

# Manager: ‘This is arguably the most important position in the city of Seaside’

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The community needs to be a part of this process.”

Gretchen Darnell, former sales manager at the Seaside Civic and Convention Center, who retired last year, said she was disappointed with the process.

“Yes, I am part of a group of concerned citizens,” Darnell said. “I am disappointed in the process, and would hope that more community members could have an opportunity to be heard.”

Read said she had concerns about the lack of publicity for a Feb. 16 Zoom session with recruiters and the short time-frame for survey input, which ended Feb. 21.

Kathy Kleczek, a Seaside planning commissioner who said she is speaking as a private citizen, said she was concerned that the city has not effectively engaged the community, as evidenced by the poor turnout at the Feb. 16 meeting.

“The timeline for the search is very narrow,” Kleczek said. “Will this be enough time to conduct the best search process, not just a search process?”

There was only one social media post on the city Facebook page prior to the day of the “public outreach/input” session, Kleczek said, and no newspaper advertising that she could find.

“This is arguably the most important position in the city of Seaside,” Kleczek said. “I would like to see the efforts reflect the importance of the role.”

## Leveraging networks

Read, Kleczek and others were part of a Jensen Strategies meeting to hear public input on the city manager position. Mark Winstanley, named city manager in 2001, will



Seaside Signal

## City Manager Mark Winstanley will retire in June.

retire in June.

After announcing the opening internally, Seaside received one internal candidate for the position in December.

To expand that search, the City Council voted to expand the recruitment and search to the hiring of consultants Jensen Strategies.

The goal of the Feb. 16 session, said Amelia Wallace of Jensen Strategies, was to understand a bit more about public perceptions and what residents hope to see in the next city manager.

“We’ll be taking notes to incorporate that into the candidate profile that will then guide the search process,” Wallace said.

“We do national, regional and local advertisements as well as reaching out to our networks and that includes a number of educational institutions in the Pacific Northwest. I’m a proud University of Washington graduate from the master of public administration program there and we work with a number of programs to reach a wide

variety of folks.”

Jensen Strategies works with education programs to leverage alumni networks and teaching practitioners in addition to utilizing the firm’s deep networks in Oregon and Washington to invite potential candidates, Wallace added.

While participation in the Feb. 16 was small, voices at the meeting were clear in their goal of seeking a city manager who would be responsive, a good communicator and possess the array of skills necessary to run a complex small city.

The bar needs to be “set pretty high” for the position, Read said.

“There are a lot of dynamic things happening in this community right now: opportunities for development, opportunities for us to look at how we want to move our community forward, who is going to be crafting that, who are going to be our leaders and how we’re going to be flexible and resilient,” Read said

## Wish list

The city manager needs to be a seasoned, experienced administrator, Read said. “I think we really need that at the top of my list.”

Kleczek said the next city manager should be “someone who is willing to take the reins, forward thinking, with a vision for the future of more public engagement and involvement.”

She also sought a “fresh set of eyes, whoever might be out there that this is the best fit for the future of Seaside, not just the quickest hire.”

Darnell said Seaside needs someone who can unite the community.

“I’ve enjoyed working for Mark Winstanley, but I think it’s always good to have a change,” she said. “I would like to see an experienced, well-rounded, friendly, approachable city manager.”

Housing is a huge issue, Darnell said, as are homelessness, addiction, and mental health.

“Those are all crucial. Almost every city in the Northwest is dealing with those problems. I like the idea of a fresh set of eyes.”

Read said small communities are all grappling with many of the same issues: affordable housing, child care, substance abuse, mental health and public safety.

“We have to have somebody that really knows how to navigate those particular issues that a lot of people, a lot of municipalities are grappling with,” she said.

Clatsop County is unique, Read said, large in geography with unique cities. “I hate that Seaside has been a foot-dragger in terms of being more a part of the county. We seem to be kind of the last

in mind when it comes to those kinds of innovative ideas that other cities have come forward with and are grappling with.”

The city should seek a strong leader who can work with others in the community at the county and state level, Darnell said, “someone who can bring us together so we’re all on the same page and we’re looking forward to the future.”

Kleczek said the next city manager should have a history of success, whether as a city manager or with a proven track record, who could engage on multiple levels with business owners, residents, employees, employers, visitors, retirees and students.

The city also needs someone who is not “afraid” to talk about the potential for a tsunami or Cascadia Subduction Zone event, she said.

“We need to be better tsunami-prepared,” Kleczek said. “That is something that is actively part of the conversation, it’s not a skeleton in the closet. It’s sitting at the dinner table. And we are actively engaging in that.”

The city manager should also take the lead in the process of developing a new comprehensive plan, she said.

“That should be an all-encompassing process, involving all segments of the community and the varying interests of those segments,” Kleczek said.

The candidate needs to be forward-looking to create the foundation for a sustainable future for Seaside, she said. “Many of the community members and staff have been involved in their positions for many years and may be looking at retiring. With the potential turnover of key leadership

positions, it is vital to find a person that is a leader with qualities that inspire involvement and is capable of using technology to move the city forward.”

The Jensen survey received 35 responses, Wallace said.

Emily Rehder, office manager of Jensen Strategies, said the posting will be submitted for four weeks, from March 18 to April 22.

“From there we will rate applications using the candidate profile and make our recommendations to the City Council to select up to four finalists,” Rehder said. “Finalists week begins May 16. On Tuesday, May 17, we will have a ‘meet the finalists’ community reception where the community will have an opportunity to meet all of the finalists in an open dialogue and discussion. Wednesday we’ll have panel interviews and then Thursday we will have City Council interviews. By Friday, the City Council will deliberate and work toward their decision.”

Kleczek said she would like to know who will be on the panel. “Will it be just Seaside officials or citizens?”

She recommended involving other city or county managers in the process, as these are some of the groups the new manager will need to collaborate with.

“I know there are lots of talented people already in Seaside,” Darnell said. “Is there a local resident who possesses the skills to be the next city manager? I don’t think so and my suspicion is that there are many people outside of Seaside who have the experience needed. I’m really happy folks are paying attention, because it is such a big decision.”

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\*Pre-employment drug test is required  
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**LOADER OPERATOR/OILER**

Bayview Asphalt Inc. -EOE- is looking for an **Loader Operator/Oiler**  
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**651 Help Wanted**

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**Road Maintenance Worker Trainees**  
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Public Works seeking two full-time trainees for maintenance, repair, construction of roads, bridges. Requires knowledge construction, repair methods, CDL learner's permit. Details and to apply by March 14, 2022, visit [www.co.clatsop.or.us/hr](http://www.co.clatsop.or.us/hr), Career Opportunities. **AA/EOE.**

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\*FT w/benefits  
\*Competitive wage  
\*Pre-employment drug test is required  
**Apply at Bayview Asphalt Inc.**  
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**Public Works Utility Worker**

City of Warrenton Public Works Department is accepting applications for a Utility Worker I or II depending on qualifications and experience. This is an AFSCME union position w/ excellent benefits including PERS/OPSRP, Medical, Life and AD&D insurance, paid vacation, holidays and sick leave.

**Utility Worker I Salary Range 17: \$3,336.58-\$4,055.63 monthly**

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Applications packets are available at 45 SW 2nd Street, Warrenton, OR  
And online on the City of Warrenton website. <https://www.ci.warrenton.or.us/jobs>  
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**651 Help Wanted**

**Assistant Pool Manager Clatskanie Park & Recreation District**

Clatskanie Park & Recreation District is now accepting applications for an Assistant Pool Manager.

**Requirements:**  
Beginning in February/March and continuing through September assist the Pool Manager with training, managing and evaluating approximately 20 lifeguards. In addition, this position helps in planning, organizing, scheduling and teaching programs offered at our seasonal outdoor pool.

**Knowledge and Skills:**  
Experience in pool management, supervising employees, administration, leadership and good public relation skills is highly desirable. Knowledge in pool maintenance, water chemistry testing and related is helpful.

**Experience and Training:**  
Experience preferred or the willingness to work within an agreed upon time frame between the applicant, Pool Manager and District Manager to obtain the required and suggested certifications for the position; First-Aid, CPR, AED certifications, Lifeguard and Lifeguard Instructor and Training, Water Safety Instructor and CPO (Certified Pool Operator) certifications.

You can request an application and a copy of the full job description by phone at 503-728-2757, by email at [csp@cni.net](mailto:csp@cni.net) or stopping by the pool office when open (hours will be posted on door).

Applications can be returned by mail to: Clatskanie Park & Recreation District, PO Box 737, Clatskanie OR 97016 or by email to [csp@cni.net](mailto:csp@cni.net) or in person at the pool office when open (hours will be posted on door).

If you have any questions, please contact Cyndi Warren, 208-249-7144  
**Applications will be accepted until 3:00pm on Monday, March 14, 2022**