



CITY OF OREGON CITY

CITY COMMISSION GOAL SETTING RETREAT

MINUTES

Clackamas Community College, Gregory Forum, 19600 Molalla Avenue Oregon City,
Oregon 97045

Friday, March 03, 2023 at 4:00 PM

AGENDA

1. 4:00 PM - Welcome and Opening Remarks

Facilitators Steven Bacon and Tracy Bell from The Gunter Group convened the retreat at 4:36 PM.

PRESENT: 5 - Commissioner Frank O'Donnell, Commissioner Rocky Smith, Commissioner Adam Marl, Commissioner Mike Mitchell, Mayor Denyse McGriff

STAFFERS: 14 - Library Director Greg Williams, Human Resources Director Patrick Foiles, Communications Manager Jarrod Lyman, City Engineer Dayna Webb, IT Director Mike Dobaj, Community Development Director Aquilla Hurd-Ravich, Parks and Recreation Director Kendall Reid, Finance Director Matt Zook, Police Chief James Band, Police Captain Shaun Davis, Economic Development Manager James Graham, City Manager Tony Konkol, City Recorder Jakob Wiley, Assistant City Recorder Angelique Nomie

Mr. Bacon reviewed the retreat strategy for creating strategic initiatives to support the City's vision. He asked attendees to provide their definition of a successful retreat. Mayor McGriff said additional implementation statements under goals to move the City forward would mean success, as would a review of accomplishments. Commissioner Smith requested a vision reset since this is a new commission with many new staff. He added that goal setting should be done a number of times a year. Jim Band, Police Chief, discussed the 2023 community survey results and suggested that, while working through goals, to keep in mind the city is doing well because residents feel good about living here. Commissioner Mitchell discussed balancing important, big picture items with urgent topics that arise. James Graham, Economic Development Manager, suggested focusing on the City's successes rather than wallowing in its failures, and encouraged a general respect for staff and their professional abilities. He suggested that feedback from one citizen is important but should not dictate or dominate the City's direction. He also suggested that elected officials present a vision and staff implement the vision. Aquilla Hurd-Ravich, Community Development Director, requested a clear set of goals in order to provide direction to her staff on what to bring back to the commission.

Mr. Bacon reviewed the day's agenda and expectations for the retreat.

Mr. Bacon introduced the Myers-Briggs Type Indicator (MBTI) and how different personality types import information and make decisions. He asked attendees to conduct an internal MBTI assessment.

Attendees took a ten-minute break from 5:25 PM – 5:35 PM.

2. 5:15 PM - Review Mission and Vision

Mr. Bacon asked for feedback on the City's vision and mission statements. Commissioner Smith discussed the historic leadership role of the City and suggested it has a uniqueness amongst other metro regions insofar as its potential to make changes. Mayor McGriff suggested that the City's historical significance sets it apart from other places and provides a vision for its future and an understanding of its

role in the bigger picture. She said the city has a strong sense of identity and the ability to quietly lead. Mr. Bacon reiterated that there is a humility to the City that acknowledges its deep history. He asked for feedback on any tension between the City's historic significance and community advancement.

Commissioner O'Donnell suggested that tension exists between maintaining livability and future growth.

Tony Konkol, City Manager, expressed the difficulty of commercial advancement in a suburban located community. He suggested that tension between history and development has always existed but that currently it seems more intense. Mr. Konkol asked for staff and commission feedback on aspects of the City's historical significance that do not address DEI concerns.

Mayor McGriff opined that increased diversity is contributing to growth pains. She said that some populations of the city are still invisible and that Oregon City is ready to address this.

Mr. Bacon suggested that DEI is a subcomponent of psychological safety. He asked if other words could be embedded into the City's vision and mission statements. Ms. Hurd-Ravich suggested that the ability to change and adapt to circumstances should be embedded into the City's goals.

3. 6:00 PM - Public Comment

William Gifford, resident of Oregon City, suggested that everyone knows how significant history is to Oregon City. He reminded everyone that the history of Oregon City was actually built on progress, innovation, and industry. Mr. Gifford added that his definition of leadership is doing things so that others are inspired to emulate the City's actions.

4. 6:15 PM - Dinner Break

5. 6:45 PM - Review of Prior Goal Progress

Mr. Konkol introduced the staff review of prior goal progress.

Patrick Foiles, Human Resources Director, reviewed Diversity, Equity, and Inclusion. He said the next step is submitting a buy-in document to the Commission and stated that DEI work is continuous and will not achieve one hundred percent completion.

Dayna Webb, City Engineer, provided an update on prioritizing projects in the Transportation Master Plan to maximize safety and connectivity. She said the Transportation System Plan was adopted in 2013 and should be updated to reflect changes such as the OC 2040 Comprehensive Plan, new regional mobility targets, and Climate Friendly and Equitable Communities. She provided a timeline for updating the TSP.

Kendall Reid, Parks and Recreation Director, reviewed the Systems Deferred Maintenance Assessment. He said this information would be integrated into the Parks Master Plan to help reduce the need for reactive repairs. Mr. Konkol clarified that improved facilities would reduce the need for future maintenance and reactive repairs.

Ms. Webb reviewed the tasks accomplished to review System Development Charges (SDCs) and utility rates and confirmed that this goal is complete.

Mr. Konkol discussed prioritization of the implementation of the IT Strategic Plan. He said a website redesign which includes more robust citizen engagement is in the works. Mike Dobaj, IT Director, said the IT plan includes discussions with department heads to address their needs and streamline procedures but that now discussions will include a security focus and an internal security audit.

Mr. Reid reviewed Goal 2, Strategy 2.5, discussing statistically valid surveys and confirming that multiple open houses would be upcoming to complete the Parks Master Plan.

Mr. Graham discussed community-wide fiberoptics for homes and businesses throughout Oregon City as part of Goal 2, Strategy 2.6.

Mr. Konkol reviewed the development of a Citywide Facilities Master Plan. He reviewed a kick-off meeting to consolidate building and property ownership and discussed work with Scott Edwards Architecture, LLP to provide facility site plans, building drawings, and layouts. Mr. Konkol reviewed recently purchased sites such as the Henrici Reservoir and said a City Commission presentation to address long-term plans for Oregon City facilities would take place in July or August.

Jarrod Lyman, Communications Manager, reviewed Goal 3.1 and announced upcoming interviews to hire a Community Engagement Specialist.

Chief Band reviewed the City's homelessness strategy plan which is complete. He reiterated that homelessness is a regional problem and that regional funding and momentum exist to address it. He said partnerships with other governments are going well and that the City has grown more efficient in providing services for homelessness.

Mr. Graham said the Citywide Economic Development Strategic Plan is approximately seventy percent complete. He said that Goal 5, Strategy 5.2 is complete. Mr. Graham said a plan to distribute funds for summer events was drafted as part of Strategy 5.3 and that tourism would be outsourced to a destination management organization. Strategy 5.4 includes streamlining an online application process for events.

Ms. Hurd-Ravich reported that the first part of Strategy 6.2 was accomplished via the adoption of middle housing code amendments in June 2022. A review of housing policies and options as part of the larger middle housing implementation discussion will occur in a joint work session with the Planning Commission on March 7, 2023. Strategy 6.1 will be informed by upcoming State legislation and the actions taken under the second part of Strategy 6.2.

Mr. Konkol said several meetings with multiple tribes and their representatives have taken place as part of Strategy 7.1. He said this strategy has a lot to do with listening and relationship-building with regard to development.

Mr. Graham reviewed Oregon City's work with the Concierge Institute as part of Strategy 7.2. He commended the work of the Arts Commission as part of Strategy 7.3. Mr. Graham said Strategy 7.4 would take time but that he is excited to work with the Arts Commission on it.

Strategy 8.1 was put on hold due to staff capacity and the implementation and completion of existing projects and programs.

6. 8:15 PM - Wrap Up

Mr. Bacon asked the commission to consider what type of direction to give staff tomorrow for the implementation of plans that have been put in place.

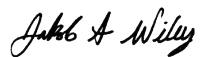
7. Background Materials

Background materials related to the 2023 Oregon City Community Survey results were provided.

ADJOURNMENT

The meeting was adjourned at 8:27 PM.

Respectfully submitted,



Jakob S. Wiley, City Recorder