

Daniel E. Thenell
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Mr. Thenell,

Council President Greisen and I are writing to you in our personal capacities to express disappointment and concern in your latest communication to the Council.

First and foremost, we want to address the purportedly unanimous vote of "no confidence" in interim City Manager Alex Rains. Your communication arrived just days after the Council received another letter signed by every single department head and all her direct reports expressing unsolicited, unanimous and enthusiastic support for Ms. Rains. These individuals, mostly long-term employees, have worked closely with Ms. Rains for years and described her professional, extremely capable, team-oriented and collaborative. The letter highlights a few of Ms. Rains numerous achievements and contributions to our City.

Although your intent was clearly otherwise, your letter also highlights a few of Ms. Rains' attributes. As I understand from your letter and from conversation with Ms. Rains and other City staff, when Ms. Rains became aware of Guild members complaining about a lack of communication from her and City Hall regarding the transition in the police department, Ms. Rains took time from her extremely busy schedule to arrange one-on-one meetings with each member of the police department to hear personally from them about their concerns. Ms. Rains scheduled these meetings because, as her other employees describe, she is collaborative and team oriented. She wanted to understand the situation at the police department and start the rebuilding process. This is what we expect from our leadership.

For reasons only you can explain, you and the union president attempted to block Ms. Rains from meeting with her own employees. When they did agree to meet with her (which was what the Guild employees were requesting from her) they insisted in meeting in a large group and recording the conversation, in what appears to be a transparent attempt to intimidate her. Despite these efforts, Ms. Rains allowed the meeting to go on and listened to the concerns of Guild

members. In fact, she was in the process of finding a resolution that would work for all parties when your disappointing letter was delivered.

Let us be as clear as we can possibly be about this: recording a conversation with a supervisor and then providing it to an attorney for that attorney to use to try to discredit the supervisor by cherry-picking comments falls far below our expectations of our city employees. If employees had concerns, the professional, respectful and effective way to address those concerns was through conversations with Ms. Rains and then allowing Ms. Rains to do her job. We expect more from our police officers.

Regarding the other information in your letter, we understand a councilor asked you to provide it and you did so. However, as Peter Watts explained to you at our meeting last week, the City Council does not supervise the majority of City employees. Our charter delegates that authority to our City Manager. As illustrated above, we have enormous trust and confidence that when issues are brought to Ms. Rains' attention, she addresses them. As a Guild attorney, or union members, you may not be privy to the outcome of confidential personnel matters regarding non-union members of the police department, and therefore your opinions on the matter and how they were handled are not well-informed.

As elected leaders we have an obligation to our community to create a positive team environment so that the City can provide the best possible services to our constituents. It is our expectation that the City's employees will work together in a professional manner to resolve any differences that may arise. We invite you and the Guild to join us in these efforts and move away from the divisive tactics that have become commonplace under your leadership.

Scott Burge
Mayor
City of Scappoose

Megan Greisen
Council President
City of Scappoose