

CITY OF YACHATS

CITY COUNCIL SPECIAL WORK SESSION

September 10, 2018

Approved Minutes

Mayor Gerald Stanley called the September 10, 2018 special work session of the City Council to order at 9:05 am in Room 1 of the Yachats Commons. Council members present: Gerald Stanley, Jim Tooke, Barbara Frye, Craig Berdie, and Max Glenn. Staff present: City Manager Shannon Beaucaire, Waste Water Plant Lead Dave Buckwald, Water Plant Lead Rick McClung, Clerk Kimmie Jackson, Clerk Judy Richter, Facilities Manager Heather Hoen, and Public Works Crew Kevin Kentta. Invited Guests: Facilitator Larry Dillenbeck, Newport Mayor Sandy Roumagoux, and Newport City Manager Spencer Nebel. Audience: 6.

I. Work Session Discussion Topics

A. Ice Breaker

Facilitator Dillenbeck introduced the concept of “appreciative inquiry” and asked Council to identify what the strength of the Council was and what they appreciate about the Council. Responses included: forthrightness, involvement in community, array of skills, deep concern for health of City, valuing citizen input, love of the community, passion, and dedication. Areas that need improvement: how to disagree agreeably, transition to Manager-Council form of government, and inability to make timely decisions.

Dillenbeck explained the SCORE model for looking at issues, with issues being categorized into the following areas: S – Symptom/Situation, C – Cause, O – Outcome, R – Resources, E - Effects/Benefits. Frye had concerns about having to limit their comments to two minutes and the number of items on the agenda. Frye wanted clarification on the expectations of the outcome of the meeting. Dillenbeck agreed that the agenda was substantial, and they could reprioritize as they proceed through it.

B. Roles & Responsibilities of Manger and Council

City Manager Nebel provided some background on the City Manager form of government, noting it is the predominant form of government for municipalities, especially as government gets more complicated. Manager Nebel noted Oregon has above-average requirements on city operations. Mayor Roumagoux noted that elected officials understand the needs of community but not necessarily how the administrative side works. She highlighted the League of Oregon Cities and Council of Mayors as helpful resources. She argued there needs to be a huge firewall between the Council and the City Manager in terms of day-to-day operations. She noted the importance of working as an elected body, not as individual members working with each other or with the Manager. Mayor Roumagoux suggested that Councilors think in terms of their being only one-fifth of a decision. Manager Nebel emphasized that the Council not get hung-up on getting unanimous decisions. He noted he always makes a recommendation to Council for each agenda item so Council has a starting point. He also believed the firewall between Council and the Manger must be respected.

Mayor Roumagoux indicated their goal-setting work and the review process affords an opportunity to track progress, noting informal reviews were much more effective. Manager Nebel provided an example of a goal for him was to be more interactive with the community

1 whereas an organizational goal was to proceed with development of aspect of their plant.
2 Mayor Roumagoux discussed how the goals for the Manager are part of the evaluation process.
3
4

5 Questions for Newport representatives:
6

7 a. Glenn asked for clarification on the roles of advisory committees. Manager Nebel noted they
8 have advisory committees, and Councilors are not members of the advisory committees, but
9 they do appoint representatives to the committees who serve as liaisons who then report back
10 to Council. Manager Nebel emphasized committees are to advise. Mayor Roumagoux noted
11 the liaisons report to Council at each meeting.
12

13 b. Glenn asked how important it was to have private space to work. Manager Nebel indicated
14 that he could not function without private workspace, and Dillenbeck noted how much time
15 interruptions take away from work.
16

17 c. Glenn asked how they manage individuals on the Council. Manager Nebel indicated the
18 Mayor is responsible for managing the Councilors. Mayor Roumagoux discussed ways of
19 managing time during the meetings. Manager Nebel noted they have work sessions that focus
20 on longer-term issues where no actions are taken.
21

22 d. Berdie asked how goals are tracked during the year. Manager Nebel reported they set goals
23 in February, which influences the budgeting processes. He then reports on progress before the
24 next goal-setting session. Manager Nebel noted there are separate sets of goals for the Council
25 and for the Manager, which are evaluated differently.
26

27 Manager Nebel stressed that Council needs to make a motion on things he is asked to do.
28

29 e. Frye stated the Council used to have goals. Frye raised the issue of micromanaging. She
30 distributed a document on Council Rules that she found.
31

32 f. Frye asked how Newport addressed fiscal goal setting. Manager Nebel indicated he explains
33 the budget items to the Budget Committee and Council as it relates to goals he was given from
34 the February goal setting process. He noted it would be ideal to have reports between the
35 meetings, but he as not had time to institute this objective.
36

37 g. Manager Beaucaire asked how often the Council and Mayor interact with the Manager.
38 Manager Nebel indicated he provides a written report every two to three weeks, which also goes
39 to Department Heads. He relies more on written communications. The only one he regularly
40 meets regularly with is the Mayor, every two weeks to go over the agenda. He added he gets
41 feedback from Council during informal work sessions. He noted the work session before the
42 formal meeting does not address the agenda items for the formal meeting. The group discussed
43 pros and cons of Council meeting schedules. Manager Nebel also noted he has support form
44 Department Heads.
45

46 h. Manager Beaucaire asked what financial information is reported to Council and how often it is
47 reported. Manager Nebel indicated they provide a quarterly report to the Council that is by
48 department only (not line items) that compares to budget amount and amount the previous year.
49 He added that their Council only has to act on items over \$50,000, otherwise there is no direct
50 oversight of financial matters. They have an Audit Committee, which includes Councilors, that

works with the auditors and does an annual financial review of the City. Mayor Roumagoux noted the Audit Committee has worked very well.

i. Manager Beaucaire asked about collaboration with other communities. Manager Nebel indicated it was essential to have Council and Staff participate in collaborative processes such as conferences (e.g., ICMA and manager meetings, League of Oregon Cities, Mayors regional meetings).

Mayor Roumagoux and Manger Nebel left the meeting at 10:40 am.

Berdie noted many of the agenda items overlap so it would be difficult to keep the agenda items separate. Dillenbeck explained he was told the Council had agreed to the order of items on the agenda. Glenn asked for time to digest the input from the Newport Manager and Mayor, rather than rehashing their discussions at this meeting. Dillenbeck noted they could incorporate information from these discussions as they apply to topics on the agenda. Frye expressed confusion over whether they would be making decisions on the topics.

Agenda Items

1. Roles & Responsibilities of Council

2. How Councilor are adjusting to new Manager/Council Roles

3. Communication that Council gets from Manager

4. Role of Council in Financial Planning – form of financial reports to Council

5. Expressions of Council Concerns

Frye suggested that Council roles and responsibilities were all documented in the Council Rules, Citizens Handbook, and City Charter. Manager Beaucaire explained this item was on the agenda because of a lack of understanding about the relationship between the Council and Manager. Frye took away from the last meeting that asking a question was a form of micromanaging. Frye was uncertain about who was being micromanaged. Mayor Stanley suggested his comment on taking down the wall in City Hall to former Manager Davies was micromanaging. Mayor Stanley was surprised that the Newport Mayor did not talk to Council, but he noted there are times when a councilor will tell him they talked to another councilor. This conversation chain gave him concerned about having sequential meetings. Mayor Stanley also suggested they interact with the Manager as a body, not as individual members. Frye argued giving directions was different from having a discussion.

Dillenbeck referred the group to Section 6.4 of the Council Rules. Glenn noted micromanaging is not just looking over a shoulder. He would include making suggestion or asking questions in a way that sounds directive (e.g., Why has that been done yet?). Glenn noted the City Attorney informed him that any suggestions he makes to people about the City make him liable if they take his words as direction. Glenn suggested Councilors needed to ask questions at meetings rather than in between meetings.

Glenn wanted to know how Councilors could be reprimanded for not following the rules. Frye indicated she researched this topic. Glenn stated the fact that Frye had to do research was indicative that they needed to talk about this issue. Tooke noted this discussion was an example of how the Council over discusses issues.

Dillenbeck saw consensus that Councilors talk to each other during a meeting rather than going to Manager Beaucaire first.

1 The group discussed examples of appropriate communications. Manager Beaucaire indicated
2 she would talk to other communities about how they facilitate communications outside of
3 meetings.

4
5 Council agreed they appreciate the weekly email reports from the City Manager. Manager
6 Beaucaire asked if weekly emails, monthly reports, and notices unforeseen issues was enough
7 reporting. Frye wanted to see more about what is going on with the Commissions. Manager
8 Beaucaire noted she gives Commission updates in her City Manager reports.

9
10 Clerk Richter reported the City converted to a new accounting system in January 2017 and
11 there has been significant work to get the system structured correctly. Given the way the
12 systems were combined, it would take a huge amount of work to do comparisons between years
13 previous to 2017-2018. She proposed as the Council sets the budget, she could provide
14 updates on actual versus budgeted amounts

15
16 The group discussed what should go into the financial report and how often the report should be
17 provided. Manager Beaucaire indicated she heard Councilors being worried that they would be
18 informed at the last minute of a large transaction. She explained that she and Richter are
19 fiscally conservative and monitor transactions regularly. Manager Beaucaire explained that she
20 reports to Council any significant or unusual financial activity. She noted they bring to Council
21 anything that Council needs to have input on or vote on. The group also talked about how the
22 Council might have greater trust the work of Richter and Manager Beaucaire on finances.
23 Richter cited an example of the city being asked to pay for a party for the former Mayor.
24 Manager Beaucaire and Richter questioned the appropriateness of the City paying for what was
25 essentially a private party.

26
27 Dillenbeck cautioned Councilors that their words might be interpreted differently because they
28 are Councilors.

29
30 Regarding requests for reports, Mayor Stanley noted sometimes a request to Manager
31 Beaucaire results in 30 hours of staff time. Glenn added that Councilors could always read the
32 minutes of the Commissions to stay abreast of their activities.

33
34 Manager Beaucaire clarified Richter would prepare a report for the October Council meeting
35 and the Council could provide feedback on the report contents at that time.

36
37 Tooke asked he be contacted email rather than phone.

38 39 **C. Organization Structure of the City of Yachats**

40 **3. Regular review of documents, such as Council Rules**

41 Councilors agreed that regular reviews are needed at a specific time of year. Frye did not think
42 reviewing documents piece meal was effective. Dillenbeck heard there was agreement to form a
43 subcommittee to establish a document review policy on documents to include and review timing.
44 He recalled a best practice of having only the most recent document on the website and past
45 versions archived in a different location.

46 47 **4. Charter Amendments – LOC Model Charter**

48 The group agreed they needed to update the Charter to reflect the City Manager position.
49 Manager Beaucaire highlighted section 8.1 in the LOC Model Charter.

1 Berdie asked if this issue was the best use of their time as opposed to using work sessions to
2 address topics of more importance to the community. Frye recalled changes to the Charter
3 must be voted on by the people. Glenn was inclined to not address charter changes, other than
4 City Manager addition, because of the current climate of public opinion. Manager Beaucaire
5 noted the City Attorney had stated there was no specificity in the Charter about the City
6 Manager position, which can be problematic when identifying what falls under the Manager's
7 jurisdiction. She indicated she would ask the attorney if there was an interim option to add City
8 Manager roles and responsibilities. Mayor Stanley wanted to make Charter changes to be
9 voted on in the May 2019 elections.

10
11 Dillenbeck summarized that the Council was going to review the entire City Charter and present
12 the revision to the public for a vote in May 2019. Frye asked to add a caveat that Manager
13 Beaucaire would investigate whether there was another alternative to establish the position.
14 Glenn was not in favor of Frye's suggestion. Glenn wanted to revise the Charter while having
15 the City Manager see if there was an interim method to establish the position. Frye suggested
16 the City Manager position is part of the City's structure and thus it should be in the Charter.

17
18 Mayor Stanley wanted to know why Berdie might be opposed to including the City Manager
19 position in the Charter. Berdie suggested the Council spends inordinate amounts of time on
20 internal organization issues, and wanted to know if there was an easier way to address the
21 structural issues. Glenn noted they could simply take the language from the Model Charter and
22 add it to the existing Charter.

23
24 Dillenbeck concluded that Manager Beaucaire needed to gather more information before
25 Council would decide on the approach for the Charter revisions.

26 27 **1. Commissions/Committees/Staffing**

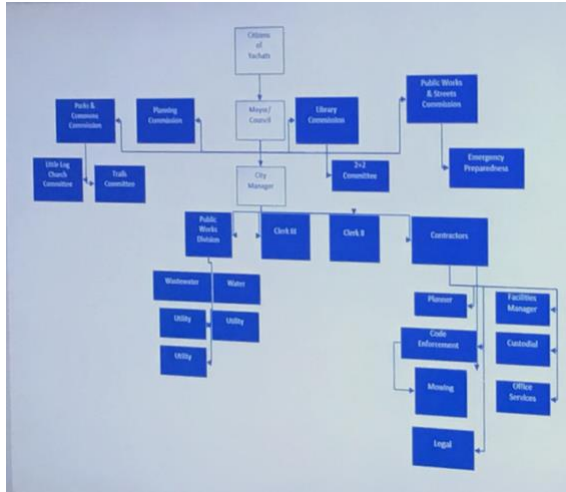
28 Manager Beaucaire recalled Council had asked her to provide recommendations on this topic.
29 She noted there were 81 tasks listed under City Manager in the following categories:

30 Chief Administrative Officer
31 Chief Financial Officer
32 Budget Officer
33 Elections Officer
34 City Recorder
35 Public Works Director
36

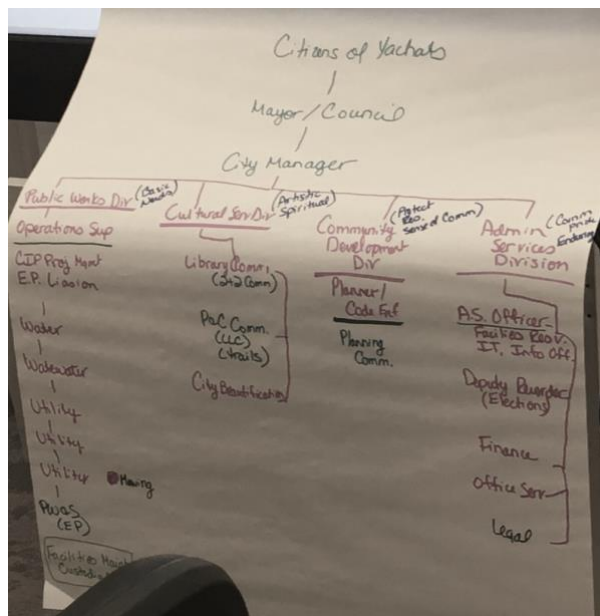
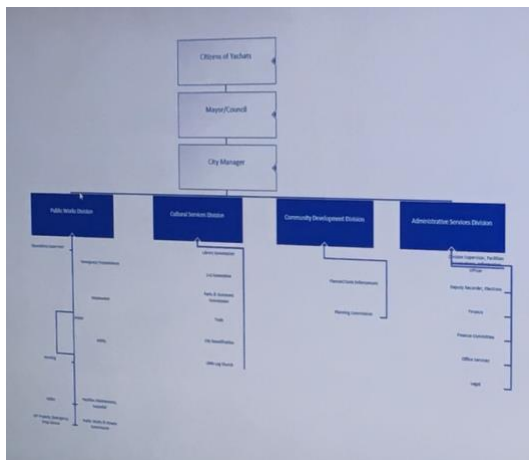
37 Manager Beaucaire added that COG recently provided the City with new email tracking
38 software, and she noted she read 2400 emails in a 30-day period.

39
40 Manager Beaucaire presented a very rough draft organizational chart.

41
42
43
44
45 EXISTING ORGANIZATIONAL CHART



SUGGESTED ORGANIZATIONAL CHART (ROUGH DRAFT)



She identified four possible divisions: Public Works, Cultural Services, Community Development, and Administrative Services.

She noted there is an issue over when contracted workers are actually employees versus independent contractors. Manager Beaucaire shared her thoughts about using Divisions to better reflect the City vision statements. One possible idea was to more formally involve staff into Commissions. Manager Beaucaire noted there were two new positions authorized by Council for this fiscal year. Additionally, the Code Enforcer's last day is Friday and City Planner is resigning at the end of the year. She noted Code Enforcement and Planning take top priority. Glenn clarified this proposal incorporates the work of COG on assessing job descriptions. Manager Beaucaire was proposing to combine code enforcement with planning into one full-time staff position, eliminating the contracting work in these areas. There was another staff position for staff support. Berdie asked Manager Beaucaire how many positions she would add if she had a magic wand, and Manager Beaucaire indicated five.

1 Berdie clarified that Council does not need to formally approve the organizational chart.
2 Manager Beaucaire added that there might be policy decisions requiring Council vote if she
3 were to recommend moving Commissions under staff positions.
4

5 Manager Beaucaire also indicated Council will need to address office space. Berdie asked
6 about economic development, and Manager Beaucaire was not certain how to address this area
7 and was looking for ideas. Manager Beaucaire noted that, based on her interactions with
8 administrators from cities of similar size, there is a much higher expectation of services from the
9 citizens of Yachats.
10

11 Frye asked about staff assuming leadership roles on the Commissions. Manager Beaucaire
12 noted staff could co-chair so there was ongoing presence on the Commissions.
13

14 Berdie appreciated Manager Beaucaire's tying the open job positions to the organizational
15 vision. He suggested Manager Beaucaire could fill the open staff positions and adjust the job
16 description at a later time. She explained the City has union workers and she would need to
17 work with representatives before hiring. Mayor Stanley suggested the Council let the City
18 Manager proceed with the work.
19

20 Glenn wanted to discuss the office space issues. Manager Beaucaire stated she needs an
21 office where she can close the door for confidential meetings. Berdie asked about consolidating
22 space in the current office. Clerk Kimmie Jackson reported she has been through all filing
23 cabinets and archived those documents than can be archived (logs are created for this).
24 Jackson indicated they have no space. Frye asked Beaucaire for her thoughts on space for
25 herself. Manager Beaucaire did not think a door on her current space would work, and it would
26 not reflect staff needs. She reported she put up a screen, and people just pushed past the
27 screen. Glenn noted if they are thinking of additional staff, they absolutely need more space.
28 Glenn suggested the Council bite the bullet and move City Hall to the 501 Building.
29

30 **2. Status of Projects**

31 Manager Beaucaire was not sure what Frye wanted to discuss in this category. Manager
32 Beaucaire wanted to know if Frye wanted more than her project report updates. Frye suggested
33 liaisons might fill in some of the communication gaps.
34
35

36 **D. Council Communications**

37 **1. Clarifying end of conversation in Council meetings**

38 Mayor Stanley understood from the earlier discussion that he needed to clarify the status the
39 discussion at the end.
40

41 **2. Policy versus Operations discussions**

42 Manager Beaucaire explained Berdie wanted to know when policies become operations and
43 how she determined that. Berdie had some confusion about when he should provide input on
44 what Manager Beaucaire was presenting to Council.
45

46 Tooke noted several items from the morning's discussion with the Newport Mayor and Manager
47 about the conduct of discussions. Tooke recalled the Mayor would stop a discussion if it were
48 not making progress toward a solution. He noted the possibility of limiting comments to 3
49 minutes and not having informal discussions during the meetings. He was definitely in favor of
50 using a voted motion process to direct the City Manager to take an action. Mayor Stanley noted
51 there was great variance on deciding what was policy versus operations and what information

1 needed to be disseminated. Tooke suggested if they reach a point of spinning their wheels, it
2 was time to move on. Frye noted the Mayor is responsible for running the meetings.

3
4 Dillenbeck offered a decision making tool to guide discussions:

5 G – Gather Info

6 E – Evaluate options

7 D – Decide

8 I – Implement

9 He added that G, E, and D are policy while I is operations.

10
11 Frye wanted clarification on the appropriateness of asking questions. Frye asked Councilors to
12 tell her if her asking questions is perceived to be micromanaging. Dillenbeck asked the
13 following question in two different tones to indicate how others might perceive your words: It's a
14 nice day, isn't it? Dillenbeck suggested one version was directive and the other version seemed
15 to be curious inquiry.

16
17 Tooke believed debate meant one person states their opinion, the other states their opinion, and
18 then you vote. He did not believe the debate should go back and forth trying to convince the
19 other. Tooke argued there are issues that have disagreement, and no amount of understanding
20 will change that. Glenn added they appear to follow an unwritten rule that they all agree on
21 everything and they should feel bad if they do not agree. He wanted Council to take note that
22 they can disagree without consequence.

23
24 The group discussed examples of policy versus operations.

25 26 **3. Written Motions**

27 Frye suggested they write down motions. Mayor Stanley believed Frye's idea was good but
28 suggested some topics are more fluid, and the motion that gets made needs to reflect that
29 process. Dillenbeck noted that sometimes motions are useful to corral a discussion. Tooke
30 thought it was cumbersome to have to write up an amendment to a motion. Glenn liked how
31 Manager Beaucaire had been proposing motions on the cover sheet of documents in their
32 packet. Glenn stated he writes out motions in advance if he knows he will be making a motion.
33 However, he often wants help in framing his motion. Glenn could not agree to write down every
34 motion that he makes. Berdie found writing things down and passing them around to be
35 awkward. Berdie noted some organizations use a share point where they can type in a motion
36 that could be projected on a screen.

37 38 **E. Strategic Planning – priorities for the City**

39 Mayor Stanley noted he was aware that the Councilors had differing positions on goal setting.
40 He recalled when he ran for mayor, he wanted to incorporate more citizen involvement in goal
41 setting. He wanted to avoid "the ivory tower image" of the City Council. Mayor Stanley added
42 that was not the time to set hard and fast goals with three months to go before they get a new
43 mayor and councilor(s). He believed they should give the new Mayor and Council a sense of
44 priorities. Frye thought it would be irresponsible for this Council to leave without having some
45 framework in place. She believed there was a need for continuity. She thought it was important
46 to track progress toward goals. Dillenbeck suggested using "succession planning" rather than
47 "strategic planning."

48
49 Glenn recalled a Council conversation where the five goals they had were affirmed, as was the
50 vision statement. Glenn believed they needed to affirm the importance of strategic planning
51 rather than doing strategic planning. Berdie believed they needed to move ahead with planning

1 and provide some direction to a new Council. Berdie wanted to give the new Council direction
2 on what might be top priorities. Dillenbeck added that a list of goals or priorities would be very
3 helpful in succession planning. Tooke noted the mandate that they cannot hold a Council to a
4 binding decision. Tooke did agree that goal setting and continuity were important. Berdie
5 added he sees goals as a very high-order concept.

6
7 Manager Beaucaire explained the three items on the agenda under Strategic Planning were
8 placeholders, as they have been items that have arisen in the last few months.

9
10 The group discussed whether they could set priorities without first establishing goals.
11 Dillenbeck suggested they generate a list, and then decide how to prioritize.

- 12 1. Water security
- 13 2. New Staff and Organization
- 14 3. Office Location
- 15 4. Rebuild Financial Reserves
- 16 5. Protect Natural Resources
- 17 6. Broadband Infrastructure
- 18 7. Improve Streets and Infrastructure
- 19 8. Provide for Effective Governance of Yachats
- 20 9. Emergency Planning
- 21 10. Grow/Smooth Tourist Revenue
- 22 11. Attract and Encourage a Diverse and Creative Citizenry
- 23 12. Long-Range Re-visioning as a Smart City with Community Input
- 24 13. Community Healthcare

25
26 Tooke suggested these goals could be categorized in terms of short versus long term. Mayor
27 Stanley suggested they use some sort of instrument to prioritize the list. Dillenbeck suggested
28 using a priority matrix and indicated he had various tools to do this. The group discussed how
29 they could pass this information on to the next Council for continuity.

30
31 Berdie offered to flesh out the items on the list and bring that to the next Council meeting.

32
33 Mayor Stanley did not want to lose the concept of promotion of the arts. Glenn stated that
34 getting new staff and deciding where to put them were more urgent issues.

35 36 **F. City Manager Evaluation Format – instrument and process to be used**

37 Mayor Stanley recalled he had asked Councilors to pick their three preferred evaluation rubrics.
38 Mayor Stanley proposed the evaluation not be during elections, which means conducting
39 Manager Beaucaire's review in mid-November. Berdie suggested this kind of review is very
40 1960s, arguing instead for ongoing evaluations. Frye noted they needed to have some
41 documentation from a legal basis for justifying raises or dismissals. Glenn liked the idea of
42 doing a formal review every two years and an informal review in the other year. Mayor Stanley
43 suggested they could have an informal and formal review within the same year.

44
45 Stanley noted Manager Beaucaire has never been given personal goals. Dillenbeck suggested
46 they use the work Manager Beaucaire actually does as a basis for evaluation as well as for
47 professional development.

48
49 Glenn noted he was asked, as part of preparation, to pick evaluation methods to evaluate
50 Manager Beaucaire next month. Frye noted the only one she liked was Sherwood, OR. Glenn
51 noted that was his #2. Mayor Stanley and Glenn had the University of Tennessee Institute of

1 Public Service as #1. Frye did not see that document in the packet. Mayor Stanley and Glenn's
2 #3 was from Mont Lake Terrace, WA. Mayor Stanley had Sodaville as #2. Berdie also liked
3 Temple Terrace, noting the items were good but format was awkward. Several Councilors
4 found Mont Lake Terrace was too much in terms of points being added up. Dillenbeck
5 suggested Manager Beaucaire and Mayor Stanley merge the top three into a form they are
6 comfortable with. Mayor Stanley wanted Council to have time to review the product he and
7 Manager Beaucaire produced.

8
9 Berdie clarified October 1 was Manager Beaucaire's one-year date. Manager Beaucaire added
10 that her contract indicated that she have a six-month review, which occurred in April 2018. She
11 noted her contract stipulates that she have an annual review, not when that review occurs.

12
13 Frye was emphatic about using a form for evaluation. Manager Beaucaire added Glenn wanted
14 to see Newport's form. Tooke liked Berdie's view on these types of forms being prehistoric.
15 Manager Beaucaire stated she liked the idea of a combination of form and conversation, noting
16 that scores do not really provide direction on how to go forward. Frye added that the Council
17 needed to speak with one voice in their direction to Manager Beaucaire.

18
19 Mayor Stanley summarized the following steps:

- 20 - Stanley and Beaucaire draft a form and process for the review
- 21 - Council reviews and edits the form and process
- 22 - Stanley revises and distributes revised form
- 23 - Councilors complete form
- 24 - Stanley tabulates results
- 25 - Mayor, Council, and Manager meet in Executive Session for review

26 27 **Final Thoughts**

28 Frye believed they had not made any decision around financial strategic planning. Mayor
29 Stanley suggested they included financial elements in the goals they laid out. Tooke recalled
30 they had a lengthy meeting on financial matters. Frye stated that was only about the budget,
31 which is different from strategic planning. Mayor Stanley recalled that when they get Richter's
32 financial summary report, they would refine the questions they want to address and information
33 they need to go forward.

34
35 Berdie noted the Code only indicates that the Finance Committee address CIPs, not operational
36 budget issues. Berdie recalled from a Finance meeting that decisions were made about which
37 projects were included, and he wondered how Council input impacted those decisions.

38
39 Manager Beaucaire read from the Code under Revenue and Finance the directive that "The City
40 shall establish and appoint a Finance Committee which shall also serve as the Capital
41 Improvement Planning Committee" (Section 3.10.010). Berdie believed the interaction between
42 the Council and Finance Committee deserves more discussion.

43
44 John Moore, Finance Committee member, explained what the Finance Committee does. He
45 noted all Councilors and the Mayor were on the Budget Committee. Moore explained:

- 46 1. Commissions send requests for CIPs to the Finance Committee
- 47 2. The Finance develops a five-year plan
- 48 3. This CIP plan is part of the budget approval process
- 49 4. The Council can send back requests or revision to the Finance Committee

1 Moore noted Council needed to spend time on their financial operational plan as they are about
2 to face some significant increases in expenses.

3
4 In closing, Mayor Stanley appreciated today's discussion. Frye was impressed on how they
5 were able to make progress. Glenn was pleased with the discussions but leaves with anxiety
6 over when will they address the unresolved issues that came up.

7
8 Manager Beaucaire clarified that the conversations with the Mayor and Manager from Newport
9 were quite helpful.

10
11 Mayor Stanley adjourned the special work session meeting at 4:07 pm.
12
13
14
15
16
17

18 _____
19 GERALD STANLEY, Mayor

20 ATTEST:
21
22
23
24

25 _____
26 Shannon Beaucaire, City Manager

Date