

CITY OF GEARHART
Worksession of the City Council
Tuesday, January 17, 2023
6:30 pm On-site and Virtual/Telephonic

The worksession of the Gearhart City Council was held Tuesday, January 17, 2023. Council members, City staff, and the public were able to attend on-site, virtually, or by dialing in on a telephone.

Mayor Smith called the meeting to order at 6:30 pm. Present were Mayor Kerry Smith, Councilor Reita Fackerell, Councilor Dana Gould, Councilor Austin Tomlinson, Councilor Preston Devereaux, City Administrator Chad Sweet, Police Chief Jeff Bowman, Executive Assistant Krysti Ficker, and City Treasurer Justine Hill. A quorum of the Council was present.

There were no conflicts of interest declared by any member of the Council.

The purpose of the worksession was for the Council to discuss the police chief recruitment process with GMP Consultants. Mayor Smith clarified the incorrect time on the GMP Consultants agenda and allowed Administrator Sweet to go over the process of the worksession.

GMP Consultants did brief introductory biographies and went over the team's roles (Greg Prothman, Tim Troxel, Kate Hansen, and Sarah Marsh). The GMP Consultants team went over their kick-off meeting agenda, which included introductions, recruitment schedule, profile development, interviews, recruitment strategy, and questions.

GMP Consultants presented the proposed recruitment schedule, which included the tasks, date, and action/delivery. The task schedule items discussed were: kickoff meeting; profile checklist completion; profile development; profile approval and schedule check-in; advertising placement; application collection; first review; semi-finalist interviews; worksession prep; worksession reviews; worksession; finalist interview prep; finalist packet review; finalist interviews; and candidate appointment.

GMP Consultants requested input on the current Gearhart's police department operations and what qualities are desirable in a new police chief. They went over the recruitment outreach goals. Ideally, they would like the candidate to be an Oregonian; however, a West coast and national search will be conducted. They explained that the City of Gearhart has a working chief, which will attract a certain type of candidate. There was discussion on certification timelines and the impacts of the local weather. Councilor Gould agreed with GMP Consultants assessment and would like to see the search focus in Oregon. Councilor Devereaux stressed the

importance of clearly conveying the weather conditions in the area. Councilor Tomlinson inquired about looking at recruitment in Alaska.

GMP Consultants stressed that the recruitment pool has been very tight. They are seeing a smaller number of candidates applying and employers are having to work harder to attract applicants. GMP Consultants wants to make the candidate process easy for the City and Council. Mayor Smith asked about the salary and there was discussion about wage.

GMP Consultants would like to get some information from the Council. They would like input on how Councilors would like to see the interviews set-up; who they would like to be involved in the process; budget; and discussion of potential extra costs associated with hiring and recruiting. They would like information on the skills, talents, abilities, and fit of the ideal Gearhart police chief candidate. They will be scheduling appointments with individual Council members.

Councilor Tomlinson was interested in examples of how to involve the public in the process. GMP Consultants went over a potential process of inviting the public, business leaders, and other local area law enforcement agencies to a social setting with potential finalist candidates. Comment cards would be made available so the public stakeholders could have an opportunity to comment and provide feedback.

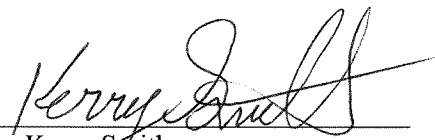
Based on information GMP Consultants currently had, Councilor Gould was interested in their insight into potential recruitment hurdles Gearhart should anticipate. They felt two factors will be overall fit and size of Gearhart. A candidate has to like the physical, geographical area (e.g. weather); as well as be a working chief. The position requires daily responsibilities that larger police chief positions do not regularly have to do (e.g., patrolling, responding to routine calls).

Councilor Fackerell requested clarification on the final contract agreement. A valid signed contract is critical.

GMP Consultants will be setting up appointments with individual Councilors to start gathering data.

Mayor Smith adjourned the worksession meeting at 7:17 pm.


Chad Sweet, City Administrator


Mayor Kerry Smith