



CITY OF CENTRAL POINT

Oregon

City Council Meeting Agenda Thursday, November 17, 2022

Mayor
Hank Williams

Ward I
Neil Olsen

Ward II
Kelley Johnson

Ward III
Melody Thueson

Ward IV
Taneea Browning

At Large
Rob Hernandez

At Large
Michael Parsons

Next Res(1724) Ord (2091)

I. REGULAR MEETING CALLED TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

IV. PUBLIC COMMENTS

Public comment is for non-agenda items. If you are here to make comments on a specific agenda item, you must speak at that time. Please limit your remarks to 3 minutes per individual, 5 minutes per group, with a maximum of 20 minutes per meeting being allotted for public comments. The council may ask questions but may take no action during the public comment section of the meeting, except to direct staff to prepare a report or place an item on a future agenda. Complaints against specific City employees should be resolved through the City's Personnel Complaint procedure. The right to address the Council does not exempt the speaker from any potential liability for defamation.

V. CONSENT AGENDA

A. Approval of October 27, 2022 City Council Minutes

VI. ITEMS REMOVED FROM CONSENT AGENDA

VII. ORDINANCES, AND RESOLUTIONS

- A. Ordinance No. ____ Making Certain Determinations and Findings Relating to and Approving the Downtown & East Pine Street Corridor Revitalization Plan Amendment and Directing That Notice of Approval be Published (Clayton)
- B. Resolution No. ____ Intergovernmental Agreement with the Department of Land Conservation and Development (DLCDD) for Climate Friendly Area Study (Holtey)
- C. Resolution No. ____ A Resolution Approving the 2023 Revised Management Compensation Plan (Simas)
- D. Resolution No. ____ A Resolution Approving the Revised 2022-2023 Classification Pay Plan (Simas)

VIII. BUSINESS

IX. MAYOR'S REPORT

X. CITY MANAGER'S REPORT

XI. COUNCIL REPORTS

XII. DEPARTMENT REPORTS

XIII. ADJOURNMENT

Individuals needing special accommodations such as sign language, foreign language interpreters or equipment for the hearing impaired must request such services at least 72 hours prior to the City Council meeting. To make your request, please contact the City Recorder at 541-423-1026 (voice), or by e-mail to Deanna.casey@centralpointoregon.gov.

Si necesita traductor en español o servicios de discapacidades (ADA) para asistir a una junta publica de la ciudad por favor llame con 72 horas de anticipación al 541-664-3321 ext. 201

CITY OF CENTRAL POINT

Oregon

City Council Meeting Minutes Thursday, October 27, 2022

I. REGULAR MEETING CALLED TO ORDER

The meeting was called to order at 7:00 PM by Mayor Hank Williams

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

Attendee Name	Title	Status	Arrived
Hank Williams	Mayor	Present	
Neil Olsen	Ward I	Present	
Kelley Johnson	Ward II	Present	
Melody Thueson	Ward III	Present	
Taneea Browning	Ward IV	Remote	
Rob Hernandez	At Large	Absent	
Michael Parsons	At Large	Present	

Staff members present: City Manager Chris Clayton; City Attorney Riley MacGraw; Police Captain Scott Logue; Parks and Public Works Director Matt Samitore (Remote); IT Director Jason Richmond (Remote); Senior Accountant Rachel Neuenschwander.

IV. SPECIAL PRESENTATIONS

V. PUBLIC COMMENTS

John Blacksher addressed the Council regarding concern of an increase in property taxes. Shared his disappointment in the police departments in the Rogue Valley regarding the problems with the homeless.

VI. CONSENT AGENDA

RESULT:	APPROVED [UNANIMOUS]
AYES:	Williams, Olsen, Johnson, Thueson, Browning, Parsons
ABSENT:	Rob Hernandez

A. Approval of October 13, 2022 City Council Minutes

Minutes were approved with the following changes, Proclamation - Lung Cancer Awareness Month should read smoking cessation not sensation.

B. OLCC Application - Schmizza Pub & Grub

VII. ITEMS REMOVED FROM CONSENT AGENDA

VIII. PUBLIC HEARING

Minutes Acceptance: Minutes of Oct 27, 2022 7:00 PM (CONSENT AGENDA)

A. Public Hearing and First Reading - An Ordinance Making Certain Determinations and Findings Relating to and Approving the Downtown & East Pine Street Corridor Revitalization Plan Amendment and Directing That Notice of Approval be Published

City Manager Chris Clayton read the public hearing notice.

Mr. Clayton presented the first reading of the Ordinance Making Certain Determinations and Findings Relating to and approving the Downtown & East Pine Street Corridor Revitalization Plan Amendment and Directing that Notice of Approval be published.

Mayor Williams opened the public hearing.

Pete Stevens, Bush St resident.

He questioned what is going to happen to the park land that the Community Center was going to originally be built off of Bush St, he is requesting a drinking fountain be added on the Pine Street Corridor. There were also concerns of the new community center project with Jackson County who is running it and who is responsible for maintenance. Had concerns over the street lights that will be used, the antique lights are nice but do not allow for good view of the night sky.

John Blacksher, Forest Glen Dr. resident.

He has concerns of security walking through the Greenway at night.

Jeff Barber, Beall Ln resident.

He had questions regarding the estimated expenses wanting more detail on the Pfaff park restrooms, and had a questioned regarding the where the Urban Renewal Taxes come from.

Sharon Yeager, Columbine Way resident.

She loves the city and all the upgrades that have been happening and is favor of the upgrades coming to the Greenway.

No one else came forward and Mayor Williams closed the public hearing.

Mr. Clayton answered the questions of the public:

- Mr. Stevens questions regarding the drinking fountains he will speak with the public works director about adding some. There have been no new plans have been made with the land at this time, until the agreement is put in place with the joint community center with Jackson County, there is a tremendous amount of need for field space. If a different project does come up it will go through the process as a new project.
- Mr. Barbers questions regarding the Pfaff Restroom, Mr. Clayton explained that the old bathroom was demolished and a new pre-constructed building was installed the cost was \$175,000, site work for plumbing and electric the actual cost was about \$240,000. In terms of how the taxes are collected, it is

the division of tax calculation that are generated from the assessed value from inside the urban renewal district all properties will have the urban renewal tax on their property tax bill. Those taxes that are listed for Urban Renewal would be going to the other taxing districts.

- Mr. Blackshere questions regarding security on the greenway. Mr. Clayton stated that absolutely security, since the 2020 Fires the police department are out there daily patrolling the Greenway.
- The question regarding who is responsible for the Community Center, during an evacuation the County will be suing the facility nonstop, outside of that the Parks and Recreation staff offices would be in the new building and in charge of running the community center, and the maintenance would be split at this time those numbers have not been determined.

Melody Thueson moved to second reading An Ordinance Making Certain Determinations and Findings Relating to and Approving the Downtown & East Pine Street Corridor Revitalization Plan Amendment and Directing that Notice of Approval be Published.

RESULT:	1ST READING [UNANIMOUS]
MOVER:	Melody Thueson, Ward III
SECONDER:	Kelley Johnson, Ward II
AYES:	Williams, Olsen, Johnson, Thueson, Browning, Parsons
ABSENT:	Rob Hernandez

IX. ORDINANCES, AND RESOLUTIONS

A. Ordinance No. _____, an Ordinance Amending in Part Central Point Municipal Code Chapter 8.02 Regarding Chronic Nuisance Property and Chapter 8.45 Regarding Public Nuisance Remedy

City Attorney Riley MacGraw presented the second reading of the Ordinance Amending in Part Central Point Municipal Code Chapter 8.02 Regarding Chronic Nuisance Property and Chapter 8.45 Regarding Public Nuisance Remedy with the recommended corrections as stated at the first reading at the October 13, 2022 meeting.

Kelly Johnson moved to approve Ordinance No 2090, an Ordinance Amending in Part Central Point Municipal Code Chapter 8.02 Regarding Chronic Nuisance Property and Chapter 8.45 Regarding Public Nuisance Remedy.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Kelley Johnson, Ward II
SECONDER:	Michael Parsons, At Large
AYES:	Williams, Olsen, Johnson, Thueson, Browning, Parsons
ABSENT:	Rob Hernandez

X. BUSINESS

A. OMA/LOC Memorandum Regarding Partnership Needed to Solve Statewide Homelessness Emergency

Mr Clayton presented to the council the Oregon Mayors Association (OMA)/ League of Oregon Cities (LOC) memorandum regarding a partnership needed to solve statewide homelessness emergency, that would provide State backed revenue to communities to deal with homelessness.

Council is in favor for the city to provide a letter of support to be sent to the League of Oregon Cities to support the proposal. .

XI. MAYOR'S REPORT

Mayor Williams reported that:

- He attended the Ribbon Cutting and the Real Estate Office on Freeman Rd.
- He attended the Study Session at the Water Treatment Plant.

XII. CITY MANAGER'S REPORT

City Manager Chris Clayton reported that:

- He has received a few phone calls regarding the trees at the Post Office being cut down, they did consult and arborist and they were dead and dangerous they are limbing up the other ones in hopes they will remain.
- Ahuava Bagels Ribbon cutting is at 8:30am tomorrow morning.
- Shepard of the Valley Church is interested in building a school next to the church.
- Last Thursday evening a Public Works truck was stolen from the PW Yard found in Ruch and had very minimal damage.
- On Nov 7 at the Mace Building at Jackson County Expo a Ceremony swearing in Mike Hussey as the new Fire District 3 Chief.

XIII. COUNCIL REPORTS

Council Member Melody Thueson reported that:

- She attended the study session
- She attended two district 6 school board meetings on at Patrick Elementary and one at Jewett.

Council Member Mike Parsons reported that:

- He attended the Study Session at the Medford Water Commission Duff facility
- He attended the Rogue Valley Sewer System October Board of Directors meeting and luncheon. The City of Gold Hill was represented, and explained their current status with their “non-compliance” at the board meeting.

- He attended the Jackson County Local Public Policy Coordinating Council Meeting. Primary topic was Domestic Violence Survivor Services, and the Jackson County District Attorney Victims Assistance Programs.
- The CPPD Volunteers Program interviewed an impressive volunteer candidate, and that candidate is now in the background check process.

Council Member Kelly Johnson reported that:

- She did not get to go on the Water
- RVCOG Executive Board Meeting - Anne Marie has accepted her contract to stay as the director. They have hired a financial director and are still looking for and HR director and to replace the planning director.
- Working with the Alert Wild Fire, we are now 11th on the list 75% chance of getting funding.

Council Member Neil Olsen reported that:

- He attended the Study Session at the Water Treatment Plant
- He attended the School Board Meeting

Council Member Tanea Browning reported that:

- She attended the Study Session at the Duff Treatment Plant
- She attended the Water Commission meeting in Medford covered project cost and processes.
- She continues to work on the Innovation hub feasibility committee facilitated by SOREDI, currently reviewing RFP's for consultant.
- She attended the ribbon cutting at the Real Estate Office in the new Freeman Building with the Central Point Chamber.
- The League of Oregon Cities Executive Director Recruitment process should be completed by December board meeting.

XIV. DEPARTMENT REPORTS

Police Capitan Scott Logue reported that:

- The Police Department has had some significant cases, detectives have been called out a lot but have been resolving some cases.
- The stolen Vehicle, he was notified as soon as it was found out, and as a group effort within two hours they had the vehicle back and the suspect in custody.
- Medford had an incident today that Central Point assisted on regarding a stolen vehicle, ramming a police car and then fleeing and crashing and barricading in a warehouse.

XV. EXECUTIVE SESSION ORS 192.660(2)(h) Legal Counsel and ORS 192.660(2)(e) Real Property Transactions

Mike Parsons moved to adjourn into Executive Session under ORS 192.660(2)(e)(h) Legal Counsel. All said aye and the meeting was adjourned to executive session at 8:27 p.m.

- A. **ORS 192.660(2)(h) Legal Counsel**
- B. **ORS 192.660(2)(e) Real Property Transactions**

XVI. ADJOURNMENT

No additional action was taken after the Executive Session. The meeting was adjourned at 9:53 p.m.

The foregoing minutes of the October 27, 2022, Council meeting were approved by the City Council at its meeting of _____, 2022.

Dated: _____
Mayor Hank Williams

ATTEST:

City Recorder

Minutes Acceptance: Minutes of Oct 27, 2022 7:00 PM (CONSENT AGENDA)

the Amendment, the Downtown & East Pine Street Corridor Revitalization Plan Area (Area) will consist of approximately 514 acres of land including rights of way, still within the 25% limitation of urban renewal acreage in a city.

The Plan is projected to continue tax increment revenue collection through FYE 2039. At that time, the urban renewal area is anticipated to be terminated and the properties would go back on the regular roll.

PUBLIC NOTICE

Notice to citizens of consideration of an ordinance was given via utility bills. Notice was also placed on the City of Central Point website.

PROCESS

The process for approval has included the following steps, in accordance with ORS 457.

1. Preparation of a plan including opportunity for citizen involvement. All meetings listed below were open public meetings. In addition, information was posted to the City of Central Point website.
2. August 11, 2022 Central Point Development Commission review of the proposed Amendment and accompanying Report and motion to forward it to the Public Review process.
3. Review and recommendation by the Central Point Planning Commission. The Planning Commission reviewed the Amendment on October 4, 2022 and adopted Findings of Fact and Conclusions of Law that the Amendment conformed to the Central Point Comprehensive Plan.
4. Notice to all citizens of Central Point of a hearing on the ordinance before the City Council via utility bills.
5. Forwarding a copy of the proposed Amendment and the Report to the governing body of each taxing district. The formal taxing districts letters were sent out on August 12, 2022.
6. The Jackson County briefing occurred on October 18, 2022. They voted on a Resolution to approve the amendment on October 26, 2022.
7. Hearing by City Council and adoption of the proposed Amendment and accompanying Report by a non-emergency ordinance. The ordinance must be a non-emergency ordinance, which means that the ordinance does not take effect until 30 days after its approval and during that period of time may be referred to Central Point voters if a sufficient number of signatures are obtained on a referral petition.

ORDINANCE PUBLICATION

The ordinance also calls for publication of a notice that the Council has adopted the ordinance, for the recording of the Amendment by the Jackson County Clerk and for transmitting the Amendment to the Jackson County Assessor.

CITY COUNCIL RECOMMENDATION AND VOTE

Staff recommends that the City Council:

1. Review and discuss the proposed Downtown & East Pine Street Corridor Revitalization Plan Amendment.
2. Open the public hearing and take testimony on the Amendment.
3. Vote on the Amendment at the November 17, 2022 City Council meeting.

STAFF RECOMMENDATION

Staff recommends the City Council hold a public hearing on the Amendment conduct the first reading and move the ordinance to a second reading at the November 17, 2022 City Council meeting.

RECOMMENDED MOTION

I move to second reading an ordinance making certain determinations and findings relating to and approving the downtown & east pine street corridor revitalization plan amendment and directing that notice of approval be published.

ATTACHMENTS:

1. 102722 Ordinance UR Plan Amendment_Final
2. 1_Plan Amendment - Exhibit A
3. 2_Report on Plan Amendment Exhibit B
4. Planning Commission Findings_Exhibit C
5. JC Order Exhibit D

ORDINANCE NO. _____

**AN ORDINANCE MAKING CERTAIN DETERMINATIONS AND FINDINGS
RELATING TO AND APPROVING THE DOWNTOWN & EAST PINE STREET
CORRIDOR REVITALIZATION PLAN AMENDMENT AND DIRECTING THAT
NOTICE OF APPROVAL BE PUBLISHED**

Recitals:

- A. The Central Point Development Commission (“CPDC”), as the duly authorized and acting urban renewal agency of the City of Central Point, Oregon (“City”), is proposing to undertake certain urban renewal activities in a designated area within the City pursuant to ORS Chapter 457.
- B. The CPDC, pursuant to the requirements of ORS Chapter 457, has caused the preparation of the Downtown & East Pine Street Corridor Revitalization Plan Amendment attached hereto as Exhibit A (the “Amendment”). The Amendment authorizes certain urban renewal activities within the Downtown & East Pine Street Corridor Revitalization Plan Area (the “Area”).
- C. The CPDC has caused the preparation of a certain Urban Renewal Report attached hereto as Exhibit B (the “Report”) to accompany the Amendment as required under ORS 457.085(3).
- D. The CPDC forwarded the Amendment and Report to the Central Point Planning Commission (the “Planning Commission”) for review and recommendation. The Planning Commission considered the Amendment and Report on October 4, 2022 and adopted a finding attached hereto as Exhibit C (the “Planning Commission Findings of Fact and Conclusions of Law”) that the Amendment conformed with the Central Point Comprehensive Plan.
- E. The Amendment and the Report were forwarded on August 12, 2022 to the governing body of each taxing district affected by the Amendment, and the CPDC has thereafter consulted and conferred with each taxing district.
- F. On October 18, 2022 the City met with representatives of Jackson County to review the Amendment, including proposed maximum indebtedness and for their October 26, 2022 approval of the Amendment through approval of a Resolution attached hereto as Exhibit D (the “County Resolution”) as a portion of the property in the Area is outside the city limits.
- G. The City Council has not received any written recommendation from the governing bodies of the affected taxing districts.
- H. On September 20, 2022, the City caused notice of the hearing to be held before the Council on the Amendment, including the required statements of ORS 457.120(3), to be mailed to utility customers within City’s

incorporated limits and to property owners of the unincorporated parcels within the Area.

- I. On October 27, 2022 the City Council held a public hearing to review and consider the Amendment, the Report, the recommendation of the Central Point Planning Commission and the public testimony received on or before that date and to receive additional public testimony.
- J. The City Council found that the Amendment conforms with all applicable legal requirements.
- K. After consideration of the record presented through this date, the City Council does by this Ordinance desire to approve the Amendment.

THE PEOPLE OF THE CITY OF CENTRAL POINT DO ORDAIN AS FOLLOWS:

Section 1 The Amendment complies with all applicable requirements of ORS Chapter 457 and the specific criteria of 457.095(1) through (7), in that, based on the information provided in the Report, the Central Point Planning Commission Recommendation, and the public testimony before the City Council:

1. The process for the adoption of the Amendment, has been conducted in accordance with the applicable provisions of Chapter 457 of the Oregon Revised Statutes and all other applicable legal requirements;
2. The area designated in the Amendment as the Downtown & East Pine Street Corridor Revitalization Plan Area is blighted, as defined by ORS 457.010(1) and is eligible for inclusion within the Amendment because of conditions described in the Report in the Section “Existing Physical, Social, and Economic Conditions and Impacts on Municipal Services”, including the existence of inadequate streets and other rights of way, open spaces and utilities and underdevelopment of property within the Area (ORS 457.010(1)(e) and (g));
3. The rehabilitation and redevelopment described in the Amendment to be undertaken by the CPDC is necessary to protect the public health, safety or welfare of the City because absent the completion of urban renewal projects, the Area will fail to contribute its fair share of property tax revenues to support City services and will fail to develop and/or redevelop according to the goals of the City’s Comprehensive Plan;
4. The Amendment conforms to the Central Point Comprehensive Plan and provides an outline for accomplishing the projects described in the Amendment, as more fully described in Section Appendix, Exhibit 4 of the Amendment and in the Planning Commission Findings of Fact and Conclusions of Law ;
5. No residential displacement will occur as a result of the acquisition and disposition of land and redevelopment activities proposed in the

Amendment and therefore the Amendment does not include provisions to house displaced persons;

6. No acquisition of property is anticipated as a result of the Amendment. If property is acquired for right of way improvements, it will be added to the Plan as property to be acquired.
7. Adoption and carrying out the Amendment is economically sound and feasible in that eligible projects and activities will be funded by urban renewal tax revenues derived from a division of taxes pursuant to section 1c, Article IX of the Oregon Constitution and ORS 457.440 and other available funding as more fully described in Sections II, III, IV, V, VI, VII, VIII of the Report;
8. The City shall assume and complete any activities prescribed it by the Amendment; and
9. The CPDC consulted and conferred with affected overlapping taxing districts prior to the Amendment being forwarded to the City Council.

Section 2 The Downtown & East Pine Street Corridor Revitalization Plan Amendment is hereby approved based upon review and consideration by the City Council of the Amendment and Report, the Central Point Planning Commission Recommendations, each of which is hereby accepted, the approval of Jackson County via adoption of a Resolution and the public testimony in the record.

Section 3 The City Manager shall forward forthwith to the CPDC a copy of this Ordinance.

Section 4 The CPDC shall thereafter cause a copy of the Amendment to be recorded in the Records of Jackson County, Oregon.

Section 5 The City Manager, in accordance with ORS 457.115, shall publish notice of the adoption of the Ordinance approving the Amendment including the provisions of ORS 457.135, in the _____ no later than four days following adoption of this Ordinance.

Section 6 Codification. Provisions of this Ordinance shall be incorporated in the City Code and the word Ordinance may be changed to “code”, “article”, “section”, “chapter”, or other word, and the sections of this Ordinance may be renumbered, or re-lettered, provided however that any Whereas clauses and boilerplate provisions need not be codified and the City Recorder is authorized to correct any cross references and any typographical errors.

Section 7 Effective Date. The Central Point City Charter states that an ordinance enacted by the council shall take effect on the thirtieth day after its enactment. The effective date of this ordinance will be the thirtieth day after the second reading.

Pg. 3 Ordinance No. _____ (11/17/2022)

Passed by the Council and signed by me in authentication of its passage
this ____ day of _____, 20__.

Mayor Hank Williams

ATTEST:

City Recorder

Pg. 4 Ordinance No. _____ (11/17/2022)

Proposed new text is shown in double-underline.

Deleted text is shown in ~~strikethrough~~.

Explanatory language shown in *italics*.

DOWNTOWN & EAST PINE STREET CORRIDOR REVITALIZATION PLAN SUBSTANTIAL AMENDMENT 2022

Only the proposed changes are shown in this amendment, the current plan can be viewed at:

<https://www.centralpointoregon.gov/urbanrenewal>

Section 1.1 INTRODUCTION

The first substantial amendment was developed in 2022 to remove property, add property and projects to the urban renewal area. The removed properties are not taxable and projects are not contemplated on them. The added properties will enable the Agency to allocate funding to the Bear Creek Greenway design and implementation, to add the Beebe Road Bridge Extension and to place the future community center within the urban renewal area boundary to allow funding to be allocated to the project.

Section 1.2 CITY AND AGENCY RELATIONSHIP

No changes to this section

Section 1.3 DEFINITIONS

No changes to this section

Section 1.4 LEGAL BOUNDARY

The Urban Renewal Area contains ~~446.3~~514 acres accounting for ~~15.5%~~ 17.7% of the City's total acreage. The legal description and illustration of the boundary of the Urban Renewal Area are described as follows: (the Legal Description (Exhibit 1) Boundary Map, Exhibit 2 and Urban Renewal Area Tax lot Inventory, Exhibit 3. were updated in the 2022 Amendment)

Section 1.5.4 CONSISTENCY WITH THE COMPREHENSIVE PLAN

This Plan has been prepared in conformity with the City's adopted Comprehensive Plan including its goals, policies, procedures and implementing provisions, as exist on the effective date of this Urban Renewal Plan, or as may be amended from time to time, which is hereby incorporated by reference as if it were included in full. See Appendix, Exhibit 4. Relationship to Comprehensive Plan.

SECTION 1.6 1

To achieve the goals and objectives of this Plan the following activities may be undertaken by the Central Point Development Commission, or caused to be undertaken by others, in accordance with applicable Federal, State, County and City laws, policies and procedures and in compliance with the provisions of this Plan. The Central Point Development Commission's responsibility for all activities identified in the Plan is subject to the availability of appropriate funding.

1.6.1 URBAN RENEWAL PROJECTS AND ACITIVITIES

2. EAST PINE STREET IMPROVEMENTS. Improve the streetscape along that section of East Pine Street between the Downtown Core Area and Hamrick Road. Streetscape improvements may include curb and gutter, sidewalks, crosswalks, street trees, tree grates, street lights, plazas, gateways, portal signage on I-5, and street furniture. All streetscape improvements shall be constructed in accordance with an

approved streetscape master plan East Pine Street. 2022 Note – A portion of this project has been completed (1st to 6th Street on Pine Street).

5. INTERSECTION SIGNALIZATION. Install/upgrade/modify traffic signals at the following intersection:

- a. **Twin Creeks RR-Xing.** Install new signalized intersection at Hwy. 99 and Twin Creeks Dr. including a new railroad crossing at Twin Creeks Dr. Improvements shall include, but not be limited to easement acquisition, curb and gutter, street surface improvement, railroad crossing signalization, Hwy. 99 signalization, sidewalks, street lights, and landscaping; 2022 update: project completed.

6. OFF-STREET PARKING FACILITIES. All public parking constructed under the provisions of this Section shall comply with the objectives and policies of the City of Central Point Comprehensive Plan and the City of Central Point Transportation System Plan as applies to the Downtown, and with the applicable standards set forth in the Land Development Code.

- a. **Oak Street Parking Facility.** Design and construct a parking facility on the northwest corner of Oak Street and Third Street.
- b. **Manzanita Street Parking Facility.** Design and construct a parking facility on the southeast corner of Manzanita Street and First St. 2022 update: project completed.

9. PFAFF PARK RENOVATION. Renovate Pfaff Park including new landscaping, restroom facilities, playground equipment, and lighting. 2022 update: partially complete (restroom facilities).

10. FREEMAN ROAD UPGRADE TO COLLECTOR STREET STANDARDS. Between Oak St. and Hopkins Road rebuild Freeman Road to collector street standards, including curb, gutter, sidewalks, street lights, traffic control devices, and street trees. 2022 update: project completed.

11. BEEBE ROAD EXTENSION AND BRIDGE EXTENSION PENNINGER ROAD SOUTHERLY EXTENSION

Extend Beebe Road from its current intersection with Gebhard Road to the west through Jackson County Expo to connect with Penninger Road. Includes intersection improvements at Penninger & Beebe Roads and Beebe & Gebhard Roads. Extend Penninger Road south across Bear Creek to collector street standards to intersect with Hamrick; including intersection signal modifications at East Pine Street and Peninger, southerly bridge crossing and bike lanes. The specifics and timing of this project shall be based on a transportation analysis prior to commencement of construction.

13. CITY OF CENTRAL POINT COMMUNITY CENTER. Assist with the feasibility analysis, site and architectural design, land acquisition, and construction of a community center within the Area. The Agency's participation in the development of a community center shall be limited to the percentage of the total design and development costs, including land acquisition that can be reasonably attributed to serving the Area. 2022 update: The proposed Community Center now includes a possible location on Jackson County controlled land outside of Central Point city limits (Expo Property/Site). This property is being included into the urban renewal area in the 2022 amendment.

15. BEAR CREEK GREENWAY DESIGN AND IMPROVEMENTS.

Improve the publicly owned lands adjacent to the Bear Creek Greenway from E. Pine Street to the Table Rock Overpass. The newly created park system will balance passive and active areas, including walking paths, benches, tables, pavilions/gazebos, playgrounds, restrooms, bicycle improvements, and various recreational areas/opportunities. The Bear Creek Greenway Project was added as a result of the blight created by the 2020 wildfires with the intention of preventing a similar catastrophe in the future.

SECTION 1.7 MAXIMUM INDEBTEDNESS AND FINANCING MAXIMUM INDEBTEDNESS

No changes to this section

SECTION 1.8 ANNUAL FINANCIAL STATEMENT REQUIRED

No changes to this section

SECTION 1.9 CITIZEN PARTICIPATION

No changes to this section

SECTION 1.10 NON-DISCRIMINATION

No changes to this section

SECTION 1.11 RECORDING OF PLAN

No changes to this section

SECTION 1.12 PROCEDURES FOR AMENDMENTS TO THE URBAN RENEWAL PLAN

No changes to this section

SECTION 13 DURATION AND VALIDITY OF APPROVED URBAN RENEWAL PLAN

No changes to this section

Exhibit 1 is updated to include the boundary changes of the 2022 Amendment. (narrative legal description)

Exhibit 2 is updated to include the boundary changes of the 2022 Amendment.

Exhibit 2- Graphic Description of Urban Renewal Area with the 2022 Amendment

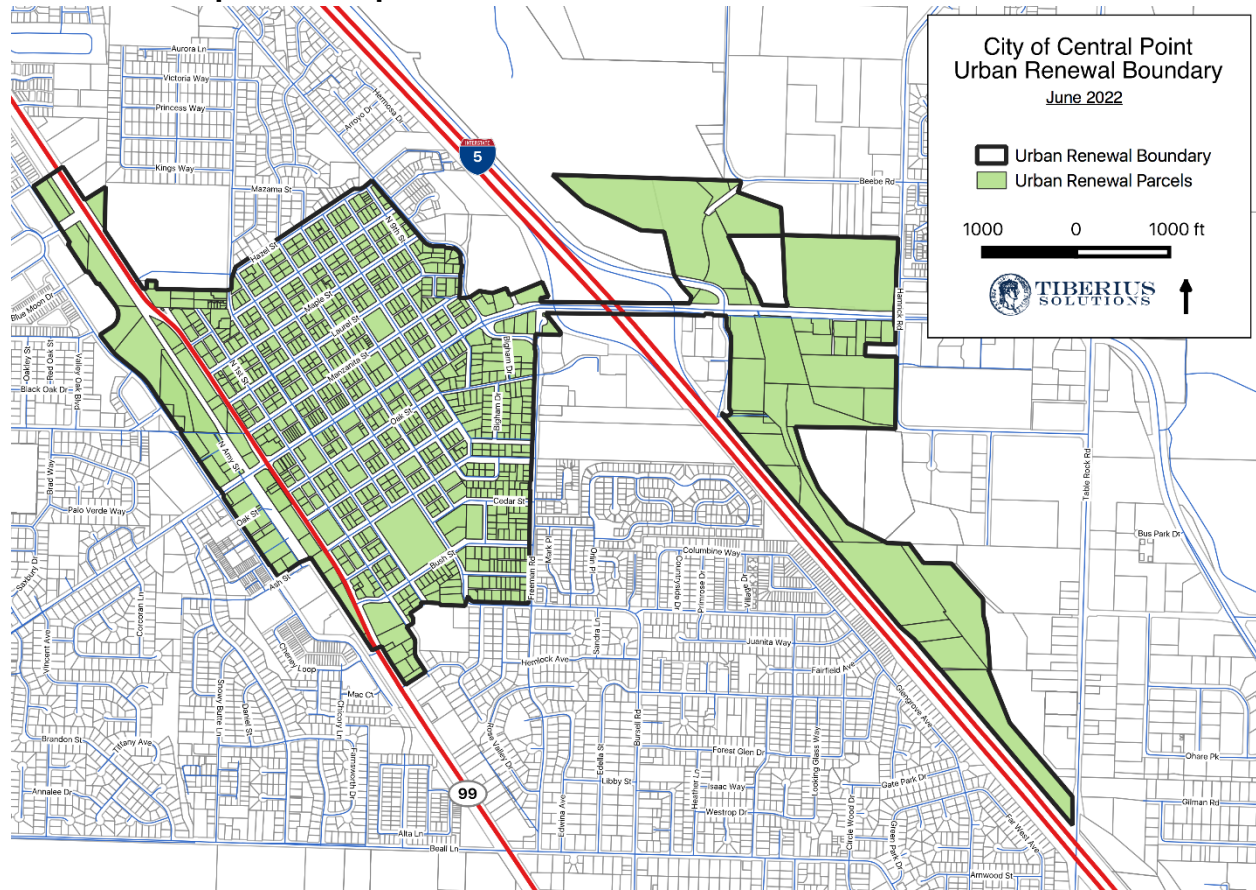


Exhibit 3 is updated to include the boundary changes of the 2022 Amendment.

Exhibit -3 Urban Renewal Area Tax Lot Inventory Changes

Properties Added		
Map Number	Account Number	Acreage
372W02D300	10195939	9.02
372W02D400	10998025	7.17
372W02D400	10195970	13.89
372W02D500	10195988	12.19
372W02D501	10992858	1.47
372W02D600	10195996	4.95
372W11A102	10799146	3.52
372W11A28100	10799152	1.38
372W12B501	10202983	2.55
372W12B502	10730828	13.21
372W12B505	10993098	4.25
372W12B600	10462312	13.91
372W02D700	10196009	1.88
	TOTAL	89.39
Properties Removed		
Map Number	Account Number	Acreage
372W11BC5300	10179641	1.76
372W11BC5302	10714077	0.10
372W11BC5303	10714085	0.10
372W11BC5000	10179674	0.46
372W11BC5301	10705457	0.66
372W11BC5200	10179658	3.60
	TOTAL	6.68

Appendix, Exhibit 4.
This entire section is new.
FINDINGS OF FACT AND CONCLUSIONS OF LAW
FOR
DOWNTOWN & EAST PINE STREET CORRIDOR REVITALIZATION PLAN AMENDMENT

Before the City of Central Point Planning Commission
Consideration of Downtown & East Pine Street Corridor Revitalization Plan Amendment
Compliance with the City of Central Point Comprehensive Plan

File No. UR-22001

Applicant: City of Central Point) Findings of Fact
140 South 3rd Street) and
Central Point, OR 97502) Conclusions of Law

I. Introduction

On March 8, 2012, the City of Central Point City Council approved the Downtown and East Pine Street Corridor Revitalization Plan (Urban Renewal Plan). Prior to the City Council’s approval, the Planning Commission determined the Urban Renewal Plan was consistent with the City of Central Point Comprehensive Plan. At this time, the City is amending the Urban Renewal Plan to accomplish the following objectives:

- Remove tax exempt properties purchased by School District #6 since 2012;
- Add land along the Bear Creek Greenway to fund and construct park improvements that balance active and passive recreation amenities with wildfire mitigation and habitat restoration;
- Add land being considered for a Joint Community Center with Jackson County (existing project, new possible location);
- Add land recently added to the Central Point Urban Growth Boundary (UGB) from the CP-3 Urban Reserve; and,
- Add the following projects:
 - Bear Creek Greenway park and fire mitigation plan; and,
 - Beebe Road Bridge Extension.

The existing and proposed Urban Renewal District boundaries are illustrated in Figures 1 and 2. The purpose of these findings is to demonstrate that the proposed Urban Renewal Plan Amendment is consistent with the Comprehensive Plan.

Attachment: 1_Plan Amendment - Exhibit A (1601 : Downtown & East Pine Street Corridor Revitalization Plan Amendment)

Figure 1 – Proposed Urban Renewal District Boundary Changes Map

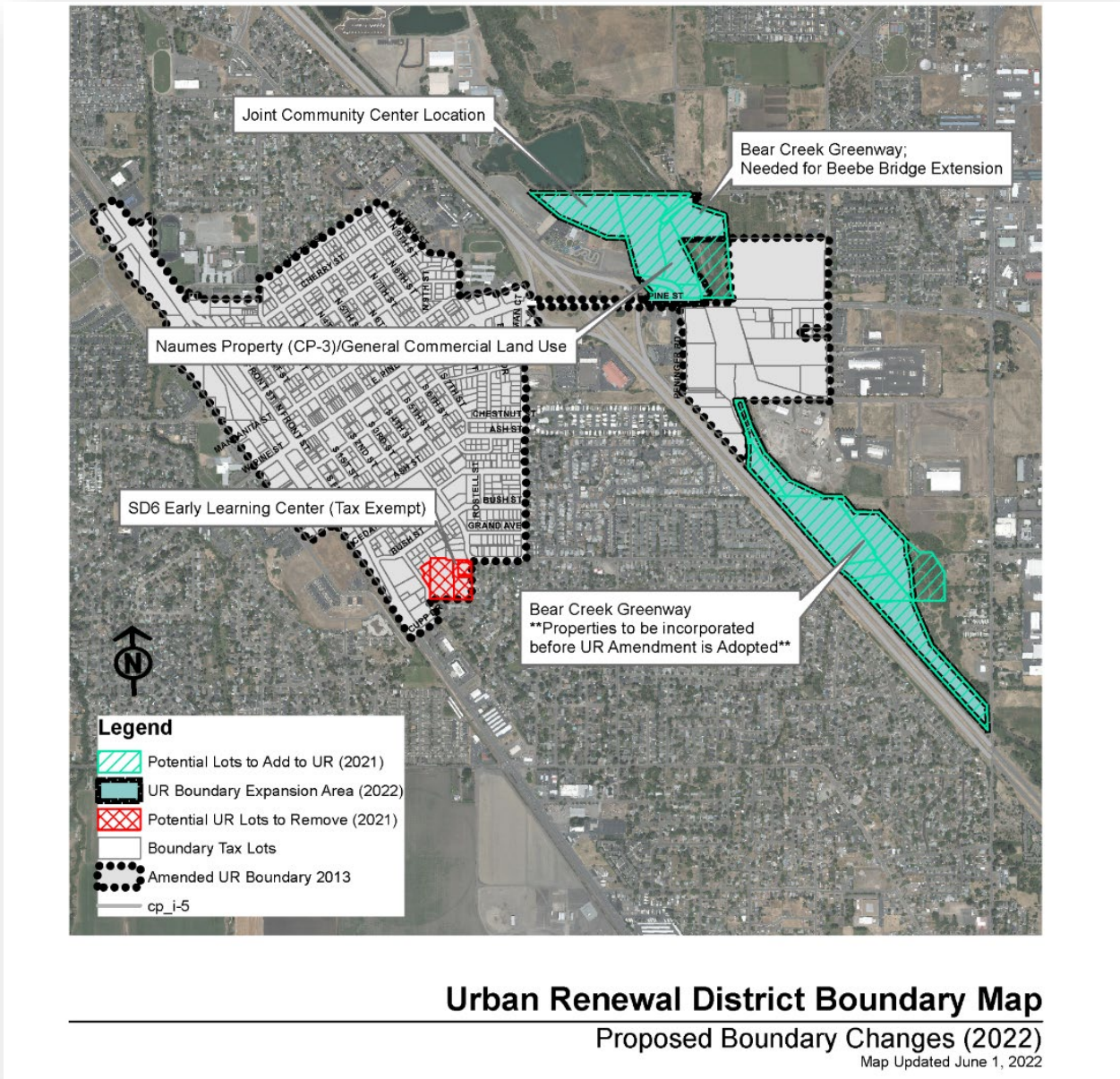
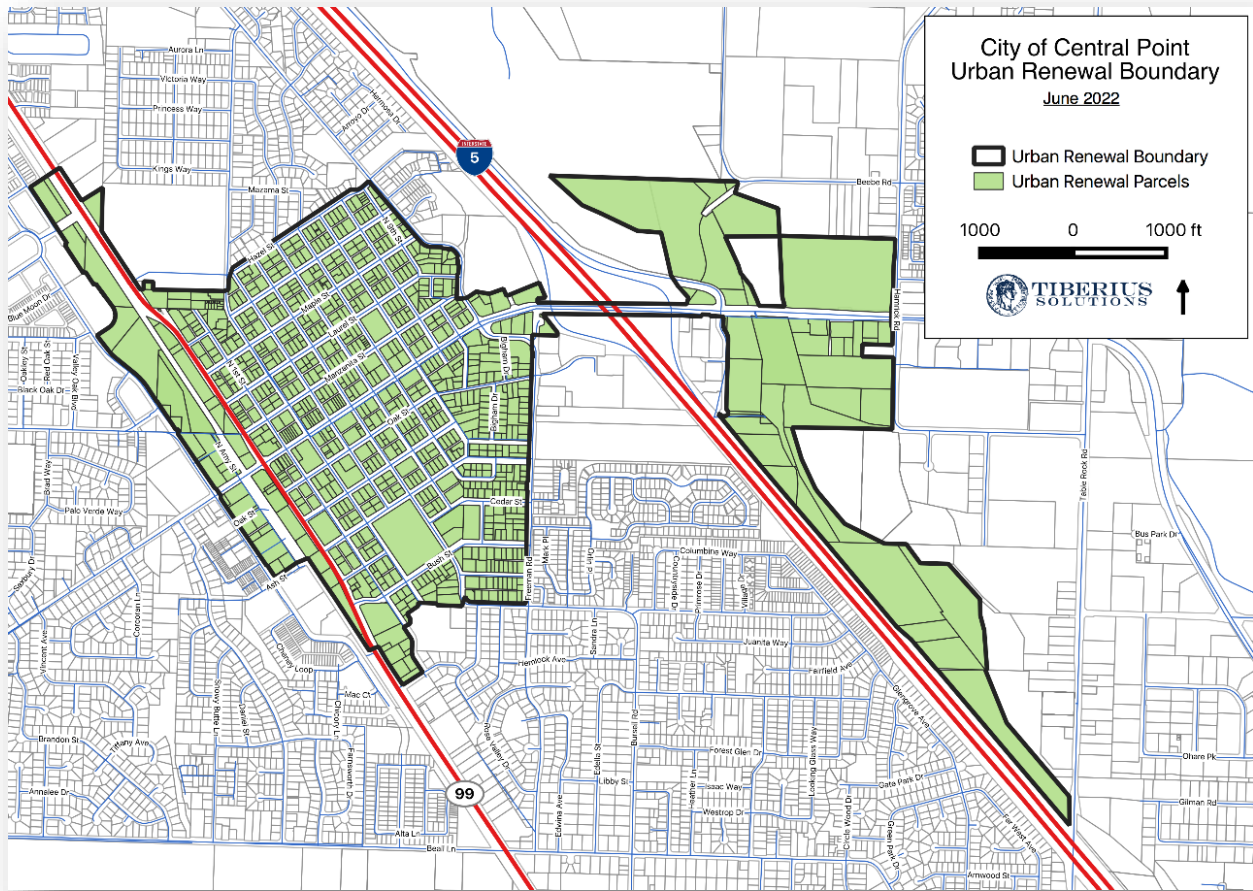


Figure 2 – Proposed Urban Renewal Boundary



II. Central Point Strategic Plan

The 2040 Strategic Plan establishes the community’s vision, mission, values and strategic priorities. Together, these components are intended to foster the community’s preferred vision for its future as articulated below:

Vision

“Central Point is a safe, family-friendly, livable community that cultivates its small-town feel by managing growth and inspiring meaningful connections between people and places.”

Mission

“Creating a family-friendly community that provides a better experience for those living working and doing business in Central Point.”

Values

There are seven (7) values articulated in the Strategic Plan. These are the principles that drive service delivery, planning and implementation of the strategic plan and day to day functions of the City. They are as follows:

1. Accountability – We value the ability to hold ourselves responsible for mistakes, apply what we have learned and move forward in a positive direction.
2. Community – We value a clean and attractive city that inspires meaningful connections to people and places.
3. Excellence – We value a consistently superior performance that surpasses requirements and expectations.
4. Service – We strive to provide the highest level of service possible in the most efficient and responsible manner.
5. Heritage – We value a simultaneous ability to preserve and invent our culture—that is, to conserve our city’s unique history and heritage while developing new expressions for current times.
6. Public Safety – We value a professional service-oriented public safety policy that provides a sense of safety/well-being in the city.
7. Resilience – We value the City’s ability to anticipate, prepare for, respond and adapt to incremental change and sudden (economic or market) disruptions in order to endure and prosper.

Strategic Priorities

1. Community Investment – This priority has to do with making physical, social and economic investments that support the community’s vision.
2. Community Engagement – Responsive and proactive governance requires quality communication between citizens, business and the City. This priority is geared toward building strong relationships and effective communication.
3. Community Culture – Central Point has a unique identify and culture. This priority aims to celebrate Central Point customs, arts, social institutions and achievements.
4. Responsible Governance – There are multiple facets to responsible governance from earning and retaining public trust, maintaining a strong financial position, to thoughtfully hiring and training employees, promoting volunteerism, and developing the policing program. Lastly, this area focuses on becoming a resilient city that has the capabilities needed to prevent, protect against, mitigate, respond to and recover from the threats and hazards that pose the greatest risk.
5. Vibrant Economy – Having a vibrant economy is the fuel for a healthy community. The City’s Strategic Plan focuses on managing growth, revitalizing downtown, connecting the east and west sides of the community and business attraction, support and investment.

The 2040 Strategic Plan is the foundation for the City’s Comprehensive Plan. It is important to acknowledge the proposed Urban Renewal Plan Amendment aligns with the community’s vision and strategic priorities.

Finding, 2040 Strategic Plan: *The Urban Renewal Plan provides a blueprint for revitalizing blighted areas in the Urban Renewal District boundary to increase public and private investments. In the case of the Urban Renewal Plan Amendment, the proposed changes include adding lands that will allow public investment to transform the Bear Creek Greenway. This natural open space areas was severely burned during the September 2019 wildfire that threatened the entire community. The proposed plan amendment to include the Greenway in the Urban Renewal District Boundary and to include the Bear Creek Greenway Park/Wildfire*

Mitigation project will allow public investment in active and passive recreation amenities designed to mitigate wildfire risk while also restoring valuable wetland and riparian habitat. These changes directly respond to Responsible Governance, Goal 6 regarding being a resilient City.

By bringing in employment land recently added to the UGB, the City is in a position to incentivize private investment in one of the few commercial properties that is visible from Interstate 5. This directly responds to the City's priorities concerning Community Investment and taking action to create a Vibrant Economy. It is important to note that this property is adjacent to the potential Joint Community Center site and will be served by the new Beebe Road Bridge Extension project that has been added as part of this amendment. The latter project is essential to providing increased connectivity between eastside residential properties with commercial properties to the west of Bear Creek.

The Community Center project is already in the Urban Renewal Plan. The addition of land for the potential Joint Community Center expands the City's opportunity to provide significant value at a minimal cost by collaborating with Jackson County. This project speaks to priorities for Community Investment and Responsible Governance by providing enhanced services and facilities in fiscally responsible manner.

Lastly, there has been extensive communication with Central Point citizens and businesses about the changes articulated in the Plan Amendment. Community engagement included but is not limited to the Open House, written notices and public meetings specific to the proposed Urban Renewal Plan Amendment. It has also included the extensive planning efforts that went into developing the Bear Creek Greenway Fire Area Master Plan, exploring the Central Point Community Center design as a standalone facility and as a Joint facility operated in partnership with Jackson County, and the Urban Growth Boundary Amendment. Although each of these is a project unto themselves, together they have informed the proposed Urban Renewal Plan Amendment. Adoption of this plan will provide the investment incentives necessary to bring these projects to fruition as envisioned by the community.

Conclusion, 2040 Strategic Plan: *The proposed Urban Renewal Plan Amendment is consistent with and directly responds to many of the priorities, goals and strategies outlined in the 2040 Strategic plan.*

III. Comprehensive Plan

The goal of the Central Point Comprehensive Plan is "To determine future growth of the present City to the mutual benefit of the public by consideration of proper land use planning incorporating statewide goals and guidelines in the adoption of policies to ensure a logical, orderly planning process." This goal is supported by nine (9) general policies as follows:

1. Provide for an orderly and reasonable expansion of the Central point urbanizing area.
2. Encourage the enhancement of private property values and quality of life through compatible arrangement of land uses.
3. Provide flexibility of residential neighborhoods and housing opportunities to meet the changing needs of a growing population.
4. Provide well balance and convenient shopping opportunities for the residents of the Community.

5. Provide ease of access and circulation throughout the Community through an improved circulation/transportation system, and properly planned extensions to that system
6. Provide increased localized employment opportunities within the community through the expansion of the commercial and industrial base.
7. Provide for the logical and most economical expansion of community facilities and services to accommodate the Plan's proposed land uses and continued growth of the City.
8. Ensure the protection and enhancement of existing natural environmental features and productive agricultural lands through responsible land use planning and development controls.
9. Plan for a system of parks and recreation facilities, areas and opportunities that is accessible to all residents and in balance with growth and development.

Policies aimed more specifically at the implementation of each aspect of the Comprehensive Plan are contained in each of the following ten Plan elements:

1. Citizen Involvement Element
2. Urbanization Element
3. Housing Element
4. Environmental Management Element
5. Parks and Recreation Element
6. Public Facilities and Services Element
7. Economic Element
8. Energy Utilization and Conservation Element
9. Transportation System Plan
10. Land Use Element

Each Element is comprised of goals and policies. The Urban Renewal Plan Amendment has been reviewed against these goals and policies. Those affected by the proposed amendment include goals and policies related to Citizen Involvement and Parks & Recreation are addressed herein. The other Comprehensive Plan Elements are not implicated by the proposed amendment and are not addressed further in these findings.

I. Citizen Involvement

The Citizens Involvement Element is derived from the Statewide Planning Goal No. 1, which is "to develop a citizen involvement program that insures the opportunity for citizens to be involved in all phases of the planning process." To attain this goal the City's Citizen Involvement Element includes six policies.

1. The Citizen Involvement Program shall involve a "cross-section" of affected citizens in all planning phases and shall include a recognized citizens advisory committee.
2. In order to assure effective communication with citizens, mechanisms shall be established, including such methods as newsletters, questionnaires, posters, and other available media, as appropriate.
3. Whenever possible, citizens shall be given the opportunity to be involved in all phases of the planning process, including (1) data collection, (2) plan preparation, (3) adoption, (4) implementation, (5) evaluation, and (6) revision.

4. The City will assure that all information used in the preparation of the Plan or related reports, is made available in an easy to understand form and is available for review at the community library, City Hall, or other location.
5. The City will be responsive to citizens or groups taking part in the planning process and all land use policy decisions will be documented in written form and available for public review.
6. Adequate human, financial and informational resources will be allocated for the citizens involvement program and such resources will be an integral component of the planning budget.

Finding, Citizen Involvement Policies 1 - 6: *The Urban Renewal Plan Amendment was prepared with an emphasis on citizens involvement. The Amendment addresses citizen concerns following the 2019 wildfire along the Bear Creek Greenway and the desire for and need to manage this area as a park facility for community benefits and safety. Additionally, the proposed Amendment adds land that may be the future site of a Joint Community Center/Emergency Evacuation Shelter with Jackson County. Citizens have expressed support for a Community Center in Community Survey. Availability of the draft Urban Renewal Plan Amendment and opportunity for comment were posted on the City's web site. On August 11, 2022 the City conducted an Open House event to present and receive comments on the proposed changes. Written notice of the proposed plan amendment was hand delivered to all affected taxing districts on August 12, 2022. On September 20-21, 2022 the City mailed notice of the Planning Commission's consideration of the proposed amendment to utility billing customers within the existing and proposed Urban Renewal boundary. Citizens will have the opportunity to provide comments before the Planning Commission makes a formal recommendation to the City Council relative to the Plan Amendment's consistency with the Comprehensive Plan. Following the Planning Commission's recommendation, the City Council will consider the Urban Renewal Plan Amendment at a duly noticed public hearing on October 27, 2022.*

Conclusion, Citizen Involvement Policies 1-6: *Consistent.*

II. Parks Element

The Parks Element is supported by six (6) goals and fifty-one (51) policies in six categories, including: Community Engagement & Communication; Recreation Programming; Parks & Open Space; Trails and Pathways; Design, Development & Management; and, Facilities Development Plan. Responses to this Element focus on the proposed Urban Renewal Plan Amendment involving the Bear Creek Greenway Fire Area Master Plan and parks and recreation improvements it involves.

Goal 1: Encourage meaningful public involvement in park and recreation planning and inform residents through department communications.

Policies

- 1.1 Support the Parks and Recreation Commission (Commission) as the forum for public discussion of parks and recreation issues and conduct joint sessions as necessary between the Commission and City Council to improve coordination and discuss policy matters of mutual interest.
- 1.2 Involve residents and stakeholders in system-wide planning, park site facility design and recreation program development and continue to use a diverse set of communication and

informational materials to solicit community input, facilitate project understanding and build public support.

- 1.3 Support volunteer park improvement and stewardship projects from a variety of individuals, service clubs, faith organizations and businesses to promote community involvement in parks and recreation facilities.
- 1.4 Continue to promote and distribute information about recreational activities, educational programs, community services and events, and volunteer activities sponsored by the City and partner agencies and organizations.
- 1.5 Prepare and promote an updated park and trail facilities map for online and print distribution to highlight existing and proposed sites and routes.
- 1.6 Implement a comprehensive approach for wayfinding and directional signage to, and identification and interpretive signage within, park and trail facilities.
- 1.7 Survey, review and publish local park and recreation preferences, needs and trends periodically to stay current with community recreation interests.

Finding, Parks Element Policies 1.1 – 1.7: *There was significant public engagement in the development of the Bear Creek Greenway Fire Area Master Plan. The City formed an ad hoc committee that was part of the conceptual design process. Additionally, there were several advertised public meetings conducted by the Parks Commission, the Citizen’s Advisory Committee, Planning Commission and City Council. Once the Urban Renewal Plan Amendment is effective, the park facility planning and design will move to a more refined planning level that will include increased public involvement opportunities.*

Conclusion, Parks Element Policies 1.1 – 1.7: *The Bear Creek Greenway project involved residents and stakeholders as part of the conceptual facility planning process.*

Goal 2: Establish and maintain a varied and inclusive suite of recreation programs that accommodate a spectrum of ages, interests and abilities and promote the health and wellness of the community.

Policies

- 2.1 Expand and enhance the diversity of programs offered, focusing on programs that are in high demand or serve a range of users.
- 2.2 Enable programming and services to meet the needs of diverse users, including at-risk communities or those with special needs.
- 2.3 Maintain and enhance program scholarships, fee waivers and other mechanisms to support recreation access for low-income program participants.
- 2.4 Continue to pursue development of a multi-use community center that provides additional space for recreation programs.
- 2.5 Pursue opportunities to develop an indoor aquatic facility and recreation center, potentially in partnership with other organizations or agencies. Consider financial feasibility and long-term operations needs prior to design or construction of any new facility.
- 2.6 Implement and support special events, festivals, concerts and cultural programming to promote arts, health and wellness, community identity and tourism, and to foster civic pride.
- 2.7 Leverage city resources by forming and maintaining partnerships with public, non-profit and private recreation providers to deliver recreation services; coordinate with the school district for access to existing facilities (e.g. schools gymnasiums, tracks, fields) for community recreational use.

- 2.8 Explore partnership opportunities with regional healthcare providers and services, such as Providence, Asante and the Jackson County Health and Human Department, to promote wellness activities, healthy lifestyles and communications about local recreation facilities and the benefits of parks and recreation.
- 2.9 Periodically undertake a comprehensive evaluation of existing recreation program offerings in terms of persons served, customer satisfaction, cost/subsidy, cost recovery and availability of similar programs via other providers.

Finding, Parks Element Policies 2.1 – 2.9: *Urban Renewal Plan Amendment involves including land for and adding a project for planning and constructing the Bear Creek Greenway Fire Area Master Plan project. The Plan Amendment does not involve recreation programming.*

Conclusion, Parks Element Policies 2.1 – 2.9: *Not applicable.*

Goal 3: Acquire and develop a high-quality, diversified system of parks, recreation amenities and open spaces that provide equitable access to all residents.

Policies

- 3.1 Provide a level of service standard of 3.5 acres per 1,000 residents of developed core parks (community, neighborhood and pocket).
- 3.2 Strive to provide equitable access to parks such that all city residents live within one-half mile of a developed neighborhood park.
- 3.3 Prioritize park acquisition and development in underserved areas where households are more than ½-mile from a developed park.
- 3.4 Explore partnership with local utilities, public agencies and private landowners for easements for parkland, trail corridors and recreation facilities.
- 3.5 Pursue low-cost and/or non-purchase options to preserve open space, including the use of conservation easements and development agreements.
- 3.6 Continue to provide community gardens at suitable sites to provide opportunities for gardening, healthy eating and social connections.
- 3.7 Provide and maintain facilities for alternative or emerging sports, such as pickle-ball, disc golf, climbing and parkour, to offer residents a more diverse range of recreational experiences.
- 3.8 Coordinate with public agencies and private landowners for the protection of valuable natural areas and sensitive lands through the purchase of development rights, easements or title and make these lands available for passive recreation as appropriate.
- 3.9 Maintain and apply annually for Tree City USA status.
- 3.10 Manage vegetation in natural areas to support or maintain native plant species, habitat function and other ecological values; remove and control non-native or invasive plants as appropriate.

Finding, Parks Element Policies 3.1 – 3.10: *The Urban Renewal Plan Amendment reflects the City of Central Point's partnership with the City of Medford and Jackson County to transfer ownership of the Greenway properties to the City of Central Point. The purpose of the transfer is to provide greater control in managing the land to minimize wildfire hazard but also to add a parks and recreation facility that will be over 55 acres in size unique in its amenities (Figure 3).*

Figure 3 – Bear Creek Greenway Park Facility Design Concept



Conclusion, Parks Element Policies 3.1 – 3.10: Consistent.

Goal 4: Develop a high-quality system of multi-use trails and bicycle and pedestrian corridors that connects to regional trails and provides access to public facilities, neighborhoods and businesses to promote exercise, walking and biking.

Policies

- 4.1 Coordinate recreational path and trail system planning and development with the City’s and Jackson County’s Transportation System Plan to provide a comprehensive pedestrian and bicycle network. Coordinate with Medford’s pathway plans for improved connectivity. Create an updated Pedestrian and Bike Trails Plan.
- 4.2 Facilitate and provide improved pedestrian and bicycle connectivity from major shared-use paths, such as the Bear Creek Greenway, to parks and other destinations.
- 4.3 Coordinate with the Planning Department and integrate the siting of proposed path and trail segments into the development review process; require development projects along designated routes to be designed to incorporate path and trail segments as part of the project.
- 4.4 Expand the system of off-street trails by utilizing greenways, parks, utility corridors and critical areas as appropriate; purchase rights-of-way or easements as necessary.
- 4.5 Partner with local utilities, public agencies and private landowners to secure easements and access to open space for path and trail connections.
- 4.6 Implement trail, route and wayfinding signage for trails and associated facilities, informational maps and materials identifying existing and planned trail facilities.

- 4.7 Provide trailhead accommodations, as appropriate, to include parking, signage, restrooms and other amenities.
- 4.8 Promote the planning, design and implementation of safe pedestrian and bicycle routes during development review to encourage connectivity to parks, trails, schools and local goods and services. Safe connections should be required for new construction and retrofitted into older neighborhoods to promote community health and safe routes to destinations.

Finding, Parks Element Policies 4.1 – 4.8: *Inclusion of the Bear Creek Greenway property and park/wildfire mitigation project in the Urban Renewal Plan will provide a funding mechanism to plan and develop an enhanced trail system as conceptually illustrated in Figure 3. As shown, implementation of the Bear Creek Greenway project will balance passive and active areas, including walking paths, benches, tables, pavilions/gazebos, playgrounds, restrooms, bicycle improvements, and various recreational areas/opportunities.*

Conclusion, Parks Element Policies 4.1 – 4.8: *Consistent.*

Goal 5: Plan for a parks system that is efficient to maintain and operate, while protecting capital investment.

Policies

- 5.1 Develop and maintain all parks and facilities in a manner that keeps them in safe and attractive condition. Repair or remove damaged components immediately upon identification. Maintain and update an inventory of assets including condition and expected useful life.
- 5.2 Establish and utilize design standards to provide continuity in furnishings (e.g., signage, trash cans, tables, benches, fencing) and construction materials to reduce inventory and maintenance costs and improve park appearance.
- 5.3 Update the comprehensive Parks and Recreation Parks Element periodically to ensure facilities and services meet current and future community needs.
- 5.4 Formulate illustrative master plans for the development or redevelopment of each City park, as appropriate, to take advantage of grant or other funding opportunities.
- 5.5 Design parks and facilities to offer universal accessibility for residents of all physical capabilities, skill levels and age, as appropriate.
- 5.6 Incorporate sustainable development and low impact design practices into the design, planning and rehabilitation of new and existing facilities.
- 5.7 Estimate the maintenance costs and staffing levels associated with the acquisition, development or renovation of parks or open spaces, and pursue adequate long-term maintenance, life-cycle replacement and operation funding.
- 5.8 Develop and maintain minimum design and development standards for park and recreation amenities within private developments to address community facility needs, equipment types, accessibility, and installation procedures.
- 5.9 Update the comprehensive Parks and Recreation Master Plan periodically to ensure facilities and services meet current and future community needs.
- 5.10 Promote professional development opportunities that strengthen the skills and engender greater commitment from staff, Commission members and key volunteers, to include trainings, materials and/or affiliation with the National Recreation & Park Association (NRPA) and the Oregon Recreation & Parks Association (ORPA).

Finding, Parks Element Policies 5.1 – 5.10: *The Urban Renewal Plan Amendment’s inclusion of the Bear Creek Greenway land and park/wildfire mitigation project aligns with the policies directed at master planning an accessible, sustainable, attractive and recreationally diverse park facility. Specifically the Urban Renewal Plan Amendment provides funding necessary to refine the conceptual plan, support grant opportunities and ultimately to implement the final master plan.*

Conclusion, Parks Element Policies 5.1 – 5.10: *Consistent.*

Goal 6: Develop and implement a comprehensive facilities plan in cooperation and coordination with surrounding cities/county and school district.

Policies

- 6.1 Pursue and maintain effective partnerships with public, private and non-profit organizations to maintain parks and recreation facilities.
- 6.2 Formalize partnerships through inter-governmental agreements to meet mutual goals and objectives of all parties.
- 6.3 Coordinate program efforts with the School District for joint facility development and maintenance for parks, special event venues, athletic fields and other major facilities to increase availability of recreational opportunity to nearby residents..
- 6.4 Collaborate with key stakeholders, land owners and other jurisdictions to identify appropriate and community-supported trail routes that improve park access and link parks, green space, recreation facilities and other community destinations.
- 6.5 Work in partnership with user groups and project proponents to identify and test new recreational facilities.
- 6.6 Encourage and pursue mutual cooperation and a “good neighbor” policy with residents and businesses located adjacent to park facilities, trails and natural open space areas.
- 6.7 Maintain a strong and active volunteer program with opportunities for citizens to become actively involved in programs to develop a sense of community pride.

Finding, Parks Element Policies 6.1 – 6.7: *The proposed Urban Renewal Plan Amendment does not affect or otherwise preclude the City’s ability to develop and implement a comprehensive facilities plan in coordination with other agencies.*

Conclusion, Parks Element Policies 6.1 – 6.7: *Not applicable.*

III. Transportation Element.

The City of Central Point Transportation Systems Plan (TSP) was approved by the Central Point City Council on December 18, 2008 and is implemented by Ordinance #1922. The TSP is undergoing an amendment in 2022 which would add the Beebe Road Bridge project to cross Bear Creek and connect with Peninger Road. This amendment is expected to be finalized by December 31, 2022. By adding this to the TSP, the city is able to also able to allocate System Development Charges to the construction of the bridge that can be leveraged with urban renewal funding to undertake this project.

Finding, Transportation Element: The proposed Urban Renewal Plan Amendment adds a transportation project identified

Conclusion, Transportation Element: Consistent.

IV. Conclusion

As evidenced by the findings and conclusions herein, the proposed Urban Renewal Plan Amendment is consistent with the City's Strategic Plan and the applicable elements of the City of Central Point Comprehensive Plan.

Report Accompanying the Downtown & East Pine Street Corridor Revitalization Plan

This document remains draft until the City Council adoption of the Central Point Urban
Renewal Plan.

Downtown & East Pine Street Corridor Revitalization Plan Amendment adopted by the City
of Central Point by Ordinance No. 1955 March 8, 2012

Substantial Amendment adopted by the City of Central Point by Ordinance No. ____ on
_____.

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 Kelley Johnson, Ward II
 Melody Thueson, Ward III
 Tanea Browning, Ward IV
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Definitions

“Agency” means the Central Point Development Commission

“Area” means the properties and rights-of-way located with the Downtown and East Pine Street Corridor Revitalization Plan Area.

“Blight” is defined in ORS 457.010(1)(A-E) and identified in the ordinance adopting the urban renewal plan.

“Board of Commissioners” means the Jackson County Board of Commissioners.

“City” means the City of Central Point, Oregon.

“City Council” or “Council” means the Central Point City Council.

“Comprehensive Plan” means the City of Central Point comprehensive land use plan and its implementing ordinances, policies, and standards.

“County” means Jackson County, Oregon.

“Fiscal year” means the year commencing on July 1 and closing on June 30.

“Frozen base” means the total assessed value including all real, personal, manufactured, and utility values within an urban renewal area at the time of adoption. The county assessor certifies the assessed value after the adoption of an urban renewal plan.

“Increment” means that part of the assessed value of a taxing district attributable to any increase in the assessed value of the property located in an urban renewal area, or portion thereof, over the assessed value specified in the certified statement.

“Maximum indebtedness” means the amount of the principal of indebtedness included in a plan pursuant to ORS 457.190 and does not include indebtedness incurred to refund or refinance existing indebtedness.

“ORS” means the Oregon revised statutes and specifically Chapter 457, which relates to urban renewal.

“Planning Commission” means the Central Point Planning Commission.

“Revenue sharing” means sharing tax increment proceeds as defined in ORS 457.470.

“Tax increment financing (TIF)” means the funds that are associated with the division of taxes accomplished through the adoption of an urban renewal plan.

“Tax increment revenues” means the funds allocated by the assessor to an urban renewal area due to increases in assessed value over the frozen base within the area.

“UGB” means urban growth boundary.

“Urban renewal area” means a blighted area included in an urban renewal plan or an area included in an urban renewal plan under ORS 457.160.

“Urban renewal plan” or “Plan” means a plan, as it exists or is changed or modified from time to time, for one or more urban renewal areas, as provided in ORS 457.085, 457.095, 457.105, 457.115, 457.120, 457.125, 457.135 and 457.220.

“Urban renewal project” or “Project” means any work or undertaking carried out under ORS 457.170 in an urban renewal area.

“Urban renewal report” or “Report” means the official report that accompanies the urban renewal plan pursuant to ORS 457.085(3).

I. INTRODUCTION

The Report Accompanying the Downtown & East Pine Street Corridor Revitalization Plan Amendment (Report) contains background information and project details that pertain to the Downtown & East Pine Street Corridor Revitalization Plan Amendment (Plan Amendment). The Report is not a legal part of the Plan Amendment, but is intended to provide public information and support the findings made by the Central Point City Council as part of the approval of the Plan Amendment.

The Report provides the analysis and contains the information required to meet the standards of ORS 457.087, including financial feasibility. These requirements include:

- A description of the physical, social, and economic conditions in the area and expected impact of the plan, including fiscal impact in light of increased services; (ORS 457.087(1))
- Reasons for selection of the plan Area; (ORS 457.087(2))
- The relationship between each project to be undertaken and the existing conditions; (ORS 457.087(3))
- The estimated total cost of each project and the source of funds to pay such costs; (ORS 457.087(4))
- The estimated completion date of each project; (ORS 457.087(5))
- The estimated amount of funds required in the Area and the anticipated year in which the debt will be retired; (ORS 457.087(6))
- A financial analysis of the plan; (ORS 457.087(7))
- A fiscal impact statement that estimates the impact of tax increment financing (TIF) upon all entities levying taxes upon property in the urban renewal area; (ORS 457.0857(8)) and
- A relocation report (ORS 457.087(9)).

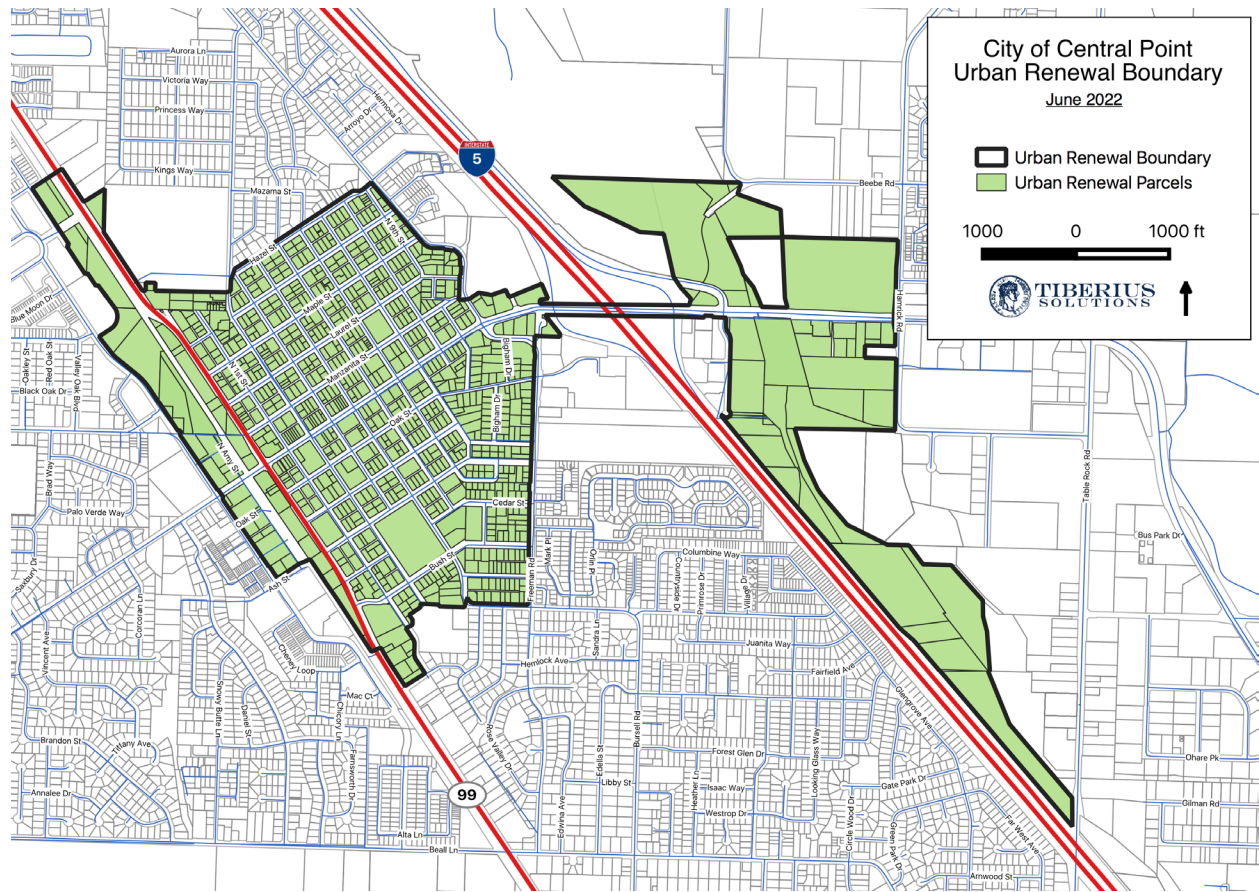
The relationship of the sections of the Report and the ORS 457.087 requirements is shown in Table 1. The specific reference shown is the section of this Report that most addresses the statutory reference. There may be other sections of the Report that also address the statute.

Table 1 - Statutory References

Statutory Requirement	Report Section
ORS 457.087 (1)	X
ORS 457.087 (2)	XI
ORS 457.087 (3)	II
ORS 457.087 (4)	III
ORS 457.087 (5)	VI
ORS 457.087 (6)	IV,V
ORS 457.087 (7)	IV,V
ORS 457.087 (8)	VIII
ORS 457.087 (9)	XII

The Report provides guidance on how the Plan might be implemented. As the Central Point Development Commission (CPDC) reviews revenues and potential projects each year, it has the authority to adjust the implementation assumptions in this Report. The CPDC may allocate budgets differently, adjust the timing of the projects, decide to incur debt at different times than assumed in this Report, and make other adjustments to the financials as determined by the CPDC. The CPDC may also make changes as allowed in the Amendments section of the Plan.

Figure 1 - Downtown & East Pine Street Corridor Revitalization Plan Boundary



Source: Tiberius Solutions

Attachment: 2_ Report on Plan Amendment Exhibit B (1601 : Downtown & East Pine Street Corridor Revitalization Plan Amendment)

II. THE PROJECTS IN THE AREA AND THE RELATIONSHIP BETWEEN URBAN RENEWAL PROJECTS AND THE EXISTING CONDITIONS IN THE URBAN RENEWAL AREA

This section details the new projects added to the Plan by the Amendment. Information on projects already within the Plan is not required in this section. The new projects identified for the Amendment are described below, including how they relate to the existing conditions in the Area.

A. Bear Creek Greenway Project.

Improve the publicly owned lands adjacent to the Bear Creek Greenway from E. Pine Street to the Table Rock Overpass. The newly created park system will balance passive and active areas, including walking paths, benches, tables, pavilions/gazebos, playgrounds, restrooms, bicycle improvements, and various recreational areas/opportunities. The Bear Creek Greenway Project was added as a result of the blight created by the 2020 wildfires, with the intention of preventing a similar catastrophe in the future.

Existing Conditions:

The 2020 Alameda Fire burned through the Bear Creek Greenway. The area has not been fully restored and needs additional improvements to help prevent future fire damage. catastrophes. Additionally, the Bear Creek Master Plan identifies a need for additional park facilities in Central Point.

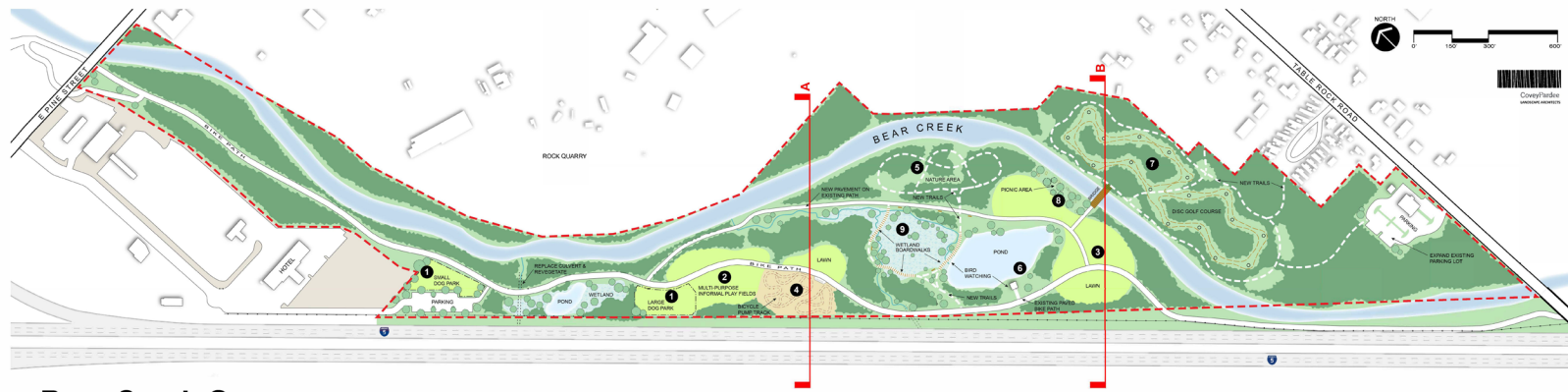
B. Beebe Road Bridge Extension.

Extend Beebe Road from its current intersection with Gebhard Road to the west, through Jackson County Expo, to connect with Penninger Road. This project includes intersection improvements at Penninger & Beebe Roads and Beebe & Gebhard Roads.

Existing Conditions:

Beebe Road currently ends at its intersection with Gebhard Road. There is no connection from Beebe Road to Penninger Road. The intersection at Beebe and Gebhard Road is a two way connection. The road does not extend over Bear Creek.

Figure 2 - Bear Creek Greenway Site Plan



Bear Creek Greenway

Central Point, OR

- 1 DOG PARK


- 2 PLAY FIELDS


- 3 LAWN


- 4 PUMP TRACK


- 5 NATURE AREA

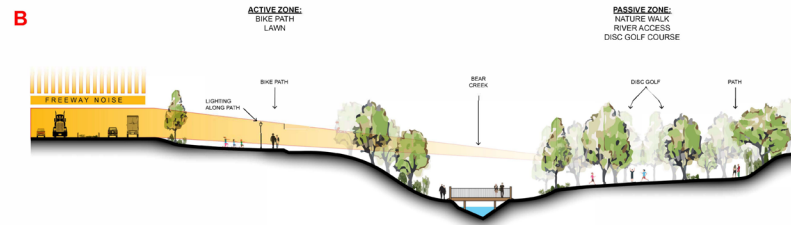
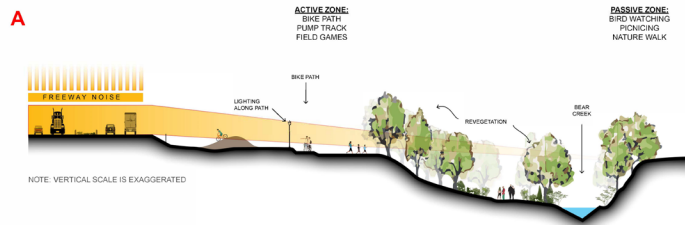

- 6 BIRD WATCHING


- 7 DISC GOLF


- 8 PICNIC AREA


- 9 BOARDWALK





III. THE ESTIMATED TOTAL COST OF EACH PROJECT AND THE SOURCES OF MONEYS TO PAY SUCH COSTS

Table 2 shows the costs of the projects in FYE 2022 constant dollars and the estimated year of expenditure dollars. These costs are also shown in “year of expenditure” costs, which assumes inflation of 3.0% annually. City Staff provides cost estimates and are reviewed by City Council. These estimates are ballpark estimates and will be refined in the annual budgeting process with the acknowledgement of the limiting total cost factor of the maximum indebtedness. Different allocations may be made to different line items within the Plan.

The Plan assumes that the CPDC/City will use other funds to assist in the completion of the projects within the Area. The CPDC/City may pursue regional, county, state, and federal funding, private developer contributions, and any other sources of funding that may assist in the implementation of the programs.

Table 2 – Estimated Project Costs

Expenditures (Constant FYE 2022)	Constant 2022\$	Year of Expenditure \$
Materials and Services	(144,136)	(146,000)
Façade Improvement	(68,981)	(70,000)
Economic Incentive	-	-
Pine Street/Downtown	-	-
Pfaff Restrooms	(200,000)	(200,000)
Hamrick & Pine	(857,524)	(875,000)
Community Center	(4,500,000)	5,272,470
Bear Creek Greenway	(3,500,000)	(3,939,250)
Crater Ped Crossing	(100,000)	(100,000)
Capital Project Design Cost	(631,068)	(650,000)
TPR Planning	(48,544)	(50,000)
Bridge	(5,500,000)	(6,567,550)
Miscellaneous Public Works Projects	(9,123,870)	(13,389,432)
Fire District 3 Equipment/Fire Safety	(1,500,000)	(2,407,050)
Economic Development Incentive	(3,500,000)	(5,082,700)
Other Projects	-	-
Financing Fees	(204,291)	(232,000)
Administration	-	-
Total Expenditures	(29,878,413)	(38,981,452)

Source: Tiberius Solutions with input from the City of Central Point staff

IV. FINANCIAL ANALYSIS OF THE PLAN

The estimated tax increment revenues through Fiscal Year Ending (FYE) 2040 are calculated based on projections of the assessed value within the Area and the consolidated tax rate that will apply in the Area.

The long-term projections for FYE 2022 and beyond assume an annual growth rate for assessed value in the Area of 3.5% for through FYE 2029 and 4.0% for the remainder of the life of the Plan. These projections of growth are the basis for the projections in Table 5, through Table 7. Assessed value in FYE 2024 is anticipated to grow by an additional 0.1%, due to the addition of properties to the Area boundary.

If actual assessed value growth is less than forecast, then it would reduce the financial capacity of the Area

to fund projects listed in the Plan over the anticipated duration of the Plan.

Table 2 shows the incremental assessed value, tax rates, and tax increment revenues each year, adjusted for discounts, delinquencies, and truncation loss.

The first year of tax increment collections is anticipated to be FYE 2022. Gross tax increment financing revenue (TIF) is calculated by multiplying the tax rate times the assessed value used. The tax rate is per thousand dollars of assessed value, so the calculation is “tax rate times assessed value used divided by one thousand.” The consolidated tax rate includes only permanent tax rates. General obligation bonds and local option levies are excluded, and will not be impacted by this Plan.

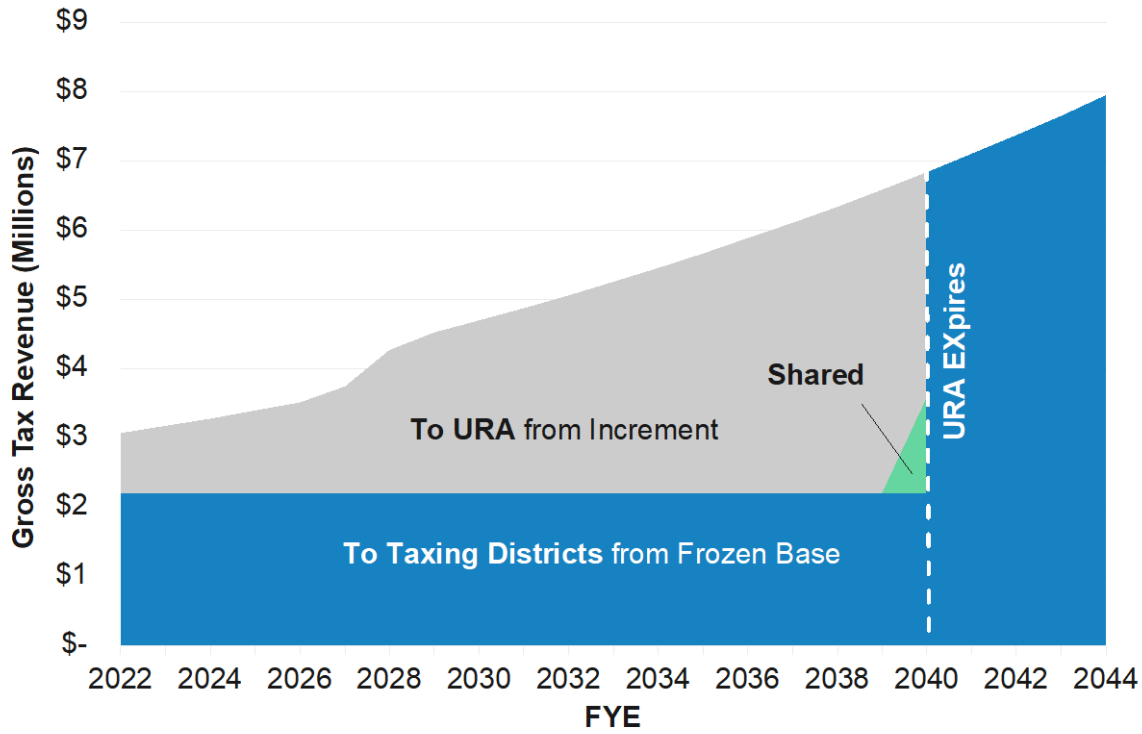
Figure 3 shows expected TIF revenues over time and the projected tax revenues after termination of the Area.

Table 3 - Projected Incremental Assessed Value, Tax Rates, and Tax Increment Revenues

FYE	Total AV	Frozen Base AV	Increment Applied	Increment Shared	Tax Rate	Gross TIF	Adjustments	Current Year Net	Prior Year Net	Total TIF
2022	195,158,782	139,787,170	55,371,612	-	15.7106	869,921	(43,496)	826,425	13,049	839,474
2023	201,938,363	139,787,170	62,151,193	-	15.7106	976,433	(48,822)	927,611	12,396	940,007
2024	209,083,470	139,909,490	69,173,980	-	15.7106	1,086,765	(54,338)	1,032,426	13,914	1,046,341
2025	216,347,310	139,909,490	76,437,820	-	15.7106	1,200,884	(60,044)	1,140,840	15,486	1,156,326
2026	223,863,763	139,909,490	83,954,273	-	15.7106	1,318,972	(65,949)	1,253,023	17,113	1,270,136
2027	238,088,140	139,909,490	98,178,650	-	15.7106	1,542,446	(77,122)	1,465,323	18,795	1,484,119
2028	271,844,661	139,909,490	131,935,171	-	15.7106	2,072,781	(103,639)	1,969,142	21,980	1,991,122
2029	287,976,687	139,909,490	148,067,197	-	15.7106	2,326,225	(116,311)	2,209,913	29,537	2,239,450
2030	298,970,782	139,909,490	159,061,292	-	15.7106	2,498,948	(124,947)	2,374,001	33,149	2,407,150
2031	310,388,891	139,909,490	170,479,401	-	15.7106	2,678,334	(133,917)	2,544,417	35,610	2,580,027
2032	322,247,502	139,909,490	182,338,012	-	15.7106	2,864,640	(143,232)	2,721,408	38,166	2,759,574
2033	334,563,750	139,909,490	194,654,260	-	15.7106	3,058,135	(152,907)	2,905,228	40,821	2,946,050
2034	347,355,437	139,909,490	207,445,947	-	15.7106	3,259,100	(162,955)	3,096,145	43,578	3,139,724
2035	360,641,066	139,909,490	220,731,576	-	15.7106	3,467,826	(173,391)	3,294,434	46,442	3,340,876
2036	374,439,863	139,909,490	234,530,373	-	15.7106	3,684,613	(184,231)	3,500,382	49,417	3,549,799
2037	388,771,806	139,909,490	248,862,316	-	15.7106	3,909,776	(195,489)	3,714,287	52,506	3,766,793
2038	403,657,657	139,909,490	263,748,167	-	15.7106	4,143,642	(207,182)	3,936,460	55,714	3,992,174
2039	419,118,991	139,909,490	279,209,501	-	15.7106	4,386,549	(219,327)	4,167,221	59,047	4,226,268
2040	435,178,229	139,909,490	206,697,513	88,571,226	15.7106	3,247,342	(162,367)	3,084,975	62,508	3,147,483
TOTAL:						48,593,332	(2,429,666)	46,163,661	659,228	46,822,893

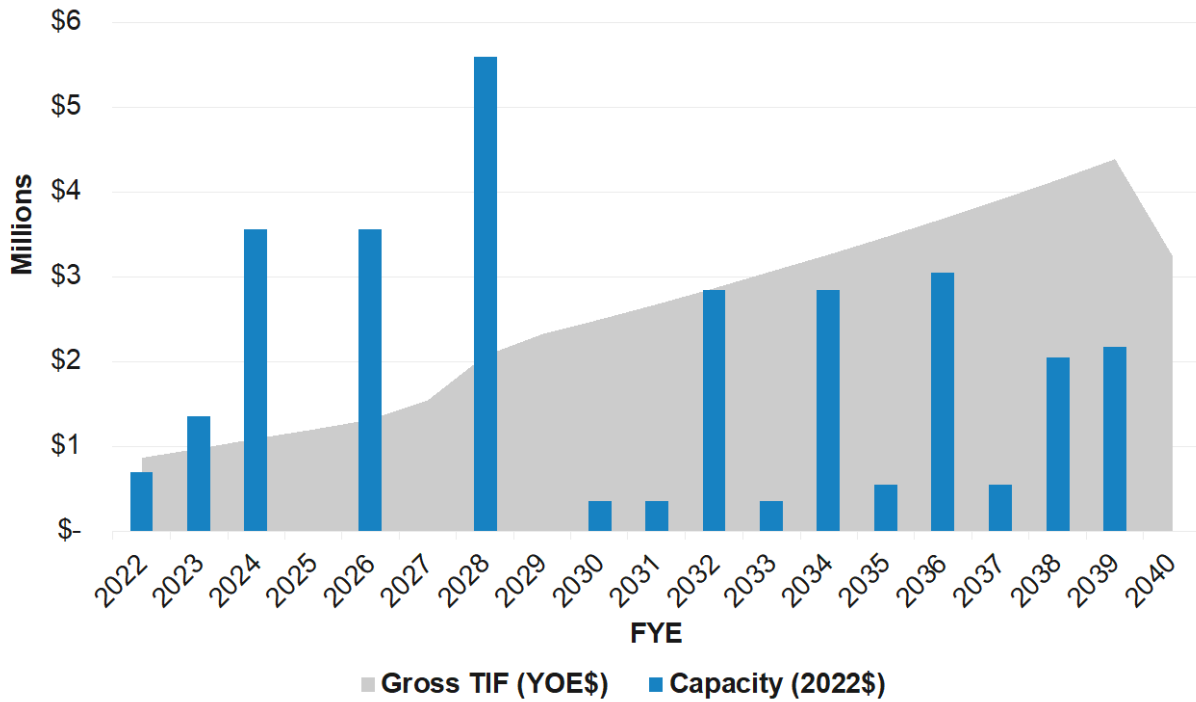
Source: Tiberius Solutions

Figure 3 - TIF Projections Over Time



Source: Tiberius Solutions

Figure 4 – Resources Including Future Bonds Over Time



Source: Tiberius Solutions

V. THE ESTIMATED AMOUNT OF TAX INCREMENT REVENUES REQUIRED AND THE ANTICIPATED YEAR IN WHICH INDEBTEDNESS WILL BE RETIRED

Table 4 shows a summary of the financial capacity of the Area, including how total TIF revenue translates to the ability to fund projects in constant 2022 dollars, in five-year increments. Table 5 through Table 7 show more detailed tables on the allocation of tax revenues to debt service. Table 8 through Table 10 show potential allocations to projects, programs, and administration over time.

The Area is anticipated to complete all projects and have sufficient tax increment finance revenue to terminate the urban renewal area in FYE 2040. If growth in assessed value is slower than projected, the Agency may not be able to complete all projects in the Plan. If growth in assessed value is more robust than the projections, it may take a shorter time period. These assumptions show one scenario for financing and that this scenario is financially feasible.

The maximum indebtedness is \$43,177,530 (Forty-Three Million One Hundred Seventy-Seven Thousand Five Hundred Thirty). The remaining maximum indebtedness as of June 30, 2021 is \$38,891,711. The estimated total amount of TIF revenues required to pay debt service on the remaining maximum indebtedness including principal and interest is \$46,822,892 and is from permanent rate tax levies. The additional TIF revenue required for debt service is greater than the maximum indebtedness remaining due to the projected cost of the interest on borrowings (loans).

Table 4 - TIF Capacity of the Area in FYE 2022 Constant Rounded Numbers

Net TIF	\$ 46,800,000
Maximum Indebtedness	\$ 43,177,530
Remaining MI as of June 30, 2021	\$ 38,891,711
Capacity (2022\$) of remaining MI	\$ 29,900,000
Years 1-5	\$ 9,200,000
Years 6-10	\$ 6,300,000
Years 11-15	\$ 9,700,000
Years 16-19	\$ 4,800,000

Source: Tiberius Solutions

This financial analysis shows projected borrowings as identified in Table 5. This is only one scenario for how the Agency may decide to implement this Plan, and this scenario is financially feasible. The Agency may decide to do borrowings at different times or for different amounts, depending on their analysis at the time. The timeframes on these borrowings are designed to have all borrowings repaid at the termination of the District in FYE 2040. The amounts shown are the principal amounts of the borrowings. The total amounts, including interest, are shown in the second column of Table 6.

Table 5 - Estimated Borrowings and Amounts

	Loan A	Loan B	Loan C
Principal Amount	3,300,000	3,000,000	5,300,000
Interest Rate	3.00%	5.00%	5.00%
Loan Term	20	20	20
Loan Year	2024	2026	2028
Interest Payment Start	2024	2026	2028
Principal Payment Start	2024	2026	2028
Annual Payment	(\$221,811.84)	(\$240,727.76)	(\$425,285.71)

Source: Tiberius Solution

Table 6 - Tax Increment Revenues and Allocations to Debt Service, Page 1

	Total	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027
Resources	-	-	-	-	-	-	-
Beginning Balance		956,840	-	-	-	-	-
Interest Earnings	12,625	12,625	-	-	-	-	-
TIF: Current Year	46,163,663	826,425	927,611	1,032,426	1,140,840	1,253,023	1,465,323
TIF: Prior Years	659,229	13,049	12,396	13,914	15,486	17,113	18,795
Total Resources	47,792,357	1,808,939	940,007	1,046,341	1,156,326	1,270,136	1,484,119
Expenditures	-	-	-	-	-	-	-
Debt Service	-	-	-	-	-	-	-
Scheduled Payments	-	-	-	-	-	-	-
Loan A	(3,548,989)	-	-	(221,812)	(221,812)	(221,812)	(221,812)
Loan B	(3,610,916)	-	-	-	-	(240,728)	(240,728)
Loan C	(5,528,714)	-	-	-	-	-	-
FY 2017-18 Bond	(3,533,091)	(288,857)	(312,917)	(341,119)	(363,463)	(383,041)	(395,960)
Early Principal Payment							
Loan A	(824,496)	-	-	-	-	-	-
Loan B	(993,577)	-	-	-	-	-	-
Loan C	(2,460,862)	-	-	-	-	-	-
Total Debt Service, Scheduled Only	(16,221,711)	(288,857)	(312,917)	(562,931)	(585,275)	(845,581)	(858,499)
Total Debt Service	(20,500,646)	(288,857)	(312,917)	(562,931)	(585,275)	(845,581)	(858,499)
Debt Service Coverage Ratio		2.91	3.00	1.86	1.98	1.50	1.73
Transfer to URA Projects Fund	(27,291,711)	(1,520,082)	(627,090)	(483,410)	(571,052)	(424,555)	(625,619)
Total Expenditures	(47,792,357)	(1,808,939)	(940,007)	(1,046,341)	(1,156,326)	(1,270,136)	(1,484,119)
Ending Balance	-	-	-	-	-	-	-

Source: Tiberius Solutions

Table 7 - Tax Increment Revenues and Allocations to Debt Service, Page 2

	FYE 2028	FYE 2029	FYE 2030	FYE 2031	FYE 2032	FYE 2033	FYE 2034
Resources	-		-	-	-	-	-
Beginning Balance	-		-	-	-	-	-
Interest Earnings	-		-	-	-	-	-
TIF: Current Year	1,969,142	2,209,913	2,374,001	2,544,417	2,721,408	2,905,228	3,096,145
TIF: Prior Years	21,980	29,537	33,149	35,610	38,166	40,821	43,578
Total Resources	1,991,122	2,239,450	2,407,150	2,580,027	2,759,574	2,946,050	3,139,724
Expenditures							
Debt Service							
Scheduled Payments							
Loan A	(221,812)	(221,812)	(221,812)	(221,812)	(221,812)	(221,812)	(221,812)
Loan B	(240,728)	(240,728)	(240,728)	(240,728)	(240,728)	(240,728)	(240,728)
Loan C	(425,286)	(425,286)	(425,286)	(425,286)	(425,286)	(425,286)	(425,286)
FY 2017-18 Bond	(361,918)	(362,087)	(362,018)	(361,712)			
Total Debt Service	(1,249,743)	(1,249,912)	(1,249,844)	(1,249,538)	(887,825)	(887,825)	(887,825)
Debt Service Coverage Ratio	1.59	1.79	1.93	2.06	3.11	3.32	3.54
Transfer to URA Projects Fund	(741,379)	(989,538)	(1,157,306)	(1,330,489)	(1,871,749)	(2,058,224)	(2,251,898)
Total Expenditures	(1,991,122)	(2,239,450)	(2,407,150)	(2,580,027)	(2,759,574)	(2,946,050)	(3,139,724)
Ending Balance	-		-	-	-	-	-

Source: Tiberius Solutions

Table 8 - Tax Increment Revenues and Allocations to Debt Service, Page 3

	FYE 2035	FYE 2036	FYE 2037	FYE 2038	FYE 2039	FYE 2040
Resources	-	-	-	-	-	-
Beginning Balance	-	-	-	-	-	-
Interest Earnings	-	-	-	-	-	-
TIF: Current Year	3,294,434	3,500,382	3,714,287	3,936,460	4,167,221	3,084,975
TIF: Prior Years	46,442	49,417	52,506	55,714	59,047	62,508
Total Resources	3,340,876	3,549,799	3,766,793	3,992,174	4,226,268	3,147,483
Expenditures						
Debt Service						
Scheduled Payments						
Loan A	(221,812)	(221,812)	(221,812)	(221,812)	(221,812)	-
Loan B	(240,728)	(240,728)	(240,728)	(240,728)	(240,728)	(240,728)
Loan C	(425,286)	(425,286)	(425,286)	(425,286)	(425,286)	(425,286)
FY 2017-18 Bond						
Early Principal Payment			-	-	-	-
Loan A		-	-	-	(824,496)	-
Loan B		-	-	-	(972,969)	(20,608)
Loan C		-	-	-	-	(2,460,862)
Total Debt Service, Scheduled Only	(887,825)	(887,825)	(887,825)	(887,825)	(887,825)	(666,013)
Total Debt Service	(887,825)	(887,825)	(887,825)	(887,825)	(2,685,291)	(3,147,483)
Debt Service Coverage Ratio	3.76	4.00	4.24	4.50	4.76	4.73
Transfer to URA Projects Fund	(2,453,051)	(2,661,973)	(2,878,968)	(3,104,349)	(1,540,978)	-
Total Expenditures	(3,340,876)	(3,549,799)	(3,766,793)	(3,992,174)	(4,226,268)	(3,147,483)
Ending Balance		-	-	-	-	-

Source: Tiberius Solutions

VI. THE ANTICIPATED COMPLETION DATE FOR EACH PROJECT

The schedule for construction of projects will be based on the availability of funding. The projects will be ongoing and will be completed as directed by the CPDC. Annual expenditures for program administration are also included.

The amount of money available for projects in 2022 constant dollars for the Area is \$29,878,413. See Table 2 for the individual project analysis. This \$29,878,413 is calculated by reflecting the maximum indebtedness of \$43,177,530 in constant 2022 dollars. The CPDC's cost estimates are typically shown in constant dollars, so understanding how these cost estimates relate to the overall maximum indebtedness over the ensuing years is important to help the CPDC to make projections on the allocation of funds throughout the life of the Area.

Table 9 through Table 11 show the \$29,878,413 of 2022 project dollars inflated over the life of the Area, including administrative expenses. All costs shown in Table 9 through Table 11 are in year-of-expenditure dollars, which are adjusted by 3.0% annually to account for inflation. The year of expenditure total cost is \$38,981,452.

The 3.0% inflation rate is the rate to use in the future if any amendment to increase maximum indebtedness is pursued in accordance with ORS 457.470. The CPDC may change the completion dates in their annual budgeting process or as project decisions are made in administering the Plan. The following tables are prepared to show that the Area is financially feasible as required by ORS 457. It assumes completion of projects as funding becomes available.

Table 9 - Programs and Costs in Year of Expenditure Dollars, Page 1

	TOTAL	FYE 2022	FYE 2023	FYE 2024	FYE 2025	FYE 2026	FYE 2027	FYE 2028
Resources								
Beginning Balance		-	828,082	60,313	64,875	636,250	64,736	690,680
Interest Earnings	89,741	-	4,140	302	324	3,181	324	3,453
Transfer from TIF Fund	27,291,711	1,520,082	627,090	483,410	571,052	424,555	625,619	741,379
Bond/Loan Proceeds	11,600,000	-	-	3,300,000	-	3,000,000	-	5,300,000
Total Resources	38,981,452	1,520,082	1,459,313	3,844,025	636,250	4,063,986	690,680	6,735,511
Expenditures (YOE \$)								
Materials and Services	(146,000)	(82,000)	(64,000)					
Façade Improvement	(70,000)	(35,000)	(35,000)					
Economic Incentive	0							
Pine Street/Downtown	0							
Pfaff Restrooms	(200,000)	(200,000)						
Hamrick & Pine	(875,000)	(275,000)	(600,000)					
Community Center	5,272,470			(3,713,150)				
Bear Creek Greenway	(3,939,250)					(3,939,250)		
Crater Ped Crossing	(100,000)	(100,000)						
Capital Project Design Cost	(650,000)		(650,000)					
TPR Planning	(50,000)		(50,000)					
Bridge	(6,567,550)							(6,567,550)
Miscellaneous Public Works Projects	(13,389,432)							
Fire District 3 Equipment/Fire Safety	(2,407,050)							
Economic Development Incentive	(5,082,700)							
Financing Fees	(232,000)					(60,000)		(106,000)
Administration								
Total Expenditures	(38,981,452)					(3,999,250)		(6,673,550)
Ending Balance		828,082	60,313	64,875	636,250	64,736	690,680	61,961

Source: Tiberius Solutions

Table 10 - Programs and Costs in Year of Expenditure Dollars, Page 2

	FYE 2029	FYE 2030	FYE 2031	FYE 2032	FYE 2033	FYE 2034	FYE 2035	FYE 2036
Resources								
Beginning Balance	61,961	1,051,810	1,770,995	2,653,659	708,560	2,285,858	485,940	2,133,746
Interest Earnings	310	5,259	8,855	13,268	3,543	11,429	2,430	10,669
Transfer from TIF Fund	989,538	1,157,306	1,330,489	1,871,749	2,058,224	2,251,898	2,453,051	2,661,973
Bond/Loan Proceeds	0	0	0	0	0	0	0	0
Total Resources	1,051,810	2,214,375	3,110,339	4,538,675	2,770,328	4,549,185	2,941,421	4,806,389
Expenditures (YOE \$)								
Materials and Services								
Façade Improvement								
Economic Incentive								
Pine Street/Downtown								
Pfaff Restrooms								
Hamrick & Pine								
Community Center							(293,700)	(302,520)
Bear Creek Greenway								
Crater Ped Crossing								
Capital Project Design Cost								
TPR Planning								
Bridge								
Miscellaneous Public Works Projects				(3,359,750)		(3,564,250)		(3,781,500)
Fire District 3 Equipment/Fire Safety								
Economic Development Incentive		(443,380)	(456,680)	(470,365)	(484,470)	(498,995)	(513,975)	(529,410)
Financing Fees								
Administration								
Total Expenditures	0	(443,380)	(456,680)	(3,830,115)	(484,470)	(4,063,245)	(807,675)	(4,613,430)
Ending Balance	1,051,810	1,770,995	2,653,659	708,560	2,285,858	485,940	2,133,746	192,959

Source: Tiberius Solutions

Table 11 - Programs and Costs in Year of Expenditure Dollars, Page 3

	FYE 2037	FYE 2038	FYE 2039
Resources			
Beginning Balance			
Interest Earnings	965	11,080	10,209
Transfer from TIF Fund	2,878,968	3,104,349	1,540,978
Bond/Loan Proceeds	0	0	0
Total Resources	3,072,892	5,331,420	3,592,972
Expenditures (YOE \$)			
Materials and Services			
Façade Improvement			
Economic Incentive			
Pine Street/Downtown			
Pfaff Restrooms			
Hamrick & Pine			
Community Center	(311,600)	(320,940)	(330,560)
Bear Creek Greenway			
Crater Ped Crossing			
Capital Project Design Cost			
TPR Planning			
Bridge			
Miscellaneous Public Works Projects			(2,683,932)
Fire District 3 Equipment/Fire Safety		(2,407,050)	
Economic Development Incentive	(545,300)	(561,645)	(578,480)
Financing Fees			
Administration			
Total Expenditures	(856,900)	(3,289,635)	(3,592,972)
Ending Balance	2,215,992	2,041,785	0

Source: Tiberius Solutions

VII. REVENUE SHARING

Revenue sharing targets are projected to be reached in FYE 2040, as the threshold set in ORS 457 (annual tax increment revenues in excess of 10 percent of the maximum indebtedness) is met the previous year, FYE 2039. In addition, the MI is expected to be reached in FYE 2040, meaning the CPDC is not projected to take the full division of taxes that year, but to underlevy for both the mandatory revenue sharing and the amount that exceeds the MI.

Revenue sharing means that, at thresholds defined in ORS 457.470, the impacted taxing jurisdictions will receive a share of the incremental growth in the Area. The first threshold is when annual tax increment finance revenues exceed 10% of the original maximum indebtedness of the Plan (\$43,177,530 x.10% is \$4,317,753). At the 10% threshold, the Agency will receive the full 10% of the initial maximum indebtedness plus 25% of the increment above the 10% threshold, and the taxing jurisdictions will receive 75% of the increment above the 10% threshold.

The second threshold is set at 12.5% of the maximum indebtedness is \$5,397,191 (\$43,177,530 x.12.5%). If this threshold is met, revenue for the Area would be capped at 12.5% of the maximum indebtedness, with all additional tax revenue being shared with affected taxing districts.

If assessed value in the Area grows more quickly than projected, the revenue sharing thresholds could be reached earlier.

VIII. IMPACT OF THE TAX INCREMENT FINANCING

This section describes the impact of tax increment financing of the maximum indebtedness, both until and after the indebtedness is repaid, upon all entities levying taxes upon property in the Area.

The impact of tax increment financing on overlapping taxing districts consists primarily of the property tax revenues foregone on permanent rate levies as applied to the growth in assessed value in the Area. These projections are for impacts estimated through FYE 2040 and are shown in Table 12 for the general government taxing districts and Table 13 for the education taxing districts.

The Central Point School District 6 and the Southern Oregon Education Service District are not directly affected by the tax increment financing, but the amounts of their taxes divided for the Plan are shown in the following tables. Under current school funding law, property tax revenues are combined with State School Fund revenues to achieve per-student funding targets. Under this system, property taxes foregone, due to the use of tax increment financing, are substantially replaced with State School Fund revenues, as determined by a funding formula at the state level.

Table 12 - Projected Impact on Taxing District Permanent Rate Levies - General Government

FYE	Jackson County	4-H Extension Service District	Vector Control	RVTD	Jackson Soil & Water Cons	Jackson County Library Dist	City of Central Point	Jackson County RFPD #3	Subtotal
2022	(107,396)	(2,276)	(2,292)	(9,468)	(2,672)	(27,785)	(238,848)	(166,681)	(557,419)
2023	(120,258)	(2,549)	(2,567)	(10,602)	(2,992)	(31,113)	(267,452)	(186,642)	(624,174)
2024	(133,861)	(2,837)	(2,857)	(11,802)	(3,330)	(34,632)	(297,706)	(207,755)	(694,781)
2025	(147,932)	(3,135)	(3,158)	(13,042)	(3,680)	(38,273)	(328,999)	(229,593)	(767,812)
2026	(162,492)	(3,444)	(3,468)	(14,326)	(4,042)	(42,040)	(361,381)	(252,190)	(843,383)
2027	(189,867)	(4,024)	(4,053)	(16,739)	(4,723)	(49,122)	(422,263)	(294,677)	(985,470)
2028	(254,730)	(5,399)	(5,437)	(22,458)	(6,337)	(65,903)	(566,516)	(395,345)	(1,322,125)
2029	(286,499)	(6,072)	(6,115)	(25,259)	(7,127)	(74,123)	(637,171)	(444,651)	(1,487,018)
2030	(307,953)	(6,527)	(6,573)	(27,150)	(7,661)	(79,673)	(684,885)	(477,949)	(1,598,372)
2031	(330,070)	(6,996)	(7,045)	(29,100)	(8,211)	(85,395)	(734,073)	(512,274)	(1,713,164)
2032	(353,040)	(7,483)	(7,535)	(31,125)	(8,783)	(91,338)	(785,157)	(547,924)	(1,832,385)
2033	(376,896)	(7,988)	(8,045)	(33,229)	(9,376)	(97,510)	(838,214)	(584,949)	(1,956,207)
2034	(401,673)	(8,514)	(8,573)	(35,413)	(9,992)	(103,921)	(893,318)	(623,404)	(2,084,809)
2035	(427,407)	(9,059)	(9,123)	(37,682)	(10,633)	(110,579)	(950,550)	(663,344)	(2,218,376)
2036	(454,135)	(9,625)	(9,693)	(40,038)	(11,297)	(117,494)	(1,009,993)	(704,826)	(2,357,103)
2037	(481,896)	(10,214)	(10,286)	(42,486)	(11,988)	(124,676)	(1,071,733)	(747,911)	(2,501,189)
2038	(510,730)	(10,825)	(10,901)	(45,028)	(12,705)	(132,136)	(1,135,859)	(792,662)	(2,650,845)
2039	(540,678)	(11,460)	(11,540)	(47,668)	(13,450)	(139,884)	(1,202,463)	(839,142)	(2,806,286)
2040	(402,666)	(8,535)	(8,595)	(35,500)	(10,017)	(104,178)	(895,526)	(624,945)	(2,089,961)
TOTAL:	(5,990,181)	(126,962)	(127,856)	(528,116)	(149,017)	(1,549,776)	(13,322,109)	(9,296,865)	(31,090,882)

Source: Tiberius Solutions

Table 13 - Projected Impact on Taxing District Permanent Rate Levies - Education

FYE	Education Service District	RCC	Central Pt SD 6	Subtotal	Total
2022	(18,830)	(27,401)	(235,824)	(282,055)	(839,474)
2023	(21,085)	(30,682)	(264,066)	(315,833)	(940,007)
2024	(23,470)	(34,153)	(293,937)	(351,560)	(1,046,341)
2025	(25,937)	(37,743)	(324,834)	(388,514)	(1,156,326)
2026	(28,490)	(41,458)	(356,805)	(426,753)	(1,270,136)
2027	(33,290)	(48,442)	(416,917)	(498,649)	(1,484,119)
2028	(44,662)	(64,991)	(559,343)	(668,996)	(1,991,122)
2029	(50,232)	(73,097)	(629,103)	(752,432)	(2,239,450)
2030	(53,994)	(78,570)	(676,213)	(808,778)	(2,407,150)
2031	(57,872)	(84,213)	(724,778)	(866,863)	(2,580,027)
2032	(61,899)	(90,074)	(775,216)	(927,188)	(2,759,574)
2033	(66,082)	(96,160)	(827,600)	(989,842)	(2,946,050)
2034	(70,426)	(102,482)	(882,007)	(1,054,915)	(3,139,724)
2035	(74,938)	(109,047)	(938,514)	(1,122,500)	(3,340,876)
2036	(79,625)	(115,867)	(997,205)	(1,192,696)	(3,549,799)
2037	(84,492)	(122,950)	(1,058,162)	(1,265,604)	(3,766,793)
2038	(89,547)	(130,306)	(1,121,476)	(1,341,329)	(3,992,174)
2039	(94,798)	(137,947)	(1,187,237)	(1,419,983)	(4,226,268)
2040	(70,600)	(102,735)	(884,187)	(1,057,522)	(3,147,483)
TOTAL:	(1,050,271)	(1,528,317)	(13,153,422)	(15,732,010)	(46,822,892)

Source: Tiberius Solutions

Table 14 shows the projected increased revenue to the taxing jurisdictions after tax increment proceeds are projected to be terminated. These projections are for FYE 2041.

The Frozen Base is the assessed value of the Area established by the county assessor at the time the Area is established. Excess Value is the increased assessed value in the Area above the Frozen Base.

Table 14 - Additional Revenues Obtained after Termination of Tax Increment Financing – FYE 2041

Taxing District	Tax Rate	From Frozen Base	From Excess Value	TOTAL
General Government				
Jackson County	2.0099	\$281,204	\$626,987	\$908,191
4-H Extension Service District	0.0426	\$5,960	\$13,289	\$19,249
Vector Control	0.0429	\$6,002	\$13,383	\$19,385
Rogue Valley Transit D	0.1772	\$24,792	\$55,277	\$80,069
Jackson Soil & Water Conservation	0.0500	\$6,995	\$15,597	\$22,592
Jackson County Library District	0.5200	\$72,753	\$162,214	\$234,967
City of Central Point	4.4700	\$625,395	\$1,394,413	\$2,019,808
Jackson County RFPD #3	3.1194	\$436,434	\$973,094	\$1,409,528
<i>Subtotal General Government</i>	10.4320	\$1,459,535	\$3,254,254	\$4,713,789
Education				
Education Service District	0.3524	\$49,304	\$109,931	\$159,235
Rogue Community College	0.5128	\$71,746	\$159,968	\$231,714
Central Point SD 6	4.4134	\$617,477	\$1,376,757	\$1,994,234
<i>Subtotal Education</i>	5.2786	\$738,527	\$1,646,656	\$2,385,183
TOTAL:	15.7106	\$2,198,062	\$4,900,910	\$7,098,972

Source: Tiberius Solutions

IX. COMPLIANCE WITH STATUTORY LIMITS ON ASSESSED VALUE AND SIZE OF URBAN RENEWAL AREA

State law limits the percentage of both a municipality’s total assessed value and the total land area that can be contained in an urban renewal area at the time of its establishment to 25% for municipalities under 50,000 in population. As noted below, the frozen base (assumed to be FYE 2022 values), including all real, personal, personal, manufactured, and utility properties in the Area, for the Area after the Amendment is projected to be \$139,909,490. The Jackson County Assessor will certify the new frozen base of the new properties once the urban renewal plan amendment is adopted. This will be added to the existing frozen base.

The total assessed value of the City of Central Point in FYE 2022 is \$1,450,597,207¹.

The percentage of total City assessed value in the urban renewal area is 10.03%, below the 25% threshold. ORS 457.160 (2)(b) states “For municipalities having a population of less than 50,000, according to the latest state census:

- A. The assessed value for the urban renewal areas of the plan, when added to the total assessed value previously certified by the assessor for other urban renewal plans of the municipality for which a division of ad valorem taxes is provided, exceeds a figure equal to 25 percent of the total assessed value of that municipality, exclusive of any increased assessed value for other urban renewal areas and without regard to adjustments made pursuant to [ORS 457.435](#).”

The Area contains 514 acres, including public rights-of-way. The City of Central Point contains 2,904.1 acres. This puts 17.7% of the City’s acreage in an urban renewal area, which is below the 25% threshold.

Table 15 - Urban Renewal Area Conformance with Assessed Value and Acreage Limits

	Acreage	Frozen Value after amendment	Excess Value
Downtown and East Pine Revitalization Area	514	\$139,909,490	\$55,371,612
City of Central Point	2,904.1	\$1,450,597,207	
% of City	17.7%	10.03%	

Source: Compiled by Elaine Howard Consulting, LLC with data from Tiberius Solutions LLC, City of Central Point, and Jackson County Department of Assessment and Taxation (FYE 2022)

*Estimated value, exact value will be set by the Jackson County Assessor upon adoption of the Plan.

¹ Jackson County Assessor FY 2021/2022 SAL 4a Report.

X. EXISTING PHYSICAL, SOCIAL, AND ECONOMIC CONDITIONS AND IMPACTS ON MUNICIPAL SERVICES

A. Physical Conditions

1. Properties Added and Removed

The properties to be added and removed are shown in Table 16.

Table 16 – Properties to be Added and removed in 2022 Amendment

Properties Added			Properties Removed		
Map Number	Account Number	Acreage	Map Number	Account Number	Acreage
372W02D300	10195939	9.02	372W11BC5300	10179641	1.76
372W02D400	10998025	7.17	372W11BC5302	10714077	0.10
372W02D400	10195970	13.89	372W11BC5303	10714085	0.10
372W02D500	10195988	12.19	372W11BC5000	10179674	0.46
372W02D501	10992858	1.47	372W11BC5301	10705457	0.66
372W02D600	10195996	4.95	372W11BC5200	10179658	3.60
372W11A102	10799146	3.52		TOTAL	6.68
372W11A28100	10799152	1.38			
372W12B501	10202983	2.55			
372W12B502	10730828	13.21			
372W12B505	10993098	4.25			
372W12B600	10462312	13.91			
372W02D700	10196009	1.88			
	TOTAL	89.39			

Source: City of Central Point

2. Land Use

The Area measures 514 total acres in size, which is composed of 948 individual parcels encompassing 375.15 acres, and an additional 138.85 acres in public rights-of-way. An analysis of FYE 2022 property classification data from the Jackson County Department of Assessment and Taxation database was used to determine the land use designation of parcels in the Area. By acreage, Commercial (32.13%) accounts for the most prevalent land use within the area. This was followed by Residential (29.30%). Detailed land use designations in the area can be seen in Table 17.

Table 17 - Land Use in the Area

Land Use	Parcels	Acres	Percent of Acres
Commercial	197	120.55	32.13%
Residential	635	109.93	29.30%
Exempt	64	85.79	22.87%
Industrial	18	22.38	5.97%
Tract	2	16.92	4.51%
Multi-Family	25	12.68	3.38%
Miscellaneous	6	6.68	1.78%
Farm	1	0.21	0.06%
TOTAL:	948	375.15	100.00%

Source: Compiled by Tiberius Solutions LLC with data from the City of Central Point

3. Comprehensive Plan Designations

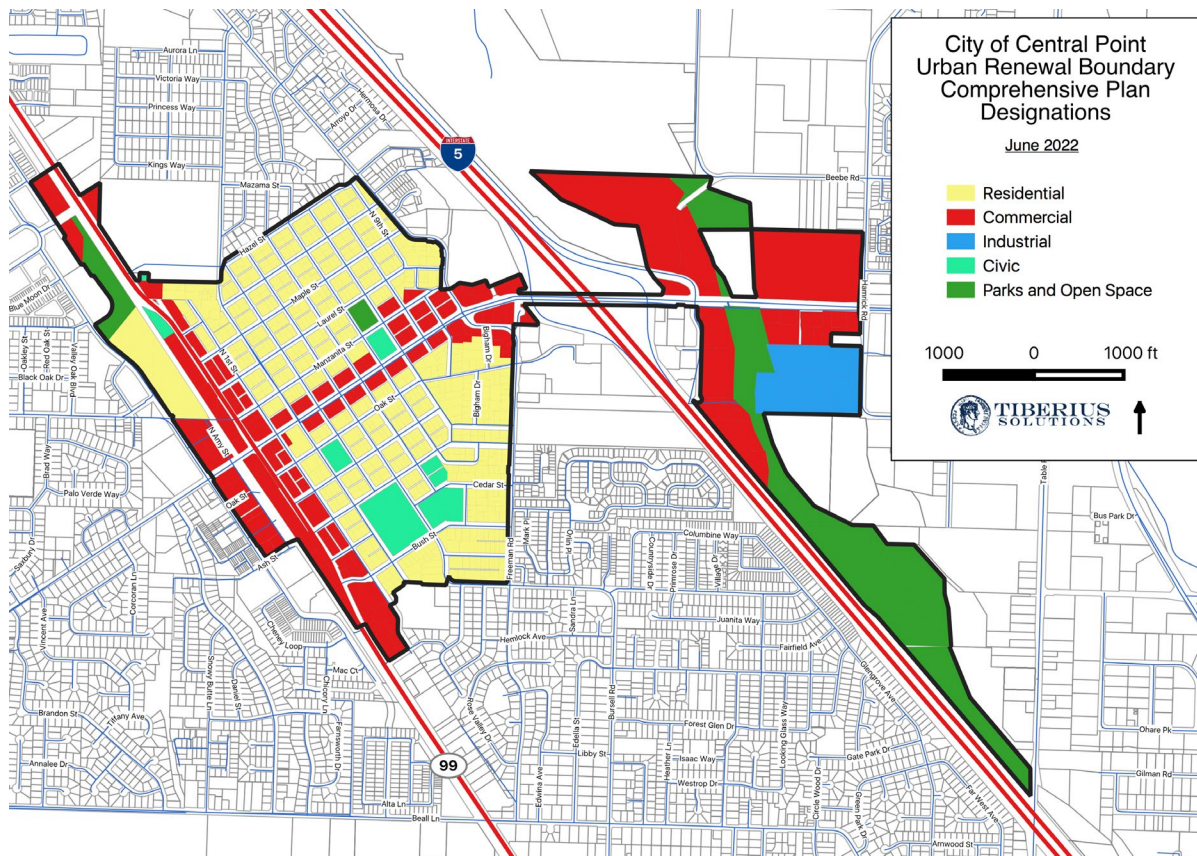
The most prevalent comprehensive plan designation by acreage in the Area is Commercial (39.73%). The second most prevalent comprehensive plan designation in the Area is Residential (36.33%). Detailed comprehensive plan designations in the Area can be seen in Table 18.

Table 18 – Comprehensive Plan Designations in the Area

Comprehensive Plan Designation	Parcels	Acres	Percent of Acres
Commercial	234	149.05	39.73%
Residential	680	136.28	36.33%
Parks OS	14	53.92	14.37%
Industrial	4	19.46	5.19%
Civic	16	16.43	4.38%
TOTAL:	948	375.15	100.00%

Source: Compiled by Tiberius Solutions LLC with data from the City of Central Point

Figure 5 – Comprehensive Plan Designations



Source: Tiberius Solutions

4. Zoning Designations

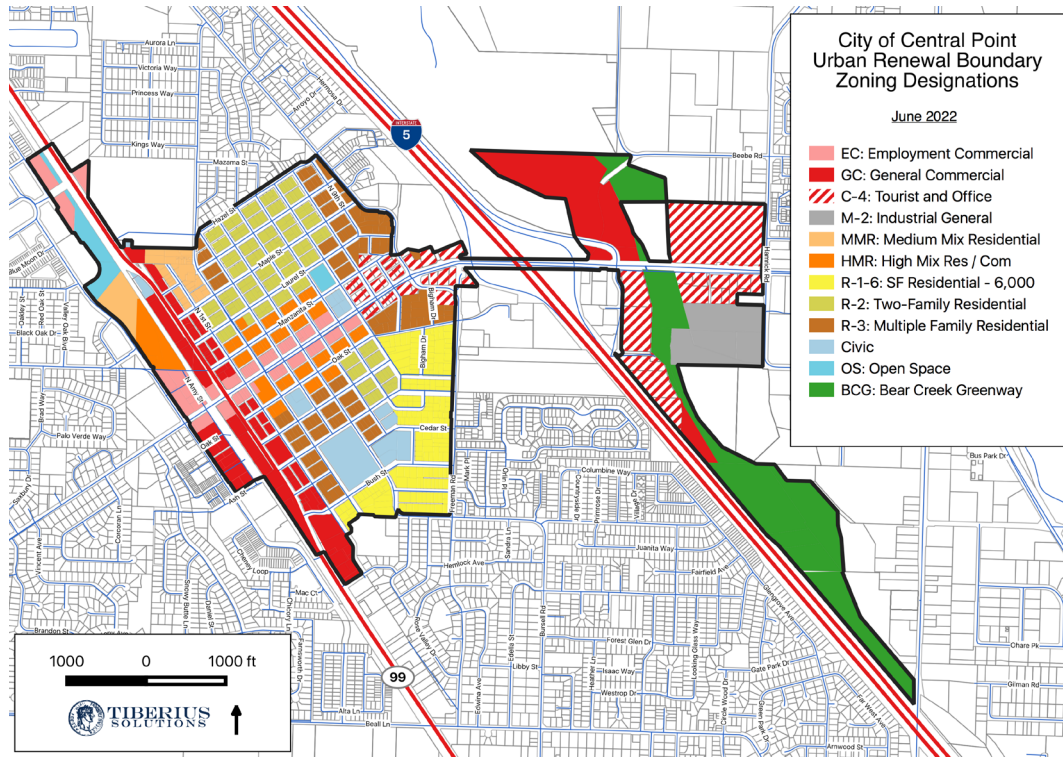
The most prevalent zoning designation by acreage in the Area is C-4: Tourist and Office (18.01%). The second most prevalent zoning designation in the Area is GC: General Commercial (15.58%). Detailed zoning designations in the Area can be seen in **Table 19**.

Table 19 - Zoning Designations in the Area

Zoning Designations	Parcels	Acres	Percent of Acres
C-4: Tourist and Office	68	67.53	18.01%
GC: General Commercial	91	58.46	15.58%
BCG: Bear Creek Greenway	10	46.54	12.41%
R-1-6: SF Residential – 6,000	183	35.72	9.52%
R-3: Multiple Family Residential	184	34.82	9.28%
R-2: Two-Family Residential	199	32.01	8.53%
HMR: High Mix Res / Com	82	22.92	6.11%
EC: Employment Commercial	64	20.53	5.47%
M-2: Industrial General	4	19.46	5.19%
Civic	17	17.07	4.55%
MMR: Medium Mix Residential	41	12.08	3.22%
OS: Open Space	5	7.99	2.13%
TOTAL:	948	375.15	100.00%

Source: Compiled by Tiberius Solutions LLC with data from the City of Central Point

Figure 6 - Zoning in the Area



Source: Tiberius Solutions

B. Infrastructure

This section identifies the existing conditions in the Area to assist in **establishing blight in the ordinance adopting the urban renewal plan.** There are projects identified by the City of Central Point in itemizing blighting conditions in the Area. **This does not mean that all of these projects are included in the urban renewal plan.** The specific projects that are included in the Plan are listed in Sections II and III of this Report and in the original Plan.

1. Transportation Systems Plan - Interstate Access Management Plan 33

In 2015 the City amended the Transportation Systems Plan (TSP) twice to (1) incorporate the Interstate Access Management Plan (IAMP) 33 into the TSP and (2) add the Gebhard Road extension project to the TSP. All of the projects in IAMP 33 are within the Area and projects that have been completed or are funded for completion in the near future have been excluded. The Gebhard Road extension is partly within the current Urban Renewal Area (i.e. Walmart property on East Pine Street).²

1-5 Southbound Ramp Terminal/East Pine Street TSM - Signal Timing Modifications: Maintain traffic signal timing to safely manage queues on the SB off-ramp

Northbound Ramp Terminal/East Pine Street TSM - Signal Timing Modifications: Maintain traffic signal timing to safely manage queues on the NB off-ramp

10th Street/Freeman Road/East Pine Street TSM - Signal Timing Modifications and Queue Storage: Maintain signal progression, change signal phasing, extend westbound left-turn lane striping on East Pine Street to provide more queue storage, consider access restrictions to improve safety

Peninger Road/East Pine Street TSM - Signal Timing Modifications: Maintain signal progression to avoid queuing conflict that affects 1-5 NB Ramp Terminal, and change signal phasing

East Pine Street TSM Signal Timing Modifications: Maintain signal progression, particularly in the eastbound direction, to avoid queuing that affects 1-5 NB ramp terminal

South Sidewalk between Ramp Terminals: Add a sidewalk on the south side of East Pine Street between the northbound and southbound ramp terminals

Bike Lane Improvements: Restripe eastbound travel lanes between 9th Street and the 1-5 southbound ramp to improve bike lane transitions

1-S Southbound On-Ramp- Dual Westbound Left-Turn Lanes: Add a second westbound left-turn lane on East Pine Street onto the 1-5 southbound on-ramp and a second southbound receiving lane on the 1-5 southbound on-ramp

² City of Central Point Transportation Systems Plan - Interstate Access Management Plan 33 Capital Improvement Project list

Peninger Road/East Pine Street Intersection Improvements: Implement Central Point TSP Tier 2 Project #236 as revised - Widen East Pine Street to accommodate a third westbound through travel lane, maintain bike lanes, and odd sidewalks where necessary

Figure 7 – IAMP Projects in Area



Source: TSP IAMP 33 Projects

2. Transportation Systems Plan

The City is in the process of updating the TSP to add needed projects within the recently expanded Urban Growth Boundary (UGB), including the properties being added to the Area. Most notable here will be extension of Beebe Road west across Bear Creek and connecting with Peninger Road. It is a significant project and one that is a priority for funding in part by Urban Renewal. The following projects are listed in the TSP and are in the Area.³

- 204 S. Haskell Street, Pine Street to Ash Street – widen to three lanes with curb, gutter, bike lanes and sidewalks
- 208 Oak Street: Second-Third & First Street: Manzanita – Laurel Improve alleyways and parking facility
- 211 Beebe Road & Hamrick Road Intersection – Add traffic signal for pedestrian crossing safety
- 212 Highway 99, Project No. 4 Cupp Street Greenway
- 216 E. Pine Street & Hamrick Road Intersection – Widen west and south approaches to add a second eastbound left turn lane and second receiving lane. Restripe northbound approach to include dual left turns and a single through-shared right turn. Restripe southbound approach to include a left turn, through and exclusive right turn lanes.

³ City of Central Point Transportation Systems Plan, Table 12.3 Short Term Projects and table 12.5 Tier 1 – Long Term Projects, Table 12.6 Tier 2 Projects

- 222 3rd Street: E. Pine Street to Hazel Street – Add bike lanes and sidewalks
- 223 Hazel Street: Third to 10th Street – Pave and improve adding sidewalks
- 228 E. Pine Street traffic calming – miscellaneous enhancements such as bulb-outs, cross-walks, signals, that improve the pedestrian environment along Pine Street
- 233 E. Pine Street: Hamrick Road to Bear Creek Bridge – widen for decel/accel lanes, add bike lanes and sidewalks
- 234 E- W Hamrick Road extension (south of E Pine Street) – Extend Hamrick Road westerly to intersect with Peninger Road (collector standards)
- 236 E. Pine Street: Bear Creek Ridge to Peninger Road – widen for turn lanes, bike lanes, add sidewalks and third lane
- 238 10th Street: E. Pine Street to Hazel Street – widen to add continuous turn lane, bike lanes and sidewalks
- 240 Peninger Road Extension, south – extend Peninger Road from E. Pine Street south across Bear Creek to Hamrick Road and construct new bridge across Bear Creek
- 241 3rd Street:” Hazel Street to Scenic Avenue – widen to 3 lanes, bike lanes, sidewalks, urban upgrade (collector standards)
- 245 Peninger Road Project – Extend Peninger road from E. Pine Street north across Bear Creek to Beebe Road and remove signal at Peninger/Pine Street. Construct bridge across Bear Creek. Extend Peninger Road south across Bear Creek to intersect with S. Harmick Road.
- 246 Freeman Road & Hopkins Road Intersection – Install new signal
- 247 3rd Street: E. Pine Street to Ash Street – Install new signal
- 248 Maple Street: Highway 99 to 10th Street – construct sidewalks, repair curb and gutter
- 249 4th Street: Ash Street to Cedar Street – construct sidewalks, repair curb and gutter
- 250 Ash Street: Highway 99 to Freeman Road – construct sidewalks, repair curb and gutter
- 251 Oak Street: Highway 99 to Freeman Road – construct sidewalks, repair curb and gutter
- 255 E. Pine Street: I-5 to Table Rock Road – widen E. Pine Street to add third westbound through lane from east side of Table Rock Road to I5 SB off ramp

3. Stormwater Capital Improvement Plan

The Stormwater Master Plan is nearing the end of its planning horizon and is planned to be updated in the next budget cycle.

The following projects are listed in the Stormwater CIP for Flood Control CIP prioritization and ranking⁴:

- 8.2 Oak Street Overflow
- 8.3 Ash Street Pipe Replacement
- 8.4 2nd Street Pipe Replacement
- 8.5 Cedar Street Bypass
- 8.6 Rostell Street Channel
- 11 Freeman Road at Ash

The following projects are listed in the Stormwater CIP for Water Quality COP prioritization:

- 7.1 Green Street: Cherry St from N. 2nd to N. 4th Street
- 7.2 Green Street: Maple Street from N. 1st to N. 6th Street
- 7.3 Green Street: Laurel Street from N. 2nd to N. 6th Street
- 7.4 Green Street: Alder from S. 1st to N. 6th Street
- 8.1 Jewett Elementary School Channel
- 9 City Hall Rain Garden Demonstration
- 10 Ray's Food Place Planter

4. Water Master Plan

The following projects are included in the Water Master Plan and are in the Area. ⁵

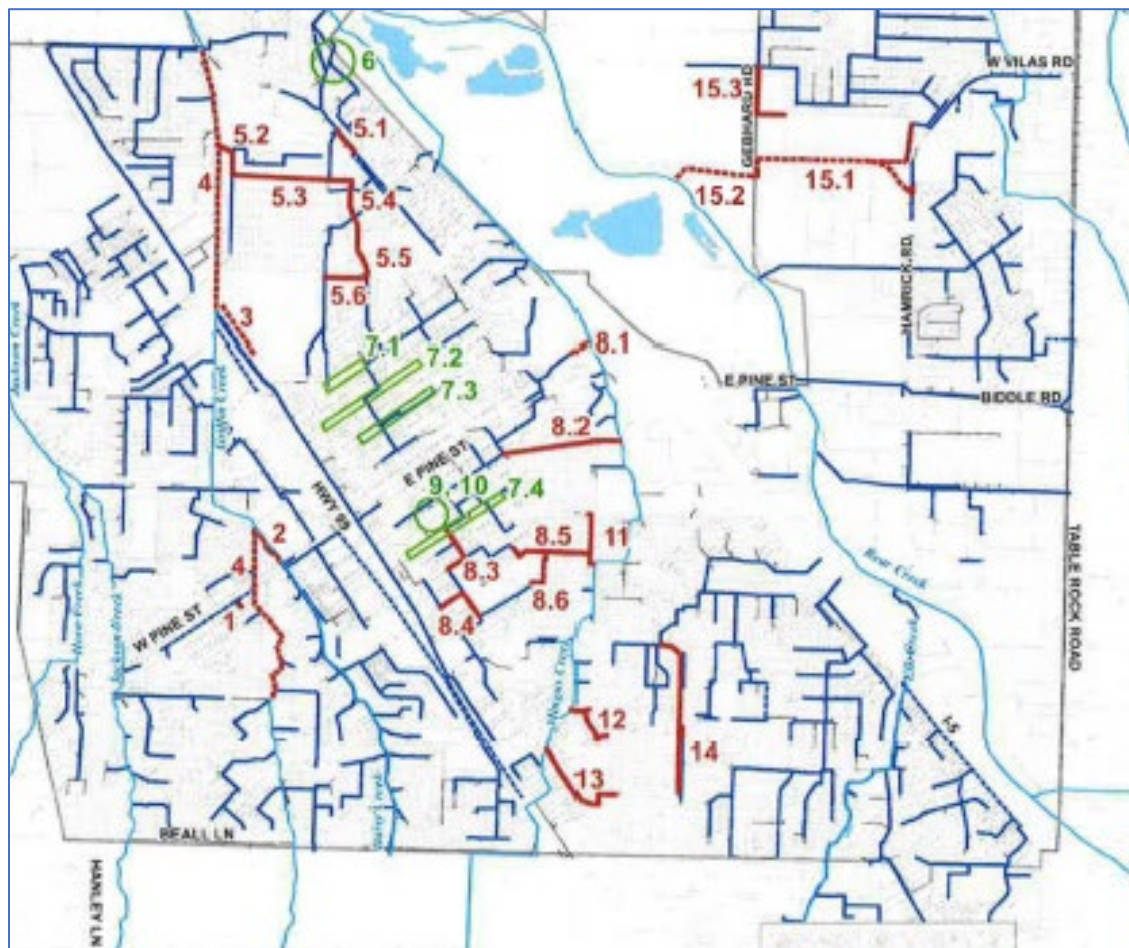
- 14 Fire flow improvements near Front Street and Bush
- 15 Fire flow improvements on Maple
- 16 Fire flow improvements on Bigham north of Oak Street
- 17 Fire flow improvements on S. 9th Street

⁴ City of Central Point Stormwater Capital Improvement Plan, Section 7 Table 7-1 Flood Control CIP Prioritization and Ranking

⁵ City of Central Point Water Master Plan, Section 8 table 8-1 Capital Improvements Project Summary List

- 18 Fire flow improvements on Oak Street
- 19 Fire flow improvements on Bigham
- 20 Fire flow improvements on Chestnut
- 21 Fire flow improvements on Ash Street
- 22 Fire flow improvements on Rostel Street
- 23 Fire flow improvements on Hazel and 9th
- 24 Fire flow improvements on Laurel Street
- 25 Fire flow improvements on Manzanita
- 27 Fire flow improvements on Bush Street
- 28 Fire flow improvements on Grand Avenue

Figure 8 – Fire Flow Improvements in the Area



Source: City of Central Point Water Master Plan

C. Social Conditions

According to the US Census Bureau, American Community Survey 2016-2020 Five Year Estimates, the block groups have 3,188 residents, 9.28% of whom identify as Hispanic or Latino.

Table 20 - Race in the Area

Race	Number	Percent
White alone	2,821	88.49%
Black or African American alone	0	0.00%
American Indian and Alaska Native alone	166	5.21%
Asian alone	29	0.91%
Native Hawaiian and Other Pacific Islander alone	105	3.29%
Some other race alone	15	0.47%
Two or more races	52	1.63%
TOTAL:	3,188	1%

Source: American Community Survey 2016-2020 Five Year Estimates

The largest percentage of residents are between 45 to 54 years of age (19.23%).

Table 21 - Age in the Area

Age	Number	Percent
Under 5 years	155	4.86%
5 to 9 years	253	7.94%
10 to 14 years	207	6.49%
15 to 17 years	114	3.58%
18 to 24 years	262	8.22%
25 to 34 years	397	12.45%
35 to 44 years	418	13.11%
45 to 54 years	613	19.23%
55 to 64 years	359	11.26%
65 to 74 years	248	7.78%
75 to 84 years	96	3.01%
85 years and over	66	2.07%
TOTAL:	3188	1%

Source: American Community Survey 2016-2020 Five Year Estimates

In the block groups, 20.98% of adult residents have earned a bachelor's degree or higher. Another 32.04% have some college education without a degree, and another 26.40% have graduated from high school but have not attended college.

Table 22 - Educational Attainment in the Area

Education	Number	Percent
Less than high school	205	9.33%
High school graduate (includes equivalency)	580	26.40%
Some college	704	32.04%
Associate's degree	247	11.24%
Bachelor's degree	371	16.89%
Master's degree	75	3.41%
Professional school degree	15	0.68%
Doctorate degree	0	0.00%
TOTAL:	2197	0.9999%

Source: American Community Survey 2016-2020 Five Year Estimates

The most common travel time to work class was 10 to 19 minutes, with 53.68% of commutes being in this class. This was followed by the less than 10 minutes travel time class, which represented 31.75% of commutes.

Table 23 - Travel Time to Work in the Area

Travel Time	Number	Percent
Less than 10 minutes	462	31.75%
10 to 19 minutes	781	53.68%
20 to 29 minutes	93	6.39%
30 to 39 minutes	66	4.54%
40 to 59 minutes	35	2.41%
60 to 89 minutes	18	1.24%
90 or more minutes	0	0.00%
TOTAL:	1455	1.0001%

Source: American Community Survey 2016-2020 Five Year Estimates

Of commuting to work, the majority, 82.11%, drove alone, and another 10.80% carpooled.

Table 24 - Means of Transportation to Work in the Area

Means of Transportation	Number	Percent
Drove alone	1,239	82.11%
Carpooled	163	10.80%
Public transportation (includes taxicab)	18	1.19%
Motorcycle	6	0.40%
Bicycle	0	0.00%
Walked	29	1.92%
Other means	0	0.00%
Worked at home	54	3.58%
TOTAL:	1,509	1%

Source: American Community Survey 2016-2020 Five Year Estimates

D. Economic Conditions

1. Taxable Value of Property within the Area

The frozen base of the Area in FYE 2022 is \$139,787,170⁶. Once the Amendment is adopted, the frozen base is estimated to be \$139,909,490. The increment in FYE 2022 is \$55,371,612.⁷

2. Building to Land Value Ratio

An analysis of property values can be used to evaluate the economic condition of real estate investments in a given area. The relationship of a property’s improvement value (the value of buildings and other improvements to the property) to its land value is generally an accurate indicator of the condition of real estate investments. This relationship is referred to as the “Improvement to Land Value Ratio,” or “I:L.” The values used are real market values. In urban renewal areas, the I:L is often used to measure the intensity of development or the extent to which an area has achieved its short- and long-term development objectives.

Table 25 shows the improvement to land ratios (I:L) for properties within the Area. In the Area, 254 parcels representing 36.90% of the acreage have I:L ratios less than 1.0. In other words, the improvements on these properties are worth less than the land they sit on. A reasonable I:L ratio for properties in the Area is 2.0. Only 242 of the 948 parcels in the Area, totaling 16.47% of the acreage have I:L ratios of 2.0 or more in FYE 2022. In summary, the area is underdeveloped and not contributing significantly to the tax base in Central Point.

Table 25 - Improvement to Land Ratios in the Area

Improvement to Land Ratio	Parcels	Acres	Percent of Acres
Exempt	64	85.79	22.87%
No Improvement Value	78	88.83	23.68%
0.01-0.50	52	23.37	6.23%
0.51-1.00	124	26.23	6.99%
1.01-1.50	229	53.34	14.22%
1.51-2.00	159	35.80	9.54%
2.01-2.50	84	21.16	5.64%
2.51-3.00	63	16.05	4.28%
3.01-4.00	51	14.89	3.97%
> 4.00	44	9.68	2.58%
TOTAL:	948	375.15	100.00%

Source: Compiled by Tiberius Solutions LLC with data from the Jackson County Department of Assessment and Taxation (FYE 2022)

⁶ Jackson County Assessor Sal 4 e FY 2021-2022

⁷ Ibid.

E. Impact on Municipal Services

The fiscal impact of tax increment financing on taxing districts that levy taxes within the Area (affected taxing districts) is described in Section VIII of this Report. This subsection discusses the fiscal impacts resulting from potential increases in demand for municipal services.

The projects being considered in the Amendment for future use of urban renewal funding are for facilitating transportation improvements to allow for better connections and for recreation improvements. The use of tax increment allows the City to add an additional funding source to the City of Central Point's other funding sources to allow these projects to be completed.

The financial impacts from tax increment collections will be countered by future economic development, and, in the future, adding increases in assessed value to the tax base for all taxing jurisdictions, including the City.

XI. REASONS FOR SELECTION OF EACH URBAN RENEWAL AREA IN THE PLAN

The reason for selecting the Area is to provide the ability to fund projects and programs necessary to cure blight within the Area. The outcome of implementing these projects is anticipated to be an increase to the economic growth in Central Point by providing infrastructure improvements inside the Area to assist with economic development.

XII. RELOCATION REPORT

When the CPDC acquires occupied property under the Plan, residential or commercial occupants of such property shall be offered relocation assistance, as required under applicable state law. Prior to such acquisition, the CPDC shall adopt rules and regulations, as necessary, for the administration of relocation assistance. The CPDC will comply with all applicable state law in providing these potential benefits.

**FINDINGS OF FACT AND CONCLUSIONS OF LAW
FOR
DOWNTOWN & EAST PINE STREET CORRIDOR REVITALIZATION PLAN AMENDMENT**

Before the City of Central Point Planning Commission
Consideration of Downtown & East Pine Street Corridor Revitalization Plan Amendment
Compliance with the City of Central Point Comprehensive Plan

File No. UR-22001

Applicant: City of Central Point)	Findings of Fact
140 South 3 rd Street)	and
Central Point, OR 97502)	Conclusions of Law

I. Introduction

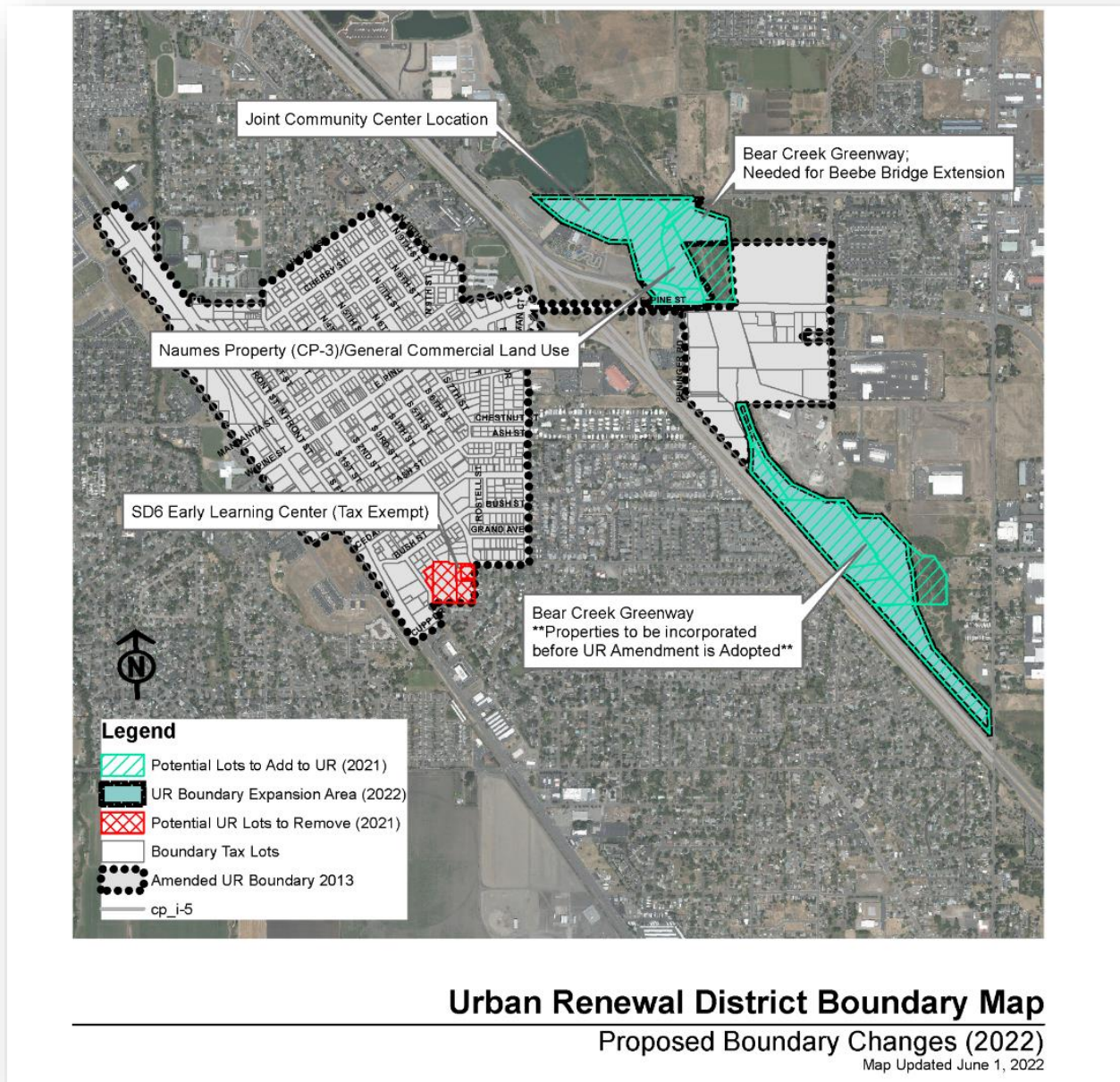
On March 8, 2012, the City of Central Point City Council approved the Downtown and East Pine Street Corridor Revitalization Plan (Urban Renewal Plan). Prior to the City Council’s approval, the Planning Commission determined the Urban Renewal Plan was consistent with the City of Central Point Comprehensive Plan. At this time, the City is amending the Urban Renewal Plan to accomplish the following objectives:

- Remove tax exempt properties purchased by School District #6 since 2012;
- Add land along the Bear Creek Greenway to fund and construct park improvements that balance active and passive recreation amenities with wildfire mitigation and habitat restoration;
- Add land being considered for a Joint Community Center with Jackson County (existing project, new possible location);
- Add land recently added to the Central Point Urban Growth Boundary (UGB) from the CP-3 Urban Reserve; and,
- Add the following projects:
 - Bear Creek Greenway park and fire mitigation plan; and,
 - Beebe Road Bridge Extension.

The existing and proposed Urban Renewal District boundaries are illustrated in Figures 1 and 2. The purpose of these findings is to demonstrate that the proposed Urban Renewal Plan Amendment is consistent with the Comprehensive Plan.

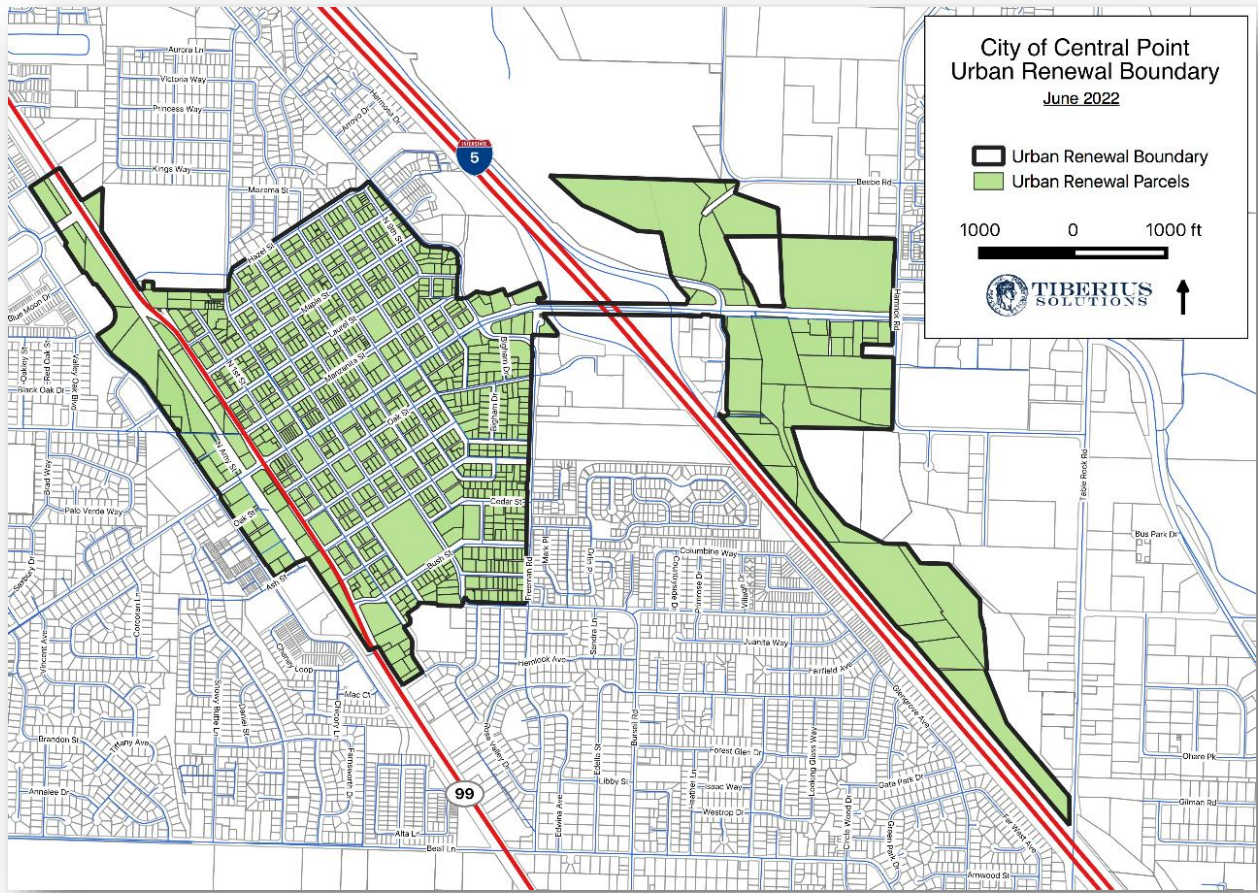
Attachment: Planning Commission Findings_ Exhibit C (1601 : Downtown & East Pine Street Corridor Revitalization Plan Amendment)

Figure 1 – Proposed Urban Renewal District Boundary Changes Map



Attachment: Planning Commission Findings_ Exhibit C (1601 : Downtown & East Pine Street Corridor Revitalization Plan Amendment)

Figure 2 – Proposed Urban Renewal Boundary



II. Central Point Strategic Plan

The 2040 Strategic Plan establishes the community’s vision, mission, values and strategic priorities. Together, these components are intended to foster the community’s preferred vision for its future as articulated below:

Vision

“Central Point is a safe, family-friendly, livable community that cultivates its small-town feel by managing growth and inspiring meaningful connections between people and places.”

Mission

“Creating a family-friendly community that provides a better experience for those living working and doing business in Central Point.”

Values

There are seven (7) values articulated in the Strategic Plan. These are the principles that drive service delivery, planning and implementation of the strategic plan and day to day functions of the City. They are as follows:

1. Accountability – We value the ability to hold ourselves responsible for mistakes, apply what we have learned and move forward in a positive direction.
2. Community – We value a clean and attractive city that inspires meaningful connections to people and places.
3. Excellence – We value a consistently superior performance that surpasses requirements and expectations.
4. Service – We strive to provide the highest level of service possible in the most efficient and responsible manner.
5. Heritage – We value a simultaneous ability to preserve and invent our culture—that is, to conserve our city’s unique history and heritage while developing new expressions for current times.
6. Public Safety – We value a professional service-oriented public safety policy that provides a sense of safety/well-being in the city.
7. Resilience – We value the City’s ability to anticipate, prepare for, respond and adapt to incremental change and sudden (economic or market) disruptions in order to endure and prosper.

Strategic Priorities

1. Community Investment – This priority has to do with making physical, social and economic investments that support the community’s vision.
2. Community Engagement – Responsive and proactive governance requires quality communication between citizens, business and the City. This priority is geared toward building strong relationships and effective communication.
3. Community Culture – Central Point has a unique identify and culture. This priority aims to celebrate Central Point customs, arts, social institutions and achievements.
4. Responsible Governance – There are multiple facets to responsible governance from earning and retaining public trust, maintaining a strong financial position, to thoughtfully hiring and training employees, promoting volunteerism, and developing the policing program. Lastly, this area focuses on becoming a resilient city that has the capabilities needed to prevent, protect against, mitigate, respond to and recover from the threats and hazards that pose the greatest risk.
5. Vibrant Economy – Having a vibrant economy is the fuel for a healthy community. The City’s Strategic Plan focuses on managing growth, revitalizing downtown, connecting the east and west sides of the community and business attraction, support and investment.

The 2040 Strategic Plan is the foundation for the City’s Comprehensive Plan. It is important to acknowledge the proposed Urban Renewal Plan Amendment aligns with the community’s vision and strategic priorities.

Finding, 2040 Strategic Plan: *The Urban Renewal Plan provides a blueprint for revitalizing blighted areas in the Urban Renewal District boundary to increase public and private investments. In the case of the Urban Renewal Plan Amendment, the proposed changes include adding lands that will allow public investment to transform the Bear Creek Greenway. This natural open space areas was severely burned during the September 2019 wildfire that threatened the entire community. The proposed plan amendment to include the Greenway in the Urban Renewal District Boundary and to include the Bear Creek Greenway Park/Wildfire Mitigation project will allow public investment in active and passive recreation amenities designed to mitigate wildfire risk*

while also restoring valuable wetland and riparian habitat. These changes directly respond to Responsible Governance, Goal 6 regarding being a resilient City.

By bringing in employment land recently added to the UGB, the City is in a position to incentivize private investment in one of the few commercial properties that is visible from Interstate 5. This directly responds to the City's priorities concerning Community Investment and taking action to create a Vibrant Economy. It is important to note that this property is adjacent to the potential Joint Community Center site and will be served by the new Beebe Road Bridge Extension project that has been added as part of this amendment. The latter project is essential to providing increased connectivity between eastside residential properties with commercial properties to the west of Bear Creek.

The Community Center project is already in the Urban Renewal Plan. The addition of land for the potential Joint Community Center expands the City's opportunity to provide significant value at a minimal cost by collaborating with Jackson County. This project speaks to priorities for Community Investment and Responsible Governance by providing enhanced services and facilities in fiscally responsible manner.

Lastly, there has been extensive communication with Central Point citizens and businesses about the changes articulated in the Plan Amendment. Community engagement included but is not limited to the Open House, written notices and public meetings specific to the proposed Urban Renewal Plan Amendment. It has also included the extensive planning efforts that went into developing the Bear Creek Greenway Fire Area Master Plan, exploring the Central Point Community Center design as a standalone facility and as a Joint facility operated in partnership with Jackson County, and the Urban Growth Boundary Amendment. Although each of these is a project unto themselves, together they have informed the proposed Urban Renewal Plan Amendment. Adoption of this plan will provide the investment incentives necessary to bring these projects to fruition as envisioned by the community.

Conclusion, 2040 Strategic Plan: *The proposed Urban Renewal Plan Amendment is consistent with and directly responds to many of the priorities, goals and strategies outlined in the 2040 Strategic plan.*

III. Comprehensive Plan

The goal of the Central Point Comprehensive Plan is "To determine future growth of the present City to the mutual benefit of the public by consideration of proper land use planning incorporating statewide goals and guidelines in the adoption of policies to ensure a logical, orderly planning process." This goal is supported by nine (9) general policies as follows:

1. Provide for an orderly and reasonable expansion of the Central point urbanizing area.
2. Encourage the enhancement of private property values and quality of life through compatible arrangement of land uses.
3. Provide flexibility of residential neighborhoods and housing opportunities to meet the changing needs of a growing population.
4. Provide well balance and convenient shopping opportunities for the residents of the Community.
5. Provide ease of access and circulation throughout the Community through an improved circulation/transportation system, and properly planned extensions to that system

6. Provide increased localized employment opportunities within the community through the expansion of the commercial and industrial base.
7. Provide for the logical and most economical expansion of community facilities and services to accommodate the Plan's proposed land uses and continued growth of the City.
8. Ensure the protection and enhancement of existing natural environmental features and productive agricultural lands through responsible land use planning and development controls.
9. Plan for a system of parks and recreation facilities, areas and opportunities that is accessible to all residents and in balance with growth and development.

Policies aimed more specifically at the implementation of each aspect of the Comprehensive Plan are contained in each of the following ten Plan elements:

1. Citizen Involvement Element
2. Urbanization Element
3. Housing Element
4. Environmental Management Element
5. Parks and Recreation Element
6. Public Facilities and Services Element
7. Economic Element
8. Energy Utilization and Conservation Element
9. Transportation System Plan
10. Land Use Element

Each Element is comprised of goals and policies. The Urban Renewal Plan Amendment has been reviewed against these goals and policies. Those affected by the proposed amendment include goals and policies related to Citizen Involvement and Parks & Recreation are addressed herein. The other Comprehensive Plan Elements are not implicated by the proposed amendment and are not addressed further in these findings.

IV. Citizen Involvement

The Citizens Involvement Element is derived from the Statewide Planning Goal No. 1, which is "to develop a citizen involvement program that insures the opportunity for citizens to be involved in all phases of the planning process." To attain this goal the City's Citizen Involvement Element includes six policies.

1. The Citizen Involvement Program shall involve a "cross-section" of affected citizens in all planning phases and shall include a recognized citizens advisory committee.
2. In order to assure effective communication with citizens, mechanisms shall be established, including such methods as newsletters, questionnaires, posters, and other available media, as appropriate.
3. Whenever possible, citizens shall be given the opportunity to be involved in all phases of the planning process, including (1) data collection, (2) plan preparation, (3) adoption, (4) implementation, (5) evaluation, and (6) revision.

4. The City will assure that all information used in the preparation of the Plan or related reports, is made available in an easy to understand form and is available for review at the community library, City Hall, or other location.
5. The City will be responsive to citizens or groups taking part in the planning process and all land use policy decisions will be documented in written form and available for public review.
6. Adequate human, financial and informational resources will be allocated for the citizens involvement program and such resources will be an integral component of the planning budget.

Finding, Citizen Involvement Policies 1 - 6: *The Urban Renewal Plan Amendment was prepared with an emphasis on citizens involvement. The Amendment addresses citizen concerns following the 2019 wildfire along the Bear Creek Greenway and the desire for and need to manage this area as a park facility for community benefits and safety. Additionally, the proposed Amendment adds land that may be the future site of a Joint Community Center/Emergency Evacuation Shelter with Jackson County. Citizens have expressed support for a Community Center in Community Survey.*

Availability of the draft Urban Renewal Plan Amendment and opportunity for comment were posted on the City's web site. On August 11, 2022 the City conducted an Open House event to present and receive comments on the proposed changes.

Written notice of the proposed plan amendment was hand delivered to all affected taxing districts on August 12, 2022. On September 20-21, 2022 the City mailed notice of the Planning Commission's consideration of the proposed amendment to utility billing customers within the existing and proposed Urban Renewal boundary. Citizens will have the opportunity to provide comments before the Planning Commission makes a formal recommendation to the City Council relative to the Plan Amendment's consistency with the Comprehensive Plan.

Following the Planning Commission's recommendation, the City Council will consider the Urban Renewal Plan Amendment at a duly noticed public hearing on October 27, 2022.

Conclusion, Citizen Involvement Policies 1-6: *Consistent.*

V. Parks Element

The Parks Element is supported by six (6) goals and fifty-one (51) policies in six categories, including: Community Engagement & Communication; Recreation Programming; Parks & Open Space; Trails and Pathways; Design, Development & Management; and, Facilities Development Plan. Responses to this Element focus on the proposed Urban Renewal Plan Amendment involving the Bear Creek Greenway Fire Area Master Plan and parks and recreation improvements it involves.

Goal 1: Encourage meaningful public involvement in park and recreation planning and inform residents through department communications.

Policies

- 1.1 Support the Parks and Recreation Commission (Commission) as the forum for public discussion of parks and recreation issues and conduct joint sessions as necessary between the Commission and City Council to improve coordination and discuss policy matters of mutual interest.
- 1.2 Involve residents and stakeholders in system-wide planning, park site facility design and recreation program development and continue to use a diverse set of communication and informational materials to solicit community input, facilitate project understanding and build public support.
- 1.3 Support volunteer park improvement and stewardship projects from a variety of individuals, service clubs, faith organizations and businesses to promote community involvement in parks and recreation facilities.
- 1.4 Continue to promote and distribute information about recreational activities, educational programs, community services and events, and volunteer activities sponsored by the City and partner agencies and organizations.
- 1.5 Prepare and promote an updated park and trail facilities map for online and print distribution to highlight existing and proposed sites and routes.
- 1.6 Implement a comprehensive approach for wayfinding and directional signage to, and identification and interpretive signage within, park and trail facilities.
- 1.7 Survey, review and publish local park and recreation preferences, needs and trends periodically to stay current with community recreation interests.

Finding, Parks Element Policies 1.1 – 1.7: *There was significant public engagement in the development of the Bear Creek Greenway Fire Area Master Plan. The City formed an ad hoc committee that was part of the conceptual design process. Additionally, there were several advertised public meetings conducted by the Parks Commission, the Citizen’s Advisory Committee, Planning Commission and City Council. Once the Urban Renewal Plan Amendment is effective, the park facility planning and design will move to a more refined planning level that will include increased public involvement opportunities.*

Conclusion, Parks Element Policies 1.1 – 1.7: *The Bear Creek Greenway project involved residents and stakeholders as part of the conceptual facility planning process.*

Goal 2: Establish and maintain a varied and inclusive suite of recreation programs that accommodate a spectrum of ages, interests and abilities and promote the health and wellness of the community.

Policies

- 2.1 Expand and enhance the diversity of programs offered, focusing on programs that are in high demand or serve a range of users.

- 2.2 Enable programming and services to meet the needs of diverse users, including at-risk communities or those with special needs.
- 2.3 Maintain and enhance program scholarships, fee waivers and other mechanisms to support recreation access for low-income program participants.
- 2.4 Continue to pursue development of a multi-use community center that provides additional space for recreation programs.
- 2.5 Pursue opportunities to develop an indoor aquatic facility and recreation center, potentially in partnership with other organizations or agencies. Consider financial feasibility and long-term operations needs prior to design or construction of any new facility.
- 2.6 Implement and support special events, festivals, concerts and cultural programming to promote arts, health and wellness, community identity and tourism, and to foster civic pride.
- 2.7 Leverage city resources by forming and maintaining partnerships with public, non-profit and private recreation providers to deliver recreation services; coordinate with the school district for access to existing facilities (e.g. schools gymnasiums, tracks, fields) for community recreational use.
- 2.8 Explore partnership opportunities with regional healthcare providers and services, such as Providence, Asante and the Jackson County Health and Human Department, to promote wellness activities, healthy lifestyles and communications about local recreation facilities and the benefits of parks and recreation.
- 2.9 Periodically undertake a comprehensive evaluation of existing recreation program offerings in terms of persons served, customer satisfaction, cost/subsidy, cost recovery and availability of similar programs via other providers.

Finding, Parks Element Policies 2.1 – 2.9: *Urban Renewal Plan Amendment involves including land for and adding a project for planning and constructing the Bear Creek Greenway Fire Area Master Plan project. The Plan Amendment does not involve recreation programming.*

Conclusion, Parks Element Policies 2.1 – 2.9: *Not applicable.*

Goal 3: Acquire and develop a high-quality, diversified system of parks, recreation amenities and open spaces that provide equitable access to all residents.

Policies

- 3.1 Provide a level of service standard of 3.5 acres per 1,000 residents of developed core parks (community, neighborhood and pocket).
- 3.2 Strive to provide equitable access to parks such that all city residents live within one-half mile of a developed neighborhood park.

- 3.3 Prioritize park acquisition and development in underserved areas where households are more than ½-mile from a developed park.
- 3.4 Explore partnership with local utilities, public agencies and private landowners for easements for parkland, trail corridors and recreation facilities.
- 3.5 Pursue low-cost and/or non-purchase options to preserve open space, including the use of conservation easements and development agreements.
- 3.6 Continue to provide community gardens at suitable sites to provide opportunities for gardening, healthy eating and social connections.
- 3.7 Provide and maintain facilities for alternative or emerging sports, such as pickle-ball, disc golf, climbing and parkour, to offer residents a more diverse range of recreational experiences.
- 3.8 Coordinate with public agencies and private landowners for the protection of valuable natural areas and sensitive lands through the purchase of development rights, easements or title and make these lands available for passive recreation as appropriate.
- 3.9 Maintain and apply annually for Tree City USA status.
- 3.10 Manage vegetation in natural areas to support or maintain native plant species, habitat function and other ecological values; remove and control non-native or invasive plants as appropriate.

Finding, Parks Element Policies 3.1 – 3.10: *The Urban Renewal Plan Amendment reflects the City of Central Point's partnership with the City of Medford and Jackson County to transfer ownership of the Greenway properties to the City of Central Point. The purpose of the transfer is to provide greater control in managing the land to minimize wildfire hazard but also to add a parks and recreation facility that will be over 55 acres in size unique in its amenities (Figure 3).*

Figure 3 – Bear Creek Greenway Park Facility Design Concept



Conclusion, Parks Element Policies 3.1 – 3.10: Consistent.

Goal 4: Develop a high-quality system of multi-use trails and bicycle and pedestrian corridors that connects to regional trails and provides access to public facilities, neighborhoods and businesses to promote exercise, walking and biking.

Policies

- 4.1 Coordinate recreational path and trail system planning and development with the City’s and Jackson County’s Transportation System Plan to provide a comprehensive pedestrian and bicycle network. Coordinate with Medford’s pathway plans for improved connectivity. Create an updated Pedestrian and Bike Trails Plan.
- 4.2 Facilitate and provide improved pedestrian and bicycle connectivity from major shared-use paths, such as the Bear Creek Greenway, to parks and other destinations.
- 4.3 Coordinate with the Planning Department and integrate the siting of proposed path and trail segments into the development review process; require development projects along designated routes to be designed to incorporate path and trail segments as part of the project.
- 4.4 Expand the system of off-street trails by utilizing greenways, parks, utility corridors and critical areas as appropriate; purchase rights-of-way or easements as necessary.

- 4.5 Partner with local utilities, public agencies and private landowners to secure easements and access to open space for path and trail connections.
- 4.6 Implement trail, route and wayfinding signage for trails and associated facilities, informational maps and materials identifying existing and planned trail facilities.
- 4.7 Provide trailhead accommodations, as appropriate, to include parking, signage, restrooms and other amenities.
- 4.8 Promote the planning, design and implementation of safe pedestrian and bicycle routes during development review to encourage connectivity to parks, trails, schools and local goods and services. Safe connections should be required for new construction and retrofitted into older neighborhoods to promote community health and safe routes to destinations.

***Finding, Parks Element Policies 4.1 – 4.8:** Inclusion of the Bear Creek Greenway property and park/wildfire mitigation project in the Urban Renewal Plan will provide a funding mechanism to plan and develop an enhanced trail system as conceptually illustrated in Figure 3. As shown, implementation of the Bear Creek Greenway project will balance passive and active areas, including walking paths, benches, tables, pavilions/gazebos, playgrounds, restrooms, bicycle improvements, and various recreational areas/opportunities.*

***Conclusion, Parks Element Policies 4.1 – 4.8:** Consistent.*

Goal 5: Plan for a parks system that is efficient to maintain and operate, while protecting capital investment.

Policies

- 5.1 Develop and maintain all parks and facilities in a manner that keeps them in safe and attractive condition. Repair or remove damaged components immediately upon identification. Maintain and update an inventory of assets including condition and expected useful life.
- 5.2 Establish and utilize design standards to provide continuity in furnishings (e.g., signage, trash cans, tables, benches, fencing) and construction materials to reduce inventory and maintenance costs and improve park appearance.
- 5.3 Update the comprehensive Parks and Recreation Parks Element periodically to ensure facilities and services meet current and future community needs.
- 5.4 Formulate illustrative master plans for the development or redevelopment of each City park, as appropriate, to take advantage of grant or other funding opportunities.
- 5.5 Design parks and facilities to offer universal accessibility for residents of all physical capabilities, skill levels and age, as appropriate.
- 5.6 Incorporate sustainable development and low impact design practices into the design, planning and rehabilitation of new and existing facilities.

- 5.7 Estimate the maintenance costs and staffing levels associated with the acquisition, development or renovation of parks or open spaces, and pursue adequate long-term maintenance, life-cycle replacement and operation funding.
- 5.8 Develop and maintain minimum design and development standards for park and recreation amenities within private developments to address community facility needs, equipment types, accessibility, and installation procedures.
- 5.9 Update the comprehensive Parks and Recreation Master Plan periodically to ensure facilities and services meet current and future community needs.
- 5.10 Promote professional development opportunities that strengthen the skills and engender greater commitment from staff, Commission members and key volunteers, to include trainings, materials and/or affiliation with the National Recreation & Park Association (NRPA) and the Oregon Recreation & Parks Association (ORPA).

Finding, Parks Element Policies 5.1 – 5.10: *The Urban Renewal Plan Amendment’s inclusion of the Bear Creek Greenway land and park/wildfire mitigation project aligns with the policies directed at master planning an accessible, sustainable, attractive and recreationally diverse park facility. Specifically the Urban Renewal Plan Amendment provides funding necessary to refine the conceptual plan, support grant opportunities and ultimately to implement the final master plan.*

Conclusion, Parks Element Policies 5.1 – 5.10: *Consistent.*

Goal 6: Develop and implement a comprehensive facilities plan in cooperation and coordination with surrounding cities/county and school district.

Policies

- 6.1 Pursue and maintain effective partnerships with public, private and non-profit organizations to maintain parks and recreation facilities.
- 6.2 Formalize partnerships through inter-governmental agreements to meet mutual goals and objectives of all parties.
- 6.3 Coordinate program efforts with the School District for joint facility development and maintenance for parks, special event venues, athletic fields and other major facilities to increase availability of recreational opportunity to nearby residents..
- 6.4 Collaborate with key stakeholders, land owners and other jurisdictions to identify appropriate and community-supported trail routes that improve park access and link parks, green space, recreation facilities and other community destinations.
- 6.5 Work in partnership with user groups and project proponents to identify and test new recreational facilities.
- 6.6 Encourage and pursue mutual cooperation and a “good neighbor” policy with residents and businesses located adjacent to park facilities, trails and natural open space areas.

- 6.7 Maintain a strong and active volunteer program with opportunities for citizens to become actively involved in programs to develop a sense of community pride.

Finding, Parks Element Policies 6.1 – 6.7: *The proposed Urban Renewal Plan Amendment does not affect or otherwise preclude the City’s ability to develop and implement a comprehensive facilities plan in coordination with other agencies.*

Conclusion, Parks Element Policies 6.1 – 6.7: *Not applicable.*

VI. Transportation Element.

The City of Central Point Transportation Systems Plan (TSP) was approved by the Central Point City Council on December 18, 2008 and is implemented by Ordinance #1922. The TSP is undergoing an amendment in 2022 which would add the Beebe Road Bridge project to cross Bear Creek and connect with Peninger Road. This amendment is expected to be finalized by December 31, 2022. By adding this to the TSP, the city is able to also able to allocate System Development Charges to the construction of the bridge that can be leveraged with urban renewal funding to undertake this project.

Finding, Transportation Element: The proposed Urban Renewal Plan Amendment adds an transportation project identified

Conclusion, Transportation Element: Consistent.

VII. Conclusion

As evidenced by the findings and conclusions herein, the proposed Urban Renewal Plan Amendment is consistent with the City’s Strategic Plan and the applicable elements of the City of Central Point Comprehensive Plan.

Exhibit D

Board of Commissioners board order will
be attached for the second reading.

The Board of Commissioners will discuss the
Order on October 26, 2022.



City of Central Point Staff Report to Council

ISSUE SUMMARY

TO:	City Council	DEPARTMENT:	Community Development
FROM:	Stephanie Holtey, Planning Director		
MEETING DATE:	November 17, 2022		
SUBJECT:	Resolution No. ____ Intergovernmental Agreement with the Department of Land Conservation and Development (DLCD) for Climate Friendly Area Study		
ACTION REQUIRED:	Resolution	RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

The State of Oregon approved amendments to the State Transportation Planning Rules in Oregon Administrative Rule (OAR) 660-012 in response to Executive Order 20-04. The new rules will require the City of Central Point to designate Climate Friendly Areas (CFAs) and adopt CFA regulations that allow higher density, mixed-use development that is walkable and meets various standards within OAR 660-012. The new CFAs must be sized to accommodate a portion of the City's existing and needed housing, jobs and services.

The rules provide a two (2) phased process that involves studying potential CFA locations and planning for equitable and inclusive community engagement in Phase 1. Phase 2 requires adoption of the CFA(s) and supporting regulations. The State Department of Land Conservation and Development (DLCD) has hired two consulting firms to provide technical assistance to local governments in our area to complete Phase 1 by December 31, 2023 as required by the rule.

The Intergovernmental Agreement establishes the roles and responsibilities and the tasks and deliverables required by City staff, DLCD and their consultants to complete Phase 1 by the regulatory deadline.

FINANCIAL ANALYSIS:

DLCD has hired and accepts responsibility for paying all costs incurred by the consultants hired to perform the tasks outlined in the Intergovernmental Agreement. The only costs to the City will be in-kind costs associated with staff time and the printing, mailing and publishing costs associated with community outreach activities.

LEGAL ANALYSIS:

OAR 660-012-0012 establishes the effective date and timelines required for the City to comply with the new rules. By entering into an Intergovernmental Agreement, the City will receive technical assistance needed to meet its obligations under the rule.

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

Community Engagement – Goal 1: Build Strong relationships between government and its citizens.

Strategy 2 – Utilize practical communication approaches to reach and engage as many community members as possible. Adapt approaches as preferences in the community change.

Strategy 3 - Communicate, collaborate and partner with other governmental agencies, public and private enterprises to pool and/or leverage resources to achieve optimal outcomes for the community.

Strategy 7 – Create a community that is welcoming to diverse populations.

Comment: The IGA with DLCD provides the City with an opportunity to partner with the state to better understand and engage with all segments of our population in the CFA Study planning process. This aspect of the project can be applied to broader community for other planning and community engagement efforts that are consistent with our strategies to monitor preferences and adapt as needed. This is supportive of our objective to provide a welcoming community diverse populations.

Responsible Governance - Goal 1: Maintain a strong financial position that balances the need for adequate service levels and capital requirements against the affordability that is desired by our citizens.

Strategy 2 – Work with partner agencies and stakeholders to eliminate redundancy and maximize efficiency in all areas.

Comment: The availability of state funds for technical assistance alleviates some of the City's financial burden for complying with the newly adopted transportation planning rules. Additionally this partnership allows existing and planned staffing levels to continue to provide land use and planning services expected by the community.

STAFF RECOMMENDATION:

Approve the resolution authorizing the City to enter into the IGA with DLCD.

RECOMMENDED MOTION:

I move to approve Resolution No. _____ a Resolution authorizing the city to enter into an Intergovernmental agreement with the Department of Land Conservation and Development (DLCD) to complete a Climate Friendly Area Study.

ATTACHMENTS:

1. Resolution Approving CFA Study IGA
2. Exhibit A - Intergovernmental Agreement

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE CITY OF CENTRAL POINT TO ENTER INTO AN INTERGOVERNMENTAL AGREEMENT WITH THE DEPARTMENT OF LAND CONSERVATION AND DEVELOPMENT (DLCD) TO COMPLETE A CLIMATE FRIENDLY AREA STUDY

RECITALS:

- A. The State of Oregon approved amendments to the State Transportation Planning Rules in Oregon Administrative Rule (OAR) 660-012 on July 18, 2022.
- B. Cities with a population over 5,000, including Central Point, will be required to adopt regulations that allow walkable mixed-use development in defined areas inside the Urban Growth Area. These designated Climate Friendly Areas (CFAs) must be sized to accommodate a portion of the community’s housing, jobs and services.
- C. The rules provide a two (2) phased process: Phase 1 is to study potential CFA locations and complete a community engagement plan by December 31, 2023. Phase 2 requires CFA designation and adoption of regulations for those areas.
- D. The Intergovernmental Agreement establishes the roles and responsibilities and tasks to be carried out by the City staff, DLCD and their consultants to complete Phase 1 requirements discussed above. The only cost to the City will be in-kind expenses associated with staff time and public outreach activities.

The City of Central Point resolves:

Section 1. The City is authorized to enter into the attached Intergovernmental Agreement between the City of Central Point and DLCD for completion of a CFA Study and associated Community Engagement Plan.

Section 2. The Planning Director is authorized to execute such intergovernmental agreement on behalf of the City.

Passed by the Council and signed by me in authentication of its passage this _____ day of _____, 2022.

Mayor Hank Williams

ATTEST:

City Recorder

Attachment: Resolution Approving CFA Study IGA [Revision 2] (1607 : Intergovernmental Agreement with DLCD for Climate Friendly Area

INTERGOVERNMENTAL AGREEMENT

City of Central Point

This Agreement is between the State of Oregon acting by and through its **Department of Land Conservation and Development “DLCD”** (“Agency”) and **City of Central Point** (“City” or “Local Government”), each a “Party” and, together, the “Parties.”

I. AUTHORITY

This Agreement is authorized by ORS 190.110.

II. EFFECTIVE DATE

This Agreement is effective on the date of the last signature {"Effective Date"}, and terminates on **June 30, 2023**, unless terminated earlier.

III. BACKGROUND

On March 10, 2020, Governor Kate Brown issued [Executive Order 20-04](#), directing state agencies to reduce climate pollution. In response, the Land Conservation and Development Commission (commission) is working on updating Oregon's [Transportation Planning Rules](#) and related administrative rules

The Commission also launched the Climate-Friendly and Equitable Communities rulemaking in response to Executive Order 20-04. It directed the Department of Land Conservation and Development “DLCD”, to amend rules governing Oregon’s planning system for communities in Oregon’s eight most populated areas.

The proposed rules will require cities (and some urbanized county areas) with a population over 5,000 within the seven metropolitan areas outside of Portland Metro to adopt regulations allowing walkable mixed-use development in defined areas within urban growth boundaries. Areas will be sized to accommodate a portion of the community’s housing, jobs, and services. Local governments will determine where these areas will be located, but many of these areas will likely be established in existing downtowns that may currently allow for mixed uses and higher densities. Associated requirements will ensure high quality pedestrian, bicycle, and transit infrastructure is available within these areas to provide convenient transportation options.

The rules provide a two phased process for local governments to first study the potential designation of Climate Friendly Areas in the first phase, then in a second phase to adopt development standards for those areas. The rules provide some minimum requirements for Climate Friendly Areas, with a set of clear and objective standards that may be used, or a process for local governments to craft their own standards. The Climate Friendly Area Study, the first phase of the project, will consist of developing a community engagement guide, running public involvement tasks, assessing risks of, and identifying potential mitigating policies for gentrification and displacement, and identifying potential Climate-Friendly Areas.

IV. PROJECT OBJECTIVE AND MAJOR DELIVERABLES

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Climate Friendly Area Study

The primary objective of this Project is to help the local government submit a study to identify potential Climate Friendly Areas by December 31, 2023. DLCD will hire a Council of Governments (COG) “Consultant” to provide services directly to the City as described in the Statement of Work below. DLCD will also provide City and Consultant with a public involvement consultant, a community engagement guide, a Climate-Friendly Area Designation Methods Guide, Anti-Displacement Map layer, and the Anti-Displacement and Gentrification Toolkit to use in completing this project.

V. ROLES AND RESPONSIBILITIES

City: Overall management of the Project will be the responsibility of the Consultant. The City will appoint a Project Manager to be the principal contact person representing the City on all matters dealing with the Project.

Specific project management duties of the City will include:

- a. Coordinating project schedule and deliverables with Consultant;
- b. Coordinating City staff;
- c. Ensuring the timely review of deliverables and providing any needed (and available) supporting data/information to Consultant;
- d. Reviewing and commenting on Consultant work;
- e. Noticing, scheduling, and managing public official work sessions and public hearings, if any. Activities include preparing and distributing meeting notices, agendas, and summaries; and assisting the Consultant with meeting facilitation.

DLCD: DLCD will provide financial, administrative, and technical assistance to the Project. DLCD will participate in technical and public meetings, if any. Additional technical assistance may be provided as requested by the City or Consultant. DLCD will review Consultant’s work, invoices, and progress reports. Additionally, DLCD will review the Consultant’s performance and deliverables with the City prior to paying invoices received by the Consultant. DLCD will assist in the mediation of Consultant/City conflicts, or issues with the project or deliverables.

VI. COMPENSATION AND COSTS

Each Party shall assume its own costs of carrying out the tasks and responsibilities assigned to it under this Agreement. Under no circumstances is the Local Government responsible for payment of costs incurred under the contract between DLCD and the chosen Consultant(s).

VII. KEY CONTACTS

City

Stephanie Holtey, Community Development Director
City of Central Point
140 S. 3rd Street
Central Point, OR 97502

Stephanie.Holtey@centralpointoregon.gov
541-664-3321

Department of Land Conservation and Development

Cody Meyer – Land Use & Transportation Planner
635 Capitol St. NE Suite 150
Salem, OR 97301

cody.meyer@dlcd.oregon.gov
971-239-9475

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Evan Manvel – Climate Mitigation Planner
635 Capitol St. NE Suite 150
Salem, OR 97301

evan.manvel@dlcd.oregon.gov
971-375-5979

Council of Governments

Karl Welzenbach, Planning Program Director
Rogue Valley Council of Governments
155 N. 1st Street | P.O. Box 3275
Central Point, OR 97502

kwelzenbach@rvcog.org
541-423-1360

Public Engagement Consultant

Steve Faust – Community Planning Director
3J Consulting
9300 SW Nimbus Ave. – Suite 100
Beaverton, OR 97008

steve.faust@3j-consulting.com
971-409-2045

A Party may designate a new authorized representative by written notice to the other Party.

VIII. TERMINATION

- a) This Agreement may be terminated at any time by mutual written agreement of the Parties.
- b) This Agreement may be terminated by DLCD upon 45 days advance written notice and by Local Government upon 45 days advance written notice.

IX. NON-APPROPRIATION

DLCD's obligation to perform its duties under this Agreement is conditioned upon DLCD receiving funding, appropriations, limitations, allotments, or other expenditure authority sufficient to allow DLCD, in the exercise of its reasonable administrative discretion, to meet its obligations under this Agreement. Nothing in this Agreement may be construed as permitting any violation of Article XI, Section 7 of the Oregon Constitution or any law limiting the activities, liabilities, or monetary obligations of DLCD.

X. STATEMENT OF WORK

Climate Friendly Area Designation Study – Rogue Valley Council of Governments (RVCOG)

TASK 1. PROJECT SCOPING AND COMMUNITY ENGAGEMENT PLAN

The purpose of this task is to familiarize the COG and Project Team with rule requirements, confirm the objectives of the project, refine the project schedule, and prepare a strategy for engaging community members throughout the project. The COG will use the Community Engagement Plan provided by the City to plan for project deliverable scheduling. A list of public engagement tasks will be provided by the City and public involvement consultant provided by DLCD.

1.1 Project Kick-Off

COG shall conduct Project Management Meeting #1 to review project objectives, Community Engagement Plan, and schedule, and to discuss issues and approach. Relevant City staff will attend the meeting. COG shall prepare Project Management Meeting #1 Notes including a project schedule identifying major milestones.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Task 1 City Deliverables:

- Attendance at Project Management Team Meeting #1

TASK 2. STUDY AREA ALTERNATIVES AND ASSESSMENT OF EXISTING ZONING AND IDENTIFYING CFA NEEDS FOR JURISDICTIONS OF MORE THAN 10K SUBJECT TO OAR 660-012-0315(2)

The objective of this task is to identify the needed housing units for the analysis and identify the areas that will be used to include in the initial analysis for potential Climate-Friendly Areas. The needed housing combined with the existing and potential development standards in the potential Climate-Friendly Areas (CFA) will be used for a dwelling unit capacity analysis.

COG shall use the feedback gathered through Project Management Team Meeting #1 and the Climate-Friendly Area Designation Methods Guide provided by DLCD as the basis for assessing and analyzing CFA zones for the city.

2.1 Initial Public Outreach

The City, with the help of the Consultant, will conduct Public Engagement Task #1 to explain the CFA designation process and solicit initial input on potential CFAs. The City will arrange meeting logistics, including workshop location (if applicable), and publicize consistent with the Community Engagement Plan.

2.2 Identify Housing Needs, Dwelling Unit Capacity and Climate Friendly Candidate Study Areas

COG shall prepare Technical Memo #1 identifying the required dwelling unit capacity of the CFA(s), and with input from the City, identifying areas meeting the size and locational criteria of OAR 660-012-0310(1) to be further evaluated for CFA designation. The analysis shall be based on the City's most recently adopted Housing Needs Analysis (HNA), Housing Capacity Analysis (HCA), or best available data sources such as the U.S. Census and Portland State University Research Center to identify existing housing units and needed housing.

COG shall schedule and conduct Project Management Meeting #2 to finalize Technical Memo #1, incorporating input from Public Engagement Task #1. City staff will attend.

2.3 Existing and Potential Development Standards Analysis

COG shall prepare Technical Memo #2. The Memo shall identify the current development standards applicable to candidate CFAs, including applicable setbacks, allowed building heights, open space requirements, on-site parking requirements, Goal 5 and Goal 7 protections, and similar regulations. In addition to identification of current development standards, the Memo shall include at least one alternative set of development standards. The alternative development standards will be based on changes that the City anticipates may change during CFA zoning. COG shall hold Project Management Meeting #3 to finalize Technical Memo #2. City staff will attend.

2.4 [Contingent Task] Dwelling Unit Capacity Analysis- Prescriptive Analysis

COG shall prepare Technical Memo #3. The Memo shall:

- Calculate the net developable area (NDA) for each candidate CFA.
- For each candidate CFA, apply the existing and alternative development standards from Technical Memo #2 to the NDA to calculate buildable square footage within the candidate CFA.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

- c. Calculate the dwelling unit capacity of each candidate CFA based on a residential buildable square footage of 30% of the NDA (or additional if affordable housing height bonuses are allowed) and a dwelling unit size of 900 square feet.
- d. Compare dwelling unit capacities from (d) to the required 30% of identified housing need from Technical Memo #1. If the dwelling unit capacity of the candidate CFAs does not equal or exceed 30% of identified housing need, COG and City staff shall evaluate candidate CFA adjunct areas.

COG and the City shall hold Project Management Meeting #4 prior to finalizing Technical Memo #3.

2.5 [Contingent Task] Dwelling Unit Capacity Analysis- Alternative Analysis

An alternative methodology may be used as provided in OAR-660-012-0320 (10) provided the City can demonstrate the CFA is cumulatively sized and zoned to accommodate at least 30 percent of the total identified number of housing units identified in Task 2.

2.6 [Contingent Task] Additional Candidate Climate-Friendly Areas

If the dwelling unit capacity of the candidate CFAs and adjunct candidate CFAs is less than 30% of the identified housing need, COG and City shall perform this contingent task. The City may choose to designate land sufficient to accommodate more than 30% of the identified housing need.

2.7 Public Engagement Task #2 – Candidate Climate-Friendly Areas

The City, with the help of the consultant, will conduct Public Engagement Task #2 to present the candidate CFAs and supporting analysis for review and comment by the public. The City will arrange meeting logistics, including workshop location (if applicable), and advertising the workshop consistent with the Community Engagement Plan.

Task 2 City Deliverables:

- ***Project Management Team Meetings:***
- ***Project Management Team #2 –Review and vet Technical Memo #1***
- ***Project Management Team #3 – Review and vet Technical Memo #2***
- ***Project Management Team #4 – Review and vet Technical Memo #3***
- ***Public Engagement Tasks (with the help of the consultant)***

TASK 3. ANTI-DISPLACEMENT ANALYSIS

The objective of this task is to identify plans for achieving fair and equitable housing outcomes within climate friendly areas. The Anti-Displacement Analysis includes an analysis of spatial and other data to determine if potential climate friendly areas would be likely to displace residents who are members of state and federal protected classes. The City will use the analysis to identify actions that may be employed to mitigate or avoid potential displacement.

3.1 Anti-Displacement Spatial Analysis

The purpose of this task is to identify if CFA designation within any of the studied areas would have a significant potential to displace members of state and federal protected classes. COG shall use the Anti-Displacement Map layer to inform the selection of CFA zones and report on findings of candidate CFA zones for Project Management Team and Public Workshop materials.

3.2 Anti-Displacement Planning Analysis

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

The purpose of this task is to identify and mitigate potential negative side effects of adopting Climate Friendly Area zoning for key populations. City will use the results of Anti-Displacement Spatial Analysis to identify potential policies and actions in DLCD's Anti-Displacement and Gentrification Toolkit that could be employed to mitigate or avoid potential displacement.

Task 3 City Deliverables:

- **Anti-Displacement Planning Analysis**

TASK 4. FINAL CLIMATE FRIENDLY AREA DESIGNATION STUDY

The objective of this task is to synthesize the deliverable from tasks 1-3 to create the Climate-Friendly Area Designation Study. Potential Climate-Friendly Areas must cumulatively contain sufficient buildable residential area to accommodate at least thirty percent of the total identified number of housing units necessary to meet all current and future housing needs over the planning period.

4.1 [Contingent Task] Draft Changes to Development Standards for CFA Zoning Requirements

COG shall prepare a Technical Memo to evaluate changes to development standards for CFA Zoning Requirements.

4.2 Draft Climate Friendly Area Designation Study

COG shall prepare Technical Memo #4. The memo shall be a draft Climate Friendly Area Designation Study that compiles deliverables from tasks 1-3. Deliverables will include: Compiled Technical Memos 1-3; Anti-Displacement Spatial Analysis; any preliminary identification of needed development code and/or zoning map changes; and Climate Friendly Areas Maps. COG shall hold Project Management Meeting #5 to finalize Technical Memo #4. City staff will attend.

4.3 Public Engagement Task #3 – Presentation of Draft Climate Friendly Areas

The City will conduct Public Engagement Task #3 to present the results of Draft Climate Friendly Areas Study for review and comment by the public. The City will arrange meeting logistics, including workshop location (if applicable), and advertising engagement opportunity consistent with the Community Engagement Plan (with the help of the consultant).

4.4 Final Climate Friendly Area Designation Study

The City will incorporate the feedback from Public Engagement Task and the Anti-Displacement Strategies into the Draft Climate Friendly Area Study to develop Final Climate-Friendly Area Designation Study. The COG shall support the compiling of the Final Climate Friendly Area Designation Study.

Task 4 City Deliverables:

- **Project Management Team Meeting #5 – Review and vet Draft Climate-Friendly Area Designation Study**
- **Public Engagement Task #3 – Presentation of Final Climate-Friendly Area Designation Study (with the help of the consultant)**

Community Engagement Plan – Climate Friendly Area Designation – 3J Consulting

PROJECT OBJECTIVES AND MAJOR DELIVERABLES

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

The project aims to create a community engagement plan for Climate-Friendly Area study, designation, and zoning work in the City of Central Point, and to support the City in conducting meaningful community involvement during the study phase.

Particular attention must be paid to:

- Ensuring the public is meaningfully engaged in the decision-making process.
- Centering the voices of underserved populations in the process.

3J Consulting (Consultant) shall use relevant information and methods from the DLCD *Putting the People in Planning* guide and current community engagement best practices to:

- Prioritize community-led engagement for the decision-making process with specific attention to underserved populations;
- Engage in outreach activities with underserved populations;
- Consider the effect of plans, policy, and public investments on underserved populations; and
- Include decision-making factors that recognize historic and current inequities in order to reduce them.

GENERAL PROVISIONS

Project Management Team

A Project Management Team (“PMT”), comprising a City Project Manager, Agency Project Manager, and Consultant, shall provide overall guidance for the project.

The PMT shall meet as specified by the statement of work (“SOW”) to coordinate logistics of the project and to give feedback to Consultant. PMT shall meet by telephone, video conference, or in person; each meeting shall not exceed two hours.

The City will be responsible for leading any necessary planning commission and city council work sessions, staff reports, necessary public notices, and notifications.

Agency Support

To assist in the project, the Agency will provide GIS layers reflecting concentrations of underserved populations (as data are available), an Anti-Displacement Map, an Anti-Displacement Toolkit, a Climate-Friendly Area Community Engagement Blueprint, a draft public handout regarding Climate-Friendly Areas, and a list of potential key indicators to demonstrate progress over time to assist with the equity summary in Task 5.

Agency will also provide additional equity resources, including the [Climate Equity Blueprint](#), [Putting the People in Planning](#), (and [associated resources](#)), a guide to tribal engagement, [best practices guide to pronoun usage](#), basic information about Oregon’s history of inequities in land use and transportation, translation services for materials, and, as resources allow, interpretation services at meetings.

WORK TASKS AND DELIVERABLES

Task 1. Creation of Local Community Engagement Plans

This task has two purposes. First, for Consultant to confirm the objectives of the project and to refine the project schedule. Second, for the City to work with Consultant to create Local Community Engagement Plans to guide the actual engagement work.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

1.1 Overview Memos

Consultant shall prepare Memo #1 that includes a project approach and identifies major milestones and provide it one week prior to Project Management Meetings #1.

1.2 Project Kick-Off; Review Community Engagement Plan Components

Consultant shall schedule and conduct virtual Project Management Team (PMT) Meeting #1 with the City to confirm project objectives, discuss issues, and approach.

During the meeting, the DLCD Climate-Friendly Area Community Engagement Blueprint provided by the Agency, and the Consultant and City responsibilities for completing a plan promptly will be reviewed.

That Blueprint will include a guide to selecting what level of influence community members have in the decision-making process, a worksheet on selecting which underserved populations should be engaged, guidance in engaging community-based organizations or other representatives of those populations, a guide to community engagement activity selection, sample event registration forms with demographic information, a media and public communications guide, a draft schedule, and any draft budget.

The schedule shall include high-level steps for the second phase of Climate-Friendly Area work – the designation and zoning – and more detailed steps for the Study phase with engagement activities under this contract.

1.3 Draft and Final Community Engagement Plans

The City will work with the consultant to complete a worksheet from the Blueprint for the Consultant.

Consultant shall write a draft Community Engagement Plan for the City, based significantly on the Blueprint.

The City shall review plan regarding engagement tools, schedules, messages, and audiences and provide Consultant with suggestions for improvements within one week of receiving them. Consultant will review suggestions and incorporate edits as desired within one week of receiving comments from the City.

Task 1 City Deliverables

- ***Attendance at Project Management Team Meetings #1***
- ***Review of Community Engagement Plan***

Task 2. Materials Review

The purpose of this task is to make sure the core outreach materials to be used in conducting the community engagement tasks are accessible to the general public, provided in plain language descriptions, and translated where necessary. Translation services will be provided by the Agency as required.

2.1 Draft Handout from Consultant

Consultant shall customize a brief, one-to-four page public handout about climate-friendly areas identification, based on a template provided by the Agency, for the City. It shall include images of development types that comply with Climate-Friendly Area requirements, dates of community engagement and adoption timelines, and contact information of the City lead staff members.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Consultant shall provide the handout to the City for edits and corrections. The City will offer edits and corrections within one week of receiving it.

2.2 Final Materials from Consultant

Consultant shall incorporate edits and corrections to the handout within one week of receiving them.

2.3 Draft Materials from Cities

The City may provide up to five pages of additional project materials to the Consultant for review. Consultant shall review materials to ensure readability and that the materials can facilitate productive discussions about potential locations for Climate-Friendly Areas. Consultant shall provide suggested edits within ten days of receipt.

Task 2 City Deliverables

- ***Suggested edits to handouts and materials***

Task 3. Implement Community Engagement Plans

This task implements the Community Engagement Plans developed in Task 1. All the activities due to be completed post-Jan 1, 2023, are contingent on approval from Agency Project Manager (APM).

3.1 Schedule and conduct engagement activities with underserved populations

Consultant shall coordinate with the City to implement strategies selected while developing the community engagement plans, potentially including:

- attendance and presentation at pre-existing meetings of Community-Based Organizations
- focus groups
- one-on-one interviews
- on-line surveys
- intercept surveys
- creation and facilitation of an advisory committee
- attend other community events (farmers markets, events in the park, celebrations, etc.)

In doing so, the Consultant and the City shall gather, collect, and value lived experience, qualitative, and quantitative information from the community on how climate-friendly area designation could benefit or burden underserved populations.

Consultant shall solicit specific examples of localized land use and transportation problems impacting underserved communities, and how a proposed change might benefit or burden underserved populations.

The Consultant shall have contingent funds to provide financial support to participants from underserved populations as needed to ensure participation. Such funds may be dispersed upon authorization of the Agency Project Manager.

Agency shall provide examples of key past land use, transportation and other decisions that allowed specific climate disruption and racism-based problems to occur in the locations they have.

Consultants shall discuss potential impacts of future development in Climate-Friendly Areas, sharing the Anti-Displacement Map provided by the Agency.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Consultants shall solicit feedback on specific strategies to create greater equity and minimize negative consequences, such as those in the Anti-Displacement Toolkit provided by the Agency.

3.2 Schedule and conduct broader engagement activities

Consultant shall schedule and conduct no fewer than two broader community engagement activities in the City. At least one activity shall be held in person, and at least one shall allow virtual participation. These activities shall be held at varying times of day and locations, with a specific effort to make them accessible to underserved populations, including those using non-English primary languages, people with disabilities, and renters or people experiencing homelessness.

During the activities, Consultant shall solicit specific examples of localized climate-change and racism-based problems impacting underserved communities, particularly related to land use and transportation. Consultant shall inquire how the proposed Climate-Friendly Area changes could benefit or burden underserved populations.

3.3 Project Management Team Meetings #2 and #3

Consultant shall schedule and conduct virtual PMT Meeting #2 and #3 at appropriate times to share learning from community engagement efforts as they are occurring. PMT Meeting #2 shall occur after Task 1 is complete but prior to community engagement. PMT Meeting #3 shall happen after some but not all community engagement efforts have occurred.

Consultant shall send out agendas at least one week in advance of said meetings and notes within one week after the meeting. The City will attend the PMT meetings.

3.4 Project Management Team Meeting #4 (Contingent)

Upon approval of APM, Consultant shall schedule and conduct PMT Meeting #4 at appropriate times to discuss community engagement work and adjust as needed.

Consultant shall send out agendas at least one week in advance of said meeting and notes within one week after the meeting. The City will attend.

3.5 Project Management Team Meeting #5 (Contingent)

Upon approval of APM, Consultant shall schedule and conduct PMT Meeting #5 at appropriate times to discuss community engagement work and adjust as needed.

Consultant shall send out agendas at least one week in advance of said meeting and notes within one week after the meeting. The City will attend.

Task 3 City Deliverables

- ***Participation in engagement activities with underserved populations***
- ***Participation in engagement activities***
- ***Participation in PMT Meetings #2 and #3***
- ***Participation in PMT Meetings #4 and #5***

Task 4. Report Back from Engagement Efforts

This task reports back from engagement efforts and is contingent on approval by the APM.

4.1 Report Back from Engagement Efforts

Consultant shall provide a one-to-four page summary of the community engagement effort, including what was heard, and what changed in response to that input for the City. Each summary will include multiple images.

DLCD IGA #21095 – City of Central Point – Climate Friendly Area Study

Task 4 City Deliverables:

- **No City Deliverables required for this task**

Task 5. Summary of Equity Issues

This task summarizes equity issues raised during community engagement activity and next steps.

The City will report the information learned from equity questions asked during the community engagement activities in Task 3.

The summary will list unresolved equity issues.

The summary will explain how the feedback heard during Task 3 and summarized in Task 4 will inform future work to identify, select and adopt climate-friendly areas, and potential anti-displacement strategies to be taken in response.

The summary will include potential key indicators to measure progress over time, as required under OAR 660-012-0135.

Task 5 City Deliverables

- **Summary of equity issues**

Task 6. Update of Community Engagement Plan

The City will update its Community Engagement Plan as appropriate to prepare for the Climate-Friendly Area zoning and designation work required in the second phase.

Task 6 City Deliverables

- **Update of Community Engagement Plan**

XI. OTHER CONSIDERATIONS

Except as provided herein, nothing in this agreement shall be construed as obligating the other party to expend funds or obligate future payment of money authorized by law and administratively available for this work.

SIGNATURE BLOCK

City Of Central Point

Stephanie Holtey, Community Development Director

Date

Department of Land Conservation & Development

Brenda G. Bateman, Ph.D., Director

Date



City of Central Point Staff Report to Council

ISSUE SUMMARY

TO: City Council **DEPARTMENT:** Human Resources

FROM: Elizabeth Simas, Human Resources Director

MEETING DATE: November 17, 2022

SUBJECT: Resolution No. _____ A Resolution Approving the 2023 Revised Management Compensation Plan

ACTION REQUIRED: Resolution **RECOMMENDATION:** Approval

BACKGROUND INFORMATION:

In December 2010, the council adopted a Management Compensation Plan (MCP). The plan specifies that to maintain a competitive compensation plan that minimum and maximum salary bands will increase based on the US City Average CPI-U July-to-July effective January of the next year. In most cases, a change to the minimum or maximum salary does not change a manager's salary as increases are performance based. At a minimum, management salaries are to be reviewed at least every three years which was last done in 2021. A comprehensive market survey was completed, and presented to the City Council at the November 18, 2021 meeting. As recommended by the Council, data modeling was completed that included Medford and Jackson County (JC) and again without those two jurisdictions. The recommendation from council was to bring the salary ranges and monetary benefits up to at least the average/median but not more than 5% above.

After reviewing the MCP document, the following changes are included:

- The proposed change is 2.5% to the maximum of the salary band for all positions in the management compensation plan. Although the CPI-U for July 2021 - July 2022 was 8.5%, the City received an unexpected increase to the health insurance plan of 42% for October coverage so to offset some of the costs of this increase, we are proposing to limit the salary scale increase to 2.5%. ([Appendix A](#))
- The City is switching from Oregon Teamsters Employers Trust (OTET) to CityCounty Insurance Services (CIS) effective January 1, 2023. OTET has composite rates whereas CIS has Tiered Rates. The City will pay up to \$2,005 per month for coverage for each manager with an employee electing family coverage to pay \$222 per month. To provide cost savings to the City and meaningful benefits to employees, Employees that opt-out of the health insurance plan or cover employee only, employee & spouse, employee & child(ren) will receive additional benefits. (5.3.1 [Health Insurance](#) paragraph

one and two; and 5.2.3 Deferred Compensation paragraph four, City contributions to deferred compensation)

- Currently the Public Employee Retirement System (PERS) provides Tier 1 & Tier 2 credit for their sick leave for determining their final average salary for retirement. Tier 3 OPSRP employees are not given credit for their sick leave. We are proposing to allow Sick leave Sellback to (HRA-VEBA) Health Reimbursement Arrangement – Voluntary Employee’s Beneficiary Association for OPSRP Public Employee Retirement System (PERS) employees. This is a non-taxable fringe benefit so there are no payroll rollup costs to the City or the employee. We are proposing that employees that have at least 520 hours of sick leave will have any unused annual sick leave paid at 50% deposited into their HRA-VEBA account. The maximum sellback is 48 hours (96 hours X 50%) annually. (5.4.3 Sick Leave paragraph two, HRA-VEBA Contribution of annual unused sick leave.
- City Attorney is added to the Management Compensation Plan.

FINANCIAL ANALYSIS:

Performance based increases are not factored into these costs as they are dependent on performance, budgetary constraints, and capped at a maximum of 6% of salary, per the Management Compensation Plan.

Changing to CIS for health insurance with the incentive program will save the City approximately \$1,600 per month from what the City is currently paying for OTET insurance, and if employees opt-out of the plan or enroll fewer family members than they currently do, there will be additional cost savings to the City.

The cost of the Sick Leave contribution to HRA-VEBA will be less than \$6,500 for calendar year 2022.

Adding the City Attorney as an employee versus contract services is a net zero cost to the City. Budgeted contract services funds will be moved to Salaries & Wages and City Taxes and Benefits.

LEGAL ANALYSIS:

N/A

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

The City of Central Point Strategic Plan 2040 Strategic Priority of Responsible Governance Goal 3A Strategy 1 is to “Establish a competitive compensation (salary and benefits) package.”

This resolution provides a method to retain and enhance the competitive compensation package for our management staff, encourages employees to promote into leadership positions, and to retain qualified management staff.

STAFF RECOMMENDATION:

Approval of the revised Management Compensation Plan

RECOMMENDED MOTION:

Approval of the revised Management Compensation Plan

ATTACHMENTS:

1. Management Compensation Plan 01-2023
2. Resolution MCP 111722



City of Central Point

Management Compensation Plan

Chris Clayton, City Manager

ADOPTED BY COUNCIL December 9, 2010

REVISED November 17, 2022

EFFECTIVE January 1, 2023

Attachment: Management Compensation Plan 01-2023 (1605 : 2023 Revised Management Compensation Plan)

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**This compensation plan is NOT A CONTRACT or bargained agreement.
 This plan and the salary and benefits outlined herein may be changed
 at any time with approval of the City Council.**

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INTRODUCTION

Our City

Central Point is a small town, with a population of just over 19,700, in beautiful southern Oregon. It borders a city of approximately 84,600 and smaller communities with populations of less than 8,000. Central Point is bisected by both a major interstate highway and a rail line. An international airport is within 2 miles. Local medical and educational facilities are excellent, including several hospitals, clinics, a community college and state university. The area enjoys warm summers and mild winters and, although it is 200 or more miles in any direction to a larger metropolitan area, Central Point has wonderful theater, musical, and indoor and outdoor recreational opportunities within minutes of driving time.

The City of Central Point is a full-service municipal organization with a council-manager form of government. Although the town has been incorporated for over 125 years, as recently as 15 years ago the population was less than half the current figure and, as the city grows, so grows the organization. It is currently in the growth phase of its organizational life cycle.

The City Council adopted the following mission as part of the City's strategic plan 2040 update.

Our Mission Creating a family-friendly community that provides a better experience for those living, working and doing business in Central Point.

Our Vision Central Point is a safe, family-friendly, livable community that cultivates its small-feel by managing growth and inspiring meaningful connections between people and places.

Our Values Accountability, Community, Excellence, Heritage, Public Safety, Resilience, and Service.

In 2017, the City Manager adopted the following vision, values, and expectations for our employees.

Vision Statement A better experience for those living in, working in, or doing business with, the City of Central Point.

Statement of Values:

1. **Be Owners** – We own the work that is produced at the City of Central Point. To that end, we only allow quality products, documents and services to be delivered from our organization. Furthermore, when we fail to meet expectations, we accept responsibility, apply what we have learned, and move forward in a positive direction.
2. **Be Real** – Simply stated, be authentic/genuine in your communications with the public and with your colleagues.
3. **Be Bold** – Take appropriate risk and make compelling/constructive arguments; don't take unnecessary risks or be argumentative.

4. **Be Better** - Know your strengths and weaknesses and constantly seek ways to improve self, perspective, and performance. To “Be Better” requires being self-aware which promotes pluralism, allows us to be open to new ideas/solutions, and find long-term positive outcomes via our short-term failures.

Expectations:

1. **Embrace the concept and ideals of “public service.”** The City of Central Point was incorporated in 1889 in order to serve the community and citizens. It is essential that those employed by, or volunteering for, the City of Central Point never lose sight of the fact that we exist to serve the Central Point community. The concept of commitment to the principles of civic duty should be at the heart of everything the City of Central Point does each and every day.
2. **Place an emphasis on excellent customer service.** It is essential that we serve the public in a courteous and professional manner. It is also important for the Central Point staff to be perceived as fair and equitable. Of course, as an organization we will not be able to say “yes” to every request or inquiry. However, in those instances when we must say “no,” it is important to deliver this message in a professional manner and to constantly seek alternate solutions for the public.
3. **Maintain the highest ethical standards.** It is essential that the City of Central Point staff earn and maintain the trust and respect of the organization and community. Consequently, it is essential that the City of Central Point establish and maintain a positive culture that is based on honesty and integrity. Each and every member of the city organization should always lead by example. We do the right thing, for the right reason, regardless of circumstance.
4. **Value cooperation, teamwork coordination, and partnership.** It remains essential that the City’s various departments and divisions work together to improve our community. The City of Central Point is an organization increasing in size and complexity. A primary component of our success depends on the willingness of every employee and volunteer to work in concert and have a unified organization mind-set.

It is also essential for the Central Point management team to work with various stakeholders in the community and the community itself to solve the challenges and problems that face Central Point. The City of Central Point has earned the reputation as a “partner” to business, development and citizens, and we must do all we can to foster this well-deserved reputation.

5. **Hold ourselves accountable to the community for our actions.** It is appropriate to tout organizational accomplishments; however, it is also just as important to take responsibility for our failures and shortcomings, and work as a group to solve

problems and minimize our shortcomings. This approach will help the entire organization earn the trust and respect of the community.

- 6. **Be innovative and results-oriented.** Each and every member of the Central Point staff should continuously seek out new strategies, ideas and solutions to improve the organization. The organization should continually strive for excellence and consistently question the “status quo.”

- 7. **Genuinely listen and treat each other with respect.** The quality of our employees dictates how well the City of Central Point is able to serve the community. Therefore, it is essential that we value each other and provide support needed in order to be successful. In addition, it is important to empower each other via communication so our decisions are well informed. Finally, the City’s management team and City’s labor organizations must work well together and embrace common goals and objectives. If differences arise, we must solve them in a professional and productive manner.

- 8. **Maintain a strong financial position.** It is imperative Central Point staff manage fiscal resources in a responsible and conservative manner. The City of Central Point’s taxpayer and ratepayers deserve nothing less than this level of care. Likewise, it is necessary for all employees to ensure that the City operates in an efficient and economical manner.

- 9. **Communicate very well, both within the organization and with the community.** It is essential that staff communicate in an honest and straightforward manner with each other and with the community as a whole. The City of Central Point should be candid and forthright, regardless if the news is positive or negative. It is also essential to maintain good lines of communication within the organization. We should actively listen to employees and follow up on ideas and suggestions. Finally, staff should always be open to new ideas, approaches, and solutions.

- 10. **Maintain a strong work ethic.** Regardless of circumstance, we should always do our best.

In summary, the City’s mission is to create, maintain, and sustain livability of the community. As a City, we recognize that to provide the best service to our clients, the citizens of Central Point, we must seek to have a management team that shares the mission, vision, values, and expectations of the City. To that end, an aligned management compensation plan has been created to encourage current and future managers of the City of Central Point to work as a team to create a government organization that puts the needs and desires of the citizens of Central Point above their own preferences, and strive to provide the necessary services in the most efficient and effective manner possible.

Attachment: Management Compensation Plan 01-2023 (1605 : 2023 Revised Management Compensation Plan)

Section 1. The Management Team

1.1 Management Team

The City’s Management Team is comprised of the Executive Management Team and First and Second Tier Managers and confidential employees. The Management Team’s job duties include: governmental accounting; budget; records management; city governance; public safety and law enforcement; public works including street construction, water distribution, storm water and flood hazard management; land use and urban planning; parks maintenance and recreation programming; human resources management; risk management; information technology; and facilities management.

The City’s Management Team is composed of professional employees who have years of experience working in their profession or in local government. At a minimum, most positions in the management team require a college degree or equivalent experience, training, and certification.

The jobs covered by this plan are professional-level positions that require specialized training, certification and/or extensive experience. These are professional people in key positions of responsibility; it is important for the City to recognize this and compensate them at a fair, professional level. The term manager or employee may be interchanged to designate staff covered by the Management Compensation Plan.

1.2 Executive Management Team members report directly to the City Manager and include the Finance Director, Planning Director, Parks and Public Works Director, Human Resources Director, Police Chief, Information Technology Director, City Attorney, and City Recorder.

1.3 First Tier Managers typically report to a department director and include Police Captain, Parks and Recreation Manager, Parks/Public Works Operations Manager, Construction Services Supervisor, Building Division Manager, Safety & Risk Manager, Principal Planner, and Finance Supervisor.

1.4 Second Tier Managers report to a first tier manager and include the Police Office Manager, Police Lieutenants, and Park/Public Works Supervisor.

1.5 Confidential Employee is an employee classified as a confidential employee under ORS 243.650 including the Human Resources Assistant and Accountant.

1.6 Part-time without benefits. A “part-time without benefits” employee shall be defined as an employee scheduled to work less than 30 hours per week. A “part-time without benefits” employee is not eligible for health insurance but may be eligible for other benefits as outlined in the Management Compensation Pay Plan.

1.7 Non-Covered Positions This Plan shall not cover anyone in a temporary position, in a position covered by a collective bargaining agreement, or anyone with an individual employment agreement.

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Section 2. Management Compensation Plan

2.1 Previous Strategy

At the time this plan was originally adopted in 2010, the management compensation strategy had not been reviewed in at least five years. It was basically an extension of the negotiated compensation for the two bargaining units, taking into consideration what other cities in the region were paying for management-level positions. There was no written pay strategy. When a position became vacant, the pay was reviewed at that time. The City prefers to promote current employees when possible and there is a written policy to this effect, but there was no established plan to address pay changes for promotional situations.

2.2 Management Compensation Plan – Strategic Purpose

The purpose of having a written management compensation plan is to develop a compensation strategy that is tied to the mission, vision, values, and expectations of the City of Central Point and the 2020 Strategic Plan and subsequent 2040 Strategic Plan. The compensation plan must be fair, legal, consistent, and understood by all. Having a written plan should eliminate, or at least reduce, the likelihood of inconsistencies, misunderstandings, and real or perceived discrimination.

2.3 Compensation Philosophy

This management compensation program is designed to provide adequate pay for all management employees. The goal of our total management compensation program is to foster and reward performance and dedication, while at the same time attracting suitable candidates, when needed, to fill vacancies.

2.3.1 Principles

- Management pay ranges will be determined, by using the market average for the appropriate labor market as a target and an internal pay equity analysis of comparable work. Placement in the pay range will be determined by a pay equity analysis, and increases within the range will be merit-based and performance-driven.
- Benefits will include adequate health insurance at a reasonable cost to employees, and other benefits that promote a comfortable, secure workforce and encourage dedication to the City.
- Additional perquisites will include deferred compensation, health reimbursement arrangements, paid time off, and other consideration as specified in this plan.
- Incentives may be offered as part of the performance-driven pay structure codified in this plan, provided the parameters of the plan are adhered to.

2.3.2 Strategies

- Because the City of Central Point's success is dependent on capable and dedicated leaders, our compensation goals will strive to attract and retain individuals who share the mission and vision of the City.
- Our total compensation will be industry competitive and appeal to the type of professional employees we wish to attract and retain.
- We will adequately compensate all managers but we will reward those who go above and beyond in the furtherance of our mission.
- We will hold managers accountable for the duties and responsibilities of their positions. Regular and meaningful evaluations will be conducted to gauge accomplishments and assess deficiencies.
- We will endeavor to provide benefits that offer the most value to, and are appreciated by, our employees.
- We will promote dedication by providing growth and development opportunities to employees at all levels.
- We will strive to cultivate and promote future managers from within the organization whenever it is practical to do so.
- We will embrace an organizational culture that rewards excellent service to the citizens of Central Point.

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Section 3. Salary Ranges

3.1 Establishing Ranges

Each manager’s pay will be established on a scale that includes a minimum and maximum range. Ranges will be proposed by the City Manager, with average salaries for comparable positions in comparable cities (as determined by a wage study of the appropriate labor market) being considered a “target” point. The market will be surveyed not less than every three years. Factors to be considered in determining the range for each position or position class should include:

- **Market Survey:** average minimum and maximum pay for comparable positions in comparable cities and cost of living changes
- **Scope of the position (Comparable Character):** duties and responsibilities, authority, liability, number of employees supervised, size and complexity of budget administered
- **Total compensation value:** takes into consideration the comparability of total compensation and benefits

Pay bands will be established by grouping similar positions and pay ranges.

3.1.1 Changes to Salary Ranges

To attract and retain high quality professional employees, it is important to maintain a competitive compensation plan that incorporates current economic conditions. Beginning January 1, 2018, the minimum and maximum salary for each band will increase based on the U.S. City Average CPI-U July – July; not to exceed 2.5%. Changes to the salary schedule do not change a manager’s salary unless the manager’s salary is less than the minimum for the band; in such case, the manager’s salary would increase to the minimum salary.

The salary range for each pay band may be adjusted by the City Manager not more than once in any 12-month period and, generally, any change in either the minimum or maximum of the range shall not be more than 10%. Any changes to the pay bands shall be brought to the City Council for approval in the form of a resolution setting forth the employee compensation plan.

3.2 Assigning Positions to Pay Bands

3.2.1 New Positions

Any new management position shall be approved in accordance with City policy. New positions shall be assigned a pay band based on the recommendation of the Human Resources Director as supported by a market study described in Section 6 of this Plan and comparable character and similarity with existing management positions. New management positions covered under this Plan shall be incorporated into the first revision of the Plan following approval of the position.

3.2.2 Revised Positions/Job Changes

When a current management position covered under this Plan substantive changes in job duties, requirements or responsibilities, as delineated in an approved, written position description, the revised position shall be assessed. A market study of the revised position will be conducted and the

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position will be placed in the appropriate pay band and placement of the incumbent within the pay band's salary range will be done in accordance with 3.3 Individual Placement within Salary Ranges. A change in job title or job duties will not necessarily result in a change in pay band.

3.3 Individual Placement within Salary Ranges

Each manager's pay will be set within the approved salary range of the pay band for their position according to their qualifications, competencies, and the relative value of those qualifications and competencies to the position and to the City of Central Point, as determined by the City Manager. Work of comparable character factors to be considered in determining individual pay within the established range include, but are not limited to:

- **Competency:** demonstrated level of relevant knowledge, skills and abilities and training
- **Credentials:** formal education degrees and certifications
- **Experience:** job performance and relevant work history in comparable position(s)
- **Responsibility:** authority, liability, or other responsibility not already considered in establishing the range for the position
- **Performance:** performance of the duties and responsibilities of the position as documented in an annual performance evaluation
- Any **other relevant factor(s)** that warrant consideration

Placement on the salary range shall be at the discretion of the City Manager, except that such decision shall not be arbitrary or discriminatory.

3.3.1 Initial Placement upon Promotion

In the event an employee is promoted from a non-management position to a management position, the employee shall be placed on the salary range for the management position in accordance with this plan. Incentive pay received by a bargaining unit employee prior to promotion shall be considered in respect to competency, credentials, and experience, but shall not be continued as incentive pay, except as specifically allowed for under this plan.

3.4 Individual Pay Changes

The City Manager shall have the sole authority to approve changes in individual managers' pay, provided the change does not result in more than a 6% increase in any one calendar year, and provided the salary remains within the approved pay range. In the event the City Manager wishes to increase any managers' pay by more than 6%, the City Manager must consult with the Mayor and justify the reason(s) for the increase.

In no case shall a change cause a manager's pay to fall outside of the approved salary range for that position's pay band. For example, if a manager is paid at the top of the approved salary range, he or she may not receive a pay increase until such time as the salary range is adjusted upward, substantive changes to the position warrant a change in pay bands, or other circumstances result in the decision of the city council to approve pay outside the approved salary range.

3.4.1 Market-driven pay changes When a salary survey conducted pursuant to this plan indicates that the pay range for positions in that pay band is significantly lower or higher than comparable positions in comparable cities, the pay range may be adjusted up or down accordingly.

When the salary range for any individual position(s) within a band is significantly higher or lower than comparable positions in comparable cities, and other positions in the same pay band, the City Manager may propose moving a position from one pay band to another.

3.4.2 Performance-driven pay Individual salary changes will be based on the outcome of a bi-annual performance evaluation or goal setting session. To qualify for any performance-driven pay increase, the manager's final, bi-annual performance evaluation must, at a minimum, be "fully satisfactory" or from the outcome of the goal setting session. However, receiving satisfactory ratings alone shall not be an automatic basis for a pay increase. In the event a manager's performance falls below average or "need improvement," the City Manager may reduce the manager's pay. The City Manager shall be the sole grantor of pay changes for all managers, but the recommendation of the department director shall be considered prior to the City Manager making any pay changes for first or second tier managers. All performance-driven changes in pay must be specified in writing via the Personnel Action Form (PAF).

3.4.3 Part-time Employee Wages Each position is assigned a monthly salary range. Part-time employees will be paid based on the equivalent hourly rate of the monthly salary. The hourly rate is calculated by taking the monthly salary divided by 173.33 hours.

3.4.3 Timing Prior to January 1 each year, or following the completion of performance evaluations or goal setting sessions, whichever is later, the City Manager shall determine the amount of pay change, if any, to be made for each manager for the following calendar year. If performance evaluations or goal setting sessions are not completed prior to January 1, the City Manager may, in his or her judgment, opt to make pay changes retroactive to January 1 for some or all managers.

3.5 FLSA Exemption/Overtime

Positions covered by this plan that are exempt under the Fair Labor Standards Act are not subject to, or eligible for, overtime compensation for hours worked in excess of 40 in a week or any specific amount in a given day. Exempt managers are paid on a monthly salary basis to perform the duties of their position and are not required, nor expected, to keep track of the number of hours they work except as noted in Section 5.4.5 Recordkeeping.

Executive Management Team members are expected to work sufficient hours to complete their job duties in a timely manner and that they will generally be available during normal business hours.

Exempt First Tier and Second Tier Managers are expected to be at work or on approved leave of absence from work for a combined total of no less than 2,080 hours per year (173.33 hours per month). Hours of work for a workday will be during normal business hours, typically 8:00 a.m. – 5:00 p.m. or as set by the City Manager. Being available by phone during normal work hours does not meet the expectation of being at work.

Additionally, managers are expected to attend meetings, conferences and other functions appropriate to their work assignment, which may fall outside the typical "Monday through Friday, 8 to 5" schedule.

Non-exempt positions covered under this plan are eligible for overtime in accordance with the Fair Labor Standards Act and state law for hours actually worked in excess of 40 in a workweek. Non-exempt managers must submit an approved timesheet accounting for all hours worked. With supervisor approval, a non-exempt employee may elect to receive compensatory time (comp-time) in lieu of overtime pay as the form of compensation for any approved overtime worked. Comp-time shall accrue at a rate of 1-1/2 the overtime hours actually worked with accrual balances reflecting the number of hours available to the employee. Compensatory time may be accumulated to a maximum of 80 hours. At the end of the fiscal or calendar year, comp-time balances may be paid off, at the City’s option, at the employee’s straight-time hourly rate.

3.6 **Appealing Pay Decisions**

If a manager believes that he or she is not paid fairly, he or she may challenge the City Manager’s decision to increase, decrease, or make no change to the Manager’s pay. Any challenge must be made, in writing, to the City Manager within 15 calendar days after notification of any decision about pay. The written challenge must contain the specific amount of pay the manager believes he or she should receive, and a clear explanation of why the manager believes the City Manager’s decision is unjust. The City Manager shall review the challenge and meet with the manager regarding the appeal before making a final decision. The City Manager’s decision shall be final.

If a manager believes any decision is discriminatory based on race, color, gender, age, national origin, religion, sexual orientation, or other protected class, they should notify the Human Resources Director.

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Section 4. Performance Evaluation

4.1 Bi-Annual Evaluation and Goal Setting Sessions

The performance of all managers covered by this plan shall be evaluated at least bi-annually. Any performance-driven pay changes will be based on the outcome of an annual evaluation of the managers' overall job performance or based on the goal setting session. The City Manager, or department director, in the case of a first or second tier manager, will take into consideration the manager's self-evaluation as well as peer and/or staff evaluations in preparing the final performance evaluation. The results of the final evaluation must support any performance-driven pay change.

4.2 Self Evaluation

The annual self-evaluation is an opportunity for the manager to expound on his or her goals and accomplishments during the evaluation period. The evaluator (City Manager or department director) will review the self-evaluation prior to evaluating the manager. The self-evaluation is to be completed and submitted to the evaluator on or before the date set by the evaluator, except that the manager shall be afforded not less than two weeks to complete and submit the self-evaluation.

Goal Setting and Attainment: The self-evaluation will focus on goal setting and attainment, professional development, and overall contribution to the organization, and include, as an example, such information as:

- Has the manager set and attained departmental and professional development goals, and do these goals serve to further the city's' strategic plan or City Mission and Values?
- Has the manager kept up with the latest issues in their profession?
- How has the manager contributed to the overall success of the organization?
- How does the manager perceive his or her peers and subordinates to view the manager's contribution to the organization/job performance?
- A list of accomplishments for the year should be provided

4.3 Peer and Staff Evaluation

The peer and staff evaluations will be conducted bi-annually prior to the bi-annual performance evaluation and will focus on cooperation and teamwork, integrity and respect, leadership, supervision, policy application, communication, responsiveness and the manager's impact on the organization as perceived by peers, subordinates and others.

Like the self-evaluation, the peer and staff evaluation results will not be used independently in the final evaluation, but rather, will be provided to the manager for use in the self-evaluation and to the City Manager/department director for incorporation into the final evaluation.

4.4 Final Performance Evaluation

The City Manager’s evaluation, or department director’s evaluation with the City Manager’s approval, will be the final, official performance evaluation and will be the instrument used to substantiate any performance-driven pay changes. The final evaluation will be based on the City Manager’s or department director’s own assessment of the manager’s job performance, taking into consideration the self-evaluation and peer and/or staff evaluation. The City Manager shall consult with the department director regarding all first and second tier manager evaluations and the department director shall defend his or her assessment of the manager’s performance and final evaluation rating(s) prior to the department director meeting with the manager about the evaluation. The City Manager’s signature on a Personnel Action Form approving a performance-based pay change shall serve as evidence of the City Manager’s concurrence with the department director’s evaluation of a first or second tier manager.

4.5 Evaluation Factors

The evaluation factors used for the final performance evaluation will include the following, or variations thereof at the City Manager’s discretion:

- a. Job Knowledge and Job Performance

How well has the manager demonstrated the knowledge, skills and abilities required to accomplish the assigned tasks and goals of their job?

- b. Integrity, Respect and Ethics

How dependable is this manager in respect to honesty, follow through, fairness, accountability, respecting others, ethical standards, and adhering to City policies and collective bargaining agreements?

- c. Performance Management/Supervision and Administrative Duties

How well does this manager manage the personnel aspect of his or her department? Are personnel matters dealt with appropriately and in a timely manner? Are meaningful and timely performance evaluations completed? Does the department head hold supervisors accountable? Is proper documentation maintained? Are timesheets turned in on time and correctly? Does this manager adequately account for his or her time?

- d. Leadership and Goals (city, department, professional)

How well has this manager furthered the mission of the city and vision, values, goals and expectations of the organization, set and attained department goals, and set and attained professional goals? How do this manager’s peers and staff feel about his or her leadership ability and contribution to the organization?

- e. Commitment to Organization/Teamwork

How well does this manager demonstrate a commitment to the organization and to teamwork, focusing on the whole organization as opposed to a department first focus?

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f. Commitment to Safety and Limiting Liability to the City

How committed is this manager to employee and citizen safety as evidenced by training, type and frequency of injuries or incidents relative to the position/department? Do they give effort and commitment to reducing liability for the city, including following and applying policies and leading by example?

g. Communication

Does this manager effectively communicate with others? Are his or her interactions effective and appropriate? Are they responsive to staff and coworkers? Does he or she provide timely information; maintain cooperative business relationships; and is communication respectful, courteous and focused on the issue at hand?

h. Problem Solving and Judgment

How effectively and efficiently does the manager contribute to solving problems encountered by the organization as the organization works toward accomplishing its goals?

i. Attitude, Motivation and Work Ethic

How does this manager’s attitude, motivation and work ethic impact their job performance and overall contribution to the success of the city?

j. Overall

Overall, how well does this manager perform, taking into consideration the performance of the various duties and responsibilities of his or her job; their attendance as it relates to availability, participation and reliability; and their general conduct with respect to honesty, integrity, accountability, dependability, trust, teamwork and respect?

4.6 Evaluation Ratings

The factors used in the determination of performance will be rated on a scale such as 3 = exceeds expectations, 2 = fully satisfactory, 1 = below average, and 0 = unacceptable. Each evaluation rating shall be supported by comments provided in the evaluation document. The final evaluation shall take into consideration the self-evaluation, peer and staff evaluation, department director’s assessment for first and second tier managers, and City Manager’s assessment, as well as any other source of input the City Manager deems appropriate to make the assessment. The City Manager may revise the evaluation criteria, provided that any substantive change in evaluation criteria be communicated to the managers.

Managers should have completed evaluations of their own subordinate employees prior to their own evaluation being done.

4.7 Timeline

Performance evaluations or goal setting sessions for managers are to be completed prior to December 31st.

4.8 Unsatisfactory Performance

In addition to being subject to a potential performance-driven pay decrease that year, any manager who receives a rating of below average or unacceptable in *any* factor on the final evaluation may be placed on a work plan for the purpose of improving performance. A work plan will normally be in the form of a written plan but, depending on circumstances, may be in the form of a documented verbal discussion at the time of the evaluation meeting. Except when circumstances warrant, a performance review will be scheduled not less than 45 days and not more than 180 days after receipt of the work plan, at which time the manager’s performance will be re-assessed. If improvement has been made, the manager may be deemed to have satisfactory performance, or a subsequent re-evaluation may be scheduled. Every effort will be made to assist the manager in making the necessary improvement to successfully perform the job duties. However, if the manager fails to improve after being given adequate time and resources for improvement, the manager may be subject to disciplinary action, up to and including termination.

4.9 Appealing Performance Evaluations

The criterion established for performance evaluations is intentionally rigorous and designed to identify those who perform at, above, or below expectations. If a manager believes that he or she was not rated fairly in the evaluation, he or she may challenge the City Manager’s decision. Any challenge must be made, in writing, to the City Manager within 15 calendar days after receipt of the performance evaluation. The written challenge must contain the specific evaluation factor(s) being challenged and a clear explanation of why the manager believes the City Manager’s evaluation is unjust. The City Manager shall review the challenge and meet with the manager regarding the appeal before making a final decision. The City Manager’s decision shall be final.

If a manager believes any decision is discriminatory based on race, color, gender, age, national origin, religion, sexual orientation, or other protected class, they should notify the Human Resources Director.

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Section 5. Total Compensation Package

5.1 Salaries

Salaries are determined by the position, individual qualifications, performance, and market comparison. The City Manager proposes the salary range for each pay band and determines which pay band positions or position classes will be assigned. The City Council shall approve the salary ranges and pay bands as part of the classification pay plan. All managers will receive pay in the form of monthly salary, which will be within the approved minimum and maximum set for the pay band.

In addition to the pay outlined in Section 3 of this Plan, the total management compensation package will consist of other benefits as detailed below for all positions listed in Appendix A.

5.2 Additional Compensation

5.2.1 Health Reimbursement Arrangement The City has adopted the HRA VEBA standard plan offered and administered by the Voluntary Employee's Beneficiary Association Trust for Public Employees in the Northwest. The standard plan shall be integrated with the City's group medical plan and the City shall remit semi-month HRA-VEBA contributions on behalf of only eligible employees who are enrolled in or eligible to be enrolled in the City's group medical plan but have opted out and have provided the City with certification of other group coverage.

Contributions on behalf of each eligible manager shall be based on direct employer contributions. The amount of contribution to the HRA, until changed by way of adoption of revisions to this Plan, shall be \$150.00 each pay period worked, contributed on a semi-monthly basis on behalf of eligible full-time managers. Part-time managers are eligible for 50% prorated contributions based on City's group health insurance eligibility.

See 5.3.1 Health Insurance for contributions based on health insurance tiered rate coverage.

5.2.2 Retirement: PERS The City will pay both the employer's and employee's contribution to the Oregon Public Employee Retirement System.

5.2.3 Deferred Compensation Managers will be allowed to take advantage of any "457" deferred compensation program offered by the City by having any or all monetary compensation contributed to such account(s), subject to I.R.S. rules.

At the sole discretion of the City, the City may elect to implement any configuration of tax deferral, retirement, or "money purchase" plan and make contributions to such plans as an optional method of compensation. For example, in any given year, the City may elect to give pay increases in the form of a 457 contribution, or a contribution match of up to the maximum of 6%. Any option to make a contribution to such program(s) as a method of providing a pay increase will normally apply to all employees in a given group (executive team, Tier 1, Tier 2) covered under this Management Compensation Plan (not made on an individual basis). Any option to make matching contributions will require the manager to contribute to an account. Options described in this section may be used in lieu of, or in combination with, traditional salary increases.

Managers understand that any matching contributions will be contingent upon the manager contributing at least the amount of the match to their account and that the amount of total compensation received might be decreased if the manager does not contribute at least the amount of the proposed match.

401(a) The executive team members (City Manager, Police Chief, City Attorney, department directors and City Recorder) are eligible to participate in the City’s 401(a) plan. Effective January 1, 2022, contributions of up to 1% of salary may be made by the manager with the City matching the manager’s contribution. Effective on January 1, 2023, the manager’s maximum contribution and City match will increase to 2% of salary. Effective January 1, 2024, the manager’s maximum contribution and City match will increase to 3%.

City contributions to deferred compensation Managers electing to opt-out of the City’s medical plan will receive semi-monthly contributions to their deferred compensation plan of \$437.50; employees electing employee only coverage will receive \$250; those electing employee and spouse coverage will receive \$75; those electing employee plus one child will receive \$112.50 semi-monthly contributions to deferred compensation. Managers electing employee and child(ren) or family coverage will not receive a City contribution to deferred compensation. Part-time managers eligible for the City’s group medical plan will receive 50% of the above contribution based on enrollment status. Manager’s contribution will be deposited into their 457 account. Executive Team member’s contributions to be deposited into their 401(a) plan account. The City reserves the right to adjust these contribution amounts in the event health insurance premiums increase or decrease greater than 10%.

5.2.4 Sign on Bonus At the sole discretion of the City Manager, a one-time sign on bonus of up to \$7,500 may be offered at the time of recruitment for any management position. The decision to offer a sign on bonus shall normally be driven by difficulty in recruiting qualified applicants for a position, and industry expectations. The amount of the sign on bonus shall be at the discretion of the City Manager, except that the Human Resources Director shall be consulted.

In the event a manager receives a sign on bonus and subsequently resigns from the position within two years of receiving the bonus, the bonus benefit amount shall be refunded to the City on a prorated basis as follows:

Less than 6 months of service	100% refunded to city
6 months to 1 year of service	75% refunded to the city
1 year to 2 years of service	50% refunded to the city

The manager will be required to sign a sign on bonus agreement stipulating to this reimbursement arrangement as a condition of employment. Under certain circumstances, the City Manager may elect to not institute the reimbursement provision of this section of the Plan.

5.2.5 Relocation Assistance At the sole discretion of the City Manager, relocation assistance may be negotiated during the job offer phase of hiring a new manager from out of the area. Only those individuals who meet the following criteria shall be eligible to negotiate relocation assistance: 1) must be relocating from more than 50 miles away, 2) must be relocating to at least within 50 miles

of Central Point, and 3) must be relocating a distance of at least 50 miles. Up to \$5,000 relocation assistance may be offered to an individual who relocates to within the city limits or Urban Growth Boundary (UGB) of Central Point. A new manager relocating to an area outside of the Central Point city limits or UGB may be offered a maximum of \$2,500. In the event a manager negotiates relocation assistance and subsequently resigns from the position or is terminated for cause within two years of receiving the assistance, the assistance benefit amount shall be refunded to the city on a prorated basis as follows:

Less than 6 months of service	100% refunded to city
6 months to 1 year of service	75% refunded to the city
1 year to 2 years of service	50% refunded to the city

Refunding of relocation assistance shall apply only in the event of a voluntary resignation or termination for cause. Additionally, if relocation assistance is provided to relocate within the Central Point city limits or UGB and, within 2 years, the manager subsequently moves from the City limits or UGB but remains in their management position, any amount of relocation assistance paid in excess of \$2,500 shall be refunded to the City using the above pro rata scale. The manager will be required to sign a relocation assistance agreement stipulating to this reimbursement arrangement as a condition of employment. Under certain circumstances, the City Manager may elect to not institute the reimbursement provision of this section of the Plan.

5.2.6 Police Management Fitness Incentive The Police Management Fitness Incentive Program is based on the fundamental belief that an active lifestyle is likely to increase productivity, optimize health and decrease absenteeism while maintaining a higher level of readiness. The goal is to motivate sworn members of the police administrative team to prepare for and participate in an approved physical fitness assessment designed to measure both aerobic conditioning and muscular strength. Fitness testing is offered two times per year. Police Lieutenant and Police Captain who successfully complete the semi-annual fitness testing are eligible for the Fitness Incentive. The incentive is 1% of the average hourly salary for all employees in that position, times 1040 hours, and rounded to the nearest dollar. The Fitness Incentive is paid out in January and July. Employees who do not participate or do not pass are not eligible for the Fitness Incentive.

5.2.7 Gym/Weight Management membership reimbursement. The City will reimburse managers up to twenty-five dollars (\$25) per month towards membership in a recognized fitness club, weight loss program, or City of Central Point Recreation health/fitness program they are actively participating in. The City has the sole discretion in determining which clubs/programs it will reimburse. Reimbursements will be made quarterly through payroll provided itemized receipts are received within six months.

5.3 Non-Monetary Benefits

In addition to the monetary compensation outlined in this plan, eligible managers shall receive the following benefits. All benefits will be taxed in accordance with applicable Internal Revenue Service (IRS) regulations.

Attachment: Management Compensation Plan 01-2023 (1605 : 2023 Revised Management Compensation Plan)

5.3.1 Health Insurance The City will pay up to \$2,005 for health insurance plans for full-time managers with the manager paying any excess premium amount. The City will pay up to \$1,003 for health insurance plans for managers working less than full-time meeting the eligibility requirements of the insurance plan with the manager paying any excess premium amount. Managers who are “part-time without benefits” are not eligible for health insurance.

Managers electing to opt-out of the City’s medical plan will receive an additional semi-monthly contribution to the HRA-VEBA plan of \$125.00; employees electing employee only coverage will receive \$117.50; employee and spouse coverage will receive \$47.50; employee plus one child will receive \$72.50 and employee and child(ren) will receive a \$37.00 semi-monthly contribution to HRA-VEBA. Managers electing family coverage will not receive an additional contribution to HRA-VEBA due to the health insurance premium being greater than the cap. Part-time managers eligible for the City’s group medical plan will receive 50% of the above contribution based on enrollment status. The City reserves the right to adjust these contribution amounts in the event health insurance premiums increase or decrease greater than 10%.

Where feasible, health insurance cost savings measures will be implemented. In the event any cost savings measures result in coverage that is less than comparable to current coverage, managers will be notified as early as possible of the change and given the opportunity to propose an alternative to the cost savings measure. Proposed alternatives must be presented, in writing, within 45 calendar days of the notice. The City shall maintain the sole right to implement or reject any proposed changes.

5.3.2 \$125 Flexible Spending Account The City offers an IRS Section 125 plan for the purpose of allowing the employee contribution toward health insurance premiums to be a tax free deduction. Additionally, managers will have the opportunity to participate in a flexible spending account to use pre-tax dollars for dependent and health care expenses pursuant to I.R.S. regulations.

5.3.3 Life Insurance The city will pay the premium on a group term life insurance policy in the amount of the annual base salary to a maximum of \$100,000 for managers meeting the eligibility requirement of the insurance carrier. The manager shall have the option of purchasing, at their own expense, additional life insurance for themselves and/or family members pursuant to the insurance policy provisions.

5.3.4 Long Term Disability The city will pay the premium on a long term disability policy with a 90 day elimination period that provides a benefit of 66-2/3% of base salary, up to a maximum of \$3,000 per month for managers meeting the eligibility requirements of the insurance carrier.

5.3.5 Cell Phone Allowance A monthly stipend may be paid to managers who are required to be available by phone while away from the office or outside of business hours, in accordance with city policy. Managers who elect to use a City-owned cell phone are not eligible for a stipend.

5.3.6 Use of Car At the sole discretion of the City Manager, the use of an assigned City vehicle may be negotiated for a manager. Any such use shall be based solely on appropriateness for the position, and subject to applicable I.R.S. rules.

5.3.7 Air Miles and Other Purchase-Related Benefits Although managers are issued purchasing cards for making authorized, work-related purchases, it is understood that, occasionally, under certain limited circumstances, the use of a personal purchasing card for making work-related purchases may be warranted. The use of personal cards for work-related purchases shall be infrequent. A manager shall be entitled to any benefits or rewards, such as air miles, hotel points or cash back, associated with work related purchases and such benefits or rewards shall be considered part of the managers' salary and compensation.

5.3.8 Use of City Resources The use of City resources on a limited and occasional basis shall be considered part of the manager's total salary and compensation. Examples of such use may include photocopiers, printers, computers, tablets, phones and other technology, provided such use does not violate the City's acceptable use policy. Additionally, except for items such as portable information technology (i.e., laptop, iPad, etc.) such use of city resources shall not include taking items off City premises (i.e., this provision does not allow for taking tools or equipment home).

5.3.9 City sponsored events The City sponsors community events such as the Wild Rogue Pro Rodeo and BOOM Fest. Gifts such as event tickets, special seating, prizes, etc. that are given from the event organizer to the City may be accepted by the manager and are considered part of their official compensation package per ORS 244.040 (2) (a) and City of Central Point Resolution No. 1450.

5.3.10 Travel, Training and Education Expenses Managers are covered by city policy regarding travel, training and tuition reimbursement, and such reimbursements are taxed in accordance with IRS rules. Furthermore, it is understood that managers attending training or conferences may receive training materials, training aids, devices, gifts, prizes, etc. Managers shall be allowed to personally keep such materials provided to, or received by, attendees at training, conferences, or courses paid for or reimbursed by the City as part of the manager's total salary and compensation.

5.4 Paid Time Off

The City recognizes the importance of time away from work for personal lives, and believes managers should receive paid time off for certain holidays, vacations, personal time, and for when they are unable to come to work due to illness or injury. To this end, managers shall be granted time off under the following provisions.

5.4.1 Paid Legal Holidays Except as otherwise specified in 5.4.1(a) and (b), managers shall receive the following holidays off without loss of pay.

New Year's Day	Juneteenth	Thanksgiving Day
Martin Luther King Jr. Birthday	Independence Day	The day after Thanksgiving
President's Day	Labor Day	Christmas Eve
Memorial Day	Veteran's Day	Christmas Day
		Two Floating Holidays

Floating holidays are to be taken as whole days (8 hours). One floating holiday will accrue on January 1 and one will accrue on July 1. Floating holidays must be used in the calendar year in which they

accrue. Unused floating holidays will be lost each year and will not “roll” from one calendar year to the next and will be forfeited.

Except for floating holidays, if the holiday falls on a Saturday, the preceding Friday will be the paid day off unless that Friday is already a paid holiday, then the following Monday will be the paid day off. If the holiday falls on a Sunday, the following Monday will be the paid day off unless that Monday is already a paid holiday, then the previous Friday will be the paid day off.

If a manager chooses to or is required to work on a holiday, no additional compensation shall be granted.

5.4.1(a) Part-time managers covered under this plan shall receive legal holidays and floating holidays on a prorated basis.

5.4.1(b) Non-exempt full time police lieutenants shall receive 112 holiday bank hours in lieu of receiving the above holidays off. The holiday accrual bank shall be credited in a lump sum twice each year with 56 hours accruing on January 1 and 56 hours accruing on July 1. Holiday bank hours must be used within 12 calendar months of accrual or the hours will be forfeited. Holiday bank hours shall not accrue beyond 112 hours at any one time for any reason. If a manager’s holiday bank hours are greater than 56 hours on January 1 or July 1, the number of hours added to the bank shall be such that the total is not more than 112 hours. No payment will be made for the loss of any hours due to failure to use them within the 12 calendar month limit. Whenever practicable, non-exempt, full time managers who accrue holiday bank hours under this provision are expected to use holiday bank hours on paid holiday dates as described in this section. The 112 hours of holiday bank is equivalent to the 12 paid holidays and 2 floating holidays provided to other full-time managers covered under this plan.

5.4.2 Paid Vacation The City encourages managers to take time off occasionally for vacations away from work. It is expected that managers will, at a minimum, take at least one week of vacation each year in a block of at least one full workweek. Executive Management Team members’ notice of the intent to take vacation shall be submitted to the City Manager as far in advance as practicable, and shall be noted on the City’s “Department Head Vacation Calendar.” First and second tier managers shall submit notice of the intent to take vacation to the department head as far in advance as practicable. Vacation accrual for full time managers shall be as follows, except that the City Manager may, at his or her sole discretion and when circumstances warrant it, place a manager on the accrual chart at any level.

1 st through 4 th year of service	10 days (80 hours)
5 th through 9 th year of service	15 days (120 hours)
10 th through 14 th year of service	20 days (160 hours)
15 th year of service and beyond	25 days (200 hours)
On the anniversary of the 20 th year of service	a one-time award of 5 additional days (40 hrs)
On the anniversary of the 25 th year of service	a one-time award of 5 additional days (40 hrs)
On the anniversary of the 30 th year of service	a one-time award of 5 additional days (40 hrs)

The maximum vacation accrual for any manager at any time shall be 25 days (200 hours) per year. Vacation shall be allowed to accrue to a maximum of two times the annual accrual rate, but in no case

shall accrual be more than 400 hours. Additional awards for longevity shall be counted in the maximum accrual.

Vacation will be paid out at the time of separation. Managers will be allowed to sell back unused vacation hours in accordance with current City policy.

Employees who are promoted from within City service into a management position under this management compensation plan shall have their years of service with the City count toward their vacation accrual in the manager position. One-time longevity awards shall only be awarded for current service milestones. For example, a 23-year employee who is promoted into a position covered by this Management Compensation Plan shall be eligible for the 25-year award at 25 years of service, but would not be awarded a 20 year award retroactively.

Part-time managers covered under this plan shall accrue vacation on a prorated basis.

5.4.3 Sick Leave Full-time managers shall accrue four hours of sick leave for each pay period worked. Sick leave shall be allowed to accrue without limit. Except as provided for in a current City policy or separation agreement, unused sick leave hours shall not be compensated at separation, but will be reported to PERS. Part-time managers covered under this plan shall accrue paid sick leave on a prorated basis.

HRA-VEBA Contribution of annual unused sick leave Annual unused sick leave shall be contributed to the HRA-VEBA accounts of employees who are OPSRP Oregon PERS plan members and have a sick leave bank balance greater than 520 hours. Annual sick leave (96 hours) may be accrued and used, but any unused annual sick leave remaining on December 31 of each year shall be paid at 50% of employee’s base wage rate on December 31st, provided the minimum 520 sick hours remain on the books following the sellback. Payment pursuant to this paragraph shall be made to the employee’s account in the HRA-VEBA trust on the second payroll of January beginning on January 20, 2023.

5.4.4 Management Leave It is recognized that full-time, exempt managers covered by this plan are compensated on a salary basis and do not receive additional compensation for meetings, travel and work outside of the “regular work week.” However, in recognition of the additional time commitments of exempt managers, each exempt manager shall receive 56 hours of Management Leave annually on July 1. Management leave must be used within one year of being received. Any management leave remaining on June 30 will be forfeited. Management leave accrual shall be prorated for new managers.

5.4.5 Record Keeping FLSA non-exempt employees are required to submit a timely timesheet, signed by their supervisor, that accurately reflects their hours worked and leaves taken during each pay period. Although exempt managers are not required to keep track of their hours worked for the purpose of pay, they are required to keep track of their use of accrued or banked leaves and submit a timely leave report, signed by their supervisor, that accurately reflects leaves used during each pay period.

Attachment: Management Compensation Plan 01-2023 (1605 : 2023 Revised Management Compensation Plan)

5.5 Changes in Benefits upon Moving to a Management Position

Managers shall only receive benefits that are afforded to management employees under this management compensation plan or approved City personnel policy(s). At any given time, an employee shall only have accrued time “on the books” that other employees in the same employee group accrue.

When an employee changes from a bargaining unit position to a management position, all accrued compensatory time and, if applicable, holiday bank time shall be paid out at the previous hourly rate at the time of the change and in accordance with the applicable bargaining agreement or policy. An employee changing to a non-exempt management position shall be allowed to accrue comp time in lieu of overtime in accordance with the provisions of this plan, but shall enter the position with a zero balance of accrued comp time. An employee changing to a non-exempt Lieutenant position shall accrue holiday bank leave in accordance with the provisions of this plan, but shall not be allowed to exceed the holiday bank hours caps described in this plan.

5.6 Application of this Plan and City Policies

Managers are covered by and expected to follow all City policies. Where City policy and the Management Compensation Plan differ, the Management Compensation Plan shall be applied except that where the Management Compensation Plan is silent on a benefit that is provided for in a current City policy, the policy shall apply. An example might be the Sick Leave Donation Bank. The Management Compensation Plan does not specifically address the Sick Leave Donation Bank but City Policy states that employees are eligible except as otherwise provided for in a collective bargaining agreement or management compensation plan. Since the Management Compensation Plan does not preclude participation, the policy shall govern.

Attachment: Management Compensation Plan 01-2023 (1605 : 2023 Revised Management Compensation Plan)

Section 6. Comparable Market Defined

The cities selected for the market comparison shall be determined at the time any market survey is done based on criteria set forth in this document. The “comps” may vary from year to year as a city may meet the criteria one year but not the next, or a city that did not meet the criteria one year may meet it the next.

6.1 Defining the Market

The criteria for market comparables will be:

- a. Oregon cities with a population of between 9,900 and 30,000, based on the most recent Portland State University population estimate (this criterion is based on current Central Point population of 19,700 as of July 1, 2021 and would be adjusted for population changes);
- b. Located within a metropolitan area of at least 100,000;
- c. Median housing prices within 25% of Central Point’s median housing prices at the time of the survey.
- d. If in any year an inordinately large or insufficient number of cities meet these criteria the median housing range may be reasonably adjusted up or down.

6.2 Additional Considerations

Additionally, to the extent practical, the total compensation package, including monetary compensation and monetary and non-monetary benefits such as PERS contributions, health insurance premium sharing and out of pocket expense, HRA contributions, and paid leaves, should be considered in determining the relative comparability of the cities meeting the market comparables criteria.

Within the cities that meet the above criteria, only those positions that are legitimately analogous will be compared. Criteria to determine the comparability of positions will include, but not necessarily be limited to, the following:

- a. Reporting structure (both up and down)
- b. Scope of position as set forth in the position description
- c. Department budget

The City will make every effort to obtain compensation information from comparable cities. However, it is understood that obtaining such information is dependent upon the cooperation of the surveyed cities. Where survey information is not provided, the City will attempt to gather the information from other sources in an effort to fairly determine appropriate salary ranges for City of Central Point management positions.

Section 7. Conclusion

The goal of this management compensation plan is to fulfill the various functions for which it was created:

- To align management compensation for the City of Central Point with the mission and goals of the City.
- To incentivize exceptional performance of managers.
- To move toward meeting the wishes of the City Council and the needs of the managers, who have indicated a preference for a performance-based pay plan to that of an entitlement-based plan.
- To lay the foundation for incorporating pay for performance organization-wide.

The City of Central Point, although more than 125 years old, is in the growth phase of the organizational life cycle. We are refining policies and procedures and making changes where change is needed in order to move forward as an organization. The recent economic climate placed the City in a position of having to do more with less year after year. As the economy rebounds and begins to grow again, the efficiency and exceptional performance encouraged and rewarded by this Plan will continue to contribute to the City's prosperity.

**This compensation plan is NOT A CONTRACT or bargained agreement.
This plan and the salary and benefits outlined herein may be changed
at any time with approval of the City Council.**

Appendix A

Salary Schedule for management positions effective January 1, 2023
Cost of Living Adjustment 2.5% to maximum salary.

Band	Tier	Position	Minimum	Maximum
C	C1	Human Resources Assistant (non-exempt)	\$3,900	\$4,862
R	ET	City Recorder	\$5,616	\$7,730
I	T2	Parks & Public Works Supervisor	\$5,919	\$8,147
I	T2	Police Office Manager	\$5,919	\$8,147
I	T1	Finance Supervisor	\$5,919	\$8,147
I	T1	Recreation Manager	\$5,919	\$8,147
I	T1	Safety & Risk Manager	\$5,919	\$8,147
I	T1	Construction Services Supervisor	\$5,919	\$8,147
II	T1	Building Division Manager	\$7,102	\$9,418
II	T1	Parks & Public Works Operations Manager	\$7,102	\$9,418
II	T1	Principal Planner	\$7,102	\$9,418
III	ET	Director (Information Technology, Finance, Human Resources, Community Development, and Planning)	\$7,898	\$11,378
IV	ET	Director (Parks & Public Works)	\$9,518	\$12,424
IV	ET	City Attorney	\$9,518	\$12,424

Police Band	Tier	Position	Minimum	Maximum
PI	T2	Police Lieutenant (non-exempt)	\$7,102	\$9,418
PII	T1	Police Captain	\$7,499	\$10,804
PIII	ET	Police Chief	\$9,518	\$12,424

“T1” = Tier 1 Manager

“T2” = Tier 2 Manager

“ET” = Executive Management Team

“C1” = Confidential employee

**This compensation plan is NOT A CONTRACT or bargained agreement.
This plan and the salary and benefits outlined herein may be changed
at any time with approval of the City Council.**

RESOLUTION NO. _____

A RESOLUTION APPROVING THE 2023 REVISED MANAGEMENT COMPENSATION PLAN

RECITALS:

- 1. Chapter 2.48 of the Central Point Code authorizes and directs the City Council to adopt rules relating to personnel matters.
- 2. Policy #3.06.2 of the Personnel Policies and Procedures provides that the Council shall, by resolution, adjust the salaries and rates of compensation and benefits for all City officers and employees. The City Council deems it to be in the best interest of the City to make revisions thereto.

The City of Central Point resolves as follows:

The 2023 revised Management Compensation Plan, as attached, is hereby ratified and adopted.

Passed by the Council and signed by me in authentication of its passage this _____ day of November 2022.

Mayor Hank Williams

ATTEST:

City Recorder

Attachment: Resolution MCP 111722 [Revision 1] (1605 : 2023 Revised Management Compensation Plan)



City of Central Point **Staff Report to Council**

ISSUE SUMMARY

TO:	City Council	DEPARTMENT:	Human Resources
FROM:	Elizabeth Simas, Human Resources Director		
MEETING DATE:	November 17, 2022		
SUBJECT:	Resolution No. _____ A Resolution Approving the Revised 2022-2023 Classification Pay Plan		
ACTION REQUIRED:	Resolution	RECOMMENDATION:	Approval

BACKGROUND INFORMATION:

The Council is asked to approve the Classification Pay Plan with any revisions from the prior approved plan. This proposed, revised pay plan reflects changes for the General Service Bargaining group and the Management Team since the last pay plan approved by Council on June 6, 2022, and has an effective date as of January 1, 2023.

December 2010, the council adopted a Management Compensation Plan (MCP). The plan specifies that to maintain a competitive compensation plan that minimum and maximum salary bands will increase based on the US City Average CPI-U July to July effective January of the following year. In most cases, a change to the minimum or maximum salary does not change a manager's salary as increases are performance based. At a minimum, management salaries are to be reviewed at least every three years which was completed in 2017, 2020 and again in 2021.

Salary schedule range increases to the Management Compensation Plan are typically limited to the CPI-U, not to exceed 2.5%. The salary schedule increase for 2018 was 1.7%; 2019 2.5% (CPI-U was 2.9%); 2020 was 1.8%; 2021 was 2.5% (CPI-U was 1%); and 2022 was 5.4% (CPI-U was 5.4%) as well as market adjustments for specific position. The CPI-U July 2021 - July 2022 was 8.5%. We are proposing a 2.5% increase to the maximum salary only. The reason for limiting this increase to 2.5% is because the City unexpectedly received a 42% health insurance premium increase (\$650 per month) to the Oregon Teamsters Employers Trust (OTET) health insurance plan. Effective January 1, 2023, the management group is switching to CIS Insurance. These premiums are lower than the current rate but are still higher than what the City was paying prior to October 2022.

The proposed adjustments to the pay plan are to the salary range maximums, not to

individual salaries. Pay changes for management employees are tied to performance and limited to the parameters set by the Management Compensation Plan.

The following changes are being proposed to the Classification Pay Plan:

- **Part A of the pay plan (General Service Bargaining Unit)** – Move Information Technology Specialist and new Planner III job classification to updated Grade 9 of the salary scale.
- **Part B of the pay plan (Police Bargaining Unit)** – No changes.
- **Part C of the pay plan (management/non-represented)**
 - Update the salary schedule by 2.5% to the maximums of the scales effective January 1, 2023 (The CPI-U for July 2021 – July 2022 was 8.5%).
 - Addition of City Attorney to the salary schedule.

FINANCIAL ANALYSIS:

Moving the Information Technology Specialist position to the newly created Grade GS9 will increase the total wages and benefits annually approximately \$5,800.

The cost of living increase of 2.5% to the Management Pay Plan could potentially increase only one management staff, because all other managers are not close to the top of the current salary schedule. The potential cost could be \$3,800 annually for wages and benefits.

LEGAL ANALYSIS:

N/A

COUNCIL GOALS/STRATEGIC PLAN ANALYSIS:

The City of Central Point Strategic Plan 2040 Strategic Priority of Responsible Governance Goal 3A Strategy 1 is to “Establish a competitive compensation (salary and benefits) package.”

This resolution provides a method to provide a competitive compensation package for our employees.

STAFF RECOMMENDATION:

The Council is asked to approve the 2022-2023 Classification Pay Plan with any revisions from the prior approved plan.

RECOMMENDED MOTION:

Motion to approve Resolution_____, A Resolution approving the revised 2022-2023 Classification Pay Plan

ATTACHMENTS:

1. 2023-1 Final Pay Plan 2022-23.pdf
2. 2023-1 Classification Pay Plan Resolution 111722



Classification Pay Plan Effective July 1, 2022 - June 30, 2023

Part A: General Service Bargaining Unit Positions (hourly) (monthly) Schedule Effective 7/1/22 - 6/30/24

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
	Grade 2-3	GS2-3	17.89	N/A					
122	Utility Laborer*		3,101						
*Grandfathered employee shall remain at current salary until the monthly salary schedule increases to \$3,118.									
	Grade 2-3	GS2-3	17.89	18.78	19.72	20.71	21.75	22.84	23.98
100	Office Assistant		3,101	3,256	3,419	5,390	3,770	3,959	4,157
	Grade 4	GS4	19.52	20.50	21.53	22.61	23.74	24.93	26.18
101	Account Clerk: Finance/Public Works		3,384	3,554	3,732	3,920	4,115	4,322	4,538
102	Community Development Specialist								
103	Parks Maintenance Worker								
104	Recreation Specialist								
105	Utility Worker								
	Grade 5	GS5	21.93	23.03	24.18	25.39	26.66	27.99	29.39
106	Assistant Engineering Technician		3,802	3,992	4,192	4,401	4,622	4,852	5,095
107	Customer Service Technician								
108	Equipment Maintenance/Fab. Technician								
109	Planning Technician								
110	Recreation Programs Coordinator								
111	Senior Utility Worker								
	Grade 6	GS6	24.30	25.52	26.80	28.14	29.55	31.03	32.58
112	Acctg/Business Services Coordinator		4,212	4,424	4,646	4,878	5,122	5,379	5,648
113	Utility Maintenance Lead								
114	Recreation Coordinator: Special Events/Mktg								
123	Stormwater/Erosion Control Tech								
125	Arborist								
126	Engineering Tech I								
127	Accountant - Payroll								
	Grade 7	GS7	26.79	28.13	29.54	31.02	32.57	34.20	35.91
115	Community Planner I		4,644	4,876	5,121	5,377	5,646	5,928	6,225
116	Foreman: Streets, Water								
117	Park Planner								
124	Facility Management Coordinator								
128	Sr. Accountant								
	Grade 8	GS8	29.97	31.47	33.04	34.69	36.42	38.24	40.15
118	Community Planner II		5,195	5,455	5,727	6,013	6,313	6,629	6,960
119	Construction Management Coordinator								
120	Environmental Services/GIS Coordinator								
	Grade 9	GS9	31.47	33.04	34.69	36.42	38.24	40.15	42.16
129	Community Planner III		5,455	5,727	6,013	6,313	6,629	6,960	7,308
121	Information Technology Specialist								
	Grade 10	GS10	33.26	34.92	36.67	38.50	40.43	42.45	44.57
	Vacant		5,766	6,053	6,357	6,674	7,008	7,358	7,726

Attachment: 2023-1 Final Pay Plan 2022-23.pdf (1606 : Revising the 2022-2023 Classification Pay Plan)

Part B: Police Bargaining Unit Positions Schedule Effective 7/1/22

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	3,612	3,793	3,983	4,182	4,391	4,611	4,842
201	Community Services Officer	P117	3,833	4,025	4,226	4,437	4,659	4,892	5,137
202	Police Officer	P145	4,913	5,159	5,417	5,688	5,972	6,271	6,585
203	Corporal	P150	5,434	5,706	5,991	6,291	6,606	6,936	7,283

 **Part C: Non-Bargaining Unit, Management Positions** Schedule effective 1/1/23

Position#	Classification Title	Grade	Monthly		
			Minimum		Maximum
002	Human Resources Assistant (non-exempt)	C	3,900	-	4,862
501	City Recorder	R	5,616	-	7,730
500	Finance Supervisor	I	5,919	-	8,147
502	Recreation Manager	I	5,919	-	8,147
503	Parks & Public Works Supervisor	I	5,919	-	8,147
507	Police Office Manager	I	5,919	-	8,147
517	Safety & Risk Manager	I	5,919	-	8,147
518	Construction Services Supervisor	I	5,919	-	8,147
504	Parks & Public Works Operations Mgr	II	7,102	-	9,418
505	Building Division Manager	II	7,102	-	9,418
506	Principal Planner	II	7,102	-	9,418
511-514	Department Director (CD-PLAN, FIN, HR, IT)	III	7,898	-	11,378
515	Parks & Public Works Director	IV	9,518	-	12,424
519	City Attorney	IV	9,518	-	12,424
508	Police Lieutenant (non-exempt)	P-I	7,102	-	9,418
509	Police Captain	P-II	7,499	-	10,804
510	Police Chief	P-III	9,518	-	12,424

Attachment: 2023-1 Final Pay Plan 2022-23.pdf (1606 : Revising the 2022-2023 Classification Pay Plan)

RESOLUTION NO. ____

**A RESOLUTION APPROVING THE REVISED JULY 1, 2022 – JUNE 30, 2023
CLASSIFICATION PAY PLAN**

RECITALS:

1. Chapter 2.48 of the Central Point Code authorizes and directs the City Council to approve rules relating to personnel matters.
2. Policy #3.06.2 of the Personnel Policies and Procedures provides that the Council shall, by resolution, adjust the salaries and rates of compensation and benefits for all City officers and employees. The City Council deems it to be in the best interest of the City to make revisions thereto.

The City of Central Point resolves as follows:

The Classification Pay Plan for bargaining unit and management employees, as attached, is hereby ratified and approved.

Passed by the Council and signed by me in authentication of its passage this 17th day of November, 2022.

Mayor Hank Williams

ATTEST:

City Recorder

Resolution No. _____; Council Meeting 11-17-2022