



# DEI

## How Cities are Implementing Diversity, Equity & Inclusion Initiatives

Community members gather for a "Welcoming Rally" in front of the Library as part of Beaverton Welcoming Week in 2017.  
Photo by the City of Beaverton

**ALSO IN THIS ISSUE**  
Legislative Session Recap  
American Rescue Plan Update  
2021 LOC Annual Conference



# CIS Servicing Group Powered by SAIF

*We saved \$47,000 this year by joining the CIS Servicing Group! This new SAIF/CIS workers' comp partnership is a winner!*

*Susie Marston, City Manager, City of Gervais*

## 250 CIS Members Have Joined!

Many members just like Gervais saved significantly on their workers' compensation premium.

- **SAIF** provides claims management services, financial strength, and serves as the workers' compensation carrier.
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*For more information, visit [cisoregon.org/ServicingGroup](http://cisoregon.org/ServicingGroup) or contact Bill LaMarche, CIS member relations manager, at [blamarche@cisoregon.org](mailto:blamarche@cisoregon.org).*



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**96<sup>TH</sup> ANNUAL CONFERENCE**

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# Educating residents together.

## Did you know?

- Over 240,000 water main breaks occur each year in the U.S.\*
- 78% of homeowners surveyed believe their municipality should educate them on repairs and preventative measures\*\*

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\* <https://www.infrastructurereportcard.org>

\*\* 2017 IPSOS Survey of HomeServe policyholders and non-policyholders

# Local Focus



Local Focus is published quarterly by:  
League of Oregon Cities  
1201 Court St. NE, #200  
Salem, Oregon 97301  
(503) 588-6550 • Fax: (503) 399-4863  
[www.orcities.org](http://www.orcities.org)

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### MAGAZINE STAFF

#### Editor

Kevin Toon, [ktoon@orcities.org](mailto:ktoon@orcities.org)

#### Designer

Julie Oke, [jmoke@orcities.org](mailto:jmoke@orcities.org)

#### Contributing Writer

Melody Finnemore, [precisionpdx@comcast.net](mailto:precisionpdx@comcast.net)

Non-member subscription rate: \$96 per year

Published articles and views expressed in *Local Focus* do not reflect any direct or implied endorsement by the League of Oregon Cities unless specifically stated as such. Publication of any advertisement should not be considered an endorsement of the product or service involved.



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## From the Executive Director

# The Path Ahead

**C**hallenge versus opportunity.

That was the constant struggle faced by the LOC, and so many other entities, during these past 18 months.

In March of 2020, this organization dove into the unknown with the rest of the world, and we wrestled with the immediacy of the situation and how the LOC would adapt to the uncertainty and the growing information void. The cornerstone of this 96-year-old state league has always been advocacy and supporting all of Oregon's 241 cities. The question quickly became: "How do we remain effective, relevant and still fulfill our mission to our members?" This was the challenge so many of us faced in a year fraught with constant change and a lack of clarity.

We could have gotten stuck here. We could have found ourselves caught up in having our operations disrupted, technology challenges and decentralized working conditions. In the end, and moving at light speed, we made the conscious decision that our role in the state would change. We would lead. We would take a strong leadership role and we would break the mold of what it meant to be a state municipal league.

We moved mountains to get it done, employing the art of the pivot, and we did it at breakneck speed.

We began asking ourselves how we fit into the structure of state emergency response and by looking inward at both our strengths and weaknesses. It quickly became clear that the LOC was proficient at unifying efforts, communicating, and convening to build consensus and momentum. The LOC Board of Directors was solidly behind the visioning, and the staff was enthusiastic about playing a larger role in both the immediate and ever-changing circumstances, but also in the recovery that would ultimately follow.

Many of you are familiar with our efforts and output from our weekly statewide update calls for city leaders. Those calls were

*(continued on page 20)*



Mike Cully  
LOC Executive Director

When's the best time to prepare for **wildfire season**?

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## Updated ARPA Reporting Guidance Released

The U.S. Treasury has released new guidance on compliance and reporting that every city will need to follow when they report on their American Rescue Plan Act (ARPA) expenditures. The first reports will be due **August 31** for larger cities receiving funds directly from Treasury, and **October 31** for smaller cities receiving funds through the state.

### [New – Compliance and Reporting Guidance](#)

Previously released guidance on the use of American Rescue Plan funds is available on the [U.S. Treasury's main ARPA webpage](#).

- The [FAQ document](#) gives plain language answers to some of the questions cities will most likely be considering.
- The [Interim Final Rule](#) is the most comprehensive guidance, and like all the documents, is searchable using CTRL+F on your keyboard.

The FAQ document has seen several revisions since it was originally introduced. The June revisions included some especially

helpful guidance on what revenue sources should be included in lost revenue calculations (see question 3.13 and the new appendix).

The LOC will continue to update our [American Rescue Plan Resource Hub](#) as more information becomes available. The LOC held an informational Zoom meeting in May to unpack the guidance, and member cities can watch a recording of the meeting and see the PowerPoint presentation on the [LOC's website](#). The National League of Cities has additional resources on the [NLC ARPA Hub](#).

**Contact:** Mark Gharst, Lobbyist - [mgharst@orcities.org](mailto:mgharst@orcities.org) or 503-991-2192

**AMERICAN RESCUE PLAN**

LOC Home > Resources > Reference > American Rescue Plan Resource Hub

Share: [f](#) [t](#) [e](#)

### American Rescue Plan Resource Hub

Signed into law by President Biden on March 11, 2021, the American Rescue Plan (ARP) allocates \$1.9 trillion to COVID-19 relief and economic recovery. Cities in Oregon will directly receive more than \$680 million through the Coronavirus Local Fiscal Recovery Fund.

These funds will be provided over two distributions; the first half is available now for metropolitan cities and in mid-June for smaller cities, the second half will be available one year later. **Funds will be available for**

## LOC Creates American Rescue Plan Resource Hub

The LOC website now features a [resource hub](#) dedicated to the ongoing implementation of the American Rescue Plan. The webpage contains information on funding, spending guidance, latest news, links to the U.S. Treasury and NLC, and more.

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Guidehouse Insights ranked Ameresco number one in their 2021 Energy as a Service (EaaS) Leaderboard report. Ameresco is honored to be recognized by a host of industry agencies including:



# Make a Difference – Get Involved!

## Apply for the LOC Board of Directors

The LOC is currently soliciting applications for service on its board of directors beginning in January 2022.

The board sets the positions LOC takes including advocacy at the State Legislature, guides the LOC staff, and oversees the budget.

LOC Vice President Tanea Browning, a city councilor in Central Point, says one of the most valuable aspects of service on the LOC Board is the opportunity to travel around the state and meet local government leaders in different communities who will share their unique perspectives and mindsets.

“That in itself presents the argument for why people need to get involved in the LOC,” she said. “For those people who feel their voices aren’t heard, it’s a great opportunity to join the LOC Board, get involved in activities and be active. And another thing is that it’s really fun.”

There are three types of positions open, however, the deadline to apply for the Appointed City Official Director Position has passed.

- 1. LOC Treasurer.** There is one open position for Treasurer. The Treasurer is one of four board officers who serve on the LOC Executive Committee. Once elected as Treasurer, the office holder serves a four-year term, advancing each year to a higher level of office. The Treasurer automatically ascends to the position of Vice President in their second year on the board. The Vice President automatically ascends to President in their third year on the board. Finally, after completing the year as President, the person becomes the Immediate Past-President (a position that still retains voting privileges). Application deadline is **October 6**. [Apply for the Treasurer position](#)
- 2. Elected City Official Director Position(s).** This year, there are three open Elected City Official Director positions. Elected City Official Directors represent all geographic regions of the state and varied city populations. The term of office for an Elected City Official Director is three years, with the term beginning on the first board meeting of the new calendar year following the election. Application deadline is **October 6**. [Apply for an Elected Official Director position](#)

All applicants for the Treasurer position and Elected Official Director position should note that they will be required to make a presentation to the LOC Nominating Committee during a publicly

noticed meeting on Thursday, October 21 as part of the LOC Annual Conference in Bend. The Nominating Committee will put forward its recommendation to the LOC membership during the LOC Annual Business Meeting, Saturday, October 23.

Candidates for all three offices should know that the LOC Bylaws allow for nominations from the floor of the Annual Business Meeting.

**Contacts:** Christy Wurster, Operations & Member Engagement Director - [cwurster@orcities.org](mailto:cwurster@orcities.org); Mike Cully, Executive Director - [mcully@orcities.org](mailto:mcully@orcities.org)

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## Angela Speier Joins LOC as Project and Program Coordinator



Angela Speier has returned to the LOC as its new Project and Program Coordinator in the Member and Administrative Services Department.

“We are extremely excited to have Angela back at the LOC after working for two municipalities” said Christy Wurster, LOC’s Operations & Member Engagement Director. “Her

experience serving as an assistant city administrator and city clerk in the cities of Lafayette and Silverton will prove very valuable with assisting our members.”

Speier started on July 12 and her responsibilities include record management, providing administrative support for a variety of LOC committees, supporting the small cities program, and working on special projects as assigned.

“I’m excited to bring the skills and knowledge I have gained while working with the cities of Lafayette and Silverton back to the LOC,” Speier said. “I can’t wait to hit the ground running and provide top quality support to our membership and affiliates.”

Speier began her local government career in 2006 with the city of Salem as an intern and eventually an Administrative Analyst. In 2008, she joined LOC as the Intergovernmental Relations Assistant and later served as the Intergovernmental Relations Research Associate. She left the League to serve as the assistant city administrator in Lafayette and then moved to the city of Silverton where she served as assistant to the city manager/city clerk. Speier holds a Bachelor of Science degree in political science from Western Oregon University. She is also a graduate of the 2019/2020 cohort for the Northwest Women’s Leadership Academy (NWWLA).

Contact Angela at [aspeier@orcities.org](mailto:aspeier@orcities.org).

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# Thank You, Tracy Rutten Rainey and Denise Nanke



Once the legislative session closed shop this year, **Tracy Rutten Rainey**, an eight-year veteran of the LOC's lobby team, took a new position with Clean Water Services (CWS) as a senior policy analyst. CWS is widely recognized at the national and internal level as the premier water resources agency.

Since 2013, Tracy's work for the LOC and its members has been exceptional and is illustrated by her significant contributions to water policy, energy and the environment and as LOC's policy lead on public contracting. Tracy finished her years of service with the LOC achieving several key wins at the Legislature this year. These include HB 2344, which will require manufacturers to label wipes to provide education to consumers and get wipes out of the waste stream. Years of advocacy from Tracy was rewarded with the state allocating \$100 million into the Special Public Works Fund (SPWF), a three-fold increase over previous budget cycles.

In addition, more than \$440 million in ARPA funds was also allocated to several water quality projects across the state. It's our belief that cities would not have seen the scale of investment that will be coming forward without Tracy's tireless advocacy over the years.

In her final two weeks with the LOC, Tracy also played an important role in communication with members of Congress,

Governor Brown and state agencies as she learned about supply issues with chlorine, which is critical for water providers.



Last month, **Denise Nanke** made the move back to her first love, radio broadcasting, and we want to thank her for four years of outstanding service to the LOC as our Communications Specialist and the host of our *City Focus* podcast. Cities will also likely remember Denise for her many years of service working for the Local Government Personnel Institute (LGPI).

Denise did an amazing job with *City Focus*, the LOC podcast, not only as the host, but in handling all aspects of production and promotion. She also was outstanding in her day-to-day work as a member of the Communications team, taking on a broad array of duties, including editing our online newsfeed, logistics and data management for sponsors and Business Partners, media relations, and graphic design work for the Oregon Mayors Association newsletter.

Denise has been a delight to work with and we will miss her, but she is following her passion, and this is an opportunity, as she told us recently, she "just couldn't pass up."

We wish both Tracy and Denise all the best in the next chapter of their careers!



## 2021 Bill Summary Available Online

The LOC's [2021 Legislative Session Summary of Bills](http://www.orcities.org) is now available online at [www.orcities.org](http://www.orcities.org). This publication provides a detailed look at the bills the LOC's advocacy team worked during the legislative session, often with valuable input and support from members. The summary includes information about both passed and failed bills, and contains links to each bill described.

### Coming Soon! Legislative Recap Video

A post-session video recap by the Intergovernmental Relations team on important legislation from the 2021 session will be available soon on the LOC website and YouTube page. We encourage city officials to watch and share with councilors and staff.

# 96<sup>TH</sup> ANNUAL CONFERENCE

OCTOBER 21-23 • RIVERHOUSE, BEND



## Register Today for the 96<sup>th</sup> Annual Conference

Join approximately 700 attendees – including mayors, city councilors, city managers, city recorders and city department directors – representing our 241 cities at the 96<sup>th</sup> LOC Annual Conference, October 21-23, 2021 at the Riverhouse on the Deschutes in Bend. It's the one event city officials in Oregon cannot afford to miss!

Register by September 17 and save! Register online at [www.orcities.org](http://www.orcities.org).

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## Preliminary Conference Agenda

Visit [www.orcities.org](http://www.orcities.org) for a detailed agenda.  
*Agenda subject to change*

### Thursday, October 21

- 7:00 a.m. – 11:30 a.m. Trade Show open
- 8:30 a.m. – 12:00 p.m. OMA, OCCMA and Councilor Workshops
- 9:00 a.m. – 3:00 p.m. Seminar – Managing a Police Department: Evolving Policy, Procedures & Practices
- 11:30 a.m. – 1:00 p.m. Lunch with Trade Show
- 12:30 p.m. – 2:00 p.m. Local City Tours
- 1:00 p.m. – 2:30 p.m. Breakout Sessions
- 2:00 p.m. – 3:00 p.m. Affinity Group - Women
- 3:00 p.m. – 4:30 p.m. Welcome and Keynote
- 4:30 p.m. – 6:30 p.m. Welcome Reception with Trade Show
- 4:45 p.m. – 8:45 p.m. LOC Nominating Committee Meeting
- 6:30 p.m. – 9:30 p.m. Downtown Dine Around

### Friday, October 22

- 7:00 a.m. – 9:00 a.m. Breakfast with Trade Show
- 8:00 a.m. – 8:45 a.m. Small, Medium and Large Cities Networking
- 9:00 a.m. – 12:00 p.m. Local City Tours
- 9:00 a.m. – 10:00 a.m. Breakout Sessions
- 9:00 a.m. – 10:30 a.m. Breakout Sessions
- 10:30 a.m. – 11:00 a.m. Networking Break
- 10:00 a.m. – 11:00 a.m. Affinity Group - LGBTQ
- 11:00 a.m. – 12:00 p.m. Breakout Sessions
- 12:00 p.m. – 1:30 p.m. Lunch with Trade Show
- 12:30 p.m. – 1:30 p.m. Affinity Group - People of Color
- 1:00 p.m. – 4:00 p.m. Local City Tours
- 1:30 p.m. – 2:30 p.m. Breakout Sessions
- 3:00 p.m. – 4:00 p.m. Breakout Sessions
- 3:00 p.m. – 4:30 p.m. Breakout Sessions
- 6:30 p.m. – 8:30 p.m. Awards Dinner

### Saturday, October 23

- 7:30 a.m. – 8:30 a.m. Networking Breakfast
- 8:45 a.m. – 10:15 a.m. Closing Keynote: FACTUALITY – a Crash Course on Structural Inequality in America
- 10:15 a.m. – 10:45 a.m. Networking Break
- 10:45 a.m. – 12:00 p.m. Annual Membership Meeting

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# 2021 LOC AWARDS

*Honoring excellence in local government*

The LOC Awards program recognizes great leaders and great projects in Oregon's cities. LOC members are invited to nominate elected or appointed leaders who have made outstanding contributions to their city for one of the LOC's prestigious awards. In addition, there are award categories for progressive and innovative city programs and projects.

The deadline to submit a nomination is **Monday, September 13, 2021.**

## Who is an Outstanding Leader in Your Community?

Do you know of an individual who has made outstanding contributions to your community or to the state of Oregon? Help us recognize their efforts by nominating them for one of the LOC's **Exceptional Service Awards:**



Keizer Mayor Cathy Clark was the recipient of the 2019 James C. Richards Memorial Award.

- The **James C. Richards Memorial Award** recognizes exceptional contributions by elected city officials;
- The **Herman Kehrli Award** is granted to a city employee who has provided lasting benefits to their community;
- The **Mark O. Hatfield Statesmanship Award** is presented to individuals who have demonstrated exemplary service that has positively affected the citizens of Oregon.
- The **Civic Education Award** acknowledges individuals who have demonstrated an ongoing commitment to nurturing civic responsibility in youth.

## View Last Year's Award Submissions

Get inspiration from last year's City Award nominees. The submissions highlight creative, efficient and innovative city projects and outreach programs.

View the nominees for the [Award for Excellence](#) and the [Helen and Alan Berg Good Governance Award](#).



Pendleton's UAS (Drone) Range won the 2020 Award for Excellence for its innovative approach to rural economic development



# Nominations due September 13!

## Show Off Your City's Successful Project or Program

The **City Awards** recognize and encourage excellence, innovation, efficiency and great public service in city government. It's an opportunity for your city to receive the recognition it deserves. Winners can use their success as a positive selling point for their communities and as a boost to the community's spirit. The awards also serve as a forum for sharing the best public service practices in Oregon.

- The **Award for Excellence** recognizes cities that have undertaken progressive and innovative approaches to city operations and providing services to their citizens.
- The **Helen and Alan Berg Good Governance Award** recognizes programs, projects or events which have a specific purpose of reaching out to and/or educating citizens.



The city of Cornelius won the 2019 Good Governance Award for their public outreach efforts, including community discussions for funding and building their new library and affordable senior housing facility.

Nomination forms and submission instructions, as well as past award winners, can be found on the LOC website at: [www.orcities.org/education/conferences/annual-conference](http://www.orcities.org/education/conferences/annual-conference).

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# LOC Board Meets at Sherwood Arts Center

The LOC Board of Directors held its first in-person meeting in more than a year June 18 at the Sherwood Center for the Arts, and also provided virtual access to the meeting. The board took the following actions:

- Re-appointed Dallas City Councilor Ken Woods to serve another four-year term as a director on the CIS Board of Advisors beginning July 1, 2021 through June 30, 2025;
- Approved the LOC’s FY 2021/2022 Budget;
- Approved amendments to Section 8 of the LOC Bylaws related to the selection of officers and the Nominating Committee (the body responsible for interviewing applicants for open board seats and recommending a slate of candidates to the full membership during the Annual Business Meeting).

The amendments include:

- 1) Expanding the number of persons serving on the committee from seven to nine (the committee is now comprised of three city officials not currently serving on the board, as opposed to only one such person); and
  - 2) When the LOC President appoints persons to the committee, they are to “take all reasonable steps to ensure the committee makeup does not include more than one person from each of the 12 regions of the state.”
- Supported the constitutional amendments proposed by the LOC Bylaws Committee, and directed LOC staff to submit the proposed amendments to the full membership during the annual business meeting on October 23, 2021;

The proposed amendments include:

- 1) Modifying the governing structure of the board of directors to separate the position of Treasurer from the automatic line of ascension to the President, and instead making the position a standalone two-year position elected by the membership (supported by the board at its December 2020 meeting);
- 2) Creating additional non-voting board members to ensure each region of the state has a position on the board;
- 3) Defining who constitutes an “appointed official” so that the administrative head of a city can serve on the board. This applies to smaller cities that do not typically have a city manager or a city administrator but have a city recording serving in this capacity;
- 4) Allows an LOC Past President to continue to serve on the board if they hold either an elected or appointed position with a member city; and

5) Allows the board to hold any meeting by any means of communication, allowing all participants to simultaneously hear and speak to one another (supported by the board at its December 2020 meeting).

- Approved a permanent Free Legal Program service for Eastern Oregon Regions 11 and 12, and simultaneously launched a three-year Pilot Legal Program in Region 10, Southern Oregon;
- Formally recognized the League of Oregon Cities Women’s Caucus;
- Reviewed and approved amendments to the LOC Personnel Manual with an updated telework policy; and
- Appointed Mayor Arlene Burns from Mosier and City Administrator John Walsh from St. Helens to the Finance Committee effective June 18, 2021.

The next Board of Directors meeting is scheduled for October 20 at the Riverhouse Convention Center in Bend.



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# OMA Summer Conference: Mayors Know How to Bridge the Divide

By Patty Mulvihill

There's a lot of talk these days about partisan politics and elected officials being incapable of reaching across the proverbial party aisle; but, that's not the case for Oregon's mayors. Between July 29-31, more than 80 Oregon mayors gathered in Coos Bay and North Bend for the 2021 Oregon Mayors Association (OMA) Summer Conference. From what I witnessed, Oregon's mayors excel at bridging the divide; be it a divide between urban and rural communities, liberal and conservative viewpoints, or big cities and small cities.

For three days, I watched mayors from across this great state: discuss the difficult issues of the day; celebrate each other's accomplishments; learn new techniques to enhance their abilities as leaders; and come together not just as colleagues, but also as friends. In a world that often portrays political leaders as divisive, uncooperative, and mean-spirited, it was heartwarming to

see mayors from the various Oregon communities focusing on what unites them.

To the mayors who attended the 2021 OMA Annual Conference, thank you for reminding me, and all that attended, of what true leadership and cooperative government looks like.

*Patty Mulvihill is the LOC's General Counsel and current staff liaison to the OMA.*



## Small Cities Meetings Schedule

The Small Cities Network is a League program for cities with a population of 7,500 or less, with quarterly meetings to network and discuss common issues and solutions. All meetings start at 11:00 a.m.

### Upcoming 3rd Quarter Meetings

**Portland Metro (Region 2)**  
King City – September 15

**Southern Valley (Region 7)**  
Virtual – September 9

**Columbia Gorge (Region 8)**  
Condon – September 16

**Central Oregon (Region 9)**  
TBD – September 17

**South Central Oregon (Region 10)**  
Lakeview – September 10

**On the Web:** [www.orcities.org/smallcities](http://www.orcities.org/smallcities)

## Topics A-Z



### Municipal Information at Your Fingertips

Easy to navigate and searchable, **Topics A-Z** is an online collection of information categorized into fundamental city governance topics. Find resources, publications, samples and links to information on a range of topics from animal regulations to youth engagement. Check it out: [www.orcities.org/resources/reference/topics-z](http://www.orcities.org/resources/reference/topics-z).

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# 2021 ICMA ANNUAL CONFERENCE

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## 2021 ICMA: *Portland*

The City of Roses, Stumptown, Beervana—we are headed to Portland, Oregon, for our in-person conference! In order to deliver an enjoyable experience to all our participants, we will be following all recommended safety protocols. As a bonus to registering for the in-person event, participants will also receive access to our digital event offering.



## 2021 ICMA: *Digital*

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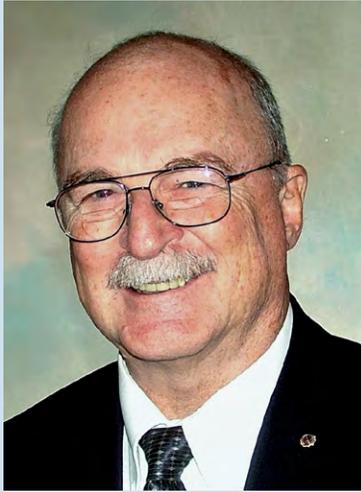
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# RESTART

# In Memoriam:

## Former Maupin Mayor and LOC President Denny Ross



Former Maupin Mayor and LOC President Denny Ross, also known as the “Father of Modern Maupin,” passed away June 11 after a battle with cancer.

Born May 16, 1940, Mayor Ross graduated from Maupin High School and married Donna Ambrose, a classmate, shortly after. He graduated from the University of Portland in 1963, and spent more than 20 years flying a variety of aircraft for the U.S. Air Force. This included 197

combat missions in B-52s as well as F-111s.

Mayor Ross retired from the U.S. Air Force in 1984 as a lieutenant colonel with two Meritorious Service Medals and eight Air Medals. During his time at Mountain Home Air Force Base, he also completed a master’s degree in public administration at Boise State.

Mayor Ross then embarked on a long career at Boeing, primarily as a program manager and as a liaison with the U.S. Air Force. He assisted with the training of pilots and engineers for the F-22 test program. He retired from Boeing in 1998.

The Rosses returned to Maupin and he became involved locally as a member of the school board. He also played bass for the Cheap Local Band and Coal Bird, as well as the South Wasco County High School Pep Band. Eventually, he joined the Maupin City Council, first as a councilor and then for a decade as mayor.

During that 10 years, Mayor Ross was credited with working as if it was a full-time job. He was responsible for a nearly \$3 million Main Street revitalization project and the creation of an assisted living facility, allowing seniors to remain in the community. He also was instrumental in the creation of the White River Health District and subsequent construction of the Deschutes Rim Clinic.

In addition, Mayor Ross used a small grant to spearhead a county-wide effort to create the Wasco County Library District and provide a tax base throughout the county. He was responsible for starting a micro-enterprise facilitation program and a partnership with Columbia Gorge Community College’s Business Development Center to assist businesses in Maupin.

Maupin Mayor Lynn Ewing noted that his first act as mayor pro-tem was to get Ross appointed to serve as mayor when the

previous one resigned. “I was his council president during his time as mayor. For one short term, he was mine when I first stepped into the job,” Ewing said. “We have worked together on so many projects, I have lost count. Denny was a friend, but also a mentor. Maupin would not be where it is today without his leadership. I miss him.”

Mayor Ross also served on the boards of many local businesses and agencies, and the highlight was when he became president of the LOC in 2012. Former colleagues said he enjoyed being the leader of the LOC while also leading the small Central Oregon city.

“Dennis Ross will be long remembered in Maupin as a leader of change to take us from a former mill town to having a vibrant tourist economy, and now becoming a home for technology entrepreneurs and businesses. We miss his leadership, friendship and involvement daily,” city leaders said in a statement.

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## Get Involved: Sign Up for an LOC Policy Committee

Help set the LOC legislative agenda for 2023 by joining one of our policy committees. The LOC Policy Committees cover topics such as: community development, energy, finance and taxation, general government, human resources, telecommunications, cable and broadband, transportation and water/wastewater.

Committee chairs and members will be appointed by the LOC president in November for two-year terms. The committees will meet approximately four times between January and June 2022, mostly between March and June, and thereafter on an as-needed basis.

### How to Apply for an LOC Policy Committee

Email Jim McCauley at [jmccauley@orcities.org](mailto:jmccauley@orcities.org) if you are interested in applying or check the LOC website as the application will be available on the Legislative and policy committee pages soon.

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FROM THE EXECUTIVE DIRECTOR *(continued from page 5)*

intentional and critical—as we would learn along the way—for our cities. Many referred to those briefings a “lifeline,” amid an otherwise chaotic flow of information.

And while those briefing calls were front-facing and notable, it was what was happening behind the scenes that really positioned the LOC as a lead agency and built its reputation as a go-to organization for quick and accurate dissemination of information. Never in this organization’s history have we been so integrated with the state on emergency response. We worked hard to advocate for all cities in Oregon on the state and federal level, and in doing so transformed from a special interest organization to having a seat at the table when decisions were made at the state level, and an influential force and voice at the national level.

We need only point to the financial wins for the state and cities with the passage of the federal CARES funding package, and more recently the ARPA monies destined for all Oregon municipalities, for starters.

Reflecting on the past year and a half, we feel well positioned for what comes next, and that is a great benefit for Oregon cities.

We have now experienced and managed more crises in a year and a half than we had in recent memory with COVID-19, the economic fallout, social justice issues, wildfires, and ice storms in the Willamette Valley. Moving forward, our network is strong, and we stand prepared to continue to innovate and lead when the time comes.

As we dive into the second half of 2021, we continue asking the critical questions about what is next for the LOC. It may never be “business as usual” around here again—that much we understand. We are a different organization now and even more committed to supporting our cities on so many different levels.

We continue to build strengths internally and are growing both our programs and staff to support our aggressive business plan. In a period where challenge and opportunity loomed over every decision, opportunity prevailed, and we think Oregon is stronger because of it.

Now we are pivoting once again—moving our programming from the screen to in-person, and it is invigorating and fulfilling. On October 21-23 we will be presenting the 96<sup>th</sup> LOC Annual Conference in Bend. We hope you’ll join us, in person, to celebrate where we have come from and where we are going.

Someone once said that you can always choose when you want to run for office or in an appointed role, but you cannot predict the backdrop against which you will serve. This has never been so true as during these past many months. Your leadership was essential, and I thank you for being there with us through all the dark days and uncertainty. Together there is nothing we cannot overcome.

And the path ahead?

We are forging it as we speak. I encourage you to explore what leadership within the LOC looks like and help chart the course forward by considering applying for a position on our board of directors. This cohesive, visionary group is essential in determining where we go next, and we need strong leaders.

See you in October in Bend!

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## Q: Does the LOC Have Any Tips for Achieving a High Functioning City Council?

**A:** Over the last several years, the LOC has been regularly asked by cities to provide tips, insight, and advice on how a council can meld into a high functioning team. While there is no one-size-fits-all approach to coming together as a cooperative unit, the LOC recommends cities, and their elected and appointed officials, consider incorporating three habits into their interactions and routines.

### Effective Communication

Any solid relationship is one which includes effective communication strategies—and rest assured, a group of people serving on a council together are in a professional relationship with one another. Communicating effectively with others is hard. It's particularly hard when sensitive issues are being discussed, when opposing views collide, and when needed fiscal resources to address problems are tight; three conditions which are omnipresent for city councils.

To be more effective in your communication, consider adhering to the following practices:

- Listen to learn, and not to respond. In other words, keep an open mind, give your colleagues the benefit of the doubt, assume that you don't have all the answers, and genuinely listen to the concerns raised, positions taken, and views expressed by those of your colleagues. Listening to learn also requires you to pay attention when someone is speaking, to not do other work while they are talking, to direct your body towards them and to engage in active listening techniques.
- Remember that your non-verbal cues can be more impactful than the words you speak. If you say all the right words, words that are supportive and encouraging, but you do so while crossing your arms or rolling your eyes, chances are your words are being drowned out by your combative or dismissive verbal cues.
- Try to use "I statements" instead of "you statements." A "you statement" implies that your colleague is responsible for doing something, usually something with negative connotations. Whereas, an "I statement" puts the responsibility for an action or feeling on the speaker themselves. For example, instead of telling a colleague, "you never listen," instead trying saying, "I feel unheard, can we talk or can I please be allowed to speak for a few minutes without being interrupted." Numerous studies have shown that conversations which include "you statements" have considerably more hostility and conflict than conversations that include "I statements."

- Engage in a dialogue with your colleagues, not a debate. Holding a dialogue with someone involves the two of you working collaboratively together to find a common understanding, whereas engaging in a debate is inherently oppositional where each side is actively trying to prove the other side wrong. It is recommended that before speaking, particularly in a highly charged situation, that you pause before you speak and ask yourself if the behavior you are about to display, and the words you are about to use, are in the style of a dialogue or in the style of a debate.
- Acknowledge and recognize any filters you may bring into your interactions with your colleagues. Adults have experienced a lot in their lives, and we all bring these experiences into our present day interactions with other persons. The interactions and conversations you have with your colleagues will undoubtedly include the conversation running through your own unique and personal filters, which can include your past life experiences, professional responsibilities, family dynamics, personal assumptions, and yes, even your own biases. Be mindful of these filters during your engagements with fellow city colleagues.

### Read, Understand, and Follow the Rules

The actress Katharine Hepburn once said, "If you obey all the rules, you miss all the fun." With great regard for and much love to Katharine Hepburn aside, she never sat on a city council (and probably failed to attend a council meeting where no rules existed, or where the rules in existence were being ignored).

Rules can be cumbersome, they are admittedly restrictive, and if we are being honest, they can sometimes feel stifling. But for a city council, rules also provide structure, continuity, transparency, equity, and if used properly, opportunity. Nine times out of 10, when the LOC works with a council that is struggling to achieve cohesion and effectiveness, rules are a significant part of the problem. The council may lack rules of procedure, may not be following the rules of procedure, or may have rules of procedure that are outdated and no longer practical for effective governance—regardless of the specific issue, the bottom line issue relates, in some way, to council rules of procedure.

Councils often fight because of how items get placed on an agenda, how long a member of council gets to speak, the types of social media posts being made by elected officials, committee appointments and assignments, procedural machinations which occur during council meetings, and how often and when elected officials can engage with city staff (and which city staff they can

engage with). The root issues surrounding all of these fights can be solved by having those issues addressed in council rules of procedure. Agreed upon processes and behaviors can and should be reduced to writing and placed in a council's rules of procedure.

And while it's all well and good to have exceptionally well-written council rules of procedures, it's important to remember that writing the rules is only the first step in the process. The second step involves all council members and certain city staff (most likely the city manager/administrator, city recorder, and city attorney) reading and understanding the rules of procedure. A third step is to actually follow the rules that have been adopted. And finally, accepting the fact that the rules put in place five or 10 years ago may no longer make sense for your organization—these rules can be modified. It's acceptable, and even recommended, that every three to five years your council reviews its rules of procedures, and if necessary and appropriate, make any needed changes to said rules. Ten years ago most city councils probably didn't have a section that addresses the use of social media by elected officials; today, such a section may be appropriate.

### Think and Act Strategically

Serving a city, as either an elected or appointed official, feels like a never-ending game of defense, or worse, being in the perpetual state of drinking water from a fire hose. The problems to solve, the crises to handle, and the new information and data to learn is seemingly never-ending, and always coming at warp speed. The LOC sympathizes with city councils and city staff who say there is simply no time available to plan, and that they only have enough hours in a day to act and respond. And while the LOC sympathizes with these cities, it does strongly encourage cities to make the time to sit down and create the plan—creating a plan stops the constant defensive game, allowing an opportunity for offensive moves; creating a plan turns the fire hose into a garden hose.

The benefits of finding the time to develop a strategic plan are, at a minimum, threefold: it allows a city to identify its strengths, weaknesses, opportunities, and threats—which creates an opportunity for the city to be proactive instead of reactive; it gives a city a sense of direction, establishing an agreed upon set of priorities; and it increases the operational efficiency of the city, both in terms of staffing and fiscal resources. Here's a more in-depth look:

- **Strengths, weaknesses, opportunities, and threats (aka, SWOT).** Performing a SWOT analysis is an exercise wherein the city council, in consultation with city staff, identifies all of the city's current and anticipated strengths, weaknesses, opportunities, and threats. This analysis allows a city to understand the actual inner workings and functionality of the city itself, while simultaneously providing the city an opportunity to plan offensive strategies that can address identified weaknesses and create mechanisms to deter threats, capitalize on opportunities, and better utilize and take advantages of strengths.
- **Sense of direction and agreed upon priorities.** A strategic plan gives the city council, and city staff, a much needed sense of direction. The plan tells everyone on the city "team" which direction the city is going, thereby eliminating (or at

least greatly reducing) the need to argue about the main goals the city is trying to achieve.

- **Operational efficiency.** How much time does your city spend, both in staff hours and fiscal resources, on playing defense and drinking from that fire hose? How much less time and money would be wasted if the city knew where to direct its staffing and fiscal resources (and knowing that everyone on the team supported the direction chosen).

Cities do hard work on behalf of their citizens, and to be successful that work requires the persons representing that city to coalesce into a high functioning organization and team. Sometimes its hard to find the required cohesion, but if you practice the three habits covered here—effective communication, reading, understanding and following the rules, and thinking and acting strategically—the LOC believes it's more likely than not that the required cohesion can occur.

If your city is struggling to achieve success or needs assistance in coming together as a high functioning team, please consider contacting the LOC. The LOC has multiple employees who are trained facilitators, with skills in mediation, team building, and strategic planning, and who also regularly serve as trainers on a variety of municipal topics. For information on the LOC's facilitation, strategic planning and training services, please contact LOC's Program Manager Lisa Trevino at [ltrevino@orcities.org](mailto:ltrevino@orcities.org). ■



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# Board of Directors Proposes Changes to LOC Constitution

The LOC Board of Directors has directed staff to prepare and submit specific amendments to the LOC Constitution for review and approval during the upcoming annual membership meeting at the 96th LOC Annual Conference this October in Bend. Amendments to the LOC Constitution require a vote of two-thirds of the voting delegates present during an annual meeting.

The LOC Constitution is one of the core governing documents of the organization. It outlines, generally, the following: the purpose of the LOC; obtaining and maintaining membership in the LOC; financing the LOC; the officers and committees that manage the LOC; and membership meetings. The last time the Constitution was amended was during the 2013 annual membership meeting.

To ensure the membership is not surprised by the LOC Board's request for a constitutional amendment at the upcoming membership meeting, the Board has directed LOC staff to share the proposed amendments in advance, in as many ways as reasonably possible, with the membership.

The Board has proposed amendments to the LOC Constitution which it believes will make the Board more accessible to all LOC members, regardless of their geographical location or population size. Paramount to the Board's decision in making the proposed amendments is ensuring it represents all of Oregon in a transparent and equitable manner.

Five key amendments are being proposed by the Board of Directors.

## 1. Modifying the Governing Structure of the Board of Directors

Currently the governing structure of the Board is such that the Treasurer is elected by the membership at large and serves a one-year term. The Treasurer then automatically ascends to the position of Vice-President serving a one-year term. The Vice-President automatically ascends to the position of President serving a one-year term. The President automatically becomes the Immediate Past-President serving a one-year term. In each position held, the person occupying it must be an elected official of a member city.

The Board proposes removing the Treasurer position from the automatic line of ascension to the President, and instead make the position a standalone two-year position elected by the membership. Additionally, the Treasurer position would be open to both elected and appointed officials from member cities. The change has been proposed for three primary reasons. First, the Board believes that a strong Treasurer, held by a person genuinely interested in being the Treasurer (as opposed to using the position as a steppingstone to becoming President) and has an interest in municipal finance, will

better support the Board's desire to maintain a fiscally responsible and sound organization. Second, by allowing appointed officials to serve as Treasurer, the chief executive officers of Oregon cities, persons who typically have strong municipal finance experience, are provided a larger opportunity to participate on the LOC Board. Third, being the LOC President presently requires a four-year commitment. This length of time may detract some members from considering being President. Shortening the overall commitment by one year may provide a more equitable opportunity for locally elected officials in Oregon to serve in the President capacity.

## 2. Creating Additional Non-Voting Board Members

The LOC has divided the state into 12 distinct regions. It is the Board's desire to ensure that each of the 12 regions is always represented on the Board. Given the regional differences of the state, and the Board's commitment to representing all Oregon cities, the Board believes it is important that the LOC Constitution be amended in a way that ensures each region always has a presence on the Board.

The LOC Board discussed allowing each region of the state to have a voting position on the Board. However, creating additional voting members of the Board requires an amendment to the LOC's 190 Agreement. Amending the 190 Agreement requires the unanimous consent of all 241 Oregon cities. Each of Oregon's 241 cities would have to adopt a resolution or ordinance agreeing to the amendment. Given the process and uncertainty involved in securing such an amendment, the Board felt that allowing additional non-voting members to serve on the Board, as such an action only requires a constitutional amendment, would support the goal of regional diversity.

To allow for each region of the state to have a position on the Board, the Board recommends adding a new provision to the Constitution which will allow the President and Nominating Committee to appoint persons from member cities of unrepresented regions to serve in a non-voting capacity on the Board. Specifically, after the annual meeting, when it will be known who will serve as officers and directors on the Board in the upcoming year, LOC staff will work with the President to identify if any of the regions in the state are unrepresented on the Board. If there are regions which will not be represented by either a voting or non-voting Board member, the President will convene the Nominating Committee to identify one individual who holds an elected position with a member city from each of the unrepresented regions to serve as a non-voting director.

### 3. Defining Who Constitutes an Appointed Official

The term “appointed” is one which is presently found in the LOC Constitution but is not yet defined. In not defining who constitutes an “appointed” official, the Board is concerned that the organization has left itself open to confusion and possible controversy over which appointed officials may or may not serve on the Board.

The Board believes that the term “appointed” should apply only to a city’s chief executive officer. While many medium to larger cities in Oregon would consider their chief executive officer to be either the city manager or city administrator, smaller cities in Oregon do not typically have a city manager or a city administrator, rather the administrative head of the city is actually the city recorder. To ensure that the true chief executive officer of each city has an equal opportunity to serve on the Board, the Board believes the term appointed should be defined to mean: “any person who has been appointed by a city council and holds the title of city manager or city administrator. If a member city does not have a position titled city manager or city administrator, the city recorder, provided they are appointed to their position by the city council, also constitutes an appointed position.”

By including city recorders in cities which have no city manager or city administrator as an organization’s chief executive officer, the Board is attempting to recognize two facts: (1) in LOC’s smallest cities, city recorders are de facto city managers and administrators; and (2) LOC’s smallest cities account for the majority of member cities. LOC classifies any city with a population of 7,500 or less as a small city. Small cities account for 74% of all LOC members. What’s more, 34% of all LOC members are cities with a population of 1,000 or less. If the LOC excluded city recorders in those cities without a city manager or city administrator from meeting the definition of “appointed,” it would essentially be excluding those cities’ chief administrative officer from serving on the LOC Board of Directors. For example, of the 81 cities with a population of 1,000 or less, only 12 are managed by a city manager or administrator, the other 69 cities (or 85%) are managed by a city recorder.

### 4. Past Presidents' Ability to Continue Serving on the Board

The Board proposes allowing any Past President of the Board to continue to serve on the Board if they hold either an elected or appointed position with a member city. Currently, only those Past Presidents who hold an elected position with a member city may continue to serve on the Board. The Board recommends this permission be expanded to include appointed positions as well.

This amendment is being proposed to ensure that the experience and knowledge of Past Presidents can still be accessible to the full Board, regardless of how that person continues to serve and represent Oregon municipalities. It is worth noting that, as of today, there are no Past Presidents who would meet the criteria to utilize this newly proposed provision.

### 5. Conducting Meetings Via Electronic Methods

COVID-19 required most cities, and the LOC, to transition to electronic meetings. While the Constitution presently permits the Board to meet via in-person or phone conference, and platforms like Zoom can constitute a phone conference, the Board does not wish to limit the manner in which it may meet, provided the medium used by the Board is open and accessible to all. To that end, the Board recommends that the Constitution be amended, in relevant part, to read as follows: “The Board may hold any meeting by, or through the use of, any means of communication allowing all participants to simultaneously hear and speak to one another.”

During the annual membership meeting, each member city will have appointed a delegate to vote on behalf of the city. All cities, and particularly their delegates, are strongly encouraged to review the proposed Constitutional amendments and to contact the LOC General Counsel regarding any questions or concerns about the amendments. The Board and LOC staff respectfully request the support of the membership in approving the proposed Constitutional amendments.

A copy of the proposed Constitutional amendments is accessible on the [LOC website](#).

**Contact:** Patty Mulvihill, LOC General Counsel – [pmulvihill@orcities.org](mailto:pmulvihill@orcities.org)

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City of Eugene's representatives to the Government Alliance on Race and Equity (GARE).  
Photo courtesy of city of Eugene

# DEI

## Cities Take Steps to Update, Improve Diversity, Equity & Inclusion Initiatives

By Melody Finnemore

Several cities across Oregon have long had policies and programs in place to ensure the diversity of their communities is represented and their internal operations are equitable and inclusive. Others began implementing these measures more recently.

City leaders agree that while conversations about diversity, equity and inclusion (DEI) may have already been ongoing in their communities, those conversations took on a greater sense of urgency following the killing of George Floyd in May 2020 and the public's reaction to it.

"That called on all of us to level up in several ways," said Mia Cariaga, executive director of Eugene's Central Services Department.

### Rethinking, Revamping Existing Practices

Eugene has developed several formal channels for ensuring that DEI is a focus both internally and externally, and Cariaga said city leaders were already rethinking them when Floyd was killed by Derek Chauvin, then a Minneapolis police officer.

One of the updates involved the city's "Belonging Training," which is aimed at supporting city staff to promote a sense of inclusion



“We recognize that keeping our leaders informed about issues related to diversity, equity and inclusion is probably the most impactful thing for most of our employees.”

– Mia Cariaga, Executive Director, Central Services Department, Eugene

within the organization and in the community. New modules of the two-day training were offered in August and another will be available in September.

“In light of the killing of George Floyd, we had several members of the community and several employees sign up. Nearly all of our 1,600 employees have participated,” Cariaga said. The trainings are organized by the city’s Human Resources department in partnership with its Human Rights Commission, and are based on the framework of the Coaching for Educational Equity seminar.

Eugene established a series of forums called Brave Workspaces that bring together people who identify as Black, White, Indigenous and other people of color. “That created the space for people to bring their voice and talk about their experiences of what was happening at the height of national activity in May 2020,” she said.

In 2019, city leaders began working with the Government Alliance on Race and Equity to review all of its internal systems, including hiring processes, and provide recommendations on how to improve them. Eugene’s executive team will begin addressing the recommendations this fall. In addition, a consulting group is talking with city employees who bring new and different perspectives related to racial equity and inclusion.

Eugene also has revamped its Public Participation Guide, which walks employees through how to engage with community members and reach underrepresented populations to help bring their ideas to the table and shape city policies.

Over the course of the pandemic, employees have had weekly drop-ins with their supervisors, which created another opportunity for staff members to share their personal and professional perspectives.

“We wanted to make sure people still had an opportunity to connect,” Cariaga said. “We recognize that keeping our leaders informed about issues related to diversity, equity and inclusion is probably the most impactful thing for most of our employees.”

### An Opportunity for Engagement

Peter Hall, Ontario’s assistant city manager and human resources manager, has served on the city’s Diversity Advisory Committee for three years and said the city council stated the need for the committee to help it make decisions for the community.

*(continued on page 28)*



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The city of Ontario's new wayfinding program includes signage with multicultural motifs to represent different populations in the city.

“The big thing that spurred it on was the massive amount of diversity and history our city has. The groups of people who have come over from the Basque population, the Japanese population during and after World War II, the Mexican population we have and, most recently, the Somali population who have come as immigrants and refugees,” he said. “It was an opportunity for the council to engage our citizenry and get them more involved.”

Hall said the committee’s first charge was to establish its identity. Early meetings were based on core values of advocacy, engagement, social justice and collaboration, and discussion revolved around what those terms meant and how they would serve as a framework for the committee.

Over the past 18 months, the committee focused on outreach and attending community events like the annual Global Village Festival and the Dia de los Muertos celebration. While the COVID-19 pandemic has hampered those plans, the committee remains committed to building relationships.

“One of the things our committee members have realized is that making sure those relationships are strong is essential,” he said. “We do have some natural relationships with key players and nonprofits in our community, and they have done a really great job of reaching out to people who aren’t going to come to a public meeting and ask for help. They are extending a hand and the committee has been really good about that.”

The third action phase centers on opportunities to help diverse populations make their voices heard and improve communications. As an example, last year Ontario implemented a wayfinding program that improves signage around the city. It hired a vendor to design signage with multicultural motifs to represent different populations, and the Diversity Advisory Committee reviewed them and provided feedback on cultural accuracy and representation.

In addition, a committee member conducted outreach during the 2020 Census to ensure underserved populations were being recognized and represented.

Julie Hernandez, chair of the Diversity Advisory Committee, said that while it’s been a struggle to build the committee’s membership during the pandemic, the group is now able to connect more and seek out individuals who are ready to take action so it can work with the city council to achieve its goals.

“I wanted to get involved because I grew up in Ontario. I left for a few years to go to school in eastern Oregon but, ultimately, I wanted to come back and give back to my community,” she said.

“I’m Hispanic and I work with members of that community. They feel like they don’t have a voice for opinions they have about our town, so I want to give them a voice.”

– Julie Hernandez, Chair, Ontario's Diversity Advisory Committee



“I also want to be able to represent those who aren’t represented. I’m Hispanic and I work with members of that community. They feel like they don’t have a voice for opinions they have about our town, so I want to give them a voice.”

### Listening Sessions Part of Plan

Troutdale City Manager Ray Young said that regardless of where he, the city council or the community lies on the political spectrum when it comes to equity issues, the key is “you have to be aware of what’s going on in your community that may give the impression, or actually be, discriminatory.”

To that end, the city evaluated its committee system last year and revitalized its former Public Safety Advisory Committee, which had become dormant when Troutdale closed its police department and consolidated and contracted with the Multnomah County Sheriff’s Office. They added to its mission ensuring that city police and fire services are being provided equitably for all citizens.

The resurrected Public Safety and Equity Advisory Committee will begin meeting this fall and is charged with evaluating and making recommendations to the city’s elected and appointed officials on matters relating to public safety, including law enforcement, fire and medical services. The committee is not responsible for reviewing use of force complaints or citizens’ complaints against public safety personnel.

Young said the city is ensuring that officers who patrol Troutdale are connected with the new equity and inclusion manager in the Multnomah County Sheriff’s Office. He also has invited guest speakers to provide their perspectives on DEI issues, and the city will host community meetings in which people in marginalized communities can share their experiences.



A community march and event in support of equity was held in the summer of 2020 in downtown Troutdale's Mayor's Square. Photo courtesy of city of Troutdale.

“Understanding how they have been treated and how they feel they have been perceived is much more effective than telling people what to do,” he said, adding listening sessions can allow people to hear others’ experiences and develop empathy and understanding.

Young noted that it’s crucial to listen to people who are in poverty and are experiencing homelessness, and to try to understand what that experience is like. “A lot of times people will say, ‘Why don’t they just get a job?’ and that’s a pretty simplistic response to a complicated problem.”

### Removing Roadblocks and Acknowledging Differences

Bonnie Barasch, Medford’s human resources director, went to work for the city about three years ago and previously was active in DEI issues for the state. She said Medford’s conversation started with an evaluation of what the city was doing to promote DEI because city leaders felt it had not been fully addressed.

“We feel like we have equitable hiring practices, but we didn’t feel like, as an organization, we had a group that was discussing how to take roadblocks out of the way,” she said.

Medford has an external committee of volunteers formerly called the Multicultural Commission and renamed the Commission on Access, Diversity, Equity and Inclusion (CADEI) that reports to the city council. Barasch and a human resources specialist work with the CADEI and an internal committee, and the internal group began meeting last fall to craft a mission and a charter.

Barasch said that, due in part to COVID, the process has been slow so far. One of the biggest challenges is identifying what improvements need to be made. “Why do we need this (internal) group? I think that’s been the biggest question. People are asking what’s wrong. Nothing’s wrong, we just know we can be better,” she said.

The HR Department, assisted by the city’s IT group, conducted a confidential survey of employees to help identify DEI perspectives and concerns. While job applications don’t ask about religious preferences, sexual orientation or other personal matters, such preferences are often part of workplace diversity and the survey is intended to ensure that diversity is represented.

*(continued on page 30)*

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The Beaverton Night Market is held each summer and features food, craft and merchandise vendors and performers representing cultures around the world that live in Beaverton. Photo courtesy of city of Beaverton.



*“We want to acknowledge differences and create environments that welcome those differences.”*

*– Bonnie Barasch, Human Resources Director, Medford*

The internal DEI committee, with Barasch taking the lead, organized a naming contest for the internal committee, which meets once a month for an hour and a half, and where action items are delegated to city employees. “We got a lot of great responses and we were happy that people were at least engaged enough that they wanted to be part of naming the group,” she said, adding the name will be selected during the group’s next meeting.

Medford’s leaders also are evaluating administrative language, bargaining agreements, job fairs and other official communications and events to ensure they serve all populations and no one group is singled out by wording. As an example, some of the bargaining agreements have been amended so that gender language is “they” or “employee” rather than “he/she” and “his/her.”

In addition, Medford is using grant funding to hire a consulting group that will evaluate the city’s DEI goals and how well it is

achieving them. “We want to acknowledge differences and create environments that welcome those differences,” Barasch said.

### Updated DEI Plan Reflects Needs, Successes

Beaverton’s DEI work began in 2009. The city already had hosted several cultural events and received positive feedback from community members about how diversity was one of the city’s strengths. However, a community visioning process revealed that something was lacking.

“I think during the visioning process we realized that we were disconnected with the community and, particularly, traditionally underrepresented populations,” said Alexis Ball, equity and inclusion manager for the Cultural Inclusion & Community Services programs in the city’s Public Engagement Division.

The city responded by hosting multicultural community forums, which led to an ad-hoc Diversity Task Force. The task force recommended an official Diversity Task Force to be created on par with other boards and commissions. The city also added staff capacity to its Cultural Inclusion Program. The Diversity Advisory Board crafted Beaverton’s first DEI program in 2014 and city leaders renewed the plan in 2019.

Ball said the updated plan narrows the focus to make action items more measurable and increase accountability at an institutional level around those items. Other action items that have been accomplished were removed from the plan, such as improving language access through translation and interpretation services and staff training. Ball said the team has produced an annual



The city of Beaverton's partners with the nonprofit Unite Oregon on an annual Beaverton Organizing and Leadership Development (BOLD) Program to engage immigrants, refugees and people of color in local government. Photo courtesy of city of Beaverton.



"I think during the visioning process we realized that we were disconnected with the community and, particularly, traditionally underrepresented populations."

— Alexis Ball, Equity and Inclusion Manager, Public Engagement Division, Beaverton

report on the Diversity, Equity and Inclusion Plan and is now gathering data for a second report.

"That program has taken off and has a lot of infrastructure now that supports language access for the public," she said.

Other successes include encouraging underrepresented populations to be more involved in advising the city on critical issues such as its development of affordable housing. Support for small businesses include economic opportunities such as the multicultural Beaverton Night Market. Through its Beaverton Organizing and Leadership Development (BOLD) program, the city provides leadership development and civic engagement training for emerging immigrant and refugee leaders and leaders of color.

In addition, a cross-departmental internal equity team exists to further the city's DEI work in the areas of internal policy and organizational culture. That team has made recommendations on hiring and recruitment processes, staff training and the formation of employee resource groups. ■

Ms. Finnemore is a Portland-area freelance writer. Contact her at [precisionpdx@comcast.net](mailto:precisionpdx@comcast.net).



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# LOC Recognizes Local Government People of Color Caucus

By Melody Finnemore

Several members of the Local Government People of Color Caucus, the first caucus recognized by the LOC, were the first person of color to serve on the city council or commission in their communities, and the caucus is celebrating the opportunity to learn from and support each other while paving the way for future generations to fill elected offices.

“As a newly elected person of color, I think it’s important for the other elected people of color to know there is support there,” said Denyse McGriff, Oregon City Commissioner and Caucus President. “There is a changing demographic in the state of Oregon and the LOC, and I think it’s important to have broader representation.”

In October 2020, the LOC Board amended the LOC’s bylaws to recognize caucuses. Following the vote on the bylaws change, the board recognized the Local Government People of Color Caucus. Former Corvallis City Councilor Ed Junkins served as the inaugural president.

The purpose of the caucus is to:

- Promote positive and effective relationships among city officials of color, their communities, political leaders, the LOC and its affiliate entities (such as the Oregon Mayors Association, Oregon City/County Management Association, and the Oregon City Attorneys Association);
- Build and increase capacity of city officials of color and support a pipeline for people of color to engage in and serve in local government;
- Serve as a resource to the LOC in the formulation of its policy agenda; and
- Prepare and advance city officials of color to serve in positions of leadership within the LOC and its affiliate organizations.

There are currently 30 members of the caucus, which is led by its executive team. In addition to President McGriff, the executive team includes:

- Vice President Christopher Lopez, Monmouth Councilor;
- Treasurer Roy Barron, Hermiston Councilor; and
- Secretary Debbie Cabrales, Woodburn Councilor.

“Oregon is becoming more multicultural every day,” said President McGriff. “Our local governments are beginning to reflect that diversity. The League of Oregon Cities is leading the change.



“As a newly elected person of color, I think it’s important for the other elected people of color to know there is support there.”

– Caucus President Denyse McGriff,  
Oregon City Commissioner

We’d like to see a representative government that will positively benefit everyone in Oregon.”

## Caucus Helps Unite Communities

Happy Valley City Councilor David Emami said he was quick to get involved in the caucus because it provides a space for leaders of color to share their life experiences, some of which are similar while others differ, on both the professional and personal fronts.

“In our state we have elected officials who come from all different walks of life and there are different people in our communities. I think it’s up to our elected officials to make sure everyone has a seat at the table and no one is left behind in having a voice,” he said.



"I think it's up to our elected officials to make sure everyone has a seat at the table and no one is left behind in having a voice."

– Happy Valley Councilor David Emami

Emami said one of the caucus' goals is to ensure that people of color serve on each of the LOC's committees, and he is excited to be part of the LOC Bylaws Committee. He said the Local Government People of Color Caucus adds new voices and perspectives to the committees as its members advocate for their communities. And colleagues who have been involved for years are helping newer members be heard, which builds solidarity across the state.

"Our strengths lie in our diversity and I think the League recognizes that our strength is rooted in our diversity. The League has shown they are committed to creating equal opportunities for people of color and equal representation for all. I can't thank them enough for this opportunity," Emami said.

As the Local Government People of Color Caucus carries out its work, Emami is spearheading a task force to improve diversity, equity and inclusion in Happy Valley. The city received a robust response when it requested applications from citizens to participate, and 20 task force members met virtually each month to review each department's processes and make sure they don't create barriers to access to local government. The task force also identified ways to prevent residents from being overlooked or underrepresented.

The city hired a third-party consultant to lead the conversation, and it created a strategic plan that it will implement over the next year based on feedback from the community. "We have a diverse community, and I want to make sure all voices are heard," he said.

### Caucus Serves as Extended Family

Lake Oswego City Councilor Daniel Nguyen is the city's first councilor of color and, while he was surprised to learn that, credits strong support from the community for his election.

"It was humbling, but it also comes with a lot of added motivation to make sure we keep this moving in the right direction," he said. "If anything, the past two or three years have taught me

that you may not see people of color in a lot of leadership roles, but people are watching and looking for someone who looks like them. There is room and we need equal representation from members of all communities."

Nguyen's family was not involved in politics, and he did not have much precedent to turn to as he began his work on the city council. He considers his colleagues on the Local Government People of Color Caucus to be a crucial network of support.

"I look at the People of Color Caucus as extended family and we can support each other. Oftentimes, we come across issues we deal with at the city level and we can learn from each other," he said. "We recognize that everyone has a lot in common and the caucus is another way to connect, make sure we are effective in our roles and support each other."

While national politics can sometimes be distracting, Nguyen said, the caucus' goal is to continue its work in representing communities of color as people endure the COVID-19 pandemic, devastating wildfires, civil unrest, and other personal and professional challenges.

"These are unprecedented times and communities of color experience crises in different ways. As leaders it's our job to make sure those voices and perspectives are heard," he said. "This past year has taught us a lot and we need to make sure we bring that voice to city-level decision making."

Nguyen said the long-term goal of the Local Government People of Color Caucus is to make sure its inaugural members serve as a resource for those who come after them and for the greater LOC community.

The Local Government People of Color Caucus meets every other month, generally on the first Friday. Elected officials who are interested in joining the membership of the caucus should email Secretary Cabrales at [debbiecabrales@gmail.com](mailto:debbiecabrales@gmail.com) and Jenna Jones at [jjones@orcities.org](mailto:jjones@orcities.org). ■

"You may not see people of color in a lot of leadership roles, but people are watching and looking for someone who looks like them."

– Lake Oswego Councilor Daniel Nguyen



# DEI

## LOC's New Women's Caucus to Provide Training, Support to Foster Female Leadership

By Melody Finnemore

**A**shland City Councilor Paula Hyatt grew up with the ethic that people should use their talents and skills to give back to their communities. She entered public service by volunteering to serve on various boards and committees, including chairing Ashland's Citizens Budget Committee in 2019.

Yet, when people suggested that she run for city council, she declined—several times. A friend suggested that Hyatt join the Emerge America program, which recruits and trains women to serve as leaders in elected offices, before she decided on a city council campaign.

"I found out in the course that most women are asked seven or more times to run and I was, ironically, in that group. I was surprised and not surprised at the same time," she said.

Hyatt, who joined Ashland's City Council last year, said she knew that running for office and earning the seat is only half of the job, however. "What happens when you get there and how do we empower women to serve? The LOC Women's Caucus is well positioned to do just that."

Tanea Browning, Central Point councilor and incoming president of the League of Oregon Cities (LOC), and Amanda Fritz, former Portland city commissioner and LOC Board member, initiated the formation of the LOC Women's Caucus with an email that invited feedback about the idea of an affinity group dedicated to fostering women leaders in elected offices. The list of supporters quickly grew to 100 and continues to swell.

Nearly 50 members of the burgeoning Women's Caucus connected via Zoom in March for an informational meeting and to begin drafting bylaws and outlining goals. The objectives include: providing more opportunities for women in government; training them how to start the process of running to be elected; establishing an internship program; highlighting how women are being represented in government; and developing a platform for a consolidated voice for women in government.

### Caucus Receives Unanimous Support

The Women's Caucus received a unanimous recommendation from the LOC's Equity and Inclusion Committee for its request for formal recognition from the LOC's Board of Directors. Forest



"What happens when you get [in office] and how do we empower women to serve?" – Ashland Councilor Paula Hyatt

Grove Mayor Pete Truax, a member of the committee, told the board, "For too long, it has been the accepted norm that it is enough to not have any barriers to participation by different groups. That cannot be the case anymore.

"Removing those barriers is not enough," he added. "The argument that it is enough to merely not stand in the way does not work anymore. There has to be an active and enthusiastic effort to redress grievances and imbalance."

Hyatt and Philomath Councilor Catherine Biscoe provided testimony on behalf of the caucus, which was unanimously approved for recognition by the LOC Board of Directors during its June 18



"Sometimes there are barriers that women experience and it's not always easy to get those perspectives out there, and yet we make up a big component of our community."

— *Philomath Councilor Catherine Biscoe*

meeting. Biscoe said the "huge vote of confidence" the Women's Caucus has received during its formation shows the LOC's commitment to diversity in leadership.

"We're seeing a shift in support for women elected officials and a recognition that there is value across the board in bringing this broad cross section of voices from regions across the state and different personalities into government," she said. "I am excited by that. Sometimes there are barriers that women experience and it's not always easy to get those perspectives out there, and yet we make up a big component of our community."

Biscoe said that the Women's Caucus also will strive to bring attention to women elected officials across the state who might not be publicly known. She described the caucus' formation as not only an opportunity to cultivate and support new leadership, but also provide another means for the LOC to educate people about the resources it provides throughout Oregon.

She noted the LOC Board's unanimous approval and the energy Browning brings to the organization reflect "an amazing amount of allyship."

### **New Members Encouraged to Join**

Browning said the Women's Caucus is the most recent result of the LOC's strategy to ensure elected leadership, and its own leadership, represent the diverse communities that make up

Oregon's population. She noted that the LOC implemented these goals, which go beyond policy decisions and include operations, in its strategic plan in 2019.

"This was all before 2020, which saw COVID-19 as well as an increase in conversations related to digital equity, social justice and more," she said.

Fritz said she felt the timing for the Women's Caucus was right with Browning moving up the LOC leadership ladder to become the first female president since 2009 and her ending 12 years on the Portland City Council, including eight where she was the only woman serving.

"In the coming years, I look forward to seeing the Women's Caucus support and nurture women elected to city councils, including helping participants get to know leaders in areas of the state far from their own, thus working towards understanding and mutual respect," Fritz said. "I want incoming LOC President Tanea Browning to know she has a huge team supporting her, with opportunities for input on LOC policies and positions from women all over Oregon."

Fritz added that she looks forward to seeing women from all parts of the state step up to serve in the 13 leadership positions on the Caucus Board, or as a Women's Caucus representative on LOC committees.

"One of the challenges women and people of color face is that slots on councils, boards and committees are limited in number, and the formation of the Women's Caucus, as well as the People of Color Caucus, made the tables bigger, so more people from underrepresented communities can serve and shine," she said.

The Women's Caucus is welcoming new and interested members. Both current and former city council members are eligible to join, and women serving as appointed members of city boards and commissions may participate as Associate members. Caucus members will vote to elect its officers and board during the LOC Annual Conference in October.

Its members are establishing representation on all of LOC's committees and will be increasingly involved in outreach. Ashland Councilor Hyatt said the group will continue to meet by Zoom, and the meetings are scheduled for noon on the third Tuesday of each month.

"It's really cool sitting in on the Zooms to interact and talk with women across the state and hear what they are working on in towns of various sizes, and yet there is a thread of community and we are able to develop supportive relationships," she said.

Jayme Hafner, LOC's staff liaison to the Women's Caucus, also was involved in the formation of LOC's People of Color Caucus and said she appreciates being part of the effort to increase diversity, equity and inclusion within government leadership.

"It's been pretty interesting to see the similarities and the differences between the two affinity groups," she said. "Their vision of how to change the status quo has been fascinating." ■

*Those interested in learning more about the LOC Women's Caucus can contact Jayme Hafner at [jhafner@orcities.org](mailto:jhafner@orcities.org).*

# DEI

## LOC Equity & Inclusion Committee Finalizes Priorities

**F**ollowing meetings earlier this year, the LOC's Equity & Inclusion Committee presented its priority recommendations to the LOC Board of Directors in June. The following priority items were recommended by the committee and ultimately approved by the board:

### Enhance Scholarship Opportunities for Attendance at LOC Conferences, Workshops & Trainings

The Equity & Inclusion (E&I) Committee recommended that the LOC's budget for fiscal year 2021-22 include an appropriation of \$10,000 for enhanced scholarships to cover not only event registration, but also lodging, travel expenses, and food that is not included in the registration cost for these events. If sufficient funds are available, and there is a demonstrated need, a minimum wage stipend could also be provided. Receipts would be required for reimbursements, and scholarship recipients would need to sign a statement of demonstrated need.

The intent would be to partner with the LOC Foundation to increase scholarships beyond the FY 20-21 budget of \$6,700. Financial support from private sector corporations would be sought in collaboration with the LOC Foundation, with special care given to not compete with identified LOC sponsors. Grant opportunities utilizing staff resources, committee members, and/or a professional grant writer will be considered.

Scholarship recipients will be invited to join the E&I Committee after the event for a roundtable discussion of their experience at the event, what they learned, and how the LOC can make the experience even better at future events.

### Broaden Education in Equity and Inclusion

The E&I Committee discussed the need to broaden education in equity and inclusion via the following opportunities:



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1. *Local Focus* quarterly magazine
2. *City Focus* podcasts
3. Interviews
4. Website enhancement

This would include the preparation of professional articles on E&I topics to be included in periodic editions of *Local Focus*, podcasts featuring representatives from recognized caucuses and underrepresented members, interviews with subject matter experts, and website development and enhancements.

### Investment in Short-Term and Long-Term Infrastructure

The E&I Committee recommended that the LOC invest in both short-term and long-term infrastructure to support virtual participation and the “Equity of Opportunity” in LOC events and activities. Some of the efforts discussed in support of short-term infrastructure include the distribution of information on low-cost opportunities to acquire hotspots through NPPGov contracts and the promotion of the availability of resources through the Small Cities program. The long-term effort includes support for continued lobbying for statewide broadband service to enable all members to have access to training opportunities.

### Five Annual Board Trainings on Various E&I Topics

The E&I Committee recommended that the LOC Board of Directors receive training on various topics associated with equity and inclusion at each of the five annual board meetings for a period of 30 minutes to one hour. The topics to be addressed include accommodations training, LGBTQ+ training, implicit bias training, and other topics to be determined. This training will begin with the December 2021 LOC Board meeting.

### Staff Training

The committee supported LOC staff training on equity & inclusion and suggested that this training be included in all future budgets.

### Legislative Action

The LOC Executive Committee encouraged the Equity and Inclusion Committee to include legislative action in its priorities. The committee discussed whether legislative involvement should become a priority of this committee. Since the LOC already has legislative action committees, it was determined that while there will be opportunities to assist the LOC’s advocacy team through testimony and other support, this will not be the focus of this committee. Other staff will provide the advocacy team with a list of names of members of the E&I Committee that are available as a resource, when needed.

As part of the adoption of the LOC budget for Fiscal Year 2021-2022, the recommendations of the Equity & Inclusion Committee were ultimately approved. The committee continues to explore additional opportunities to educate the LOC’s membership. ■

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# 2021 Session Produces Significant Wins for Cities

Oregon's virtual 81<sup>st</sup> legislative session adjourned at 5:37 p.m. on Saturday, June 26. It's looking like there will be at least a hybrid version of a virtual session in February of 2022 due to an ongoing need for seismic improvements to the Capitol.

For the 2021 session, the LOC's legislative team took on the challenges of remote communications and a bill list of more than 2,000 legislative proposals. Many of these concepts would not have provided any benefits to cities, and several were repeats of past efforts to reduce local decision-making authority and impact revenue sharing. As a result, much of the session had a defensive focus for the LOC lobby team. Due to the federal assistance from the American Rescue Plan Act (ARPA), we also found ourselves consumed with advocating for spending the billions of ARPA funds on generational investments for communities across Oregon. Our advocacy included constant contact with Governor Brown's office and legislative leadership in both chambers, where we focused on the federal funding and support for a coordinated effort.

Knowing this virtual legislative session would present significant communication challenges, the LOC and the Association of Oregon Counties (AOC) formed a local government caucus. We met monthly during the session and had up to 15 legislators and staff join us. We will be meeting with this group during the interim to frame a plan for moving forward. It was a great educational platform and allowed for some great dialogue and candid conversations with legislators.

Oregon's 81<sup>st</sup> legislative session saw some significant wins for cities. This included a combination of stopping legislation that would have presented significant challenges to cities, and of course some very big wins that were helped across the finish line by the combined efforts of the LOC's awesome group of lobbyists and a membership that took the initiative in advocacy and stepped-up communication with legislators on what became a weekly, if not daily, challenge on several legislative concepts.

## Funding Community Needs

In the spring of 2020, Oregon's state economists predicted a deficit of more than \$1 billion for the Legislature to deal with in 2021. As a result of multiple federal relief efforts in 2020 and 2021, and a better-than-expected economy, Oregon had nearly \$2 billion in additional revenue. This \$3 billion shift in revenue predictions is largely responsible for billions that will be invested into communities across the state. For example, water

infrastructure will see more than \$550 million invested for specific projects, including \$100 million allocated to the Special Public Works Fund. The Legislature invested an historic \$756 million in: affordable housing and permanent supportive housing; down payment assistance; homeless services; tenant support; and more. This is in addition to the approval of more than \$500 million for rental assistance and continued investment in other housing supportive services.

Behavioral health investments are now measured in the hundreds of millions with more than \$457 million dedicated to a mix of critical services, including: crisis intervention; respite care (also jail diversion); workforce development; coordination and accountability; and access to care. This was made possible by a significant influx in federal money and a revenue projection above expectation, combined with political support to address a long-standing problem.

Responding to the Labor Day fires in 2020, the Legislature also approved more than \$600 million towards: reducing wild-fire risk in the urban edge; rebuilding communities lost from the fires; and increasing resources to deal with a fire season that continues to extend beyond normal. Other notable funding included \$120 million towards broadband infrastructure, and an increased total of four full-time employees to staff the Oregon Broadband Office to help with technical assistance.

## Policy Focus for LOC

The LOC's lobby team focused on its primary legislative priorities for the 2021 session. Despite any number of hurdles, our advocacy with the assistance of grass roots legislative support from member cities resulted in some significant success for cities. Funding components in behavioral health, housing resources, broadband, water infrastructure and rate assistance, and funding for disaster recovery and relief should be celebrated.

We came up short on property tax reform, but that will be a conversation that will take more time and involve a multi-session effort. We were

able to get some significant improvements to the property tax deferral program for senior and disabled residents in HB 2634, which should be of help to vulnerable residents who are struggling to pay their property taxes.

Wildfire and disaster relief was a legislative priority for the LOC, Governor Brown, and the Legislature. The work was done on several fronts related to recovery and rebuilding of communities and overall wildfire policy in SB 762. This legislation provides a comprehensive response to reducing wildfire risk in the wildland urban interface. The work on this bill is just beginning and will have multiple advisory groups going forward to make sure communities and agencies have the necessary tools to reduce the impacts of wildfire. Another success came through the LOC's participation in a workgroup that started while the 2020 wildfires were still burning, and HB 2341 will significantly increase fairness in proration of property taxes for residents whose homes are destroyed or damaged. Having this policy conversation and finding a solution will be key for other communities impacted by wildfire and perhaps other natural disasters.

On the economic development front, working with our partners at the Oregon Economic Development Association (OEDA), the LOC was able to get HB 2343 over the finish line. This bill will give local enterprise zone sponsors the flexibility to waive or suspend employment requirements for companies that had COVID-related staffing issues.

Additionally, the LOC was successful with further reform of police arbitration proceedings with the passage of HB 2930. These reforms have been part of the LOC's legislative priorities for multiple sessions. The number of additional police reform measures was more than 20 individual legislative proposals, including legislation which moved through two special sessions in 2020.

One of the more frustrating legislative concepts was related to the setting of a prevailing wage. The LOC worked hard with a large coalition of interests

to introduce improvements for SB 493, but in the end, we were unable to modify the bill and prevent it from moving forward. As a result, projects associated with local governments and the state will have cost increases through inflated wages, particularly in smaller rural communities. The LOC also worked the entire

session with the Association of Oregon Counties to fill the expected loss of marijuana revenue due to the passage of Measure 110. SB 864 would have raised the local tax cap from 3%-10%, allowing local governments to recover their expected revenue losses. Although SB 864 passed the Senate with strong (23-6-1) bi-partisan support, the House was unwilling to bring the bill forward and will now engage in a work group process for the

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"Big wins were helped across the finish line by the combined efforts of the LOC's lobbyists and a membership that took the initiative in advocacy and stepped-up communication with legislators."

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interim.

The LOC did stop legislation that would have dramatically impacted system development charges (SDCs), which cities collectively depend on for building local infrastructure. The LOC's lobby team built a solid coalition, and in the end, turned HB 3040 into a bill that will examine the details associated with SDCs. We believe this will help local governments create a solid base of data and illustrate the difficulty in paying for infrastructure at the local level. Thanks to some great work by individual cities, we were also able to stop SB 299, which would have created a new taxing district that would have competed with cities for limited property taxes. This was the fifth session in which that legislation has been defeated.

## What's Next

The LOC lobby team has completed a [legislative bill summary](#), complete with a voting matrix on legislation that was important to the LOC and its members. Lobby team members have also been presenting downloads of the 2021 session during the third quarter Small Cities Network meetings across the state beginning July 21.

Starting in October, the LOC will also be taking applications for its seven policy committees, which will help set and frame our legislative focus for the 2023 full session. Stay tuned for these announcements, and please consider applying. These policy committees are incredibly helpful for setting the statewide agenda for cities and helping with advocacy.

The LOC will also continue to use the webinar format we discovered during the pandemic, so stay tuned for those opportunities that will be coming up to help members understand the impacts of key legislation from the 2021 session. ■



# Bills for City Review, Action & Awareness

Cities are advised to review the summaries below and take action as needed to comply with new state law. The LOC's "[2021 Legislative Session Summary of Bills](#)" is now available online and provides comprehensive analysis of bills of interest to cities.

## **HOUSING & LAND USE**

### **HB 2006: Emergency Shelter Siting**

*Effective May 12, 2021*

HB 2006 requires local governments to approve an application for an emergency shelter regardless of state or local land use laws, if the application meets specific approval criteria outlined in the bill. HB 2006 removes state requirements for mailed notice, public hearing, or solicitation of public comment on an application, and there is no requirement for a city to make a decision within a particular period of time. Decisions made under HB 2006 may not be appealed to the Oregon Land Use Board of Appeals but may be appealed using the writ of review process provided under ORS 34.010–34.100. The bill does not specify a process for local jurisdictions to review and approve shelters. Jurisdictions may require applicants to demonstrate they meet the requirements of HB 2006 through a letter and other formal documentation, or they may choose to require applicants to submit an application. Cities should fully document their findings and justification for either approving or denying a shelter under HB 2006, and consult with legal counsel to ensure they are documenting findings appropriately to respond to potential appeal under ORS 34.010–34.100.

The siting authority in HB 2006 sunsets on July 1, 2022, but shelters approved under the bill may remain in operation after the sunset. Should a shelter cease to operate, the standard land use regulations would apply again. Shelter applicants must submit applications between May 12, 2021 and June 30, 2022 to qualify under HB 2006.

### **HB 2008: Religious-Owned Affordable Housing Siting and Property Tax Exemption**

*Effective September 25, 2022*

HB 2008 requires local governments to approve the development of affordable housing on property not zoned for housing, without requiring a zoning change, on property owned by a religious organization if that property is located within an urban growth boundary, is not zoned for industrial use, and is contiguous to property zoned for residential use. For a property

contiguous to more than one residential property, the zoning of the property with the greatest density is applied to the new development. The bill allows local governments to apply certain restrictions or conditions of approval, provided that the conditions are clear, objective, and related to health, safety, habitability, or infrastructure.

HB 2008 also provides a property tax exemption for property owned or purchased by a religious organization that is used solely to provide affordable housing to individuals with a combined household income at or below 60% of an area's median income. The development must also be subject to an affordable housing covenant guaranteeing affordability for at least 60 years. The bill applies to property tax years beginning on or after July 1, 2021.

### **HB 2583: Occupancy Limitations**

*Effective January 1, 2022*

HB 2583 prohibits local governments from imposing occupancy limits based on familial or non-familial relationships. The bill does not prevent landlords and other private entities from setting occupancy limits for their own units (within existing law; ORS 90.262). Because it only applies to limits based on relationships, the bill also does not prevent local governments from addressing overcrowding, enforcing fire and building codes, or imposing limits on short-term rental occupancy.

### **HB 2918: Surplus Land Reporting for Affordable Housing**

*Effective January 1, 2022*

HB 2918 requires local governments to submit an inventory of their surplus real property to the Oregon Department of Land Conservation and Development (DLCD) on January 1 of each even-numbered year. The DLCD is charged with developing and maintaining an online database of this inventory, but is not responsible for verifying the accuracy of inventory uploaded by local governments. The bill includes a new, optional process that a city may use to sell property for the purpose of developing affordable housing as an alternative to ORS 221.725 or 2241.727. If a city chooses to use the alternative process, it is required to satisfy certain requirements established in the bill.

HB 2918 has not yet been signed by Governor Brown but would take effect upon signing.

### **HB 3040: SDC Study and Reporting Requirements**

*Effective July 19, 2021*

HB 3040 directs and funds Oregon Housing and Community Services (OHCS) to conduct a comprehensive study of system development charges (SDCs) in consultation with the Oregon Department of Land Conservation and Development, the Department of Environmental Quality, the Department of Revenue, and the Oregon Business Development Department. The scope of the study must include the role of SDCs and their fee rates, the history and methodologies of SDCs, the impact of SDCs on overall housing costs, the costs and benefits of payment deferrals, and aspects of transparency related to fee rates. Local governments are required to comply with reasonable requests from OHCS, or from a third party conducting the study or any portion of the study, for information in furtherance of the study. OHCS is required to provide a preliminary report by December 31, 2021 and a final report by June 1, 2022.

The bill also requires any local jurisdiction that assesses SDCs and maintains a public website to include: the current SDC fee rates for each type of development; the SDC methodology used to determine fee rates; the list of capital improvement projects that will receive funding from SDC fee revenue; and contact information for a local official responsible for answering questions about SDCs. Jurisdictions without a public website must provide that information to the public free of charge upon request. Jurisdictions must meet the reporting requirements by January 1, 2022.

### **HB 3109: Childcare Facility Siting**

*Effective January 1, 2022*

HB 3109 establishes childcare facilities as a permitted use in all commercial or industrial zoned areas, except in areas zoned for heavy industrial use. The bill prohibits local governments from enacting, enforcing, or imposing any land use regulations or fees that prohibit or place conditions on childcare facilities that are more restrictive than those imposed for other uses in the same zone. A local government may impose reasonable conditions upon the establishment or maintenance of a childcare facility in an area zoned for industrial uses, including but not limited to, siting restrictions for properties designated on the Oregon Department of Environmental Quality's statewide list of contaminated properties as having known or suspected releases of hazardous substances.

### **HB 3115: Local Camping Ordinances**

*Effective July 1, 2023*

HB 3115 is the product of a workgroup involving the LOC and the Oregon Law Center (OLC), as well as individual cities and counties. The workgroup spent many hours crafting a concept that recognizes a key principle from the recent *Martin v. City of Boise* federal court decision. HB 3115 requires that any city or county law regulating the acts of sitting, lying, sleeping or keeping warm and dry outside on public property must be "objectively

reasonable" based on the totality of the circumstances as applied to all stakeholders, including persons experiencing homelessness. What is objectively reasonable may look different in different communities. The bill retains cities' ability to enact reasonable time, place and manner regulations, aiming to preserve the ability of cities to manage public spaces effectively for the benefit of an entire community.

HB 3115 includes a delayed implementation date of July 1, 2023, to allow local governments time to review and update ordinances and support intentional community conversations. The LOC and the OLC will partner to provide guidance to cities ahead of the implementation deadline.

### **HB 3124: Campsite Removal Notice**

*Effective June 23, 2021*

HB 3124 extends the requirement for law enforcement to provide written notice before removing homeless individuals from an established camping site from 24 hours to 72 hours. The bill also requires the written notice to be posted at all entrances to the site, and requires jurisdictions to store unclaimed personal property in a facility located in the same community as the camping site from which it was removed. HB 3124 preserves notice exceptions when there are grounds for law enforcement officials to believe that illegal activities other than camping are occurring at an established camping site, or in the event of an exceptional emergency at an established camping site, including, but not limited to, possible site contamination by hazardous materials, a public health emergency or other immediate danger to human life or safety.

### **HB 3261: Motel Conversion Siting**

*Effective May 1, 2021*

HB 3261 requires local governments to allow the conversion of hotels and motels into emergency shelters or affordable housing, regardless of state or local land use laws, if the application meets specific approval criteria in the bill. Cities may still require the converted use to comply with building codes, occupancy limits, and reasonable siting and design standards as long as the standards do not, individually or cumulatively, prohibit the conversion through unreasonable costs or delay. HB 3126 went into effect on May 6, 2021 and applies to hotel and motel conversions or applications for conversions submitted on or after January 1, 2021.

### **SB 8: Affordable Housing Land Use Requirements**

*Effective January 1, 2022*

SB 8 requires local governments to approve the development of certain affordable housing, and not require a zone change or conditional use permit, on land zoned to allow commercial uses, to allow religious assembly, or as public lands. Qualifying land may be owned by a public body or a religious nonprofit. The bill applies to property zoned to allow for industrial uses only if the property is publicly owned, adjacent to lands zoned for residential uses or schools, and not specifically designated for heavy industrial uses. These requirements do not apply to land that a local government determines lacks adequate infrastructure, or

*(continued on page 42)*

on property that: contains a slope of 25% or greater; is within a 100-year floodplain; or is constrained by state land use regulations based on natural disasters and hazards or natural resources. Local governments may still impose development requirements based on siting and design standards and building permits.

SB 8 also includes a statewide density bonus for affordable housing in areas zoned for residential use. A local government may reduce the density or height of the density as necessary to address a health, safety or habitability issue, including fire safety, or to comply with a protective measure adopted pursuant to a statewide land use planning goal. Finally, the bill broadens the ability of applicants developing affordable housing to obtain attorney fees in prevailing appeals before the Oregon Land Use Board of Appeals.

## **SB 458: Middle Housing Land Division**

*Effective January 1, 2022*

SB 458 requires local governments to approve divisions of real property for new middle housing development on lots and parcels subject to the middle housing regulations established under HB 2001 (2019). SB 458 establishes utilities and land use conditions under which local governments must approve divisions of real property for new middle housing development and provides an expedited approval timeline for qualifying applications. The bill also establishes additional conditions cities and counties may impose during review and approval of middle housing land division plans.

## **PROPERTY TAX**

### **HB 2456: Tax Reviser's Bill**

*Effective September 25, 2021*

This annual bill makes corrections to and updates tax statutes. The bill allows the governing body of a local government to select the definition of "low income" from an expanded definition for purposes of certain rental property tax exemptions. HB 2456 also allows cities to extend the deadline for completion of construction for homes under the single-unit affordable housing exemption. Cities may need to update ordinances or resolutions, depending on their specific language. Cities will need to review and update any program materials available on the internet or published by their offices.

### **SB 141: Vertical Housing Exemption Changes**

*Effective September 25, 2021*

SB 141 makes the percentage of partial property tax exemption for property of vertical housing development projects proportional to the allocation of floor area to residential housing or low-income residential housing, without rounding up or down. The bill is unclear on whether cities would be required to recalculate the exemption percentage for existing projects. The exemption percentage is calculated at the time of application,

and the bill does not require reapplication for existing projects, but the calculation changes are applicable to the 2021-22 tax year. Cities may need to update ordinances or resolutions, depending on their specific language. Cities will need to review and update any program materials available on the internet or published by their offices.

See also **HB 2008** under **Housing and Land Use** section.

## **BUILDING CODES**

### **SB 866: Third-Party Building Official**

*Effective September 25, 2021*

SB 866 provides cities which had a third-party building official as of 2018 with the opportunity to keep their program with some additional administrative oversight. The administrative steps will include: a designated city employee for oversight; added education requirements for the city designee; and increased transparency for budget/revenue related to the fee structure associated with the city's building permitting program. Cities that wish to continue using a third-party building official must submit an updated operating plan to the director of the Oregon Department of Consumer and Business Services which outlines how the city will comply with SB 866.

### **HB 2180: EV Infrastructure New Construction**

*Effective July 1, 2022*

This bill amends state building codes to require certain new construction to include electric vehicle (EV) capacity. This construction is largely focused on multi-family housing and allows a city to adopt code requirements above the statewide base code for EV capacity.

## **PUBLIC CONTRACTS**

### **HB 3082: Competitive Bid Price**

*Effective January 1, 2022*

HB 3032 raises the contract price at which public improvement contract solicitations are exempt from competitive bidding requirements from \$5,000 to \$10,000.

### **HB 2682: Equipment Leasing**

*Effective September 25, 2021*

Requires a person who rents a utility vehicle to a contracting agency to provide records that describe in detail results of the most recent inspection that person performed, or had performed, on the vehicle's traction, structure, power train, control components and related parts and equipment in compliance with specified rules, regulations or standards.

## **SB 493: Prevailing Wage**

*Effective January 1, 2022*

Establishes the most recent collective bargaining agreement as a baseline for establishing prevailing wages for public contracts. If more than one collective bargaining agreement for a particular trade or occupation exists in a locality, the highest rate of wage among the agreements establishes the prevailing wage for public contracts. If there is no collective bargaining agreement for a particular trade or occupation in a locality, the commissioner shall have an independent wage survey in the locality conducted and then determine the prevailing wage.

## **SB 420: Community Benefit Contracts**

*Effective September 25, 2021*

Allows a contracting agency or local contract review board to enact or adopt, as appropriate, ordinance, resolution, rule, regulation or other legislative or administrative measure to designate certain public improvement contracts as community benefit contracts.

## **SOLID WASTE**

### **HB 2395: Statewide Bag Ban Definitional Change**

*Effective May 17, 2021*

In 2019, HB 2509 passed and created a statewide policy on single-use bags for restaurants and retail establishments and requires a minimum fee of no less than 5 cents for each “recycled paper checkout bag” provided at retail establishments, including grocery stores.

HB 2395 expanded the definition of “recycled paper checkout bag” to include non-wood renewable fiber and a combination of post-consumer recycled fiber and non-wood renewable fiber, along with post-consumer recycled fiber. Local ordinances, charter provisions and resolutions will need to be reviewed to determine consistency with the expanded definitions established in the bill.

### **SB 582: Recycling Modernization**

*Effective January 1, 2022*

Modernizes the Oregon recycling system by establishing a producer responsibility model and requires certain producers of “covered products” to financially contribute to (through annual fees) and participate in an approved producer responsibility organization (PRO). Funds collected through the PRO will be made available to local governments for eligible costs. Compensation to local governments can occur either in advance or as a reimbursement. The bill authorizes the Oregon Environmental Quality Commission to adopt a uniform statewide list of materials that are suitable for recycling collection. Previously, the list of recyclable materials varied locally, resulting in ongoing consumer confusion, inequities and recycling contamination.

SB 582 prohibits commingled recyclables collected under the Opportunity to Recycle Act from being delivered to commingled processing facilities unless such facilities meet performance

standards and specified equity considerations. Certain equity provisions will not be operative until January 1, 2027. The Oregon Recycling System Advisory Council (ORSAC) is created under this bill. ORSAC will make recommendations to both the Oregon Department of Environmental Quality (DEQ) and the PROs on a variety of topics, and submit a report to the Legislature every two years. SB 582 requires the DEQ and PROs to respond to written recommendations from the ORSAC.

Local governments are required to:

- Provide multifamily properties with collection of materials on the uniform statewide list, ensure adequate space and container placement for multifamily properties, and demonstrate a plan for ensuring such access for new construction and significant remodels, if they provide the opportunity to recycle. An eligible cost for PRO funds includes the costs of upgrading or establishing recycling at multifamily facilities.
- Utilize educational resources. The bill requires PROs to develop and make available to local governments culturally responsive educational resources to promote the uniform statewide recycling list. Local governments are required to utilize these resources.
- Ensure that newly purchased roll-carts, bins and containers contain at least 10% verified post-consumer content by January 1, 2026.
- Identify to the department the local government’s service providers that are authorized to receive funding or reimbursement directly.
- Report to the producer responsibility organization when the expansion or improvements have been fully implemented, or the status of implementation annually before expansion and improvement is fully implemented if they have received funds for such expansion.

## **ECONOMIC DEVELOPMENT AND INFRASTRUCTURE FUNDING**

### **HB 5006: Christmas Tree Bill**

*Effective June 30, 2021*

This session’s Christmas Tree Bill includes appropriations that will be of significant benefit to cities across Oregon. Details are available in this [budget report](#), and cities can search for their city name by using CTRL+F or see below for specific page numbers from that report. The following items are by no means a complete list of the investments found in HB 5006:

- \$173 million in limitation for the Oregon Department of Administrative Services (DAS) to distribute lottery bond proceeds for projects outlined in SB 5534 (see page 23 for a list of projects);
- \$240 million in American Rescue Plan Act (ARPA) grants by state legislative districts (see pages 26-38 for a list of projects). DAS has not yet completed a review of the list of projects for

*(continued on page 44)*

ARPA requirements, so we do not expect this money until the fall of 2021 at the earliest. However, there will be grant agreements up front and reporting on the back end;

- More than \$5 million in financial assistance for planning and other needs in communities affected by the 2020 wildfires (page 43); and
- Almost \$276 million for drinking water, storm water, and sanitary sewer projects (see pages 43 to 45 for list of projects).

In addition to the above investments to specific cities, there will be resources available to communities across Oregon, with details forthcoming as various agencies stand up their programs. These include: \$120 million in (ARPA) funds for deposit in the Broadband Fund (pages 24 and 47); \$50 million in general funds dedicated to the Special Public Works Fund in addition to the \$50 million in lottery bond revenues from SB 5534 (page 45); \$410 million in Article XI-Q bond proceeds for the Housing and Community Services Department to develop affordable housing units and supportive housing units for Oregonians who have experienced chronic homelessness (page 49); and \$100.4 million from the general fund for construction, rebuilding, and financing initiatives for wildfire survivors (page 50).

## **HB 2343: Enterprise Zone COVID Employment Waiver**

*Effective September 25, 2021*

Allows an enterprise zone sponsor to adopt a resolution relaxing enterprise zone employment requirements otherwise imposed on authorized business firms for either or both of property tax years beginning on July 1, 2021, and July 1, 2022 if the company reduced employment due to the COVID-19 pandemic. Cities that are zone sponsors and want to use this option for the 2021-22 tax year will need to pass a resolution by September 25, 2021. The resolution may either suspend (see Section 2; company pays tax but is not disqualified and receives an additional year of exemption at the end of program) or waive (see Section 3; company does not pay tax) the requirements. The LOC will work with the Oregon Economic Development Association on guidance for enterprise zone sponsors.

## **FINANCE**

### **HB 2966: Commercial Tenant Grace Period Extension**

*Effective June 7, 2021*

Extends grace period for repayment of nonresidential rent between April 1, 2020, and September 30, 2020, until September 30, 2021, for certain tenants. Cities acting as a commercial landlord will need to honor the new grace period for repayments.

## **TRANSPORTATION**

### **HB 2165: Removing Sunset on DEQ EV Rebate Program**

*Effective January 1, 2022*

Accelerates the timeline for public agencies to transition to an electric vehicle (EV) fleet for light vehicles. This is an omnibus package with several other elements of EV incentives.

### **HB 3055: ODOT Omnibus Transportation Bill**

*Effective September 25, 2021*

This bill provides direction on several policy decisions that cover public contracting associated with transportation projects, clarity for local authority to establish fuel taxes and flexibility for use of transportation revenues generated by the transportation investment package from the 2017 session—HB 2017. In addition, the legislation modifies definitions related to tolling for the purpose of funding projects.

## **WILDFIRE**

### **SB 762: Wildfire Policy**

*Effective July 1, 2021*

This is an omnibus wildfire policy package and includes a series of impacts on local governments. The first step in this process will be a mapping process that the Oregon Department of Forestry and Oregon State University will complete. Once this map is complete cities will likely want to consider changes to comprehensive plans and evaluate options for future growth and development. Cities will have the ability to also go beyond statewide standards that address defensible space. Detailed impacts for cities will come once several advisory committees complete their work in 2021-2022.

### **SB 405: Nonconforming Use**

*Effective May 15, 2021*

SB 405 allows a nonconforming use to not be considered interrupted or abandoned by a city or county while a federal, state, or local emergency order issued on or after January 1, 2020 temporarily limits or prohibits the use, or the restoration or replacement of the use. The bill would also, until September 30, 2025, require cities and counties to allow commencement of restoration or replacement of nonconforming uses that were damaged or destroyed by the September 2020 wildfires.

## **POLICE REFORM AND PUBLIC SAFETY**

### **HB 2162: Police Accreditation**

*Effective September 25, 2021*

Requires police agencies with 35 officers or more to become accredited through an accrediting body determined by the state. The legislation also requires the Oregon Department of Public Safety Standards & Training (DPSST) to develop an equity training program for police and other certified public safety professionals. The bill takes effect the 91st day after session, at which point the agency will begin work on their training curriculum. Police agencies with 100 or more officers must become accredited by July 1, 2025 and agencies with 35-99 officers must meet this standard by July 1, 2026.

### **HB 2513: CPR Training**

*Effective January 1, 2022*

Requires all certified police officers and reserve officers to receive three hours of CPR and airway maintenance training, and thereafter receive at least two hours of such training in each maintenance training period. Additionally, when an officer encounters a restrained person suffering a respiratory or cardiac compromise, the officer is now required to immediately request emergency medical service if it is tactically feasible to make such a request and the officer has access to communications. This change may require cities to review and amend their police department's operating procedures.

### **HB 2932: Police Use of Force Reporting**

*Effective January 1, 2022*

Requires all police agencies to participate in the FBI use of force database.

### **HB 2936: Racism Prevention in Policing**

*Effective January 1, 2022*

Cities that employ police or reserve officers must adopt policies that set standards for the speech and expressions communicated by their officers, both in and outside the scope of their employment, to recognize the unique position law enforcement officers have in a community. Given the implications on officers' constitutional rights to free speech and expression, cities are encouraged to develop these policies in concert with their respective legal advisors. The bill also directs the DPSST to develop a background vetting checklist which agencies must meet. That background check standards in the bill reflect current minimum best practice and should have a minimal impact.

### **HB 3145: Police Discipline Reporting**

*Effective January 1, 2022*

This bill requires police agencies to report misconduct findings that result in economic discipline to DPSST.

### **HB 3355: Crowd Control Identification**

*Effective January 1, 2022*

HB 3355 requires police officers on duty and working crowd control in cities with a population of 60,000 or more to have the first initial and last name or unique identifying number legible on their front and back when engaged in crowd control activities. The requirement would apply to a smaller city that provides officers to a larger city that meets the population threshold through mutual aid.

## **GENERAL GOVERNMENT**

### **HB 2026: Eastern Oregon Public Employee Hiring Restrictions**

*Effective June 26, 2021*

Requires public employers to give preferences to residents of Malheur County for civil service positions if the majority of the work for the open position will be performed within Eastern Oregon Border Economic Development Region.

### **HB 2560: Electronic Participation in Public Meetings**

*Effective January 1, 2022*

This legislation requires, to the extent reasonable, the governing body of a public body to allow for virtual or electronic participation in public meetings. Legislative history on the bill indicates that cities should also evaluate their obligations under the Americans with Disabilities Act when electing to not allow for virtual or electronic participation in public meetings. ■



## **Are You Signed Up for the *LOC Bulletin*?**

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# CIS Supports OCCMA's Senior Advisors through \$2,500 Grant

**D**uring the recent Oregon City/County Management Association (OCCMA) summer conference in Bend, CIS' Executive Director Patrick Priest provided a \$2,500 grant for the OCCMA's Senior Advisors.

The city of Ashland's Interim City Manager Gary Milliman accepted the grant as his fellow Senior Advisors Dan Bartlett, David Clyne, and Dave Kanner looked on. All of the Senior Advisors were praised for their outstanding leadership. Senior Advisors not in attendance were Wes Hare, Larry Lehman, Sheila Ritz and Dave Waffle.

Apart from Gary Milliman, the Senior Advisors are retired city managers and county administrators who travel around the state to support city and county leaders. These trusted advisors volunteer their time to offer confidential, professional advice and support. Some of the ways they help include:

- Sharing how best to work collaboratively with their elected officials;

- Providing creative ideas on how to best respond to local controversies; and
- Providing thoughtful answers to general management questions.

The \$2,500 CIS grant pays for out-of-pocket expenses such as mileage, meals and hotel stays for the Senior Advisors as they travel across Oregon helping city and county leaders. CIS supports the Senior Advisors because of the OCCMA's strong commitment to encourage solid risk management services to its cities and counties. The OCCMA's advisors provide real world, practical advice.

Today's city managers are making critical decisions that can have huge impacts on claims. CIS, much like the Senior Advisors, help cities through tough times. It's the primary reason CIS exists. Their goal is to be a one stop shop for coverages — whether it's property, casualty, or employee benefit solutions.

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The city of Ashland's new Interim City Manager Gary Milliman accepts a \$2,500 grant from CIS Executive Director Patrick Priest. The funds help support OCCMA's innovative Senior Advisor Program. Milliman recently celebrated an impressive milestone. He's worked in local government for 50 years. He is also very knowledgeable about the benefits of insurance risk pools, having helped establish one of the nation's first back in the 1970s.

Beyond the affordable and comprehensive coverage tailored to Oregon's cities and counties, CIS stands with cities and their managers in good times and bad. When leaders need a hand, CIS' experts, including employment attorneys, risk managers, law enforcement consultants and benefits representatives, are there to help. It is that emphasis on expert and personalized assistance that draws CIS to the Senior Advisor program. The advisors provide real world, practical advice and serve as mentors.

"OCCMA's Senior Advisors support city managers on a personal and professional level—all while developing strong friendships," according to Priest. "Just like CIS is there for our members, the Senior Advisors are too. Their strong loyalty to these city leaders feels a lot like family."

Both CIS and the Senior Advisors are keeping insurance costs down. CIS is committed to this because as a self-insured program—owned by CIS members—any savings strengthen the overall risk pool. By working together, CIS will help keep Oregon's cities and counties safer, stronger and healthier. ■

The LOC is also a long-time supporter of the OCCMA and provides staff for the organization's annual summer conference. In addition, the LOC has a long history with CIS, creating the insurance risk pool (with the help of the Association of Oregon Counties) back in 1981. This year, CIS celebrates its 40th anniversary. The LOC helped create the not-for-profit risk pool out of necessity after large commercial insurers stopped offering affordable insurance to Oregon's cities and counties. Today, CIS serves 98% of Oregon cities and 78% of counties with at least one line of coverage.



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# Oregon's Aging Water Infrastructure: Challenges and Solutions

By Dennis Lyon

Oregon's infrastructure is aging, and, as the state boiled under a heat dome at the end of June and into July, it underlined the threat of climate change and drought that threatens the state's water infrastructure.

## Climate Change Impacts Infrastructure

The heat was so extreme that power cables began melting and sidewalks and [streets started buckling](#) in Portland—the impact of the crumbling roads on the infrastructure beneath has yet to be calculated. While there are concerns about the strain on the electric grid, access to clean, safe water is [even more critical](#) to keeping residents hydrated and cool. Unfortunately, Oregon has had more than [100 heat-related deaths](#) and an abnormally high number of heat-related emergency medical visits.

The heat dome is only the latest aspect of climate change that is impacting Oregon's water infrastructure—abnormally dry drought conditions throughout the state have severely impacted water supply, including the canals that serve Oregon's agricultural communities. The drought means that the groundwater is not being re-established, stream flows aren't building up, and river basins don't have adequate snowpack.

It's expected that more than one-half of Mount Hood's [precipitation will be rain](#), instead of snow, by 2080. This means the water will drain away before it can be used by cities or farmers. It's been estimated as the [worst drought in decades](#) and possibly the century, draining the Wickiup Reservoir near Bend for the first time in decades.

Not only that, but the state's water infrastructure is straining under an influx of residents it wasn't built to accommodate, and the prospect of a high-magnitude Cascadia earthquake looms over the aging infrastructure.

## Aging Infrastructure Compounds the Problem

The [American Society of Civil Engineers](#) (ASCE) gives Oregon's drinking water systems a C- and estimates that \$6.3 billion is needed over the next 20 years to address the aging infrastructure, citing some systems that have 100-year-old cast iron pipes still in service and the need to harden it against potential earthquakes. The ASCE gave wastewater systems a D grade and estimates that



\$3.9 billion is needed to address infrastructure that has exceeded its useful lifespan, harden it against natural disasters and expand capabilities.

However, the collective \$10.2 billion estimated by the ASCE is dwarfed by the League of Oregon Cities numbers—in a [joint report](#) with Portland State University, the LOC estimates the true cost of water improvements in the state to come in at \$23 billion over 20 years. This is a staggering amount, especially for small cities and low-income areas. Since federal funding for

water systems has plummeted from the 1970s heyday of infrastructure spending to [less than 5%](#), most of the burden falls on the shoulders of the state or local community.

### COVID Has Impacted Utilities Finances

At the end of June, the Oregon Legislature passed a bill investing more than [\\$538 million](#) in the state's water infrastructure. Meanwhile, the Biden Administration proposed \$111 billion in low-interest loans and grants for water infrastructure in the [American Jobs Plan](#), and the House passed [the INVEST in America Act](#) on July 1 that would allocate \$117 billion for drinking water and \$51 billion for wastewater. On Aug. 1, Senators finalized the text for a [\\$1 trillion bipartisan](#) infrastructure bill, earmarking \$55 billion for water infrastructure. At press time, the bill had not been voted on.

What all this means, of course, is that the lion's share of water infrastructure funding will come from individual systems—and their ratepayers. For example, Portland, which provides water to one-quarter of the state's residents, had to increase rates [by 6.5%](#) in 2021 to defray the costs of a [new water treatment plant](#), environmental compliance and maintaining aging water and sewer systems. This has resulted in cities such as [Gresham](#) and [Sandy](#) reconsidering their relationship with the water bureau.

While water utilities are struggling with maintenance and expansion, their [customers are also struggling](#). The COVID-19 pandemic exposed holes in our social safety nets, and many water utilities have been dealing with a larger-than-usual amount of

delinquent accounts, according to the LOC. Many communities have grassroots assistance programs operated by local utilities or nonprofit community organizations, but the strain on these programs during the pandemic has been tremendous.

As a result of an overwhelming number of delinquencies across the country, the federal government introduced the Low-Income Household Water Assistance Program, an emergency assistance program [funded through 2023](#)—the future of the program is up in the air.

Some utilities have established relationships with organizations that provide water bill assistance for at-risk residents or have created their own nonprofit arm to address the issue. A partnership with the NLC Service Line Warranty Program can provide funding toward such efforts while shielding already financially stressed residents from the financial shock of unexpected service line repairs.

The program provides a 24/7/365 emergency repair hotline and thoroughly vetted, licensed, insured and local contractors and covers repairs up to the benefit amount without deductibles, paying contractors directly. To learn more about the program, [contact us](#). ■

*Dennis Lyon currently serves as Regional Account Director for the NLC Service Line Warranty Program. He is responsible for working with municipalities/utilities to educate and develop the best program options for their residents.*



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# Integrating ShakeAlert in Your City Operations

Over the past year, the LOC has partnered with ShakeAlert to provide information about the United States Earthquake Early Warning System. Recently, ShakeAlert reached a big milestone: the launch of public alerts across Oregon, Washington, and California. Folks across the West Coast can now receive earthquake early warning alerts by way of their cell phone from the Wireless Emergency Alert (WEA) System. Those living in Oregon can receive alerts two additional ways using their cell phone: downloadable, free apps (“MyShake” and “QuakeAlertUSA”), and direct from Android’s operating system (applies to Android phones only). For more information on how to receive an earthquake early warning alert, powered by ShakeAlert, visit: [ORShakeAlert.us](http://ORShakeAlert.us).

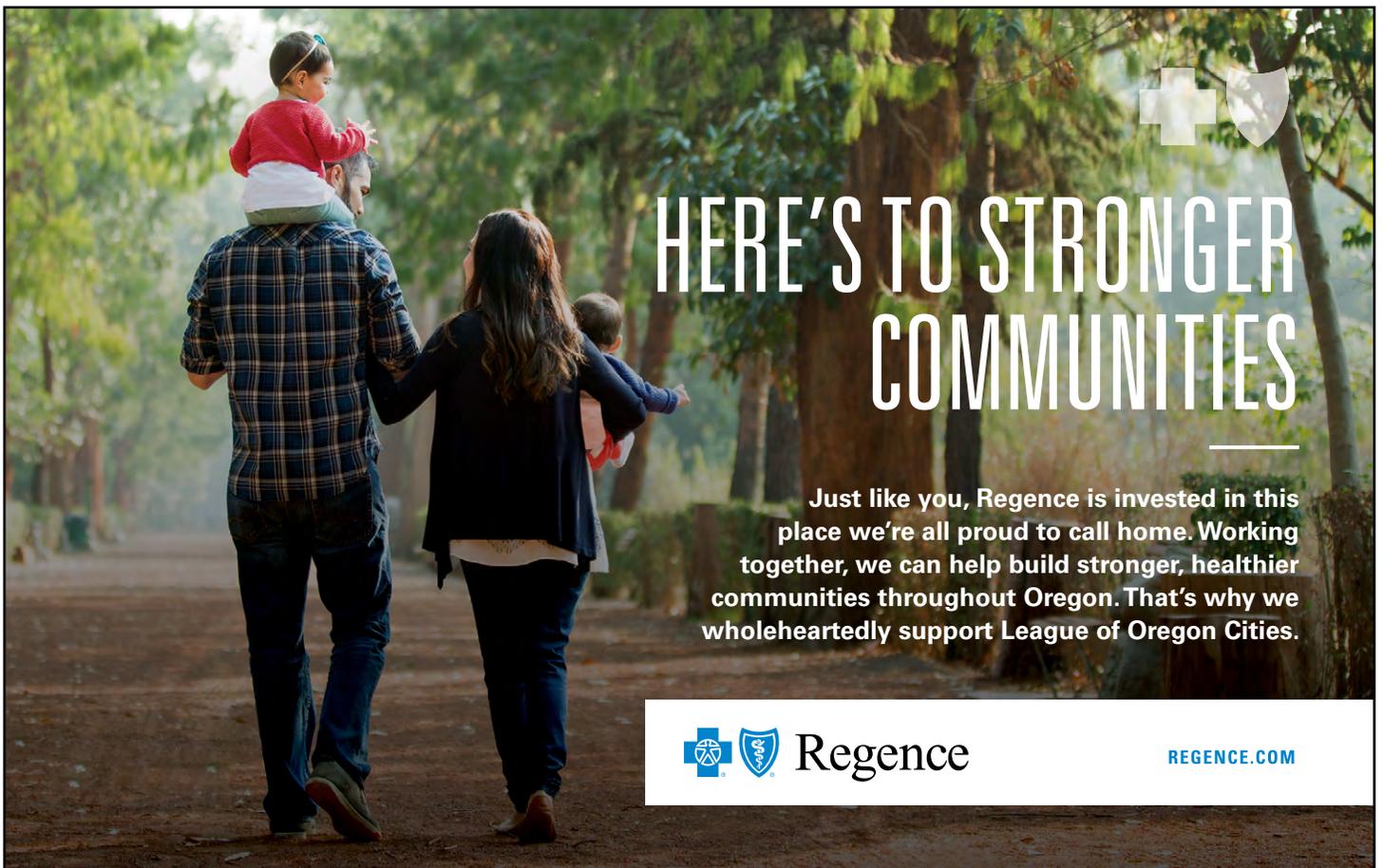
With public alerting in place, the ShakeAlert system continues its focus on protecting people and critical infrastructure through the development of a wide variety of earthquake early warning automated solutions upon receipt of an alert. Automated actions can include closing valves and stopping heavy rotating equipment, issuing public announcements, displaying digital messages along roadways, controlling generators, and slowing fast moving light rail. Automating such processes upon receipt of an alert harnesses the maximum time to shift operations into “safe mode”

and prevent cascading failures. ShakeAlert continues to increase the number of ShakeAlert partners that are approved to provide their developed product (a.k.a. licensed operators) to those seeking to automate their infrastructure.

For a community to get up and running after an earthquake, we need to mitigate both individuals and critical infrastructure loss. Public alerts and automated infrastructure action are critical to successful earthquake resilience.

If you are interested in learning more about ShakeAlert and the avenues available for you to automate alerts to staff and/or infrastructure before strong shaking arrives, Oregon ShakeAlert Coordinator Lucy Walsh is available to assist. She can provide information about the ShakeAlert System and connect you with the approved ShakeAlert Licensed Operators. It is encouraged that you speak directly with the licensed operators. A one-on-one meeting is the best way to learn more about the alert delivery solutions they provide and their cost structures.

A list of the current ShakeAlert Licensed Operators can be found on the ShakeAlert website, [www.shakealert.org/implementation/lo](http://www.shakealert.org/implementation/lo). Please note, those who are interested in the services of a licensed operator should focus their attention on these partners: Early Warning Labs; Global Security Systems/



  
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# Examples of Automated Actions Powered by ShakeAlert®

## Automated Actions to Alert People



On Your Mobile Device



Electronic Road Signage



Digital Billboard on Buildings



Public Announcements

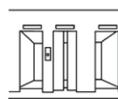


Emergency Alerts over TV and Radio

## Automated "Machine-to-Machine" Actions



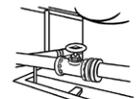
Slowing Trains



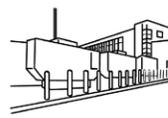
Recalling Elevators



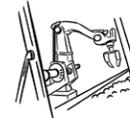
Opening Firehouse Doors



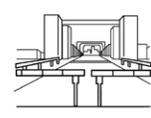
Shutting Off Water and Gas Valves



Activating Generators



Parking Delicate Machinery



Closing Bridge Gates

ALERT FM; RH2 Engineering; SkyAlert; Valcom; and Varius Inc. These six are currently the only licensed operators that provide alert delivery solutions to external users (as of July 2021).

To learn more about how ShakeAlert partners utilize an earthquake early warning alert to automate actions, refer to ShakeAlert's [recently updated FAQ on Technical Partnerships](#). This FAQ covers the options for receiving alerts and taking action outside of publicly available alerting via WEA and cell phone apps.

Additionally, ShakeAlert recently released a series of sector-targeted informational packets about the ShakeAlert system and how to get involved. All packets contain a helpful array of FAQs

about the ShakeAlert System that are applicable for any audience, including expected warning times, system cybersecurity, and the difference between earthquake magnitude and intensity. Find these resources on the ShakeAlert website at [www.shakealert.org/messaging\\_toolkit](http://www.shakealert.org/messaging_toolkit).

Please reach out to learn how you can take full advantage of the benefits earthquake early warning provides to our state and local communities. ■

*Lucy Walsh, Oregon ShakeAlert Coordinator, Oregon Hazards Lab at the University of Oregon; [lwalsh@uoregon.edu](mailto:lwalsh@uoregon.edu)*

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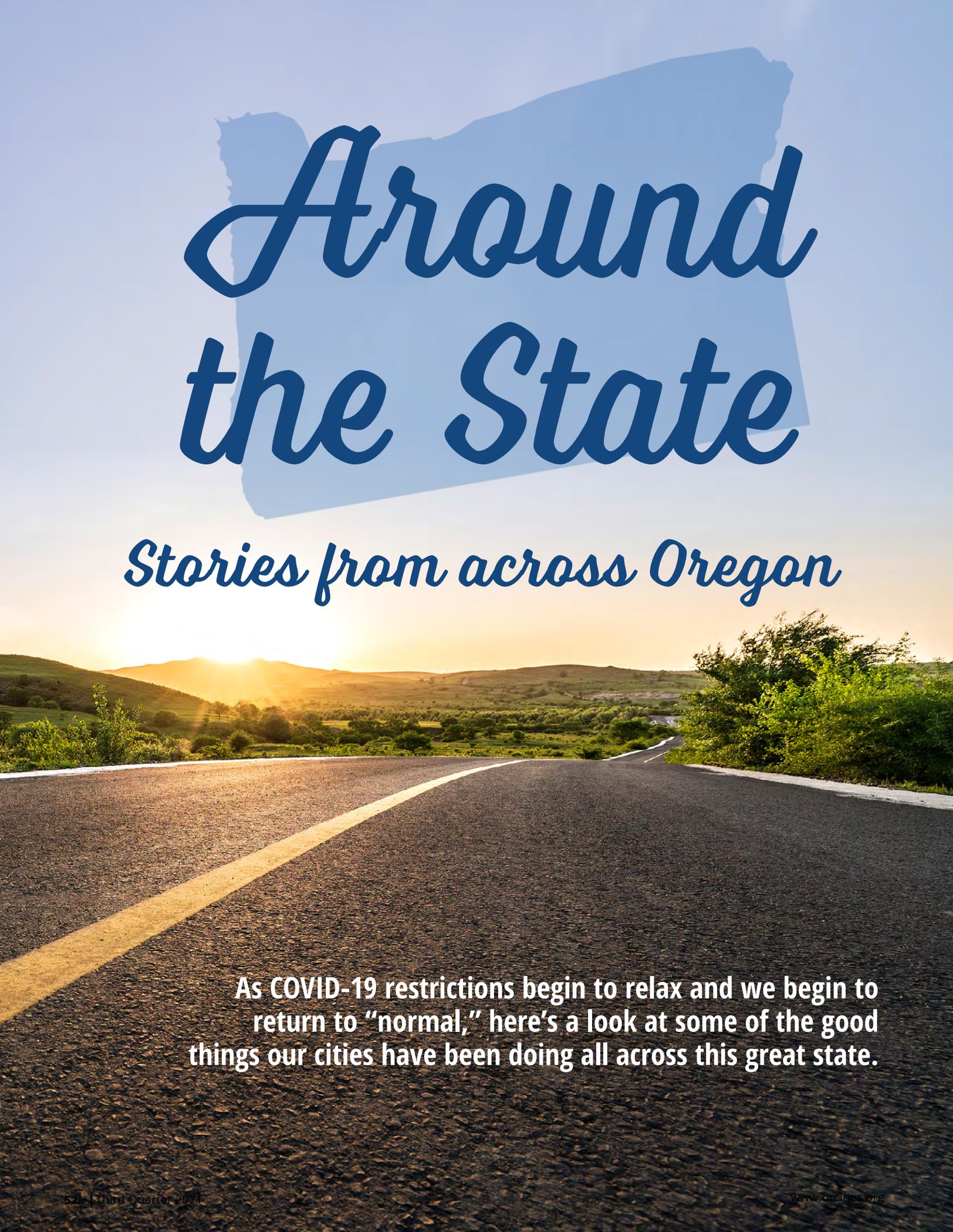
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# *Around the State*

*Stories from across Oregon*

As COVID-19 restrictions begin to relax and we begin to return to “normal,” here’s a look at some of the good things our cities have been doing all across this great state.

## SEASIDE

### Centennial Celebration for Promenade

Seaside's iconic Promenade, 1.5 miles of paved, accessible walkway with a sweeping view of the Pacific Ocean, is celebrating its 100th anniversary this year. The Prom marked its official centennial Aug. 7 with a dedication ceremony and parade, and the celebration will continue with activities throughout the rest of this year.

While the historic anniversary comes during the COVID-19 pandemic, the Prom has already stood witness to World War II, previous pandemics and numerous natural disasters, including the eruption of Mt. St. Helens, 85 miles east and visible in Seaside, noted Travel Oregon.

In 1806, members of the Lewis and Clark Expedition established a salt works where the Prom is located. The statue of Lewis and Clark commemorating the end of the Oregon Trail was installed in the center garden of the turnaround in 1990.

The Prom began as a boardwalk built in 1904 that connected to Pacific Pier, a wooden pier that jutted into the ocean. At that time, Seaside's beach was shorter than the 800 feet of sand it is today, so the boardwalk also acted as a seawall. In 1920 the boardwalk, which was in constant need of repair from ocean damage, began to be replaced with the concrete walkway that exists today. The Prom was constructed with 2,329 arches and 50 signature lamp posts.

The pier, which finally succumbed to the elements in 1914, occupied the spot where the present-day turnaround was built. "For building (the turnaround), they used horse teams to transport concrete and rock," Dale McDowell, Seaside's public works director, said in a Travel Oregon article. "A majority of the work was manual labor, with men working for 15 cents an hour."



A band plays in front of the hotel during the Prom Dedication Day in August 1921



The Aquarium on the Prom in 1945. Note the steps down to the beach... there's a sand dune higher than the Prom wall blocking the view of the water now!



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# HERMISTON

## New Funland Playground Opens

The Hermiston Parks & Recreation Department recently completed the city's new Funland Playground, which it calls "one of the largest, most engaging and inclusive playgrounds in the Northwest." A grand opening celebration took place July 4.

The playground's three zones, Wild West, Adventure, and Farmland, feature a locomotive, wagon train, stagecoach, pirate ship with a Kraken sea monster, a barn and silo with large slides, giant fruit and vegetables, and a 6-foot watermelon slice.

Located in Butte Park, Funland is designed as a place for play, education and engagement for children of all ages and abilities. Many of the features are specifically designed for children with ability challenges. It is constructed with the most durable and vandal-resistant materials available, and includes a new picnic shelter, restroom facilities and concession stand.

The Funland Playground replaces a wooden play structure that burned down in a suspicious fire in May 2019. In a recent episode of the LOC's [City Focus podcast](#), Hermiston Mayor Dave Drotzmann described the community effort that went into building the original park, as well as the collaborative effort to rebuild the second iteration when the first burned in a 2001 arson.

"It's something that people put a lot of hard work into and were passionate about, and so it was really sad," Drotzmann said, adding he was impacted emotionally because his children had played there.

"I made a statement at that time (2019) that we would rally around this issue and, as a community, we would build this thing again out of the ashes for something bigger, better and stronger than before, and we did," Drotzmann said during the podcast.

The Hermiston Parks & Recreation Department noted that the playground would not be possible without the donations and sponsorships from community members and local businesses. The community donated more than \$800,000, and in August the city will host an event to honor those who contributed.

"Out of the ashes comes this incredible playground. It's unlike any other," Larry Fetter, director of Hermiston Parks & Recreation, said during the grand opening ceremony.

The project also received \$250,000 in federal funding through the Umatilla Electric Cooperative, which contributed its grant from the U.S. Department of Agriculture to help build the Funland Playground.



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# TANGENT

## City Manager Georgia Edwards Retires

Georgia Edwards began working for the city of Tangent more than 33 years ago as its city recorder—and only employee—when its population was about 480 and it had just installed its sewer system. She managed the sewer billing by hand until she got a computer, and kept the city’s financial records for the first 15 years until she was able to hire a full-time financial director.

Tangent’s population has tripled since then, and Edwards has held a series of job titles over the years, including city administrator and city coordinator, before becoming city manager.

“There are a lot of good people in Tangent I’ve worked with,” Edwards said. “I also like working on planning issues.”

Among many achievements over the years, Edwards saw a few relocations of Tangent City Hall, from a dilapidated community center to its current home in a house previously owned by a cat. When the cat’s owner died, he left his estate to the cat and Edwards was among those who took care of the cat at times. When the cat died, the house became the city’s permanent offices and the city council meets in the revamped living room.

Edwards, who is looking forward to spending more time with her grandchildren and taking a family vacation to Walt Disney World, said she had an opportunity to show Tangent’s new city manager,



Georgia Edwards in front of Tangent City Hall

Joe Samaniego, the ropes for a couple of months before she retired.

“He’s from Alaska and he has some government experience, and that’s been really helpful because he understands some of the processes,” she said. “I don’t feel like I’m leaving the city in a lurch so I’m pleased about that.”

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# NEHALEM

## City Manager Dale Shafer Retires

City governance began as a part-time job for Dale Shafer, who started out as a city treasurer in the eastern Oregon town of Athena while her children were in school.

“It was interesting, there was never a dull moment, and I learned a lot,” said Shafer, who served as Athena’s city clerk and city administrator and also as a municipal court judge during her 21 years of working there.

Allergies forced Shafer to leave eastern Oregon and she moved to Nehalem. Her son, who served on Athena’s City Council, saw an announcement that Nehalem was looking for a city recorder and encouraged her to apply. Within a year, she became city manager and filled that role since 2012.

“I’ve enjoyed the people. It’s a beautiful town right on the Nehalem River, and the atmosphere in town is just a lovely place to be,” she said, noting she feels fortunate to have worked with the late Shirley Kalkhoven, Nehalem’s mayor for a decade and a former LOC President.

Shafer said one of the biggest challenges she experienced during her career is that “in a small town you have to do everything a large city does, but with zero people and less money.”

Despite that, Shafer succeeded in getting a new city hall built, directed the review of decades of neglected public records, as well as updates to the Nehalem Master Water Plan and Comprehensive Plan, according to the Tillamook Headlight Herald.

“It’s been a fun and challenging and totally unexpected career,” Shafer said.

One of her favorite memories was from her time as a municipal court judge, when a couple called to ask if she would marry them. They asked if she would do so even though they preferred to get married outside, on Halloween, while wearing Civil War costumes.

“I said, ‘As long as I don’t have to wear one, I don’t care,’” she said.

In 2020, the Oregon Association of Municipal Recorders (OAMR) presented Shafer with its President’s Award of Distinction. She served on numerous OAMR committees throughout her career, became a region director in 2013 and was named president in 2016.

Shafer said she plans to spend her retirement doing water aerobics classes, learning to speak Spanish and traveling, including finally taking the riverboat cruises she paid for before the pandemic shut them down.



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# SALEM

## Project of the Year Award

The city's public works department has earned The American Public Works Association's (APWA) 2021 Public Works Project of the Year Award for its efforts in restoring Pringle Creek in downtown Salem.

For decades, Pringle Creek had been shaded by the concrete remnants of the old Boise Cascade paper mill. The project focused on rehabilitating the stream bed flowing under a section of downtown Salem by removing concrete pylons, enhancing the green space along the water, and restoring the beauty of the creek.

Since completion, the project has enhanced stream flows, improved fish habitat in the creek, and increased the plant and animal diversity found in the area. This award recognizes the cooperative achievements between the city of Salem, the contractors at Suulutaq Inc., and consultants at Otak Inc.

The American Public Works Association is a not-for-profit, international organization of more than 30,000 members involved in the field of public works. APWA serves its members by promoting professional excellence and public awareness through education, advocacy, and the exchange of knowledge. Salem's Public Works Department earned its 2021 Public Works Project of the Year Award in the Environmental category for projects under \$5 million.



"APWA is honored to celebrate the 2021 Project of the Year Award with the residents of Salem," said APWA President Mary Joyce Ivers, CFPF, PWLF. "I am proud and inspired by all of our public works members who continue to deliver outstanding, selfless services to their communities, even in times of a pandemic and emergencies."



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503 943 4810  
dgoe@orrick.com

**Michael Schrader**

Of Counsel  
503 943 4840  
mschrader@orrick.com

**Steven White**

Managing Associate  
503 943 4838  
steven.white@orrick.com

**Christine Reynolds**

Partner  
503 943 4821  
cereynolds@orrick.com

**Scott Schickli**

Tax Counsel  
503 943 4830  
sschickli@orrick.com

**Caitlin Vo**

Project Manager  
503 943 4844  
cvo@orrick.com

**Greg Blonde**

Of Counsel  
503 943 4823  
gblonde@orrick.com

**Trish Eichar**

Partner  
503 943 4860  
peichar@orrick.com

**Angie Gardner**

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503 943 4826  
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— Thomson Reuters, 2018

# SUBLIMITY

## System Upgrades Save Money

Sublimity's nearly 50-year-old sewer collection system had become inefficient with mounting maintenance needs as the city's population continues to grow and three new 100-parcel subdivisions have been approved.

City leaders sought a solution that would help eliminate clogging in the system and increase the pump station's efficiency, allowing staff to be more productive with their time, reducing maintenance costs and leading to power savings.

Sublimity's Department of Public Works (DPW) worked with a company called Xylem to engineer a complete design-build system with full technical support. The system is designed around Concertor XPC pumps, which integrate the advanced controls of a traditional pump controller into the traditional mechanical pump for an intelligent pumping system.

The system intelligence is accessible via a touchscreen device and is available for SCADA connectivity, allowing operations and maintenance staff to review both real-time performance and historical performance, complete with trending analysis.

Alan Frost, Sublimity's public works director, said the city saw near-instant improvements and hasn't had a problem with clogging since the system was installed last spring.

"We saw immediate cost savings on our electrical bill. As of February and March, when we prepared the budget for this year, it looks like it saved 35 to 40 percent on our electric bill," he said.



The new pumps are allowing Sublimity to operate at 3.5 horsepower, leaving 6.5 hp untapped until needed. In the coming years, as new homes are added to the city, DPW staff will be able to tap into the additional installed capacity to address future needs without expensive upgrades or retrofits.

The Concertor XPC pumps also have reduced the daily run time of the pump station to between 30 and 45 minutes, compared to the two to three hours with the previous vortex pumps. In addition, operators are able to perform routine maintenance and monitor operations in real time safely from the controls building, regardless of the weather.



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# WARRENTON

## Spruce Up Program Honored

Spruce Up Warrenton was recognized with a Community Supporter Award from the Clatsop Economic Development Resources during its 2021 awards presentation in May.

Spruce Up Warrenton is an all-volunteer organization that is part of the Oregon Main Street network. The nonprofit formed in 2019 with the mission of developing and promoting revitalization and beautification, while stressing cultural and historic preservation, in downtown Warrenton and the district of Hammond.

In January 2020, the program received a \$5,000 grant from the Reser Family Foundation, with an additional \$5,000 offered as a 1:1 match for any community donations. The funding renews annually for four years, for a total of \$40,000 over the duration of the grant, according to The Astorian.

The grant funds are being used for expenses such as equipment purchases, technical assistance and a flower planter program for downtown Warrenton.



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