at this deal as a fortuitous thing. Step one is they acquire \$250,000 worth of equipment. The City of Scappoose owns that now, it is your department. He stated you have a department, and you have say over it and he has to be honest, as far as the departments go, he has a really high opinion of the officers serving in Scappoose to the point, if he remembers that he didn't lock his car door when he goes into Fred Meyer's in 2024, he doesn't freak out and run back out to the car to lock it because we live in Scappoose. It is one of the safest areas in our district and it's so largely because of the officers that have devoted their life in service to this City. He thinks it would be a major disservice to them to shut the City down and a major disservice to you in and any of your successors that have to manage this city in five years. He stated let's look at the Sheriff's bond, it expires 5 years from passage. He explained it is going to expire a year before your contract does and the previous speaker bless his soul, he's absolutely right. If you give the police department away, the chances of getting it back are less than getting struck by lightning, twice the same day, same city. He doesn't envy any of your positions. He understands that this is a very difficult decision, but he thinks that right now you have one of, if not the best Police Department in our district, the community engagement is fantastic, people feel safe here, and even if it means adding money onto a utility fee or introducing a levy, having your own law enforcement that answers to you is something he doesn't think you should be giving up.

Justin Stevenson, Scappoose, gave an overview of how we are where we are now. He explained this is his personal opinions only-not representing the city.

1. Introduction (Moved here Scappoose in 2013, 28 years of Oregon municipal policing experience-started with Scappoose in 2019 as sergeant, previously 7 years as lieutenant, patrol commander and captain) and longest sworn officer of Scappoose Police.
2. History- Why are we at this point? Since 2013, 25 sworn police staff have left at average cost to the city of \$175,000 each, so roughly \$4.4 Million in wasted funds. Poor leaders hired and retained, both in police management and city management (many examples of major problems brought to previous city managers but ignored until too late).

3. Extremely poor Collective Bargaining Agreement with police union- 5-year contract with an average of 2.3% COLA each of the 5 years when record high inflation and industry changes.

-Using 19 police agencies within average distance of 25 miles (officer positions)

- Average starting wage **\$72,387** but *Scappoose* is **\$58,989** (CCSO is \$58,074 & SHPD is \$78,166)
- Average top wages **\$94,726** but *Scappoose* is **\$75,275** (CCSO is \$85,072 & SHPD is \$95,242)
- Average top step officer/lateral with DPSST certification and/or education incentives (most held) **\$103,326** but *Scappoose* is **\$82,803** (CCSO is \$91,452 & SHPD is \$105,316).

This shows a MINIMUM of 25% behind the area average wages (does not include many additional missing standardized police benefits that will be negotiated in the CBA process)

Sergeants-

- Average base wage **\$91,513** but *Scappoose* is **\$75,150** (CCSO is \$93,808 & SHPD is \$89,397) *Using 17 of the 19 area departments used for officer comparable.
- Average top wage **\$125,431** but *Scappoose* is **\$104,998** (CCSO is \$116,106 & SHPD is \$131,363)

This shows a MINIMUM of 19.5% behind the area average wages for sergeants (most are non-exempt positions, including Scappoose as of 2023)

Lieutenant- (or second in command as many use captains or lieutenant rank)

- Average wage scale **\$111,211 to \$135,960** but *Scappoose* is **\$83,967-\$117,042** (CCSO is \$103,626-\$131,706 & SHPD is \$106,740-\$130,704) *Using 16 of the 19 area departments used for officer comparable.

This shows a MINIMUM of 16% behind the area average wages for the lieutenant position

4. What is needed to succeed as a city police force?

- Recommended police per 1k population per CIS and FBI is 2 officers, so we should be at 16 sworn staff (8,200 population). We are at 12 authorized positions but only have 3 officers, & one sergeant assigned to patrol coverage for the foreseeable future.
- We need 12 dedicated patrol assigned positions to obtain 2 on 24/7-365 days. There needs to be at least one sergeant supervising 3 officers, so 3 shifts with a sergeant and 3 officers is minimum. So, we need 2 additional staff for patrol, taking us to 14 sworn.
- We need a dedicated detective to investigate complex cases and being on the county major crime team.
- We need an SRO to support the schools and community (most likely largely funded by school district)
- We will be properly staffed at 16 sworn staff but will need 2 civilian positions over our 1.5 we have now.

Using the above wage related data, we know our police department is woefully underfunded. If we just look at the salary-based data (not other increased costs that will occur), we will need at least a 25% increase in our personnel services budget line item. Using the existing FY 23-24 budget of \$2,251,569, this would need to be \$2,814,461 (increase of \$562,892). However, the **ACTUAL 23/24 Personnel Services should be around \$1.8 Million**. So, if a 25% increase was made on the actual number, this would be about \$2.25 Million, which is within budget. This does not count for the obvious COLA based increases that all the comparable agencies will be applying on July 1, 2024.

To increase with another 4 sworn staff, we would need another roughly \$700,000 in personnel services. This would increase the overall line item to around \$2.95 Million. There will be an increase in materials & services, so if using an estimate of 25% increase, this would make out overall budget need to be around \$3.7 Million, meaning an **increase of about \$800,000.**

5. So, we need a huge increase in funding with no available existing funds. *The best option would be a local city police levy to obtain this rough estimate of \$800,000 needed to operate a professionally ran police department, to provide proper public safety services to our growing community.*

6. So, what about contracting with CCSO?

- Indicates increase to 14 sworn (75% LT and 70% SRO) with existing non-sworn staff at a personnel cost of \$2,279,003 but we are at 12 sworn and same non-sworn staff at \$2,251,509.
- Our existing staff are paid around 15% lower than CCSO and they will have to have their wages match CCSO wages if contracted, so where is this increase?
- Losing 50 hours of dedicated command level management by losing chief (40 hours) and reducing lieutenant to only 30 hours per contract. How is the Sheriff and existing command going to absorb these additional 50 hours without increasing their staffing?
- Using their 10% of contract price for "Administrative Costs"- what does this cover? Our existing budget has \$628,433 in all other expenses. Those will generally still be required.
- No detective position in their plan. They only have one existing person/property detective position for the entire county and adding our whole city to their coverage will require another detective position. Who will pay for this?
- Not interested in using our existing police station, or maybe just two offices? Part of the building costs the city needs comes out of each department's budget, and the building will still be needed. Indicating city deputies would just use the SO to write reports, means they leave the city frequently to do that. SHIFT BRIEFINGS??
- Capital outlay/recent purchases: in the past three budget years, we have purchased three new SUV patrol SUV's and a chief's administration car for \$240,000 and they are very low mileage vehicles with at least 3-4 years of use

left. There is also a 2019 patrol car that has probably 2-3 years of use left. We also purchased 7 Getac MDC in-car computers for \$35,000, new rifles for \$10,000, new Tasers under a multi-year payment contract, BOAL wraps, ballistic vests, other usable fleet for occasional uses, radar trailer, etc. The city has invested several hundred thousand dollars into the police equipment, and it appears it would have no value in the contracting by just transferring them to the SO.

- There is reference to take-home vehicles for each of the sworn staff. Their language indicated the city and SO would "cost share" these. We currently have 3 patrol vehicles and one administrative car (could be used by lieutenant) that could be used, so that means there is a need for another 10 vehicles to comply with this take-home requirement. At their \$73,000 per vehicle pricing, that means it would cost about \$730,000 to do this. This number is not detailed in the proposed cost estimates from CCSO.
- We would need at least three sergeants to supervise 11 officers/deputies (one sergeant to supervise 5 deputies is not effective, especially when there will be very inexperienced staff being hired to fill the vacancies). This would add another \$55,000 to their personnel estimates.
- The proposal indicates a suggested timeframe of one year to become fully staffed after the contract goes into effect. I don't believe this to be obtainable. Their levy 7 positions were authorized to be filled starting in July 2023. After picking up two newly hired lateral Rainier PD officers, and one lateral from Vernonia PD, they are still trying to fill all their vacancies. There will be no more local PD officers to pick up and Scappoose will need several positions filled. Two Scappoose officers and the lieutenant were in the process to be hired by CCSO in December 2023 but withdrew once our chief and city manager announced their departure. This shows they preferred to not go to CCSO. There are at least 3 internal Scappoose Police staff that have indicated they will leave if the contract is made with CCSO as they have no desire to work for CCSO. So, there may be as many as 9 sworn positions to fill.
- If the county levy fails to renew, I am concerned about their response about how it would not affect Scappoose's contract. When the contract is signed, the Scappoose officers would be placed in the CCSO CBA, based on their overall seniority in time. If several newer Scappoose deputies are hired to fill the vacancies, they would be at the bottom of the seniority. Generally, the least senior member of a union is laid off when layoffs occur. How would the sheriff keep his general patrol district covered by not using the Scappoose deputies? Regardless, there would be a major change to how the city would be patrolled (probably within some contract language that covers if/when something like this happens).
- Termination of the contract language- if the city was wanting to end this contract, it is nearly impossible without a huge amount of money and time. Scappoose will lose all the existing police equipment and facilities, and staff. If the city felt the contract was not working out and wanted to go back, it would

have to start over to create a full new city department. This means to me; the city will always have no bargaining power when issues pop up or a desire to look at ending the contract. It would probably take a few million dollars in up-front costs, and probably over two years to completely create a new police department with 14-16 cops.

- CCSO and their union CBA ends June 2025, so that means they will be starting negotiations at the end of 2024/start of 2025. They are still under paid for area comparable agencies, so they will not be attracting lateral staff and should be looking at another large pay increase to retain staff. This will be another financial exposure to the city for any large increase.
- Regarding training Scappoose staff using "FTEP", normally this system can be used to "wash" staff out if the agency believes they are not doing the job they expect. This is not something that should be used for staff absorbed into an agency vs a lateral applicant knowing this is possible if they chose to transfer to a new agency.
- With their statement about asking line staff their opinion about CCSO, that is a mixed result from mostly newer CCSO staff (they have had a lot of new hires in the past 2 years). The results are not concrete as a 'Great place to work'- but that is very subjective too.
- Municipal court is another major concern- violation citations would require citizens to do to Vernonia for simple tickets. What about the understaffed District Attorney's office taking on all the misdemeanor crimes that occur in the city of Scappoose, especially when there are 13 sworn staff creating more proactive policing results? And our city ordinances with no municipal court and us wanting the local control over these city livability issues that are so important to this community.
- In reference to the comment about the \$85,000 fuel bill being moved to the city shops- well, the city still must pay for this fuel. This estimate is much higher than we currently use since we don't have 14 take home cars, paying those additional fuel expenses for staff that may live 25 miles from the county line.
- We cannot compare cities being contracted with huge county sheriff's offices. People are bringing up Cornelius, Banks, N. Plains (WCSO), Troutdale, Fairview (MCSO), Happy Valley and Wilsonville (CCSO), or Lane County and Deschutes County. Again, huge counties and budgets with patrol divisions in the hundreds.

The list of questions will go on and on. There must be municipal policing staff involved in any discussions to make sure the industry standards are being met with solutions. The existing contracts on multi-year equipment purchased, IT related, IGA's, other related contracts, etc. It does not appear these were asked at this early stage, but it could have a huge financial exposure to the city and/or county.

The reality is this city deserves a professional city police department. To obtain and maintain this, it will cost the taxpayers, just as it does in every other city. We have failed as a city to obtain this but are able to get it right this time. We will be hiring a new city manager, who in

turn will be hiring the new police chief. If we work on a permanent funding source to make our department competitive to the market, we have the right community to glean the success it wants and deserves. It boils down to TIME and MONEY to fix this problem. Commit to it and get the right leaders, and it will happen.

****end of Justin's comment****

Dan Thenell explained he is the General Counsel for the Oregon FOP, and the Oregon FOP Labor Coalition is who represents your police officers Guild. Your Guild is part of 35 other police departments in this State that collectively bargain through the coalition of the FOP. He stated you need to know just for transparency sake that he also does the bargaining for the County and the City of St. Helens. He stated your police Officers Guild is absolutely against this proposal and he is going to point out, maybe bluntly for some of you, things that you've missed in bringing this initial exploratory to us. First of all, you will never rebuild a police department if you lose it. The startup costs in personnel, equipment and training you can't afford it and you will not be able to in our lifetime. If you give up your police department, you will not get it back. Secondly, in one of the things in the Sheriff's proposal, which unfortunately he only saw tonight, as it wasn't provided to the Guild in advance, is you need to ask the Sheriff if he's giving you the budget numbers based on his costs of his employees versus the costs in the St. Helens contract. As Justin very eloquently pointed out, your officers in the city are grossly underpaid. He wasn't involved in the negotiation of the prior existing collective bargaining agreement. There has to be major revisions to that and there has to be significant pay raises if you want to continue to keep people. In terms of retention, did you ask the Sheriff how many deputies have left the Sheriff's Office in the last five or six years, and why have those people left? You don't have that data in there.

Mayor Backus replied he does have that data.

Dan Thenell explained he is very frustrated that none of you have sought out the position of the Guild at this point before tonight. Your current employees do not want to become deputies of the Sheriff's Office. You presently have no one in the hiring process. You think you can do 24-hour policing with 12 people? You currently have five patrol officers., you've got a lieutenant, you've got one sergeant, you've got a chief that's not certified and is acting as a public safety director, and you have no one in the hiring process. It will take at least one year, if not closer to 18 months, to hire a brand new police officer, put them into the academy if you can get a close spot, put them through the DPSST Academy, put them through a fully compliant field training program, and if you need to add five or six people, he bets if you started with the Sheriff's Office tonight, you would not have a fully staffed police department in five years. Have you asked how many people in the hiring process does the Sheriff's Office have? Are they fully staffed? How long is the Sheriff's Office actually had 24/7 patrols? He doesn't think you've asked that question and he thinks you should. How many people could leave the Sheriff's Office before they would lose the ability to patrol the County outside of the areas 24 hours a day, seven days a week. Has anybody from this Council gone to Vernonia or Clatskanie to ask the small businesses and the teachers and the community members, are you seeing deputies enough? Are you seeing deputies as much as you've expected them under the contracts that

exist with the Sheriff's Office now, that hasn't been done from what I can tell. Some of you have thankfully talked about the bargaining relationship that exists between your current employees and what is going to happen if they go to the County. Are their vacation accruals going to be fair? Are they going to get credit for the years of service they serve with the City of Scappoose? Are they going to get credit for that longevity? Those are not guarantees. That's going to have to be bargained with the Sheriff's Deputies Association, who may or may not want to absorb these people. Has anybody from the Council reached out to the Deputy Sheriff's Association to see what their position is about incorporating potentially ten or twelve new employees into their Guild. That hasn't been done. As Justin pointed out, you've lost 25 police officers in 2014. He is sure some of you remember some of his prior statements on behalf of Guilds in the past. You've had bad leadership in the Police Department, which is attributed to that. If the City will get a good police chief and pay their officers close to market rate and stabilize their Police Department these issues will stop, but he thinks on behalf of the association, you're going to have to be brave and invest in your own Police Department. It's not going to work well if you try to contract with the Sheriff's Office.

Councilor Miller moved, and Councilor Holmes seconded the motion to extend the Council meeting past 9:00pm. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; Councilor Lafrenz, aye; and Councilor Jacobs, aye.

Jeremy Hasenkamp explained he actually grew up in the area and went to Scappoose High School. He actually has been involved with the Police Department since about 1992, back when he was a cadet, and he came up through the ranks. What he has always noticed about Scappoose is that they've had a large majority of their police officers lived within the community and have participated in the community. There was a break, and then he went to the State Police, and he's seen that kind of change and when you look at the number of police officers that are left, it has been because of poor leadership and pay. There's a lot of guys that actually started in law enforcement in this area who have gone to metro agencies but still live in the area. He thinks had they gone back and the pay would have been commensurate and some of the opportunities that were there for Scappoose to be involved in other entities like there used to be in the days of the CENT Team and when we actually had drug teams, there would be a lot more longevity here in the department. He thinks there is a lot of repair to do to the Police Department. He thinks you have some very good staff here and he really thinks that before you go looking at other proposals, you should consider if Sheriff's Deputies are 15% above were Scappoose Police Officers, are he highly recommends paying them commensurate to that and seeing what you can build here with what you have. He explained he is in the private sector now and he thinks even his officers, that work armed security, are actually making more than your police officers with a lot less responsibility. He can't stress enough before you go looking at proposals, go within your Police Department, see what you can do to build a relationship there. You've got a lot of good staff there and he thinks now that some of the things have changed, you are going to retain more staff if you can fix the pay issue, you can also get a lot of folks who are trying to get out of the metro area to bring in laterals, to bring in more

experience, to help your officers that are out here.

Mayor Backus explained there was a study done on pay and it came back as comparable to other cities our size and we all understand that's not who we're competing with. We compete with Multnomah County, Columbia County, Washington County, St. Helens, and we get that. We understand that and we believe that that is a big issue. We also understand we have a budget and we're within it, but we want to do everything we can to fix that because retention is a big issue. He explained we heard a study that it's \$200,000 or more every time you lose an officer, and we get that we have had a lot of retention issues and pay. He explained we have over 80 plus police officers and safety living in our community that work elsewhere and they know it's a great area, and we get that as well. We want to build a strong safety police department that covers Scappoose. This was a discovery period of getting some information. We appreciate all the input. He explained we do read the Facebook comments also and see some input there, so we appreciate it. He explained he did hear a couple questions about getting at least some numbers from our local departments and just seeing. He asked Council if they are interested in any other information?

Councilor Holmes explained the ask would be is the information presented compelling enough to continue to go down this path of exploration, recognizing it does take our time and staff time to respond to these requests or do we feel we've learned enough and want to just focus on the PD right now, but also recognizing that we've got changing dynamics there as well. She explained she would like to know all of our options as we move forward, so she would be in favor of continuing to gather information just so we've got that option to fall back on if we would ever need it.

Mayor Backus stated to him this isn't just exploring whether we contract, it's exploring options for achieving. We have a bargaining coming up and if we do this, we have to figure out ways to improve our own department. Getting these numbers and finding out what it would take. We have a town meeting coming up and this is a possible subject, doing some surveys with the community, figuring out what the community is willing to pay for, because if we determine that they want that 24/7, then it is going to cost and then we would look within our budget, but our budgets only so thick that we are going to have to maybe look at a levy. He would be willing to listen to some more numbers and just seeing within our own department where we are, if there's ways that we can improve upon that.

Councilor Miller explained he thinks the phase two that we had always anticipated was to work with the Scappoose Police Department and get the numbers to see what apples to apples would look like so that we could do a side-by-side comparison to make sure that we're all on the same page, all talking about the same things. He thinks we do need to figure out though, like Council President Greisen said, what does 24/7/365 coverage mean. We need to define that. Does that mean that we have two on duty on patrol in the City limits at all times, or what exactly does that mean? Because that's going to shape our comparison and if we can do a side by side and get to 24/7/365 on duty coverage, whatever we define that means and then we can

put that out to everybody to see the side by side. He thinks that'll be the information that everybody needs to see to make an educated decision.

Mayor Backus would like to see 24/7/365 information. He would like to see within our budget and if our budget doesn't allow that, what will it take for us to get there?

Council President Greisen stated a couple different things just looking back at the 10-year timeline of the Police Department spending, it fluctuates that we are coming under by \$200,000 to sometimes \$1,000,000 on our spending. She thinks that if we can look at how we're projecting, she thinks that that can help us tighten up a little bit and figure out how we can offer more compensation consistently and not having those big fluctuations. She asked about the liability of it, the actual need for two officers physically working and not being on call. What does that mean in terms of safety for you or the need for that when responding to calls elsewhere. The reality doesn't seem to be everywhere and that's something that we're trying to make here. Is that really something that's doable if we do have this on call coverage or at least an officer is that as good as we can get, or should what more should we be?

Lieutenant Fluellen replied obviously if we have more officers three or four per shift, that would be great. To have more backup is not a bad thing. Going back to 24-hour coverage is a big thing. His calculation was incorporating himself and chief as working, you have pretty much three shifts on each side of the week from Sunday to Wednesday, that requires himself and the chief working, and also there's only three shifts from 7 to 7 for 24 hours that would get that coverage there. Definitely not ideal 100% when it comes down to it. He explained when you're talking about having an additional officer, an additional officer will give the opportunity when officers are tied up with a large criminal investigations such as the DUI that may take hours sometimes gives that officer opportunity to go ahead and have more officers still in the city while they process that criminal investigation, that makes sense and obviously having more backup with additional officers on scene is always a good thing for particular volatile situations that may change. He can tell you though for law enforcement from all across the country, it's challenged no matter where you go. He thinks in his personal opinion for being here over a year, retention when hiring good personnel to begin with he thinks we can start working towards that process to having good people service community here.

Councilor Santiago thanked everyone for their comments and stated this was very informative for her. She explained there's a lot of questions that came up and she thinks that was the purpose of the exercise, which is great. She is also hearing that we can invest in our own department, but there's a need for money. Whether we love our officers, it doesn't matter, it comes down to money. Do we have enough money to increase their pay 15%, 25% to 30%, because that's what she is hearing. She stated our officers have to make a living, she gets it, and we are competing with bigger cities and so ultimately, we need to figure out, which a comparison would be great, just to have the numbers. She explained for her it's just to make sure that we can budget an increase and invest in our department or to figure out what are the other options. She explained she is open to exploring knowing all of her options before making

a decision. She stated that we might have to go out for money/levy.

Councilor Lafrenz explained he appreciates the public coming out as it was very helpful getting that feedback. He wants to thank his fellow Councilors for exploring this option. He is not opposed to looking more into it, but just full disclosure this is not convincing enough to go in that direction. He would like into look a little bit more on how to support our current department.

Councilor Jacobs thanked everyone for coming out. She personally appreciates the public participation. It's what actually helps move government forward with the topic of tonight, so she is open for us understanding what our options are holistically. Being a member of this Council, we have a fiduciary responsibility to ensure that we are good stewards of our money and that we are adhering to public safety standards as well. She wants to understand what our options are if we were to contract so she is for exploring further based off input from the public as specifically a certain topics that Dan, who's with the Guild, had pointed out as well as a few others in the audience to just get more clarification, just to get more specific and we always did know that we need to do a side by side comparison and that we are at that point where we need to also do a comparison and understand where we currently are and where we need to go in order to be properly staffed and retain our Police Department here. She also understands that we need to come up with a definition of what 24/7 policing is and she thinks what she has heard is that there is a feeling that we would like to have two on shift to obtain 24/7. However, the reality in the profession is that that's not always the case. She would like to propose that we need to look at what a potential future would look like and what it would cost to have the ideal state of two on shift 24/7. What would that look like in terms of how long and what the cost would be versus what is more standard in the profession, what that looks like and how long it will take and how much that costs? She explained there is going to be a financial component and the community will be presented with what those financial components may or may not be and she looks forward to seeing the communities participation and dialogue when we present that because we are all in this together and we have to make the right decisions to get what we want. Thank you all for coming tonight.

Councilor Holmes stated she guesses if the general sentiment is to carry it forward, she would propose that she will go ahead and review the recording of the meeting and try to capture as many questions and additional points of information from Council discussion and everything that the public has brought here, she will work with staff to get that side by side comparison of kind of the max level of service and then maybe more practical level of service so that we can understand that. she would ask if her fellow Councilors have additional questions to maybe get those emailed to her by the end of the week. Her goal would be if the agenda allows the first meeting of March, that we would be able to make that additional round of information public and repeat this process and she hope the community can join us.

Acting City Manager Dave Sukau explained he has taken lots of notes. He thinks he understands the next steps. He thinks at this juncture this will be obviously City Manager Lehman and Interim Public Safety Director Jensen's work, but he is clearly hearing that we kind of want to

look at the coverage, how we can get there, and if we can't get there, what would they recommend that we do, what the cost of that would be so that you have a better understanding of that. We're coming into our budget season in the next few months, so those numbers will start to get pulled together. Clarity for timeline. He doesn't know what your next steps timeline are, if you're talking a couple months. He will say just speaking outside the box here he doesn't think that were going to be getting a chief on board with this current status. He doesn't know any chief who would have any desire to look this direction at the moment, but the CBA is another factor, and he is not 100% sure when that's coming in, but bargaining will affect costs and so once again that's another thing for us to consider. He stated there's a lot of moving parts, so he doesn't know how big of a hurry we are here, but he has lots of notes for them.

Mayor Backus recessed for a break at 9:19pm.

Mayor Backus reconvened the meeting at 9:31pm.

Grabhorn Park Discussion

Public Works Director Dave Sukau went over the staff report. Prioritization of "Grabhorn Park" Development (note that Grabhorn Park has not been determined as an official name). In April of 2020, the City of Scappoose purchased a 9.54 acre parcel at 33306 NW E.J. Smith Rd. for the purpose of constructing a park facility. Upon completion of the real estate transaction, the City of Scappoose contracted with 3J Engineer's to design a conceptual plan of a park for the public to review. There were items included in the design that concerned some City Councilors and community residents. An Ad-hoc committee (GPAHC) was formed February of 2021 to review the design, determine the desired amenities and provide findings to the city's Parks and Recreation Committee and City Council. GPAHC completed their work in September of 2021. After presentation to Council, direction was given to staff to re-engage with the engineer to incorporate the feedback into the designs and provide phasing options for Council's consideration. In late September of 2022, city staff presented 3 optional designs to the Scappoose Park and Recreation Committee (SPRC) for their review. After many questions and answers between the SPRC and city staff, the committee presented a list of recommendations in May of 2023. In tandem with this project, the city has been working on a Parks Master Plan update with consultants from MIG. A component of the new master plan is to incorporate a design for the Grabhorn Park into the plan. Inclusion in the Parks Master Plan is a requirement for having a project be eligible for grant funding. On August 17th 2023, the Public Works Director met with the SPRC at one of their regular meetings to discuss an amenities list for all of the parks and finalize a design to incorporate into the new master plan. At the conclusion of that meeting, the attached exhibit was agreed upon as the baseline plan moving forward. Throughout the process of design and committee reviews, there have been some items of concern that will require additional levels of attention while moving through final design of the park. These items include but may not be limited to trees adjacent to the property, wetlands identified on the Northern portion of the parcel, need for utilities to pass through, floodplain restrictions, lack of desire by some for roadway connection to Veterans Park and funding

constraints. Immediate funding of this project will be a challenge for the city. While the property and preliminary designs have already been paid for, there are substantial costs necessary to complete the project. These costs include final design, wetland consultation services, wetland mitigation and construction.

The following is a combination of expenses occurred to date and estimates to complete the project:

- Land purchase \$730,000
 - Title Fees \$14,220
 - Preliminary design \$57,136
 - Final design \$100,000
 - Wetland consultant \$25,000
 - Wetland mitigation \$177,000
 - Construction \$3,272,519
- Total \$4,375,875

Funding for park construction is comprised of multiple potential sources. Those sources are the Park Fund, Parks SDC Fund, grants and loans. While the property and preliminary design have already been paid for, an additional estimated \$3.75 million will be required. Currently, the city only has approximately \$228,000 available for this project. The Local Government Grant Program (LGGP) would need to be utilized and a loan would be required to complete this project in the near future. The city has recognized the need for park funding and began a savings program within the Park Fund that sets aside \$50,000 per year for future park development. Park SDC's are received when new homes are constructed. Construction of new homes has been slow in recent years. This could likely be attributed to Covid, increased construction cost and increases in interest rates. It is also worth noting that the city depleted the funds when constructing Chief Concomly Park and is working to build these funds back. It has been widely discussed amongst City Council, staff and committees, that the city would like to utilize the LGGP for this project as was done to help fund Chief Concomly Park. This grant has a maximum request of \$1 million and would require a 40% match. There has been some urgency in getting the preliminary design and Parks Master Plan updated in an effort to meet a grant requirement for utilizing the purchase of the land as a grant match. This deadline must be met within 6 years of the purchase for eligibility. If this deadline cannot be met, additional fund matches would be required. The other consideration for completing this project is the potential need for a loan. If the city were successful in receiving a \$1,000,000 grant, an additional \$2.6 million +/- in loan funds would be necessary, based on the engineer's estimate of probable costs. An example loan of \$2,400,000 amortized over 20 years @ 5% interest would require an annual payment of \$195,000 +/- per year. It is also worth noting that baseball fields and other amenities have been discussed for future additions to this facility. These costs are not factored into the current budget and would be in addition to the previously presented financial scenario. City Staff is seeking Council's direction on next steps. Potential options for Council's consideration include:

Option A – Do nothing at this time and use the parcel as an open space park.

Option B – Move forward with final design of the park and continue to save money for construction.

Option C – Move forward with final design, apply for grant and pursue a loan for construction.

Option D – Redesign the park to utilize more economical amenities and reevaluate.

Option E – Other Council recommendations

Council and staff discussed Grabhorn Park and the possibility of applying for grants and taking on debt. They discussed all the options that were presented by staff.

Darlene Marquart, Scappoose, explained she heard staff and Council talking about a baseball area and a soccer area. She asked if they have thought of going to those organizations and asking them if they would donate to make those things happen?

Acting City Manager Dave Sukau replied those organizations have been brought into the discussion, but there is no commitment from them.

Councilor Lafrenz moved, and Councilor Santiago seconded the motion that Council approve Option A – Do nothing at this time and use the parcel as an open space park, until the Master Plan is complete. Motion passed (7-0). Mayor Backus, aye; Council President Greisen, aye; Councilor Miller, aye; Councilor Santiago, aye; Councilor Holmes, aye; Councilor Lafrenz, aye; and Councilor Jacobs, aye.

Announcements – information only

Calendar

Mayor Backus went over the calendar.

Updates: City Manager, Police Department, Councilors, and Mayor

Acting City Manager Dave Sukau thanked Council for trusting him with the honor of being interim city manager. He stated it has been fun and hopefully he brought some value. He went over the department reports and how they aren't formatted the same, as Council has talked about in the past.

Lieutenant Fluellen stated to Council thank you for having him here tonight. He knows it is a very difficult decision but thank you for considering a public safety and just doing the best for the Community. He stated it does not strike him as something that is an easy decision. He thanked Council for really thinking about that.

Councilor Jacobs thanked everyone who came out tonight. She thanked staff along with Dave for sitting in. She thanked Lieutenant Fluellen for being here and being professional throughout the course of this conversation and dialog. She really does appreciate him and how he shows up

to this difficult conversation. She thanked Councilor Holmes and Councilor Miller for exploring this difficult conversation and leading through this with courage.

Councilor Lafrenz thanked Lieutenant Fluellen and the Scappoose Police Department. He stated it is very clear seeing the community come out and voice their support for the Police Department and talk about how they do a lot of great things out there and they have a lot of support. He thanked the community members that came out as well.

Councilor Holmes thanked everyone for their time. She stated if they had put in all this work and nobody cared, that would really have been the disappointing thing, so she is glad they all are here. She did attend the League of Oregon Cities meeting. As she mentioned in Bay City, they have a quarterly meeting, and the next meeting will actually be the President's meeting and it will be held in St. Helens. She believes it's May 6th and it is usually over lunchtime between like 11am to 1pm, but she thinks there will be a good turn out and it is such a great opportunity to get together with other councilors, mayors, city managers, people from the planning commission at other communities that are dealing with very, very similar issues and challenges and opportunities as us. She would encourage those of you to mark your calendar and take advantage of it.

Councilor Miller thanked Lieutenant Fluellen for being here and answering the questions and dealing with the difficult conversation. He is looking forward to having a side by side to see what it would take to bring our Police Department to bring it to the same level 24/7/36, with tow on duty in the City limits at all times and that that was always on a radar, phase two. He does think that it's important to have two on duty 24/7/365, and he does mean patrol in the City limits. He stated having done the job for six years and not having cover and working in rural county and making arrests when you're by yourself, it was a big no, no and he doesn't have to say, but it is for obvious reasons. He stated use of force goes up, liability goes up, when you're a solo officer trying to effect an arrest. It is not safe, so it is his expectation that this Council worked to try to figure out how we get 24/7/365 coverage on duty patrol inside City limits and great if it's keeping the current model, but we do need to do this exercise and see what both options look like. It's part of due diligence and hopefully we can find a way to keep it as is and be able to afford it to, but we do need to make it happen.

Councilor Santiago explained she would like to echo what all her fellow Councilors said. Thank you all to the community for showing up today and all of the testimonies were very informative, she does appreciate that. She is also for the two officers and she thinks it is also for safety and she was thinking if I was the spouse of a police officer that she would prefer that, and that would be one of her things to choose between this Police Department and the other police department knowing that they're getting paid the same, she would want her spouse to be safe and meaning that she would like them to have backup. That's why she would think having two officers on duty would be also a retention of officers as well. Hopefully we can get there, and it seems like the community is really for that and hopefully when it does come to coming up with the cost that we do get the support from the community as well. She does want to create a strong police department and she is looking forward to exploring what that looks

like, whether we keep it in or not, but we'll try to do best for our police officers.

Council President Greisen stated in regards to the police discussion she is very grateful that the next step is to look at what we currently have. It sounds like we need to do an internal reflection on our budgeting and how we can tighten that up and actually use the funds that were allotting towards the police department and how we can compensate in a better way, etc. She thinks that we have a big task with our bargaining coming up. She wished that we had looked internally before we looked to the Sheriff's Department. She thinks unfortunately we've set the tone in our community and with our Police Department that it might look like they're not doing a good job, or we don't care about them, etc., and that's hard to take back. Unfortunately, the phase two is now happening, but she is glad that it is. She stated it is not a surprise based upon her questions, she is very against contracting with the Sheriff's Department. She thinks that we need to hear from the voices of the people that currently are doing the job, and that voice has not been heard yet and she is hopeful that that voice will be tapped into in the future. She is grateful to the Scappoose Rural Fire District for partnering with the Scappoose School District during this January term to teach our students about fire protection and that industry and really promote that trade and having our students potentially go to school and learn how to do it and serve our own community here in Scappoose. She knows that the Police Department was once involved with that kind of a cadet program or early high school learners and she thinks that would be a great, lofty goal to have, but she is really, really grateful for the Fire District taking that on. She thinks one component that we've really missed in the police discussion is the potential of our Lieutenant and his ability to work himself up in the ranks and the mentorship that we have in terms of the opportunity with Brian Jensen. Unfortunately, Brian was on and off tonight, but he has a willingness and the ability as Councilor Holmes and Councilor Miller touched on his accolades last meeting, he comes with a plethora of knowledge and experience and if we can keep him here for some time, which he's willing to do, she thinks we can really rebuild internally and get to a really great place and that is her goal for the Police Department. She thanked Dave, as she did lean on him a couple of times in the last nine days, and he did an excellent job.

Council President Greisen read a letter she is submitting to Mayor Backus ~

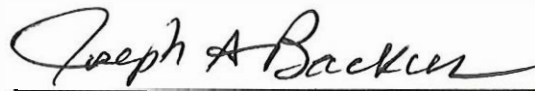
"I am writing to inform you of my resignation from my position on the Scappoose City Council effective the 20th of February 2024, following the City Council meeting. Per the requirements of ORS 247.035, I will no longer be able to meet the condition of living within city limits. It has truly been an honor to serve on the council and represent our community for the last seven years. I would like to express my gratitude for the opportunities I have had while serving on City Council. It has truly been a privilege to work alongside our dedicated staff members over the years. I commend my fellow Councilors, past and present, for their commitment to improving the quality of life in our city. This position is certainly one that requires an abundance of responsibility. Thank you for the opportunity to serve the citizens of Scappoose. Please know that I am willing and able to support you and the Council in any capacity moving forward. I wish you all the best as you move through this once again transition.
Sincerely,

Megan Greisen”

Mayor Backus thanked Megan for her service, and he appreciates her as she was a tremendous help over the past year. He thanked all the people that came and spoke tonight, it was really good to see that community involvement. He has been pushing that all year and, in every aspect, as he would like to see more involvement with our city. He stated to Lieutenant Fluellen that after hearing all the positive comments that people said about our Police Department, and they should be very proud of that.


Adjournment

Mayor Backus adjourned the meeting at 10:15 pm.



Mayor Joseph A. Backus

Attest:


City Recorder Susan M. Reeves, MMC