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MEMO

DATE: September 22, 2016

TO: Mayor and City Council

FROM: Spencer Nebel, City Manager

SUBJECT: Status Report for the two-week period ending Friday, September 23, 2016

For the next couple of weeks, I will be out of the office most of the time attending the ICMA Annual Conference in Kansas City, Saturday, Sept. 24 through Wednesday, Sept. 28; followed by the League of Oregon Cities Conference in Salem beginning Thursday, Sept. 29, through Saturday, October 1. I will be back in the office on Monday, October 3 for the City Council meetings, and on Tuesday until mid-afternoon when Angela and I will be taking a few days off to celebrate our 20th anniversary. We will be back in Newport on Saturday, October 8. While I am attending the two conferences, I will be checking my e-mail, and will have my cell phone in the event that anyone needs to contact me. Ted Smith will also be out of the office during some of this time, so I have designated Mark Miranda as Acting City Manager during my absence.

HIGHLIGHTS OF ACTIVITIES:

Highlights of activities over the past two weeks includes the following:

- Met with Mike Murzynsky, Steve Rich and Barb James to resolve our various issues with retirement funds that are due to former retirees. There have been various amounts on the books for past employees that has never been closed out. The majority of these are smaller amounts of money that accrued from the time an estimate of the payout was made to the time the employee actually retired. In a couple of cases, the amounts of money are more substantial. We have worked with our new actuary to verify these amounts. We also had to verify what the City's historic practices were on paying out these amounts. The good news from a retirement fund standpoint is that these funds, which were credited to former employees have not been included in the assets calculating the percent of funding for the pension plan since they were showing as due to others. It is our intent to make these payments to former retirees based on the ending amounts of June 30, which are currently being calculated by the actuary. Once the amounts are done, we will be able to proceed with notifying the retirees and paying out these residual funds. Going forward, we will be approaching the Retirement Trust and the City Council to confirm future practices on the payout of pension funds. This is an area that got caught up in the revolving door of Finance managers, and a lack of any clear written policies, beyond the retirement plan

documents, which provide a significant amount of latitude on methodologies on how the lump sum payouts are made from the retirement system. We will be laying out a clear procedure for adoption by the City Council for all future payouts and including that information in the employee handbooks so that there is a clear understanding of how lump sum payments will be paid out in the future.

- Met with Barb and Steve to work through issues with the Public Works salary survey and the city wide salary survey.
- Derrick Tokos and I spent some time on the Lincoln County Transit Authority Loop Bus to understand the current routing of the bus and to consider changes. Lincoln County Transit is in the process of collecting data from riders, and is working with consultant to evaluate the overall service. Cynda Bruce, the manager of Lincoln County Transit, is also very interested in determining what role what transit can play as part of the city's parking planning process goes. Lincoln County Transit is certainly willing to consider more of a shuttle service if that works into the city's long term parking plans.

It was interesting riding the bus to see what kind of user-ship the bus gets. We started the loop in front of City Hall at about 1:13 pm and on two occasions the bus was virtually full. The majority of riders appear to be local residents with the most apparent tourist use coming from the South Beach Marina. A couple from Canada were on the bus when we got on the bus, and as we got closer to City Hall, a group of boaters got on the bus by the Post Office riding it back to South Beach. Lincoln County Transit is moving forward with signage at the various bus stations stops which will substantially help tourists understand how the bus works. Currently, there is very little signage at a number of the stops. In addition, one thing that takes a significant amount of time are the bus stops that are located in parking lots. If the bus stops could be moved out to Highway 101, the loop could be completed in substantially less time.

- Barb and I met with Jayson Buchholz to assist him in conducting evaluations for his personnel in engineering.
- Met with Lance Vanderbeck to review operations at the Airport.
- Participated in a monthly lunch meeting of the Lincoln County Managers in Lincoln City.
- Participated in an Airport Committee meeting. One of the things the Airport Committee is proceeding with is the prioritization of various items identified by the Regional Airport Task Force Group. It is our intent to have the Airport Committee work through the various recommendations over the course of the next 24 months. By picking away at one or two of the recommendations at a time, progress can be made on those items that are not being reviewed as part of the Airport Master planning process.
- Derrick and I have been involved in a number of aspects regarding the acquisition of the homes of 70th Drive. Of the seven homes that were eligible for acquisition by the city utilizing FEMA funds, four of the properties have been purchased utilizing FEMA funds. One property has been held up due to the death of one of the owners since the landslide. We expect this one to go through without any additional problems. Another house is complicated with clearing a series of bank liens on the property. The seventh property owner has obtained engineered plans to stabilize their structure. This is the property that was least impacted by the filling that occurred during the development of the subdivision. This property owner has elected not to go forward with selling their home. It is important to remember that these property owners received 75% of the appraised value of their property prior to the slide. Furthermore, it is important to remember that if the city was not successful in getting the FEMA grant, the city would have likely been on the hook to address the removal of the structures and stabilization of the surface with all the

property owners defaulting on their properties. I appreciate all of Derrick's efforts in bringing this to a better conclusion for both the City and for the property owners that were impacted by this slide.

- I prepared agenda items for the September 19 City Council meeting.
- On Wednesday and Tuesday evenings, I met with various members of the Police Department to discuss their views on how to proceed in filling the Police Chief's position, and to obtain information as to where they would like the department to head in the future. This has been a valuable experience to hear directly from a number of the officers in the department. I scheduled time for the non-sworn employees in the following week to give them the opportunity to share their thoughts and ideas regarding the department.
- On Thursday, September 15, I worked most of the day from home. The major project that I have been trying to complete is an RFP to conduct a utility rate study for the City of Newport. I would like to have this study completed in time for the budget process for next year.
- Derrick, Jim Protiva and I met with Jeff Harmon regarding the development of an 80-acre parcel, located in the Agate Beach area. The developers would like to develop a portion of the property and convey a portion of the property to be put into permanent recreational trust. Our primary concern with their plan is that there is a second part of the 80-acre parcel that would certainly be a logical residential development at some point in the future, and we expressed the concern about tying up all the remaining property into some sort of recreational trust. Mr. Harmon indicated that they would be amenable to taking a look at the other area in question, and consider excluding that from a recreational trust. The primary recreational use would be trails. However, the site could be developed in other ways. This was a preliminary meeting, and they will get back to us on their thoughts after hearing our ideas on the property.
- Met with Tad Taylor to review activities going on in IT.
- Derrick and I met to review the possible sale of city property in preparation for the City Council executive session.
- Met with Barb to discuss various HR issues.
- Barb, Mike, Cindy Breves, and I met to discuss the transfer of the court obligations to Finance. In reviewing the proposed job description, Cindy pointed out several issues that need to be further delineated prior to proceeding with this effort.
- Steve, Barb and I met to work on aspects of the NEA wage reopener.
- Met with Caroline Baumann to proceed with the next step of the Lincoln County Elected Officials meeting on Housing Strategies. Kerry Kemp from Waldport, Caroline Baumann, from the Economic Development Alliance, and Rachel Cotton, who will be the City's new Assistant Planner but was working with Waldport at the time met while we were attending the Coastal Caucus and Economic Summit in Coos Bay to proceed with the next steps. We identified three separate working committees that we will ask the elected officials and key staff people to consider signing up for and working on various aspects of the policy question including addressing regulations to facilitating affordable/work force housing, looking at financial incentives for work force/affordable housing, and identifying land that could be developed for affordable/work force housing in Lincoln County. Caroline will be getting out a communication to the elected officials with a request that they indicate which would committees they would be willing to work on to discuss these various policy issues. Once the three committees have met then there will be another group meeting held to summarize the findings.
- Steve, Peggy, Cindy, Barb and I met to discuss our Administrative/Deputy City Recorder position. There are a few things that we want to follow up with on how work will be reassigned within the City Manager's office to support the City Manager, the Recorder, HR and City Attorney. This is

further complicated somewhat by plans for Jim Salisbury to retire by the end of the year, since his half time safety position is in the mix as well. We hope to be able to finalize this in the next few weeks so we can start recruiting the appropriate person for the position.

- Had an opportunity to present a retirement plaque to Lanny Schulze for his 40 years of service to the City of Newport. Lanny did not want any public presentation. He seemed pleased to receive his plaque.
- Met with Derrick and Steve regarding the ongoing negotiations with Landwaves regarding the removal of trees required for airport operations. There are continued negotiations going on regarding various aspects of this effort.
- Held a routine department head meeting.
- Participated in a Council work session, which included a tour of the new Aquatic Center.
- Met with Mayor Roumagoux to review the agenda for the evening Council meeting.
- Tim, Mike and I sat down to review the draft RFP for utility rate study to try and finalize this and get it on the street.
- Participated in the regular Council meeting on September 19.
- Met with Lance to review operations at the Airport.
- Met with a number of sworn and non-sworn personnel from the Police Department to talk about the future of the Police Chief's position, and of the department.
- Tim, Barb and I met to discuss reorganizational issues in Public Works. This takes on newer urgency with John Ritchey's (our Wastewater Treatment Plant Supervisor) plans to retire by the end of the year. It is our intent to shift the responsibility for the various lift stations and collection systems from the Wastewater Treatment Plant over to the Public Works Department. This, in my mind, falls much more logically in that department. Tim and Barb are in agreement with this as well. This will provide increased supervision for this function. In addition, we will begin the process to advertise for a Wastewater Plant Supervisor. This will be a critical position to fill.
- Mayor Roumagoux and I had lunch with Commander O'Meara at the Coast Guard Base. A couple of issues that are coming up include the lease from the Coast Guard to the city for a trail under the Yaquina Bridge. This has been somewhat problematic for the Coast Guard with transients and others trespassing onto the active Coast Guard property. Overall, they do not object to the trail being there, but there needs to be some fencing considerations to stop people getting inside the secured area of the Coast Guard property. In addition, Commander O'Meara is requesting that the city provide recreation passes to the dependents of the enlisted grade folks at the Coast Guard station. Many of these individuals qualify for food stamps and other assistance programs because of the lower salary paid by the Coast Guard. He would like to see us offer this as do for city employees, whose family members are entitled to utilize the recreational facilities. We will be reviewing this request. There are not a large number of individuals involved with this, but we want to make sure are dealing equitably with the request.
- Spent most of the regular work hours on Wednesday and Thursday working at home on our water and sewer policies/code. Our utility policies are in a bit of a mess, since they have been amended numerous times, and since some of our policies are not consistent with code. Furthermore, our policies are quite vague and hard to follow, and some of our practices do not foster good relationships with our customers, with little apparent benefit, in my opinion, to the city. This is an area that I have been trying to focus on for some time. Previously we did go through and review our code on a page by page basis with Finance and Public Works. I am now compiling our notes from those discussions into a working document that will ultimately be presented to the City Council in a work session later this fall. It will be good to get this addressed, and it has been much more productive working on my dining room table at home with fewer interruptions.

- Participated in a meeting on the Airport Master Plan. WH Pacific has come up with a new alternative, which reduces the impact on the property located to the south of main runway, which excludes 98 Court from the runway protection zone, and more minimally impacts the aviation easement for the Wolf Tree Resort property. In reviewing the efforts to reduce the instrument landing from $\frac{3}{4}$ of a mile visibility to $\frac{1}{2}$ mile visibility, it is our conclusion that the impact on properties on both the north and south end of the runway would be severely impacted to the point where this is not a practical consideration for the Airport going forward in the future. We will present this option to the PAC in order to allow our consultants to continue their efforts at wrapping up the master plan.
- Met with Tad to review activities in IT.
- Met with Barb, Mike and Kay regarding the reorganization in the Finance Department. There have been a number of changes that Kay had concerns about.
- Met with Barb to review various HR issues.
- Convened the first beautification work group meeting together, in order to move forward with our plan to utilize the funds appropriated for improving various landscaped areas within the city.
- Participated in a city hall celebration for the retirement of Wanda Haney, Executive Assistant for Planning and Police Chief, Mark Miranda. Please note that Kay Eldon, from the Library, is traveling and was not able to participate in the celebration. There will be a retirement party that is being sponsored by the Police Volunteers, on October 22 at the Hallmark for Chief Miranda, with invitations to follow.

Upcoming Events:

- I will be attending the Annual ICMA Convention in Kansas City from Saturday, September 24 – Wednesday, September 28.
- The League of Oregon Cities Annual Conference will be held at the Salem Convention Center on September 29 through October 1st, 2016. Mayor Roumagoux, Councilors Allen, Sawyer, and Swanson, along with Steve Rich, Peggy Hawker and myself have signed up to attend.
- I will be on vacation beginning the afternoon of October 4 through Friday, October 7. Angela and I are taking a few days to celebrate our 20th anniversary.
- Retirement Dinner honoring Police Chief, Mark Miranda on October 22 at the Hallmark Inn. This is being sponsored by the Newport Police Volunteer Association. A copy of the invitation is attached.
- I will be participating in the OCCMA Board Retreat on November 3 & 4 in Silverton, Oregon.
- November 8, 2016, is election day for the Mayor, and Council positions for City government, as well as for State and Federal officials.
- City Hall will be closed on Friday, November 11 in observance of Veteran's Day.
- I will be taking a few days off in the middle of November when my brother will be visiting Newport.
- City Hall will be closed November 24 & 25, in observance of the Thanksgiving holiday.
- There is no Council meeting scheduled for Monday, December 19. The only regular meeting in December will be December 5, 2016.
- I will be on vacation on December 15, 16 and 19 for a quick trip to Michigan to see family before the holidays.

- City Hall will be closed on Friday, December 23 at noon, and Monday, December 26 for the Christmas holiday, since Christmas is on Sunday this year. City Hall will also be closed on Monday, January 2nd to observe the New Year's holiday (New Year's Day is on Sunday this year).

Attachments:

- ❖ Attached is a list of potential Workforce Housing Development Tools for Lincoln County, along with two articles dealing with homeless issues facing our communities.
- ❖ Attached is a schedule and map for the Newport Bus Loop.
- ❖ Attached is a letter sent from Thompson's Sanitary Service to the Meritage property informing them of overflowing bins, and the need for them to be locked.
- ❖ Attached is a letter from Bruce Mate, Director of OSU's Marine Mammal Institute, supporting the proposed construction of OSU's next marine studies facility within a tsunami zone.
- ❖ Attached is the League of Oregon City's proposed legislative priorities that will be introduced at the League Conference.
- ❖ Attached is the invitation from the Newport Police Volunteer Association. They are organizing a community celebration recognizing Mark Miranda's retirement as Chief.

Respectfully submitted,



Spencer R. Nebel, City Manager

Potential Workforce Housing Development Tools for Lincoln County
September 6, 2016

Tool	Details	Lincoln County Users
Finance Tools		
1. Forgo tax revenues from sale of foreclosed properties if used for affordable or workforce housing	Land and property that has been foreclosed on by the County could potentially be donated to Lincoln Community Land Trust (LCLT) or other non-profit housing developers for use as, or sale to fund, workforce housing.	None. Potential receivership opportunity for LCLT or other housing non-profits
2. Multi-unit tax exemption	Developers of multi-unit housing in a designated "core area" are granted a tax exemption on structural improvements to a property for up to ten years following construction. This is a state enabled program enacted by individual jurisdictions where each is able to set eligibility criteria and approve projects through a competitive process.	None. Opportunity for multi-jurisdictional policy collaboration
3. CDBG funding for revolving loans and grants	Community Development Block Grants (CDBG) provide communities with resources to address a range of community development needs, including infrastructure improvements and housing and commercial rehab. loans and grants. Governments compete for CDBG funding through Business Oregon's Infrastructure Finance Authority with other rural counties and non-metropolitan regions.	Through a partnership with Community Services Consortium most cities in Lincoln County are eligible for rehab funds, including Lincoln City, Newport, Toledo, and Waldport. The County itself has also received CDBG rehab assistance funding in the past.
4. Construction excise tax	The passage of SB 1533 authorizes local governments to impose a Construction Excise Tax on improvements to real property in order to fund affordable housing initiatives.	None. Opportunity for multi-jurisdictional policy collaboration
5. Scaled or waived SDCs	Municipalities can provide assistance in the form of reduced SDCs to lower development costs and incentivize workforce housing development. One option is to purposefully waive SDCs for development that offers rents affordable to workforce households. Additionally, scaled SDCs could be offered for residential development under a certain square footage and/or ADUs to incentivize workforce housing development by the private market. SDC financing is an option allowing developers to stretch their SDC payment over time, thereby reducing upfront costs.	Lincoln City, Yachats (SDC financing)
6. Urban Renewal	Urban renewal funds can be used to develop infrastructure to support workforce housing. Urban renewal funds can also be used for workforce housing development within urban renewal districts.	Lincoln City, Newport

7. Housing Trust Fund	A local housing trust allows municipalities to collect funds for affordable housing, segregate them out of the general municipal budget into a trust fund, and use the funds for local initiatives to create and preserve affordable housing.	Newport
8. Revolving Loan Fund	Municipalities can loan money to developers of workforce housing through a revolving loan fund. Funding can offset construction, land acquisition, and SDC costs. Loans are repaid upon sale.	Lincoln City, Newport, Toledo
9. Vertical housing tax exemption	Oregon's Vertical Housing program encourages mixed-use commercial / residential developments through a partial property tax exemption. The exemption varies in accordance with the number of residential floors on a project with a maximum property tax exemption of 80 percent over 10 years. An additional property tax exemption on the land may be given if some or all of the residential housing is for low-income persons (80 percent of area median income or below).	None
Regulatory Tools		
10. Inclusionary zoning	Inclusionary zoning would require developers to designate a certain percentage of new multifamily construction (of at least 20 units) as affordable to those making 80 percent of area median income or less, in exchange for density bonuses or property tax exemptions.	None. Opportunity for multi-jurisdictional policy collaboration
11. Density bonus	Density bonuses are a zoning tool that permits developers to build more housing units, taller buildings, or larger FAR than normally allowed, in exchange for a specified number or percentage of affordable units included in the development.	None. Opportunity for multi-jurisdictional policy collaboration
12. Mixed use zoning requirements along commercial corridors	Mixed use zoning can offer additional workforce housing by encouraging the use of second and third stories of existing and new structures for residential use.	Lincoln City, Newport, Waldport
13. Fast track permitting for workforce housing development	Jurisdictions could implement an expedited permitting process for housing development applications designed to provide workforce and affordable units.	None. Opportunity for multi-jurisdictional policy collaboration
14. Accessory dwelling units (ADUs) & tiny homes	Allowing ADUs in R-1 and other zones can: create new housing units while respecting the look and scale of single-dwelling development; allow more efficient use of existing housing stock and infrastructure; provide a mix of housing that responds to changing family needs and smaller households, and; provide a broader range of accessible and more affordable housing.	Lincoln City, Newport, Toledo

15. Cottage Clusters	<p>With a planned development or multifamily model, cottage clusters are all on the same lot. Homes are grouped around shared community elements, including outdoor play areas, gardens, or a common house. With a subdivision model, each home is on a separate lot and the common property may be a common green. Some jurisdictions have adopted cottage cluster zoning that allows a property to be subdivided into more lots than would typically be allowed so long as homes are smaller than usual.</p>	Lincoln City, Newport
16. Development code changes	<p>Development code changes to incentivize workforce housing development could include reduction in minimum lot sizes in single family zones, limitation of zones within which detached single family residential units are permitted, increase in land zoned for multi-family residential development, lifting limits on manufactured dwelling parks and manufactured housing, and an increase in allowable housing density in appropriate areas.</p>	Lincoln City

ALL THAT IS INTERESTING (/)



Seattle May Launch Housing Where Homeless Can Use Heroin (<http://all-that-is-interesting.com/seattle-heroin-homeless>)

By Savannah Cox ([Http://All-That-Is-Interesting.com/Author/Savannah](http://All-That-Is-Interesting.com/Author/Savannah)) on August 23, 2016



Mario Tama/Getty Images

It's no secret that the United States is in the throes of a heroin epidemic — it remains comparatively less known what exactly to do about it.

In the face of what the United Nations has deemed a 20-year high in heroin users across the country (<http://www.reuters.com/article/us-drugs-usa-heroin-idUSKCN0Z9oUX>), the city of Seattle has endorsed something bold: Create spaces for addicts to consume the drug safely.

Such a measure, announced on Monday by Seattle's Heroin Task Force, would be a national first, the *Seattle Times* reports (<http://www.seattletimes.com/seattle-news/health/innovative-solution-to-homelessness-housing-where-drug-use-is-ok/>).

That the proposal comes from Seattle is not entirely surprising. In March, Seattle Mayor Ed Murray announced the official launch of the Heroin Task Force, which the *Times* reports is charged with finding ways to expand treatment for heroin addiction — including providing heroin on demand.

Seattle, like many other parts of the country, has seen a sharp rise in heroin overdoses over the past several years. Indeed, the *Times* reported (<http://www.seattletimes.com/seattle-news/health/heroin-deaths-spike-nearly-60-percent-in-seattle-area/>) that 2014 marked a nearly 60 percent spike in heroin-linked fatal overdoses, the sharpest rise in 17 years.

The city's homeless population is particularly vulnerable to the drug; the *Times* reports that overdoses are the leading cause of death among the homeless.

Thus the safe-consumption sites for addicts serve a dual purpose: They will allow addicts a place to manage their addiction in a supervised environment — and keep them out of alleys, streets and homeless encampments such as The Jungle where use of the drug spells physical danger beyond overdose.

The *Times* reports that the task force will release formal recommendations next month, and in the meantime is exploring just what these sites might look like.

Some task force members have looked to a Seattle building known as “1811.” That estate, located on 1811 Eastlake Avenue, provides a home to 75 chronic alcoholics who can drink in their rooms and receive on-site treatment should they choose, the *Times* reports.

According to two studies — one published in 2009 (<http://jama.jamanetwork.com/article.aspx?articleid=183666>) by the *Journal of the American Medical Association* and another in 2012 by the University of Washington — 1811 saved both money and lives, to the tune of a \$4 million-per-year break to taxpayers and decreased alcohol consumption among residents.

Task force members like Patricia Sully believe that 1811's successes can be applied to an array of illnesses. “1811 Eastlake has shown great results, and there is every reason to believe that a similar model for people who use drugs would show equally impressive results,” Sully told the *Times*.

That's not to say that these on-site consumption centers will be an easy sell, though. In the past, taxpayers have balked at the idea of funding housing that permits residents to consume illegal drugs, and have criticized models which they think only *aid* the addiction and enable “criminal” addicts, and treat neither.

Still, task force members argue that simply telling people to stop their addiction does little in the way of solving anything — and that past programs that encourage supervised use of a given substance have actually worked.

“We heard the same objections around needle exchanges and methadone, that it was just enabling,” Dr. Jeffrey Duchin, a task force co-chair, told the *Times*. “Now we know those are wrong. Methadone is a very important tool. I'm optimistic we'll see sort of an evolution of thinking.”

Recovering addicts feel similarly about the flaws of abstinence-only addiction treatment regimes.

“You just can't drop a habit because people say you have to,” Jackie Godfirnon, a 60-year-old recovering addict, told the *Times*. “This is why people stay on the streets, because sometimes you need something else to get by.”

Next, read about *nyaope* (<http://all-that-is-interesting.com/nyaope-whoonga-drug-photos-facts>), South Africa's devastating street drug.



11/1

Bill Banning Salary History Questions Goes Before House

By Kathy Gurchiek
Sep 16, 2016

Employers would no longer be allowed to ask job applicants about their salary histories under a bill introduced in Congress Sept. 14.

The bill by Rep. Eleanor Holmes Norton, D-D.C., is designed to even the playing field among men and women and minorities doing substantially the same work.

SHRM Online reported last week that a spokesperson from Norton's office projected that the bill would be introduced in the House of Representatives this week (www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/proposed-bill-would-make-salary-history-questions-unlawful.aspx). Congress referred the bill to its House Committee on Education and the Workforce.

Under the Pay Equity for All Act of 2016 (H.R. 6030) ([www.shrm.orghttps://www.congress.gov/bills/114/congress/house-bill/6030](https://www.congress.gov/bills/114/congress/house-bill/6030)), the U.S. Department of Labor would be able to assess fines up to \$10,000 against employers who violate the law by asking questions about an applicant's salary history. Additionally, prospective or current employees would be able to bring a private lawsuit against an employer who violated the law and could receive up to \$10,000 in damages plus attorney fees.

The bill is co-sponsored by Reps. Rosa DeLauro, D-Conn., Jerrold Nadler, D-N.Y., and Jackie Speier, D-Calif.

The pay gap between men and women starts as early as college graduation ([www.shrm.orghttp://www.aauw.org/what-we-do/public-policy/aaaw-issues/gender-pay-gap/](http://www.aauw.org/what-we-do/public-policy/aaaw-issues/gender-pay-gap/)), even when the field of study is the same, according to an American Association of University Women study. The pay disparity is compounded when an employer bases a job candidate's wages on that person's previous salary history, according to Norton's office.

Additionally, women are less likely than men to negotiate their salaries, and they fare worse when they do negotiate ([www.shrm.orghttp://www.hbs.edu/faculty/Publication%20Files/16-115_a6680006-be03-44be-ab6f-3625d3f21c00.pdf](http://www.hbs.edu/faculty/Publication%20Files/16-115_a6680006-be03-44be-ab6f-3625d3f21c00.pdf)), studies have shown. A report on gender pay inequity that the Joint Economic Council released in April 2016 found that, at the

current rate of change, the gender pay gap will not close until 2059

(www.shrm.orghttp://www.jec.senate.gov/public/_cache/files/0779dc2f-4a4e-4386-b847-9ae919735acc/gender-pay-inequality---us-congress-joint-economic-committee.pdf).

Although many employers may not intend to discriminate on the basis of gender, race or ethnicity, asking for prior salary information before offering an applicant a job can have a discriminatory effect in the workplace that begins or reinforces the wage gap, according to a news release announcing the bill.

A representative from the Society for Human Resource Management (SHRM) said the global HR organization is looking forward to reviewing the proposed legislation.

"SHRM has a long history of supporting equal pay for equal work and believes any discrimination should be addressed promptly and rectified," said Kelly Hastings, senior advisor, government relations, at SHRM.

"While SHRM believes that employers should have the ability to ask and verify previous salary history, we do not believe that previous pay should be the sole method for setting a candidate's pay," Hastings said. "Many factors must be taken into account when setting pay for a position, such as education requirements, job tasks, the market and experience."

Massachusetts' new pay equity law (www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/massachusetts-pay-equity-law.aspx) prevents employers from asking job candidates about their salary history in interviews, making it the first state to enact such a law.

An amendment to New York City's Human Rights Law, introduced in August, would prohibit city employers from asking for or relying on a job candidate's salary history when making pay decisions (www.shrm.orghttp://pubadvocate.nyc.gov/news/articles/pa-james-announces-legislation-close-gender-wage-gap).

And while a bill awaiting California Gov. Jerry Brown's signature—or veto—would not prohibit hiring managers from asking job candidates about their current salary, it would ban employers from using that information to justify a pay differential between men and women performing substantially similar work (www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/california-salary-history.aspx).

INTERVIEWING

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NEWPORT CITY LOOP

Bus Schedule



Salmon Run/Oceanview		7:23	8:37	10:18	11:44	2:15	3:41
NE 73rd & Avery Street		7:25	8:39	10:20	11:46	2:17	3:43
Pacific Shores RV Park		7:27	8:41	10:22	11:48	2:19	3:45
Lighthouse Drive		7:28	8:42	10:23	11:49	2:20	3:46
Wal-Mart			8:44	10:25	11:51	2:22	3:48
NW 20th @ 101			8:46	10:27	11:53	2:24	3:50
NW 12th			8:48	10:29	11:55	2:26	3:52
Waves Motel - 8th & Coast			8:50	10:31	11:57	2:28	3:54
NW 3rd & Coast			8:51	10:32	11:58	2:29	3:55
Coast & Olive			8:52	10:33	11:59	2:30	3:56
Courthouse			8:53	10:34	12:00	2:31	3:58
Newport Elks		7:42					
Newport City Hall			8:56	10:37	12:03	2:34	4:01

layover layover layover

Newport City Hall			9:16	10:42	1:13	2:39	4:21
Post Office			9:19	10:45	1:16	2:42	4:24
SW 2nd & Coast			9:20	10:46	1:17	2:43	4:25
Elizabeth St. Inn/Whaler			9:21	10:47	1:18	2:44	4:26
Newport Shilo			9:21	10:47	1:18	2:44	4:26
Hallmark Resort			9:22	10:48	1:19	2:45	4:27
SW 8th & Bayley St			9:23	10:49	1:20	2:46	4:28
The Edge Art Gallery			9:26	10:52	1:23	2:49	4:31
Newport Business Plaza			9:28	10:54	1:25	2:51	4:33
OCCC		7:55	9:33	10:59	1:30	2:56	4:38
Aquarium Village			9:36	11:02	1:33	2:59	4:41
Aquarium			9:37	11:03	1:34	3:00	4:42
HMSC/NOAA		7:58	9:39	11:05	1:36	3:02	4:44
Port RV Park		8:00	9:41	11:07	1:38	3:04	4:46
Rogue		8:01	9:42	11:08	1:39	3:05	4:47
PCH Clinic 9th Street		8:05	9:46	11:12	1:43	3:09	4:51
Museum		8:06	9:47	11:13	1:44	3:10	4:52
Bay Blvd		8:08	9:49	11:15	1:46	3:12	4:54
Mariner Square		8:09	9:50	11:16	1:47	3:13	4:55
Yacht Club		8:12	9:53	11:19	1:50	3:16	4:58
Elks		8:13	9:54	11:20	1:51	3:17	4:59
NE 1st & Avery		8:16	9:57	11:23	1:54	3:20	5:02
Fast Lane Coffee on 101		8:18	9:59	11:25	1:56	3:22	5:04
Oscar's on Hwy 101		8:19	10:00	11:26	1:57	3:23	5:05
Fred Meyer		8:21	10:02	11:28	1:59	3:25	5:07
Safeway - west end		8:23	10:04	11:30	2:01	3:27	
Little Creek Apts	7:15	8:26	10:07	11:33	2:04	3:30	
Agate Beach RV Park		8:29	10:10	11:36	2:07	3:33	

Effective date April 5, 2013

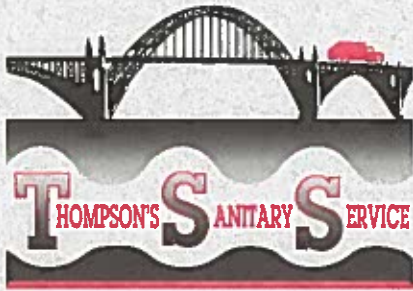
"Newport City Loop," runs from 7:15 a.m. to 5:07 p.m., Seven days week. Includes holidays except Thanksgiving & Christmas Day. The cost is \$1 per ride (Free passes available for visitors via their lodging facility management.)

The bus is wheelchair accessible and has a bike rack.
Schedules are available: online, on any bus, & at the transit office: 41 NE Harney St., Newport.

541.265.4900

www.co.lincoln.or.us





RECEIVED

AUG 30 2016

CITY OF NEWPORT

TEL: (541) 265-7249

FAX: (541) 265-3034

7450 NE Avery • PO Box 643 • Newport, OR 97365

August 25, 2016

Dear Thompson's Sanitary Service Customer:

It has come to our attention that the trash and recycling tubs that you are using at the Meritage location, are not being locked after use. There have been complaints that there is excessive overflow of trash near these tubs. Locking these tubs will prevent unauthorized use of the trash and recycling tub.

As a friendly reminder please make sure that these tubs are locked after each use.

Thank you for your assistance in this matter.

A handwritten signature in black ink, appearing to read "Rob Thompson".

Rob Thompson

Thompson's Sanitary Service

A handwritten signature in black ink, appearing to read "Ken Riley".

Ken Riley

Thompson's Sanitary Service

Cc: Jim Folmar City of Newport Code Enforcement Officer
Spencer Nebel City Manager

Investing in education and saving lives in a tsunami zone

By Bruce Mate

Contrary to what you may have heard, Oregon State University can save more lives – and advance coastal safety – by building its next marine studies facility within a tsunami zone in Newport.

I was assigned to work at OSU's Hatfield Marine Science Center in Newport in 1975. As a marine biologist, working so close to the Pacific Ocean was a dream.

Plate tectonics was a new concept then, and few people thought about earthquakes and tsunamis. Today, we know much more about these events, but opinions vary on what to do about them.

Along the Oregon coast, quakes larger than magnitude-8 occur every 320-500 years with larger events (greater than M-9) every several thousand years. Recent earthquakes in similar geologic regions, including Japan, have brought the dangers into better focus. What does that mean in Newport?

Every six months, the Hatfield Center evacuates the entire 450-person campus as part of a tsunami drill. We walk at a casual pace to Safe Haven Hill at the end of Yaquina Bay Bridge in 12-15 minutes, less than the estimated 20-40 minutes between an earthquake and the predicted arrival of a potential tsunami. Safe Haven Hill is 80 feet high and has been cleared to accommodate 3,000 people. It is being equipped with emergency supplies funded by Hatfield employees, OSU, Lincoln County and other partners.

Engineers have the skills to design a building to survive M-9 earthquakes, even on soft sediments. By demonstrating how to build safely along the coast, OSU will assist coastal communities located near sea level – in Oregon and worldwide.

OSU President Ed Ray has required that the new building also be designed to serve as a vertical escape route for those who may be injured or not able to walk to Safe Haven Hill. At 70+, I may be one of them. Meanwhile, the university plans to construct new student housing one mile south of Hatfield near Oregon Coast Community College, above the tsunami zone. This makes perfect sense so students are not disoriented during night-time seismic events.

Let's suppose for a moment that this new marine studies building were built

somewhere else. Students and faculty would still spend most of their time on Hatfield campus to access sea water labs, conduct research, use the library, attend seminars, interact with OSU researchers and have internships with state and federal agencies who would remain at existing Hatfield Center facilities. Some people suggest moving the entire Hatfield Center to higher ground. This would cost at least \$500 million, not including OSU's state and federal agency partners.

In my 49 years of marine biology, I have visited marine labs worldwide. Nearly all are located near the seashore where marine scientists do their work. OSU is aware of tsunami risks and is planning to increase campus safety with our new building.

I believe OSU is doing an excellent job in reducing tsunami risks at Hatfield with evacuation drills, looking at strengthening older buildings, and construction of this new building at the Hatfield Marine Science Center. President Ray engaged outside, third party experts and expert faculty in making this decision. He gathered input from marine studies students and staff and from coastal and Oregon leaders. His decision and these data are publicly available for review at <http://leadership.oregonstate.edu/president/msi-building-be-constructed-hatfield-marine-science-center-campus>

With a well-engineered building designed to survive and reduce earthquake risks for occupants, evacuation preparedness and multiple evacuation escape routes, Oregon State's entire marine facility will be among the safest located near water anywhere in the world.

#####

Bruce Mate is the director of Oregon State University's Marine Mammal Institute at the Hatfield Marine Science Center in Newport, Oregon, and a pioneer in use of satellites to track endangered large whales and other marine mammals. He has been a researcher at the Hatfield Center since 1975 and worked in every ocean.



Property Taxes

Priority

The League seeks passage of a comprehensive property tax reform package to address an outdated and inequitable system.

Background

Property taxes are the largest source of tax revenue for cities, with \$1.2 billion collected in FY 2014-15. Property taxes play a vital role in funding the essential services that cities provide, including police, fire, roads, parks and more. They are also a key revenue source for counties, special districts and school districts—providing approximately one-third of the state's education budget (\$2.4 billion in 2014-15).

As provided in the Oregon Constitution, property taxes are regulated largely by Measure 5 (1990) and Measure 50 (1997). Measure 5 instituted limits on the amount of tax that can be levied per \$1,000 of a property's real market value (RMV) to 1.5 percent. Specifically, those limits (caps) are \$5 per \$1,000 for revenues used for education services, and \$10 per \$1,000 for revenues used for general government. If the tax to be extended is greater than these caps, the difference is reduced (compressed) and not collected. Measure 5 limits are now more than 25 years old and 60 percent of cities (147 of 241) have exceeded the limits, resulting in the reduction of their voter-approved levies. Many more cities are very close to the limits and simply opt not to refer a levy.

Measure 50 added another layer of limits by establishing permanent tax rate restrictions on all property taxing jurisdictions. Permanent rates for cities range from \$0 to \$10.62, with an average of \$3.55. Those rates can only be exceeded by passage of a bond levy (limited to capital projects) or a local option levy. However, local option levies are subject to the Measure 5 limits, and cities often find they are competing with other local government taxing jurisdictions as the total is capped at \$10 per \$1,000 on RMV.

Measure 50 also applied tax rates to assessed value (AV), which was originally established by taking a property's real market value in 1995-96 and discounting it by 10 percent. Then, Measure 50 capped annual growth on the established AV at 3 percent, no matter the changes in RMV. New or improved property is added to tax rolls by multiplying the real market value by an annual county-wide ratio of assessed values to real market values in an attempt to replicate the property tax discount given via Measure 50. The complex AV system has resulted in significant inequities—tax bills can differ by thousands of dollars for properties that have the same real market value in the same city. In addition, the gap between AV and RMV has grown from the original 10 percent discount to a state average of a 25 percent discount because assessed value continues to grow at a slower rate than RMV.

Over the years, the Legislature has also expanded and created new property tax exemptions in all categories. These exemptions have not been systematically reviewed to ensure that the benefit to taxing jurisdictions justifies annually foregoing the tax revenues that pay for the services provided to the entities receiving the exemptions. The revenue loss attributed to the 132 available exemptions and special assessments is estimated at \$25.9 billion for the 2015-17 biennium.

Review and reform of Measures 5 and 50 and the exemptions will likely be part of comprehensive property tax reform discussions in the 2017 session, along with general state and local tax reform. The Legislature has been interested in returning to a real market value property tax system to restore equity in taxes on similarly valued property. In addition, the Legislature has expressed interest in providing a new partial homestead exemption for primary residences to make property taxation more progressive and temper tax increases caused by returning to a real market value system.

Outcome

Passage of a legislative referral making the following Constitutional changes:

- Achieve equity through a transition to a real market value-based property tax valuation system and away from the assessed value system of Measure 50; and
- Restore choice by allowing local voters to adopt tax levies and establish rates outside of current constitutional limits in their taxing jurisdictions.

Passage of a companion bill making statutory modifications to the existing property tax system to enhance fairness and adequacy. These changes would include but are not limited to:

- Adjust how new or improved property is added to the tax rolls and is assessed;
- Remove or adjust the 3% discount given to property owners who pay their taxes by November 15; and
- Adjust property tax exemption criteria.



Recreational Immunity

Priority

Ensure that employees, officers and other agents of landowners, including cities, are exempt from liability under Oregon's recreational immunity law.

Background

Landowners in Oregon are immune from civil liability in the event a person is injured on their property provided that they were recreating and that the property owner did not charge a fee for access to their land. However, the Oregon Supreme Court has ruled that the employees or other agents of the landowner may be liable if a person is injured as a result of their actions. For public agencies that are required to indemnify and defend their employees against such claims, recreational immunity has been stripped away.

Without effective recreational immunity, cities will expose themselves to unwarranted risks if they expand recreational opportunities in their community. Indeed, some have been forced to close parks. Oregon's recreational opportunities are utilized to a high degree by its citizens, contribute to quality of life and should not be compromised by the possibility of such lawsuits.

Outcome

Restore the civil immunity landowners and their employees had against tort actions for injuries sustained while recreating.



Transportation

Priority

The League will help draft and support passage of a comprehensive, multi-modal, and statewide transportation funding and policy package with an emphasis on street, road and highway preservation and maintenance.

Background

Maintenance and preservation needs have outpaced the resources available for streets, roads and highways in Oregon. In its March 2016 Infrastructure Survey Report the League identified \$3.7 billion in capital needs for highway and non-highway transportation projects (\$2.6 billion highway/\$1.1 billion non-highway). In addition, for the 120 cities that participated in the survey, the report shows an aggregated street budget shortfall for operations and maintenance of approximately \$217 million per year. Safety and disaster resilience were cited as major challenges and needs by most cities. Cities also expressed support for a voluntary jurisdictional transfer program (the sensible alignment of highway facilities and management responsibility) with the availability of adequate funding to facilitate the transfer and to maintain the asset.

Given the threat that inadequate funding represents to investments already made in the transportation system, the League will insist on a transportation package that increases and makes more sustainable the ability of all government jurisdictions to preserve and maintain these assets through the following:

1. Providing for a significant increase in resources available for the preservation and maintenance of city streets, including:
 - Substantially increasing the state gas tax and licensing and registration fees;
 - Indexing the state gas tax;
 - Continuing efforts to identify and implement alternative funding mechanisms (VMT, tolling, public-private partnerships, etc.);
 - Disaster resilience and seismic upgrades for all transportation modes;
 - The completion of transportation projects begun but not yet completed due to lack of funding or changes in funding criteria;
 - Providing additional funding for voluntary jurisdictional transfer;
 - Funding transportation enhancements such as bike-ped facilities;
 - Increasing funding for the statutory Special City Allotment program while maintaining the 50-50 percent ODOT/city split; and
 - Repealing the referral requirement (2009 Jobs and Transportation Act) on cities seeking to create/increase local gas tax.
2. Addressing statewide needs relating to intermodal transportation including:
 - Additional funding for transit operations and capital projects;
 - Additional funding for freight rail capital projects and operations (*ConnectOregon*, short-line rail and transload facilities); and
 - Additional funding for passenger rail operations, equipment and capital projects (federal matching money and AMTRAK Cascades).

3. Avoiding:

- Any preemption of local government ability to self-generate transportation revenues for street maintenance and preservation;
- Change the dedication of State Highway Fund dollars to highway, road and street projects contained in Article 8, Section 3a of the Oregon Constitution;
- Reduction of cities' 20 percent share of the State Highway Fund;
- Creation of unfunded mandates requiring cities to undertake specific programs, such as greenhouse gas reduction scenarios; and
- Further complication of the planning and regulatory process that currently governs the project delivery.

Outcome

While supporting a systems approach to transportation funding, the League's primary objective will be to obtain more adequate funding for the preservation and maintenance of existing streets and roads within cities – i.e. the protection of investments already in place.



PERS

Priority

Seek legislation that creates savings, including but not limited to:

- **Addressing Investment Efficiencies.** Oregon spends an inordinate amount of money paying external consultants and risk managers. Bringing those functions in-house could provide an additional \$1 billion in fund savings. Further, it reduces the odds of the “de-risking” of the investment portfolio as it would make risk managers accountable to the Oregon Investment Council.
- **Reducing the Annuity Rate.** The annuity or “money match” rate is set at 7.5% as it’s linked to the assumed earnings rate. Dropping this rate to 3.5 percent, which would more accurately reflect market conditions, would reduce total liabilities by approximately \$1.1 billion according to PERS’s actuary.
- **Redirecting Individual Account Plan (IAP) Contributions.** Redirecting IAP contributions into the defined benefit plan would reduce employer rates by 6% of payroll for employers who “pick-up” the required employee contribution and could shorten the duration of the unfunded liability.
- **Devoting Unanticipated Revenues to Employer Rate Relief.** Should any of the ongoing discussions on tax reform result in new or unexpected revenue, the League urges that the Legislature devote those resources to the PERS unfunded liability.

While these listed priorities have been identified as the most likely to provide significant rate relief, the League will be open to other legally defensible options that provide long-term financial stability and sufficient benefit to members.

Background

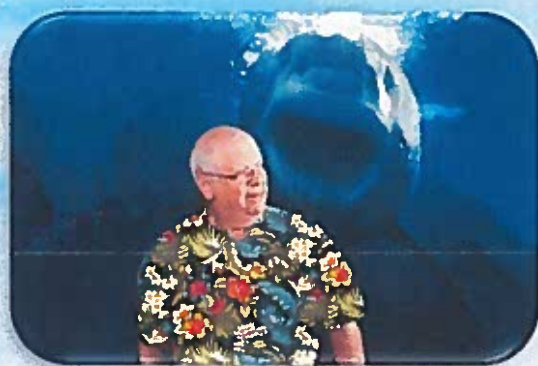
PERS pays its obligation to retirees through earnings on investments and employer contributions. Those investments lost approximately \$17 billion in the market crash of 2008, and efforts to adjust benefits by restricting cost of living adjustments were overturned by the Oregon Supreme Court.

Subsequent to the 2008 losses, earnings have not consistently met expectations, and the longevity of retirees further expanded the deficit between the amount the system owes and assets it utilizes to pay benefits. As a result of these factors, the systems unfunded liability is near \$22 billion.

Outcome

The Public Employee Retirement System continues to be in crisis with rate increases set for the 2017-2019, 2019-2021, and 2021-2023 biennia which are likely to reach a system wide average of 30 percent of payroll. This liability will impact service delivery for the next 20 years, if not longer, and must be addressed. The League is proposing several reforms that will address the benefits paid out by the system and the revenue used to fund pension benefits.

POLICE CHIEF MARK MIRANDA RETIREMENT CELEBRATION



The Newport Police Department invites you to join us
as we celebrate Chief Mark Miranda's 46-year career
in law enforcement!

HAWAIIAN STYLE

(Hawaiian shirts & attire suggested)

WHEN: Saturday, October 22, 2016

WHERE: Hallmark Resort

744 SW Elizabeth Street, Newport

(Special room rates of \$98 (standard room) &
\$129 (spa room) if you are staying the night at the
Hallmark. Mention "Miranda Retirement rate" when
making room reservation. 541-265-2600)

COST: \$20 per person

Make checks payable to:

Newport Police Volunteer Association
(NPVA)

Mail to:

Newport Police Department

P.O. Box 2260

Newport, Oregon 97365

TIME:

5:30 p.m. - Social Hour - No Host Bar

6:30 p.m. - Dinner

7:30 p.m. - Presentations & Speakers



Please RSVP by October 7, 2016

email: k.palmer@newportpolice.net
541-574-0631



If you have stories or special memories
to share, or would like to be a speaker,
please let us know when you RSVP.