



**TALENT CITY COUNCIL
REGULAR MEETING MINUTES
HELD VIA ZOOM
January 06, 2021 — 6:45 PM**

Study Session, Regular Council & TURA meetings are digitally recorded and will be available on the City website: www.cityoftalent.org

1. Call to Order/Roll Call at 6:48 p.m. (7:15)

Members Present:	Members Absent:
Mayor Ayers-Flood Councilor Harrison Councilor Ponomareff Councilor Clark Newly elected councilors Councilor Byers Councilor Volkart	Councilor Berlant
Also Present:	
Jamie McLeod-Skinner, Interim City Manager Sarah Kenney, City Recorder Zac Moody, Community Development Director Jennifer Snook, Police Chief Bret Marshall, Public Works Director Kurt Sexton, Finance Director	

2. Oath of Office (9:50)

Mayor Darby Ayers-Flood conducts Oath of Office for new Interim City Manager Jamie McLeod-Skinner.

Interim City Manager conducts Oath of Office for newly elected councilors Ana Byers, Derek Volkart.

3. Election of Council President for 2021 (17:25)

Nominations for Council President. Councilor Clark nominates Council Ponomareff for Council President. Seconded by Councilor Byers.

Motion: Councilor Clark moves to elect Councilor Ponomareff as Council President 2021/2022. Councilor Byers seconded.

Discussion: none

Vote: 4 ayes (Byers, Volkart, Ponomareff, Clark), 0 nays. Motion carries.

Additions/Corrections to Agenda (20:05)

Interim City Manager makes request for agenda item, after item 9.1, to address staff vacancies by providing city manager to fill current or pending vacancies. Staff report provided.

4. Public Presentations (22:30)

- Senator Jeff Golden.
Senator updates council on fire relief efforts from the State.

5. Speakers Heard on Non-Agenda Items (58:35)

- Tucker Teutsch, executive director of Remake Talent
Public Testimony email regarding scheduling time to meet with City Council & Planning Commission
- Neil Rebar
Requesting to remove burned out cars. Heard Ashland Co-Op is coming, would like clarification. Would like the debris downtown to be cleaned up. Wrote letter that street lights near Dollar General are on 24 hours and made suggest for automatic timers.
- Nancy Buono
Remarks regarding Ashland Co-Op coming to Talent, references item 13.1
- Shawn Float
Congratulatory comments to new interim city manager and city councilors. Proposes city use Webex to conduct city council meetings instead of Zoom.
- Ryan Mallory
Wants to encourage development of Gateway property. Opposed to temporary housing on TURA land, proposes investigation on legality of using the TURA property.

6. Public Hearings

none

7. Consent Calendar (1:17:05)

7.1 August Check Register

7.2 Minutes from December 11, 2020 Special Meeting

Motion (1:18:10): Councilor Clark moved to approve the Consent Calendar. Councilor Byers seconded.

Discussion: None.

Vote: All ayes. Motion carries.

8. Unfinished Business (1:26:18)

none

9. New Business (1:26:32)

9.2 Address Ability of Interim City Manager to Hire Interim City Staff (1:27:05)

Staff Report – Interim City Manager

Interim City Manager address staffing problems at city, specially to under staffing. Interim City Manager requests consent from city council the ability to fill existing and pending vacancies on an interim basis and to identify short term consultant to for resources to rebuild and build greater resiliency.

Councilor Ponomareff asks for explanation on limited duration for interim positions.
Councilor Clark seeks clarification on how hires for permanent basis will be covered.
Mayor Ayers-Flood asks for clarification on all interim positions with city.

Motion (1:40:00): Councilor Ponomareff moved to that council provides consent to Interim City Manager to hire staff and/or consultants to fill the roles of Interim City Recorder, Interim Community Development Director or consultants, Interim Community Development Assistant and short-term emergency response consultant. Councilor Clark seconded.

Discussion: None.

Vote: All ayes. Motion carries.

9.1 Employee Morale and Retention Issues (1:42:06)

Staff Report – Interim City Manager

Staff cites report delivered to the City of Talent in October but postpone to City Council meeting on January 6th, 2021 and supplemental staff report provided to council and public via the city website. Staff references city charter limited ability of city council to interact with city staff. Staff cites opportunities to improve communications and relationships and rules to help organizational performance and team building. Staff outlines that council has the option to accept the report. Mayor clarified that there is an option to not accept the report due to concerns that the report is incomplete.

Speaker Requests:

- Nancy Buono (Talent, Oregon)
Speaker provides summary on employee moral and lead up to release of report.

Councilor Ponomareff shared her views on the report.

Councilor Clark shared his views on the report.

Councilor Byers shared her views on the report.

Mayor Ayers-Flood shares her views on the report.

Interim City Manager McLeod-Skinner shares views on report.

Motion (2:18:11): Councilor Ponomareff moved to support the City Manager in best practices, improving staff retention and moral and improving relationships between council and staff. Councilor Clark seconded.

Discussion: Mayor Ayers-Flood asked clarifying questions on motion.

Vote: All ayes. Motion carries.

10. Committee Reports (2:20:52)

Mayor Ayers-Flood had planned item on liaisons, decided to move item to next council meeting.

Councilor Clark shared that TURC began working on proposed revision on street tree list.

11. Other Business & Future Agenda Items (2:22:40)

Discussion

- Council Clark discussed wildfire hazard overlay zone.
- Mayor Ayers-Flood discussed code amendments that have not been addressed.
- Mayor Ayers-Flood discussed appointing authority of liaisons, sought council input on appointing authority and consent from future city council meeting.
- Mayor Ayers-Flood discussed support for employee moral and retention process.
- Councilor Clark urged that website be updated with announcement for city council vacancies.

12. Commission and Committee Approved Minutes (2:38:45)

None.

13. Written Communications (2:39:34)

Acknowledgement of item email: re: Emergency Housing and Gateway Site Development.


14. Adjournment at 9:15 p.m. (2:41:33)

Respectfully submitted by:



Hector Flores, Interim City Recorder

Attest:



Darby Ayers-Flood, Mayor

Note: These minutes and the entire agenda packet, including staff reports, referenced documents, resolutions and ordinances are posted on the City of Talent website (www.cityoftalent.org) after each meeting. The minutes are not a verbatim record: the narrative has been condensed and paraphrased to reflect the discussions and decisions made.