

**City of Cove  
SPECIAL MEETING  
Tuesday, January 31, 2023  
At 7:00 p.m.  
AT 504 ALDER STREET  
COVE, OR 97824**

**Call To Order**

Mayor Sherry Haeger called the Special Meeting to order at 7:00 p.m. located at City of Cove City Hall, 504 Alder St., Cove, Oregon, 97824. The Pledge of Allegiance was led by the mayor. Remote access to the meeting was active with public participation.

Council Members Present: Council President Matt McCowan, Councilors Shawn Parker, Alan Cadinha, Jordan Hackwith, Youth Councilor Ashtyn Larson.

Council Members Present Virtually: No Council Members were present virtually.

City Staff Present: Public Works Director Dave Johnson, City Recorder Sherry Riley, Billing Clerk Kerri McCowan.

City Staff Present Virtually: No City Staff was present virtually.

Council Members not Present: Councilors Jason Stone, Eric Stone.

Public Present: Maxine Parker, Lana Shira, Alexis Cannon, Dan Landa.

Public Present Virtually: Mike Riley, Michael Otterstein, Amy Johnson.

**Pledge of Allegiance**

Mayor Sherry Haeger led the Pledge of Allegiance.

**Council Roll Call**

Roll call was performed by Mayor Haeger. A quorum was determined to be present.

**Public Comment**

No public comment was made at this time.

**Subject to be Discussed:**

- City Recorder's Resignation/Replacement Strategy  
Mayor Haeger introduced into record City Recorder Sherry Riley's resignation, noting she accepted the resignation on 1/30/2023 and the City of Cove accepted the resignation date of 2/10/2023. She noted it was not her plan tonight to discuss the details of what is going to be done for hiring, job description, applications, etc. That will need to be a broader discussion. She noted she would like to suggest appointing an interim City Recorder for a period of 90 days, and should she be willing to do that she recommended Lana Shira. Council President McCowan questioned if the time should be limited to 90 days. It was agreed to start with 90 days and reevaluate every 30 days. Dave Johnson noted in LOC's most recent newsletter there is a list of experienced interims that are willing to help out throughout Oregon in these situations. Mayor Haeger noted she saw that as well and contacted them, but no one wants to come to Eastern Oregon. She then asked to hear from Lana and asked her if she was interested. Lana noted she is interested in accepting the position. She has the experience of being on the Council and has the time and energy. Compensation was discussed and it was felt Lana should be compensated at the current City Recorder's salary, but the Council needs to discuss the matter and vote on it.

Councilor Cadinha stressed he felt this should not be a discussion noting he felt this is not just a case of Sherry Riley getting another job, it's more her working environment making her leave and he is sad that she is leaving.

Councilor Hackwith asked Lana if she has the qualifications. She noted she has experience with Quick Books and in previous jobs she has worked with budgets and accounts receivable. She also noted her experience as a Councilor gives her confidence to do the job.

Councilor Parker expressed he is very thankful that Lana is willing to help, but questioned if Donna Lewis was asked if she would be willing to work for a few months. Mayor Haeger noted she sent Donna an email and asked if she would be willing to help out and she has not responded. She noted she put a timeframe on a response, and Donna has not met that timeframe which she takes as a negative confirmation.

Council President McCowan reported when he learned of Sherry Riley's resignation, he called Lana to see if she would be willing to help. He recalled she has some of the administrative experience and felt she would be a good fit. He also ran the idea past Councilor Jason Stone who also thought it was good idea. He then contacted Mayor Haeger about his idea and invited Lana to the meeting.

Mayor Haeger explained in the Rules of Council and the Charter she has the authority to appoint someone to any role, but the Council must vote to approve that person. She stressed she feels like the city is under the gun and further stressed the city attorney expressed concern that the city finances are not known to Council in a meaningful way. Because of that she felt we need someone who knows the finances, which Lana does. If, in 30 days, we don't need Lana's services because Donna wants to come back, the decision can be revisited. She noted she has consulted CIS and our LOC attorney to make sure we stay safe, are covered and not at risk legally. She stressed we cannot have a discussion regarding human resource issues at this time. That discussion would have to be done in Executive Session. Discussion ensued and it was clarified that there was an Executive Session scheduled for February 8, 2023, but it didn't get noticed because Sherry Riley submitted her resignation, so there is no need to have that meeting.

Further discussion ensued and Councilor Parker questioned what the purpose of this meeting was and why we are not moving forward with forming a Hiring Committee. Council President McCowan agreed and asked Mayor Haeger what her timeline was. She noted she thought this would be discussed at the next regular Council Meeting and she further noted she thinks the hiring procedure is lacking and she wanted Lana to review it since she was on the last Hiring Committee.

Council President McCowan and Councilor Parker reiterated they thought a Hiring Committee should be formed at this meeting, and Mayor Haeger agreed that could be done, but she didn't want to review any of the documents that were provided in the meeting packet, and further, she didn't request these documents to be included in the packet. There was still confusion expressed amongst the councilors about the purpose of this meeting.

At 7:20 pm, Mayor Haeger called for a 3-minute pause.

At 7:23 pm Mayor Haeger resumed the meeting.

Mayor Haeger reiterated what this meeting is about which is to discuss the short term and long-term strategy. Short term is what needs to happen right now which is why an interim was brought up. The second is to accept the resignation of Sherry Riley. Three was to agree to next steps. She went on to say three things need to happen at this meeting: determine if an interim is to be approved, Sherry Riley's resignation needs to be formally approved, even though she already accepted it on paper. She noted she is allowed to do that as Mayor and was urged to accept it as soon as possible by CIS and the city attorney. Lastly, next steps need to be agreed upon.

All councilors present agreed to appoint an interim. Mayor Haeger appointed Lana Shira as the interim City Recorder and discussion ensued after which all Councilors present unanimously agreed they were in favor of appointing Lana Shira as the interim City Recorder.

Motion: Council President McCowan moved to accept Lana Shira as interim Recorder effective immediately, at the current Recorder's salary. Councilor Cadinha seconded. Councilor Parker abstained. Motion approved by majority vote.

It was agreed Lana will start February 1, 2023.

Motion: Council President McCowan moved to accept the resignation as presented by Sherry Riley with her last day February 10, 2023. Councilor Hackwith seconded. Councilors Parker and Cadinha opposed. Mayor Haeger voted to approve the motion and broke the tie. Motion approved by majority vote.

Discussion surrounding next steps ensued. A Hiring Committee will be formed tonight, and it was determined how much time to take to hire someone should be discussed by the Hiring Committee.

Mayor Haeger appointed herself, Councilor Parker, and Councilor Jason Stone to the Hiring Committee.

Scheduling was discussed and it was determined the City Office will be closed on February 15, 2023. A sign will be placed on City Hall door and website.

The Executive Session that was scheduled for February 9, 2023, will be cancelled.

#### **Good of the Order**

No good of the order was presented at this time.

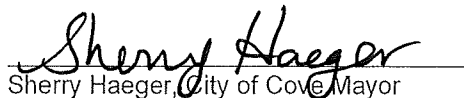
#### **Public Comment**

Alexis Cannon, 408 Mill Cr. Rd. offered to cover the phone on the February 15, 2023. Her offer will be placed on the agenda for the next regular meeting.

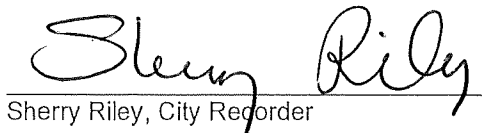
Dan Landa, 1805 Jasper, noted there is a bit of a hostile environment here. It is uncomfortable most of the time. He feels it needs to be addressed as a city and the council as a whole. There is a disconnect and turmoil. He expressed he appreciates Sherry Riley and the Council for all they do, but moving forward council needs to be cognizant of the environment.

#### **Adjournment**

Mayor Sherry Haeger adjourned the meeting at 7:42 pm.

  
Sherry Haeger, City of Cove Mayor

  
Kerri McCowan, Billing Clerk

  
Sherry Riley, City Recorder