



# SCAPPOOSE *Oregon*

**SATURDAY, FEBRUARY 7, 2026  
CITY COUNCIL RETREAT, STARTING AT 9:00AM  
SCAPPOOSE MIDDLE SCHOOL - CAFETERIA  
52265 COLUMBIA RIVER HIGHWAY  
SCAPPOOSE, OR 97056**

## **Arrival/Refreshments 8:30AM – 9:00AM**

Council Retreat started at 9:03am.

**Present:** Mayor Joseph A. Backus; Council President Tyler Miller; Councilor Jeannet Santiago; Councilor Kim Holmes; Councilor Joel Haugen; Councilor Marty Marquis; Councilor John Riutta; City Manager Benjamin Burgener; Finance Administrator Carol Almer; Chief Chris Fluellen; Public Works Director Dave Sukau; Community Development Director Laurie Oliver Joseph; Assistant to City Manager/City Planner N.J. Johnson (left at 9:48am); and City Recorder Susan M. Reeves.

## **Welcome/Overview**

Mayor Backus welcomed Council and staff. He stated “Good morning, everyone—Mayor, Councilors, and members of our city staff. Thank you all for being here this morning and for committing your Saturday to this important work. I also want to thank Scappoose Middle School for hosting us as we gather for our annual City Council retreat. Today is about setting direction. Goal setting matters because it gives us a shared roadmap—one that helps align Council’s vision with staff’s expertise and day-to-day work. It allows us to step back from individual projects and look at the bigger picture: where Scappoose is today, where we want to go, and how we work together to get there in a thoughtful and intentional way. Over the past year, there has been meaningful progress across many areas—strengthening communication and collaboration, advancing sustainable finances, improving health and safety, expanding recreation opportunities, and supporting a thriving local economy. None of that progress happens by accident. It is the result of dedicated staff, engaged Councilors, and a strong commitment to working as one team in service to our community. I want to sincerely thank staff for the professionalism, creativity, and persistence you bring to this organization every day. And thank you to Council for your leadership, your willingness to ask hard questions, and your focus on the long-term well-being of Scappoose. The partnership between Council and staff is one of this City’s greatest strengths. As we move through today’s agenda—reviewing current priorities, discussing what continues, what evolves, and what new opportunities lie ahead—our goal is to listen, collaborate, and set clear priorities that reflect the values and needs of the Scappoose community. Thank you again for your time, your service, and your

commitment to this city. I'm looking forward to a productive, respectful, and forward-thinking conversation today".

City Manager Benjamin Burgener and Assistant to City Manager/City Planner N.J. Johnson gave an overview of the day.

### **Teambuilding Activity**



### **Team Agreement**

#### **Scappoose City Council 2026 Team Agreement**

#### **Agreements for Conducting Council Meetings and Business**

1. Attendance at Council meetings is the first priority. If unable to attend, please contact the City Recorder.
2. Be on time to meetings.
3. Mayor will take the lead in keeping the meeting and discussion focused.
4. Distribute information in advance of Council discussion.
5. Mayor will recognize councilors when indicating they wish to speak.
6. Put a time limit on audience testimony and ask them not to repeat previous speakers.
7. Use formal procedure (point of order, call for question, etc.) to focus the meeting. Formal procedure may be used when necessary for effective discussion in lieu of Council's usual, more informal process. Individuals should use procedure appropriately and courteously.

8. Council meetings are televised live; this requires Council to act professionally by:
  - a. Speaking in turn and on the issue;
  - b. Not interrupting;
  - c. No engaging in side conversations; and
  - d. Treating the public and each other with courtesy.
9. Information available to one council member will be available to all, in a timely manner.
10. Every effort will be made to adjourn meetings by 9:00 pm.
11. Council shall interview prospective committee members and advise the Mayor through a public process. Appointments will be made by Mayor and approved by Council.

### **Individual Council Member Conduct Agreement**

Councilors agree to:

1. Prepare and do our homework by reading staff reports and reaching out with questions in advance to ensure constructive dialogue during meetings.
2. Not make assumptions other than assuming positive intentions.
3. Being open to having conversations and healthy debate.
4. Always be respectful and maintain dignity and humility.
5. Hear each other out. Acknowledge contributions and make sure all ideas and voices are heard.
6. Recognize your opinion may not always be shared. Be open even if you don't agree.
7. Disagree without being disagreeable. Respect differences of opinion.
8. Follow the rules of order and procedure.
9. Ensure equal access to information.
10. Move on as a team after the decision has been made. Support each other even if we don't agree.
11. Avoid saying or doing anything that would discredit or harm the City.

### **Commitments as a Council to the Community**

Council strives to:

1. Continue to improve citizen involvement, awareness, and participation.
2. Improve follow-up and resolution of citizen concerns or complaints.
3. Act as an advocate for the City.

### **Commitments Between Council and Staff**

Council will:

1. Work as part of one team with staff.
2. Trust staff to implement Council Priorities.
3. Communicate with the organization through the City Manager.
4. Provide questions in advance of meetings to the City Manager.
5. Support a mutually respectful and professional relationship with staff.
6. Ensure unity of the Council's vision and direct staff accordingly using one voice.

Staff will:

1. Provide timely facts, information, context and relevant City code information for decisions that come before Council – no surprises.
2. Offer the pros and cons for scenarios/decisions.
3. Provide summary and background information for issues that come before Council.
4. Support a mutually respectful and professional relationship with Council.

### **Expectations of All Council Meeting Participants**

1. Treat every person with respect.
2. Speak with courtesy and purpose, choosing words that contribute to constructive dialogue rather than division.
3. Disagree on the basis of ideas rather than making personal attacks or character attributions of anyone.
4. Understand that civility does not require agreement but it does require mutual respect.
5. Work together for the common good of Scappoose.

There was a discussion on the team agreement and maybe how this should be more of the expectations and not an agreement.

Mayor Backus read a pledge that could be in place of the team agreement.

The Scappoose Civility Pledge ~ As members of the Scappoose community, we share a commitment to treating one another with dignity, respect, and kindness. Our city is strongest when we listen, learn, and work together—especially when we disagree.

By embracing this pledge, we affirm that we will:

- Treat every person with respect, recognizing the inherent value of all individuals, regardless of background, belief, or perspective.
- Listen with an open mind, seeking to understand before responding.
- Speak with courtesy and purpose, choosing words that contribute to constructive dialogue rather than division.
- Disagree respectfully, focusing on ideas and solutions rather than personal attacks.
- Value diverse viewpoints, knowing that thoughtful differences strengthen our community.
- Engage responsibly, whether in person, online, or in public meetings, and model behavior we want to see in others.
- Work together for the common good, placing the well-being of Scappoose above personal or partisan interests.

We acknowledge that civility does not require agreement—but it does require mutual respect. By honoring this pledge, we help ensure that Scappoose remains a welcoming, safe, and vibrant place to live, work, and gather.

Together, we commit to civility—for our neighbors, our city, and future generations.

\*end of proposed pledge\*

City Manager Burgener explained what he thinks we need more of right now is direction on how Council wants to move ahead on this. He asked if they feel this needs to exist or should it be cleaned up and simplified.

There was further discussion regarding the team agreement.

City Manager Burgener stated if the Council will send him their recommendations on anything they have concerns about in the team agreement or things that they would like to have added he will consolidate that and bring it back. He explained he will change some of the verbiage, so it is more of a guideline/expectations.

## **Lunch**

Lunch break started at 11:00am and the retreat was reconvened at 11:13am.

City Manager Burgener talked about the resolution that Councilor Santiago had requested at a previous Council meeting. He asked if Council wanted to have that discussion and if that something they are still interested in pursuing.

Councilor Santiago explained recently an article came out that the City of Beaverton passed an ordinance codifying their sanctuary promise act which included the following: prohibits ICE from using City property; prohibits the City from providing any information to ICE for immigration enforcement; prevents the City from holding illegals in custody and have an ICE detainer hold; prohibits City staff from collecting information on immigration status; and trains City staff on how to report ICE agents and immigration activities. She also likes something that was brought up to her to look into and that was an ordinance regarding land use to make sure they don't build any facilities here, like detention centers. She explained since she brought this up the first time so many things have changed.

There was further discussion regarding this topic.

City Manager Burgener explained from what he heard the ask is does the City want to make a political statement. He asked Council is that something they want to do. He gave a recap of the discussion, which includes getting the message out to establish trust. He explained that staff will continue messaging on social media.

## **2025-2026 Council Priorities**

- Progress report from staff

All Department Heads gave a progress report.

- Establish continuation, completion, adjustment, or discontinuation of each objective

Council is continuing with the goal objectives ~ Communication & Collaboration; Sustainable Finances; Health & Safety; and Thriving Economy.

Staff and Council went through each objective.

### Goal 1: Communication & Collaboration

Objective	Timeline	Staff Lead
1.1 Establish a vision for the city supported by strong community engagement	2025-2026	N.J. Johnson
1.2 Develop strategies to improve communication and connection with community	2025-2027	N.J. Johnson, Susan Reeves
1.3 Increase collaboration with community partner organizations to achieve local and regional goals	2025-2026	Executive Management Team
1.4 Foster relationships with county, state, and federal lawmakers to achieve common goals	2025-2028	Ben Burgener



*Pictured: Community forum on Parks Master Plan at 2023 Annual Town Meeting*

### Goal 2: Sustainable Finances

Objective	Timeline	Staff Lead
2.1 Research and implement methods to provide sustainable funding for public safety	2025-2028	Chris Fluellen, Carol Almer
2.2 Research and implement methods to provide sustainable funding for infrastructure	2025-2027	Dave Sukau, Charlotte Baker, Carol Almer
2.3 Research and implement methods to provide sustainable funding for parks	2025-2028	Charlotte Baker, Carol Almer



### Goal 3: Health & Safety

Objective	Timeline	Staff Lead
3.1 Create and publicize an emergency preparedness plan	2025-2027	Chris Fluellen, Dave Sukau
3.2 Develop and enhance outdoor recreation opportunities and amenities	2025-2028	Dave Sukau
3.3 Create, promote, and support local recreation programming and community events	2025-2026	N.J. Johnson



*Pictured: Movies In the Park at Heritage Park*

### Goal 4: Thriving Economy

Objective	Timeline	Staff Lead
4.1 Develop a downtown strategic plan	2025-2027	Laurie Joseph, N.J. Johnson
4.2 Establish programs, policies, and/or procedures that incubate and support local entrepreneurship	2025-2027	Laurie Joseph
4.3 Catalyze economic growth with urban renewal	2025-2029	Carol Almer, N.J. Johnson



*Pictured: Oregon Manufacturing Innovation Center (OMIC)*



*Pictured: Hwy. 30 frontage (north of Columbia Ave) commercial district*

City Manager Burgener will update the language as discussed.

**Additional Priorities/Objectives for 2026-2027**

There were none.

**Community Contributions & Recreation**

City Manager Burgener talked about having City staff work on community events. He explained staff is exploring several options.

The consensus of Council is to move ahead with City staff moving forward on coming up with a plan to work on community events.

Council and Staff discussed community contributions and how they would like to move ahead.

The consensus of Council was to have further discussions on the community contributions.

**Community Visioning Methodology**

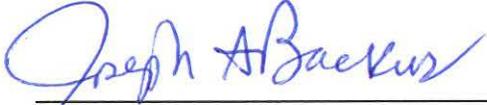
This item was not discussed.

**Committees**

This was not discussed since Assistant to City Manager/City Planner N.J. Johnson wasn't present.

**Adjourn**

Council Retreat adjourned at 2:10pm.

  
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Mayor Joseph A. Backus

Attest:

  
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City Recorder/HR Susan M. Reeves, MMC

**Tour of Middle School**

**Present on tour:** Mayor Joseph A. Backus; Council President Tyler Miller; Councilor Kim Holmes; Councilor Marty Marquis; Councilor John Riutta; City Manager Benjamin Burgener; Chief Chris Fluellen; Public Works Director Dave Sukau; and Community Development Director Laurie Oliver Joseph.