

CITY OF ST. HELENS WORK SESSION
March 17, 2025

| Current Governing Policy | Legal Recommendations for revisions to Governing Policy |
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| Hiring | |
| City Council hires City Administrator | No change |
| City Council hires Department heads | City Administrator selects Department head for hire, to be confirmed by City Council |
| Collaborative process of Council liaison, City Administrator and Department head hires Department employees, or if cannot agree, refer to Council | Department heads hire Department employees, subject to City Administrator approval |
| Supervision and Discipline | |
| City Council supervises and disciplines City Administrator | No change |
| City Administrator supervises and disciplines Department heads | No change |
| Department heads supervise and discipline Department employees | No change with input from City Administrator as needed. |
| Termination | |
| City Council terminates City Administrator | No change |
| City Council terminates Department Heads | City Administrator terminates Department heads |
| Collaborative process of Council liaison, City Administrator and Department head terminates Department employees, or if cannot agree, refer to Council | Department heads terminate Department employees |
| Performance Evaluations | |
| City Council evaluates City Administrator | Annually |
| Council liaison and City Administrator evaluates Department head. | Annually |
| Department employees are evaluated by supervisors, subject to review and approval by Department head | Annually |