City Hall, PO Box 708, Garibaldi, OR 97118
Office: (503) 322-3327 503) 322-3737
City Email: city@garibaldi.gov

GARIBALDI CITY COUNCIL SPECIAL MEETING

Via Zoom	https://us02web.zoom.us/j/85416508643	Meeting ID:	854 1650 8643
Via Phone	253-215-8782	Password:	032757

TUESDAY NOVEMBER 10, 2026, 12:30 PM

A. CONVENING OF MEETING

B. NEW BUSINESS

1. Consideration and Approval of City Manager Interview Schedule and Interview Questions

2. Executive Session held pursuant to ORS 192.660(2)(a) to consider the employment of a public officer, employee, staff member or individual agent.

3. Action, if any resulting from executive session

C. ADJOURNMENT

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CITY MANAGER INTERVIEWS

December 1, 2026

Interview panel:
Linda Bade
Cheryl Gierga
Bud Shattuck
Tom Porter
Connye Corey
Becca Harth
Tad Pedersen
Nick Theoharis

8:00 – 8:20 Introduction to process and instructions

8:30 – 9:20

12:30 – 1:30 Lunch

Deliberation and recommendations for City Council

DRAFT

City Manager Interview
Panel 1 questions

Date: _____

Interviewer: _____

Candidate: _____

Total Score: _____

0 = No Experience/examples
1 = Minimal experience/examples
2 = Moderate experience/examples
3 = Good experience/examples
4 = Extensive experience/examples
5 = Exceptional experience/examples

1. Why did you apply for this job, and what in your background specifically prepares you for this position in Garibaldi?	Score: _____
2. The City of Garibaldi has had several city managers over the last 5 years, which resulted in issues "falling through the cracks", including not having financial audits complete since 2020. What actions would you take to bring the city to stability?	Score:_____

DRAFT

3. The City Council at times has had very diverse opinions. How would you protect the city government and staff from political whims and resident demands that are brought forth by individual City Councilors?	Score: _____
4. The City of Garibaldi has an engaged citizenry, not-for-profit organizations, and other active stakeholders. How would you get to know our community if you were our next City Manager? What specific process would you use?	Score: _____
5. Small towns have limited resources – both financial and staff. Collaboration with neighboring communities is essential for our success. Please tell us of a time where your community collaborated with a neighboring community to address an issue. Who benefited most from the collaboration?	Score: _____
6. How would you characterize your management style? What style of management do you use when in an emergency/stressful situation?	Score: _____

DRAFT

7. What experience do you have dealing with difficult individuals, be they members of the community, council members, or otherwise, and how have you handled it?	Score: _____
8. Please share your experience in leading your team to a successful conclusion. Name several actions <u>you</u> took to make your program/project a success.	Score: _____
9. What personnel skills have you used in progressive discipline, demoting, or firing an employee?	Score: _____
10. What is the largest budget you have managed? What role did you play in developing that budget?	Score: _____
11. Please describe your approach to balancing a budget. What are your thoughts on debt versus savings for cities?	Score: _____
	Score: _____

DRAFT

12. Please describe your approach to managing the budget throughout the fiscal year. What specific actions do you take to manage the budget?	
13. Please describe your experience with managing an emergency service department such as Police or Fire?	Score: _____
14. Please describe your experience with municipal infrastructure, developing a CIP, procuring contractors, and managing construction projects.	Score: _____
15. Please describe your experience with water and wastewater utilities; billing, regulatory requirements, NPDES permits, certifications.	Score: _____
16. What conditions would you set for accepting the appointment if offered?	Score: _____
17. Do you have any questions for us?	Score: _____
18. If offered the position, when can you start?	N/A

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