



**CITY OF YACHATS
SPECIAL CITY COUNCIL
MEETING SUMMARY MINUTES
City Hall, 441 Hwy 101 N, OR 97498
Wednesday, December 17, 2025**

I. Call to order the Special City Council Meeting at 12:00 pm

II. Roll Call

Council Members	P/A
Craig Berdie, Mayor	P
Mary Ellen O'Shaughnessey	P
Catherine Whitten-Carey (Zoom)	P
Barry Collins	P
Nicole Hedlund	P

Staff Members	
Bobbi Price, City Manager	Kimmie Jackson, Recorder

Audience
7

Special Council Meeting

The City Council convened a Special Meeting to report out and take action following an executive session regarding the City Manager's employment contract.

Council discussed benchmarking the City Manager's contract against comparable Oregon cities. As a result of this review, the Council proposed adjustments to both salary and severance provisions to align the contract with prevailing practices in similarly situated jurisdictions.

Council reported that the proposed changes included a 6% salary increase for the City Manager, effective retroactively to December 1, 2025, and an

amendment to the severance provisions of the employment contract. The severance provision was increased from three months to six months in the event of involuntary termination without cause. Severance would be paid in monthly installments, rather than a lump sum, and would include continuation of the City's portion of health insurance during the severance period. Severance payments would cease upon the City Manager's re-employment, with a requirement that the City be notified of such employment.

Motion:	The Motion was made to: 1. Increase the City Manager's salary by six percent (6%), effective retroactive to December 1, 2025. 2. Amend the severance provisions in the City Manager's contract to provide for severance upon involuntary termination without cause. The severance arrangement in that event would be six months of salary and continuation of health insurance during that period, provided that the severance is payable in monthly installments, and that the severance payments and insurance shall cease upon the re-employment of the City Manager.			
Moved:	O'Shaughnessey			
Ayes:	Collins, Hedlund, Whitten-Carey, O'Shaughnessey, and Berdie	Nays:	Absent:	Abstained:
Passed:	5/0			

Adjourn City Council Meeting at 12:06 pm.

Minutes prepared by Kimmie Jackson, Recorder