

SPECIAL CITY COUNCIL MEETING
April 2, 2008

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4 Attended: Stan Horrell, Mayor
5 Jim Munyon, Councilor
6 Frank Primozic, Councilor
7 Pam Woodworth, Councilor
8 Tim Coe, Councilor
9 Roger McKinley, Councilor
10 Bill Harrington, Councilor
11 Bob Titus
12 (see attached list)
13

14 The Mayor called the meeting to order at 7:00 p.m. and announced that the
15 purpose was to render a decision on a personnel matter and called for an
16 executive session pursuant to ORS 192.660(2)(b) Discipline of Public Officers
17 and Employees.
18

19 Bob Titus said he wanted an open meeting and told the Council not to waste his
20 time, but to “just go ahead and vote.”
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22 Councilman Munyon asked Titus if he was employed by an outside contractor
23 while he was out on sick leave. Titus replied “You have the letter.” It was
24 confirmed he was referring to his letter of March 23, 2008. He was asked which
25 paragraph he was referring to but said “just read the letter.” Munyon read the
26 statement at the bottom of the letter; “...I Bob Titus deny any and all charges as
27 outlined in the certified letter that I received on March 21, 2008.” Munyon asked
28 if that meant he wasn’t employed. Titus said “There’s your answer.”
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30 Tim Coe asked Titus where he came up with “endangering, bullying, abuse and
31 harassment.” Titus did not answer.
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33 Roger McKinley suggested that due to the hostile nature of the employee and the
34 letters received, the Council should go ahead and make a decision and live with
35 it. Frank Primozic said he wanted to ask Titus a question first. Primozic asked
36 Titus if he would explain the difference in what he (Titus) was doing in John Day
37 as opposed to his job for the City. Titus said there was no difference that he
38 knew of. Primozic asked for clarification of his understanding that Titus had
39 taken sick leave from working for the City and was doing a similar function in
40 John Day. Titus replied that it was between him and his doctor.
41

42 Roger McKinley stated that he wanted to make a motion. **MSP: Due to the**
43 **hostile nature of the employee and the letters that have been conveyed**
44 **back and forth, to look at them and make a determination, Roger**
45 **McKinley/Jim Munyon.** Horrell, Primozic, Woodworth, Coe, Harrington,
46 Munyon and McKinley voted in favor.

1 The Council then reviewed the information they had and confirmed that the City
2 County Insurance attorney had been contacted. It was agreed that the personnel
3 policy regarding outside employment requires written approval. It was
4 questioned as how long Titus had been working for or helping Dice and it was
5 stated that he was asked that question but didn't answer. It was noted that it
6 would be easier to make a decision if Titus would respond to questions. Titus
7 remarked that he didn't come to the meeting to do their (the Council's) job for
8 them. He was told that part of the investigation was the meetings. Titus said the
9 investigation should have been done before he got a letter and said he didn't get
10 a telephone call. It was stated that he got a letter instead, and he was again
11 asked if he was working. He replied "I don't know, was I? You done the
12 investigation." He was told that the Council was just trying to make a decision
13 and Titus told them to go ahead and make one. It was stated that Titus was
14 doing substantially the same work (in John Day) while he wasn't able to work for
15 the City and that it constitutes a clear violation of policy. As far as verification it
16 was stated that he was seen working. It was also stated that the CIS attorney
17 said that it doesn't matter if it was compensated or volunteer time. **MSP: To**
18 **terminate the employment of Bob Titus, Bill Harrington/Tim Coe. Horrell,**
19 **Primozic, Woodworth, Coe, Harrington, Munyon and McKinley voted in**
20 **favor.**

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22 The Mayor said he was sorry it had to go this way and that it would have been
23 better to sit and talk. Titus asked to have his final check mailed. It was
24 confirmed that the termination was to be effective immediately and that the check
25 needed to be made out the next day by closing. It was agreed that a letter
26 should be sent instructing Titus to return any City property he has in his
27 possession. It was suggested that perhaps Georgia Patterson and Chris
28 Camarena may know what City property he may have.

29
30 It was commented that is was sad that Titus would not talk to the Council since
31 their speaking with him was considered part of the investigation. It was noted
32 that he chose not to attend the first meeting and would not answer questions at
33 this meeting. There was some concern that he appeared to think that an
34 investigation had already been completed before the meetings. It was agreed
35 that the matter should not be discussed publicly.

36
37 7:30 p.m. It was moved and seconded to adjourn.

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39 Respectfully submitted:

40
41 _____
42 Diane Clingman, City Recorder

43
44 Approved this date: _____
45 _____
46 Stan Horrell, Mayor