

DYSFUNCTION,

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councilor Ross Day, who at last week's meeting described the selection process and contract as "shoddy work" and "embarrassing." Ross's main concern with Prothman, which is a Washington company, was that they weren't a registered business in Oregon.

City Attorney Shannon Johnson seemed

to alleviate these concerns at Monday's session, informing the council that Prothman was now registered. Johnson added that he had conferred with colleagues in other cities who said that it wasn't abnormal the company wasn't registered before.

Day, however, was still upset that the mayor, finance director and human resources director were the only people involved in the selection of Prothman.

"Something better change. I'm looking at everybody in the room. Something better change and include all seven councilors. It's not staff's decision, period," said Day,

banging the gavel to emphasize his point.

Prothman was one of three eligible companies that applied to help Keizer recruit a city manager.

The mayor, finance director and human resource director individually scored each company based on project understanding, qualifications, and project approach and schedule. Prothman was selected after receiving the highest collective score.

Mayor Cathy Clark said using a limited committee to propose a selection, rather than the whole council, was typical. She added, however, that she should have

realized this wasn't a typical selection.

No contract with Prothman would have been signed without final approval of the council. Additionally, while Prothman would help recruit city manager candidates, and propose viable candidates, all final decisions would have been by the council.

"One of my concerns in this process is that by, disrespecting our staff, and calling into question every little detail of every little piece of the process, we are disincentivizing candidates," said Reid. Reid added that while some of the questions raised

BU\$INESS AND Services DIRECTORY

SPOTLIGHT

At every stage in life there are challenges, some anticipated and some not. Seniors have unique legal needs and challenges that are best served by an attorney with extensive knowledge and experience in the field of Elder law.

Kathy Belcher, a Keizer resident for over 25 years, and an active participant in the community, is an Elder law attorney that has been serving the needs of Salem-Keizer's elderly population for over two decades. Kathy is a member of the National Academy of Elder Law Attorneys (NAELA), and Oregon State Bar's Elder Law & Estate Planning sections. She has written a number of articles on elder law topics and is a frequent speaker on estate planning, Medicaid, and elder law topics, regularly presenting free educational seminars for public and private groups.

Kathy and the attorneys at McGinty Belcher & Hamilton, Attorneys, PC are dedicated to helping the elderly,



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disabled, persons with special needs and those suffering from Alzheimer's and other dementias, handling the needs of their clients with professionalism, compassion and understanding. In a time of crisis, they bring comfort and clarity. The quality of their legal work and the trust and respect from their clients has earned them outstanding reviews and recognition as one of Salem-Keizer's leading elder law firms.

Whether you need to draft a will, a

power of attorney, a medical directive, establish a trust, buy or sell your home, arrange for long term care, establish a guardianship or conservatorship, protect assets or resolve some tough issues related to these areas, Kathy and the attorneys at McGinty Belcher & Hamilton, PC are here for you.

We are proud to offer prompt, individualized attention and elder law services to help you realize your personal and financial goals.