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Garibaldi City Council Regular Meeting Minutes

Monday, October 20, 2025 – 5:30 P.M.

CONVENING OF MEETING/PLEDGE OF ALLEGIANCE

At 5:31 PM, Mayor Katie Findling officially commenced the meeting. In attendance were Mayor Findling, Council Members Cheryl Gierga, Sandy Tyrer, Linda Bade, and Norman "Bud" Shattuck. City Manager Jake Boone represented the staff. The Pledge of Allegiance was duly recited.

PRESENTATIONS

There were no presentations scheduled for this meeting.

ITEMS TO BE ADDED TO THE AGENDA

Mayor Katie Findling inquired if additional items needed to be added to the agenda, to which there was no response.

PUBLIC HEARINGS

No public hearings were scheduled for this meeting.

CONSENT CALENDAR

Mayor Findling requested confirmation from the Council that they had reviewed the consent calendar and invited a motion for its approval. City Manager Jake Boone identified an error in the minutes, noting the incorrect attribution of a motion to Councilor Shirley Peters, who is not a councilor, indicating instead it was Councilor Cheryl Gierga who made the motion. Furthermore, Councilor Sandy Tyrer highlighted two errors: first, that Councilor Gierga was not listed under council reports and comments despite having been addressed for comments; and second, that Tyrer did not inquire why the fire chief was hired from outside the local community. Mayor Findling sought a motion to approve the consent calendar with the pertinent corrections.

Motion to approve the consent agenda as amended.

- Moved by: Councilor Sandy Tyrer
- Seconded by: Vice President Cheryl Gierga
- Motion Passed unanimously

PUBLIC COMMENTS ON AGENDA ITEMS

Carolee North addressed the council on the business district speed limit topic. She emphasized the significance of this issue to the business community and expressed dissatisfaction with the City Manager's representation of business concerns. Additionally, she noted the absence of a public introduction for the fire chief.

Mayor Katie Findling clarified that the speed limit discussion was focused on reducing it to 20 miles per hour. She also offered Ms. North the opportunity to voice further concerns during the public comments segment on non-agenda items.

David Laine made remarks on two agenda items:

- Concerning the memorandum of understanding with the Hauser Fire District, he raised issues over Garibaldi lending its sole brush truck to an area that had experienced fire-related equipment loss, suggesting that it renders Garibaldi vulnerable. He proposed loaning equipment not currently in active use instead.

- On the topic of the employee handbook, Mr. Laine pointed to modifications regarding holidays, namely the addition of Christmas Eve and Columbus Day. He highlighted that, according to the 2024 handbook, only the City Council possesses the authority to grant additional days off; however, staff had been granted Columbus Day off.

EMPLOYEE HANDBOOK UPDATE

City Manager Jake Boone presented updates to the employee handbook, noting the guidance provided by CIS (City County Insurance Services), the city's insurance provider. The updates include legislative changes and best practices, with additions specific to Garibaldi. Two notable revisions were highlighted:

- **Work Hours:** The schedule shifts to four 8-hour days (totaling 32 hours per week) to enhance work-life balance and make Garibaldi's employment more competitive alongside higher-paid positions in larger cities.
- **Vacation Accrual:** While previously capped at 250 hours with payout required upon employment cessation, the update permits continued accrual but restricts payouts to 200 hours, easing financial impact when an employee departs.

Vice President Cheryl Gierga sought clarification on the holiday schedule changes. City Manager Boone clarified that traditional holidays like Columbus Day and Christmas Eve were inadvertently omitted last year and are reinstated to mirror current practices. Boone elaborated that the holiday list likely dates back to prior union negotiations, though the union dissolved this year as employees opted against representation.

Vice President Gierga raised queries about the 32-hour work schedule in relation to compensation. Boone explained that the staff, being salaried, would receive consistent pay irrespective of hours worked. Mayor Katie Findling questioned the Council's jurisdiction over handbook elements. Boone identified budgetary items, such as vacation payout adjustments, as council purview.

Councilor Sandy Tyrer validated that vacation accrual (10 days for 1-3 years, 15 days for 4-7 years, 20 days for 8-12 years, and 25 days beginning year 13) aligns with industry norms. Vice President Gierga urged further examination prior to handbook approval, focusing on the employee pay framework. Councilor Linda Bade confirmed that the vacation accrual remains unchanged.

Motion to approve the employee handbook was put forward.

- Motioned by: Mayor Katie Findling
- Seconded by: Councilor Sandy Tyrer
- Motion Failed: Ayes = Findling and Tyrer - Nays = Bade, Shattuck, Gierga

BUSINESS DISTRICT SPEED LIMIT DISCUSSION

Mayor Katie Findling initiated the discussion by referencing a successful initiative led by Mayor McNeely of Rockaway, which resulted in the designation of their area as a business district with a 20 mph speed limit. She advocated for a similar designation for Garibaldi, citing the trend among coastal cities to adopt consistent 20 mph zones. Mayor Findling emphasized the considerable impact of lowering the speed limit from 25 mph to 20 mph and confirmed that Garibaldi seems eligible under ODOT's criteria.

Councilor Sandy Tyrer informed that at a recent Garibaldi Business Association (GBA) meeting, there was notable support for a reduced speed limit, primarily due to concerns over vehicle speeds, especially on portions of the road that descent grade. Vice President Cheryl Gierga, who owns a business along Highway 101, endorsed the proposal but recommended consulting with impacted local business owners and residents to gather input before proceeding.

Councilor Norman Shattuck remarked that ODOT had previously indicated 25 mph as the minimal approved limit in past discussions. Mayor Findling, however, elucidated that the current proposal involves a different program, aiming for a designated business district status through ODOT.

Motion to request a reduction of the speed limit to 20 miles per hour.

- Moved by: Councilor Sandy Tyrer
- Seconded by: Mayor Katie Findling
- Motion Approved: Ayes = Findling, Tyrer, Bade, Gierga – Nays = Shattuck

The Council agreed to seek further feedback from the forthcoming GBA meeting and tasked city staff with initiating the process to secure a business district designation from ODOT. The designation would encompass areas where 50% or more of the property frontage over a distance of either 600 feet on one side or 300 feet on both sides is used for business purposes.

ITEMS REMOVED FROM CONSENT AGENDA

None were removed.

CITY MANAGER'S REPORT AND DEPARTMENT HEAD MATTERS

City Manager Jake Boone highlighted his report within the packet and provided two additional notes:

- A significant plumbing issue at City Hall was resolved after paper towels clogged the library restroom's toilet, resulting in flooding within the fire department.
- A security breach occurred with the theft of a public works vehicle, which was taken from a secure area. The vehicle, having sustained damage to the front end and windshield, was recovered near Miami. Although the contents remained secure, surveillance footage of the suspect is currently under review. A provisional gate has been installed while a permanent solution is underway.

COUNCIL REPORTS AND COMMENTS

Councilor Norman Shattuck notified the council about the destruction of the water meter cover at 207 Birch, requiring immediate replacement. Other council members had no further reports or comments.

PUBLIC COMMENT ON NON-AGENDA ITEMS

Tim Hall was allocated five minutes to address the council on a matter he deemed urgent. Mr. Hall alleged that City Manager Jake Boone did not satisfy the minimum job qualifications upon his hiring and accused him of misrepresenting his professional experience in his application. According to Mr. Hall, Mr. Boone claimed 13 years of experience but only worked three years as a staff member for the City of Cottage Grove. Hall further asserted that Boone inaccurately portrayed volunteer roles as employment and exaggerated his responsibilities. He provided council members with copies of Boone's application and urged either his resignation or termination. City Manager Jake Boone countered these allegations, stating unequivocally that they were unfounded. He affirmed that his tenure as a city councilor for ten years and as an assistant city manager for three years was clearly communicated during the application process.

Connie Corey articulated her dissatisfaction with the low engagement levels during the Great Shake Out emergency preparedness exercise. She mentioned the recent production of a new Garibaldi Preparedness Handbook, available for dissemination. Ms. Corey also expressed dissatisfaction with the current lack of regular communication from city leaders and noted there is a conspicuous absence of a newsletter or customary meetings with the Mayor or City Manager. Furthermore, Ms. Corey posed questions regarding the decision to retain current salaries for city employees while decreasing their workweek to 32 hours. Additionally, she advocated engaging with ODOT to discuss the potential relocation of speed limit signage in line with deliberations about the business district speed limit.

David Laine raised several concerns:

- He cited city code 2.0508(e), which requires the chair to determine if public comments are legislative or administrative and take appropriate action, claiming the Mayor does not comply with this requirement.

- He mentioned the Tourism Commission ordinance that has never been repealed but is not functioning.
- He disputed the City Manager's statement that all employees are salaried, noting that according to job descriptions, City Recorder/Clerk is classified as non-exempt (hourly).
- He questioned the city's arrangement allowing the Garibaldi Volunteer Fire Association, a 501(c)(3), to collect rent for an apartment in a city-owned building while the city pays for utilities and maintenance.

Councilor Sandy Tyrer asked Mr. Laine why he has never run for city council despite his regular criticisms of city operations.

Carolee North stated that she was not criticizing the council, who were elected by the community, but expressed her preference for Mayor Katie Findling's leadership over that of former mayor Tim Hall.


Roger Cooper expressed strong support for the 20 mph speed limit, stating that all active members of the business association would back this move. He cited safety concerns, particularly around Pacific Espresso, the hotel, and the food cart pod, noting that plans for a structure and deck at the food cart area would create more activity.

Susan Newman asked if the new fire chief would be attending future meetings. Mayor Katie Findling replied that for the foreseeable future, staff would not be attending meetings. When asked why, City Manager Jake Boone explained that he has instructed staff not to attend council meetings until further notice due to his duty to protect employees from harassment and bullying, a decision supported by the city attorney and CIS.

ADJOURNMENT

The meeting was adjourned at 6:36 PM.

The next regular council meeting will be Monday, November 17, 2025- 5:30 P.M.


Katie Findling, Mayor

ATTEST:


Jake Boone, City Manager