



REQUEST FOR COUNCIL ACTION

Title: Request for Council Action – Approving the Public Works Advisor Contract

Preferred Agenda: January 27, 2026

Submitted By: Cecily Hope Pretty, Deputy City Manager

Reviewed By: Blair Larsen, City Attorney
Jason Ogden, City Manager / Police Chief

Type of Action: Motion Resolution Reading

Relevant Code/Policy: N/A

Towards Council Goal: Effective Government, Infrastructure, Essential Services

Attachments: Public Works Advisor Contract

Purpose of this RCA:

The purpose of this RCA is to approve a contract for a Public Works Advisor with Greg Springman, former City of Sweet Home Public Works Director.

Background/Context:

Mr. Springman retired from his full-time position as Public Works Director effective December 31, 2025 and the Public Works Director position is currently vacant.

The Challenge/Problem:

There are currently numerous Public Works executive recruitments open in Oregon and nationwide and a shortage of qualified candidates. The City of Sweet Home does not plan to open a recruitment for the Public Works Director position immediately due to the competitive nature of the job market but has a need for industry knowledge to ensure continued operations in the Public Works Department. The City and Mr. Springman are mutually interested in a part-time employment agreement to provide transitional support, institutional knowledge, and general advisory services related to the City's Public Works Department. The City Manager's Office and Public Works management will provide day-to-day oversight and staff management.

Issues and Financial Impacts:

The contract will pay Mr. Springman \$25,000 annually and fund 25% of elected medical benefits. This amount is available in salary savings.

Elements of a Stable Solution:

A fiscally responsible arrangement to preserve continuity in Public Works operations within a challenging hiring climate.

Options:

1. Do nothing: The City will not retain Mr. Springman as a part-time employee.
2. Move to approve the item as proposed: Mr. Springman will begin employment with the City on a part-time basis.
3. Move to approve the item with amendments: City Council may propose revisions to the proposed contract.

Recommendation:

Staff recommends option #2: Move to approve the item as proposed.