



- = New
- = Ongoing
- = In Progress
- = From Previous Year

TALENT CITY COUNCIL FY18-19 GOALS & WORK PLAN

Goal: Improve communication with residents and increase transparency.		
Projects	Department or CCB	Timeline
Redesign website to improve usability and provide more information.	Admin	
Increase transparency of financial information by making it more accessible online.	Finance	
Publicly post an annual procedural calendar that includes dates for goal setting, budget process, etc.	Admin	
Evaluate feasibility of providing certain communications in Spanish.	Admin	

Goal: Update policies, procedures and plans.		
Projects	Department or CCB	Timeline
Contract an HR service to develop policies, handle complaints and draft exempt employee contracts.	Council	
Write policy regarding ability of City Manager to change exempt employee salary ranges.	Admin	
Create map and adopt policy for vacating right-of-ways.	Comm Dev	
Update Parks Master Plan.	Parks	

Goal: Address staffing shortage.		
Projects	Department or CCB	Timeline
Conduct staffing analysis and determine whether there is a need to increase capacity.	Admin	
Evaluate feasibility of hiring a dedicated detective to handle big drug cases, financial fraud, etc.	PD	

Goal: Increase City revenues.		
Projects	Department or CCB	Timeline
Evaluate ways to generate additional City revenues.	Council/ Admin	

Goal: Ensure legality of Council decisions and actions.		
Projects	Department or CCB	Timeline
Consider local attorney service and evaluate Council-attorney communication practices.	Council	

Goal: Improve safety of the City of Talent.		
Projects	Department or CCB	Timeline
Provide training to law enforcement officers that will enable them to provide non-biased, high-quality law enforcement.	PD	
Increase pedestrian safety in the downtown and around the school.	TSTC	

Goal: Provide capacity for PD to complete investigations independently.		
Projects	Department or CCB	Timeline
Evaluate cost of technological equipment to get into phones.	PD	
Evaluate certification of a child abuse investigator.	PD	

Goal: Increase efficiency and decrease costs.		
Projects	Department or CCB	Timeline
Increase amount of water customers using electronic statements by 50% by offering incentives to switch.	Finance	
Program SCADA system with a “Conservation Mode” that allows the Water Distribution system to avoid running during “Peak” periods.	Public Works	
Coordinate with the TAP group for collaboration efforts and planning for a TAP Master Plan that would be implemented after individual Water Master Plans are completed.	Public Works	
Produce an action plan that could be implemented through adherence to the Strategic Energy Management Program.	Public Works	
Complete Phase 4 of the street light LED retrofit.	Public Works	

Goal: Expand residential land availability and improve housing affordability.		
Projects	Department or CCB	Timeline
Expand the Urban Growth Boundary.	Comm Dev	
Complete UGB Alternatives Analysis.	Comm Dev	

Goal: Establish a thriving downtown business district and improve livability.		
Projects	Department or CCB	Timeline
Evaluate speed zones.	Public Works	
Conduct parking studies.	Comm Dev	
Design signage and art for economic development.	TPAC	
Draft a dark sky ordinance.	Comm Dev	
Evaluate options for attracting a bank.	Council	

Goal: Protect the health of our children, residents, and visitors.		
Projects	Department or CCB	Timeline
Evaluate feasibility of implementing a time-phased Integrated Pest Management policy.	Council	
Include language in the new Parks Master Plan that any future project should address the issue of lower or no pesticide use by design.	Parks	

Goal: Implement more energy-related policies.		
Projects	Department or CCB	Timeline
Adopt clean energy element of the Comprehensive Plan.	Council	
Participate and support staff in implementing the strategic energy management program for all City-owned facilities.	Council	
Seek outside funding and partners to support hiring a full-time energy manager.	Council	

Goal: Decrease non-biodegradable waste internally and throughout the community.		
Projects	Department or CCB	Timeline
Develop and initiate the first steps of a time-phased plan to reduce the use of plastics.	Council	
Partner with Recology to develop waste management procedures and education plans.	Council	

Goal: Improve communications between Parks and citizens.		
Projects	Department or CCB	Timeline
Shut down existing Parks website and incorporate Parks into the new City of Talent website.	Admin	By June 30, 2018
Include more articles in the Flash newsletter.	Parks	Ongoing
Post news, events and volunteer activities to Facebook.	Parks	Ongoing

Goal: Better prioritize Parks capital improvements.		
Projects	Department or CCB	Timeline
Consult the Master Plan and assess community usage.	Parks	

Goal: Seek funding for development of the Master Plan and provide education on the process.		
Projects	Department or CCB	Timeline

Goal: Improve emergency preparedness organization.		
Projects	Department or CCB	Timeline
Coordinate with other organizations and seek funding to secure emergency supplies and communications equipment.	Council	

Goal: Improve volunteer recruitment and retention strategies.		
Projects	Department or CCB	Timeline
Arrange for volunteer work parties.	Parks	
Establish regular volunteer recognition practices.	Admin/ Council	

Goal: Develop leadership of committees and commissions.		
Projects	Department or CCB	Timeline
Evaluate opportunities for training new commissioners and committee members.	Council	
Provide Robert's Rules training.	Council	
Create an "ongoing nurture program" to ensure regular training continues.	Council	