



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: March 15, 2023
TO: Mayor and City Council
FROM: Spencer Nebel, City Manager

SUBJECT: Status Report for the Four-week Period Ending Saturday, March 11, 2023

March and April are my two busiest months in developing a budget plan for Council and the Budget Committee to review. Beginning the week of March 20, much of my time will be consumed with the budget over the next five weeks. During this time, I will be working from home part-time to focus on getting through these tasks. The budget will be sent to Council and the Budget Committee on Tuesday, April 25, with the first budget meeting on Tuesday, May 2. Leading up this time, I will have limited ability to work on other tasks other than day- to-day activities.

Highlights of activities over the last four weeks include the following:

- Participated in Cheri Brubaker's Hotline radio show on Tuesday, February 14. We discussed the City Council goals for the next fiscal year.
- Mike Cavanaugh, Steve Baugher and I met to review the Recreation Center fee schedule. Mike is trying to incorporate some of the ideas in the business plan to determine what the fee levels should be for various activities in the Recreation Center.
- Derrick Tokos, Erik Glover and I participated in a Coastal City Manager/County Administrator meeting that focused on expanding access to broadband services in Lincoln County. The County and COG initiated a grant to determine how to make broadband more available to residents of Lincoln County. This meeting focused on this effort. Currently, the focus is on updating the FCC maps as to where services are available in the county. We are hoping that this process will allow Lincoln County to access funding for broadband enhancements throughout the county.
- Dave Powell, Rob Murphy and I met regarding the fire training facility. The facility is located at the old wastewater treatment plant off of 3rd Street. As work proceeds with various required improvements to the north side wastewater system, the Fire Department will lose some of their training area. Rob would like to take a look at an alternate location where a fire training facility could be established. One area is behind the South Beach Fire Station at the airport. We also had discussions about creating a regional facility that might be supported by area fire departments, since

this is a facility that would not be used on a full-time basis by our department. We are exploring other options.

- Held a bi-monthly meeting with Aaron to discuss various Engineering Department issues.
- Steve Baugher and I met to review a number of issues in preparation for the budget for the next fiscal year.
- I interviewed Steve Baugher on the Newport News Today radio show regarding the audit, budget, and other activities, his department is involved with.
- Held a bi-monthly meeting with Richard Dutton to discuss IT issues.
- Listened to the LOC federal legislative update. These take place each Friday at noon. It is worth listening to these updates. They are also recorded, which makes it easier to fit into your schedule.
- Erik Glover and I met with Lynette Wynkoop with the Linn – Benton Community College regarding childcare issues. Linn – Benton Community College is the designated Childcare Resource and Referral (CC&R) group that coordinates various childcare issues for a three-county region including Lincoln County. I am preparing a report for Council on childcare issues for an upcoming work session. Lynette Wynkoop has indicated that she would be willing to participate in this work session.
- Mike Cavanagh, Scott Bernards, Anita Albrecht, Aaron Collett, Erik Glover and I met to discuss the planning for landscape improvements at City Hall. The City Council appropriated money in this current fiscal year for this work. Anita has prepared some preliminary plans that include new landscaping on the south and west side of City Hall. This project includes the construction of a sidewalk from the parking lot on the east side of City Hall, parallel to the south side, and then around to the main entrance. This could be done with ADA access to improve accessibility to City Hall. Anita is proposing to renovate the rain garden located on the south side of City Hall. We have confirmed with the Surfrider Foundation that there are no further obligations between the City and the Foundation regarding this location. Anita will be putting together a request for proposals to proceed with this work.
- Prepared agenda materials for the Council meetings that were held on Tuesday, February 21.
- City Hall was closed on Monday, February 20 in observation of Presidents' Day.
- Held a routine Department Head meeting.
- I participated in a meeting with other local officials, including Mayor Sawyer and Councilors Hall and Kaplan. In addition, local officials from Lincoln County attended this meeting. Representative Hoyle indicated that she intends to hold regular meetings with local officials as she fills her responsibilities as our congresswoman. The first item she mentioned was Big Creek Dam. That was a good sign that it is high on her radar. She indicated that she has had discussions with the Portland Corps of Engineers Office indicating that this is one of her priorities in working with the Corps. She addressed a number of other issues during the hour-and-a-half meeting. I think she has a very solid handle on her priorities. I am very pleased that Big Creek Dam is one of those priorities.
- I participated in a meeting with the USDA State Director Margie Hoffman. State Directors are appointed by the President to coordinate activities in each state regarding rural development. Tia Cavender has spent some time looking at rural

development programs, since they may apply to some of the City projects. Our general conclusion was, to fund some of our projects, their sources of funding may better meet the needs of the City of Newport. The USDA is particularly beneficial for smaller communities where a combination grant loan is available. We outlined our plans for funding the dam and wastewater projects to Director Hoffman, who indicated that she thought those projects were on the right track. We appreciated her taking time to meet with us. She held a second meeting with Councilors Goebel, Hall and Jacobi to avoid quorum issues.

- At the same time as Director Hoffman's meeting, Erik Glover led a meeting of the Water Conservation Work Group. This was held at Rogue Brewery, where they also toured the water use of that facility.
- Participated in a work session with Council that included interviews for the Stipend/Compensation Work Group, discussion of Council protocols, and an executive session to discuss real property transactions.
- I participated in the regular meeting of the City Council on Tuesday, February 21.
- Held a bi-monthly meeting with Laura Kimberly to discuss various Library issues.
- David Allen, Steve Baugher, Erik Glover and I met to discuss the next steps with our purchasing policies. As outlined to Council at the last regular meeting, the first step is increasing the purchasing limits. This was done by the City Council on March 6. The next step will be adoption of the rules as developed by the Local Government Law Group. This will occur in April. Furthermore, at the implementation of those rules, I will be developing some interim policies and procedures for staff, with a final policy prepared by the beginning of the fiscal year. Modification of these policies will be beneficial, particularly since staff who were previously involved in the purchasing policy are no longer here.
- Participated in the Employee Assistance Program webinar which focused on maintaining a professional workplace during uncertain times. We had about 25 staff members who participated in this luncheon meeting. These webinars will take place regularly as part of our employee culture initiatives.
- I met with Jason Holland, Executive Director of the OCCA, in our regular monthly meeting.
- Participated in a YBEF monthly meeting at Rogue Ales on the Bayfront. Unfortunately, we did not have a quorum for this meeting. The focus was on the need for a vocational training facility at OCCC. YBEF has subsequently, via an email vote, indicated its support for assisting with this bond issue that will be on the May election.
- On Thursday, February 23, City offices were closed due to our unusual snowfall. This is the first time in nine years that I have closed city offices. The following Friday we also had a two-hour delay opening to give the roads an opportunity to thaw before people came into work. As a result, we spent some time addressing pay issues during the course of the shutdown, and appreciate everyone who came into work during this time to maintain various essential services.
- I participated in the Audit Committee meeting. We are very grateful that we have completed this audit. It was a challenging audit due Finance staffing, and implementation of new financial standards under GASB 87. I am very appreciative of all of the efforts of Steve Baugher working through these very challenging issues, particularly being short-handed. Unfortunately, with the audit stretching into

our budget processes, Steve has not had a break to catch up with critical needs. We have had limited interest in the Assistant Finance Director's position. It does not help that currently in our area the Cities of Monmouth, Independence and Toledo are all looking for Finance Directors, among a number of other Oregon cities, as well. Congratulations to Steve on getting through the financial records audit for the fiscal year which ended June 30, 2022. We were given an unqualified opinion, which is the highest opinion that an auditor can provide.

- Barb James and I had met to review a couple sections of the employee handbook.
- Held a bi-monthly meeting with Steve Baugher to review various Finance Department issues.
- Held a bi-monthly meeting with Peggy Hawker to work her way through the balance of her tenure with the City of Newport.
- Derrick Tokos and I met with Brian Resendes who facilitates hotel conversions, converting them for other purposes, including transitional housing. Brian has worked with Northwest Coastal Housing in Lincoln City acquiring the motel that provides transitional housing. He wanted to make sure we were aware of his availability to assist in any of these types of transactions.
- Held interviews for a Grant Manager for the City of Newport. We had two candidates who applied, and interviewed, for this position.
- The Newport Seafood and Wine Festival took place despite snowy weather from Friday, February 24 through Sunday, February 26. The Thursday event was canceled due to weather conditions. There seemed to be rather robust crowds for the balance of the weekend. There were some concerns expressed about serving individuals who should not have been served at the Festival. In addition, on Saturday night, a number of bars closed early due to crowds and unruliness of individuals post-festival. These issues are being reviewed. There was a solid multi-agency police presence throughout the weekend, and a number of driving arrests made. Overall, we are not aware of anyone who was involved in any accidents or injuries following the Festival.
- I met with Veronica Lundell who was one of our delegates to Mombetsu on the Sister City exchange. See shared her experiences and ideas regarding the relationship of our two cities in the area of public arts. Veronica has headed up the Nye Beach Banner Program over the years. As you may recall, we have banners that are produced each year by artists in Mombetsu that are displayed as part of the Nye Beach Banner Program.
- Aaron Collett and I participated in a meeting with the Portland Office of the Corps of Engineers, Dig Deep Research and Water Strategies, LLC, regarding the Big Creek Dam project. Valerie Ringold of the Corps of Engineers, congratulated us on getting the authorization through Congress, and was receptive to discussing how this will fit with the budget request from the Corps of Engineers in future years. We discussed breaking out certain parts of this project, including the raw water pipeline and the Dam access road. She indicated that she has initiated discussions with her colleagues about what a reasonable first request would be through the Corps of Engineers for this project. As you will recall, the authorization allows federal funds to be used for the Big Creek Dam project. The actual appropriation of funds needs to be requested by the Corps of Engineers and approved by Congress, or can be approved by seeking a special appropriation from Congress

for that purpose. We are a little early in the game to make that request for this next fiscal year. The primary effort will be determining how to proceed once we need construction funds moving forward.

- Met with Department Heads to continue discussions on strengthening the City's workplace culture.
- Rob Murphy, Tom Sakaris and I met with Andy Parker and Chris Rampley to discuss various Fire Department issues. We resolved the retro pay issues that resulted from differences in calculations that stretched over a 2-year period, due to delays in completing negotiations with the firefighters. As part of the settlement, we agreed to pay a late penalty on the total retro amounts owed to the Fire employees since this took nearly nine months to resolve. Since the significant error leading to this issue was a result of a payroll formula error discovered by the IAFF attorney in December, we agreed to cover up to \$2000 of the Union's legal fees. We are setting new protocols for reviewing future retro payments to avoid these situations. One key issue is trying to make these retro payments as quickly as possible after the contract is signed. We will be proposing allow more time to make sure that we can calculate the retro pay and give the union an opportunity to review the calculations before the payment is made in the future.
- Dave Powell, Steve Baugher and I met to review funding to address repairs necessary at the wastewater treatment plant. As indicated, over the past two years, we have exhausted reserves in the Wastewater Fund with the various issues that needed to be addressed outside of budgeted funding. Furthermore, the projects that were funded have consistently more than what was appropriated for those projects, further drawing down the Wastewater Fund reserves. We developed a plan to fund items that we are aware of, through the end of the fiscal year. We will be looking at rate adjustments in order to rebuild a reserve in the Wastewater Fund, as well as take care of necessary projects to keep that facility functioning and safely treating discharged water.
- Held bi-monthly meetings with Rob Murphy and Lance Vanderbeck to discuss their departmental issues.
- Met with Jason Malloy, Brent Gainer and Barb James to discuss the differential pay between the positions of Police Officer and Sergeant. With the increase that we had in our union contract to remain competitive and retain current staff, we have significantly reduced the difference in pay between Sergeants and Police Officers. This is an area I would like to address before the end of this fiscal year.
- Participated in the reception for retiring City Recorder/ Special Projects Director, Peggy Hawker. Peggy's last day of work was Wednesday, March 1. Peggy has certainly been an important fixture for the City of Newport during her tenure. Peggy has also provided much leadership to the State of Oregon City Recorders, the Colorado Clerks Association, and the International Institute of Municipal Clerks Association over the years. Peggy worked with Erik and Liz to bring them up to speed to fill the big shoes she is vacating. We wish Peggy well in her retirement and her future endeavors. She will be missed at the City!
- Along with Council members, participated in the preliminary budget meeting on Tuesday, February 28. We were two positions shy of a full Budget Committee. Council made an appointment following interviews on March 6 for one of those positions. We still have one more vacancy needing to be filled.

- Held a bi-monthly meeting with Aaron Collett to discuss Engineering issues.
- Clare Paul, Erik Glover and I discussed submission of a letter of interest for the Source Water Protection grant funding. This funding will be available for selected Cities in order to create a plan to protect watersheds. This is something that Steve Stewart has been eager to pursue. It is our intent to provide a letter to support this purpose.
- Held a bi-monthly meeting with Mike Cavanaugh to discuss Parks and Recreation issues.
- Held an internal IAFF meeting to discuss negotiations with the firefighters.
- Held a negotiations meeting with the firefighters on Friday, March 3. We will be briefing the Council on the status of those negotiations at the next Council meeting.
- Prepared agenda materials for the March 6 City meetings.
- Held a routine Department Head meeting.
- Participated in a work session where interviews for the Budget Committee were held. The Audit Committee presented the annual audit for the fiscal year which ended June 30, 2022, for the City and Urban Renewal Agency; a report was provided on sustainable funding for roads.
- An Urban Renewal meeting was held to accept the annual audit; authorize the purchase of property owned by the Salvation Army on US 101; and schedule an executive session to discuss land acquisition following the close of the Urban Renewal meeting.
- Participated in a regular City Council meeting held on March 6.
- Along with Council President Kaplan, Councilors Goebel and Jacobi, I participated in a tour of the Juno Project.



Councilors Jacobi, Goebel and Kaplan



Household Garbage



Garbage Shredder



Garbage Baler



Juno Facility



Garbage Cooker

The first part of the tour was at the Dahl facility where garbage is shredded and baled. This includes the residential garbage collected by Thompson's garbage trucks, household garbage collected by Dahl's, and garbage coming in from the valley. The garbage is



Residential Garbage

dumped in a temporary facility located at Dahl's.

It is then loaded in a machine that shreds and bales the garbage. The bales are then hauled by truck from Dahl's to the Juno facility located at Georgia-Pacific. The bales are loaded and move up a conveyor system into the Juno facility, where the garbage is mixed with steam and cooked to extract the paper fiber out of the household garbage. This process extracts fiber from the garbage. The fiber is then transferred into a liquid form. The water used in this process is treated at the Georgia-Pacific Wastewater plant. The rest of the residue then goes through a sorting process to pull metals and aluminum from the residual garbage. Metals and aluminum are salvaged and the balance of the material ends up being hauled to the Coffin Butte Landfill at about 50% of what was initially processed.

Overall, this pilot project has demonstrated that reusable fiber can be extracted from household mixed garbage for the purpose of making cardboard. Georgia-Pacific did indicate that traditional separation of materials is still the best way to get clean product for recycling purposes. However, the technology that has been tested here works, and is a great secondary way to further reduce the waste stream going into landfills and recovering useful materials. It was a great tour of this facility. It is still amazing how much waste is generated that goes to the landfills.

- Derrick Tokos and I had a meeting with the Lincoln County Housing Authority on the City's effort to help facilitate a shelter facility. The Housing Authority is very supportive of the City's efforts, and has offered to assist in any way they can.
- Held a bi-monthly meeting with Dave Powell and Barb James to discuss their various departmental issues.
- Held a bi-monthly meeting with Laura Kimberly to discuss Library matters.
- Attended the HB 4123 Advisory Committee meeting in Depoe Bay. Work is continuing on the five-year plan to reduce homelessness in Lincoln County. They are planning to send the Intergovernmental Agreement (hopefully with final revisions) to the Cities for action by April 1. This Intergovernmental Agreement addresses homelessness in Lincoln County. At the request of the County, I have drafted bylaws for the Advisory Board as suggested by the Lincoln City Attorney. The Advisory Committee will review the bylaws at their April meeting, and then forward both the bylaws and Intergovernmental Agreement to the governmental entities for approval. This Agreement is a five-year agreement that governs the relationship between the Cities, County, and the Community Services Consortium in addressing homelessness. We will be asked to review, and eventually approve, this plan and then distribute the plan to the various governmental entities for their review. Council President Kaplan is the City's representative, and Councilor Jacobi is the alternate. Derrick Tokos also virtually participated in this meeting.

- Participated in the Lincoln County Service Provision and Policy Workgroup that is part of the homelessness five-year planning process. This was coordinated by Morant McLeod, the selected consultants, developing this plan. Overall, I have been impressed with their efforts at walking us through these issues.
- Held a bi-monthly meeting with Erik Glover to discuss various issues with his department.
- Met with Dave Powell, Mike Cavanagh and Barb James to discuss providing training to our Facilities managers staff (John Johnston and Paul Marrs) for certified pool operations. This would strictly be for backup, since we need to have certain activities done by a certified pool operator while the pool is open. With frequent staffing turnover, this has been problematic. We are going to proceed to get them certified so they can serve in this backup capacity.
- Met with Councilor Goebel to discuss various City issues and concerns.
- Met with Steve Baugher and Barb James to discuss future processes regarding retro pay.
- Met with Jason Holland to discuss issues between OCCA and the City. Jason would like to request bids on the PAC improvements without the HVAC controls. The controls will be bid as a separate project. I will be discussing that internally to determine our next steps with that.
- Derrick Tokos and I have spent some time on our homework following our meeting with Morant McLeod for the five-year homeless plan, including outlining the various connections that the City has with other groups in addressing various aspects of homelessness in Newport.
- Councilor Parker and I attended the Newport Fire Department Banquet on Saturday, March 11. Overall, it was a nice event and both volunteers and paid staff were recognized during the evening for their service.

Upcoming Events:

- I am attending the NW Regional City Manager Conference in Fairbanks, Alaska, on Tuesday, March 28 through Friday, March 31. I will be heading up to Anchorage on Saturday to spend a weekend with family prior to the conference. I will be taking Monday as a vacation day. I will be back in Newport on Friday evening, March 31. This event is usually held in Washington or Oregon but Alaska offered to participate in the rotation this year.
- The LOC Spring Conference will be held in Seaside from April 25 through April 27.
- The first Budget Committee meeting is May 2 at 5 PM.
- The second Budget Committee meeting is May 23 at 5 PM.
- City offices will be closed May 29 in observation of Memorial Day.
- The final Budget Committee meeting is May 30 at 6 PM.
- City offices will be closed on Monday, June 19, in observation of Juneteenth. The Council meetings will be scheduled for Tuesday, June 20.
- City offices will be closed Tuesday, July 4, in observation of Independence Day.
- I plan to attend the OCCMA Annual Conference taking place in Pendleton from Tuesday, July 18, to Friday, July 21.
- City offices will be closed Monday, September 4, in observation of Labor Day.
- I plan to attend the ICMA Annual Conference in Austin, Texas, from Saturday, September 30 through Wednesday, October 4.

- The LOC Annual Conference will be held in Eugene from Wednesday, October 11 through Friday, October 13. Please contact Erik if you plan to attend.
- City offices will be closed Friday, November 10, in observation of Veterans' Day.
- City offices will be closed Thursday and Friday, November 24 and 25, in observation of Thanksgiving.
- City offices will be closed a half day on Friday, December 22 and a full day on Monday, December 25 in observation of Christmas Eve and Christmas Day.

Attachments:

- Attached is a letter supporting House Bill 2813 which will provide financial and technical assistance to water suppliers for protection and enhancement of watersheds. This letter was sent to Representative Gomberg, Senator Anderson and Governor Kotek.
- Attached is a letter urging support for Senate Bills 543, 544 and 545 relating to the use of polystyrene foam containers and packaging. This letter was sent to Representative Gomberg and Senator Anderson.
- Attached is a letter in support of amendments to Senate Bill 847. These amendments would provide liability protection to Cities and Counties in providing safe resting places for unhoused residents. This letter was sent to Representative Gomberg, Senator Anderson, and Committee Chair, Senator Jama.
- Attached is a letter providing support for House Bill 3257 establishing a task force on electric aircraft. This letter was sent to Representative Gomberg, Senator Anderson, Senator Gorsek, Co-Chair of the Joint Transportation Committee, and Representative Susan McLain, Co-Chair of the Joint Transportation Committee.
- Attached is a summary of Oregon's Creative & Cultural District Pilot Program. Both Laura Kimberly and Beth Young participated in this meeting which took place during a Council work session. Overall, there is interest in pursuing this designation. The Nye Beach Neighborhood Association has expressed its support for this. There have been discussions as to whether this should be a very localized district (Nye Beach), or whether this should be a larger district which includes other parts of the community, including City Center, to help guide the redevelopment of that area. Those discussions will be forthcoming. Jason Holland will be providing a presentation to the City Council on cultural districts at a future Council meeting.
- Attached is a survey conducted by Neogov who handles applications for City positions for HR. This survey collects data from 725 governmental HR professionals and was conducted in December 2022. The survey indicates that applications for jobs were down by over 56% from the previous year, and that these labor shortages will continue for some time. The two biggest issues for recruiting are finding qualified candidates and providing competitive salaries. The survey indicates that candidates care most about competitive salaries, work-life balance, and better benefits. The top three reasons for employee turnover between 2021 and 2022 included higher paying job opportunities and retirement. There is additional information in this report that you can review.
- Attached is a thank you card from CASA for the social service funding provided by the City Council.

I hope everyone has a great spring... If spring ever comes!

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "S. R. Nebel", is positioned above the printed name.

Spencer R. Nebel, City Manager

cc: Department Heads

169 SW COAST HWY
NEWPORT, OREGON 97365

COAST GUARD CITY, USA



www.newportoregon.gov

MOMBETSU, JAPAN, SISTER CITY

February 6, 2023

Senator Dick Anderson
900 Court Street NE S-303
Salem, OR 97301

RE: Support for House Bill 2813

Dear Senator Anderson:


House Bill 2813 directs the Oregon Health Authority to develop and provide financial and technical assistance to water suppliers for protection and enhancement of watersheds that are sources of drinking water. It also facilitates funding for implementation of green infrastructure projects or programs to enhance or protect drinking water sources. Furthermore, it requires the Oregon Health Authority to establish a program to provide grants to water suppliers to protect, restore and enhance sources of drinking water. The bill allocates \$5 million to be deposited in the Community Drinking Water Enhancement Protection Fund to carry out the requirements of this act.


The Newport City Council has adopted goals to initiate best practices for protection of the Big Creek watershed which is the primary source of drinking water for the City of Newport. The aspirational goals include managing existing forestry property that is city-owned, and looking at acquiring additional property to fully protect the source of drinking water for the City of Newport. The City has applied through existing grant programs to receive assistance with this effort, however, the amount of funding available in those programs has been very limited, and the programs have been more oriented to the protection of natural resources. The City Council has appropriated funding to initiate the development of plans from the City's Water Fund, but assistance from the State for technical expertise and better funding through a grant program to accomplish this task would be a critical benefit for the City of Newport, and other water systems throughout the state of Oregon.

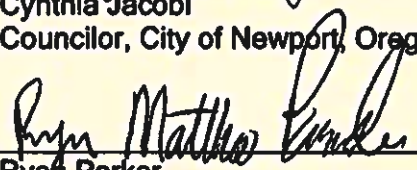
On Monday, February 6, 2023, the City Council voted unanimously to urge your support for House Bill 2813, a bill that establishes a grant program to provide financial and technical assistance to water suppliers for protection and enhancement of watersheds that are sources of drinking water for communities throughout the state of Oregon.

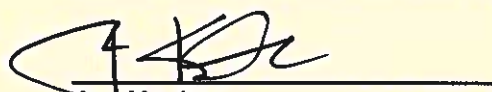
EST.


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Dean H. Sawyer
Mayor, City of Newport, Oregon


Cynthia Jacobi
Councilor, City of Newport, Oregon


Ryan Parker
Councilor, City of Newport, Oregon


Jan Kaplan,
Councilor, City of Newport, Oregon


Dietmar Goebel
Councilor, City of Newport, Oregon


CM Hall
Councilor, City of Newport, Oregon


Beatriz Botello
Councilor, City of Newport, Oregon

EST.

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MOMBETSU, JAPAN, SISTER CITY

February 21, 2023

Representative David Gomberg
900 Court Street, NE, H-480
Salem, Oregon 97301

Dear Representative Gomberg:

We are writing to urge your support of Senate Bills 543, 544, and 545, related to the use of polystyrene foam containers and packaging.

The Cities of Newport, Lincoln City, and Florence have taken action, via local ordinances, to prohibit the use of polystyrene. The City of Waldport is also considering a prohibition that would be similar to that of Newport's ordinance.

Single-use EPS foam and plastic food service ware are made of nonrenewable resources which cause urban blight, land and marine litter, and damages to wetland, estuarine, and oceanic habitats, and break down into micro-plastics that can create long-term environmental problems.


Costs associated with the use, recycling, litter collection, and disposal of single-use EPS foam and plastic food service ware create burdens on solid waste disposal facilities, and create a real, provable economic and environmental threat to natural resources and economy.

The passage of Senate Bills 543, 544, and 545 will be a positive step for the coastal environment and Oregon as a whole. We urge your support of these bills.


Very truly yours,


EST.

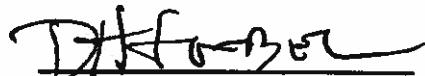
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Dean H. Sawyer
Mayor, City of Newport, Oregon


Cynthia Jacobi
Councilor, City of Newport, Oregon


Ryan Parker
Councilor, City of Newport, Oregon


Jan Kaplan,
Councilor, City of Newport, Oregon


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CM Hall
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Councilor, City of Newport, Oregon

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MOMBETSU, JAPAN, SISTER CITY

March 8, 2023

Senator Kayse Jama
900 Court Street NE S-409
Salem, OR 97301

RE: Support for Senate Bill 847.5

Dear Senator Jama:

On Monday, March 6, the Newport City Council voted unanimously to support an amendment to Senate Bill 847, an amendment limiting liability thereby encouraging rural communities to designate safe resting places for unhoused residents. The City of Newport has faced challenges trying to provide locations for car camping due to liability issues. Due to litigation impacting other governmental entities, during the City's last insurance renewal, the City was assessed a significant additional charge for liability coverage for a municipal parking lot used for car camping. The City was planning to enter into a contract with a local non-profit agency, Grace Wins Haven, to oversee that lot. As a small non-profit, Grace Wins Haven had difficulty securing liability coverage for this municipal parking lot.

Small rural communities have limited resources in which to meet these growing challenges to effectively address homelessness. It is very disheartening for rural communities trying to address homelessness in a constructive manner to face further unanticipated challenges caused by significant liability concerns. The proposed amendment to Senate Bill 847 will help eliminate one of many hurdles for local government trying to address these critical issues.

For smaller rural communities, it is important to provide liability protection for safe resting places. Amending Senate Bill 847 to meet the minimal requirements would enable local government to afford liability protection for these much-needed places for the unhoused community. Please consider this amendment to Senate Bill 847.

EST.

1882

Sincerely,



Dean H. Sawyer
Mayor, City of Newport, Oregon



Spencer Nebel
City Manager, City of Newport, Oregon

cc: Jan Kaplan, Council President
Cynthia Jacobi, Councilor
Beatriz Botello, Councilor
Dietmar Goebel, Councilor
CM Hall, Councilor
Ryan Parke, Councilor

EST.

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MOMBETSU, JAPAN, SISTER CITY

March 10, 2023

Senator Dick Anderson
900 Court Street NE S-303
Salem, OR 97301

RE: Support for House Bill 3257

Dear Senator Anderson:

On Monday, March 6, the Newport City Council unanimously approved a letter of support for House Bill 3257, a bill that establishes a task force on electric aircraft, and expands the use of grant funds awarded by the Oregon Department of Aviation to include electric aircraft charging infrastructure. The City of Newport operates a general aviation airport that is identified as a vital facility in the Oregon Aviation Plan and the National Plan of Integrated Airport Systems. House Bill 3257 would establish a task force on accommodating electric aircraft. It would expand the use of grants awarded by the Oregon Department of Aviation to include electric aircraft charging infrastructure, and create a task force to submit a report to the Interim Committee of the Legislative Assembly no later than September 15, 2024.

The City of Newport has funded a number of charging stations for electric vehicles within our community, and fully supports accommodating the same for electric aircraft of the future. The Mayor, City Council and City administration request your support for the foresight and planning that House Bill 3257 will initiate to accommodate electric aircraft within the State of Oregon.

Sincerely,

A handwritten signature in black ink, appearing to read "Dean H. Sawyer".

Dean H. Sawyer
Mayor, City of Newport, Oregon

A handwritten signature in black ink, appearing to read "Spencer Nebel".

Spencer Nebel
City Manager, City of Newport, Oregon

cc: Jan Kaplan, Council President
Cynthia Jacobi, Councilor
Beatriz Botello, Councilor
Dietmar Goebel, Councilor
CM Hall, Councilor
Ryan Parker, Councilor
Lance Vanderbeck, Airport Director

EST.

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OREGON'S CREATIVE & CULTURAL DISTRICTS PILOT PROGRAM

WHAT IS A CREATIVE & CULTURAL DISTRICT?

A Creative or Cultural District is an area with a high concentration of arts and/or cultural facilities and events that serve as anchors of attraction within their community. The district reflects the community's unique cultural heritage through its built environment and history, showcasing the region's artists and cultural traditions while increasing social engagement and visitors. Creative & Cultural Districts are found in all types of communities from small and rural to large and urban. They are created by the community to advance the community's goals.



Hillsboro Cultural Arts District

Creative & Cultural Districts are a **catalyst for regional investment** ranging from downtown revitalization, localized economic development and recovery measures, and serve as an incentive for new or relocating businesses. The role Creative & Cultural Districts play in providing a vibrant and appealing environment is a major factor in retaining young citizens and their families, attracting a creative workforce, and positioning the community as a cultural tourism destination while supporting existing residents.

Music, dance and theater events, artists' studios and galleries, historic buildings and museums, and street fairs and festivals contribute to the **quality of life** for residents and visitors alike. Creative & Cultural Districts entice people out of their homes into vibrant social spaces where families and neighbors engage with their local talent and cultural assets. Creative & Cultural Districts can offer opportunities for children, youth and adults to experience lifelong learning through the arts.

Districts are led by the community and provide **community-driven solutions** to local problems and needs. Often communities create districts as way to **retain and recruit artists, beautify downtowns, encourage visitation, and engage and elevate underserved communities**. Communities will have increased success in reaching

their goals with this type of intentional planning among a diverse group of stakeholders.

THE ECONOMIC IMPACT OF CULTURE IN OREGON

Arts and culture related spending pumps vital revenue into local restaurants, hotels and retail establishments. The most recent economic impact study conducted by the Oregon Arts Commission and Americans for the Arts provides compelling evidence that nonprofit arts and cultural institutions are a significant industry in the State of Oregon; one that generates \$687 million in economic activity statewide. The investment of \$364.1 million by nonprofit arts and cultural organizations and an additional \$323 million in event related spending by their audiences supports 22,299 full-time equivalent jobs, generates \$469.5 million in household income to local residents, and delivers \$53 million in local and state government revenue. The study also refers to the impact of cultural tourism, stating that non-resident audiences spend more than twice as much as resident audiences, demonstrating that when a community attracts cultural tourists, it gains significant economic rewards.



Art Toledo, OR

VISION FOR A STATE-DESIGNATED PROGRAM

A state-designated Creative & Cultural Districts program would allow the Oregon Arts Commission to support communities in achieving their economic, community development and tourism goals related to arts, culture and business. A state-designated program would provide technical assistance, marketing and grants to support communities in this work.

Districts develop through the work of a broad group of stakeholders working together to create goals and programs/projects that support a shared vision their community. This includes representation from local municipalities, artists, arts and cultural leaders, economic development, tourism and community members. They work to identify community needs and problems and build a vision and plan for their Creative or Cultural District. Existing cultural assets and programs (e.g. Cultural Plans, Main Street, indigenous place names, events and celebrations) could be included in the planning process.

The Arts Commission is working with Cultural Planning Group to model a statewide program. Informed by dozens of interviews with stakeholders, research into existing programs in the US, and in consultation with other statewide cultural programs (e.g. Main Street Program), Cultural Planning Group has created program framework that the Arts Commission will utilize to implement the program.

PILOT PROGRAM

The Oregon Arts Commission plans to pilot this program in 2-5 communities across the state to support the development and/or expansion of their districts while learning best practices to inform our statewide program. Communities will work with the Arts Commission directly in the development of their project, organizational structure, and key metrics and outcomes.

In addition to partnership with the pilot communities, the Arts Commission is building a technical assistant program for any community across the state that wishes to participate, including exploratory, emerging and existing districts. Technical assistance will include convenings, direct consultation, site visits, workshops, and support in planning, program development, marketing and evaluation.

Each participating pilot community would benefit from \$200,000 for the biennium to support projects in the community, organizational capacity and marketing/branding.



Changui Majadero at Sisters Folk Festival

EXAMPLES OF CULTURAL DISTRICT PROGRAMS IN OTHER STATES

- Louisiana: <https://www.youtube.com/watch?v=lgs-j7l8R2s>
- Oceanside, CA: <https://www.youtube.com/watch?v=nN10tHhtdzo>
- Austin, TX: <https://www.youtube.com/watch?v=7qicdY-VFSk>
- Paducah, KY: <https://www.youtube.com/watch?v=PXS6njzdsGY>
- Colorado Springs, CO: <https://www.youtube.com/watch?v=MaQwoAEmPQI>

Oregon Examples in Development

- Hillsboro, OR- The [City of Hillsboro](#) recently hired a Cultural Arts District Manager to coordinate stakeholders, develop new events, increase public art and market cultural activities in their district.
- Toledo, OR- The City of Toledo contracted with a consultant to engage community stakeholders in creating an [arts district](#) in conjunction with their Main Street.

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NEOGOV

2023 REPORT

TOP 5

PUBLIC SECTOR HR TRENDS

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WELCOME

The 2023 Trends Report addresses the biggest opportunities available to public sector HR in 2023 and provides insight into how your peers across the nation are prioritizing those trends. Filled with valuable data from 725 survey respondents, relevant analyses, and resources, this report will help you refine strategic priorities and prepare for 2023.

Who We Surveyed

The report focuses specifically on public sector HR trends, **using data from 725 government HR professionals who represent hundreds of thousands of full time employees.** Our respondents included HR generalists, managers, directors, recruiters, etc. from different types of agencies: city government (40%), county government (30%), state government (17%), and more. The survey was conducted in December of 2022.



OVERVIEW

Over the past 1–2 years, the public sector has faced a hiring crisis and unprecedented employee turnover. It's more of the same in 2023, with recruiting and retention remaining top priorities for government HR, and it may be this way for a while.

According to a report by Lightcast analyzing US labor statistics, all baby boomers will be 65+ by 2030 and the population entering the workforce, aged 16–24, will continue to decrease rapidly. In other words, over the next 10 years more people will be leaving the workforce than entering it, resulting in increased labor shortages for the foreseeable future.

Government HR's Top Priorities

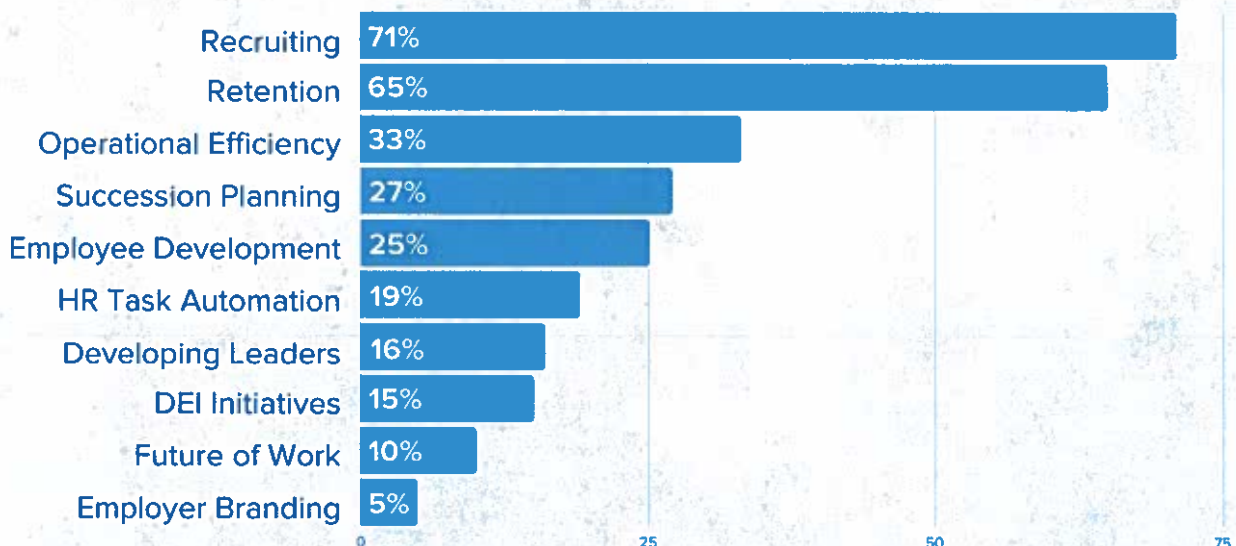
This report focuses on the top five public sector HR trends, based on the survey results in Figure 1, where government HR professionals listed their top priorities for 2023: recruiting, retention, operational efficiency, succession planning, and employee development. Respondents were able to select up to three choices.

With recruiting (72%) and retention (65%) towering over the other priorities, these two trends will remain a key focus in both state and local government this year.



Figure 1

Top Priorities in 2023

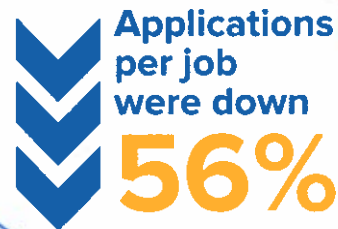


RECRUITING

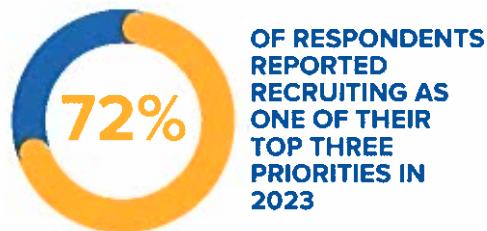
Overview

Key Takeaway: Competition for qualified candidates is only increasing. In addition to finding innovative ways to compete for top talent, public sector HR professionals need to promote work-life balance at their agency – a growing concern for candidates.

Recruiting over the last year has been challenging, with the public sector facing a record breaking **hiring crisis**. In 2022 compared to 2021, applications per job were down 56%.



It comes as no surprise, then, that **72%** of government HR professionals reported recruiting as one of their top three priorities in 2023 (Figure 1). Let's examine **why** recruiting is a top priority and **who** HR professionals are targeting.



Why Recruiting

Competition for top talent will only increase in the coming years. 63% of government HR expect competition for qualified candidates to increase in 2023. **58% expect scarce talent and labor shortages for the next two years. But population data from the Bureau of Labor Statistics implies it could be longer.** By 2030, all baby boomers will be 65+ and the population entering the workforce (aged 16–24) won't be able to compensate for the exodus of retirees, resulting in increased labor shortages for the foreseeable future.



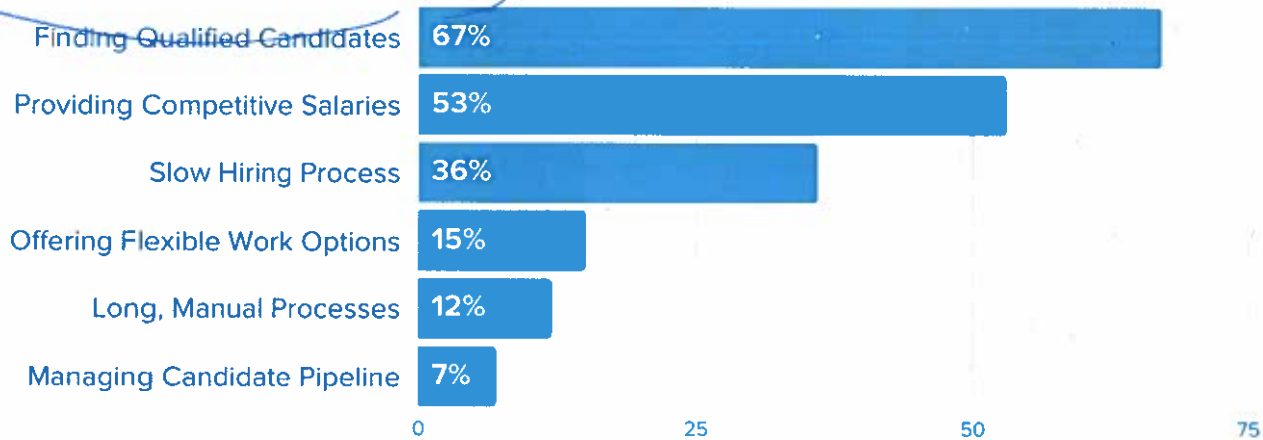
Finding Qualified Candidates

Going into 2023, the top recruiting challenges for government agencies are finding qualified candidates (67%), offering competitive salaries (53%), and slow hiring processes (36%). Respondents could select up to two challenges (Figure 2).

It's natural to want to tackle the biggest problem first, but improving upon these smaller challenges can have an exponential impact on finding qualified candidates. Dive deeper into [**recruiting and sourcing best practices**](#).

Figure 2

Top Two Recruiting Challenges



Recruiting Millennials & Gen Z

Public sector HR professionals are most interested in recruiting millennials (62%), followed by Gen Z (50%) and Gen X (42%). There's very little interest in hiring baby boomers (6%) and retirees (5%), which could present an opportunity for your agency. With the younger generations in higher demand and decreasing rapidly, qualified baby boomers may be easier to recruit.

62%
MILLENNIALS



50%
GEN Z



42%
GEN X



While targeting Millennials and Gen Zers in your recruitment initiatives will be more competitive, [**here are some helpful tips**](#) that could give you an edge over the competition.

Balancing Work and Life

When asked what job candidates care about the most, 53% of HR professionals listed competitive salaries, 27% listed work-life balance, and 6% listed better benefits as most important. Interestingly, work-life balance is considered more important to candidates than benefits, a data point that should impact your candidate messaging. By promoting the things applicants care about, you can better attract top talent.

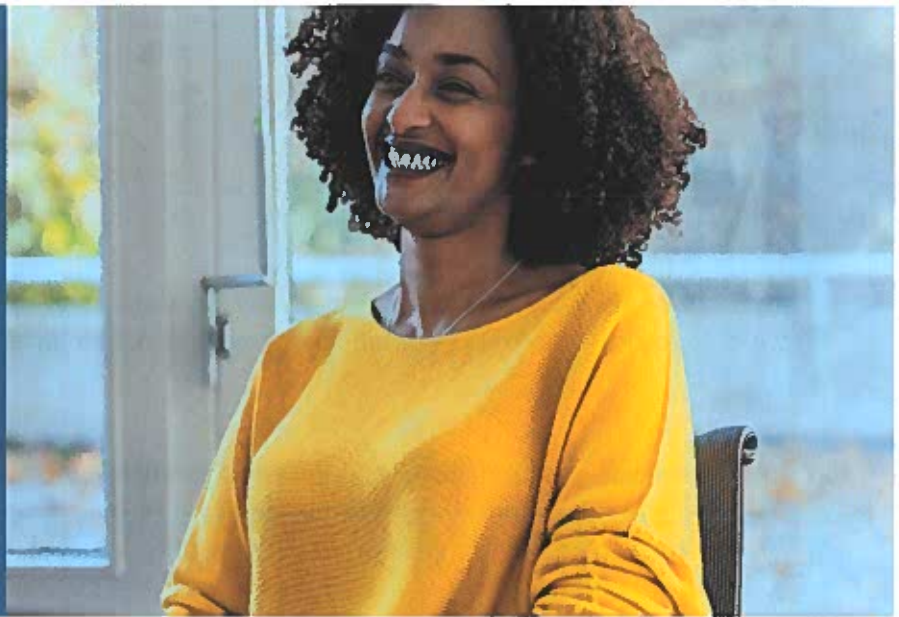


Figure 3

What Candidates Care About the Most

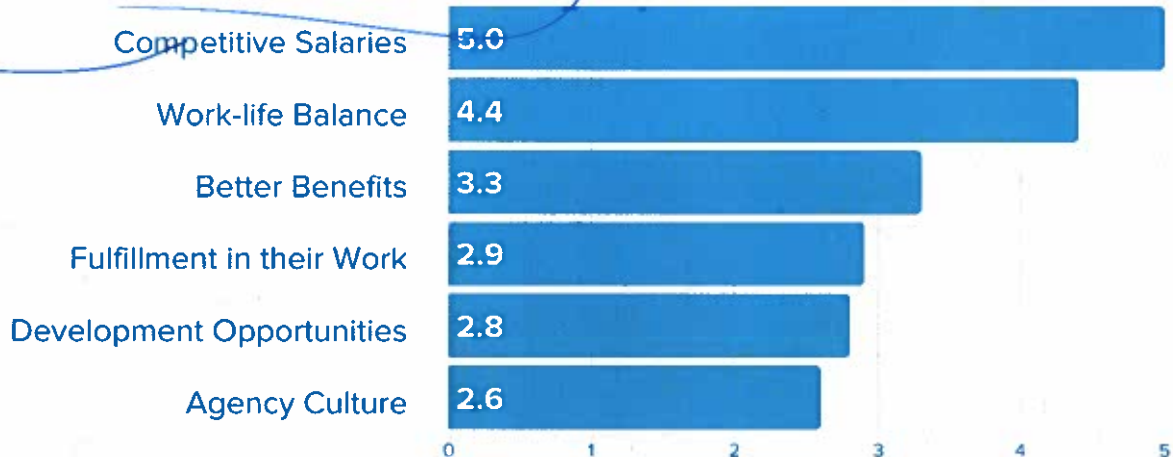


Figure 3 is the average of all respondent rankings on a scale of 1–6.



RETENTION

Key Takeaway: *Providing raises and bonuses will always impact retention, but in lieu of finding new ways to increase pay, improving agency culture is a practical and reliable way to reduce turnover.*

In an increasingly competitive job market, it makes sense to focus on retention. 65% of government HR professionals felt similarly, citing retention as one of their top three priorities in 2023 (Figure 1). Let's look at the survey data to see **why** retention is a top priority.

Why Retention

According to SHRM, each employee departure costs about one third of that person's annual pay, meaning higher retention requires less recruitment resources and saves money. Improving retention is addressing the root cause instead of the symptom.

To increase retention, you need to know what employees care about and why they're leaving.



According to HR professionals, the top three reasons employees left agency jobs in 2021 and 2022 were higher paying job opportunities (74%), retirement (45%), and poor management (32%).

Figure 4

Top Three Reasons for Employee Turnover in 2021 and 2022



Refocusing on Agency Culture

According to a *Columbia University study*, 57% of employees at high culture organizations were very satisfied with their jobs and only 14% were very likely to leave. Conversely, only 7% of employees at low culture organizations were satisfied with their jobs and a whopping 48% were very likely to leave. The message is clear – agency culture directly impacts employee job satisfaction, turnover, and productivity.

In our survey, only 33% of HR pros said their agency has a strong culture, whereas 67% said their culture was average or weak. In today's job market, average culture can't compete with many private sector companies or the third of government agencies with strong culture.



OPERATIONAL EFFICIENCY

Key Takeaway: *People and money are the scarcest resources in public sector HR, creating a need to do more with less. The right software can help.*

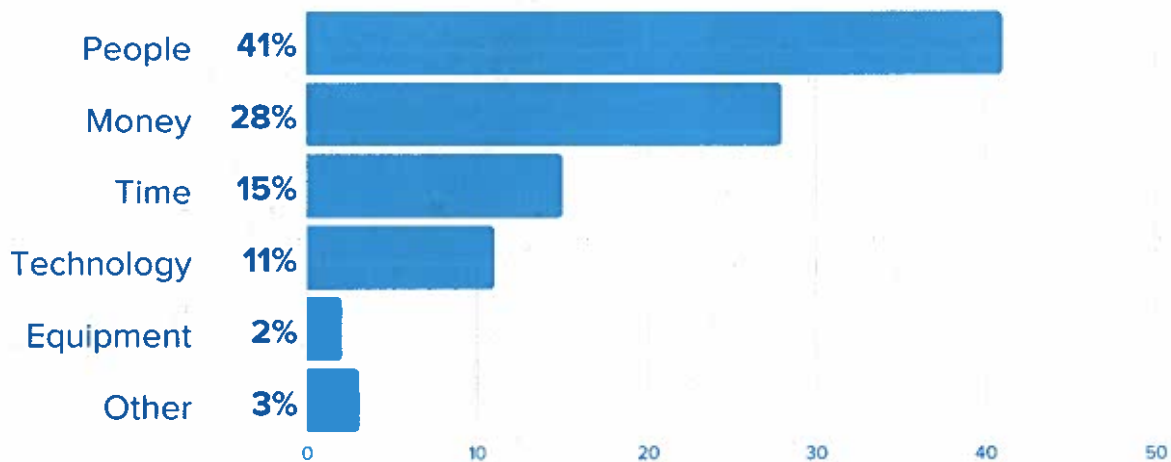
Considering the scarce resources in government HR, it makes sense that 33% of respondents cited operational efficiency as one of their top three priorities in 2023 (Figure 1). Let's look at the survey data to see **why** it's a top priority.

Why Operational Efficiency

Government agencies with efficient operations can deliver high quality services at scale with as few resources as possible – a good thing to have in the midst of a labor shortage. **41% of HR pros reported people resources as the most scarce, followed by money at 28%.**

Streamlining operations helps you do more with less people, so consider maintaining a smaller staff to free up money for pay raises, bonuses, etc. In this way, operational efficiency can positively impact retention.

Figure 5
Resource Scarcity



46% of HR pros reported their agency efficiency as average or poor, meaning there's room for significant improvement. Despite the majority (54%) saying their efficiency was good or excellent, almost all respondents still aspire to automate HR tasks and processes this year.



Automating HR Tasks

The purpose of HR technology is to improve operational efficiency. Government HR professionals hope to improve a variety of processes and routine tasks in 2023, but **onboarding tops the list at 53%** (Figure 6). Respondents selected all options that applied.

Figure 6

HR Processes to Automate in 2023



SUCCESSION PLANNING

Key Takeaway: A significant number of employees will retire in the next 5–10 years, amplifying the employee turnover challenge in the public sector. To prepare for this, HR professionals need to start succession planning in 2023.

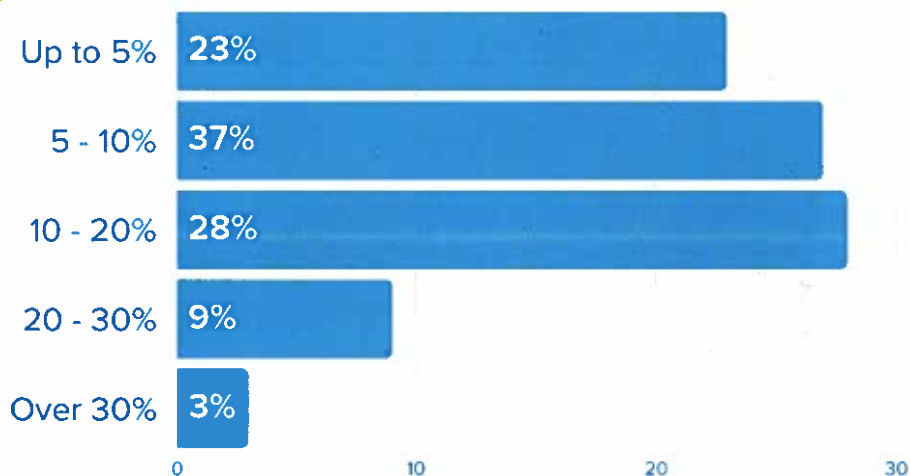
Every organization has leaders filling vital roles and staff members with exclusive or scarce knowledge. Succession planning prevents a breakdown in service delivery when those people leave or retire. 27% of government HR professionals cited succession planning as one of their top three priorities in 2023 (Figure 1). Let's look at the survey data to see **why** it's a top priority.

Why Succession Planning

By 2030, all baby boomers will be at or past retirement age (65+). ***Is your agency prepared for this inevitability?*** Figure 7 shows how many employees are expected to retire in the next 5-10 years. Despite these expectations, a combined 48% of HR professionals said they haven't done any succession planning, and of that number, only 15% plan to prioritize it in 2023.

Figure 7

Amount of Employees Expected to Retire Within 5–10 Years



EMPLOYEE DEVELOPMENT

Key Takeaway: *Providing hands-on development opportunities can foster deeper learning for staff members. Leaders at all levels should be given development opportunities as well, since management skills were reported as needing significant improvement.*

Employee development helps your staff grow in their careers while increasing job satisfaction. 25% of government HR professionals cited employee development as one of their top three priorities in 2023 (Figure 1). Let's look at the survey data to see **why** it's a top priority.

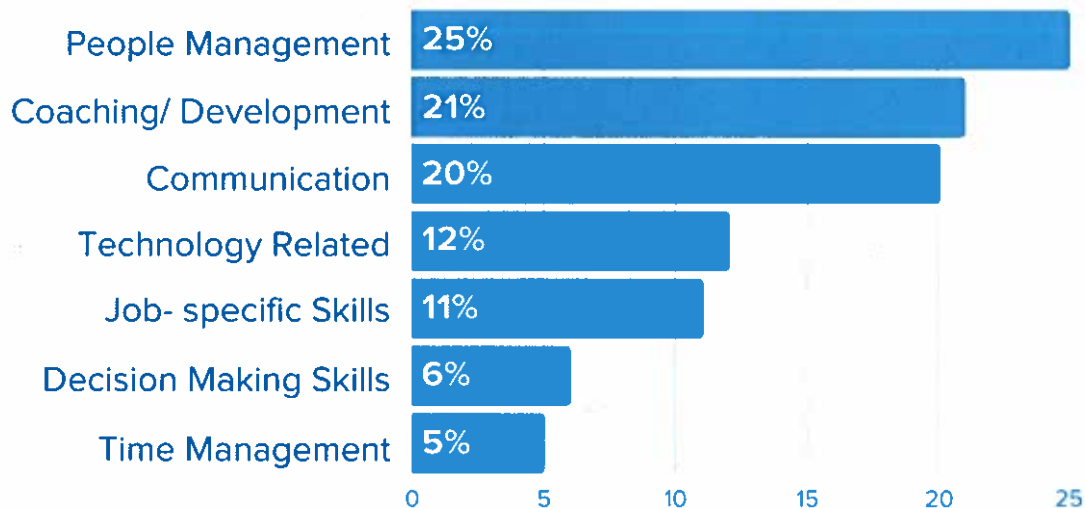
Why Employee Development

22% of public sector HR pros reported *limited development opportunities* as one of the top three causes of turnover in 2021 and 2022 (Figure 4). Most employees want to grow in their careers, so employee development can help improve agency culture and, ultimately, retention.

HR surveyees cited people management (25%) and coaching/development (21%) as the top employee skills needing improvement in 2023 (Figure 8), pointing to a need for leadership development.

Figure 8

Employee Skills Areas of Improvement



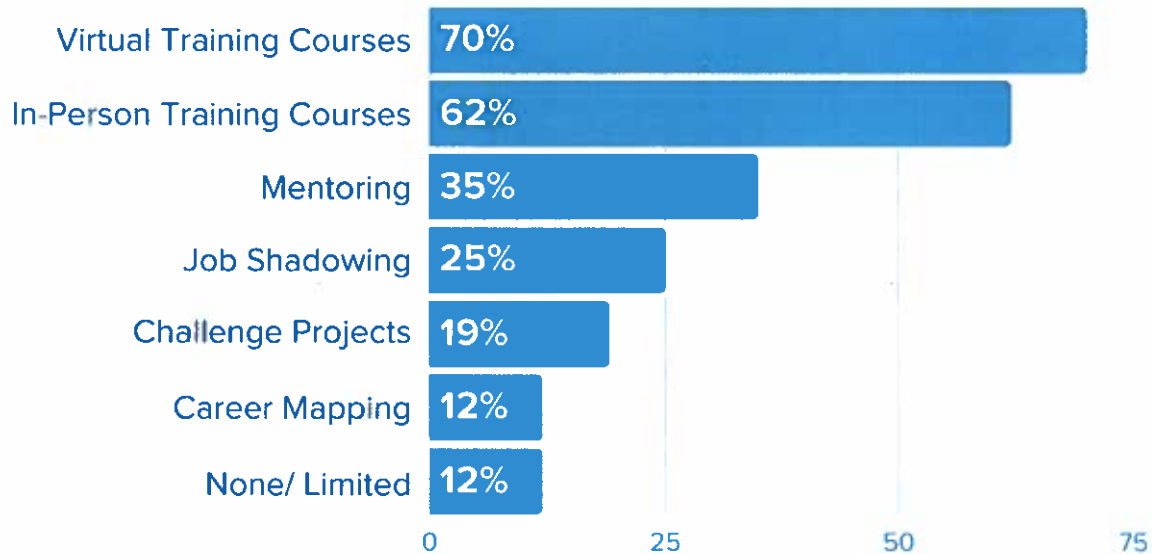
Offering Variety

Government agencies offer a variety of upskilling opportunities, with virtual (70%) and in-person (62%) training courses at the top of the list (Figure 9). While training courses tend to be an easier, traditional form of employee development, more hands-on opportunities like job shadowing and challenge projects can offer deeper learning, as well as accommodate employees with different learning styles.



Figure 9

Employee Development Opportunities Provided



DEI Reskilling

Many agencies are focused on DEI recruiting, but upskilling and reskilling can be an important part of your DEI program as well. 61% of respondents said they don't have a plan for, or could use improvement on, reskilling female employees and employees of color. Reskilling those who have interest in another job can help them advance in their careers, increase job satisfaction, and improve DEI at your agency.

NEXT STEPS

Thanks for reading the
2023 Trends Report by NEOGOV.

We hope these peer insights, data analyses, and resources have been helpful.

NEOGOV serves public sector HR with a comprehensive suite of solutions for recruitment, onboarding, performance management, staff development, managing employee information, and more. To learn how NEOGOV's HR software can help your agency, *sign up for a free consultation today.*



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Thank you!
Mikayla ☺

We appreciate
the direct impact
you are making
on these kids!
-Natalie

THANK YOU SO
MUCH FOR EVERYTHING!
-DEISY ♥

Thank you for
your support!
Ken

Thank you for
your gracious
Donation!
- Emily

Thank you
for the
support!
Jennifer



Thank you City of Newport,
your gift makes a powerful
and tangible difference in
the lives of children in our
community, those that have
experienced abuse and neglect

Thank you for your support
as we work to give these
children a voice.

Sincerely,
CASA staff