



TALENT CITY COUNCIL
STUDY SESSION AGENDA
– HELD AT TALENT COMMUNITY CENTER –
(104 E. Main Street)
February 24th, 2024 - 10:00 AM

To attend to the meeting via Zoom, please visit the City's website at www.cityoftalent.org for the link information.

All Council meetings are digitally recorded and will be available on the City website: www.cityoftalent.org. The meeting location is accessible to persons with disabilities. A request for an interpreter for the hearing impaired, or for other accommodations for persons with disabilities, should be made at least 48 hours in advance of the meeting to the City Recorder at 541-535-1566, x1012.

The City Council reserves the right to add or delete items as needed, change the order of the agenda, and discuss any other business deemed necessary at the time of the study session and/or meeting.

- 1. Call to Order / Roll Call**
- 2. Website Preview**
- 3. Goal Setting Retreat Items (Break for Lunch 12:00 PM – 12:30PM)**
 - 3.1 Review FY23_24 Citywide Priorities
 - 3.2 City Manager Notes from Meetings with Councilors
 - 3.3 Committees and Commissions Contributions
 - 3.4 Contributions from City Staff
 - 3.4 Revisions and Draft FY24_25 Update
- 4. Adjournment**



City of Talent

110 E. Main Street, P.O. Box 445, Talent, OR 97540
Telephone: (541) 535-1566 Fax: (541) 535-7423

The City Council will conduct a workshop on February 24, 2024, to discuss City goals and objectives. The format of the meeting is loosely structured but will generally proceed as follows.

PRE-WORKSHOP PREVIEW (TENTATIVE) OF THE NEW CITY WEBSITE.

Staff is working on finalizing the new website with a goal of having the site “go live” by March 11, 2024. A brief (10 minute) demonstration of the site may be possible for this workshop.

THE CITY MANAGER WILL FACILITATE THE MEETING

Review FY23-24 Citywide Priorities

The City Council will review and modify, if it so chooses, the “Our commitment” and “Out guiding statements” introductory pages of the FY23-24 Citywide Priorities.

Following this review of guiding principles, the Council will review the FY 23-24 actions list under each Goal, and determine which, if any, of the actions are substantially complete and can be removed from the list.

City Manager Notes

The City Manager will present and discuss with the City Council notes taken by the City Manager during his meetings with the Mayor and individual City Council members on major priorities going forward.

Committee and Commission Contributions

Committee and Commission Chairs will be invited to contribute and make brief presentations on priorities of their Committee or Commission, followed by discussion with the Council on how the Committee and Commission goals and priorities mesh with City Council goals and priorities.

Contributions from City Staff

In compliance with the Americans with Disabilities Act, if you need special assistance, please contact TTY phone number 1-800-735-2900 for English and for Spanish please contact TTY phone number 1-800-735-3896.

The City of Talent is an Equal Opportunity Provider

Department Directors will interact with the Council and comment on goals from the staff perspective and provide updates on projects that are listed in the FY 23-24 plan. This discussion may include a discussion of resources that may be needed to complete the desired actions.

Revisions and Draft FY 24-25 Update

The City Council will return to the FY 23-24 Citywide Priorities and make adjustments by adding/deleting/prioritizing goals and implementation actions based upon discussions occurring during the course of the day.

Week: February 19 – 23

- Meet with Department to finalize pages
- Migrate 2024 meeting dates
- Migrate 2024 adverts, news, updates
- Identify new website updates: Joomla (new backend interface)
- Debug broken links/pages
- Demonstration (Feb 24th) *possible?*

Week: February 26 – March 1

- Training with department specific users (Com Dev/Police/Finance)
- Prep current website for archiving (contact Project A)
- Identify new website updates: Joomla (new backend interface)
- Debug broken links/pages

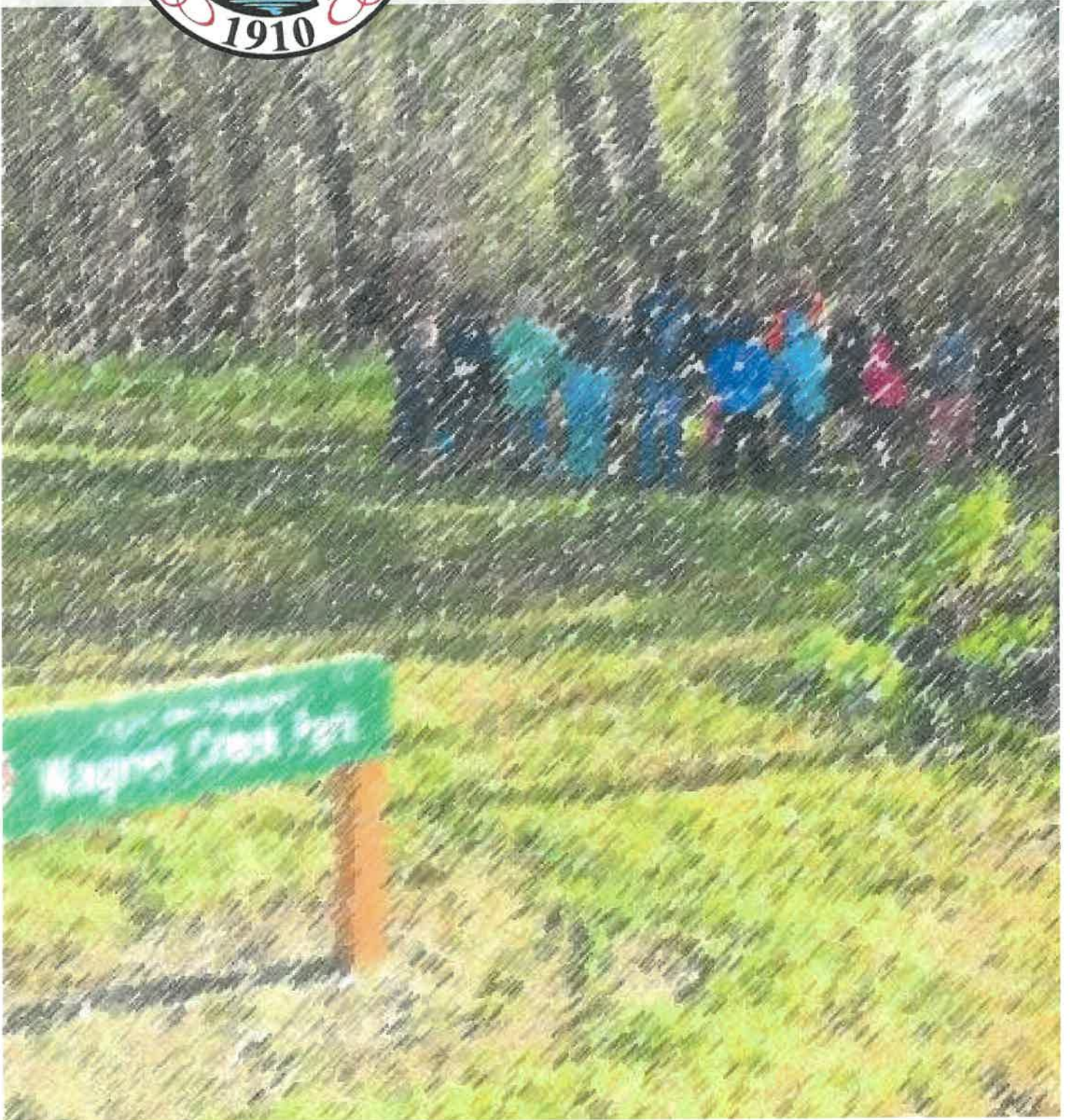
Week: March 4 – 8

- Final Department meetings + staff
- Test with resident sample group
- Establish final transition date with Project A
- Prep editorial for resident engagement
- Launch date: March 8th or March 11th



City of Talent

FY23-24 Citywide Priorities



Our commitment

The goals and objectives of Talent reflect the values and expertise of an organization, a frame for what's possible, and a snapshot of what the future holds. In 2022, the City Council, our commissions and committees, and our staff developed a five-year framework that proposed outcomes on a range of pressing issues, including affordability, emergency preparedness, and a need for deeper relationships with our business community. They presented a clear set of priorities to guide our work, and still ring true today.

This document lays out the road map for FY24 – the priorities our City will focus on achieving this coming fiscal year. We invite you to take this journey with us!

Building a Stronger Foundation

This year we added a new goal area – a sustainable foundation. We learned in FY23 that community outcomes are easier to achieve when the day-to-day operations of the city run smoothly and effectively. This new goal area includes updating city policies, changing our approach to infrastructure maintenance, and ensuring we are able to keep pace with costs, while at the same time, keeping life in Talent as affordable as we can.

Shifting to the Economy

A loud and resounding theme in this year's priority setting process is helping our local economy recover post-fire. From attracting new businesses and supporting current businesses to encouraging commercial development, our economic sector takes a larger focus in this year's priorities.

Directing Focus

These goals don't describe all the work that the City of Talent does and will continue to do. These goals address the areas that our community has recognized the need for improvement and has chosen to prioritize. We will still do the daily work of providing water, maintaining our infrastructure, increasing public safety, planning for the future, engaging with the community, and working with our partners.

Looking Ahead

As we ratify these priorities, we will:

- Embed them into our budget.
- Measure progress.
- Regularly revisit and reevaluate.
- Communicate with our community, our partners, and our staff about progress, decisions, and lessons learned.
- Hold ourselves accountable to their outcomes.

We're proud to present these FY24 priorities to the people who live, work, play, and worship in Talent.





Our guiding statements

Equity

We are committed to being fair and inclusive, representing and serving all Talent residents, and ensuring our government is accessible. We commit to the difficult—and essential—work of transforming City of Talent policies, practices, and culture to better serve historically and currently marginalized communities.

Values

Transparency. We foster and support transparency through open, honest, and timely communication and conducting the public's business in public.

Integrity. We act with honor and truth. We demonstrate ethical behavior and we are accountable for our actions.

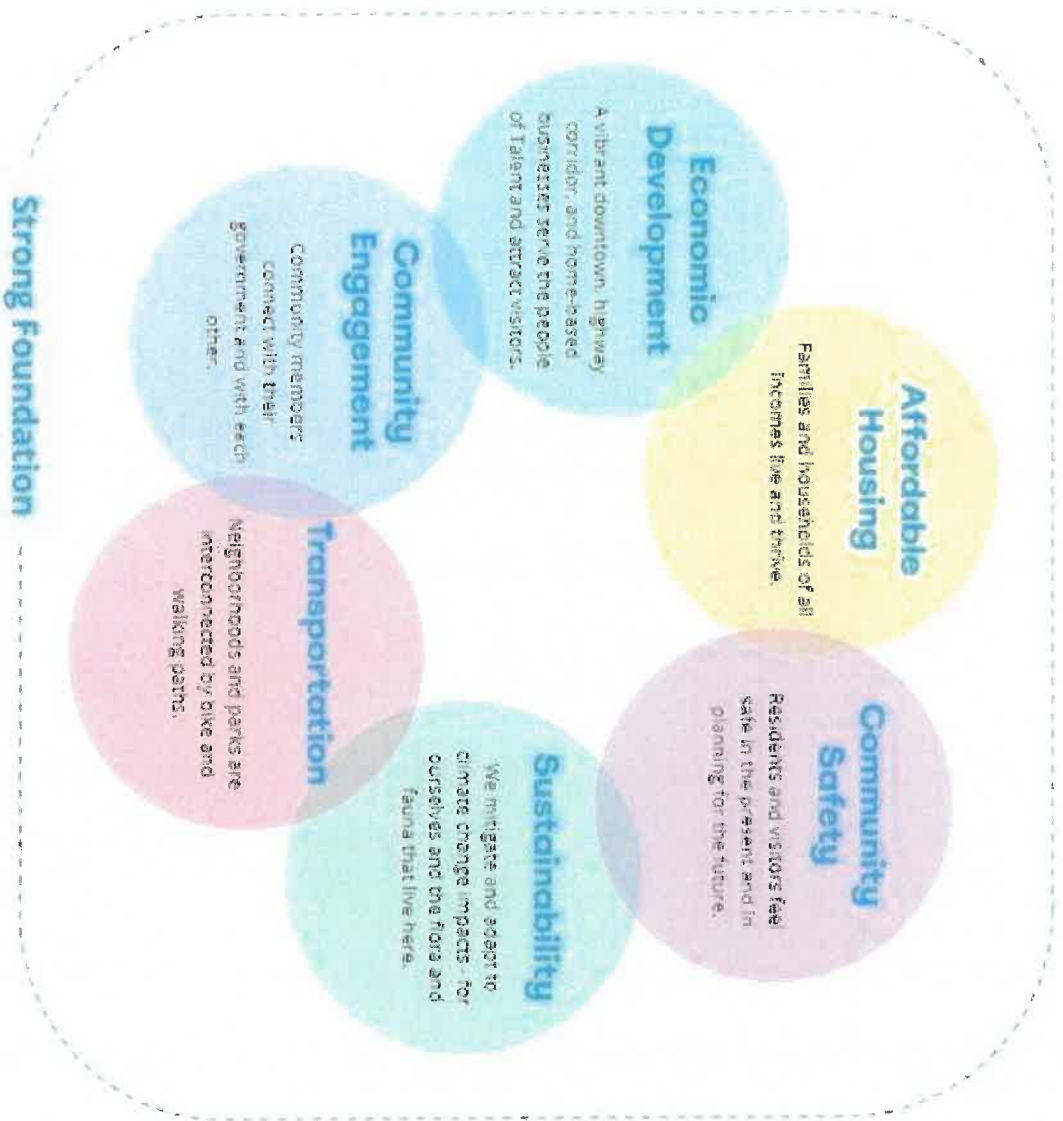
Responsibility. We are responsible for providing excellent public services to the community in a fiscally responsible manner. We value the knowledge and expertise of our fellow councilors and city staff. We are good stewards of city resources.

Environment. We protect and treasure Talent's environment and create policies that promote sustainability and have positive impact on our natural resources and environmental health.

Leadership. We lead by demonstrating respect, courage, kindness, good-humor, open-mindedness, and compassion. We make decisions, take action and create policy to benefit the Talent community.

GOAL AREAS | Talent is a community where...

City Council outlined seven major goal areas for the city to focus on. The following pages detail what actions the City will take to get closer to achieving our goals within these seven areas over the next year.



The City is a well-run organization that proactively plans for the future.

FY24 PRIORITIES | The actions we will take are...

To help achieve our goals, these are our priorities in fiscal year 2023-2024.

	The actions we'll take are:	EFFORT LEVEL	STATUS	TEAM
AFFORDABLE HOUSING	GOAL: More housing stock for affordable and workforce households			
	Update Buildable Lands Inventory	Medium	In progress	Staff, Consultant
	Update Housing Needs Analysis	Medium		Staff, Consultant
	Adopt code changes for Re-envision Hwy99 Corridor (TGM)	Medium		Staff, Consultant, PC, Council
	Finalize Title 18 Code updates	High		Staff, Consultant, PC, Council
	Establish and adopt Title 17 Code updates	High		Staff, Consultant, PC, Council
	Establish Climate Friendly Area + adopt code changes	High	In progress	Staff, Consultant, PC, Council
	Adopt code changes for Non-Conforming Rebuild	High	In progress	Staff, Consultant, PC, Council
	Review agricultural buffers and environmental development standards	Medium	In progress	Staff
	Review, establish and adopt updates to Tree Code	Medium		Staff, Consultant, Committee
COMMUNITY SAFETY	GOAL: Achieve a sustainable policing model.			
	Host Community Town Hall to discuss police funding	Medium		Staff, Council
	GOAL: Mitigate potential natural disasters (wildfire, flood, landslides, earthquake).			
	Remove hazardous fuels from and replant Bear Creek Greenway and Wagner Creek Greenway	High	In progress	Staff, Community Partners
	GOAL: Increase our emergency preparedness.			
	Update Emergency Operations Plan and Continuity of Operations Plan	High		Staff, Consultant
	Develop an emergency response partnership with other jurisdictions	Medium	In progress	Staff, Community Partners
	Distribute emergency preparedness information at community events	Low		Staff
	Establish volunteer / education program	Medium		Staff, Community Partners

FY24 PRIORITIES, continued

	The steps we'll take are:	EFFORT LEVEL	STATUS	TEAM
SUSTAINABILITY	GOAL: Reduce our carbon footprint as a community			
	Install solar panels for Police Building and City Hall	Low		Staff, Community Partners
	Host a Recycle Roundup to recycle uncommon items	Low		Together for Talent
	Establish urban forestry master plan	Medium	In progress	Urban Forestry
	Increase tree canopy	Low	In progress	Staff, Urban Forestry
	Make updates to our Tree Code	High		Staff, Consultant, Urban Forestry
	GOAL: Become more drought tolerant and fire resistant.			
Pilot Water Conservation Program	Medium		Staff	
TRANS.	GOAL: Have better Greenway accessibility to Talent.			
	Establish Creel Road Connector	Low		Staff, ODOT
	Reassemble Traffic Safety & Transportation Commission	Low	In progress	Staff
COMMUNITY ENGAGEMENT	GOAL: We communicate better with the community.			
	Make City documents available online (resolutions, ordinances, master plans)	Medium		Staff
	Assess our current practices through an equity & inclusion lens	High		Staff, Consultant
	GOAL: We provide strong committee and commission support.			
	Convene quarterly chair summits	Low		Staff
	GOAL: We perform regular community engagement.			
Conduct door-to-door/event surveying	High		Staff	
Publish a quarterly city newsletter	Medium		Staff	

FY24 PRIORITIES, continued

	The steps we'll take are:	EFFORT LEVEL	STATUS	TEAM
ECONOMIC DEVELOPMENT	GOAL: We understand what businesses need.			
	Establish or participate in Economic Development Cohort	Low-Medium		Staff, Community Partners
	Host a roundtable with commercial property owners & developers	Low		Staff
	GOAL: We help recruit and establish essential businesses.			
	Update our Economic Opportunities Analysis	Medium		Staff, Consultant
	GOAL: We become a stronger destination.			
	Build new tennis courts	Medium		Staff, Contractor
	Resurface Skate Park	Medium		Staff, Contractor
	Install public art murals downtown	High		Public Arts
	SUSTAINABLE FOUNDATION	GOAL: City code, policies, and practices are consistent, up-to-date, and documented.		
Adopt financial management policies		Low-Medium	In progress	Staff, Community Partners
Update personnel handbook		Low		Staff
Update technology management policies		Low	In progress	Staff
Update job descriptions		Medium		Staff
Develop annual training schedules for each position		Low		Staff
GOAL: City infrastructure is well-maintained.				
Develop Facilities Master Plan		Medium		Staff, Consultant
Calculate maintenance costs by project type		High	In progress	Staff
Establish equipment + vehicle replacement schedule		Low	In progress	Staff
GOAL: Revenue keeps pace with expenses.				
Reassess water rates and adopt water rate model		Medium	In progress	Staff, Consultant
Recalculate system development charges		Medium		Staff
Adopt rate models for fees and charges for service		High		Staff
Change Business License System	High		Staff	

**MEETINGS WITH MAYOR AND COUNCILORS
CITY MANAGER NOTES ON GOALS AND PRIORITIES**

IMPLEMENT THE GATEWAY DEVELOPMENT PROJECT

TRANSPARENT, EQUITABLE AND COMPASSIONATE TRANSITION OF CURRENT SITE RESIDENTS

REVIEW CITY FINANCIAL CONDITION

IMPLEMENT ORGANIZATIONAL EFFICIENCIES

RIGHTSIZE THE ORGANIZATION

UTILIZE PRODUCTIVITY MEASUREMENT

IMPLEMENT NEW WEBSITE AND KEEP IT UPDATED

CLOSE-OUT THE URBAN RENEWAL AGENCY

PROVIDE TRAINING, HANDBOOKS FOR COUNCIL AND COMMISSIONERS

PURSUE GRANT FUNDING TO HELP FULFILL THE CAPITAL IMPROVEMENT PLAN

IMPLEMENT THE PLANS WE HAVE

DEVELOP AN OVERLAPPING "PLANS MATRIX"

AMEND PLANS WHERE NEEDED

MOVE FROM PLANNING TO IMPLEMENTING