



OCCMA

**Oregon City/County
Management Association**

A State Affiliate of **ICMA**

FOURTH QUARTER 2020



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MESSAGE FROM THE PRESIDENT

Spencer Nebel • City Manager • Newport



Dear Members of OCCMA:

The Oregon City/County Management Association's (OCCMA) mission is to support and energize its members and the profession, to foster responsible, responsive local government with the objective of improving the sustainability and livability of Oregon communities. In January, the OCCMA Board of Directors adopted four strategic goals which include:

- A.) Provide professional development opportunities to our members.
- B.) Support our members in the profession.
- C.) Provide outreach to foster diversity and inclusiveness of our membership.
- D.) Prepare to host the 2021 ICMA Annual Conference in Portland.

The OCCMA Board and committees did a great job in keeping this organization on track to address these strategic goals through this most unusual year. All our communities have faced the impacts from COVID-19, having difficult discussions regardless of racial inequities, and many of our communities were either directly or indirectly affected by the historic wildfires that ravaged the state in September. Despite these challenges, the Board kept OCCMA on task to provide support to our members throughout this time.

Provide Professional Development Opportunities to our Members

The Board had several discussions on how to proceed with the summer conference due to COVID-19. The Professional Development Committee worked with Scott Lazenby of Oregon State University, and the League of Oregon Cities to pull off a virtual conference in just 44 days. On July 9, 2020, OCCMA held its first virtual conference. Our second virtual educational experience was offered in October, in conjunction with the LOC's annual conference, where Sara Singer-Wilson led an effective discussion about how managers are facing challenges from organizational and operational impacts of shifting priorities and values, the uncivil discourse playing out in social media, supporting city staff when public support for government feels like it is waning, and taking care of ourselves so we can show care for others. I appreciated the information and insight provided by the panel on this issue.

Support our Members in the Profession

OCCMA produced four newsletters during this year. Following the COVID-19 emergency, the newsletter was produced as an e-newsletter. I appreciate the efforts of the Communication

Committee for their work on pulling this together every three months. The Association continues to operate a strong Senior Advisors program. While physical visits have been reduced during the pandemic, senior advisors have been available for consultation, and conducting outreach virtually to members of the Association. The listserv remains a well-used resource for our members, with thousands of exchanges occurring throughout this year. One area that was lacking this year was having the opportunities to physically get together, share experiences, and get to know each other on a professional basis. While virtual meetings have been a blessing this year, there are many of us that are longing to be able to get back together in person to support each other as we continue our challenging profession.

Provide Outreach to Foster Diversity and Inclusiveness of our Membership

In January, the Board of Directors created two new committees to foster diversity in our membership. The Diversity, Equity, and Inclusion Committee will be leading our Association's efforts, to advance diversity, equity, and inclusion of, and for, the membership of OCCMA. The second committee that was created by the Board was Veterans in the Profession Committee. The purpose of this committee is to facilitate the recruitment and retention of veterans in the city management profession. It is the Board of Director's goal to encourage professional management which reflects the communities we serve. It is our hope that these committees will help guide our members in navigating these difficult and challenging community discussions relating to racial inequity and injustice in our communities. In addition, the content of our newsletters and conferences, has been devoted to issues relating to social injustice and the role in which managers play in facilitating community knowledge and understanding of the challenges that underrepresented populations have in our society. It is critical to identify opportunities to welcome all community members to the table to discuss the aspirations and desires of how to best move our communities forward.

Prepare to Host the 2021 ICMA Annual Conference in Portland

On December 2, 2012, OCCMA President, Jeff Towery, submitted a proposal to ICMA for Portland to host the 2021 Annual ICMA Conference. From that point, the Association has maintained a level of planning with a formal host committee being established to work with ICMA to prepare for this conference. In 2018, the

OCCMA Board approved a memorandum of authorization to specifically outline the responsibilities of the Host Committee in preparing for this conference. The Host Committee has benefitted from many volunteers working on various aspects for hosting the conference. COVID-19 has disrupted the planning for this event. The 2020 ICMA Conference was scheduled to be held in Toronto, Canada, but due to COVID-19, ICMA provided the virtual UNITE conference as an alternative. We will not know whether the Portland conference will be held in person until the spring of 2021. The Committee has done a significant amount of planning, has raised commitments and funding of over \$225,000, and has identified various events that will make this conference a very special event. The planning process is now in a hurry-up-and-wait mode, but we know we need to be prepared for an in-person conference, should that be possible in October of 2021. Co-chairs Joseph Gall, Eileen Stein, and I continue to work closely with ICMA to determine the pathway forward for the 2021 ICMA Annual Conference.

I appreciate the faith the Association has placed in me to serve as President in 2020. While I didn't bargain for being president of the Association in a pandemic year, I truly appreciate the commitment and involvement of the members of the Board of Directors, and members of OCCMA who have served on various committees moving this organization forward during these challenging times. I would like to express my appreciation to the League of Oregon Cities staff for their critical assistance through this year. I offer my best wishes to Steve Powers, President-elect, as he takes the helm on January 1, 2021. May we all have a smoother sailing in the year to come!

Respectfully Submitted,



Spencer R. Nebel
OCCMA President

Manager's Workshop Recap

The COVID-19 pandemic didn't put an end to the Annual League of Oregon Cities Conference. This year, over seventy participants logged into the virtual OCCMA Manager's Workshop. Facilitated by Sara Singer Wilson, panelists Jeff Towery (McMinnville), Adam Brown (Ontario), and Sia Lindstrom (Washington County) shared their experiences of "Leading with Compassion" in these challenging times.

Guiding organizations through a time of crisis while building trust, addressing conflict, and nurturing innovation can be difficult in the best of times. Add in a health pandemic and worldwide social change and its only harder. As a result, our professional and emotional bandwidth is stretched thin. However, the panelists reminded us all that our teams and communities need leadership now more than ever. The session explored how managers faced challenges such as the organizational and operational impacts of shifting priorities and values, the uncivil discourse playing out on social media, supporting city staff when public support for government feels like it's waning, and taking care of ourselves so we can show up for others.

Participants learned from this diverse group of managers how to address our own personal fears and anxieties to be able to support our teams. They discussed the difference between empathy and compassion, how to deconstruct conflict vs. resolving conflict, how to cultivate a civil and respectful environment for discussion of divisive issues, and how to nurture innovation and trust in our teams during times of crisis.

While it's commonplace to swap stories and challenges with our peers during conferences. This year is unlike any other. We are all facing the same global pressures. It was great to not only hear how others are handling these trying times, it was helpful to be reminded of the inspiration that got many of us in this profession.



Managing After the Fire

By Dave Kanner, OCCMA Senior Advisor

By now you probably know the story. On September 8, a fire that started in a BMX park in Ashland, behind the houses on Almeda Drive, swept through a grassy field and into the Bear Creek Greenway, a 20-mile riparian corridor with a paved bike trail that parallels Interstate 5 from Ashland to Central Point. Before fire crews finally extinguished it just shy of Medford's southern boundary, the Almeda Fire had destroyed 3,400 structures, 2,800 of them residences; half of them in unincorporated Jackson County and half in the cities of Talent and Phoenix. Amazingly, only one death was directly attributable to the fire, and thanks to the wind direction, not a single structure in Ashland was damaged.



Talent and Phoenix each lost about one-quarter of its total housing inventory to the fire, along with many, many businesses in their downtown cores. (Neither

city suffered damage to its municipal buildings.)

About half of the housing that was lost was in mobile home parks, a refuge for low-income and senior residents.

While the focus in the aftermath of the fire has, quite properly, been on the people who lost their homes and businesses, the Almeda Fire also dramatically altered the work of the public administrators who run the impacted cities and Jackson County. The fires are out, but it's the city managers and a county administrator who now must deal with the aftermath of the disaster; a once-in-a-lifetime task for which they don't receive, and cannot expect to receive, much recognition for their efforts.

Everyone has an emergency operations plan that governs what to do during the emergency, but when this kind of disaster strikes, there's no manual or playbook to go to for instruction on what to do after the fire is out. A quarter of the city has been destroyed, but that means three-quarters are still standing and those residents and businesses still need municipal services. What's a city manager to do?

"For the first few days, I was really just focused on getting city operations up and running again. We

had no power to any city buildings which meant no internet, computers, utilities, etc.,” says Talent City Manager Sandy Spelliscy (who, believe it or not, lives on Alameda Drive). A diesel generator kept the public works shop and water pumps running, but the city’s computer servers had all crashed. Remarkably, says Spelliscy, “In about three days after the fire, we had back-up power at all city facilities. It took a bit longer to get our IT back online, but we were fully functional again in less than a week.”



Adds Phoenix City Manager Eric Swanson, “The nature of an unprecedented disaster scenario such as this, that had little or no warning, required making

several audibles -- to use a sports metaphor -- and the art of improvisation. You wind up throwing away the script – the EOP -- and are required to focus on what’s important: ‘life and limb.’”

As soon as the smoke clears, though, the race is on to ensure that city residents still get water, sewer, and other basic services.

“One of the things I am proudest of is how quickly we were able to restore municipal services,” says Spelliscy. No city employees lost their homes in the fire, and many stayed on the job to help with the evacuation on the day of the fire. Police and Public Works employees worked many, many hours of overtime. Some worked 72 hours or more without a break. “Our water system took a big hit — loss of water pressure from so many pipes bursting caused our main reservoir to drain dry, which then shut down the entire system. Our amazing public works employees had water back on to the entire city in less than a week after the fire, although the city was under a boil water notice. And our partners in the utility

sector did an incredible job restoring services in the undamaged areas of town.”

And, notes Swanson, city operations were already altered and impacted by the COVID-19 pandemic. On top of that, Phoenix had vacancies in a couple of key positions (including finance director) and some major public works projects underway, being led by Public Works Superintendent Matias Mendez, who had lost his home in the fire. Swanson responded by expanding the hours of his community development director and bringing in two temp employees to help deal with the flood of planning and recovery issues, and he and Mendez got the projects back on schedule with only a few days lost.

For Jackson County Administrator Danny Jordan, managing in the fire’s aftermath didn’t just change his job; helping to manage the recovery effort has essentially become his job. It’s mostly all he does now.

“The county is the lead agency in the recovery,” he says. The County coordinates recovery activities through its Emergency Operations Center, with John Vial, the County’s Road Department Director, serving as the EOC Director. The county is assisted and supported by many other agencies.

“FEMA, OEM, the EPA and DEQ, and other agencies in all levels of government, non-profits, private sector, and individuals are here and working on it, but it’s the county that serves as the coordination point for many of the efforts,” says Jordan, who has mostly turned the day-to-day management of the county over to Senior Deputy County Administrator Harvey Bragg so he can focus on post-fire recovery.

Major issues Jordan has on his plate are sheltering those affected by the fires and securing interim housing, and managing debris cleanup. “We also currently have FEMA representatives out in the field trying to register people for assistance,” says

Jordan. One of the biggest challenges is just getting rights of entry from property owners whose houses and businesses were destroyed. Those are now considered hazardous waste sites and the clean-up effort requires special handling and disposal of ash and debris that's contaminated with all manner of burned batteries, household or business chemicals, and other toxic materials.

The other big challenges include:

- Immediate sheltering and feeding for those who've been displaced. Red Cross is helping to support the County with this. "We now have 637 people housed in 27 different hotels," Jordan notes. Meanwhile, a team that includes Medford Deputy City Manager Kelly Madding, Tom Humphrey of Central Point, and Josh LeBombard from the State is working on expediting transitional housing in the county, which was already dealing with a severe housing shortage and a rental vacancy rate of 1% before the fire.
- Re-seeding the burned areas of the Greenway. Without new vegetation to control erosion, fall and winter rains would wash untold amounts of toxic materials into Bear Creek. As of this writing, helicopter seeding had been completed on approximately 500 acres, with 2,400 pounds of seed.
- Money for the clean-up. The estimated cost of debris clean-up in Jackson County is around \$186 million. Jordan says FEMA will pay for only a portion of that.

Money is also a major, major issue for Talent and Phoenix. The assessed valuation of the destroyed structures is now \$0. That will significantly reduce property tax collections in FY '22. (Under Oregon law, the revenue loss will be spread proportionately among all taxing entities in Jackson County in the current fiscal year.) In addition, both cities will see huge reductions in franchise fees, water rate

revenue, and public safety, parks, and transportation fees that are added to utility bills. Also lost in the fire in Phoenix was one of the busiest marijuana dispensaries in the state and along with it the local tax revenue it generated (assuming its patrons don't take their business to the other dispensary in Phoenix).



In Talent, with a budget of \$13 million and a general fund of \$1.2 million, Spelliscy estimates the revenue loss at somewhere north of \$500,000 this year and about \$676,000 next year. Fortunately, the city's actual beginning fund balances this year were much higher than budgeted and a budget amendment to account for those funds will soften the blow in the short term. Swanson estimates the revenue loss to Phoenix to be in the same ballpark, but Phoenix's situation is complicated by the fact that its urban renewal agency will lose tax revenues "somewhere south of \$111,000," which could complicate its ability to pay debt service.

How to deal with this money problem would keep any city manager up at night. Both of these cities have very small staffs, so personnel reductions are not an option if they expect to continue delivering municipal services. State Rep. Pam Marsh (D. – Ashland) hopes to introduce legislation establishing a fund that all fire-impacted cities in Oregon can draw on to cover the revenue losses. In addition, FEMA has a disaster recovery loan program, but as Spelliscy correctly notes, "a loan only pushes the problem

down the road.”

More than a little related to this is the issue of population loss. Are the people who lost their homes in Talent and Phoenix still considered residents of the city? The answer to that question has big implications for state shared revenues, which will be based on the July 1, 2021, population estimate, as well as for urban growth boundary expansion, which has been a contentious, hot button issue in Phoenix for years. Ethan Sharygin, director of the Center for Population Research at PSU, told me, “If people maintain a residence in the city as of July 2021, we will do our utmost to make sure that they will still be counted in the city population even if their housing was lost.” But a final determination won’t be made until next spring, hopefully in time for the cities to account for it in their budgets.

City managers are constantly called on to work with their teams to solve problems to which their constituents never give a second thought. That dynamic is intensified a thousand-fold in the aftermath of a disaster like this.

“I now have two full-time jobs,” says Spelliscy. “Not only do I still have to oversee city operations and policy development daily, but I also had to take on the role of managing much of the clean-up and recovery effort and become an expert on FEMA programs and post-disaster bureaucracy.” And her number one takeaway from all of this is that “Our human resources are invaluable and irreplaceable. City staff and community volunteers have been a constant inspiration to me. That fact that this city endured this unimaginable event without the loss of a single life is a testament to everyone who put their lives on the line, their jobs ahead of their personal needs, and their neighbors ahead of themselves on that terrible day, and in the days after. It is something that will stay with me always.”

“The disaster recovery process is like an NBA game, the first three quarters are for show, the 4th quarter is what counts,” says Swanson. “We need to ensure that we set ourselves up and guarantee that we have what it takes to win this game in the 4th quarter.”

Swanson adds that this has been a reminder of what’s important in life. “The community and city council are generally very positive. We have a long way to go. This rebuilding process will take years to accomplish. This is a marathon, not a sprint.”

2021 CALENDAR OF EVENTS

January 29 Or TBD
OCCMA Board of Directors Meeting
Location TBD

March 19 or TBD
OCCMA Board of Directors Meeting
Location TBD

July 9 Summer Conference
OCCMA Board of Directors Meeting
Mt. Bachelor Village Resort, Bend

October 19-LOC Conference
OCCMA Board of Directors Meeting
River House, Bend LOC Conf

October 20-LOC Conference
OCCMA Annual Membership Meeting
River House, Bend LOC Conf

November 18 – 19
OCCMA Board of Directors Retreat
Location Oregon Gardens, Silverton

***These dates are tentative.**



Leading by Living Your Values

Values should guide our decisions and actions, especially in times of uncertainty and change.



Don't Let Your Values Get Lost in the Flock

I am a division manager in a recreation and parks department in a mid-sized city. I oversee a staff of 15 full-time employees as well as part-time and seasonal workers who focus on youth recreation and other programming. Recognizing that our city and department are facing ongoing budget uncertainties, our new department director (in consultation with the city manager) wants us to shift to more fee-based programming (such as instructional classes), cut our no-charge after-school programs, which serve low-income and disadvantaged youth, and eliminate some staffing.

These proposals have upset me and our staff, who are dedicated to helping youth and families in need. It just does not feel right. We need to be serving disadvantaged youth who do not have the resources of other youth in our community. Moreover, I am committed to my team and their invaluable work with young people.

What do I do?

I believe that you are experiencing quite a bit of unease because these budget proposals threaten your core values. Given our commitment to work and the hours we devote to our careers, we all struggle with any decisions or actions that are inconsistent or conflict with our values. Recognizing your dedication to service, especially to those in need, and your commitment to your team, you need to speak up and dissent and engage in some creative problem-solving.

As part of your leadership role, you must assert your values and do your best to influence others for the good of all. That's what leadership is all about. In addition, you speak as the division manager for your team and need to represent their views.

So, how do you lead by living your values?

What Are Values?

Values are one's beliefs about what is good and important in life. They influence our attitudes and help us create standards for our own behavior and for judging the actions of others.

Some typical values might center around

- Family, Community, Service, Justice, Competence, Achievement, Courage, Creativity to name a few.

Why Are Values Important?

Knowing our values is important because they

- Guide our decisions and actions, especially in times of uncertainty and change.
- Make us more predictable to others.
- Help us take those risks that are aligned with our values.

How Do We Identify Our Core Values?

A lot of us have not spent much time thinking about and clarifying our values. To help you clarify

your core or driving values, you can create a list of values, select your top three values, and then write a paragraph or two about the top values that drive your behavior.

Another good way to clarify your core values is to reflect about your life story and identify a person or an experience that has shaped you as a person and a leader. Ask yourself:

- How did that person or experience shape me?
- How did that person or experience affect my core values?

When I did this exercise, I focused on my mother Rosy who was a very involved community member in my hometown, a working-class Caucasian and Latino community in Southern California. One evening Rosy took me as a young boy to a city council meeting. She had read about a police incident that she thought unjustly disrupted and broke up a large Mexican family wedding celebration in town. Rosy got up at the council meeting, protested the police action, and demanded that the council and city manager investigate the incident. Obviously, this experience affected not only my career choice but helped forge my value for justice.

To read the full story [CLICK HERE](#)



Equity & Inclusion

ICMA and our members are committed to ensuring that local governments and the association reflect the diversity of the communities we serve.

Our Mission

Creating better communities around the world begins with a commitment to equity and inclusion. ICMA strives to ensure that our members and the overall profession reflects the diversity of the people we serve. We work to mitigate the effects of bias in all areas of local

government by developing and promoting programs and initiatives in the areas of service delivery, hiring practices, leadership development, community engagement, workplace culture.

Our Vision

ICMA is the equity and inclusion thought leader in local government. Our members and their communities have these values and principles engrained in their culture and practices.

Partners & Affiliates

[Government Alliance on Race and Equity \(GARE\)](#)

[Living Cities](#)

[PolicyLink](#)

[NLC Race Equity and Leadership \(REAL\)](#)

[National Forum for Black Public Administrators \(NFBPA\)](#)

[Local Government Hispanic Network \(LGHN\)](#)

[League of Women in Government](#)

[Women Leading Government \(WLG\)](#)



Getting Compensation Right

Ethically speaking, that is.

In any environment, maintaining public trust when public dollars are in play is critical. As the entire globe works its way through the Great Recession, the spotlight at the local government level is clearly on public sector compensation.

Need to close the gap between essential services and available resources? Then explore cuts in the big-ticket item. For local governments that would be labor and the associated cost of compensation and benefits.

If the outcome of that review is even the appearance that decision influencers personally benefited disproportionately or inappropriately in pay and benefits, then trust is broken.

The Challenges

The lack of established practices for negotiating public sector executive compensation combined with the transparency threshold that must be met makes an otherwise difficult task almost daunting. Roles and responsibilities may be clear on paper but not in action.

The decision makers – that is, the governing body – are not always experienced with the process. The

beneficiary – that is, the manager – sometimes is the one who is more knowledgeable, skilled, and, shall we say, savvy. That imbalance can create a conflict of interest. The result can be compensation packages or benefits negotiated in good faith that later appear to be inappropriate, unfair, and just too costly.

The Principles

The principles of the profession have long been the driver for personnel and compensation matters. The standard for establishing executive compensation is that it be fair, reasonable, and transparent. But what's "fair" is subjective and debatable.

Taking the principles, ICMA established formal guidelines for negotiating executive compensation that set standards for benchmarking using comparable public sector salaries on regional and national bases. The guidelines more clearly define roles and responsibilities, and they address issues that relate to all employees as well.

The Process

To establish fair and reasonable compensation, the governing body should either operate as a

committee of the whole or designate an evaluation and compensation subcommittee. This group should design and implement the methodology for setting the compensation of the local government manager and any other appointees of the governing body.

Compensation benchmarks should be established on the basis of compensation in comparable local government and public sector agencies. The governing body should engage experts, whether contracted or in-house, to provide the information required to establish fair and reasonable compensation levels.

All decisions on compensation and benefits must be made by the entire governing body in a public meeting. For Example's Click Here

The Realities

The principles and guidelines provide advice to address those unusual or questionable practices.

Professionals must recognize and effectively manage conflicts of interest inherent in compensation changes. Managers should avoid taking steps regarding pension and other benefits if they will be the sole or primary beneficiary of the change.

The manager can participate in the program but only if there was full disclosure up front that the manager was both in the universe of those affected and interested in taking the option. Not to fully disclose this fact puts the validity of the proposal in question. Is this a good deal for the organization or just good for the manager?

Takeaways

The governing body has a governance role to play. Create a compensation committee of the governing body or committee of the whole to design and implement the framework for setting the manager's compensation.

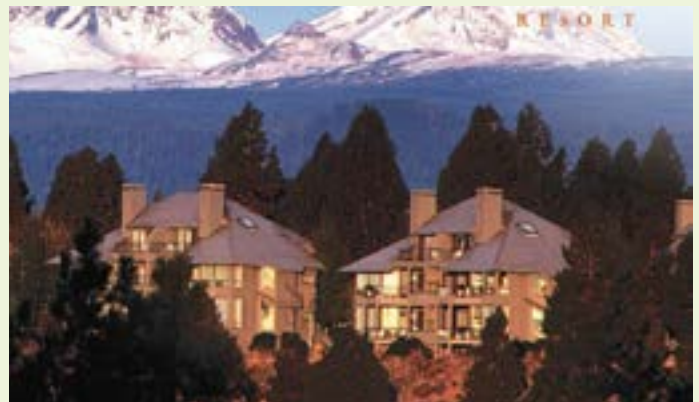
Decisions on compensation and benefits must be made by the entire governing body in a public meeting. In

the interests of transparency, the salary plan and salary ranges for local government positions, including for the manager, should be publicly accessible on the agency's website.

Don't put your personal compensation interests before the good of the overall organization and that of the citizens.

Local government managers have an ethical responsibility to be clear about what is being requested and to avoid excessive compensation. Greed is not good.

Martha Perego, ICMA-CM ICMA Ethics Director
Washington, D.C.
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SAVE THE DATE

July 6-9th, 2021

OCCMA Summer Conference Mt. Bachelor Village, Bend

Registration Details Coming Soon

The OCCMA Professional Development Committee is putting together an excellent educational program. Watch the OCCMA website and future OCCMA newsletters for more information.



OCCMA

**Oregon City/County
Management Association**

A State Affiliate of **ICMA**

Meet the OCCMA 2021 Board

President-Elect **Susie Marston, City Manager, Gervais**
President **Steve Powers, City Manager, Salem**
Past President **Spencer Nebel, City Manager, Newport**

New Board Members

Rachel Fuller, City Manager, Hood River	12/2023	Eastern
Zoe Monahan, Asst. City Manager, Wilsonville	12/2023	Metro
Adam Brown, City Manager, Ontario	12/2023	Eastern
Heidi Bell, City Manager, Donald	12/2022	Valley

Continuing Board Members

Aaron Palmquist, City Manager, Irrigon (2021)
Brian Sjothun, City Manager, Medford (2021)
John Walsh, City Manager, St. Helens (2021)
Dan Huff, City Manager, City Molalla (2022)

Secretary-Treasurer **Mike Cully, Executive Director, League of Oregon Cities**

Retiring Board Members

Ben Bryant, Assistant City Manager, Happy Valley (2020)
Robb Corbett, City Manager, Pendleton (2020)
Sean O'Day, Executive Director, MWVCOG (2020)

Oregon Senior Advisors



From
**Sheila
Ritz**



**Dan Huff, Molalla
City Manager**

Due to the wildfires in September, the entire city of Molalla was ordered to evacuate. There ended up being no fires in the city

itself but some structures burned outside the city limits. A number of City employees had to evacuate their homes so they were not able to work during that time. Dan said the assistance they received from police officers of surrounding cities and the Columbia County Sheriff's Office was phenomenal! Molalla has a population of about 10,000 and the police went door-to-door notifying people to evacuate. Dan did get regular updates from his police chief and the Molalla Rural Fire District Chief but he got zero communications from the Clackamas County EOC. So he didn't receive the most current up-to-date information. They did get a lot of ash in the city and when I talked with Dan the first week of October, they were still working on cleaning up all the ash – lots in the police cars and they have to clean city hall to get rid of the smoke smell.

Through it all, they have continued to quietly move projects forward with various plan updates. Their Urban Renewal Plan which was adopted by Council in 2008 covers about 30% of the city. In 2014 a consultant was hired to revise the financial projections and just recently a consultant helped update the project list. They are issuing debt in 3 phases over a 14 year span. Each phase is \$2.5 million. The funds will be used for 2 infrastructure projects, downtown streetscape improvements, and as a loan program to help people wanting to develop on the state highway pay for public improvements required by ODOT.

There are some commercial projects being developed in town including a Tractor

Supply company and a new grocery store. They have only had one grocery store in town for several years.

They are planning on building a new police station. It is currently within the city hall. The new location has not yet been determined. Dan recently hired a new Planning Director who I believe was previously the city manager of Falls City. Molalla received funding from the DEQ CWSRF (Clean Water State Revolving Fund) for their waste water treatment plant and refinanced their previous debt saving about \$1 million over the next 5 years.

Dan said they used to have problems getting anyone to run for City Council. This year the current mayor is not running again and they have 3 candidates running for mayor. They also have 6 candidates running for 3 positions on city council; 3 of them are incumbents.



**Emeline Nguyen,
Wood Village Assis-
tant to City Manager**

Emeline started work in Wood Village on August 25th. Her predecessor, Rose Douglass, had to return to Indiana. Emeline grew up in the Orange County area, attained her BA degree in Sociology from the University of California Irvine and she earned her Master's Degree in Social Work with an emphasis on Community, Organization and Business Innovation from USC. While attending this program, she found a strong interest in policy and local governance. Before coming to Oregon, Emeline spent 4 years working for Council District 8, located in South-Central Los Angeles and serving over 252,000 constituents. Her approach to building a strong relationship with the community stems from the Councilman's work that focused heavily on grassroots efforts. Her passion for working in underserved communities with limited resources allowed her to bring innovative ideas to the area she served. Some projects she worked on were implementing community programs, advocating for more city services, streamlining and increasing

efficiency in casework processing, managing the department's contracts and finances, overseeing the District Office's Internship Program and serving as the liaison for the Councilman between the residents and city departments.

In Wood Village her work is primarily in community events, outreach and citizen engagement, human resources, records management, working with the PSU Fellowship program, and assisting the City Manager on special projects. She does volunteer recruitment, solicits donations and develops partnerships for the annual community events. In October, the City held its first event since Covid-19: the Pumpkin Fest. The City held a drive-through event giving out pumpkins, carving kits, craft kits, bags of fresh apples, and resource literature to attendees. They are adding a new event this year – Turkey Drive to assist Wood Village residents' needs. Emeline is collaborating with community-based organizations to identify Wood Village residents in need to provide them with a turkey and meal box to be delivered by city staff and volunteers before Thanksgiving. Following the Turkey Drive will be the City's 10th annual Tree Lighting event which will be held virtually this year.

Emeline is working with a PSU Fellow on some exciting projects. One is a review and analysis of the municipal code to identify areas for updates. This audit was completed and presented to Council. Now they are working on developing specific language revisions to the code. Another project is to develop a financial toolkit that includes a listing of free or low-cost financial courses and programs and resources for the community. The next phase of this project is creating a roadmap to help residents of manufactured home parks navigate the process to attain co-op ownership of the park.

Emeline is also collaborating with the PSU Fellow on preparing a development opportunity analysis. There is no longer vacant land in the city so this project will identify parcels that could be redeveloped including parcels currently underdeveloped.

In Human Resources, Emeline is responsible for training programs and employee benefits, recruiting and onboarding personnel. She is putting together some research on Language Pay, which would provide extra points to employees who can speak

another language besides English, including ASL. The Wood Village community is amazingly diverse for its small size with a number of Hispanic, Latinx, Russian and Asian residents. The most common languages spoken in the city include Spanish, Russian, Ukrainian, Japanese, Korean and Vietnamese. Emeline will also be working on creating efficiencies for records management.



**Nolan Young,
Fairview City
Administrator**

Nolan will have been with the City of Fairview 5 years come January. Fairview City Hall has been closed

since March and he is working remotely 4 days per week. He still lives in The Dalles which is where he was the City Administrator before coming to Fairview.

The five cities in Multnomah County were going to be left out of the Federal CARES Act because Portland was given all the funds for the region. The smaller cities in the county were able to negotiate an IGA with the City of Portland to share some of their funds so they will be able to get some assistance for their communities from this Federal program.

Fairview has a PSU Fellow working with local businesses to distribute some assistance funds. The Fairview City Council had approved \$50,000 from their general fund for business assistance in the wake of Covid-19 impacts. Also Fairview obtained 2 State of Oregon matching grants for business assistance. Businesses that can show loss of revenue due to Covid-19 can receive assistance to pay for utilities and rent.

Fairview formed an Urban Renewal District in 2018. They have \$370,000 in tax increment funds now and the City will be leasing some vacant land from the property owner for 10 years, paying for the necessary infrastructure improvements and then have a manager come in to operate a food cart business. The net profit from this operation will be returned to the urban renewal district to reimburse the expenses. At the end of the 10 year lease, the property owner can continue with the operation without City involvement. When the City developed a Community Vision Plan in 2017, one of things many residents wanted was a variety of restaurant choices. The proposed food cart operation is to provide

residents what they asked for.

The 3 east Multnomah County Cities (Fairview, Troutdale, Wood Village) are continuing to work together on the Halsey Corridor Project. With the assistance of a Metro grant, they are in the process of developing consistent land use regulations through the entire corridor traversing all 3 cities. They have also received an LCDC grant for street design and streetscape amenities through the corridor.

Fairview is also working on the possibility of having two traffic round-a-bouts constructed. One would be at Halsey and Fairview Parkway. The City is taking the lead on this in partnership with Multnomah County because it is the County's right-of-way but the County is facing severe budget problems and don't have the resources now to pursue the project. The City's Urban Renewal Funds would get the project shovel-ready so that when construction funds do become available, the project is ready to proceed immediately. The location of the other traffic round-about under investigation is at 223rd and Halsey Street. The City is having a feasibility analysis done now on that location.

Nolan tells me that since August, City Council meetings have been a hybrid with some people meeting in person and some people joining on Zoom. As for the Council election coming up, Fairview only has one contested Council seat.



**Denise Carey, Estacada
City Manager**

The entire city of Estacada was evacuated during the wildfires in September. Denise had to be gone 8 days from her home. The

Clackamas County Sheriff's deputies and I believe other police officers went door-to-door telling people to leave immediately. Thankfully, there was no fire damage within the city limits but a number of structures burned outside the city limits. Denise said it looked bizarre how the fires raged through burning some properties but leaving a structure next door untouched. One thing that happened that was not anticipated was that when residents evacuated, several people kept their sprinkler systems going which ended up draining the reservoir. Public Works personnel went around turning off as many of the irrigation systems as they could and then the reservoir recuperated in two days. Denise

said communications during the fire threat was a real problem. She wasn't given any current information on the status of the fires. Now that everyone in the area has been back to their properties and assessed the damage, FEMA personnel are at Estacada City Hall to assist people, who suffered losses, through the paperwork to obtain assistance.

It's ironic that there is a measure on the November ballot to merge the Estacada Fire District with the Clackamas County Fire District. The Estacada Fire District is mostly paid personnel but they rely heavily on volunteers which have been more difficult to recruit in recent years so there have been delays in response to emergency needs. The City felt the merger would provide more resources for quicker response times. Actually, the City Council and the County had already approved the merger and personnel had been transferred but it wouldn't be official unless the voters approve it in November. During the September fire disaster, a number of people were very upset about what they perceived as totally insufficient response by paid fire personnel to control the fires. Several citizens who had equipment and some with just shovels took it upon themselves to go out and dig fire lines to help control the fires. It seems these volunteer citizens did make a difference in helping to save structures. It will be interesting to see how this merger ballot measure turns out.

Estacada has annexed approximately 200 acres in the past few months. They have had 115 new single-family home permits and three commercial/industrial permits issued so far this year.

They have been working on a number of park improvements. They are spending \$4million on the park by the library turning the existing pond back into a creek and building an amphitheatre for outdoor concerts and performances. Another park project is to create access to the Clackamas River, no boat launching, but a dock and access for swimming, paddle boards and canoes. The permitting for this river access park is anticipated in Spring, 2021 and expected to take two years to complete.

Estacada is planning on constructing a new wastewater treatment plant within 5 years. They want to move it from the current location to an industrial park area.

City Council elections this year: the current Mayor is running for reelection and someone else is conducting a write-in campaign for Mayor; there are 3 Council positions open and 3 candidates are running for those seats along with 1 person running as a write-in; only one is an incumbent. Two current

Councilors are not seeking reelection because they no longer live in the city limits.



**Jerry Gabrielatos,
West Linn City
Manager**

Jerry is originally from Chicago and worked in the offices of three different Chicago City Council

members for 6 years. Then for 5 years he was the Assistant City Manager in Albert Lea, Minnesota where he spent one year also as the acting city manager. He received his Bachelors Degree in history and political science from Tulane University in New Orleans and his Masters Degree in Public Policy and Administration from Northwest University in Illinois. Jerry will join ICMA and OCCMA and looks forward to meeting colleagues.

Jerry is very enthusiastic about coming to West Linn even in the midst of the wildfires in September, Covid-19, and the upcoming City Council elections. He is particularly interested in the community engagement work West Linn is pursuing. Since he started in September, Jerry has been holding “coffee with the City Manager” sessions with citizens, either virtually or in-person as they wish. He has been spending a great deal of his time so far meeting people and getting to know the community and staff.

One project he mentioned is that the Main Street streetscape construction has been completed and it is a great asset for the community.

The City Council has selected a consultant to develop a city-wide DEI program for employees. This program will include policy development, employee training and provide the City with a framework to carry forward this work into the future. The consultant will also conduct an organization-wide equity audit of internal documents, data, policies and communications to ensure they reflect the City’s goal to eliminate institutional bias and build equitable policies and language to improve racial equity in the City.

The City Council has also appointed 11 members and 4 alternates to serve on a newly created Police Oversight and Accountability Task Force. The purpose of the Task Force is to make recommendations to Council for creating a structured oversight entity for the West Linn Police Department after evaluating past

practices, policies and procedures of the police department.

As for Council elections in November, there are 4 candidates running for Mayor (2 of them are current Councilors) and there are 10 candidates running for 2 positions on the Council.



**From
Dan
Bartlett**

Zooming around is still the norm for meetings. Most recently was the OCCMA Host Committee Meeting with Jeremy Figoten, Director, Conferences & Sponsorships at ICMA - International City/County Management Association. My summary of that meeting is: WAIT now and Hurry Up, later.

Greg Bielawski, Senior Advisor Coordinator for ICMA and Roz Ceasar, welcomed 84 folks to the 2020 Senior Advisor Annual meeting. There were 68 Senior Advisors on the Webex meeting. After a welcome from ICMA Executive Director Marc Ott and Senior advisor Program update by Greg we had presentations by: Gary Milliman, Oregon Senior Advisor on Ethics, Member Support by Wisconsin Senior Advisor Dianne Robertson and wrapped up by Keith Bergman, Massachusetts Senior Advisor. Visible in the group was Warrenton Oregon City Manager Ed Madere from 2004-2007. Ed is now a Senior Advisor in Wisconsin. Other Oregon participants included: SA’s: Dave Waffle; Dave Kanner, Sheila Ritz, and our OCCMA liaison Susie Marston, now OCCMA President-Elect.

Back to Zoom a few days earlier for the OCCMA Annual Membership meeting. The screen showed 111 participants as we rolled out of the Membership meeting and into the Workshop. A key milestone was awarding a Lifetime Membership to Erick Kvarsten. Now this is where Zoom Meetings keep things on track. In his 37 years of service, Erick was a regular at conferences, trainings, and regional meetings. Has we been at an LOC Conference at a regular location, perhaps some of the Silver Falls Conference Center and other

conference location stories could have been shared at an evening get together. Congratulations from me to Erick!

A day earlier than the Membership meeting was an OCCMA Board of Directors, Zoom. I hope to be traveling soon to Columbia County. One stop would be to meet John Walsh in St. Helens and congratulate him on his nomination to the LOC Board of Directors. I also need to meet with Scott Jorgenson the new City Manager is Rainer. I would also meet with Scappoose Interim City Manager, Alex Rains

#UNITELocalGov was an interesting experience. I surely hope that we don’t end up with a virtual conference next year. I get more from the Annual Conference by the discussions between sessions and in the Exhibit Hall.

In mid-September, we had our Senior Advisors Monthly Conference call. We got a look at an update to the “Welcome to Oregon Local Government” mock-up prepared by Dave Waffle. It will be a great help as we welcome new managers into our State, “Things are different here!” As I have been a Range Rider, then Senior Advisor, I have found that explaining Local Budget Law and Land-use planning is something that needs to be conveyed in the Welcome meeting. This publication will help a lot!

Since July, we have had 5 Area Manager’s Lunch Zooms. We are now back onto a monthly schedule. Earlier we had frequent meetings to address what cities needed to be doing to address the influx of visitors and keep our citizens safe. Distancing has been a major effort. You would not believe the range of license plates that are at our hotels. Properties have implemented cleaning and spacing protocols. Local restaurants have drastically cut seating capacity to meet State Guidelines. Even with the limiting seating a few places have done well.

Thirteen of us were on the October 20 Zoom for North Coast Area Managers. Clatsop County is a partner in Clatsop Economic Development Resources (CEDR), an organization providing a variety of services and assistance in support of economic development throughout the county. CEDR, Director Kevin Leahy facilitates our meetings. In normal times via e-mail notices of date and location which is arranged by a local manager. Now, like most other meetings we zoom.

Don Bohn, Clatsop County Manager, reported on the business assistance grants. He noted that ballot boxes were filling up quickly. He advised cities to let the County know if boxes are filled so that they can deal

with it. They are preparing for strategic planning and for orientation of new Board of Commissioners members.

Mark Winstanley, Seaside City Manager, indicated that they had surveillance on the ballot drop box at City Hall. The new middle school and high school complex is close to temporary occupancy. Landscaping is starting to go in. The Convention Center is finishing up a small remodel. They have more events happening within appropriate distancing.

Dale Shafer, City Manager and Melissa Thompson-Kiefer, Asst. City Manager/Recorder of Nehalem were on the Zoom. They have all their Council positions unopposed. Dale announced she is counting the days until retirement.

Bruce St. Denis in Cannon Beach is looking for ways to help local businesses. The City is working to renovate the 70-year-old wood elementary school. The school property and the City's NeCus Park are next to Ecola Creek and the North entrance to the City. It will enhance this area of the City. All the City Council positions are unopposed.

Mark Winstanley reported on the activity near their City Hall. They may be helping with the renovation and repurposing of the old middle school.

Hopefully, my submission for the next OCCMA Newsletter will reflect opening of our communities and getting back to normal.



From
**Gary
Milliman**

This quarter was unique to say the least. My visits with members in the region were curtailed by social distance protocols enacted by a number of cities, along with the general discouragement of non-essential travel. I remained available by telephone and email, and was able to provide counseling to several members who were dealing with both professional and personal issues. Here are some non-confidential highlights for the period.



Lakeside has appointed Loree Pryce as City Manager/Recorder. Loree previously served as Public Works/Community Development Director in Brookings, as City Engineer in Roseburg, and with

several California cities in an engineering and project management capacity.

Bandon is considering expansion of their Municipal Court to include traffic. The big news in Bandon is the passage of two ballot measures authorizing increases in utility fees and resolving a mid-six figure annual subsidy to the utility operations from the General Fund. The Measures for a sewer and water rate increase both passed with a 69 per cent approval. "I was confident that Bandon voters would support their community if we did our job and provided them with the facts," said City Manager Dan Chandler. The ballot measures approved monthly increases of \$8.00 per month for water and \$7.00 per month for sewer for city residents. Residents living outside city limits will see increases of \$11.00 in both rates. The rate increase is permanent. The increases will resolve an annual utility revenue shortfall of almost \$400,000, which is being subsidized through the General Fund. The last rate increase for water operations was in 2006, sewer was in 2012. The city's six-person police department accounts for 40% of general fund spending and the City was considering a major reduction in coverage had the Measures failed. Bandon has the lowest permanent tax rate of any city in Oregon that has a population of over 750 people. The city is prohibited from raising rates without voter approval. In this election, the city did not ask for rate-setting authority, as it has in past failed ballot measures, but rather a specific increase for each utility. Congratulations to Dan Chandler for the effective public information program demonstrating the need for this change.

Reedsport is currently recruiting for City Manager. City Recorder/Administrative Assistant Deanna Schafer has been acting as City Manager since January, but there is a 12-month limit on the number of months someone can serve in an acting/interim capacity.



North Bend: Congratulations to David A. Milliron, who was appointed as City Administrator for North Bend effective October 5. David comes from an extensive private sector background

in communications, education and information technology, before he took on progressively responsible positions in the public sector. He has more than 12 years of experience in local government, including service as City Manager in Danville, KY, and Hogansville and Villa Rica, GA. David has a Master of Public Administration from Valdosta State University and holds certifications as a local government finance officer, certified economic developer, and certified public manager through the Carl Vinson Institute of Government at The University of Georgia. He is an ICMA Credentialed City Manager.



From
**David
Clyne**

Like for all of you, it has been busy times. I'm doing double duty at the moment as Senior Advisor and as Falls City City Manager Pro Tem, though I hope by the time you read this we will have selected a real City Manager and that person will be well on his/her/their way to taking over.

Its been quite an eventful summer; not the least of which has been the extensive fires and fire-related damage in North Santiam Canyon communities. One of the worst hit was Detroit where some 80% of the structures, including City Hall were lost in this City of between 200 and 250 permanent residents. Additionally, individual sewer systems as well as the community water system were mostly destroyed in the fires.

I had opportunity to visit with James Trett, Detroit Mayor. He is an amazing upbeat person who is putting in very long hours trying to rehabilitate his community. He offices currently at the

Mid-Willamette Valley Council of Governments (MWVCOG). The current plan is to relocate City Hall (a towable one or manufactured housing) to another nearby community such as Mill City while Detroit develops its action plan for restoration of all services.

The City is getting lots of assistance from MWVCOG, Marion and Polk Counties, the State of Oregon and the Federal Government. Having listened in on a recent briefing, I am convinced these folks are doing their best to work as a team and eliminate as many barriers as possible to reconstruction. The immediate task now that the region is no longer under imminent threat is clean up.

A large problem in an older built community such as these is the abundance of unknown hazardous materials and heavy metals; specifically asbestos and lead. The waste managers are most concerned with the asbestos contamination in the waste stream and are developing plans with the government partners for its removal. This will be a long arduous process.

While this is going on, many residents are trying to get back to their homes and start the work of rebuilding. Without potable or even unpotable water, let alone individual waste disposal systems, the job is a huge one. Permitting legacy sewer systems will be a challenge for the respective local health departments. The agencies are trying to discourage this as there is a desire to get essential infrastructure operational first. A bit of a challenge, indeed.

Mayor Trett is focused primarily on restoring some level of water service even if it is of need an unpotable supply for a while. Minimally, folks will be able to then resume some semblance of normal life. The City has a new City Recorder, Kelly Galbraith, who has an immense challenge recreating records that were destroyed and starting up business as usual. She is getting help but no doubt would love any outreach that folks could give.

The rest of City staff, such as it is, continues to deliver services as best they can. The Mayor is going to ask for a three-fold increase in his own compensation at a coming Council meeting, but my math tells me that is still free service. Oh well, 12-hour days are a piece of cake . . . not.

I have suggested to a few folks that perhaps a circuit rider manager could be funded by the State, Feds or CIS in an effort to provide operational guidance to the several communities in the North Santiam

Canyon most impacted, none of which had paid managers/administrators prior to this event. Hopefully, this will be heard and acted on. Probably one of our folks in transition would love to do some work like this while continuing their respective professional searches. Just thinking . . .

In other news, Marty Wine, will be starting shortly in her new position as Monmouth City Manager. I know folks in these parts are very excited to invite her to this great place. As mentioned above, the Falls City City Council is (“was” by the time this is read) interviewing for its City Manager and hopefully making a selection. Yours truly needs to rededicate his life to a meaningful retirement full of leisure time.

Folks elsewhere in the region are extremely busy and life seems to be going towards a new normal of sorts. Be well and be safe everyone. In particular, Happy Holidays!



From
**Dave
Waffle**



I met with Ms. Tanya Ange, the new Washington County Administrator as she wraps up her tenth week of work. She says it is fun learning a new organization especially one as

distinct and complex as this urban county. She left a position as the Deputy City Manager of Boulder, CO and previous served in Mankato, MN in a similar role. She has been on the ICMA Performance Management Advisory Committee since 2016 and currently serves as chair of that group. She is also on the Alliance for Innovation Board of Directors and previously served on the ICMA Executive Board.

Tanya is looking forward to her first budget making process with the county. While some resources are shrinking, the county will be the recipient of a substantial portion of a regional bond measure aimed at proving supportive housing services. This will require a new management structure and contracts with local not for profit organizations to be successful over the coming years. The supportive housing program is designed to provide

“wrap-around” services, especially in the areas of health and wellness.

She’s had a role in the county adapting to both the Covid 19 pandemic as well as people displaced from the wildfires from the Labor Day weekend. Fortunately, unused space at the county fairgrounds is serving to resolve some of the issues. RV camping is temporarily allowed at the fairgrounds and a tent encampment for homeless people affected by pandemic was established in cooperation with the City of Hillsboro. The newly constructed Wingspan Event and Conference Center has proved useful to allow the circuit courts to partially relocate into a less crowded environment. Of course, the annual fair was canceled as another victim of the pandemic.

As a new employee Tanya says it has been challenging meeting others in this period of social distancing and looks forward to recognizing them when we move past this period of masked faces.

Elsewhere in Washington County the managers continue to adapt to the pandemic virus and its effect on their employees as well as their communities. The Labor Day wildfires touched only the rural edges of the county, causing few problems beyond the sickly orange and smokey skies. We are losing Marty Wine to the City of Monmouth (congrats!) and Kathy Nyland moves into the Interim City Manager at Tigard.

Beaverton continues their work to transition to a newly approved city charter and a return to the Council-Manager form of government beginning in January 2021. They intend to hire an interim City Manager in the fall and then commence recruitment of a City Manager after the newly expanded city council takes office in January.

Please feel free to call or email the senior advisor in your area if you need assistance.

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Larry Lehman – (541) 377-3771, larry@wtechlink.us

Sheila Ritz – (503) 698-5171, sheilaritz.sa@gmail.com

David Clyne – (541) 905-3230, davidclyne29@gmail.com

Gary Milliman – (541) 813-9267, gmilliman@brookings.or.us

Dave Waffle – (503) 360-6797, dwaffle.cm@gmail.com

LOC Resources - Elected Essentials

The LOC's Elected Essentials program provides newly elected officials, experienced elected officials, and city staff with free training on the basics of municipal governance in Oregon. Each Elected Essentials workshop will start with an overview of these core municipal concepts: Council Responsibilities; Oregon's Ethics Law; Oregon's Public Meetings Law; and Oregon's Public Records Law. In addition, significant time will be devoted to a facilitated discussion of how to best achieve and maintain a high-functioning governing body.

Topics include:

Council Responsibilities – attendees will learn about the council/manager form of government, the roles, and responsibilities of council and city managers and will seek to achieve a facilitated discussion that allows attendees to seek experienced advice on how responsibilities are shared between council and their administrator;

Public Meetings – attendees will learn what constitutes a meeting for purposes of the state's Public Meeting Law, the legal requirements associated with public meetings, serial meetings, executive sessions, and free speech implications of public participation during meetings;

Public Records – attendees will learn the purpose behind Public Records Law, what is considered and is not considered public record, the state's retention schedule, requirements related to the inspection and disclosure of public records, and legal challenges related to the denial of access to public records;

Ethics – attendees will learn about how they are prohibited from using their office to their benefit, conflicts of interest, gifts, nepotism, outside employment parameters, restrictions on subsequent employment once they no longer work for or represent a city, and statements of economic interest.

Live Q&A with the speakers will follow each topic.

There will be six virtual Elected Essential Trainings this year. We have allocated two regions to each date to help spread out the number of attendees at each training. If that date assigned to your region does not work in your schedule, please feel free to sign up for the date that works best for you. If you are unsure which region your city is in, you can find the map of regions [here](#).

Sessions will run from 8:30 AM to 3:30 PM on December 1, 2, 3, 11, 14, and 15, 2020

To view the step-by-step registration process, see [How to Register for LOC Training and Events](#).

[Register Now!](#)



OCCMA
Oregon City/County
Management Association

1201 Court St. NE, Suite 200
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**“OUR MISSION
IS TO SUPPORT
AND STIMULATE OUR
MEMBERS AND THE PROFESSION
IN ORDER TO FOSTER
RESPONSIBLE, RESPONSIVE
LOCAL GOVERNMENT WITH THE
OBJECTIVE OF IMPROVING
THE LIVABILITY OF
OREGON COMMUNITIES.”**

**VISIT OUR WEBSITE
WWW.OCCMA.ORG**

2021 Summer Conference

The OCCMA Board of Directors is looking for session topic ideas for the 2021 Summer Conference. The conference is scheduled for July at Mt. Bachelor Village in Bend, unless the pandemic forces another virtual conference. If there is a specific topic you would like to suggest for a conference session, please submit your idea by emailing Project Coordinator-Affiliates, Kelly Richardson, by March 5, 2021 or sooner. The OCCMA Professional Development Committee strives to provide continued professional growth opportunities for our membership, and it is important that we hear your ideas to accomplish that goal.

MANAGERS ON THE MOVE

Recruitments in Progress

City of Gresham, City Manager

City of Tigard, City Manager

Burns / City Manager/Recorder

Beaverton/Interim City Manager

Reedsport, City Manager

Recently Appointed

Scott Archer, City Administrator, City Canby

Jerry Gabrielatos, City Manager, West Linn

Kathy Nyland, Interim City Manager, Tigard

Judy Erwin, Interim Manager, City of Burns

David Milliron, City Manager, North Bend

Emeline Nguyen, Assistant City Manager, Wood Village