

8/24/2021

Daniel E. Thenell
12909 SW 68th Parkway,
Suite 290 Portland, OR 97223

Dear Mr. Thenell and SPOG,

I am writing this letter to you on my own personal capacity in regards to your most recent letter written August 22nd, 2021, "No Confidence Vote in Chief Norm Miller and Alex Rains." As a citizen of the city of Scappoose for the last 9 years, resident of South Columbia County for 38 years, and a City Councilor for the last 3 ½ years, I feel as though I have a big investment into this city of ours. I have also managed a large group of employees over the last 14 years in my work life. The reason for this letter is to share my thoughts and concerns with you.

First of all, it's important to note that in our current city charter, the role of council is to only manage the City Manager, Attorneys, and Judges. It is the role of the City Manager to manage city staff. As a city councilor, I am not privy to personal and confidential employee information. That being said, it's also important to note that in any Manager/Employee interaction, the results of an outcome, are also to be kept confidential. For example, if I have a complaint from an employee in regards to their direct supervisor, I cannot share the results of any disciplinary actions/ plan of action with the complainant. I would express to that employee that I've dealt with the matter, and that if there are any other issues, my door is open. Although I'm sure that you are aware of that.

Secondly, I would like to address the issue of timeline. Ms. Rains has made it clear that she is in the process of hiring an interim Police Chief. This process, as you should know, is not a simple process, nor a quick process. However, I find it very interesting, the timing of your "vote of no confidence" right before the interview process of hiring a City Manager. Right before your letter, I received a letter from in support of Ms. Rains from the majority of city staff, commending her on "leadership, professionalism, and a commitment to public service". The majority of staff has commended her in her ability to lead. I have gotten to know many of these employees who have worked with Ms. Rains over the past 6 years, and trust their opinion of her. As Interim City Manager, Ms. Rains has faced many challenges and has exceeded all expectations. This has been especially difficult in a very "anti-trust of government" time period. I commend her on her hard work and dedication to this city. I do not agree with your "no

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confidence” vote, and it seems that a majority of City Staff feels the same according to their letter of support.

Finally, in your letter you state that SPOG is looking forward to “rebuilding the police department that the citizens and business of Scappoose deserve.” If that is truly the case, I recommend that you *work with Ms. Rains, not against her*. She has followed through in each of her commitment in rebuilding the police department, yet it is clear that your intentions are to not allow her to succeed in doing so. You are creating a distrust, not helping resolve one. I implore you to let her do her job, as I know and trust that she has the best intentions for the City of Scappoose. Again, I am hopeful that you and the Guild will work Ms. Rains in rebuilding trust and “the police department that the citizens and business of Scappoose deserve.”

Josh Poling

City Councilor

City of Scappoose