City of Hermiston

2022 COUNCIL GOALS



March 30, 2022



Introduction

The City of Hermiston is pleased to present the summary of their annual goal-setting retreat. The City Council and Management Team convened a two-day retreat on February 2-3, 2022 to review the community context and themes from the Hermiston 2040 Community Vision project, identify Council focus areas and refine goals to align with community needs to provide direction to City staff regarding Council's priorities for the year ahead. The City partnered with Sara Singer Wilson of SSW Consulting to facilitate the discussion and guide the Council through the goal refinement process. In advance of the retreat, SSW Consulting conducted outreach with the Council and staff to identify and discuss their goals and expectations. The outreach resulted in the following goals for the workshop:

TEAM	CONTEXT	NEED ALIGNMENT	MEASURABLE
Build a cohesive team among the City Council and staff to move the goals forward	Examine the community context and themes from the Hermiston 2040 vision project to inform	Refine our goals to align with community needs and address short-term and long-term needs	Define clear, measurable outcomes for goals
	the goals		

The City Council and staff revisited the goals from their previous retreats to reflect on themes and trends over the years, celebrate accomplishments, and recenter around community priorities to refine their goals for the year ahead. These goals build on the work and success of previous years as well incorporate community priorities and ideas identified through the Hermiston 2040 community visioning process.

In addition to implementing the Council goals, the City will continue to focus on its daily work of providing high-quality core services to Hermiston residents.

City Council and staff encourage the Hermiston community to review goals, share your feedback, and stay engaged. We look forward to collaborating with the community and our partners to achieve these goals together.

-City of Hermiston City Council + Management Team



HERMISTON 2040

On January 24, 2022, the City Council adopted the Hermiston 2040 Community Vision + Action Plan, a shared blueprint for the next twenty years to help align shared resources and guide future decision-making, including investments, partnerships, and community collaboration. The goals and actions outlined in the vision are a direct reflection of wide-reaching and inclusive community outreach with thousands of community residents, culminating in over 3,600 ideas to make Hermiston the best place to live, work, play, and learn for years to come. With the adoption of the vision, the City is embarking on the implementation plan to bring it to life.

The Community Vision + Action Plan provided valuable context to the 2022 Council goal refinement process and served as a framework to align Council goals and community priorities under the four Vision goal areas:

GROWING * PROSPEROUS HERMISTON

SAFE * HEALTHY HERMISTON

CONNECTED * ENGAGED HERMISTON

SUSTAINABLE HERMISTON



Our Team

City Council

DR. DAVID DROTZMANN, MAYOR
LORI DAVIS, WARD 1
ROY BARRON, WARD 2
JACKIE C. MEYERS, WARD 3
PHILLIP SPICERKUHN, WARD 4
MARIA DURÓN, AT LARGE
ROD. S. HARDIN, AT LARGE
NANCY PETERSON, AT LARGE
DOUG PRIMMER, AT LARGE (COUNCIL
PRESIDENT)

Facilitator

SARA SINGER WILSON, PRINCIPAL/OWNER SSW CONSULTING

Leadership Team

Byron Smith, City Manager

Mark Morgan, Assistant City Manager

Mark Krawczyk, Finance Director

Clint Spencer, Planning Director

Jason Edmiston, Police Chief

Brandon Artz, Parks and Recreation

Director

Mark Rose, Library Director

Nate Rivera, HES General Manager

Jillian Viles, Court Administrator

Richard Tovey, City Attorney

Lilly Alarcon-Strong, City Recorder



HERMISTON 2040 COMMUNITY VISION

A COMMUNITY WHERE FRIENDLINESS AND OPPORTUNITY ABOUND.

Welcome to Hermiston. Where life is sweet and our future is sweeter.

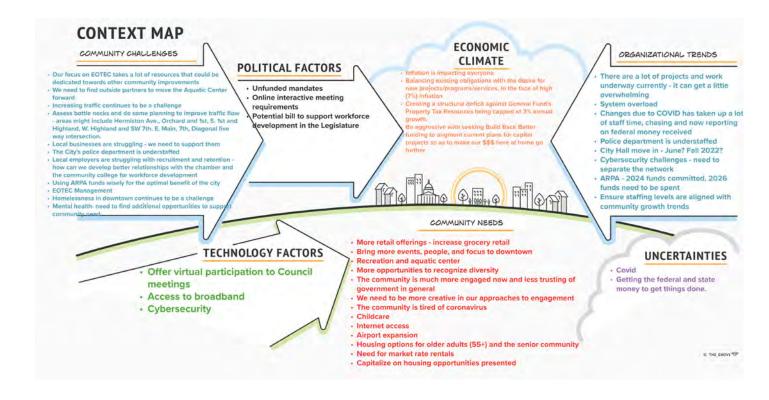
In 2040, Hermiston is a community where everyone is welcome

- whether you're visiting or looking for a place to call home, we
provide a safe, beautiful, and close-knit community where neighbors
help one another, and friendliness and opportunity abound. From
a booming economy to recreational amenities, we have big city
services rooted in small-town values.



Setting the Context

In order to plan for the future, it is critical to assess where the organization and community is today. City Council and staff underwent a context mapping exercise to explore the larger environmental factors influencing the community of Hermiston, including the economic climate, political factors, community needs, technology factors, organizational trends, and uncertainties. This exercise offers a birds-eye view of the Hermiston environment and lays the foundation of common understanding for the goal-setting process. This information was mapped in the graphic below:



ACCOMPLISHMENTS

Taking the time to recognize achievements demonstrates organizational effectiveness to the community as well as contributes to and sustains the organization's culture. Celebrating accomplishments acknowledges the hard work of staff and builds unity among colleagues, which strengthens team morale and sets the tone for achieving future goals. The graphic below highlights the City's major accomplishments in 2021. Some highlights include continuing to provide high-quality City services under stressful conditions of the COVID-19 pandemic, near completion of the new City Hall, record-breaking number of permits for new homes, improving cyber-security defenses, and continued focus on city growth.



2022 Council Goals + Values

THE GOAL REFINEMENT PROCESS INCLUDED A BROAD DISCUSSION OF COUNCIL PRIORITIES INFORMED BY COMMUNITY NEEDS. THESE ENCOMPASS SHORT-TERM AND LONG-TERM NEEDS, BOTH INTERNALLY WITHIN THE ORGANIZATION AND EXTERNALLY FOR THE COMMUNITY. THE COUNCIL BRAINSTORMED IDEAS TO CAPTURE ALL PROPOSALS, BIG AND SMALL, AND THROUGH THIS UNEARTH COMMON THEMES THAT LAY THE GROUNDWORK FOR GOAL CLASSIFICATIONS AND ACTION ITEMS. THIS DISCUSSION SERVED AS A STEPPINGSTONE TO FORMULATING REFINED GOALS AND COUNCIL VALUES FOR 2022/23.

The goals and actions are shown on the following pages and are aligned with the goals of the Hermiston 2040 Community Vision. The Council also identified values that will guide the team in implementing these goals. These values should be considered as each action is scoped and implemented.

Fiscal Prudence

We are responsible stewards of the City's financial resources and exercise discretion in decision-making

Engagement

We facilitate constructive relationships between the City and constituents to build trust and support equitable and sustainable decisionmaking

Inclusive

We are committed to building an inclusive environment that values and respects the contributions of all people

Partnerships

We collaborate with community organizations to leverage expertise and resources to best serve the public

Livability

We promote diverse housing options, convenient and accessible community assets, a healthy environment, and high-quality education



GOAL: GROWING + PROSPEROUS

Hermiston is cultivating a vibrant community with a thriving economy, assortment of housing opportunities, high-quality education, and support services to preserve the small-town feel

Actions	Project Lead	Timeline
Workforce Development		
Develop partnerships with local employers and community organizations to explore staffing needs and strategies for enhancement	Byron/Mark M.	1-2 Years
2. Advocate for legislation that supports workforce development in Hermiston	Byron	1-2 Years
Transportation		
3. Complete the Geer/Harper road improvements	Mark M.	1-2 Years
4. Extend Gettman Road	Byron/Mark M.	3-4 Years
5. Complete alternative route transportation study	Mark M.	1-2 Years
Housing		
6. Attract market-rate rental housing developments to increase middle housing inventory	Byron/Mark M. Clint	3-4 Years
7. Fund infrastructure improvements to support new housing and enhance livability		Ongoing
8. Recommend a course of action on the Green property	Byron/Mark M./ Clint	3-4 Years

GOAL: SAFE + HEALTHY

Actions

Hermiston ensures a healthy and safe environment for all through abundant recreation and wellness opportunities, high-quality health care, collaboration with community partners, and a healthy and attractive built environment

Project Lead

Timeline

Wellness		
Explore funding options and partnerships for Health,Wellness and Aquatic Center	Byron/Brandon	1-2 Years
Wetthess and Addatic Center		
Homelessness		
10. Facilitate public forum to discuss homelessness in	Byron	1-2 Years
community		
11. Determine City role as it relates to homelessness	Byron	1-2 Years
Mental Health		
12. Explore options for providing mental health support	Jillian	3-4 Years
services at Municipal Court		
13. Facilitate partnerships to attract mental health providers to	Byron	1-2 Years

Hermiston

GOAL: SUSTAINABLE

Hermiston responsibly plans and invests in community infrastructure and the built environment to support the critical needs of daily life and sustainable growth for the future

Actions	Project Lead	Timeline
City Facilities		
14. Complete construction of new City Hall	Byron	1-2 Years
15. Begin implementation of EOTEC Strategic Plan	Byron/Al	1-2 Years
16. Assess EOTEC facility management alternatives	Byron	1-2 Years
Water		
17. Implement water supply components of master plan	Mark M.	5+ Years
18. Secure water rights for the EOTEC site	Byron	1-2 Years

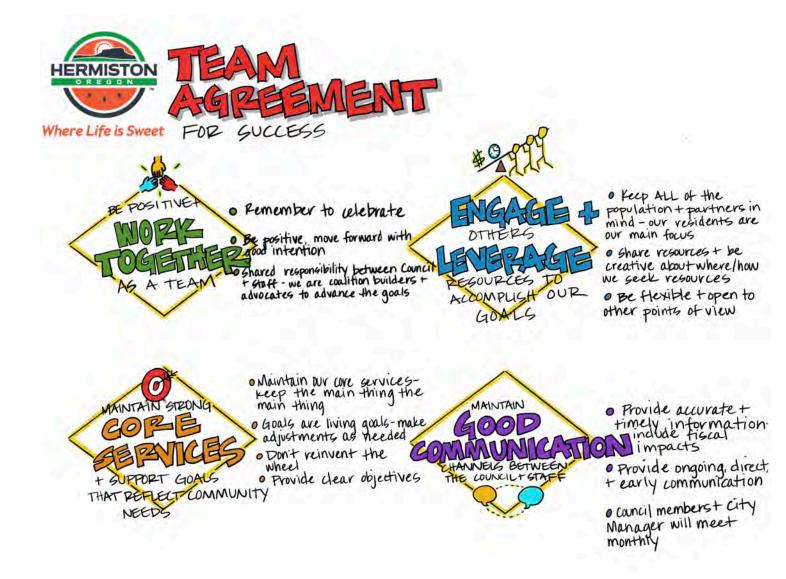
GOAL: CONNECTED + ENGAGED

Hermiston provides opportunities for strong social connections, celebrates diversity, and honors our historic and cultural heritage to foster a welcoming and inclusive community for all

Project Lead	Timeline
Byron/Nate	1-2 Years
Byron	1-2 Years
Byron	1-2 Years
Byron	1-2 Years
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	Byron/Nate Byron

Team Agreement

The Council and Leadership Team reaffirmed their team agreement from 2021 for the year ahead. The team agreement identifies how the Council and staff agree to work together. The purpose of this agreement is to guide the team in working together, establishing trust, and facilitating open communication and accountability.





Contact Info

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CITY OF HERMISTON