



LEBANON CITY COUNCIL WORK SESSION (GOAL SETTING) MINUTES

November 12, 2025 at 12:00 PM

Library Community Meeting Room
55 Academy Street, Lebanon, Oregon

MISSION STATEMENT

*We provide services that foster a resilient, safe, and growing community,
strengthened by our community connections*

Mayor: Kenneth Jackola

Council President Michelle Steinhebel | Councilor Dominic Conti | Councilor Carl Mann

Councilor Jeremy Salvage | Councilor David McClain | Councilor Dave Workman

CALL TO ORDER WORK SESSION

City of Lebanon Work Sessions are less formal meetings that enable the Council to focus on and explore in detail a topic with staff and/or consultants. Like regular Council meetings, citizens are encouraged to attend and observe work sessions. Unlike regular Council meetings, work sessions do not include public hearings or other opportunities for citizen comments. Should action be required, that topic would be brought back to the next available regular session, at which time citizens would have the opportunity to comment before a formal action is taken. This meeting will not be broadcast live or recorded.

The work session was called to order at Noon.

PRESENT

Mayor Kenneth Jackola, Councilor - Ward 1 Dominic Conti, Councilor - Ward 2 David McClain, Councilor - Ward 2 Dave Workman, Councilor - Ward 3 Jeremy Salvage, Council President - Ward 3 Michelle Steinhebel

ABSENT

Councilor - Ward 1 Carl Mann

STAFF

City Manager Ron Whitlatch, Police Chief Frank Stevenson, Development Services Director Shana Olson, Public Works Director Jason Williams, Library Services Director Kendra Antila, Senior Center and LINX Director Kindra Oliver, Human Resources Director Angela Solesbee, Finance Director Brandon Neish, City Recorder Julie Fisher, IT Director Brent Hurst, City Attorney Tre' Kennedy (excused early)

DISCUSSION ITEMS

Consultants Sara Wilson and Ashley Sonoff of SSW Consulting led the discussion on the Strategic Plan review and update.

- 1. Strategic Plan Review and Update:** Council members and staff will participate in a review of the Strategic Plan. Council will take no official actions.

The City Council and City leadership team met with SSW Consulting to review year one of the City's five-year Strategic Plan and establish priorities for year two. The session included a

review of accomplishments, organizational context, core functions, funding outlook, and other key considerations including community needs, political factors, and IT resources.

Through discussion, the Council identified the Wastewater Treatment Plant Project as the highest priority, followed by reopening the Municipal Jail, potentially funded by a local option levy in November 2026. Additional priorities included development of the Champion Mill site. Staff were provided policy direction to align resources and funding to support implementation of these priorities. The strategic plan will be updated to reflect year two initiatives and Council priorities and will be presented for review and adoption at a future regular City Council meeting.

ADJOURNMENT

The meeting adjourned at 3:22 PM.