



OFFICE OF THE CITY MANAGER
City of Newport, Oregon
169 S.W. Coast Hwy.
Newport, OR 97365
541-574-0603
s.nebel@newportoregon.gov

MEMO

DATE: August 21, 2018

TO: Mayor and City Council

FROM: Spencer Nebel, City Manager

SUBJECT: Status Report for the Seven-Week period ending Friday, August 17, 2018

The past seven (7) weeks have been busy with work, attending the summer Oregon City County Managers Association Conference in Bend, and being gone just shy of a couple weeks at the end of July. We headed back to Michigan to catch up with various family members, and friends.

It is hard to believe that September just around the corner!

Highlights of events during the past seven weeks include the following:

Highlights of Activities:

- Met with Mike Murzynsky and Steve Baugher to review various aspects of the rate study.
- Participated in a barbecue/retirement celebration lunch for John McClellan.
- Met with Jim Protiva, and Kathy Cline regarding the Seahorse Swim Meet, which occurred last weekend. This was the swim meets second year at the Aquatic Center, and it was very successful.
- Met with Councilors Engler and Goebel regarding the possibility of seeking grant funds for a TGM Workshop. The workshop could help kick off the review that the Planning Commission committed to for a possible Nye Beach Core Zone proposal. Representatives of the Department of Land, Conservation and Development, Transportation Growth Management Program will be coming to Newport to discuss whether they can be of any assistance with this project.
- Met with Melissa Roman, and Lance Vanderbeck regarding a public outreach meeting with property owners at the south end of the Airport regarding the tree removal project.

- Met with Barb James, Mike Murzynsky, and Steve Baugher regarding the implementation of the third step of the wage increase for the non-represented employees. With the added complication of the four-year phase-in of the salary adjustments, we wanted to make sure we had all the materials necessary to implement this with the payroll for the end of July.
- Participated in bi-monthly meetings with Derrick Tokos, Tim Gross, and Barb James
- City Hall was closed on July 4th in observation of Independence Day.
- Angela, my sister from Keizer, Oregon, and I enjoyed the La-De-Dah Parade in Yachats, the symphony orchestra concert held at the Middle School, and the fireworks display over the Bay on the Fourth of July holiday. It was a very nice way to celebrate Independence Day on the Central Oregon Coast.
- Met with Dave White, Shannon Monroe, Justin Scharbrough, and Bill Sexton to discuss various organizational structures for going forward with the Public Works Director's position. Later met with Andrew Grant, and Mark Worden (Wastewater Plant), and Jim Guenther (Parks Dept.). Held a meeting with Steve Stewart and Cody Olsen from the Water Filtration Plant. Also met with John Johnston from Facilities/Maintenance. We had good dialog about the pros and cons of keeping Engineering and Public Works together as one department, or dividing the two into separate departments. It is my intent to get back with the City Council in a work session in early October on this issue. In a related matter, we have had success in interviewing qualified candidates for both the Assistant City Engineer's position, and the Project Manager's position. With some luck, we may get one or both of those positions filled in the next few weeks.
- Met with County Counsel, Wayne Belmont to discuss a number of issues, including the vacation of the County road near Spring Street, Urban Renewal, and possible use of homeless funds appropriated by the County (and by the City) for potential projects.
- Held a bi-monthly meeting with Richard Dutton to discuss IT issues.
- Participated in a telecommunications audit kickoff with SpyGlass. You may remember SpyGlass did an audit for the City about three years ago on our various phone charges. They will review all charges, taxes, and expenses that are incurred by the City. If the City implements any of their recommendations, then any cost savings discovered for the City is shared on a 50/50 basis for one year for those changes. We do not expect as much benefit this time around, since we did this about three years ago. However, the work that was done three years ago has benefitted the City in our telecommunication expenses since that time.
- Met with Tim Gross to review a number of existing projects, and to discuss various staffing scenarios.
- Met with Steve Rich, and Mike Murzynsky regarding the AirBnB room tax collections. We are working through the collection processes that are in accordance with Oregon Revised Statutes approved by the legislature that went into effect on July 1, 2018. AirBnB is continuing to resist sharing specific information coming from specific customers. We keep insisting that we need to have this information. I did have an opportunity to check with a number of my colleagues on how they are handling these issues, and we seem to be in front of

this matter with AirBnB. Steve Rich is continuing to work on this item, and will be drafting possible changes to our City Code to clarify a number of issues relating to the regulation of vacation rentals booked by third party entities, such as AirBnB.

- Mike Murzynsky, Steve Baugher, and I met to continue our efforts working on the rate study.
- Peggy Hawker and I staffed the kick-off meeting of the Vision 20/40 Advisory Committee. We really do have a very impressive group of individuals that have committed themselves to working with the City, and other stakeholders within the Greater Newport area to work towards the implementation of various aspirations identified in Vision 20/40. This process will certainly take some additional administrative time in order to do it properly. However, with the significant investment in time and resources that were put into developing the vision, it will be critical that we make every effort to pursue areas of importance to the community identified in the vision. This will make the vision a living document that will serve as the guideline for the City, and other stakeholders to continue making Newport a very special place to live, work, and visit.
- Held a Step 3 grievance meeting, which included Tim Gross, Barb James, Steve Rich, and myself representing the City. Justin Scharbrough, Seth Davis, Attorney for the Newport Employees Association, and the grievant were present. The Step 3 grievance is regarding failure to obtain a CDL and water license as provided in the job description for that position. This issue has been an ongoing issue, and a final warning was provided to the employee with a suspension for not achieving this work. The final warning would have required the employee to obtain these licenses this summer or else face a termination. In the grievance meeting, the employee indicated that they intend to retire at the end of January 2019. Furthermore, the employee has indicated that he has some cognitive issues which makes taking tests challenging for him. The City did work with the testing agencies to seek accommodations; however, the employee was not able to pass the most recent test that he took. With the employee indicating it is their intent to retire in January 2019, my resolution to the grievance, which has been accepted by the Association, is to allow the employee to work until that time. The employee will be subject to a last chance agreement that will result in termination on February 1, 2019, if the employee does not pass the test, and if the employee does not retire prior to that time. I did sustain the suspension that was issued. In reviewing this matter, there seems to be a reasonable way to close this situation out. The Association has indicated that they will agree to do this on a non-precedence setting basis.
- Met with Steve Rich, and Steve Baugher in a conference call with Piper Jaffrey regarding the possible use of general obligation bonds for the dam replacement project. The results of this call were provided to the Council as part of the packet for the Finance Work Group.
- Met with Derrick to discuss issues relating to Spring Street in preparation for the efforts that the property owners will go through in seeking a vacation from Lincoln County. Please note that the Planning Commission will need to be weighing in on this project at some point in the County vacation process.
- Jason Malloy, Derrick Tokos, and I participated in an online demonstration from STR on vacation rental management services. This is the second firm that we

have reviewed that provides various services including: identification of vacation rentals, tracking of advertising, and generating estimates of revenues that should be received in the form of room taxes to city entities. These reviews are being done in conjunction with the Vacation Rental Work Group that continues to work through various issues regarding the future of vacation rentals in the City of Newport.

- Prepared agenda items for the July 16, 2018, work session, and City Council meeting.
- Attended the 2018 OCCMA Summer Conference, which was held at Mount Bachelor Village Resort in Bend.
 - Attended a session on the ICMA Code of Ethics. As a member of ICMA, I am required to adhere to certain principles that have been adopted by ICMA over the years. The code was initially adopted by the ICMA Executive Board in 1924, and has been revised over the years to reflect the evolution of the profession over time. One key section of the ICMA Code of Ethics for this time of year is that members of ICMA are to refrain from all political activities, which undermine public confidence and professional administrators, and to refrain from participation in the election of the members of the employing legislative body. I have included a copy of the Code of Ethics as an attachment to this report for your review. One of the recommendations regarding the Code that some of the managers have done is to actually incorporate a reference of the Code of Ethics in employment agreements. The ICMA Code of Ethics has helped distinguish City Managers from other players in local government. It is designed to remove City Managers from the political stage.
 - We heard from Futurist, Steve Brown, regarding the technologies that are reshaping our lives. Futurist Brown indicates that digital transformation has transformed virtually every aspect of business and government over the past couple decades. This includes the use of sensors, analytics, artificial intelligence, robotics, augmented reality, and 5G networking. Mr. Brown indicated that the major technology companies of today did not exist in 2000, and the next wave of digital transformation will be even more radical than what we have experienced to date.

The term “Internet of Things” relates to the interconnection of the internet with the physical world. This ties together things such as: vehicles, appliances, buildings, and equipment which are embedded with electronics with the capabilities and functions that the internet provides.

Mr. Brown discussed the digital world versus the physical world, and indicated the digital world helps deal with the needs of the physical world. He talked about the significant evolution of computer technology with the Apple Watch being equivalent to two of the fastest computers in 1987 that would fill a room. Today computers are getting smaller, and there are some the size of a grain of salt that have capabilities of a 1980’s computer.

Another change that we will be seeing is referred to as Earth Now. This will be able to provide live Google Earth, so that you can wave and see yourself on earth now. Smart infrastructure helps to make better decisions smarter. For example, with smart infrastructure sprinkling time or water

sensors can be tied into weather forecasts to better utilize those limited resources. The smart wallet will track credit card and debit transactions with a wallet that is harder to open when funds are more limited. Smart teddy bears will be able to speak foreign languages to help kids learn these languages. Technology will allow waitresses to determine the level of beer in a glass so that they know when they need to check back with the customer to see if they would like another beer. Smart crossings will be implemented that will sense when people are waiting to cross at a pedestrian intersection, and stopping traffic to allow them to cross. The process will continue to be automated. Currently the analysis is based on which tasks are better done by an algorithm or robot, versus a human being. For example, robots can be used when critical thinking skills or empathy is needed. Currently technology does not allow robots to utilize emotions and other human skills that are sometimes required to address certain things. As we go forward in the future, there will be a human machine partnership strategy allowing for better use of human skills with skills that can be automated.

In order to prepare for this future, governments and organizations should be gathering data relentlessly. Cognitive illusions limit the capacity of thinking forward due to hidden bias that may be irrational.

The technology change that will revolutionize things at a much faster rate than what we have been experiencing with technology, over the past few decades, will be artificial intelligence. Over the last sixty years, we have used traditional digital computers to assist in various tasks. Artificial intelligence will be the next generation of technology use. With artificial intelligence, computers can see, hear, and understand the world and voice. Artificial intelligence allows computers to learn, imagine, and create. In 2018, Google can now make smart robot calls for things such as hair appointments, without the receiver knowing they are talking to a robot. With artificial intelligence, the robot has the ability to suggest various options and alternatives for the services that it is scheduling, and at times in which the appointments can be made. This type of voice mail technology will have a significant role within city organizations in the future. Another category of smart intelligence is autonomous machines. Drones are becoming more functional in what they can do. Mr. Brown is indicating that there will be the equivalent of flying cars (drones) within five (5) years from now.

Blockchain will handle various types of money transactions, or title changes. These machines will be able to handle crypto currencies, and will be able to use various data bases in order to build a route to handle issues like health care. With artificial intelligence, a lot of jobs will go away in the future, such as those who handle property transactions. In the next decade, much of the technology we will use as individuals will be built right into things such as: glasses that you wear that will help you with all aspects of communications, navigation, calculation, calendars, timers, and other various uses that will all be consolidated in a very small device.

Mr. Brown indicates the changes that the last major technology period had was in the 1890's, when the horseless carriage came about, This created big changes in employment, eliminating certain jobs and

creating new types of jobs in order to address the horseless carriage. The next big change in transportation will come with driverless carriages (self-driving cars), which will also create big changes in the industry. It will affect everything from car dealerships, parking configurations, taxicab drivers, truck drivers, and other positions that will eventually go away. Autonomous technology should be a big boost for rural communities. Today mini autonomous delivery vehicles are being tested in London, and in Africa drones are delivering medicines to outposts at this point. Artificial intelligence will have significant impacts in the medical field by eliminating human interaction with things such as retina scans to dealing with heart issues. Mr. Brown has indicated there will be more change in the next ten years than what we have seen over the previous fifty years. He noted that we need to start asking the questions about what strategies should we be focusing on in local government to accommodate these changes. He explained that it is important not to panic, but also do not wait. We will need to get help from vendors, and push them to think about blockchain capabilities. In the next two decades, fifty percent of the jobs of today will become automated. Mr. Brown's website can be found at www.baldfuturist.com for anyone looking for additional information.

- Attended a session with Ninjah Fudge, from the Alliance for Innovation. The Alliance for Innovation has been created to help organizations use the qualities of strategic foresight to sort out trends and tell the story of an organization's future. At the CEO's position, very little time is spent looking at things beyond a ten-year window. At their website www.transformgov.org, there are four forces that have been outlined that include forty-four (44) different trends. These include resources, technology, demographics trends, and governance. Ms. Fudge encourages local government officials to allow some time to think outside the box about how these future forces will impact local governance in the future.
- Attended a session on self-care for managers facilitated by Sara Singer-Wilson, Principal, SSW Consulting. Sara indicated that self-care is not selfish. Managers cannot serve from an empty vessel. She encouraged managers to utilize flex time for work schedules. She also explained that as a manager it is important to lead by example. Sherilyn Lombos, City Manager of Tualatin, noted that she had discussed with the Council, that calls would not be made on evenings or weekends, unless it is an emergency. The Council and Mayor were responsive. Her Mayor has a habit of sending e-mails throughout the night, but now sets a delay on the e-mails so they do not go out until Monday morning in order to give her the necessary space to recharge for the following week. Chris Eppley, City Manager of Keizer, indicates that he has minimized going to meetings at night. He expects others to do the same in order to spend time doing family things, or doing things for themselves so they are able to best perform their responsibilities during the work week at City Hall.
- Attended a session put on by the City of Hillsboro regarding the creation of short-term innovation teams to address important new projects for the city. Hillsboro creates short-term teams whereby the individuals are excused

from their normal work responsibilities to work on a specific project or innovation for the city. An introductory workshop is done for city employees, who are interested in potentially participating in one of these teams. Ideas are vetted, and groups meet to develop these ideas for six to twelve months. For a 30-day period, the teams are excused from their regular work responsibilities to focus on developing new processes, procedures, or ways of dealing with the issues in Hillsboro. The team from Hillsboro then had us conduct one of their team building exercises, which is called the Eureka Challenge. This was an interesting team building exercise of solving a series of puzzles to respond with the correct clues.

- Attended a session on building an inclusive workplace. John Lenssen, is a consultant who works with organizations on building inclusive workplaces. He indicated that first impressions and assumptions are very prominent in how we view people. Recruiting an inclusive workforce is very important, but we also need to change workforce culture in order to retain these employees as well. Culture includes a number of integrated patterns of human behavior including language, thoughts, beliefs, social groups, ethnicity, and other values that become ingrained in individuals.

Organizational culture is the collective behavior of an organization. Inclusive organizations are those that welcome different backgrounds and beliefs, which is beyond tolerating different behaviors and beliefs. In order to be an inclusive organization, it is critical that we are all intentional in using listening skills. He conducted a dyad, which is two minutes of active listening without any interruptions by the other person. We did this several times with the first one being the most awkward. The later ones became easier as we focused on what we were hearing, not thinking of our next response.

Inclusive workforces focus on diversity, equity, and inclusion. Diversity includes the way that people differ from each other. Equality does not equate to equity. Equality does not assure equity. Mr. Lenssen showed a photo of three children of three different heights trying to watch an event over a fence. When all three children were standing on the same size box, one could see the game, the other two could not. He described that as equality. Equity creates different height boxes for the different heights of the children so that they can all enjoy watching the game, even though they are of different heights. Inclusion is the act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate in the organizational activities. Inclusive cultures are focused on values that empower open-mindedness, value new perspectives, and avoid judgmental attitudes.

He cautioned managers about being careful to referring about someone “fitting in”. While it is a valuable comment, it needs to be able to go deeper and to determine if the values to “fit in” are counter to the organization. Hostile environments for diversity can include illegal activities, policy violations, disrespect, and conflict. In dealing with these issues, it is important to listen to folks and encourage them to tell their story. It is appropriate for the manager to indicate that they do not know where this

discussion is going to take us, but I understand and hear what you are saying, and I will get back to you on this matter when a diversity conflict occurs within the organization. In many cases, these types of conflicts have gone on for years, and it is important for managers to take a role in moving the organization forward.

In dealing with cultural issues, informal responses can end in informal solutions that can be just as important as formal actions and solutions. Micro-aggressions can result in high turnover within organizations. There are two options that are resorted to in addressing micro-aggressions. One is to stop the action from occurring in the future, and the second option is to utilize that as a learning moment to move the organization forward. Implicit bias is present within everyone. It is typically unconscious and automatic, it is based on stereotypes, and is generally not an indication of our beliefs and values. While being aware that we have implicit bias is a great beginning, it is not sufficient to resolve the impacts that implicit bias has on organizational decision making. Snap decisions are made based on the values that an individual has, including implicit biases that can be problematic as well. There is a tendency for managers to hire someone like themselves, versus someone quite different than themselves.

There are certain steps that can be taken to reduce negative impact that implicit bias may have on an organization. On these issues, it is also very important to prioritize because an organization cannot address it all at one time. Inclusivity should be part of the evaluation process. Dropping names off of applications makes a difference in which applications are selected for interviews. It is also important to scrub out the words that may be limiting from job descriptions. A truly diverse workforce creates trust in the various aspects of the community. An inclusive organization creates a culture to be more respective and inclusive with people from different backgrounds. This can build a culture of respect.

- Attended a session on manager evaluations and contract negotiations. One of the long time standards of good governance was conducting a formal numeric evaluation of the performance of city managers. There have been studies that indicate these types of evaluations contribute little to the relationship between managers and the elected officials. Furthermore, they typically make no real connection between compensation and performance. There are other models of feedback that are being developed to provide important communications between managers and elected bodies that may replace the traditional evaluation.
- I do have mixed feelings about evaluations. For me as a manager, it is beneficial to know collectively where the Council believes I am performing well, and areas in which the Council would like to see me improve my performance. A number of cities have stopped doing departmental evaluations, and are using forms of coaching, and goals in order to address these issues. Traditional human resource organizations, and organizations like CIS continue to like evaluations if they are done correctly. The problem with evaluations is often times the evaluation can turn around based on one or two incidents. Someone that had been receiving glowing evaluations is

now receiving a poor evaluation that may be based on an incident or incidents that occurred, and probably did not fundamentally change their performance as an employee. Again, I think the process we have in Newport is a good process, and until there is something better to replace it with, I think that we need remain on that particular tract.

- Attended a session on practical approaches to a split Council. It is important that when Councils are politically, or on a personality basis, split to treat each Council member equally despite their individual views, even towards the manager. It is important to focus on the governance process because this will continue to matter even with a divided Council. It is important to keep issues transparent. There is usually a number of reasons for conflicts, which may be issue oriented, natural differences in Councilors, or unnatural differences with the intent for Councilors to do harm to other councilors. This last issue is the most difficult one to address, and in many cases it is not addressable by the manager. When Councils are divided, it is important to keep the conversations on an elevated basis, and remind them of the total assets that they are responsible for as the elected representatives of the community. It is also a time to insert as much formality as is possible in the meetings in order to set the tone and tenor. While informality can work among individual council members that have a good working relationship with each other, formality is critical to working with council members that have major differences with other members of the council. Fortunately in my thirty-six (36) years in city management, I have only had four years of truly divided councils where there were significant differences and an intent to embarrass each other in decision making. This is truly unproductive for the organization and for the community, and every efforts needs to be made in order to eliminate decisiveness from becoming the operating mode for elected bodies.
- The final session was a well facilitated round robin with peers. Dr. Phil Cooper from Portland State University organized this effort with issues ranging from vacation rentals to marijuana being discussed on a city by city basis among the participants at this meeting.
- Finally, I participated in the OCCMA Board of Directors meeting.
- Held a regular Department Head meeting.
- Participated in a Council work session dealing with a water, storm water, and sewer infrastructure rate study, discussion regarding dam replacement financing options, identifying League priorities, and consulting with labor negotiators.
- Met with the Mayor to review the agenda for the July 16 meeting.
- Participated in the July 16, 2018, City Council meeting.
- Council President Goebel, Council member Engler, Derrick Tokos and I met with Evan Manvel and Lisa Phipps, the new DLCD North Coast representative regarding the possibility of a transportation grant to kick off the discussions relating to the consideration, and possible development of a core zone for regulating the heart of the Nye Beach neighborhood. This is an issue that was discussed by the Planning Commission when a required update was completed on the regulations that are part of the Nye Beach overlay zone. The Planning Commission indicated they would revisit the possibility of creating a core zone over a smaller portion of

the Nye Beach neighborhood to preserve essential characteristics of that neighborhood. We were hoping that we might get some assistance from the State of Oregon in this planning effort; however, after reviewing the matter they indicated that this particular problem does not fit their criteria for participating and funding this effort. We have plugged some consulting dollars in the Community Development Department's budget to initiate this effort. It is our plan to discuss this once the vacation rental code review has been completed. This discussion will likely occur around the first of the new year.

- I was on vacation from Wednesday, July 18 through Monday, July 30. Please note, that since I worked full days on two Saturdays and one Sunday in preparation for the vacation, I flexed my time and reduced my vacation day usage by those three days. I do not normally do this unless it is to get away for a vacation, since there seems to be something wrong with having to work additional days off in order to take days off! Let me know if you have any concerns or questions about that.
- While I was on vacation, I participated in a conference call on the claim from Sunwest Motors for compensation due to issues with the storm sewer. I also proofed the non-union salary schedule adjustments that were implemented as of July 1, 2018. Other than those two issues, I had a truly wonderful and relaxing vacation spending time with family (both mine and Angela's), and friends during this time.
- On Tuesday, July 31, 2018, I worked from home in putting together the report for the City Council on the status of the implementation of the utility rate study, which was presented to the City Council at a work session scheduled for August 6, 2018.
- I hosted a one hour BOSS radio show since the normal host, Cheryl Harle had a doctor's appointment. As my guest, I brought in Bob Harvey to talk about the emergency fire ban, Peggy Hawker to talk about the upcoming municipal elections, and Police ordinance enforcement officer, Jovita Ballentine, and Sargent Bovedo of the National Guard regarding the Night Out Celebration.
- Participated in a conference call with Steve Rich, Barb James, and Mark Wolf from Speer Hoyt on the settlement of the grievance and litigation over termination with a Public Works employee.
- Derrick Tokos, Patrol Officer Mike Leake, and I met with Traci Flowers to discuss the issues that were related to a complaint received by the City Council on the Grace Winds Homeless Shelter. This information was reported to the City Council with the next steps that we are planning to take on this matter.
- Met with Dietmar Goebel regarding the Don Davis Park in preparation for the public meeting that was scheduled and held on August 2, 2018. I also had a chance to meet with Don Davis on the park and he provided me with the history of why this property was purchased. He explained the site was primarily used for the construction of the intake project. Then the possibility of using this property for an RV Park was what motivated the City Council to finally agree to purchase the property.
- Met with Wayne Belmont with concerns over what the County can legitimately request for the County Commons Project as part of the Urban Renewal District. This followed a discussion on July 30, when an Urban Renewal Agency meeting was held for a presentation from the consultants for Lincoln County about the status of that project. I explained to Wayne that with the project being part of the

Urban Renewal Plan, we would be happy to work with him to refine a plan that could be presented to the Urban Renewal Agency for their review on the use of Urban Renewal funds, unless the agency provides a different direction.

- Prepared agenda materials for the August 6, 2018, meeting, and work session.
- Derrick and I facilitated an open house regarding incorporating the City property located west of Cliff Street into the Don & Ann Davis Park property. I had initially planned to have a report coming back to the City Council for the August 20, 2018, meeting. However, now it is planned for the September 4, 2018, meeting. The support from individuals attending the meeting was all positive towards incorporating this property into the park, and allowing the Park Master Planning process to evaluate how it might be utilized as part of the Don & Ann Davis Park. All of the written comments received prior to this meeting also supported the incorporating this property into the park property. There are some who think we should include the expansion of parking on this property, while others thought we should label the PAC parking more clearly as an alternate parking spot for Nye Beach, Don & Ann Davis Park, and as access to the beach. This will be going to the City Council at the September 4, 2018, meeting.
- Mayor Roumagoux and I met with Mark Farley to discuss the status of the expansion of student housing for the Marine Studies Initiative, and a general discussion regarding the Performing Arts Center (Mark is currently President of OCCA).
- Held a bi-monthly meeting with Jim Protiva.
- Participated in an Audit Committee meeting with City Auditors as they were wrapping up their initial review of the financial records for 2017-18 period. The good news is the auditors will not be required to do a Federal single audit this year, since our Federal funds were below the threshold that requires the single audit. Overall, they indicated that things are looking good in preparation for the field team to come and do the actual audit later this fall.
- Met with the citizen who had a complaint upon interaction with a city employee. I subsequently discussed the issue with the City employee, who contacted the citizen. The citizen was satisfied with the outcome.
- Held a routine Department Head meeting.
- Participated in a City Council Work Session on the utility rate study implementation.
- Met with Council President, Dietmar Goebel, to review the agenda for the Monday night meeting.
- Met one of the two finalist candidates for Assistant City Engineer.
- Participated in the August 6, 2018, City Council meeting.
- Participated in a meeting with City staff and representatives from Commonwealth Companies, who are proposing to build housing for lower income families located off of NE 60th Street in the location of the Agate Beach RV Park. They are looking at building 110 units on five acres of property at this location. As part of the development, certain improvements would need to be made to NE 60 Street, which would provide primary access for this development. In order to prepare the land for sale, the current land owner has provided notice to the individuals in the RV Park that the Park needs to be vacated by the end of September. I was contacted by one of the RV Park residents who indicated that it is going to be very difficult to

find an alternate location for their RV, until later in the year after the fishing season is completed. I did forward his concerns onto both the current property owners, as well as to Commonwealth to see if there is any way to extend their time without interfering with the land transfer or the development of the property. Commonwealth would like to proceed with construction in 2019. This project will be eligible for some of our incentives that the Council has approved, including tax abatement, and could potentially be assisted with Urban Renewal funds for public improvements.

- Peggy Hawker, Tim Gross, Steve Rich and I met with Robert France, and Jeff Sweet regarding the Sunwest Motors claim.
- Barb James, Mike Murzynsky, Steve Rich, and I met to prepare a final closing report on the payout of residual retirement benefits to former retirees of the City of Newport. Most of these payments were made in 2017. Several were made in 2018, and there are still two former employees with funds in the retirement system that we have not had success in locating. Eventually these funds would be turned over to the State of Oregon with the State then trying to locate these two remaining individuals. I would like to have a very clean closeout report so if there is any questions in the future, there will be a good document to be referenced regarding the cleanup of years of residual retirement funds from the City of Newport retirement system to the former retirees.
- Peggy Hawker, Derrick Tokos, Steve Rich, and I met to review the renewal of the Pig and Pancake lease. In reviewing this matter, we also reviewed previous rent payments that are based in part on gross sales. Renewal is automatic by Pig & Pancake. Once we complete our review, we want to sit down with Pig & Pancake to discuss options for going forward, in addition to simply renewing the existing lease.
- Held bi-monthly meetings with Derrick Tokos, Tim Gross, and Barb James.
- Participated in the National Night Out that was organized by the Police Department in conjunction with the National Guard. By all reports the inaugural community night out was a success with over 500 people participating. One area that we will need to improve on in the future is if there is a City Council booth, we need to have materials and things for people to do at the Council booth. The organizers of the event were very pleased with the reception that the community gave to this event.
- Tim Gross and I met with Jason Nehmer regarding the Skate Park. Unfortunately, the representative from the contractor that will be doing some of the renovation work on the Skate Park was unable to attend due to illness. We will schedule a second meeting to specifically discuss the contract for renovations to the Skate Park upon Tim's return from vacation. Jason, Tim, and I walked the area to talk about what sorts of steps can be undertaken in order to improve the overall grounds at that location.
- Richard Dutton and I had a preliminary meeting with Spyglass to see what their initial findings are, and to take a look at other information that we need to provide for them to complete their audit of our telecommunications and data charges. Overall, things are looking pretty good with a limited number of items that we may have to consider to save funds going forward.
- Hosted KNPT radio show with Andrew Grant, our Wastewater Superintendent discussing bio-solids. Grant did a great job of working through various issues

relating to how the Wastewater Treatment Plant operates, and specifically what Class A bio-solids actually are.

- Participated in an executive session of the City Council to discuss pending litigation.
- Worked with Finance on preparing a packet for the City Finance Work Group meeting.
- Participated in the recognition reception of former Councilor Laura Swanson. We had a nice crowd of folks representing many organizations that participated in recognizing Laura's contribution as Council member over the past five and ½ years. Thank you, Laura, for your commitment to serving the citizens of Newport during this time.
- Met with Rob Murphy regarding the fire union's response to our proposed salary for the Fire Inspector/Firefighter's position. This has gone back and forth with the union over the past several months. We have proposed an alternative plan for the union's review.
- Had dinner with the Yachats City Manager, Shannon Beaucaire. Shannon has been working with their Council as they continue to implement a City Manager form of government in their community. You may remember Shannon attended one of the City Council meetings to see how the Council operates. She has asked that Mayor Roumagoux and I participate in a meeting with the Yachats City Council in September when they are working with a facilitator to continue modifying how they conduct their meetings and administrative responsibilities in Yachats. Yachats adopted the role of a City Manager by motion. They may be looking at formalizing this relationship by ordinance or City Charter going forward.
- Conducted bi-monthly meetings with Mike Murzynsky and Peggy Hawker.
- Met with Lee Ritzman, and Brian Norris, Manager of the Funeral Home, regarding the possibility of setting up a Toastmasters Chapter for City and County employees. Toastmasters is an organization that provides practice for public speaking in a club like atmosphere. Many years ago I participated in a Toastmasters Club when I was starting out as a City Manager in Munising. There is certainly a benefit in understanding how you currently come across in your presentations, and what improvements you can make in order to be more effective in those communications.
- Peggy Hawker, Rachel Cotton, Dr. Ralph Breitenstein (a member of our 20/40 Committee), and I participated along with representatives from Independence, and Cornelius in a Ford Foundation Workshop that was facilitated by Lola Jones as part of the Ford Foundation's to work with communities on inclusiveness, and making communities effective in implementing their visions. Lola did a great job in facilitating this session, which was intended to lay the groundwork for a follow-up session that will occur in September. The Ford Foundation pays the expenses for those organizations participating in this event. Lola is working to try to get the Ford Foundation to fund a position to assist the City of Newport in outreach activities and work towards assisting in the implementation of the City's vision.
- Held a bi-monthly meeting with Richard Dutton to review various IT issues.
- Derrick Tokos and I met with Dr. Karen Gray of the Lincoln County School District regarding the Urban Renewal amendment for South Beach. As you recall, the

Urban Renewal District authorized the process of a major amendment for the South Beach Plan that would extend the time that projects can be initiated from 2020 to 2025 provided there are sufficient funds to both pay for projects, and to retire the remaining debt for the district, which occurs in 2027. Dr. Gray indicated that she is very supportive of the School District playing a very involved role in the communities in which the schools exist. She had been appointed to a number of planning committees by the Mayor of Portland in her previous job, and hopes she has the opportunity to have direct involvement in community planning issues in Lincoln County moving forward as well. She indicated that she was very supportive of the work that Urban Renewal Agencies can do in communities, and did not see an issue with the School District in supporting the amendment.

- Richard Dutton, Peggy Hawker, and I met to put together our specific dates for both Outlook, and efficiency training in City Hall. We have been working with an efficiency consultant on developing an e-mail policy that addresses a number of issues and efficiencies in utilizing e-mail as a very important tool in an effective, and clear way than how e-mail is currently being used. We will also look at the various features that Outlook has to help accomplish our goal in making our e-mail communications more meaningful and less burdensome throughout the organization. The training will occur this fall.
- Steve Rich, Lance Vanderbeck, Melissa Roman, and I met to discuss some of the concerns that several property owners south of the Airport have on the right-of-entry agreement. The agreement has been circulated to allow the environmental assessment process folks access to various properties as they evaluate issues related to the removal of trees encroaching in the clear zone space at the south end of the Airport. We will try to answer questions and concerns, and have offered to set up a meeting with any property owners that are specifically interested in talking about this issue to fully understand what rights are needed and what rights are not needed, and how other property would be affected during the environmental assessment. Generally speaking there will be very limited impact on most properties as part of the environmental assessment. The most disruptive issue would relate to wetlands delineation required by the Federal government if there are wetlands on any of the parcels of properties. In these cases they have to dig a small hole with the equivalent of a post hole digger to evaluate the types of soil to determine whether there are any soils that are supportive of wetlands vegetation on a seasonal basis in the area impacted.
- Met with Derrick Tokos and Steve Rich in order to initiate a response to Wayne Belmont's request for some guidance on what may be acceptable, or not, as part of an Urban Renewal request for funding for the County Commons. We will use guidance from the Urban Renewal Agency on August 20, 2018, in order to determine what role we should be playing in this matter.
- Reviewed materials for the Finance Work Group with Mike Murzynsky.
- Met with Jeff Bertuleit regarding the South Beach Urban Renewal District. Jeff remains very committed to having a signal at 40th Street. He thinks that is where the signal should be focusing on now instead of moving the existing one. I did indicate to Jeff that this is part of a long standing ODOT plan that allows for continued development in the South Beach area. Without this plan in place, projects such as Oregon State's Marine Studies Initiative, and other things would

have additional transportation issues that could be difficult to overcome without having the approved plan in place that outlines the relocation of the existing traffic signal in South Beach. He also believes that before the South Beach Urban Renewal District is completed there needs to be some efforts to address storm water along Highway 101.

- Held bi-monthly meetings with Jason Malloy, Rob Murphy, and Lance Vanderbeck.
- Participated in the monthly lunch for the Lincoln County Managers that was held at the Tidal Raves in Depoe Bay.
- Participated in an Airport Committee meeting. Joan Schroeder was there and requested that a meeting be set up with the property owners to discuss the right-of-entry agreement. I indicated that we would be more than happy to do that if she can provide us with the property owners that are interested in sitting down and talking with us about this matter. Please note, we have received a significant number of the right-of-entry agreements back from other residents in this area, but this issue remains a concern for a number of property owners.
- Participated in the first meeting of the Finance Work Group. I believe we had a good discussion on the proposed process, and specifically on long-term debt, and capital outlay projects. I think we got feedback for our continued refinement of this information that we will do for the October meeting, as well as put together some preliminary projections of the expenses of various costs for the City looking forward over the next six (6) years. Minimally, I am hopeful that this process will develop a more comprehensive understanding of the City's longer term financial future, and provide specific guidance at an administrative level in what sort of things we need to be doing in order to continue keeping the City in a financially sound and stable footing going forward.
- Met with Travis Reeves, and Melanie Nelson regarding better management of my e-mail. They are exploring options with Outlook that would allow Melanie to be the first reviewer of my e-mails, flagging those issues that need specific responses going forward. There are times when I have difficulty in keeping up with e-mails and staying current with them as well. This is problematic if there is an e-mail from a citizen that is expecting a response, and I have overlooked that e-mail in my Outlook box. I am still catching up with e-mails from my two week vacation. With the amount of junk e-mails that are coming into my City address, it makes it very difficult to use the time I have to respond to the more important e-mails. We will continue plugging ahead with this effort to see if we can implement some changes that will make the overall management of my e-mails more effective.
- Jason Malloy, Richard Dutton, and Travis Reeves, and I met regarding options for having security cameras be in place at the Skateboard Park. The condo owners have offered to allow cameras to be mounted on their building if that would be something that would work for us. The limiting factor at the Skateboard Park is that we do not have a fiber optic connection to the City's network at that location. Technology is continuing to evolve with cameras and we will be exploring some of the newer technologies that would be able to use a wireless connection in order to allow the City to proceed with cameras at that location.
- Along with Mayor Roumagoux, and Council President Goebel, I participated in the annual meeting of the Oregon Coast Council for the Arts. This year they celebrated their 40th Anniversary of providing support of the arts along the Oregon Coast.

More specifically, this association has had a very close relationship with the City, being the operator for the Performing Arts Center, and the Visual Arts Center. It was a very nice celebration of 40 years of service to the Oregon Coast. Mayor Roumagoux presented a proclamation that will be presented again at the August 20, 2018, City Council meeting.

- Worked on agenda items for the August 20, 2018, City Council meeting, and the Urban Renewal Agency agenda as well.
- Met with a citizen who expressed concerns about being harassed by a citizen marketing a recreational medical marijuana business in the City of Newport. Steve Rich participated in this meeting as well. Earlier this same week, we had the other individual in our offices seeking a business license since he works on a contractual basis for the recreational marijuana business at that location. We will see if we can sort out the issues relating to this matter, which are complicated by the First Amendment rights, and other issues as well.
- Met with Jerry Barrett to review the August 20, 2018, Urban Renewal meeting. Jerry is the one that forwarded the request for the City Council to not participate in any funding for the County Common's Project. Jerry indicated he was surprised when this was on the agenda for the Urban Renewal Agency. I explained on the Tuesday prior to August 20, this communication would be presented to the Agency for their review.
- Held bi-monthly meetings with Jim Protiva, and Richard Dutton.
- Met a candidate for the Senior Projects Managers position in Engineering.
- Participated in the Chamber lunch, which featured Assistant Fire Chief, Bob Harvey. Bob did a presentation on the grant application for a fire boat outlining the needs for this equipment, and what the balance of this process would be. He indicated the Fire Department is working with various Bayfront business entities to try to secure the local match for this work. The lunch was held in the City Hall Council Chambers, and seem to be well received by the Chamber members.
- Met with Maxine Centala, Tom Kearns, and Diana Purdy to discuss their ongoing efforts to manually address evasive weeds along the Highway 101 corridor south of the Yaquina Bay Bridge. They have asked whether I would support appropriating \$1,000 in conjunction with Yachats and Waldport matched by the Lincoln County on an annual basis. I explained this was something I would recommend to the City Council if the other entities are committed to doing this on an ongoing basis. Secondly, they have asked for some assistance with ODOT as it relates to ODOT's requirement for their small nonprofit organization to provide liability insurance for the pollinator project along Highway US 101. This is likely a deal killer for their organization since the premiums for insuring their organization would be very difficult for them to afford to undertake in addition to raising funds for planting various pollinator species in locations along the south Highway 101 corridor. I indicated that we would be attending the Coastal Caucus, and if we have an opportunity to share this concern with transportation and/or legislative personnel at the caucus, we will certainly do so.
- Steve Rich, Lance Vanderbeck, and I met with Hertz regarding our current agreement to rent Hertz cars at the Airport. In reviewing our receipts, there is a discrepancy between what we understood we would be receiving as a percentage of the car rentals versus what we have actually been receiving. Our local Hertz

manager from Corvallis indicated that she will work through these issues to attempt to address this matter.

Upcoming Events:

September will be a fairly complicated month for me because I have a number of work/training issues that always occur in September that will take me out of the office for a number of days during this next month.

- August 28, 2018, is the deadline for filing declaration of candidacy. (SEL101)
- August 31, 2018, is the deadline to withdraw from candidacy.
- Monday, September 3, 2018, is Labor Day, and City Hall will be closed. The regular Council meeting will be held on Tuesday, September 4, 2018.
- I will be out of state on vacation beginning on Wednesday, September 5, 6 and 7, 2018. We will be back in Newport on Saturday, September 8th. Ted Smith will be Acting City Manager in my absence.
- September 10, 2018, is the deadline for candidates to file with the Lincoln County Clerk in order to have information included in the Voter's Pamphlet.
- I will be attending a Ford Foundation Catalytic Community Building organization workshop in Roseburg, Oregon, on September 13-14, 2018.
- September 22-26, 2018, I will be attending the annual ICMA Conference in Baltimore, Maryland.
- September 27-29, 2018, are the dates scheduled for the League of Oregon Cities Conference at the Hilton Hotel in Eugene. Peggy has registered Mayor Roumagoux, Councilors Engler, Goebel, and Sawyer, as well as she and I for this. If there are any changes, please let Peggy know ASAP. As a member of the LOC Board of Directors, Councilor Allen's arrangements are being handled by the League.
- I will be on vacation October 19, 2018, to head to Ashland, Oregon. Angela and I purchased the Ashland Theater package at the Samaritan House annual gala.
- November 6, 2018, is Election Day.
- November 8-9, 2018, I will be attending the OCCMA Board of Director's Retreat at the Oregon Garden Resort in Silverton.
- City Hall will be closed Thursday and Friday, November 22-23 in observation of the Thanksgiving holiday.
- Please note that the only Council meeting scheduled for December will be held on December 3, 2018.
- On December 17-18, the second Oregon Tsunami conference will be held in Newport at the Center for Education. Based on the last conference, I would encourage Council and staff to attend this event.
- City Hall will be closed on December 24-25, 2018, in observation of the Christmas Holiday.
- January 7, 2019, is the Organizational Meeting of the new City Council.

Attachments:

- ⊕ Attached is a notice about the Bio-Solids Summit which took place at City Hall in Lincoln City on August 21.
- ⊕ Attached is a summary of the meeting that Steve Baugher attended on behalf of the City regarding the Oregon Department of Revenue internal discussions about possibly collecting room taxes for city and county governments. They are still in the exploration phase of this effort. It would seem to make some sense for us to consider having the State do our collections, since it would likely make it easier for our motel and hotel properties to file one return with the State versus individual return processes with the State, and with the City. We will stay in touch with this process.
- ⊕ Attached are the priorities identified by the League of Oregon Cities for the 2019 legislative session. I have noted on this form the priorities that were identified by the City Council as part of our review of the potential projects. The only priority of the City's that did not make it in some form to the final priorities was the lodging tax definition broadening. Two of our priorities ended up being the top two priorities by communities selecting these issues across the State, which included infrastructure financing and resilience, and mental health investment.
- ⊕ Attached is a report indicating that the US Senate included \$15 million for the high hazard potential dam rehabilitation program. While \$15 million does not go too far, it is at least a foot in the door for potentially additional funding in the future.
- ⊕ Attached is the executive summary from the Resilience Assessment Report for the Newport Airport for your review.
- ⊕ I have attached several handouts from the OCCMA Summer Conference that you may find interesting. Inclusion Scenarios includes examples of racial micro-aggressions, disability micro-aggressions, and a list of teachable moments. This is interesting information that is important for us all to give some thought to. Also attached from the conference are the next Big Things that we will be dealing with as a society going forward, including resource trends, technology trends, demographic trends, and governance trends compiled by Alliance Innovations. Finally I am attaching a copy of the ICMA Code of Ethics for your review.
- ⊕ I was notified that I will be nominated to serve as the President-Elect of OCCMA at the September 27, 2018, Managers meeting in Eugene. This ends up being a three-year commitment with the first serving as President-Elect, second as President, and third as Past-President. This will be my second go-around as President of a Statewide City Manager's Association having served in the same capacity for the State of Michigan a number of years back. Please note, the only other Newport City Manager to serve as OCCMA President was Don Davis in 1983. I shared this information with Don, and he was quite pleased that Newport would have a State President.
- ⊕ Attached is a letter from the For ArtSake Gallery opposing putting parking meters in Nye Beach.
- ⊕ Attached is a letter thanking Mayor Roumagoux for participating in the St. John's Day Observance for the Newport Masonic Lodge.
- ⊕ Attached is an e-mail stressing appreciation for the Annual Fireworks Show from a resident who has recently moved back to Lincoln County.

- Attached is a thank you card from the Department of Revenue regarding appreciation for allowing them to utilize City Hall for one of their regional discussions on potentially collecting room tax.
- Attached is a letter that was received by Mayor Roumagoux expressing appreciation for RV Park Host Clay Moore for the job he does in promoting Newport. This past Friday, Clay Moore was recognized by the Chamber as the employee of the month for efforts at promoting various facilities and attractions in Newport.

I hope everyone has a great week, and (while it is hard to believe it is here already) a Happy Labor Day weekend!

Respectfully Submitted,

A handwritten signature in blue ink that appears to read "Spencer Nebel".

Spencer Nebel
City Manager

[County Home](#) [Contact Us](#)[Search](#)

Biosolids Summit

Calendar Date:

Tuesday, August 21, 2018 - 2:00pm

[Add this event to your Outlook calendar \(iCal\).](#)

[Add this event to your Google calendar](#)

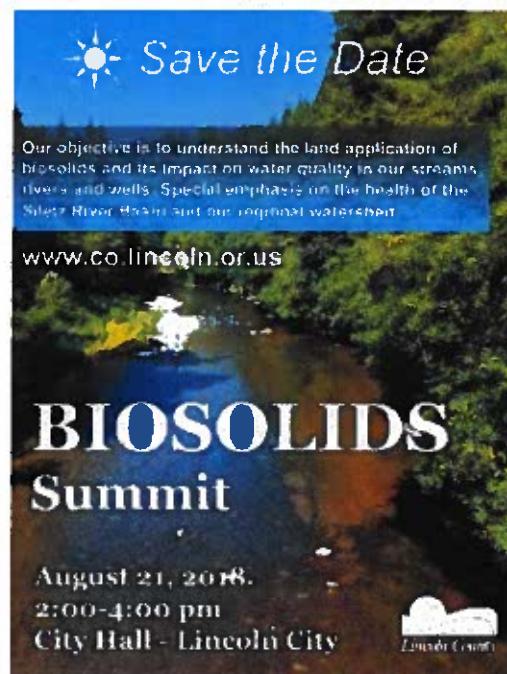
Biosolids Summit

2pm - 4pm

Lincoln City City Hall, 801 SW Hwy 101, Lincoln City, OR 97367, USA

Save the Date - Details and Agenda to Come

Our objective is to understand the land application of biosolids and its impact on water quality in our streams, rivers and wells. Special emphasis on the health of the Siletz River Basin and our regional watershed.



SUPPORTING DOCUMENTS

- [Letters to Incorporated Cities - Biosolids - 6.4.18 \(697 KB\)](#)
- [Letter to Governor - Siletz Tribe - 7.5.18 \(120 KB\)](#)
- [Letter to DEQ - Depoe Bay Water Quality Permit Renewal - 7.10.18 \(510 KB\)](#)
- [Save the Date - Image/Poster - Biosolids Summit \(5 MB\)](#)
- [Alan and Kayleen Davis_Biosolids Materials \(5 MB\)](#)

Spencer Nebel

From: Michael Murzynsky
Sent: Wednesday, August 01, 2018 12:30 PM
To: Spencer Nebel; Steven Rich
Cc: Steve Baugher
Subject: FW: Oregon Department of Revenue Room Tax Data Sharing

Spencer and Steve,

Steve Baugher went to the DOR Room Tax discussion last week and prepared the report listed below. I believe the highlighted sentence is a blow to my thoughts on how to find/track vacation rentals that does not have a business license. But talking with Steve Rich and remembering a comment Spencer made one Director meeting; there is a program out there that will help us find the vacation rental homes so maybe we go that route? Anyway, looks like it might be awhile before the state is ready to implement the collection of room taxes for us.

Any questions let us know.

Mike

Michael A Murzynsky
Finance Director
City of Newport
169 SW Coast Highway
Newport, OR 97365

Phone: 541-574-0610

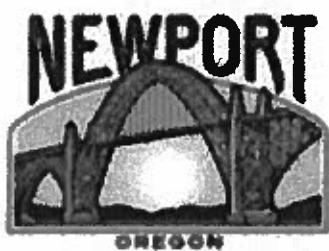
From: Steve Baugher
Sent: Thursday, July 26, 2018 1:25 PM
To: Michael Murzynsky <M.Murzynsky@NewportOregon.gov>
Subject: Oregon Department of Revenue Room Tax Data Sharing

Shannon Johns and Xann Culver from Oregon Department of Revenue (DOR) prepared a presentation regarding room tax data sharing.

HB3180 was passed which allows the Oregon Department of Revenue to set up a room tax data sharing agreement between them and city and county governments. They expect the program to be up and running by the summer of 2019. The agreement would be that DOR and the city would share rental location addresses on a quarterly basis and that the data can only be used for room tax purposes. HB3180 specifically prohibits the data from being used to determine if the taxpayer has a business license and is meeting all the permit requirements. The information would list the taxpayer's information and all the address locations in which they have a rental. It will not show how much room tax revenue is being generated at the address rental. Revenue is listed in total by region (10 regions).

HB2400 was passed to allow room tax collection for other entities (city and county) by DOR. DOR does not see this program happening anytime soon. In order for this program to happen, someone will need to show an interest in the program and cover the costs to administer the program. HB2400 does not allow DOR to fund the administrative costs to

maintain the program. If the program eventually did come to fruition, they see the program being set up much like the marijuana tax collection program.



Steve Baugher, CPA, CGMA

Assistant Finance Director

City of Newport

169 SW Coast Hwy

Newport, OR 97365

s.baugher@newportoregon.gov

Phone: 541-574-0615

Fax: 541-574-3355



FOR IMMEDIATE RELEASE:

August 8, 2018

CONTACT:

Craig Honeyman, Legislative Director
(800) 452-0338

"Let Cities Work" - LOC Announces Legislative Priorities

SALEM, Ore. – The League of Oregon Cities' Board of Directors has set six legislative priorities for the 2019 session of the Oregon Legislature. The priorities were established through a committee process in the spring and a statewide vote of the League's member cities. The six priorities were approved by the LOC Board Wednesday and focus on the theme, "Let Cities Work."

Specifically, the League is requesting state investment in city solutions for systemic problems, and allowing cities to address the needs and goals of their communities with all necessary tools. The six priorities are:

1. **Mental Health Investment** *Newport Priority*
While the state and Oregon's 36 counties serve as the direct providers of mental health services, service levels have not kept pace with demands. This has resulted in cities responding to an increasing number of situations in which people are in crisis. In 2015, the Legislature invested in crisis intervention services, expansion of emergency access to care, rental assistance for mental health clients, and specialized training for police. The League asks that the Legislature recognize the power of these investments and continue to protect them through the challenging budget process in 2019.
2. **Revenue Reform/Cost Containment**
The League recognizes that Oregon needs a bipartisan deal in 2019 to address the fiscal crisis at both the state and local government levels. Cost increases are simply outpacing revenues - even in a booming economy - and there is no relief in sight. Revenue reform and cost containment are needed, and for cities two items must be included in a package:

Property Tax Reform:

The property tax system in Oregon is broken and in need of repair due to Measures 5 and 50, both of which are more than 20 years old. The League proposes that the property tax system be constitutionally and statutorily reformed to restore fairness and local choice. Adjustments should be included in efforts during the 2019 session on state and local tax reform and improving funding for schools.

PERS Reform:

The League will seek legislation to modernize the PERS investment pool, ensure proper financial controls are adhered to, and give cities greater voice in how their monies are invested. Further, the League will advocate for legislation that calls for the risks and costs of the pension to be shared by employees, but in a manner that impacts employees through an equitable calculation.

(continued)

“Let Cities Work” - LOC Announces Legislative Priorities

- 3. Housing/Homelessness Improvement *Newport Priority***
Across the state, cities are looking to address housing shortages and increases in homelessness that are impacting residents. The League will advocate for: additional technical assistance that will help cities plan for affordable housing; a stronger partnership for long-term solutions to homelessness; and an increased state investment in housing development and services for the homeless.
- 4. Infrastructure Finance and Resilience Investment *Newport Priority***
The League will advocate for an increase in the state’s investment in key infrastructure funding sources, including, but not limited to: the Special Public Works Fund (SPWF), the Brownfield Redevelopment Fund, and the Regionally Significant Industrial Site loan program. This advocacy will also seek an investment and set aside through the SPWF for seismic resilience planning and related infrastructure improvements to make Oregon water and wastewater systems more resilient. League research has identified a minimum of \$7.6 billion in infrastructure needs for municipal water and wastewater systems in the next 20 years. Without key infrastructure investments, Oregon’s economy cannot continue to grow.
- 5. Right-of-Way and Franchise Fee Authority Preservation/Broadband Investment**
The League will continue to oppose any legislation that preempts local authority to manage public rights of way and cities’ ability to set the rate of compensation for the use of such rights of way. In addition, the League will seek additional state support and funding for increased and equitable broadband infrastructure deployment, especially in rural areas, while opposing any legislative efforts to restrict municipal authority to provide broadband services.
- 6. Third Party Building Inspection Preservation**
The League will seek to clarify the ability of local governments to continue the practice of hiring private-party building officials and building inspectors to provide services for local building inspection programs. This includes recognizing that privately-employed, specialized inspectors can perform specialized inspections.

About the League of Oregon Cities

Founded in 1925, the League of Oregon Cities is a voluntary association representing all 241 of Oregon’s incorporated cities. The League helps cities serve their citizens by providing legislative advocacy, policy consultation, networking and training, technical assistance and publications.

LOC 2019 Legislative Priority Ballot – Preliminary Results

LOC Top Priorities Tally (95 Cities Responded)

Priority Title	Letter on Ballot	# of Votes
✓ Infrastructure Financing and Resilience	I	43
✓ Mental Health Investment	M	36
PERS	O	36
✓ Property Tax Reform	R	31
Third Party Building Inspection	Y	23
Right-of-Way and Franchise Fee Authority	T	21
Broadband Infrastructure	E	18
✓ Waste Water Technical Assistance Program	AA	17
✓ Permanent Supportive Housing Investment	N	15
Safe Routes to School Match	U	15
Qualification Based Selection (QBS)	S	14
Annexation Flexibility	B	12
✓ Lodging Tax Definition Broadening	L	12
PERS Unfunded-Liability Revenue Stream	P	12
Dedication		
9-1-1 Tax	A	11
Local Control Over Speed Limits on City Streets	K	8
Wetland Development Permitting	BB	7
Carbon Cap-and-Invest Program Adoption	F	6
Place-Based, Water Resource Planning (Program Support)	Q	6
Beer and Cider Tax Increase	D	5
City Comparability for Compensation	G	5
Least Cost Public Contracting	J	5
Auto Theft	C	4
Speed Cameras	W	4
Speed Limit Methodology	X	3
Tobacco Taxes Share Increase	Z	3
Write-In Answers		3
Small Area Cell Deployment	V	2
Wood Smoke Reduction Program Support	CC	2
Green Energy Technology Requirement Changes	H	1

Newport Priority
Newport Priority

Newport Priority

Newport Priority

LOC Bottom Priority Tally (53 Cities Responded)

Priority Title	Letter on Ballot	# of Votes
Speed Cameras	W	27
Wood Smoke Reduction Program Support	CC	24
Auto Theft	C	21
Carbon Cap-and-Invest Program Adoption	F	21
Beer and Cider Tax Increase	D	15
Lodging Tax Definition Broadening	L	10
Green Energy Technology Requirement Changes	H	8
Wetland Development Permitting	BB	8
City Comparability for Compensation	G	7
Speed Limit Methodology	X	7
Waste Water Technical Assistance Program	AA	7
Annexation Flexibility	B	6
Local Control Over Speed Limits on City Streets	K	6
Third Party Building Inspection	Y	5
Tobacco Taxes Share Increase	Z	5
Safe Routes to School Match	U	4
Broadband Infrastructure	E	3
Least Cost Public Contracting	J	3
Permanent Supportive Housing Investment	N	3
PERS Unfunded Liability Revenue Stream Dedication	P	3
Place-Based, Water Resource Planning (Program Support)	Q	3
Mental Health Investment	M	2
Property Tax Reform	R	2
Qualification Based Selection (QBS)	S	2
Right-of-Way and Franchise Fee Authority	T	2
Small Area Cell Deployment	V	2
9-1-1 Tax	A	1
Infrastructure Financing and Resilience	I	0
PERS	O	0

*Findings as of 7/31/2018. Note: these are preliminary results.

2017

INFRASTRUCTURE REPORT CARD

Menu



- [Making the Grade](#)
- [America's Grades](#)
- [State by State](#)
- [Solutions](#)
- [The Impact](#)
- [Get Involved](#)
- [News](#)

Enter a Keyword or Phrase:



- [Making the Grade](#)
- [America's Grades](#)
- [State by State](#)
- [Solutions](#)
- [The Impact](#)
- [Get Involved](#)
- [News](#)

Enter a Keyword or Phrase:

Senate Appropriators Fund High Hazard Dam Rehab Program

June 22, 2018 By: [Natalie Mamerow](#)

[Back to News](#)



This week, the Senate Committee on Appropriations passed its [Fiscal Year 2019 Homeland Security Appropriations bill](#). The \$48.334 billion bill, which is an increase of \$611 million compared to the FY18 enacted level, includes \$250 million for the Federal Emergency Management Agency's (FEMA) Flood Hazard Mapping and Risk Analysis, which is a \$12.5 million decrease from the FY18 enacted level, as well as \$250 million for FEMA's Pre-Disaster Mitigation Grant Program, which is a \$1.2 million increase from the FY18 enacted level.

ASCE is incredibly pleased that the bill includes \$15 million for the High Hazard Potential Dam Rehabilitation Program, a program enacted in the Water Infrastructure Improvements for the Nation

(WIIN) Act of 2016 that provides federal grant assistance for the rehabilitation, repair, or removal of non-federal high hazard potential dams. High hazard potential dams are those whose failure is anticipated to cause a loss of life. This marks the first time since the program's enactment that it has received a line-item funding amount in the Homeland Security appropriations bill.

Earlier this year, U.S. Senator Jack Reed (D-RI) led a group of 16 Senators in [sending a letter](#) to the U.S. Senate Appropriations Subcommittee on Homeland Security requesting the High Hazard Potential Dam Rehabilitation Program's full \$25 million authorization in FY19. ASCE has been a strong advocate for this program on Capitol Hill, first in securing authorization for the program and now in working to ensure funding for it. ASCE's [2017 Infrastructure Report Card](#) gave nation's 90,580 [dams](#) a grade of "D," and ASDSO estimates that it would cost nearly \$22 billion to rehabilitate just the high hazard potential dams in the nation. The High Hazard Potential Dam Rehabilitation Program is a vital tool in protecting local communities and their economies and would be a step in the right direction towards repairing our nation's infrastructure. [Tell your Senators to support the FY19 Homeland Security appropriations bill](#), which includes funding for the High Hazard Potential Dam Rehabilitation Program, when it makes its way to the Senate floor!



Tags: [appropriations](#), [dams](#), [senate](#)

[Prev Story: Kansas' Infrastructure GPA Jumps, but Challenges Remain](#)

Leave a Reply

Your email address will not be published. Required fields are marked *

Name *

Email *

Comment

View Posts by Tag:

[infrastructure](#) [transportation](#) [congress](#) [highway trust fund](#) [roads](#) [gas tax](#) [bridges](#) [dams](#) [infrastructure report card](#) [infrastructure investment](#) [surface transportation](#) [transit](#) [water](#) [economics](#) [water infrastructure](#)

Sign Up for Email Updates

First Name *

Enter First Name*

Last Name *

Enter Last Name*

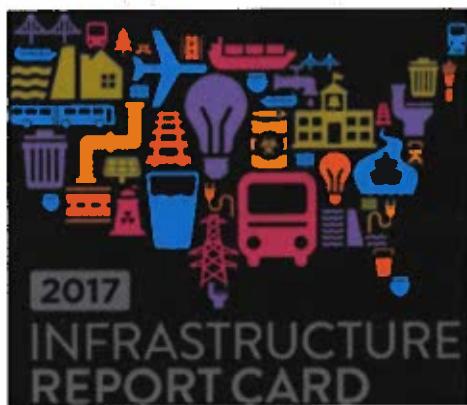
Email Address *

Enter Email Address*

State

Choose State

Submit



Explore the Report Card on Your Smartphone or Tablet



AMERICAN SOCIETY
OF CIVIL ENGINEERS

ASCE 2017 INFRASTRUCTURE REPORT CARD

© 2018 ASCE's 2017 Infrastructure Report Card

- [Home](#)
- [Terms & Conditions](#)
- [Privacy Policy](#)
- [Sitemap](#)

Executive Summary

Background

There is a 20 percent chance in the next 50 years that Oregon coastal communities and infrastructure will suffer severe damage as a result of magnitude 8.0 or greater earthquake, landslides, tsunami waves, and subsequent flooding following a Cascadia Subduction Zone (CSZ) Event. Following this disaster, the City of Newport and other coastal communities will be separated into "islands". Due to the expected damage to the surrounding ground and marine transportation systems, the Newport Municipal Airport has been designated as critical infrastructure that is essential to facilitating the planned air response, supply distribution; rescue, evacuation, and recovery efforts.

Scope of Work

The Newport Resilience Assessment was funded by the Oregon Department of Aviation's Critical Oregon Airport Relief Grant Program with the City of Newport providing the necessary matching funds and included the following elements:

- Inventory and background review of existing information including existing emergency plans related to resilience and disaster response
- Meetings with City of Newport Staff and other stakeholders to inventory existing resilience measures and refine resilience goals including a timeline to meet goals
- Visual inventory and assessment of critical airport infrastructure
- Initial geotechnical field work and assessment to evaluate seismic stability of the site and runways
- Structural evaluation of critical buildings per ASCE 41-13
- Preparation of the Newport Resilience Assessment Report outlining findings and recommendations

Summary of Inventory and Assessment

The Newport Municipal Airport resilience inventory and assessment was completed using available background information, as well as data collected during site visits in 2017 and 2018. Non-essential equipment and property not owned by the Airport, were not included in this assessment unless otherwise noted. The elements were assessed for a generalized resilience risk and rated low, medium, and high. Elements rated "Low" are anticipated to be mostly functional and useable after a design level event and may require relatively simple pre-disaster preparation. Elements rated "Medium" will need repairs in order to be used in conjunction with response and recovery activities and could require more extensive pre-disaster preparation. Those elements rated "High" will need significant repair or are expected to be damaged beyond repair after a large earthquake, or will require significant pre-disaster retrofit and preparation. A general summary of the assessed risk for critical elements is included in the following table.

Based on our assessment, the airport at present is vulnerable and not expected to be operational after a large seismic event.

Element	Assessed Resilience Risk	Notes
Soil Stability	High	Geotechnical work at the site determined that existing deep fill soils under the central part of both runways are susceptible to liquefaction strength loss and settlement. It is anticipated that airfield pavements will require repair work prior to being useable. Additionally, slopes around the perimeter of the airport are vulnerable to slumps and failures and likely will be further compromised during an earthquake. Falling slopes are likely to cause fence damage that will compromise airport security.
Airport Compatibility with Planned Response Aircraft	High	Large military response aircraft will have significant weight and/or number of operations restrictions due to existing pavement strength limitations. Planned response aircraft will be unable to operate on some pavements, including parking areas, due to insufficient existing pavement widths.
Buildings	Medium-High	Buildings to include the Fixed Based Operator/Terminal Building and Aircraft Rescue and Fire Fighting (ARFF) Facility are not expected to be operable following a seismic event.
Airfield Equipment and Navigation Structures	Medium-High	In general, equipment is not secured and/or braced against lateral loading and sensitive equipment will likely need to be repaired or recalibrated after a seismic event. Given Federal Aviation Administration (FAA) requirements for frangibility (breakaway) for equipment located in close proximity to aircraft operations some structures will be especially susceptible to damage.
Fuel Storage	High	Onsite storage is low and in general tanks are not secured or braced and pumping mechanisms and connections are not flexible and designed to resist breaking during shaking. Pumps are not connected to generators or alternative power sources and manual options are not available in all locations.
Utilities	High	Public utilities are vulnerable and back-up systems, are limited or where available rely on vulnerable fuel supplies.
Communications	Med	Some emergency capabilities for communication on airport and with City are in place. Back-up power is available but vulnerable because equipment is not anchored and requires fuel.
Emergency Supplies and Equipment	Med-High	Some emergency supplies are on hand, but not sufficient to support airport staff and emergency personnel for days to weeks.
Materials for Reconstruction and Repair	High	Airport has very limited ability to perform repairs with materials and equipment onsite.

Recommendations

The following recommendations are based on increasing resilience at the Newport Municipal Airport to meet the stated goal of an operational airport after a Cascadia Subduction Zone (CSZ) Event. Generally high risk, and relatively low cost fixes are included as short-term recommendations for completion in the next five years and include:

- Continue to work with stakeholder agencies to ensure that Newport Municipal Airport remains a priority CSZ response airport and that funding to support improvements is made available
- Additional geotechnical explorations, evaluation, and initial liquefaction and settlement mitigation
- Continued emergency planning, training, and preparation including stockpiling of emergency supplies, repair materials, and equipment
- Planning for phase I taxiway pavement strength and geometry improvements including construction if funding becomes available
- Immediate airfield infrastructure improvement needs including fuel storage capable of withstanding a CSZ and redundancy for the existing Automated Weather Observation System

Medium and long-term recommendations will require significant funding and coordination with other stakeholders. Items for consideration beyond the five year planning horizon include:

- Upgrades and retrofitting of critical buildings to include the Fixed Based Operator/Terminal and Aircraft Rescue and Fire Fighting (ARFF) facilities
- Complete geotechnical mitigation (ground improvement) to harden runways against seismic settlement
- Upgrade and retrofit airfield equipment, navigation structures, and communication systems to withstand seismic events
- Complete any remaining short-term pavement strength improvements
- Planning for Phase II and beyond runway, taxiway, and apron pavement strength improvements
- Construct Phase II and beyond, pavement strength improvements as funds become available
- Continue evaluation and implementation of emergency response and recovery plans including stakeholder coordination
- Increase fuel storage capacity
- Stabilize storm drain pipes or design a back-up drainage system

Inclusion Scenarios: OCCMA Summer 2018

1. A staff member of color lets you know that they are hearing some language that is disrespectful to them and other people of color.
2. A staff member says that the environment is hostile to women, especially lgbtq staff members.
3. A staff member expresses dissatisfaction with their work assignments, suggesting that others receive favorable treatment.
4. A staff member, who has just returned to work after being investigated for harassment, lets you know that (s)he is receiving hostile treatment from the work group.
5. A staff member is concerned that there is a "good old boys" culture and that it feels disrespectful. This staff member believes that there is no chance for them to grow or be promoted.
6. A supervisor meets with you to talk about the political issues that are polarizing their work team. They are especially concerned regarding one person's social media post that supports the separation of children of detainees at the border. This supervisor is particularly concerned about one staff member who has family members that are undocumented.
7. In response to a staff performance review that identifies some areas for improvement, including communication, the staff member brings up that they are experiencing disrespect and exclusion in the workplace.

Issues for consideration in response:

- When do you ask for more information, evidence, or examples?
- When do you ask if this is affecting job performance?
- When do you ask if others are having a similar experience?
- When do you ask if they have shared this information with others?
- When do you ask what they are needing in this situation?
- When do you ask about their safety?
- When do you ask for more history, more background information, or if there is a pattern to this situation?
- When do you inform them of their rights, due process, etc.?
- When do you ask for the names of those who are being disrespectful to them?
- When do you ask in what ways have they contributed to this problem?
- When do you reference policies and procedures?
- When do you let them know how you are going to respond and/or what you will do?
- When do you share your concern and interest?

Examples of Racial Microaggressions

Theme	Microaggression	Message
<i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born	"Where are you from?" "Where were you born?" "You speak good English." A person asking an Asian American to teach them words in their native language.	You are not American You are a foreigner
<i>Ascription of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.	"You are a credit to your race." "You are so articulate." Asking an Asian person to help with a Math or Science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.
<i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race	"When I look at you, I don't see color." "America is a melting pot." "There is only one race, the human race."	Denying a person of color's racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.
<i>Criminality – assumption of criminal status</i> A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.	A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store. A White person waits to ride the next elevator when a person of color is on it.	You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.
<i>Denial of individual racism</i> A statement made when Whites deny their racial biases	"I'm not a racist. I have several Black friends." "As a woman, I know what you go through as a racial minority."	I am immune to racism because I have friends of color. Your racial oppression is no different than my gender oppression. I can't be a racist. I'm like you.
<i>Myth of meritocracy</i> Statements which assert that race does not play a role in life successes	"I believe the most qualified person should get the job." "Everyone can succeed in this society, if they work hard enough."	People of color are given extra unfair benefits because of their race. People of color are lazy and / or incompetent and need to work harder.
<i>Pathologizing cultural values / communication styles</i> The notion that the values and communication styles of the dominant / White culture are ideal	Asking a Black person: "Why do you have to be so loud / animated? Just calm down." To an Asian or Latino person: Why are you so quiet? We want to know what you think. Be more verbal. "Speak up more." Dismissing an individual who brings up race / culture in work / school setting.	Assimilate to dominant culture. Leave your cultural baggage outside.

Theme	Microaggression	Message
<i>Second-class citizen</i> Occurs when a White person is given preferential treatment as a consumer over a person of color	Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you "You people ..."	People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and / or travel to a dangerous neighborhood. Whites are more valued customers than people of color You don't belong. You are a lesser being.
<i>Environmental microaggressions</i> Macro-level microaggressions, which are more apparent on systemic and environmental levels	A college or university with buildings that are all names after White heterosexual upper class males Television shows and movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color	You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.
<i>How to offend without really trying</i>	"Indian giver." "That's so gay." "She welshed on the bet." "I jewed him down." "That's so White of you." "You people ..." "We got gypped." Imitating accents or dialects Others?	

Adapted from:

Wing, Capodilupo, Torino, Bucceri, Holder, Nadal, Esquilin (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*, 62, 4, 271-286

Table 1: Examples of Disability Microaggressions in Everyday Life

Theme	Example	Message
Denial of personal identity Occurs when any aspect of a person's identity other than disability is ignored or denied.	I can't believe you are married.	There is no part of your life that is normal or like mine. The only thing when I see you is your disability.
Denial of Disability Experience Occurs when disability related experiences are minimized or denied.	Come on now, we all have some disability	Your thoughts and feelings are probably not real and certainly not important to me.
Denial Of Privacy Occurs when personal information is required about a disability	Someone asking what happened to you.	You are not allowed to maintain disability information privately.
Helplessness Occurs when people frantically try to help PWD's.	Someone helps you on to a bus or train even when you need no help. Someone feels incapable of rescuing you from your disability.	you can't do anything by yourself because you have a disability. Disability is a catastrophe. I would rather be dead than to be you.
Secondary Gain Occurs when a person expects to feel good or be praised for doing something for a PWD.	We're going to raise enough money tonight to get Johnny that new wheelchair.	I feel good and get recognition for being nice to you.

Spread Effect Occurs when other expectations about a person are assumed due to one specific disability.	Those deaf people are retarded. Your other senses must be better than mine.	Your disability invalidates you in all areas of life. You must be special in some way. You are not normal. You have "spidey sense".
Infantilization Occurs when a PWD is treated like a child.	Let me do that for you.	You are not really capable. I know better than you how to do this.
Patronization Occurs when a PWD is praised for almost anything.	You people are so inspiring.	You are so special for living with that.
Second Class Citizen Occurs when a PWD's right to equality is denied because they are considered to be bothersome, expensive and a waste of time, effort and resources.	People work hard not to make eye contact or to physically avoid a PWD. a person in a wheelchair waits 15 minutes outside a restaurant for access through the kitchen. She then complains to the manager. at a staff meeting the question is raised about improving accessibility to the restaurant and the official plan is that changes will be made when more PWD's come to eat.	PWD's are disgusting and should be avoided. Those people expect too much and are so difficult to work with. They have no patience. Your rights to equality are not important to me.
Desexualization Occurs when the sexuality and sexual being is denied.	I would never date someone who uses a wheelchair.	PWD's are not my equal, not attractive and not worthy of being with me.

Teachable Moments – Case Studies
OCCMA Summer 2018

Select one of the following case study scenarios:

- a. Discuss
 - b. What might be the microaggression or inequity? The message?
 - c. What might be the harm?
 - d. Brainstorm some different responses.
 - e. Role play/present your most effective response.
1. A program manager, with the intention of making communication safe for all employees and the community, responds to an employee who uses the term, "illegal alien." The manager tells the group that this is a term that is disrespectful and inappropriate. The manager requests that staff members use the term, "undocumented" in order to maintain a safe and respectful workplace culture. An employee complains to human resources that freedom of speech is being restricted.
 2. An employee insists on opening doors for a community member in a wheelchair. You have heard the person in the wheelchair say, "Its OK. I can get the door." The employee says, "I don't mind. I like opening the door for you." You and several others see and hear the interaction.
 3. An English speaking city employee says to a bilingual employee, "Why do you have to speak Spanish? I never understand you guys! Spanish sucks."
 4. In a meeting you notice that after a woman spoke clearly to an issue, a man re-stated the same perspective. The participants in the meeting respond to the man and refer to the perspective as his idea. This is not the first time you have noticed this dynamic.
 5. After a black trainer speaks to an issue in the workshop, several white participants respond with words like, "You are so articulate."
 6. In the staff room you overhear people talking about the newly hired manager. One person says, "I think she is an affirmative action hire. The county is requiring us to hire more diversity." Another person says, "I hope she has the ability to do this job. I have heard that Portland has hired a lot of managers of color who are not succeeding."
 7. In a public meeting, a community member says that we should screen all Muslims before they are allowed to enter this country. (S)he says that terrorism is a growing issue in America and we should do whatever it takes to stop it.

Implicit Bias Toolkit

1. Increase Motivation

- Prioritize equity, inclusion, and diversity
- Action plans with measurable outcomes
- Culture of the organization

2. Normalize Bias

- Separate implicit bias from conscious bias
- Separate bias from discrimination
- We all have it
- In many ways it serves people well
- It takes time to unlearn

3. Awareness: Understand Implicit Bias Processes

- Understand neuroscience of schemas and implicit bias
- Require hiring committees to take and discuss the Implicit Association Test (IAT)
- Surface potential biases prior to analysis and decision-making

4. Unlearn Implicit Bias

- Exposure
- Stereotype replacement
- Counter-stereotyping, counter stories, and positive exemplars
- Individuation
- Perspective taking
- Increasing opportunities for contact

5. Accountability Procedures: Mitigating the effects of bias

- Practices and policies
 - Review and re-write job descriptions
 - Diversify selection committees
 - Revise interview questions
 - Ask follow-up questions in interviews
- Higher level processing – slowing down
- Reduced cognitive load
- Checklists and protocols
- Procedural/organizational changes
- Evaluate Outcomes

Resource Trends	
1. Climate Change	Climate change affects our oceans, fresh water, arable land and food sources, and animals. Not only are climate-change events like rainstorms, hurricanes and tornadoes growing more intense the cost of their damages is increasing over time. The United States is the only country where cities report low levels of integration of climate change across different local government plans.
2. Food Insecurity	As the planet gets hotter, droughts will drag on longer and with greater intensity. This will lead to decreases in food production, and increases in food prices.
3. Water Shortages & Access	Climate change is making drought the new normal and is having a huge impact on water availability. By 2025, two-thirds of the world's population will be living in water-stressed conditions. By 2030, half of the world's population will live in "high water stress" areas.
4. Energy Grid Disruption	The energy grid's transformers and substations were not designed to be protected from physical attack. Many of them sit idly in rural areas, protected by little more than a chain-link fences and guarded by a camera. Many communities are investigating local grid development to ensure more reliable energy sources.
5. Mining	Two sources of mining will unlock greater energy resources in the next twenty years: Hydraulic Fracturing is used to access natural gas. It is creating jobs in the energy sector and is also being studied for its impacts on water and air safety. Deep Sea Mining is used to uncover polymetallic nodules, which are used in everything from electronics to wind turbines and hybrid cars. As with fracking, environmental concerns includes the loss of habitat are expected.
6. The "NORC" Shift	The Northern Rim countries lie north of the 45 th parallel and will be beneficiaries of climate change. They will experience longer growing seasons and produce more food. And they will also have less ice, which will enable easier shipping routes and access to fuel and nonfuel resources. They may also be the recipients of massive in-migration from other, hotter and drier parts of the world.
Technology Trends	
7. Digital Citizens	In the next 20 years, Millennials and the iGeneration (2002-2022 est.) will define what it means to be a digital citizen. It is often defined as those who use the internet regularly and effectively. Government will be thinking about how technology can enhance the experience of democracy. And how can local governments leverage technology to become more relevant to citizens.
8. Sharing Economy	Generally means eliminating the middleman to share resources, products, and services directly between users, usually via technology. Think Uber, AirBn, crowdfunding. The sharing economy is growing as more online customers are will to participate in sharing communities. Local Governments must figure out how or if to tax these services and how to manager user safety, equity, and keeping a level playing field for existing businesses.
9. Education Reform	In the U.S. student achievement has been slipping for over a decade compared to other countries. New models of teaching and learning will transform education, and technology will enable it. But technology is not the cure – educator and innovator Jordan Shapiro encourages a cultural shift in how we think about what it means to learn because we're shifting what you need to learn.
10. Open Innovation	Open innovation is harnessing inventiveness from outside organizational walls. For example, Netflix announced a \$1Million prize for anyone or any team that could develop an algorithm to improve the accuracy of movie predictions for its customers. Local governments are starting to catch the wave with New York and San Francisco using contest to develop apps from open data.
11. Behavioral Insights	We're wired to behave as others do. In the next 20 years, behavioral insights, coupled with big data, will have a huge impact on local governments. Behavioral insights show that things like how government forms are designed impact outcomes, e.g. organ donation is the default option, organ donation increases.
12. Unmanning	We have entered the age of robots, artificial intelligence and smart cities. These technologies make our lives easier and they also eliminate the need for human workers. Researchers estimate by 2035, nearly half of all occupations in America could be automated.

13. Decentralized Manufacturing & 3-D Printing	Imagine being able to print at home what you want to buy. Wake Forest Baptist Medical Center's Institute for Regenerative Medicine is collaborating with others to 3-D print bones, skin, muscle tissue, cartilage, and kidneys. How will 3-D printing and decentralized manufacturing impact your community's sales taxes, industrial parks, and employment?
14. Global, Digital Currency	Bitcoin is a global, digital currency that has several desirable features: it moves from sender to receiver instantly, it is hard to dupe the system due to its cryptography and open ledger (called the blockchain), and it is cheaper than traditional payment systems because it is exchanged free of a central authority (like a central bank). The blockchain has the potential to transform how assets are transferred and fees are collected.
15. Carless Communities	Helsinki, Finland has set an ambitious goal: to eliminate private cars and create a public, on demand mobility system by 2025. This system will operate through mobile apps and be used to book and pay for any multi-modal trip (bus, train, taxi, bicycle and car-sharing). The trend towards fewer next-generations buying cars is global and future-ready cities will be prepared to mobilize citizens without private cars.
16. Infrastructure Overhaul	America's infrastructure is failing. In the 2013 report card, by the American Society of Civil Engineers, America's infrastructure received an overall grade of D+. McKinsey estimates that it will cost \$57 trillion to build and maintain all the infrastructure needed worldwide through 2030.
17. New Financial Partnerships	To fund the world's infrastructure new investors including insurers, pension funds, endowments and sovereign wealth funds are entering the markets while Public Private Partnerships are aggregating a wider pool of global investors. Global investment no longer flows primarily from the north to the south. Many municipalities and states are turning to PPP's and other complex funding mechanisms to build public infrastructure. Crowdfunding is being used to fund civic projects.
18. Microgrids	Microgrids are self-contained energy grids that ensure a community has a reliable electric supply when access to their normal supply is disrupted which could be caused by extreme weather events, physical, and/or cyber-attacks. We will see more microgrids in our communities because of four factors: state incentives, cheap electricity storage, the increased likelihood of super storms, and the increased likelihood of a cyber-attack.
19. Off-Gridding	Local communities will generate more of their energy from renewable sources like wind and solar, or natural gas fuel cells. Local communities will also store more of their own electricity. In some locations there will no longer be a shared electric grid. It is anticipated that for rural locations, it will be cheaper for the utility to install distributed generation (DG) with a storage device than to continue to maintain long distribution lines.
20. Electric Vehicles	In the near term, we will see more electric vehicles in urban areas. In the long term, the entire transportation fleet may switch to electric. In addition, electric vehicles will be used as energy storage which can be called upon to assist the electricity grid when more supply is needed. To put this in perspective, an 85kWh Tesla battery can store the equivalent of almost three days of power for the average U.S. household.
21. Water Recycling	In 20-50 years we won't be using drinking water to flush our toilets. We'll be recycling our gray water for use in our gardens and toilets, and flushing only sewage to the local wastewater treatment plant. This will require a change in many state and local plumbing laws, challenge infrastructure retrofit, pricing dynamics, impact on revenues, changes to water treatment protocols, and re-use/disposal of sludge as a resource.
22. Desalinization	As states and countries look for fresh water, many look to the oceans where 96 percent of our water lies. Currently, about 150 countries rely on "desalinization" to meet their fresh water requirements. California's new Carlsbad Desalination Plant is coming online in 2016 and is gaining a lot of attention.
23. Nanotechnology	Working with things that are small, really small; things so tiny that they can't be seen with a standard microscope. Nanotech is used in everything from sunscreen to carpet stain resistors

	<p>to medicine. Scientist working in the field estimate that it could have a transformative effect, not only on what is developed but how we manufacture things. Atomically precise manufacturing, or APM, could replace enormous, exhaust-belching factories with cleaner, smaller and more agile supply chains. Think of it as precise 3-D printing in a box.</p>
24. Tech-Enabled Health Care	<p>Health care is undergoing a transformation. In the future patients may not have to visit their doctor for routine medical exams. Big data will be used to discover more about diseases and effective treatments. Patient health records can be shared between hospitals and emergency response teams. And doctors-in-training are being required to learn better bedside manner.</p>
25. Biomimicry	<p>The study of nature to solve human problems. Local governments are benefiting from the Lilly Impeller, which circulates municipal water tanks with minimal energy to prevent stagnation. Its design is based on the geometries repeatedly found in nature, which are known to reduce friction and drag.</p>
Demographic Trends	
26. Tribalism & Identity Politics	<p>Identity politics are political arguments that focus on the interests and perspectives of specific groups. These groups can turn into movements or strong voting blocs.</p>
27. Structural (Youth) Unemployment	<p>Due in part to the global talent pool and the deep investments made worldwide to automate our factory floors and our lives, we could be facing a 20-year period of structural unemployment.</p>
28. Civil Rights Spring	<p>A young generation aching for a better future, a future where civil rights, women's rights, religious freedom and basic human dignity are upheld by their governments, who rule wisely and control police militarization. Until that better future comes into view, expect youth-led revolts and uprisings like Occupy Wall Street or student protest like those in Quebec.</p>
29. Mass Migration	<p>Whether due to conflict, climate change, natural disasters, or the desire to earn more, Migration will continue to create dynamic population shifts for many communities. This trend may impact property or income taxes, and the cost of providing services. Mass migration can have a destabilizing force on both the community that's losing citizens and the one gaining citizens. Handled well, in-migration can also strengthen and revitalize communities.</p>
30. Middle Class Map	<p>The global map of the middle class will continue to change in the next 20 years, affecting local governments in direct and indirect ways. Overall, North America and Europe's share of the middle class will decrease to 7% by 2030, while Asia-Pacific's share will drastically increase from 38% in 2009 to 66% in 2030.</p>
31. Elder Expense	<p>Many countries are facing a "Baby Boomer bulge" when the share of citizens over age 65 begins to increase. This puts immediate and direct pressure on local governments, which are expected to pay pensions benefits to retiring public employees. It also puts pressure on national and state budgets. Another issue is the retirement age. When social security was invented in the U.S., there were 14 employees supporting every retiree. This ratio is estimate to fall to 4:1 (four workers supporting one retiree) by 2050.</p>
32. Urbanization: Mega & Mid-Sized	<p>Rapid urbanization is at a crossroads; it will either result in greater economic prosperity or greater unrest. But urbanization's opportunities aren't limited to mega-cities. In developed countries, the rise of "medium cities" especially those between one and two million people, will outpace the growth of larger urban centers, both in population growth and economic impact. Already in the U.S. mid-sized cities account for more than 70% of GDP.</p>
33. Rural v. Urban	<p>As more people move to cities, a rural versus urban split may widen. As a response, politicians may adopt a "cities-are-the-enemy" approach to running for office and governing.</p>
34. Smart Citizens	<p>The "software" or people side of the city is just as important as the "hardware" (technology). Smart Citizens are those who can engage with technology to make their daily lives more convenient or to make their cities better.</p>
35. Nomadic Workforce	<p>As the global talent pool becomes more educated and jobs become more digital, some communities and countries are aggressively positioning themselves to attract this highly skilled,</p>

	nomadic workforce. This "attract talent, not companies" strategy will require communities to rethink ideas like "citizenship" and "economic development."
36. Hyper-localization	As a response to globalization, some communities are going hyper-local, inventing their own local currencies, creating time banks, creating their own hyper-local media sites, and getting off the grid. Example includes Ithaca, New York, which created its own currency. Ithaca dollars can be exchanged locally and are accepted at many local retailers.
Governance	
37. Declining Federal Government Effectiveness	In the developed world, national governments have less money or are going broke, many states and provinces have become ideological battlegrounds, and cities still have problems. National governments are failing in the eyes of their citizens, who see them as remote and removed.
38. Trust in Government	Trust in the national government is at an all-time low in the United States. Trust in local government creates a competitive advantage for those local governments with the vision and ambition to reinvent and become more relevant to citizens.
39. City-to-City Collaboration	City leaders are increasingly forming their own global or regional coalitions to address their most pressing issues (e.g. the C40 includes forty of the world's largest cities committed to mitigating climate change).
40. VUCA Leadership	A common term used when training military leaders is "VUCA" an acronym for Volatile, Uncertain, Chaotic and Ambiguous. This is precisely the environment that local government leaders are inheriting as tax revenues fall, staff retire or leave early, citizens' expectations increase, and more of the "problems" in society fall to local governments to solve. The VUCA environment is not likely to diminish soon, and local leaders can either bury their heads or they can embrace this opportunity to reinvent local government.
41. Citizen Engagement	Over the next twenty years, next-generation citizens will become the majority of our citizens. They don't "show up" to place-based events in traditional ways. Citizen engagement – how it's planned, executed, incorporated and measured will be key.
42. Direct Democracy	In the age of social media and real time digital communication, some residents are calling for more direct democracy. In the U.S., the use of ballot initiatives is a traditional form of direct democracy, but the development of new technologies has expanded the possibilities.
43. Corporate and Special Interest Influence	In January 2010 the Supreme Court issued Citizens United, which allows companies and unions to make unlimited contributions to pay for political ads and other election tools. Since then, concerns about the ruling's impact on public policy began to escalate. More money is now flowing into elections. And the Sunlight Foundation reports there is at least a corollary connection between corporate political donation and payoffs.
44. Fiscal Uncertainty	As nations and states transfer more responsibilities to local governments, we have the challenge of "too little money chasing too many needs." Some local governments in the U.S. are overwhelmed by debt. Nine cities, towns and counties have filed for Chapter 9 bankruptcy since January 2010. The two primary drivers of local government's expenses are pensions and health care costs.

ICMA Code of Ethics

The mission of ICMA is to create excellence in local governance by developing and fostering professional local government management worldwide. To further this mission, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

1. Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.
2. Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant
3. Demonstrate by word and action the highest standards of ethical conduct and integrity in all public, professional, and personal relationships in order that the member may merit the trust and respect of the elected and appointed officials, employees, and the public.
4. Recognize that the chief function of local government at all times is to serve the best interests of all people.
5. Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.
6. Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.
7. Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.
8. Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.
9. Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.
10. Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.
11. Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.
12. Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.

Adopted by the ICMA Executive Board in 1924, and most recently revised by the membership in June 2017.





OCCMA

**Oregon City/County
Management Association**

A State Affiliate of ICMA

Spencer Nebel, City Manager
169 SW Coast Highway
Newport, OR 97365
s.nebel@newportoregon.gov

Dear Spencer,

Thank you for applying to serve on the Oregon City/County Management Association (OCCMA) board of directors. I am pleased to notify you that the OCCMA Nominating Committee intends to recommend you for appointment as President-Elect of the OMA beginning in 2019. Congratulations!

What Comes Next?

The role of the Nominating Committee is to recommend a slate of candidates to the OCCMA board of directors for approval. Before your appointment is finalized, two things must happen:

1. The OCCMA board of directors must approve the Nominating Committee's slate of candidates. This meeting is scheduled for September 27th in Eugene, OR.
2. The OCCMA membership must then elect the slate of candidates approved by the board of directors. This meeting is scheduled for September 27th in Eugene, OR.

The President-Elect will take office on January 1, 2019 and serve a one-year term with subsequent years as President (2020) and Past President (2021). While the 2019 calendar has not yet been set, the board typically has five meetings throughout the year. The typical meeting calendar includes a meeting in January/February, meeting in April/May as part of the Northwest Regional Managers Conference, meeting in July as part of the Summer Conference, meeting in September as part of the Fall Workshop, and a board retreat in November. In addition, newly elected board members are expected to attend the 2018 board retreat which is scheduled for November 8-9th at the Oregon Garden in Silverton.

Please reach out if you have any questions. For your reference, I have attached the list of past presidents of the OCCMA.

Sincerely,

Michael Sykes, Chair
Oregon City/County Management Association Nominating Committee

Past OCCMA Presidents

2018	Christy Wurster, City Manager, Silverton	1992	Connie Fessler, Forest Grove
2017	Michael Sykes, City Manager, Scappoose	1991	Roger Jordan, Dallas
2016	Joe Gall, City Manager, Sherwood	1990	Burke Raymond, Jackson County
2015	Jacque Betz, In Transition	1989	Diane Jones, Gresham
2014	Aaron Cubic, City Manager, Grants Pass	1988	Michael Gleason, Eugene
2013	David Meriwether, County Administrator, Hood River County	1987	Pete Harvey, Lake Oswego
2012	Jeff Towery, Assistant City Manager, Springfield	1986	Mike Casey, Grants Pass
2011	Eileen Stein, City Manager, Sisters	1985	Kent Taylor, Lincoln City
2010	Chris Eppley ICMA-CM, City Manager, Keizer	1984	Gary Pokorny, Corvallis
2009	Nancy Boyer, Executive Director, MWVCOG	1983	Don Davis, Newport
2008	Phil Messina ICMA-CM, Central Point	1982	Daniel Durig, Forest Grove
2007	Richard Meyers, Cottage Grove	1980-81	Jim Watson, Klamath Falls
2006	Scott Lazenby ICMA-CM, Sandy	1979-80	Phillip Kushlan, Cottage Grove
2005	Randy Ealy, Estacada	1978-79	Steve Loveland, Milton-Freewater
2004	Sarah Jo Chaplen, Hillsboro	1977-78	Brian Almquist, Ashland
2003	Steve Bryant ICMA-CM, Albany	1976-77	Howard Brandvold, Dallas
2002	Jon Nelson ICMA-CM, Corvallis	1975-76	Eldon Mills, Hillsboro
2001	Duane Cole ICMA-CM, Newberg	1974-75	Arthur Johnson, Bend
2000	Scott Burgess, West Linn	1973-74	Laurence Sprecher, Beaverton
1999	Martha Bennett ICMA-CM, Milwaukie	1972-73	Robert Moore, Salem
1998	John Williams, Cannon Beach	1971-72	Rudy Enbysk, Pendleton
1997	Larry Lehman, Pendleton	1970-71	Hal Puddy, Bend
1996	Charles Cameron, Washington Co.	1969-70	C. Lloyd Castner, Ontario
1995	Wes Hare ICMA-CM, Oakridge	1968-69	Dale Curry, Astoria
1994	Dan Bartlett ICMA-CM, Milwaukie	1967-68	Walter Barham, Coos Bay
1993	Andy Anderson, Medford	1966-67	C. Dean Smith, The Dalles

For Artsake Gallery
258 NW Coast Street
Newport, OR 97365
June 25, 2018



Mayor Sandra Roumagou and Newport City Council Members:
City of Newport
165 SW Coast Hwy
Newport, OR 97365

Attention Council Members:

All nine owners of FOR ARTSAKE GALLERY strongly oppose putting parking meters in Nye Beach.

The major businesses in Nye Beach are located along six blocks on Coast Street from Olive to 6th St, and at the Turnaround, with a very few on NW 3rd ST. This area is very small with minor parking issues.

Over the past 18 years the businesses in Nye Beach have made a concerted effort to address the parking issue in this area. A Parking District Committee was developed to assess the situation and make recommendations. As a consequence painted parking slots were placed along Coast Street, NW 3rd, and at the Turnaround. Plus, the parking fees assessed to individual businesses were reviewed to make the assessment equitable.

In addition the city made part of NW 3rd Street and all of Cliff Street one way to facilitate traffic. These measures have been highly successful in Nye Beach.

Nye Beach has several parking lots available to tourists. The large parking lot at the PAC is available and rarely full during the day. Don Davis Park and the Turnaround, and a small space on Cliff St. and 2nd Ct. are also available. Plus, the numerous side streets offer many additional spaces.

Many retail businesses are struggling to survive in an economic world where purchasing goods on-line has become the norm. The tourist season is seasonal which adds to our struggle to survive. Parking meters are NOT people friendly and are a deterrent to visitors to the area. We spend a lot of money on publicity to bring tourists to Nye Beach. Plus, we have other small communities copying our Banner Project as a way to enhance their retail areas. Due to our efforts, Nye Beach has truly become a desired destination.

Since tourism is Newport's major industry, it seem that the city should support small businesses that contribute to all of Newport as a destination place that has a large array of wonderful attractions to offer. Nye Beach is one of those areas that needs to be supported rather than having unnecessary parking meters that would be counter productive.

Sincerely,

Alita Pearl
Yvonne Gosselink
Alvin C. Smith-Kunkle
Kathy LaRear
Cynthia Jacobson
Colleen Cawley
Angie Chayen
Jenny Muller
Janet Van West

JULY 8, 2018

DEAR MAYOR SANDY,

THANK YOU AGAIN FOR ATTENDING OUR
SAINT JOHN'S DAY OBSERVANCE. WE
REALLY APPRECIATE ALL YOUR SUPPORT.
WE ARE VERY GLAD THAT YOU ARE OUR
MAYOR HERE IN NEWPORT.

SINCERELY,
MARK PHILLIPS
MASTER, NEWPORT MASONIC
LODGE

Spencer Nebel

From: contactus@newportoregon.gov
Sent: Thursday, July 05, 2018 1:40 PM
To: City Council
Subject: Contact Us - Web Form (DO NOT REPLY)

City of Newport, OR :: Contact Us - Web Form

The following information was submitted on 7/5/2018 at 1:40:06 PM

To: City Council
Name: Lezah Folse
Email:
Phone:
Subject: Thank You

Message: Good Afternoon,

I recently moved back to Lincoln County after moving across the country fifteen years ago. Some of my favorite memories growing up in Newport are from watching the firework show with my family and friends.
I simply want to say thank you. Last nights fireworks display was beautiful.

Thank you for your hospitality
hosting today's meeting. It
was extremely helpful for us
to have a set location ready
for our arrival. You helped
make our travel that much
easier.

Lundum

7-26-18

July 18, 2018

Mr. Bill Hewitt
RV PARK SUPERVISOR
2120 SE Marine Science Dr.
Newport, OR 97365

Re: Clay Moore, RV Park Host

I wanted to commend to your favorable attention the excellent experience I had visiting your RV park last week. Host Clay Moore came over in his golf cart the morning of my arrival and gave me a tour not only of the RV park, but a guide to Newport as well.

In addition to taking me by the brewery, he pointed out the historic bridge and the piers fashioned after the Empire State Building, and he explained how the bridges cut down travel times along the Oregon coast. He pointed out how to get to Newport's historic neighborhoods for shopping and dining and the nearby aquarium (which is so conveniently located near the RV park and which I especially enjoyed visiting). He described Newport's position as the state fishing center; and, being a transplanted Alaskan who worked in the canneries, I very much enjoyed his description of the boat harbor and yachts that make Newport a port of call in the summer.

Mr. Moore is not only a park treasure, but a community treasure as well. He made my visit to Newport so much more fun and enjoyable than if I had had to explore Newport on my own. Kudos to Mr. Moore and his introduction to the RV park and Newport itself.



Carlene Faithful
4813 N 12th Street
Tacoma, WA 98406

cc: Mr. Richard O'Hearn, President
Greater Newport Chamber of Commerce
555 SW Coast Highway
Newport, OR 97365-4934

Ms. Sandra Roumagoux, Mayor
169 SW Coast Hwy
Newport, Oregon 97365