



925 S. Main Street  
Lebanon, Oregon 97355

TEL: 541.258.4261  
Angela.Solesbee@LebanonOregon.gov  
www.LebanonOregon.gov

# MEMORANDUM

*Human Resource Services*

To: Mayor Jackola and City Council  
From: Angela Solesbee, HR Director  
Subject: City Manager Contract

Date: October 09, 2024

## I. INTRODUCTION

Approval of the City Manager Contract

## II. CURRENT REPORT

In September 2023, The City of Lebanon passed Resolution 2023-14, and adopted a City Manager Position Profile, including compensation and benefits, as the Standards, Criteria, Policy Directives and Methodology to be used in hiring a City Manager and allowed for Public Comment during the Public Hearing.

The recruitment and interview process yielded no final candidate. The City Council directed staff to suspend the City Manager Recruitment until July 2024.

The City Council revisited the recruitment during the August 14, 2024, Regular City Council meeting. Councilor Steinhebel stated that Interim City Manager Ron Whitlatch has done an excellent job and has lived in the community for 30 years. Councilor Steinhebel stated she would support Ron Whitlatch as the permanent City manager. Consensus of the Council was the same. City Council directed myself and City Attorney Tre Kennedy to negotiate a contract to bring back to Council.

The City Manager Contract does request a waiver from the residency requirement adopted in the 2023 City Manager Job Description. While the residency requirement serves an important purpose, Interim City Manager Ron Whitlatch, who resides just outside the city limits, has throughout his 30 year career with the city, demonstrated his commitment to local engagement and community, and shown an ability to effectively lead our city and address challenges regardless of his residency status.

## III. RECOMMENDATION

Make a motion to approve the City Manager Contract between the City of Lebanon and Ron Whitlatch and authorize the Mayor to sign the same.

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