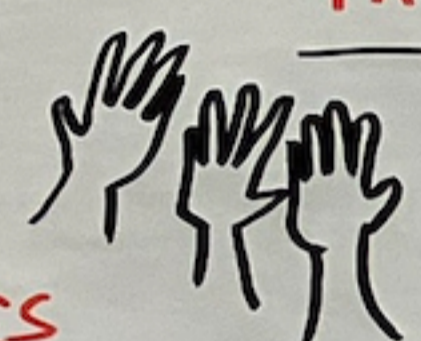
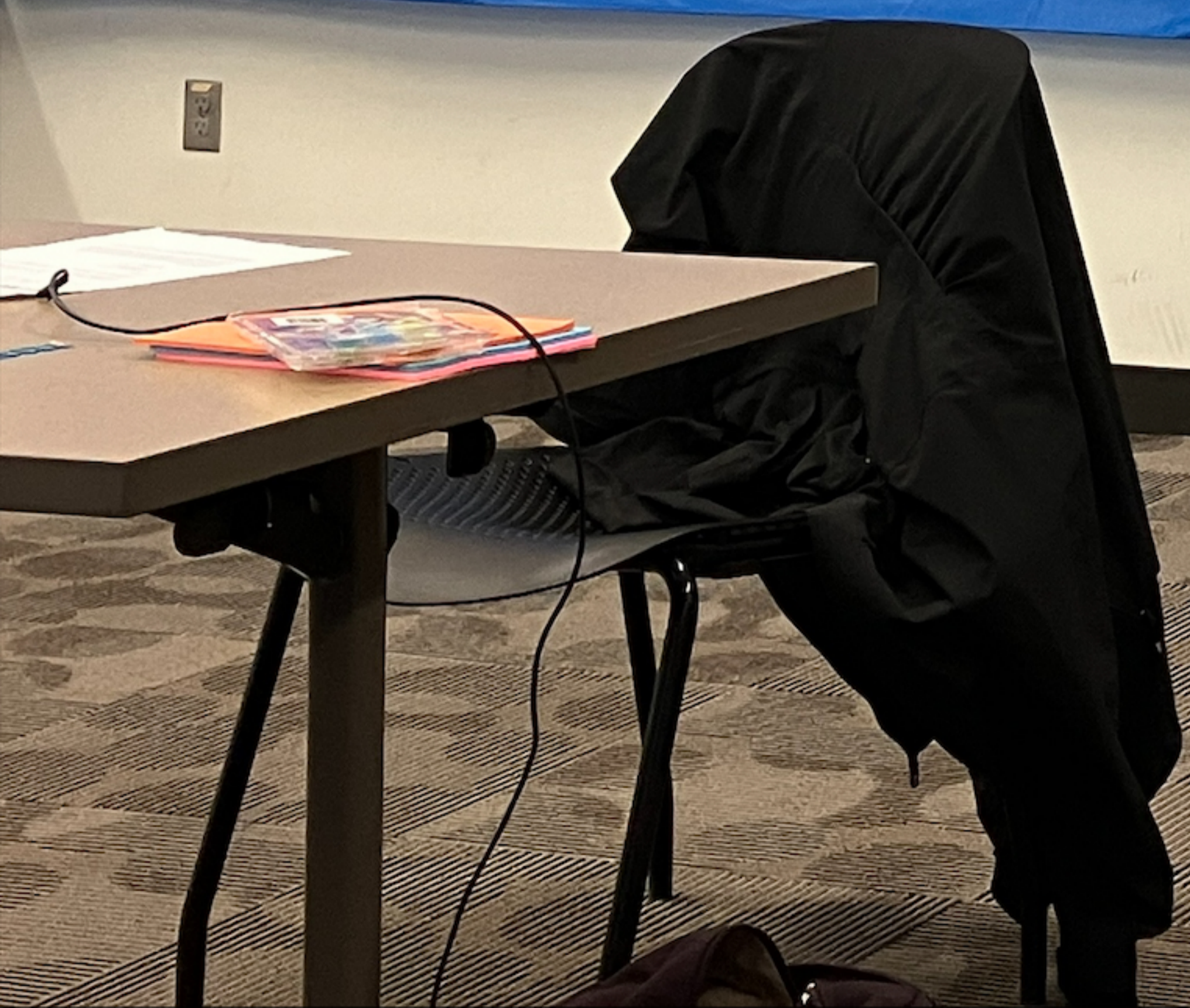


EXPECTATIONS

- JOY and CLARITY... GOOD TAKEAWAYS
 - DIG IN and LEARN MORE
 - GET to KNOW DIRECTIONS and PRIORITIES
 - CONTINUE to SUPPORT the COUNCIL
 - UNDERSTAND the PATH
 - GET to KNOW EACH OTHER
- HEAR from EVERYONE and COLLABORATE
 - SPECIFIC OUTCOMES
 - CLEAR LIST of DELIVERABLES
 - MAKE SAL SMILE
 - GROWTH TOGETHER
 - S.M.A.R.T. GOALS
 - GOOD CONVERSATION
 - CLARITY
- HAVE FUN
 - PROCESS is FASCINATING
 - KNOWING HOW WE FUNCTION
 - ACHIEVABLE and ATTAINABLE GOALS







UNDERWAY

OPERATION-ALIZED

COMPLETE

Grid of project cards under the 'UNDERWAY' section. The cards are organized in columns and rows, with some highlighted in green, yellow, and orange. Some cards contain specific text such as:

- CRIMINAL DATA & TECH
- SECURITY & RESILIENCE
- COMMUNITY SAFETY & RESILIENCE

Grid of project cards under the 'OPERATION-ALIZED' section. The cards are organized in columns and rows, with some highlighted in yellow, orange, and green. Some cards contain specific text such as:

- COMMUNITY SAFETY & RESILIENCE
- SECURITY & RESILIENCE
- COMMUNITY SAFETY & RESILIENCE

Grid of project cards under the 'COMPLETE' section. The cards are organized in columns and rows, with some highlighted in green and yellow. Some cards contain specific text such as:

- COMMUNITY SAFETY & RESILIENCE
- SECURITY & RESILIENCE



CITY GOVERNMENT CAPACITY

CIVIC LEADERSHIP

Evaluate and implement
CORE HR functions.
5

Identify relevant KPIs
and track the data
necessary to inform
service delivery.
4

Financial Planning
Capacity
Consulting Staff
Fin Analyst +/or Economist
Budget
Tools to Do a Biennial Budget
for Decision Making
4

* Prioritize Core Services Analysis
4

CITY GOVERNMENT CAPACITY
Objective: Invest in the City's workforce.
Action: Develop succession planning and
knowledge transfer philosophy including long
range planning by department.
CITY WIDE
3

Survey the
community on Core
Service Priorities
1

CIVIC LEADERSHIP
Objective: Attract and develop future leader.
Action: Ensure safe, respectful environment on
boards and commissions.
3

CIVIC LEADERSHIP
Objective: Attract and develop future leader.
Action: Internal Leadership development
program.
1

CIVIC LEADERSHIP
Objective: Attract and develop future leader.
Action: Create youth development leadership
initiative.

CIVIC LEADERSHIP
Objective: Increase awareness of civic affairs
and leadership opportunities.
Action: Use City programs and events to
showcase leadership.

CIVIC LEADERSHIP
Objective: Increase awareness of civic affairs
and leadership opportunities.
Action: Identify internal leadership opportunities
by department.

CIVIC LEADERSHIP
Objective: Increase awareness of civic affairs
and leadership opportunities.
Action: Engage late career and retirees in
leadership and mentoring.

CIVIC LEADERSHIP
Objective: Increase awareness of civic affairs
and leadership opportunities.
Action: Documents the history of civic leadership
in McMinnville.

CIVIC LEADERSHIP
Objective: Recognize and raise up leadership in
all its forms, such that more people identify
themselves as civic leaders.
Action: Develop Leadership Recognition
Program (LRP).
3

CIVIC LEADERSHIP
Objective: Recognize and raise up leadership in
all its forms, such that more people identify
themselves as civic leaders.
Action: Implement LRP - Leadership Luncheon.

CIVIC LEADERSHIP
Objective: Recognize and raise up leadership in
all its forms, such that more people identify
themselves as civic leaders.
Action: Implement LRP - Civic Plaza Leadership
Monument.

COMMUNITY SAFETY & RESILIENCY

IMPROVE THE EFFECT OF THE CURRENT STATE OF CAMPUS ON SAFETY (COMMUNITY + STAFF), RESILIENCY, AND CAPACITY.

6 ● ● ● ● ● ● ● ●

COMMUNITY SAFETY & RESILIENCY
 Objective: Provide exceptional police, municipal court, fire, emergency medical services (EMS), utility services, and public works.
 Action: Develop external/ internal service standards and quality management evaluation.

3 ● ● ● ● ● ● ● ●

COMMUNITY SAFETY & RESILIENCY
 Objective: Develop resiliency targets for critical infrastructure.
 Action: Resiliency Planning to 2-3 week standards.

1 ● ● ● ● ● ● ● ●

COMMUNITY SAFETY & RESILIENCY
 Objective: Build a community culture of safety (consider safety best practices).
 Action: Revise local dangerous building ordinance.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY

REGAIN EMPLOYER BASE THAT ENHANCES THE LIVABILITY OF McMINNIE BALANCING THE TOURIST ECONOMY

5 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Develop a brownfield remediation program in partnership with the state, to redevelop the old bus barn site, the NE Gateway vehicular junkyard and downtown autobody shop.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Explore the feasibility of consistent commuter private airline service between McMinnville and larger regional hubs, such as Seattle, Portland and northern California.

2 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Identify and evaluate options to add an alternate freight route.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Foster opportunity in technology and entrepreneurship.
 Action: Foster physical connections to existing tech and entrepreneurship hubs through low-cost air services.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Foster opportunity in technology and entrepreneurship.
 Action: Create an "Invest in the Future" grant program that is targeted towards private investment and business development with living wage job outcomes.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Encourage connections to the local food system and cultivate a community of exceptional restaurants.
 Action: Evaluate alignment of food cart regulations with community goals.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Coordinate efforts to create branded online and print materials to market business resources, potentially including a small business resource director, a "how to do business in McMinnville" guide and a handbook on licensing and permitting.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Develop and implement a coordinated onboarding system for new and small businesses, in coordination with MEDP, McMinnville Downtown Association, McMinnville Water and Light, McMinnville Industrial Promotions, the McMinnville Chamber of Commerce and other partners.

3 ● ● ● ● ● ● ● ●

ECONOMIC PROSPERITY
 Objective: Accelerate growth in living wage jobs across a balanced array of industry sectors.
 Action: Develop a web-based dashboard that incorporates demographic, economic and real estate data to quickly assess trends, challenges and opportunities for prospective entrepreneurs, business owners and real estate developers.

3 ● ● ● ● ● ● ● ●

ENGAGEMENT & INCLUSION

GROWTH & DEVELOPMENT CHARACTER

ENGAGEMENT & INCLUSION
 Objective: Grow City's employees and Boards and Commissions to reflect our community.
 Action: Educate staff and officials on demographics.

2

ENGAGEMENT & INCLUSION
 Objective: Actively protect people from discrimination and harassment.
 Action: Employee Training (i.e., implicit bias and awareness).

4 include Trauma Informed Practice

ENGAGEMENT & INCLUSION
 Objective: Improve access by identifying and removing barriers to participation.
 Action: ADA Transition Plan.

2

BUILD A POOL/COMMUNITY CENTER

7

ESTABLISH TPM OF
 6 SIMILAR REGULATORY TOOL
 IN THE EID ~~AREA~~
 RELATED TO WINE BARS
 OR OTHER SOLE ALCOHOL
 SALES BUSINESSES

GROWTH & DEVELOPMENT CHARACTER
 Objective: Educate and build support for innovative and creative solutions.
 Action: Explore open data initiative.

1

GROWTH & DEVELOPMENT CHARACTER
 Objective: Educate and build support for innovative and creative solutions.
 Action: Establish a program to promote and implement pilot projects.

GROWTH & DEVELOPMENT CHARACTER
 Objective: Strategically plan for short and long-term growth and development that will create enduring value for the community.
 Action: Set a policy for updating facilities plan.

3

GROWTH & DEVELOPMENT CHARACTER
 Objective: Define the unique character through a community process that articulates our core principles.
 Action: Update Comp Plan Policies.

1

GROWTH & DEVELOPMENT CHARACTER
 Objective: Educate and build support for innovative and creative solutions.
 Action: Develop an educational program to gather and share innovative/creative ideas for growth and development.