

**MINUTES FOR THE REGULAR MEETING
ASHLAND CITY COUNCIL**

**October 17, 2017
Council Chambers
1175 E. Main Street**

Note: Items on the Agenda not considered due to time constraints are automatically continued to the next regularly scheduled Council meeting [AMC 2.04.030.E.]

7:00 p.m. Regular Meeting

I. CALL TO ORDER

Mayor Stromberg called the meeting to order at 7:00 PM.

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

Councilor Darrow, Councilor Lemhouse, Councilor Morris, Councilor Slattery, and Councilor Rosenthal were present.

Councilor Seffinger was absent.

IV. MAYOR'S ANNOUNCEMENTS

Mayor Stromberg announced the current Commission and Committee openings.

V. APPROVAL OF MINUTES

1. Study Session of October 2, 2017
2. Business Meeting of October 3, 2017

Councilor Slattery moved to approve the minutes. Councilor Morris seconded. Discussion: None. All Ayes. Motion passed unanimously.

VI. SPECIAL PRESENTATIONS & AWARDS

1. Annual presentation by the Public Art Commission.

Public Arts Commission Chair, Sandy Friend gave Council an update on current projects. She thanked Council and Ann Seltzer for their continued support. Councilor Rosenthal thanked the Commission and congratulated them on their accomplishments. Councilor Lemhouse spoke to the importance of the Commissioners. He encouraged citizens to go to these meetings to hear about the projects.

VII. PUBLIC FORUM Business from the audience not included on the agenda. (Total time allowed

for Public Forum is 15 minutes. The Mayor will set time limits to enable all people wishing to speak to complete their testimony.) *[15 minutes maximum]*

Gwen Davies -860 Harmony Ln., Ashland- Submitted a document to the public record regarding Public Input and qualified Staff for the Senior Center (*see attached*).

Sue Wilson- 1056 Dead Indian Memorial Rd., Ashland- Volunteer in Food and Friends at the Senior Center for a year. Listened to all of the audio and read all the audit report. She also spoke regarding the hand out submitted by Gwen Stavies. She spoke to the importance of building relationships to build trust.

Joseph Kauth-1 Corral Ln. #13, Ashland - Spoke regarding concerns with the environment and drying weather.

Huelz Gutcheon- 2250 HWY 99 – Spoke regarding the importance of solar panels.

Councilor Lemhouse spoke to the Public Input regarding the Senior Center. He explained that City Council does not have the power to hire or rehire employees; this topic is something that needs to be worked out with Parks and Recreation Commission.

VIII. CONSENT AGENDA

1. Acceptance of minutes of boards, commissions, and committees
2. Special procurement for dam safety engineering
3. Establishment of the Alan C. Bates Public Service Award

Councilor Rosenthal gave a brief background about the Alan C. Bates Public Service Award. He explained this will be an award that is presented in January each year. The Bates Award would honor Commission/Committee/Staff Committee members who make the City of Ashland a better place. Councilor Slattery Spoke that Senator, Dr. Bates was a friend and mentor. He introduced Laurie Bates. Ms. Bates spoke regarding her husband's life of service. She thanked all for remembering him and honoring him.

Brent Thompson-582 Allison St., Ashland- Spoke to acknowledge the differences between the James Ragland award and the Alan. C. Bates Public Service Award.

4. Approval of a resolution titled, “A resolution authorizing the City of Ashland to provide a city building for a winter shelter three nights per week through April, 2018”

Councilor Slattery spoke that the City Attorney, David Lohman suggested to add section number 3 (*see attached*).

Councilor Slattery moved to approve a Resolution authorizing the City of Ashland to provide a city building for a winter shelter three nights per week through April, 2018; with addition 3.p.
Councilor Lemhouse seconded. Slattery spoke to the importance of this Resolution. Councilor Lemhouse agreed with Councilor Slattery. He also spoke in concern of no Staff report on the status of the Winter Shelter. He suggested a Staff report in the future. Councilor Darrow agreed with Councilor Lemhouse. Councilor Slattery suggested for Council to receive a Staff report in January and not the end of winter. Interim City Administrator, John Karns spoke that a Staff report will be ready by the end of January. Roll call vote: Councilor Slattery, Morris, Lemhouse, Darrow and Rosenthal: YES. Motion passed unanimously.

IX. PUBLIC HEARINGS (Persons wishing to speak are to submit a “speaker request form” prior to

the commencement of the public hearing. Public hearings shall conclude at 9:00 p.m. and be continued to a future date to be set by the Council, unless the Council, by a two-thirds vote of those present, extends the hearing(s) until up to 10:30 p.m. at which time the Council shall set a date for continuance and shall proceed with the balance of the agenda.)

None

X. UNFINISHED BUSINESS

1. Request for direction from Council to draft a resolution to authorize a ballot measure for a GO Bond for the Police Phase 2

Police Chief, Tighe O'Meara presented a PowerPoint Presentation (*see attached*).

Council discussed a GO Bond verses other options.

XI. NEW AND MISCELLANEOUS BUSINESS

1. City Hall options information

Mr. Karns suggested to have Council review this information and meet for a Study Session in December. Council gave consensus to bring this item back to a Study Session.

Public Input:

Melissa Mitchell Hooge-271 High St., Ashland – Spoke to preserve Briscoe playgrounds and property. She spoke that there are many great opportunities to for this building and an asset to the Community.

2. Appointment of City Administrator

Mr. Karns left the Council Chambers for this item. Mayor Stromberg read a memo into the record (*see attached*).

Councilor Darrow moved to confirm the appointment of John Karns to the position of City Administrator through July, 2019 and to agree to begin the process of recruitment for his replacement sooner than January 2019, so that she or he will take over once the new budget has been approved. Councilor Lemhouse seconded. Councilor Darrow spoke that Mr. Karns has done a great job and been proactive in his role. Councilor Lemhouse spoke in appreciation of Mr. Karns job so far. He spoke that he would have liked to have seen a 360 review prior to this decision making. He agreed that is important to start the replacement process sooner. Councilor Slattery spoke against the motion and read comments into the record (*see attached*). Councilor Rosenthal thanked the Mayor for bringing this forward and making it so public. He spoke in the importance of fair process. Councilor Morris spoke in his appreciation of Mr. Karns and would support having him stay until 2019 to have him finish the many things he has started.

Mayor Stromberg spoke that he is not in disagreement in the desire to begin recruitment for a City Administrator and explained that his suggested timing for this process was based around the budget process.

Councilor Lemhouse moved to amend the motion to state “Moved to confirm the appointment of John Karns to the position of City Administrator and begin the

recruitment process for the position of the next City Administrator January 2018 and that the position offered to Mr. Karns would last until the next City Administrator is fully trained but in any case no later July". Councilor Slattery seconded. Councilor Lemhouse explained this would allow the recruitment to start soon and if Mr. Karns agrees would give him time to help with the training and still has the option to put in for the job if he so desires. Councilor Slattery spoke in support of the motion. He spoke in the importance of process. Council spoke that they wanted to make clear that Mr. Karns is not excluded from the recruitment. Councilor Morris spoke that he would not support the amendment and spoke to his reasons why.

Council discussed the recruitment process. City Attorney, David Lohman suggested to withdrawal the motions and have Staff discuss a proposal with Mr. Karns. Staff would then bring back an amended contract to Council.

Councilor Lemhouse withdrew his amendment to the motion. Councilor Slattery agreed. Amendment to the motion withdrawn.

Councilor Darrow withdrew the original motion. Councilor Lemhouse agreed. Motion was withdrawn.

Councilor Darrow moved to confirm the appointment of John Karns through July 2019 and agree to begin the process of recruitment January 18th so that he or she will take over once the new budget process has been approved and have the City Attorney and Mayor negotiate this amended language with Mr. Karns. Councilor Lemhouse seconded.

Councilor Darrow spoke to the importance of discussing the dates and the process with Mr. Karns. Councilor Lemhouse spoke in concern to the motion dates. Councilor Slattery spoke in support of a search beginning in 2018 and for Staff to discuss options with Mr. Karns regarding dates and strategies to bring back to Council. Roll Call Vote: Councilor Darrow: YES. Councilor Slattery, Morris, Lemhouse and Rosenthal: NO. Motion Failed 1-4.

Council gave consensus to direct Staff to discuss a proposal with Mr. Karns and bring back an amended contract to Council at the November 21st Business Meeting.

XII. ORDINANCES, RESOLUTIONS AND CONTRACTS

1. First reading by title only of an ordinance titled, "An ordinance amending AMC Section 9.30.010 to clarify the linear limitation of smoking prohibition," and move on to second reading

Mr. Lohman gave a brief Staff report.

Councilor Lemhouse moved to approve the first reading of an Ordinance amending AMC Section 9.30.010 to clarify the linear limitation of smoking prohibition. Councilor Rosenthal seconded. Discussion: Councilor Lemhouse spoke in support of the motion. Councilor Rosenthal spoke in support of the motion. Roll Call Vote: Councilor Slattery, Morris, Lemhouse, Rosenthal and Darrow: YES. Motion passed unanimously.

XIII. OTHER BUSINESS FROM COUNCIL MEMBERS/REPORTS FROM COUNCIL LIAISONS

Councilor Slattery announced that on October 9th the first Indigenous Peoples Day was celebrated and was a success.

Councilor Lemhouse announced he had lunch with the 3 Commissioners in Medford and spoke that they are taking initiative on changing the Dead Indian Memorial Sign. He also spoke on reaching out to the City of Napa.

Councilor Darrow announced that her and Councilor Seffinger went on affordable housing educational tour. She spoke that it went well and the Community Development staff did a great job.

Councilor Lemhouse spoke that there is an opening in the Code Enforcement Department. He thanked Kevin Flynn for all of his work at the City.

XIV. ADJOURNMENT OF BUSINESS MEETING

The Council Meeting was adjourned at 9:50 PM

Respectfully submitted by:

City Recorder, Melissa Huhtala

Attest:

Mayor Stromberg

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Administrator's office at (541) 488-6002 (TTY phone number 1-800-735-2900). Notification 72 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to the meeting (28 CFR 35.102-35.104 ADA Title I).

For public record

Public Forum: Ashland City Council Regular Meeting 10/17/17

Reason we are here

City Council Goals and Objectives include: Develop supports to enable citizens to age in Ashland.

The City coordinates some of its aid programs through the Senior Program.

Recent changes to the Senior Program has negatively impacted achieving that goal/objective.

The public was not allowed input at the APRC's Ad Hoc Senior Advisory Meeting Oct. 10th, and as such, documents could not be submitted for public record.

Currently only two public input opportunities at yet to be determined dates are planned for public input during the five month period of advisory meetings.

Replaced Senior Program staff are not qualified for administering Senior Programs and their social services function. This has seriously diminished services to seniors. Examples of replaced staff deficiencies include:

- replaced staff is not trained or experienced in senior programs and their social service functions
- replaced staff does not understand POLST forms,
- public safety issues,
- breach of confidentiality/privacy invasion,
- reduction in hours open,
- no outreach capabilities,
- ineffective information/referrals for seniors,
- assistance in-progress cut off - seniors left hanging.

Ashland Senior Program: Integrated Social Services for Outreach and Information/Referrals

How it worked for Ashland Seniors

The Senior Program was focused on the critical needs of elders ...in an effective and cost efficient way.

Regular Activities at the Senior Center

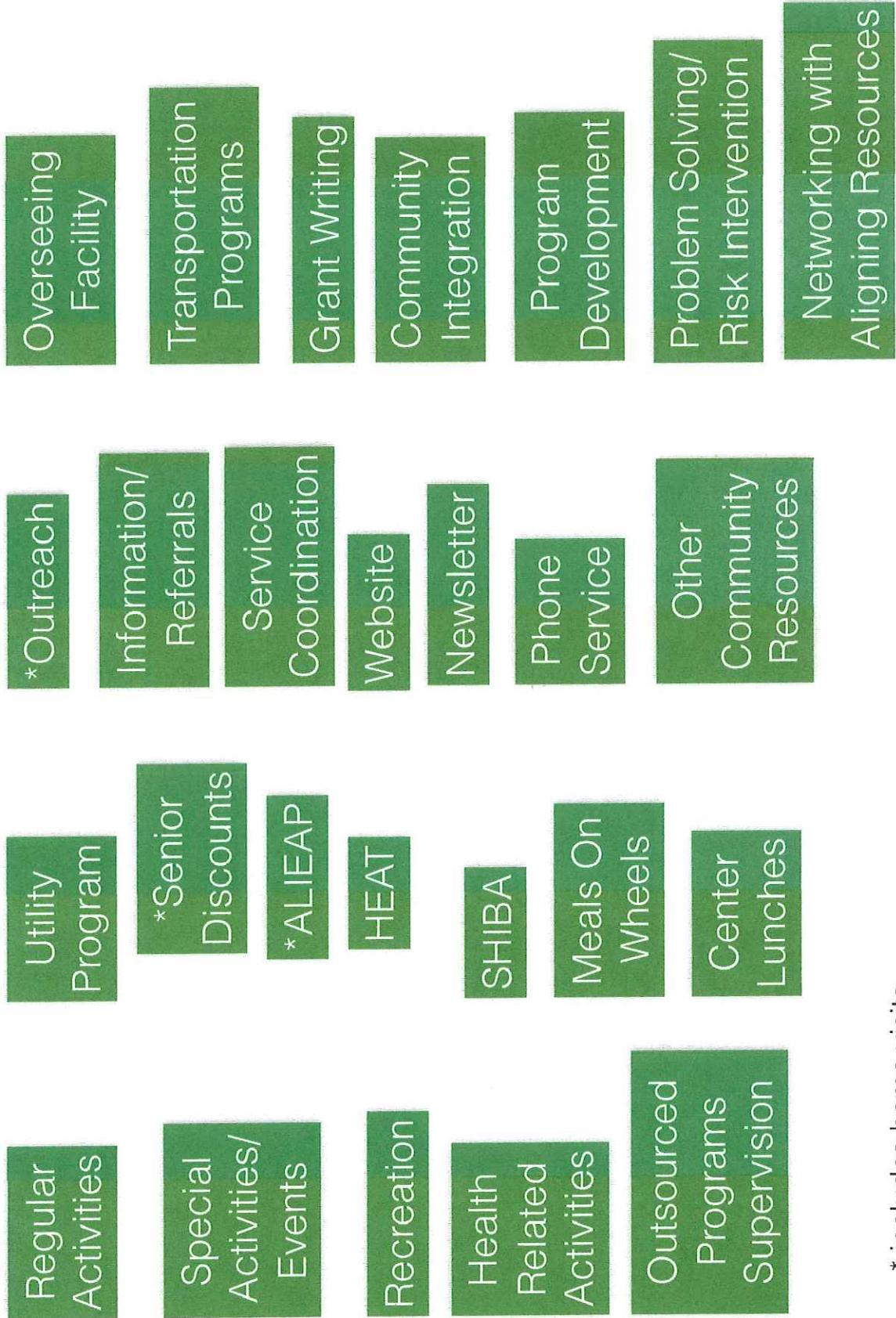
1. Repair SO (sewing/mending)
2. Somatics
3. Cribbage Club
4. Cards: Hearts and Spades
5. Gentle Yoga
6. Tai Chi for Older Adults
7. Mah Jongg
8. PC Instruction for Older Adults
9. MAC Instruction for Older Adults
10. Line Dancing
11. Foot Care Clinics
12. Blood Pressure Checks
13. SHIBA - Senior Health Insurance Benefits Assistance
14. POLST/Advanced Directive Presentations
15. Discussion Group "Issues and Options"
16. Movies

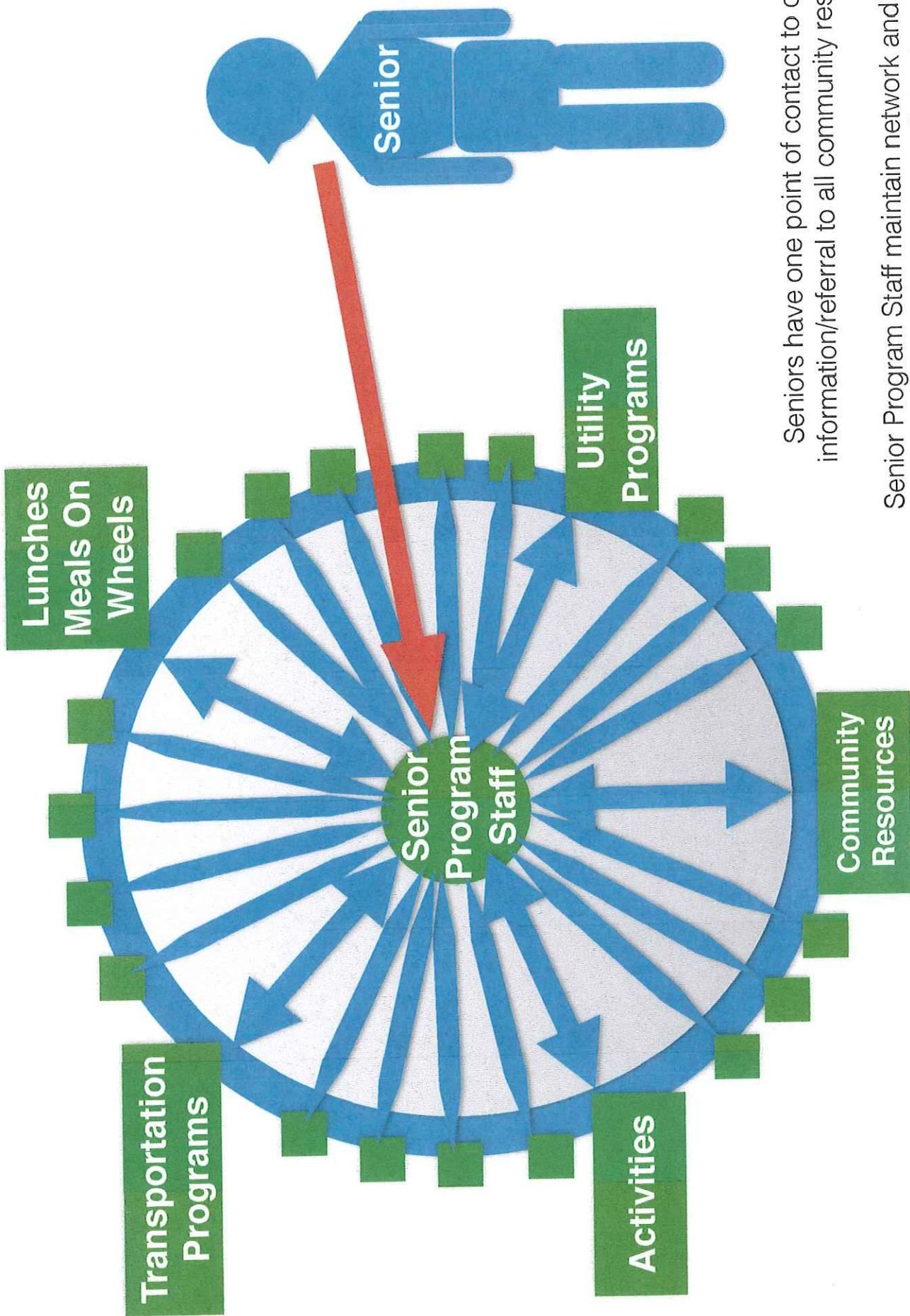
Special Activities/Events at Senior Center over past two years

1. Fall Prevention Strategies w/ AFR tailored to the holidays
2. Brush with Kindness program presentation with Habitat for Humanity
3. RVTD Focus Group for future planning of transportation system
4. Thanksgiving Dinner w/ AFR (9 years)
5. Holiday Luncheon at Christmas w/ donated gifts
6. High Schoolers gift wrapping party w/ gifts donated by Rotary Club
7. Holiday Card Making Workshop for homemade cards to give to Meals on Wheels recipients
8. Senior Food Box program
9. Music As Medicine

10. Pharmacist Discussion
11. French Christmas Carol Sing-a-long with OLLI class
12. Local Talent Series: Storytelling; 2 Independent Films, Travel log, local author
13. Day Trips: Vortex, Shakespeare, Lake Creek, Butte Creek Mill, Fish Hatchery, Kerby Museum, MicroTrains, Harry and David, Holiday Market, Crater Rock Museum, Lavender Festival, Jacksonville Trolley Tour
14. AARP Drivers Safety Courses
15. Alzheimer's Assoc. Financial/Legal Planning for LGBT Community for Alzheimer's Related Dementia presentation
16. Ice Cream Socials
17. Britt Classical Access Festivals (by grant)
18. Britt String Fellows Quartets in the park fundraiser with Lions Club
19. Defibrillator Training/Retraining w/ staff
20. Evacuation Planning w/ staff
21. Computer Safety presentation w/ APD
22. Identity Theft presentation w/ APD
23. Natural Wreath-Making Workshops w/ N Mountain Park
24. Seniors on Stage class series and finale
25. Southern Oregon Repertory Singers
26. Music at lunch w/ Joe Acosta, Urban Kohler, Ida Moody
27. Parties
28. Food Bank Tour
29. OLLI Community Lectures (provide transportation to and from)
30. Healthy Brain presentation
31. Art/Collage Series w/ high school students
32. Origami Series
33. K-1 class interviews regarding social justice
34. Speaking at 'Day of Thanks Living' at Walker School/integrated their Thanks Living art
35. Holiday party decorations

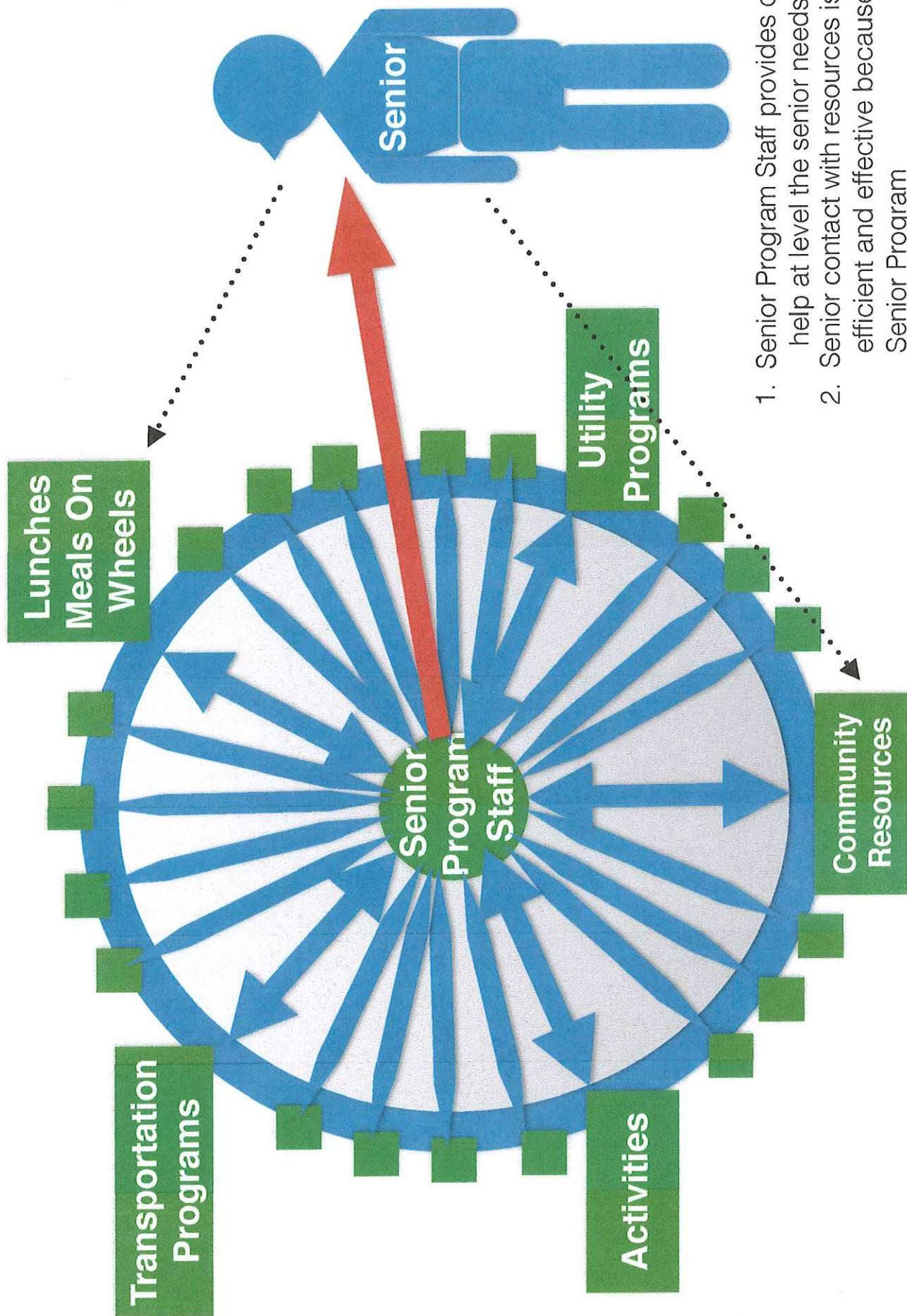
Elements of Senior Program





Seniors have one point of contact to obtain information/referral to all community resources

Senior Program Staff maintain network and information for all community resources to efficiently and effectively advise seniors ... approach developed over 43+ years



1. Senior Program Staff provides customized help at level the senior needs
2. Senior contact with resources is efficient and effective because of the Senior Program
3. Staff follows-up/monitors to resolution
4. Staff and Senior gain knowledge of one another to respond to future needs.



Building a relationship
builds trust

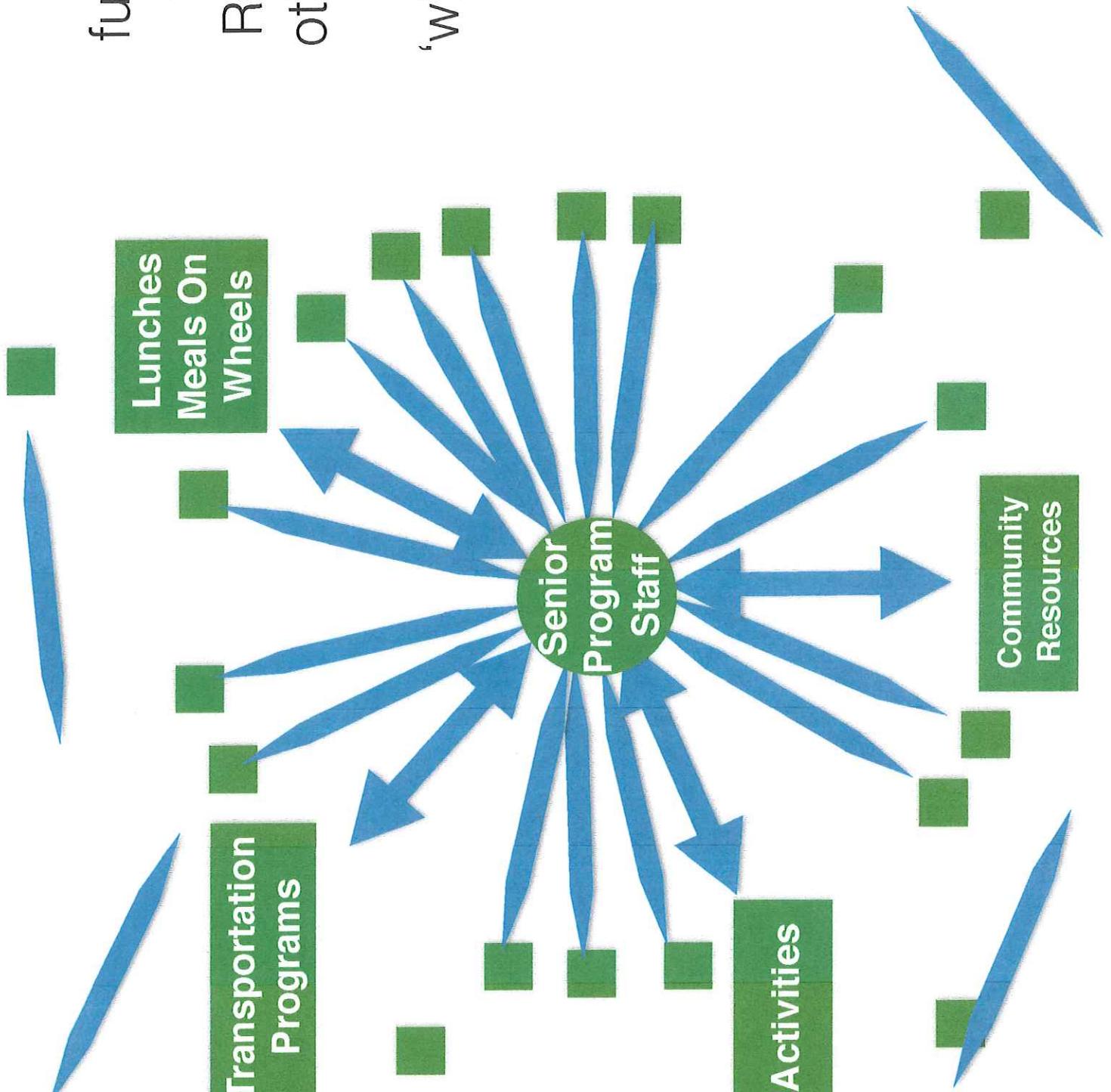
Benefits of the Integrated Social Services Approach

1. Building a relationship, builds trust.
2. Seniors have one point of contact to obtain information/referral to all community resources.
3. Senior obtains customized advice.
4. Senior contact with resources is efficient and effective because of the Senior Program.
5. Staff and senior gain knowledge of one another to respond to future needs.
6. When a Senior comes to the Senior Center for meals or activities, it is more welcoming because they already know the staff.
7. When the next life event happens - loss of spouse, health event, disability, economic hardship, social isolation - the senior knows where to go for help and has less stress.
8. Many of the partner programs communicate with the Senior Program staff regarding seniors' current needs. This supports coordination and avoids duplication of services. Example - Meals on Wheels reporting need for outreach visit.
9. Takes out costly redundancies and strengthens its effectiveness.
10. Seniors become more able to age independently in Ashland.
11. By keeping the seniors in their own homes and out of costly facility care, taxpayer burden is reduced. Facility care cost ranges from \$2,500 to \$10,000 a month.

All this was accomplished with an annual budget of \$175,000 (2% of Parks and Recreation budget) and 1.7 FTE personnel.

Everyone is for expansion of Senior Programs. Yet it is important that it be expanded around the well-developed pre-August 9th program. It efficiently helped the most critical needs of the elderly.

Breaking up functions between the City, Parks/ Recreation and/or other areas breaks the integrated 'wheel' and lessens the program effectiveness.



Removes outreach component

The recent loss of

expert and
experienced

Senior Program staff

due to layoffs

has significantly
diminished

critical services to the
elderly in Ashland.

Lunches
Meals On
Wheels

Transportation
Programs

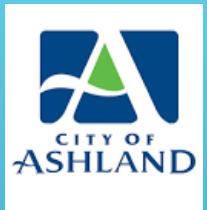
Activities

Utility
Programs

Community
Resources

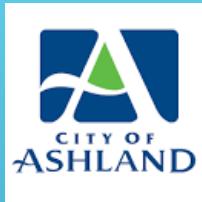
- A. 43+ years of connections lost
- B. Personal knowledge of individual Ashland seniors and their families lost
- C. Seniors' trusted contacts lost
- D. Handing out resource booklets/forms replaces customize assistance
- E. Outreach capabilities lost
- F. Potentially increases transfers to facility care
- G. Ability to arrange special activities decreased
- H. Senior Center open hours reduced

p. Prior to check-out each morning, shelter guests are to ensure that debris, wastes, and liquids have been removed from the floors, walls and curtains and properly disposed of and that the floors and outside porches, plaza, and any other approaches to entryways are broom clean.



CITY OF ASHLAND EMERGENCY OPS CENTER/PHASE 2 BUILD OUT

Regular Business Meeting October 17, 2017

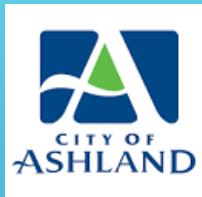


WHAT BROUGHT US HERE

Process started 2011

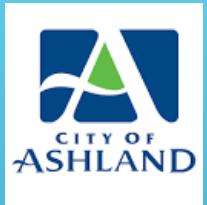
Phase 2 was identified as a needed facility but funding was not identified at the time.





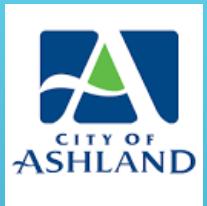
LOSS OF USE: **EVEN MINOR EARTHQUAKE DAMAGE CAN REQUIRE THE CLOSURE OF AN UNREINFORCED MASONRY BUILDING**, UNTIL REPAIRS ARE MADE. MORE OFTEN THAN FOR OTHER KINDS OF CONSTRUCTION, A DAMAGED UNREINFORCED MASONRY BUILDING MAY NEED TO BE UPGRADED TO A HIGHER LEVEL OF SAFETY THAN IT POSSESSED IN ITS PRE-EARTHQUAKE STATE, BEFORE IT CAN REOPEN. CLOSURE OF A BUILDING, WHILE PERMITS ARE OBTAINED AND A MAJOR RE-CONSTRUCTION PROJECT IS CARRIED OUT, OFTEN LASTS FOR SEVERAL YEARS. THE KIND OF DAMAGE SHOWN IN FIGURE 6, WHICH CAUSES THE BUILDING TO BE "RED TAGGED" AS UNSAFE TO ENTER, CAN PRESENT SO MANY PROBLEMS IN BRINGING THE BUILDING BACK INTO USE THAT LONG-TERM VACANCY OR DEMOLITION OF THE BUILDING MAY RESULT.

From FEMA's Unreinforced Masonry Buildings and Earthquakes



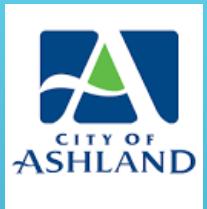
THE COMMITTEE RECOMMENDS IMPROVEMENTS TO AND THE EXPANSION OF THE EXISTING POLICE STATION BE FUNDED WITH A COMBINATION OF FORFEITURE FUNDS AND OTHER EXISTING RESOURCES. **WHILE THE COMMITTEE RECOGNIZES THE VALUE AND THE IMPORTANCE OF AN EMERGENCY OPERATION CENTER (EOC) AND A POLICE TRAINING ROOM, IT RECOMMENDS THE CITY DELAY THAT PORTION OF THE PROJECT (REFERRED TO AS PHASE 2) UNTIL A FUTURE DATE WHEN FUNDS ARE AVAILABLE.**

Public Safety Bond Committee Final Report to
Council 11/14/2011-Study Session



CHAIR BOLDT INTRODUCED COMMITTEE MEMBERS WHO WERE PRESENT AT THE MEETING. HE EXPLAINED THE INITIAL INFORMATION THEY HAD REGARDING THE GROVE AS A REPLACEMENT FOR THE POLICE STATION WAS NOT ACCURATE AND NEW INFORMATION INDICATED REMODELING THE POLICE STATION WITH A NEW ADDITION WAS MORE APPROPRIATE. THE PROJECT WOULD OCCUR IN TWO PHASES. PHASE 1 WOULD GET THE POLICE DEPARTMENT FUNCTIONING. **PHASE 2 INCLUDED A SEPARATE FACILITY FOR MEETING ROOMS ALSO USED AS AN EMERGENCY COMMAND AND TRAINING CENTER. THE PHASES WERE SET UP SO THE CITY COULD POSTPONE PHASE 2 UNTIL THERE WERE ENOUGH FUNDS FOR CONSTRUCTION.** PHASE 1 INCLUDED RETROFITTING THE EXISTING BUILDING TO MEET SEISMIC STANDARDS.

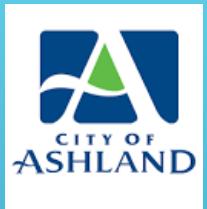
Minutes from City Council Meeting 11/15/2011-Business Meeting



2011-NEED IDENTIFIED
AUGUST 2012-PHASE 1 START
OCTOBER 2013-PHASE 1 FINISH
2015-CHANGE IN ADMIN
NEW ADMIN IMMEDIATELY STARTED
2016/2017 DISCUSSION CONTINUED.....
LINKED WITH CITY HALL FOR FUNDING AND
LOGISTICS (THE LOGISTICS WERE NOT PART
OF THE 2011 CONVERSATION, ONLY THAT
THERE WAS A NEED)

City Hall Advisory Committee:

Scope of work: In addition, funding options must include \$1 million to complete Phase II...



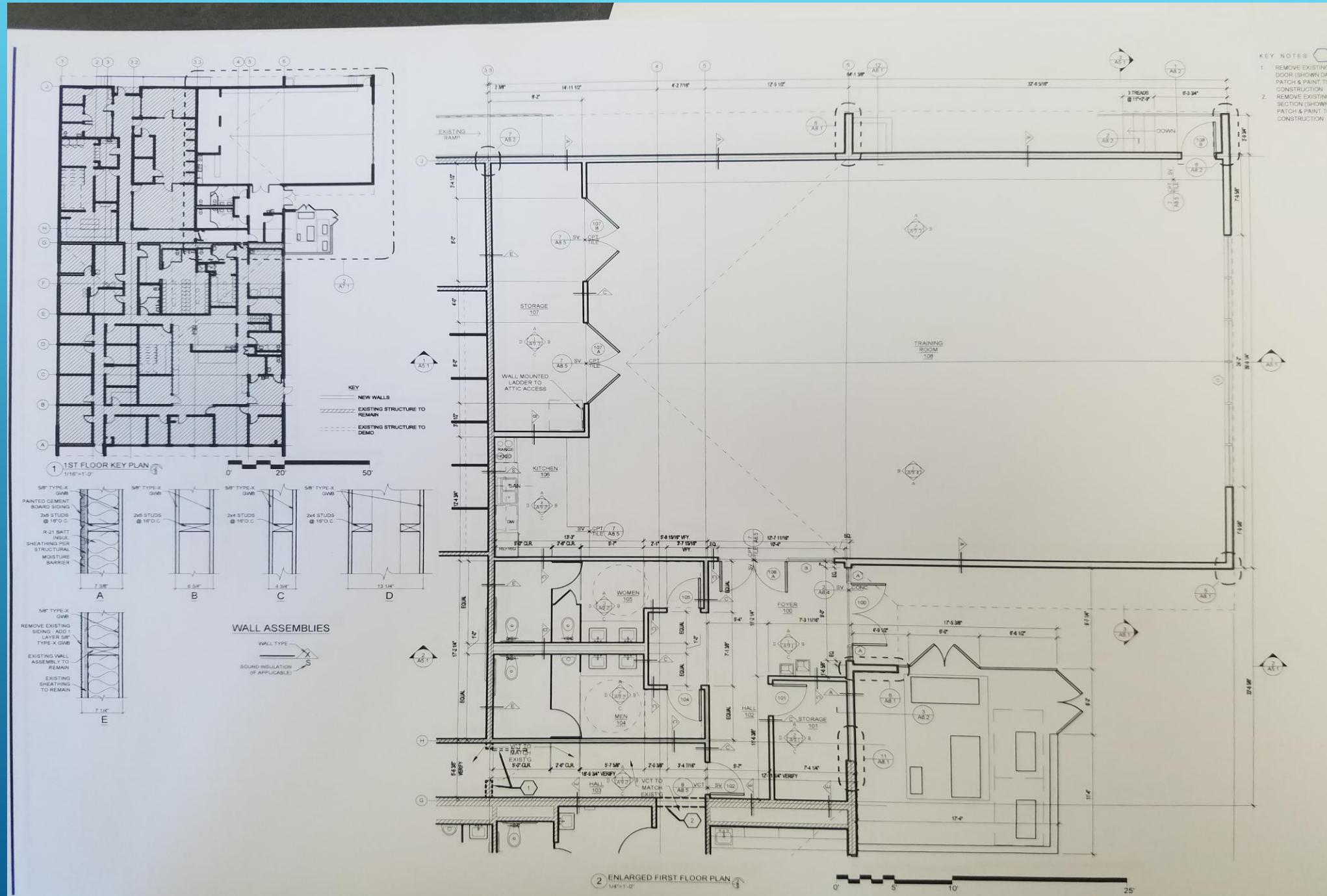
STAFF RECOMMENDATION:

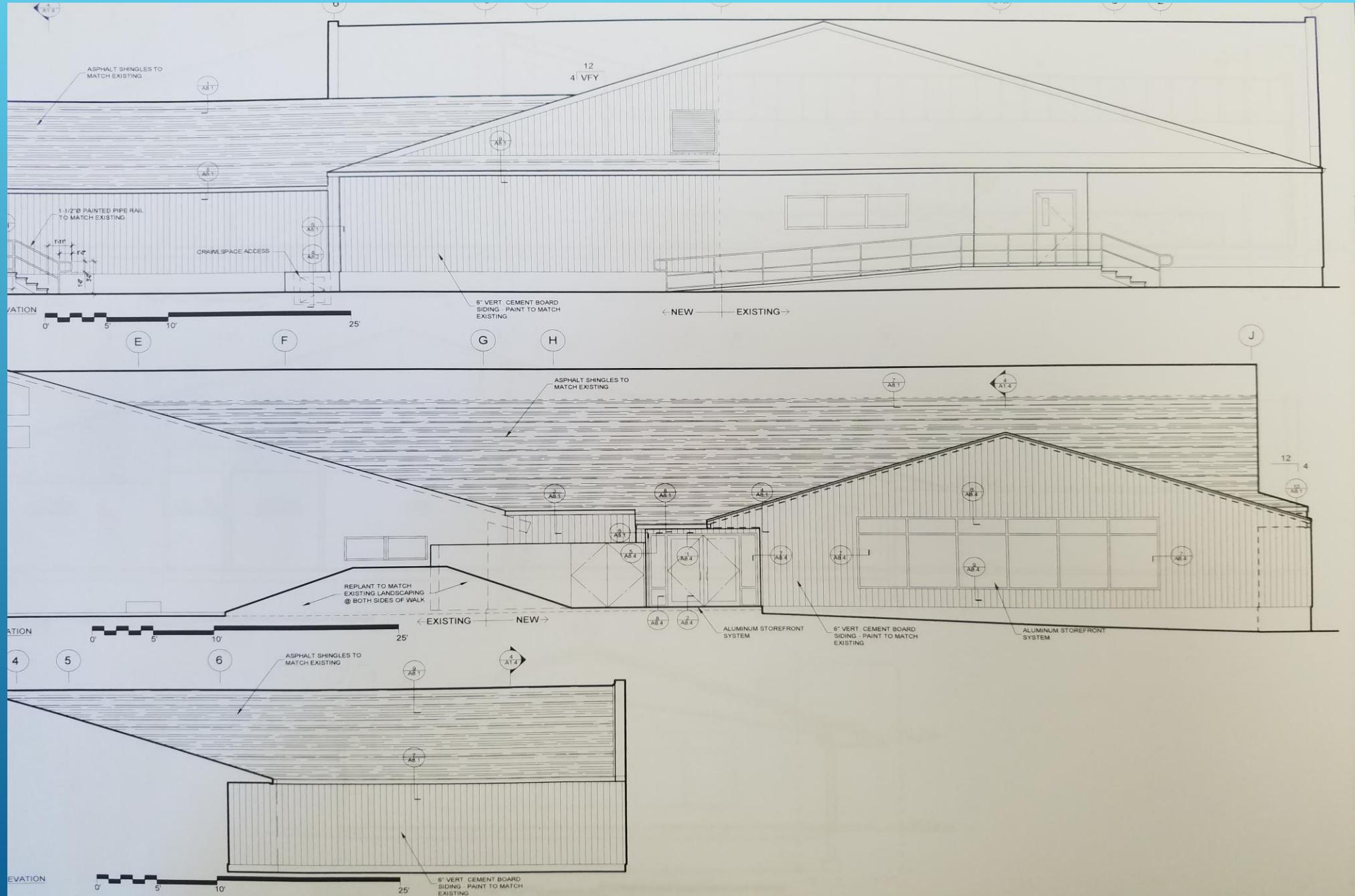
1) STAFF RECOMMENDS APPROVAL OF THE COMMITTEE RECOMMENDATION TO PLACE A GO BOND OF \$1 MILLION TO COMPLETE PHASE II CONSTRUCTION OF THE POLICE DEPARTMENT AND EOC FACILITY ON THE MAY 2018 BALLOT. A 15-YEAR LOAN AT 3% INTEREST WILL BE \$0.0319 PER \$1000 ASSESSED VALUE (SEE ATTACHMENT 2).

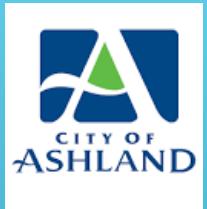
From October 3, 2017 Council Communication
on City Hall Advisory Committee's Final Report





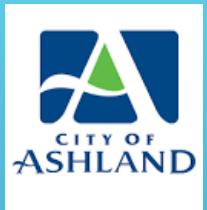






CONFIGURABLE

The electrical/data port lay out is going to be adjustable to allow for initial use as city office space, if needed, with final configuration being for EOC/training/meeting facility needs



QUESTIONS

Memo

TO: City Council
FROM: Mayor Stromberg
DATE: October 11, 2017
RE: Appointment of City Administrator

John Karns was appointed Interim City Administrator, and confirmed by the Council, approximately 11 months ago. Interim appointees usually perform a caretaker function, avoiding change and difficult problems in order to provide an uneventful bridge between the previous and subsequent administrations.

John has been just the opposite. He set to work immediately to improve City government:

- Emphasized a culture of teamwork and open communication from the Leadership Team out into the entire organization.
- Tackled problems such as public dissatisfaction with the way Com Dev processed development projects.
- Created a management and supervisory skills development program for aspiring managers.
- Launched an annual Team Ashland program to give interested citizens a direct experience of the many aspects of City services, that is receiving enthusiastic approval both from the participants and the employees conducting the component sessions.
- Flexed the Emergency Shelter program to include extreme weather conditions beyond simply low temperatures.
- Strengthened already existing bonds with the community.
- Oversaw the selection process for three new Department Heads (Administrative Services, Public Works and Fire Chief) and elevated the HR Director to Department Head level.
- Helped produce a balanced budget for 2017-19 that absorbed an increased PERS assessment of \$1.1 million.

At the same time City staff supported, or is currently supporting, a number of important initiatives, including:

- The Climate Energy Action Plan
- Ashland Water Advisory Committee - 2
- City Hall Ad Hoc Committee
- Clean-up of the Railroad Property
- Winter Shelter with community partners
- Increasing police staffing



CITY OF
ASHLAND

- The Council's "Strategic Management" process*
- Revitalization of the Leadership Team*

(* to begin this fall)

Looking ahead, persistent problems with housing, maintaining order in public spaces, beautification and urban design of our commercial areas, making the community more resistant/resilient to wildfire, and preparing for further demands on the City's finances due to predicted PERS increases in our next two biennia will all put additional demands on City government as a whole.

It is in the context described above that I have decided to ask the Council to confirm the appointment of John Karns to the position of City Administrator through July, 2019 and to agree to begin the process of recruitment for his replacement early in January, 2019, so that she or he will take over once the new budget has been approved.

I want to make sure to preserve the cultural and management improvements John has put in place, keep his direction over on-going and developing projects and ensure the continuity of his leadership through the next biennial budget process.

John has also proposed to conduct an anonymous 360-degree feedback survey of the Council, Mayor, Dept Heads, second in command managers, a sample of rank and file employees and key community partners - to identify ways in which he can improve in performing his job.

I believe choosing John Karns as Interim City Administrator was a stroke of good fortune for our community, and I put forward this next step of his appointment to full City Administrator status for your consideration.

Respectfully,

John Stromberg
Mayor



So this is what being on council can be like at times – I got up in the middle of a night I had a hard time sleeping to write my thoughts. Writing is what I do when I want to make my points carefully. I don't have the gift of gab I so admire in others. So please permit me to read what I have written. I am troubled a great deal by this item and how it has come to council, and how it has not come to council.

Let me say first what really bothers me about all this and the way it has been presented is that to question this action will seem to question John Karns and his stellar service to this community. That is unfortunate and was avoidable. I value a great deal what Mr. Karns has achieved for our community.

About a year ago we asked this good man who was leading our fire department and in the final year of his career to step up and fill a void in the city administrator's office made possible by the termination of the past city administrator.

Creating an interim is an important move. Designed originally to end by the December 2017, Mr. Karns stepped in and has done a really good job as an interim. However, interims are not long-term solutions. The proper move would have been to set up an interim and start a search as soon as possible. That did not happen. When requests for a search plan did not materialize in the first nine months I was on council, I finally at the last council meeting let it be known I was going to ask at every council meeting publicly until we received a plan.

That was just two weeks ago – in two weeks we are now being asked to appoint the interim city administrator to a full time position for over 18 months. No search, no search criteria, no outline of what we want out of a city administrator, or the skill set needed now and into the future. I asked for a search plan not a short term fix.

Tonight we are asked to take action in a hurry up offense – this is the way bad decisions are made, this is what bad planning looks like. That has nothing to do with Mr. Karns, this has everything to do with us - of course this fine man will say yes if we ask him to continue – that is what he does. I think it is a bit of the first responder in him...he runs to the danger. But just as Mr. Karns would not send people into danger without being well trained, I don't want to send Mr. Karns into danger without being well trained. While Mr. Karns has been a great public servant, and let no one suggest I do not fully appreciate his service to our community, while he has even been a legendary fire chief – there are a multitude of skills required in running a city. There are elements of city administration Mr. Karns is in a position to have to learn, to understand how all the parts relate and to lead that effort in full. It is a huge responsibility, daunting even to seasoned trained professionals.

We will now make the effort if this passes to give Mr. Karns the education and support to bring him up to full speed as the city administrator we need to lead this city...and there's the rub, about that time, 18 month will have passed and we get to do it all over again. I'm sorry folks, this is a move where we do not get the potential of a long term return on investment.

It is our responsibility to do what is in the best interests of this community over the long term. I have said if Mr. Karns wanted to give us five years I would be all ears and give it serious consideration, so this isn't about Mr. Karns or the high esteem I hold him in. This is about what I believe, speaking only for me, as I am asked to vote on this, is in the best interest of the community. An 18 month extension, where a year from now we are right back here facing the same time line pressures makes no sense to me. It is in my mind, poor planning. That's not on Mr. Karns, that's on us. Mr. Karns will step up when asked, again that is what he does, but this is a short term solution to a long term issue.

I hope Mr. Karns will forgive us for this, I hope he will forgive me for this – I hope he sees I feel my duty to this community is that important because I would not put him through this otherwise. I would like to have had things done much differently, but now we are here. We need to do a better job of planning forward. The challenges we face in the next few years are considerable and complex, and increasingly so every day.

We are in the process of treading water – that's not on Mr. Karns, that's on us. The mayor wants to wait until 2019 to start a search for the next city administrator. I suggest we need to start in January of 2018. We need to take the time to figure out the profile of the person we want – they will have many of Mr. Karns' fine attributes – we need to describe the job we want them to do, this will take time in and of itself and it is something we should have already have started. We need to do a smart and effective search, using any and all tools available to us. I hope Mr. Karns will help us through this process, and help us find the person we need to lead the next generation. However I believe we need to move now, not later. We need to start the search process, now, not later.

I will oppose this. I recommend we instead make a motion to start the search process immediately and ask Mr. Karns on bended knee to work with us until we have that person on board...that would be a great service for which we should be very grateful. A final note – I believe in the collective wisdom and I will, of course, do everything I can to help make the decision of this council successful.